

**Coinneamh:** Comataidh Poileasaidh is Ghoireasan  
**Ceann-là/Àm:** 28 Màrt 2024 aig 16.30  
**Càite:** Microsoft Teams

## Clàr-gnothaich – Seisean Fosgailte

### 1. Cùisean Tòiseachaidh

- 1.1. Fàilte is Leisgeulan
- 1.2. A' Nochdadh Com-pàirtean
- 1.3. Gnothaich Iomchaidh Sam Bith Eile (GISBE)

### 2. Planaichean Gàidhlig

- 2.1. PGR029 E03 Comhairle Siorrachd Àir an Ear (Ri Aontachadh) *duilleag 2*  
*Christie NicIlleathain, Manaidsear Phlanaidh*
- 2.2. PGR036 E02 Comhairle Siorrachd Rinn Friù (Ri Aontachadh) *duilleag 47*  
*Christie NicIlleathain, Manaidsear Phlanaidh*

### 3. Prìomhachasan Ro-innleachdail

- 3.1. PGR028 Comhairle Siorrachd Àir a Tuath (Ri Aontachadh) *duilleag 75*  
*Christie NicIlleathain, Manaidsear Phlanaidh*
- 3.2. PGR050 E03 Oilthigh Obar Dheathain (Ri Aontachadh) *duilleag 78*  
*Christie NicIlleathain, Manaidsear Phlanaidh*

### 4. GISBE

Ceann-là na h-ath choinneimh: 07/05/2024  
Dùnadh na coinneimh  
*Lèirmheas den choinneimh às dèidh làimh*

|                         |   |
|-------------------------|---|
| <b>Coinneamh:</b>       | Comataidh Poileasaidh is Ghoireasan           |
| <b>Ceann-là:</b>        | 28 Màrt 2024                                  |
| <b>Tìotal:</b>          | PGR E03 Comhairle Siorrachd Àir an Ear        |
| <b>Gnìomh a dhìth:</b>  | Ri Aontachadh                                 |
| <b>Àireamh pàipear:</b> | 2.1   |
| <b>Neach-labhairt:</b>  | Christie NicIlleathain, Manaidsear Planadh    |
| <b>Pàipearan-taic:</b>  | PT1 PGR029 E03 Comhairle Siorrachd Àir an Ear |

## 1. Adhbhar

1.1. A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005.

## 2. Cùl-fhiosrachadh/Prìomh aithris

Geàrr-iomradh air adhartas le E02 – Comhairle Siorrachd Àir an Ear:

2.1. Tha Comhairle Siorrachd Àir an Ear air adhartas a dhèanamh le bhith ag obair ann am com-pàirteachas le buidhnean eile gus deagh ìomhaigh a chur air adhart airson na Gàidhlig. Mar eisimpleir, chuir Oifigeir Leasachaidh na Gàidhlig aca cùrsa còcaireachd air-loidhne air dòigh ann an com-pàirteachas leis a' phreasantair a th' air an t-sreath *Fuine* air BBC Alba, Griogair MacLeòid. Bha seo soirbheachail le bhith a' brosnachadh ionnsachadh agus cleachdadh na Gàidhlig agus a bhith a' brosnachadh deagh ìomhaigh den chànan. Tha cothroman ann don chomhairle adhartais a dhèanamh san ath eagraan le bhith ag obair ann am com-pàirteachas le treas pàrtaidhean agus buidhnean eile.

2.2. Thathar air adhartas a dhèanamh le bhith a' tabhann sgilean trèanaidh Gàidhlig don luchd-obrach tro raon ionnsachaidh air-loidhne na comhairle. Tha e cudromach gu bheil a' chomhairle a' cumail orra le bhith a' tabhann agus a' brosnachadh an trèanaidh seo san ath eagraan gus fàs a thoirt air ionnsachadh na Gàidhlig am measg an luchd-obrach.

2.3. Tha Comhairle Siorrachd Àir an Ear air adhartas a dhèanamh gus fios a sgaoileadh gu dà-chànanach. Thathar air tòiseachadh a bhith a' sgaoileadh fios gu dà-chànanach tro chuairt-litrichean agus litrichean-naidheachd mu fhoghlam Gàidhlig anns na sgoiltean agus anns a' choimhearsnachd.

2.4. Thathar air adhartas a dhèanamh le bhith a' toirt fàs air na Gàidhlig san sgìre le bhith a' lìbhrigeadh chlasaichean Gàidhlig coimhearsnachd air feadh Siorrachd Àir an Ear aig iomadh ìre. Tha e cudromach gu bheil a' chomhairle a' leantainn orra le seo gus am bi a' Ghàidhlig air àbhaisteachadh agus gus fàs a thoirt air Gàidhlig san sgìre.

- 2.5. Rinneadh adhartas le bhith a' cruthachadh susbaint dhà-chànanach air làrach-lìn na Comhairle. Ge-tà, tha cothroman a bharrachd aig Comhairle Siorrachd Àir an Ear gus susbaint dhà-chànanach a leudachadh air an làraich-lìn aca san ath eagan.
- 2.6. Tha cothroman ann do Chomhairle Siorrachd Àir an Ear barrachd adhartais a dhèanamh le bhith a' lìbhrigeadh prògram leantainneach de thrèanadh mothachaidh Gàidhlig airson an luchd-obrach air fad.
- 2.7. Tha cothroman ann do Chomhairle Siorrachd Àir an Ear barrachd adhartais a dhèanamh le bhith a' sanasachd sanasan-obrach far a bheil sgilean Gàidhlig riatanach gu dà-chànanach. Tha seo cudromach gus spèis cho-ionnan a thoirt don Ghàidhlig agus don Bheurla.
- 2.8. Chaidh measadh a dhèanamh air an dreachd phlana seo le Bòrd na Gàidhlig. Thug an Sgioba-stiùiridh sùil mhionaideach air a' phlana agus mhol iad atharrachaidhean.
- 2.9. Ghabh Comhairle Siorrachd Àir an Ear ri molaidhean an Sgioba-stiùiridh.
- 2.10. Thug oifigearan a' Bhùird taic seachad far an robh soilleireachadh a bharrachd a dhìth air cuid de na molaidhean agus chaidh rèiteachadh a dhèanamh orra.
- 2.11. Thathas a' moladh gun tèid aontachadh ris a' phlana seo.

### **3. Moladh**

3.1. Aire a thoirt don fhiosrachadh ann am PT1.

**3.2.** Aonta a chur ris na dreachd phlana ann am PT1.

### **4. Prìomh Bhuaidhean Ro-innleachdach**

- 4.1. Buaidhean air Ionmhas: Cha bhi buaidh air ionmhas
- 4.2. Buaidhean air Luchd-obrach: Cha bhi buaidh air luchd-obrach.
- 4.3. Buaidhean air Trèanadh: Cha bhi buaidh air trèanadh.
- 4.4. Ceanglaichean ri Amasan Ro-innleachadh agus Corporra: Tha dlùth cheangal ann eadar am plana reachdail seo agus a bhith a' cuir air adhart cleachdadh, ionnsachadh agus ìomhaigh na Gàidhlig gu nàiseanta. Bidh am plana seo a' cur air adhart na trì amasan anns a' Phlana Chorporra aig Bòrd na Gàidhlig.
- 4.5. Buaidhean air Cliù: Cha bhi buaidh air cliù.
- 4.6. Buaidhean air Slàinte is Sàbhailteachd: Cha bhi buaidh air slàinte is sàbhailteachd.
- 4.7. Buaidhean Laghail: Tha am pròiseas seo stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh.
- 4.8. Buaidhean air Co-ionannachd: chan eil buaidh dhìreach air co-ionannas tron phlana seo ach bidh oifigearan a' Bhùird a' cumail sùil air cùisean co-ionannachd mar phàirt den phròiseas dearcnachaidh ann an co-bhonn leis an ùghdarras seo.
- 4.9. Buaidhean air an Àrainneachd: Cha bhi buaidh air an àrainneachd.

**5. Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta**

|  |                                     |                  |                                     |
|--|-------------------------------------|------------------|-------------------------------------|
| Còraichean Daonna                          | <input type="checkbox"/>            | Clann is Òigridh | <input checked="" type="checkbox"/> |
| Cultar                                     | <input checked="" type="checkbox"/> | Coimhearsnachdan | <input checked="" type="checkbox"/> |
| Àrainneachd                                | <input type="checkbox"/>            | Bochdainn        | <input type="checkbox"/>            |
| Slàinte                                    | <input type="checkbox"/>            | Eadar-nàiseanta  | <input type="checkbox"/>            |
| Foghlam                                    | <input checked="" type="checkbox"/> | Eaconomaidh      | <input checked="" type="checkbox"/> |
| Gnothachasan soirbheachail is ùr-ghnathach | <input type="checkbox"/>            |                  |                                     |

**6. Cùrsa Riaghlachais**

6.1. Chaidh an aithris seo aontachadh leis an Stiùiriche Leasachaidh air 14 Màrt 2024.

**7. Dearbhadh air Cuairteachadh Sgrìobhainn**

7.1. 'S e pàipear fosgailte a tha seo.



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**DRAFT GAELIC LANGUAGE PLAN**  
**2024-2029**

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DRAFT

## FOREWORD

East Ayrshire Council continues to recognise the importance of the Gaelic language, culture, and education, and the value these contribute to local and national culture and heritage. We are committed to supporting the National Gaelic Language Plan and fulfilling our responsibilities under the Gaelic Language (Scotland) Act 2005 to create a sustainable future for Gaelic in Scotland.

Building on the progress of the previous Gaelic Language Plans which ran from 2014-2018 and 2019-2023, this iteration of East Ayrshire's Gaelic Language Plan details how we will focus on increasing Gaelic learning and the use of the Gaelic language in East Ayrshire. In developing this Plan, we have worked collaboratively with colleagues across Council Services, with *Bòrd na Gàidhlig* (the principal public body in Scotland responsible for promoting Gaelic development), and have engaged with the East Ayrshire Gaelic Forum.

The results of the 2022 Census will inform our understanding of Gaelic in East Ayrshire, and will guide us as we work towards our agreed Strategic Priorities and Corporate Service Aims. This work will be integral in strengthening our commitments to secure the status of Gaelic and to make active offers of Gaelic services to our employees and the public.

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## INTRODUCTION

### EAST AYRSHIRE COUNCIL

Situated in the Lowlands of south west Scotland, East Ayrshire has a rich and diverse cultural and linguistic heritage, a proud industrial history, and a range of leisure, recreational and hospitality activities which attract residents and visitors alike. Comprising of both urban and rural communities, [East Ayrshire has a population of 122,020](#) people and covers 490 square miles. Kilmarnock is the largest town, with a population of over 46,000 people. The remainder of the population live in smaller communities, ranging from less than a hundred people in some villages and rural areas to just under 9,000 in Cumnock, East Ayrshire's second largest town.

Since forming in 1996, East Ayrshire Council has established itself as an ambitious, forward-thinking, and high-performing council, dedicated to the people who live and work in the area. There are approximately 6,779<sup>1</sup> East Ayrshire Council employees who deliver a range of services throughout East Ayrshire. Council Headquarters are based at London Road, Kilmarnock.

One of 32 Scottish Councils, East Ayrshire Council is split into nine multi-member wards, with 3 or 4 Councillors representing each ward. There are a total of 32 Councillors. The 2022 Local Council Elections resulted in a minority administration, which is led by the Scottish National Party.

|  | Elected Members |
|--|-----------------|
| Scottish National Party                  | 14              |
| Scottish Labour Party                    | 10              |
| Scottish Conservative and Unionist Party | 4               |
| Independent                              | 3               |
| The Rubbish Party                        | 1               |

The decision making structure for the Council is based on a cabinet model. The Cabinet, chaired by the Leader of the Council, is responsible for all executive decisions made by the local authority. The Governance and Scrutiny Committee acts as a counter balance to the Cabinet, providing open and systematic scrutiny of decisions and regular challenges of performance.

East Ayrshire Council is responsible for providing a broad range of high-quality public services; the overall budget for 2023/24 is approximately £395m. The [Community Plan \(2015-2030\)](#) continues to be recognised as the sovereign planning document, providing the overarching strategic policy framework for the delivery of services by all Partners. The Community Plan outlines the following vision:

*“East Ayrshire is a place with strong, safe and vibrant communities where everyone has a good quality of life and access to opportunities, choices and high quality services which are sustainable, accessible and meet people’s needs.”*

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<sup>1</sup> Headcount figures as of 31 March 2023.



The Community Plan is supported by the [Local Outcomes Improvement Plan \(2021-24\)](#) and the [Community Plan Review Supplement \(2021-24\)](#).

The Community Plan is underpinned by three thematic Delivery Plans, namely:

- [Economy and Skills](#);
- [Safer Communities](#); *and*
- [Wellbeing](#)

The East Ayrshire Community Plan is also aligned to [the Council's Strategic Plan \(2022-27\)](#) which was approved in June 2022 and provides the strategic framework for the delivery of the Council's priorities and ambitions for our communities.

East Ayrshire Council's Chief Executive is supported by a Depute Chief Executive together with the Director of the Health and Social Care Partnership, and they form the Council's Executive Management Team that also includes the Chief Governance Officer, Chief Social Work Officer, Chief Financial Officer, and Chief Education Officer.

## GAELIC WITHIN EAST AYRSHIRE COUNCIL

At the time writing, the results of the 2022 Census have not been published. The publication of the 2022 Census will provide more up-to-date information regarding Gaelic language within East Ayrshire; once the 2022 Census results are available, we will assess this information to further inform the actions contained within this Plan.

The 2011 Census showed that the number of people in East Ayrshire (over 3 years old) with any Gaelic language skills was 961 – this is 0.8% of the population of East Ayrshire (less than the national average of 1.7%). Of these 961 people:<sup>2</sup>

- 34% could speak, read, and write Gaelic;
- 2% could speak and read, but not write Gaelic;
- 24% could speak, but not read or write Gaelic;
- 31% could understand, but not speak, read, or write Gaelic; and
- 9% could read, but not speak Gaelic.

The East Ayrshire Gaelic Forum is a local group, interested in promoting and developing the Gaelic language and culture within East Ayrshire. The Forum has held song workshops and conversation days, and through the COVID-19 pandemic held conversation classes on Zoom for members. Despite the challenges associated with the pandemic, the Forum continues to have an active presence on social media, where it promotes Gaelic learning, history, and events to its members and East Ayrshire residents. As the Forum navigates a way forward from the impact of the pandemic, they are aiming to expand face-to-face events – such as the conversation day held in Kilmarnock in February 2023, where attendees (from complete beginners to those confident in the language) were tutored in Gaelic.

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<sup>2</sup> [Scotland's Census 2011: Gaelic report \(part 1\), 30<sup>th</sup> September 2015](#) – Figure 1 and Figure 2

## Siorrachd Àir an Ear

Taghadh de dh'ainmean-àite bhon Ghàidhlig

Airson tuilleadh air na h-ainmean seo, feuch an stòr-dàta air [www.ainmean-aithe.scot](http://www.ainmean-aithe.scot).

