The knowledge you don’t have today, you can’t share tomorrow.

An nì nach cluinn thu an-diugh, chan aithris thu a-màireach.
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I am delighted to present the University of Glasgow’s second Gaelic Language Plan for 2018 – 21, which like our inaugural plan, will enable us to make a significant contribution to the protection, maintenance and advancement of Gaelic language and culture, both in Scotland and internationally.

We are acutely aware that, while much has been achieved in raising the status of Gaelic and increasing opportunities to engage with Gaelic across many sectors, as a minority language its position is still precarious. We are mindful of our position in a city that is home to one of the largest concentrations of Gaelic speakers in the world, including an increasing number of new Gaelic speakers. As a long-standing contributor to the understanding of Gaelic and its cultures, we are fully committed to supporting the aims of the National Gaelic Language Plan 2018 - 23 and believe that the University of Glasgow has a unique contribution to make to this agenda.

The commitments outlined in this document will allow us to build on the achievements of our first Gaelic Language Plan with particular attention to:

— exploring new approaches to language learning in our Gaelic degree programmes including immersion education and links to traditional Gaelic communities
— leadership in research and knowledge exchange in the area of Gaelic language corpus planning
— the visibility of Gaelic in our ongoing campus developments
— the promotion of Gaelic as a unique and living facet of Scottish identity and heritage to our national and international stakeholders
— maintaining meaningful civic engagement with key Gaelic partners across the City of Glasgow and beyond through our knowledge exchange and impact agendas.

Our Gaelic Language Plan has been prepared in accordance with the Gaelic Language (Scotland) Act 2005 and with regard to the National Plan for Gaelic 2018 - 23.
This Gaelic Language Plan has been prepared under section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 24 Sultain 2018.

Chaidh am Plana Gàidhlig seo ullachadh fo earrann 3 de dh’Achd na Gàidhlig (Alba) 2005 agus aontachadh le Bòrd na Gàidhlig air 24 Sultain 2018.
Founded in 1451, the University of Glasgow is the fourth oldest university in the English-speaking world. We are one of the top 100 of the world’s universities and have been named Scottish University of the Year by The Times and The Sunday Times Good University Guide 2018.

The University of Glasgow’s strategic ambition is to be a world-class, world-changing institution: a place that brings inspiring people together to discover and share knowledge that can change the world. We seek to:

— inform knowledge and understanding of Gaelic language and culture through world-leading research and innovative teaching

— support an environment in which innovative approaches to the normalisation of Gaelic language learning, usage and promotion can be realised.

Gaelic language and culture have long played a part in the life of the University. At least three of our Principals have been Gaelic speakers and Gaelic-speaking staff and students have worked and studied here since the University’s foundation, as revealed in our fascinating research project, The Gaelic Story at the University of Glasgow | Sgeul na Gàidhlig aig Oilthigh Ghlaschu.¹

This continues to be the case today with staff and students forming a vibrant and dynamic Gaelic community involved in Gaelic-related research, teaching, learning and importantly, usage and promotion. Gaelic is used daily across our campus and is not confined to those studying on Gaelic-related degree programmes or working in Gaelic-related roles. The establishment of our pioneering Gaelic residency scheme, Taigh na Gàidhlig, offers students a unique opportunity to study on any academic programme, while maintaining a meaningful connection and opportunity to use Gaelic in their everyday lives. ² This scheme was one of the principal achievements of our first Gaelic Language Plan (2012 – 17) and we are committed to continuing this offer in the future.

During the life of this, our second Gaelic
Language Plan, we are committed to demonstrating the diversity of our Gaelic community and to showcasing staff and students who are making inspirational contributions and changing the way we perceive and use Gaelic in Scotland today.

Tha Oilthigh Ghlaschu:
— air a rangachadh san 65mh àite air an t-saoghal agus b’ e Oilthigh Ghlaschu a’ chiad oilitigh san RA a fhuaire rangachadh 5 Rionnagan Plus gu h-iomlan (Rangachaidhean Oilthighean an t-Saoghail QS, 2018)
— na bhail den Bhuidheann Russell chliüiteach de dh’oilthighean rannsachaidh as fhéarr san RA
— a’ tarraing barrachd air 28,000 oileanach fo-cheuma agus iar-cheuma bho chòrr air 140 dùthaich gach bliadhna
— a’ fastadh còrr air 8,000 ball de luchd-obraich, gar fàgail mar phriomh fhastaiche ann am baile-mòr Ghlaschu

The University of Glasgow:
— is ranked 65th in the world and was the first UK university to be rated as 5 Stars Plus overall (QS World University Rankings 2018)
— is a member of the prestigious Russell Group of leading UK research universities
— attracts more than 28,000 undergraduate and postgraduate students from over 140 countries annually
— employs more than 8,000 members of staff making us a major employer in the city of Glasgow
CHA DO
DH’FHOISGAIL
AN CÀÑAN ACH
DORSAN DHOMH
A-RIAMH

Iona NicIlleBhàin
Iona Whyte

Student

I grew up speaking Gàidhlig in a bilingual household and I count myself very fortunate in that for me, it is just something that has always been there; a regular part of my life at home, school and continuing on to university.

Having Gàidhlig has always given me a sense of having something more and being connected to something much bigger than myself, which was a definite motivation to learn and immerse myself in another language at university. I studied Law with French and though it wasn’t an immediate choice, seems like a no-brainer now, having developed a real passion for litigation and human rights law.

Though I didn’t choose to study Gàidhlig, it was a definite comfort coming to university knowing that there is a Gàidhlig community here to draw from, whether it is simply through social media, bumping into someone between classes or heading along to a ceilidh at uni gardens. I think it is increasingly important that this should be the ‘norm’ for all speakers and that organisations such as the University, are fully invested in making Gàidhlig and the culture that comes with it, part of daily life not just academically, but across campus.

The language has only ever opened doors for me and I am very fortunate to have been able to use it alongside my other interests. When I came to university, I joined the women’s rugby club having been an avid Glasgow Warriors fan. My involvement with the club quickly became a highlight of university life and I was elected President in my final year. As a result of this and my interest in rugby, I was selected as the New Talent Trainee for Nemeton TV. I found myself working with BBC Alba helping to present their rugby coverage on social media platforms and in live TV broadcasts - a real highlight for me! This is an opportunity I never thought would be possible and one that has opened up a whole range of new prospects in television and radio, and maybe one day in a courtroom!
Gàidhlig ann an Oilthigh Ghlaschu

Gaelic at the University of Glasgow

Our Gaelic provision is becoming increasingly mainstreamed and is not defined by or limited to one area of the University. Below is an outline of some of the key areas of the University with responsibility for delivering specific aspects of our Gaelic provision.

UofG Gàidhlig

Is e an t-seirbheis leasachaidh is poileasaidh againn a th’ ann an UofG Gàidhlig, le dieastanas airson am Plana Ghaedhil againn a bhulachadh agus comhairle is taic a thoirt seachad do cho-obraichean air feadh an Oilthigh a tha an sàs ann an gniomhachd co-cheangailte ri Gàidhlig. Tha ceannas aig UofG Gàidhlig cuideachd air prìomh-phròiseactan leasachaidh a lìbhrigeadh, a’ gabhail a-steach:
— Taigh na Gàidhlig
— Prògram bliadhnaidh de thachartasan Gàidhlig
— Trèanadh luchd-obrach is cothroman ionnsachaidh
— Leasachadh susbaint mheadhanan didseatach is sòisealta
— Gnìomhachd conaltraidh coimhearsnachd.

UofG Gàidhlig

UofG Gàidhlig is our development and policy service responsible for the implementation of our Gaelic Language Plan and providing advice and support to colleagues across the University who are engaged in Gaelic-related activity. UofG Gàidhlig also oversees the delivery of key development projects including:
— Taigh na Gàidhlig
— Annual programme of Gaelic events
— Staff training and learning opportunities
— Digital and social media content development
— Community engagement activity.
Taigh na Gàidhlig

Tha sinn air leth mothachail don fheum air luchd-labhairt òg na Gàidhlig a sholarachadh le cothroman brioghmhor air an cànan a chleachdadh ann an suidheachadh den a' thàobh taobh a-muirgh na h-àrainneachd acadaimigich, agus bh' fhèil sinne mar aitreachb foghlaim árd-ire, ann an suidheachadh gun choimeas airson taic a chur ri seo.

Stèidhich sinn ar sgeama còmhnaidheachd Gàidhlig, Taigh na Gàidhlig, ann an 2009 gus cothrom a thoirt do dh'òileanaich, ge be dè an cuspair acadaimigeach aca, a bhith beò taobh ri taobh le luchd-labhairt Gàidhlig eile. Tha an sgeama ag amas air pàtranan deimhinn eachdraidh a thaobh cleachdadh cànan a bhrosnachadh san roinn chudromach seo den àireamh, nì a tha na fhreagairt do dh’adhachadh a chàin nàm air ri teachd.

Tha Taigh na Gàidhlig stèidhichte air modailean cotach ri seo ann an Erinn agus sa Chuimrigh agus agus ruige seo, tha 40 òileanaich air com-pàirtiachadh san sgeama, a' gabhail a-steach òileanaich le Gàidhlig bho aird Alba a thuilleadh air òileanaich eadar-nàiseanta às an Fhionnlann, a’ Phòlainn, a’ Ungair agus na Stàitean Aonaichd. Tha sinn air an sgeama fhosgladh o chionn ghoidir do luchd-labhairt Gàidhlig a tha ag ionnachtsadh ann an aitreachan eile ann an Glaschu, a’ tarreraing òileanaich bho Oilthigh Shrath Chluaidh, Conservatoire Rioghal a h-Alba agus òileanaich ag ionnachtsadh air astar le OGE. Tha com-pàirtiachan sgeama Taigh na Gàidhlig air a bhith ag ionnachtsadh raon faisnachd de chuspairean, a’ gabhail a-steach: Eachdraidh, Film is Tbh, Leògh-eòlas, Eaconamas, Fòglam Thidsearan, Lagh, Fràncas, Cungaidh-eòlas, Ceòl, Litreachas na Beurla, Poliltigs agus Ceilts is Gàidhlig.

Ann an rannsachadh air buaidh na sgeama ann an 2016, bha 100% den luchd-fhreagairt (òileanaich a bh’ ann roimhe) deimhinnte gun robh cothroman mar seo deatamach do luchd-labhairt òg Gàidhlig ann an Alba.

We are very aware of the necessity to provide young Gaelic speakers with meaningful opportunities to use the language in natural settings beyond the academic environment and that we, as a higher education institution, are uniquely placed to support this.

We established our Gaelic language residency scheme, Taigh na Gàidhlig in 2009, to provide students, regardless of academic discipline, the opportunity to live alongside fellow Gaelic speakers with a view to encouraging positive language usage patterns in this important demographic, which is key for the future maintenance of the language.

Taigh na Gàidhlig is based on similar models in Ireland and Wales and in 2016, 100% of respondents (former residents) were emphatic that opportunities of this kind were crucial for young Gaelic speakers in Scotland.
We are very aware of the necessity to provide young Gaelic speakers with meaningful opportunities to use the language in natural settings beyond the academic environment and that we, as a higher education institution, are uniquely placed to support this.

Tha sinn air leth mothaìl don fheum air luchd-labhairt òg na Gàidhlig a sholarachadh le cothroman brioghmhor air an cànan a chleachdadh ann an suidheachaidhean nàdarra taobh a-muigh na h-àrainneachd acadaimigich, agus gu bheil sinne mar aitreabh foghlaim àrd-ìre, ann an suidheachadh gun choimeas airson taic a chur ri seo.
The University of Glasgow offers three distinct undergraduate degree programmes, Gaelic, Celtic Studies and Celtic Civilisation, encompassing an extensive range of courses on the language, literature, history and culture of the Celtic countries. The flexibility of our degrees allows undergraduates to combine Celtic & Gaelic courses with a wide range of other subject areas from across the University and, in addition, students may begin studying Gaelic at any level within their degree, whether undergraduate or postgraduate.

Over 300 students have taken undergraduate courses in Celtic & Gaelic between 2017 – 18, 55 of these studying on specific Gaelic language courses. We also deliver an Introduction to Scottish Culture course which is taken by around 200 visiting overseas students each year.

Recent innovations in Gaelic provision at Honours level include new courses on Beul-Aithris Ghàidhlig na h-Alba / The Folklore of Gaelic Scotland and Seinn sa Ghàidhlig / Gaelic Song in Performance, both of which are taught with separate English- and Gaelic-medium cohorts, opening up our courses to students in other subject areas such as Music.

Celtic & Gaelic has a dynamic postgraduate community involved in a range of research areas including:

- Gaelic media
- Gaelic literature and culture
- Place-names
- Welsh literature
- Celtic Art

A number of post-doctoral scholars also contribute to our teaching and research. Recent staff research includes Sgeul na Gàidhlig: The Gaelic Story at the University of Glasgow; Glaschu.net in collaboration with a range of external partners which brings the presence of Gaelic in Glasgow, now and in the past, to the fore; Dachaigh airson Stòras na Gàidhlig | the Digital Archive of Scottish Gaelic (DASG), an online repository of digitised texts and lexical resources for Scottish Gaelic.
As part of the UK-wide research assessment exercise, REF 2014, research in Celtic & Gaelic was placed among the top 10 within the Modern Languages and Linguistics panel, and first in the UK among those Celtic Studies units submitting independently. We work with a range of external partners including Bòrd na Gàidhlig, MG ALBA, Historic Environment Scotland, Scottish Funding Council, Glasgow Life, and Ceòlas, as well as various heritage landscape partnerships and community groups, to extend and disseminate our research beyond higher education.5

In addition to our academic provision at undergraduate and postgraduate levels, we offer Gaelic courses to the public as part of our provision within Short Courses at levels 1 and 2. These courses are part of a wider portfolio of language courses and have been developed under the Scottish Credit and Qualifications Framework with an average annual uptake of 34 students.6

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5 Ionad Eòlas na h-Alba is na Ceiltis
gla.ac.uk/scottishcelticstudies

Centre for Scottish & Celtic Studies
gla.ac.uk/scottishcelticstudies

6 Cùrsaichean Goirid
gla.ac.uk/study/short

Short Courses
gla.ac.uk/study/short
The Digital Archive of Scottish Gaelic project was established in 2006 with the following main aims:

- to preserve and enhance the rich fieldwork archive generated by the Historical Dictionary of Scottish Gaelic (HDSG) project by making it freely available online
- to create the first comprehensive full-text corpus of printed texts for Scottish Gaelic, Corpas na Gàidhlig, and make it freely available on the internet
- to provide the textual corpus for the inter-university project, Faclair na Gàidhlig, aimed at creating the first ever comprehensive historical dictionary of Scottish Gaelic
- to facilitate and stimulate research in Gaelic-related studies in a variety of disciplines, especially semantics, lexicology and corpus linguistics but also including the social sciences
- to provide a resource which will facilitate corpus planning and corpus development technology for Gaelic.

DASG is a British Academy recognised research project, approved through rigorous peer review, which has received regular funding from the Academy since 2008. In addition, DASG has been awarded £1.4M external funding over the last 10 years from Comunn na Gàidhlig, Bòrd na Gàidhlig, the Gaelic Language Promotional Trust and from the University of Glasgow, the Scottish Funding Council, ESRC, and AHRC via Faclair na Gàidhlig.

The DASG website was launched in 2014 and consists of three main components: the search interface to Corpas na Gàidhlig; Faclan bhon t-Sluagh, a fully digitised collection of c. 700 questionnaires and wordlists collected throughout Gaelic Scotland and in Nova Scotia between the 1960s and 1980s; and Cluas ri Claisneachd | Audio Archive, an online repository of recordings of speech and song with accompanying transcriptions. Over the last three years, we have been working on cataloguing, digitising and transcribing audio recordings from the HDSG archive, and a new web resource was launched in August 2018 to provide public access to this unique resource.

