

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 planaich 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.

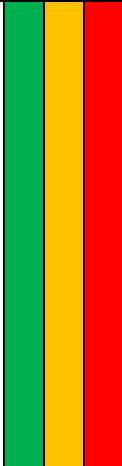
The template provided below is the Bòrd's recommended monitoring report format. It includes a colour code system to indicate progress on output delivery and a key is provided regarding this.

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>On track – minimal or no issues that can impact on quality or delivery of output to schedule.</p>	Green
<p>Dàil air ceann-latha lìbhrigidh agus/no càileachd/meud an toraidh taobh a-staigh crìochan a' Phlana.</p> <p>Delay in delivery time line and/or quantity/quality of output within parameters of the Plan.</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>Delay in output delivery within the plan's time-line or target output will not be achieved within plan's time-line</p>	Red

Fiosrachadh Bunaiteach Base-line information			
Ceann latha aonta Plana Cànanain Gàidhlig 2013 - 2018 Approval date of 2013- 2018 Gaelic Language Plan		March 2013	
Àrd-oifigear le uallach iomlan airson am Plana Senior officer with overall responsibility for the Plan		Grant Moir, Chief Executive	
Àrd-oifigear le uallach airson am Plana a chur an gnìomh Senior officer with responsibility for the implementation of the Plan		David Cameron, Director of Corporate Services	
Oifigear le uallach làitheil airson am Plana Officer with day-to-day responsibility of the Plan		Francoise van Buuren, Head of Communications & Engagement	
Ceann-latha a chuirear na h-aithisg a-staigh Date of submission of monitoring report		July 2017	
Ro-ràdh Plana Plan Introduction			
Gealladh (briatharachas bhon PCG) Commitments (text from GLP)	Adhartas (fios) Progress (narrative)	Ìre Status	Fuasgladh a nì sinn (a' gabhail a-steach clàr-ama) Our response (including time line)
<p>Prepare a Gaelic Language Plan and bring it to the attention of interested parties. (See below for detailed commitments.)</p> <p>We will monitor and evaluate all our Gaelic activities, which will help us determine future commitments.</p>	<p>A draft Plan was prepared and consulted on in 2010. The document was available on our website, at our offices, and libraries and other accessible points as required. Letters were also sent to key stakeholders and Gaelic interest groups informing them of the consultation and highlighting the link on the website. The draft Plan was formally approved by the CNPA board in 2011, submitted to Bòrd na Gàidhlig in 2012 and approved in March 2013. A report on progress was prepared in July 2014, 2015, 2016 and all are available on our website. Regular progress reports will be made throughout the delivery period.</p>		
<p>Gnìomhan sam bith eile a chaidh a dhèanamh ann an Caibideil 1 a bharrachd air gnìomhan a' Phlana. Any other actions completed in addition to those contained the Plan.</p>			
<ul style="list-style-type: none"> An update on progress made against the CNPA's Gaelic Language Plan was provided in the 2015/16 Annual Review in both languages on page 25 and will be included in the 2016/17 Annual Review to be published in September. 			

Bun-dhleastanasan
Core Commitments

Dearbh aithne
Identity

Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh a nì sinn (a' gabhail a-steach clàr-ama) Our response (including time line)
We recognise the 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 are sent out to all 142 brand users.	Green	Bi-lingual logo, Park brand & guidance – delivered in 2014. Guidelines, old/new CNPA logo & Park brand provided in 2015 progress report. 142 Brand users are listed on our website.

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

- CNPA advice and support has resulted in increased use of the Gaelic version of the Park brand and/or reference to Gaelic names in relation to 8 projects led by partners e.g. Snow Roads Scenic Routes (attached is a list of the projects where Gaelic advice has been provided)
- Partnership working with *The Mountains and the People* project resulted in the use of a bilingual logo on their website <http://themountainsandthepeople.org.uk/>

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. Eight external signs have been produced and are in place since summer 2015. Staff guidelines on the use of bilingual signage in our corporate offices were produced in 2016.	Red	Due to a delay in the building of the office extension, the review of internal & external signage is expected to be delivered by summer 2018 - four months after the plan period ends. We will seek advice when producing signage to ensure equal respect is given to Gaelic.
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Conaltraidhean
Communications

Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh a nì sinn (a' gabhail a-steach clàr-ama) Our response (including time line)
The CNPA recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area.	A translation service is in place to handle Gaelic enquiries via reception, telephone, mail, email, on CNPA forms or complaints. An instant translation service at public meetings (with 20 days notice), staff guidelines, a toolkit, promotion and monitoring of these services are in place. These services are promoted via the website and monitoring of these services is in place. Corporate information available in Gaelic: About the Authority , Park Authority Board , Board Meetings , FOI & Complaints .	Green	A translation service is in place provided by the Scottish Government Gaelic Language Team to handle Gaelic enquiries received via reception, telephone, mail, email, forms or complaints. The number of enquiries received in Gaelic through the specified media during the last 12 months is 1, which was responded to within the response times. The number of staff able to deal with Gaelic enquiries is 6 (front office staff via guidelines & translation services).

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 has been in place since Sept 2015 and will be shared with partners via the website by Sept 2017. Following a successful bid for GLAIF 2016/17 funding a Gaelic officer has been contracted to prepare a <i>Gaelic as an Asset</i> section on the website and Gaelic has been added to CNPA's About the Authority , Park Authority Board , Board Meetings , FOI & Complaints pages. A 'Gaelic Tweet of the Week' was introduced on @Cairngorms News in February 2016 and is extremely popular with some very successful interaction & retweets.	Green	Guidance for Gaelic at events, publications & a web policy will be on the CNP website by Sept 2017. 81 news releases sent to BBC Inverness Alba & Europa, & editors' notes, CNPA's core duties, key facts & figs available in Gaelic. Our CEO interviewed (in English) by BBC Alba on <i>Aviemore at 50</i> , aired 27 th Dec 2016. No requests for Gaelic spokespeople received and no staff are on the approved list of Gaelic speakers. If a request is received we will ask partners (e.g. SNH) for support. A further 8 pop-up banners & 8 power flags produced for use at events & 1000 visitor info. map pads produced for use by VICs & visitor attractions using the bi-lingual Park brand. Publications which include Gaelic content are: CNPA Annual Report (pages 4 & 19), National Park Partnership Plan (page 5) Active Cairngorms Plan (page 3), Tourism Action Plan (page 3) and the Gaelic Place Names leaflet . All future corporate publications with a forward will include Gaelic content and future Annual reports will include a Gaelic Language Plan update in both English & Gaelic.
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.			
<ul style="list-style-type: none"> At the joint Scottish Government Greener Communications stand at the Royal Highland Show 2017 the 'six steps for nature' headings were presented in both English and Gaelic. An estimated 190,000 people visited the RHS 2017. 450 posters & 700 postcards featuring CNP Landscapes and landmarks in Gaelic to support curricular areas such physical landscapes, rural land use in Geography, social subjects, environmental studies have been sent out to all primary and secondary schools in the NP and all Gaelic-medium schools across Scotland CNPA support for LEADER "Spors Gaidhlig" project Partnership working with <i>The Mountains and the People</i> project has resulted in a bilingual logo on their website http://themountainsandthepeople.org.uk/ 			
Luchd-obrach Staffing			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)

<p>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.</p>	<p>Staff & board members skills audit & learning requests have been recorded to establish a benchmark. The skills audit is repeated every year. Training opportunities are promoted as part of the appraisal process. An appointments policy & monitoring is in place.</p>	<p>Green</p>	<p>Promotion of CNPA Gaelic Language services: 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>Staff Gaelic Skills & Training: In a staff survey conducted in early 2017: 26 expressed an interest in training; 26 did not wish training; 1 preferred not to say. Staff Gaelic skills have been monitored since 2014 and will continue to be carried out annually.</p> <p>CNPA staff learning, development and training needs are identified through our appraisal process (held twice annually) and training is organised, as required. Three Gaelic training courses took place in September 2016 in Grantown-on-Spey, Ballater and Blair Atholl with seven members of staff taking part.</p> <p>Recruitment & Selection Policy Extract (Feb 2013): <i>'Knowledge/experience of the Park's traditional languages like Gaelic should be a desirable criterion where it will make an effective contribution to the NPPP's aims.'</i> To date 4 jobs have been advertised with Gaelic as a desirable criterion. Recruitment & Selection policy' states: <i>'Where a certain level of Gaelic skills is part of the job description, the post should be advertised bilingually.'</i> To date no job description met this requirement. Gaelic monitoring on job application forms has been introduced from May 2015, to date no job application forms have been received in Gaelic.</p>
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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.](#)

