

BÒRD NA GÀIDHLIG

FOIRM DÀTA BLIADHNAIL 2019-20 ANNUAL RETURN FORM 2019-20

Ainm na buidhne Organisation's name	Pàirc Nàiseanta a' Mhonaigh Ruaidh / Cairngorms National Park Authority
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Prìomh Dhàta Measaidh Primary Indicator Data

Fios bhon Phoball Communications from the Public	Cia mhead brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna? How many written communications have the organisation received from the public in Gaelic this year?	0
A' sgaoileadh fiosrachaidh Dissemination of information	Cia mhead pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna? How many posts did the organisation distribute on social media in Gaelic this year?	48 (Relate/link to Gaelic exps in the Park)
	Cia mhead fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? How many press releases did the organisation publish in Gaelic this year?	0 All releases are sent to BBC Alba
Luchd-obrach Staff	Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year?	0 We provide training every 2 years
	Cia mhead dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach? How many posts do you currently have where Gaelic is an essential skill?	1
	Cia mhead neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig? How many staff currently within the organisation have Gaelic skills?	CNPA annual staff Gaelic skills survey results - 2020 (See table – p11)

<p>Foillseachaidhean Publications</p>	<p>Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà-chananach am-bliadhna? How many organisational publications have been published bilingually (Gaelic and English) this year?</p>	<p>0 All corporate publications include a Gaelic Foreword plus CNPA GLP 2018-2022</p>
<p>Inbhe Status</p>	<p>Cia mheud soidhne dà-chananach a chuir am buidheann an àirde am-bliadhna? How many bilingual signs has the organisation erected this year?</p>	<p>4 Meeting rooms (Dè, Athfhinn, Spè, Deathan)</p>

Prìomhachasan a' Phlana Cànan Nàiseanta Gàidhlig National Gaelic Language Plan Priorities

Cleachdadh na Gàidhlig / Using Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air cleachdadh na Gàidhlig?

How is the organisation increasing the use of Gaelic?

An annual Gaelic Language Plan implementation plan is produced and includes:

- Gaelic Foreword in corporate publications, a bilingual update on progress in our Annual Review & Gaelic Language Plan published in both Gaelic and English
- Increase use of Gaelic signage inside and outside CNPA's offices
- Monitoring of Gaelic 'enquiry' services & front office guidance & training
- Staff guidelines on using Gaelic in everyday activities added to staff induction
- Increase Gaelic on the CNP website and social media
- Gaelic guidance/materials available via our [Gaelic as an Asset online toolkit](#)
- Recruited a Gaelic student intern to support the delivery of our Gaelic Language Plan

Ionnsachadh na Gàidhlig / Learning Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air ionnsachadh na Gàidhlig?

How is the organisation increasing the learning of Gaelic?

- Annual Gaelic skills staff & Board member audit
- Promote Gaelic training opportunities to CNPA staff & Board members
- Gaelic Awareness training for volunteer rangers/volunteers and staff & partners every two-years
- Launch of the [Literary Landscapes project](#)

A' cur air adhart na Gàidhlig / Promoting Gaelic

Ciamar a tha a' buidhinn a' cur deagh iomhaigh air adhart airson na Gàidhlig?

How is the organisation promoting a positive image of Gaelic?

- Bilingual CNPA logo showing equal respect for both Gaelic & English
- Gaelic version of the Cairngorms National Park brand identity created in 2019
- Use of bilingual signage at CNPA offices internally and externally
- Staff guidelines on using Gaelic in everyday activities added to staff induction
- Gaelic Awareness training for volunteer rangers/volunteers and staff & partners every two-years
- Gaelic Place Names leaflet & *Gaelic as an Asset* online toolkit launched in 2019
- Gaelic Language student intern employed to support delivery of Gaelic experiences in the Park

Fiosrachadh dearcnachaidh eile
Other monitoring information

A' brosnachadh Foghlam Gàidhlig
Promotion of Gaelic Education

Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach
For Local Authorities only to complete

Fo Earrainn 15 de dh'Achd an Fhoghlaim (Alba) 2016, feumaidh ùghdarrasan ionadail aig a bheil foghlam Gàidhlig anns an sgìre aca seo a shanasachd ann an dòigh iomchaidh. Feumaidh gach ùghdarras ionadail sanasachd a dhèanamh air na còraichean a th' aig pàrantan gus tagradh a dhèanamh airson foghlam Gàidhlig aig ìre na bun-sgoile agus foghlam luchd-ionnsachaidh na Gàidhlig a stèidheachadh. Ciamar a tha sibh a' coileanadh an dleastanais seo?

