

BÒRD NA GÀIDHLIG

FOIRM DÀTA BLIADHNAIL 2021-22 ANNUAL RETURN FORM 2021-22

Ainm na buidhne Organisation's name	Pàirc Nàiseanta a' Mhonaigh Ruaidh / Cairngorms National Park Authority
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Prìomh Dhàta Measaidh Primary Indicator Data

Fios bhon Phoball Communications from the Public	Cia mheud brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna? How many written communications have the organisation received from the public in Gaelic this year?	None
A' sgaoileadh fiosrachaidh Dissemination of information	Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna? How many posts did the organisation distribute on social media in Gaelic this year?	59 posts x 3 different social media channels.
	Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? How many press releases did the organisation publish in Gaelic this year?	Two – Shinty Trail and Heritage Interp Toolkit launches.
Luchd-obrach Staff	Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year?	Nine rangers received Gaelic training ahead of the visitor season; 30 staff indicated a desire to receive Gaelic training, which will be organised upon return to the office.
	Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach? How many posts do you currently have where Gaelic is an essential skill?	One (Gaelic Intern).

	<p>Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig?</p> <p>How many staff currently within the organisation have Gaelic skills?</p>	<p>From our Feb 2021 staff and board survey, 26 can read a little or some Gaelic, 23 can speak a little or some Gaelic, and 8 can write a little Gaelic. 1 staff member was a fluent Gaelic speaker.</p>
<p>Foillseachaidhean</p> <p>Publications</p>	<p>Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà-CHANANACH am-bliadhna?</p> <p>How many organisational publications have been published bilingually (Gaelic and English) this year?</p>	<p>Four – The Shinty Trail resource plus an accompanying case study; Heritage Interpretation Toolkit and a research paper for the Badenoch Great Place Project.</p>
<p>Inbhe</p> <p>Status</p>	<p>Cia mheud soidhne dà-CHANANACH a chuir am buidheann an àirde am-bliadhna?</p> <p>How many bilingual signs has the organisation erected this year?</p>	<p>12 in total across the Authority, with nine new in the last 12 months. A further 13 logoed magnetic signs were created for the CNPA ranger team's vehicles.</p>

Prìomhachasan a' Phlana Cànan Nàiseanta Gàidhlig **National Gaelic Language Plan Priorities**

Cleachdadh na Gàidhlig / Using Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air cleachdadh na Gàidhlig?

How is the organisation increasing the use of Gaelic?

An annual Gaelic Language Plan implementation plan is produced and includes:

- Creation of specific Gaelic support materials, including our Gaelic as an Asset online toolkit, Heritage Interpretation toolkit, Shinty Trail case study, and other relevant resources including Literary Landscapes and our Gaelic place names map.
- Gaelic forewords included in corporate publications, plus a bilingual update on progress in our Annual Review and Gaelic Language Plan (published in both Gaelic and English).

- The use of Gaelic signage inside and outside CNPA's offices, plus bilingual logo used on our ranger vehicles.
- Monitoring of Gaelic enquiries received by the Park Authority, plus accompanying front office guidance and training.
- The inclusion of Gaelic within ranger training sessions, plus internal support and advice provided to staff members on translation and the application of Gaelic (in addition to staff guidelines on using Gaelic in everyday activities, which has been added to staff induction).
- Increased Gaelic content on the CNP website, weekly Gaelic tweets plus a one-week Gaelic takeover on our digital channels.
- Supporting external initiatives such as the Badenoch Great Place Project to jointly tell the story of the National Park's natural and cultural heritage, of which Gaelic is a key element.
- Support provided for a Gaelic experience event at the Badenoch Heritage Festival. The event was based around shinty heritage and its deep-rooted connection with Gaelic culture.
- Increased use of Gaelic in relation to interpretation material.
- Recruited a Gaelic student intern to support the delivery of our Gaelic Language Plan.

Ionnsachadh na Gàidhlig / Learning Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air ionnsachadh na Gàidhlig?

How is the organisation increasing the learning of Gaelic?