Buaidhean Poileasaidh don Ghàidhlig
Policy Implications for Gaelic

Togail Cànan

Language acquisition

Gàidhlig san dachaigh

[Gaelic in the home](#)

Gealladh	Adhartas	Ìre	Fuasgladh (a' gabhail a-steach ceann-latha)
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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 (see publications section above). Annual skills audit complete and requests for staff/board training recorded. Training opportunities promoted (see staffing section above). A Place Names Leaflet re-printed due to high demand and 4 Gaelic language banners produced for use at events. Following a successful bid for GLAIF 2016 funding Gaelic has been added to CNPA's About the Authority , Park Authority Board , Board Meetings , FOI & Complaints .	Green	Following a successful bid for GLAIF 2016 funding a Gaelic officer has been invited to prepare a <i>Gaelic as an Asset</i> section on the website which will include: <ul style="list-style-type: none"> • Guidance for use of Gaelic in partner/visitor facing publications and on visitor websites/pages • Advice and guidelines for use of Gaelic in heritage interpretation (Gaelic Place names, landscape toolkit/estate statements , bi-lingual CNP brand, links to useful resources/websites) • Promotion of Gaelic as an Asset with support from HIE website/case studies • Promotion of Gaelic experiences in the Park with support from VS Gaelic experience scheme.

Gàidhlig ann am foghlam
[Gaelic in education](#)

Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
Our commitment to continue to produce and increase Gaelic content in our publications and website will increase the usage of Gaelic both in the home and in education by enabling Gaelic users and learners access to more resources.	Gaelic use increased via PR, events and publications (see publications section above). Annual skills audit complete and requests for staff/board training recorded. Training opportunities promoted (see staffing section above). A Place Names Leaflet re-printed due to high demand and 4 Gaelic language banners produced for use at events. Following a successful bid for GLAIF 2016 funding Gaelic has been added to CNPA's About the Authority , Park Authority Board , Board Meetings , FOI & Complaints . 450 posters & 700 postcards featuring CNP Landscapes and landmarks in Gaelic to support curricular areas such physical landscapes, rural land use in Geography, social subjects, environmental studies have been sent out to all primary and secondary schools in the NP and all Gaelic-medium schools across Scotland.	Green	Following a successful bid for GLAIF 2016 funding a Gaelic officer has been invited to prepare a <i>Gaelic as an Asset</i> section on the website which will include: <ul style="list-style-type: none"> • Guidance for use of Gaelic in partner/visitor facing publications and on visitor websites/pages • Advice and guidelines for use of Gaelic in heritage interpretation (Gaelic Place names, landscape toolkit/estate statements , bi-lingual CNP brand, links to useful resources/websites) • Promotion of Gaelic as an Asset with support from HIE website/case studies • Promotion of Gaelic experiences in the Park with support from VS Gaelic experience scheme.

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	Three training sessions for land managers, community representatives and CNPA staff/board on 'Gaelic – Nature in the Landscape' by Roddy McLean took place in September 2016 in Grantown-on-Spey, Ballater and Blair Atholl with 37 people attending including 7 members of staff.
Gnìomhan sam bith eile a thaobh togail cànanain 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 Cànanain Language usage			
Gàidhlig sna coimhearsnachdan Gaelic in communities			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
Our commitment to provide Gaelic awareness & language training for staff, board and the public will help staff to improve their Gaelic skills and increase the use of Gaelic in communities and the workplace. A commitment to accept and respond to Gaelic communications will provide Gaelic users more opportunities to communicate with the CNPA in Gaelic and increase the use of Gaelic in communities and the work place.	Gaelic use increased via PR, events and publications (see publications section above). Annual skills audit complete and requests for staff/board training recorded. Training opportunities promoted (see staffing section above). A Place Names Leaflet re-printed due to high demand and 4 Gaelic language banners produced for use at events. Following a successful bid for GLAIF 2016 funding Gaelic has been added to CNPA's About the Authority , Park Authority Board , Board Meetings , FOI & Complaints . Advice & support for use of Gaelic in the community provided for 8 different projects across the Park and our 'Make it Yours' campaign has been delivered to over 200 visitor facing staff across the Park which promotes Gaelic Places Names within the Park.	Green	Three training sessions for land managers, community representatives and CNPA staff/board on 'Gaelic – Nature in the Landscape' by Roddy McLean took place in September 2016 in Grantown-on-Spey, Ballater and Blair Atholl with 37 people attending including 7 members of staff. CNPA support for a LEADER application of £90,000 for the "Spors Gaidhlig" project. The project aims to create a sustainable staff team to provide opportunities for young people to take part in outdoor/environmental activities through the medium of Gaelic or with Gaelic language input to develop life skills, language skills and confidence. Also to train adults to become leaders and instructors - project runs for 12 months. (see attached letter of support)
Gàidhlig san àite-obrach Gaelic in the workplace			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
Our commitment to provide Gaelic	Annual skills audit complete and requests for staff/board	Green	Three training sessions for land managers, community