Under Section 15 of the Education (Scotland) Act 2016, local authorities which already provide Gaelic education in their area must take reasonable steps to promote this. All local authorities must take reasonable steps to promote the rights which parents have under the Act to make a request for Gaelic Medium Primary Education and the potential provision of Gaelic Learner Education. Could you tell us how you are undertaking this?

N/A CNPA is not a Local Authority

Pàrantan Corporra
Corporate Parenting

Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach
For Local Authorities only to complete

Am b' urrainn dhuibh dàta a thoirt dhuinn air an àireimh de dhaoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide data on the number of Gaelic-speaking care experienced young people registered with the Authority.

N/A CNPA is not a Local Authority

Am b' urrainn dhuibh fiosrachadh a thoirt dhuinn air tachartasan no cothroman a tha sibh a' cur air dòigh airson daoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras. Please provide information on activities or opportunities you provide for Gaelic-speaking care experienced young people.

N/A CNPA is not a Local Authority

Co-ionannachd Equalities

Bu chòir don a h-uile buidheann seo a lìonadh a-steach

For all organisations to complete

An do chomharraich an t-ùghdarras poblach agaibh cùisean sònraichte sam bith co-cheangailte ri co-ionannachd chothroman a thaobh leasachadh na Gàidhlig? Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?

No issues have been identified

A bheil poileasaidhean, modhan-obrach no dòighean-obrach sam bith co-cheangailte ri co-ionannachd a chaidh a chur an gnìomh leis an ùghdarras phoblach agaibh, no a tha gan cur an gnìomh an-dràsta, a bhuineas ri bhith a' cur co-ionannachd chothroman air adhart an lùib leasachadh na Gàidhlig? An inns sibh dhuinn mun deidhinn?

Are there any equalities policies, procedures or measures that have been implemented by your public authority, or are in the process of being implemented, that are relevant to advancing the equality of opportunity in the development of Gaelic language? Can you tell us about them?

An appointments policy & monitoring is in place to include Gaelic as desirable/essential criteria where relevant. A standard strap line is on the jobs section of the website that recognises Gaelic as an asset to the organisation and [encourages Gaelic speakers to apply for all posts](#). Where relevant, the role would be advertised in both English and Gaelic.

A bheil eisimpleirean ann de cheumannan sònraichte a ghabh sibh gus piseach a thoirt air in-ghabhail agus com-pàirteachas a tha air obrachadh gu sònraichte math a thaobh leasachadh na Gàidhlig taobh a-staigh an ùghdarrais phoblaich agaibh? An inns sibh dhuinn nam biodh sibh toilichte nan sgoileadh Bòrd na Gàidhlig na h-eisimpleirean agaibh agus nan dèanamaid sanasachd orra.

Are there examples of implementing specific measures to improve inclusivity or engagement that have worked particularly well regarding Gaelic language development for your public authority? Please indicate if you would be happy for Bòrd na Gàidhlig to share and promote the examples provided.