- Weekly Gaelic posts with an educational focus, as well as social media campaigns such as the one-week Gaelic takeover and spotlight on shinty.
- Launch of the Shinty Trail materials incorporated educational elements in its rollout: "The Shinty Trail will be a great asset to the community of Badenoch... It will be a huge asset to schools and other people wanting to research the history of the game and its importance to people young and old." (Hugh Dan MacLennan).
- Heritage Interpretation toolkit provides guidance on using the Gaelic language and has a clear educational remit, also linking with useful external resources.
- Annual Gaelic skills staff and board member audit.
- Promote Gaelic training opportunities to CNPA staff and Board members.
- Gaelic awareness training for volunteer rangers / volunteers and staff and partners every two years.
- Ongoing presence of [Literary Landscapes project](#) materials on our website.

A'cur air adhart na Gàidhlig / Promoting Gaelic

Ciamar a tha a' buidhinn a' cur deagh iomhaigh air adhart airson na Gàidhlig?

How is the organisation promoting a positive image of Gaelic?

- Weekly Gaelic posts provide an insight into Gaelic's influence on the culture and heritage of the Cairngorms National Park.
- New Heritage Interpretation toolkit and Shinty Trail case study both promote the benefits of using Gaelic within cultural heritage projects.
- Shinty Trail highlights the deep-rooted connections which the game of shinty and Gaelic language have with the area of Badenoch in the Cairngorms National Park.
- Increased use of Gaelic across our website (22 web pages in total).
- Bilingual CNPA logo showing equal respect for both Gaelic and English.
- Gaelic-specific version of the Cairngorms National Park brand identity created.
- Use of bilingual signage at CNPA offices internally and externally, plus on ranger vehicles.
- Staff guidelines on using Gaelic in everyday activities added to staff induction.
- Gaelic training provided for our seasonal ranger team ahead of the visitor season.
- Gaelic Place Names leaflet and Gaelic as an Asset online toolkit.
- Gaelic intern employed to support delivery of Gaelic experiences in the National Park.

Fiosrachadh dearcnachaidh eile

Other monitoring information

A' brosnachadh Foghlam Gàidhlig

Promotion of Gaelic Education

Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach
For Local Authorities only to complete

Fo Earrainn 15 de dh'Achd an Fhoghlaim (Alba) 2016, feumaidh ùghdarrasan ionadail aig a bheil foghlam Gàidhlig anns an sgìre aca seo a shanasachd ann an dòigh iomchaidh. Feumaidh gach ùghdarras ionadail sanasachd a dhèanamh air na còraichean a th' aig pàrantan gus tagradh a dhèanamh airson foghlam Gàidhlig aig ìre na bun-sgoile agus foghlam luchd-ionnsachaidh na Gàidhlig a stèidheachadh. Ciamar a tha sibh a' coileanadh an dleastanais seo?

Under Section 15 of the Education (Scotland) Act 2016, local authorities which already provide Gaelic education in their area must take reasonable steps to promote this. All local authorities must take reasonable steps to promote the rights which parents have under the Act to make a request for Gaelic Medium Primary Education and the potential provision of Gaelic Learner Education. Could you tell us how you are undertaking this?

N/A – CNPA is not a Local Authority

Pàrantan Corporra

Corporate Parenting

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

Am b' urrainn dhuibh dàta a thoirt dhuinn air an àireimh de dhaoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide data on the number of Gaelic-speaking care experienced young people registered with the Authority.

N/A – CNPA is not a Local Authority.

Am b' urrainn dhuibh fiosrachadh a thoirt dhuinn air tachartasan no cothroman a tha sibh a' cur air dòigh airson daoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide information on activities or opportunities you provide for Gaelic-speaking care experienced young people.

N/A – CNPA is not a Local Authority.

Co-ionannachd Equalities

Bu chòir don a h-uile buidheann seo a lìonadh a-steach

For all organisations to complete

An do chomharraich an t-ùghdarras poblach agaibh cùisean sònraichte sam bith co-cheangailte ri co-ionannachd chothroman a thaobh leasachadh na Gàidhlig?

Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?

