**An Comunn Gàidhealach**

**Gaelic Policy**

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**Purpose and Summary the of Policy**

To clarify the use of the Gaelic language in a work and community context within An Comunn Gàidhealach, the Royal National Mòd and local Mòds

**Introduction**:

The Gaelic Language (Scotland) Act 2005 (“the 2005 Act”) was passed by the Scottish Parliament on 21 April 2005 and commenced on 13 February 2006 with the aim of securing the status of Gaelic in Scotland.

The Scottish Government Gaelic Language Plan 2016-17 was published on 5 May 2017. The main aims of the plan are:

* Acquisition: enabling people to develop speaking, reading, and writing skills in Gaelic
* Usage: enabling the use of Gaelic in a range of social, formal, and work setting
* Status: expanding visibility, audibility, recognition, and respect for Gaelic
* Corpus: developing the quality, consistency, and richness of the Gaelic language

An Comunn Gàidhealach (ACG) is a voluntary membership organisation, with charitable status, founded in Oban in 1891 as a vehicle for the preservation and development of the Gaelic language. It actively encourages the teaching, learning and use of the Gaelic language and the study and cultivation of Gaelic literature, history, music and art.

The Association is usually referred to as "An Comunn". For many throughout the world, An Comunn is the body which represents the Gaelic language. The organisation is non-political and non-sectarian, with its membership open to anyone sharing its objectives. ACG organises the annual Royal National Mòd.

The aims of the Association are to support and develop all aspects of the Gaelic language, culture, history and heritage at local, national and international levels by:

* Promoting the study and development of Gaelic language, literature, music, drama and all other related art forms.
* Promoting the use of the language in everyday community life.
* Actively seeking official recognition and use of Gaelic as a living language and national asset by local, national and European Governments and other agencies
* Co-operating with all other organisations engaged in the provision and promotion of Gaelic language and culture

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**Gaelic Policy**:

In its efforts to promote and develop the Gaelic language, ACG will adhere to the following practice:

1. Communication:

1.1 The organisation will be known formally as: An Comunn Gàidhealach, and the

National Mòd will be known as: Am Mòd Nàiseanta Rìoghail.

1.2 In all areas of activity, including internal and external verbal and written communications, ACG will ensure that primacy is given to the use of the Gaelic language.

1.3 When producing forms or questionnaires a bilingual format shall be used.

1.4 Visitors to ACG offices and those telephoning will be met with a short welcome in Gaelic. The language of communication will subsequently be determined by the person’s response and chosen language.

1.5 Internal signage in ACG offices and buildings used by ACG will be, where feasible, in Gaelic, with the use of pictures and symbols to aid non-Gaelic speakers e.g. Fire Exit signs.

1.6 In written materials produced by ACG, Gaelic will be written according to Gaelic Orthographic Convention 2009.

1. Recruitment:

2.1 When recruiting staff or board members, the expectation is that all candidates will be fully fluent in Gaelic. This rule may only be relaxed where it is not possible to recruit Gaelic speakers in areas of technical, or professional expertise, that are considered critical to the wellbeing of the organisation.

2.2 At each Mòd, ACG will ensure that, consistent with considerations of suitability, availability and relevance, adjudicators, chairpersons and support volunteers give primacy to the use of Gaelic during these events.

1. Promotion and public relations:

3.1 All meetings/conferences/press conferences or such activities that are held under the auspices of ACG will be held in Gaelic. Where non-Gaelic speakers are present (or expected to be present), the organisation will endeavour to provide simultaneous interpretation facilities so that Gaelic can be the main medium of communication at such events.

3.2 Any spokesperson representing ACG will be a Gaelic speaker.

3.3 Press releases/promotional ACG will be in a bilingual Gaelic/English format.

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3.4 Through its community activities, ACG will promote the use of Gaelic in family, educational, community, sporting, recreational and religious environments.

3.5 The website for ACG will be maintained in a bilingual Gaelic/English format.

3.6 At Local and National Mòds, ACG will ensure that the range of competitions featured is designed to promote the use of Gaelic orally, musically, and in writing for all age groups, with a particular focus on maintaining the traditional elements of Gaelic music and culture.

3.7 At Local and National Mòds, ACG will use media opportunities to promote Gaelic through sponsorships, advertising, displays and other promotional events.

3.8 ACG will expect all of its members who can speak Gaelic to use it in all appropriate situations and will encourage learners of Gaelic to develop their knowledge of the language.

3.9 ACG will, subject to demand and tutor availability, give assistance and encouragement through Choirs, Branches and Regions to the learning of Gaelic by members who are keen to achieve the required Gaelic fluency levels required for National Mòd assessments.

1. Membership:

4.1 This policy will be reviewed on an annual basis at the first Board Meeting at the start of each calendar year. The Policy must always adhere to the financial procedures and budgets of the organisation.

Key details:

* Policy prepared by: James Graham / Creative Services (Scotland) Ltd
* Approved by board/management: 27th August 2021
* Policy became operational on: 27th August 2021
* Next review date: August 2022

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