

BÒRD NA GÀIDHLIG

FOIRM DÀTA BLIADHNAIL 2021-2022 ANNUAL RETURN FORM 2021-2022

Ainm na buidhne Organisation's name	Cairngorms National Park Authority
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Prìomh Dhàta Measaidh Primary Indicator Data

Fios bhon Phoball Communications from the Public	<p>Cia mheud 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?</p> <p>None received through Royal Mail or generic email inboxes.</p>	
A' sgaoileadh fiosrachaidh Dissemination of information	<p>Cia mheud 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?</p> <p>Total number of posts shared (Sep 2021 – Sep 2022) = approx. 65</p> <p>Platform breakdown: Facebook: 22 Instagram: 29 Twitter: 14</p>	
	<p>Cia mheud 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?</p> <p>Zero</p>	
Luchd-obrach	<p>Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year?</p> <p>We didn't run any Gaelic training events for the year 2021/22 but multiple sessions are planned for September 2023.</p>	

<p>Staff</p>	<p>Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach?</p> <p>How many posts do you currently have where Gaelic is an essential skill?</p> <p>We had one post (Gaelic Visitor Experience Reasearch Intern) where Gaelic was required as an essential skill.</p>	
	<p>Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig?</p> <p>How many staff currently within the organisation have Gaelic skills?</p> <p>Staff survey of 124 staff</p> <p>How would you assess your ability to Read Gaelic?</p> <p>None: 49 Little: 21 Some: 4 Moderate: Fluent: Prefer not to say/Blank: 50</p> <p>How would you assess your ability to Write Gaelic?</p> <p>None: 63 Little: 9 Some: 2 Moderate: Fluent: Prefer not to say/Blank: 50</p> <p>How would you assess your ability to Speak Gaelic?</p> <p>None: 53 Little:17 Some: 4 Moderate: Fluent: Prefer not to say/Blank: 50</p> <p>How would you assess your ability to Understand Gaelic?</p> <p>None: 53 Little: 17 Some: 5 Moderate: Fluent: Prefer not to say/Blank: 49</p> <p>Would you be interested in developing your Gaelic skills through further training?</p> <p>Yes: 51</p>	

	No: 23 Prefer not to say/Blank: 50	
Foillseachaidhean Publications	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? Zero, but our Cairngorms 2030 Lottery programme used the Gaelic word dùthchas as its starting point – see eg https://www.youtube.com/watch?v=fsefHW5xXpY	
Inbhe Status	Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many new bilingual signs has the organisation erected this year? Eight new meetings room signs were created following lockdown.	Louise / Olly /

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?

Our annual Gaelic Language Plan activities include:

- Promotion of specific Gaelic support materials, including our Gaelic as an Asset online toolkit, Heritage Interpretation toolkit, Shinty Trail case study, and other relevant resources including Literary Landscapes and our Gaelic place names map.
- The use of Gaelic signage inside and outside the Park Authority's offices, plus bilingual logo used on our ranger vehicles.
- Monitoring of Gaelic enquiries received by the Park Authority, plus accompanying front office guidance and training.
- Internal support and advice provided to staff members on translation and the application of Gaelic.
- Increased Gaelic content on the Park Authority website and regular Gaelic social media content.
- Supporting external initiatives such as the Badenoch Great Place Project to jointly tell the story of the National Park's natural and cultural heritage, of which Gaelic is a key element.
- Hosted a Gaelic intern for two years to develop specific resources and comms materials.

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?

- Question about knowledge of Gaelic included in the annual staff equality monitoring form. Staff are given the opportunity to identify the level of their Gaelic skills, and request training to increase their Gaelic skills.
- Regular Gaelic social media posts as well as social media campaigns such as the World Gaelic Week and Cairngorms Nature BIG Weekend activity.
- Promotion of Gaelic-specific materials such as the Shinty Trail and Heritage Interpretation toolkit.
- Promoting Gaelic training opportunities to Park Authority staff and board members.

- Gaelic awareness training for volunteer rangers / volunteers and staff and partners every two years.
- Ongoing presence of [Literary Landscapes project](#) materials on our website plus translation of key sections. Tender for our new National Park website has prioritised Gaelic in its construction.

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?

- Including a [Gaelic-specific objective](#) within our five-year National Park Partnership Plan which aims to encourage greater use of Gaelic across the Cairngorms National Park. Actions include supporting all public sector partners to implement their Gaelic language plans in full, and developing a suite of support tools for Gaelic, in collaboration with local businesses and community / cultural groups.
- Embedding Gaelic content within our social media activity, eg Gaelic-specific tweets as part of World Gaelic Week activity.
- Inclusion of the Gaelic word dùthchas as the starting point of our £43m Lottery-funded project Cairngorms 2030 – see eg <https://www.youtube.com/watch?v=fsefHW5xXpY>.
- Exploration of a refreshed brand identity for the National Park (see 2022-23 update) which gives Gaelic and English equal prominence for the first time across all Park Authority-controlled brands, including VisitCairngorms as a destination marketing brand.
- Highlighting the availability of Gaelic translation capacity with staff and partners.
- Promotion of Gaelic-specific materials such as the Shinty Trail and Heritage Interpretation toolkit.
- Use of Gaelic in interpretation / signage materials across the National 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

Pàrantan Corporra
Corporate Parenting

Chan fheum ach Pàrantan Chorporra seo a lìonadh a-steach
For Corporate Parents 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

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

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 specific issues regarding equality of opportunity; however, due to the small number of Gaelic speakers within the National Park recruitment of individuals with this skill has proved challenging.