Chaidh an Dachaigh airson Stòras na Gàidhlig a stèidheachadh ann an 2006 leis na priomh amasan a leanas:

- an tasglann obrach a-muigh air a ghineadh le pròiseact Faclair Eachdraidheil na Gàidhlig (FEG), a ghileadh agus a neartachadh le bhith a’ toirt cothrom air fhaoiainn air-loidhne
- Corpas na Gàidhlig, a’ ch?idh chòrpaids lann-teacsach choitecheann de theasachscean cló-bhualta de Ghàidhlig na h-Alba, a chruthachadh agus a bhith ri fhaoiainn an-asgaidh air an eadar-ion
- Faclair na Gàidhlig, an corpa teacasaidh don phróiseact eadar-oitlighe a sholarachadh, ag asamas air a’ ch?idh fhacailt iomaichuirmeachd agus eachdraidheil de Ghàidhlig na h-Alba a chruthachadh
- stòras a sholarachadh a ri planadh corpaids agus teicneolais leasachd corpaids don Ghàidhlig, nas fhasa.

Is e pròiseact rannsachaidh aithnichte leis an Acadamaidh Bhreatannach a th’ ann an DASG, air aontachadh tro ath-sgrùdadh dian le co-leithidean, a tha air a bhith a’ faotainn maoineachadh cumbhalach bhon Acadamaidh bho 2008. A thuil leachd air sin, chaith maoineachadh bhon taobh a-muigh de £1.4M a bhuil leachd air DASG thar nan 10 bliadhna mu dheireadh bho Chomunn na Gàidhlig, Bòrd na Gàidhlig, Urras Brosnachaidh na Gàidhlig agus guideachd bho Oilthigh Ghlaschu, Comhairle Maoineachaidh na h-Alba, ESRC agus AHRC tro Haclair na Gàidhlig.

Chaidh làrach-lìn DASG fhoiliseachadh ann an 2014 anns a bheil tri pròim Athens hailteachd: an eadar-aighaidh sgùrdaidh gu Corpas na Gàidhlig; Faclan bhon t-Sluagh, crùinn eadhachd lán didísichte de c. 700 ceisteachdan is liosta-fhaclan air an crùinn eadhachd air feadh sgìrean Gàidhlig na h-Alba agus ann an Alba Nuadh eadar na 1960an agus na 1980an; agus an tasglann fuaim, Cluas ri Claisneachd didseatach anns a bheil clàraidhean labhairst agus òrain le tar-sgriobaidhean naon cois. Thar nan tri bliadhna mu dheireadh, tha sin air a bhith a catalogadh, a’ didseatadadh agus a’ tar-sgriobhdadh clàraidhean èisteachd bhò thasglann FEG, agus chaith stòras air eadar-lìn fhoiliseachadh san Lùnastal 2018 a th’ air an goireas longtach seò fhosgladh dhan mhòr-shluagh.
DASG has employed over 30 Gaelic graduates since 2009 who have all benefitted from a predominantly Gaelic-speaking work environment and the project was shortlisted for the 2017 Scottish Gaelic Awards in the category of ‘Best Contribution to Gaelic’.

In addition to our long-established partnership with the inter-university initiative Faclair na Gàidhlig, DASG has recently entered into two new partnerships with:

— Cape Breton University and the Nova Scotia Government on the compilation of a corpus and dictionary of Nova Scotia Gaelic song, with a $200K Partnership Development Grant from the Social Sciences and Humanities Research Council of Canada
— the National Library of Scotland (NLS) to link digital images of NLS rare books with DASG texts and resources, leading to a significant increase in traffic to our website.

The recently completed LEACAG (Leasachadh Corpais na Gàidhlig | Gaelic Corpus Development) project made significant use of Corpas na Gàidhlig in order to research some of the most pressing issues in contemporary Gaelic grammar with actual data from Gaelic literature published over the last 70 years. The resulting grammatical guidance was recently approved by Bòrd na Gàidhlig’s Comataidh Comhairleachaidh Cànain (‘Linguistic Advisory Committee’) and will be published later this year.

Gàidhlig
— Ann an 2017 – 18, dh’fhastaidh sinn 25 ball de luchd-obrach ann an dreuchdan Gàidhlig speisealaichte, 5nar eile ann an dreuchdan co-cheangailte ri Gàidhlig agus tha 319 oileanach clàraichte air prògraman acadaimíeach taobh a-staigh Roinn na Ceiltis is na Gàidhlig
— Tha sinn a’ tèagasc Gàidhlig a’ir tòiseachaidh do chuibheas de 20 ball den luchd-obrach gach bliadhna, agus a thuilleadh air sin a’ solarachadh mothachaidh do mu 40 ball den luchd-obrach gach bliadhna
— Tha sinn a’ taighsinn chothroman ionnsachaidh goirid ann an Gàidhlig don choimhearsnachd fharsaing aig 2 irl, le frithéaladh timcheall air 34 neach sa bhliadhna

Gaelic
— In 2017 – 18, we employed 25 members of staff in specialised Gaelic positions, a further 5 in Gaelic-related roles and have 319 students enrolled on academic programmes within Celtic & Gaelic
— We teach beginners level Gaelic to an average of 20 members of staff annually and provide awareness training guidance to approximately 40 members of staff annually
— We offer short learning opportunities in Gaelic to the wider community at 2 levels and have an average annual uptake of 34
THA GÀIDHЛИG GLÈ BHEÒ ANN AM BAILE-MÒR GHLASCHU

Ryan Dziadowiec
Ryan Dziadowiec
Oileanach
Student

I’m a native speaker of Polish and English and Gaelic is actually the fifth language I’ve been taught in my life. As with any language, it’s daunting at first to have the confidence to use Gaelic in conversation but my degree involved a variety of Gaelic-related courses and approaches to teaching that helped with that. From pronunciation and phonetics in first year, through to lectures on Gaelic poetry and prose, annual Gaelic summer schools and regular conversation classes, I quickly noticed myself making lots of progress.

I’m delighted to have graduated this summer with an MA in Celtic Studies & English Literature and my journey to study Gaelic in Scotland has now led me to the Cairngorm National Park Authority where I’m about to take up a new position as a Gaelic Research Intern.

Being able to speak Gaelic has opened a whole new world and indeed worldview for me. I’ve certainly been surprised by the range of career paths that are available to me and it’s now a language that I use with some of my closest friends and one that I speak just as casually as I do Polish and English.

Gaelic is very much alive in the City of Glasgow and studying the language at the University of Glasgow was a springboard into the lively music and cultural scene, language activism, and informal events and learning opportunities. The University itself provides numerous opportunities throughout the year for students to have fun, socialise and form friendships in Gaelic. This extracurricular activity made such a difference to my skills in Gaelic and I have really fond memories of these events as well as social gatherings with the Ossianic Society.

I have encountered many people over the years who are learning Gaelic and the number of learners from abroad is very telling. There is a deep interest in Scotland all around Europe and world-wide, an interest which goes much deeper than shortbread, tartan fridge magnets and Highland coo’ postcards.

Personally, having a knowledge of Gaelic has allowed me to gain a more authentic picture of Scottish history and for this reason, amongst others, I think it’s both valuable and important that the University of Glasgow offers Gaelic as a course and a degree programme which is accessible to both domestic and international students.
Conaltradh le Luchd-ùidhe
Stakeholder Engagement

Co-chomhairle Phoblach

Ann a bhith ag ullachadh a’ Phlana Ghaidhlig, bha sinn a’ sireadh bheachdan an luchd-ùidhe air an taobh a-staigh agus an taobh a-muigh tro cho-chomhairle air-loidhne agus thug sinn aogheachd do thachartas a-staigh airson luchd-déanamh cho-dhùnaidhean agus riochdairean bho prìomh roinnean den Oilthigh.

Fhuair sinn 128 freagairt don cho-chomhairle air-loidhne agus den àireamh iomlan de fhreagairtean, bha 95.3% bho Luchd-obrach agus Oileanaich an Oilthighe.

B’ e nì glè dheimhinneach a bh’ anns a’ phròiseas co-chomhairleachaidh leis a’ mhòr-chuid de luchd-freagairt a’ toirt taic do na h-amasan agus na Prìomh Chomharran Colleanaich a bha air am moladh. Chaidh beachdachadh gu cùramach air molaidhean an luchd-ùidhe againn agus tha iad air a bhith thar luach ann an cuideachadh leis an sgriobhainn seo a chumadh agus a ghrinneachadh.

Public Consultation

In preparing our Gaelic Language Plan, we sought the views of both internal and external stakeholders through an online consultation exercise and hosted an internal event for decision makers and representatives from key areas of the University.

We received 128 responses to the online consultation and, of the total number of responses, 95.3% were from University Staff and Students.

Our consultation process was a very positive exercise with respondents overwhelmingly in support of our proposed aims and KPIs. The views of our stakeholders have been carefully considered and have been invaluable in helping to shape and refine this document.
As part of our consultation exercise we invited staff to participate in a survey to assess Gaelic language skills and interests. We received 100 responses to the survey from across the University’s 4 Colleges and University Services.

The findings revealed 20 members of staff with abilities in Gaelic that were previously unknown to UofG Gàidhlig and, while approximately 40% of respondents had no skills in Gaelic, 65% noted their interest in accessing the University’s free learning opportunities for staff. We will use the data gathered in this exercise to forge closer links with individuals and to form the basis for better communication with interested parties across the University as outlined in our aims and KPIs.
**Dealasan Seirbheisean Corporra**

**Corporate Service Commitments**

Below is a list of corporate commitments which have become standard practice following the implementation of our first Gaelic Language Plan 2012 – 2017. The commitments below are those that are not otherwise referred to in our core aims and KPIs for 2018 – 21.

**Identity: Logo**

— The University of Glasgow’s logo is available in English, Gaelic and bilingually (English / Gaelic) with guidance on the use of all three versions, detailed in the University’s official brand guidelines.  

— Our Gaelic and, or bilingual logo is currently used by UofG Gàidhlig, Celtic & Gaelic, School of Humanities | Sgoil nan Daonnachdan, College of Arts, Kelvin Hall, the University Shop and External Relations (Recruitment) but is in no way restricted to or limited to these areas.

**Identity: Signage**

— Bilingual signage is currently visible in 14 locations across our campus and continues to increase annually at the request of individual subject and service areas.

— Our aim to ensure the visibility of Gaelic in our new campus developments is outlined in the main aims and KPIs of this document.

**Staffing: Recruitment**

— In 2017 – 18, we employed 25 members of staff in specialised Gaelic positions and a further 5 in Gaelic-related roles.

— The role of Gaelic Development Manager with responsibility for our Gaelic Language Plan, is a full-time permanent post.

— Recruitment adverts are published bilingually where Gaelic is an essential or desirable skill for the position.

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8 University of Glasgow, Brand Guidelines  
gla.ac.uk/myglasgow/staff/brandguidelines/essentials/marque
Tha luchd-obrach gam brosnachadh gu com-pàirt-teachadh ann an Latha Gàidhlig bliadhnail an Oilthighe, anns a bheil tachartasan a’ gabhail àite tarsainn a’ champaís agus iomairtean mheadhanan sòisealta.

Staff are encouraged to participate in the University’s annual Gaelic Language Day which consists of events across campus and social media campaigns.

Sgioba-obrach: Gàidhlig san Àite-obrach
— Tha cothrom aig luchd-obrach cúrsa-ichean togail aire agus cúrsaichean cànain a fhrithheadadh gach bliadhna a tha saor an-àsghaidh dhaibh.
— Faoadaidh luchd-obrach cothroman còmhradadh a fhrithheadadh a tha fosgailte do luchd-obrach agus oileanaich gach seachdain tron a’ bhliadhna acadaimicheach.
— Dhaibhsan a tha ag obair ann an roinn chuspaireil na Ceiltis is na Gàidhlig, tha poileasaidh Gàidhlig aig ire ionadaidh ri flaotainn gus an àrainneach obrach dà-chànanach a dhion agus adhartachadh don dà chuid luchd-obrach agus oileanaich.
— Tha luchd-obrach gam brosnachadh gu com-pàirt-teachadh ann an Latha Gàidhlig bliadhnail an Oilthighe, anns a bheil tachartasan a’ gabhail àite feadh a’ champaís agus iomairtean mheadhanan sòisealta.
— Tha luchd-obrach gam brosnachadh gu com-pàirt-teachadh ann an Latha Gàidhlig bliadhnail an Oilthighe, anns a bheil tachartasan a’ gabhail àite feadh a’ champaís agus iomairtean mheadhanan sòisealta.
— Tha luchd-obrach gam brosnachadh gu com-pàirt-teachadh ann an Latha Gàidhlig bliadhnail an Oilthighe, anns a bheil tachartasan a’ gabhail àite feadh a’ champaís agus iomairtean mheadhanan sòisealta.

Conaltraidhean
— Tha sinn a’ cur fàilte air conaltradh leis an Oilthighe ann an Gàidhlig (tron phost, post-d no tro mheadhanan sòisealta) agus cuiridh sinn freagairt ann an Gàidhlig air ais gu buill den phoball.
— Tha Sgoil nan Daonnachdan an-còmhnaidh a’ clearance a’imh dà-chànanach anns gach suidheachadh.
— Tha Gàidhlig ga labhairt gach bliadhna le ar Prionnsabal agus Ard iar-Phrionnsabal aig seirbhisean ceumnaichaidh Cholaiste nan Ealain agus leis an t-Seansalair agus iar-Phrionnsabal & Ceannard Cholaiste nan Ealain aig tachartasan poblach.

Staffing: Gaelic in the Workplace
— Staff have the opportunity to attend free Gaelic awareness and Gaelic language courses annually.
— Weekly conversation sessions are held throughout the academic year which are open to both staff and students.
— For those working in the subject area of Celtic & Gaelic, a local level Gaelic policy is in place to protect and promote the bilingual working environment for both staff and students.
— Staff are encouraged to participate in the University’s annual Gaelic Language Day which consists of events across campus and social media campaigns.
— Events which aim to promote Gaelic-medium education in Glasgow are organised periodically for staff.

Communications
— We welcome communication with the University in Gaelic (via post, email or social media) and will provide members of the public with a response in Gaelic.
— School of Humanities | Sgoil nan Daonnachdan uses a bilingual name in all situations.
— Spoken Gaelic is used annually by our Principal and Senior Vice-Principal at graduation ceremonies for the College of Arts and by the Chancellor and Vice Principal & Head of the College of Arts at public events.
Publications: Printed Materials
— All materials relating to UofG Gàidhlig are bilingual or Gaelic only where appropriate.
— Recruitment literature relating to Celtic & Gaelic academic programmes features both Gaelic and English text and makes use of the University’s Gaelic logo as standard.
— Bilingual text is used in our undergraduate prospectus to promote Taigh na Gàidhlig, the University’s Gaelic language residency scheme.
— The subject area of Celtic & Gaelic has a local level language policy in place which provides staff and students with guidance on bilingual material in relation to academic studies.
— Guidance on the submission of a thesis written in Gaelic has been incorporated into the University Calendar.9

Publications: PR and Digital Media
— We continue to issue bilingual press-releases on Gaelic and Gaelic-related news at the University.
— The Communications and Public Affairs Office make use of our Gaelic Media Toolkit which includes approved contacts for Gaelic translators and media contacts out with the University.
— The Communications and Public Affairs Office appoints a Gaelic-speaking social media ambassador to its student team annually to produce Gaelic-related digital content.
— We continue to increase Gaelic content on our website and social media platforms annually.

Corpus
— We adhere to the 2005 Gaelic Orthographic Conventions when preparing all Gaelic written materials as standard.

9 Mìosachan an Oilthighe 2018 – 19
gla.ac.uk/media/media_599261_en.pdf

University Calendar 2018 – 19
gla.ac.uk/media/media_599261_en.pdf
DH’FHAODADH SNN AN RAON A LEUDACHADH NAM BIODH ÀITE NAS Motha Againn!

Mata MacUilleim
Since 2015, we have stocked a range of merchandise featuring the University’s Gaelic logo including: hoodies, t-shirts, pens, coasters & mugs and the University skyline range of sweatshirts with *Oilthigh Ghlaschu* incorporated into the design.

Reaction to the products has been great and customers (Gaelic-speaking, supporting and unaware of Gaelic) are delighted to see this element of the University and Scottish culture represented. Demand is steady throughout the year, but greatest at the start of the new term, when new Gaelic speakers arrive, around Gaelic Language Day, and graduation ceremonies.

We could expand the range if we had more room!

The demographic of customers buying these products has been surprisingly varied from Gaelic-speaking members of the University community to tourists interested in Gaelic language and culture. Most notable has been the numbers of North American and Asian tourists pleased to buy something featuring Gaelic.

The sweatshirts which include Gaelic alongside English as well as the University’s ancient Latin motto, have been one of our bestselling lines and the inclusion of Gaelic is a definite plus-point for customers, not least the sense that there’s an added cool factor.

