

## 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 am pròiseas seo a' toirt cothrom don ùghdarras a bhith a' dèanamh planaichean 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 teampalaid 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 teampalaid 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	
<p>A' dol mar bu chòir – gun dùbhlann no dùbhlann aig ìre ìseal a bhuaileas air ceann-latha no càileachd an toraidh</p> <p><i>On track – minimal or no issues that can impact on quality or delivery of output to schedule.</i></p>	Green
<p>Dàil air ceann-latha lìbhrigidh agus/no càileachd/meud an toraidh taobh a-staigh crìochan a' Phlana.</p> <p><i>Delay in delivery time line and/or quantity/quality of output within parameters of the Plan.</i></p>	Yellow
<p>Dàil air lìbhrigeadh an toraidh taobh a-staigh clàr-ama a' phlana no cha tèid an toradh a choileanadh taobh a-staigh clàr-ama a' Phlana.</p> <p><i>Delay in output delivery within the plan's time-line or target output will not be achieved within plan's time-line</i></p>	Red

Fiosrachadh Bunaiteach Base-line information			
Ceann latha aonta Plana Cànan Gàidhlig 2013 - 2018 <a href="#">Approval date of 2013- 2018 Gaelic Language Plan</a>		March 2013	
Àrd-oifigear le uallach iomlan airson am Plana <a href="#">Senior officer with overall responsibility for the Plan</a>		Grant Moir, Chief Executive	
Àrd-oifigear le uallach airson am Plana a chur an gnìomh <a href="#">Senior officer with responsibility for the implementation of the Plan</a>		David Cameron, Director of Corporate Services	
Oifigear le uallach làitheil airson am Plana <a href="#">Officer with day-to-day responsibility of the Plan</a>		Francoise van Buuren, Head of Communications & Engagement	
Ceann-latha a chuirear na h-aithisg a-staigh <a href="#">Date of submission of monitoring report</a>		July 2016	
Ro-ràdh Plana Plan Introduction			
Gealladh (briatharachas bhon PCG) <a href="#">Commitments (text from GLP)</a>	Adhartas (fios) <a href="#">Progress (narrative)</a>	Ìre <a href="#">Status</a>	Fuasgladh a nì sinn (a' gabhail a-steach clàr-ama) <a href="#">Our response (including time line)</a>
<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 2015 and both are available on our website. Regular progress reports will be made throughout the delivery period.</p>		
Gnìomhan sam bith eile a chaidh a dhèanamh ann an Caibideil 1 a bharrachd air gnìomhan a' Phlana. <a href="#">Any other actions completed in addition to those contained the Plan.</a>			

**Bun-dhleastanasan**  
**Core Commitments**

<b>Dearbh aithne</b> <b>Identity</b>			
<b>Gealladh</b> <b>Commitments</b>	<b>Adhartas</b> <b>Progress</b>	<b>Ìre</b> <b>Status</b>	<b>Fuasgladh a nì sinn (a' gabhail a-steach clàr-ama)</b> <b>Our response (including time line)</b>
We recognise the importance 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.	<b>Green</b>	Bi-lingual logo, Park brand & guidance – delivered 2014. Guidelines, old/new CNPA logo & Park brand provided in 2015 progress report. <a href="#">Brand users</a> are listed on our website.
Gnìomhan dearbh-aithne sam bith eile a chaidh a dhèanamh a bharrachd air gnìomhan a' Phlana. <a href="#">Any other identity actions completed in addition to those contained in the Plan.</a>			
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 7 projects led by partners e.g. Aviemore SYHA ( <b>attached is a list of the projects where Gaelic advice has been provided</b> )			
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.	<b>Green</b>	Due to an ongoing accommodation review internal & external signage is expected to be delivered by summer 2017 (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 are in place since summer 2015. Draft staff guidelines on the use of bilingual signage in our corporate offices have been produced and will be formally in place by December 2016.
<b>Conaltraidhean</b> <b>Communications</b>			
<b>Gealladh</b> <b>Commitments</b>	<b>Adhartas</b> <b>Progress</b>	<b>Ìre</b> <b>Status</b>	<b>Fuasgladh a nì sinn (a' gabhail a-steach clàr-ama)</b> <b>Our response (including time line)</b>
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.	<b>Green</b>	A translation service is in place during office hours provided by the Scottish Government Gaelic Language Team to handle Gaelic enquiries received via reception, telephone, mail, email, forms or complaints. Staff guidelines have been prepared, these services are <a href="#">promoted via the website</a> and monitoring of these services is in place. The number