## East Ayrshire

A selection of Gaelic-derived place-names

For more on these names, consult the database on [www.ainmean-aithe.scot](http://www.ainmean-aithe.scot).



## GAELIC IN SCOTLAND

The publication of the 2022 Census will update our understanding of Gaelic in Scotland.

The 2011 Census showed that around 87,100 people in Scotland (around 1.7% of the population) have some Gaelic language skills. Of these people:<sup>3</sup>

- 32,400 could understand, speak, read, and write Gaelic;
- 57,600 could speak Gaelic;
- 6,100 could read and/or write, but not speak Gaelic; and
- 23,400 were able to understand Gaelic, but could not speak, read, or write it.

Though there was an increase from the 2001 Census of the people (over 3 years old) with all Gaelic language skills (those who can understand, speak, read, and write) – this rose from 31,500 in 2001 to 32,400 in 2011 – there was a downwards trend in relation to Gaelic language skills in Scotland.

- The number of people (over 3 years old) able to speak Gaelic, declined by 1.8% between 2001 and 2011;
- The number of people (over 3 years old) able to read or write Gaelic, declined by 13.2% between 2001 and 2011; and
- The number of people (over 3 years old) able to understand Gaelic (but not speak, read, or write it), declined by 12.6% between 2001 and 2011.

On St. Andrew's Day in 2019, Scottish Gaelic was launched as a course on the online platform, *Duolingo*. As of March 2022, the Scottish Gaelic course reached 1.12 million learners, with 431,000 of these learners being active on the course – 25% of these learners are from the UK. *Duolingo* has since moved to work with *Sabhal Mòr Ostaig* to further develop the course.

## THE GAELIC LANGUAGE (SCOTLAND) ACT 2005

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.

One of the key features of the 2005 Act is the provision enabling *Bòrd na Gàidhlig* to require public authorities to prepare a Gaelic language plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This document is East Ayrshire Council's proposed Gaelic Language Plan, prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic

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<sup>3</sup> [Scotland's Census 2011: Gaelic report \(part 1\), 30<sup>th</sup> September 2015](#)

when communicating with the public and key partners, and how we will promote and develop Gaelic.

This Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act and has regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

## THE NATIONAL GAELIC LANGUAGE PLAN

East Ayrshire Council supports the aim of the National Gaelic Language Plan, that Gaelic is used more often, by more people, and in a wider range of situations. We are committed to achieving this aim by focusing our work on the overall aims of the National Gaelic Language Plan, as confirmed by the Named Officer from *Bòrd na Gàidhlig*:

- 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.
- This plan was developed under the National Gaelic Language Plan 2018 – 2023. The National Gaelic Language Plan 2023 – 2028 was published in December 2023, after this plan had been prepared and offered for public consultation. The Council is committed to supporting the aims of the National Gaelic Language Plan 2023 – 2028 and the actions within this plan remain in line with these aims.

## INTERNAL GAELIC CAPACITY AUDIT

East Ayrshire Council conducted an internal language capacity audit of employees as part of the preparation for this Gaelic Language Plan. The audit was live from 2 March 2023 until 30 March 2023. This internal language capacity audit was completed in-line with our statutory duties under the 2005 Act and the Guidance on the Development of Gaelic Language Plans:

- To achieve a better understanding of the Gaelic language skills held by East Ayrshire Council employees; *and*
- To determine what demand there would be for Gaelic language training opportunities within our employee population.

A total of 308 responses were received – 307 responses were in English, 1 response was in Gaelic. The majority of respondents could not pronounce words, understand, speak, read, or write Gaelic. Just over half of the respondents expressed that they did not wish to learn Gaelic (51.8%). However, over a third of respondents expressed they would like to start learning Gaelic (37.8%).

The results of this audit are presented in Appendix 1.

## CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

The Gaelic Language (Scotland) Act 2005 requires public authorities consult on their draft Gaelic Language Plan before submission to *Bòrd na Gàidhlig*. The public consultation for this Gaelic Language Plan was live from 16 March 2023 until 27 April 2023. The public consultation was completed in-line with our statutory duties under the 2005 Act and, insofar as practicable, the recommendations proposed by *Bòrd na Gàidhlig* within the Guidance on the Development of Gaelic Language Plans.

A total of 82 responses were received – 81 responses were in English and 1 response was in Gaelic. The majority of respondents strongly agree/agree that the Plan is easy to read and understand, is well structured, and makes clear the Council's proposed priorities. Respondents were evenly split between strongly agree/agree and strongly disagree/disagree when asked if the Plan would promote increasing the use of Gaelic in East Ayrshire.

However, when asked if the Plan would promote increasing the learning of Gaelic in East Ayrshire, 32.9% of respondents strongly agreed/agreed compared to 35.4% of respondents strongly disagreed/disagreed.

The results of the public consultation survey are presented in Appendix 2. All responses were considered and any necessary changes to this draft were made, prior to submission to *Bòrd na Gàidhlig*.

## KEY PRINCIPLES

### EQUAL RESPECT

Under the terms of the 2005 Act, *Bòrd na Gàidhlig* works with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language and the Bòrd in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

East Ayrshire Council will aim to ensure that where Gaelic is included as part of our operations and services, they are of an equal standard and quality as those that we provide in English.

### ACTIVE OFFER

East Ayrshire Council will make an active offer of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to use them. This will take the responsibility away from the individual to ask for the service and will give Gaelic users the confidence to know that their needs will be met if that is their choice.

We will work towards ensuring that our Gaelic language services are as accessible as our English language services.

## NORMALISING

The key aim of the Gaelic Language (Scotland) Act 2005 is to sustain and grow the Gaelic language and associated culture. East Ayrshire Council will aim to ensure that opportunities for the public and our employees to use Gaelic are normalised, in support of the National Gaelic Language Plan's aims.

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## PLAN COMMITMENTS

### STRATEGIC PRIORITIES

#### INCREASING THE USE OF GAELIC

|                           |   |  |  |   |
|---------------------------|---|--|--|---|
| <b>Strategic Priority</b> | Work with partners and businesses, including East Ayrshire Leisure, to increase both the use and awareness of the Gaelic Language.  |  |  |   |
| <b>Desired Outcome</b>    | Increase the use of Gaelic in East Ayrshire through the promotion of Gaelic events and increase the awareness of Gaelic throughout East Ayrshire by normalising bilingual signage in venues and roads.  |  |  |   |
| <b>Current Practice</b>   | Awareness of Gaelic is currently promoted in East Ayrshire through bilingual signage. Gaelic events are promoted by East Ayrshire Leisure.  |  |  |   |
|                           | <b>Actions Required</b>   | <b>Measurement Method</b>  | <b>Target Date</b>                                 | <b>Responsibility</b>   |
|                           | To increase the bilingual promotion of Gaelic events on East Ayrshire Leisure's website and social media.   | Increase in number of promotional posts for Gaelic events.   | August 2024 and thereafter<br>Lifetime of the Plan | <i>East Ayrshire Leisure</i>                                      |
|                           | Replace out-dated or damaged venue signage and information with bilingual signs and information.  | Increase in the number of bilingual signs in venues across East Ayrshire.  | August 2024 and thereafter<br>Lifetime of the Plan | <i>East Ayrshire Leisure</i>                                      |
|                           | Review existing sign stock to identify opportunities where bilingual road signage can be introduced or replaced on principal routes and at town boundaries, ensuring place names are accurate by seeking advice from <i>Ainmean-Àite na h-Alba</i> as required. | An Asset Management Programme to review and identify key areas where bilingual road signage could be introduced. | 2025 and thereafter<br>Lifetime of the Plan        | <i>Ayrshire Roads Alliance Facilities and Property Management</i> |
|                           |   | Identification of replacement programmes.  |  | <i>Ayrshire Roads Alliance Facilities and Property Management</i> |

|   |  |   |                          |
|---|--|---|--------------------------|
| <b>Strategic Priority</b>   | <b>Establish and maintain a Gaelic Implementation Group with representation from all departments within the Council.</b>   |   |                          |
| <b>Desired Outcome</b>  | The establishment of a Gaelic Implementation Group that will meet biannually and monitor any progress made, with biannual summary reports compiled to form an annual report for each year of the Plan.                             |   |                          |
| <b>Current Practice</b>   | There is no defined Gaelic Implementation Group that meets on a regular basis; a Gaelic Implementation Group was established to develop this Gaelic Language Plan.   |   |                          |
| <b>Actions Required</b>   | <b>Measurement Method</b>  | <b>Target Date</b>                          | <b>Responsibility</b>    |
| Establish a renewed Gaelic Implementation Group with representatives from East Ayrshire Council services. | Formation of a renewed group and creation of a schedule of group meetings.   | December 2023                               | <i>Corporate Support</i> |
| Biannual Gaelic Implementation Group meetings where progress will be monitored.                           | Summary report from biannual meetings will be compiled using feedback and noting progress within each respective service.<br><br>These summary reports will be distributed to all participants of the Gaelic Implementation Group. | 2024 and thereafter<br>Lifetime of the Plan | <i>Corporate Support</i> |
| Annual report compiling progress of that year in relation to the Gaelic Language Plan (2024-29)           | An annual report which will compile biannual summary reports. This will be submitted to the Council Management Team for approval and then to <i>Bòrd na Gàidhlig</i> .   | 2024 and thereafter<br>Lifetime of the Plan | <i>Corporate Support</i> |
|   | This annual report will be published on East Ayrshire Council's website.   |   | <i>Corporate Support</i> |



## INCREASING THE LEARNING OF GAELIC

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|--|--|--------------------|---|
| <b>Strategic Priority</b>  | Undertake the duty under the Education (Scotland) Act 2016 to promote and support Gaelic Education; ensuring the retention of pupils at key transitional phases, an increase in numbers enrolling in Gaelic Medium Education (GME), and ensuring annual improvement plans are in place to provide standards and quality reporting.   |                    |   |
| <b>Desired Outcome</b>   | Gaelic education will continue to be supported in East Ayrshire.   |                    |   |
| <b>Current Practice</b>  | Parents are informed of the option for Gaelic Medium Education (GME) when registering for early years and P1, and the Gaelic learner offer is available at secondary. Sgoil na Coille Nuaidh develops Gaelic specific targets in the annual improvement plan and standards and quality report and secondary provision is included within school improvement plan and standards and quality report. Gaelic Bookbug Sessions in primary and Parant a Paiste sessions will continue to promote Gaelic Medium Education. . |                    |   |
| <b>Actions Required</b>  | <b>Measurement Method</b>  | <b>Target Date</b> | <b>Responsibility</b>   |
| Ensure that GME provision is promoted as part of early years and P1 enrolment.   | Evaluate communications and subsequent uptake.   | January 2025       | <i>Education Service</i>  |
| Ensure high quality improvement plans and standards and quality reports are in place annually for GME provision.   | Submission monitored and quality assured by central team.  | June 2025          | <i>Education Service</i>  |
| Increase the number of GME pupils in primary and secondary by 10% over the life of the plan  | Monitor uptake of places   | February 2029      | <i>Education Services, Sgoil na Colle Nuaidh and Kilmarnock Academy</i> |
| Ensure parents and carers are informed of the offer available for continuing Gaelic at secondary and encourage this for Gaelic speaking learners and other learners. | Uptake of Gaelic at secondary stages will be monitored and young people supported to make decisions.   | February 2029      | <i>Education Service (Kilmarnock Academy)</i>                           |

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| <b>Strategic Priority</b>   | <b>Continue to expand the number of Gaelic-medium qualifications and experiences offered at secondary level.</b>     |  |   |
| <b>Desired Outcome</b>  | Increase the number of attainment opportunities available for GME pupils at secondary level.                         |  |   |
| <b>Current Practice</b>   | <i>Gàidhlig</i> is offered as a subject from S1-S6 for all GME pupils – no other subjects currently on offer in GME. |  |   |
| <b>Actions Required</b>   | <b>Measurement Method</b>  | <b>Target Date</b>   | <b>Responsibility</b>                         |
| Increase the number of qualifications available for GME pupils in the Senior Phase through NQ units and courses offered in <i>Gàidhlig</i> via e-sgoil by 1 additional option per year of the Plan. | Uptake figures for GME pupils within the Senior Phase and attainment data will be monitored.                         | Annually by April of each year (options will reflect 1 additional qualification offer) | <i>Education Service (Kilmarnock Academy)</i> |
| Increase the number of subjects offered to GME pupils in the BGE.   | Ensure that Gaelic literacy, PSE and RME are offered to all Gaelic fluent pupils                                     | August 2026  | <i>Education Service (Kilmarnock Academy)</i> |
| Continue to build partnerships with relevant Gaelic organisations and groups to support the delivery of a range of cultural experiences for GME pupils.   | Increased number of opportunities for GME pupils to achieve using <i>Gàidhlig</i> .                                  | February 2029  | <i>Education Service (Kilmarnock Academy)</i> |

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| <b>Strategic Priority</b>   | <b>Expand the Gaelic language learning and cultural experiences within <i>Sgoil na Coille Nuaidh</i>.</b>  |                    |   |
| <b>Desired Outcome</b>  | Continue to promote and celebrate the rich Gaelic culture along with Gaelic language learning experiences within <i>Sgoil na Coille Nuaidh</i> . |                    |   |
| <b>Current Practice</b>   | Pupils are regularly involved in events and experiences involving the wider Gaelic community.  |                    |   |
| <b>Actions Required</b>   | <b>Measurement Method</b>  | <b>Target Date</b> | <b>Responsibility</b>                             |
| Continue to build partnerships with relevant Gaelic organisations and groups to support the delivery of a wide range of cultural experiences. | Evaluate participation in experiences and events.  | February 2029      | <i>Education Service (Sgoil na Coille Nuaidh)</i> |
| In line with the School Improvement Plan and national developments in GME, develop and plan a range of learning experiences for learners.     | School Improvement Plan evaluation and standard and quality reporting.   | February 2029      | <i>Education Service (Sgoil na Coille Nuaidh)</i> |
| Build on the involvement in learning experiences that promote Gaelic language use.  | Evaluate participation in different experiences and events; celebrating pupil achievements using <i>Gàidhlig</i> .                               | February 2029      | <i>Education Service (Sgoil na Coille Nuaidh)</i> |

