COMHAIRLE NAN EILEAN SIAR

COMATAIDH NA GÀIDHLIG:
CUIDICH MI! – GAELIC LANGUAGE SUPPORT FOR COMHAIRLE NAN EILEAN SIAR STAFF

29 APRIL 2025

Report By Chief Executive

PURPOSE

1.1 This Report provides information about an internal Gaelic language support initiative for Comhairle nan Eilean Siar staff.

EXECUTIVE SUMMARY

2.1 In April 2025, a Teams-based language support initiative for all Comhairle nan Eilean Siar staff was launched. This is geared towards increasing Gaelic capacity across all Comhairle departments, in line with the Comhairle's Gaelic First Policy.

2.2 The rationale and mechanics of the Cuidich mi! initiative are described in 6.1.

3.1 RECOMMENDATIONS
It is recommended that the Comhairle note the content of this Report

Contact Officer:	Angus Maclennan, Gaelic Community Officer, Sgioba na Gàidhlig
Appendix:	A.
Background Papers:	

IMPLICATIONS

The following implications are applicable in terms of the Report.

COMATAIDH NA GÀIDHLIG:
CUIDICH MI! – TAIC CÀNAIN GÀIDHLIG DO LUCHD-OBRACH COMHAIRLE NAN EILEAN SIAR

29 GIBLEAN 2025

Aithisg leis an Àrd-oifigear

ADHBHAR

1.1 Tha an aithisg seo a' toirt fiosrachaidh mu iomairt le Comhairle nan Eilean Siar gus taic a thaobh Gàidhlig a thabhann do luchd-obrach.

GEÀRR-CHUNNTAS

2.1 Chaidh goireas taic cànain Teams do luchd-obrach Comhairle nan Eilean Siar gu lèir a chur air bhog anns a' Ghiblean 2025. Chaidh seo a dhealbh gus comas Gàidhlig a chleachdadh anns gach roinn a leasachadh mar a tha air a mholadh ann am Poileasaidh Gàidhlig mar Chiad Chànan na Comhairle.

2.2 Tha adhbhar agus dòigh buileachaidh goireas Cuidich mi! air a mhìneachadh ann an 6.1.

3.1 MOLAIDHEAN
Thathar a' moladh gun toireadh a' Chomhairle fa-near na tha am broinn na h-Aithisge seo.

Cuir fios gu:	Aonghas Mac'Illinnein, Oifigear Coimhearsnachd Gàidhlig, Sgioba na Gàidhlig
Fa-sgrìobhadh:	A.
Pàipearan Fiosrachaidh	

BUAIDH

Tha na leanas mar bhuaidhean a thaobh na h-Aithisge.

4.1

Resource Implications	Implications/None
Financial	% to be met from Comhairle budgets
Legal	None
Staffing	None
Assets and Property	None
Strategic Implications	**Implications/None**
Risk	None
Equalities	None
Corporate Strategy	Corporate Strategy Priority 1.5: Gaelic Language & Culture
Environmental Impact	None
Consultation	None

4.1

Buaidhean Stòrais	Buaidh/Neo-ni
Ionmhas	% ris an tèid coinneachadh bho bhuidseatan na Comhairle
Laghail	Neo-ni
Sgiobachd	Neo-ni
So-mhaoin is Tog	Neo-ni
Buaidhean Ro-innleachdail	**Buaidh/Neo-ni**
Cunnart	Neo-ni
Co-ionnanachd	Neo-ni
Ro-innleachd Chorporra	Ro-innleachd Chorporra Prìomhachas 1.5: Gàidhlig agus Cultar
Buaidh air an Àrainneachd	Neo-ni
Co-chomhairleachadh	Neo-ni

BACKGROUND

5.1 The aim of Comhairle nan Eilean Siar's Gaelic First Policy is to ensure that all staff are encouraged and supported to normalise and maximise the use of Gaelic across Comhairle departments, schools and services, in both formal and informal settings.

Gaelic Learners and many staff, who are either fluent or semi-fluent, require support and advice to increase their confidence in using Gaelic, especially with regard to speaking Gaelic.

