

Bòrd na Gàidhlig

TEAMPLAID FOIRM DEARCNACHAIDH PLANAICHEAN CÀNAIN GÀIDHLIG GAELIC LANGUAGE PLAN MONITORING FORM TEMPLATE

Stiùireadh:

Fo sgèith Achd na Gàidhlig (Alba) 2005 faodaidh am Bòrd aithisg dearcnachaidh iarraidh bho dh' ùghdarrasan poblach le fios mu adhartas air liubhairt toraidhean a' phlana. 'S e am prìomh amas aig a' Bhòrd gum faigh an ùghdarras cothrom a bhith a' dèanamh tomhais air adhartas agus rèiteachadh a ghabhail os làimh ma tha feum air. Cuideachd gus fa-near a thoirt air adhartas nas motha na bha an ùghdarras an dùil. A bharrachd air seo, tha tha am pròiseas seo a' toirt cothrom don ùghdarras a bhith a' dèanamh planaidh ro-làimh mar phàirt den phròiseas ath-bhreithneachaidh riatanach ro ùrachadh a phlana, agus cunntas a ghabhail air leasan a chaidh ionnsachadh agus buaidh a' Phlana air poileasaidhean is planaichean na buidhne.

Tha am Bòrd a' moladh an teamplaid gu h-ìosal mar cruth airson aithisg dearcnachaidh. Thathar còd dhathan a' cleachadh gus adhartais a shealltainn air liubhairt thoraidhean.

Mar stiùireadh farsaingeachd air a' phròiseas dearcnachaidh, tha am Bòrd a' moladh na leanas:

- Gu bheil adhartas air a chomharrachadh gu soilleir airson nan gnìomhan uile, le meudachadh càileachd is àireamhail air an clàradh.
- Far a bheil dàil air a bhith ann, gu bheil mìneachadh soilleir air a dhèanamh air dè dh' adhbraich seo agus an dòigh anns a' bheil an ùghdarras gu bhith a' reiteachadh cùisean.
- Gu bheil earrann air a gabhail a-steach aig deireadh na h-aithisg le fios mu leasan a chaidh ionnsachadh.

Thèid an teamplaid seo a chleachdadh leis a' Bhòrd airson measadh a dhèanamh air aithisgean dearcnachaidh. Thèid coimhead air an tar-shealladh a thaobh co-ionannachd spèise; tairgse for-gnìomhach; àbhaisteachadh; na raointean leasachaidh agus prìomh raointean planadh cànain Gàidhlig an cois a' Phlana Cànain Nàiseanta Gàidhlig; planadh a thaobh luchd-obrach gu h-iomlan agus coileanadh uile gu lèir. Bidh freagairt a' Bhùird stèidhte air fianais a tha air thaisbeanadh san aithisg.

Guidance:

Under the Gaelic Language (Scotland) Act 2005 the Bòrd may require public authorities to submit a monitoring report on progress regarding delivery of their plan's outputs. The purpose of this is to provide the authority with an opportunity to measure progress, to take remedial action if necessary and in addition to note where progress has been greater than anticipated. The reporting process is also intended to support the organisation to plan in advance of the review required prior to renewal of its plan, to take account of lessons learned, and to measure the plan's impact across the organisation's policy and planning process.

The template provided below is the Bòrd's recommended monitoring report format. It includes a colour code system to indicate progress on output delivery and a key is provided regarding this.

By way of general guidance for the monitoring process the Bòrd encourages the following:

- That for all actions a clear measure of progress is included, with the qualitative and numerical increase recorded.
- Where there has been a delay in progress or no progress that this is clearly stated, with an explanation of why this has occurred and what the response is.
- That a 'lessons learned' section is included at the end of the report.

The Bòrd will use this template when assessing monitoring reports. We will also look at the wider picture in terms of delivery on equal respect; active offer; mainstreaming; the development areas and key language planning categories contained in the National Gaelic Language Plan; workforce planning and overall performance. Our response will be based on what is evidenced in the report.

