

# BÒRD NA GÀIDHLIG

## FOIRM DÀTA BLIADHNAIL 2022-2023 ANNUAL RETURN FORM 2022-2023

<b>Ainm na buidhne</b> <b>Organisation's name</b>	Cairngorms National Park Authority
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### Prìomh Dhàta Measaidh Primary Indicator Data

<b>Fios bhon Phoball</b> <b>Communications from the Public</b>	<b>Cia mheud brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna?</b> <b>How many written communications have the organisation received from the public in Gaelic this year?</b>	None, but organisation has clear policy for all Admin staff to handle Gaelic queries from the public.
<b>A' sgaoileadh fiosrachaidh</b> <b>Dissemination of information</b>	<b>Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna?</b> <b>How many posts did the organisation distribute on social media in Gaelic this year?</b>	65 in total: 24 on Facebook, 21 on Instagram, 15 on Twitter and five on LinkedIn. Posts included Gaelic translations and / or Gaelic graphics.
	<b>Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna?</b> <b>How many press releases did the organisation publish in Gaelic this year?</b>	One – our National Park Partnership Plan media release.
<b>Luchd-obrach</b> <b>Staff</b>	<b>Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna?</b> <b>How many staff received Gaelic skills training this year?</b>	None
	<b>Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach?</b> <b>How many posts do you currently have where Gaelic is an essential skill?</b>	One (our Gaelic Language Intern post), but Gaelic listed as desirable on majority of job adverts.

	<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>Out of 130 staff - How would you assess your ability to read Gaelic? None - 67 Little - 32 Some - 6 Moderate - 1 Fluent - 0 I prefer not to say / Blank – 24</p> <p>How would you assess your ability to write Gaelic? None - 88 Little - 13 Some - 5 Moderate - 0 Fluent - 0 I prefer not to say / Blank – 24</p> <p>How would you assess your ability to speak Gaelic? None - 73 Little - 25 Some - 8 Moderate – 0 Fluent - 0 I prefer not to say / Blank – 24</p> <p>How would you assess your ability to understand Gaelic? None - 74 Little - 24 Some - 9 Moderate - 0 Fluent - 0 I prefer not to say / Blank – 23</p>
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<p><b>Foillseachaidhean</b> <b>Publications</b></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>Three publications have included dual language branding and a translated foreword – our Partnership Plan, our Tourism Action Plan and our Corporate Plan.</p>
<p><b>Inbhe</b> <b>Status</b></p>	<p>Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many new bilingual signs has the organisation erected this year?</p>	<p>32 bilingual signs on railway platforms across the National Park, eight dual-branded ranger vehicles, six meeting rooms, 20 new brand pop-banners, various materials for the new Cairngorms Nature Festival (six pop-ups, three feather flags, 40 directional signs).</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?

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.
- Gaelic forewords included in corporate publications, plus a bilingual update on progress in our Annual Review and Gaelic Language Plan (published in both Gaelic and English).
- 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 (in addition to staff guidelines on using Gaelic in everyday activities, which has been added to staff induction).
- Increased Gaelic content on the Park Authority website, regular Gaelic tweets plus a specific World Gaelic Week takeover on our digital channels.
- 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.
- Increased use of Gaelic in relation to interpretation material.
- Recruited a Gaelic student intern for the Cairngorms Nature Festival and – when they secured another position – used available budget to pay for translation of other material created to promote

the event.

## **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 (more than weekly) Gaelic posts with an educational focus, as well as social media campaigns such as the World Gaelic Week takeover and Cairngorms Nature Festival 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?

With Gaelic-first content receiving low reach and engagement across our digital channels (likely due to the relatively small percentage of Gaelic speakers living and visiting the Cairngorms National Park), we decided to take a different approach:

- Over the last six months, we have focused on integrating Gaelic translations into a selection of our posts, making the content more accessible to our broader audience and encouraging our followers to learn and engage with the language. We explicitly reference the value of Gaelic and the connection between the Cairngorms National Park and the language in terms of culture and heritage.
- This approach can be seen 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](#).
- The digital campaign for the Cairngorms Nature Festival is another example of this new style, with our [posts](#) showcasing Gaelic translations of words relevant to nature and wildlife, and further emphasising the connection between the language and the landscape of the National Park.
- [Gaelic assets](#) and post copy was also provided in our partner toolkit for this event circulated to 63 event providers across the National Park. Overall engagement with this approach has been comparatively higher than exclusively Gaelic content, with specific feedback saying that more details of pronunciations would be beneficial.

