

ATLAS Arts

Gaelic Plan

2023-2028

Supporting the
National Plan for Gaelic



Foreword

As Artistic Director of ATLAS Arts, I am delighted to introduce our inaugural Gaelic Plan.

Whilst there is no statutory duty on us to prepare a Plan under the Gaelic Language (Scotland) Act 2005, it has been a hugely valuable process for our team and board, allowing us to create a set of meaningful actions to strengthen our future work. It has also supported us to better articulate and celebrate the breadth of work we are already doing connecting with local, national and international interests in the preservation and celebration of Gaelic language and culture.

Gaelic language and culture are integral to ATLAS Arts' work. We believe that the arts have a pivotal role in supporting a thriving Gaelic community by creating places for discussion and learning beyond institutional contexts and Gaelic-medium education, by making more visible the history and heritage of the language and culture in new ways, by connecting conversations across the globe, and in carrying contemporary discourse into the future.

The learning and sharing of Gaelic culture, language, place and history takes place across our work, through community collaboration, creative projects and the development of artistic practice. We believe that through poetry, artworks, books, fresh writing, new film, archives, alternative education projects, material cultures, gatherings and making - cultural memory is retained and new alliances are built. With art we can imagine futures where the language and culture flourish in many different ways.

This Plan sets out a formal structure for our support of the Gaelic culture and language, with new ideas and timescales to meet our aims. We look forward to discussing and reflecting on these aims as we practice, and folding in new learning, so that we can contribute effectively to the richness and multiplicity of Gaelic language and culture in Skye, Raasay, Lochalsh, and beyond.

Ainslie Roddick
Artistic Director, ATLAS Arts

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1. INTRODUCTION

WHO WE ARE

ATLAS Arts organises art projects across Skye, Raasay and Lochalsh. We work as part of a community to support a programme of long-term commissions, education projects, events, residencies, meals, workshops and sharings.

We connect people and ideas, and generate collective resources - paying attention to building communities through creative practice. We make and share art, and carry the rich cultural knowledge of this place, its people, stories, species and many creative practices, contributing to the thriving arts ecology of the wider Highlands and Islands. From local collaboration, we seed global connections and learning, and practise values to foster social justice and a fair and fun (art)world for all.

ATLAS Arts is a registered charity and a not-for-profit company limited by guarantee. We are run by a small team led by our Artistic Director and governed by our voluntary Board of Trustees.

OUR VISION

Our vision is for a world where many ways of thinking, being, and making are celebrated. A world where everyone is able to experience art as a meaningful part of their life and learning. Where art is valued for its powerful contribution to processes of renewal, as well as the ways it questions and disrupts, and cultural makers are paid securely to support time for experimentation, failure and sharing.

In this thriving economy, many forms of work are valued, and everyone can access the knowledge and resources they need to live a good life. Cultural spaces are open and lively sites for gathering and imagining - made with and for local communities. The health and well-being of all species, the land and the environment are central to all forms of decision-making.

OUR GAELIC POLICY

As a team, and as community members, we are acutely aware of the importance of Gaelic language and culture as an integral part of life in Skye, Raasay and Lochalsh.

At the heart of our work is the desire to create spaces to explore, learn with, preserve, celebrate and imagine the future of Gaelic with many different people across the Gàidhealtachd - and beyond. Recognising the important role we have in the arts, we aim to contribute in meaningful ways to the wider discourse on Gaelic arts and to a flourishing Gaelic community of speakers and users through creative practice. We are conscious of the space ATLAS Arts can offer those wishing to use Gaelic informally at events, enabling confidence building, sharing of dialects and local vocabulary, without the need to be enrolled

in formal learning. These informal public spaces can support both use and learning of Gaelic. Our Gaelic plan seeks to value and promote these shared opportunities.

We will work with reference to the specific aims of ATLAS Arts' Gaelic Language and Culture Plan (published in 2022), revisiting actions and learning with our team and board annually.

WHAT WE DO

We offer a collectively made arts programme including long-term commissions, screenings, gatherings, alternative educational projects, residencies, meals, workshops and opportunities for sharing – across community halls, archaeological sites, schools, outdoors and other spaces.

