
BÒRD NA GàIDHLIG

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

Ainm na buidhne Organisation's name	Aberdeenshire Council
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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?	0
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?	0
	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?	0
Luchd-obrach Staff	Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgìlean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year?	1
	Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgìl riatanach? How many posts do you currently have where Gaelic is an essential skill?	0
	Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgìlean Gàidhlig? How many staff currently within the organisation have Gaelic skills?	Not currently recorded.

Foillseachaidhean Publications	Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà-chananach am-bliadhna? How many organisational publications have been published bilingually (Gaelic and English) this year?	0
Inbhe Status	Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many new bilingual signs has the organisation erected this year?	0

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?

Resources to support staff to use Gaelic are available on our internal training platform. They include guidance for staff who speak Gaelic (and indicated that they are happy to communicate with public in Gaelic) on the following issues: how to communicate with callers that speak in Gaelic, how to deal with any mail/email received in Gaelic and how to incorporate basic written Gaelic (greetings, titles, signatures etc.) into correspondence with Gaelic organisations or other contacts who have made us aware they wish to be communicated to in Gaelic.

There has previously been collaboration with neighbouring authorities in sharing resources and the council continues to be open to building relationships with other local authorities to share resources where appropriate.

Aberdeenshire Council has an interpretation, translation, and transcription service. Gaelic is included in the contract.

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?

Aberdeenshire Council continues to have a Gaelic course on the learning platform for all staff to access.

The promotion of Gaelic as a viable and relevant L3 as part of 1+2 Language provision continues. Teachers benefit from access to Gaelic language learning and resources through the Regional Improvement Collaborative. New developments are promoted and signposted through the Aberdeenshire Primary Languages Portal which is accessible to all teaching staff. Schools are encouraged to signpost families to the Gaelic Learning opportunities hosted on the Northern Alliance Family Learning site.

A "Step into Gaelic" infographic was created in collaboration with the Education Scotland

Development Officer and shared with Secondary and Primary Schools.

Professional learning is also signposted through Weekly School Mail and Language ambassadors.

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?

The Council has developed and maintains a dedicated page on the website for [Gaelic language services](#) signposting residents to the information that is available in Gaelic as well as opportunities for learning and Gaelic events.

Aberdeenshire Council have Gaelic Bookbug-bags which are available on request through the library service.

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'Àchd 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?

The 'Gaelic in Schools' section of our website highlights how a request for GME can be made.

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.

There are currently no Gaelic-speaking care experienced young people registered with Aberdeenshire Council.

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.

There is currently no requirement for this.

Gaelic speaking care experienced young people will be supported to develop and learn their cultural identity when the need is identified.

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?

The lack of demand and requirement for the development of Gaelic language, alongside the geographical spread, including residents living in remote rural areas of Aberdeenshire, are identified issues for the authority. The Learning and Development team have also identified issues around suppliers who can carry out staff training.

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?

Aberdeenshire Council is committed to equality of opportunity for all current and future employees as set out within our Equalities Policy and Procedures.

The Council has developed and maintains a dedicated page on the website for [Gaelic language services](#) signposting residents to the information that is available in Gaelic as well as opportunities for learning and Gaelic events.

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 ùghdarrais 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.

Aberdeenshire Council consulted and engaged with the public in preparation for starting the Gaelic Language Plan 2023-2028.

Amasan airson Seirbhisean Corporra	Corporate Service Aims			
Àrd Phrionnsabalan	Overarching Principles			
<p>Spèis Cho-ionann A h-uile gealladh anns a’ phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla.</p>	<p>Equal Respect Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.</p>	Work to deliver the GLP 2023 is ongoing.		
<p>Cothroman Follaiseach Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am pòball daonna air na cothroman a th’ ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.</p>	<p>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.</p>	Information is available in a central location on the council’s website in Gaelic. This link takes you to the landing page.		
<p>Treas Phàrtaidhean A’ dearbhadh gum bi ALEOs agus cunnraidhean eile ag obair gus plana Gàidhlig an ùghdarras phoblach a chur an gnìomh.</p>	<p>Third Parties Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.</p>			
<p>Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig air an gabhail a-steach ann an structaran an ùghdarras phoblach tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.</p>	<p>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.</p>	Work to deliver the GLP 2023 is ongoing.		
<p>Pàrantan Corporra Gu bheillear mothachail air na dleasan a th’ ann mar Phàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b’ àbhaist a bhith fo chùram le Gàidhlig a’ faighinn na h-aon cothroman ‘s a tha clann le cànan eile.</p>	<p>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.</p>	The council will ensure that any Child’s Plan (for care experienced young people) or care leaver’s Pathways Plan gives due consideration to language opportunities.		

