

## 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 thoraichean.

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

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 2018	
Ro-ràdh Plana Plan Introduction			
Gealladh (briatharachas bhon PCG) <a href="#">Commitments (text from GLP)</a>	Adhartas (fios) <a href="#">Progress (narrative)</a>	Ìre Status	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 <a href="#">report on progress</a> was prepared in July 2014, 2015, 2016, 2017 and all are available on our website. Regular progress reports have been made throughout the delivery period.</p>		<p>This is the final progress report on the CNPA's GLP 2013-2018. All progress reports are published on the <a href="#">CNPA's website</a>.</p> <p>The CNPA's second Gaelic Language Plan 2018-2022 has been prepared, consulted upon and submitted to Bòrd na Gàidhlig for approval. Once approved it will be published on our website. Details of the <a href="#">consultation and GLP 2018-2022</a> are available on our website.</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>			
<ul style="list-style-type: none"> <li>An update on progress made against the CNPA's Gaelic Language Plan was provided in the <a href="#">2016/17 Annual Review</a> in both languages on page 25 and will be included in the 2017/18 Annual Review to be published in September 2018.</li> </ul>			

**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 brand users.	Green	Bi-lingual logo, Park brand & guidance – delivered in 2014. Guidelines, old/new CNPA logo & Park brand provided in 2015 progress report. All <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.  
[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 various projects led by partners across the Park (e.g. Snow Roads Scenic Routes) [See attached list of projects.](#)

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 put in place during summer 2015 but have since been removed due to building works. Staff guidelines on the use of bilingual signage in our corporate offices were produced in 2016.	Red	Due to the building of our new 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, provided by the Scottish Government Gaelic Language Team, 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 <a href="#">promoted via the website</a> and monitoring of these services is in place. Corporate information available in Gaelic: <a href="#">About the Authority</a> , <a href="#">Park Authority Board</a> , <a href="#">Board Meetings</a> , <a href="#">FOI</a> & <a href="#">Complaints</a> .	Green	There were no enquiries received in Gaelic through the specified media during the last 12 months. However, 25% (9) responses to our GLP 2018 consultation were received and dealt with in Gaelic. The number of staff able to deal with Gaelic enquiries is 6 (front office staff via guidelines & translation support services). Guidelines were re-submitted to front office staff in early 2018.

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 as part of the Gaelic as an Asset project. A Gaelic student intern has been appointed to prepare a <i>Gaelic as an Asset</i> section on the website and Gaelic has been added to CNPA's <a href="#">About the Authority</a> , <a href="#">Park Authority Board</a> , <a href="#">Board Meetings</a> , <a href="#">FOI</a> & <a href="#">Complaints</a> pages. A 'Gaelic Tweet of the Week' was introduced on <a href="#">@Cairngorms News</a> in February 2016 and is extremely popular with some very successful interaction & retweets.	Green	All CNPA news releases are sent to BBC Inverness Alba & Europa, & editors' notes, CNPA's core duties, key facts & figs 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 partners (e.g. SNH) for support. An Inventory of all existing Gaelic and bilingual materials was prepared as Appendix 3 to the <a href="#">CNPA's GLP 2018-2022</a> . All future corporate publications with a foreword will include Gaelic content and CNPA's Annual reports will include a Gaelic Language Plan update in both English & Gaelic. See <a href="#">attached report of PR activities</a> .
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.			
Luchd-obrach Staffing			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
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 since 2014 to establish a benchmark. The skills audit is repeated every year. Training opportunities are promoted as part of the appraisal process and information was circulated to all staff about Gaelic conversation training at Inverness. Three Gaelic training courses took place in September 2016 in Grantown-on-Spey, Ballater and Blair Atholl with seven	Green	<b>Staff Gaelic Skills &amp; Training:</b> In a staff survey conducted in early 2018: 27 expressed an interest in training; 30 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 ( <a href="#">see attached staff survey</a> ). CNPA staff learning, development and training needs are identified through our appraisal process (held twice annually) and training is organised, as required.