Clàr Key	
A' dol mar bu chòir – gun dùbhlán no dùbhlán aig ìre ìseal a bhuaileas air ceann-latha no càileachd an toraidh On track – minimal or no issues that can impact on quality or delivery of output to schedule.	
Dàil air ceann-latha libhrigidh agus/no càileachd/meud an toraidh taobh a-staigh crìochan a' Phlana. Delay in delivery time line and/or quantity/quality of output within parameters of the Plan.	
Dàil air libhrigeadh an toraidh taobh a-staigh clàr-ama a' phlana no cha tèid an toradh a choileanadh taobh a-staigh clàr-ama a' Phlana. Delay in output delivery within the plan's time-line or target output will not be achieved within plan's time-line	

Fiosrachadh Bunaiteach Base-line information			
Ceann latha aonta Plana Cànanain Gàidhlig 2013 - 2018 Approval date of 2013- 2018 Gaelic Language Plan		March 2013	
Àrd-oifigear le uallach iomlan airson am Plana Senior officer with overall responsibility for the Plan		Grant Moir, Chief Executive	
Àrd-oifigear le uallach airson am Plana a chur an gnìomh Senior officer with responsibility for the implementation of the Plan		David Cameron, Director of Corporate Services	
Oifigear le uallach làitheil airson am Plana Officer with day-to-day responsibility of the Plan		Francoise van Buuren, Head of Communications & Engagement	
Ceann-latha a chuirear na h-aithisg a-staigh Date of submission of monitoring report		July 2015	
Ro-ràdh Plana Plan Introduction			
Gealladh (briatharachas bhon PCG) Commitments (text from GLP)	Adhartas (fios) Progress (narrative)	Ìre Status	Fuasgladh a nì sinn (a’ gabhail a-steach clàr-ama) Our response (including time line)
<p>Prepare a Gaelic Language Plan and bring it to the attention of interested parties. (See below for detailed commitments.)</p> <p>We will monitor and evaluate all our Gaelic activities, which will help us determine future commitments.</p>	<p>A draft Plan was prepared and consulted on in 2010. The document was available on our website, at our offices, and libraries and other accessible points as required. Letters were also sent to key stakeholders and Gaelic interest groups informing them of the consultation and highlighting the link on the website. The draft Plan was formally approved by the CNPA board in 2011, submitted to Bòrd na Gàidhlig in 2012 and approved in March 2013. A report on progress was prepared in July 2014 and is available on our website. Regular progress reports will be made throughout the delivery period.</p>	<div><div></div><div></div><div></div></div>	
<p>Gnìomhan sam bith eile a chaidh a dhèanamh ann an Caibideil 1 a bharrachd air gnìomhan a’ Phlana. Any other actions completed in addition to those contained the Plan.</p>			

Bun-dhleastanasan Core Commitments			
Dearbh aithne Identity			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh a nì sinn (a' gabhail a-steach clàr-ama) Our response (including time line)
We recognise the important of extending the visibility of Gaelic and increasing its status through the use of a bi-lingual corporate logo.	CNPA bi-lingual logo improved to give equal respect to Gaelic & guidelines sent to staff in January 2014. National Park Brand bi-lingual version improved to increase visibility of Gaelic, guidelines sent out to all brand users.	Green	Bi-lingual logo, Park brand & guidance – delivered 2014. Guidelines, old/new CNPA logo & Park brand attached. Brand users are listed on our website.
Gnìomhan dearbh-aithne sam bith eile a chaidh a dhèanamh a bharrachd air gnìomhan a' Phlana. Any other identity actions completed in addition to those contained in the Plan.			
CNPA advice and support has resulted in increased use of the Gaelic version of the Park brand and/or reference to Gaelic names in relation to 13 projects led by partners e.g. Nethy Bridge Community Centre, Highland Wildlife Park, Cairngorm Mountain (attached is a list of the projects where Gaelic advice has been provided)			
We recognise the importance of extending the visibility of Gaelic and increasing its status through the use of Gaelic language signage at our corporate offices.	Office & signage review – ongoing.	Green	Due to an ongoing accommodation review internal & external signage is expected to be delivered by Summer 2016 (within the Plan period). We will seek advice when producing signage to ensure equal respect is given to Gaelic. Eight external signs have been produced and will be in place during the Summer 2015.
Conaltraidhean Communications			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh a nì sinn (a' gabhail a-steach clàr-ama) Our response (including time line)
The CNPA recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area.	A translation service is in place to handle Gaelic enquiries via reception, telephone, mail, email, on CNPA forms or complaints. An instant translation service at public meetings (with 20 days notice), staff guidelines, a toolkit, promotion and monitoring of these services are in place.	Green	A translation service is in place and during office hours the Scottish Government Gaelic Language Team will provide support by handling Gaelic enquiries received via reception, telephone, mail, email, forms or complaints. Staff guidelines have been prepared, these services are promoted via the website and monitoring of these services is in place. A copy of the guidelines is provided as an attachment. The number of staff able to deal with Gaelic enquiries is 0, the number of enquiries or communications received in Gaelic through the specified media is 0, the number of enquiries or communications responded to and statistics on response times is therefore not applicable.
Gnìomhan conaltraidh sam bith eile a chaidh a dhèanamh a bharrachd air gnìomhan a' Phlana.			

