

**Coinneamh:** Comataidh Poileasaidh is Ghoireasan  
**Ceann-là/Àm:** 10 Gearran 2026 aig 09.30m  
**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. Ionmhas

#### 2.1. Aithisg Ionmhas (Ri deasbad)

*Nicola Pearson, Ceann an Ionmhais is Cùisean Corporra*

duilleag 3

#### 2.2. Prìomhachasan Maoin Phlanaichean Gàidhlig (Ri deasbad)

PT1 Fios air taic Maoin Planaichean Gàidhlig 2025/26  
*Steven Kellow, Manaidsear Maoineachaidh is Phròiseactan*

duilleag 5

### 3. Cleachdadh

#### 3.1. Adhartais nam Buidhnean Com-pàirteach Lìbhrigidh 2025/26 (Airson fiosrachadh)

*Iain Mac a' Mhaoilein, Stiùiriche*  
*Steven Kellow, Manaidsear Maoineachaidh is Phròiseactan*

duilleag 10

### 4. Planaichean Gàidhlig

#### 4.1. Plana Gàidhlig – Comhairle Dhùn Breatann an Ear (Ri aontachadh)

*Calum Rothach, Ceannard Foghlaim is Phlanaichean*  
*Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail*

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#### 4.2. Plana Gàidhlig – Comhairle Lodainn an Ear (Ri aontachadh)

*Calum Rothach, Ceannard Foghlaim is Phlanaichean*  
*Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail*

duilleag 42

#### 4.3. Plana Gàidhlig – Comhairle na h-Eaglaise Brice (Ri aontachadh)

*Calum Rothach, Ceannard Foghlaim is Phlanaichean*  
*Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail*

duilleag 81

**5. Riaghladh**

**5.1. Plana Obrach na Comataidh Poileasaidh is Ghoireasan**

*duilleag 104*

**(Ri Aontachadh)**

PT1 Plana Obrach 2025/26

PT2 Plana Obrach 2026/27

*Ealasaid Dhòmhnallach, Ceannard*

**6. GISBE**

Ceann-là na h-ath choinneimh: 05/05/2026

**Dùnadh na seisean**

**Meeting:** Policy and Resources Committee  
**Date:** 10 February 2026  
**Title:** Finance Report  
**Action Required:** For Information  
**Paper number:** 2.1  
**Spokesperson:** Nicola Pearson, Head of Finance & Corporate Affairs  
**Appendices:** n/a

**1. Purpose**

- 1.1. The purpose of this paper is to give information to the Committee on the financial position as at 31 December 2025.
- 1.2. The paper is in English as it has been prepared by the Head of Finance and Corporate Affairs and will be reviewed by auditors as part of their work.

**2. Background/Main points**

- 2.1. In 2025/26 Bòrd na Gàidhlig has a total budget of £6,325k.
- 2.2. An additional amount of £46k has been added to the budget to facilitate a payment from Scottish Government to Stòrlann for the lease of An Tosgan.
- 2.3. Total spend to 31 December 2025 was £4,387k, giving an underspend against budget of £273k for the year to date.
- 2.4. We anticipate a full spend of the Grant in Aid but the end of the financial year.
- 2.5. The monitoring statement to 31 December 2025 is below:

		TO 31.12.25				FULL YEAR PROJECTION			
		BUDGET £'000	ACTUAL £'000	VAR £'000	VAR %	BUDGET £'000	FORECAST £'000	VAR £'000	VAR %
<b>FUNDING/ INCOME</b>	Cash brought forward	9	9	-	-	9	9	0	0%
	Grant in Aid - baseline	4,325	5,125	800	0	6,325	6,325	0	0%
	GIAdditional funding	46	46	-	-	46	46	0	0%
	<b>TOTAL BUDGET</b>	<b>4,371</b>	<b>5,171</b>	<b>800</b>	<b>18%</b>	<b>6,371</b>	<b>6,371</b>	<b>-</b>	<b>-</b>
<b>EXPENDITURE</b>	GLAIF	935	881	-54	-6%	1,140	1,140	0	0%
	Other Development	2,396	2,404	8	0%	3,347	3,407	60	2%
	<b>TOTAL DEVELOPMENT COSTS</b>	<b>3,331</b>	<b>3,285</b>	<b>-46</b>	<b>-1%</b>	<b>4,487</b>	<b>4,547</b>	<b>60</b>	<b>0</b>
	Staff Costs	989	856	-132	-13%	1,379	1,215	-164	-12%
	Other Operating Costs	340	246	-94	-28%	505	609	104	21%
	<b>TOTAL OPERATING COSTS</b>	<b>1,329</b>	<b>1,102</b>	<b>-227</b>	<b>-17%</b>	<b>1,884</b>	<b>1,824</b>	<b>-60</b>	<b>0</b>
<b>TOTAL COSTS</b>	<b>4,660</b>	<b>4,387</b>	<b>-273</b>	<b>-6%</b>	<b>6,371</b>	<b>6,371</b>	<b>-</b>	<b>-</b>	

### 3. Recommendation

3.1. The Committee is requested to:

- Consider the report and note the information.

### 4. Main Strategic Impacts

4.1. Impact on Finance: As described above.

4.2. Impact on Staff: N/A

4.3. Impact on Training: N/A

4.4. Links to Corporate Aims: Our work informs and influences Gaelic development and policies which impact on Gaelic.

4.5. Impacts on Reputation: It is important that Bòrd na Gàidhlig continues to demonstrate effective management of its finances.

4.6. Impacts on Health and Safety: N/A

4.7. Legal Impacts: N/A

4.8. Impacts on Equality: N/A

4.9. Impacts on the Environment: N/A

### 5. Links to the National Performance Framework

Human Rights	<input type="checkbox"/>	Children and Young People	<input type="checkbox"/>
Culture	<input type="checkbox"/>	Communities	<input type="checkbox"/>
Environment	<input type="checkbox"/>	Poverty	<input type="checkbox"/>
Health	<input type="checkbox"/>	International	<input type="checkbox"/>
Learning	<input type="checkbox"/>	Economy	<input type="checkbox"/>
Successful Innovative Businesses	<input checked="" type="checkbox"/>		

### 6. Governance Route

6.1. Approved by the Leadership Team on 29 January 2026.

### 7. Confirmation of Circulation of Document

7.1. This is an open paper.

<b>Coinneamh:</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-là:</b>	10 Gearran 2026
<b>Tìotal:</b>	Prìomhachasan Maoin Phlanaichean Gàidhlig 2026/27
<b>Gnìomh a dhith:</b>	Ri aontachadh
<b>Àireamh pàipeir:</b>	2.2
<b>Neach-labhairt:</b>	Steven Kellow, Manaidsear Maoineachaidh is Phròiseactan
<b>Pàipearan-taic:</b>	PT1 – Fios air taic Maoin Planaichean Gàidhlig 2025/26

## 1. Adhbhar

- 1.1. A' sireadh aonta bhon Chomataidh airson prìomhachasan is riaghailtean cuairt 2025/26 den Mhaoin Planaichean Gàidhlig (Sruth Phròiseactan).

## 2. Cùl-fhiosrachadh

- 2.1. Ann an 2024/25 chaidh am Maoin Phlanaichean Gàidhlig a' ruith ann an dà shruth airson a' chiad uair, le Sruth Ro-innleachdail airson 6 ùghdarrasan ionadail cudromach (Comhairle nan Eilean Siar, Comhairle na Gàidhealtachd, Comhairle Baile Ghlaschu, Comhairle Earra-Ghàidheal is Bhòid, Comhairle Baile Dhùn Èideann is Comhairle Siorrachd Lannraig a Tuath) gus taic trì-bliadhna fhaighinn airson prògraman obrach, is Sruth Phròiseactan airson ùghdarrasan eile.
- 2.2. Chaidh £723,000 a thabhann uile gu lèir thairis air trì bliadhna dha na h-ùghdarrasan ionadail tron Sruth Ro-innleachdail airson Dàmhair 2024 gu Sultain 2027.
- 2.3. Chaidh £214,733 a thabhann ri 21 pròiseactan (16 buidhnean) tron Sruth Phròiseactan 2025/26 den sgeama (àrdachadh £37.5k is 3 pròiseactan a bharrachd an taca ri 2024/25), is iomradh air na phròiseactan seo ann am PT1.

## 3. Prìomh aithris

- 3.1. Thathar a' sireadh aonta bhon Chomataidh ri prìomhachasan is riaghailtean cuairt 2026/27 den Mhaoin Planaichean Gàidhlig (Sruth Phròiseactan).
- 3.2. Tha an sgeama seo ann gus taic a chumail ri ùghdarrasan poblach ann a bhith coileanadh na h-amasan bho na planaichean Gàidhlig reachdail aca, is cuideachd a chur ri gnìomhan bhon Plana Nàiseanta 2023-28, is amas gu bheil seo a' toirt buaidh air leasachadh na Gàidhlig anns na sgìrean seo is gu bheil piseach ann air cleachdadh is ionnsachadh na Gàidhlig am measg a' phobail.

- 3.3. Thathar an dùil gum bi sgeama na bliadhna ‘sa air a libhrigeadh mar a chaidh sgeama 2024/25 is 2025/26, ach gun tig barrachd atharrachadh air an sgeama an ath bhliadhn’ air sgath –
- a) Cothrom a bhith togail air atharrachaidhean ann an Achd na Gàidhlig (Alba) 2005 mar thoradh air Achd nan Cànanan Albannach 2025 (m.e. sgìrean cànan sònraichte, dleastanasan reachdail ùra)
  - b) A’ chiad cuairt ioma-bhliadhna den sruth ro-innleachdail tighinn gu cheann ann an 2027, is cothrom cuairt ùr fhoillseachadh an uair sin.
- 3.4. Tha dùil ann aig oifigearan a’ Bhùird lèirmheas a dhèanamh air na sgeama seo tron bhliadhna a tha romhainn gus am bi seo a’ toirt molaidhean air adhart airson an sgeama san àm ri teachd.

#### Sgeama 2026/27

- 3.5. Bidh an sgeama fosgailte airson iarrtasan bho ùghdarrasan ionadail is ùghdarrasan poblach le plana Gàidhlig reachdail a tha air aontachadh le Bòrd na Gàidhlig (no ùghdarrasan a tha air dreach plana Gàidhlig reachdail a chur a-steach).
- 3.6. Chan fhaod na 6 ùghdarrasan ionadail a tha air taic fhaighinn tron Sruth Ro-innleachdail 2024-27 a chur a-steach dhan Sruth Phròiseactan, leis gu bheil airgead air a ghealltainn dhaibh mar thà.
- 3.7. Bidh aig iarrtasan cuideachd a bhith cur targaidean mu choinneimh na h-obrach aca, is thèid seo a chleachdadh gus èifeachdas na phròiseactan a mheasadh, gus dearbhadh gu bheil toraidhean cànan freagarrach ann airson an t-airgid air a thabhann.
- 3.8. Thèid iarrtasan a mheasadh a rèir slatan-tomhais, a’ gabhail a-steach:
- Comas am pròiseact a’ coileanadh plana Gàidhlig reachdail na buidheann (is a’ toirt buaidh susbainteach air cleachdadh is ionnsachadh na Gàidhlig don phobail)
  - Comas am pròiseact a’ coileanadh gnìomhan bhon Plana Nàiseanta 2023-28
  - Càileachd a’ phròiseict san fharsaingeachd
  - Luach an airgid air a shealltainn leis a’ phròiseact
  - Comas na buidhne gus pròiseactan den leithid a libhrigeadh
  - Comas air a shealltainn san iarrtas air measadh buaidh a’ phròiseict
  - Mar a tha an t-iarrtas mothachail air dleastanasan a thaobh lùghdachadh buaidh air an àrainneachd, cur ri co-ionannachd, is cumail taic ri daoine òga a tha, no air a bhith, ann an cùram
- 3.9. Thathar a’ moladh gum bi riaghailtean sònraichte ann dhan sgeama mar a leanas:
- Chan fhaodar taic iarraidh airson a bhith libhrigeadh curraicealam na sgoile (m.e. cosgaisean luchd-obrach teagaisg, goireasan foghlaim)

- Chan fhaodar sireadh còrr is £20,000 airson aon iarrtas (ach le cead ro-làimh bho oifigearan a' Bhùird airson pròiseactan air am meas ro-innleachdail)
- Feumaidh gach buidheann co-dhiù 20% de chosgaisean iomlan a thrusadh bho thùsan maoin eachaidh eile air no a thoirt seachad mar taic neo-ionmhasail/in-kind
- Thathar an dùil gum bi nas lugha airgead air a thabhann airson pròiseactan leantainneach, ach far a bheil deagh adhbhar is luach an airgid air a thoirt seachad
- Mur eil am buidheann a' coileanadh dleastanasan fon pròiseas plana Gàidhlig reachdail (m.e. aithisgean dearcnachaidh, dreach eagran ùr den phlana a chur a-steach) gum faodar an iarrtas a dhiùltadh

3.10. Thathar a' moladh mar chlàr-ama airson an sgeama:

- Air fhoillseachadh: s/t 16 Gearran 2026
- Ceann-latha airson iarrtasan a chur a-steach: Diardaoin 30 Giblean 2026
- Co-dhùnaidhean: Tòiseach an Ògmhios 2026
- Pròiseactan a' ruith eadar: Lùnastal 2025 gus Sultain 2027

#### 4. Moladh

Thathar ag iarraidh air buill na Comataidh aontachadh –

- 4.1. Gun tèid Sruth Phròiseactan den Maoin Phlanaichean Gàidhlig a ruith mar a tha air a chur an cèill sa phàipear seo airson cuairt 2026/27.
- 4.2. Gun tèid lèirmheas a dhèanamh air an sgeama Maoin Planaichean Gàidhlig airson molaidhean a chur air adhart airson na sgeama san àm ri teachd.