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| <b>Strategic Priority</b>  | <b>Continue to offer Gaelic Learner Education to all pupils in S1/2 at Kilmarnock Academy and ensure all catchment schools have opportunities to learn about Gaelic language and culture.</b> |                    |   |
| <b>Desired Outcome</b>   | To ensure that pupils in Kilmarnock Academy and associated primary schools have opportunities for learning about Gaelic language and culture.   |                    |   |
| <b>Current Practice</b>  | Gaelic is part of the timetabled curriculum for all learners in S1 at Kilmarnock Academy and is then an option offered at S2. There is no universal offer for catchment schools.              |                    |   |
| <b>Actions Required</b>  | <b>Measurement Method</b>   | <b>Target Date</b> | <b>Responsibility</b>   |
| Continue to provide Gaelic language as a universal offer in S1 and as an option in S2.   | Number of pupils learning Gaelic as part of curriculum in S1 and the uptake of option in S2.  | February 2029      | <i>Education Service<br/>(Kilmarnock Academy)</i>   |
| Increase the number of pupils exposed to Gaelic language and culture via curriculum Gaelic Language class and extra-curricular opportunities such as Film G, Feis and Spòrs Gàidhlig to allow young people to develop Gaelic language in a variety of contexts to enhance their vocabulary | Number of pupils choosing Gaelic Learners in S2 will increase by 10%.   | February 2029      | <i>Education Service<br/>(Kilmarnock Academy)</i>   |
| Offer opportunities for “taster” language sessions and opportunities to learn about Gaelic culture across the Kilmarnock Education Group, particularly at transition from P7 to S1.  | Number of pupils involved in these activities.  | February 2029      | <i>Education Service<br/>(Sgoil na Coille Nuaidh employees and Kilmarnock Academy Gaelic teacher)</i> |

|                           |   |   |   |                            |
|---------------------------|---|---|---|----------------------------|
| <b>Strategic Priority</b> | <b>Devise a strategy to annually improve services for adult Gaelic learners.</b>  |   |   |                            |
| <b>Desired Outcome</b>    | To develop Gaelic learning, by developing learners skills, knowledge, understanding, and experience.  |   |   |                            |
| <b>Current Practice</b>   | We are committed to developing and improving Adult Gaelic Learns from beginner classes to advanced level classes, both online and face-to-face.   |   |   |                            |
|                           | <b>Actions Required</b>   | <b>Measurement Method</b>   | <b>Target Date</b>  | <b>Responsibility</b>      |
|                           | Raise awareness of Gaelic Adult Learning Classes.   | Promotion of community-based Gaelic opportunities, through social media platforms; through Clean, Green, Vibrant place based areas; as well as the very successful word-of-mouth.   | February 2024 and annually throughout the lifetime of the plan              | <i>Vibrant Communities</i> |
|                           | Deliver taster sessions in communities Offering short taster sessions within our communities in partnership with Community Workers and Home Link Workers, who will assist with the attendance and promotion of these sessions.. | The number of taster sessions offered annually and the number of those attending,   | These sessions will be provided throughout the lifetime on an annual basis. | <i>Vibrant Communities</i> |
|                           | Promote the work of the Gaelic Language and Culture within East Ayrshire.   | We will continue to work closely and develop our good working relationships with the East Ayrshire Gaelic Forum and <i>Sgoil na Coille Nuaidh</i> , where we can promote all our activities to families of children in Gaelic Medium Education and members of the Gaelic language and cultural community. | April 2024 and thereafter annually  | <i>Vibrant Communities</i> |

CORPORATE SERVICE AIMS

**STATUS**

| Desired Outcome   | Current Practice  | Actions Required  | Target Date  | Responsibility   |
|---|---|---|--|--|
| <p><b>Logo and brand</b></p> <p>Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.</p> | <p>The East Ayrshire logo is now bilingual on all publications, employee badges, electric cars, and on the Council website and employee intranet.</p> | <p>We will continue the progress that has been made by identifying any opportunities that arise to render the corporate logo and branding in both Gaelic and English.</p> | <p>April 2024 and annually throughout the lifetime of the plan</p> | <p><i>Gaelic Implementation Group and Communications Team</i></p>        |
| <p><b>Signage</b></p> <p>Signage will include Gaelic and English as part of any renewal process.</p>  | <p>Bilingual signage is currently in place across East Ayrshire in streets, community venues, and roads.</p>  | <p>Carry out an audit of existing signage</p>   | <p>Commence audit in January 2025</p>                              | <p><i>Facilities and Property Management Ayrshire Roads Alliance</i></p> |
|   |   | <p>Create a procedure to ensure that all prominent signage bilingual on a renewal basis</p>   | <p>September 2025</p>  | <p><i>Facilities and Property Management Ayrshire Roads Alliance</i></p> |
|   |   | <p>Any new/existing road signs to be reviewed and will be considered for bilingual signage</p>  | <p>September 2025</p>  | <p><i>Facilities and Property Management Ayrshire Roads Alliance</i></p> |

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|  |  | Other appropriate corporate signage will be considered for bilingual signage when due for refresh | September 2025 | <i>Facilities and Property Management<br/>Ayrshire Roads Alliance</i> |
|--|--|---|----------------|---|

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## COMMUNICATING WITH THE PUBLIC

| Desired Outcome  | Current Practice   | Actions Required   | Target Date                                  | Responsibility   |
|--|--|--|--|--|
| <p><b>Promotion</b></p> <p>Positive messages that communication from the public in Gaelic is always welcome are regularly repeated.</p>  | <p>There is a webpage on East Ayrshire Council's website for the Gaelic Language Plan 2019-23 and a second webpage for Gaelic Medium Education. Neither webpage currently state that communication in Gaelic is welcome or invites this.</p>   | <p>We will review the information annually to ensure that information is relevant and up to date</p>   | <p>Annually</p>                              | <p><i>People and Culture</i></p>                                 |
| <p><b>Written Communication</b></p> <p>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.</p> | <p>It does not state on East Ayrshire Council's website that written communication in Gaelic is always accepted. There are no training modules for employees in relation to responding to Gaelic correspondence. However, any correspondence received would be translated in accordance with our interpretation and translation contract where required.</p> | <p>We will promote the translation and interpretation service to all employees to ensure that they are aware that information can be made available in Gaelic.</p> | <p>February 2024 and annually thereafter</p> | <p><i>Gaelic Implementation Group<br/>People and Culture</i></p> |
|  |  | <p>We will promote the use of a bilingual email signature to all employees</p>   | <p>February 2024 and annually thereafter</p> | <p><i>Corporate Support/People and Culture</i></p>               |
| <p><b>Reception and phone</b></p>  | <p>There are currently no Gaelic speaking employees to provide</p>   | <p>We will develop a Gaelic awareness resource for front</p>   | <p>February 2027</p>                         | <p><i>Corporate Support/People and Culture</i></p>               |



|  |  |   |                                       |  |
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| <p>Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.</p>     | <p>reception and phone services in East Ayrshire Council.</p>                                  | <p>line employees to support the promotion of Gaelic</p>  |                                       |  |
| <p><b>Public meetings</b></p> <p>Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p> | <p>East Ayrshire Council has not had the opportunity to host a public meeting bilingually.</p> | <p>Where requested and relevant, the Council will ensure that all public meetings are offered in a range of languages, and with 3 weeks' notice source access to an interpreter(s) to support this.</p> | <p>January 2025</p>                   | <p><i>Corporate Support/Housing and Communities/Education/people and Culture</i></p> |
|  |  | <p>Meetings on Gaelic related issues will be promoted bilingually</p> <p>Gaelic events will be notified to Gaelic community groups</p>  | <p>January 2025</p> <p>April 2024</p> |  |

## INFORMATION

| Desired Outcome   | Current Practice   | Actions Required  | Target Date               | Responsibility              |
|---|--|---|---------------------------|-----------------------------|
| <b>News releases</b><br><br>High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English. | All high profile news releases are currently released only in English. News releases relevant to Gaelic are published predominantly in English. News releases would be available in Gaelic on request. | Increase joint working across Council services to promote news releases related to Gaelic, helping to ensure a wider reach.   | September 2025            | <i>Implementation Group</i> |
|   |  | Where a media release is required for a Gaelic event, this will be provided in both languages, subject to a translation service being available within the required timescale | September 2025            | <i>All Services</i>         |
|   | We currently publish newsletters in relation to Gaelic matters bilingually.  | We will continue to publish any newsletters related to Gaelic matters bilingually.  | February 2024 and ongoing | <i>All Services</i>         |
| <b>Social Media</b><br><br>Gaelic content distributed regularly through social media,   | We have published bilingual posts across Council social media platforms when relevant to the content and audience.   | Events in Gaelic will be shared on social media in both languages, subject to a translation service being available in the required timescale .                               | February 2024 and ongoing | <i>All Services</i>         |

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| <p>working towards fully bilingual social media.</p>  |   | <p>Increase joint working across Council services to promote Gaelic content via social media and issue 20 posts across a range of social media platforms bilingually each year.</p> | <p>February 2024 and ongoing</p> | <p><i>All Services</i></p>                            |
| <p><b>Website</b></p> <p>Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p> | <p>Gaelic content webpages have been launched on East Ayrshire Council's website. We currently have a webpage on our Council website dedicated to the second iteration of the Gaelic Language Plan (2019-23) and for Gaelic Medium Education.</p> | <p>Update GME webpage to ensure that information on Gaelic education is easily accessible and up to date.</p>   | <p>June 2024</p>                 | <p><i>Corporate Support and Education Service</i></p> |
| <p><b>Corporate Publications</b></p> <p>Produced in Gaelic and English, with priority given to those with the highest potential reach and impact.</p>                 | <p>The Gaelic Language Plan (2019-23) and the previous iteration have been published bilingually – all other corporate documents would be available on request.</p>   | <p>We will work across the Council and with Partners to identify corporate publications with the highest potential reach and impact.</p>  | <p>June 2024</p>                 | <p><i>All Services</i></p>                            |
| <p><b>Language</b></p>  | <p>Translation and interpretation for corporate information and documents is currently</p>  | <p>We have an interpretation and translation contract in place that</p>   | <p>February 2024</p>             | <p><i>Corporate Support</i></p>                       |

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| <p>A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.</p>   | <p>conducted by a qualified external third party that adheres to SQA Orthographic Conventions.</p>   | <p>ensures translation and interpretation are of a high quality.</p>   |                     |                                     |
| <p><b>Exhibitions</b></p> <p>Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.</p> | <p>The Dick Institute Visual Art Programme, funded by Creative Scotland and Bòrd na Gàidhlig, took place in 2017-2019. There were monthly visits from the Gaelic primary and secondary schools over two years.</p> <p>An annual Gaelic event takes place as part of the Imprint Book Festival.</p> <p>There are no further plans at present.</p> | <p>Further engagement will be considered as part of the exhibition planning process and success of any future funding.</p> | <p>January 2026</p> | <p><i>East Ayrshire Leisure</i></p> |

## STAFF

| Desired Outcome  | Current Practice  | Actions Required  | Target Date                    | Responsibility   |
|--|---|---|--------------------------------|--|
| <p><b>Internal audit</b></p> <p>Conduct an internal audit of Gaelic skills and training needs through the life of each edition of the plan.</p>          | <p>East Ayrshire Council conducted an internal Gaelic capacity audit for the previous Gaelic Language Plan (2019-2023).</p> <p>We conducted an internal language capacity audit for this iteration of the Gaelic Language Plan.</p> | <p>We will conduct an internal language capacity audit following approval of this iteration of the Gaelic Language Plan by <i>Bòrd na Gàidhlig</i>.</p> | <p>During Gaelic Week 2026</p> | <p><i>Corporate Support</i></p>                        |
| <p><b>Induction</b></p> <p>Knowledge of the public authority's Gaelic language plan and training opportunities are embedded in new staff inductions.</p> | <p>East Ayrshire Council, as part of our e-learning platform LearnPro, have a Gaelic Language Plan module and Gaelic Awareness Training module.</p>   | <p>We will review and update these modules as required.</p>   | <p>January 2026</p>            | <p><i>All Services</i></p>                             |
|  |   | <p>We will include these modules as part of new employee inductions.</p>  | <p>April 2026</p>              | <p><i>People and Culture</i></p>                       |
| <p><b>Language training</b></p> <p>Gaelic language skills training and development, delivered to staff, particularly in relation to implementing the</p> | <p>East Ayrshire Council, as part of our e-learning platform LearnPro, have a Gaelic Awareness Training module. This includes basic vocabulary and links to learning resources at GoGaelic.</p>                                     | <p>We will review and update this module as required.</p>   | <p>January 2026</p>            | <p><i>Corporate Support and People and Culture</i></p> |

|  |  |  |               |   |
|--|--|--|---------------|---|
| public authority's Gaelic language plan.   |  |  |               |   |
| <b>Using Gaelic</b><br><br>Staff are encouraged to use Gaelic in their work.   | Employees are encouraged where relevant and appropriate to use Gaelic in their work.                         | We will develop a Gaelic awareness resource for front line employees to support the promotion of Gaelic.   | February 2027 | <i>Corporate Support/People and Culture</i> |
|  |  | We will continue to encourage employees where relevant and appropriate to use Gaelic in their work.  | April 2027    | <i>All Services</i>                         |
| <b>Awareness training</b><br><br>Gaelic awareness training delivered, with priority given to senior staff, other key decision makers and staff dealing directly with the public. | East Ayrshire Council, as part of our e-learning platform LearnPro, have a Gaelic Awareness Training module. | We will review and update these modules as required.   | January 2026  | <i>All Services</i>                         |
|  |  | Ascertain interest in training, availability of a national resource and source funding pot for Elected Member development in relation to Gaelic. | March 2027    | <i>Corporate Support/People and Culture</i> |
|  |  | Investigate whether an appropriate national resource is available (subject to cost).   | March 2027    | <i>People and Culture</i>                   |
|  |  | Further develop Gaelic information on the Council's  | April 2024    | <i>All Services</i>                         |

|   |   |  |   |   |
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|   |   | intranet and website to raise awareness of Gaelic.   |   |   |
|   |   | Promote national Gaelic events to employees.   | February 2024                               | <i>People and Culture</i>                                       |
| <b>Recruitment</b>  |   |  |   |   |
| Gaelic language skills are recognised and respected within the recruitment process throughout the public authority.   | Where there is a requirement for the Gaelic language to form part of the job specification, this is done in accordance with <i>Bòrd na Gàidhlig</i> recruitment advice. | We will continue to comply with <i>Bòrd na Gàidhlig</i> recruitment advice as appropriate.   | March 2024 and through the life of the plan | <i>People and Culture</i>                                       |
| Gaelic named as an essential and/or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the <i>Bòrd na Gàidhlig</i> recruitment advice. | No routine adverts have the Gaelic language as a skills requirement.  | Where Gaelic is an essential skill for a role, we will commit to publish bilingual job adverts and Job Overview/Person Specifications. | April 2024                                  | <i>Education / Housing and Communities / People and Culture</i> |
| Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.  | We do not currently advertise bilingual or Gaelic only job adverts for posts where Gaelic is an essential skill.  | Where Gaelic is an essential skill for a role, we will commit to publish bilingual job adverts and person specifications.              | April 2024                                  | <i>Education / Housing and Communities / People and Culture</i> |

## GAELIC LANGUAGE CORPUS

| Desired Outcome  | Current Practice   | Actions Required   | Target Date                            | Responsibility                        |
|--|--|--|--|---------------------------------------|
| <p><b>Gaelic Orthographic Conventions</b></p> <p>The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p> | <p>Written materials produced by East Ayrshire Council are translated by a qualified third-party that adheres to SQA Orthographic Conventions.</p> | <p>We have an interpretation and translation contract in place that ensures translation and interpretation of all written materials.</p> | <p>This is currently practice</p>      | <p><i>Corporate Support</i></p>       |
| <p><b>Place-names</b></p> <p>Gaelic place name advice from <i>Ainmean-Àite na h-Alba</i> is sought and used.</p>   | <p>East Ayrshire Council seeks advice from <i>Ainmean-Àite na h-Alba</i> as required.</p>  | <p>We will continue to seek advice from <i>Ainmean-Àite na h-Alba</i> as required.</p>   | <p>March 2025 onwards as required.</p> | <p><i>Ayrshire Roads Alliance</i></p> |



## LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

The purpose of the National Performance Framework is that it is for all of Scotland it aims to:

- To create a more successful country;
- Give opportunities to all people living in Scotland;
- Increase the wellbeing of people living in Scotland;
- Create sustainable and inclusive growth; and
- Reduce inequalities and give equal importance to economic, environmental, and social progress.