In addition, we also took forward the following:

- We placed a Gaelic word – Dùthchas – at the heart of our new Cairngorms 2030 National Lottery Heritage Fund programme, which aims to put the power to tackle the nature and climate crisis in the hands of the people of the National Park. In addition to being central to the overarching programme plan, Dùthchas was incorporated into our two promotional videos for the programme – see <https://www.youtube.com/watch?v=fsefHW5xXpY&t=4s> and <https://www.youtube.com/watch?v=OEEHzmdh1B4>.
- A full refresh of the Cairngorms National Park and Park Authority brands to give Gaelic and English equal prominence for the first time. This has been rolled out across our website, social media channels, publications and leaflets, signage, video assets and all corporate templates. We have also embedded Gaelic within our [new brand guidelines](#) (see pages 25, 39, 43, 46 and 79) and will ensure all new brands created by or for the Park Authority follow these principles.

- Related to the above, and following feedback from BnG, we have worked closely with colleagues at the Cairngorms Business Partnership to refresh the public-facing DMO brand VisitCairngorms to give English and Gaelic equal prominence. We have also worked closely with their comms team to encourage the creation and sharing of Gaelic-specific assets to visitors (something which now forms part of our annual grant arrangements). This also connects to the promotion of the Badenoch: The Storylands brand, which includes a significant Gaelic / cultural heritage component.
- Continuing to platform Gaelic on our website. To date 22 pages have been fully translated into English and Gaelic, with our new website tender including a specific requirement for agencies to deliver on the ambitions of our Gaelic Language Plan. Specific assets also available in the form of our Heritage Interpretation Toolkit and Shinty Trail resources.
- Use of bilingual signage at Park Authority offices internally and externally, plus on ranger vehicles and railway signage.
- Staff guidelines on using Gaelic in everyday activities added to staff induction.
- Gaelic training made available to staff who request it.
- Gaelic Place Names leaflet and Gaelic as an Asset online toolkit.
- Gaelic Language Intern recruited to support the delivery of Cairngorms Nature Festival and – when they secured a job elsewhere, budget redeployed at short notice to translate material ahead of the May event.

**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 dleistanais 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?

Not applicable – the Park Authority is not a local authority.

**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.

Not applicable – the Park Authority 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.

Not applicable – the Park Authority 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 specific issues regarding equality of opportunity; however, we did experience significant difficulties in recruiting a dedicated Gaelic Language Intern for the Cairngorms Nature Festival in May. We received comparatively few applications for this post in spite of significant promotion and were able to interview a handful of candidates; however, the short-term nature of the contract, location of the role and an offer of a longer-term job elsewhere made this unfeasible (even with significant home working included in the job spec).

The interest we did receive was not from within the National Park, which is in part a consequence of the demography of the area, together with wider challenges around accommodation and transport availability in the area. We would be interested to explore collaborative opportunities either with BnG directly or with other agencies to broaden the pool of candidates for such a role in future.

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 ùghdarras 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.

- The development of our [refreshed National Park family of brands](#) – giving Gaelic and English equal prominence for the full time and mandating that all new National Park brands do the same – should hopefully be a real gamechanger for our organisation and our partners.
- Our amended approach to social media – 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](#).
- The digital campaign for the Cairngorms Nature Festival is another example of this new style, with our [posts](#) showcasing Gaelic translations of words relevant to nature and wildlife, and further emphasising the connection between the language and the landscape of the National Park. [Gaelic assets](#) were also shared with 63 event providers across the National Park.
- 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>.

