



Fermanagh & Omagh
District Council
Comhairle Ceantair
Fhear Manach agus na hÓmaí

Irish Language Policy

Beartas Gaeilge



Discussion document 2020
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Introduction | Réamhrá

Fermanagh and Omagh District Council recognises and celebrates the rich diversity of linguistic traditions that has helped to shape the history of the district, and that continues to reflect in the variety of languages that are written, spoken, and understood by the District's residents and visitors. To accommodate this action this Policy aspires to protect, promote and enhance the Irish language within the District.

This Policy will function within the broader context of the Council's Linguistic Diversity Policy, Good Relations Strategy, Corporate Brand Identity and the Council's Corporate Plan and Community Plan for the Fermanagh and Omagh District.

According to the 2011 Census figures, within the Fermanagh and Omagh District 14.54% of the local population had some knowledge of the Irish language. Fermanagh and Omagh District Council is committed to promoting and facilitating the use of Irish language.

Aithníonn Comhairle Ceantair Fhear Manach agus na hÓmaí éagsúlacht shaibhir na dtraidisiún teanga a chuidigh le stair a' cheantair a mhúnlú, agus atá go fóill le feiceáil sna teangacha éagsúla a scríobhann, a labhraíonn agus a thuigeann cónaitheoirí agus cuairteoirí a' cheantair. Ar mhaithe leis an ghníomhaíocht sin a chosaint, féachann an beartas seo leis an Ghaeilge a fheabhsú agus a chur chun cinn taobh istigh den Cheantar.

Feidhmeoidh an Beartas seo taobh istigh de chomhthéacs níos leithne de Bheartais eile de chuid na Comhairle. Ina measc tá Beartas Éagsúlacht Teanga, Straitéis Dea-Chaidrimh, Féiniúlacht Branda Chorporáidigh, Plean Corparáideach na Comhairle agus an Plean Pobail do Cheantar Fhear Manach agus na hÓmaí.

Dar leis na figiúirí ó Dhaonáireamh 2011, bhí eolas éigin ar an Ghaeilge ag 14.54% den daonra áitiúil laistigh de Cheantar Fhear Manach agus na hÓmaí. Tá Comhairle Ceantair Fhear Manach agus na hÓmaí tiomanta d'úsáid na Gaeilge a chur chun cinn agus a éascú sa cheantar.

Legislation and Guidance | Reachtaíocht agus Treoir

The Policy represents a local response to various regional, national and international policies and initiatives along with statutory obligations while also aspiring to help promote linguistic development within the Council and the District generally.

There have been a number of initiatives designed to help promote, protect and enhance linguistic diversity. Most significantly, in 2001 the UK Government ratified the European Charter for Regional or Minority Languages, with Irish being designated as a minority language in the context of Northern Ireland. Part II of the Charter commits the UK Government to recognising Irish as a language to which the general principle of nondiscrimination applies in Northern Ireland, with Part III applying only to Irish.

The Charter continues to reflect in recent government initiatives in Northern Ireland and including the Department of Culture, Arts and Leisure (DCAL) 2015, 'Strategy to Enhance and Protect the Development of the Irish Language 2015 – 2035'.

The Council's Irish Language Policy will operate in harmony with both the principles and practice of the European Charter for Regional or Minority Languages. This adherence will continue with regard to changes to legislation due to the United Kingdom's exit from the European Union. This policy will be reviewed when further linguistic and language legislation is introduced.

Freagairt áitiúil do bheartais agus do thograí éagsúla réigiúnacha, náisiúnta agus idirnáisiúnta, in éineacht le hoibleagáidí reachtúla, is ea an Beartas seo, a fhéachann fosta le forbairt teanga a chur chun cinn taobh istigh den Chomhairle agus den Cheantar go ginearálta.

Ceapadh roinnt tionscnamh chun cuidiú le héagsúlacht teanga a chur chun cinn, a chosaint agus a fheabhsú. Go sonrach, sa bhliain 2001, rinne rialtas na Ríochta Aontaithe an Chairt Eorpach do Theangacha Réigiúnacha nó Mionlaigh a dhaingniú. Ainmníodh an Ghaeilge sa chairt sin mar theanga mionlaigh i gcomhthéacs Thuaisceart Éireann. Cuireann Cuid II den Chairt dualgas ar Rialtas na Ríochta Aontaithe an Ghaeilge a aithint mar theanga lena mbaineann prionsabal ginearálta an neamhleithcheala i dTuaisceart Éireann, agus Cuid III ag baint leis an Ghaeilge amháin.

Tá éifeacht na Cairte le feiceáil i dtionscnaimh rialtais ar na mallaibh i dTuaisceart Éireann, lena n-áirítear an 'Straitéis le Forbairt na Gaeilge a Fheabhsú agus a Chosaint 2015-2035', rud a d'fhoilsigh an Roinn Cultúir, Ealaíon agus Fóillíochta sa bhliain 2015.

Oibreoidh Beartas Gaeilge na Comhairle as lámha a chéile le prionsabail agus cleachtas na Cairte Eorpaí do Theangacha Réigiúnacha nó Mionlaigh. Cloífead leis an chleachtas sin, ag cur san áireamh athrú ar bith sa reachtaíocht mar gheall ar imeacht na Ríochta Aontaithe ón Aontas Eorpach. Déanfar an Beartas seo a athbhreithniú nuair a thabharfar reachtaíocht teanga nua isteach.