To achieve its purpose and the aims therein in practice, the National Performance Framework has set “National Outcomes.” These describe the kind of Scotland it aims to create for people. National Indicators measure the Framework’s progress against its National Outcomes. These give a measure of national wellbeing, and range from economic to social and environmental indicators.

The National Outcomes are that people:

1. Grow up loved, safe, and respected so that we realise our full potential;
2. Live in communities that are inclusive, empowered, resilient, and safe;
3. Are creative and our vibrant and diverse cultures are expressed and enjoyed widely;
4. Have a globally competitive, entrepreneurial, inclusive and sustainable economy;
5. Are well educated, skilled, and able to contribute to society;
6. Value, enjoy, protect, and enhance their environment;
7. Have thriving and innovative businesses, with quality jobs and fair work for everyone;
8. Are healthy and active;
9. Respect, protect, and fulfil human rights and live free from discrimination;
10. Are open, connected, and make a positive contribution internationally; and
11. Tackle poverty by sharing opportunities, wealth, and power more equally.

This Gaelic Language Plan aims to advance the priorities of the National Performance Framework. Examples of progress already made, and how we aim to develop further, are given below.

- Gaelic Medium Education means children can grow up in a safe and respectful environment that develops their language skills.
- Increasing the awareness and use of Gaelic in East Ayrshire contributes to a more inclusive and diverse community, where people can enjoy Gaelic culture, language, and education.

- By developing adult learning within our community in line with this Plan, there will be a wider range of people who are able to express themselves and enjoy Gaelic language and culture in East Ayrshire.
- By fulfilling our statutory duties under the Gaelic Language (Scotland) Act 2005 and the European Charter for Regional Minority Languages, we will contribute to the creation of a sustainable future for Gaelic in Scotland.

## LINKS TO LOCAL AND REGIONAL FRAMEWORKS

The Community Plan (2015-2030) continues to be recognised as the sovereign planning document for the East Ayrshire area, providing the overarching strategic policy framework for the delivery of services by all Partners. The Community Plan sets out the following vision:

*“East Ayrshire is a place with strong, safe and vibrant communities where everyone has a good quality of life and access to opportunities, choices and high quality services which are sustainable, accessible and meet people’s needs.”*

East Ayrshire Council’s core values of Quality, Equality, Access, and Partnership underpin all activity undertaken by East Ayrshire Council and its employees. The Gaelic Language Plan (2023-28) reflects East Ayrshire’s commitment to promoting our rich and diverse cultural heritage – this includes Gaelic language, culture, and education.

## PUBLICATION

### PUBLISHING AND PUBLICISING THE PLAN

#### INTERNAL

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East Ayrshire Council’s approved Gaelic Language Plan (2023-28) will be published on East Ayrshire Council’s intranet and this will be communicated to all employees in English and Gaelic.

#### EXTERNAL

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East Ayrshire Council’s Gaelic Language Plan (2023-28) will be published in Gaelic and in English on our website. In addition, we will:

- Issue a bilingual 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 in the public, private and third sectors;

- Distribute copies of the plan to relevant Gaelic organisations and other interested bodies; *and*
- Make hard copies available on request.

## RESOURCING THE PLAN

East Ayrshire Council resourced the Gaelic Language Plan (2023-28) from existing budgets. The employee and financial resource requirements for this Plan will be met from our existing budgets. Further funding, if necessary, will be sought as and when required.

## MONITORING THE PLAN

### GAELIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING GROUP

The Gaelic Language Plan (2023-28) will be monitored and reviewed biannually by an established Gaelic Implementation Group.

We aim to compile biannual reports from these meetings, which will form the body of an annual report that we aim to submit to the Council Management Team and *Bòrd na Gàidhlig*. This annual report will be made available to the public on East Ayrshire Council's website. The members of the Implementation Group that contributed to this Plan will continue to be involved in the biannual Gaelic Implementation Group meetings. However, it is noted that membership may change throughout the lifetime of the Plan due to employee changes.

## THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

### OVERALL RESPONSIBILITY FOR THE PLAN

The Chief Executive has overall responsibility for preparation, delivery and monitoring of East Ayrshire Council's Gaelic Language Plan and can be contacted as follows:

*Chief Executive  
East Ayrshire Council*

*Council Headquarters  
London Road  
Kilmarnock  
East Ayrshire  
KA3 7BU*

## DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

The Head of Corporate Support Services has day-to-day responsibility for the delivery and monitoring of East Ayrshire Council's Gaelic Language Plan and can be contacted as follows:

*Head of Corporate Support  
Chief Executive's Office  
East Ayrshire Council*

*Council Headquarters  
London Road  
Kilmarnock  
East Ayrshire  
KA3 7BU*

## ENGAGING WITH EMPLOYEES

The draft of the Gaelic Language Plan (2023-28) was made available to all East Ayrshire Council employees with the opportunity to complete the public consultation survey. There was also the opportunity to complete an internal language capacity audit. Members of the Gaelic Implementation Group will continue to monitor the progress of the Gaelic Language Plan (2023-28) in their respective service areas. This will involve engaging with colleagues to receive feedback and making them aware if developments and opportunities arise.

## ARM'S LENGTH ORGANISATIONS AND THIRD PARTIES

The Council's only Arm's Length Organisation, East Ayrshire Leisure, were engaged in drafting this Plan as part of the Gaelic Implementation Group. The Gaelic Implementation Group will be responsible for identifying opportunities to promote East Ayrshire Council's Gaelic Language Plan (2023-28) to third party organisations, encouraging them to provide appropriate Gaelic services within the scope of their delivery.

## APPENDIX 1 – INTERNAL GAELIC LANGUAGE CAPACITY AUDIT

### INTRODUCTION

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As part of the preparation for this Gaelic Language Plan, an internal language capacity audit was developed for employees to complete. The survey and bulletin were translated from English to Gaelic by a third party, with whom we have an interpretation and translation contract. Both the English version of the survey and Gaelic version of the survey were promoted to employees through bilingual bulletins using the Granicus platform; employees were therefore given the choice to complete the survey in either English or Gaelic.

The surveys were live on SmartSurvey from 2 March 2023 to 30 March 2023.

This appendix provides a summary of the results and key themes that emerged from the internal language capacity audit. 307 employees responded to the English version of the survey; 1 employee responded to the Gaelic version of the survey. Therefore, there was a total of 308 responses. The responses from both surveys have been consolidated to present the results in this appendix.

It was optional for employees to answer the survey questions in their responses.

### GAELIC LANGUAGE SKILLS

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Employees were asked to indicate their language skills in five key areas – understanding, speaking, reading, writing, and pronunciation.

#### Understanding

305 responses were received, and of these responses:

- 237 employees (77.7% of respondents) answered they could not understand any Gaelic.
- 42 employees (13.8% of respondents) answered they could understand simple Gaelic phrases.
- 12 employees (3.9% of respondents) answered they could understand basic conversations in Gaelic.
- 10 employees (3.3% of respondents) answered they could understand everyday conversations in Gaelic.
- 4 employees (1.3% of respondents) answered they could understand Gaelic when talking about specialised topics.

#### Speaking

306 responses were received, and of these responses:

- 239 employees (78.1% of respondents) answered they could not speak any Gaelic.
- 37 employees (12.1% of respondents) answered they could exchange simple greetings in Gaelic.

- 13 employees (4.2% of respondents) answered they could engage in simple conversations in Gaelic, filling gaps in their knowledge with English.
- 5 employees (1.6% of respondents) answered they could engage in basic conversations in Gaelic.
- 7 employees (2.3% of respondents) answered they could engage in everyday conversations in Gaelic.
- 5 employees (1.6% of respondents) answered they could engage in conversations about specialised subjects in Gaelic.

## Reading

305 responses were received, and of these responses:

- 250 employees (81.9% of respondents) answered they could not read any Gaelic.
- 21 employees (6.9% of respondents) answered they could read and understand simple words in Gaelic.
- 13 employees (4.3% of respondents) answered they could read and understand basic phrases in Gaelic.
- 6 employees (1.9% of respondents) answered they could read and understand everyday words and phrases in Gaelic.
- 11 employees (3.6% of respondents) answered they could read and understand Gaelic text.
- 4 employees (1.3% of respondents) answered they could read and understand technical writing on specialised subjects in Gaelic.

## Writing

305 responses were received, and of these responses:

- 265 employees (86.9% of respondents) answered they could not write in Gaelic.
- 18 employees (5.9% of respondents) answered they could write simple words and phrases in Gaelic.
- 3 employees (0.9% of respondents) answered they could write basic phrases in Gaelic.
- 4 employees (1.3% of respondents) answered they could write everyday words and phrases in Gaelic.
- 5 employees (1.6% of respondents) answered they could write Gaelic with the help of a dictionary.
- 6 employees (1.9% of respondents) answered they could write Gaelic comfortably.
- 4 employees (1.3% of respondents) answered they could write on specialised subjects in Gaelic.

## Pronunciation

306 responses were received, and of these responses:

- 249 employees (81.4% of respondents) answered they could not understand Gaelic pronunciation.
- 29 employees (9.5% of respondents) answered they understood basic pronunciation rules in Gaelic.
- 15 employees (4.9% of respondents) answered they understood how to pronounce many Gaelic words, but sometimes needed help or an example.
- 13 employees (4.2% of respondents) answered they understood how to pronounce Gaelic words on their own.

## ENGAGEMENT

Employees were asked how frequently they used Gaelic in their work through the mediums of understanding, speaking, reading, or writing.

|               | Never          | Yearly       | Monthly     | Daily        | Response Total |
|---------------|----------------|--------------|-------------|--------------|----------------|
| Understanding | 276<br>(89.6%) | 11<br>(3.6%) | 7<br>(2.3%) | 14<br>(4.5%) | 308            |
| Speaking      | 278<br>(90.6%) | 10<br>(3.3%) | 3<br>(0.9%) | 16<br>(5.2%) | 307            |
| Reading       | 286<br>(93.2%) | 3<br>(0.9%)  | 3<br>(0.9%) | 15<br>(4.9%) | 307            |
| Writing       | 287<br>(94.1%) | 5<br>(1.6%)  | 3<br>(0.9%) | 10<br>(3.3%) | 305            |

## INTEREST, OPPORTUNITIES, AND LEARNING

All respondents were asked to indicate their current interest in learning Gaelic. 307 responses were received, and of these responses:

- 159 employees (51.8% of respondents) answered they do not wish to learn Gaelic.
- 116 employees (37.8% of respondents) answered they would like to start learning Gaelic.
- 5 employees (1.6% of respondents) answered they were happy with their level of fluency.
- 27 employees (8.8% of respondents) answered they were happy with their level of fluency, but would like to continue learning and developing their knowledge of Gaelic.

Employees were also asked that, if they would like to begin learning Gaelic or improve their existing Gaelic, which opportunities would be the most useful. 157 responses were received to this question, with the opportunity to provide further information. A summary of responses is outlined below:

- 52 employees (33.1% of respondents) answered they would find employer-funded training or classes during working hours most useful.

- 45 employees (28.7% of respondents) answered they would find employer-funded training or classes in their own time most useful.
- 20 employees (12.7% of respondents) answered they would find evening classes (outside of work) most useful.
- 18 employees (11.5% of respondents) answered they would find self-funded study in their own time most useful.
- 6 employees (3.8% of respondents) answered they would find weekend classes (outside of work) most useful.
- 6 employees (3.8% of respondents) answered they would find a residential course away from home most useful.
- 5 employees (3.2% of respondents) answered they would find taking a sabbatical to study Gaelic full-time for a year at university would be most useful.
- 5 employees (3.2% of respondents) answered they would find intensive classes (outside of work) most useful.

Employees were asked to provide further information if they had already undertaken Gaelic language skills training or learning, with a total of 43 responses received. A summary of the responses, highlighting key themes, is outlined below.

- Using online resources to learn Gaelic. For example, Duolingo, LearnGaelic, and SpeakGaelic.
- Connections with those enrolled in Gaelic Medium Education (GME). For example, knowing someone who works in a role related to GME or a family member enrolled in GME.
- Learning through the Vibrant Communities Gaelic class.
- Further education and development courses for teachers. For example GLL (formerly GLPS) course for primary teachers and the Postgraduate Diploma in Gaelic Immersion for Teachers at the University of Strathclyde.
- Studying at university to learn Gaelic. For example, courses at *Sabhal Mòr Ostaig* and education in Gaelic at degree-level.
- Other respondents answered that they had no interest in learning Gaelic.

In order to ascertain the level of Gaelic employees would like to learn or obtain, employees were asked to choose from a list of options. A total of 163 responses were received to this question, with the opportunity to choose more than one option and to provide further information. Of these responses:

- 102 employees said they would like to learn a few greetings and simple phrases.
- 55 employees said they would like to learn to speak fluently.
- 48 employees said they would like to start learning to read Gaelic.
- 39 employees said they would like to start learning to write Gaelic.
- 31 employees said they would like to improve their existing speaking skills.
- 21 employees said they would like to improve their existing reading skills.
- 21 employees said they would like to improve their existing written skills.

Employees were asked to provide further information, with a total of 31 responses received. A summary of the responses, highlighting key themes, is outlined below.



- Learning the basics of Gaelic. For example, a Gaelic word/phrase/fact of the week or a refresher course of basic skills.
- Respondents answered they were happy with their level of Gaelic or possessed Gaelic ability, but would like to improve.
- Respondents answered that they had no interest in learning Gaelic.