#### 5. Prìomh Bhuaidhean Ro-innleachdach

- 5.1. **Buaidhean air Ionmhas:** Thathar an dùil gum bi buidseat mu £200,000 airson na sgeama, ach tha seo ri dhearbhadh as dèidh dearbhadh fhaighinn bho Riaghaltas na h-Alba air buidseat Bhòrd na Gàidhlig airson 2026/27. Bidh cuid de na chosgaisean na sgeama air am pàigheadh cuideachd ann am bliadhna-ionmhais 2027/28.
- 5.2. **Buaidhean air Luchd-obrach:** Bidh am Manaidsear Maoineachaidh is Phròiseactan is Rianaire Maoineachaidh an sàs ann a bhith stiùireadh na sgeama, is taic bho luchd-obrach eile ann a bhith measadh nan iarrtasan.
- 5.3. **Buaidhean air Trèanadh:** Cha bhi gin ann.
- 5.4. **Ceanglaichean ri Amasan Ro-innleachadh agus Corporra:** Bidh prìomhachasan an sgeama, is na pròiseactan air am maoin eachadh, a' cur ri prìomhachasan bhon Phlana Chorporra 2023-28 aig Bòrd na Gàidhlig airson mar a leanas:

PCC 1 – Barrachd chothroman do dhaoine na sgilean Gàidhlig aca a chleachdadh aig an taigh, san obair agus sna coimhearsnachdan aca

- Cuir taic ri agus leasaich iomairtean Gàidhlig air-loidhne

- Maoinich tachartasan Gàidhlig agus buidhnean com-pàirteachais a bhios a' ìbhrigeadh thachartasan Gàidhlig

PCC4 – Barrachd taic do dh'ionnsachadh na Gàidhlig

PCC5 - Tha barrachd àite aig a' Ghàidhlig ann an aithne nàiseanta na h-Alba, aithne-dùthcha iom-fhillte is fhosgailte

- A' cumail taic ri buidhnean poblach a thaobh nan dleastanasan reachdail aca a thaobh na Gàidhlig

- 5.5. **Buidhean air Clìù:** Bidh na pròiseactan air a mhaoineachadh tron sgeama seo a' cur ri clìù na buidhne ann a bhith cumail taic ri leasachadh na Gàidhlig.
- 5.6. **Buidhean air Slàinte is Sàbhailteachd:** Cha bhi gin ann.
- 5.7. **Buidhean Laghail:** Aig an ìre 'sa tha dleastanas air Bòrd na Gàidhlig fon litir tabhartas-gus-cuidichidh bho Riaghaltas na h-Alba gus taic-airgid a chumail ri bhuidhnean aig a bheil planaichean Gàidhlig reachdail.
- 5.8. **Buidhean air Co-ionannachd:** Bidh ceist ann am foirm-iarrtais an sgeama a' faighneachd a thaobh buaidh air co-ionannachd is mar a ghabhas co-ionannachd is dleastanasan eile a thaobh Obair Chothromach is Pàrantan Corporra a bhrosnachadh.
- 5.9. **Buidhean air an Àrainneachd:** Bidh ceist ann am foirm-iarrtais an sgeama a' faighneachd a thaobh buaidh air an àrainneachd is mar a thèid seo a' lùghdachadh.

## 6. 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"/>	Eaconamaidh	<input checked="" type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		

## 7. Cùrsa Riaghlachais

7.1. Ghabh an Sgioba-stiùiridh fa-near a' pàipeir seo air 28 Faoilleach 2026.

## 8. Dearbhadh air Cuairteachadh Sgrìobhainn

8.1. Tha am pàipear seo ri breithneachadh air san seisean fosgailte den choinneimh.

Identifìer	Buidheann	Pròiseact	Tabhartas	Iomradh
MPG-2026-01973	Oilthigh Obar Dheathain	Gaelic Language Development Officer	£18,650	Sineadh air dreuchd oifigear leasachaidh Gàidhlig
MPG-2026-01974	Comhairle Dùn Phrìs is Gall-Ghàidhealaibh	Continuation of Gaelic Development Officer post	£18,000	Sineadh air dreuchd oifigear leasachaidh Gàidhlig
MPG-2026-01975	Comhairle Baile Dhùn Dè	Gaelic language classes in community	£4,000	Clasaichean Gàidhlig a chur air dòigh sa choimhearsnachd
MPG-2026-01979	Comhairle Baile Dhùn Dè	Tea & Tunes - Gaelic Lunchtime Concerts	£1,500	Sreath de chuirm-ciùil Gàidhlig a chur air dòigh
MPG-2026-01980	Oilthigh na Gàidhealtachd agus nan Eilean	Gaelic Promotional and Development project	£3,500	Goireasan air-loidhne a chur air dòigh airson mothachadh Gàidhlig a bhrosnachadh
MPG-2026-01981	Comhairle Pheairt is Cheann Rois	Gàidhlig anns a' chruth-thìre Pheairt is Cheann Rois – Gaelic in the lan	£960	Sreath de thachartasan coiseachd a chur air dòigh tro mheadhan na Gàidhlig
MPG-2026-01982	UHI a Tuath, an Iar is Innse Gall	Clasaichean Coimhearsnachd is an Àite-obrach	£22,000	Clasaichean Gàidhlig a chur air dòigh airson na choimhearsnachd is luchd-obrach buidhnean-poblach eile
MPG-2026-01986	Comhairle Siorrachd Rinn Friù an Ear	Promoting and embedding GMPE	£12,500	Sineadh a thoirt air dreuchd oifigear leasachaidh Gàidhlig
MPG-2026-01987	UHI a Tuath, an Iar is Innse Gall	Sgoil Choimhearsnachd	£6,000	Prògram bogaidh Gàidhlig a chur air dòigh do luchd-ionnsachaidh
MPG-2026-01994	Comhairle Baile Dhùn Dè	Gaelic Community Connections in Dundee	£945	Prògram de thachartasan cultarail a chur air dòigh ann an Dùn Dè
MPG-2026-02002	Sabhal Mòr Ostaig	Slighe gu Teagaisg	£2,500	Cùrsa a chur air dòigh airson sgoilearan gus fios fhaighinn air dreuchdan teagaisg is cùrsaichean gus teisteanasan teagaisg fhaighinn
MPG-2026-02005	Taighean-tasgaidh Nàiseanta na h-Alba	Às na beinn: documenting people, objects and landscape	£12,000	Rannsachadh is còmhraidhean a chur air dòigh air nithean le ceangail ri choimhearsnachdan Gàidhlig a ghabhadh a thaisbeanadh aig na thaighean-tasgaidh
MPG-2026-02006	Scottish Fire and Rescue Service	Scottish Fire and Rescue Service Gaelic Projects	£10,000	Trèanadh Fireskills eadar-theangachadh is libhrigeadh tro mheadhan na Gàidhlig
MPG-2026-02007	Leabharlann Nàiseanta na h-Alba	Ceanglaichean Gun Chrich: Community walking with the National Libr	£10,000	Pròiseact a chur air dòigh gus ceangal a dhèanamh eadar luchd-obrach an Leabharlann is coimhearsnachdan Gàidhlig
MPG-2026-02008	NHS na Gàidhealtachd	Gaelic officer	£22,128	Dreuchd oifigear Gàidhlig stèidheachadh
MPG-2026-02011	Comhairle Siorrachd Rinn Friù	Expanding Gaelic Learning Across Renfrewshire	£25,000	Dreuchd oifigear Gàidhlig stèidheachadh
MPG-2026-02012	Comhairle Lodainn an Ear	East Lothian GME Development Project	£25,000	Dreuchd a stèidheachadh airson taic a chumail ri leasachadh foghlaim tro mheadhan na Gàidhlig sna Lodainnean
MPG-2026-02014	Comhairle Pheairt is Cheann Rois	Cothroman còmhraidh - Conversation opportunities	£1,550	Clasaichean còmhraidhe a chur air dòigh ann an Siorrachd Pheairt
MPG-2026-02015	Sabhal Mòr Ostaig	Coimhearsnachd Ghàidhlig Shlèite	£6,500	Pròiseactan a chur air dòigh ann an Slèite gus taic a chumail ri cleachdadh na Gàidhlig
MPG-2026-02017	Oilthigh na Gàidhealtachd agus nan Eilean	A' tagradh na Gàidhlig ann an cruinneachadh Friseal-MacAnTòisich / (	£5,000	Taisbeanadh a dhèanamh de Theàrlach Friseal Mac an Tòisich
MPG-2026-02019	Comhairle Moireibh	Moireibh 2025-2026	£7,000	Clasaichean is tachartasan Gàidhlig a chur air dòigh ann am Moireibh
		<b>Iomlan</b>	<b>£214,733</b>	

<b>Coinneamh:</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-là:</b>	10 Gearran 2026
<b>Tìotal:</b>	Adhartais nam Buidhnean Com-pàirteach Lìbhrigidh 2025/26
<b>Gnìomh a dhìth:</b>	Airson fiosrachadh
<b>Àireamh pàipeir:</b>	3.1
<b>Neach-labhairt:</b>	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh Steven Kellow, Manaidsear Maoineachaidh is Phròiseactan
<b>Pàipearan-taic:</b>	Chan eil

## 1. Adhbhar

- 1.1. A' toirt fiosrachadh dhan Chomataidh Poileasaidh is Ghoireasan air obair nam Buidhnean Com-pàirteach Lìbhrigidh is air an adhartais aca ann a bhith a' coileanadh nan cùmhnanan 2025/26 aca.

## 2. Cùl-fhiosrachadh

- 2.1. Thathar a' cumail taic ri 11 Buidhnean Com-pàirteach Lìbhrigidh ann an 2025/26 is iomradh gu h-ìosal ri fhaighinn air na suimeannan taic-airgid air a thabhann dhaibh:

	<b>Suim 2024/25</b>	<b>Fhaid a chùmhnanan an-dràst</b>
Comunn na Gàidhlig & Comann nam Pàrant	£1,229,300	Gu Màrt 2029
Fèisean nan Gàidheal	£274,300	Gu Màrt 2028
Comhairle nan Leabhraichean	£251,800	Gu Màrt 2029
An Comunn Gàidhealach	£219,100	Gu Màrt 2029
Ionad Chaluim Chille Ìle	£156,600	Gu Màrt 2026
SMO – Faclair na Gàidhlig	£115,500	Gu Màrt 2029
SMO – Ainmean-Àite na h-Alba	£112,600	Gu Màrt 2025
Ceòlas Uibhist	£114,500	Gu Màrt 2029
SMO – Tobar an Dualchais	£80,000	Gu Màrt 2029
Acair	£97,300	Gu Màrt 2026
Theatre Gu Leòr	£72,000	Gu Màrt 2029

- 2.2. Chaidh àrdachadh de £500,000 a thoirt seachad dha na Buidhnean Lìbhrigidh ann an 2025/26 le taic-airgid a bharrachd bho Riaghaltas na h-Alba, is £35,310 den taic sin air a chur mu choinneimh buidseat airson pròiseactan com-pàirteachais.

- 2.3. Tha am fiosrachadh sa phàipear seo stèidhichte air na h-aithisgean adhartais as ùire a fhuaras bho na buidhnean (leis a' chuid as motha dhiubh bhon Dàmhair 2025, is Comunn na Gàidhlig is An Comunn Gàidhealach bhon Fhaoilleach 2026). Tha tuilleadh aithisgean an dùil bho cuid de bhuidhnean aig tòiseach a' Ghearran 2026.
- 2.4. Chaidh iarrtasan a chur a-steach bho Buidhnean Com-pàirteach Lìbhrigidh aig nach eil taic aontachadh ach gu deireadh bliadhna-ionmhais 2025/26, is bidh molaidhean orra sin is molaidhean ri dhaingneachadh airson taic 2026/27 aig buidhnean eile, air a chur air beulaibh a' Bhòrd-stiùiridh sa Mhàirt 2026.

### 3. Prìomh aithris

- 3.1. San fharsaingeachd tha adhartais air a bhith aig na Bhuidhnean Com-pàirteach Lìbhrigidh le chuid math de na thargaidean aca am-bliadhna, is iomradh gu h-ìosal air beachd oifigearan BnG air adhartais aca gu ruige deireadh an àm aithrisidh mu dheireadh aca is dùil aca a thaobh coileanadh gu deireadh a' bhliadhna-ionmhais:

Comunn na Gàidhlig & Comann nam Pàrant	16	9	1
Fèisean nan Gàidheal	17	16	0
Comhairle nan Leabhraichean	11	19	1
An Comunn Gàidhealach	13	5	2
Ionad Chalum Chille Ìle	8	9	4
SMO – Faclair na Gàidhlig	9	4	1
SMO – Ainmean-Àite na h-Alba	10	7	0
Ceòlas Uibhist	15	16	3
SMO – Tobar an Dualchais	3	13	1
Acair	6	11	2
Theatre Gu Leòr	11	14	0

- 3.2. Leis an siostam seo, tha na dathan a' ciallachadh:

Adhartais gu ruige seo	Air a choileanadh (no gu math cinnteach gun tèid a choileanadh)	Adhartais a dh' ionnsaigh a choileanadh (coltas fhathast gun tèid a choileanadh)	Chan eil adhartais air a bhith ann (chan eilear an dùil seo a choileanadh)

- 3.3. Tha fhathast obair ri dhèanamh aig cuid de bhuidhnean a thaobh ìre fianais a thoirt seachad a tha dearbhadh buaidh na h-obrach, ach thathar misneachail gu bheil adhartais air tighinn a thaobh seo.
- 3.4. Leis an taic-airgid a bharrachd bho Riaghaltas na h-Alba, tha seo air ceadachadh barrachd cothroman aig buidhnean a bhith dol an sàs le coimhearsnachdan, nam measg:

- CnaG: Oifigear lomairt ùr fhasadh ann an Glaschu is Neach-iùil ùr aig Spòrs Gàidhlig
  - Fèisean nan Gàidheal: Tachartas còmhnaidh ùr is àrdachadh 20% ann am buidseat Maoin nan Ealan Gàidhlig (ann an co-bhann le Alba Chruthachail)
  - An Comunn Gàidhealach: Leudachadh air dreuchd Oifigear Mòdan Ionadail is taic-airgid a bharrachd airson Mòdan ionadail a ruith
  - Ceòlas Uibhist: Dreuchd Stiùiriche Cruthachail a stèidheachadh
- 3.5. Far a bheil dìth-adhartais air a bhith ann, mar as trice tha seo air a bhith air sgath clàr-ama na buidheann (is dùil aca cuid a choileanadh sna mìosan mu dheireadh den bhliadhna-ionmhais), no far a bheil dìth luchd-obrach no bhuidseat air fhàgail nach gabh na gnìomhan a choileanadh.
- 3.6. Airson cuid de gnìomhan, bidh tuilleadh fianais air a chruinneachadh san dàrna leth den bhliadhna cuideachd a bhios coileanadh na gnìomhan air thòiseach orra, is seo ciallachadh gur dòcha gum bi barrachd gnìomhan air a choileanadh na tha dùil bhon aithisg adhartais as ùra.
- 3.7. Leis an airgead a tha ann airson pròiseactan com-pàirteachais, thathar gu bhith cur air dòigh measgachadh de sheirbheisean is trèanadh a dh' fhaodadh na buidhnean a dhèanamh còmhla gus a bheil cothrom aca na dòighean-obrach leasachadh is barrachd feum a dhèanamh às an obrach.
- 3.8. Chaidh cruinneachadh a chumail do Bhuidhnean Lìbhrigidh san t-Samhain 2025 ann an Glaschu gus togail air cuspairean còmhla, is chaidh aontachadh gum biodh cothroman cunbhalachd den a leithid air a chur air dòigh nas trice airson a bhith brosnachadh co-obrachadh is cur eòlas air obair a chèile.
- 3.9. Thèid tuilleadh fiosrachaidh air coileanadh na buidhnean a thoirt seachad do bhuill sa Mhàirt 2026 nuair a thathar dearbhadh taic-airgid 2026/27 aig na bhuidhnean.