	<p>members of staff (10% of CNPA staff) taking part. A further three Gaelic awareness, Gaelic in the Landscape and Gaelic Conversation training courses are taking place in November/December 2018.</p> <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. An appointments policy &amp; monitoring is in place.</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> To date 10 jobs have been advertised with Gaelic as a desirable criterion. Recruitment &amp; 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 1 job description met this requirement the Gaelic Language student intern. 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 <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>
<p>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.</p>	<p>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). An Inventory of all existing Gaelic and bilingual materials was prepared as Appendix 3 to the <a href="#">CNPA's GLP 2018-2022</a>. Following a successful bid for GLAIF 2016 funding Gaelic has been added to CNPA's <a href="#">About the Authority</a>, <a href="#">Park Authority Board</a>, <a href="#">Board Meetings</a>, <a href="#">FOI</a> &amp; <a href="#">Complaints</a>.</p>	<p style="background-color: green; color: white; text-align: center;">Green</p>	<p>A Gaelic student intern (starting in June 2018) has been appointed to prepare a <i>Gaelic as an Asset</i> section on the website which will include:</p> <ul style="list-style-type: none"> <li>• Guidance for use of Gaelic in partner/visitor facing publications and on visitor websites/pages</li> <li>• 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)</li> <li>• Promotion of Gaelic as an Asset with support from HIE website/case studies</li> <li>• Promotion of Gaelic experiences in the Park with support from VS Gaelic experience scheme</li> </ul>

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). An Inventory of all existing Gaelic and bilingual materials was prepared as Appendix 3 to the <a href="#">CNPA's GLP 2018-2022</a> . Following a successful bid for GLAIF 2016 funding Gaelic has been added to CNPA's <a href="#">About the Authority, Park Authority Board, Board Meetings, FOI &amp; Complaints</a> . 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	<p>A project to develop new education resource and an online map for schools/groups/individuals to research and share Gaelic/Scots/ Doric place name findings in the Cairngorms National Park was launched in March 2018.</p> <p>A Gaelic student intern (starting in June 2018) has been appointed to prepare a <i>Gaelic as an Asset</i> section on the website which will include:</p> <ul style="list-style-type: none"> <li>• Guidance for use of Gaelic in partner/visitor facing publications and on visitor websites/pages</li> <li>• 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)</li> <li>• Promotion of Gaelic as an Asset with support from HIE website/case studies</li> <li>• Promotion of Gaelic experiences in the Park with support from VS Gaelic experience scheme.</li> </ul>
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. 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 seven members of staff (10% of CNPA staff). A further 3 Gaelic awareness, Gaelic & Landscape and Gaelic Conversation training courses are taking place in Nov/December 2018.	Green	<a href="#">CNPA's GLP 2018-2022</a> is committed to provide Gaelic Awareness Training for staff & Board members and local community groups and businesses (every two years). Gaelic Language training will be delivered during 2018.

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)
<p>Our commitment to provide Gaelic awareness &amp; 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>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). An Inventory of all existing Gaelic and bilingual materials was prepared as Appendix 3 to the <a href="#">CNPA's GLP 2018-2022</a>. Following a successful bid for GLAIF 2016 funding Gaelic has been added to CNPA's <a href="#">About the Authority, Park Authority Board, Board Meetings, FOI &amp; Complaints</a>. Advice &amp; support for use of Gaelic in the community provided for various 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. 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 with 37 people attending including seven members of staff. A further 3 Gaelic awareness, Gaelic &amp; Landscape and Gaelic Conversation training courses are taking place in Nov/Dec 2018. 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 trains adults to become leaders and instructors - project runs for 12 months.</p>	<p>Green</p>	<p>CNPA has secured funding support for the HLF Great Place Scheme 2018 for the Badenoch area of the National Park. The partnership project aims to strengthen connections between the community and its heritage including the Gaelic Language and to create a great visitor experience.</p> <p>A project to develop new education resource and an online map for schools/groups/individuals to research and share Gaelic/Scots/ Doric place name findings in the Cairngorms National Park was launched in March 2018.</p> <p>CNPA as the Accountable Body for Cairngorms LEADER Programme has invested a considerable staff resource over 2017 and 2018 in support of the Spors Gaidhlig LEADER Project application, helping secure this project which launched in the summer of 2017 to expand the opportunities for use of Gaelic into outdoor sports activities within the Cairngorms and more widely. If successful, this project delivered by Commun Na Gaidhlig, should result in a significant increase in Gaelic language usage within outdoor sports in the Cairngorms over coming years following investment of the order of £200,000 over a two year period.</p>