## **FURTHER COMMENTS**

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We asked for suggestions on anything else we could do to increase the use of Gaelic in East Ayrshire. There was a mixture of responses, with feedback from respondents focused on the following themes:

- Gaelic resources and Gaelic Medium Education (GME) should continue to be promoted in East Ayrshire to increase awareness.
- Gaelic education could be expanded – this was suggested for early years, primary, and secondary level.
- Opportunities for learners could be provided or promoted – this varied from online classes, Gaelic classes in-person, and support for parents of children enrolled in GME.
- The use of Gaelic could be encouraged in the workplace, school, and council business. For example, employees learning basic greetings.
- There could be increased signage across East Ayrshire to increase awareness of the language.
- Concerns were raised regarding spending on Gaelic at a time where there are budget cuts and a cost of living crisis; money and resources should be spent elsewhere.
- Feedback focused on individuals with an interest in Gaelic learning the language in their own time.
- Gaelic is/was spoken very little in East Ayrshire; the relevance of the Gaelic language in East Ayrshire was also questioned.
- Resources could be used to promote different languages which are more widely spoken – this included the Scots language.

## **GOING FORWARD...**

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While the majority of East Ayrshire Council employees have little to no language ability or interest in regards to Gaelic, a portion of East Ayrshire Council employees would be interested in beginning to learn Gaelic.

Going forward, we will look at ways in which we can improve materials available to employees who wish to learn Gaelic, better promote existing materials, and encourage the use of Gaelic in the workplace for employees who have an interest. To achieve this aim, this Plan was amended to include a review and update of the existing online learning module.

As part of our Strategic Priorities, this Gaelic Language Plan aims to promote Gaelic Medium Education for early years and Primary 1 enrolment and ensure parents and

carers are informed of the opportunity to continue Gaelic at secondary level. This aligns with the feedback received that GME should be promoted in East Ayrshire.

Further, we aim to increase bilingual signage across East Ayrshire by identifying key areas where bilingual road signage could be introduced and where bilingual signage could be introduced to key venues within our community. This again aligns with the feedback received from employees that increased signage may increase awareness of Gaelic in East Ayrshire.

DRAFT

## APPENDIX 2 – PUBLIC CONSULTATION

### INTRODUCTION

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The public consultation for this Gaelic Language Plan was developed and was live from 16 March 2023 to 27 April 2023. The public consultation webpages were available in both English and Gaelic on East Ayrshire Council's website; respectively, the draft Gaelic Language Plan (2023-28) was available to read in either English or Gaelic. The survey was available for completion in both English and Gaelic on the SmartSurvey platform, by writing, or by email. The survey was promoted bilingually through bulletins using the Granicus platform; respondents were therefore given the choice to complete the survey in either English or Gaelic.

This appendix provides a summary of the results and key themes arising from the public consultation survey. 81 responses were received to the English version of the survey; 1 response was received to the Gaelic version of the survey. Therefore, there was a total of 82 responses. The responses from both surveys have been consolidated to present the results in this appendix.

It was optional for respondents to answer the survey questions in their responses.

### OUR FINDINGS

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A total of 82 people responded to the public consultation survey. Respondents were asked to detail in which capacity they were responding to the survey, with the opportunity to choose more than one option. Of these respondents:

- 68 responded as an East Ayrshire resident;
- 10 responded as an adult learning Gaelic;
- 8 responded as member of a Gaelic organisation based in East Ayrshire;
- 5 responded as an East Ayrshire Council employee;
- 5 responded as someone who works or studies in East Ayrshire;
- 3 responded as a teacher or lecturer of Gaelic;
- 2 responded as member of a Gaelic organisation based out with East Ayrshire;
- 2 responded as a parent of a pupil at a Gaelic Medium Education school;
- 2 responded as "other";
- 1 responded as a business;
- 1 responded as a pupil at a Gaelic Medium Education school; *and*
- 1 responded as a student studying Gaelic.

### GAELIC LANGUAGE SKILLS

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Respondents were asked if they could, speak, read, write, or understand Scottish Gaelic, with the opportunity to provide further comments.

|                 | Understand | Speak | Read | Write | Response Total |
|-----------------|------------|-------|------|-------|----------------|
| Scottish Gaelic | 18         | 14    | 19   | 13    | 64             |
| English         | 77         | 76    | 76   | 76    | 305            |

- 18 respondents answered they could understand Scottish Gaelic.
- 14 respondents answered they could speak Scottish Gaelic.
- 19 respondents answered they could read Scottish Gaelic.
- 13 respondents answered they could write Scottish Gaelic.

In the further comments, respondents focused on their Scots language abilities, abilities in other languages, and some respondents described their Gaelic skills as basic.

### **VIEWS ON THE DRAFT GAELIC LANGUAGE PLAN (2023-28)**

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Respondents were asked to what extent they agreed with statements in relation to the draft Gaelic Language Plan (2023-28). The responses were as follows.

*“The Plan is easy to read and understand,”* received a total of 79 responses.

- 34 respondents (43%) strongly agreed or agreed.
- 26 respondents (32.9%) neither agreed nor disagreed.
- 15 respondents (18.9%) strongly disagreed or disagreed.
- 4 respondents (5.1%) answered “don’t know.”

*“The Plan is well structured,”* received a total of 80 responses.

- 33 respondents (41.3%) strongly agreed or agreed.
- 28 respondents (35%) neither agreed nor disagreed.
- 15 respondents (18.8%) strongly disagreed or disagreed.
- 4 respondents (5%) answered “don’t know.”

*“The Plan makes clear the Council’s proposed priorities,”* received a total of 77 responses.

- 42 respondents (54.5%) strongly agreed or agreed.
- 21 respondents (27.3%) neither agreed nor disagreed.
- 11 respondents (14.3%) strongly disagreed or disagreed.
- 3 respondents (3.9%) answered “don’t know.”

*“The Plan will promote increasing the use of Gaelic in East Ayrshire,”* received a total of 77 responses.

- 27 respondents (35.1%) strongly agreed or agreed.
- 17 respondents (22.1%) neither agreed nor disagreed.
- 27 respondents (35.1%) strongly disagreed or disagreed.
- 6 respondents (7.8%) answered “don’t know.”

*"The Plan will promote increasing the learning of Gaelic in East Ayrshire,"* received a total of 79 responses.

- 26 respondents (32.9%) strongly agreed or agreed.
- 18 respondents (22.8%) neither agreed nor disagreed.
- 28 respondents (35.4%) strongly disagreed or disagreed.
- 7 respondents (8.9%) answered "don't know."

*"I think it is important that the Council promotes Gaelic,"* received a total of 79 responses.

- 33 respondents (41.8%) strongly agreed or agreed.
- 1 respondent (1.3%) neither agreed nor disagreed.
- 45 respondents (56.9%) strongly disagreed or disagreed.
- No respondents answered "don't know."

*"I think awareness of Gaelic in East Ayrshire is increasing,"* received a total of 79 responses.

- 17 respondents (21.5%) strongly agreed or agreed.
- 12 respondents (15.2%) neither agreed nor disagreed.
- 43 respondents (54.4%) strongly disagreed or disagreed.
- 7 respondents (8.9%) answered "don't know."

*"I am interested in the Gaelic language,"* received a total of 79 responses.

- 31 respondents (39.2%) strongly agreed or agreed.
- 4 respondents (5.1%) neither agreed nor disagreed.
- 43 respondents (54.4%) strongly disagreed or disagreed.
- 1 respondent (1.3%) answered "don't know."

Respondents were then asked what parts of the Plan they found useful, with a total of 46 responses received. The following themes emerged:

- The Plan is useful overall;
- Communication and partnership, as well as links with other agencies and the community;
- How the plan will be implemented in schools and the information regarding education; *and*
- The structure, ideas within the Plan, and how these would be implemented.

Respondents were also asked which parts of the Plan that they found were not useful, with a total of 41 responses received. The following themes emerged:

- The Plan was not useful in any capacity;
- Concerns were raised about the cost, time, and resources involved in the Plan and associated actions, focusing on whether resources could be better spent elsewhere; *and*

- The relevance of Gaelic in East Ayrshire was questioned – feedback focused on the Gaelic language not being part of the culture or identity of East Ayrshire and that few residents have knowledge of the language.

Respondents were asked to provide further suggestions on anything that could be done to improve the Plan, with a total of 48 responses received. The following themes emerged:

- Gaelic learning and culture should be advertised and promoted in East Ayrshire.
- Gaelic classes and Gaelic Medium Education should be promoted.
- A Gaelic Language Plan is not required in East Ayrshire.
- Concerns were again raised about the cost, time, and resources involved in the Plan and associated actions.
- The relevance of Gaelic in East Ayrshire was again questioned.
- Resources should be put towards improving Education services as a whole.
- More focus and support should be given to other languages. For example, the Scots language.

## **GOING FORWARD...**

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The results of the public consultation have undergone initial consideration.

- Aspects of this Plan (for example, tables) have been altered slightly to improve clarity and avoid confusion.
- Further, it has been clarified at certain points throughout this Plan that the results of the 2022 Census are not available; this is why information from the 2011 Census has been used.
- The 2023/24 budget for East Ayrshire Council is now included in the Plan.
- Employee numbers have been updated since the publication of the draft Plan.

Some of the suggestions are already included under our Strategic Priorities and Corporate Service Aims. For example, we aim to:

- Increase signage to strengthen both the use and awareness of the language within East Ayrshire.
- To promote Gaelic Medium Education (GME) by ensuring parents and carers are informed of the offer available for continuing Gaelic at secondary and ensure GME provision is promoted as part of early years and Primary 1 enrolment.
- Raise awareness of Gaelic Adult Learning Classes and continue to work closely and develop good working relationships with community groups and *Sgoil na Coille Nuaidh* to promote activities to families of children in GME and members of the Gaelic community.

The results of this public consultation will be considered throughout the lifetime of this Plan. These results will be made available as part of this Gaelic Language Plan, once approved by *Bòrd na Gàidhlig*. Further consideration will be given to the results by the Gaelic Implementation Group following approval.

|                         |  |
|-------------------------|--|
| <b>Coinneamh:</b>       | Comataidh Poileasaidh is Ghoireasan                |
| <b>Ceann-là:</b>        | 28 Màrt 2024                                       |
| <b>Tìotal:</b>          | PGR036 E02 Plana Comhairle Siorrachd Rinn Friù     |
| <b>Gnìomh a dhìth:</b>  | Ri Aontachadh                                      |
| <b>Àireamh pàipear:</b> | 2.2  |
| <b>Neach-labhairt:</b>  | Christie NicIlleathain, Manaidsear Planadh         |
| <b>Pàipearan-taic:</b>  | PT1 PGR036 E02 Plana Comhairle Siorrachd Rinn Friù |

## 1. Adhbhar

1.1. A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005.

## 2. Cùl-fhiosrachadh/Prìomh aithris

Geàrr-iomradh air adhartas le E01 – Comhairle Siorrachd Rinn Friù:

2.1. Tha Comhairle Siorrachd Rinn Friù air adhartas a dhèanamh le bhith a' toirt a-steach solar FtG san sgìre. Tha seo air leth cudromach airson fàs a thoirt air ionnsachadh na Gàidhlig agus inbhe na Gàidhlig anns a' choimhearsnachd.

2.2. Thathar air adhartas a dhèanamh le bhith a' cruthachadh susbaint Ghàidhlig air làrach-lìn na Comhairle mu dheidhinn ionnsachadh agus foghlam ann an Gàidhlig. Tha seo cudromach airson faicsinneachd àrdachadh agus àbhaisteachadh a' chànain. Ge-tà, tha cothroman fhathast ann airson barrachd adhartais a thaobh seo, mar eisimpleir, dh' fhaodadh an duilleag-lìn mun Phlana Ghàidhlig aca a bhith dà-chànanach.

2.3. Tha Comhairle Siorrachd Rinn Friù air adhartas a dhèanamh le bhith a' sgaoileadh fiosan naidheachd is puist air na meadhanan sòisealta sa Ghàidhlig mu chuspairean agus tachartasan Gàidhlig.

2.4. Thathar air adhartas a dhèanamh le bhith ag obair ann am com-pàirteachas le buidhnean, mar Chomann nam Pàrant, gus tachartasan a' lìbhrigeadh sa Ghàidhlig.

2.5. Rinneadh adhartas le bhith a' cruthachadh susbaint dhà-chànanach air làrach-lìn na Comhairle. Ge-tà, tha cothroman a bharrachd aig Comhairle Siorrachd Àir an Ear gus susbaint dhà-chànanach a leudachadh air an làraich-lìn aca san ath eagan.

2.6. Tha cothroman ann do Chomhairle Siorrachd Rinn Friù adhartas a dhèanamh le bhith a' tabhann agus a' brosnachadh trèanadh sgilean is mothachadh Gàidhlig don luchd-obrach.

- 2.7. Tha cothroman ann do Chomhairle Siorrachd Rinn Friù adhartas a dhèanamh aig ìre chorporra le bhith a' cruthachadh suaicheantas chorporra dà-chànanach.
- 2.8. Chaidh measadh a dhèanamh air an dreachd phlana seo le Bòrd na Gàidhlig. Thug an Sgioba-stiùiridh sùil mhionaideach air a' phlana agus mhol iad atharrachaidhean.
- 2.9. Ghabh Comhairle Siorrachd Rinn Friù ris a' mhòr cuid de na molaidhean aig an Sgioba-stiùiridh agus far nach do ghabh, tha oifigearan a' Bhùird riaraichte leis a' bhriathrachas a chleachd iad.
- 2.10. Thug oifigearan a' Bhùird taic seachad far an robh soilleireachadh a bharrachd a dhìth air cuid de na molaidhean agus chaidh rèiteachadh a dhèanamh orra.
- 2.11. Thathas a' moladh gun tèid aontachadh ris a' phlana seo.

### 3. Moladh

- 3.1. Aire a thoirt don fhiosrachadh ann am PT1.
- 3.2. Aonta a chur ris na dreachd phlana ann am PT1.

### 4. Prìomh Bhuidhean Ro-innleachdach

- 4.1. Buidhean air Ionmhas: Cha bhi buaidh air ionmhas
- 4.2. Buidhean air Luchd-obrach: Cha bhi buaidh air luchd-obrach.
- 4.3. Buidhean air Trèanadh: Cha bhi buaidh air trèanadh.
- 4.4. Ceanglaichean ri Amasan Ro-innleachadh agus Corporra: Tha dlùth cheangal ann eadar am plana reachdail seo agus a bhith a' cuir air adhart cleachdadh, ionnsachadh agus ìomhaigh na Gàidhlig gu nàiseanta. Bidh am plana seo a' cur air adhart na trì amasan anns a' Phlana Chorporra aig Bòrd na Gàidhlig.
- 4.5. Buidhean air Cliù: Cha bhi buaidh air cliù.
- 4.6. Buidhean air Slàinte is Sàbhailteachd: Cha bhi buaidh air slàinte is sàbhailteachd.
- 4.7. Buidhean Laghail: Tha am pròiseas seo stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh.
- 4.8. Buidhean air Co-ionannachd: chan eil buaidh dhìreach air co-ionannas tron phlana seo ach bidh oifigearan a' Bhùird a' cumail sùil air cùisean co-ionannachd mar phàirt den phròiseas dearcnachaidh ann an co-bhonn leis an ùghdarras seo.
- 4.9. Buidhean air an Àrainneachd: Cha bhi buaidh air an àrainneachd.