In combination, the Policy has taken account of the following (see Appendix I for further details):

- European Charter for Regional and Minority Languages 1992
- Local Government (Miscellaneous Provisions) (NI) Order 1995
- Disability Discrimination Act 1995
- Race Relations (NI) Order 1997
- Fair Employment and Treatment (NI) Order 1998
- Section 75 and Schedule 9 NI Act 1998
- Belfast / Good Friday Agreement 1998
- Human Rights Act 1998
- NI (St Andrews Agreement) Act 2006
- ECNI Guidance on Promoting a Good and Harmonious Working Environment 2009
- DCAL Strategy for Protecting and Enhancing the Development of the Irish Language 2015 to 2035
- OFMDFM 'Together: Building a United Community' 2013
- UNESCO Convention for the Safeguarding of the Intangible Cultural Heritage
- New Decade, New Approach 2020

Tá an méid seo a leanas curtha san áireamh sa Bheartas (féach Aguisín 1 le haghaidh tuilleadh eolais):

- An Chairt Eorpach do Theangacha Réigiúnacha nó Mionlaigh 1992
- An tOrdú Rialtais Áitiúil (Forálacha Ilghnéitheacha) (TÉ) 1995
- An tAcht in aghaidh Idirbhealaí ar Bhonn Míchumais 1995
- An tOrdú um Chaidreamh Idir Ciníocha (TÉ) 1997
- An tOrdú um Fhostaíocht agus um Dhéileáil Chothrom (TÉ) 1998
- Alt 75 d'Acht Thuaisceart Éireann 1998 agus Sceideal 9 a ghabhann leis
- Comhaontú Aoine an Chéasta / Comhaontú Bhéal Feirste 1998 o An tAcht um Chearta an Duine 1998
- Acht Thuaisceart Éireann 2006 (Comhaontú Chill Rìmhinn)
- Treoir ó Choimisiún Comhionannais Thuaisceart Éireann maidir le Timpeallacht Oibre Mhaith agus Shíochánta a Chur Chun Cinn 2009
- Straitéis na Roinne Cultúir, Ealaíon agus Fóillíochta le Forbairt na Gaeilge a Fheabhsú agus a Chosaint 2015 go 2035
- Oifig an Chéad-Aire agus an LeasChéad-Aire 'Le Chéile: Ag Tógáil Pobal Aontaithe' 2013
- Comhdháil UNESCO um Chosaint na hOidhreachtacha Cultúrtha Doláimhsithe
- Deich mBliana Nua, Cur Chuige Nua 2020

Aim | Aidhm

The policy aims to set out guiding principles that will demonstrate Fermanagh and Omagh District Council's commitment to facilitate and encourage the promotion, protection and use of Irish language.

This policy builds on Council's commitments to celebrate linguistic diversity and to deliver equality of opportunity for all who avail of Council services. It also sets out Fermanagh and Omagh District Council's legislative obligations.

Is é aidhm an Bheartais ná treoirphrionsabail a leagan amach a léireoidh gealltanais Chomhairle Ceantair Fhear Manach agus na hÓmaí i leith cur chun cinn, cosaint agus úsáid na Gaeilge a éascú agus a spreagadh.

Tógann an Beartas seo ar ghealltanais na Comhairle le ceiliúradh a dhéanamh ar éagsúlacht teanga agus le comhionannas deiseanna a chur ar fáil do gach duine a bhaineann leas as seirbhísí na Comhairle. Leagann sé amach na hoibleagáidí reachtacha atá ar Chomhairle Ceantair Fhear Manach agus na hÓmaí fosta.

Objectives | Cuspóirí

By working in accordance with this Policy, Fermanagh and Omagh District Council will:

- Embrace Irish language in all forms including the encouragement of the use of Irish in both service delivery and in civic life.
- Where practicable, facilitate residents and visitors who may wish to use Irish as their first language.
- Enhance positive attitudes towards the Irish language within the District through promotion of the language, celebrating its significance in the history and culture of Fermanagh and Omagh.
- Afford Elected Members and staff the opportunity to use and access the Irish language whenever appropriate, while respecting other's identities and being mindful of the Council's corporate responsibilities.

Ag obair di de réir an Bheartais seo, beidh Comhairle Ceantair Fhear Manach agus na hÓmaí sásta:

- Glacadh leis an Ghaeilge ina cuid foirmeacha uilig, lena n-áirítear úsáid na Gaeilge a spreagadh i soláthar seirbhíse agus sa saol cathartha araon.
- Áit ar féidir é, an seans a thabhairt do chónaitheoirí agus cuairteoirí an Ghaeilge a úsáid mar chéad teanga, más mian leo é sin a dhéanamh.
- Cur chuige dearfach i leith na Gaeilge a chothú taobh istigh den Cheantar tríd an teanga a chur chun cinn, agus a tábhacht a cheiliúradh i stair agus i gcultúr Fhear Manach agus na hÓmaí.
- Seans a thabhairt do Chomhaltaí Tofa agus don fhoireann an Ghaeilge a úsáid agus teacht a bheith acu ar an Ghaeilge nuair is cuí, ach meas a bheith acu ar fhéiniúlachtaí daoine eile agus gan dearmad a dhéanamh ar fhreagrachtaí corparáideacha na Comhairle.

Guiding Principles | Treoirphrionsabail

Fermanagh and Omagh District Council's Irish Language Policy is based on the requirements of Parts II and III of the European Charter for Regional or Minority Languages. The policy presents a number of guiding principles from which the Council will implement a range of positive actions to promote, enhance and protect Irish language and encourage its use.

Tá Beartas Gaeilge Chomhairle Ceantair Fhear Manach agus na hÓmaí bunaithe ar cheanglais Chodanna II agus III den Chairt Eorpach do Theangacha Réigiúnacha nó Mionlaigh. Is de réir na dtreoirphrionsabal sa bheartas a bheidh an Chomhairle ag gníomhú leis an Ghaeilge a chur chun cinn, a fheabhsú, a chosaint agus daoine a spreagadh chun í a úsáid.

Principle One: Supporting Irish Language Prionsabal a hAon: Tacú leis an Ghaeilge

Fermanagh and Omagh District Council is committed to the protection and promotion of the Irish language. The Council recognises that the Irish language is an expression of cultural wealth and there is a need for the Council to support Irish in order to help protect and strengthen it. To ensure this the Council will;

- Prepare a Fermanagh and Omagh District Council Irish Language Strategy to support and encourage the development and promotion of the Irish language.
- Through implementation of the Strategy the Council will encourage better understanding of the shared linguistic heritage of Irish. It will also recognise the contribution that the Irish language can make to the vibrant society within the District.
- The Strategy will identify opportunities to promote and learn the language by encouraging grant aid and bursary applications for Irish language initiatives from individuals and Irish Language Community.

