

Implementing Gaelic First Policy

We are writing to update you with regard to the implementation of CnES's Gaelic First Policy: <https://www.foghlamgaidhlig.com/media/b4phnhb1/comhairle-gaelic-first-policy.pdf>

Members and officers are in agreement that an increased and sustained focus on developing the Comhairle's capacity to deliver bilingual services is required and that a more strategic approach to growing a bilingual workforce should be adopted.

A wider range of jobs are therefore likely to be designated as Gaelic essential or desirable. Recruitment and selection procedures will be updated to reflect this development. People applying for posts will be expected to commit to continuous professional development with regard to Gaelic language acquisition as an integral part of their annual SDA / PRD process.

Learners will be encouraged to undertake bespoke classes to develop their language register for particular courses or career pathways. A recent, in-house pilot project designed to support education staff with Gaelic language learning has been well received by participants and will be expanded. A range of free courses and programmes is currently available from other providers:

<https://www.foghlamgaidhlig.com/media/svop0340/cnes-free-gaelic-classes-2024.pdf>

It is accepted that building bilingual capacity is a medium to long-term strategy but, as an initial step, young people who are interested in e.g. Foundation Apprenticeships or Modern Apprenticeships in Creative Digital Media, Care and Childcare will be made aware of the Comhairle's commitment to developing a bilingual workforce. It will be advantageous for prospective employees to undertake courses through the medium of Gaelic.

By implementing such steps, Comhairle nan Eilean Siar is demonstrating its intent to lead on becoming an 'area of linguistic significance' as proposed in the Scottish Languages Bill 2023. It is also seeking to work with partner organisations and community groups to provide more bilingual services in line with the requirements of the Gaelic Language (Scotland) Act 2005.

Managers should ensure that Gaelic titles are used for all Comhairle departments, establishments and services in both formal and informal communications, signage etc., and that reception staff are using Gaelic. Sgioba na Gàidhlig will assist with any translation support that is required. Please contact:

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A' Cur Poileasaidh Gàidhlig mar Chiad Chànan an Gnìomh

Tha sinn a' sgrìobhadh gus an dreach as ùire de Phoileasaidh Gàidhlig mar Chiad Chànan CnES a thoirt gur n-aire:

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Tha Buill agus oifigearan den bheachd gu bheil an t-àm ann dhan Chomhairle a bhith libhrigeadh barrachd sheirbheisean dà-chànanach 's gum bu chòir oidhirp a dhèanamh gus luchd-obrach aig a bheil comasan anns an dà chànan fhasadh no na sgilean aca a leasachadh ann an dòigh ro-innleachdail.

Thathas an dùil raon nas fharsaige de dh'obraichean a dhleasadh riatanach no ion-mhiannaichte a thaobh Gàidhlig. Thèid modhan-obrach a thaobh trusaidh agus fastaidh urachadh a rèir an atharrachaidh seo. Bithear a' dùileachadh gun gabh daoine a chuireas a-steach airson obraichean ri trèanadh foirmeil, leantainneach gus an cuid sgilean ann an Gàidhlig a leasachadh mar phàirt àbhaisteach den mheasadh phroifeiseanta bhliadhnail aca.

Bithear a' brosnachadh luchd-ionnsachaidh gu bhith gabhail chlasaichean gus an comasan cànan airson dhreuchdan no slighean obrach sònraichte a leasachadh. Chaidh cùrsaichean cànan a chaidh a dhealbh gus taic a chur ri luchd-obrach foghlaim bho choinn ghoirid a mheas air leth soirbheachail leis na ghabh pàirt, 's thèid sin a leudachadh. Tha taghadh de chùrsaichean gan lìbhrigeadh le buidheannan eile cuideachd 's tha iad an asgaidh.

<https://www.foghlamgaidhlig.com/media/svop0340/cnes-free-gaelic-classes-2024.pdf>

Thathas a' gabhail ris gur e ro-innleachd a bheir greis airson a choileanadh a th' ann an comasan dà chànanas a leasachadh ach, mar chiad cheum, thèid a dhèanamh soilleir do dh'òigridh aig a bheil ùidh ann am Preantasachd Bhunasach no Nuadh-Phreantasachd gu bheil a' Chomhairle gu bhith fastadh dhaoine a tha comasach air an cuid obrach a dhèanamh san dà chànan. Bidh e na bhuannachd do dhaoine a tha a' cur a-steach airson obair ma tha iad air cùrsaichean tro mheadhan na Gàidhlig a choileanadh.

Le bhith gabhail nan ceumannan seo, tha CnES a' dearbhadh gu bheilear airson na h-Eileanan an Iar a chomharrachadh mar sgìre shònraichte Gàidhlig a rèir mholaidhean Bile nan Cànanan Albannach 2023. Tha a' Chomhairle airson obrachadh còmhla ri buidheannan co-phàirteachaidh agus coimhearsnachd gus barrachd sheirbheisean dà-chànanach a lìbhrigeadh mar a tha air a dhùileachadh orra ann an Achd na Gàidhlig (Alba) 2005.

Bu chòir do mhanaidsearan dèanamh cinnteach gur e tiotalan Gàidhlig a thathas a' cleachdadh airson roinnean, thoglaichean agus sheirbheisean ann an conaltraidhean, soidhnichean etc., agus gu bheil luchd-fàilteachaidh a' cleachdadh na Gàidhlig. Bidh Sgioba na Gàidhlig deònach taic sam bith a thoirt seachad airson obair eadar-theangachaidh. Cuir fios gu:

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