<p>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.</p>	<p>training recorded. Training opportunities promoted. A 'Gaelic Tweet of the Week' was introduced on @Cairngorms News in February 2016 and is extremely popular with some very 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. These services are promoted via the website and corporate information is available in Gaelic: About the Authority, Park Authority Board, Board Meetings, FOI & Complaints. Office & signage review – ongoing. Eight external signs have been produced and are in place since summer 2015. Staff guidelines on the use of bilingual signage in our corporate offices were produced in 2016. We will seek advice when producing signage to ensure equal respect is given to Gaelic.</p>		<p>representatives and CNPA staff/board on 'Gaelic – Nature in the Landscape' by Roddy McLean took place in September 2016 in Grantown-on-Spey, Ballater and Blair Atholl with 37 people attending including 7 members of staff.</p>
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Gàidhlig sna meadhanan
[Gaelic in the media](#)

<p>Gealladh Commitments</p>	<p>Adhartas Progress</p>	<p>Ìre Status</p>	<p>Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)</p>
<p>Our commitment to provide bilingual documents and Gaelic content on our website and other communications, where it will make an effective contribution to the Plan's aims and where there is a genuine need, will increase the presence of Gaelic in the media. Our commitment to developing a methodology on the use of Gaelic in the Park brand and on the Park portal will increase the presence of Gaelic in the media. Our commitment to work proactively with Gaelic media and provide, where possible, spokespeople in Gaelic will help to promote Gaelic both in the Park and Scotland and support</p>	<p>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 8 projects led by partners e.g. Snow Roads Scenic Routes (attached is a list of the projects where Gaelic advice has been provided). A 'Gaelic Tweet of the Week' was introduced on @Cairngorms News in February 2016 and is extremely popular with some very successful interaction & retweets.</p>	<p>Green</p>	<p>Following a successful bid for GLAIF 2016 funding a Gaelic officer has been invited to prepare a <i>Gaelic as an Asset</i> section on the website which will include:</p> <ul style="list-style-type: none"> • Guidance for use of Gaelic in partner/visitor facing publications and on visitor websites/pages • Advice and guidelines for use of Gaelic in heritage interpretation (Gaelic Place names, landscape toolkit/estate statements , bi-lingual CNP brand, links to useful resources/websites) • Promotion of Gaelic as an Asset with support from HIE website/case studies • Promotion of Gaelic experiences in the Park with support from VS Gaelic experience scheme.

Gaelic media.			
Gàidhlig sna h-Ealain Gaelic in the arts			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
Gàidhlig ann an turasachd, dualchas agus cur-seachadan Gaelic in tourism, heritage and recreation			
Gnìomh Action	Adhartas (fios) Progress (narrative)	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
Our continued use of the bilingual CNPA logo and commitment to develop a methodology with partners on the use of Gaelic in the Park brand and portal will increase the profile of Gaelic in tourism, heritage and recreation. Updating the Place Names leaflet will increase the profile of Gaelic in tourism, heritage and recreation. Our commitment to continuing to run Gaelic courses for staff, board, partners and the public will strengthen Gaelic in communities and in tourism, heritage and recreation. Our commitment to continue to produce Gaelic branded interpretation materials will increase the profile of Gaelic in communities and in tourism, heritage and recreation.	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 8 projects led by partners e.g. Snow Roads Scenic). Our 'Make it Yours' campaign has been delivered to over 200 visitor facing staff across the Park which promotes Gaelic Places Names within the Park. A 'Gaelic Tweet of the Week' was introduced on @Cairngorms News in February 2016 and is extremely popular with some very successful interaction & retweets.	Green	<p>Following a successful bid for GLAIF 2016 funding a Gaelic officer has been invited to prepare a <i>Gaelic as an Asset</i> section on the website which will include:</p> <ul style="list-style-type: none"> • Guidance for use of Gaelic in partner/visitor facing publications and on visitor websites/pages • Advice and guidelines for use of Gaelic in heritage interpretation (Gaelic Place names, landscape toolkit/estate statements , bi-lingual CNP brand, links to useful resources/websites) • Promotion of Gaelic as an Asset with support from HIE website/case studies • Promotion of Gaelic experiences in the Park with support from VS Gaelic experience scheme. <p>Three training sessions for land managers, community representatives and CNPA staff/board on 'Gaelic – Nature in the Landscape' by Roddy McLean took place in September 2016 in Grantown-on-Spey, Ballater and Blair Atholl with 37 people attending including 7 members of staff. CNPA support for a LEADER application of £90,000 for the "Spors Gaidhlig" project. The project aims to create a sustainable staff team to provide opportunities for young people to take part in outdoor/environmental activities through the medium of Gaelic or with Gaelic language input to develop life skills, language skills & confidence. Also to train adults to become leaders and instructors - project runs for 12 months.</p>