#### 4. Moladh

- 4.1. Thathar ag iarraidh air buill na Comataidh toirt fa-near dhan fhiosrachadh sa phàipear.

#### 5. Prìomh Bhuaidhean Ro-innleachdach

- 5.1. **Buaidhean air Ionmhas:** Gu ruige seo, tha suimeannan air am pàigheadh a-mach dha na Bhuidhnean Com-pàirteach Lìbhrigidh ann an co-rèir ris na h-aontaidhean taic-airgid aca, is gun sàbhaladh sam bith.
- 5.2. **Buaidhean air Luchd-obrach:** Tha am Manaidsear Maoineachaidh is Phròiseactan, Stiùiriche Leasachaidh agus Manaidsear Com-pàirteachaidh Coimhearsnachd conaltradh gu tric leis na buidhnean
- 5.3. **Buaidhean air Trèanadh:** Cha bhi gin ann.

5.4. **Ceanglaichean ri Amasan Ro-innleachadh agus Corporra:** Tha taic dha na bhuidhnean coileanadh PCC 1.6 bho Plana Chorporra Bòrd na Gàidhlig 2024-29: “Maoinich na gnìomhan aig lìonra de phrìomh bhuidhnean libhrigidh Gàidhlig”

5.5. **Buaidhean air Clìù:**

5.5.1. Tha obair nam buidhnean seo a’ cur ri clìù Bhòrd na Gàidhlig nuair a tha iad soirbheachail leis an obair aca is ag aithneachadh taic-airgid bhuainn.

5.5.2. Far nach eil buidhnean a’ coileanadh nan amasan aca, dh’fhaodadh seo droch bhuaidh a thoirt air clìù a’ Bhùird.

5.6. **Buaidhean air Slàinte is Sàbhailteachd:** Cha bhi gin ann.

5.7. **Buaidhean Laghail:** Tha aontaidhean laghail aig gach buidheann a thaobh gnìomhan ri choileanadh, is iad ruith airson bliadhna-ionmhais 2025/26. Thèid aontaidhean taic-airgid airson 2026/27 sgaoileadh dha bhuidhnean as dèidh dearbhadh dheireannaich fhaighinn bho Riaghaltas na h-Alba air bhuidseat Bòrd na Gàidhlig airson 2026/27.

5.8. **Buaidhean air Co-ionannachd:** Cha bhi gin ann.

5.9. **Buaidhean air an Àrainneachd:** Cha bhi gin ann.

6. **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"/>	Eaconamaidh	<input checked="" type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		

7. **Cùrsa Riaghlachais**

7.1. Ghabh an Sgioba-stiùiridh fa-near a’ phàipeir seo air 28 Faoilleach 2026.

8. **Dearbhadh air Cuairteachadh Sgrìobhainn**

8.1. Tha am pàipear seo ri breithneachadh air san seisean fosgailte den choinneimh.

<b>Coinneamh:</b>	Comataidh Poileasaidh is Ghoireasan
<b>Ceann-là:</b>	10 Gearran 2026
<b>Tìotal:</b>	PGR023 E03 Plana Gàidhlig Comhairle Siorrachd Dhùn Breatann an Ear
<b>Gnìomh a dhìth:</b>	Ri Aontachadh
<b>Àireamh pàipear:</b>	4.1
<b>Neach-labhairt:</b>	Calum Rothach, Ceannard Foghlaim is Phlanaichean & Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail
<b>Pàipearan-taic:</b>	PT1 PGR031 E03 Plana Gàidhlig Comhairle Siorrachd Dhùn Bhreatann an Ear

## 1. Adhbhar

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

## 2. Cùl-fhiosrachadh/Prìomh aithris

- 2.1. Chruthaich Comhairle Siorrachd Dhùn Bhreatann an Ear an treas eagraan den phlana aca stèidhichte air an Stiùireadh Reachdail air Deasachadh Phlanaichean, am Plana Nàiseanta agus air stiùireadh bho oifigearan Bhòrd na Gàidhlig.
- 2.2. Chaidh measadh a dhèanamh air an dreachd phlana seo le Bòrd na Gàidhlig sa Gherran 2025. Thug oifigearan nach robh an-sàs leasachaidh a' phlana sùil mhionaideach air agus mhol iad atharrachaidhean.
- 2.3. Chaidh am measadh a sgaoileadh air a' chomhairle agus cha do thogadh eas-aonta reachdail leis na h-atharrachaidhean a chaidh iarraidh, ach ri linn mhì-thuigse luchdaich a-nìos oifigearan na comhairle lethbhreac eagraan phlana gun a bhith a' gabhail ris na h-atharrachaidhean sa mheasadh.
- 2.4. Chaidh dreachd phlana neo-ùghdarraichte fhoillseachadh leis a' Chomhairle.
- 2.5. Dh'adhbhraich seo cùis neo-ghèillidh reachdail agus chaidh coinneamhan a chumail leis a' bhuidheann gus fuasgladh a lorg as t-Samhradh 2025.
- 2.6. San Dàmhair 2025 bha am plana neo-ùghdarraichte fhathast beò air làrach-lìn na buidhne agus chuir SD coinneamh air dòigh gus a' chùis a rèiteachadh.
- 2.7. Air 14 Samhain 2025 dh'aontaich BnG agus Siorrachd Dhùn Bhreatann an Ear slighe air adhart agus chaidh an dreachd phlana neo-ùghdarraichte a thoirt a-nuas bhon làrach-lìn.
- 2.8. Ghabh Comhairle Siorrachd Dhùn Bhreatann an Ear ri molaidhean Bòrd na Gàidhlig a bh' air an cur an cèill sa mheasadh foirmeil sna seachdainean an dèidh don oifigear is manaidsear gnìomhan reachdail coinneachadh riutha.
- 2.9. Thug oifigearan a' Bhùird taic seachad gu cunbhalach air ùrachadh an dreachd.
- 2.10. Chùm oifigearan Bhòrd na Gàidhlig taic a bharrachd ris a' Chomhairle gus an dreachd seo den phlana uallachadh.

2.11. Tha an dreachd seo ann an co-rèir ris a' mheasadh.

### 3. Moladh

3.1. Aire a thoirt don fhiosrachadh ann am PT1

3.2. Aonta a chur ri dreachd E03 de phlana Comhairle Siorrachd Dhùn Bhreatann an Ear an cois PT1.

### 4. Prìomh Bhuidhean Ro-innleachdach

4.1. Buidhean air Ionmhas: N/A

4.2. Buidhean air Luchd-obrach: N/A

4.3. Buidhean air Trèanadh: N/A

4.4. Ceanglaichean ri Amasan Ro-innleachdail agus Corporra: Tha dlùth cheangal ann eadar am plana reachdail seo agus a bhith a' cur air adhart cleachdadh agus ionnsachadh na Gàidhlig gu nàiseanta.

Bidh am plana seo a' cur air adhart nan amasan anns a' Phlana Chorporra aig Bòrd na Gàidhlig.

4.5. Buidhean air Cliù: N/A

4.6. Buidhean air Slàinte is Sàbhailteachd: N/A

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: N/A

### 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"/>	Eaconamaidh	<input checked="" type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnàthach	<input type="checkbox"/>		

### 6. Cùrsa Riaghlachais

6.1. Thug an Sgioba-stiùiridh fa-near don aithisg seo air 28 Faoilleach 2026.

### 7. Dearbhadh air Cuairteachadh Sgrìobhainn

7.1. 'S e pàipear fosgailte a tha seo.



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**East Dunbartonshire Council**

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

## **GAELIC LANGUAGE PLAN 2025-2030**

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

## Foreword

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I am delighted to introduce the Gaelic Language Plan 2023-28, which sets out our aims, ambition, and commitment to promoting and supporting the use of the Gaelic language in East Dunbartonshire. We recognise the importance of Gaelic as a vital part of Scotland's cultural heritage and as an official language of Scotland.

East Dunbartonshire Council continues to acknowledge the significance of the Gaelic language, culture, and education recognising their invaluable contribution to both local and national cultural heritage. Our unwavering commitment lies in aligning with the National Gaelic Language Plan and fulfilling our obligations mandated by the Gaelic Language (Scotland) Act 2005, all of which are essential for securing a sustainable future for Gaelic in Scotland.

Building upon the achievement of the prior Gaelic Language Plans spanning 2013-18 and 2018-23, this edition of East Dunbartonshire Gaelic Language Plan provides a comprehensive blueprint detailing our concerted efforts to enhance Gaelic learning and promote the use of the Gaelic language within East Dunbartonshire. In crafting this plan, we have engaged in close collaboration with colleagues from various Council Services, collaborated with Bòrd na Gàidhlig (the primary public entity responsible for advancing Gaelic development in Scotland) and involvement of key stakeholders.

We believe that the Gaelic language has an important role to play in promoting diversity and inclusion, and we are committed to working with Gaelic-speaking communities and individuals to help support the language and its continued use.

We acknowledge that there are challenges to be addressed in promoting the Gaelic language including the need for more resources and support for Gaelic language education and the need to increase the number of Gaelic speakers. However, we are committed to working collaboratively with other public bodies and stakeholders to overcome these challenges and ensure that the Gaelic language continues to thrive in East Dunbartonshire.

The insights derived from the 2022 Census will serve as a pivotal foundation for our comprehension of Gaelic in East Dunbartonshire. These insights will guide us as we strive to realise our Strategic Priorities and Corporate Service aims. This endeavour stands as a fundamental element in our ongoing commitment to safeguard the status of Gaelic and its integral role in the community.

We hope that our Gaelic Language Plan will encourage other organisations to take active steps to support the Gaelic language and its speakers. We look forward to working with our communities, stakeholders, partners, and staff to implement our plan and help support the Gaelic language and its vibrant culture.

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## 1. INTRODUCTION

East Dunbartonshire Council is in the west central lowlands of Scotland. It is located to the north of the river Clyde and to the east of the City of Glasgow. The council covers an area of approximately 67 square miles and has a population of around 109,000 people. The main towns in East Dunbartonshire including Bearsden, Milngavie, Bishopbriggs and Kirkintilloch. The area is known for our beautiful scenery with hills, woodlands and countryside surrounding our towns and villages. We are also known for our historic landmarks including the Antonine Wall, a UNESCO World Heritage site.

Since forming in 1996, East Dunbartonshire Council has been recognised as a progressive, and efficient council. Committed to serving the needs of its residents and workers. The council currently employs around 5,281 individuals who provide a diverse range of services across the area. The council's headquarters are located at the Marina, Kirkintilloch .

At our Council Budget Meeting we agreed our General Revenue Budget for 2023/24 and revised Capital Programme. With estimated expenditure of just over £322 million and available funding of £301.4 million, the funding gap of £20.6 million was the largest the Council has ever faced in a one-year period. A Council Tax increase of 5% was agreed, reducing the financial gap by an additional £1.37 million and increasing the annual Band D charge by £67.41. Community engagement and participation is absolutely at the heart of the decisions we are making.

One of 32 Scottish Councils East Dunbartonshire is split into multi-member wards, with three or four councillors to represent the interests of their local community in the council. The seven multi-member wards are Ward 1 – Milngavie, Ward 2 - Bearsden North, Ward 3 - Bearsden South, Ward 4 - Bishopbriggs North and Campsie, Ward 5 - Bishopbriggs South, Ward 6 - Lenzie and Kirkintilloch South, Ward 7 - Kirkintilloch East and North and Twechar. The 2022 Local Council elections resulted in a minority, which is led by the Scottish National Party.

Party	Elected Member
Scottish National Party	8
Scottish Labour Party	4
Scottish Conservative and Unionist Party	2
Scottish Liberal Democrats	6
Independent	2

## 2. GAELIC IN EAST DUNBARTONSHIRE

According to results from the 2011 Census, 0.9% of the East Dunbartonshire population could speak Gaelic, and 1% of the population had knowledge of the Gaelic Language. The following table 1 provides more detailed information.

Table 1: People with Gaelic abilities

Understands spoken Gaelic but cannot speak, read or write	351
Speaks, reads and writes Gaelic	498
Speaks but neither reads nor writes Gaelic	336
Speaks and reads but cannot write Gaelic	83
Reads and/or writes but does not speak Gaelic	72
<b>All people aged 3+ able to speak, write, read or understand Gaelic</b>	<b>1,340</b>
No knowledge of Gaelic	100,659
All people aged 3+	101,999

Those with Gaelic language abilities reside across the communities in East Dunbartonshire, however, there are slightly higher concentrations in Bearsden, Bishopbriggs, Kirkintilloch and Milngavie.

## 3. GAELIC WITHIN SCOTLAND

The release of the 2022 Census will provide us with updated insights into the status of Gaelic in Scotland.

