

BÒRD NA GÀIDHLIG

ANNUAL RETURN FORM April 2021- March 2022

Organisation's name	Scottish Parliamentary Corporate Body
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Primary Indicator Data

Communications from the Public	How many written communications have the organisation received from the public in Gaelic this year?	78
Dissemination of information	How many posts did the organisation distribute on social media in Gaelic this year? *Of the 490 Tweets; 68 were on the corporate, committee or Scotland's Futures Forum accounts with the remainder being on the @ParlAlba account.	597 (Tweets: 490* Soundcloud: 48 Blog: 45 SPICe blog: 1 Futures Forum Blog: 8 Instagram: 5)
	How many press releases did the organisation publish in Gaelic this year?	67 (This figure is lower than the preceding year and reflects the fact that this was an election year)
Staff	How many staff received Gaelic skills training this year? * It wasn't possible to deliver Gaelic Awareness training in person due to building closure during COVID-19. Whilst online Gaelic Awareness training was made available in the 2021/22, levels of uptake have been low to date, partly due to COVID recovery. Our next GLP puts forward several solutions to increase uptake.	1 undertaking An Cùrsa-Inntrigidh at Sabhal Mòr Ostaig 10 undertook Gaelic Awareness training.

	How many posts do you currently have where Gaelic is an essential skill?	2
	How many staff currently within the organisation have Gaelic skills? * These figures are from our 2018 survey of Gaelic language skills. These will be updated when we undertake a new survey in connection with our new Gaelic Language Plan for 2023-27.	41 basic phrases 3 intermediate 5 fluent speakers*
Publications	How many organisational publications have been published bilingually (Gaelic and English) this year?	Bilingual: 2 Separate Gaelic and English versions: 7 English publications with Gaelic title or foreword: 10
Status	How many bilingual signs were erected this year?	n/a Bilingual signage already rolled out in line with our GLP

National Gaelic Language Plan Priorities

Using Gaelic

How is the organisation increasing the use of Gaelic?

- By Gaelic social media presence via our dedicated Gaelic social media channels and via other parliamentary social media channels (e.g. corporate, committee, education, engagement, Presiding Officer twitter feeds, Instagram, Facebook). During the year, our number of followers on @ParlAlba on twitter increased from 3,352 to 3,564 and we had 2.2k engagements and 154k impressions.
- By publicising committee enquiries to the Gaelic community and encouraging evidence in Gaelic – e.g., the [Your Priorities Enquiry](#) which asked about what the priorities should be for the new session of the Parliament. Four Gaelic related submissions were received, one of which was written in Gaelic. Other enquiries receiving responses in Gaelic included the Local Government Boundaries enquiry and the Short Term Lets enquiries which received 3 and 2 responses respectively.
- By publicising the Public Audit and Post-legislative Scrutiny Committee enquiry into the Bòrd na Gàidhlig Section 22 report. As it was not possible to provide simultaneous translation facilities due to

COVID restrictions, [a full Gaelic translation of the Official Report for the meeting](#) of 13 January 2022 was produced.