Any other communication actions completed in addition to those contained in the Plan.			
Foillseachaidhean Publications			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
The CNPA is committed to increasing the use of Gaelic where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.	Increase use of Gaelic via Public Relations & media, printed materials, websites, exhibitions & events is being delivered by including BBC Alba & Europa in all our media relations, providing editor's notes and key facts and figures about the Park in Gaelic, having Gaelic spokespeople available for media interviews, ongoing use of Gaelic in publications & at events and having the Gaelic Language Plan available in Gaelic on our website. Staff guidance on how to use Gaelic in publications and a policy on the use of Gaelic on our website will be in place by Sept 2015 and will be shared with partners via the website by end of 2015.	Yellow	As the review of the Park website has been delayed, guidance on the use of Gaelic at events, with publications and a web policy for the use of Gaelic won't be available on the Cairngorms National Park website until the end of 2015. The new website is expected to go live by Sept 2015 and an increased use of Gaelic will be available by the end of 2015 including free information on using Scots Gaelic in interpretation. A policy on the use of Gaelic on our website will be in place by September 2015. All news releases are sent to BBC Inverness Alba and Europa, editors notes including CNPA's core duties and key facts & figures have been translated into Gaelic. No requests for Gaelic spokespeople have been received and no staff are on the approved list of Gaelic speakers. If a request is received we will ask the Scottish Government Gaelic Language team and our partners (e.g. SNH) for support. Publications which include Gaelic content are: CNPA Annual Report and the Gaelic Place Names leaflet . All future corporate publications with a forward will include Gaelic content and future Annual reports will include a Gaelic Language Plan update in both English & Gaelic. Attached is a report of PR activities that support Gaelic.
Gnìomhan Foillseachaidhean sam bith eile a chaidh a dhèanamh a bharrachd air gnìomhan a' Phlana. Any other Publications actions completed in addition to those contained in the Plan.			
Gaelic related news stories promoted via social media include: Cairngorms @cairngormsnews · May 27th - Historic Scotland retweet - Slàinte! Is toil leam uisge-beatha, May 16th - promotion of Feis Spe Junior Ceilidh Band & Gaelic Classes in Aberdeenshire, 30th April – Sealladh breagha - Ughdarras Pairc Naiseanta a Mhonaidh Ruaidh in support of Gaelic Language Day, 16th March - Ag ionnsachadh mu mar a tha cànanan ainmean-àite ag innse dhuinn mu eachdraidh nan daoine to promote Gaelic Language in the landscape training event 13th March - Latha sgoinneil faighinn a-mach mu ainmean-àite #Gaelic #Doric làimh ri Ùisge Dè sa Mhonadh Ruadh.			
Gaelic was also used to support the Grantown 250 celebrations (22-28 June) through the production of materials which can also be used at future events. The Cairngorms Nature Festival main event with celebrity host Nick Baker included a performance by the Feis Spe Junior Ceilidh Band on 16 th May 2016.			
Luchd-obrach			