Tá Comhairle Ceantair Fhear Manach agus na hÓmaí tiomanta don Ghaeilge a chosaint agus a chur chun cinn. Aithníonn an Chomhairle gur léiriú ar shaibheas cultúrtha atá sa Ghaeilge agus gur gá don Chomhairle tacú leis an Ghaeilge chun í a chosaint agus a láidriú. Le é sin a chinntiú, beidh an Chomhairle sásta:

- Straitéis Gaeilge Chomhairle Ceantair Fhear Manach agus na hÓmaí a ullmhú ar mhaithe leis an Ghaeilge a fhorbairt agus a chur chun cinn.
- De thoradh an straitéis a chur i bhfeidhm, spreagfaidh an Chomhairle tuiscint níos fearr ar an oidhreacht roinnte teanga atá ag an Ghaeilge. Tabharfaidh straitéis na Comhairle le fios fosta gur féidir leis an Ghaeilge ról lárnach a bheith aici i bpobal bríomhar a' cheantair.
- Sainithneoidh an Straitéis seansanna leis an Ghaeilge a chur chun cinn agus í a fhoghlaim trí dhaoine aonair agus tríd an phobal Gaeilge a spreagadh iarratas a dhéanamh ar chúnamh deontais agus ar sparánachtaí.

Principle Two: Communications and Visibility

Prionsabal a Dó: Cumarsáid agus Infheictheacht

The Council's Corporate identity will be English and Irish with English remaining the language of internal communications. Fermanagh and Omagh District Council will respect the right of employees to use Irish within the workplace. The policy will facilitate Irish speakers to communicate with the Council through the medium of Irish.

- Printed materials produced by the Council will include Irish where appropriate. Council literature and forms should be available to the public in English and, where appropriate, Irish format, according to need and as resources permit.
- The Council will ensure that users of Irish may submit oral or written communications in Irish. Fermanagh and Omagh District Council will correspond in the chosen language of the recipient, where this choice is known.
- The Council will ensure that in planning presentations, events and festivals where appropriate allowance is made for incorporating the use of the Irish language.
- The Council will enhance the visibility of Irish and foster different means of accessing the language as part of everyday life.
- The Council will facilitate a settlement signage programme on request; and maintain a bilingual street signage programme

Is é Béarla agus Gaeilge a bheidh i bhféiniúlacht Chorporáideach na Comhairle, agus Béarla á úsáid go fóill mar theanga cumarsáide inmheánaí. Urramóidh Comhairle Ceantair Fhear Manach agus na hÓmaí an ceart atá ag fostaithe an Ghaeilge a úsáid san áit oibre. Tabharfaidh an Beartas deis do Ghaeilgeoirí cumarsáid a dhéanamh leis an Chomhairle trí mheán na Gaeilge.

- Beidh Gaeilge curtha san áireamh ar ábhair chlóite más cuí. Ba cheart litríocht agus foirmeacha na Comhairle a bheith ar fáil i mBéarla agus, más cuí, i nGaeilge, de réir riachtanais agus de réir na n-acmhainní atá ar fáil.
- Déanfaidh an Chomhairle cinnte de gur féidir le lucht na Gaeilge cumarsáid béil nó scríofa a dhéanamh leis an Chomhairle trí mheán na Gaeilge. Tabharfaidh Comhairle Fhear Manach agus na hÓmaí freagra sa teanga a roghnaigh an té a bhí i dteagmháil, más eol.
- Déanfaidh an Chomhairle cinnte de go ndéanfar iarracht chuí úsáid na Gaeilge a chur ar áireamh agus láithreoireachtaí, imeachtaí agus féilte á bpleanáil.
- Cuirfidh an Chomhairle le hinfeictheacht na Gaeilge agus cothóidh sí fosta modhanna éagsúla do dhaoine an Ghaeilge a úsáid mar chuid dá saol.
- Éascóidh an Chomhairle clár comharthaíochta lonnaithe cibé áit a n-iarrtar é, agus coinneoidh sí clár comharthaíochta dátheangáí sráide ar bun.

Principle Three: Staff and Administrative Processes

Prionsabal a Trí: Foireann agus Próisis Riaracháin

Fermanagh and Omagh District Council will deliver training for Council Officers in the detail of this policy so that they will be able to respond appropriately to enquiries in Irish.

- Irish language awareness and language training will be delivered to Elected Members and staff.
- Staff will be encouraged to use what Irish they have. Fluency in Irish will not be a requirement for any position that would not ordinarily justify the appointment of an Irish speaker.
- The Council will provide translation services to staff.
- The Council will provide Irish versions of internal documentation to staff on request.

Mar chuid den Bheartas seo, cuirfidh Comhairle Ceantair Fhear Manach agus na hÓmaí oiliúint ar fáil d'Oifigigh na Comhairle sa dóigh go mbeidh siad in ann freagra cuí a thabhairt ar fhiosruithe i nGaeilge.

- Cuirfear oiliúint feachtas teanga agus Gaeilge ar fáil do Chomhaltaí Tofa agus don fhoireann.
- Tabharfar spreagadh don fhoireann an méid Gaeilge atá acu a úsáid. Ní bheidh líofacht sa Ghaeilge riachtanach ach amháin do phost a bhaineann go díreach leis an Ghaeilge.
- Cuirfidh an Chomhairle seirbhísí aistriúcháin ar fáil don fhoireann.
- Cuirfidh an Chomhairle leaganacha Gaeilge de cháipéisí inmheánacha ar fáil don fhoireann, má iarrtar sin.

Roles and Responsibilities | Róil agus Freagrachtaí

The Chief Executive has overall responsibility for the implementation of the Policy. All employees are expected to follow the Policy and to take appropriate action to meet its aims and objectives.

Directors and Heads of Service will:

- Be responsible for the implementation of the Policy within their respective Departments.
- Monitor the delivery and implementation of the Policy within their Departments.