In terms of sales, it has absolutely been a worthwhile exercise and the figures speak for themselves. Since 1st August 2015 to date, sales of merchandise including the Gaelic logo or wording total just over £39,000 including over 2,300 items of clothing, nearly 500 pens and over 350 mugs and coasters. That’s about 1.5% of total sales from this period.

There’s also added value from stocking a range which supports this aspect of the University’s work and makes visitors aware of the University’s commitment to Gaelic. In terms of adding to the student experience, there’s no doubt that Gaelic-speaking and supporting students are delighted to see the range.

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Mata MacUilleim
Manaidsear
Bùth Thiodhlacan an Oilthighe

Bho 2015, tha sinn air a bhith a’ cumail raon de bhathar a tha a’ nochdadh suaicheadantas Gàidhlig an Oilthighe, a’ gabhail a-steach: hudadhean, lèinteant, pinn, costairean is mugainchean agus raon bun-buirean an Oilthighe de lèinteant toma le Oilthigh Ghlaschu air fhighe a-steach don deilbheadh. Thathar air gabhail gu math ris a’ bhattar agus tha teadhdaichean (le Gàidhlig, a tha a’ cur taic ri agus gun mhothachadh don Gàidhlig) air leth toilichte gu bheil a’ eileamaid seon den Oilthigh agus de chultar na h-Alba ga riochdadhachd. Tha iantas airson a’ bhathair cunbhalaich tron bhliadhna ach nas làidire aig toiseach an teirm úr nuair a bhios luchd-labhairt úr Gàidhlig a’ tighinn, timcheall air Latha na Gàidhlig agus seirbhisean ceumannachd.

Dh’thaobhadh sinn an raon a leudachadh nam biodh àite nas motha againn!

Tha an àireamh-sluagh de teadhdaichean a tha a’ ceannach air a stuth sin air a bhith gèadar-mheasgte, bho bhull de choimhearsnachd an Oilthighe le Gàidhlig gu luchd-turasal le ùidh ann an cànán is cultar na Gàidhlig. Nas iongantaiche buileach tha na h-àireamhan de luchd-turasais Asísianach is bho Ameireagana Tuath a tha toilichte rudeigin a cheannach a tha a’ taisbeanadh Gàidhlig.

Is iad na lèintean toma air a bheil Gàidhlig ri taobh na Beurla còmhla ri seann shauchileantas an Oilthighe ann an Laid-earn, as fheàrr a tha a air a bhith a’ reic agus tha in-ghabhail air a’ Ghaeilge na adhbar cudromach don luchd-ceannach, a thuilleadh air a bhith na nì a tha fasanta.

A thaobh reic, is e gniomh a bh’ ann a bh a bhà luchadh mhor agus tha na h-àireamhan a’ seasamh air an son fhèin. Bho 1ad Lùnastal 2015 gu ruige seo tha bathar air a bheil suaicheadtas ann an Gàidhlig no bridhannan Gàidhlig air còrr agus £39,000 a chosnadh, a’ gabhail a-steach barrachd air 2,300 píos aodachd, faisg air 500 peann agus còrr air 350 muga is costair. Tha sin mu 1.5% den reic iomlan thairis air an uine seo.

Tha luach a bharrachd ann cuideachd a bhith a’ cumail raon de bhathar a tha a’ cur taic ris air taobh seo de dh’obair an Oilthighe agus a’ déanamh luchd-tadhail mhothachail do dhealaas an Oilthighe mun cuairt air Gàidhlig. A thaobh a bhith a’ cur ri eòlas nan oilleanach, chan eil teagamh nach eil olieanaich le Gàidhlig agus olieanaich a tha taiseil air leth toilichte an raon stultan seo faicinn.
In developing this Gaelic Language Plan for the period 2018 – 21, we have considered the main conclusions and recommendations from our consultation exercise and both the internal and external reviews of the University’s first Gaelic Plan, 2012 – 17.

As a world-class University, we seek to create and disseminate knowledge and understanding of Gaelic language and culture through world-leading research, teaching, and innovative approaches to the normalisation of Gaelic language learning, usage and promotion.

The following pages provide:
— a detailed outline of how we will achieve this aim and develop Gaelic further within our organisation

Aims and Key Performance Indicators

Ann an leasachadh a’ Phlana Ghàidhlig seo airson na h-ùine eadar 2018 – 21, tha sinn air beachdachadh air na prìomh cho-dhùnaidhean is mholaidhean bhon obair co-chomhairleachaidh agus air ath-sgrùdaidhean air an taobh a-staigh ’s an taobh a-muigh bho chiad Phlana Gàidhlig an Oilthighe, 2012 – 17.

Mar Oilthigh aig ìre chrutail, tha sinn a’ coimhead ri eòlas is tuigse air cànan is cultar na Gàidhlig a chruthachadh ’s a sgoileadh tro rannsachadh, teagasg, agus modhan-obrach ùr-ghnàthach aig ire chrùinneil gu àbhaisteachadh air ionnsachadh, cleachdadh is adhartachadh na Gàidhlig.

Tha na duilleagan a leanas a’ toirt:
— mineachadh mionaideach air mar a choileanaidh air an t-amas seo agus Gàidhlig a leasachadh barrachd taobh a-staigh ar buidhe
— dealbh de mar a tha ar dealasan co-cheangaiste ri prìomh sgriobhaidean ro-innleachdail, a’ gabhail a-steach Plana Nàiseanta na Gàidhlig 2018 – 2023 agus Ro-innleachd Oilthigh Ghlaschu 2015 – 2020: Brosnachadh Dhaoine, Ag Atharrachadh an t-Saoghail.
Latha na Gàidhlig 2016 - Baile air Bholl anns an aonadh QMU. Air a' chlàradh le Bees Nees Media do BhBC ALBA.

Gaelic Language Day 2016 - Baile air Bhool concert in the Queen Margaret Union. Recorded by Bees Nees Media for BBC ALBA.
### Daoine: Amasan Àrd-ìreil

<table>
<thead>
<tr>
<th>Daoine brosnachail a thoirt còmhla</th>
<th>Adhartachadh Gàidhlig</th>
<th>Ionnsachadh Gàidhlig</th>
<th>Cleachdadh Gàidhlig</th>
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</thead>
<tbody>
<tr>
<td>• An luchd-obrach as fheàrr fhastadh</td>
<td>Ar n-eblais a neartachadh air luchd-labhairt is luchd-ionnsachaidh na Gàidhlig agus pàrtaidhean eile aig a bheil úidh, am measg luchd-obrach agus oileanaich le modhan-obrach ùra a thaobh tional dàta</td>
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<tr>
<td>• Sàr-oileanaich a tharraing</td>
<td>Stiùridhean HR a leasachadh a thaobh na Gàidhlig mar sgil san àite-obrach agus iad sin a ghabhail a-steach do pròiseasain trusaidh agus poileasaidhean luchd-obrach</td>
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<tr>
<td>• Ceangal leis an t-saoghal tro eadar-nàiseantachd</td>
<td>Ro-innleachdan iomchaidh innleachadh airson déiligeadh le trusadh gu prògraman ionnsachaidh co-cheangailte ri Gàidhlig agus cothroman ann an Gàidhlig adhartachadh seachad air cuspairean acadaimigeach</td>
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<tr>
<td>Leantainn air adhart ag obair gu dlùth le co-obraichean agus com-pàirtichean eadar-nàiseanta gus cothroman acadaimigeach co-cheangailte ri Gàidhlig adhartachadh ann an Glaschu, gus ar n-eòlas agus ar rannsachadh a roinn le luchd-èisteachd eadar-nàiseanta tro cho-labhairtean, folliseachaidhean is co-obrachaidhean, agus ar cothroman iomlaid acadaimigeach is neo-fhoirmoil a chumail suas do dh’oileanaich ann an Gaillimh agus Colaiste Oilthigh Bhaile Átha Cliath fa leth</td>
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### People: High Level Aims

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<thead>
<tr>
<th>Bring Inspiring people together</th>
<th>Promoting Gaelic</th>
<th>Learning Gaelic</th>
<th>Using Gaelic</th>
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</thead>
<tbody>
<tr>
<td>• Secure the best staff</td>
<td>Strengthen our knowledge of Gaelic speakers, learners &amp; interested parties amongst staff and students with new approaches to data gathering</td>
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<tr>
<td>• Attract outstanding students</td>
<td>Develop HR guidelines in relation to Gaelic as a skill in the workplace and incorporate these into staff recruitment processes and policies</td>
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<td>• Connect with the world through internationalisation</td>
<td>Devise appropriate strategies to address recruitment to Gaelic-related programmes of study and the promotion of Gaelic opportunities beyond academic disciplines</td>
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<td>Continue to work closely with international colleagues and partners to promote Gaelic-related academic opportunities in Glasgow, to share our knowledge and research with international audiences through conferences, publications and collaborations, and to maintain our academic and informal exchange opportunities for Gaelic students in Galway and University College Dublin respectively</td>
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**Daoine: Príomh Chomharran Coileanaidh**

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<tr>
<th>Gníomh</th>
<th>Tomhas</th>
<th>Raon Dleastanais</th>
<th>Raon-Ama</th>
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<tbody>
<tr>
<td><strong>Ar n-eòlas air luchd-labhaint is luchd-ionnsachaidh na Gàidhlig agus pàrtaidhean eile le úidh a neartachadh am measg luchd-obraich agus oileanaich, le modhan-obraich ùra a thaobh tional dàta</strong></td>
<td>Dàta air sgilean is úidhean Gàidhlig am measg luchd-obraich a thional tro MyGlasgow News, mar phàirt den phróiseas co-chomhairleachaidh air a’ Phlana Gàidhlig seo</td>
<td>• UofG Gàidhlig</td>
<td>Bliadhna 1</td>
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<td></td>
<td>• Conaltraidhean is Cùisean Poblach</td>
<td>Gach bliadhna</td>
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<td>Bhid an cothrom air sgilean cànain ann an Gàidhlig agus cànanaí eile a nochdadh air an t-siostam Core HR air adhartachadh gach bliadhna</td>
<td>• HR</td>
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<td>• UofG Gàidhlig</td>
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<td>Bhid ceist air comasan Gàidhlig agus cothroman co-cheangailte ri Gàidhlig air a gabhail a-steach do Shuirsbhidh Beatha Oileanaich gach bliadhna. Bhid dàta a thèid a thional a roinn le UofG Gàidhlig a’ fiosrachadh poileasaidh is leasaichadh air gniomhan Gàidhlig aig UofG</td>
<td>• Fiosrachadh Planaidh is Gnothachais</td>
<td>Gach bliadhna</td>
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<td>Tòisichdinn air air conaltraidhean de UCAS gus rannsachadh a dhèanamh air a’ chothrom air dàta mu luchd-labhaint na Gàidhlig a thional, nuair a chuireas iad tagradh do dh’oilthighean, agus ar toraidhean a roinn le alrtiobhan eile ann an Alba agus luchd-ùidhe buntainnich eile</td>
<td>• UofG Gàidhlig</td>
<td>Bliadhna 2</td>
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<td>• Dàimhean air an Taobh A-muigh</td>
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<td><strong>Stiùridhean HR a leasachadh a thaobh na Gàidhlig mar sgìl san àite-obraich agus iad sin a ghabhail a-steach do phróiseasan trusaichd is poileasaidhean luchd-obraich</strong></td>
<td>Thèid stiùrreachd aontaighd fhaoilbheachd tuairim-lachd a mhìneachadh gu bhith nuair a bhithdhan a thionaigh a’ chothrom air cìr fang an luchd-labhaint na Gàidhlig a thional, nuair a chuireas iad tagradh do dh’oilthighean, agus ar toraidhean a roinn le alrtiobhan eile ann an Alba agus luchd-ùidhe buntainnich eile</td>
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<td><strong>Ro-innleachdhan ionmchaichd innleachadh airson dèlígeadh le trusadh gu prògraman ionnsachaidh co-cheangailte ri Gàidhlig, agus cothroman ann an Gàidhlig adhartachadh seachad air cuspairean acadaimigeach</strong></td>
<td>Buidheann-obraich geàrr-ama a chur air bhonn gus ro-innleachadh trusaidh oileanaich cho-obraichail a leasachadh agus a bhulieachadh, a tha ag adhartachadh cothrom air gineachadh sìn chugadachd aontaighd aontaighd fhein a thòiseachadh a’ mhìneachadh a chòmhail a’ chur air sgilean Gàidhlig ann an dèlichidh sam bith sa roinn seo</td>
<td>• Ceilts &amp; Gàidhlig</td>
<td>Bliadhna 1</td>
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<td>• SofH / SnanD10</td>
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<td>• Colaiste nan Ealain</td>
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<td>• UofG Gàidhlig</td>
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### Gniomh

Ann an co-obrachadh le sgoilean ann an Glaschu agus mu thimcheall Ghaslachu agus le amas air barrachd sgoilearan a tharraing gu Gàidhlig ionnsachadh mar chuspair gu àrd-ìre, cuirdh sinn tachartas air bhonn a bheir cothrom do sgoilearan àrd-sgoile air Gàidhlig mar chuspair Oilthighe a thuigsinn, a thuilleadh air in-shealadh nas tharsainge a thioirt dhaibh air beatha an Oilthighe. Gabhaidh an tachar-tas aon-latha seo aite san Dàmhair 2018, a’ coimhead ri a thairgsinn gach bliadhna le comas air fhosgladh a-mach gu sgoilean air feedh Alba a tha a’ teagasg Gàidhlig agus cuspairean eile tro mheadhan na Gàidhlig

Leudaichidh sinn ar ruigsinneachd nas fhaide a-mach gu na h-Eileanan an Iar agus thèid stuth adhartachaidh Gàidhlig leasachadh airson a chleachadh sna stèisean sin

Trusaidh sinn oileanach le Gàidhlig gu ar Prògram Tosgaire Oilleanach gus a dhol an sàs ann an gniomhachdan trusaidh tron bhliadhna air feedh na dùthcha agus air a’ champas

Leanaidh sinn air adhart ag obair gu dlùth le co-obracheachan agus com-pàirtichean eadar-nàiseanta gus cothroman acadaimigeach co-cheangailte ri Gàidhlig adhartachadh ann an Glaschu, gus ar n-eòlas agus ar rannsachadh a roinn le luchd-èisteachd eadar-nàiseanta tro cho-labhairtean, folliseachaidhean is co-obrachaidhean, agus ar cothroman ionmlaid acadaimigeach is neo-fhoirmi a chumail suas do dh’oileanaich ann an Gaillimh agus Colaiste Oilthigh Bhaile Átha Cliath fa leth

Cumaidh sinn suas ar com-pàirtreachas stéidhichte le Colaiste Oilthigh Bhaile Átha Cliath tro lìbhrigeadh air:
- Iomlaid bliadhnaig air oileanaich eadar Taigh na Gàidhlig (UofG) agus Teach na Gaeilge (UCD)
- Co-labhairt Dà-bliadhnaig do Luchd-cleachdaidh Lesachadh Cànan a tha ag obair ann am Foghlam Àrd-ìre ann an Glaschu, Èirinn agus sa Chuimrigh

Leanaidh sinn air adhart ag adhartachadh a’ cheangail Erasmus a th’ ann cheana le NUI Gaillimh agus oileanaich UofG

Rannsachaidh sinn comas air tuilleadh cheanglaichean oileanaich leasachadh le aitreachan eadar-nàiseanta, a tha a’ tairgsinn prògraman làidir sgrùdaidh Gàidhlig agus le aire shòrrhaichte air cothroman ann an Canada

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## People: Key Performance Indicators