			of staff able to deal with Gaelic enquiries is 6 (front office staff via guidelines & translation services), the number of enquiries or communications received in Gaelic through the specified media is 1, enquiries or communications responded to within the response times is 100%.
--	--	--	---

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 2016.	Yellow	As the review of the Park website has been delayed, guidance on the use of Gaelic at events, publications and a web policy for the use of Gaelic won’t be available on the Cairngorms National Park website until the end of 2016. The new website went live in September 2015 and a plan to increase use of Gaelic has been prepared. Following a successful bid for GLAIF 2016 funding a Gaelic officer will be contracted to deliver this plan by December 2016. A ‘Gaelic Tweet of the Week’ was introduced on <a href="#">@Cairngorms News</a> in February 2016 with some successful interaction & retweets. All news releases are sent to BBC Inverness Alba and Europa, editors’ notes including CNPA’s core duties and key facts & figures are available in 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 our partners (e.g. SNH) for support. Four Gaelic Language pop-up banners have been produced for use at events and a further 12 use the bi-lingual Park brand. Publications which include Gaelic content are: <a href="#">CNPA Annual Report</a> (see

			pages 4 & 19), <a href="#">Active Cairngorms Plan</a> (see page 3) and the <a href="#">Gaelic Place Names leaflet</a> . 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 support materials provided by CNPA & Highland Council in 2015 were re-used at the Grantown250 2016 celebrations (22-26 June). The Cairngorms Nature Festival 2016 included a 'Gaelic in the Landscape' walking event which was full with 10 attendees.

## Luchd-obrach

### Staffing

Gealladh <a href="#">Commitments</a>	Adhartas <a href="#">Progress</a>	Ìre <a href="#">Status</a>	Fuasgladh (a' gabhail a-steach ceann-latha) <a href="#">Response (including time line)</a>
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.	<b>Green</b>	<p><b>Promotion of CNPA Gaelic Language services:</b> Where a form is required to be bilingual e.g. a job application form where Gaelic is a requirement of the role, this will be produced at that stage and in accordance with the requirements.</p> <p><b>Staff Gaelic Skills &amp; Training:</b> In a staff survey conducted in early 2016 as a benchmark: 28 expressed an interest in training; 37 did not wish training; 2 preferred not to say. Staff Gaelic skills have been monitored in 2014 - 2016 through an online survey, this will continue to be carried out annually (see attached report). CNPA staff learning, development and training needs are identified through our appraisal process (held twice annually) and training is organised, as required. No Gaelic training has been undertaken by staff since last year's progress report, however, should suitable Gaelic training be identified this will be organised accordingly.</p>

			<p><b>Recruitment &amp; Selection Policy Extract (Feb 2013):</b>  <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 &amp; 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> To date no advertised job description has had this requirement, therefore, no job adverts have been produced in Gaelic and English. Gaelic monitoring on job application forms has been introduced from May 2015, to date no job application forms have been received in Gaelic.</p>
--	--	--	---

Gnìomhan luchd-obrach sam bith eile a chaidh a dhèanamh a bharrachd air gnìomhan a' Phlana.  
[Any other staffing actions completed in addition to those contained in the Plan.](#)