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 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.	Six staff able to deal with Gaelic enquiries (front office staff via guidelines & translation services). Guidelines were re-submitted in early 2018. Annual skills audit complete and requests for staff/board training recorded. Training opportunities promoted. 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 <a href="#">promoted via the website</a> and corporate information is available in Gaelic: <a href="#">About the Authority</a> , <a href="#">Park Authority Board</a> , <a href="#">Board Meetings</a> , <a href="#">FOI</a> & <a href="#">Complaints</a> . Office & signage review due to be complete by Summer 2018. We will seek advice when producing signage to ensure equal respect is given to Gaelic.	Green	<a href="#">CNPA's GLP 2018-2022</a> is committed to provide Gaelic Awareness Training for staff & Board members and local community groups and businesses (every two years). Gaelic Awareness training will be delivered during 2018.
Gàidhlig sna meadhanan Gaelic in the media			
Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
Our commitment to provide bilingual documents & Gaelic content on our website & other communications, where it will make an effective contribution to the Plan's aims where there is a genuine need, will increase presence of Gaelic in the media. Our commitment to develop a methodology on the use of Gaelic with the Park brand & Park portal will increase the presence of Gaelic in the media. Our commitment to work proactively with Gaelic media & provide spokespeople will help to promote Gaelic both in the Park, Scotland and support Gaelic media.	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 since Sept 2015. CNPA advice and support has resulted in increased use of Gaelic version of the Park brand and reference to Gaelic names in various projects led by partners e.g. Snow Roads Scenic Routes (see attached <a href="#">list of projects</a> ). 'Gaelic Tweet of the Week' introduced on <a href="#">@Cairngorms News</a> in February 2016 and is extremely popular with some very successful interaction & retweets.	Green	A Gaelic student intern (starting in June 2018) has been appointed to prepare a <i>Gaelic as an Asset</i> section on the website which will include: <ul style="list-style-type: none"> <li>• Guidance for use of Gaelic in partner/visitor facing publications and on visitor websites/pages</li> <li>• Advice and guidelines for use of Gaelic in heritage interpretation</li> <li>• Promotion of Gaelic as an Asset with support from HIE website/case studies</li> <li>• Promotion of Gaelic experiences in the Park with support from VS Gaelic experience scheme.</li> </ul>

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. Park Brand bi-lingual version improved to increase visibility of Gaelic and guidelines sent out to all brand users. Gaelic spokespeople for media interviews available, ongoing use of Gaelic in 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 reference to Gaelic names in projects led by partners (see attached list of projects). Our 'Make it Yours' campaign delivered to over 200 visitor facing staff across the Park, promotes Gaelic Places Names within the Park. 'Gaelic Tweet of the Week' introduced on @Cairngorms News in February 2016 is extremely popular with some very successful interaction & retweets. Three training sessions for land managers, community representatives and CNPA staff/board on 'Gaelic – Nature in the Landscape' by Roddy McLean held in Sept 2016 with 37 people attending including 7 members of staff. A further 3 Gaelic Awareness, Gaelic & Landscape & Gaelic Conversation training courses will take place in 2018. 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 trains adults to become leaders and instructors - project runs for 12 months.	Green	<p>A Gaelic student intern (starting in June 2018) has been appointed to prepare a <i>Gaelic as an Asset</i> section on the website which will include:</p> <ul style="list-style-type: none"> <li>• Guidance for use of Gaelic in partner/visitor facing publications and on visitor websites/pages</li> <li>• 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)</li> <li>• Promotion of Gaelic as an Asset with support from HIE website/case studies</li> <li>• Promotion of Gaelic experiences in the Park with support from VS Gaelic experience scheme.</li> </ul> <p>CNPA has secured funding support for the HLF Great Place Scheme 2018 for the Badenoch area of the National Park. The partnership project aims to strengthen connections between the community and its heritage including the Gaelic Language and to create a great visitor experience.</p> <p>A project to develop new education resource and an online map for schools/groups/individuals to research and share Gaelic/Scots/ Doric place name findings in the Cairngorms National Park was launched in March 2018.</p>