### 5. Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta

|                   |                                     |  |                                     |
|-------------------|-------------------------------------|--|-------------------------------------|
| Còraichean Daonna | <input type="checkbox"/>            | Slàinte                                    | <input type="checkbox"/>            |
| Cultar            | <input checked="" type="checkbox"/> | Foghlam                                    | <input checked="" type="checkbox"/> |
| Àrainneachd       | <input type="checkbox"/>            | Gnothachasan soirbheachail is ùr-ghnathach | <input type="checkbox"/>            |



**Oifigeil**

Clann is Òigridh



Eadar-nàiseanta



Coimhearsnachdan



Bochdainn



Eaconomaidh

**6. Cùrsa Riaghlachais**

6.1. Chaidh an aithris seo aontachadh leis an Stiùiriche Leasachaidh air 14 Màrt 2024.

**7. Dearbhadh air Cuairteachadh Sgrìobhainn**

7.1. 'S e pàipear fosgailte a tha seo.



# **Renfrewshire Council Gaelic Language Plan 2024 - 2029**

[www.renfrewshire.gov.uk](http://www.renfrewshire.gov.uk)





## FOREWARD

Renfrewshire Council is committed to supporting the development of Gaelic in our organisation and in our communities.

Our Gaelic Language Plan 2024-2029 highlights our aims for Gaelic over the next five years. We have learned from previous work, listened to our stakeholders, and considered opportunities to help us identify actions that we think will nurture and cultivate Gaelic in line with local need.

Gaelic is an integral part of our shared heritage and national identity, and we are proud of its rich cultural tradition. We will support our communities to celebrate this and realise the benefits that embracing Gaelic presents. Doing so will help us safeguard the future of Gaelic in Renfrewshire as a language that is visible, utilised, and respected.

**Janie O'Neill**  
**Director of Children's Services**

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# 1. INTRODUCTION

## Description of Renfrewshire Council

Renfrewshire Council is a medium sized local authority based in the west of Scotland serving a population of approximately 184,000. The Council is responsible for providing a range of public services including education, social care, housing, roads and recycling. The Council covers an area of 270 square kilometres, with a mixture of thriving towns, vibrant villages, and rural settlements. The area boasts healthy business and commercial activity, with ongoing enhancements to local infrastructure to support advanced manufacturing. The area also benefits from rich built and cultural heritage, with an attractive offer of notable landmarks and open spaces that support a strong tourism industry.

Renfrewshire Council Headquarters is based in Paisley, Renfrewshire's largest town. The Council has approximately 8500 employees and is one of the biggest employers in the area.

Renfrewshire Council has 43 councillors across 12 multi-member wards, with each ward containing either 3 or 4 elected members.

More information on Renfrewshire Council and the area is services can be found on [www.renfrewshire.gov.uk](http://www.renfrewshire.gov.uk)

## Council priorities

Renfrewshire Council's priorities are published in its Council Plan. The current Plan covers the period 2022-2027, and identifies the following five strategic outcomes:

- We will encourage kind and connected communities where citizens take pride in the **place** they live
- We will support a strong and flexible local **economy**
- We want Renfrewshire to be a **fair** place, where people feel safe, supported and empowered
- We will work towards a **greener** future
- As an organisation, we will be driven by our **values**, to be fair, helpful, collaborative and value learning.

Cutting across all of this is our wish for all of Renfrewshire's children to have loving, happy lives where everyone can enjoy the same opportunities and where wellbeing is nurtured.

## Gaelic within Renfrewshire Council

The most up to date insight regarding Gaelic language skills in Renfrewshire's communities remains the 2011 Census. The Census reveals Renfrewshire has a small number of residents with Gaelic skills, with the number of people who understand, speak, read, or write Gaelic decreasing in recent years, from 1837 in 2001 to 1586 in 2011. There are two exceptions to this trend, relating to those who "speak, read and write Gaelic" and "speak but do not read or write Gaelic", rising by two and sixteen people respectively. Renfrewshire has a small Gaelic community, but we are committed to providing sustainable support and learning opportunities matched to their needs and aspirations. The results from the 2022 Census will provide an opportunity to review these figures and understand the impact of recent work to enhance Gaelic provision.

The Council and our partners are successful in delivering cultural events programmes, collaborating with groups and organisations to raise the profile of Renfrewshire and our visitor offer. Where possible, we have sought to include Gaelic provision, such as the inclusion of Gaelic music in our regular Spree music festival. We also support groups who seek to further Gaelic language locally, using their expertise and knowledge to provide authentic learning and development experiences.

During October 2023, the Royal National Mòd, took place in Paisley. The eight-day national festival was organised by An Comunn Gàidhealach, supported by Renfrewshire Council, featured a range of competitive disciplines, including Gaelic song, poetry, literature, drama, instrumental, Highland dancing and sport. In addition to this, the Mòd fringe events included activities for children and families, at venues around the town centre. We will continue to build on the success of the festival.

Renfrewshire Council is committed to providing Gaelic education opportunities for our residents and those who wish to undertake this in future. Gaelic Medium Primary Education is available, allowing pupils starting primary 1 to access local provision within a dedicated establishment. Additionally, a number of Renfrewshire pupils undertake Gaelic Medium Education (GME) at schools in neighbouring authorities. Demand for provision in neighbouring authorities will likely decrease over time as Renfrewshire's provision becomes established. GME follows the same "Curriculum for Excellence" as other Scottish schools, with the difference being that teaching is undertaken in the Gaelic language. GME is a form of immersion education, with Gaelic the sole language of learning, teaching and assessment in the first three years of primary school. From P4 to P7, immersion education continues with the introduction of English. From P4 onwards,

following the introduction of English, Gaelic remains the predominant language of the classroom.

Gaelic is used for all learning and teaching in the first 2 years of primary school (Bunsgoil), with English being introduced for reading and writing from primary 3 onwards. In the secondary school (Àrd sgoil), Gaelic is used for the teaching and learning of as many subjects as possible.

## The Gaelic Language (Scotland) Act 2005

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic Language Plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This document is Renfrewshire Council's Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

Renfrewshire Council's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

## The National Gaelic Language Plan

Renfrewshire Council supports the main aim of the National Gaelic Language Plan 2023-2028 to increase the use and learning of Gaelic.

We are committed to the achieving this aim by focussing our work on these three priorities:

- 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

Renfrewshire Council will continue to review available data to understand the Gaelic skills that exist within the authority. Where appropriate we will supplement this with our own capacity audits to identify local need and refine our proposed activity. This information will supplement this Plan and be publicly available.

## Consultation on the draft Gaelic Language Plan

In accordance with the Gaelic Language (Scotland) Act 2005 the Council conducted a seven-week consultation of the draft Gaelic Language Plan between August and September 2022. Key activity included:

- Notification of consultation on Council's website
- Gaelic and English versions of draft Plan provided to all Renfrewshire's libraries
- Awareness raising through Council's social media channels and local partners
- Public engagement event, and
- Local press releases

A total of 121 responses were received during the consultation period. Consultation feedback highlighted the potential to enhance communication and awareness of the Council's statutory responsibilities stemming from the 2005 Act. The aims and actions outlined in the Plan demonstrate our efforts to raise the local status, profile and use of Gaelic to meet these responsibilities.

Respondents also highlighted the need to demonstrate the pursuit of the Plan's aims will not detract from other service provision. This is an important consideration, and attention will be focused on using resources effectively and timeously to ensure planned activity adds value to a broad range of outcomes.

There is also scope for the Council to enhance monitoring and performance reporting over the Plan's life, and this will be progressed through the establishment of a new monitoring oversight group. A key deliverable will be increased progress reporting to ensure our communities have more opportunities to review our achievements.



## 2. KEY PRINCIPLES

Renfrewshire Council's Gaelic Language Plan is underpinned by five key principles of equal respect, active offer, mainstreaming, third parties and corporate parenting. The following section identifies our commitment to these principles and how they are applied throughout the Plan and our associated activities.

### Equal respect

Under the terms of the 2005 Act, Bòrd na Gàidhlig works with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language and the Bòrd in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

Renfrewshire Council will ensure that where Gaelic is included as part of our operations and services, we will ensure they are of an equal standard and quality as those that we provide in English.

### Active offer

Renfrewshire Council will make an active offer of our Gaelic services to our employees and the public. By this we mean that the Council's Gaelic services are prominent and accessible to Gaelic users who in turn are actively encouraged to use them.

This approach will take the responsibility away from the individual to ask for the service and will give Gaelic users the confidence to know that their needs will be met if that is their choice.

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

### Mainstreaming

Renfrewshire Council will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan 2023-2028 aim to increase the use and learning of Gaelic.

## Third parties

Where appropriate, Renfrewshire Council will seek support from Arm's Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic Language Plan.

## Corporate parenting

Renfrewshire Council fulfils its duties as a Corporate Parent and will continue to ensure that care experienced children and young people and care leavers receive support and guidance aligned to their language and communication needs, including Gaelic users.

### 3. PLAN COMMITMENTS

#### High-level aims

Renfrewshire Council's high-level aims were co-produced with the support of Bòrd na Gàidhlig.

The high-level aims identify strategic actions, closely linked to the National Gaelic Language Plan 2023-2028. They are framed around the three National Gaelic Language Plan headings of:

- Increasing the use of Gaelic
- Increasing the learning of Gaelic
- Promoting a positive image of Gaelic

The commitments outlined below form a key part of formal assessment and are used as a basis to measure performance and impact.

#### Increasing the use of Gaelic

|                  |  |
|------------------|--|
| High-level Aim   | Actively promote the use of Gaelic in communication between the public and the Council and within the community.           |
| Proposed Outcome | Our Gaelic community are aware of the scope of the Council's Gaelic provision and understand how to access/engage in this. |
| Current Practice | Provision is in place for interpretation and translation services for non-English speaking clients.                        |
| Actions Required | Take a proactive approach to promoting relevant Gaelic content in a way that is easily accessible to our communities.      |
| Target Date      | March 2029.  |

#### Increasing the learning of Gaelic

|                  |   |
|------------------|---|
| High-level aim   | We will continue to encourage participation in Gaelic learning at all levels, from early years through to adult education with a view to increasing uptake.   |
| Proposed Outcome | Gaelic learning opportunities are actively promoted to our communities and information made available to assist those who wish to participate.  |
| Current Practice | Individual stakeholders are responsible for promoting discrete activities.  |
| Actions Required | Enhance reach and awareness of learning opportunities through enhanced collaboration, signposting, and information sharing.<br><br>Undertake an audit of current Gaelic provision as an L3. L3 is a |

|             |   |
|-------------|---|
|             | <p>second different language introduced from second level/P5 onwards.</p> <p>Following completion of the audit a development plan should be implemented to increase the number of schools providing Gaelic as an L3.</p> <p>Teachers who express an interest in Gaelic learning will receive appropriate training.</p> <p>Explore the opportunities for Gaelic early years and secondary provision.</p> |
| Target Date | March 2029.   |

|                  |  |
|------------------|--|
| High-level aim   | Undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to Renfrewshire Council residents. |
| Proposed Outcome | Families are fully informed of their choices and opportunities in respect of Gaelic medium and Gaelic learner education.   |
| Current Practice | Gaelic Medium Education is communicated to parents and carers via the P1 registration process and Council website.   |
| Actions Required | Engage with families and evaluate the accessibility and usefulness of GME communications, incorporating feedback where appropriate to enhance this process.  |
| Target Date      | March 2026.  |

|                  |   |
|------------------|---|
| High-level aim   | We will continue to make all parents aware of their right to request Gaelic Medium Education for their child.   |
| Proposed Outcome | All parents/carers are fully informed of their right to request Gaelic Medium Education, the options available to them and the process for doing so.              |
| Current Practice | (Process for registering for provision outwith authority)<br>Families can request that the Council review the need for Gaelic Medium Primary Education provision. |
| Actions Required | Engage with parents/carers to measure the extent of their awareness and identify actions to enhance this.   |
| Target Date      | March 2026.   |

|                  |   |
|------------------|---|
| High-level aim   | Continue to work with partners to provide Gaelic Learners Education at primary and secondary level with a view to increasing uptake.            |
| Proposed Outcome | Demand for Gaelic Learners Education is measured, and proportionate opportunities are identified, relative to available capacity and resources. |
| Current Practice | No Gaelic Learners Education currently offered.   |
| Actions Required | Engage with schools and early learning establishments to assess demand and work with partners to identify all relevant opportunities.           |
| Target Date      | March 2026.   |

## Promoting a positive image of Gaelic

|                  |   |
|------------------|---|
| High-level aim   | As a legacy of the Royal National Mòd 2023 in Paisley, promote further opportunities to learn and use Gaelic in the area.   |
| Proposed Outcome | Increased awareness of Gaelic language and culture.   |
| Current Practice | <p>The Gaelic Unit at West Primary is promoted through the council's annual communication plan.</p> <p>Gaelic programming is included in the council's events programme.</p> <p>Funding is provided through the council's cultural grants programme to support Fèis Phàislig.</p>   |
| Actions Required | <p>Promote handy phrases in Gaelic through Renfrewshire's visitor website Paisley.is and on the council website.</p> <p>Continue to promote and support Fèis Phàislig activity and schools engagement programme.</p> <p>Provide a platform for Renfrewshire's trad musicians through the council's event programme.</p> <p>We will continue to support the Gaelic choir and work with Fèis Phàislig to promote Gaelic music opportunities to our young people.</p> <p>Continue to incorporate opportunities to learn and use Gaelic within the council's event programming.</p> |
| Target Date      | Ongoing.  |

## Corporate service aims

The following Corporate Service Aims are determined by Bòrd na Gàidhlig and must form part of Renfrewshire's Gaelic Language Plan.

These aims also form a key role in monitoring and review, with the Council required to demonstrate incremental progress over time with a view to achieving the desired outcomes.