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 and monitoring is in place to include Gaelic as desirable / essential criteria where relevant. A Gaelic strapline is included on the [jobs section of our website](#), which recognises Gaelic as an asset to the organisation and encourages Gaelic speakers to apply for all posts. Where relevant, roles are 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 sgaoileadh 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.

- Our amended approach to social media in 2023 – learning the lessons from previous Gaelic-only posts in 2021 and 2022 – culminated in our [World Gaelic Week](#) posts, in which we [highlighted our Cairngorms 2030 programme](#) inspired by the Gaelic word Dùthchas, our interactive storytelling resource [The Shinty Trail](#) and [how you can experience Gaelic with all five senses](#).
- Incorporating the Gaelic word dùthchas at the heart of our new Cairngorms 2030 National Lottery Heritage Fund programme – see <https://www.youtube.com/watch?v=fsefHW5xXpY&t=4s> and <https://www.youtube.com/watch?v=0EEHzmdh1B4>.

Amasan airson Seirbhisean Corporra	Corporate Service Aims			
Àrd Phrionnsabalan	Overarching Principles			
Spèis Cho-ionann A h-uile gealladh anns a’ phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla.	Equal Respect Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.	The Park Authority responds to Gaelic enquiries within normal standards, treats them with equal respect, promotes and monitors these services.		
Cothroman Follaiseach Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonnan air na cothroman a th’ ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.	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.	The Park Authority provides guidelines to help staff increase the use of Gaelic in their daily operations.		
Treas Phàrtaidhean A’ dearbhadh gum bi ALEOs agus cunnradairean eile ag obair gus plana Gàidhlig an ùghdarrais phoblaich a chur an gnìomh.	Third Parties Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.	The Park Authority reviews with partners how our Gaelic Language Plan can support national and local priorities, including through our National Park Partnership Plan . Also includes collaboration with the Cairngorms Business Partnership on the VisitCairngorms brand.		
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 bhuidheatan stèidhichte gus Gàidhlig a thoirt air adhart.	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.	Our CEO is the organisational lead on the Park Authority’s Gaelic Language Plan, with the plan being implemented by our Organisational Management Group. Annual action plans allocate tasks to staff across the		

		organisation as part of their regular work plans / budget.
Pàrantan Corporra Gu bheilear mothachail air na dleastanasan a th' ann mar Phàrant 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.	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.	N/A

Inbhe	Status			
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. Bu chòir an aon ìre follaiseachd a bhith ann airson an dà chànan san t-suaicheantas.	Logo Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.	Our corporate identity (Park Authority, National Park, VisitCairngorms etc) was in the process of being refreshed during this period to give truly equal prominence to Gaelic and English across all materials. Gaelic was previously included but text was smaller than the 'Cairngorms National Park' equivalent.		
Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.	Signage Prominent signage will include Gaelic and English as part of any renewal process.	All new office signage includes Gaelic and English. The bilingual logo appears on all Park Authority-authored interpretation materials, along with frequent use of Gaelic within the material itself.		
Conaltradh leis a' phoball	Communicating with the public			
Adhartachadh A' toirt teachdaireachd bhrosnachail seachad gum bithear daonnan a' cur fàilte air conaltradh a nì am mòr-shluagh ris an ùghdarras ann an Gàidhlig.	Promotion Positive message that communication from the public in Gaelic is always welcome.	Contact us section of the National Park website incorporates Gaelic and states that we are happy to receive and respond to enquiries in Gaelic.		
Conaltradh sgrìobhte Bithear daonnan a' gabhail ri conaltradh sgrìobhte ann an Gàidhlig (litrìchean, puist-d agus na meadhanan sòisealta) agus thèid freagairtean Gàidhlig a thoirt seachad a rèir a'	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.	As above.		

phoileasaidh choitchinn.		
Ionad-fàilte agus am fòn Nuair as urrainn do luchd-obrach le Gàidhlig an t-seirbheis seo a thoirt seachad, gheibh iad taic airson sin a dhèanamh, agus thèid sanasachd a dhèanamh air an t-seirbheis am measg a' mhòr-shluaigh.	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.	As above. Staff guidelines also confirm how to manage enquires received in Gaelic.
Coinneamhan Thèid coimhead gu cunbhalach air na cothroman a th' ann gus coinneamhan poblach a chumail gu dà-chànanach no ann an Gàidhlig, agus thèid sanasachd a dhèanamh orra.	Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.	Our website states that Park Authority public meetings can held bilingually on request where there is a need to do so.