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<thead>
<tr>
<th>Action</th>
<th>Measure</th>
<th>Responsible Area</th>
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<tbody>
<tr>
<td>Strengthen our knowledge of Gaelic speakers, learners &amp; interested parties amongst staff and students with new approaches to data gathering</td>
<td>Gather data on Gaelic skills and interests amongst staff via MyGlasgow News as part of the consultation process on this Gaelic Plan</td>
<td>• UofG Gàidhlig</td>
<td>Year 1</td>
</tr>
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<td></td>
<td>The opportunity to indicate language skills in Gaelic and other languages, on the Core HR system, will be promoted annually</td>
<td>• HR</td>
<td>Annually</td>
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<td></td>
<td>A question on Gaelic abilities and interest in Gaelic-related opportunities will be included in the Student Life Survey annually. Data gathered will be shared with UofG Gàidhlig and will inform policy and the development of Gaelic activity at UofG</td>
<td>• Planning &amp; Business Intelligence</td>
<td>Annually</td>
</tr>
<tr>
<td></td>
<td>We will initiate communications with UCAS to explore the opportunity to gather data on Gaelic speakers when they apply for university places and share our findings with other institutions in Scotland and other relevant stakeholders</td>
<td>• UofG Gàidhlig</td>
<td>Year 2</td>
</tr>
<tr>
<td>Develop HR guidelines in relation to Gaelic as a skill in the workplace and incorporate these into staff recruitment processes and policies</td>
<td>Guidelines will be agreed in relation to defining relevant positions as Gaelic essential or Gaelic desirable posts, and will include guidance on the bilingual advertising requirements of such positions</td>
<td>• HR</td>
<td>Year 2</td>
</tr>
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<td></td>
<td>We will develop a diversity statement for all recruitment adverts relating to positions within the College of Arts which welcomes applications from under-represented groups and will include explicit reference to the value placed upon Gaelic language skills for anyone working in this area</td>
<td>• College of Arts HR</td>
<td>Year 2</td>
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<td></td>
<td>Establish a short-term working group to develop and implement a collaborative student recruitment strategy which promotes Gaelic opportunities at UofG, both academic and non-academic. Membership will include representatives from key subject and service areas and funds will be sought to support any new activity in this area</td>
<td>• Celtic &amp; Gaelic</td>
<td>Year 1</td>
</tr>
<tr>
<td>10 School of Humanities (SoH / SnanD) gla.ac.uk/schools/humanities</td>
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<tr>
<td>Action</td>
<td>Measure</td>
<td>Responsible Area</td>
<td>Timescale</td>
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<tr>
<td>In collaboration with schools in and around Glasgow, and with a view to attracting more pupils to study Gaelic as a subject to higher grade, we will pilot an event which will provide Gaelic-speaking secondary pupils with an understanding of Gaelic as a University subject, as well as an insight into the life of the University more broadly. The one-day event will take place in October 2018 with a view to being offered annually and potentially opened to schools across Scotland teaching Gaelic and other subjects through the medium of Gaelic</td>
<td>• UofG Gàidhlig  • Celtic &amp; Gaelic</td>
<td>Year 1</td>
<td></td>
</tr>
<tr>
<td>We will extend our reach further into the Western Isles and develop Gaelic language promotional material for use in these areas</td>
<td>• UofG Gàidhlig  • External Relations</td>
<td>Year 2</td>
<td></td>
</tr>
<tr>
<td>We will recruit a Gaelic-speaking student to our Student Ambassador Programme to engage with recruitment activities throughout the year across the country and on campus</td>
<td>• External Relations</td>
<td>Annually</td>
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</tr>
<tr>
<td>Continue to work closely with international colleagues and partners to promote Gaelic-related academic opportunities in Glasgow, to share our knowledge and research with international audiences through conferences, publications and collaborations, and to maintain our academic and informal exchange opportunities for Gaelic students in Galway and University College Dublin respectively</td>
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<td>We will maintain our established partnership with University College Dublin through the delivery of:  • An annual student exchange between Taigh na Gàidhlig (UofG) and Teach na Gaeilge (UCD)  • Biennial Conference for Language Development Practitioners working in Higher Education in Scotland, Ireland and Wales</td>
<td>• UofG Gàidhlig</td>
<td>Annually</td>
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</tr>
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<td>We will continue to promote the existing Erasmus link with NUI Galway to UofG students</td>
<td>• Celtic &amp; Gaelic</td>
<td>Annually</td>
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<tr>
<td>Explore the possibility of developing further student exchange links with international institutions offering strong Gaelic studies programmes and with particular attention to opportunities in Canada</td>
<td>• Celtic &amp; Gaelic</td>
<td>Year 2 &amp; 3</td>
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</tbody>
</table>
THA E A’ FAIREACHDAINN NÀDARRA A BHITH A’ FUIREACH ANN AN ALBA AGUS A BHITH BEÒ TRON DÀ CHUID GÀIDHlig AGUS BEURLA.

Joe Sanders
At the University of Glasgow, Gaelic is not confined to the classroom. It is the language most often heard in the corridors of the Celtic and Gaelic subject area and is a normal part of everyday life for students and lecturers. This environment is nurtured by conversation sessions and other events such as ceilidhs and gigs amongst many others, which take place on campus throughout the year. I grew up in the Borders and experiencing Gaelic in a natural environment was important for me having not previously spent any time in traditional Gaelic speaking communities. The Gaelic environment at Glasgow verified for me that Gaelic can be, and should be, used as the living language of a community. I have just graduated from the University of Glasgow with an MA in Gaelic. I have gone from being a monolingual speaker of English to a fluent speaker of Gaelic in a few short years and this has led to a great number of unique opportunities. I present a radio programme on BBC Radio nan Gàidheal every month and have been awarded a scholarship to study a postgraduate course in Gaelic Publishing later this year.

The University’s ongoing support for Gaelic demonstrates that it’s an important part of Scottish culture that is still very much alive. With such a global reach, the University is in a unique position to showcase Gaelic culture worldwide and I have welcomed the opportunity to be a part of that having just returned from representing the University at an international conference on minority languages in Bilbao in the Basque Country, Spain.

Gaelic has become a big part of who I am. Even though there’s no history of Gaelic in my family and I probably wouldn’t call myself a Gael, the language still feels important to who I am today. I have gone on to immerse myself in highland culture both in Glasgow and across Scotland and I am constantly exposed to Gaelic in conversations with other speakers, by reading it in books and hearing it on the radio. It feels natural to live in Scotland and exist through both Gaelic and English.
Àite: Amasan Àrd-ìreil

<table>
<thead>
<tr>
<th>Àrainneachd aig ire chruinneil a chruthachadh airson ionnsachadh agus rannsachadh</th>
<th>Adhartachadh Gàidhlig</th>
<th>Ionnsachadh Gàidhlig</th>
<th>Cleachdadh Gàidhlig</th>
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</thead>
<tbody>
<tr>
<td>• Campas brosnachail agus cruth-atharrachail a leasachadh</td>
<td>Poileasaidh aontachadh gus sanas san dà-chànanach a leudachadh ceum air cheum ann am prìomh raointean poblach, a’ ghabhail a-steach tогаlaiачhean úra ann am pròiseact Leasachaidhean Oighreachd a’ Champaїs</td>
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<td>• Ar poileasaidhean, pròiseasan agus siostaman a dhèanamh nas èifeachdaiche</td>
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<td>Gealltanas fhaotainn air àrainneachd a leasachadh a tha a’ cur taic ri cleachdadh na Gàidhlig ann am planaichean airson togalach ur Colaiste nan Ealain</td>
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<tr>
<td>• An taic as fheàrr a thoirt do luchd-obrach agus oileanaich</td>
<td>Bidh susbaint Ghàidhlig air làrach-lin an Ol高尚e a’ leudachadh ceum air cheum tro bheadh a’ phhìd an seo</td>
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<td>Bidh cleachdadh air suai-cheanta Gàidhlig OIlthigh Glaschu agus an tìonndadh dà-chànanach ga mhèudachadh ceum air cheum tro bheadh a’ phhìd an seo</td>
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<td>Thèid dealasgan Gàidhlig a ghabhail a-steach do poileasaidhean buntainneach air feedh an Olthigh, tro bheadh a’ phhìd an seo</td>
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<td>Thèid cothroman gus Gàidhlig ionnsachadh gu neo-fhòirmeil a chumail suas a bha ррarrachdair cothroman a dhol an sàs ann an cànan is cultar na Gàidhlig tro thachartasan togail-mothachaidh fiosrachail do luchd-obrach agus oileanaich</td>
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<td>Place: High Level Aims</td>
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<tr>
<td><strong>Promoting Gaelic</strong></td>
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<tr>
<td>Agree a policy to increase bilingual signage incrementally in key public areas including new buildings in the Campus Estate Developments project</td>
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<tr>
<td><strong>Learning Gaelic</strong></td>
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<tr>
<td>Secure a commitment to developing an environment which supports the use of Gaelic in plans for the new College of Arts building</td>
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<tr>
<td><strong>Using Gaelic</strong></td>
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<tr>
<td>Gaelic content on the University website will increase incrementally throughout the life of this plan</td>
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<tr>
<td>The use of the UofG Gaelic logo and bilingual version will be increased incrementally throughout the life of this plan</td>
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<tr>
<td>Gaelic commitments will be incorporated into relevant policies across the University, during the life of the plan</td>
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<tr>
<td>Maintain opportunities to learn Gaelic informally and to engage with Gaelic language and culture through informative awareness-raising events for staff and students</td>
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</tbody>
</table>

Create a world-class environment for learning and research
- Develop an inspiring and transformative campus
- Streamline our policies, processes and systems
- Provide staff and students with first-class support
## Àite: Priomh Chomharran Coileanaidh

<table>
<thead>
<tr>
<th>Gniomh</th>
<th>Tomhas</th>
<th>Raon Dleastanais</th>
<th>Raon-Ama</th>
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<tbody>
<tr>
<td>Poileasaidh aontachadh gus sanasan da-chànanach a leudachadh ceum air cheum ann am priomh raointean poblach, a' gabhail a-steach togalaichean ùra ann am pròiseact Leasachaidhean Oighreachd a’ Champsais</td>
<td>Moladh air aontachadh a tha a’ comharrachadh priomh raointean poblach san Oilthigh, far am bi sanasan da-chànanach rim faicinn taobh a-staigh beatha a’ phlana seo agus le aire shònraichte air togalaisean úra</td>
<td>• Oighreachd is Seirbhisean Coimearsalta</td>
<td>Bliadhna 1</td>
</tr>
<tr>
<td>Geàltainn fhaotainn air àrainneachd a leasachadh a tha a’ cur taic ri cleachdadh na Gàidhlig ann am planaichean airson togalach ùr Cholaiste nan Ealain</td>
<td>Tro lidhrigeadh air bùth-obraich mu Leasachadh is Cleachdadh Càrnain, bheir sinn comhairle agus fiosrachadh don Bhòrd Leasachadh Pròiseict airson togalach ùr Cholaiste nan Ealain, gus a dhéanamh cinnteach gu bheil cleachdadh na Gàidhlig ga bheachdachadh agus air a ghabhail a-steach do na plaeanichean obrachaidh, mus cuirear crìoch air Ire 1 ann an 2022</td>
<td>• UofG Gàidhlig</td>
<td>Bliadhna 1</td>
</tr>
<tr>
<td>Thèid cleachdadh air suaicheantas Gàidhlig Oilthigh Ghaslachd gus an tìnndadh dà-chànanach a mheudachadh ceum air cheum tro bheatha a’ phlana seo</td>
<td>Rè beatha a’ phlana seo, thèid dreach taigse aontachadh airson cleachdadh air a’ Gàidhlig ann an togalach ùr Cholaiste nan Ealain, ann an co-theacsaithean teagaisg, an t-àite-obraich, suidheadhaidhean poblach agus suidheadhaidhean neo-fhoirméal</td>
<td>• UofG Gàidhlig</td>
<td>Bliadhna 3</td>
</tr>
<tr>
<td>Thèid suaicheantas Gàidhlig Oilthigh Ghaslachd no an tìnndadh dà-chànanach a chleachdadh ann an abhaiste le Ceilts &amp; Gàidhlig anns a h-uile suidheadhachd</td>
<td>Cruthaichidh sinn tìnndadh Gàidhlig de dh’iomairt priomh bhrannd an Oilthigh</td>
<td>• Dàimhean air an Taobh A-mhuigh</td>
<td>Bliadhna 1</td>
</tr>
<tr>
<td>Thèid suaicheantas Gàidhlig Oilthigh Ghaslachd no an tìnndadh dà-chànanach a chleachdadh ann an abhaiste le UofG Gàidhlig anns a h-uile suidheadhachd</td>
<td>Thèid suaicheantas Gàidhlig Oilthigh Ghaslachd no an tìnndadh dà-chànanach a chleachdadh le Sgoil nan Daonnedh anns a h-uile suidheadhachd co-cheangailte ri Ceilts &amp; Gàidhlig</td>
<td>• Ceilts &amp; Gàidhlig</td>
<td>Gach bliadhna</td>
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<tr>
<td>Thèid suaicheantas Gàidhlig Oilthigh Ghaslachd no an tìnndadh dà-chànanach a chleachdadh le Sgoil nan Daonnedh anns a h-uile suidheadhachd co-cheangailte ri Ceilts &amp; Gàidhlig</td>
<td>Thèid suaicheantas Gàidhlig Oilthigh Ghaslachd no an tìnndadh dà-chànanach a chleachdadh le Sgoil nan Daonnedh anns a h-uile suidheadhachd co-cheangailte ri Ceilts &amp; Gàidhlig</td>
<td>• UofG Gàidhlig</td>
<td>Gach bliadhna</td>
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</tbody>
</table>

11 Is e larrach-linn Oilthigh Bangor a th’ ann an Cymorth Cymraeg a tha a’ cur taic ri cleachdadh Cuimris san àite-obraich.
<table>
<thead>
<tr>
<th>Gniomh</th>
<th>Tomhas</th>
<th>Raon Dleastanais</th>
<th>Raon-Ama</th>
</tr>
</thead>
</table>
| Thèid susbaint Ghàidhlig air làrach-lìn an Oilthighe a’ leudachadh ceum air cheum tro bheatha a’ phlana seo | Comharraichidh sinn raointean ionchaidh de làrach-lìn an Oilthighe far am faod susbaint Ghàidhlig a chur an aithne agus a mheudachadh. Thèid bun-loidhne a stèidheachadh ann an 2018 agus bidh an ire de Ghàidhlig air fhacainn gu bhith a’ meudachadh bliadhna an dèidh bliadhna | • UofG Ghàidhlig
• Luchd-úidhe buntineach | Gach bliadhna |
|                                                                                          | Bidh duilleagan-lìn na Ceilts is na Ghàidhlig gu tur dà-chànanach ro dheireadh bliadhna 2 den Phlana Ghàidhlig seo agus air an cumail suas da réir | • Ceilts & Ghàidhlig | Bliadhna 2 |
|                                                                                          | Meudaichidh sinn stòrasan Ghàidhlig air duilleagan-lìn Gàidhlig UofG, a tha a’ cur taic ri agus a’ brosnachadh cleachadh na Ghàidhlig san àite-obraich, a’ tarrain air eisimpleirean leithid “Cymorth Cymraeg” | • UofG Ghàidhlig | Bliadhna 2 is 3 |
| Thèid cothroman gus Gàidhlig ionnsachadh gu neo-foirmiail a chumail suas a bharrachd air cothroman a dhol an sàs ann an cànain is cultar na Gàidhlig tro thacha-rasan togail-mothachaidean fiosrachail do luchd-obraich agus oileanaich | Bidh clasaichean Ghàidhlig (luchd-tòiseachaidh) an-asgaidh rim faotainn le luchd-obraich gach bliadhna. | • UofG Ghàidhlig | Gach bliadhna |
|                                                                                          | Thèid tuilleadh leasachadh a dhéanamh aird cùrsa mothachaidh a thaobh soidhnichean dà-chànanach, gus fiosrachadh a ghabhail a-steach mu raon nas fharsainge de chuspairean co-cheangailte ri Ghàidhlig, leithid: | • UofG Ghàidhlig | Bliadhna 1 |
• co-theacsa eachdraidheil na Gàidhlig
• co-theacsa an latha an-diugh a thaobh leasachadh Ghàidhlig ann an Alba, a’ gabhail a-steach reachdas
• leasachadh Ghàidhlig ann an Glaschu
• ainmean-àite ann an Glaschu
• cothroman Ghàidhlig san Oilthigh
• fuaimneachadh air soidhnichean dà-chànanach mu thimcheall campas an Oilthighe
|                                                                                          | aberthean bunasach Gàidhlig airson post-d agus còmhradh Bidh an tréanadh cuideachd a’ toirt cot Thom air fiosrachadh a sgoileadh mu thachartasan is ghnìomhan a tha a’ taisbeanadh na comharrisnamadh Ghàidhlig ann an Oilthigh Ghlaschu | • UofG Ghàidhlig | Gach bliadhna |
|                                                                                          | Bidh cothrom aig luchd-obraich agus oileanaich cùrsa mothachaidh a’ fhrithéaladh co-diùi dà uair sa bliadhna | • UofG Ghàidhlig | Gach bliadhna |
|                                                                                          | Leanaidh sinn air adhart a’ toirt aoidheachd do sheiseanan còmhraidh Ghàidhlig gach seachd lain tron teirrte taigaisg, an dà chuid do luchd-obraich agus oileanaich | • UofG Ghàidhlig | Gach bliadhna |
|                                                                                          | Obrachaidh sinn gu dìthu le aon neach-ionnsachaidh Ghàidhlig am measg an luchd-obraich againn, gus an eòlas ionnsachaidh a thaisbeanadh agus adhartachadh air-loidhne no tro bhìlidhian san uíne ullachaidh ron Mhòd Nàiseanta an Gàidhlig ann an 2019 | • UofG Ghàidhlig
• Ofis Chonaltraidhean is Chùisean Poblach | Bliadhna 1 is 2 |
<table>
<thead>
<tr>
<th>Action</th>
<th>Measure</th>
<th>Responsible Area</th>
<th>Timescale</th>
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</thead>
</table>
| Agree a policy to increase bilingual signage incrementally in key public areas including new buildings in the Campus Estate Developments project | Proposal agreed which identifies key public areas of the University where bilingual signage will be visible within the lifetime of this plan and with particular attention to new buildings | • Estates & Commercial Services  
• College of Arts  
• UofG Gàidhlig                                                          | Year 1      |
| Secure a commitment to developing an environment which supports the use of Gaelic in plans for the new College of Arts building | Through the delivery of a workshop on Language Use & Development, we will advise and inform the Project Development Board for the new College of Arts Building, to ensure that Gaelic usage and development are considered and incorporated into operational plans ahead of the completion of Phase 1 in 2022  
During the life of this plan a draft proposal will be agreed for the use of Gaelic in the new College of Arts building in the contexts of: teaching, the workplace, public settings, signage and informal settings | • UofG Gàidhlig  
• College of Arts  
• Estates & Commercial Services                                                                               | Year 1      |
| The use of the UofG Gaelic logo and bilingual version will be increased incrementally throughout the life of this plan | We will create a Gaelic version of the University’s primary brand campaign  
The UofG Gaelic logo or bilingual version will be used as standard by Celtic & Gaelic in all situations  
The UofG Gaelic logo or bilingual version will be used as standard by UofG Gàidhlig in all situations  
The UofG Gaelic logo or bilingual version will be used by the School of Humanities / Sgoil nan Daonnachdan in all situations that relate to Celtic & Gaelic | • External Relations  
• UofG Gàidhlig                                                                  
• Celtic & Gaelic                                              
• UofG Gàidhlig                                                             
• SofH / SnanD                                                           | Year 1  
Annually    
Annually    
Annually |
| Gaelic commitments will be incorporated into relevant policies across the University during the life of the plan | In the final year of this plan we will reflect upon key policies across the institution which have been impacted by the UofG Gaelic Language Plan and prepare an impact assessment to identify opportunities for Gaelic commitments to be cross-referenced across both our Gaelic Language Plan and other relevant activities | • UofG Gàidhlig                                                        | Year 3      |