<p>Gnìomhan sam bith eile a thaobh cleachdadh cànan a chaidh a dhèanamh a bharrachd air gnìomhan a' Phlana.  <a href="#">Any other actions completed regarding language usage in addition to those contained in the Plan.</a></p>			
<ul style="list-style-type: none"> <li>Partnership working with <i>The Mountains and the People</i> project has resulted in a bilingual logo on their website <a href="http://themountainsandthepeople.org.uk/">http://themountainsandthepeople.org.uk/</a></li> </ul>			
<p><b>Inbhe Cànan</b>  <b>Language status</b></p>			
<p>Cruthachadh ìomhaigh dheimhinneach don Ghàidhlig  <a href="#">Creating a positive image for Gaelic</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>
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, 2016 and July 2017. An update for staff was sent out in May 2014, July 2015, 2016 and July 2017 which explains the plan and clarifies staff responsibilities.	Green	All actions identified in the Gaelic Language Plan have been 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>Meudachadh ann an làithaireachd na Gàidhlig  <a href="#">Increasing the visibility of Gaelic</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>
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 reference to Gaelic names in relation to various projects led by partners e.g. Snow Roads Scenic Routes leaflet ( <a href="#">see attached list of the projects</a> ). 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' introduced on <a href="#">@Cairngorms News</a> in February 2016 and is extremely popular with some very successful interaction & retweets.	Green	All actions identified in the Gaelic Language Plan have been 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 inbhe cànan a chaidh a dhèanamh a bharrachd air gnìomhan a' Phlana.</p>			

Any other actions completed regarding language status in addition to those contained in the Plan.			
<b>Corpas Cànan</b> <b>Language Corpus</b>			
Leasachadh Litreachail, Briathrachais is Ainmean-àite Gàidhlig <b>Gaelic Orthographic, Terminological and Place-name Development</b>			
<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>
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 reference to Gaelic names in relation to various projects led by partners e.g. Snow Roads Scenic Routes (see <b>attached of projects</b> ).	<b>Green</b>	All actions identified in the Gaelic Language Plan have been 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-mhìneachadh Gàidhlig <b>Gaelic Translation and Interpretation</b>			
<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>
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.	<b>Green</b>	
Gàidhlig ann an Sgrùdadh is Rannsachadh <b>Gaelic in Surveys and Research</b>			
<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>
<b>Buileachadh is sgrùdadh</b> <b>Implementing and monitoring</b>			
Foillseachadh a' phlana <b>Publicising the plan</b>			
<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>
The CNPA's Gaelic Language Plan will be published bilingually on the CNPA	Gaelic Language Plan press release sent out and copies sent to staff, board, partners and interested partners in	<b>Green</b>	The CNPA's second Gaelic Language Plan 2018-2022 has been prepared, consulted upon and submitted to Bòrd