**Buidhean Poileasaidh don Ghàidhlig**  
**Policy Implications for Gaelic**

**Togail Cànan**  
**Language acquisition**

Gàidhlig san dachaigh  
**Gaelic in the home**

Gealladh <b>Commitments</b>	Adhartas <b>Progress</b>	Ìre <b>Status</b>	Fuasgladh (a' gabhail a-steach ceann-latha) <b>Response (including time line)</b>
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). Annual skills audit complete and requests for staff/board training recorded. Training opportunities promoted. A Place Names Leaflet re-printed due to high demand and 4 Gaelic language banners produced for use at events.	<b>Green</b>	A plan to increase the use of Gaelic on our website is in place and following a successful bid for GLAIF 2016 funding a Gaelic officer will be contracted to deliver this plan by December 2016 (within the Plan period).

Gàidhlig ann am foghlam  
**Gaelic in education**

Gealladh	Adhartas	Ìre	Fuasgladh (a' gabhail a-steach ceann-latha)
----------	----------	-----	---

Commitments	Progress	Status	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 as well as the John Muir Award (see publications section above). Annual skills audit complete and requests for staff/board training recorded. Training opportunities promoted. A Place Names Leaflet re-printed due to high demand and 4 Gaelic language banners and a power flag produced for use at events.	Green	A plan to increase the use of Gaelic on our website is in place and following a successful bid for GLAIF 2016 funding a Gaelic officer will be contracted to deliver this plan by December 2016 (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.	Green	No further Gaelic training events have taken place since the Doric/Scots/Gaelic in the landscape workshop in March 2015. However we are running 2-3 training sessions for land managers and CNPA staff/board on 'Gaelic – Nature in the Landscape' by Roddy McLean in Sept 2016, venues tbc in different locations in the park.

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	Gaelic use increased via PR, events and publications as well as the John Muir Award (see publications section above). Annual skills audit complete and requests for staff/board training recorded. Training opportunities promoted. A Place Names Leaflet re-printed due to high demand and 4 Gaelic language banners, a power flag produced and a further 12 use	Green	No further Gaelic training events have taken place since the Doric/Scots/Gaelic in the landscape workshop in March 2015. However we are running 2-3 training sessions for land managers and CNPA staff/board on 'Gaelic – Nature in the Landscape' by Roddy McLean in Sept 2016, venues tbc in different locations in the park.



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.	the bi-lingual Park brand for use at events. Advice and support for use of Gaelic in the community provided for 7 different projects across the Park and our 'Make it Yours' campaign has been delivered to over 100 visitor facing staff across the Park which promotes Gaelic Places Names within the Park.		
<p>Gàidhlig san àite-obrach  <a href="#">Gaelic in the workplace</a></p>			
Gealladh <a href="#">Commitments</a>	Adhartas <a href="#">Progress</a>	Ìre <a href="#">Status</a>	Fuasgladh (a' gabhail a-steach ceann-latha) <a href="#">Response (including time line)</a>
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.	Annual skills audit complete and requests for staff/board training recorded. Training opportunities promoted. A Place Names Leaflet re-printed due to high demand and 4 Gaelic language banners, a power flag produced and a further 12 use the bi-lingual Park brand for use at events. A 'Gaelic Tweet of the Week' was introduced on <a href="#">@Cairngorms News</a> in February 2016 with some successful interaction & retweets. 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	No further Gaelic training events have taken place since the Doric/Scots/Gaelic in the landscape workshop in March 2015. However we are running 2-3 training sessions for land managers and CNPA staff/board on 'Gaelic – Nature in the Landscape' by Roddy McLean in Sept 2016, venues tbc in different locations in the park. Due to our accommodation review internal & external signage is expected to be delivered by summer 2017 (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 are in place since summer 2015. A draft policy on the use of Gaelic Language signage in our corporate offices has been produced and is expected to be formally in place by December 2016.
<p>Gàidhlig sna meadhanan  <a href="#">Gaelic in the media</a></p>			
Gealladh <a href="#">Commitments</a>	Adhartas <a href="#">Progress</a>	Ìre <a href="#">Status</a>	Fuasgladh (a' gabhail a-steach ceann-latha) <a href="#">Response (including time line)</a>
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	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	Green	A plan to increase the use of Gaelic on our website is in place and following a successful bid for GLAIF 2016 funding a Gaelic officer will be contracted to deliver this plan by December 2016 (within the Plan period).