- Through producing a wide range of publications in Gaelic and containing Gaelic.
- Through developing Gaelic digital information resources, for example for the election: [Carson a bhòtadh tu ann an taghadh Pàrlamaid na h-Alba](#) (*Why vote*) and [Carson a tha dà bhòt ann](#) (*why are there two votes*).
- Through our Gaelic Awareness video which has now had over 2,400 views: [Using Gaelic in the Scottish Parliament - YouTube](#)
- Through production of a range of Gaelic education resources – over 50 are currently available in Gaelic. During the lockdown, we produced a series of education resources, including pop-quizzes in this reporting year. In March 2022, we also welcomed the first Gaelic education session since the pandemic began.
- By producing online content in Gaelic. The new Scottish Parliament website went live in 2021/22 including new Gaelic pages.
- By enabling and encouraging correspondence in Gaelic (contained within figures for written correspondence).
- The Gaelic team publicised that the Parliamentary oath may be taken in Gaelic and supported new members to practice taking the oath by providing soundfiles and the opportunity to practice in person. Eight members took the oath in Gaelic altogether as compared with six in the last session.
- Members, Presiding Officers and Conveners were aided with Gaelic use for Parliamentary Business including proofreading and supplying of pronunciations of simple phrases (such as *Madainn mhath*/Good morning) and Gaelic nomenclature. This included a [Members' Debate on the National Plan for Gaelic](#) in June 2021 and a Members' Debate on the [Funding of the BBC](#) in February 2022. Three motions were submitted bilingually, and the Gaelic team proofread these where required.
- For the new International Gaelic Week (*Seachdain na Gàidhlig*) in 2022, Scotland's Futures Forum commissioned a series of 8 Gaelic blogs on a range of issues, one of the Gaelic officers took part in an online discussion programme as part of the week and the Parliament's Broadcasting team produced a short video. Similarly, the Gaelic team tweeted for the Edinburgh Gaelic Week in November 2021 and held two "How to Change the World through Gaelic" engagement sessions – one aiming at fluent speakers and one aiming at learners. Altogether 10 attended.
- Working closely with Non-Government Bills Unit to ensure that Members proposing bills are aware that they may choose to provide Gaelic versions of consultation documents. In this period, one Member chose to use Gaelic in a proposal (Liz Smith, Proposed Residential Outdoor Education (Scotland) Bill).

Learning Gaelic

How is the organisation increasing the learning of Gaelic?

- One member of MSPs staff is being supported by the Parliament to complete the *Cùrsa-inntrigidh* at Sabhal Mòr Ostaig.
- Publicising local and national Gaelic learning opportunities locally internally.
- Through our [Abair Beagan](#) basic parliamentary Gaelic resource.
- Through our short podcast [Gaelic Word of the Week](#) which teaches a little about Gaelic and about the Parliament each week. This is regularly listened to by over 100 people and performs very well on our corporate Twitter.
- Through making our Gaelic Word of the Week podcast text available on our blog with additional Gaelic related information for Gaelic learners and those with an interest in the language. Posts regularly achieve 50 views.

Promoting Gaelic

How is the organisation promoting a positive image of Gaelic?

- Induction sessions inform new-starts about the Gaelic Language Plan and our Gaelic Awareness sessions.
- Information about Gaelic was included in induction for new MSPs in addition to Gaelic titles and a foreword in the induction guide.
- During the lockdown, when the building was closed to the public, a bilingual outdoor display was erected, including links to further Gaelic text.
- Bilingual signage on our campus.
- Increased use of Gaelic in corporate publication titles/summaries. See data above under Publications. In this reporting years, we added Gaelic to the templates for Cross Party Group minutes and agendas.
- Use of Gaelic in social media – both in and about Gaelic throughout the Parliaments' social media accounts. This included social media content around International Gaelic Week and International Mother Language Week.
- By mentioning Gaelic provision and learning opportunities through our internal communications including our internal Gaelic blog and our corporate communications, and through external communications including our weekly eBulletin which has over 6.6k subscribers.
- The Parliament's Gaelic team participated in the *Air Adhart* online conference, the Argyll Gaelic Gathering, the Gaelic officer's network supported by Bòrd na Gàidhlig, and also provided a session about Gaelic in the Parliament to a group of Her Majesty's Inspectors of Educations at Education Scotland.
- Gaelic was featured in the Christmas video produced for social media and was viewed by over 2.8k.

Other monitoring information

Promotion of Gaelic Education

For Local Authorities only to complete

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

Corporate Parenting

For Local Authorities only to complete

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

n/a

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

n/a

Equalities

For all organisations to complete

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

We have not identified any particular issues. We ensure that Gaelic activities are inclusive and are also available to staff at all levels across the organisation. We have worked actively with staff diversity networks across the organization to promote Gaelic.

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?

To raise awareness of Gaelic amongst the general public, we have bilingual signage, we have added Gaelic to titles and/or forewords of many corporate publications and have Gaelic-related social media content aiming at non-Gaelic speakers. We target younger people through social media, education materials and education publications. Gaelic education sessions can be delivered anywhere in Scotland.

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.

The Gaelic Development Officers worked closely with the Parliament's BSL Officer to share good practice and consider ways of working together. This included blog and twitter posts in Gaelic about BSL week. All diversity networks in the Scottish Parliament have bilingual logos.