Fiosrachadh	Information			
Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.	News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.	Zero news releases circulated in Gaelic. Hard to commit to these without Gaelic speaker in press office and without a dedicated spokesperson who speaks the language.		
Na Meadhanan sòisealta Thèid susbaint Ghàidhlig a sgaoileadh gu cunbhalach sna meadhanan sòisealta, agus sin a rèir an uiread luchd-cleachdaidh Gàidhlig a th' ann agus a dh'fhaodadh a bhith ann.	Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users	Over 60 posts incorporated Gaelic meaningfully in the last year.		
An Làrach-lìn Bu chòir susbaint Ghàidhlig a bhith ri faotainn air làrach-lìn an ùghdarrais phoblaich, agus prìomhachas ga thoirt do na duilleagan a dh'fhaodadh an àireamh as motha de dhaoine a tharraing.	Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.	Gaelic used extensively on website (20+ pages).		
Foillsichidhean Corporra Thèid an ullachadh ann an Gàidhlig is Beurla, agus prìomhachas ga thoirt don fheadhainn a dh'fhaodadh an àireamh as motha de dhaoine a leughadh.	Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.	All corporate publications include a Gaelic Foreword; Gaelic Place Names leaflet has very wide reach. Most documents due for renewal in the next 12-18 months.		
Tairbhe a' Chànain Bidh pròiseas ann gus dèanamh cinnteach gu bheil a' Ghàidhlig a gheibhear san fhiosrachadh corporra uile aig deagh ìre agus gun gabh a tuigsinn	Language Utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.	Advice and guidance to all staff included in induction materials and in corporate policies. Approved Gaelic translation services identified by Park Authority comms staff and shared with		

		colleagues and partners where required.
Taisbeanaidhean Bu chòir beachdachadh gu cunbhalach air cothroman gus taisbeanaidhean poblach a shealltainn gu dà-chànanach no ann an Gàidhlig, le prìomhachas ga thoirt don fheadhainn a dh'fhaodadh a' bhuaidh as motha a thoirt air cùisean.	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.	Exhibition stands including Gaelic are available for use at any public events or exhibitions.

Luchd-obrach	Staff			
Sgrùdadh air sgilean Thèid sgrùdadh a dhèanamh air sgilean Gàidhlig an luchd-obrach agus na feumalachdan trèanaidh aca a thaobh Gàidhlig rè ùine gach plana.	Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.	Staff and board Gaelic skills and training audit held every year.		
Fiosrachadh Inntrigidh Bidh fiosrachadh mu Phlana Gàidhlig an ùghdarrais phoblaich mar phàirt den fhiosrachadh inntrigidh a gheibh luchd-obrach ùr.	Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions	The Gaelic language plan is included in the line manager induction checklist, so all new staff are made aware of it.		
Trèanadh cànan Thèid cothroman trèanaidh is leasachaidh airson sgilean Gàidhlig a thabhann don luchd-obrach, gu h-àraidh mar thaic do bhith a' coileanadh Plana Gàidhlig an ùghdarrais phoblaich.	Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.	Offered annually through equality monitoring questionnaire. Sessions booked for autumn 2023.		
Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air luchd-obrach aig àrd ìre, luchd co-dhùnaidh eile agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.	Awareness training Gaelic awareness training offered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.	As above.		
Fastadh A' toirt aithne do is a' cur sùim ann an sgilean Gàidhlig an lùib nam pròiseasan fastaidh air feadh an ùghdarrais phoblaich.	Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the authority	Most posts have Gaelic skills as a desirable criterion in the person spec.		
Fastadh Bidh Gàidhlig air a h-ainmeachadh mar sgil riatanach agus / no a tha na buannachd ann an tuairisgeulan obrach gus cuideachadh le bhith a' cur a' Phlana Ghàidhlig an gnìomh agus a rèir an stiùiridh bho Bhòrd na Gàidhlig airson luchd-obrach fhastadh.	Recruitment 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.	As above.		

<p>Fastadh</p> <p>Bidh sanasan-obrach dà-chànanach ann no ann an Gàidhlig a-mhàin airson a h-uile dreuchd far a bheil Gàidhlig na sgil riatanach.</p>	<p>Recruitment</p> <p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>	
Corpas na Gàidhlig	Gaelic Language Corpus	
<p>Gnàthachas Litreachaidh na Gàidhlig</p> <p>Thèid cumail ris an tionndadh as ùire de Ghnàthachas Litreachaidh na Gàidhlig anns na stuthan sgrìobhaidh uile a thèid fhoillseachadh leis an ùghdarras phoblach.</p>	<p>Gaelic Orthographic Conventions</p> <p>The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>	<p>We use highly recommended translation services to produce our Gaelic materials in order to deliver our corporate public services.</p>
<p>Ainmean-àite</p> <p>Iarrar agus gabhar ri comhairle bho Ainmean-Àite na h-Alba air ainmean-àite Gàidhlig.</p>	<p>Place names</p> <p>Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.</p>	<p>Gaelic place name advice showcased through a dedicated Gaelic Place Names leaflet (distributed extensively in the National Park).</p>