According to the 2011 Census, approximately 87,100 individuals in Scotland (approximately 17% of the population) possessed some level of Gaelic language skills. Among these individuals:

- 32,400 were proficient in understanding, speaking, reading and writing Gaelic.
- 57,600 could speak Gaelic
- 6,100 could read and/or write Gaelic but did not speak it.
- 23,400 could understand Gaelic but were unable to speak, read or write it.

While there was a slight increase in the number of individuals (aged three and older) with comprehensive Gaelic language skills between 2001 and 2011 Censuses, rising from 31,500 in 2001 to 32,400 in 2011, there was a discernible downward trend concerning Gaelic language skills in Scotland.

- The number of people (aged three and older) proficient in speaking Gaelic declined by 1.8% between 2001 and 2011.
- The number of individuals (aged three and older) capable of reading or writing Gaelic decreased by 13.2% between 2001 and 2011.

- The number of individuals (aged three and older) able to understand Gaelic but unable to speak, read or write it, declined by 12.6% between 2001 and 2011.

On St Andrew's Day in 2019, Scottish Gaelic was introduced as a course on the online platform, Duolingo. As of March 2022, the Scottish Gaelic course had attracted 1.12 million learners, with 431,000 of these learners actively engaging with the course. Remarkably 25% of these learners hail from the UK. Duolingo has since partnered with Sabhai Mor Ostaig to further enhance the course's development.

## 4. THE GAELIC LANGUAGE (SCOTLAND) ACT 2005

The Gaelic Language (Scotland) Act 2005, ratified by the Scottish Parliament, was enacted with the intent of establishing Gaelic language as an official language of Scotland, affording it equal recognition alongside the English language.

A prominent aspect of the 2005 Act is its provision empowering Bòrd na Gàidhlig to mandate public authorities to formulate a Gaelic Language Plan. This provision was designed to ensure that the Scottish public sector actively contribute to building a sustainable future for Gaelic. It achieves this by elevating the language's status and visibility while also creating practical avenues for its utilisation.

The document at hand represents East Dunbartonshire Council's proposed Gaelic Language Plan, meticulously crafted within the framework of the Gaelic Language (Scotland) Act 2005. It delineates our approach to incorporating Gaelic into our operational functions, facilitating the use of Gaelic when engaging with the public and key partners, and fostering the promotion and development of the Gaelic language.

This Gaelic language plan has been developed in adherence of the statutory criteria in the 2005 Act. Additionally, it has been developed with due considerations to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plan.

## 5. THE NATIONAL GAELIC LANGUAGE PLAN

East Dunbartonshire Council stands firmly behind the objective set forth in the National Gaelic Language Plan, which seeks to promote the more extensive use of Gaelic, involving broader spectrum of individuals, and across various contexts. Our commitment to realising this objective is demonstrated through our dedicated efforts, aligning with the overarching goals of the National Gaelic Language Plan:

- Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us
- Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations
- Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation.

## 6. INTERNAL GAELIC CAPACITY AUDIT

East Dunbartonshire Council is set to undertake an internal language capacity assessment of its workforce, as an integral component of the preparations for this Gaelic Language Plan. This language capacity audit will be carried out in strict accordance with our statutory obligations as mandated by the 2005 Act and the accompanying guidance. The primary objectives of this audit are twofold:

- To enhance our comprehension of the Gaelic language proficiencies among our staff members within East Dunbartonshire Council
- To ascertain the extent of interest and demand for Gaelic language training opportunities within our staff cohort.

## 7. CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

In accordance with the Gaelic Language (Scotland) Act 2005, public authorities are mandated to seek input on their draft Gaelic Language Plan before its submission to Bòrd na Gàidhlig. The pre-consultation period was carried out with stakeholders and findings informed the consultation methods to consult on our Draft Gaelic Language Plan 2024-29.

In accordance with our commitment to the Gaelic Language (Scotland) Act 2005 we embarked on consultation and engagement for our draft Gaelic Language plan 2023-2028, The consultation took place between 6<sup>th</sup> November 2023 until 17<sup>th</sup> December 2023. We received 253 online survey responses. In addition, 68 individuals participated in our four focus group sessions, including community, third sector and organisations representing equality groups. Local schools were involved as were youth clubs and neuro diverse groups. Participants included people from ethnic minority groups as well as support groups for mental health and wellbeing.

We have meticulously reviewed all received responses. We did not consider that the public consultation suggested any requirement for a fundamental change to the proposed plan. The existing plan is sufficiently flexible to consider many of the points raised by respondents.

## 8. KEY PRINCIPLES

### **Equal Respect**

Under the provisions of the 2005 Act, Bòrd na Gàidhlig actively works towards establishing the Gaelic language as an official language of Scotland, hoping equal stature with the English language. Consequently, Bòrd na Gàidhlig anticipates that public authorities will demonstrate with their plans how this principle will be effectively implemented and sustained in practice.

East Dunbartonshire Council is committed to guaranteeing that any Gaelic components integrated into our operations and services are held to the same standards of quality and excellence as those provided in English.

## **Active Offer**

East Dunbartonshire Council will proactively extend an offer of our Gaelic services to our employees and the public. This proactive approach ensures that Gaelic service availability is clearly communicated to Gaelic users, actively encouraging their utilisation. This approach will support confidence among Gaelic users, assuring them that their preference will be accommodated.

## **Normalising**

The primary objective of the Gaelic Language (Scotland) Act 2005 is to foster the sustainability and growth of the Gaelic language and its associated culture. East Dunbartonshire Council will endeavour to normalise opportunities for the public and our staff to use Gaelic, aligning with the objectives outlined in the National Gaelic Language Plan.

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## 9. PLAN COMMITMENTS

1. INCREASING THE USE OF GAELIC			
<b>Strategic Priority</b>	Work with partners and businesses to increase both the use and awareness of the Gaelic language throughout East Dunbartonshire.		
<b>Desired Outcome</b>	Encourage more people to use Gaelic in East Dunbartonshire by supporting communities to host Gaelic events. Make more people know about Gaelic in East Dunbartonshire by using signs in two languages in places like buildings and the boundary sign coat of arms.		
<b>Current Practice</b>	Right now, in East Dunbartonshire, we're helping people know about Gaelic by using signs in two languages. Gaelic events and opportunities are promoted through East Dunbartonshire Council and East Dunbartonshire Leisure and Culture Trust		
Actions Required	Measurement Method	Target Date	Responsibility
Plan a campaign in partnership with key council services to raise awareness of Gaelic generally and raise awareness of Cleachdi Initiative.	Produce a communication report outlining impact of campaign to promote the Gaelic Language Plan	Plan in Q3 and Q4 (2023-24) for delivery in Q1 (2025)	Communication & Engagement Team Community Planning & Partnership Team All services East Dunbartonshire Business Community
Signpost for use Cleachdi materials where appropriate.	<u>The Cleachdi Initiative – Bòrd na Gàidhlig (gaidhlig.scot)</u>	Plan in Q3 and Q4 (2023-24) for delivery in Q1& Q2 (2024)	Communication & Engagement Team Community Planning & Partnership Team All services East Dunbartonshire Business Community
Increase posts on relevant campaigns and events in both languages on East Dunbartonshire Council Social Media channels.	Produce digital content for the relevant campaigns.	Plan in Q2 for delivery in Q3 (2023) and Plan in Q1, 2 for delivery in Q3(2024)	Communication & Engagement Team Community Planning & Partnership Team All services Gaelic Community East Dunbartonshire Business Community
When needed, change old or broken signs and information at places with signs that have two	Record baseline of current signs in two languages. Increase the number	Conduct baseline in Q3;4 (2023-24)	Communication & Engagement Team Community Planning & Partnership Team All services

languages on them and increase the number of signs.	of bilingual signs at venues across East Dunbartonshire	Plan in Q1;2 and deliver Q3;4 (2024-25)	Gaelic Community East Dunbartonshire Communities East Dunbartonshire Business Community
Looking at road signs we currently have, explore where we could add or change signs with two languages on roads across East Dunbartonshire including at the edges of our communities. Ensuring the names of places are right by getting advice from Ainmean-Aite na h-Alba when needed	In our road's asset management programme, we'll check and find important spots where signs, complying with TSRGD (Traffic Signs Regulations & General Directions) with two languages could be introduced. We'll also replace old signs when they need to be changed, in compliance with TSRGD.	Plan Q3, 4 (2023-24) and deliver Throughout lifetime of plan	Community Planning & Partnership Team Roads Service Communication and Engagement Team All services Gaelic Community East Dunbartonshire Communities
<b>Strategic Priority</b>	Ensure that the plan implementation is led with representation from all key service areas within the Council.		
<b>Desired Outcome</b>	The Equalities Action Planning Forum will agree terms of reference and meet quarterly and monitor progress made, with summary reports compiled to form an annual report for each year of the Plan.		
<b>Current Practice</b>	The operational officer's forum meets in-frequently.		
<b>Action Required</b>	<b>Measurement Method</b>	<b>Target Date</b>	<b>Responsibility</b>
Review the terms of reference for the Equalities Action Planning Forum	Agree the terms of reference for the Equalities Action Planning forum and schedule meetings.	November 2023	Community Planning & Partnership Team Key services East Dunbartonshire Leisure and Culture Trust
Equalities Action Planning Forum meets quarterly to plan delivery and monitor progress	A record of meetings will be noted and disseminated to members.  Summary report from Equalities Action Planning forum will be collated, including a RAG status of indicators.	Meet once per quarter per year lifetime of the plan	Community Planning & Partnership Team Key services East Dunbartonshire Leisure and Culture Trust
Provide an annual report advising of progress of that year in relation	An annual monitoring report which will include summary reports will be	Plan for in Q1, 2 & 3 and produce report Q4	Community Planning & Partnership Team Key services

to the Gaelic Language Plan (2024-29)	presented to East Dunbartonshire Council for approval and then to Bord na Gaidhlig and East Dunbartonshire Community Planning Partnership Board	every year of the lifetime of the plan	East Dunbartonshire Leisure and Culture Trust East Dunbartonshire Business Community East Dunbartonshire Community Planning Partnership
<b>2. INCREASING THE LEARNING OF GAELIC</b>			
<b>Strategic Priority</b>		Undertake the duty under the Education (Scotland) Act 2016 to promote & support Gaelic Education; ensuring the retention of pupils at key transitional phases, promoting an increase in numbers enrolling in GME and ensuring annual improvement plans are in place to provide standards and quality reporting.	
<b>Desired Outcome</b>		Continue to promote increased numbers enrolled in Gaelic Medium Education (GME) and retention at transitional phases throughout 3-18 GME delivery.	
<b>Current Practice</b>		Parents are aware of Gaelic Medium Education (GME) during the early years and P1 registration process. Our 3-18 delivery ensures that EDC pupils are enrolled in Bishopbriggs Academy to continue in GME. Meadowburn Primary School and Bishopbriggs Academy report on impact through the school's Standards and Qualities report and set specific goals for Gaelic their yearly improvement plans	
<b>Actions Required</b>	<b>Measurement Method</b>	<b>Target Date</b>	<b>Responsibility</b>
We will advertise and promote our delivery of 3-18 Gaelic Medium Education (GME) across the council area, as part of our campaigns for early years and P1 enrolment	We will include impact of campaign posts in digital communication section outlining of annual monitoring report.  We will record the number of community-based opportunities promoting GME, including New Scot events, bookbug sessions.	Plan for in Q 4 2023 and implement Q 1 2024, and subsequent years for the lifetime of the plan	Education Communication and Engagement Team Gaelic Communities Community Toddler Groups Nurseries Partner Child Minders After school provisions East Dunbartonshire Communities East Dunbartonshire Leisure and Culture Trust

	We will record enrolment.		East Dunbartonshire Businesses
Within our school improvement plans we will set specific goals for our Gaelic Medium Education and report impact through our annual standards and qualities reports.	Submissions monitored and quality assured by the link Quality Improvement Officer and moderated by the wider Quality Improvement Team	Lifetime of the plan by school session	Education Service Pupil Council Parent Council
Ensure that GME parents/carers are informed of the offer available for continuing with GME during secondary education at Bishopbriggs Academy	We will monitor the update of Gaelic at secondary stages.  We will provide young people and their families/carers with clear and accurate information about the benefits of Gaelic education, the curriculum, and the potential career opportunities.	Plan for in Q 4 2023 and implement Q 1 2024, and subsequent years for the lifetime of the plan	Education Service (Bishopbriggs Academy) East Dunbartonshire Communities East Dunbartonshire Business Community
Development of Family Learning Opportunities and events	Participation data collected and analysed Feedback from Learners Feedback from Parents/Carers Evaluations from Family Learning Assistant	Lifetime of the plan by school session	Education Service (Head Teachers)
As the Gaelic Medium Early years and primary school roll increases, consult on how to further enhance the immersion experience for pupils.	Feedback from all stakeholders Data collected and analysed	Implementation by 2025.	Education Service
Recruit of FLA to work across all sectors and enhance the immersion experience for pupils and families	Feedback from all stakeholders Data collected and analysed	Implementation by 2026	Education Service

<b>Strategic Priority</b>		As the Gaelic Medium primary school roll increases, consult on how to further enhance the immersion experience for pupils.	
<b>Desired Outcome</b>		Pupils have improved language skills and deeper engagement with the Gaelic language, beyond the curriculum.	
<b>Current Practice</b>		Ongoing work with the Gaelic school community and Comunn nam Parant, as well as close working between Sgoil Araich, Meadowburn Gaelic unit and Bishopbriggs Academy. Stakeholder consultation takes place throughout each school session, with data collected analysed and acted upon to inform next steps	
<b>Actions Required</b>	<b>Measurement Method</b>	<b>Target Date</b>	<b>Responsibility</b>
Develop a consultation mandate in collaboration with stakeholders.	A consultation plan will be produced  Collation and analysis of stakeholder feedback  Action Plan (informing School Improvement Planning and Service Planning)	Plan Q 3,4, year 2025-26), delivered in Q1,2 (2026-27)	Education Services
Promote the work of the Gaelic Language and Culture within East Dunbartonshire.	We will develop our good relationships with our Gaelic Community, and community planning partners including East Dunbartonshire Leisure and Culture Trust  We will record the number of Gaelic Bookbug delivered sessions.	Plan Q 3,4, year 2024-25), delivered in Q1,2 (2026-27)	East Dunbartonshire Leisure and Culture Trust - Bookbug Communication and Engagement Team Community Planning and Partnership Team East Dunbartonshire Community Planning Partnership East Dunbartonshire Leisure and Culture Trust Gaelic Community East Dunbartonshire Communities East Dunbartonshire Businesses
<b>Strategic Priority</b>		Expand the Gaelic Medium Curriculum offer at Secondary level each session.	