## Status

|                  |  |
|------------------|--|
| Desired Outcome  | <b>Logo and brand</b><br>Aim to render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. |
| Current Practice | Renfrewshire Council does not currently have a Gaelic logo and/or branding.  |
| Actions Required | Develop a Gaelic logo and branding and at the point of any renewal we will create a fully bilingual logo showing equal respect to both Gaelic and English.     |
| Target Date      | Ongoing, with review in advance of the statutory monitoring report.  |

|                  |  |
|------------------|--|
| Desired Outcome  | <b>Signage</b><br>Prominent signage will include Gaelic and English as part of any renewal process.  |
| Current Practice | Renfrewshire Council does not routinely consider the benefits of Gaelic signage.   |
| Actions Required | As part of any renewal process, we will render prominent signage, particularly at Renfrewshire House, bilingual showing equal respect to Gaelic and English. |
| Target Date      | Ongoing, with review in advance of the statutory monitoring report.  |

## Communicating with the public

|                  |  |
|------------------|--|
| Desired Outcome  | <b>Promotion</b><br>Positive message that communication from the public in Gaelic is always welcome.   |
| Current Practice | Current practice meets above outcome.  |
| Actions Required | Increase the visibility of the use of Gaelic language when communicating with the council.<br><br>Positive messaging will be included on our website to encourage communication from the public in Gaelic.<br><br>Create an annual promotion plan for Gaelic Medium Education (GME). |
| Target Date      | Ongoing, with review in advance of the statutory monitoring report.  |

|                  |   |
|------------------|---|
| Desired Outcome  | <b>Written Communication</b><br>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.  |
| Current Practice | Current practice meets above outcome.   |
| Actions Required | Our current policy is to accept and reply in Gaelic to communications received in Gaelic.<br><br>We will continue with the present policy but also increase promotion and awareness of measures to ensure this and other Gaelic corporate aims are better understood across all Services. |
| Target Date      | Ongoing, with review in advance of the statutory monitoring report.   |

|                  |   |
|------------------|---|
| Desired Outcome  | <b>Reception and phone</b><br>Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public. |
| Current Practice | Gaelic speaking staff are supported to provide this service to the public.  |
| Actions Required | Staff will be aware that the Council will support relevant training/development opportunities to support Gaelic greetings.                                  |

|             |           |
|-------------|-----------|
| Target Date | Annually. |
|-------------|-----------|

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| Desired Outcome  | <b>Public meetings</b><br>Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.                           |
| Current Practice | Equality and diversity principles adopted and representations relating to bilingual meetings appraised on a case-by-case basis.                         |
| Actions Required | Actively promote the option to hold public meetings bilingually or in Gaelic where they are likely to be particularly relevant to the Gaelic community. |
| Target Date      | Ongoing, with review in advance of the statutory monitoring report.   |

## Information

|                  |   |
|------------------|---|
| Desired Outcome  | <b>News releases</b><br>High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English. |
| Current Practice | Previous content about Gaelic in schools has gone out in English.   |
| Actions Required | Going forward, all content about Gaelic in schools will be in Gaelic and English.   |
| Target Date      | Ongoing.  |

|                  |   |
|------------------|---|
| Desired Outcome  | <b>Social Media</b><br>Gaelic content distributed regularly through social media, guided by the level of actual and potential users.  |
| Current Practice | Previous content about Gaelic in schools has gone out in English. All posts regarding the Royal National Mòd included Gaelic.   |
| Actions Required | Going forward, all content about Gaelic in schools will be in Gaelic and English.<br><br>Information relating to Gaelic in schools will be posted bilingually with the aim to publishing at least 3 bilingual posts annually. |
| Target Date      | On going and annual.  |



|                  |  |
|------------------|--|
| Desired Outcome  | <b>Website</b><br>Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach. |
| Current Practice | Current webpage about Gaelic in schools is available in English.   |
| Actions Required | Refresh the information on the Gaelic in schools page and make it available in both Gaelic and English.  |
| Target Date      | Ongoing.   |

|                  |   |
|------------------|---|
| Desired Outcome  | <b>Corporate Publications</b><br>Produced in Gaelic and English, with priority given to those with the highest potential reach.   |
| Current Practice | Documents are made available in alternative languages when requested.   |
| Actions Required | We will identify, with policy colleagues, corporate publications, such as the Council Plan that would be suitable for Gaelic language editions, either in full or summary form. |
| Target Date      | Ongoing, with review in advance of the statutory monitoring report.   |

|                  |   |
|------------------|---|
| Desired Outcome  | <b>Exhibitions</b><br>Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact. |
| Current Practice | Current practice meets above outcome.   |
| Actions Required | We will produce guidelines for the use of Gaelic in exhibitions where Gaelic is a prominent subject matter.   |
| Target Date      | Ongoing, with review in advance of the statutory monitoring report.   |

## Staff

|                  |   |
|------------------|---|
| Desired Outcome  | <b>Internal audit</b><br>Conduct an internal audit of Gaelic skills and training needs through the life of each plan.   |
| Current Practice | Organisational development managed corporately. Staff training needs coordinated at a team/service level, which includes Gaelic skills training where relevant to role.   |
| Actions Required | Within the first 2 years of the plan undertake an internal audit information at organisational and team/staff level where relevant to role. Utilise other available insight where it relates to Renfrewshire's staff. |
| Target Date      | March 2026.   |

|                  |  |
|------------------|--|
| Desired Outcome  | <b>Induction</b><br>Knowledge of the public authority's Gaelic Language Plan included in new staff inductions.               |
| Current Practice | Staff induction materials made available through digital learning platforms include information on the Gaelic Language Plan. |
| Actions Required | Ensure materials point to the Gaelic Language Plan.  |
| Target Date      | Continue with current practice.  |

|                  |   |
|------------------|---|
| Desired Outcome  | <b>Language training</b><br>Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic Language Plan. |
| Current Practice | No training and development currently offered to staff.   |
| Actions Required | Training and development opportunities will be offered to staff in accordance with the outcome of skills audit. Ad hoc requests will be supported where this is relevant to role.   |
| Target Date      | December 2026.  |

|                  |   |
|------------------|---|
| Desired Outcome  | <b>Awareness training</b><br>Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public. |
| Current Practice | No current offer of awareness training.   |
| Actions Required | Consider the use of existing training modules via iLearn in collaboration with Bòrd na Gàidhlig.  |
| Target Date      | December 2026.  |

|                  |  |
|------------------|--|
| Desired Outcome  | <b>Recruitment</b><br>Recognising and respecting Gaelic skills within the recruitment process throughout the public authority. |
| Current Practice | Currently supported on a case-by-case basis.   |
| Actions Required | This will form part of the review of the recruitment policy which will be completed by end of 2025.                            |
| Target Date      | By the end of 2025.  |

|                  |   |
|------------------|---|
| Desired Outcome  | <b>Recruitment</b><br>Gaelic named as an essential and / or desirable skill in job descriptions to deliver the Gaelic Language Plan and in accordance with the Bòrd na Gàidhlig recruitment advice. |
| Current Practice | Responsibility to deliver Gaelic Language Plan sits with staff across the Council.  |
| Actions Required | Annually review establishment of Gaelic officer post and consider any potential funding opportunities with other local authorities.   |
| Target Date      | Annually.   |

|                  |  |
|------------------|--|
| Desired Outcome  | <b>Recruitment</b><br>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.                           |
| Current Practice | Current practice meets above outcome.<br>Our recruitment teams and colleagues across the Council have access to translations services. |
| Actions Required | This will be considered as part of the review of the recruitment policy mentioned above.   |
| Target Date      | Ongoing and review to be concluded by the end of 2025.   |

## Gaelic Language corpus

|                  |  |
|------------------|--|
| Desired Outcome  | <b>Gaelic Orthographic Conventions</b><br>The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.  |
| Current Practice | Gaelic materials produced by Renfrewshire Council utilise the most recent Gaelic Orthographic Conventions.   |
| Actions Required | Publish the most recent version of the Gaelic Orthographic Conventions - <a href="https://www.sqa.org.uk/sqa/45356.html">https://www.sqa.org.uk/sqa/45356.html</a> - and include guidance on the Gaelic for Renfrewshire Council - Comhairle Shiorrachd Rinn Friù. |
| Target Date      | Ongoing, with review in advance of the statutory monitoring report.  |

|                  |   |
|------------------|---|
| Desired Outcome  | <b>Placenames</b><br>Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.                                 |
| Current Practice | Ainmean-Àite na h-Alba consulted as appropriate.  |
| Actions Required | Continue to consult Ainmean-Àite na h-Alba to ensure we maintain our confidence in the use of the Gaelic forms of placenames. |
| Target Date      | Ongoing, with review in advance of the statutory monitoring report.   |



## 4. PUBLICATION

### Publishing and publicising the plan

This section outlines the steps Renfrewshire Council will take to publish and publicise the Plan to internal and external stakeholders. This will increase awareness of the Plan and the commitments found within it.

#### Internal

The Plan will be published on Renfrewshire Council's website. It will complement a collection of other key strategic documents, reinforcing the Plan's profile and importance. Internal communication channels will be used to highlight the availability of the Plan and raise the profile of key priorities and planned activity.

#### External

Renfrewshire Council's Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will:

- publicise the plan through a variety of social media platforms
- distribute copies to partner organisations, explaining their role in the delivery of the plan
- distribute copies of the plan to key stakeholders in the public, private and third sectors
- distribute copies of the plan to relevant Gaelic organisations and other interested bodies
- make hard copies available on request

## 5. RESOURCING THE PLAN

The costs associated with resourcing this plan will be mainstreamed within existing Council budgets. Funding opportunities will be explored where they align to the key activity outlined in the Plan. Stakeholders will be invited to add value through collaborative activity.

## 6. MONITORING THE PLAN

The Council has established Gaelic Language Plan Oversight Group to support the delivery, monitoring and evaluation of this Plan.

The group will meet twice yearly to review progress against actions and produce an annual progress report to Bòrd na Gàidhlig. The first report will be issued 12 months after the Plan's approval.

The group will make annual progress reports available online to ensure our communities can review our progress.



## 7. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

### Overall responsibility for the plan

Head of Policy and Partnerships.

### Day-to-day responsibility for the plan

Strategy, Policy and Insight Manager.

### Arm's length organisations and third parties

Renfrewshire Council will share the Plan with OneRen and utilise expertise in relation to cultural and leisure-based activity, and where this may complement the Plan's commitments. The Council will be mindful of the potential benefits that may be secured via its commissioning processes and explore these where relevant.



---

**Chief Executive's Service**

Renfrewshire Council  
Renfrewshire House  
Cotton Street  
Paisley  
PA1 1BR

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on [approval date]

[www.renfrewshire.gov.uk](http://www.renfrewshire.gov.uk)

|                         |  |
|-------------------------|--|
| <b>Coinneamh:</b>       | Comataidh Poileasaidh is Ghoireasan  |
| <b>Ceann-là:</b>        | 28 Màrt 2024   |
| <b>Tìotal:</b>          | Prìomhachasan Ro-innleachdail PGR028 E03 Plana<br>Gàidhlig Comhairle Siorrachd Àir a Tuath |
| <b>Gnìomh a dhìth:</b>  | Ri Aontachadh  |
| <b>Àireamh pàipear:</b> | 3.1  |
| <b>Neach-labhairt:</b>  | Christie Niclleathain, Manaidsear Planadh  |
| <b>Pàipearan-taic:</b>  | PT1 Prìomhachasan Ro-innleachdail PGR028 E03<br>Comhairle Siorrachd Àir a Tuath            |

## 1. Adhbhar

- 1.1. A' sireadh aonta na Comataidh air Prìomhachasan ro-innleachdail airson Comhairle Siorrachd Àir a Tuath

## 2. Cùl-fhiosrachadh/Prìomh aithris

Geàrr-iomradh air adhartas le E02 – Comhairle Siorrachd Àir an Ear:

- 2.1. Dh'fhosgail an t-ionad Gàidhlig ann an Siorrachd Air a Tuath ann an 2019. Tha na h-àireamhan air a bhith fallain on uair sin agus tha a' Chomhairle air adhartas a dhèanamh ann bhith a' brosnachadh an t-solair a th' aca. Tha cothroman a bharrachd aca anns an ath-eagrain, a bhith a' togail air an obair sin gus fàs a thoirt air na h-àireamhan sin agus gus an solar a neartachadh.
- 2.2. Tha Comhairle Siorrachd Àir a Tuath air adhartas a dhèanamh le bhith ag obair ann am com-pàirteachas le buidhnean eile gus deagh ìomhaigh a chur air adhart airson na Gàidhlig agus cothroman a bharrachd a cruthachadh don chloinn a tha a' frithealadh foghlam tro mheadhan na Gàidhlig anns an sgìre. Mar eisimpleir, thathar air seirbheisean Fèisean nan Gàidheal agus Comunn na Gàidhlig a cleachdadh airson tachartasan spòrs, drama agus seinn a thabhainn don chloinn.
- 2.3. Thathar air adhartas a dhèanamh le bhith a' tabhann mheasgachadh de clasaichean sa choimhearsnachd ann an sgìlean Gàidhlig. Ghluais a' chomhairle do chlasaichean air-loidhne mar thoradh air a' ghlasadh sluaigh, tha an dòigh-obrach seo air leanntainn cuide ri clasaichean aghaidh ri aghaidh le measgachadh de dhiofar ìrean. Tha iad cuideachd a' ruith seisean do phàrantan aig a bheil clann ann an foghlam tro mheadhan na Gàidhlig.
- 2.4. Rinneadh adhartas le bhith a' cumail taic ri buidhnean/tachartasan eadar-dhealaichte gus cothroman cleachdaidh a brosnachadh anns an sgìre. Tha seo a' gabhail a-steach Fèis Arainn, Suas Leis A' Ghaidhlig, Isle of Arann Music School agus Wee Mac Book Festival .

- 2.5. Rinneadh adhartas le bhith ag àbhaisteachadh dà-chànanachas am broinn poileasaidh nan soidhnichean aca, stèidhichte air pròiseas ùrachaidh. Thèid soidhnichean dà-chananach a cleachdadh ann an dà ionad foghlam a bhios a fosgladh ann an 2024 agus 2027.
- 2.6. Chaidh na prìomhachasan ro-innleachdail seo ullachadh ann an co-bhann le oifigearan agus stiùirichean/Ceannardan aig an ùghdarras poblach seo airson an treasamh eagrain den phlana Gàidhlig aca.
- 2.7. Chaidh an ullachadh stèidhichte air prìomhachasan anns a' Phlana Nàiseanta 2018-2023 agus an dreachd Phlana Nàiseanta airson 2023-2028.

### 3. Moladh

- 3.1. Aire a thoirt don fhiosrachadh ann am PT1.
- 3.2. Aonta a chur ris na Prìomhachasan ro-innleachdail ann am PT1.

### 4. Prìomh Bhuidhean Ro-innleachdach

- 4.1. Buidhean air Ionmhas: Cha bhi buaidh air ionmhas
- 4.2. Buidhean air Luchd-obrach: Cha bhi buaidh air luchd-obrach.
- 4.3. Buidhean air Trèanadh: Cha bhi buaidh air trèanadh.
- 4.4. Ceanglaichean ri Amasan Ro-innleachadh agus Corporra: Tha na prìomhachasan ro-innleachdail seo a' cur ris na 3 prìomhachasan corporra aig BnG.
- 4.5. Buidhean air Cliù: Cha bhi buaidh air cliù.
- 4.6. Buidhean air Slàinte is Sàbhailteachd: Cha bhi buaidh air slàinte is sàbhailteachd.
- 4.7. Buidhean Laghail: Cha bhi buaidhean laghail ann.
- 4.8. Buidhean air Co-ionannachd: Cha bhi buaidh air co-ionannas.
- 4.9. Buidhean air an Àrainneachd: Cha bhi buaidh air an àrainneachd.