<b>Amasan airson Seirbhisean Corporra</b>	<b>Corporate Service Aims</b>			
Àrd Phrionnsabalan	Overarching Principles			
<p><b>Spèis Cho-ionann</b> A h-uile gealladh anns a’ phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla.</p>	<p><b>Equal Respect</b> Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.</p>	<p>The Park Authority responds to Gaelic enquiries within normal standards, treats them with equal respect, promotes and monitors these services.</p>		
<p><b>Cothroman Follaiseach</b> Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonnan air na cothroman a th’ ann agus Gàidhlig a chleachdadh leis an ùghdarras phoblach.</p>	<p><b>Active Offer</b> 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>The Park Authority provides guidelines to help staff increase the use of Gaelic in their daily operations.</p>		
<p><b>Treas Phàrtaidhean</b> A’ dearbhadh gum bi ALEOs agus cunnradairean eile ag obair gus plana Gàidhlig an ùghdarras phoblach a chur an gnìomh.</p>	<p><b>Third Parties</b> Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.</p>	<p>The Park Authority reviews with partners how our Gaelic Language Plan can support national and local priorities, including the <a href="#">Cairngorms National Park Partnership Plan consultation</a> (which ran from 23 Sep to 17 Dec). Also includes collaboration with the Cairngorms Business Partnership on the VisitCairngorms brand.</p>		
<p><b>Gàidhlig na nì àbhaisteach</b> Geallaidhean bhon phlana Ghàidhlig air an gabhail a- steach ann an structaran an ùghdarras phoblach tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidheatan stèidhichte gus Gàidhlig a thoirt air adhart.</p>	<p><b>Normalisation</b> 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>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</p>		

		action plans allocate tasks to staff across the organisation as part of their regular work plans / budget.
<p><b>Pàrantan Corporra</b>  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.</p>	<p><b>Corporate Parenting</b>  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>	N/A

Inbhe	Status			
<p><b>Suaicheantas</b> 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.</p>	<p><b>Logo</b> 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.</p>	<p>Our corporate identity (Park Authority, National Park, VisitCairngorms etc) was refreshed in 2022 to give equal prominence to Gaelic and English across all materials. The logo suite is used on corporate stationery, signage, publications, video content, vehicles etc.</p>		
<p><b>Soidhnichean</b> Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p>	<p><b>Signage</b> Prominent signage will include Gaelic and English as part of any renewal process.</p>	<p>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. 32 signs erected on national railway routes within the National Park.</p>		
Conaltradh leis a’ phoball	Communicating with the public			
<p><b>Adhartachadh</b> A’ toirt teachdaireachd bhrosnachail seachad gum bithear daonnan a’ cur fàilte air conaltradh a nì am mòr-shluagh ris an ùghdarras ann an Gàidhlig.</p>	<p><b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.</p>	<p><a href="#">Contact us section of the National Park website</a> incorporates Gaelic and states that we are happy to receive and respond to enquiries in Gaelic.</p>		
<p><b>Conaltradh sgrìobhte</b> Bithear daonnan a’ gabhail ri conaltradh sgrìobhte ann an Gàidhlig (litrìchean, puist-d agus na meadhanan sòisealta) agus thèid freagairtean</p>	<p><b>Written Communication</b> Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general</p>	<p>As above.</p>		

<p>Gàidhlig a thoirt seachad a rèir a’ phoileasaidh choitchinn.</p>	<p>policy.</p>	
<p><b>Ionad-fàilte agus am fòn</b>  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.</p>	<p><b>Reception and phone</b>  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>	<p>As above. Staff guidelines also confirm how to manage enquires received in Gaelic.</p>
<p><b>Coinneamhan</b>  Thèid coimhead gu cunbhalach air na cothroman a th’ ann gu coinneamhan poblach a chumail gu dà-chànanach no ann an Gàidhlig, agus thèid sanasachd a dhèanamh orra.</p>	<p><b>Public meetings</b>  Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>	<p>Our website states that Park Authority public meetings can held bilingually on request where there is a need to do so.</p>