Is é an Príomhfheidhmeannach an duine a bhfuil an fhreagracht fhoriomlán air as an Bheartas a chur i bhfeidhm. Bítear ag súil leis go leanfaidh gach fostaí an Beartas agus go ndéanfaidh siad gníomhaíocht chuí chun aidhmeanna agus cuspóirí an Bheartais a chomhlíonadh.

Déanfaidh Stiúrthóirí agus Ceannairí Seirbhíse na nithe seo a leanas:

- Freagracht a ghlacadh as an Bheartas a chur i bhfeidhm ina ranna féin;
- Súil a choinneáil ar sholáthar agus cur i bhfeidhm an Bheartais taobh istigh dá ranna féin.

The **Director of Environment and Place** will have responsibility for the policy and to manage Requests for the use of bi-lingual street signage.

Relevant Officers will:

- Provide guidance and support in relation to the Policy.
- Deliver against an Irish Language Strategy and action plan which will ensure the effective implementation of the Policy.
- Review programmes resulting from the Policy and Irish Language Strategy and make recommendations which reflect the evolving needs of the Irish Language users in the district.

Elected Representatives will be responsible for the overall monitoring of the Policy, as well as suggesting possible improvements and amendments.

Is é **Stiúirthóir na Roinne Timpeallachta agus Áite** a bheidh freagrach as an Bheartas a chur i bhfeidhm agus as bainistiú a dhéanamh ar iarrataí ar chomharthaíocht dháttheangach sráide.

Déanfaidh Oifigigh chuí na nithe seo a leanas:

- Tacaíocht agus treoir a chur ar fáil i dtaca leis an Bheartas.
- Straitéis agus Plean Gníomhaíochta Gaeilge a chur le chéile, rud a dhéanfaidh cinnte de go gcuirfear an Beartas i bhfeidhm go héifeachtach.
- Athbhreithniú a dhéanamh ar chlár a eascróidh as an Bheartas agus as an Straiteis Gaeilge agus moltaí a dhéanamh a léiríonn riachtanais athraitheacha na nGaeilgeoirí sa cheantar.

Is iad na **Comhaltaí Tofa** a bheidh freagrach as monatóireacht fhoriomlán a dhéanamh ar an Bheartas, chomh maith le feabhsuithe nó leasuithe féideartha a mholadh.

Monitoring | Monatóireacht

The Council will monitor the implementation of the Policy at regular intervals and will respond to both regional and local changes in circumstance or new initiatives.

Déanfaidh an Chomhairle monatóireacht ar chur i bhfeidhm an Bheartais go rialta agus freagróidh sí d'athruithe réigiúnacha agus áitiúla araon i gcúinsí nó i dtionscnaimh nua.

Linkages | Naisc

This Policy provides the framework to guide the Council's practice in relation to Irish. The Policy operates in accord with the Council's Corporate Plan which links it with all other plans and strategies carried out by the Council. It also links into the Corporate Customer Services Policy and Procedures, and the Council's Equality Scheme.

Cuireann an Beartas seo creat ar fáil le haghaidh cleachtas na Comhairle a threorú i dtaobh na Gaeilge de. Oibríonn an Beartas de réir Phlean Corparáideach na Comhairle a nascann é le gach polasaí agus straitéis eile de chuid na Comhairle. Tá an Beartas nasctha fosta le Beartas Corparáideach agus Nósanna Imeachta Seirbhísí Custaiméirí agus Scéim Comhionannais na Comhairle.

Review | Athbhreithniú

The Irish Language Policy, under normal circumstances, will be formally reviewed every three years. The Policy will also be subject to annual scrutiny and, from time to time, updates and re-issues will be circulated.

The Policy will be reviewed sooner in the event of any one or more of the following:

- A failure or weakness in the policy is highlighted.
- Changes in legislative requirements.
- Changes in Government/Council or other directives and requirements.

Déanfar Beartas na Gaeilge a athbhreithniú gach trí bliana, de ghnáth. Déanfar iniúchadh bliantúil ar an Bheartas fosta agus, ó am go chéile, scaipfear an t-eolas is deireanaí agus atheisiúintí.

Déanfar an Beartas a athbhreithniú níos luaithe ná sin má tharlaíonn aon cheann de na rudaí seo a leanas:

- Tarraingítear aird ar theip nó ar laige sa Bheartas.
- Athruithe i gceanglais reachtaíochta.
- Athruithe ar leibhéal an Rialtais nó na Comhairle nó i dtreoracha agus ceanglais eile.

Appendix One Relevant Statutes and Guidance

Aguisín a hAon Reachtanna Cuí agus Treoir

European Charter for Regional and Minority Languages 1992

In 2001 the UK Government ratified the European Charter for Regional or Minority Languages, with Irish and Ulster Scots both designated as minority languages in the context of Northern Ireland.

Part II of the Charter commits the UK Government to recognising Irish and Ulster-Scots as languages to which the general principles of non-discrimination should apply.

The Government also signed up to Part III of the Charter in relation to Irish in Northern Ireland. This part contains a series of specific provisions concerning the place of regional or minority languages in the various sectors of the life of the community, Articles 8-14. For example, Article 10 of the Charter refers to local authorities' duties, and including district councils, encouraging, as far as is reasonably possible, resolute action to promote minority languages, including the facilitation and/or encouragement of the use of Irish in speech and writing in both private and public life.

The overriding purpose of the Charter is to promote cultural diversity through the use of a regional minority language in the life of its speakers. The aim of the Charter is to ensure, as far as reasonably possible, the use of regional or minority languages in education and the media and to permit their use in judicial and administrative settings, economic and social life and cultural activities.

An Chairt Eorpach do Theangacha Réigiúnacha nó Mionlaigh 1992.

Sa bhliain 2001, dhaingnigh Rialtas na Ríochta Aontaithe an Chairt Eorpach do Theangacha Réigiúnacha nó Mionlaigh, agus an Ghaeilge agus an Ultais ainmnithe mar theangacha mionlaigh i gcomhthéacs Thuaisceart Éireann.