No issues have been identified.

A bheil poileasaidhean, modhan-obrach no dòighean-obrach sam bith co-cheangailte ri co-ionannachd a chaidh a chur an gnìomh leis an ùghdarras phoblach agaibh, no a tha gan cur an gnìomh an-dràsta, a bhuineas ri bhith a' cur co-ionannachd chothroman air adhart an lùib leasachadh na Gàidhlig? An inns sibh dhuinn mun deidhinn?

Are there any equalities policies, procedures or measures that have been implemented by your public authority, or are in the process of being implemented, that are relevant to advancing the equality of opportunity in the development of Gaelic language? Can you tell us about them?

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

A bheil eisimpleirean ann de cheumannan sònraichte a ghabh sibh gus piseach a thoirt air in-ghabhail agus com-pàirteachas a tha air obrachadh gu sònraichte math a thaobh leasachadh na Gàidhlig taobh a-staigh an ùghdarras phoblaich agaibh? An inns sibh dhuinn nam biodh sibh toilichte nan sgaoileadh Bòrd na Gàidhlig na h-eisimpleirean agaibh agus nan dèanamaid sanasachd orra.

Are there examples of implementing specific measures to improve inclusivity or engagement that have worked particularly well regarding Gaelic language development for your public authority? Please indicate if you would be happy for Bòrd na Gàidhlig to share and promote the examples provided.

- Combining useful, common terms with more unusual examples, our weekly Gaelic posts are aimed and both learners and fluent speakers alike. The concise, visual nature of the posts also make them more engaging and accessible. The posts receive strong levels of engagement across platforms, with some receiving close to 1,000 likes on Twitter (one was retweeted by Outlander actor Sam Heughan, for example).
- The Shinty Trail illustrate how the use of Gaelic, embedded within heritage stories, can deliver significant benefits for local communities as well as the intended audience. The resource is also unashamedly contemporary, using an engaging digital platform to tell this fascinating story. Dedicated English and Gaelic versions of the resource are available, showing equal respects to both languages and demonstrating how this can be achieved in practice.

- The Heritage Interpretation Toolkit encourages the use of Gaelic whilst providing accessible advice on effectively applying the language. The toolkit aims to support businesses and communities in the National Park to embrace the language as a means of attracting visitors and enhancing their overall experience.

[Happy for BnG to share and promote these examples]

Amasan airson Seirbhisean Corporra	Corporate Service Aims	
Àrd Phrionnsabalan	Overarching Principles	
Spèis Cho-ionann A h-uile gealladh anns a' phlana Ghàidhlig air a libhrigeadh dhan aon ìre anns a' Ghàidhlig agus anns a' Bheurla.	Equal Respect Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.	CNPA responds to Gaelic enquiries within normal standards, treats them with equal respect, promotes and monitors these services.
Cothroman Follaiseach Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonnan air na cothroman a th' ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.	Active Offer Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.	CNPA provides guidelines to help staff increase the use of Gaelic in their daily operations.
Treas Phàrtaidhean A' dearbhadh gum bi ALEOs agus cunnraidhean eile ag obair gus plana Gàidhlig an ùghdarrais phoblaich a chur an gnìomh.	Third Parties Ensure that Arm's Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.	CNPA reviews with partners how our Gaelic Language Plan can support national and local priorities, including the Cairngorms National Park Partnership Plan (consultation runs from 23 Sep to 17 Dec 2021).
Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig air an gabhail a-steach ann an structaran an ùghdarrais phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.	Normalisation Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.	Our CEO is the organisational lead on the Park Authority's Gaelic Language Plan, with the plan being implemented by our Organisational Management Group. Annual action plans