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.](#)

- Partnership working with *The Mountains and the People* project has resulted in a bilingual logo on their website <http://themountainsandthepeople.org.uk/>

Inbhe Cànan

Language status

Cruthachadh ìomhaigh dheimhinneach don Ghàidhlig

[Creating a positive image for Gaelic](#)

Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
We will produce and deliver the CNPA Gaelic Language plan to enable the use of Gaelic in relation to our corporate identity, communications, publications and staffing.	CNPA Gaelic Language plan was approved in March 2013 and a progress report has been produced in July 2014, July 2015 and July 2016. An update for staff was sent out in May 2014, July 2015 and July 2016 which explains the plan and clarifies staff responsibilities.	Green	All actions identified in the Gaelic Language Plan are on track to be delivered within the parameters of the Plan with the exception of internal and external bilingual signage at CNPA offices which is expected to be complete by summer 2018.

Meudachadh ann an làithaireachd na Gàidhlig

[Increasing the visibility of Gaelic](#)

Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
We will increase the visibility of Gaelic by the continued and increased use of it on our signage, logo, website and publications.	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 increased use of the Gaelic version of the Park brand and/or reference to Gaelic names in relation to 8 projects led by partners e.g. Snow Roads Scenic Routes leaflet. Our 'Make it Yours' campaign has been delivered to over 200 visitor facing staff across the Park which promotes Gaelic Places Names within the Park. A ' <i>Gaelic Tweet of the Week</i> ' was introduced on @Cairngorms News in February 2016 and is extremely popular with some very successful interaction & retweets.	Green	All actions identified in the Gaelic Language Plan are on track to be delivered within the parameters of the Plan with the exception of internal and external bilingual signage at CNPA offices which is expected to be complete by summer 2018.

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

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

- Gaelic support materials provided by CNPA & Highland Council in 2015 were re-used at the 2017 Strathspey Fiddle Festival (23-25 June).
- At the joint Scottish Government Greener Communications stand at the Royal Highland Show 2017 the 'six steps for nature' headings were presented in both English and Gaelic. An estimated 190,000 people visited the RHS 2017.
- Letter of support for the LEADER "Spors Gaidhlig" project was provided bilingually
- Partnership working with *The Mountains and the People* project has resulted in a bilingual logo on their website <http://themountainsandthepeople.org.uk/>

Corpas Cànan

Language Corpus

Leasachadh Litreachail, Briathrachais is Ainmean-àite Gàidhlig

Gaelic Orthographic, Terminological and Place-name Development

Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
Updating our Place Names leaflet and providing guidance for staff on the use of Gaelic in communications will strengthen Gaelic orthographic, terminological and place name development. Developing a methodology with our partners on the use of Gaelic in the Park brand will also strengthen Gaelic orthographic, terminological and place name development.	Place Names Leaflet is available. Improved bilingual CNPA logo and Park brand & guidelines are in place, ongoing use of Gaelic in the media, publications & at events, staff guidance & website policy in place since 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 8 projects led by partners e.g. Snow Roads Scenic Routes.	Green	All actions identified in the Gaelic Language Plan are on track to be delivered within the parameters of the Plan with the exception of internal and external bilingual signage at CNPA offices which is expected to be complete by summer 2018.