website and we will promote and distribute the approved Gaelic Language Plan with interested parties.	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, 2016/17 and will be included in the CNPA Annual Review 2017/18 in both Gaelic and English.		na Gàidhlig for approval. Once approved it will be published on our website. Details of the <a href="#">consultation and GLP 2018-2022</a> are available on our website.
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) <a href="#">Individual Staff Members (how staff are informed of their duties under the Plan and how this will be monitored)</a>			
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 & suggest improvements throughout the period of the Plan.	A progress report has been prepared in July 2014, July 2015, 2016 and July 2017 and shared with all staff and board members and published on the website. An annual action plan has been prepared and is shared with staff to comment and make suggestions/improvements. An action plan for 2017/18 has been prepared which involves 14% of our staff (10 people) and circulated to all staff for comment in July 2017.	Green	The CNPA's second Gaelic Language Plan 2018-2022 has been prepared, consulted upon and submitted to Bòrd na Gàidhlig for approval. Once approved it will be published on our website. Details of the <a href="#">consultation and GLP 2018-2022</a> are available on our website.
Seirbheisean air an Liubhairt le Treas Phàrtaidhean <a href="#">Services Delivered by Third Parties</a>			
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 relating 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 and ensure their staff are informed of the terms of the Plan. We will develop methodology with our partners on use of Gaelic in the Park brand and portal.	Gaelic Language Plan distributed to interested parties, 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 reference to Gaelic names in projects led by partners (see <a href="#">attached list of projects</a> ). Partnership working with <i>The Mountains and the People</i> project resulted in use of a bilingual logo on their website <a href="http://themountainsandthepeople.org.uk/">http://themountainsandthepeople.org.uk/</a> Our 'Make it Yours' campaign delivered to over 200 visitor facing staff across the Park promotes Gaelic Places Names within the Park. 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 with 37	Green	A Gaelic student intern (starting in June 2018) has been appointed to prepare a <i>Gaelic as an Asset</i> section on the website which will include: <ul style="list-style-type: none"> <li>• Guidance for use of Gaelic in partner/visitor facing publications and on visitor websites/pages</li> <li>• 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)</li> <li>• Promotion of Gaelic as an Asset with support from HIE website/case studies</li> <li>• Promotion of Gaelic experiences in the Park with support from VS Gaelic experience scheme.</li> </ul>

	<p>people attending including 7 members of. A further 3 Gaelic Awareness, Gaelic in the Landscape &amp; Gaelic Conversation training courses are taking place in Nov/Dec 2018. CNPA support for a LEADER application of £90,000 for “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 &amp; confidence. Also trains adults to become leaders and instructors - project runs for 12 months.</p>		<p>CNPA as the Accountable Body for Cairngorms LEADER Programme has invested a considerable staff resource over 2017 and 2018 in support of the Spors Gaidhlig LEADER Project application, helping secure this project which launched in the summer of 2017 to expand the opportunities for use of Gaelic into outdoor sports activities within the Cairngorms and more widely. If successful, this project delivered by Commun Na Gaidhlig, should result in a significant increase in Gaelic language usage within outdoor sports in the Cairngorms over coming years following investment of the order of £200,000 over a two year period.</p>
<p>Fiosrachadh bhuidhnean eile agus treas phàrtaidhean mun Phlana agus gam brosnachadh gus obrachadh leis.</p>			
<p><a href="#">Informing other organisations and third parties of the Plan and encouraging them to operate in the spirit of the Plan</a></p>			
<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>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 2016/17 and will be included in the CNPA Annual Review 2017/18 in both Gaelic and English. CNPA advice and support has resulted in increased use of the Gaelic version of the Park brand and reference to Gaelic names in projects led by partners (see <a href="#">attached list of projects</a>). Partnership working with <i>The Mountains and the People</i> project resulted in the use of a bilingual logo on their website <a href="http://themountainsandthepeople.org.uk/">http://themountainsandthepeople.org.uk/</a> 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. 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 with 37 people attending including 7 members of staff (10% of CNPA staff).</p>	<p>Green</p>	<p>Improved bilingual CNPA logo and Park brand &amp; user guidelines are in place and sent to all Park brand users. Where appropriate, information to encourage third parties who deliver public services on behalf of the CNPA, follow terms of our Gaelic Language Plan will be provided via our website.</p> <p>A Gaelic student intern (starting in June 2018) has been appointed to prepare a <i>Gaelic as an Asset</i> section on the website which will include:</p> <ul style="list-style-type: none"> <li>• Guidance for use of Gaelic in partner/visitor facing publications and on visitor websites/pages</li> <li>• Advice and guidelines for use of Gaelic in heritage interpretation</li> <li>• Promotion of Gaelic as an Asset with support from HIE website/case studies</li> <li>• Promotion of Gaelic experiences in the Park with support from VS Gaelic experience scheme</li> </ul>