Staffing			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
The CNPA recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which its use is essential or desirable. The CNPA also recognises the importance of enabling staff to develop their Gaelic skills if they wish to do so.	Staff & board members skills audit & learning requests have been recorded to establish a benchmark. An appointments policy & monitoring is in place. The skills audit will be repeated every year. Training opportunities are promoted as part of the appraisal process.	Green	In a staff survey conducted in Feb 2014 as a benchmark: 29 expressed an interest in training; 40 did not wish training; 1 preferred not to say. 24 (34%) members of staff attended a Gaelic in the Landscape training event (19 Nov & 3 Dec 2014). The training events were held in the CNPA Offices, Grantown on Spey and staff were able to attend during work time. Staff Gaelic skills have been monitored in 2014 & 2015 through an online survey, this will be carried out in Feb annually - see table attached. Training on Gaelic in the Landscape was offered via email to all staff in Sept 2014. Further training was offered to the Front Office staff (April 2015) via the Canan Online Toolkit http://toolkit.canan.co.uk/ . There has been no demand for this training to take place. CNPA staff learning, development and training needs are identified through our appraisal process (held twice annually). Training is then organised, as appropriate. Extract taken from CNPA Recruitment & Selection Policy (Feb 2013): <i>'Knowledge/experience of the Park's traditional languages like Gaelic should be a desirable criterion where it will make an effective contribution to the NPPP's aims.'</i> The Recruitment & Selection policy states the following: <i>'Where a certain level of Gaelic skills is part of the job description, the post should be advertised bilingually.'</i> CNPA's appointments policy was prepared in Feb 2013 - copy is attached. Gaelic monitoring on job applications has been introduced from May 2015, to date no job adverts have been produced in Gaelic and English.
<p>Gnìomhan luchd-obrach sam bith eile a chaidh a dhèanamh a bharrachd air gnìomhan a' Phlana.</p> <p>Any other staffing actions completed in addition to those contained in the Plan.</p>			
<p style="text-align: center;">Buaidhean Poileasaidh don Ghàidhlig Policy Implications for Gaelic</p>			
Togail Cànan			

Language acquisition			
Gàidhlig san dachaigh Gaelic in the home			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
Our commitment to continue to produce and increase Gaelic content in our publications and website will increase the usage of Gaelic both in the home and in education by enabling Gaelic users and learners access to more resources.	Gaelic use increased via PR, events and publications (see publications section above). Skills audit complete and requests for staff/board training recorded. Training opportunities promoted and delivered with 24 (34%) staff attending. Training has been delivered for external partners with 68 attendees. A Place Names Leaflet produced. A policy on the use of Gaelic on our website will be in place by September 2015.	Green	Delays to review the Park website means we will have guidance on the use of Gaelic at events and publications and a web policy for the use of Gaelic available on the Cairngorms National Park website by end of 2015. A new website will go live by Sept 2015 and increased use of Gaelic will be in place by end 2015 (within the Plan period).
Gàidhlig ann am foghlam Gaelic in education			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
Our commitment to continue to produce and increase Gaelic content in our publications and website will increase the usage of Gaelic both in the home and in education by enabling Gaelic users and learners access to more resources.	Gaelic use increased via PR, events, website, publications as well as the John Muir Award programme (see publications section above). A Place Names Leaflet has been produced. A policy on the use of Gaelic on our website will be in place by Sept 2015.	Green	Delays to review the Park website means we will have guidance on the use of Gaelic at events and publications and a web policy for the use of Gaelic available on the Cairngorms National Park website by end of 2015. A revised website will go live by Sept 2015 and increased use of Gaelic will be in place by end 2015 (within the Plan period).
Gàidhlig ann an ionnsachadh inbheach Gaelic in adult learning			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
We will continue to run adult learning opportunities and training for staff and board, funding for Park learning courses and events and through the Land Management Training Project.	Requests for staff/board training recorded and partners' interest sought via the Land Management Training Project. (see attached news article promoting the course)	Green	Skills audit complete and requests for staff/board training recorded. Training opportunities promoted and delivered with 24 (34%) staff attending. Training was delivered in November 2014 and March 2015 for external partners with 68 attendees.
Gnìomhan sam bith eile a thaobh togail cànan a chaidh a dhèanamh a bharrachd air gnìomhan a' Phlana. Any other actions completed regarding language acquisition in addition to those contained in the Plan.			
Cleachdadh Cànan			