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11 Cymorth Cymraeg is a Bangor University website which supports the use of Welsh in the workplace.
### Place: Key Performance Indicators

<table>
<thead>
<tr>
<th>Action</th>
<th>Measure</th>
<th>Responsible Area</th>
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<tbody>
<tr>
<td><strong>Gaelic content on the University website will increase incrementally throughout the life of this plan</strong></td>
<td>We will identify appropriate areas of the University’s website where Gaelic content can be introduced or increased. A baseline will be established in 2018 and the level of Gaelic usage will be shown to increase year on year.</td>
<td>• UofG Gàidhlig • Relevant stakeholders</td>
<td>Annually</td>
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<td></td>
<td>The Celtic &amp; Gaelic web pages will be fully bilingual by the end of year 2 of this Gaelic Plan and maintained accordingly.</td>
<td>• Celtic &amp; Gaelic</td>
<td>Year 2</td>
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<td></td>
<td>We will increase Gaelic resources on the UofG Gàidhlig webpages that support and encourage the use of Gaelic in the workplace drawing on examples such as “Cymorth Cymraeg”¹¹.</td>
<td>• UofG Gàidhlig</td>
<td>Year 2 &amp; 3</td>
</tr>
<tr>
<td><strong>Maintain opportunities to learn Gaelic informally and to engage with Gaelic language and culture through informative awareness raising events for staff and students</strong></td>
<td>Free (beginners) Gaelic classes will be available to staff annually.</td>
<td>• UofG Gàidhlig</td>
<td>Annually</td>
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<td></td>
<td>The UofG Gaelic awareness course on bilingual signage will be developed further to include information on a broader range of Gaelic-related topics including:</td>
<td>• UofG Gàidhlig</td>
<td>Year 1</td>
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<td>• the historical context of Gaelic</td>
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<td></td>
<td>• the present day context of Gaelic development in Scotland including legislation</td>
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<td>• Gaelic development in Glasgow</td>
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<td>• Glasgow place-names</td>
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<td>• Gaelic opportunities at the University</td>
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<td>• pronunciation of bilingual signage around the University campus</td>
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<td>• basic Gaelic phrases for email and conversation</td>
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<td></td>
<td>The training will also provide an opportunity to distribute information on events and activity that showcase the Gaelic community at UofG</td>
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<td></td>
<td>Staff and students will have the opportunity at least twice annually to attend the UofG Gaelic awareness course</td>
<td>• UofG Gàidhlig</td>
<td>Annually</td>
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<tr>
<td></td>
<td>We will continue to host weekly Gaelic conversation sessions during teaching terms for both staff and students</td>
<td>• UofG Gàidhlig</td>
<td>Annually</td>
</tr>
<tr>
<td></td>
<td>We will work closely with one Gaelic learner amongst our staff to showcase and promote their learning experience via online and video diaries in the run up to and during the National Mòd in Glasgow 2019</td>
<td>• UofG Gàidhlig • Communications and Public Affairs Office</td>
<td>Year 1 &amp; 2</td>
</tr>
</tbody>
</table>
THA E DOIRBH A CHUR ANN AM BRIATHRAN DÌREACH NA THA E A’ CIALLACHADH

Caitríona NicIosaig
Caitriona MacIsaac

Assistant Director, Student Engagement Information Services

It gives me a great sense of pride to be a Gaelic speaker and growing up in Ardnamurchan, I spoke Gaelic with my grandparents. Today in Glasgow, I am fortunate to be surrounded by friends and family who speak Gaelic and it’s the main language of my household with my two young children. The most important thing for any language in my view, is that it’s alive and used naturally in the community and I feel very much part of that in Glasgow – the City of the Gaels / Baile Mòr nan Gàidheal!

I am very proud to work at the University of Glasgow and it’s difficult to put into words just how much it means to me to have the opportunity to use Gaelic here on the campus. It gives me such a great deal of joy to hear Gaelic being spoken around me and to meet people from across the organisation with whom I know I can use Gaelic.

Organisations like the University of Glasgow have such a great capacity and opportunity to support Gaelic speakers not only on the campus but also in the surrounding community as well as, an opportunity to influence how Gaelic language and culture is perceived not only Scotland but internationally too.

I was a student myself here in the 90s and there has been a notable change in how visible Gaelic is at the University and how much it is used. Back then it was extremely rare to hear Gaelic spoken beyond the traditional setting of the lecture theatre and while there is still much to be done to increase the awareness and status of Gaelic generally, I am delighted that such progress is being made.
Adhbhar

Purpose

Gaelic Literature Festival in collaboration with the Gaelic Books Council 2017. Launch of the novel, ‘A’ togail an t-Srùbain’ by Calum L. MacLeod.
### Adhbhar: Amasan Àrd-ìreil

<table>
<thead>
<tr>
<th>Adhartachadh Gàidhlig</th>
<th>Ionnsachadh Gàidhlig</th>
<th>Cleachdadh Gàidhlig</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leudachadh an raoin de chùrsaichean a tha air an taigsinn gus cùrsaichean a ghabhail a-steach air eachdraidh na Gàidhealtachd agus gus an raon de chùrsaichean a leudachadh anns a bheil a’ Ghàidhlig, a litreachas, eachdraidh agus cultar a’ nochdadh tro ionairtean ùra leithid sgoiltean samhradh eadar-chuspareil agus cùrsaichean air-loidhne tro Ionad Èòlas na h-Alba is na Ceilitis</td>
<td>Rannsaichidh sinn agus bheir sinn air adhart mar a bhios iomchaidh molaidhean a chaidh a dhéanamh anns an sgrùdadh a bha maoinichte le UofG, ‘Iar tas airson cùrsa bogaidh aon-bhliadhna amalaichte Gàidhlig aig Oilthigh Ghlaschu,’ agus dèilgidh sinn gu h-iomchaidh leis an fhreum air cothroman bogaidh taobh a-staigh ar prògraman ceum Gàidhlig</td>
<td>Leantainn air adhart a’ leasachadh ar suidheadachd mar stiùririche ann an rannsachadh air cànan, litreachas, eachdraidh agus cultar na Gàidhlig agus an rannsachadh seo a roinn fa’d is farsaing, m.e. leasachadh fréam-обрach stéidhichte air rannsachadh a thaobh comasachd luchd-ionnsachaidh inbheach sa Ghàidhlig, agus tòiseachadh air pròiseactan ùra is àrd-amasach, m.e. tro Bhuidheann Rannsachaidh Eilean Idhe Ghlaschu agus pròiseact cruinneachaidh sgriobhainnean MhicLagain</td>
</tr>
<tr>
<td>Tro DASG agus a leasachadh, leantainn air adhart a’ solarachadh ceannardas ann an rannsachadh agus iomlaid Èòlas ann an raon planaidh corpas na Gàidhlig, a’ toirt buaidh air poileasaidh agus cleachdadh nàiseanta</td>
<td>Leantainn air adhart a’ solarachadh chothroman tarraingeach is ùr-ghnàthach do dh’oiléanaich gus a dhol an sàs ann an cleachdadh cànan is cultar na Gàidhlig seachad air an árainneachd teagaisg fhoirmeil, a neartaicheas feartan is cosasan cosnaidh nan ceumnaichean</td>
<td>Leantainn air adhart le ar dealas a thaobh follaiseachd a thoirt don Ghàidhlig nar cleachdadh air meadhanaidh sòisealta, a’ gabhail a-steach dòighmean ùra a lorg air seo a leasachadh, (m.e. com-pàirteachadh le oiléanaich)</td>
</tr>
</tbody>
</table>

**Eòlas a lorg agus roinn as urrainn an saoghal atharrachadh**
- Ionnsachadh a bhrosnachadh le teagasg air leth
- Stiùir foillseachadh tro rannsachadh aig ìre chruinneil
- Buaidh a chruthachadh don cho-chomann agus an eaconamaidh tro chom-pàirteachadh ùr-ghnàthach

**Leudachadh an raoin de chùrsaichean a tha air an taigsinn gus cùrsaichean a ghabhail a-steach air eachdraidh na Gàidhealtachd agus gus an raon de chùrsaichean a leudachadh anns a bheil a’ Ghàidhlig, a litreachas, eachdraidh agus cultar a’ nochdadh tro ionairtean ùra leithid sgoiltean samhradh eadar-chuspareil agus cùrsaichean air-loidhne tro Ionad Èòlas na h-Alba is na Ceilitis**

**Rannsaichidh sinn agus bheir sinn air adhart mar a bhios iomchaidh molaidhean a chaidh a dhéanamh anns an sgrùdadh a bha maoinichte le UofG, ‘Iar tas airson cùrsa bogaidh aon-bhliadhna amalaichte Gàidhlig aig Oilthigh Ghlaschu,’ agus dèilgidh sinn gu h-iomchaidh leis an fhreum air cothroman bogaidh taobh a-staigh ar prògraman ceum Gàidhlig**

**Leantainn air adhart a’ leasachadh ar suidheadachd mar stiùririche ann an rannsachadh air cànan, litreachas, eachdraidh agus cultar na Gàidhlig agus an rannsachadh seo a roinn fa’d is farsaing, m.e. leasachadh fréam-обрach stéidhichte air rannsachadh a thaobh comasachd luchd-ionnsachaidh inbheach sa Ghàidhlig, agus tòiseachadh air pròiseactan ùra is àrd-amasach, m.e. tro Bhuidheann Rannsachaidh Eilean Idhe Ghlaschu agus pròiseact cruinneachaidh sgriobhainnean MhicLagain**

**Tro DASG agus a leasachadh, leantainn air adhart a’ solarachadh ceannardas ann an rannsachadh agus iomlaid Èòlas ann an raon planaidh corpas na Gàidhlig, a’ toirt buaidh air poileasaidh agus cleachdadh nàiseanta**

**Leantainn air adhart a’ solarachadh chothroman tarraingeach is ùr-ghnàthach do dh’oiléanaich gus a dhol an sàs ann an cleachdadh cànan is cultar na Gàidhlig seachad air an árainneachd teagaisg fhoirmeil, a neartaicheas feartan is cosasan cosnaidh nan ceumnaichean**

**Leantainn air adhart le ar dealas a thaobh follaiseachd a thoirt don Ghàidhlig nar cleachdadh air meadhanaidh sòisealta, a’ gabhail a-steach dòighmean ùra a lorg air seo a leasachadh, (m.e. com-pàirteachadh le oiléanaich)**
## Purpose: High Level Aims

<table>
<thead>
<tr>
<th>Discover and share knowledge that can change the world</th>
<th>Promoting Gaelic</th>
<th>Learning Gaelic</th>
<th>Using Gaelic</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Inspire learning with outstanding teaching</td>
<td>Extend the range of courses offered to include courses on the history of the Highlands and to extend the range of courses in which the Gaelic language, its literature, history and culture feature through new initiatives such as interdisciplinary summer schools and online courses through the Centre for Scottish and Celtic Studies</td>
<td>We will investigate and take forward as appropriate, recommendations made in the UofG funded study, <em>Demand for an integrated one-year Gaelic language immersion experience at the University of Glasgow,</em> and appropriately address the need for immersion opportunities within our Gaelic degree programmes</td>
<td></td>
</tr>
<tr>
<td>• Lead discovery through world-class research</td>
<td>To continue to develop our position as a leader in research on Gaelic language, literature, history and culture and to share this research widely, e.g. developing a research-based framework for Gaelic adult / learner proficiency and to embark on new and ambitious projects, e.g. through the Glasgow Iona Research Group and the project on the McLagan manuscript collection</td>
<td></td>
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</tr>
<tr>
<td>• Create impact for society and the economy through innovative engagement</td>
<td>Through DASG and its development, to continue to provide leadership in research and knowledge exchange in the area of Gaelic language corpus planning, influencing national policy and practice</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Continue to provide attractive and innovative opportunities for students to use and engage with Gaelic language and culture beyond the formal teaching environment which enhance graduate attributes and employability</td>
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<td></td>
<td>Continue our commitment to giving prominence to Gaelic in our use of social media, including finding new ways of developing this (e.g. student involvement)</td>
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</tbody>
</table>
### Adhbhar: Prìomh Chomharran Coileanaidh