Additional Information

The 2021/22 reporting year saw the tail end of the disruption caused by the COVID pandemic with the Parliament not reopening fully to the public until August 2022, our level of activity has therefore been lower than normal in some fields such as outreach and education work. Being an election year, 2021 also saw less activity in some areas during the run-up to the election and at the beginning of the new session.

Bòrd na Gàidhlig made several comments and recommendations in the response to our 2019/20 monitoring report. Bòrd na Gàidhlig commented on the importance of use of Gaelic on social media other than our dedicated Gaelic accounts and asked for further information on this. More information was also requested on Office plans.

Social media: We recognise the importance of using Gaelic content on our corporate and satellite accounts in addition to our Gaelic channels where appropriate in order to raise the profile of the language amongst non-speakers and to make Gaelic speakers aware that we offer services in Gaelic.

We have done this regularly via our Gaelic Word of the Week feature on our corporate Twitter account and have also used Gaelic on Twitter for occasions such as World Gaelic Week. Many committees have also used Gaelic for tweets relating to matters under consideration which are either of major interest to Gaelic speakers and communities or to the public in general. Our education team has also been proactive in terms of Gaelic use on twitter. We also use Gaelic on our Instagram account. Gaelic is also included in our Business Continuity communications planning, including our plans around the death of the Monarch.

Office Plans: we make sure that Gaelic is included in office plans in the following ways:

Our template for Office plans includes a list of all the corporate responsibilities offices must deliver against. Our Gaelic Language Plan is listed there. This is supported by targeted communications with the office heads as they plan for the next year to ensure they are building in the Gaelic commitments they are involved in delivering.

Amasan airson Seirbhisean Corporra	Corporate Service Aims	
Àrd Phrionnsabalan	Overarching Principles	Traffic light colours: green, amber or red
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.	Green
Cothroman Follaiseach Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonna 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.	Green
Treas Phàrtaidhean A' dearbhadh gum bi ALEOs agus cunnradairean eile ag obair gus plana Gàidhlig an ùghdarras 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.	Green
Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig air an gabhail a-steach ann an structaran an ùghdarras 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.	Green
Pàrantan Corporra Gu bheillear 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	Traffic light colours: green, amber or red
<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.</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.</p>	Green
<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>	Green
Conaltradh leis a' phoball	Communicating with the public	Traffic light colours: green, amber or red
<p>Brosnachadh Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.</p>	<p>Promotion Positive message that communication from the public in Gaelic is always welcome.</p>	Green
<p>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.</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>	Green
<p>Ionad-fàilte agus am fòn 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.</p>	<p>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.</p>	Green
<p>Coinneamhan Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.</p>	<p>Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>	Green

Fiosrachadh	Information	Traffic light colours: green, amber or red
<p>Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p>News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>	Green
<p>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.</p>	<p>Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>	Green
<p>Làrach-lìn Stuth Gàidhlig air làrach-lìn an ùghdarras phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.</p>	<p>Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p>	Green
<p>Irisean Corporra Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.</p>	<p>Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>	Green
<p>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.</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>	Green
Corpas na Gàidhlig	Gaelic Language Corpus	Traffic light colours: green, amber or red
<p>Gnàthachas Litreachaidh na Gàidhlig Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.</p>	<p>Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>	Green

Luchd-obrach	Staff	Traffic light colours: green, amber or red
<p>Sgrùdadh Luchd-obrach Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.</p>	<p>Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>	Green
<p>Inntrigeadh Eòlas air a' phlana Ghàidhlig mar phàirt den phròiseas inntrigidh.</p>	<p>Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>	Green
<p>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.</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>	Green
<p>Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.</p>	<p>Awareness training Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.</p>	Green
<p>Fastadh A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhastaidh.</p>	<p>Recruitment Recognising and respecting Gaelic skills within the recruitment process.</p>	Green
<p>Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach ann an dealbhan obrach far a bheil dleastanasan co-cheangailte ri librigeadh a' Phlana Ghàidhlig agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.</p>	<p>Gaelic named as an essential and / or desirable skill in job descriptions in roles where responsibilities are linked to delivery of the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p>	Green
<p>Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.</p>	<p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>	Green