Language usage			
Gàidhlig sna coimhearsnachdan Gaelic in communities			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
Our commitment to provide Gaelic awareness & language training for staff, board and the public will help staff to improve their Gaelic skills and increase the use of Gaelic in communities and the workplace. A commitment to accept and respond to Gaelic communications will provide Gaelic users more opportunities to communicate with the CNPA in Gaelic and increase the use of Gaelic in communities and the work place.	Gaelic use increased via PR, events and publications (see publications section above). Skills audit complete and requests for staff/board training recorded. Training opportunities promoted and delivered with 24 (34%) staff attending. Training has been delivered for external partners with 68 attendees. A Place Names Leaflet produced. A policy on the use of Gaelic on our website will be in place by September 2015. Translation service in place. Handling Gaelic enquiries and complaints staff guidelines, toolkit, promotion and monitoring in place. CNPA advice and support has resulted in increased use of the Gaelic version of the Park brand and/or reference to Gaelic names in relation to 13 projects led by partners e.g. Nethy Bridge Community Centre, Highland Wildlife Park, Cairngorm Mountain (attached is a list of the projects where Gaelic advice has been provided)	Green	Gaelic awareness and language training for staff, board and the public have been delivered. Handling Gaelic enquiries guidelines along with a translation service are in place.
Gàidhlig san àite-obrach Gaelic in the workplace			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
Our commitment to provide Gaelic Awareness & language training for staff, board and the public will help staff to improve their Gaelic skills and increase the use of Gaelic in communities and the workplace. A commitment to accept and respond to Gaelic communications will provide Gaelic users more opportunities to communicate with the CNPA in Gaelic and increase the use of Gaelic in communities and the work place.	Skills audit complete and requests for staff/board training recorded. Training opportunities promoted and delivered with 24 (34%) staff attending. Training has been delivered for external partners with 68 attendees. A Place Names Leaflet produced. A policy on the use of Gaelic on our website will be in place by September 2015. Translation service in place. Handling Gaelic enquiries and complaints staff guidelines, toolkit, promotion and monitoring in place.	Green	Gaelic awareness and language training for staff & board have been delivered. Handling Gaelic enquiries guidelines along with a translation service are in place.

Gàidhlig sna meadhanan Gaelic in the media			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
Our commitment to provide bilingual documents and Gaelic content on our website and other communications, where it will make an effective contribution to the Plan's aims and where there is a genuine need, will increase the presence of Gaelic in the media. Our commitment to developing a methodology on the use of Gaelic in the Park brand and on the Park portal will increase the presence of Gaelic in the media. Our commitment to work proactively with Gaelic media and provide, where possible, spokespeople in Gaelic will help to promote Gaelic both in the Park and Scotland and support Gaelic media.	CNPA bi-lingual logo improved to give equal respect to Gaelic & guidelines sent to staff in January 2014. National Park Brand bi-lingual version improved to increase visibility of Gaelic and guidelines sent out to all brand users. Gaelic spokespeople for media interviews are available, ongoing use of Gaelic in publications & at events, staff guidance & website policy in place by Sept 2015. CNPA advice and support has resulted in increased use of the Gaelic version of the Park brand and/or reference to Gaelic names in relation to 13 projects led by partners e.g. Nethy Bridge Community Centre, Highland Wildlife Park, Cairngorm Mountain (attached is a list of the projects where Gaelic advice has been provided)	Green	Delays to review the Park website means we will have guidance on the use of Gaelic at events and publications and a web policy for the use of Gaelic available on the Cairngorms National Park website by end of 2015. A revised website will go live by Sept 2015 and increased use of Gaelic will be in place by end 2015 (within the Plan period).
Gàidhlig sna h-Ealain Gaelic in the arts			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
Gàidhlig ann an turasachd, dualchas agus cur-seachadan Gaelic in tourism, heritage and recreation			
Gnìomh Action	Adhartas (fios) Progress (narrative)	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
Our continued use of the bilingual CNPA logo and commitment to develop a methodology with partners on the use of Gaelic in the Park brand and portal will increase the profile of Gaelic in tourism, heritage and recreation. Updating the Place Names leaflet will increase the	CNPA bi-lingual logo improved to give equal respect to Gaelic & guidelines sent to staff in January 2014. National Park Brand bi-lingual version improved to increase visibility of Gaelic and guidelines sent out to all brand users. Gaelic spokespeople for media interviews are available, ongoing use of Gaelic in publications & at events, staff guidance & website policy in place by Sept	Green	Delays to review the Park website means we will have guidance on the use of Gaelic at events and publications and a web policy for the use of Gaelic available on the Cairngorms National Park website by end of 2015. A revised website will go live by Sept 2015 and increased use of Gaelic will be in place by end 2015 (within the Plan period).