Inbhe	Status			
<p>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. Bu chòir an aon ìre follaiseachd a bhith ann airson an dà chànan san t-suaicheantas.</p>	<p>Logo Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.</p>	A corporate Gaelic logo has been agreed and in place for a number of years.		
<p>Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p>	<p>Signage Prominent signage will include Gaelic and English as part of any renewal process.</p>	Prominent signage will include Gaelic and English as part of any renewal process.		
Conaltradh leis a’ phoball	Communicating with the public			
<p>Adhartachadh A’ toirt teachdaireachd bhrosnachail seachad gum bithear daonnan a’ cur fàilte air conaltradh a nì am mòr-shluagh ris an ùghdarras ann an Gàidhlig.</p>	<p>Promotion Positive message that communication from the public in Gaelic is always welcome.</p>	<p>Information is available in a central location on the council’s website in Gaelic: Gaelic language services - Aberdeenshire Council</p> <p>Signatures have been created for use by Officers including “Happy to communicate in Gaelic”. Signatures have been widely shared across the organization.</p>		
<p>Conaltradh sgrìobhte Bithear daonnan a’ gabhail ri conaltradh sgrìobhte ann an Gàidhlig (litricean, puist-d agus na meadhanan sòisealta) agus thèid freagairtean Gàidhlig a thoirt seachad a rèir a’ phoileasaidh</p>	<p>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.</p>	<p>Information is available in a central location on the council’s website in Gaelic: Gaelic language services -</p>		

choitcinn.		Aberdeenshire Council
Ionad-fàilte agus am fòn Nuair as urrainn do luchd-obrach le Gàidhlig an t-seirbheis seo a thoirt seachad, gheibh iad taic airson sin a dhèanamh, agus thèid sanasachd a dhèanamh air an t-seirbheis am measg a' mhòr-shluaigh.	Reception and phone Where Gaelic speaking staff are capable of providing this service, they are supported to do so, and the service is promoted to the public.	Where demand requires, this service is available.
Coinneamhan Thèid coimhead gu cunbhalach air na cothroman a th' ann gus coinneamhan poblach a chumail gu dà-chànanach no ann an Gàidhlig, agus thèid sanasachd a dhèanamh orra.	Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.	This is regularly explored and promoted and has not been identified as a requirement for Aberdeenshire.

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.	High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.		
Na Meadhanan sòisealta Thèid susbaint Ghàidhlig a sgaoileadh gu cunbhalach sna meadhanan sòisealta, agus sin a rèir an uiread luchd-cleachdaidh Gàidhlig a th' ann agus a dh'fhaodadh a bhith ann.	Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users	Gaelic content is distributed through social media guided by demand of residents.		
An Làrach-lìn Bu chòir susbaint Ghàidhlig a bhith ri faotainn air làrach-lìn an ùghdarras phoblaich, agus prìomhachas ga thoirt do na duilleagan a dh'fhaodadh an àireamh as motha de dhaoine a tharraing.	Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.	Information is available in a central location on the council's website in Gaelic: Gaelic language services - Aberdeenshire Council Content can be found using		