No

Amasan airson Seirbhisean Corporra	Corporate Service Aims			
Àrd Phrionnsabalan	Overarching Principles			
<p>Spèis Cho-ionann A h-uile gealladh anns a’ phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla.</p>	<p>Equal Respect Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.</p>	<p>CNPA responds to Gaelic enquiries within normal standards, treats them with equal respect, promotes and monitors these services.</p>		
<p>Cothroman Follaiseach Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonna air na cothroman a th’ ann agus Gàidhlig a chleachdadh leis an ùghdarras phoblach.</p>	<p>Active Offer Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.</p>	<p>CNPA provides guidelines to help staff increase the use of Gaelic in their daily operations.</p>		
<p>Treas Phàrtaidhean A’ dearbhadh gum bi ALEOs agus cunnraidhean eile ag obair gus plana Gàidhlig an ùghdarrais phoblaich a chur an gnìomh.</p>	<p>Third Parties Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.</p>	<p>CNPA reviews with partners how our Gaelic Language Plan can support national and local priorities including the Cairngorms National Park Partnership Plan</p>		
<p>Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig air an gabhail a- steach ann an structaran an ùghdarrais phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.</p>	<p>Normalisation Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.</p>	<p>CEO leads CNPA’s GLP, implemented by OMG. Annual action plans allocate tasks to staff across the organisation as part of their regular work plans/budget.</p>		
<p>Pàrantan Corporra Gu bheillear mothachail air na dleastanasan a th’ ann mar Pàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b’ àbhaist a bhith fo chùram le Gàidhlig a’ faighinn na h-aon cothroman ‘s a tha clann le cànan eile.</p>	<p>Corporate Parenting That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.</p>	<p>Not Applicable</p>		

Inbhe	Status			
<p>Suaicheantas Ag amas air suaicheantas corporra anns a' Ghàidhlig agus anns a' Bheurla a chruthachadh nuair a thig a' chiad chothrom agus mar phàirt den phròiseas ùrachaidh.</p>	<p>Logo Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.</p>	CNPA's bilingual corporate logo is used on corporate stationery, signage, publications etc.		
<p>Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p>	<p>Signage Prominent signage will include Gaelic and English as part of any renewal process.</p>	Office signage review is ongoing & guidelines have been prepared		
Conaltradh leis a' phoball	Communicating with the public			
<p>Brosnachadh Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.</p>	<p>Promotion Positive message that communication from the public in Gaelic is always welcome.</p>	CNPA Website states: CNPA is happy to receive and respond to enquiries in Gaelic		
<p>Conaltradh sgrìobhte Fàilte ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.</p>	<p>Written Communication Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.</p>	CNPA Website states: CNPA is happy to receive and respond to enquiries in Gaelic		
<p>Ionad-fàilte agus am fòn Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air t-seirbheis dhan phoball.</p>	<p>Reception and phone Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.</p>	CNPA Website states: CNPA is happy to receive and respond to enquiries in Gaelic Staff guidelines confirm how to manage enquires received in Gaelic.		
<p>Coinneamhan Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.</p>	<p>Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>	CNPA Website states: CNPA public meetings can held bilingually on request where there is a need to do so.		

Fiosrachadh	Information			
<p>Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p>News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>	<p>No news releases are circulated in Gaelic but all are sent to BBC Alba</p>		
<p>Meadhanan sòisealta Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh'fhaodadh a bhith ann.</p>	<p>Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>	<p>Social media content promotes opportunities to engage in Gaelic experiences in the Park</p>		
<p>Làrach-lìn Stuth Gàidhlig air làrach-lìn an ùghdarrais phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.</p>	<p>Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p>	<p>Corporate webpage includes Gaelic content. Gaelic as an Asset toolkit and Literary Landscapes project launched in 2019/20.</p>		
<p>Irisean Corporra Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.</p>	<p>Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>	<p>All corporate publications include a Gaelic Foreword Gaelic Place Names leaflet v. high reach</p>		
<p>Taisbeanaidhean Cothroman airson taisbeanaidhean dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh, le prìomhachas air an fheadhainn aig a bheil a' bhuaidh as motha.</p>	<p>Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.</p>	<p>Exhibition stands which include Gaelic are available for use at any of our public events or exhibitions.</p>		
Corpas na Gàidhlig	Gaelic Language Corpus			
<p>Gnàthachas Litreachaidh na Gàidhlig Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.</p>	<p>Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>	<p>We use quality translation services to produce our Gaelic translations needed to deliver our corporate public services</p>		