Eadar-theangachadh is Eadar-mhineachadh Gàidhlig

Gaelic Translation and Interpretation

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

Gàidhlig ann an Sgrùdadh is Rannsachadh

Gaelic in Surveys and Research

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

Buileachadh is sgrùdadh Implementing and monitoring

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, 2015/16 and will be included in the CNPA Annual Review 2016/17 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 staffing. Staff will be encouraged to comment on it during the consultation period and to make suggestions for improvements throughout the period of the Plan.	A progress report has been prepared in July 2014, July 2015 and July 2016 and shared with all staff and board members and published on the website. An annual action plan has been prepared and is shared with all staff to comment on to make suggestions and improvements. An action plan for 2017/18 has been prepared which involves 14% of our staff (10 people) and has been circulated to all staff for comment in July 2017.	Green	A second iteration of the Gaelic Language Plan will be prepared for consultation in the autumn 2017 to be approved by the CNPA Board in March 2018 and subsequently submitted to Bòrd na Gàidhlig for final approval.
Seirbheisean air an Liubhairt le Treas Phàrtaidhean Services Delivered by Third Parties			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
We will seek to ensure that, where appropriate, agreements or arrangements made with third parties which relate to the delivery of its services to the public follow the terms of 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	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 8 projects led by partners e.g. Snow Roads Scenic Routes. Partnership working with <i>The Mountains and the People</i> project resulted in the use of a bilingual logo on their website	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 Following a successful bid for GLAIF 2016 funding a Gaelic officer has been invited to prepare a <i>Gaelic as an Asset</i> section on the website which will include: <ul style="list-style-type: none"> Guidance for use of Gaelic in partner/visitor facing publications and on visitor websites/pages

<p>the Gaelic Language Plan and to ensure that their staff are informed of the terms of the Plan. We will also develop methodology with our partners on use of Gaelic in the Park brand and portal.</p>	<p>http://themountainsandthepeople.org.uk/ Our 'Make it Yours' campaign has been delivered to over 200 visitor facing staff across the Park which promotes Gaelic Places Names within the Park.</p>		<ul style="list-style-type: none"> • Advice and guidelines for use of Gaelic in heritage interpretation (Gaelic Place names, landscape toolkit/estate statements , bi-lingual CNP brand, links to useful resources/websites) • Promotion of Gaelic as an Asset with support from HIE website/case studies • Promotion of Gaelic experiences in the Park with support from VS Gaelic experience scheme.
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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 Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
<p>We will publish the Gaelic Language Plan on our website and we will advise consultees and other external organisations and third parties of the publication of the draft and approved Gaelic Language Plan.</p>	<p>Gaelic Language Plan press release sent out and copies sent to staff, board, partners and interested partners in March 2013. The Plan is available at CNPA offices, on request or via the CNP website in both Gaelic and English. Progress reports are available on the website and an update was included in the CNPA Annual Review 2014/15, 2015/16 and will be included in the CNPA Annual Review 2016/17 in both Gaelic and English. 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 8 projects led by partners e.g. Snow Roads Scenic Routes. Partnership working with <i>The Mountains and the People</i> project resulted in the use of a bilingual logo on their website http://themountainsandthepeople.org.uk/</p>	<p>Green</p>	<p>Improved bilingual CNPA logo and Park brand & user guidelines are in place and 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. Following a successful bid for GLAIF 2016 funding a Gaelic officer has been invited to prepare a <i>Gaelic as an Asset</i> section on the website which will include:</p> <ul style="list-style-type: none"> • Guidance for use of Gaelic in partner/visitor facing publications and on visitor websites/pages • Advice and guidelines for use of Gaelic in heritage interpretation (Gaelic Place names, landscape toolkit/estate statements , bi-lingual CNP brand, links to useful resources/websites) • Promotion of Gaelic as an Asset with support from HIE website/case studies • Promotion of Gaelic experiences in the Park with support from VS Gaelic experience scheme.