Since its inception in 2010, ATLAS Arts has grown to develop a locally and internationally recognised programme through our unique, across-island, place-and-community-based work. Between 2010 and 2021, we have worked with over 800 artists, supported over 1200 events, collaborated with 11,000 participants, and engaged an audience of over 42000 people.

Working sensitively and reciprocally in our locale has been a key aim. This has been developed with the launch of a new Gaelic-English bilingual website and the development of new artist residency with Tobar an Dualchais, and seen in the popularity of our new open access publication studio, Making Publics Press, as well as the success of our new community cinema equipment resource that is in frequent use by various community groups – expanding access to film and community programming across Skye.

Examples of our current, continuing projects include:

CLIMAVORE: On Tidal Zones (2016–22)

In 2016, ATLAS Arts and artists Cooking Sections (Daniel Fernández Pascual and Alon Schwabe) began to explore the question “How do we eat as humans change the climate?” Since the launch of CLIMAVORE: On Tidal Zones, this long-term programme has continued to grow. From 2018 to 2021, the programme has hosted a series of performative meals and discussions on the intertidal zone and regenerative aquaculture at a specially constructed Oyster Table in Bayfield, Portree.

The Turner Prize nominated work has included school workshops, an apprenticeship programme with local restaurants, a collectively made recipe book, two new research residencies, and a series of film screenings, walks, and talks. This extensive programme has supported sustained partnerships locally and developed new models of organisational practice. A key success lay in ATLAS Arts' seeding of this project to become autonomous and grow on its own, with two new permanent local jobs now supported by CLIMAVORE CIC.

The School of Plural Futures (2020–ongoing)

“Through talking, thinking, making, experiencing and grieving these subjects, we have developed a community of people dedicated to working with each other and the land towards a more harmonious world.” —Emmie McLuskey, SoPF lead artist.

The School of Plural Futures is a long-term alternative school for young people in Skye, Raasay and Lochalsh. Led by Emmie McLuskey, the first year brought together a cohort of eight 16–25-year-olds with an expanded network of thirty co-collaborators (artists, activists, crofters, archivists, writers) to explore the interconnected nature of climate injustice, housing crises and the future of the Gàidhealtachd.

A much-needed space for young people locally to meet and discuss Highlands and Islands specific concerns, the school’s gatherings began online and spread to community halls, fields and shorelines across SRL. Sessions included: interactive workshops on singing, filmmaking, interpretative cartography and monoprinting; film screenings about community, land, climate activism, mental health and imagined futures; guest talks on community, conviviality, de-colonialism, and artistic practice; site visits to a community hydro-dam and points of cultural interest, guided walks and poetry readings.

Dàn Fianais (2020–22)

“This is an important film which I hope will generate further discussion on the multiple crises facing the Gàidhealtachd now. If you can, please do go along, watch, consider, and join the debate.” —Iain MacKinnon, Dàn Fianais contributor.

Dàn Fianais (Protest Poem) is a film portrait of Skye and Lochalsh and some of its inhabitants —human and otherwise. In a new partnership, it was co-commissioned by ATLAS Arts and Skye Climate Action, with artist Andrew Black who produced the film in collaboration with over sixty people with connections to Skye and Lochalsh. The research process included workshops, talks and conversations with local musicians, artists, the School of Plural futures, storytellers, folklorists and academics telling of their place and culture—as well as remaking and renewing it.

Produced during the COVID-19 pandemic and the unfolding climate crisis, the film voices the intimate and structural ways life in Skye and Lochalsh is changing. It reflects on the cultural ways of being that are on the brink of extinction and those that endure and acts as an invitation to imagine multiple possibilities forward together. It was launched with several sell-out screenings across Skye and Lochalsh in 2021 and, importantly, we continue to grow an audience with the work, screening it regularly for visitors and local groups alike.

WHERE WE ARE BASED

We are based in Portree but work across Skye, Raasay and Lochalsh. Covering an area of 270,656 hectares and with a population of approximately 15,000 people, it is a vast area connected by boat, bridge, Gaelic, shared stories, culture and communities.