		allocate tasks to staff across the organisation as part of their regular work plans/budget.
Pàrantan Corporra Gu bheilear mothachail air na dleastanasan a th' ann mar Pàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b' àbhaist a bhith fo chùram le Gàidhlig a' faighinn na h-aon cothroman 's a tha clann le cànan eile.	Corporate Parenting That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.	N/A
Inbhe	Status	
Suaicheantas Ag amas air suaicheantas corporra anns a' Ghàidhlig agus anns a' Bheurla a chruthachadh nuair a thig a' chiad chothrom agus mar phàirt den phròiseas ùrachaidh.	Logo Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.	Our bilingual corporate logo is used on corporate stationery, signage, publications, video content, vehicles etc.
Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.	Signage Prominent signage will include Gaelic and English as part of any renewal process.	All new office signage includes Gaelic and English. The bilingual logo appears on all CNPA-authored interpretation materials, along with frequent use of Gaelic within the material itself.
Conaltradh leis a' phoball	Communicating with the public	
Brosnachadh Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.	Promotion Positive message that communication from the public in Gaelic is always welcome.	Contact us section of the CNPA website incorporates Gaelic and states that we are happy to receive and respond to enquiries in Gaelic.
Conaltradh sgrìobhte Fàilte ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.	Written Communication Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.	As above.
Ionad-fàilte agus am fòn	Reception and phone	As above. Staff

Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air t-seirbheis dhan phoball.	Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.	guidelines also confirm how to manage enquires received in Gaelic.
Coinneamhan Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.	Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.	Our website states that CNPA public meetings can held bilingually on request where there is a need to do so.
Fiosrachadh	Information	
Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.	News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.	Two news releases circulated in Gaelic (Shinty Trail plus Heritage Interpretation Toolkit launch) plus all releases sent to BBC Alba.
Meadhanan sòisealta Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh'fhaodadh a bhith ann.	Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users	Weekly Gaelic tweets including themed infographics eg on placenames / weather terms. Week-long Gaelic takeover of social accounts to mark publication of Heritage Interpretation toolkit.
Làrach-lìn Stuth Gàidhlig air làrach-lìn an ùghdarrais phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.	Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.	22 pages across the site incorporate Gaelic within them, including the Story of Shinty, Shinty Trail and accompanying case study, Using Gaelic in cultural heritage projects, contact us, corporate services, nature and climate change, planning and place, communications and how to find us.

Irisean Corporra Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.	Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.	All corporate publications include a Gaelic Foreword; Gaelic Place Names leaflet has very wide reach.
Taisbeanaidhean Cothroman airson taisbeanaidhean dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh, le prìomhachas air an fheadhainn aig a bheil a' bhuaidh as motha.	Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.	Exhibition stands including Gaelic are available for use at any public events or exhibitions; however, limited opportunities during COVID-19 period.
Corpas na Gàidhlig	Gaelic Language Corpus	
Gnàthachas Litreachaidh na Gàidhlig Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.	Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.	We use highly recommended translation services to produce our Gaelic materials in order to deliver our corporate public services.
Luchd-obrach	Staff	
Sgrùdadh Luchd-obrach Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.	Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.	Staff and Board Gaelic skills and training audit held every year.
Inntrigeadh Eòlas air a' phlana Ghàidhlig mar phàirt den phròiseas inntrigidh.	Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions	Gaelic Language Plan and guidelines on everyday use included in staff induction process.
Trèanadh cànan Trèanadh ann an sgilean Gàidhlig ga thabhann agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a' cur plana Gàidhlig na buidhne an gnìomh.	Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.	Gaelic skills training opportunities promoted and staff training offered every two years. Ranger-specific training provided in 2020, but wider staff training delayed due to COVID-19.
Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air stiùirichean, buill	Awareness training Gaelic awareness training offered to staff, with priority given to directors, board	Gaelic Awareness training offered to volunteer rangers,

bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.	members, councillors and staff dealing directly with the public.	all staff and board as well as partners every two years. Ranger-specific training provided in 2020, but wider staff training delayed due to COVID-19.
Fastadh A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhastaidh.	Recruitment Recognising and respecting Gaelic skills within the recruitment process.	Appointments policy includes Gaelic as desirable or essential criteria where relevant. Text on recruitment webpage (available in Gaelic and English) recognises Gaelic as an asset to the organisation and encourages Gaelic speakers to apply for all posts.
Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach gus seirbheisean Gàidhlig a libhrigeadh agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.	Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.	As above.
Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.	Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	As above.