Cuireann Cuid 2 den Chairt dualgas ar Rialtas na Ríochta Aontaithe an Ghaeilge agus an Ultais a aithint mar theangacha ar cheart feidhm a bheith ag prionsabail ghinearálta an neamhleithcheala maidir leo.

Chuir an Rialtas a lámh fosta le Cuid 3 den Chairt maidir leis an Ghaeilge i dThuaisceart Éireann. Is é atá sa chuid sin ná forálacha faoi leith i dtaobh teangacha réigiúnacha nó mionlaigh in earnálacha éagsúla de shaol an phobail Airteagail 8-14. Mar shampla, déanann Airteagal 10 den Chairt tagairt do na dualgais atá ar údaráis áitiúla, comhairlí ceantair san áireamh, maidir le gníomhaíocht dhaingean a spreagadh, a mhéid is féidir, le teangacha mionlaigh a chur chun cinn, lena n-áirítear úsáid na Gaeilge labhartha agus scríofa a spreagadh sa saol príobháideach agus sa saol poiblí araon.

Is é príomhchuspóir na Cairte ná éagsúlacht chultúrtha a chur chun cinn trí theanga mhionlaigh réigiúnach a úsáid i saol a cuid cainteoirí. Is é aidhm na Cairte ná úsáid teangacha mionlaigh a chinntiú, a mhéid is indéanta le réasún, in earnáil an oideachais agus sna meáin chumarsáide chomh maith lena n-úsáid a cheadú i suíomhanna breithiúnacha agus riaracháin, sa saol sóisialta agus eacnamaíoch agus i ngníomhaíochtaí cultúrtha.

Where the numbers of users of regional or minority languages is such as to justify the measures, the Charter outlines steps that a public authority can take to promote that language. In particular, Part 3 Article 10 details the Council's obligations as follows:

Within the Administrative district of the State in which the number of residents who are users of regional or minority languages justifies the measures specified below and according to the situation of each language, the Parties undertake, as far as this is reasonably possible to:

Ensure that users of regional or minority languages may submit oral or written applications in these languages;

Allow the administrative authorities to draft documents in a regional or minority language;

In respect of the local and regional authorities on whose territory the number of users of regional or minority languages is such as to justify the measures specified below, the Parties undertake to allow and/or encourage:

The possibility for users of regional or minority languages to submit oral or written applications in these languages;

The use by local authorities of regional or minority languages in debates in their assemblies, without excluding, however the use of the official language of the state;

The use or adoption, if necessary, in conjunction with the name in the official language(s) of traditional and correct forms of place- names in regional or minority languages.

Áit a bhfuil an líon úsáideoirí teanga réigiúnaí nó mionlaigh ard go leor, leagann an Chairt amach na rudaí is féidir le húdarás áitiúil a dhéanamh leis an teanga sin a chur chun cinn. Go sonrach, luann Alt 10 de Chuid 3 gurb iad seo a leanas oibleagáidí na Comhairle:

Taobh istigh de cheantar Riaracháin an Stáit ina dtugann an líon cónaitheoirí ar úsáideoirí teangacha réigiúnacha nó mionlaigh iad údar leis na bearta atá sonraithe thíos, agus de réir staid gach teanga, gabhann na Páirtithe orthu féin na nithe seo a leanas a dhéanamh, a mhéid is féidir le réasún:

A chinntiú go bhféadfaidh úsáideoirí teangacha réigiúnacha nó mionlaigh iarratais bhéil nó scríofa a dhéanamh sna teangacha sin;

Ligean do na húdaráis riaracháin doiciméid a dhréachtú i dteanga mionlaigh nó réigiúnach;

Maidir leis na húdaráis áitiúla agus réigiúnacha sin ina dtugann an líon cónaitheoirí ar úsáideoirí na dteangacha réigiúnacha nó mionlaigh iad údar leis na bearta atá sonraithe thíos, gabhann na Páirtithe orthu féin na nithe seo a leanas a cheadú agus/nó a spreagadh:

An cumas atá ag úsáideoirí teangacha réigiúnacha nó mionlaigh iarratais bhéil nó scríofa a chur isteach sna teangacha sin;

An cumas atá ag údaráis áitiúla teangacha réigiúnacha nó mionlaigh a úsáid i ndíospóireachtaí ina gcuid tionól, gan úsáid theanga oifigiúil an Stáit a eisiamh;

Foirmeacha traidisiúnta agus cearta de logainmneacha sa Ghaeilge a úsáid nó a ghlacadh, más gá, i dteannta an ainm sa teanga oifigiúil/sna teangacha oifigiúla.

With regard to public services provided by the administrative authority or other persons acting on their behalf, the Parties undertake, within the territory in which regional or minority languages are used, in accordance with the situation of each language and as far as this is reasonably possible, to: Allow users of regional or minority languages to submit a request in these languages.

With a view to putting into effect the above provisions accepted by them, the Parties undertake to take one or more of the following measures: Translation or interpretation as may be required. The Parties undertake to allow the use or adoption of family names in the regional or minority languages, at the request of those concerned.

Local Government (Miscellaneous Provisions) (NI) Order 1995

Article 11 of the 1995 Order enables local councils to display street names in languages other than English. This provision has been used to display street names in Irish.

Maidir le seirbhísí poiblí a sholáthraíonn an t-údarás riaracháin nó daoine eile atá ag gníomhú ar a shon, gabhann na Páirtithe orthu féin na nithe seo a leanas a dhéanamh laistigh den chríoch ina n-úsáidtear teangacha réigiúnacha nó mionlaigh, de réir staid gach teanga agus a mhéid is féidir le réasún: Úsáideoirí teangacha réigiúnacha nó mionlaigh a cheadú iarraidh a chur isteach sna teangacha sin.

D'fhonn na forálacha thuas ar ghlac siad leo a chur i bhfeidhm, gabhann na Páirtithe orthu féin ceann amháin nó níos mó de na bearta seo a leanas a dhéanamh: Aistriúchán nó ateangaireacht a sholáthar de réir mar is gá. Gabhann na Páirtithe orthu féin úsáid nó glacadh ainmneacha teaghlaigh sa Ghaeilge a cheadú, ar iarraidh a fháil uathu siúd atá i gceist.