Our projects are rooted in this area and the neighbouring Highlands and Islands, responding to its histories and speculative futures, climates and ecologies, challenges and assets, and the

skills and knowledge of the many different folk who call this place home. We work intentionally with no fixed venue, in various locations depending on the nature of each project, creating opportunities to make and take part in arts and culture across this dispersed rural and coastal location.

The geography and demography of the Highlands and Islands pose unique challenges and cultural organisations operating here need to work hard to ensure that the social, cultural and artistic programmes they present reflect the voices of their communities, while creating pathways for and with local youngsters.

OUR PARTNERSHIPS AND COLLABORATIONS

As a small rural arts organisation working in partnership and collaboration allows us to deliver our wide-ranging and diverse programme. Through working in this way, we can develop and produce meaningful and longer-term projects that build audiences locally, nationally and internationally, foster participation with a diversity of people, and provide enriched development opportunities for artists.

Nurturing relationships with a variety of different partners and collaborators is key to the continued sustainability of our organisation.

OUR VISION FOR GAELIC WITHIN ATLAS ARTS

At the heart of our organisational strategy for 2023-26, is the desire to create spaces to explore, learn with, preserve, celebrate and imagine the future of the Highlands and Islands with many different people across the Gàidhealtachd.

It is a core aim to support conversations with speakers and users of Gaelic and spaces for nuanced discussion on issues facing local communities and building relationships with Gaelic language and culture, as well as greater critical analysis and support of Gaelic visual art and what this means to artists today.

This will happen across our programme as a natural and integral thread, explored through publishing, artist residencies, arts criticism and spaces of conversation, as well as through the connection of people and ideas from other places and organisations.

THE NATIONAL GAELIC PLAN

ATLAS Arts fully supports the aims of the National Gaelic Language Plan 2018-23 and the current draft edition, 2023-2028.

We are committed to supporting the following aims through our work here at ATLAS Arts which are named in the National Gaelic Language Plan: -

- *Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us*
- *Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations*

- *Promoting a positive image of Gaelic whenever we can, as part of our day-to-day operations as an organisation*

INTERNAL GAELIC CAPACITY AUDIT

A key element in preparing this plan was to conduct an internal capacity audit of our own organisation. We surveyed our small, committed staff team and Board members about their individual abilities in Gaelic, their experience of any training and awareness raising, and their attitudes toward the development and implementation of a Gaelic plan for ATLAS Arts.

We were pleased to have had a high response rate of 87%. Whilst there were some members of the team who could use some words in Gaelic, there are currently no Gaelic speakers on the team. However, 93% positively responded to the opportunity to learn more Gaelic.

An internal audit will be conducted at least once during the life of this plan. Further information about the Internal Audit is available in Appendix One.

CONSULTATION ON THE DRAFT GAELIC PLAN

The Plan was consulted on with both staff and Board members prior to being made public and inviting the views of our stakeholders and the public. Our key stakeholders, other than the public, include Creative Scotland, Bòrd na Gàidhlig and smaller arts organisations across the Highland and Islands, such as SEALL and Fèisean nan Gàidheal.

The draft plan was available on the website and included in the regular newsletter to draw attention to it. Additional information can be found in Appendix 2.

2. KEY PRINCIPLES

EQUAL RESPECT

At ATLAS Arts, we will ensure that where Gaelic is included as part of our operations and services, it will be of an equal standard and quality as that which we provide in English.

ACTIVE OFFER

At ATLAS Arts, we will make an active offer of opportunities in Gaelic to both our employees and the public. This will ensure that Gaelic users are made aware of their existence and are actively encouraged to use them.

We will ensure that our Gaelic language services are as accessible as our English language services.

NORMALISING

At ATLAS Arts, we will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Plan’s aims.

3. PLAN AMBITIONS

Bòrd na Gàidhlig’s aim is that Gaelic is used more often, by more people and in a wider range of situations. Supporting language use and cultural learning, At ATLAS Arts, we have agreed the following high level aims, to help contribute to this overarching aim.