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.	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 7 projects led by partners e.g. Aviemore SYHA. A 'Gaelic Tweet of the Week' was introduced on <a href="#">@Cairngorms News</a> in February 2016 with some successful interaction & retweets.		
--	--	--	--

Gàidhlig sna h-Ealain  
[Gaelic in the arts](#)

Gealladh <a href="#">Commitments</a>	Adhartas <a href="#">Progress</a>	Ìre <a href="#">Status</a>	Fuasgladh (a' gabhail a-steach ceann-latha) <a href="#">Response (including time line)</a>

Gàidhlig ann an turasachd, dualchas agus cur-seachadan  
[Gaelic in tourism, heritage and recreation](#)

Gnìomh <a href="#">Action</a>	Adhartas (fios) <a href="#">Progress (narrative)</a>	Ìre <a href="#">Status</a>	Fuasgladh (a' gabhail a-steach ceann-latha) <a href="#">Response (including time line)</a>
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 profile of Gaelic in tourism, heritage and recreation. Our commitment to continuing to run Gaelic courses for staff, board, partners and the public	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 7 projects led by partners e.g. Aviemore SYHA. Our 'Make it Yours' campaign has	<b>Green</b>	A plan to increase the use of Gaelic on our website is in place and following a successful bid for GLAIF 2016 funding a Gaelic officer will be contracted to deliver this plan by December 2016 (within the Plan period). No further Gaelic training events have taken place since the Doric/Scots/Gaelic in the landscape workshop in March 2015. However we are running 2-3 training sessions for land managers and CNPA staff/board on 'Gaelic – Nature in the Landscape' by Roddy McLean in Sept 2016, venues tbc in different locations in the park

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.	been delivered to over 100 visitor facing staff across the Park which promotes Gaelic Places Names within the Park. A 'Gaelic Tweet of the Week' was introduced on <a href="#">@Cairngorms News</a> in February 2016 with some successful interaction & retweets.		
--	---	--	--

Gnìomhan sam bith eile a thaobh cleachdadh cànan a chaidh a dhèanamh a bharrachd air gnìomhan a' Phlana.  
[Any other actions completed regarding language usage in addition to those contained in the Plan.](#)

### Inbhe Cànan Language status

Cruthachadh ìomhaigh dheimhinneach don Ghàidhlig  
[Creating a positive image for Gaelic](#)

Gealladh <a href="#">Commitments</a>	Adhartas <a href="#">Progress</a>	Ìre <a href="#">Status</a>	Fuasgladh (a' gabhail a-steach ceann-latha) <a href="#">Response (including time line)</a>
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 on track or slightly delayed to be delivered within the parameters of the Plan.

Meudachadh ann an làithaireachd na Gàidhlig  
[Increasing the visibility of Gaelic](#)

Gealladh <a href="#">Commitments</a>	Adhartas <a href="#">Progress</a>	Ìre <a href="#">Status</a>	Fuasgladh (a' gabhail a-steach ceann-latha) <a href="#">Response (including time line)</a>
We will increase the visibility of Gaelic by the continued and increased use of it on our signage, logo, website and publications.	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. 8 external signs in place by summer 2015. 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	Green	All actions identified in the Gaelic Language Plan are on track or slightly delayed to be delivered within the parameters of the Plan.

	increased use of the Gaelic version of the Park brand and/or reference to Gaelic names in relation to 7 projects led by partners e.g. Aviemore SYHA. Our 'Make it Yours' campaign has been delivered to over 100 visitor facing staff across the Park which promotes Gaelic Places Names within the Park. A 'Gaelic Tweet of the Week' was introduced on <a href="#">@Cairngorms News</a> in February 2016 with some successful interaction & retweets.		
--	---	--	--

Gnìomhan sam bith eile a thaobh inbhe cànanain 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 support materials provided by CNPA & Highland Council in 2015 were re-used at the Grantown250 2016 celebrations (22-26 June). The Cairngorms Nature Festival 2016 included a 'Gaelic in the Landscape' walking event which was full with 10 attendees.