<table>
<thead>
<tr>
<th>Gniomh</th>
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<th>Raon-Ama</th>
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</table>
| An raon de chùrsaichean a leudachadh a tha air an taigsinn, gus cùrsaichean a ghabhail a-steach air eachdachd na Gàidhealtachd agus an raon de chùrsaichean a leudachadh anns a bheil a’ Ghàidhlig, a litreachas, eachdraidh agus cultar a’ nochdadh tro iomairtean úra leithid sgoiltean samhraidh eadar-chuspaireil agus cùrsaichean air-loidhne, tro Ionaid Èòlas na h-Alba is na Ceòl | Cumaidh sinn sùil air úidh agus ghabhail ri sreath ùr de chùrsaichean co-cheangailte ri Gàidhlig air an taigsinn tarsainn raon de chuspairean, a’ gabhail a-steach:  
- Seinn sa Ghàidhlig  
- Beul-Aithris Ghàidhlig na h-Alba  
- Guth nan Eithireach: Litreachas Gàidhlig san t-Saoghal Ùr  
- Gàidhlig aig ire Adhartach  
- Gàidhlig ann an Alba: Eachdraidh Cànain, 1400–1914  
- Plantachais is Siobhaltachd ann an Innse Gall agus Uídh, c1541–1639 | • Ceòl is Gàidhlig  
• Eachdraidh  
• Ceòl | Gach bliadhna |
| Tha na roinnean Arc-eòlais, Ceòl is Gàidhlig, Eachdraidh na h-Alba agus Litreachas na h-Alba, a’ toirt cúrsa air-loidhne gu buil mu na Cinnidhean Gàidhealach a théid fhoillseachadh air an ard-ùrlar foghlaim, FutureLearn, aig toiseach 2019.12 Còmhdhaichidh an cúrsa taobhan cudromach de chultar na Gàidhlig a’ gabhail a-steach cànan na Gàidhlig ann an co-chomann is cultar siostam nan cinnidhean, air a rannsachadh tro bhàrdachd, ceòl, cruth-ealain cràbhach, agus beachdan air dàimh is cruth-tìre. Tha an cúrsa a’ toirt a rannsachadh air an t-achadh de luchd-ionsachadh agus cùrsaichean air-loidhne a dhaoine do chultar na Gàidhlig a dhaoine do chultar na Gàidhlig a dhaoine do chultar na Gàidhlig a dhaoine do chultar na Gàidhlig air an t-achadh de luchd-ionsachadh agus cùrsaichean air-loidhne a dhaoine do chultar na Gàidhlig a dhaoine do chultar na Gàidhlig a dhaoine do chultar na Gàidhlig | • SofH / SnanD  
• Sgoil Èòlais Bhreithneachail | Bliadhna 2 |
| Leanaidh sinn air adhart ag obair gu dlùth le co-obrachean tarsainn Colaiste nan Ealan gus cothromain a bharrachd sam bith a chomharrachadh is adhartachadh, agus cùrsaichean co-cheangailte ri Gàidhlig a leudachadh taobh a-staigh Ceòl is Gàidhlig agus/no tarsainn raointean cuspaireil buntainneach eile | • Ceòl is Gàidhlig  
• Colaiste nan Ealan | Gach bliadhna |
<table>
<thead>
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<tbody>
<tr>
<td>Bheir sinn air adhart molaidhean a chaidh a dhèanamh anns an sgrùdaidh a bha maoinichte le UofG, <em>lartas airson cúrsa boidh aon-bhliadhna amalaichte Gàidhlig aig Oilthigh Ghlaschu,</em> agus déiligid sinn gu h-iomchaidh leis an fheum air cothroman boidh taobh a-staigh ar prògraman ceum Gàidhlig</td>
<td>Stèidhichte air molaidhean an sgrùdaidh, thèid structar airson bliadhna boidh air camps UofG a leasachadh agus thèid deasbad adhartachadh le luchd-maoineachaidh bhon taobh a-muigh mar a bhios iomchaidh</td>
<td>• Ceiltis is Gàidhlig</td>
<td>Bliadhna 1</td>
</tr>
<tr>
<td>Fhad ’s a thathar a’ rannsachadh cothrom air bliadhna boidh no a cho-leithid a chur air bhonn, bheir sinn aogheachd do sgol shamhraidh Ghaidhlig a-staigh air camps UofG an àite Sgoil Shamhraidh Nàiseanta na Gàidhlig agus an cothrom seo adhartachadh do dh’oileanach air prògraman co-cheangailte ri Gàidhlig air feadh na duthcha</td>
<td>• Ceiltis is Gàidhlig</td>
<td>Gach bliadhna</td>
<td></td>
</tr>
<tr>
<td>Leantainn air adhart a’ leasachadh ar suidheadaidh mar stiùrcheann ann an rannsachadh air cánan, litreachas, eachdraidh agus cultar na Gàidhlig agus seo a roinn faid’ is farsaing, m.e. leasachadh ñu Lìberachadh stèidhichte air rannsachadh a thaobh comasach luchd-ionnsachadh inbheach sa Ghaidhlig, agus tòiseachaidh air próiseactan úra is àrd-amasach, m.e. tro Bhuidheann Rannsachaidh Eilean Ìdmh Ghlaschu agus próiseact cruinneachaidh sgorbhainnean MhicLagain</td>
<td>Leantainn air taigse shoirbheachail gu Comann Rioghal Dhùn Èideann, bidh an Lionra eadar-nàiseanta ‘Litreachas Gàidhlig ann an Soilleachadh na h-Alba: Stuth Oiseanach MhicLagain’ air a leasachadh nas motha gus Cruinneachadh MhicLagain a rannsachadh taobh a-staigh cho-theacsaichean Daonnachdan Dìdeatacht, Saochal farsaing na Gàidhlig agus Soilleachadh na h-Alba, a’ tighinn gu ceann ann an 2020 le tagradh maoineachaidh gu AHRC gus leantainneachd a’ pròiseict a dhèanamh tèarainte</td>
<td>• Ceiltis is Gàidhlig</td>
<td>Bliadhna 3</td>
</tr>
<tr>
<td>• Ceiltis is Gàidhlig</td>
<td>Bliadhna 2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Ceiltis is Gàidhlig</td>
<td>Bliadhna 1</td>
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</tbody>
</table>

Leantainn air adhart a’ leasachadh ar suidheadaidh mar stiùrcheann ann an rannsachadh air cánan, litreachas, eachdraidh agus cultar na Gàidhlig agus seo a roinn faid’ is farsaing, m.e. leasachadh ñu Lìberachadh stèidhichte air rannsachadh a thaobh comasach luchd-ionnsachadh inbheach sa Ghaidhlig, agus tòiseachaidh air próiseactan úra is àrd-amasach, m.e. tro Bhuidheann Rannsachaidh Eilean Ìdmh Ghlaschu agus próiseact cruinneachaidh sgorbhainnean MhicLagain | Thèid sgorbhainnean MhicLagain uile a dhìsthisadadh agus bidh iad rim faotainn an-asgaidh air-loidhne tro DASG | • Ceiltis is Gàidhlig | Bliadhna 3 |
<p>| Is e am pròiseact ‘Comasan Labhairt ann an Gàidhlig’ (CLAG) a’ chaidh fhèin-obraich airson ionnsachadh cànain stèidhichte air fìannais de a leithid ann an Alba, agus tha e stèidhichte air luchd-ionnsachadh inbheach na Gàidhlig, Co-obrafichidh CLAG le SQA gus am frèam-obraich seo a cheangal ri teisteanas a th’ ann cheana, agus leantainn air adhart ag obair le co-obraichean ann an Oilthigh Obar Dheathain gus a dhèanamh cinn teach gu bheil am frèam-obraich freagarach do chur sa cheartachaidh Gàidhlig a thathar a’ taìrisginn gu làithreach. Solaraisidh sinn stiùireadh eòilach agus taic leantainneach bho pròiseact CLAG do LearnGaelic.scot a thaobh leasachadh agus taisbeanadh air an stòrasan | • Ceiltis is Gàidhlig | Bliadhna 1 |</p>
<table>
<thead>
<tr>
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<tr>
<td><strong>Bidh am fràem-obrach ri fhaotainn an-asgaidh air-loidhne bhon Mhàrt 2019 airson a chleachdadh leothasan a tha an sàs ann an teagasg inbhirch agus leis an luchd-ionnsachaidh inbheach fhèin</strong></td>
<td>• Ceiltis is Gàidhlig</td>
<td>Bliadhna 2</td>
<td></td>
</tr>
<tr>
<td><strong>Bhun Mhàrt 2019 airson a chleachdadh leothasan a tha an sàs ann an teagasg inbhirch agus leis an luchd-ionnsachaidh inbheach fhèin</strong></td>
<td>• Ceiltis is Gàidhlig</td>
<td>Gach bliadhna</td>
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</tr>
<tr>
<td><strong>Leanaidh DASG air adhart a’ solarachadh taic teicnigeach is cànannach eòlach do dh’obair a’ Chomhataidh Comhairleachaidh Cànain aig Bòrd na Gàidhlig, ann an co-obrachadh le co-obraichean Soillse air feadh Alba, taobh a-staigh fràem-obrach pròiseactan LEACAG (Leasachadh Corpas na Gàidhlig) agus na thig às a dhèidh</strong></td>
<td>• Ceiltis is Gàidhlig</td>
<td>Bliadhna 3</td>
<td></td>
</tr>
<tr>
<td><strong>Cuiridh DASG taic ri ’Facair Òrain Ghàidhlig Alba Nuaidh’ a tha molta ann an Oìlthigh Cheap Breatainn, le bhith tréanaadh a’ chiad ghinealach de Chuidichean Corpaist is Deasachaidh don pròiseact, agus a’ ceadachadh dhaibh bun-structar corpaist DASG a chleachadh</strong></td>
<td>• Ceiltis is Gàidhlig</td>
<td>Bliadhna 1</td>
<td></td>
</tr>
<tr>
<td><strong>Thèid an goireas ùr Ciuras ri Claisneachd (tasglann fuaim) a chur air bhonn mar phàirt den leasachadh air DASG</strong></td>
<td>• Ceiltis is Gàidhlig</td>
<td>Gach bliadhna</td>
<td></td>
</tr>
<tr>
<td><strong>Leantainn air adeardh a’ lìbhirgeadh raon de thachartasan Gàidhlig tro na seimeastaran teagaisg, a’ gabhail a-steach Latha na Gàidhlig Oìlthigh Ghaschu a bhios a’ neartachadh na coimhearsnachd Ghàidhlig air a’ champas, a’ ceadachadh cho-obrachaidhean le com-pàirtichean air an taobh a-muigh agus toirt chrom air Gàidhlig a chleachadh taobh a-muigh suidheachaidhean acadaimigeach</strong></td>
<td>• UofG Gàidhlig</td>
<td>Gach bliadhna</td>
<td></td>
</tr>
<tr>
<td><strong>Adhartachd bhinn cothrom leasachaidh pròifeiseanta is dreuchail Gàidhlig tro na modhan-obrach a leanas:</strong></td>
<td>• UofG Gàidhlig</td>
<td>Seirbhisean Oileanaich is Acadaimigeach</td>
<td></td>
</tr>
<tr>
<td>• Aogheachd do thachartas bliadhnaí dhìreuchdann air a’ champas againn</td>
<td></td>
<td>Gach bliadhna</td>
<td></td>
</tr>
<tr>
<td>• Fiosachadh a chuaiteachadh air co-chothroman co-cheangailte ri dreuchdann tron stòras úr MEGA13 taobh a-staigh Colaiste nan Ealain</td>
<td></td>
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</tr>
<tr>
<td>• Obraichd UofG Gàidhlig agus Seirbhise Dhìreuchdann aon Oìlthighge gu dlùth gus cothromann úra a chomh arrachadh airson slìghean dhìreuchdann Gàidhlig agus cothrom leasachaidh a thaisbeannadh</td>
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</tbody>
</table>

13 MEGA – Àrd-ùrlar Moodle a’ solarachadh comhairle is fiosrachadh mu dhìreuchdann a dh’aon ghnothaich do dh’oileanaich ann an Colaiste nan Ealain
### Adh Bhar: Prìomh Chomharran Coileanaidh

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<td>Thèid ro-inleachd mheadhanan sòisealta don roinn chuspaireil Ceiltis &amp; Gàidhlig a leasachadh a’ coirmhead ri 1) barrachd oileanaich a thoirt an lùib a’ ghniomh agus 2) feum a thoirt à comhairle bho Sgioba Mheadhanan Sòisealta UofG air na doighean as èileachdaiche le meadhanan sòisealta</td>
<td>• Ceiltis is Gàidhlig</td>
<td>Bliadhna 2</td>
</tr>
<tr>
<td></td>
<td>Thèid Tosgaire Mheadhanan Sòisealta le Gàidhlig fhastadh gach bliadhna gus obrachadh cùmha ris an sgioba oileanaich mheadhanan sòisealta as tharsainge, airson susbaint Ghàidhlig a chruthachadh agus deagh chleachdadh a roinn le Ceiltis agus Gàidhlig</td>
<td>• Ceiltis is Gàidhlig</td>
<td>Gach bliadhna</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Conaltraidhean is Cùisean Poblach</td>
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<tr>
<td></td>
<td></td>
<td>• UofG Gàidhlig</td>
<td></td>
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</table>
## Purpose: Key Performance Indicators

<table>
<thead>
<tr>
<th>Action</th>
<th>Measure</th>
<th>Area</th>
<th>Timescale</th>
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</thead>
</table>
| Extend the range of courses offered to include courses on the history of the Highlands and to extend the range of courses in which the Gaelic language, its literature, history and culture feature through new initiatives such as interdisciplinary summer schools and online courses through the Centre for Scottish and Celtic Studies | We will monitor interest in and uptake of a new suite of Gaelic-related courses offered across a range of disciplines including:  
- Seinn sa Ghàidhlig | Gaelic Song in Performance  
- Beul-Aithris Ghàidhlig na h-Alba | The Folklore of Gaelic Scotland  
- Guth nan Eilthireach: Litreacas Gàidhlig san t-Saoghal Ùr  
- Gàidhlig aig ire Adhartach  
- Gaelic in Scotland: The History of a Language 1400–1914  
- Plantation and Civility in the Hebrides and in Ulster c1541–1639 | Celtic & Gaelic  
- History  
- Music | Annually |
| The Scottish and Celtic Studies areas of Archaeology, Celtic & Gaelic, Scottish History and Scottish Literature, are producing an online course on Highland Clans which will be launched on the educational platform, FutureLearn in early 2019. The course will cover important aspects of Gaelic culture including Gaelic language in the society and culture of the clan system, explored through poetry, music, religious sculpture, and ideas of kinship and landscape. The course is aimed at a general audience of learners and will be accessible in the UK and internationally. It is intended to showcase the University of Glasgow’s depth of expertise in Celtic, Gaelic and Highland history, and to raise knowledge and understanding of Gaelic and Gaelic society among thousands of new learners world-wide | We will continue to work closely with colleagues across the College of Arts to identify and progress any additional opportunities to increase Gaelic-related courses within Celtic & Gaelic and or across other relevant subject areas | Celtic & Gaelic  
- School of Critical Studies | Year 2 |

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12 FutureLearn – Online learning platform offering a diverse selection of courses from leading universities & cultural institutions from around the world. futurelearn.com
## Purpose: Key Performance Indicators