STRATEGIC PRIORITIES

High-level Aim	Using Gaelic
Desired Outcome	Support conversations with the Gaelic speakers and users and create spaces for nuanced discussion on issues facing local communities, building relationships with Gaelic language and culture, as well as greater critical engagement and support of Gaelic visual art and what this means to artists today.
Actions Required	<ol style="list-style-type: none"> 1. Ensure that spaces for discussion are embedded in the annual programme for ATLAS arts 2. Encourage young Gaelic speakers to participate in the School of Plural Futures and other programmes each year 3. Secure funding for the Tobar an Dualchais Gaelic Residency on an annual basis 4. Coordinate and collaborate on events, gatherings, and spaces that encourage the use of Gaelic and learning of Gaelic culture among our communities of speakers 5. Encourage events that make use of the skills and abilities of Gaelic speakers in our arts activities. 6. Expanding the collaborative work with visiting artists in Gaelic and cultural activities.
Target Date	Duration of the plan, annually
Responsibility	Artistic Director

High-level Aim	Learning Gaelic
Proposed Outcome	We will demonstrate our commitment to Gaelic language learning by offering every member of staff opportunities to learn Gaelic, by including Gaelic as part of the induction process for new staff and by delivering Gaelic Awareness sessions across the organisation for each year of the plan. Those with Gaelic will be encouraged to use it and to encourage others to pick up simple phrases and raise awareness more generally within the team and alongside collaborators.
Actions	1. Create space, funds and time for anyone on the team who would like to

Required	develop their Gaelic language awareness, ability and understanding 2. Those with some language skills will be encouraged to champion the everyday use of Gaelic in the workplace 3. Gaelic will be normalised within the workplace by introducing greetings and simple phrases into our day-to-day operations and at Board meetings
Target Date	Update staff handbook - January 2023 Gaelic Ability - Ongoing for the duration of the Plan Increased Collaboration - ongoing
Responsibility	Artistic Director and Diverse Economies Manager

High-level Aim	Promoting Gaelic
Proposed Outcome	Engage, plan, produce and deliver Gaelic cultural events around Skye, Raasay and Lochalsh, through increased collaboration with other Gaelic organisations
Actions Required	1. Explore the possibility of a Gaelic-essential post to complement the current team structure. 2. Collaborate with other partners on joint events and performances 3. Proactively encourage the inclusion of Gaelic events and projects when planning annual programmes
Target Date	Producer Post – Dec 2024 Everything else, ongoing
Responsibility	Artistic Director and Producer

High-level Aim	Promoting Gaelic
Proposed Outcome	Promote Gaelic by including it in poetry, artworks, books, fresh writing, new film, archives, alternative education projects, material cultures and making.
Actions Required	1. Increase the number of opportunities for Gaelic artistic growth and expression, using a variety of media and in partnership with Gaelic speaking artists and creators
Target Date	Ongoing
Responsibility	All

High-level Aim	Promoting Gaelic
Proposed Outcome	Research and develop a new children’s Gaelic book, collaborating with a visual artist in Skye and storyboarding with the children of the island themselves. The central aim is to develop a story along with visuals that is representative of today’s speakers, contributing to a better understanding of contemporary Gaelic language and culture, which includes a plurality of voices and experiences.
Actions Required	1. Arrange workshops around Skye, Raasay and Lochalsh with school children between the ages of 4-11 to help with the research and development of the book. 2. Collaborate with a visual artist in Skye and storyboard with the children

	of the island themselves. 3. Publish the children's Gaelic book, with support from Comhairle nan Leabhraichean and other relevant organisations.
Target Date	May 2024
Responsibility	Producer

ADDITIONAL AIMS

Public authorities, required to prepare a Gaelic Plan are expected to work towards the completion of set Corporate Service Aims, in addition to their High-Level Aims. At ATLAS Arts, we have reflected on these corporate aims and adopted those we feel would benefit our organisation and the communities we work with. Where we have used them, we have kept the same headings to match other Gaelic Plans, but the outcomes have been adjusted accordingly and proportionately.