<b>Desired Outcome</b>		Provide a more immersive experience to GME pupils and increase the number of Gaelic Medium attainment opportunities available at pupils at secondary level	
<b>Current Practice</b>		Pupils continue in GME through delivery of Gàidhlig curriculum. Senior phase pupils can choose to continue with Gàidhlig at national qualification level at each stage, as BA delivers N4-Advanced Higher Gàidhlig qualification.	
<b>Actions Required</b>	<b>Measurement Method</b>	<b>Target Date</b>	<b>Responsibility</b>
Commit to advertise and recruit additional teaching staff to enhance the delivery of quality secondary Gaelic Medium Education provision.	Workforce Planning	Assess Q1 and implement Q2 every year lifetime of the plan	Education Services Pupils, Pupil council and Parent Council
Increase the number of subjects offered to GME pupils	Record the number of work experience opportunities offered. Record the number of work experience opportunities taken up.	Annually throughout the lifetime of the plan	Education Services Pupils, Pupil council and Parent Council Skills for Learning, Life and Work Team
Develop a consultation mandate in collaboration with stakeholders	Establish the Unity Voice forum to ensure community voice is heard.  Conduct a comprehensive stakeholder mapping and profiling of organised Gaelic organisations.  Record participation in the unity Voice forum.  A consultation plan will be produced.	Plan Q3, 4 (2023-24)  Deliver Q 1,2 (2024-25) for subsequent years of lifetime of the plan	Community Planning & Partnership Team Communication and Engagement Team Education Services Pupils, Pupil council and Parent Council Skills for Learning, Life and Work Team Communities East Dunbartonshire Education East Dunbartonshire Leisure and Culture Trust East Dunbartonshire Voluntary Action East Dunbartonshire Community Planning Partnership East Dunbartonshire Businesses

	Collation and analysis of stakeholder feedback. Action Plan (informing school Improvement Planning and Service Planning).		
Promote the work of the Gaelic Language and Culture within East Dunbartonshire.	<p>We will develop our good relationships with our Gaelic Community and community planning partners, including East Dunbartonshire Leisure and Culture Trust.</p> <p>We will record the number of Gaelic bookbug sessions delivered.</p>	<p>Plan Q3, 4 (2023-24)</p> <p>Deliver Q 1,2 (2024-25) for subsequent years of lifetime of the plan</p>	<p>Community Planning &amp; Partnership Team            Communication and Engagement Team            Education Services            Pupils, Pupil council and Parent Council            Skills for Learning, Life and Work Team            Communities            Eat Dunbartonshire Education            East            Dunbartonshire Leisure and Culture Trust            East Dunbartonshire Voluntary Action            East Dunbartonshire Community Planning Partnership            East Dunbartonshire Businesses</p>
<b>Strategic Priority</b>		Building upon current progress, promote Gaelic as an L3 (Second Modern Language) to all primary schools with the aim of growing the number of schools offering Gaelic as an L3 (Second Modern Language)	
<b>Desired Outcome</b>		A broader and more widespread adoption of Gaelic language learning among children and young people, contributing to preserving and revitalising the Gaelic language.	
<b>Current Practice</b>		<p>L3 in the Primary Sector</p> <p>The use of a planned interdisciplinary approach and aspects of citizenship and international education is one way of introducing the L3 language. Increasing use of planned interdisciplinary learning (one of the four contexts for learning within CfE) facilitates learning about aspects of other countries across the curriculum. In our primary schools for example, projects about other countries can involve aspects of language, geography, history, environmental</p>	

		studies and the expressive arts, together with health and wellbeing. The other country can become a focus for learning across the school.	
<b>Actions Required</b>	<b>Measurement Method</b>	<b>Target Date</b>	<b>Responsibility</b>
Undertake an audit of current Gaelic provision as an L3	Record data	Plan Q1, 2025-26	Education Service
Annually promote Gaelic as an L3 within the primary setting and support Career Long Professional Learning in Gaelic to all teaching staff.	Monitor and record the number of staff participating in Gaelic CLPL.  Monitor feedback from CLPL courses.	Annually throughout the lifetime of the plan	Education Service
Actively promote GLPs training across the authority with a commitment of growing L3	Monitor and record the number of staff in attendance at information sessions.  Monitor feedback from sessions.	Plan Q3,4 (2023-24) and deliver subsequent years	Education Services
Teachers who express an interest in Gaelic learning will receive appropriate training.	Monitor and record the number of staff in attendance at information sessions.  Monitor feedback from sessions.	Plan Q3,4 (2023-24) and deliver subsequent years	Education Service
Annual information sessions offered, in collaboration with Meadowburn GME unit, to all interested East Dunbartonshire staff to promote Gaelic language and culture within schools.	Monitor and record the number of staff in attendance at information sessions.  Monitor feedback from sessions.	Plan Q3,4 (2023-24) and deliver subsequent years	Education Service

<b>A CORPORATE SERVICE AIMS</b>				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<b>Logo and Brand</b> East Dunbartonshire Council logo and branding into both Gaelic and English	The East Dunbartonshire Council logo is bilingual.	We will aim to continue the progress that has been made in identifying opportunities that arise to render Civic Crest in both Gaelic and English	Plan Q3, 4 (2023-24)  Deliver Q 1,2 (2024-25)	East Dunbartonshire Council Communication and Engagement Team Equalities Action Planning Forum
<b>Signage</b> Signage will include Gaelic and English as part of any renewal process.	Bilingual signage is currently in place across East Dunbartonshire.	We will partner with the Gaelic community to review, when appropriate, whether signage in key venues and on road signs should be replaced.  We will check and find important spots where signs, complying with TSRGD (Traffic Signs Regulations & General Directions) with two languages could be introduced. We'll also replace old signs when they need to be changed, in compliance with TSRGD.	Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of the lifetime of plan	East Dunbartonshire Council Roads Department Equalities Action Planning Forum Gaelic Community East Dunbartonshire Communities
<b>B COMMUNICATING WITH THE PUBLIC</b>				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>

<p><b>Promotion</b> Positive messages that communication from the public in Gaelic is always welcome and regularly repeated.</p>	<p>There is a webpage on East Dunbartonshire Council’s website for the Gaelic Language Plan 2020-23 and additional webpages for Gaelic Medium Education. Neither state we welcome communication from the public in Gaelic.</p>	<p>We will promote welcoming and acceptance of communication Gaelic and will endeavour to provide replies in Gaelic.</p> <p>We will look to distribute Gaelic related news releases in both Gaelic and English in consultation with the Gaelic and wider Community.</p> <p>We will frequently (minimum of four posts per year) circulate Gaelic content through social media.</p>	<p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p> <p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of the plan.</p> <p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p>	<p>East Dunbartonshire Council Communication and Engagement Team Equalities Action Planning Forum</p>
<p><b>Written Communication</b> Written communication in Gaelic is always accepted (post, email and social media), and replies provided in Gaelic in accordance with the general policy.</p>	<p>It does not state on East Dunbartonshire Council’s website that written communication in Gaelic is always accepted. There are no training modules for staff in relation to responding to Gaelic correspondence.</p>	<p>We will review current information on our website, as part of our refreshed website.</p> <p>We will put in place sustainable solutions and processes across the Council to respond to</p>	<p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p> <p>Plan Q3, 4 (2023-24) and deliver</p>	<p>East Dunbartonshire Council Communication and Engagement Team Equalities Action Planning Forum</p>

		Gaelic communications received.	Q1,2 (2024-25) and subsequent years of Plan	
<p><b>Reception and phone</b> Where Gaelic speaking staff can provide this service, they are supported to do so.</p>	There is currently no Gaelic speaking staff to provide reception and phone services in East Dunbartonshire Council, except within Gaelic Medium provision.	We will explore the suitability and sustainability of implementing this corporate service aim.	Identify baseline of request, plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan	East Dunbartonshire Council Customer Services Equalities Action Planning Forum
<p><b>Public Meetings</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>	East Dunbartonshire Council has not had the opportunity to host a public meeting bilingually.	<p>We will develop the suitability and sustainability of implementing this corporate service aim.</p> <p>We will develop the opportunities and sustainability of embedding opportunities in the consultation and monitoring of the Gaelic Language Plan 2024-29</p> <p>We will host events with New Scots incorporating Gaelic language.</p>	<p>Identify baseline of request, plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p> <p>Plan in Q3,4 and deliver in Q1,2 (2024-25) and subsequent years of plan.</p> <p>Plan in Q3,4 and deliver in Q1,2 (2024-25) and</p>	East Dunbartonshire Council Communication and Engagement Team East Dunbartonshire Council Education Services Equalities Action Planning Forum

			subsequent years of plan.  Plan in Q3,4 and deliver in Q1,2 (2024-25) and subsequent years of plan.	
<b>C INFORMATION</b>				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<b>News Releases</b> Press releases and all news releases related to Gaelic are available in both Gaelic and English.	All 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.	We will undertake the suitability and sustainability of implementing this corporate service aim.  We will, in collaboration with the community produce Gaelic media and circulate related news releases.	Identify baseline of request, plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan	East Dunbartonshire Council Communication and Engagement Team East Dunbartonshire Council Education Services Equalities Action Planning Forum
<b>Social Media</b> Gaelic content distributed regularly through social media.	We do not provide social media posts across Council social media platforms.	Where appropriate, we will ensure that relevant social media content is bilingual.	Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan	East Dunbartonshire Council Communication and Engagement Team East Dunbartonshire Council Education Services Equalities Action Planning Forum
<b>Website</b> Gaelic content should be available on the public	We currently have our Gaelic Language Plan	We will review and establish a sustainable	Plan Q3, 4 (2023-24) and deliver	East Dunbartonshire Council Communication and Engagement Team

authority's website expanding potential reach.	2020-23 available on our website in Gaelic.	approach to delivering this corporate aim.  Agree process between education and comms/services to get information translated	Q1,2 (2024-25) and subsequent years of Plan	East Dunbartonshire Council Education Services Equalities Action Planning Forum
<b>Corporate Publications</b> Produced in Gaelic and English, with priority given to those with the highest potential reach and impact.	The Gaelic Language plan (2020-23) has been published bilingually. All other corporate documents are available on request.	We will explore the suitability and sustainability of this approach across the Council to identify appropriate corporate publications.	Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent year of Plan	East Dunbartonshire Council Communication and Engagement Team East Dunbartonshire Council Education Services Equalities Action Planning Forum
<b>Language</b> A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high	Translation and interpretation for corporate information and documents is currently conducted by a qualified external third party, that adheres to SQA Orthographic Conventions.	We will review current provision and explore suitability and sustainability across the Council to identify translation and explore opportunity to build local community resilience.	Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan	East Dunbartonshire Council Communication and Engagement Team East Dunbartonshire Council Education Services Equalities Action Planning Forum
<b>Exhibitions</b> Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with highest potential impact.	East Dunbartonshire Council understand the central role played by arts and heritage in sustaining and growing engagement and increase use of Gaelic across Scotland.	We will review current provision and explore suitability and sustainability across the Council to identify translation and explore opportunity to build local	Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan	East Dunbartonshire Council Communication and Engagement Team East Dunbartonshire Council Education Services Equalities Action Planning Forum East Dunbartonshire Community Planning Partners

		community participation and resilience.		
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
Internal Audit Conduct an internal audit of Gaelic skills and training needs through the life of teach edition of the plan.	East Dunbartonshire Council conducted an internal Gaelic capacity suit for the previous Gaelic Language Plan (2020-23) We will conduct an internal language capacity audit for this iteration of the Gaelic Language Plan.	We will conduct an internal language capacity audit following approval of this iteration of the Gaelic Language Plan	Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan	East Dunbartonshire People Development Team Council Communication and Engagement Team East Dunbartonshire Council Education Services Equalities Action Planning Forum
<b>Induction</b> Knowledge of the public authority's Gaelic language plan and training opportunities are embedded in new staff induction.	Our Gaelic Language Plan (2023-28) is accessible on our hub.	We will review current provision and explore suitability and sustainability across the Council induction and learning opportunities.	Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan	East Dunbartonshire People Development Team East Dunbartonshire Council Education Services Equalities Action Planning Forum
<b>Language Training</b> Gaelic language skills training and development delivered to staff particularly in relation to implementing the public authority's Gaelic Language Plan	East Dunbartonshire Council as part of the offer provided by people development support CPD to staff who require Gaelic as an essential as part of their roles.	We will review the findings of the internal language capacity audit.  We will develop baseline, and explore suitability and sustainability across the	Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan	East Dunbartonshire People Development Team East Dunbartonshire Council Education Services Equalities Action Planning Forum

		Council people development platforms		
<p><b>Using Gaelic</b> Staff are encouraged to use Gaelic in their work.</p>	<p>East Dunbartonshire Council staff are encouraged where relevant and appropriate to use Gaelic in their work.</p>	<p>We will continue to encourage staff where relevant and appropriate to use Gaelic in their work.</p>	<p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p>	<p>East Dunbartonshire People Development Team East Dunbartonshire Council Education Services Equalities Action Planning Forum</p>
<p><b>Recruitment</b> Gaelic language skills are recognised and respected within the recruitment process throughout the public authority.</p> <p>Gaelic named as an essential and/or desirable in job descriptions in order to deliver the Gaelic Language Plan and in accordance with the Bord na Gaidhlig recruitment advice.</p> <p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>	<p>Where there is a requirement for the Gaelic language to form part of the job role and specification, this is done in accordance with Bòrd na Gàidhlig recruitment advice.</p> <p>No routine adverts have the Gaelic language as a skills requirement.</p> <p>We do not currently advertise bilingual or Gaelic only job adverts for posts where Gaelic is an essential skill.</p>	<p>We will continue to comply with Bòrd na Gàidhlig recruitment advice as appropriate.</p> <p>Where there is a specific Gaelic speaking requirements or a post, a suitable Gaelic speaking representative will be included in the interview process.</p> <p>Where Gaelic is essential skill for a role, we will aim to publish bilingual job adverts and person specification.</p>	<p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p>	<p>East Dunbartonshire Human Resources Recruitment Team East Dunbartonshire People Development Team East Dunbartonshire Council Education Services Equalities Action Planning Forum</p>