Numerous courses and support programmes, at various levels, are available to staff. However, people often require a relatively quick response to questions regarding grammar, pronunciation, spelling, etc., if they are attempting to increase their use of Gaelic at work. Cuidich mi! is an attempt to address this need.

This approach is also an attempt to create an ethos of constructive support rather than

FIOSRACHADH

5.1 'S e amas Poileasaidh Gàidhlig mar Chiad Chànan Comhairle nan Eilean Siar dèanamh cìnnteach gum bi an luchd-obrach gu lèir air am misneachadh 's a' faighinn taic gus cleachdadh na Gàidhlig àbhaisteachadh agus a bhrosnachadh thar roinnean Comhairle, sgoiltean agus sheirbheisean, ann an suidheachaidhean foirmeil is neo-fhoirmeil.

Bidh luchd-ionnsachaidh na Gàidhlig agus tòrr luchd-obrach, a tha fileanta no an ìre mhath fileanta, a' feumachadh taic agus comhairle gus am bi iad nas misneachaile ann a bhith cleachdadh Gàidhlig, gu h-àraidh a thaobh bruidhinn Gàidhlig.

Tha iomadh cùrsa agus prògram taice do luchd-obrach rim faotainn aig gach ìre. A dh'aindeoin sin, bidh daoine a' cur feum air freagairt luath do cheistean a thaobh gràmair, fuaimneachaidh, litreachaidh etc., ma tha iad ag oidhirpeachadh barrachd Gàidhlig a chleachdadh san àite-obrach. 'S e oidhirp gus an cuideachadh a thaobh seo a th' ann an Cuidich mi!

Tha an dòigh-obrach seo cuideachd na oidhirp air feallsanachd de thaic chuideachail a

criticism in relation to the use of Gaelic, thereby actively encouraging staff to 'give Gaelic a go!'

chruthachadh, seach a bhith càineadh dhaoine a thaobh cleachdadh na Gàidhlig, agus mar sin a' brosnachadh luchd-obrach gu gnìomhach gus 'a' Ghàidhlig fheuchainn!'

CUIDICH MI! – HOW IT WORKS

6.1 Overview:

- A Comhairle employee is attempting to either write or speak Gaelic and has a query.
- The query is posted on the Teams channel.
- One member of a group of Comhairle employees and community members who have volunteered to act as facilitators responds to the query in text or voicemail, depending on the nature of the inquiry. The rest of the group receive notification that the query has been dealt with.
- Queries directed to Cuidich mi! should be very specific and should not require detailed responses. More complex queries, requiring more detailed responses should be directed to Sgioba na Gàidhlig staff.
- The Teams Chat feed will be available to any member of staff wishing to review it as a language development exercise.
- Cuidich mi! is currently at a pilot stage and will be reviewed and amended in line with feedback from staff.

CUIDICH MI! – MAR A DH'OBRAICHEAS E

6.1 Mìneachadh:

- Tha neach-obrach Comhairle ag oidhirpeachadh air Gàidhlig a bhruidhinn no sgrìobhadh, 's tha ceist air/oirre.
- Tha e/i a' cur na ceiste an àirde air seanail Teams.
- Freagraidh aon de bhuidheann dhaoine a tha an dara cuid ag obair dhan Chomhairle no nam ball coimhearsnachd saor-thoileach, tro theacsa no phost-gutha. Tha an còrr de bhuill na buidhne a' faighinn teachdaireachd gun deach dèiligeadh ris a' cheist.
- Bu chòir do cheistean a thèid a chur tro Chuidich mi! a bhith gu math cumhang 's cha bu chòir dhaibh a bhith a' cur feum air freagairtean fada. 'S ann còmhnard gu Sgioba na Gàidhlig bu chòir ceistean a tha cur feum air freagairtean nas fhaide a chur.
- Bidh seanail Còmhraidh Teams fosgailte do dhuine sam bith a tha airson a dhol troimhe mar chothrom air puingean cànain a leasachadh.
- 'S ann aig ìre dearbhaidh a tha Cuidich mi! an-dràsta agus thèid atharrachadh a rèir bheachdan a thig bho luchd-obrach a thaobh feumalachd, tro thìde.