	<p>A further 3 Gaelic Awareness, Gaelic in the Landscape &amp; Gaelic Conversation training courses are taking place in November/December 2018. 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 &amp; confidence. Also trains adults to become leaders and instructors - project runs for 12 months.</p>		<p>CNPA as the Accountable Body for Cairngorms LEADER Programme has invested a considerable staff resource over 2017 and 2018 in support of the Spors Gaidhlig LEADER Project application, helping secure this project which launched in the summer of 2017 to expand the opportunities for use of Gaelic into outdoor sports activities within the Cairngorms and more widely. If successful, this project delivered by Commun Na Gaidhlig, should result in a significant increase in Gaelic language usage within outdoor sports in the Cairngorms over coming years following investment of the order of £200,000 over a two year period.</p>
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Goireasachadh a’ Phlana a thaobh nan seirbheisean air an liubhairt.

[Resourcing the Plan, in respect of those services delivered.](#)

<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>
<p>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.</p>	<p>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. 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 &amp; confidence. Also trains adults to become leaders and instructors - project runs for 12 months. CNPA has secured funding support for the HLF Great Place Scheme 2018 for the Badenoch area of the National Park. The partnership project aims to strengthen connections between the community and its heritage including the Gaelic Language and to create a great visitor experience.</p>	<p><b>Green</b></p>	<p>All actions identified in the Gaelic Language Plan have been 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> <p>CNPA as the Accountable Body for Cairngorms LEADER Programme has invested a considerable staff resource over 2017 and 2018 in support of the Spors Gaidhlig LEADER Project application, helping secure this project which launched in the summer of 2017 to expand the opportunities for use of Gaelic into outdoor sports activities within the Cairngorms and more widely. If successful, this project delivered by Commun Na Gaidhlig, should result in a significant increase in Gaelic language usage within outdoor sports in the Cairngorms over coming years following investment of the order of £200,000 over a two year period.</p>

Sgrùdadh air Buileachadh a' Phlana air an taobh a-staigh agus tro bhith a' cur a-steach aithisgean sgrùdaidh gu Bòrd na Gàidhlig.

[Monitoring the Implementation of the Plan both internally and through submission of monitoring reports to Bòrd na Gàidhlig](#)

Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
<p>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.</p>	<p>A progress report has been prepared in 2014, 2015, 2016 and July 2017 and 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, 27 July 2017 and their response and recommendations were received on 10 Feb 2015, 5 Feb 2016, 4 Nov 2016 &amp; 9 March 2018 respectively. Progress reports are available on the website and an update included in CNPA's Annual Review 2014/15, 2015/16, 2016/17 and will be included in the Annual Review 2017/18 in both Gaelic and English. An update for staff was sent out in May 2014, July 2015, July 2016, July 2017 and will be in July 2018 which explains the plan and clarifies staff responsibilities. Skills audit complete and requests for staff/board training recorded. Training opportunities promoted. Gaelic enquiries &amp; complaints staff guidelines &amp; monitoring in place. Gaelic media activities being monitored.</p>	<p>Green</p>	<p>All actions identified in the Gaelic Language Plan have been 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>
<p>Gnìomhan sam bith eile a thaobh dearcnachaidh agus libhrigidh a chaidh a dhèanamh a bharrachd air geallaidhean a' Phlana.</p>			
<p><a href="#">Any other actions completed regarding monitoring and delivery in addition to commitments contained in the Plan.</a></p>			
<ul style="list-style-type: none"> <li>• We are involved with GMòr Lunastal and Gaelic as an Asset Group and work with our SG Greener Communications (formerly Rural Affairs, Food &amp; Environment - RAFE) partners to share best practice.</li> <li>• We are involved in the Gaelic Language Tourism Strategy steering group which is led by VisitScotland.</li> </ul>			

**List of Attachments:**

- Summary of PR activities supporting the use of Gaelic;
- Action Plan 2017-2018;
- List of partner projects involving use of Gaelic;
- Staff skills audit results.