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<th>Action</th>
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<tbody>
<tr>
<td>We will take forward recommendations made in the UofG-funded study,</td>
<td>Based on the recommendations of the study, a structure for an immersion</td>
<td>• Celtic &amp; Gaelic</td>
<td>Year 1</td>
</tr>
<tr>
<td>‘Demand for an integrated one-year Gaelic language immersion experience at the University of Glasgow,’ and appropriately address the need for immersion opportunities within our Gaelic degree programmes</td>
<td>on the UofG campus will be developed and discussion with key external funders will be progressed as appropriate</td>
<td>• UofG Gàidhlig</td>
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<td>• SofH / SnanD</td>
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<td></td>
<td>While the opportunity to establish an immersion year or equivalent is being explored, we will host an in-house Gaelic summer school on the UofG campus to replace the National Gaelic Language Summer School and promote this opportunity to students on Gaelic-related programmes across the country</td>
<td></td>
<td>Annually</td>
</tr>
<tr>
<td>To continue to develop our position as a leader in research on Gaelic</td>
<td>Following a successful bid to the Royal Society of Edinburgh, the international Network ‘Gaelic Literature in Enlightenment Scotland: The McLagan Ossianic Material’ will be developed further to explore the McLagan Collection within the contexts of Digital Humanities, the wider Gaelic World and the Scottish Enlightenment, culminating in 2020 with an application for AHRC funding to ensure the continuity of the project</td>
<td>• Celtic &amp; Gaelic</td>
<td>Year 3</td>
</tr>
<tr>
<td>language, literature, history and culture and to share this research</td>
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<tr>
<td>widely, e.g. developing a research- based framework for Gaelic adult /</td>
<td></td>
<td>• Celtic &amp; Gaelic</td>
<td>Year 2</td>
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<tr>
<td>learner proficiency and to embark on new and ambitious projects, e.g.</td>
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<tr>
<td>through the Glasgow Iona Research Group and the project on the McLagan</td>
<td></td>
<td>• Celtic &amp; Gaelic</td>
<td>Year 1</td>
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<tr>
<td>manuscript collection</td>
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<tr>
<td></td>
<td>All McLagan Manuscripts will be digitised and made freely available online via DASG</td>
<td>• Celtic &amp; Gaelic</td>
<td>Year 2</td>
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<tr>
<td></td>
<td>The ‘Comasan Labhairt ann an Gàidhlig’ project (CLAG) is the first evidence-based language-learning framework of its kind in Scotland and is based on adult learners of Gaelic. CLAG will collaborate with the SQA to link this framework to existing qualifications and continue to work with colleagues at the University of Aberdeen to ensure the framework is applicable to Gaelic courses currently on offer. We will provide ongoing expert guidance and support from the CLAG project to LearnGaelic.scot regarding the development and presentation of their resources</td>
<td>• Celtic &amp; Gaelic</td>
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<tr>
<td></td>
<td>The framework will be freely available online by March 2019 for use by those involved in teaching Gaelic to adults and adult learners themselves</td>
<td>• Celtic &amp; Gaelic</td>
<td>Year 2</td>
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57
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<th>Action</th>
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<tr>
<td>Through DASG and its development, to continue to provide leadership in research and knowledge exchange in the area of Gaelic language corpus planning, influencing national policy and practice</td>
<td>DASG will continue to provide expert linguistic and technical support to the work of Bòrd na Gàidhlig’s Comataidh Comhairleachaidh Cànan, in collaboration with Soillse colleagues across Scotland, within the framework of the LEACAG (Leasachadh Corpas na Gàidhlig) projects and its successors</td>
<td>• Celtic &amp; Gaelic</td>
<td>Annually</td>
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<td></td>
<td>DASG will support the proposed ‘Dictionary of Nova Scotia Gaelic Song’, at Cape Breton University, by training the first generation of Corpus and Editorial Assistants for the project, and allow them to use the DASG corpus infrastructure</td>
<td>• Celtic &amp; Gaelic</td>
<td>Year 3</td>
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<td></td>
<td>DASG will develop the “spoken” element of the corpus and will launch its new resource Cluas ri Claisneachd (Audio Archive)</td>
<td>• Celtic &amp; Gaelic</td>
<td>Year 1</td>
</tr>
<tr>
<td>Continue to provide attractive and innovative opportunities for students to use and engage with Gaelic language and culture beyond the formal teaching environment which enhance graduate attributes and employability</td>
<td>Continue to deliver a range of Gaelic events during teaching semesters, including UofG Gaelic Language Day, which strengthen the Gaelic-speaking community on campus, allow for collaborations with external partners and provide opportunities for the use of Gaelic beyond academic settings</td>
<td>• UofG Gàidhlig</td>
<td>Annually</td>
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<td></td>
<td>We will promote Gaelic career and professional development opportunities through the following approaches:</td>
<td>• UofG Gàidhlig</td>
<td>Annually</td>
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<td>• Host an annual Gaelic careers event on our campus</td>
<td>• Student and Academic Services</td>
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<td></td>
<td>• Circulate information on Gaelic-related career opportunities via the new MEGA¹³ resource within the College of Arts</td>
<td>• UofG Gàidhlig</td>
<td>Annually</td>
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<tr>
<td></td>
<td>• UofG Gàidhlig and the University Career Service will work closely to identify new opportunities to showcase Gaelic career paths and employment opportunities</td>
<td>• Student and Academic Services</td>
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<tr>
<td></td>
<td>We will continue to offer Gaelic-speaking students with the opportunity to live in Taigh na Gàidhlig annually</td>
<td>• UofG Gàidhlig</td>
<td>Annually</td>
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</table>

¹³ MEGA - A Moodle platform specifically for students in the College of Arts providing careers advice and information
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<th>Action</th>
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<th>Area</th>
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<tbody>
<tr>
<td>We will seek to undertake a marketing campaign in schools to promote Taigh na Gàidhlig to prospective students emphasising the opportunity to study any academic subject while maintaining a meaningful link to Gaelic language and culture</td>
<td>• UofG Gàidhlig • External Relations</td>
<td>Year 2</td>
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<tr>
<td>Continue our commitment to giving prominence to Gaelic in our use of social media, including finding new ways of developing this (e.g. student involvement)</td>
<td>A social media strategy for the subject area of Celtic &amp; Gaelic will be developed with a view to 1) involving more students in the activity and 2) to utilise advice from the UofG Social Media Team on the most effective approaches to social media</td>
<td>• Celtic &amp; Gaelic • Communications &amp; Public Affairs</td>
<td>Year 2</td>
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<tr>
<td></td>
<td>A Gaelic-speaking Social Media Ambassador will be appointed annually to work with the wider social media student team to create Gaelic content and share best practice with Celtic &amp; Gaelic</td>
<td>• Celtic &amp; Gaelic • Communications &amp; Public Affairs • UofG Gàidhlig</td>
<td>Annually</td>
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IS FÌOR THOIIL
LEAM AN CULTAR
A THA MU
THIMCHEALL A’
CHÀÑAIN AIR A’
CHAMPAS

Fionnlagh Cunniffe
Finlay Cunniffe

Student

I feel very lucky to be able to speak Gaelic and was educated through the medium of Gaelic in both primary and secondary school while growing up in Edinburgh. I now find myself working towards a BSc in Anatomy at the University of Glasgow and Gaelic remains an important part of my identity and everyday life.

I’m a member of the Doctor Who Society and also the University’s Gaelic society, An Comunn Oiseanach. I work part-time in Glasgow as a Play Leader for a Gaelic-medium After School Child Care facility and eventually, I hope to combine my skills and experience in language and science and apply these to a career in education.

I love the diversity of the University community and continue to meet and make lifelong friends with so many people from all areas of my life at Glasgow. Being involved in the Gaelic community is a big part of that and I love the culture and activity that surrounds the language on campus.

Fionnlagh Cunniffe

Oileanach

Tha mi a’ faireachdainn giò fhortanach gu bheil comas agam Gàidhlig a bhruidhinn agus chaihd m’ oideachadh tro mheadhan na Gàidhlig sa bhun-sgoil agus san àrd-sgoil nuair a bha mi ag èirigh suas ann an Dùn Èideann. Tha mi a-nis gam fhaighinn fhèin ag obair a dh’ionnsaigh BSc ann an Eòlas-bodhaige ann an Oilthigh Ghlaschu agus tha Gàidhlig a’ fuireach na páirt chudromaich dem dhearbh-aithne agus dem bheatha làiteil.

Tha mi nam bhall de Chomann Doctor Who agus cuid-deachd de chomann Gàidhlig an Oilthighe, An Comunn Oiseanach. Tha mi ag obair páirt-thide ann an Glaschu mar Stùiriche Cluiche tro mheadhan na Gàidhlig ann an goireas Cùram Chloinne Às Dèidh Sgoile, agus aig deireadh gnothaich tha mi an dóchas mo sgilean agus m’ eòlas air cànan agus saidheans a chothlamadh agus a chur an gniomh ann an dreuchd-beatha ann am foghlaim.

Tha mi air leth dèidheil air iomadachd na coimhneasachd san Oilthigh agus tha mi a’ cumail a’ coinneachadh agus a’ déanamh charaidhean fad-beatha le mòran daoine bho gach raon dem bheatha ann an Oilthigh Ghlaschu. Tha a bhith an lùib na coimhneasachd Gàidhlig na páirt mhòr den sin agus is fior thoil leam an cultar a tha mu thimcheall a’ chànain air a’ champas.
## Partnership: High Level Aims

<table>
<thead>
<tr>
<th>Develop meaningful partnerships internally and externally</th>
<th>Promoting Gaelic</th>
<th>Learning Gaelic</th>
<th>Using Gaelic</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Partnerships based on knowledge exchange and support for development and growth</td>
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<tr>
<td>• Partnerships that benefit the local community in Glasgow and make distinctive contributions to national and international agendas</td>
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</table>

- Develop existing partnerships and continue to identify new partnership opportunities (internally and externally) that allow for the increased capacity for the development and promotion of Gaelic locally, nationally and internationally, including Soillse and Faclair na Gàidhlig and institutions in Ireland and Nova Scotia.

- Identify research, knowledge exchange, placement, capital and economic development opportunities specifically for Gaelic in the city of Glasgow through the UoG and Glasgow Life Memorandum of Understanding (2017).
## Com-Pàirteachas: Prìomh Chomharran Coileanaidh

<table>
<thead>
<tr>
<th>Gniomh</th>
<th>Tomhas</th>
<th>Raon Dleastanais</th>
<th>Raon-Ama</th>
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<tbody>
<tr>
<td>Leasachadh chom-pàirteachasan a th’ ann a-cheana agus leantainn a’ comharrachadh chothroman com-pàirteachais úra (a-staigh agus a-muigh) a tha a’ toirt cead don chomas mheudaichte ann an leasachadh agus adhartachadh na Gàidhlig gu h-ionadail, gu nàiseanta agus gu h-eadar-nàiseanta, a’ gabhail a-steach Soìlse is Faclair na Gàidhlig agus aitear ban ann an Èirinn is Alba Nuadh</td>
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<tr>
<td>Cumaidh sinn suas ar làthaireachd agus ar tabhartas do bhuidhean obrach agus pròiseactan cudromach air fedh na duthcha, far am faod an t-Oilthigh tabhartasan luachmhòr a chur ris, a’ gabhail a-steach: Comann Theacsaithean Gàidhlig na h-Alba, Faclair na Gàidhlig, Buidheann Stùiridh Foghla姆 Gàidhlig Nàiseanta Bhòrd na Gàidhlig, LEACAG 2 is Soìlse, Tràth-Litreachas Iomairt Chloinne na h-Alba (SELCIE), Léamh: pròiseact Dhaonnachdan Didseatach doTHRàth-Ghaeilge Nuadh-Aimsireil agus Bòrd Èolas Ceàith na h-Alba (BOCSS)</td>
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<tr>
<td>Cumaidh sinn suas ar com-pàirteachas stèidhichte le Colaiste Oílthigh Bhaile Átha Cliath tro libhrigeadh air: • Iomlaid oileanaich bhliadhnaidh eadar Taigh na Gàidhlig (UofG) agus Teach na Gaeilge (UCD) • Co-labhrait dà-bhliadhnaidh do Luchd-cleachdaidh Leasachadh Càinain ag obair ann an Foghla姆 Ard-àire ann an Alba, Èirinn agus sa Chùimhrigh</td>
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<tr>
<td>Mar phàirt de ar measadh sgilean is úidhean Gàidhlig, bidh sinn a’ sireadh mholaidhe ùidhe bho luchd-obraich air feadh an altreibh, tro chom-pàirteachadh ann an lìonra air an taobh a-staigh, a tha ag amas air cothroman leasachaidh ùra a chomharrachadh don Ghàidhlig ann an rannsachadh, solar acaimigeadh, gniomhachd obraichd agus conaltradh coimhearsnachadh</td>
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<tr>
<td>Ann an 2019, bidh an Hunterian a’ toirt aoighearchd don taisbeanadh ‘Bho Ghàidhealtachd gu Glaschu’ agus a’ cur seo air adhart fad’ is farsaing air feadh a’ bhaile ‘s air a thaobh a-muigh</td>
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<tr>
<td>Cleachdaidh sinn ‘Bho Ghàidhealtachd gu Glaschu’ mar chothrom air eòlas luchd-tadhail san taigh-tasgaidh a rannsachadh, a’ gabhail a-steach faicinneachd na Gàidhlig ann an soidhnichean is stuthan adhartachaidh, leasachadh air stòrasan foghlaim do sgoltaine agus program gniomhachd iomlaid eòlais</td>
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- Ceàith is Gàidhlig
- UofG Gàidhlig
- Gach bliadhna

- Ceàith is Gàidhlig
- UofG Gàidhlig
- Gach bliadhna

- UofG Gàidhlig
- Bliadhna 2

- An Hunterian
- Bliadhna 2

- An Hunterian
- Ceàith is Gàidhlig
- UofG Gàidhlig
- Eachdraidh
- Bliadhna 2
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<tr>
<th>Gniomh</th>
<th>Tomhas</th>
<th>Raon Dleastanais</th>
<th>Raon-Ama</th>
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<tbody>
<tr>
<td>Cuiridh sinn buidheann obrach geàrr-amail air bhonn le luchd-ùidhe air an taobh a-staigh 's an taobh a-muigh, gus na cothrom an a' rannsachadh gu h-àrd a rannsachadh agus cothrom a chomharrachadh mar thaic do na leasachaidhean sin</td>
<td>▪ An Hunterian ▪ UofG Gàidhilg</td>
<td>Bliadhna 1</td>
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<tr>
<td>Obraichidh sinn le comataidh eagarachaidh ionadail Mòd Nàiseanta Ghlaschu gus an taisbeanadh ‘Bho Ghàidhealtachd gu Glaschu’ adhartachadh mar thachartas a' Mhòid 2019</td>
<td>▪ An Hunterian ▪ Ceiltis is Gàidhilg ▪ Eachdraidh</td>
<td>Bliadhna 2</td>
<td></td>
</tr>
<tr>
<td>Leanaidh sinn air obair gu dlùth le priomh luchd-ùidhe Gàidhlig air feadh baile Ghlaschu ann an fheidhmeach thachartasan co-obrachail, adhartadh gniomhachd Gàidhlig agus roinn fiosrachadh is eòlas ann an leasachadh cànain</td>
<td>▪ Ceiltis is Gàidhilg ▪ UofG Gàidhilg</td>
<td>Gach bliadhna</td>
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<tr>
<td>Comharrachadh chothrom rannsachaidh, iomlaid eòlais, greis-gniomhachais, cothrom leasachaidh calpa is eaconamach gu sònraichte don Ghàidhlig ann am baile Ghlaschu tro Mheòrachan Còrdaidh UofG agus Glaschu Beò (2017)</td>
<td>▪ Ceiltis is Gàidhilg</td>
<td>Bliadhna 1</td>
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<tr>
<td>Leanaidh sinn air adhart a' co-obrachadh le Glaschu Beò air pròiseact Glaschu Gàidhilg a bhios a' toradh ann an stòras ainmean-àite air-loidhne ron Mhàrt 2018 (ìre 1)14</td>
<td>▪ Ceiltis is Gàidhilg</td>
<td>Bliadhna 1, 2 is 3</td>
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<tr>
<td>Thèid tagraidhean maoinachaidh airson taic a chur ri 2 is 3 de pròiseact Glaschu Gàidhilg, a chur a-steach san Ògmhios 2018 a' coimhead ri iomlaid eòlais a bharrachd agus gniomhachd conalaich (ìre 2 is 3) a lìbhrigeadh tro bhearta a' phhiana seo</td>
<td>▪ Ceiltis is Gàidhilg</td>
<td>Bliadhna 1, 2 is 3</td>
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14 Pròiseact Ghlaschu Gàidhilg – Iomairt cho-obrachail a tha ag amas air buaidh cànan is cultar na Gàidhilg air Baile Ghlaschu a rannsachadh, a chlåradh agus adhartachadh, an dà chuid san àm a dh'halbh agus san lath an-dliugh. - glaschu.net
## Partnership: Key Performance Indicators

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| Develop existing partnerships and continue to identify new partnership opportunities (internally and externally) that allow for the increased capacity for the development and promotion of Gaelic locally, nationally and internationally, including Soillse and Faclair na Gàidhlig and institutions in Ireland and Nova Scotia | We will maintain our presence and contribution to important nation-wide working groups and projects where the University can make a valuable contribution including; the Scottish Gaelic Texts Society, Faclair na Gàidhlig, Bòrd na Gàidhlig’s National Gaelic Education Steering Group, LEACAG 2 & Soillse, Scotland’s Early Literature for Children Initiative (SELCIE), Léamh: Digital Humanities project for Early Modern Irish and the Board of Celtic Studies Scotland (BOCSS) | • Celtis & Gàidhlig  
• UofG Gàidhlig | Annually |
| | We will maintain our established partnership with University College Dublin through the delivery of:  
• An annual student exchange between Taigh na Gàidhlig (UofG) and Teach na Gaeilge (UCD)  
• Biennial Conference for Language Develop Practitioners working in Higher Education in Scotland, Ireland and Wales | • UofG Gàidhlig | Annually |
| | As part of our Gaelic skills and interests assessment, we will seek expressions of interest from staff across the institution in joining an internal network which aims to identify new development opportunities for Gaelic in research, academic provision, operational activity and community engagement | • UofG Gàidhlig | Year 2 |
| | In 2019, The Hunterian will host the exhibition; ‘From Gàidhealtachd to Glaschu’ and promote this extensively across the city and beyond | • The Hunterian | Year 2 |
| | We will use ‘From Gàidhealtachd to Glaschu’ as an opportunity to explore the Gaelic visitor experience in the museum including the visibility of Gaelic language in signage and promotional material, the development of educational resources for schools and a programme of knowledge exchange activity | • The Hunterian  
• Celtic & Gàidhlig  
• UofG Gàidhlig  
• History | Year 2 |
| | We will form a short-term working group of internal and external stakeholders to explore the opportunities outlined above and to identify opportunities to support these developments | • The Hunterian  
• UofG Gàidhlig | Year 1 |
Glaschu Gàidhlig Project – A collaborative initiative which aims to explore, record and promote the influence of Gaelic language and culture on the City of Glasgow both in the past and in the present day. - glaschu.net

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<tbody>
<tr>
<td>We will continue to work closely with key Gaelic stakeholders across the city of Glasgow in delivering collaborative events, promoting Gaelic activity and sharing knowledge and experiences in language development</td>
<td>• Celtic &amp; Gaelic</td>
<td>Annually</td>
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</table>
| Identify research, knowledge exchange, placement, capital and economic development opportunities specifically for Gaelic in the city of Glasgow through the UofG and Glasgow Life Memorandum of Understanding (2017) | We will continue to collaborate with Glasgow Life on the Glaschu Gàidhlig project which will result in an on-line place-names resource by March 2018 (phase 1)  
Funding applications to support phase 2 & 3 of the Glaschu Gàidhlig project will be submitted in June 2018 with a view to delivering additional knowledge exchange and engagement activity (phase 2&3) throughout the life of this plan | • Celtic & Gaelic    | Year 1              |
|                                                                                                                                                                                                         |                                                                                                                                                                                                                          | • Celtic & Gaelic    | Year 1, 2 & 3       |
Co-theacsa Nàiseanta
National Context

Gaelic language planning and policy is now commonplace in Scotland with over 50 public authorities implementing Gaelic Language Plans under the Gaelic Language (Scotland) Act 2005. The Act was passed by the Scottish Parliament with cross-party support and allowed for the establishment of a national body, Bòrd na Gàidhlig, which has responsibility for preparing a National Plan for Gaelic and the authority to require public authorities to prepare and publish Gaelic Language Plans. The National Plan for Gaelic 2018 – 23 was published in April 2018 following ministerial approval.