profile of Gaelic in tourism, heritage and recreation. Our commitment to continuing to run Gaelic courses for staff, board, partners and the public will strengthen Gaelic in communities and in tourism, heritage and recreation. Our commitment to continue to produce Gaelic branded interpretation materials will increase the profile of Gaelic in communities and in tourism, heritage and recreation.	2015. CNPA advice and support has resulted in increased use of the Gaelic version of the Park brand and/or reference to Gaelic names in relation to 13 projects led by partners e.g. Nethy Bridge Community Centre, Highland Wildlife Park, Cairngorm Mountain (attached is a list of the projects where Gaelic advice has been provided) Place Names Leaflet is available. Requests for staff/board training recorded and partners' interest sought via the Land Management Training Project. Training opportunities promoted and delivered with 24 (34%) staff attending. Training has been delivered for external partners with 68 attendees.		
<p>Gnìomhan sam bith eile a thaobh cleachdadh cànan a chaidh a dhèanamh a bharrachd air gnìomhan a' Phlana.</p> <p>Any other actions completed regarding language usage in addition to those contained in the Plan.</p>			
<p>Inbhe Cànan Language status</p>			
<p>Cruthachadh ìomhaigh dheimhinneach don Ghàidhlig Creating a positive image for Gaelic</p>			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
We will produce and deliver the CNPA Gaelic Language plan to enable the use of Gaelic in relation to our corporate identity, communications, publications and staffing.	CNPA Gaelic Language plan was approved in March 2013 and a progress report has been produced in July 2014 and July 2015. An update for staff was sent out in May 2014 and July 2015 which explains the plan and clarifies staff responsibilities.	Green	All actions identified in the Gaelic Language Plan are only slightly delayed or on track to be delivered within the parameters of the Plan.
<p>Meudachadh ann an làithaireachd na Gàidhlig Increasing the visibility of Gaelic</p>			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
We will increase the visibility of Gaelic by the continued and increased use of it on our signage, logo, website and publications.	Place Names Leaflet is available. Improved bilingual CNPA logo and Park brand & guidelines are in place, ongoing use of Gaelic in the media, publications & at events, staff guidance & website policy will be in place by Sept 2015 and internal & external signage will be in place by summer 2016.	Green	All actions identified in the Gaelic Language Plan are only slightly delayed or on track to be delivered within the parameters of the Plan.

Gnìomhan sam bith eile a thaobh inbhe cànan a chaidh a dhèanamh a bharrachd air gnìomhan a' Phlana.

[Any other actions completed regarding language status in addition to those contained in the Plan.](#)

Gaelic related news stories promoted via social media include: [Cairngorms @cairngormsnews](#) · **May 27th** - Historic Scotland retweet - Slàinte! Is toil leam uisge-beatha, **May 16th** - promotion of Feis Spe Junior Ceilidh Band & Gaelic Classes in Aberdeenshire, **30th April** – Sealladh breagha - Ughdarras Pairc Naiseanta a Mhonaidh Ruaidh in support of Gaelic Language Day, **16th March** - Ag ionnsachadh mu mar a tha cànanan ainmean-àite ag innse dhuinn mu eachdraidh nan daoine to promote Gaelic Language in the landscape training event **13th March** - Latha sgoinneil faighinn a-mach mu ainmean-àite #Gaelic #Doric làimh ri Ùisge Dè sa Mhonadh Ruadh.

Gaelic was also used to support the Grantown 250 celebrations (22-28 June) through the production of materials which can also be used at future events. The Cairngorms Nature Festival signature event with celebrity host Nick Baker included a performance by the Feis Spe Junior Ceilidh Band on 16th May 2016.