<b>E GAELIC LANAUGAGE CORPUS</b>				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<p><b>Gaelic Orthographic Conventions</b> The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the authority</p>	<p>East Dunbartonshire Council written materials are translated by a qualified third-party or EDC employee that adheres to SQA Orthographic Conventions.</p>	<p>We will review current provision and explore suitability and sustainability of engaging EDC staff.</p> <p>We will review current interpretation and translation guidance issued, to ensure that translation and interpretation of all requested and relevant written materials comply with Gaelic Orthographic Conventions.</p>	<p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p>	<p>East Dunbartonshire Council Education Services East Dunbartonshire Communication and Engagement Team Equalities Action Planning Forum</p>
<p><b>Placenames</b> Gaelic place name and advice from Ainmean-Aite na h-Alba is sought and used.</p>	<p>East Dunbartonshire Council seeks advise from Ainmean-Aite na h-Alba as required.</p>	<p>We will continue to seek advice from Ainmean-Aite na H-alba as required.</p>	<p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p>	<p>East Dunbartonshire Council Education Services East Dunbartonshire Communication and Engagement Team Equalities Action Planning Forum Gaelic Community East Dunbartonshire Communities East Dunbartonshire Businesses</p>



<b>Coinneamh:</b>	Comataidh Poileasaidh is Ghoireasan
<b>Ceann-là:</b>	10 Gearran 2026
<b>Tìotal:</b>	PGR017 E02 Plana Gàidhlig Comhairle Lodainn an Ear
<b>Gnìomh a dhìth:</b>	Ri Aontachadh
<b>Àireamh pàipear:</b>	4.2
<b>Neach-labhairt:</b>	Calum Rothach, Ceannard Foghlaim is Phlanaichean & Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail
<b>Pàipearan-taic:</b>	PT1 PGR017 E02 Plana Gàidhlig Comhairle Lodainn an Ear

## 1. Adhbhar

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

## 2. Cùl-fhiosrachadh/Prìomh aithris

2.1. Geàrr-iomradh air adhartas agus geallaidhean ann an eagran a h-aon (E01) a chaidh a chur an gnìomh le Comhairle Lodainn an Ear:

- Tha a' Chomhairle air com-pàirteachas a leasachadh le Urras Blàr Shliabh a' Chlamhain le fòcas air ceangal ionnsachadh na Gàidhlig ri eachdraidh ionadail agus, ann an co-obrachadh leis an Urras, ruith a' Chomhairle seisean CLPL.
- Thabhainn a' Chomhairle seiseanan Bookbug Gàidhlig agus chaidh raon de leabhraichean is ghoireasan Gàidhlig a cheannach gus taic a thoirt dha seo.
- Tha a' Chomhairle air modalan agus dòighean-obrach trèanaidh a chomharrachadh agus air na cothroman sin a bhrosnachadh am measg luchd-obrach. Bha seo a' gabhail a-steach cothroman ionnsachaidh FLi a thabhann do thidsearan agus cothroman ionnsachaidh proifeasanta leithid 2x 6-seachdain cùrsaichean inntreigeadh don Ghàidhlig, seiseanan blasad agus inntreigeadh don Ghàidhlig mar L3.
- Dh'fhàs an àireamh de sgoilearan ann am FLi bho 25 (2019–20) gu 40 (2024–25).
- Chaidh còmhradh a chumail le comhairlean Baile Dhùn Èideann, Meadhain Lodainn agus Chrìochan a h-Alba a dh'ionnsaigh modal roinneil FtMG a leasachadh.
- Tha seirbheis foghlaim na comhairle air leantainn air adhart le raon de iomairtean gus taic a thoirt do ionnsachadh na Gàidhlig ann an sgoiltean agus a bhrosnachadh le bhith a' leasachadh raon de phasganan ionnsachaidh Gàidhlig airson bun-sgoiltean.
- Bhrosnaich a' chomhairle a' chànain tro artaigil naidheachd na comhairle a' mìneachadh leasachadh, cothroman agus adhartachadh a' chànain a chaidh fhoillseachadh sa Mhàrt 2023 aig an aon àm ri Seachdain na Gàidhlig

2.2. Chruthaich Comhairle Lodainn an Ear an dàrna eagran (E02) den phlana Gàidhlig aca stèidhte air na prìomhachasan ro-innleachdail a chaidh aontachadh eadar an t-ùghdarras agus Bòrd na Gàidhlig.

2.3. Chaidh measadh a dhèanamh air an dreachd phlana seo le Bòrd na Gàidhlig. Thug oifigearan nach robh an-sàs leasachaidh a' phlana sùil mhionaideach air agus mhol iad atharrachaidhean.

2.4. Ghabh Comhairle Lodainn an Ear ri molaidhean Bhòrd na Gàidhlig.

### 3. Moladh

3.1. Aire a thoirt don fhiosrachadh ann am PT1

3.2. Aonta a chur ri dreachd E02 de phlana Lodainn an Ear an cois PT1.

### 4. Prìomh Bhuaidhean Ro-innleachdach

4.1. Buaidhean air Ionmhas: N/A

4.2. Buaidhean air Luchd-obrach: N/A

4.3. Buaidhean air Trèanadh: N/A

4.4. Ceanglaichean ri Amasan Ro-innleachdail agus Corporra: Tha dlùth cheangal ann eadar am plana reachdail seo agus a bhith a' cur air adhart cleachdadh agus ionnsachadh na Gàidhlig gu nàiseanta.

Bidh am plana seo a' cur air adhart nan amasan anns a' Phlana Chorporra aig Bòrd na Gàidhlig.

4.5. Buaidhean air Cliù: N/A

4.6. Buaidhean air Slàinte is Sàbhailteachd: N/A

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: N/A

### 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"/>	Eaconamaidh	<input checked="" type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnàthach	<input type="checkbox"/>		

### 6. Cùrsa Riaghlachais

6.1. Thug an Sgioba-stiùiridh fa-near don aithisg seo air 28 Faoilleach 2026.

### 7. Dearbhadh air Cuairteachadh Sgrìobhainn

7.1. 'S e pàipear fosgailte a tha seo.



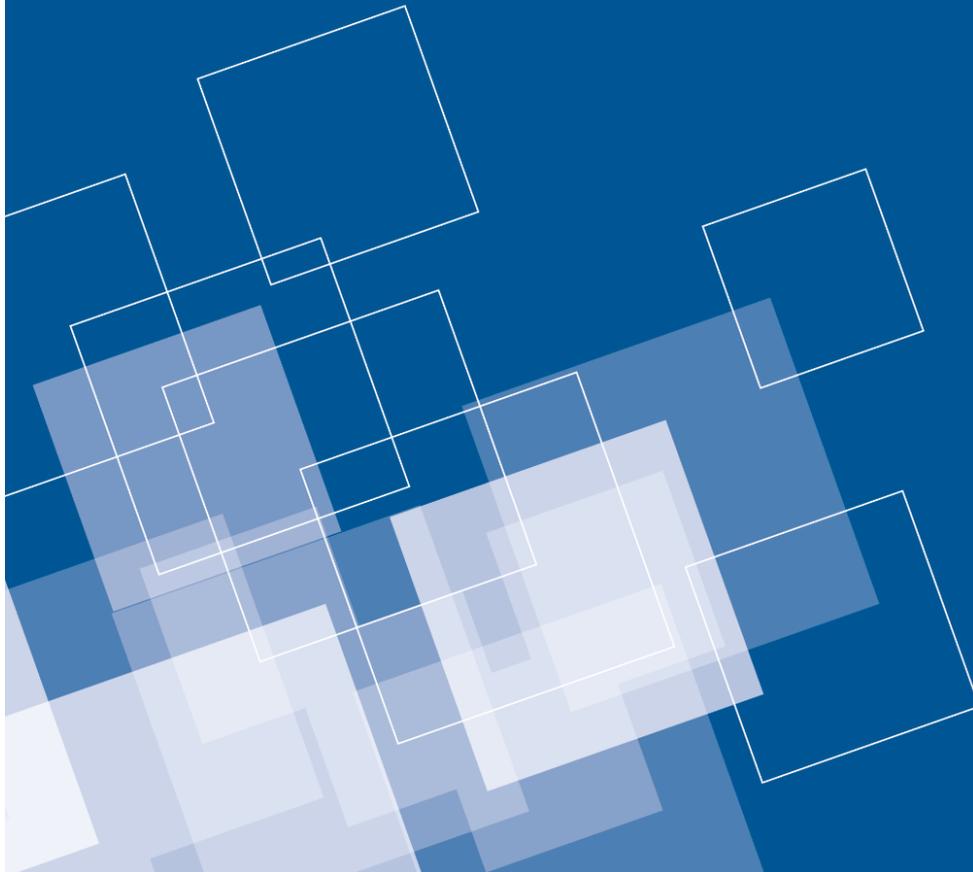
**East Lothian**  
Council

Comhairle Lodainn An Ear

DRAFT

## **Gaelic Language Plan 2026–31**

Making Gaelic more visible, valued and accessible – ensuring it thrives as part of our diverse and inclusive cultural landscape.



## FOREWORD

This is East Lothian Council's second edition Gaelic Language Plan. It sets out our ambitions for Gaelic over the next five years. It builds on our previous edition Gaelic Language Plan, which covered the period 2020-25, in recognition of the Scottish Government ambition to see an increase in the number of people speaking learning, using and supporting Gaelic.

East Lothian Council is committed to making Gaelic more visible, valued and accessible — ensuring it thrives as part of our diverse and inclusive cultural landscape.

It is recognised that good progress has been made across Scotland in the use and promotion of Gaelic in recent years. Since 2011, there has been an increase in the number of people with Gaelic language skills in East Lothian. This has coincided with a period in which East Lothian has consistently been one of Scotland's fastest growing areas.

Gaelic, however, continues to face a number of challenges and that is why organisations such as East Lothian Council are required to play their part in supporting collective efforts to ensure the long-term sustainability of the language.

Our second edition Gaelic Language Plan has been prepared in the context of the Gaelic Language (Scotland) Act and National Gaelic Language Plan 2023-28. This highlights that the promotion of Gaelic is a shared responsibility and that a significant number of local authorities and public bodies make an important contribution to support for the language.

We believe that, through a partnership approach including increased community engagement, we can build on the progress of recent years by continuing to develop Gaelic language provision in East Lothian in a proportionate way. This plan will help us to meet our commitment to the aspirations and objectives included in the National Gaelic Language Plan and the Gaelic Language (Scotland) Act 2005.

A handwritten signature in black ink, appearing to read 'Laurence Rockey', with a stylized flourish at the end.

**Laurence Rockey**  
Chief Executive  
East Lothian Council

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## SUMMARY

East Lothian Council's first edition Gaelic Language Plan, covering the period 2020-25, recognised that Gaelic is an integral part of Scotland's heritage, national identity and cultural life.

While there have been a number of initiatives and interventions led at a national level to sustain Gaelic – focused on enhancing its status, promoting its acquisition and increasing its use – and some progress has been made at a local level in East Lothian, the council recognises that the position of the language remains fragile.

Since publication of our previous edition Gaelic Language Plan, there have been significant constraints affecting the delivery of local government services. Responding to the COVID-19 pandemic has been compounded by a number of financial, economic and demographic challenges, which have impacted on council resources and the delivery of essential public services.

Our second edition Gaelic Language Plan is therefore an opportunity for renewed impetus in ensuring East Lothian Council plays a leading role, working in partnership with others in our community, to boost the number of people speaking learning, using and supporting Gaelic whilst ensuring equal respect for the language.

It is an opportunity to set out our commitments and ensure we have the necessary structures and initiatives to ensure that Gaelic has a sustainable future in Scotland.

This second edition Gaelic Language Plan has been prepared in accordance with statutory criteria set out in Gaelic Language (Scotland) Act 2005, and having regard to the National Gaelic Language Plan 2023-28 and associated guidance. In doing so, the plan 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.

The vision for our second edition Gaelic Language Plan is:

*The council is committed to making Gaelic more visible, valued and accessible — ensuring it thrives as part of our diverse and inclusive cultural landscape.*

The key components of our second edition Gaelic Language Plan are:

## **Chapter 1 – INTRODUCTION**

This chapter provides the background and context relating to the preparation of Gaelic Language Plans under the 2005 Act and the structure of East Lothian Council's main areas of operation. It also provides some background information on the use of the Gaelic language in East Lothian.

It shows how we intend promoting the use of Gaelic in service planning and delivery and how we will take account of Gaelic and our second edition Gaelic Language Plan when drafting new policies and considering new strategies.

## **Chapter 2 – COMMITMENTS**

This chapter sets out how East Lothian Council will use, and enable the use of, Gaelic in relation to our main business functions.

The commitments are set out under four strategic aims - increasing community engagement opportunities, the sustainability of Gaelic education (GME), progression of Gaelic Learner Education (GLE), increased visibility of Gaelic resources and materials; and with each aligned to at least one of the seven priority areas set out in the National Gaelic Language Plan 2023-28.

It covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website. This chapter sets out the level of Gaelic language provision to which we are committed to providing.

## **Chapter 3 – IMPLEMENTATION & MONITORING**

This chapter sets out how the implementation of our second edition Gaelic Language Plan will be taken forward, and how implementation and outcomes will be monitored.

# 1. INTRODUCTION

## **The Gaelic Language (Scotland) Act 2005 (The Act)**

The Gaelic Language (Scotland) Act 2005 (The Act) seeks to secure the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.

The Act builds on and sits beside other measures to support the rights of minority languages, including: the UN Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities (1992); and, the Council of Europe's European Charter for Regional or Minority Languages (1992).

The Act established Bòrd na Gàidhlig as an executive non-departmental public body, responsible through Ministers to the Scottish Parliament with responsibility for promoting Gaelic development and providing advice to the Scottish Ministers on Gaelic issues. The Act requires Bòrd na Gàidhlig to prepare a National Gaelic Language Plan and gives it the power to request that public authorities, including local authorities, prepare and publish Gaelic Language Plans. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising its status and profile and creating practical opportunities for its use.