## Rudan a chaidh ionnsachadh

### Lessons learned

#### **Bòrd na Gàidhlig response to CNPA Progress Report 2017**

The Cairngorms National Park Authority (CNPA) has made good progress in implementing the Gaelic Plan. The Bòrd praises the progress that has been made in raising the profile of Gaelic throughout the area. The Bòrd recognises the progress with publications, education and training. CNPA could improve their services with regards to bilingual signage and regarding the organisation's website.

#### **Progress**

- The Bòrd is pleased that there are opportunities for CNPA to work with and support the other organisations in the area to promote Gaelic. For example, with the Highland Folk Museum, RSPB Osprey Centre, Landmark Visitor Centre and Ballater Station. These are great opportunities to work together to raise the profile of Gaelic in the area. This is a good step in the implementation of the plan.
- The Bòrd recognises the progress with both bilingual publications and publications with some Gaelic. The Bòrd is also pleased to see that there has been progress in Gaelic representation on Twitter with the 'Gaelic Tweet of the Week'. This is a good step in implementing the plan.
- CNPA has made progress with Gaelic in tourism and heritage. The Bòrd praises the efforts that have been made with the 'Make it Yours' project about Gaelic place names.
- The Bòrd welcomes the progress that has been made with regards to the new bilingual logo for CNPA.

#### **Opportunities**

- CNPA could improve their services in relation to internal and external bilingual signage. The Bòrd notes that progress should be made with these commitments in the summer of 2018 and the Bòrd is looking forward to receiving an update on progress in the next report.
- The Gaelic Plans Implementation Officer visited the CNPA website on 9/03/2018 and the officer noted that there was no section on the website about Gaelic as an asset as is stated in the report. The Bòrd notes that CNPA received GLAIF funding 16/17 for this and would like more information in the next monitoring report regarding progress on this. **A Gaelic student intern (starting in June 2018) has been appointed to prepare a Gaelic as an Asset section on the website.**
- The Bòrd recognises the work being carried out by CNPA on their website, however, the organisation could improve their services by presenting the bilingual sections in a manner that is more accessible to the public. **A Gaelic student intern (starting in June 2018) has been appointed to prepare a Gaelic as an Asset section on the website.**
- The Bòrd recognises the progress being made in terms of staff training. However, the Bòrd is aware that there are more staff who are interested in language training than are taking the training opportunities. CNPA could improve their services by further encouraging staff to take up language training opportunities. **A further 3 Gaelic Awareness, Gaelic in the Landscape & Gaelic Conversation in-house staff training courses are taking place in November/December 2018.**

#### **May we receive further information in the next yearly report on the following please:**

- The Bòrd would like more information regarding the progress being made with bilingual signage both internally and externally. **A review of internal & external bi-lingual signage will be carried out in Summer 2018 and an update provided in next year's progress report.**
- Could the Bòrd receive more information on progress regarding the 'Gaelic as an Asset' project. The Bòrd is aware that information is not currently available online, as is stated in the report. The Bòrd would like further information regarding the progress being made with Highlands and Islands Enterprise to support this. **A Gaelic student intern (starting in June 2018) has been appointed to prepare a Gaelic as an Asset section on the website and will be working with HIE and other public sector organisations.**
- The Bòrd would like more information regarding the recruitment process. The Bòrd notes that CNPA evaluate positions in relation to Gaelic as an essential skill and that there is a policy in relation to Gaelic as a desirable skill. The Bòrd recommends that it could benefit CNPA to produce a strapline for all positions that encourages people with Gaelic to apply. **CNPA will include this action point as part of our Gaelic Language Plan 2018-2022.**

We look forward to seeing information in your next report regarding progress in these areas which should be submitted to Bòrd na Gàidhlig by **12<sup>th</sup> June 2019**.