An tOrdú Rialtais Áitiúil (Forálacha Ilghnéitheacha) (TÉ) 1995

Ceadaíonn Airteagal 11 d'Ordú 1995 do chomhairlí áitiúla ainmneacha sráide a thaispeáint i dteangacha seachas Béarla. Úsáideadh an fhoráil sin cheana féin chun ainmneacha sráide a thaispeáint sa Ghaeilge.

Disability Discrimination Act 1995

The Act recognises that various barriers exist within society which may present practical difficulties for disabled people who are seeking employment, who are currently in employment or when accessing goods, facilities, services or premises. In order to address some of the practical difficulties that these barriers present, the disability legislation creates a positive duty on employers and service providers to make 'reasonable adjustment' to their policies and premises where reasonable and appropriate. This would extend to access to and use of means of communication

Race Relations (NI) Order 1997

The Order 1997 follows closely the provisions of the 1976 Race Relations Act in GB, outlawing discrimination on grounds of colour, race, nationality or ethnic or national origin. The Order makes racial discrimination unlawful in employment; the provision of goods, facilities and services; education; and housing management and disposal of premises.

An tAcht in aghaidh Idirchealú ar Bhonn Míchumais 1995

Aithníonn an tAcht gurb ann do bhacainní éagsúla laistigh den tsochaí, ar bacainní iad a d'fhéadfadh deacrachtaí praiticiúla a chruthú do dhaoine faoi mhíchumas atá ar lorg fostaíochta nó atá san fhostaíocht faoi láthair nó le linn dóibh earraí, áiseanna, seirbhísí nó áitribh a rochtain. Chun dul i ngleic le roinnt de na deacrachtaí praiticiúla a ghabhann leis na bacainní sin, cuireann an reachtaíocht míchumais dualgas dearfach ar fhostóirí agus ar sholáthraithe seirbhíse 'coigeartú réasúnach' a dhéanamh ar a mbeartais agus ar a n-áitribh nuair is indéanta agus nuair is cuí. Bhainfeadh sé sin le modhanna cumarsáide a rochtain agus a úsáid freisin.

An tOrdú um Chaidreamh Idir Ciníocha (TÉ) 1997

Leanann Ordú 1997 go beacht forálacha an Achta um Chaidreamh Idir Ciníocha 1976 sa Bhreatain Mhór, ag cur cosc ar leithcheal a dhéanamh ar dhaoine ar bhonn datha, cine, náisiúntachta nó bunúis eitnigh nó náisiúnta. Cuireann an tOrdú cosc ar leithcheal a dhéanamh ar dhaoine san áit fostaíochta. Tá sé in aghaidh an dlí fosta leithcheal a dhéanamh ar dhaoine i dtaobh soláthar earraí, áiseanna agus seirbhísí, oideachais, agus bainistíocht tithe agus diúscairt áitribh.

Fair Employment and Treatment (NI) Order 1998

Article 19 places a requirement on employers in Northern Ireland to maintain a good and harmonious working environment. The Fair Employment Code of Practice provides guidance for employers on the promotion of such an environment. At Section 5.2 it states that, 'To promote equality of opportunity you should....promote a good and harmonious working environment and atmosphere in which no worker feels under threat or intimidated because of his or her religious belief or political opinion.'

Section 75 Northern Ireland Act 1998

Section 75 of the Northern Ireland Act 1998 requires all designated public authorities in Northern Ireland, and including Fermanagh and Omagh District Council, to have due regard to the need to promote equality of opportunity on nine specified grounds, namely: between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation; between men and women generally; between persons with a disability and persons without; and between persons with dependents and persons without

A designated public authority must also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

An tOrdú um Fhostaíocht agus um Dhéileáil Chothrom (TÉ) 1998

Cuireann Airteagal 19 ceanglas ar fhostóirí i dTuaisceart Éireann timpeallacht oibre shíochánta a chaomhnú. Cuireann an Cód Cleachtais um Fhostaíocht Chothrom treoir ar fáil d'fhostóirí ar an dóigh lena leithéid de timpeallacht a chur chun cinn. Dar le Cuid 5.2, 'Ar mhaithe le comhionannas deiseanna a chur chun cinn, ba cheart duit....timpeallacht oibre mhaith shíochánta a chaomhnú, áit nach mothaíonn oibrí ar bith faoi bhagairt nó scanraithe mar gheall ar chreideamh nó ar thuairim pholaitiúil'.

Alt 75 d'Acht Thuaisceart Éireann 1998

Éilíonn Alt 75 d'Acht Thuaisceart Éireann 1998 ar gach údarás poiblí ainmnithe i dTuaisceart Éireann, Comhairle Ceantair Fhear Manach agus na hÓmaí san áireamh, aird chuí a bheith acu ar an riachtanas le comhionannas deiseanna a chur chun cinn ar bhonn naoi bhforas shonraithe, mar atá: idir daoine nach ionann creideamh reiligiúnach, tuairim pholaitiúil, cine, aois, stádas pósta nó clonadh gnéis; idir fir agus mná go ginearálta; idir daoine a bhfuil míchumas orthu agus daoine nach bhfuil míchumas orthu; agus idir daoine a bhfuil cleithiúnaithe acu agus daoine nach bhfuil cleithiúnaithe acu.

Ní mór d'údarás ainmnithe fosta aird a bheith aige ar a inmhianaithe atá sé dea-chaidreamh a chur chun cinn idir daoine nach ionann creideamh reiligiúnach, tuairim pholaitiúil nó grúpa cine dóibh.

Fermanagh and Omagh District Council are consulting on a new Equality Scheme that affirms its commitment to promote equality of opportunity and good relations. The scheme makes a commitment to remove barriers to communication and includes the following statement, 'Information will be made available on request, in alternative formats – such as Braille, disc and audio cassette'.