Bòrd na Gàidhlig provides public authorities with official notification of when they must prepare their Plan and details of the high level aims which should be met by the Plan.

## East Lothian Gaelic Language Plan 2020-25

East Lothian Council's previous edition Gaelic Language Plan covered the period 2020-2025. It was prepared in accordance with the official notification from Bòrd na Gàidhlig in May 2018 that the council had to prepare a statutory Gaelic Language Plan under the framework of the Act. The plan set out to meet corporate service aims and seven high level aims the Plan under three headings as set out in the National Gaelic Language Plan 2018-23:

**Using Gaelic** – support existing and new Gaelic language and culture groups in East Lothian to help grow the profile and use of Gaelic.

**Promoting Gaelic** – undertake the duty outlined in the Education (Scotland) Act 2016 to promote, in such manner as it thinks appropriate, the potential provision for Gaelic medium and Gaelic learner education to East Lothian residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic medium education.

Once approved by Bòrd na Gàidhlig, promote the plan and its key commitments to residents of the council area.

Include aspects of Gaelic language and culture to pupils educated by East Lothian Council, with the aim of attracting more young people to learn and use Gaelic.

**Learning Gaelic** – establish a dialogue with the Gaelic Learning in the Primary School (GPS) consortium, with a view to establishing Gaelic Learner Education within the council area.

Support families and groups of families within the council area to access opportunities for Gaelic early years and/ or primary school provision.

Support and encourage Gaelic learning opportunities for adults in East Lothian Council area.

The Act requires public bodies to bring the preparation of their Gaelic Language Plan to the attention of all interested parties. East Lothian Council has consulted publicly on the draft of its second edition Gaelic Language Plan and has taken into account representations made to it during the consultation process. Changes made to the plan following consultation included the removal of out-of-date text regarding a college course and an amendment in relation to text regarding online translation tools.

## Development of the East Lothian Gaelic Language Plan 2026-31

The National Gaelic Language Plan 2023-28 highlights the current priorities for the development of the Gaelic language. It sets out a vision for: 'A measurable increase in the numbers of people, speaking, learning, using and supporting Gaelic'. Whilst the National Gaelic Language Plan seeks to build on the successes of previous years and sets out opportunities, it highlights that a number of Gaelic challenges remain.

It sets out a number of priority areas where progress can be made by increasing the use of Gaelic and increasing the learning of Gaelic. Public authorities are asked to have regarded to these as they construct their Gaelic language plans.

The priority areas identified are:

- **Community support**
- **Support in the home**
- **Creative industries**
- **Business and economy**
- **Public authorities**
- **0-18 education**
- **Post school and adult learning**

With these in mind, East Lothian Council's second edition Gaelic Language Plan 2026-2031 has been developed with a focus on four strategic aims - increasing **community engagement opportunities, the sustainability of Gaelic education (GME), progression of Gaelic Learner Education (GLE)** and **increased visibility of Gaelic resources and materials**.

An internal working group, comprising representation from across key council services, was established to contribute to and develop East Lothian Council's second edition Gaelic Language Plan 2026-2031. The working group has taken account of progress in fulfilling the actions in the previous edition Gaelic Language Plan, as well as the legislative framework as set out in the Gaelic Language (Scotland) Act 2005 (The Act) and the National Gaelic Language Plan 2023-28.

## About East Lothian Council

One of Scotland's most scenic areas, East Lothian covers some 270 square miles and includes some 43 miles of coastline. It extends from Musselburgh, its largest town, eastwards to Dunbar and beyond to its boundary with Scottish Borders. Other principal towns in East Lothian are Haddington, Tranent, North Berwick and Prestonpans. A new settlement at Blindwells, to the north of Tranent, is under construction.

East Lothian is one of Scotland's fastest growing areas. According to the Mid-2023 Population Estimates Scotland, East Lothian had a population of 113,740.

The East Lothian Council Plan 2022-2027 continues the journey towards realising our vision for an even more prosperous, safe and sustainable East Lothian, with a dynamic and thriving economy, that enables our people and communities to flourish. The Council Plan has four thematic objectives - Grow our Economy, Grow our People, Grow our Communities, Grow our Capacity

The plan retains two of its original overarching objectives:

- **Reduce poverty and Inequality – supporting our communities to deal with the growing levels of poverty and inequality**
- **Respond to the Climate Emergency – meeting our net zero climate change targets**

The Council Plan originally had a third overarching objective in relation to the COVID-19 pandemic – Recovery and Renewal. Work in support of this has since become 'business as usual', embedded within key strategies and service plans.

East Lothian Council operates from two main offices: John Muir House (Haddington) and Penston House (Macmerry), whilst also providing services from a number of local buildings within communities as well as schools.

As of February 2025, the council employs 4936 employees (full-time equivalent 4,072).

In 2023, the council carried out a staff survey which included a question about Gaelic language skills. This found that 11 staff, including nine teachers, speak Gaelic. Thirteen respondents, including nine teachers, said they can read Gaelic while another six people – five of them being teachers – said they can write Gaelic.

## Gaelic in East Lothian

Historically, Lowland Scots rather than Gaelic would have been more recently spoken at a community level in East Lothian. However, there are some examples of place names in East Lothian having Gaelic origins, such as:

- **Cuil Choinnich – Cockenzie (the neuk of Coinneach – Kenneth)**
- **Craobhbarraidh – Carberry (at the palisade)**
- **An garbh-Allt – Garvald (the rough burn)<sup>1</sup>**



The Jacobite army that fought in the Battle of Prestonpans (1745) was largely made up of Gaelic speaking Highland clansmen and the interest in commemorating the Battle has resulted in the provision of some bi-lingual road signs and place names around the battlefield site.

The 2022 census recorded 1,396 people – or 1.3% of the East Lothian Council area population – as having ‘any Gaelic skill (age 3+)’. This represents a 91.8% increase since 2011.

Of those, 634 said they could speak Gaelic – which is 0.6% of the area’s population and 45.4% of those with a Gaelic skill. This represents a 58.9% increase since 2011.

<sup>1</sup> Research by Ainmean-Alte na h-Alba & Bòrd na Gàidhlig

There were 452 people who said they could speak and read but not write Gaelic (71.3% of those who can speak Gaelic and a 106.4% increase since 2011), while there were 385 Gaelic-literate speakers (60.7% of those who can speak Gaelic and a 122.5% increase since 2022). Fifteen people said that Gaelic was their main language.

## Gaelic in an education setting

East Lothian Council recognises and values the importance of the Gaelic language as part of strategic planning and the development of language learning, and, in line with Article 30 of the UNCRC (United Nations Convention on the Rights of the Child), upholds the rights of our young people to access education in Scotland's indigenous languages.

In terms of education, Gaelic is defined by two distinct approaches to development; Gaelic Medium Education (GME) and Gaelic Learners Education (GLE).

*“Gaelic Medium Education is high-quality learning through immersion. Alternative models lead to the dilution of standards and as such are non-compatible with the development of strong and sustained GME.”* Education Scotland Lead Inspector for GME, Joan Esson, June 2015

Nationally, GME is defined by Education Scotland as follows: GME is based on the principle of language immersion. GME provision should encompass the four contexts of the curriculum within Curriculum for Excellence:

- the ethos and life of the school as a community
- curriculum areas and subjects
- interdisciplinary learning
- opportunities for personal achievement

Education Scotland strongly advises that GME is not merely language learning, it is also the delivery of subjects through the medium of Gàidhlig and Gàidhlig at the heart of the life, culture and ethos of the school.

The Education Scotland Act (2016) and Statutory Guidance on Gaelic Education include three key proposals regarding GME:

1. Authorities have a duty to promote and support GME
2. Establishment of a statutory process for authorities to assess parental requests for GME
3. Development of statutory guidance arrangements for the delivery of Gaelic education in schools and by authorities

## Gaelic Medium Education in East Lothian Council

East Lothian Council currently provides GME through a partnership arrangement with City of Edinburgh Council. Partnership arrangements support developing capacity and effective resourcing across the region and high-quality Gaelic Medium learning for children and young people. This provision will be planned and assessed by East Lothian Council and local partners with local demand being assessed and monitored as part of ongoing future planning. This provision is supported by East Lothian Council and available on application by parents. Support and communications for parents wishing their children to access Gaelic Medium Education has been identified as an aim of the second edition East Lothian Gaelic Language Plan and is included in the actions listed below.

In 2024/2025 a total of 22 primary school learners from East Lothian attended City of Edinburgh GME provision at Parkside Primary / Bun-sgoil Taobh na Pàirce), and 18 secondary learners attended James Gillespie's High School.

Parents also have access to Gaelic Medium Playgroups in City of Edinburgh through partner providers and at a range of locations across the city.

East Lothian Council Education service officers support the ongoing development of effective partnership working with City of Edinburgh Council and leads support for schools in developing Gaelic learning.

### ***Gaelic Learners Education (GLE)***

Gaelic Learners Education (GLE) refers to Gaelic learning as an additional language in an English Medium Education context.

According to the Education Scotland advice and guidance on GLE: "In English medium education, Gaelic language learning is part of children's and young people's entitlement to learning a language. Gaelic Learner Education is an overarching term which spans across 3-18 provision." ([Gaelic Education 3-18 in Language Learning in Scotland: A 1+2 Approach](#))

Gaelic Learner Education (GLE) provides young people with progressive opportunities to learn Gaelic language and experience Gaelic culture as part of the wider offer of languages across East Lothian Council schools. GLE is an area which is currently undeveloped in East Lothian schools, but is planned through the Gaelic Language Planning process. This includes seeking opportunities to promote the use of our own locally developed Gaelic resources and national resources such as the Stòrlann 1+2 Languages website and resources, Go Gaelic (<https://go-gaelic.scot/>). This area is being developed in collaboration with key local and national partners including Bòrd na Gàidhlig, thExe GLPS Local Authority Consortium, regional local authority partners, higher and further education establishments, schools and parents.

Through the Gaelic Language Plan planning process, we have identified a need to re-establish a local or regional Gaelic Education Steering group. The aim would be to support the strategic development of Gaelic language in schools and would include local authority officers, primary and secondary teachers, parents and local partners. Teachers who have experience or an interest in Gaelic learning are being identified and training opportunities are being developed.

Furthermore, we have identified a need to seek the views of young people as part of future planning, establishing where there is an interest in developing Gaelic language learning and exploring approaches and opportunities which can support this e.g. digital offerings for Senior Phase learners.

### **Gaelic in a non-education setting**

East Lothian Council Library Services now have 36 books within their catalogue related to the Gaelic language. These titles are aimed at a mix of adults and children. The team also have another 20 books, donated to the council, which require to be catalogued. While no requests have been so far, promotional work will be undertaken to promote the availability of and generate interest in this additional stock. Gaelic Bookbug sessions aimed at families and children have been offered in the past, although there was very limited interest in these. However, Library Services would be willing to explore the future potential for this, subject to resource availability. Library Services hold a stock of Gaelic Bookbug Bags available to families on request. The service promotes the availability of these bags through the website and further promotional work will be undertaken to generate interest and increase take up. Museum Services have previously facilitated a dual language exhibition from an outside provider and will factor further scope for this into future programming and interpretation requirements.

In terms of community learning, there are no current classes for adults though East Lothian community learning programmes. The National Centre for Gaelic Language & Culture, Sabhal mòr Ostaig, offer a range of Gaelic online learning opportunities. The University of Edinburgh offer in-person Gaelic language courses for adults through their Languages for All, short courses programme.

Within the local community, there are some partners and groups with an expressed interest in developing further links to the Gaelic language, with the Battle of Prestonpans (1745) Heritage Trust playing a particularly proactive role. The Battle of Prestonpans Jacobite Museum, which officially opened in April 2023, aims to tell the story of the battle and its context, containing a diorama of the battlefield landscape, historical and archaeological artefacts, and a display of artworks from across the centuries. The museum includes Gaelic signage and interpretation, as does the battlefield. The Trust also works to encourage Gaelic cultural content in its publications and programming. Working with the developer/landowner of the Blindwells new town development, the Trust is progressing plans for an interpretative trail around the battlefield, featuring dual language signs in addition to linguistic engagement with residents of the growing new community.

## Pàipear 4.2 PT1

Since publication of the council's last Gaelic Language Plan, new arrangements have been put in place for translation service delivery. This supports the council's commitment to providing excellent customer service and part of this is making sure we meet the communication needs of our customers as far as we can. This includes providing information on our services in other languages for those customers who speak or write little or no English, as well as providing communication support for customers who have hearing or visual impairments.

Services/teams who receive a request for translation or interpretation can now liaise directly with one of our approved suppliers by filling in an order form which is then sent to one of a number of identified suppliers.

This means that the process of arranging translation is now mainstreamed, rather than having to go through one centralised team. It should enable teams to receive faster delivery/fulfilment of the translation or interpretation service they are requesting, as well as enabling prompt and efficient payment to be made by dealing directly with the supplier.

The council's Integrated Impact Assessment process has been amended to include screening questions relating to Gaelic. We will continue to ensure the process signposts to this document as well as the National Gaelic Language Plan to ensure that policies are developed in line with the Plan.

## Implementing the National Gaelic Language Plan

At a local level and through harnessing opportunities to collaborate with other public bodies and community planning partners, East Lothian Council is committed to playing its part in implementing the National Gaelic Language Plan. In this section, we set out how we will achieve that aim.

Whilst the various priority areas identified in the National Gaelic Language Plan will be primarily implemented through the council's Gaelic Language Plan, opportunities can arise to promote and develop the language through other policy measures and developments. East Lothian Council will examine policy commitments to identify areas where Gaelic can be proactively incorporated and the priorities of the National Gaelic Language Plan initiated through additional methods. We see this development as corresponding to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

East Lothian Council recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home, education and adult learning as the key means of achieving this. Actions to help create a supportive environment for growing the number of Gaelic speakers in East Lothian are detailed in Gaelic Language Acquisition and Usage section of our commitments (section 2.5).