### Corpas Cànanain

#### Language Corpus

Leasachadh Litreachail, Briathrachais is Ainmean-àite Gàidhlig

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

Gealladh <a href="#">Commitments</a>	Adhartas <a href="#">Progress</a>	Ìre <a href="#">Status</a>	Fuasgladh (a' gabhail a-steach ceann-latha) <a href="#">Response (including time line)</a>
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 in place by Sept 2015.	<b>Green</b>	All actions identified in the Gaelic Language Plan are on track or slightly delayed to be delivered within the parameters of the Plan.

Eadar-theangachadh is Eadar-mhineachadh Gàidhlig

[Gaelic Translation and Interpretation](#)

Gealladh <a href="#">Commitments</a>	Adhartas <a href="#">Progress</a>	Ìre <a href="#">Status</a>	Fuasgladh (a' gabhail a-steach ceann-latha) <a href="#">Response (including time line)</a>
We will use reputable translators to	Reputable translators to assist with our Gaelic	<b>Green</b>	

assist with the Gaelic translation of our services.	translation are in place.		
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)
Gnìomhan sam bith eile a thaobh corpas cànanain a chaidh a dhèanamh a bharrachd air gnìomhan a' Phlana. Any other actions completed regarding language corpus in addition to those contained in the Plan.			
<b>Buileachadh is sgrùdadh</b> <b>Implementing and monitoring</b>			
Foillseachadh a' phlana Publicising the plan			
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 was included in the CNPA Annual Review 2014/15 and will be included in the CNPA Annual Review 2015/16 in both Gaelic and English.	Green	
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) Individual Staff Members (how staff are informed of their duties under the Plan and how this will be monitored)			
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	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 for 2015/16 has been prepared which involves 14% of our staff (12 people) and is available for staff	Green	

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.	to comment on to make suggestions and improvements. An action plan for 2016/17 will be prepared and circulated to all staff for comment in July 2016.		
--	---	--	--

Seirbheisean air an Liubhairt le Treas Phàrtaidhean

[Services Delivered by Third Parties](#)

Gealladh <a href="#">Commitments</a>	Adhartas <a href="#">Progress</a>	Ìre <a href="#">Status</a>	Fuasgladh (a' gabhail a-steach ceann-latha) <a href="#">Response (including time line)</a>
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 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.	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 Gaelic version of the Park brand and/or reference to Gaelic names in relation to 7 projects led by partners e.g. Aviemore SYHA. Our 'Make it Yours' campaign has been delivered to over 100 visitor facing staff across the Park which promotes Gaelic Places Names within the Park.	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 Language Plan will be provided via our website. A plan to increase the use of Gaelic on our website is in place and following a successful bid for GLAIF 2016 funding a Gaelic officer will be contracted to deliver this plan by December 2016 (within the Plan period).

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](#)

Gealladh <a href="#">Commitments</a>	Adhartas <a href="#">Progress</a>	Ìre <a href="#">Status</a>	Fuasgladh (a' gabhail a-steach ceann-latha) <a href="#">Response (including time line)</a>
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 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	Green	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 Gaelic version of the Park brand and/or reference to Gaelic names in