Goireasachadh a' Phlana a thaobh nan seirbheisean air an liubhairt.
[Resourcing the Plan, in respect of those services delivered.](#)

Gealladh	Adhartas	Ìre	Fuasgladh (a' gabhail a-steach ceann-latha)
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Commitments	Progress	Status	Response (including time line)
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 2014/15 and GLAIF 2016/17 but was not successful for GLAIF 2015/16.	Green	All actions identified in the Gaelic Language Plan are on track to be delivered within the parameters of the Plan with the exception of internal and external bilingual signage at CNPA offices which is expected to be complete by summer 2018.
<p>Sgrùdadh air Buileachadh a' Phlana air an taobh a-staigh agus tro bhith a' cur a-steach aithisgean sgrùdaidh gu Bòrd na Gàidhlig.</p> <p>Monitoring the Implementation of the Plan both internally and through submission of monitoring reports to Bòrd na Gàidhlig</p>			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
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, July 2015 and July 2016 which was shared with all staff and via the website. The progress reports were sent to Bòrd na Gàidhlig on 22 July 2014, 29 July 2015, 26 July 2016 and their response and recommendations were received on 10 Feb 2015, 5 Feb 2016 & 4 Nov 2016 respectively. Progress reports are available on the website and an update included in CNPA's Annual Review 2014/15, 2015/16 and will be included in the CNPA Annual Review 2016/17 in both Gaelic and English. An update for staff was sent out in May 2014, July 2015, July 2016, July 2017 which explains the plan and clarifies staff responsibilities. Skills audit complete and requests for staff/board training recorded. Training opportunities promoted. Gaelic enquiries & complaints staff guidelines & monitoring in place. Gaelic media activities being monitored.	Green	All actions identified in the Gaelic Language Plan are on track to be delivered within the parameters of the Plan with the exception of internal and external bilingual signage at CNPA offices which is expected to be complete by summer 2018.
<p>Gnìomhan sam bith eile a thaobh dearcnachaidh agus libhrigidh a chaidh a dhèanamh a bharrachd air geallaidhean a' Phlana.</p> <p>Any other actions completed regarding monitoring and delivery in addition to commitments contained in the Plan.</p>			
<ul style="list-style-type: none"> We are involved with GMòr Lunastal and Gaelic as an Asset Group and work with our SG Greener Communications (formerly Rural Affairs, Food & Environment - RAFF) partners to share best practice. 			

Rudan a chaidh ionnsachadh

Lessons learned

Bòrd na Gàidhlig response to CNPA Progress Report 2016

The Cairngorms National Park Authority is making progress towards the commitments in their Gaelic Language Plan and this is evidenced in the report. Most commitments are either going to plan or will be completed before the end of the first Plan iteration. The authority is promoting understanding and visibility of Gaelic within the Park. However, the following points are of concern:

- **The authority could be more actively strengthening the Park's Gaelic image, through the work of the authority and its partners** – we have invited Christie Maclean to prepare a *Gaelic as an Asset* section on our website which will provide advice on how to strengthen and benefit from the Park's Gaelic image. In addition Roddy McLean ran 3 training courses for partners and community representatives on 'Gaelic – Nature in the Landscape' in September 2016.
- **The Bòrd recommends that the authority ensures that there is an equality of respect – and usage – in all logos associated with the Park and that Gaelic runs through all Park and authority branding and marketing materials as a normal part of the cultural heritage of the area, both externally and internally** – the CNPA is developing a methodology/guidance for use of Gaelic in partner/visitor facing publications and on visitor websites/pages. CNPA does not directly control the use of logos associated with the Park (we only control the use of the CNPA corporate logo and provide guidelines for the use of the CNP brand identity). CNPA will review the opportunity to render the CNP brand identity as bilingual, demonstrating equal respect for Gaelic and English, at the first opportunity on rebranding/renewal. Due to the cost associated with the replacement of the Park entry markers this is not expected to take place within the next GL Plan period.
- **The Bòrd recommends that Gaelic is considered within new developments of the website at the planning stage and not afterwards** - we have invited Christie Maclean to prepare a new Gaelic as an Asset section on our website and Gaelic will be considered at the planning stage for this section of the site.
- **The Bòrd recommends that the authority looks to acquire a staff member with Gaelic skills on a renewal basis, possibly in the Communications Department, as this would help the authority deliver its primary aims** – recruitment for two new posts where Gaelic Language Skills were identified as desirable took place in 2017 but none of the applicants were able to meet this desired requirement. Another two posts are currently being recruited where Gaelic is identified as desirable. We have invited Christie Maclean to prepare a new Gaelic as an Asset section on our website and will explore opportunities for a Gaelic Language student to work with the CNPA on an internship basis to deliver identified Gaelic Language projects.