		“Gaelic” as the key word in the “Search this Website” bar
<p>Foillsichidhean Corporra Thèid an ullachadh ann an Gàidhlig is Beurla, agus prìomhachas ga thoirt don fheadhainn a dh’fhaodadh an àireamh as motha de dhaoine a leughadh.</p>	<p>Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>	Corporate publications including the annual performance report and Gaelic language plan are produced in Gaelic and English.
<p>Tairbhe a’ Chànain Bidh pròiseas ann gus dèanamh cinnteach gu bheil a’ Ghàidhlig a gheibhear san fhiosrachadh chorporra uile aig deagh ìre agus gun gabh a tuigsinn</p>	<p>Language Utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.</p>	A translation and interpretation supplier is in place. The contract includes Gaelic language to ensure that quality and accessibility in corporate information is high.
<p>Taisbeanaidhean Bu chòir beachdachadh gu cunbhalach air cothroman gus taisbeanaidhean poblach a shealltainn gu dà-chànanaich no ann an Gàidhlig, le prìomhachas ga thoirt don fheadhainn a dh’fhaodadh a’ bhuaidh as motha a thoirt air cùisean.</p>	<p>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.</p>	Opportunities continue to be explored with other authorities.

Luchd-obrach	Staff			
<p>Sgrùdadh air sgilean Thèid sgrùdadh a dhèanamh air sgilean Gàidhlig an luchd-obrach agus na feumalachdan trèanaidh aca a thaobh Gàidhlig rè ùine gach plana.</p>	<p>Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>	An internal audit will be carried out under the current Plan.		
<p>Fiosrachadh Inntrigidh Bidh fiosrachadh mu Phlana</p>	<p>Induction Knowledge of the public</p>	There is a training module		

<p>Gàidhlig an ùghdarrais phoblaich mar phàirt den fhiosrachadh inntigidh a gheibh luchd-obrach ùr.</p>	<p>authority's Gaelic language plan included in new staff inductions</p>	<p>available on Aldo for Council staff to complete. The Gaelic Language Plan is published on the Council website</p>
<p>Trèanadh cànan Thèid cothroman trèanaidh is leasachaidh airson sgilean Gàidhlig a thabhann don luchd-obrach, gu h-àraidh mar thaic do bhith a' coileanadh Plana Gàidhlig an ùghdarrais phoblaich.</p>	<p>Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.</p>	<p>All primary school staff have been signposted to the Gaelic Language professional learning available through the Northern Alliance Regional Improvement Collaborative, alongside the introductory Gaelic course offered through the Authority's learning platform</p>
<p>Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air luchd-obrach aig àrd ìre, luchd co-dhùnaidh eile agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.</p>	<p>Awareness training Gaelic awareness training offered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.</p>	<p>An action of the current GLP is to continue to provide Gaelic Awareness learning sessions for all employees and Elected Members.</p>
<p>Fastadh A' toirt aithne do is a' cur sùim ann an sgilean Gàidhlig an lùib nam pròiseasan fastaidh air feadh an ùghdarrais phoblaich.</p>	<p>Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the authority.</p>	<p>Services are aware it is their responsibility to make it known if they wish to advertise in Gaelic. This can then be arranged.</p>
<p>Fastadh Bidh Gàidhlig air a h-ainmeachadh mar sgil riatanach agus / no a tha na buannachd ann</p>	<p>Recruitment Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver</p>	<p>There were previously two temporary posts created for</p>

an tuairisgeulan obrach gus cuideachadh le bhith a' cur a' Phlana Ghàidhlig an gnìomh agus a rèir an stiùiridh bho Bhòrd na Gàidhlig airson luchd-obrach fhastadh.	the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.	Gaelic Primary Teacher and Gaelic Development Officer, both of which had Gaelic in the Essential or Desirable Criteria.
Fastadh Bidh sanasan-obrach dà-chànanach ann no ann an Gàidhlig a-mhàin airson a h-uile dreuchd far a bheil Gàidhlig na sgit riatanach.	Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	Where a job has Gaelic as an essential criteria in the job profile, the job advert is posted with a Gaelic translation.
Corpas na Gàidhlig	Gaelic Language Corpus	
Gnàthachas Litreachaidh na Gàidhlig Thèid cumail ris an tionndadh as ùire de Ghnàthachas Litreachaidh na Gàidhlig anns na stuthan sgrìobhaidh uile a thèid fhoillseachadh leis an ùghdarras phoblach.	Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.	The council's supplier for Interpretation and Translation services is used for Gaelic translations.
Ainmean-àite Iarrar agus gabhar ri comhairle bho Ainmean-Àite na h-Alba air ainmean-àite Gàidhlig.	Place names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.	It is understood and known that advice can be sought from Ainmean-Àite na h-Alba if required.