Belfast / Good Friday Agreement 1998

The Agreement commits Government to exercising power in Northern Ireland, 'with rigorous impartiality on behalf of all the people in the diversity of their identities and traditions and [with] parity of esteem and... equal treatment for the identity, ethos, and aspirations of both communities'.

In the section entitled 'Rights, Safeguards and Equality of Opportunity: Economic, Social and Cultural Issues' the agreement recommends that, 'All participants recognise the importance of respect, understanding and tolerance in relation to linguistic diversity, including in Northern Ireland, the Irish language, Ulster-Scots and the languages of the various ethnic communities, all of which are part of the cultural wealth of the island of Ireland.'

Furthermore, the Agreement duly acknowledged obligations under the Council of Europe Charter for Regional or Minority Languages, in relation to the Irish language, 'where appropriate and where people so desire it',

Tá Comhairle Ceantair Fhear Manach agus na hÓmaí ag déanamh comhairliúcháin ar Scéim Comhionannais nua a léiríonn go bhfuil an Chomhairle tiomanta do chomhionannas deiseanna agus dea-chaidrimh a chur chun cinn. Tugann an scéim gealltanais go ndéanfaidh an Chomhairle iarracht fáil réidh le bacainní cumarsáide. Mar chuid den scéim seo cuirfidh eolas ar fáil i bhformáidí malartacha ach iad a iarraidh – Braille, diosca agus closchaiséad ina measc'.

Comhaontú Bhéal Feirste / Comhaontú Aoine an Chéasta 1998

Cuireann an Comhaontú dualgas ar an Rialtas cumhacht a fheidhmiú i dTuaisceart Éireann, 'go cothrom thar ceann na ndaoine go leor maidir le héagsúlacht a bhféiniúlachtaí agus a dtraidisiún agus ag tabhairt chothrom na féinne do mhianta an dá phobal.'

Sa chuid dar teideal 'Cearta, Coimircí agus Comhionannas Deiseanna: Saincheisteanna Eacnamaíocha, Sóisialta agus Cultúrtha', molann an comhaontú go n-aithneodh na rannpháirtithe ar fad cé chomh tábhachtach is atá meas, tuiscint agus caoinfhulaingt i dtaca le héagsúlacht teanga, lena n-áirítear, i dTuaisceart Éireann, an Ghaeilge, an Ultais agus teangacha na bpobal éagsúil atá uilig mar chuid de mhaoin chultúrtha oileán na hÉireann'.

Chomh maith leis sin, thug an Comhaontú aitheantas cuí d'oibleagáidí faoi Chairt Chomhairle na hEorpa do Theangacha Réigiúnacha nó Mionlaigh, maidir leis an Ghaeilge, 'nuair is cuí agus nuair is mian le daoine é sin.'

Human Rights Act 1998 Article 10

(Freedom of Expression) of the Human Rights Act 1998 is a qualified right which states that everyone has the right to freedom of expression, including freedom to hold opinions and to receive and impart information and ideas without interference by a public authority and regardless of frontiers. This guarantees the right to pass information to other people and to receive information that other people want to give to you. It also guarantees the right to hold and express opinions and ideas.

Northern Ireland (St Andrews Agreement) Act 2006

The Northern Ireland Act 2006 places a duty on the Northern Ireland Executive to adopt a strategy for the enhancement and protection of the Irish language.

Equality Commission (NI) Guidance on Promoting a Good and Harmonious Working Environment 2010

Following earlier advice made available by the Fair Employment Commission, in 2010 the Equality Commission issued revised guidance on promoting a good and harmonious environment, setting out responsibilities of both employers and employees. The guide acknowledges that while certain emblems and symbols will, by their history, nature and associations, have the potential to disrupt a good and harmonious working environment, others are unlikely to cause disharmony.

An tAcht um Chearta an Duine 1998

Ceart cáilithe is ea Airteagal 10 (Saoirse Cainte) den Acht um Chearta an Duine 1998, áit a luaitear go bhfuil an ceart chun saoirse cainte ag gach duine, lena n-áirítear an tsaoirse chun tuairimí a bheith acu agus chun eolas agus smaointe a fháil agus a roinnt gan aon chur isteach ó údarás poiblí agus beag beann ar aon teorainn. Ráthaíonn sé sin an ceart chun eolas a chur chuig daoine eile agus chun eolas a fháil ó dhaoine ar mian leo eolas a thabhairt duit. Ráthaíonn sé fosta an ceart chun tuairimí agus smaointe a bheith agat.

Acht Thuaisceart Éireann (Comhaontú Chill Rìmhinn) 2006

Cuireann Acht Thuaisceart Éireann 2006 dualgas ar Fheidhmeannas Thuaisceart Éireann straitéis a ghlacadh leis an Ghaeilge a fheabhsú agus a chosaint.

Treoir ó Choimisiún Comhionannais Thuaisceart Éireann maidir le Timpeallacht Oibre Mhaith Shíochánta a chur chun cinn 2010.

I ndiaidh don Choimisiún um Fhostaíocht Chothrom comhairle a chur ar fáil, d'eisigh an Coimisiún Comhionannais treoir leasaithe maidir le timpeallacht mhaith shíochánta a chur chun cinn sa bhliain 2010, ag leagan amach fhreagrachtaí na bhfostóirí agus na bhfostaithe araon. Glacann an treoir leis gur féidir le siombailí áirithe, de bharr a staire, a gcineáil agus na rudaí a bhaineann leo, dochar a dhéanamh do thimpeallacht mhaith shíochánta. Glacann sí leis freisin go bhfuil siombailí eile ann nach dóigh go ndéanfaidh siad dochar ar bith.

"This of course does not mean that working environments must always be devoid of anything that happens to be more closely associated with only one community in Northern Ireland. Some employers prefer to promote the workplace environment as a 'neutral' space given the organisation's specific context and including its history, culture and/or workforce composition. On the other hand, many employers find ways to facilitate diverse expressions of identity in a sensitive way which does not disrupt a good and harmonious working environment. Neither approach is inherently right or wrong, but each should be founded on choices based on what is reasonable, fair and appropriate at that time and in that place. It is for employers to consider where such boundaries should be set.'