The 2011 census revealed there are 57,600 Gaelic speakers in Scotland and an additional 29,500 people who are not speakers, but have the ability to read, write or understand Gaelic.\(^{15}\) This census revealed an increase in Gaelic speakers aged 3–17, which is undoubtedly a result of the success of, and increasing demand for, Gaelic-medium education.

The most recent National Plan for Gaelic 2018 – 2023 has a primary aim to increase the number of people speaking, using and learning Gaelic in Scotland and the number of situations in which it is used.

---

Nochd an cunntas-sluaigh meudachadh ann an luchd-labhairt na Gàidhlig aoi 3–17, a tha gun teagamh sam bith mar thoradh air soirbhеachadh agus iarrtas a tha a’ sior fhàs ann am foghlan tro mheadhan na Gàidhlig.

This census revealed an increase in Gaelic speakers aged 3-17, which is undoubtedly a result of the success of, and increasing demand for, Gaelic-medium education.

---

\(^{15}\) Cunntas-sluaigh na h-Alba 2011: Althsis Ghaidhlig (Pàirt 1) nrscotland.gov.uk
Scotland’s Census 2011: Gaelic report (Part 1) nrscotland.gov.uk
Co-theacsa Ionadail
Local Context

Tha sinn fortanach a bhith stèidhichte ann an aon de na sgìrean as cudromaiche ann an Alba a thaobh leasachadh na Gàidhlig san latha an-diugh.

Tha Baile Ghlaschu na dhachaigh do suas ri 10,000 neach-labhairt Gàidhlig agus a’ leantainn air adhart ag adhartachadh foghlam tro mheadhan na Gàidhlig le taic is dealas làdir bho Chomhairle Bhàile Ghlaschu. Mar a tha an baile a’ glasasad a dhìonnsaigh an treas sgòil Gàidhlig a stèidheadachadh, tha sinn an-dràsta a’ cur air dòigh tachartas bliadhnaidh do ghoilearan san àrd-sgoil ann an com-pàirteachas le sgoltean ionadail eile, ag amas air cothrom a thoirt dhaibh eòlas a chur air an Oilthigh tro mheadhan na Gàidhlig.

Tha dàimhean obrach làdir againn le buidhnean air feadh a’ bhaile a tha an sàs ann an buileachadh Phlanaichean Gàidhlig. Tha ar pròiseact calpa an Tall a Cheilbhinn, mar eispèire, na cho-obrachadh gun choimeas eadar Oilthigh Ghlaschu, Comhairle Bhàile Ghlaschu, Glaschu Beò agus Leabharihannan Nàiseanta na h-Alba, agus le chèile tha sinn air Gàidhlig a dhèanamh faicsnineach san àite phoblach chudromach seo.

Tha ar com-pàirteachas le Gàidhlig Ghlaschu Beò air a neartachadh barrachd le Meòmhrachan Còrdaidh ùr còig-bliadhna, a’ cruthachadh cothrom calpaichean air ar n-ùidh cho-roinnt ann an cultar, anns a h-ealain, fighlaím, dualchas, rannsachadh agus leasachadh eacnamaich. Tha seo air fhacinn miosan mu dheireadh tro ar taic do pròiseact Glaschu.net - clàradh clàradh air mar a tha Gàidhlig ann an Glaschu san latha an-diugh agus san àm a dh’fhalaibh.

Tha Glaschu na dhachaigh do raon de bhuidhnean Gàidhlig ag obair tarsainn mòran roinnean, a’ gabhail a-steach meadhanan, na h-ealain, leasachadh coinmearsnachd agus gach ire de fighlaím.

Tha sinn ag obair le saidhbhreamh de speisealaich agus tha ar co-obrachaidhean le com-pàirtichean Gàidhlig sa bhailte a’ toirt seachad cothrom air leith do ar luchd-obrach agus ar n-oileanaich gus eòlas a chur air coinmearsnachd shaiddhbh Gàidhlig aig nach eil a leithid ri fraighinn ann an suidheadachadh bailleite.

Is e eileamaid chudromach a th’ ann an conaltradh coinmearsnachd agus cruthachadh air farsaingeachd chatharra anns an leasachadh leantainneach air a’ phriomh champas againn, a leanas air aghaidh ag adhartachadh tro bheatha a’ Phhla Gàidhlig seo. Tha sinn air ar dealasan a mhineachadh a thaobh mar a bheachdaichesinn air faicinneachd agus cleachdadh na Gàidhlig sna togalaisean ùra againn gu buannachd luchd-obrach, oileanaich agus luchd-tadhail agus do bhéòthalachd a’ chànain san às ri teocht.16

We are fortunate to be based in one of the most important areas of Scotland in relation to Gaelic development today.

The City of Glasgow is home to almost 10,000 Gaelic speakers and continues to pioneer Gaelic-medium education with strong support and commitment from Glasgow City Council. As the city moves towards the establishment of a third Gaelic school, we are currently developing an annual event for secondary pupils in partnership with local schools which aims to provide an opportunity to experience the University through the medium of Gaelic.

We have strong working relationships with organisations across the city involved in implementing Gaelic Language Plans. Our capital project at Kelvin Hall, for example, is a unique collaboration between the University of Glasgow, Glasgow City Council, Glaswegian Life and the National Library of Scotland and, together, we have made Gaelic visible in this important public space.

Our partnership with Glaswegian Life has been strengthened further with a new five-year Memorandum of Understanding, creating an opportunity to capitalise on our shared interest in culture, the arts, education, heritage, research and economic development. This has been realised in recent months through our contribution to the Glaschu.net project - an evolving record of Gaelic in Glasgow today and in the past.

Glasgow is home to a range of Gaelic organisations working across many sectors including media, the arts, community development and all levels of education. We work with a wealth of specialists and our collaborations with Gaelic partners in the city provide a unique opportunity for our staff and students to experience a rich and unique Gaelic community in an urban setting.

Community engagement and the creation of civic space is an important element in the ongoing development of our main campus which will continue to progress throughout the life of this Gaelic Plan. We have outlined in our commitments how we will consider the visibility and use of Gaelic in our new buildings for the benefit of staff, students and visitors and for the future vitality of the language.16

16 Campas Atharrachaidh Cruinneil gla.ac.uk/campus
World-Changing Campus gla.ac.uk/campus
Luchd-labhairt Gàidhlig 2011
Gaelic Speakers 2011

≤ 1.125% cuibheas nàiseanta / national average
< 15%< 50%
< 50%+ le labhairt Ghàidhlig / with Gaelic speaking ability

A rèir Aonadan Rianachd Ionadail, Ìre 1
Cuilbh a rèir 97 gu 14,066
luchd-labhairt Gàidhlig

By Local Administrative Units, Level 1
Columns according to number of
Gaelic speakers 97 to 14,066

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using QGIS 2.
Foghlam tron Gàidhlig 2017–2018
Gaelic-Medium Education 2017–2018

- Bun-sgoil le sruth FtG: Primary school with GME stream
- Bun-sgoil Ghàidhlig: GME primary school
- Bun-sgoil le sruth FtG: GME primary school with English stream
- Le sgoil-àraich FtG na cois: With associated GME nursery
- An cois àrd-sgoile le FtG: Associated with secondary school with GME
- Ùghdarras ionadail le FtG: Local Authority with GME provision

Le data bho NRS
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Made by Bòrd na Gàidhlig 2015 using QGIS 2.
Foghlam Luchd-ionnachaidh 2016–2018
Gaelic Learner Education 2016–2018

<table>
<thead>
<tr>
<th>Bun-sgoil mar aig 2016 – 17</th>
<th>Primary as at 2016 – 17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Árd-sgoil mar aig 2017 – 18</td>
<td>Secondary as at 2017 – 18</td>
</tr>
</tbody>
</table>

- **Àrd-sgoil le FLi**: Secondary with GLE
- **Bun-sgoil le Gàidhlig mar L2**: Primary with Gaelic as L2
- **Bun-sgoil le Gàidhlig mar L3**: Primary with Gaelic as L3

**Sgìre comhairle le FLi**: Council area with GLE

Le data bho NRS
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Dèanta le Bòrd na Gàidhlig 2015 a’ cleachdadh QGIS 2.

Made by Bòrd na Gàidhlig 2015 using QGIS 2.
### Gaelic Education in and around the City of Glasgow 2017 – 2018

<table>
<thead>
<tr>
<th>Provision</th>
<th>No. of Pupils in Glasgow Council</th>
<th>No. of Pupils in Glasgow City Council plus surrounding areas&lt;sup&gt;18&lt;/sup&gt;</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 3</td>
<td>81</td>
<td>257</td>
</tr>
<tr>
<td>Nursery Provision</td>
<td>90</td>
<td>174</td>
</tr>
<tr>
<td>Gaelic-Medium Primary</td>
<td>634</td>
<td>916</td>
</tr>
<tr>
<td>Gaelic-Medium Secondary</td>
<td>327</td>
<td>439</td>
</tr>
<tr>
<td>Gaelic Learner Primary</td>
<td>21</td>
<td>24</td>
</tr>
<tr>
<td>Gaelic Learner Secondary</td>
<td>0</td>
<td>20</td>
</tr>
<tr>
<td>TOTAL</td>
<td>1,153</td>
<td>1,830</td>
</tr>
</tbody>
</table>

<sup>17</sup> Dàta Foghlaim Bhòrd na Gàidhlig 2017 – 18


<sup>18</sup> Sgirean mun cuairt a’ gabhail a-steach: Comhairle Rinns an Ear, Dun Bhratainn an Ear, Siorrachd Lannraig a Deas agus Siorrachd Lannraig a Tuath

Surrounding areas include: East Renfrewshire Council, East Dunbartonshire, South Lanarkshire and North Lanarkshire
Buileachadh agus Sgrùdadh
Implementation and Monitoring
This Gaelic Language Plan outlines the University of Glasgow’s support and commitment to Gaelic during the period 2018 – 2021.

The University’s Gaelic Language Committee, reporting to the University’s Senior Management Group, will have overall responsibility for the implementation of this Plan and our Gaelic Development Manager and responsible areas identified throughout this document, will have day-to-day responsibility for implementation. Our Gaelic Development Manager will provide the Gaelic Language Committee with regular reports on the progress of implementing the plan which will be reported to the Senior Management Group as appropriate.

In addition to the Gaelic Language Committee, we intend to establish a new Gaelic language network, Comhairle na Gàidhlig, which will comprise of both staff and student representation from across the University. Members of Comhairle na Gàidhlig will have a more applied involvement in the delivery of our Gaelic Plan. They will adopt advocacy roles and explore new opportunities for Gaelic across our teaching and research provision, in our operations and our external engagement.

We will collate statistical data in relation to Gaelic speakers, learners and interested parties amongst staff and students and we will assess the impact of our projects and commitments by monitoring attendance and engagement figures at Gaelic events, learning and training opportunities and social media activity.

We will establish short-term working groups as required to oversee the development and delivery of key projects including our proposed Gaelic immersion year and our strategy for recruitment to Gaelic degree programmes.

In implementing this Gaelic Plan we will
— carry forward and include all commitments from the previous iteration of the University’s Gaelic Language Plan 2012 – 2017
— demonstrate equal respect for both Gaelic and English in our services and resources to promote the learning and use of Gaelic
— continue to actively offer and promote Gaelic services and facilities
— regularly monitor uptake of Gaelic services and resources and promote such opportunities where this is low.
Follaiseachadh ar Plana Gàidhlig
Publicising our Gaelic Plan

Our Gaelic Language Plan will be available bilingually on our website and hard copies of the document will be made available on request to interested individuals and organisations.

We will launch our Gaelic Language Plan in the form of an event with accompanying PR and social media activity on both internal and external platforms.

Our annual Gaelic Language Day will be an ongoing and key opportunity to promote our Gaelic Plan to the University community and beyond.

Treas Phàrtaidhean
Third Parties

On the occasion that any University service should be delivered by a third party, we will ensure that the provider is aware of the University’s commitment to the development of Gaelic and that they adhere to the aims and objectives outlined in this Plan and our previous iteration, 2012 – 2017. Where appropriate, and upon their appointment, providers will access the full document via our website.
The senior officer with operational responsibility for overseeing the preparation, delivery and monitoring of our Gaelic Language Plan is:

Dr Dorothy Welch  
Deputy Secretary  
Chair of the University’s Gaelic Language Committee  
Dorothy.Welch@glasgow.ac.uk

Queries about the day-to-day operation of the plan should be addressed to:

Fiona Dunn  
Gaelic Development Manager  
Fiona.Dunn@glasgow.ac.uk

University of Glasgow  
3 University Gardens  
Glasgow  
G12 8QH

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Is i an t-àrd-oifigear le uallach obrachaidh agus ceannas air ullachadh, libhrigeadh agus sgrùdadh ar Plana Gàidhlig:

An Dr Dorothy Welch  
Iar-Rùnaire  
Cathraiche Comataidh Gàidhlig an Oilthighe  
Dorothy.Welch@glasgow.ac.uk

Bu chòir ceistean bho latha gu latha mu obrachadh a’ phlana, a chur gu:

Fiona Dunn  
Manaidsear Leasachaidh Gàidhlig  
Fiona.Dunn@glasgow.ac.uk

Oilthigh Ghaschu  
3 Gàrraidhean an Oilthighe  
Glaschu  
G12 8QH

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An còmhlan, INYAL a’ chluich aig Baile air Bhoil 2016.

INYAL performing at Baile air Bhoil 2016.
Vía
Fracaso total,
Sin modo de regreso.
Tú me llevaste.

Verdad
Ya reconozco:
Mi fuerza no me basta;
¿Fiarme de ti? Sí.

Vida
Adiós, renombre.
Renazco por rendirme,
Por servir en paz.

In memory of
Professor Paul L. Younger FRSE, FREng
1956–2018

Professor Younger was originally from Newcastle and learned Gaelic to fluency. He was a member of the University’s Gaelic Committee and was a passionate advocate for Gaelic language and culture. His valuable contributions to our Gaelic strategy will be sorely missed. This matrix of haikus was written by Professor Younger to mark his retirement in 2017.