Gaelic Language Plan.	the website and an update was included in the CNPA Annual Review 2014/15 and will be included in the CNPA Annual Review 2015/16 in Gaelic and English.		relation to 7 projects led by partners e.g. Aviemore SYHA.
Goireasachadh a' Phlana a thaobh nan seirbheisean air an liubhairt. <a href="#">Resourcing the Plan, in respect of those services delivered.</a>			
<b>Gealladh</b> <b>Commitments</b>	<b>Adhartas</b> <b>Progress</b>	<b>Ìre</b> <b>Status</b>	<b>Fuasgladh (a' gabhail a-steach ceann-latha)</b> <b>Response (including time line)</b>
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.	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 and GLAIF 2016-2017 but was not successful for GLAIF 2015-16.	<b>Green</b>	All actions identified in the Gaelic Language Plan are on track or slightly delayed to be delivered within the parameters of the Plan.
Sgrùdadh air Buileachadh a' Phlana air an taobh a-staigh agus tro bhith a' cur a-steach aithisgean sgrùdaidh gu Bòrd na Gàidhlig. <a href="#">Monitoring the Implementation of the Plan both internally and through submission of monitoring reports to Bòrd na Gàidhlig</a>			
<b>Gealladh</b> <b>Commitments</b>	<b>Adhartas</b> <b>Progress</b>	<b>Ìre</b> <b>Status</b>	<b>Fuasgladh (a' gabhail a-steach ceann-latha)</b> <b>Response (including time line)</b>
In monitoring the implementation of the Gaelic Language Plan, we will produce an annual review of the Plan and report on 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.	A progress report has been prepared in July 2014 and July 2015 which was shared with all staff and via the website. The progress reports were sent to Bòrd na Gàidhlig on 22 July 2014 and 29 July 2015 and their comments were received on 10 February 2015 and 5 February 2016 respectively. Progress reports are available on the website and an update was included in the CNPA Annual Review 2014/15 and will be included in the CNPA Annual Review 2015/16 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. Handling Gaelic enquiries and complaints staff guidelines, and monitoring in place. Gaelic media activities being monitored.	<b>Green</b>	All actions identified in the Gaelic Language Plan are on track or slightly delayed to be delivered within the parameters of the Plan.
Gnìomhan sam bith eile a thaobh dearcnachaidh agus libhrigidh a chaidh a dhèanamh a bharrachd air geallaidhean a' Phlana.			

[Any other actions completed regarding monitoring and delivery in addition to commitments contained in the Plan.](#)

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. Summary of PR activities supporting the use of Gaelic
2. Action Plan 2016-2017 including the website action plan
3. List of partner projects involving use of Gaelic
4. Staff skills audit results
5. Draft Gaelic signage guidelines

**Rudan a chaidh ionnsachadh**

**Lessons learned**

**Bòrd na Gàidhlig response to CNPA Progress Report 2015**

CNPA is delivering its Gaelic language plan in general and it is reported that progress has been made since the 2013-14 report was submitted. However, the following points are of concern:

- **There is lack of uptake of CNPA's Gaelic services and offers of Gaelic training to staff** – we have commissioned Roddy McLean to run 2-3 training sessions for land managers and CNPA staff/board on 'Gaelic – Nature in the Landscape' in September 2016.
- **The new National Park website went live in September 2015 with the expectation that Gaelic will be added by end of December 2015. This does not demonstrate equal respect for Gaelic** – a new CNPA website was launched in September 2015 to replace our previous website. Our priority was to deliver our online services in a more inspiring, customer focussed and mobile friendly way. Since then we have reviewed the site to identify how the website can best support the delivery of our Gaelic Language Plan. A plan to increase the use of Gaelic on our website is in place and following a successful bid for GLAIF 2016 funding a Gaelic officer will be contracted to deliver this plan by December 2016.
- **It is felt that CNPA could promote Gaelic and its Gaelic plan more strongly within the National Park and to third parties** – we have launched a 'Make it Yours' campaign aimed at visitor facing businesses in the Park to encourage them to make better use of National Park status and Park brand. This campaign involved presentations and support materials being delivered to over 100 visitor facing staff across the Park including promotion of Gaelic Places Names within the Park. Further development of this campaign will encourage more people to make use of Gaelic in their businesses.