### 5. Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta

|  |                                     |                  |                                     |
|--|-------------------------------------|------------------|-------------------------------------|
| Còraichean Daonna                          | <input type="checkbox"/>            | Clann is Òigridh | <input checked="" type="checkbox"/> |
| Cultar                                     | <input checked="" type="checkbox"/> | Coimhearsnachdan | <input checked="" type="checkbox"/> |
| Àrainneachd                                | <input type="checkbox"/>            | Bochdainn        | <input type="checkbox"/>            |
| Slàinte                                    | <input type="checkbox"/>            | Eadar-nàiseanta  | <input type="checkbox"/>            |
| Foghlam                                    | <input checked="" type="checkbox"/> | Eaconomaidh      | <input checked="" type="checkbox"/> |
| Gnothachasan soirbheachail is ùr-ghnathach | <input type="checkbox"/>            |                  |                                     |

### 6. Cùrsa Riaghlachais

- 6.1. Chaidh an aithris seo aontachadh leis an Stiùiriche Leasachaidh air 14 Màrt 2024.

### 7. Dearbhadh air Cuairteachadh Sgrìobhainn

- 7.1. 'S e pàipear fosgailte a tha seo.

## PRÌOMHACHASAN RO-INNLEACHDAIL - PLANA GÀIDHLIG COMHAIRLE SIORRACHD ÀIR A TUATH

|  |  |
|--|--|
| <b>A' toirt fàs air cleachdadh na Gàidhlig</b>   | <b>Increasing the use of Gaelic</b>  |
| Obraich còmhla ri com-pàirtichean planadh choimhearsnachdan agus gnìomhachasan gus fàs a thoirt air an dà chuid cleachdadh agus mothachadh na Gàidhlig.  | Work with community planning partners and businesses to grow Gaelic usage and awareness.   |
| <b>A' toirt fàs air ionnsachadh na Gàidhlig</b>  | <b>Increasing the learning of Gaelic</b>   |
| Dèan planadh airson a bhith a' stèidheachadh solar tràth-bhliadhnaichean Gàidhlig ro no ann an 2028.   | Plan for the establishment of Gaelic early years provision by 2028.  |
| Gabh os làimh an dleastanas fo Achd an Fhoghlaim (Alba) 2016 gus foghlam Gàidhlig a bhrosnachadh agus taic a thoirt dha, le adhartas air a sgrùdadh tro phròiseasan leasachadh càileachd agus fèin-mheasadh a tha ann mar-thà. | Undertake its duty under the Education (Scotland) Act 2016 to support and promote Gaelic education, with progress measured through existing quality improvement and self-assessment processes. |
| Àrdaich mothachadh mun Ghàidhlig agus cruthaich barrachd chothroman airson Foghlam Luchd-ionnsachaidh na Gàidhlig ann an sgoiltean.  | Increase Gaelic awareness and create more opportunities for Gaelic Learners Education in schools.  |
| Leasaich solar Gàidhlig mar phàirt de dh'fhoghlam do dh'inbhich stèidhte air modail leasachaidh a tha a' toirt fa-near do ghuth an luchd-ionnsachaidh.   | Develop Gaelic provision within adult education based on a model of progression taking account of the learners' voice.   |
| Dèan planadh airson a bhith a' toirt a-steach foghlam tro meadhan na Gàidhlig aig ìre na h-àrd-sgoil ro no ann an 2028.  | Plan for the introduction of Gaelic medium provision at secondary level by 2028.   |
| <b>A' cur deagh ìomhaigh air adhart airson na Gàidhlig</b>   | <b>Promoting a positive image of Gaelic</b>  |
| Àrdaich ìomhaigh na Gàidhlig tro bhith ga h-àbhaisteachadh air feadh seirbheisean na Comhairle.  | Increase the profile of Gaelic through normalising it throughout Council strategies and services   |

|                         |  |
|-------------------------|--|
| <b>Coinneamh:</b>       | Comataidh Poileasaidh is Ghoireasan  |
| <b>Ceann-là:</b>        | 28 Màrt 2024   |
| <b>Tìotal:</b>          | Prìomhachasan Ro-innleachdail PGR050 E03 Plana<br>Gàidhlig Oilthigh Obar Dheathain     |
| <b>Gnìomh a dhìth:</b>  | Ri Aontachadh  |
| <b>Àireamh pàipear:</b> | 3.2  |
| <b>Neach-labhairt:</b>  | Christie Niclleathain, Manaidsear Planadh  |
| <b>Pàipearan-taic:</b>  | PT1 Prìomhachasan Ro-innleachdail PGR050 E03 Plana<br>Gàidhlig Oilthigh Obar Dheathain |

## 1. Adhbhar

1.1. A' sireadh aonta na Comataidh air Prìomhachasan ro-innleachdail airson Oilthigh Obar Dheathain

## 2. Cùl-fhiosrachadh/Prìomh aithris

Geàrr-iomradh air adhartas le E02 – Plana Oilthigh Obar Dheathain:

- 2.1. Tha Oilthigh Obar Dheathain air adhartas a dhèanamh le bhith a' fastadh Oifigeir Leasachaidh Gàidhlig, le taic bhon a' Bhòrd. Tha an t-oifigeir air a bhith a' cur ri leasachadh na Gàidhlig san Oilthigh ann an iomadh dòigh agus ri bhith a' cur a' Phlana aca an gnìomh. Tha an t-oifigeir air eadra-lìon Gàidhlig airson luchd-obrach a chur air dòigh; air iomadh seiseanan is trèanadh a ruith airson na Gàidhlig; agus air a bhith ag obair le buidhnean Gàidhlig ann an Obar Dheathain is Siorrachd Obar Dheathain is leis na sgoiltean a tha a' libhrigeadh FtG.
- 2.2. Thathar air adhartas a dhèanamh le bhith a' cruthachadh susbaint Ghàidhlig air làrach-lìn an Oilthighe. Mar eisimpleir, tha artaigeal mu sgrùdadh DNA Innse Gall gus coimhead air a' cheangal eadar galar agus gineachan ri fhaighinn gu dà-chànanach. Ge-tà, tha cothroman fhathast ann susbaint Ghàidhlig a leudachadh gus an cànan àbhaisteachadh.
- 2.3. Tha Oilthigh Obar Dheathain air adhartas a dhèanamh le bhith a' foillseachadh lethbhreacan de dh'fhoillsichidhean sa Ghàidhlig, mar *Obar Dheathain 2040*, plana ro-innleachdail an Oilthighe. Tha e cudromach gum bi an t-Oilthigh a' leudachadh an adhartais seo san ath-eagrain den Phlana aca.
- 2.4. Thathar air adhartas a dhèanamh le bhith a' gabhail Gàidhlig a-steach ann an tachartasan is taisbeanaidhean. Mar eisimpleir, chleachd an taigh-tasgaidh ro-ràdh dà-chànanach airson an taisbeanaidh air-loidhne 'Walking with Birds: The Art of Audubon and MacGillivray'. A bharrachd air sin, bha an t-Oilthigh ag obair ann am com-pàirteachas le iomadh buidhnean timcheall air an sgìre air a' phròiseact 'Leabhar Dhèir' a fhuair maoin eachadh bhon Mhaoin Dualchas agus chaidh tachartas no dhà a chumail sa Ghàidhlig. Tha e cudromach gun cùm an t-Oilthigh air le bhith a' toirt taic do, no a' cur

air dòigh, tachartasan a tha a' gabhail a-steach na Gàidhlig gus inbhe na Gàidhlig a neartachadh.

- 2.5. Ged a tha an t-Oilthigh air beagan adhartas a dhèanamh le bhith a' cruthachadh is a' sgaoileadh susbaint dhà-chànanach air na cunntasan meadhanan sòisealta aca, tha cothroman fhathast ann gus seo a leasachadh san ath-eagrain den phlana aca.
- 2.6. Tha cothroman ann do dh'Oilthigh Obar Dheathain a bhith ag ùrachadh a' phoileasaidh Ghàidhlig aca thairis air an ath-eagrain den Phlana. Chaidh am poileasaidh a th' aca an-dràsta aontachadh ann an 2013, agus mar sin tha cothrom aca lèirmheas a dhèanamh air a' phoileasaidh.
- 2.7. Tha cothroman ann do dh'Oilthigh Obar Dheathain adhartas a dhèanamh le bhith a' brosnachadh a' chùrsa *Eòlas Gàidhlig* do do dhaoine a dh'fhaodadh tighinn dhan oilthigh mar oileanaich agus le bhith a' brosnachadh chùrsaichean Gàidhlig do dh'oileanaich a tha air a' phrògram MA ann am Foghlam nuair a tha iad a' clàradh airson a' chiad is dàrna bliadhna den phrògram MA fo-cheuma.
- 2.8. Chaidh na prìomhachasan ro-innleachdail seo ullachadh ann an co-bhann le oifigearan agus stiùirichean/Ceannardan aig an ùghdarras phoblach seo airson an treasamh eagrain den phlana Gàidhlig aca.
- 2.9. Tha an t-ullachadh stèidhichte air prìomhachasan anns a' Phlana Nàiseanta 2018-2023 agus san dreachd Phlana Nàiseanta airson 2023-2028.

### 3. Moladh

- 3.1. Aire a thoirt don fhiosrachadh ann am PT1.
- 3.2. Aonta a chur ris na Prìomhachasan ro-innleachdail ann am PT1.

### 4. Prìomh Bhuidhean Ro-innleachdach

- 4.1. Buidhean air Ionmhas: Cha bhi buaidh air ionmhas
- 4.2. Buidhean air Luchd-obrach: Cha bhi buaidh air luchd-obrach.
- 4.3. Buidhean air Trèanadh: Cha bhi buaidh air trèanadh.
- 4.4. Ceanglaichean ri Amasan Ro-innleachadh agus Corporra: Tha na prìomhachasan ro-innleachdail seo a' cur ris na 3 prìomhachasan corporra aig BnG.
- 4.5. Buidhean air Cliù: Cha bhi buaidh air cliù.
- 4.6. Buidhean air Slàinte is Sàbhailteachd: Cha bhi buaidh air slàinte is sàbhailteachd.
- 4.7. Buidhean Laghail: Cha bhi buaidhean laghail ann.
- 4.8. Buidhean air Co-ionannachd: Cha bhi buaidh air co-ionannas.
- 4.9. Buidhean air an Àrainneachd: Cha bhi buaidh air an àrainneachd.

### 5. Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta

|                   |                                     |  |                                     |
|-------------------|-------------------------------------|--|-------------------------------------|
| Còraichean Daonna | <input type="checkbox"/>            | Foghlam                                    | <input checked="" type="checkbox"/> |
| Cultar            | <input checked="" type="checkbox"/> | Gnothachasan soirbheachail is ùr-ghnathach | <input type="checkbox"/>            |
| Àrainneachd       | <input type="checkbox"/>            | Clann is Òigridh                           | <input checked="" type="checkbox"/> |
| Slàinte           | <input type="checkbox"/>            |  |                                     |

**Oifigeil**

|                  |                                     |                                     |
|------------------|-------------------------------------|-------------------------------------|
| Coimhearsnachdan | <input checked="" type="checkbox"/> | Eaconomaidh                         |
| Bochdainn        | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| Eadar-nàiseanta  | <input type="checkbox"/>            |                                     |

**6. Cùrsa Riaghlachais**

6.1. Chaidh an aithris seo aontachadh leis an Stiùiriche Leasachaidh air 14 Màrt 2024.

**7. Dearbhadh air Cuairteachadh Sgrìobhainn**

7.1. 'S e pàipear fosgailte a tha seo.



## PRÌOMHACHASAN RO-INNLEACHDAIL - PLANA GÀIDHLIG OILTHIGH OBAR DHEATHAIN

|   |  |
|---|--|
| <p><b>A' toirt fàs air cleachdadh na Gàidhlig</b></p> <p>Glèidh dàimhean brìghmhor leis na prìomh chom-pàirtichean Gàidhlig agus luchd-ùidh air feadh Baile Obar Dheathain agus nas fhaide air falbh, tro na gnothaichean conaltraidh catharra an oilthighe agus, far a bheil e iomchaidh, tòisich air dàimhean com-pàirteachas ùra gus na h-amasan nàiseanta co-roinnte a choileanadh airson àm ri teachd seasmhach agus soirbheasach a chruthachadh don Ghàidhlig ann an Alba agus tro choimhearsnachd eadar-nàiseanta.</p> | <p><b>Increasing the use of Gaelic</b></p> <p>Maintain meaningful relationships with key Gaelic partners and stakeholders across the City of Aberdeen and beyond, through our civic engagement agendas and where appropriate, initiate new partnerships to realise shared national ambitions for a prosperous and sustainable future for Gaelic in both Scottish and international communities</p>         |
| <p><b>A' toirt fàs air ionnsachadh na Gàidhlig</b></p> <p>Cùm a' dol le bhith a' freagairt air feumalachdan coimhearsnachd oileanach ioma-dhòigheach tro mhodh teagaisg is ionnsachaidh a tha ceangailte ri feumalachdan oileanaich agus ionnsachadh gnìomhach, a tha air a dhèanamh tron churraicealam a tha a' dèiligeadh ri na feumalachdan agus na dùbhlain a tha ro choimhearsnachdan mion-chànain agus a bheir taic do leasachadh proifeiseanta agus sgilean nan oileanach</p>  | <p><b>Increasing the learning of Gaelic</b></p> <p>Continue to respond to the needs of the University's diverse student community through a student-centred and active learning approach to learning and teaching, underpinned by curricula that addresses the needs of, and challenges faced by minority language communities and which supports the professional and skills development of students.</p> |
| <p><b>A' cur deagh ìomhaigh air adhart airson na Gàidhlig</b></p> <p>Thoir air adhart agus gabh a-steach na gealltanasan uile bhon Phlana Gàidhlig Oilthigh Obar Dheathain 2019- 2024 agus lean ri bhith ag aithneachadh chothroman gus làthaireachd na Gàidhlig a leasachadh ann an obrachaidhean an Oilthighe.</p>  | <p><b>Promoting a positive image of Gaelic</b></p> <p>Carry forward and include the commitments from the previous iteration of University of Aberdeen's Gaelic Language Plan 2019 – 2024 and continue to identify opportunities to develop the presence of Gaelic in our operations.</p>   |
| <p>Ann an co-rèir ri ro-innleachd an Oilthighe - Obar Dheathain 2040, stiùiridh sinn rannsachadh co-obrachail, buadh-mhor air cànan is co-chomann na Gàidhlig a chuireas ri a h-inbhe. Far a bheil cothroman ann, feuchaidh sinn ri com-pàirteachasan brìghmhor a leasachadh agus bheir sinn an aire do dhòighean ùra ar cuid rannsachaidh air Gàidhlig a chonaltradh.</p>  | <p>In line with the University's strategy – Aberdeen 2040, we will carry out interdisciplinary research on Gaelic language and society that is impactful and will strengthen the status of Gaelic. Where possible, we will seek to develop meaningful collaborations and we will explore different ways of communicating our research on Gaelic.</p>   |