

BÒRD NA GÀIDHLIG

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

Ainm na buidhne Organisation's name	NHS Highland NHS na Gàidhealtachd
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Prìomh Dhàta Measaidh
Primary Indicator Data

Fios bhon Phoball Communications from the Public	Cia mhead 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 mhead 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 (but we have already published some this year)
	Cia mhead 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?	2
Iuchd-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?	0
	Cia mhead 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?	1
	Cia mhead neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig? How many staff currently within the organisation have Gaelic skills?	According to the last survey carried out in 2017, 282 staff had

		some ability in Gaelic.
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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 bilingual signs has the organisation erected this year?	300 approx (All new signage bilingual in Broadford and Strathspey & Badenoch hospitals).

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?

Gaelic signage on all new buildings and developments
 Gaelic within the internal newsletter
 Gaelic awareness module in the Induction process
 Gaelic weekly videos about why Gaelic Matters for all staff
 Bilingual email signatures becoming more common and being requested due to being highlighted
 Staff now requesting access to Gaelic classes and being surveyed around the most useful methods/systems for roll-out

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?

The Staff Survey goes live in July to provide an update on current skills and attitudes towards Gaelic.
 A pilot is being explored with Argyll & Bute and Highland Council to share Gaelic classes for staff across the areas
 A survey to gauge specific Gaelic class preferences is currently live.

A' cur air adhart na Gàidhlig / Promoting Gaelic

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

How is the organisation promoting a positive image of Gaelic?

The plan is being given greater awareness across the organisation mainly through the Weekly Internal Round-up newsletter, where a weekly video is prepared and relevant information shared. This helps to embed Gaelic within the organisation and provides an opportunity for staff to consider Gaelic implications within their own roles.
 Teams channels are now up and running where staff can engage with areas they are interested in in terms of Gaelic and can contribute to the conversations.
 The current drafting of the NHS Highland Gaelic Plan 3 is also helping increase awareness.
 The Gaelic adviser is attending and presenting to a range of fora across various levels within the

organisation, such as the Executive Directors' Group, the Systems Leadership team and the People and Culture Directorate. This ensures that staff across a broad range of departments have the opportunity to feed into the process.

Fiosrachadh dearcnachaidh eile
Other monitoring information

A' brosnachadh Foghlam Gàidhlig
Promotion of Gaelic Education

Chan fheum ach Ùghdarrasan Ionadail seo a lionadh 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

Pàrantan Corporra
Corporate Parenting

Chan fheum ach Pàrantan Corporra seo a lionadh 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.

This information has not been gathered during 2021.

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.

We do not offer anything specifically for Gaelic-speaking care experienced young people as we do not gather this information.

<p>Co-ionannachd Equalities Bu chòir don a h-uile buidheann seo a lionadh a-steach For all organisations to complete</p>
<p>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?</p>
<p>None to date.</p>
<p>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?</p>
<p>n/a</p>
<p>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.</p>
<p>No</p>

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 libhrigeadh 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>	<p>The corporate services aims are progressing well. A number of them have been hindered, however, by the current impasse with NHS Scotland around a bilingual logo.</p>		
<p>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.</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>	<p>A weekly Gnothaichan Gàidhlig Gaelic Matters video, in the weekly staff newsletter, ensures staff are kept up to date regularly about Gaelic developments and opportunities across the organisation. More will be done publicly as we develop the recruitment campaign #AimHighland and publish the new Strategic Plan Together We Care Cùram Còmhla which will have Gaelic embedded in the Nurture Well section.</p>		
<p>Treas Phàrtaidhean A' dearbhadh gum bi ALEOs agus cunradairean 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>This has yet to be initiated.</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>	<p>Delivery of the Gaelic plan is embedded in our latest version of the Together We Care Cùram Còmhla, NHS Highland strategic plan, as part of the 'Nurture Well' ambitions. Additional policy changes have been developed and are being implemented across the organisations such as induction, recruitment and training.</p>		
<p>Pàrantan Corporra</p>	<p>Corporate Parenting</p>	<p>NHS Highland is fully aware</p>		

<p>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.</p>	<p>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>	<p>of its responsibilities under Corporate Parenting and makes no distinctions around language.</p>
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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.</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>	<p>Pressure on NHS Scotland continues, amid a recurring push-back about no policy decisions on bilingual branding. This has been a major issue for us in progressing many of the corporate service aims. We would be grateful for support from BnG in addressing this issue. We understand NHS Scotland does not require a Gaelic plan. The issue has been raised by our Chair with the Director General and the Cabinet Secretary for Health, neither of whom felt there would be an issue, however, we are still awaiting progress on a decision.</p>		
<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>	<p>Bilingual signage for all new signs, has been agreed as a policy and has been now been implemented across all the capital projects last year and this year such as Broadford Hospital and Strathspey & Badenoch Community Hospital. The National Treatment Centre plans have included Gaelic from the earliest stages of development and all parties (including third parties) are aware of this positive development.</p>		

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.	Complete.		
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.	Complete.		
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.	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.	Policy currently being developed around this.		
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.	Bilingual meetings were not held during the last year, mainly due to Covid priorities but we hope to have some as part of the Gaelic Plan consultation over the summer.		

Fiosrachadh	Information			
Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Bheurla.	News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.	Press releases around the official opening of the Broadford Hospital were released bilingually.		
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	There is work on Gaelic social media content currently being developed, including some videos to complement the #AimHigh recruitment campaign, with a specific angle on Gaelic recruitment.		

		Content has been recorded and is now at the editing stage.
Làrach-lìn Stuth Gàidhlig air làrach-lìn an ùghdarras 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.	There is a moratorium on content for the current website as it is no longer fully supported for updates and information cannot be updated/removed easily. The Web Manager role was advertised as Gaelic desirable. The content and design of the new website is now being carried out and there is a plan for the inclusion of Gaelic as appropriate.
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.	Gaelic has been included in the NHS Highland strategy Together We Care/Cùram Còmhla.
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.	n/a
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.	This is already in place.

Luchd-obrach	Staff			
<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>	<p>The survey goes live in July.</p>		
<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>	<p>Information about the Gaelic plan will be included in the TURAS corporate induction suite.</p>		
<p>Trèanadh cànan Trèanadh ann an sgilean Gàidhlig ga thabhan 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>	<p>This is currently being developed with various partners across Highland and Argyll & Bute with potential collaboration with the two councils.</p>		
<p>Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleasan 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>	<p>It is currently with the elearning team for transfer. We will be using the Gaelic Awareness module developed by the Scottish Fire Service and produced by Roddy MacLean.</p>		
<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>	<p>We have made progress in this area with policy being agreed around Gaelic as a desirable skill in specific areas of the organisation. In addition, we have a Gaelic essential role within comms which is being developed. The Web Manager role was advertised as the first Gaelic Desirable job within NHS Highland. The most recent Skye jobs were advertised bilingually. Standard inclusive wording is also being developed for us in general recruitment .</p>		
<p>Gàidhlig ainmichte mar sgil a</p>	<p>Gaelic named as an</p>	<p>See above.</p>		

<p>tha na buannachd agus/no a tha riatanach gus seirbheisean Gàidhlig a libhrigeadh agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.</p>	<p>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.</p>	
<p>Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgit riatanach.</p>	<p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>	<p>We are already advertising bilingually in Skye and Raasay. This will be built on as capacity allows. The areas targeted for this initially are Skye, Raasay, south west Ross, Oban and the Isles.</p>