COMMUNICATING WITH THE PUBLIC

Desired Outcome	Promotion Positive messages that communication from the public in Gaelic is always welcome are regularly repeated.
Actions Required	Increased Gaelic ability within the team, social media posts encouraging communication in Gaelic from users, as well as in office and event signage.
Target Date	Dec 2024
Responsibility	ATLAS Arts Director and Programme & Admin Assistant

Desired Outcome	Written Communication Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.
Actions Required	Increased Gaelic ability within the team, to allow for the public to contact us in Gaelic.
Target Date	Dec 2027
Responsibility	Artistic Director

Desired Outcome	Reception and phone Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public. If there are not staff available to deliver this, capacity will be built over time through training and recruitment.
Actions Required	Whilst we don't have a physical reception, and most of our initial correspondence happens electronically, we will ensure consideration is given to how we best continue to support Gaelic language in that context.
Target Date	Ongoing for the duration of the plan
Responsibility	Artistic Director

Desired Outcome	Public events Opportunities to hold public events bilingually or in Gaelic are regularly explored and promoted.
Actions Required	1. Ensure that Gaelic and bilingual events are developed as part of our programme of events by further collaboration with Gaelic artists, creators, projects and other organisations, locally, nationally and internationally.
Target Date	Annually throughout the plan
Responsibility	Producer

INFORMATION

Desired Outcome	News releases Appropriate news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Actions Required	1. We will increase our efforts to include Gaelic in media releases, launches and public speaking opportunities. 2. Secure additional fundraising to support more translation
Target Date	Ongoing
Responsibility	Diverse Economies Manager (funding)

Desired Outcome	Social Media Gaelic content distributed regularly through social media, working towards increasingly bilingual social media.
Actions Required	1. We aim to provide more content in the future once we have the skills available within the team. Meanwhile, we will work with translators, and translate in line with our own learning level, when appropriate and budgets allow.
Target Date	Ongoing
Responsibility	Programme Administrator

Desired Outcome	Website Gaelic content should be available on the organisation's website, with emphasis given to the pages with the highest potential reach
Actions Required	1. Translate the latest information being uploaded to the website, including key projects.
Target Date	August 2023
Responsibility	Programme Administrator

Desired Outcome	Corporate Publications Produced in Gaelic and English, where appropriate
Actions Required	1. We will continue to seek opportunities to collaborate with partners to create corpus materials such as the Gaelic playing cards, and books, which have been distributed to Gaelic-medium schools across the country.
Target Date	May 2025
Responsibility	Artistic Director

Desired Outcome	Language A process is in place to ensure that the quality and accessibility of Gaelic language in all ATLAS Arts information is high.
Actions Required	1. Continue to ensure translators are established and/or accredited and adhere to the recognised Gaelic Orthographic Conventions and make use of the Gaelic Place Names database, where relevant
Target Date	Ongoing duration of the Plan
Responsibility	Programme Administrator

Desired Outcome	Exhibitions and Performances Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis.
Actions Required	1. Proactively encourage Gaelic-speaking artists and creators to develop projects and performances in and for Gaelic. 2. Coordinate gatherings and sharings with Gaelic-speakers from our communities, to reflect on the place of language and culture at this point in time and to assist in its accessibility
Target Date	Increase programme of Gaelic events evident by Dec 2023
Responsibility	Producer

STAFF

Desired Outcome	Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each edition of the plan.
Actions Required	1. Redistribute the survey used in July 2022 to compare the abilities and attitudes during the lifecycle of this plan.
Target Date	Dec 2026
Responsibility	Artistic Director

Desired Outcome	Induction and Awareness Training Knowledge of our Gaelic Plan and training opportunities are embedded in new staff inductions.
Actions Required	1. Awareness of our role in supporting Gaelic language and culture will be included in our staff induction programme and new staff will be given the opportunity to attend a Gaelic Awareness module.
Target Date	Ongoing as new staff and Board members join the team
Responsibility	Artistic Director

Desired Outcome	Language training Gaelic language skills training and development, delivered to staff.
Actions Required	Where appropriate. Staff and Board members will be given the opportunity to learn Gaelic through attendance of classes and some course funding, in line with organisational priorities .
Target Date	Ongoing
Responsibility	Artistic Director