Luchd-obrach	Staff			
<p>Sgrùdadh Luchd-obrach Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.</p>	<p>Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>	<p>Staff & Board Gaelic skills & training audit held every year</p>		
<p>Inntrigeadh Èòlas air a' phlana Ghàidhlig mar phàirt den phròiseas inntrigidh.</p>	<p>Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>	<p>Gaelic Language Plan & guidelines on everyday use included in staff induction process</p>		
<p>Trèanadh cànan Trèanadh ann an sgilean Gàidhlig ga thabhann agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a' cur plana Gàidhlig na buidhne an gnìomh.</p>	<p>Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.</p>	<p>Gaelic skills training opportunities promoted & staff training offered every two-years</p>		
<p>Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.</p>	<p>Awareness training Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.</p>	<p>Gaelic Awareness training offered to volunteer rangers, all staff & board as well as partners every two-years</p>		
<p>Fastadh A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhastaidh.</p>	<p>Recruitment Recognising and respecting Gaelic skills within the recruitment process.</p>	<p>Appointments policy includes Gaelic as desirable or essential criteria where relevant. Standard strap line recognises Gaelic as an asset to the organisation and encourages Gaelic speakers to apply for all posts.</p>		
<p>Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach gus seirbheisean Gàidhlig a libhrigeadh agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.</p>	<p>Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p>	<p>Appointments policy includes Gaelic as desirable or essential criteria where relevant. Standard strap line recognises Gaelic as an asset to the organisation and encourages Gaelic speakers to apply for all posts.</p>		

<p>Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgiil riatanach.</p>	<p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>	<p>Appointments policy includes Gaelic as desirable or essential criteria where relevant. Where Gaelic is an essential skill, job adverts are promoted in both English and Gaelic.</p>
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Staff & Board Members skills audit results 2019 - 2020

Below are the results of the CNPA staff skills audit relating to Gaelic for 2019 and 2020. Although there has been no significant change in the number of 'none' or 'little' Gaelic Language skills, there has been a slight increase in the percentage of staff declaring 'some' skill and reduction in the number of 'fluent' skills declared.

In Feb 2019 – out of the staff surveyed:

	None	Little	Some	Moderate	Fluent	Prefer not to say	Total
Read Gaelic	41 (69.49%)	16 (27.12%)	1 (1.69%)	0	1 (1.69%)	0	59
Write Gaelic	53 (91.38%)	4 (6.90%)	0	0	1 (1.72%)	0	58
Speak Gaelic	46 (79.31%)	10 (17.24%)	1 (1.72%)	0	1 (1.72%)	0	58
Understand Gaelic	40 (68.97%)	16 (27.59%)	1 (1.72%)	0	1 (1.72%)	0	58

In Feb 2020 – out of the staff surveyed:

	None	Little	Some	Moderate	Fluent	Prefer not to say	Total
Read Gaelic	35 (67.30%)	17 (32.69%)	0	0	0	0	52
Write Gaelic	47 (90.38%)	5 (9.61%)	0	0	0	0	52
Speak Gaelic	41 (78.84%)	10 (19.23%)	1 (1.92%)	0	0	0	52
Understand Gaelic	30 (57.69%)	19 (36.53%)	3 (5.76%)	0	0	0	52

Out of 52 staff surveyed regarding Gaelic training: 31 were interested in developing their Gaelic skills through further training; 20 were not and 1 preferred not to say.

Below are results of the CNPA Board Member skills audit relating to Gaelic for 2020

In Feb 2020 – out of the Board Members surveyed:

	None	Little	Some	Moderate	Fluent	Prefer not to say	Total
Read Gaelic	12 (75%)	3 (18.75%)		1 (6.25%)			16
Write Gaelic	14 (87.5%)	1 (6.25%)	1 (6.25%)				16
Speak Gaelic	12 (75%)	3 (18.75%)	1 (6.25%)				16
Understand Gaelic	10 (62.5%)	5 (31.25%)		1 (6.25%)			16

Out of 16 Board Members surveyed regarding Gaelic training: 6 were interested in developing their Gaelic skills through further training and 10 were not.