Corpas Cànan

Language Corpus

Leasachadh Litreachail, Briathrachais is Ainmean-àite Gàidhlig

[Gaelic Orthographic, Terminological and Place-name Development](#)

Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
Updating our Place Names leaflet and providing guidance for staff on the use of Gaelic in communications will strengthen Gaelic orthographic, terminological and place name development. Developing a methodology with our partners on the use of Gaelic in the Park brand will also strengthen Gaelic orthographic, terminological and place name development.	Place Names Leaflet is available. Improved bilingual CNPA logo and Park brand & guidelines are in place, ongoing use of Gaelic in the media, publications & at events, staff guidance & website policy will be in place by Sept 2015.	Green	All actions identified in the Gaelic Language Plan are only slightly delayed or on track to be delivered within the parameters of the Plan.

Eadar-theangachadh is Eadar-mhineachadh Gàidhlig

[Gaelic Translation and Interpretation](#)

Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
We will use reputable translators to assist with the Gaelic translation of our services.	Reputable translators to assist with our Gaelic translation are in place.	Green	

Gàidhlig ann an Sgrùdadh is Rannsachadh

[Gaelic in Surveys and Research](#)

Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)

<p>Gnìomhan sam bith eile a thaobh corpas cànan a chaidh a dhèanamh a bharrachd air gnìomhan a' Phlana.</p> <p>Any other actions completed regarding language corpus in addition to those contained in the Plan.</p>			
<p>Buileachadh is sgrùdadh Implementing and monitoring</p>			
<p>Foillseachadh a' phlana Publicising the plan</p>			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
The CNPA's Gaelic Language Plan will be published bilingually on the CNPA website and we will promote and distribute the approved Gaelic Language Plan with interested parties.	Gaelic Language Plan press release sent out and copies sent to staff, board, partners and interested partners in March 2013. The Plan is available at CNPA offices, on request or via the CNP website in both Gaelic and English. Progress reports are available on the website and an update will be included in the CNPA Annual Review 2014/15 in both Gaelic and English.	Green	
<p>Luchd-obrach fa leth (mar a tha luchd-obrach air am fiosrachadh a thaobh an dleastanasan fon Phlana agus mar a bhios seo air a sgrùdadh)</p> <p>Individual Staff Members (how staff are informed of their duties under the Plan and how this will be monitored)</p>			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
Guidance will be produced and made available to staff outlining what the Plan means for them, including information on identity, communications, publications and staffing. Staff will be encouraged to comment on it during the consultation period and to make suggestions for improvements throughout the period of the Plan.	A progress report has been prepared in July 2014 & July 2015 and shared with all staff and board members and published on the website. An action plan has been prepared which involves 14% of our staff (12 people) and is available for staff to comment on to make suggestions and improvements -see copy of staff updates attached.	Green	
<p>Seirbheisean air an Liubhairt le Treas Phàrtaidhean</p> <p>Services Delivered by Third Parties</p>			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
We will seek to ensure that, where appropriate, agreements or arrangements made with third parties which relate to the delivery of its services to the public follow the terms of	Gaelic Language Plan distributed to interested parties and made available on request and on our website. Improved bilingual CNPA logo and Park brand & user guidelines are in place and sent to all Park brand users (ongoing). CNPA advice and support has resulted in increased use of the	Green	Guidelines for the use of the bilingual CNPA logo and Park brand are in place and are sent to all Park brand users (ongoing). Where appropriate, information to encourage third parties who deliver public services on behalf of the CNPA to follow the terms of our Gaelic