Desired Outcome	Using Gaelic Staff are encouraged to use Gaelic in their work.
Actions Required	1. Encourage staff to use what Gaelic they have in the workplace 2. Encourage those who have Gaelic to champion its use within the workplace and to use it in collaboration with staff in partner organisations
Target Date	Ongoing
Responsibility	Artistic Director

Desired Outcome	Recruitment Gaelic language skills are recognised and respected within the recruitment process throughout the organisation.
Actions Required	1. Gaelic skills will be recognised and respected in our recruitment processes at ATLAS Arts. 2. Gaelic will be named as a desirable skill in all our job descriptions and if funding is found for a new Gaelic-speaking Producer post, this will be advertised as a Gaelic-essential skill. 3. Bilingual recruitment advertising will be used for posts where Gaelic is an essential skill.
Target Date	Ongoing
Responsibility	Artistic Director

5. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

SCOTTISH GOVERNMENT NATIONAL OUTCOMES

As an independent arts organisation, ATLAS Arts is not required or expected to meet or align with particular national frameworks, however, it was interesting to note how aligned the work of ATLAS is, in terms of naturally supporting the national outcomes below:

- give opportunities to all
- increase the wellbeing of people living in Scotland
- create sustainable and inclusive growth
- reduce inequalities and give equal importance to economic, environmental and social progress

Examples of how our work contributes to each outcome is outlined as follows:

Children and Young People: *We grow up loved, safe and respected so that we realise our full potential*

The provision of our School of Plural Futures takes the form of a series of gatherings for young people aged 16-25 – a space to think and create responses to local and global challenges facing young people.

Communities: *We live in communities that are inclusive, empowered, resilient and safe*

We develop and run events locally which encourage intergenerational sharing of ideas, knowledge and thinking. Recent examples include the boatbuilding project - a series of activities leading towards the building of two new coastal rowing skiffs and the re-staging of a race between Plockton and Portree.

Culture: *We are creative and our vibrant and diverse cultures are expressed and enjoyed widely*

Economy: *We have a globally competitive, entrepreneurial, inclusive and sustainable economy*

We invest in economic values based on social and ecological justice. We develop events, workshops and collaborations which make the possibilities of a better way of imagining the economy more visible, and have employed a new Diverse Economies Manager to promote collective values, collaboration and a wellbeing-focused economy.

Education: *We are well educated, skilled and able to contribute to society*

We facilitate the sharing of skills and knowledge locally. Recent examples include the Making Publics Press the Making Publics Press, which is a book making studio, which has all the equipment needed to design, print, bind and trim books and publications. Open days are held twice monthly for anyone to attend and learn how to use the equipment.

Environment: *We value, enjoy, protect and enhance our environment*

All of our projects address different ways of engaging with land and local ecology. Land Line was a series of five walks over five days that offered a unique chance to explore our relationship with the landscape. Led by Skye-based artist Caroline Dear, each featured a specially invited collaborator and encouraged observation and conversation.

Fair Work and Business: *We have thriving and innovative businesses, with quality jobs and fair work for everyone*

We promote long-term and fair pay for artists. Our work reflects a wide range of lived experiences, practices, geographies, longitudes and latitudes. We work to ensure equal footing - creating space for conversation, community building and action through art. We encourage local recruitment and are flexible as employers to ensure we have the best people in the right places and living in their best circumstances.

Health: *We are healthy and active*

Much of our work takes place outdoors, through walks, trips to the tidal zone, boat-building, outdoor meals etc. Many of our projects explore ways of producing and eating healthy sustainable food (Seed Stewardship, CLIMAVORE).

Human Rights: *We respect, protect and fulfil human rights and live free from discrimination*

We offer events and projects which tackle areas where access might be restricted or where there is discrimination. This includes work with young people and taking on a participant led approach in our alternative education programmes. Our programme across the board explores ideas of plurality and the celebration of multiple ways of belonging. Our Diverse Economies interest is in exploring how we might restructure the ways we live and work together to build a fairer and more just society.