Fiosrachadh	Information			
<p><b>Fiosan-naidheachd</b> Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p><b>News releases</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>	<p>One news release circulated in Gaelic (National Park Partnership Plan launch) plus all releases sent to BBC Alba. Hard to commit to larger numbers without Gaelic speaker in press office and without a dedicated spokesperson (see above comments re challenges recruiting Gaelic speakers).</p>		
<p><b>Na Meadhanan sòisealta</b> 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.</p>	<p><b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>	<p>Over 60 posts incorporated Gaelic meaningfully in the last year. We're currently utilising intern resource to prepare a Gaelic Cairngorms Voice (hopefully video) and some more Gaelic nature related material.</p>		
<p><b>An Làrach-lìn</b> Bu chòir susbaint Ghàidhlig a bhith ri faotainn air làrach-lìn an ùghdarras phoblaich, agus prìomhachas ga thoirt do na duilleagan a dh'fhaodadh an àireamh as motha de dhaoine a tharraing.</p>	<p><b>Website</b> Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p>	<p>Gaelic used extensively on website (22 pages at present) and we are currently in the process of a significant web transformation project. Our Gaelic language plan commitments form a key part of the website tender.</p>		
<p><b>Foillsichidhean Corporra</b> Thèid an ullachadh ann an Gàidhlig is Beurla, agus prìomhachas ga thoirt</p>	<p><b>Corporate Publications</b> Produced in Gaelic and English, with priority given to those with the</p>	<p>All corporate publications include</p>		

<p>don fheadhainn a dh'fhaodadh an àireamh as motha de dhaoine a leughadh.</p>	<p>highest potential reach.</p>	<p>a Gaelic Foreword; Gaelic Place Names leaflet has very wide reach. Recent examples include National Park Partnership Plan, Corporate Plan and Tourism Action Plan.</p>
<p><b>Tairbhe a' Chànain</b> Bidh pròiseas ann gus dèanamh cinnteach gu bheil a' Ghàidhlig a gheibhear san fhiosrachadh chorporra uile aig deagh ìre agus gun gabh a tuigsinn</p>	<p><b>Language Utility</b> A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.</p>	<p>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.</p>
<p><b>Taisbeanaidhean</b> 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.</p>	<p><b>Exhibitions</b> 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 including Gaelic are available for use at any public events or exhibitions, including our refreshed dual language branding plus a suite of resources for the annual Cairngorms Nature Festival in May.</p>

Luchd-obrach	Staff			
<p><b>Sgrùdadh air sgilean</b> Thèid sgrùdadh a dhèanamh air sgilean Gàidhlig an luchd-obrach agus na feumalachdan trèanaidh aca a thaobh Gàidhlig rè ùine gach plana.</p>	<p><b>Internal audit</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>	<p>Staff and board Gaelic skills and training audit held every year.</p>		
<p><b>Fiosrachadh Inntigidh</b> Bidh fiosrachadh mu Phlana Gàidhlig an ùghdarrais phoblaich mar phàirt den fhiosrachadh inntigidh a gheibh luchd-obrach ùr.</p>	<p><b>Induction</b> Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>	<p>Gaelic Language Plan and guidelines on everyday use included in staff induction process.</p>		
<p><b>Trèanadh cànan</b> 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.</p>	<p><b>Language training</b> 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 and staff training offered every two years. Next iteration of this will be booked in by winter 2023, in line with the development of our new Gaelic Language Plan.</p>		
<p><b>Trèanadh le Fiosrachadh mun Ghàidhlig</b> 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.</p>	<p><b>Awareness training</b> Gaelic awareness training offered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.</p>	<p>As above.</p>		
<p><b>Fastadh</b> A' toirt aithne do is a' cur sùim ann an sgilean Gàidhlig an lùib nam pròiseasan fastaidh air feadh an ùghdarrais phoblaich.</p>	<p><b>Recruitment</b> Recognising and respecting Gaelic skills within the recruitment process throughout the authority</p>	<p>Appointments policy includes Gaelic as desirable or essential criteria where relevant. Text on recruitment webpage (available in Gaelic and English) recognises Gaelic as an asset to the</p>		

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