<p>this Plan. This commitment includes services that may be contracted out. Where the third party does not have a Gaelic Language Plan in place, we shall encourage them to follow the terms of the Gaelic Language Plan and to ensure that their staff are informed of the terms of the Plan. We will also develop methodology with our partners on use of Gaelic in the Park brand and portal.</p>	<p>Gaelic version of the Park brand and/or reference to Gaelic names in relation to 13 projects led by partners e.g. Nethy Bridge Community Centre, Highland Wildlife Park, Cairngorm Mountain (attached is a list of the projects where Gaelic advice has been provided)</p>		<p>Language Plan will be provided via our website by end of 2015.</p>
<p>Fiosrachadh bhuidhnean eile agus treas phàrtaidhean mun Phlana agus gam brosnachadh gus obrachadh leis. Informing other organisations and third parties of the Plan and encouraging them to operate in the spirit of the Plan</p>			
<p>Gealladh Commitments</p>	<p>Adhartas Progress</p>	<p>Ìre Status</p>	<p>Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)</p>
<p>We will publish the Gaelic Language Plan on our website and we will advise consultees and other external organisations and third parties of the publication of the draft and approved Gaelic Language Plan.</p>	<p>Gaelic Language Plan press release sent out and copies sent to staff, board, partners and interested partners in March 2013. The Plan is available at CNPA offices, on request or via the CNP website in both Gaelic and English. Progress reports are available on the website and an update will be included in the CNPA Annual Review 2014/15 in both Gaelic and English.</p>	<p>Green</p>	
<p>Goireasachadh a' Phlana a thaobh nan seirbheisean air an liubhairt. Resourcing the Plan, in respect of those services delivered.</p>			
<p>Gealladh Commitments</p>	<p>Adhartas Progress</p>	<p>Ìre Status</p>	<p>Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)</p>
<p>Normal activities will be included and resourced through budgets agreed annually. We will also apply to relevant funding bodies for a contribution to specific items where these can be identified.</p>	<p>Staff work plans include responsibilities to deliver various aspects of the Gaelic Language Plan. Funding support has been successfully secured from the GLAIF 2014-2015 but unfortunately has not been successful for GLAIF 2015-16.</p>	<p>Green</p>	<p>All actions identified in the Gaelic Language Plan are only slightly delayed or on track to be delivered within the parameters of the Plan.</p>
<p>Sgrùdadh air Buileachadh a' Phlana air an taobh a-staigh agus tro bhith a' cur a-steach aithisgean sgrùdaidh gu Bòrd na Gàidhlig. Monitoring the Implementation of the Plan both internally and through submission of monitoring reports to Bòrd na Gàidhlig</p>			
<p>Gealladh Commitments</p>	<p>Adhartas Progress</p>	<p>Ìre Status</p>	<p>Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)</p>
<p>In monitoring the implementation of the Gaelic Language Plan, we will produce an annual review of the Plan and report on</p>	<p>A progress report has been prepared in July 2014 which was shared with all staff and via the website. The report was sent to Bòrd na Gàidhlig on 22 July 2014 and their</p>	<p>Green</p>	

the successful implementation or otherwise of the Plan. All Gaelic enquiries received will also be logged and responded to; our Gaelic skills audit will monitor the number of staff learning and their training needs, which will inform future staff training requirements and we will monitor the number of news releases, news articles and interviews in the Gaelic media and press.	comments were received on 10 February 2015 which have been incorporated into the progress report prepared in July 2015. Progress reports are available on the website and an update will be included in the CNPA Annual Review 2014/15 in both Gaelic and English. An update for staff was sent out in May 2014 and July 2015 which explains the plan and clarifies staff responsibilities. Skills audit complete and requests for staff/board training recorded. Training opportunities promoted and delivered with 24 (34%) staff attending. Handling Gaelic enquiries and complaints staff guidelines, and monitoring in place. Gaelic media activities being monitored.		
<p>Gnìomhan sam bith eile a thaobh dearcnachaidh agus libhrigidh a chaidh a dhèanamh a bharrachd air geallaidhean a’ Phlana.</p> <p>Any other actions completed regarding monitoring and delivery in addition to commitments contained in the Plan.</p>			
We are involved with GMòr Lunastal and Gaelic as an Asset Group and work with our Rural Affairs, Food & Environment (RAFE) partners to share best practice.			

List of Attachments:

1. CNPA Logo old version
2. CNPA Logo new version
3. CNPA logo guidance email to staff
4. CNPA Logo guidance
5. Park brand old version
6. Park brand new version
7. Park brand guidance
8. List of partner projects involving use of Gaelic
9. Staff guidelines for handling Gaelic enquiries
10. Summary of PR activities supporting the use of Gaelic
11. Staff skills audit results
12. Recruitment & Selection Policy
13. Piper article promoting Gaelic Language skills training courses for external partners
14. Gaelic Language Plan updates and activity plan 2014 & 2015

Rudan a chaidh ionnsachadh

Lessons learned