International: *We are open, connected and make a positive contribution internationally*

Ragadawn, was a sunrise vocal outdoor performance from the last hours of night until the very early morning. A multisensory composition for two voices (spoken and sung), multiple languages and electronic frequencies to accompany and celebrate the rising of day. The work drew on ancient and contemporary musical and literary sunrise traditions, such as troubadour love poetry, while at the same time addressing the linguistic territories of the UK and European Union, specifically languages that are endangered or at risk, and those that are emerging. It was first performed in 2016 as sold-out performances at the Festival de la Batie (Geneva) and Estuary Festival (Southend) and garnered great reviews.

Poverty: *We tackle poverty by sharing opportunities, wealth and power more equally*

We build community equipment resources such as cinema equipment and book making facilities accessed on a pay-what-you-can basis, building skills and knowledge on how to run events and projects autonomously. Our events are offered free of charge so that they are accessible to all and that money is not a barrier to participating in our gatherings, discussions and spaces for creating and reflecting.

For more information on Scotland's National Outcomes visit:<http://www.scotland.gov.uk/About/Performance/scotPerforms/outcome>

6. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

We are aware that there are a number of organisations working locally, who are either directly - or indirectly - engaged with Gaelic language and culture and we work in a collaborative way with them, where possible.

Previous successful partnerships have included our annual Artist in Residency programme with Tobar an Dualchais, which is open to visual and sound artists with an interest in oral history, archives and sound. This residency aims to foster meaningful engagement with Gaelic culture and heritage, and to build critical and imaginative responses to the complexities of Scottish history and cultural identity.

We are also aware that there are discussions around a Gaelic plan for the geographical area, in addition to individual organisations, and we would be keen to contribute to such a plan too.

Skye, Raasay and Lochalsh have a long and shared history of working together with a strong community mindset and ethos of collaboration, sharing and helping. We are confident that this will continue through the Gaelic plans being developed at both organisational and local

level, and hope that we can impact positively on these plans.

7. PUBLICATION

PUBLISHING AND PUBLICISING THE PLAN

INTERNAL

Following the internal Gaelic Capacity audit, a sub-group comprising Board and Staff members was formed and involved in the development of the Plan. All staff and Board members were given the opportunity to contribute to, and comment on, the contents of the plan.

EXTERNAL

Our Gaelic Plan will be published in Gaelic and in English on our website. In addition, we will:

- issue a press release announcing the plan
- publicise the plan through a variety of social media platforms
- distribute copies to arms-length organisations and other third-party organisations, explaining their role in the delivery of the plan
- distribute copies of the plan to key stakeholders and other interested organisations

8. RESOURCING THE PLAN

As with all Creative Scotland Regularly Funded Organisations, ATLAS Arts has not received an increase in Core funding since 2014. We continue to advocate for increased core funding to support the rise in Living Wage, artist union rates, inflation, energy, fuel and material costs accrued over this period, which is putting increased strain on delivery of our core aims.

Notwithstanding, we continue to dedicate large amounts of staff time to additional fundraising, and funding has been secured to assist with the development of a Gaelic children's book. Additional funding will be sourced as part of the next round of Creative Scotland's regular funding (now delayed to April 2025), to ensure that Gaelic is embedded within our aims and activities, rather than being added on. Where there are additional funds available, for example via Bòrd na Gàidhlig, we will ensure that applications are made in line with our strategic priorities.

Some changes will be made to annual budget setting to incorporate the additional costs required for the implementation of the plan, such as staff development costs for Gaelic acquisition and continuing translation costs. Specific projects, however, would need to be resourced externally.

9. MONITORING THE PLAN

We will report biannually to our Board on progress with the Gaelic Plan, and a report will be submitted to Bòrd na Gàidhlig, to provide information. It is expected that the Plan will evolve over the 5-year period, and we look forward to seeing how it develops and is reviewed during that period. Our approach will ensure we are not simply measuring progress by assessing quantitative data and that we consider the more qualitative engagement and discourse to reflect our progress.