In relation to the use of the Irish language, the draft guide states, 'The use of languages other than English, for example in corporate logos and communications, should not in general infringe a good and harmonious working environment. In keeping with other elements of this guidance, decisions on this must rest with the employer and should be based on relevant policies and procedures that are proportionate, reasonable and appropriate to the context in which the organisation operates and be compliant with equality of opportunity.'

'Ní chiallaíonn sé sin ar ndóigh gur cheart do thimpeallachtaí oibre a bheith i gcónaí saor ó rud ar bith a bhfuil baint níos dlúithe aige le pobal amháin i dTuaisceart Éireann. Is fearr le fostóirí áirithe timpeallacht na háite oibre a chur chun cinn mar spás 'neodrach', ag cur san áireamh stair, chultúr agus chúlra polaitiúil na bhfostaithe. Ar an lámh eile, aimsíonn go leor fostóirí bealaí eile chun déileáil le léiriú féiniúlachta ar bhealach íogair nach gcuireann isteach ar thimpeallacht oibre atá maith agus síochánta. Tá an dá chur chuige inghlactha ach ba cheart iad araon a bheith bunaithe ar roghanna atá réasúnta, cothrom agus cuí san am sin agus san áit sin. Ní mór do gach fostóir a gcuid teorainneacha féin a shocrú'. Maidir leis an Ghaeilge, deir an dréacht-treoir, 'Níor cheart d'úsáid teangacha eile seachas Béarla, ar lógó corparáideach agus i gcúrsaí cumarsáide mar shampla, cur isteach ar thimpeallacht oibre mhaith shíochánta.' Ag teacht le heilimintí eile den treoir seo, ní mór don fhostóir cinneadh a dhéanamh ar an ábhar seo bunaithe ar bheartais agus nósanna imeachta ábhartha atá réasúnta agus cuí agus i gcomhréir leis an chomhthéacs ina bhfeidhmíonn an eagraíocht. Ní mór do chinneadh ar bith ar an ábhar seo a bheith ag teacht le comhionannas deiseanna.'

DCAL Strategy to Enhance and Protect the Development of the Irish Language 2015 to 2035

A bilingual (English | Irish) document on the 20 year strategy for the Irish language for the period 2015 to 2035. This strategy sets out a long term vision of needs to be addressed if Irish is to be enhanced, protected and developed as a language in terms of learning, use, status and respect in a quality and sustainable way. The measures suggested are broadly in line with those included in the European Charter for Regional and Minority Languages.

OFMDFM Together: Building a Shared Community 2013

In May 2013, the Office of the First Minister and Deputy First Minister (OFMDFM) produced a good relations /shared future strategy document which contains a number of commitments to help improve community relations and build a united and shared society in Northern Ireland.

Of particular note, the strategy contains a shared aim to, 'Create a community which promotes mutual respect and understanding, is strengthened by its diversity and where cultural expression is celebrated and embraced'.

To further this aim, the strategy requires each district council to put in place a District Council Good Relations Programme and an associated Action Plan.

Straitéis na Roinne Cultúir, Ealaíon agus Fóillíochta le Forbairt na Gaeilge a Fheabhsú agus a Chosaint 2015 go 2035

Doiciméad dátheangach (Béarla/Gaeilge) ar an straitéis 20 bliain don Ghaeilge don tréimhse 2015 go 2035 is ea an straitéis seo. Leagann sí amach fíis fhadtéarmach ar na riachtanais ar gá aghaidh a thabhairt orthu ar mhaithe leis an Ghaeilge a fheabhsú, a chosaint agus a fhorbairt mar theanga maidir le foghlaim, úsáid, stádas agus meas ar shlí atá inmhathana agus a bhfuil ardchaighdeán ag baint leis. Tá na bearta atá molta sa Straitéis ag teacht, tríd is tríd, leo sin atá ar áireamh sa Chairt Eorpach do Theangacha Réigiúnacha nó Mionlaigh.

Oifig an Chéad-Aire agus an LeasChéad-Aire Le chéile: Ag tógáil Pobail Aontaithe 2013

I mí na Bealtaine 2013, chuir Oifig an Chéad-Aire agus an LeasChéad-Aire doiciméad dea-chaidrimh / todhchaí roinnte le chéile a bhfuil roinnt gealltanais tugtha ann go bhfeabhsófar caidreamh pobail chun sochaí roinnte agus aontaithe a thógáil i dTuaisceart Éireann.

Go suntasach, tá sé mar aidhm ag an straitéis 'Pobal a chruthú a chuireann meas ar a chéile agus comhthuiscint chun cinn, atá níos láidre mar gheall ar a éagsúlacht agus a chuireann fáilte roimh léiriú cultúrtha agus a cheiliúránn é.

Chun an aidhm sin a chur ar aghaidh, ceanglaíonn an straitéis ar gach comhairle ceantair Clár Dea-Chaidrimh agus Plean Gníomhaíochta gaolmhar a chur i bhfeidhm.

New Decade, New Approach 2020

This agreement marks a new approach to government in Northern Ireland. It enables the restoration to full operation of all the institutions of the Belfast (Good Friday) Agreement, including the Executive, the Assembly, the North South Ministerial Council, the British-Irish Council and the British-Irish Intergovernmental Conference. It contains a range of proposals to make government better.

Deich mBlíana Nua, Cur Chuige Nua 2020

DSeasann an comhaontú seo do chur chuige rialtais nua i dTuaisceart Éireann. Cuireann sé ar chumas an rialtais institiúidí Chomhaontú Bhéal Feirste (Comhaontú Aoine an Chéasta) a athbhunú - an Feidhmeannas, an Tionól, an Chomhairle Aireachta Thuaidh/Theas, Comhairle na Breataine-na hÉireann agus Comhdháil Idir-rialtasach na Breataine-na hÉireann san áireamh. Tá réimse moltaí ann le rialtas níos fearr a dhéanamh.



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