10. THE Gaelic Plan – IMPLEMENTATION AND MONITORING

OVERALL RESPONSIBILITY FOR THE PLAN

The Artistic Director has overall responsibility for preparation, delivery and monitoring of ATLAS Arts' Gaelic Plan. They can be contacted as follows: -

Ainslie Roddick
Artistic Director
ATLAS Arts
01478 611143
ainslie@atlasarts.org.uk

DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

The Programme Administrator has day-to-day responsibility for the delivery and monitoring of ATLAS Arts' Gaelic Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

Katharine Barrington
Programme Assistant
ATLAS Arts
katharine@atlasarts.org.uk

GAELIC PLAN IMPLEMENTATION AND MONITORING GROUP

A sub-group was set up to assist with the development of the Plan. Once the plan has been adopted, its implementation will become an integral part of the Board's remit and input from staff will be essential. This situation will be reviewed regularly to ensure its usefulness, but for now, a separate group will not be created.

ENGAGING WITH STAFF

Our team at ATLAS Arts is small and collaborative. The initial conversations around a Gaelic Plan were held at both staff and Board level. A sub-committee was then formed to work on the development of the Plan with an external contractor. The initial internal capacity audit also asked for thoughts around the importance of a Gaelic Plan and how it could be created in a meaningful manner. Continuing dialogue with both staff and Board has allowed for

conversations and reflections to take place. We are keen that the Plan reflects the values of our organisation so that it will be meaningful, accessible to all, embedded and evolving, in its nature.

ARM'S LENGTH ORGANISATIONS AND THIRD PARTIES

We work with a number of other artists, performers and organisations. Some of those are Gaelic organisations, for example, Tobar an Dualchais and Sabhal Mòr Ostaig. We will always mention our Gaelic Plan and desire to support Gaelic in all our projects and with all our collaborators and partners. Where there is an opportunity to support Gaelic within a project, we aim to do that to the best of our ability.

APPENDIX 1 – INTERNAL GAELIC CAPACITY AUDIT

The Gaelic Internal Audit survey was distributed to Staff and Board members during July 2022. This was a first step towards the development of a Gaelic Plan for the organisation. There are five members currently on the Staff team and 10 Board members, with an additional three who have just recently been recruited. In total, thirteen responses were received, representing a remarkably high response rate of 87%. (100% staff response and 77% Board response)

Whilst the number of staff and Board members currently able to communicate in Gaelic is low, there is an evidently strong desire to engage with and learn the language and to integrate Gaelic meaningfully into the mission and values of the organisation, via a Gaelic Plan.

There is a sensitivity around the context of Gaelic in the geographical area covered by ATLAS Arts and the role of other organisations as well as recognition that ATLAS Arts' role could be more supportive for the artists using and engaging with Gaelic. Reasons for connecting with Gaelic are varied and there is an appreciation that people will connect to a language and its culture in diverse ways.

The values in ATLAS Arts' own strategic document have come through strongly in these responses, which emphasise the need to ensure that the Gaelic Plan needs to be meaningful, embedded, accessible to all and evolving in its nature.

- 62% (8) have some level of Gaelic ability, ranging from understanding a few words, to holding a conversation in Gaelic. 37% (5) have no Gaelic at all. No-one is fluent in Gaelic.
- 23% (3) have some ability in simple written Gaelic.
- 46% (6) have some capacity to read simple Gaelic (from posters, for example).
- 93% (12) would be interested in opportunities to develop their Gaelic ability.
- To date, no members of staff had undertaken any Gaelic Awareness training
- There are currently no Gaelic-desirable or Gaelic-essential roles within the organisation
- There are no internal processes currently being delivered or undertaken through the medium of Gaelic

APPENDIX 2 – CONSULTATION

A consultation was carried out with ATLAS Arts' stakeholders during November 2022 and the end of January 2023. Feedback was received from most of those who were contacted. The comments and suggestions have been incorporated into this plan and thanks are due to those who took the time to review and comment on the usefulness of the plan, suggesting positive and helpful amendments.

Those invited to comment included:

Creative Scotland

Mairi Gillies, Visual Artist

Sabhal Mòr Ostaig

Grace Wright, School of Plural Futures

Alumni

Tobar an Dualchais

Chrissie Gillies, Community Land Scotland