## 2. COMMITMENTS

East Lothian Council is committed to ensuring that the National Gaelic Language Plan is implemented, and in this section we set out how we will achieve that aim. To ensure consistency with the presentational approach to our previous edition Gaelic Language Plan, the actions East Lothian Council will take to meet its commitment to the objectives of the National Gaelic Language Plan for Gaelic are set out under five headings:

**Identity and status** including, corporate identity and signage and expanding visibility, audibility, recognition and respect for Gaelic

**Communications**, including, reception, telephone, mail and e-mail, forms and complaints procedures

**Publications**, including, public relations and media, printed material and websites

**Staff**, including, recruitment and training.

**Gaelic language acquisition and usage:** enabling people to develop speaking, reading and writing skills in Gaelic and enabling the use of Gaelic in a range of social, formal and work settings.

These support the strategic themes previously outlined - increasing **community engagement opportunities, the sustainability of Gaelic education (GME), progression of Gaelic Learner Education (GLE) and increased visibility of Gaelic resources and materials.**

East Lothian Council recognises that action in each of these areas can help raise the visibility and profile of Gaelic and bring greater opportunity for Gaelic speakers to use the language.

The council will ensure that Arms-Length External Organisations, community partners and third-party service providers are aware of the council's plan and expectation that they will adhere to the principles and / or commitments in the plan.

Any developments or initiatives to promote Gaelic will be undertaken within existing resource capacity. For example, the provision of bi-lingual 'Welcome to East Lothian' road signs would be done on a renewal/ replacement basis.

When necessary, the council will refer to the Ainmean-Àite na h-Alba database of authoritative information on Gaelic forms of place-names, to reflect Gaelic orthographic conventions.

### 2.1 Identity and status

The presence of Gaelic in the corporate identity and signs of a public authority greatly enhances the visibility of the language, increases its status and makes an important statement about how Gaelic is valued and how it is given recognition. Developing the use of Gaelic

through signage can also enrich the vocabulary of Gaelic users, raise public awareness of the language and contribute to its development. East Lothian Council recognises the importance of raising the visibility of Gaelic, increasing its status and creating a positive image of the language.

<b>Function</b>	<b>Current position</b>	<b>Proposed action</b>	<b>Proposed outcome/ indicator</b>	<b>Lead service/ officer</b>	<b>Time scale</b>
<b>Corporate identity</b>	East Lothian Council's corporate identity has not previously included any Gaelic language elements. While this has been reviewed since the last Gaelic Language Plan, change has yet to be implemented.	Electronic versions of the council logo will be updated to include a Gaelic reference on a bilingual basis. This will ensure that, when the logo is requested/required for use in future (whether for digital or physical display), Gaelic will be incorporated. Existing logos on display, such as on public buildings, will be replaced on a renewal basis	All versions of the council logo stored for future use will incorporate Gaelic, with this referenced accordingly within the brand guidelines	Service Manager - Communications	January 2026
<b>Signage</b>	Very little bilingual signage exists in East Lothian	An audit of 'Welcome to East Lothian' signs on roads East Lothian Council is responsible for has indicated that all such signs are currently in a good condition and do not require replacement. Any such replacement signs, required on a renewal basis (for example if damaged), will incorporate Gaelic	Welcome signs at the main entry points into East Lothian will include Gaelic, demonstrating equal respect for Gaelic and English	Service Manager - Roads	January 2030

## 2.2 Communications

The use of Gaelic in interactions with the council through a combination of engagement online, in person or over the telephone is important in creating practical opportunities for the use of the language, and in contributing to the sense that its use is possible and welcome. East Lothian Council recognises the importance of continuing to create opportunities for the practical use of Gaelic in communications with its citizens and will increase its level of provision on an incremental basis.

Function	Current position	Proposed action	Proposed outcome/indicator	Lead service/officer	Timescale
<b>Email signatures</b>	The council has not previously included a Gaelic option as part of a corporate email signature	The option of bilingual email signatures is available and promoted to all employees	All employees have the option of incorporating Gaelic within their email signature	Service Manager - Communications	December 2026
<b>Reception</b>	Whilst the council does not have specific Gaelic provision in reception areas, provision is made for access to translation and interpretation services including Gaelic	Building on work already done, training will continue to be provided for reception and customer facing staff to ensure customer needs are met in languages other than English, including Gaelic  The provision of Gaelic within the Translation and Interpretation service will continue to be promoted to ensure equal respect for Gaelic. Customers who speak Gaelic will be able to request translation in the Gaelic language	Customers coming into reception areas in Council offices will be engaged with appropriately no matter what language they speak  All customer services / contact centre staff will be aware of how to access support for communicating in Gaelic	Service Manager - Customer Services  Service Manager - Governance	Ongoing
<b>Telephone</b>	The council does not have	Training will continue to be provided for contact centre staff to	Customers contacting the council	Service Manager -	December 2026

	specific provision for telephone call handling in Gaelic	<p>ensure customer needs are met in languages other than English, including Gaelic</p> <p>The provision of Gaelic within the Translation and Interpretation service will continue to be promoted to ensure equal respect for Gaelic. Customers who speak Gaelic will be able to request translation in the Gaelic language</p>	<p>by telephone will be engaged with appropriately no matter what language they speak</p> <p>All customer services / contact centre staff will be aware of how to access support for communicating in Gaelic</p>	<p>Customer Services</p> <p>Service Manager - Governance</p>	
<b>Written correspondence, digital communications and meetings</b>	Following previous review, the council has new arrangements in place for the provision of translation and interpretation support	<p>The council will carry out further work to ensure there is training made available/awareness of the arrangements to provide translation and interpretation support wherever required, including for:</p> <ul style="list-style-type: none"> <li>• Providing information about access to services</li> <li>• Helping with face-to-face meetings</li> <li>• Translation documents needing a customer's signature eg a tenancy agreement</li> <li>• Consulting with customers to obtain their views,</li> </ul>	<p>All staff will be aware of the provision to translate mail and email from and into Gaelic and understand the arrangements for how to arrange this</p> <p>The council website will include a message to advise that correspondence from the public in Gaelic is welcomed</p>	<p>Service Manager – Governance</p> <p>Service Manager - Communications</p>	January 2027

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		<p>comments and opinions</p> <p>This ensures information/communications can be translated and responses will be provided in Gaelic within an agreed timescale when required, demonstrating equal respect</p>			
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## 2.3 Publications

The use of Gaelic in a range of printed material can assist Gaelic development in a variety of ways. It helps increase the visibility of the language, it enhances Gaelic’s status by being used in high profile publications, and it can help develop new and enhance existing terminology. The use of Gaelic in the media helps demonstrate a public authority’s commitment to making important information available through the medium of Gaelic, as well as enhancing the visibility and status of the language. As more people access information about public authorities through their websites, making provision for the use of Gaelic can significantly enhance the status and visibility of the language.

East Lothian Council is committed to increasing the use of Gaelic in areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.

Function	Current position	Proposed action	Proposed outcome/indicator	Lead service/officer	Timescale
<b>Website</b>	The council website has an accessibility and translation facility that enables content to be translated into Gaelic	<p>The council’s website, due to be refreshed/re-launched in 2026, will include a bilingual East Lothian Council logo/identity for the first time</p> <p>While a machine based web translation service will continue to be available, as accuracy cannot be guaranteed we will ensure there is suitable promotion of our ability to arrange professional translation of relevant where required</p> <p>We will explore opportunities to further enhance</p>	Web content and branding on the council’s corporate website will be available in Gaelic	Service Manager – Customer Services	December 2026

		the functionality of digital forms and third-party customer-focused systems to which the website signposts			
<b>Public relations and social media</b>	Limited press/social media content is produced by the council in Gaelic	Key news releases and social media updates in relation to council budget decisions will be published proactively in Gaelic as well as English  News releases and social media updates in relation to relevant events/consultations will be published proactively in Gaelic as well as English	Media and social media followers will receive information in Gaelic as well as English on budget decisions and other appropriate events/consultations  All news releases on the council website will remain translatable into Gaelic	Service Manager - Communications	December 2026
<b>Printed material – council documents and papers</b>	The council does not routinely produce printed material in Gaelic	The council will highlight and actively promote that all printed material is available in Gaelic on request	A statement highlighting the ability to provide all printed material in languages other than English will be provided	Service Manager - Communications	December 2026
<b>Printed material</b>	Library Services	The Library Service will	The Library Service will	Service Manager -	January 2026

<p><b>in libraries</b></p>	<p>now have an increased stock of titles related to Gaelic</p>	<p>catalogue additional titles in relation to Gaelic which have been received</p> <p>The Library Service will carry out promotional work highlighting the increased availability of books in relation to Gaelic</p>	<p>maintain a stock of printed and digital resources in Gaelic</p> <p>Promotional work highlighting this will have been undertaken</p>	<p>Customer Services and Senior Librarians</p>	
<p><b>Links between libraries and schools</b></p>	<p>There are limited connections between libraries and schools where GME/GLE is delivered</p>	<p>Identify links between the Library Service and schools where GME or GLE (Gaelic Learner Education) is being delivered.</p>	<p>Enhanced connections and sharing of Gaelic-related resources between East Lothian libraries and schools</p>	<p>Service Manager - Customer Services and Senior Librarians</p>	<p>January 2028</p>
<p><b>Public exhibitions and heritage</b></p>	<p>The council has made some provision for dual language exhibits</p>	<p>Museum Services will factor further scope for Gaelic provision into future programming and interpretation requirements</p> <p>The council will explore appropriate partnership opportunities with community organisations such as the Battle of Prestonpans</p>	<p>Museums and Library services exhibitions policies make provision for Gaelic in exhibitions as appropriate</p>	<p>Service Manager - Customer Services</p> <p>Service Manager - Communications</p>	<p>December 2026</p>

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		(1745) Heritage Trust to promote community-led initiatives which recognise and promote the Gaelic language			
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## 2.4 Employees

In 2023, the council carried out an employee survey which included a question about Gaelic language skills. This found that 11 staff, including nine teachers, speak Gaelic. Thirteen respondents, including nine teachers, said they can read Gaelic while another six people – five of them being teachers – said they can write Gaelic.

In order to deliver services through the medium of Gaelic, it is necessary to develop the requisite job skills and language skills of staff. The provision of language learning for staff helps promote adult Gaelic learning and promotes Gaelic as a useful skill in the workplace. The identification of jobs in which Gaelic is a designated skill will contribute greatly to the status of the language and to identifying it as a positive skill to acquire.

The use of Gaelic in advertising also helps recognise that Gaelic should be used in public life and that Gaelic users have an important role to play within a public authority. Whatever the level of Gaelic skills required it is important that authorities ensure that Gaelic is a genuine occupational requirement.

East Lothian Council recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which its use is essential or desirable and we recognise the importance of enabling staff to develop their Gaelic skills if they can and want to deploy them in support of the council’s second edition Gaelic Language Plan.

Function	Current position	Proposed action	Proposed outcome/ indicator	Lead service/ officer	Timescale
<b>Internal communications</b>	There is limited promotion of the Gaelic language through the council’s main internal communications channels	The council promote its work to sustain and develop the Gaelic language internally on an annual basis, and highlight progress in delivering the second edition Gaelic Language Plan, as part of World Gaelic	Articles will be published through Inform, the council’s monthly e-magazine for employees	Service Manager - Communications	February 2026

		Language Week			
<b>Recruitment</b>	Few job roles list Gaelic as an essential or desirable skill at present	Track/monitor roles where Gaelic is a required or desirable skill, as GME and GLE are further developed within East Lothian Council  In the meantime, if a job has Gaelic as a requirement, the council will make its own arrangements for the role profile and associated information to be available in Gaelic via the council website and suitably promoted	An increase in the number of relevant roles including Gaelic as a useful skill, as the Plan and GME offer are implemented	Service Manager – People & Council Support	December 2026
<b>Training and language learning</b>	There has been limited demand for Gaelic training from employees	Continue to explore/assess demand for Gaelic learning for employees  Make available and promote	Improved staff engagement in and awareness of Gaelic language	Organisational Development Manager	January 2026

		<p>a 'Gaelic and Scotland' e-learning essentials module to employees, as part of the council's suite of learning and development opportunities</p> <p>Promote LearnGaelic digital resources for beginners internally amongst council employees</p>			
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## 2.5 Gaelic language acquisition & usage

We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in East Lothian.

East Lothian Council recognises that a sustainable future for Gaelic requires more people to learn, use and value the language across all areas of life. To this end, we are committed to embedding Gaelic more widely through community participation, sustainable education provision, and pathways for progression.

Our strategic aims in this area are to:

- **Increase community engagement opportunities** – by supporting local initiatives that raise awareness of Gaelic, encourage participation in Gaelic language and cultural activities, and create visible spaces for Gaelic in everyday life. This includes supporting Gaelic learning in community settings.
- **Secure the long-term sustainability of Gaelic education (GME)** – by ensuring that Gaelic Medium Education continues to grow with clear pathways from early years through to secondary and beyond. This includes maintaining and growing GME provision, identifying opportunities to work regionally and ensuring appropriate staffing, support, and transitions.
- **Promote progression of Gaelic Learner Education (GLE)** – by supporting all schools to offer Gaelic as an additional language (L3) within the 1+2 Languages Policy, ensuring high-quality, age-appropriate resources and professional learning for teachers, and encouraging creative approaches to teaching Gaelic.
- **Increased visibility of Gaelic resources and materials** – by ensuring Gaelic has greater visibility and presence within council material such as branding and email signatures.

As corporate parents the council will where possible ensure Gaelic speaking care experienced children and young people face no barriers to access Gaelic speaking education. This section aligns with Article 30 of the United Nations Convention on the Rights of the Child (UNCRC), which upholds the right of children to learn and use their own language, including minority and indigenous languages such as Gaelic.

Function	Current position	Proposed action	Proposed outcome/ indicator	Lead service/ officer	Timescale
<b>Gaelic Medium Education (GME)</b>	Currently delivered through partnership agreement with City of	Track and monitor uptake of GME and evaluate council	Data on numbers of pupils attending GME	ELC lead officers Gaelic Strategic group	April 2030

	<p>Edinburgh Council. This is under review to respond to increased numbers of ELC learners requesting GME provision.</p> <p>A renewed local strategic steering group is planned and will be convened to support ongoing planning and development.</p> <p>GME learner data is being gathered</p> <p>Contact with parents will be sought to support collaborative planning</p> <p>Partnership planning is being undertaken in consultation with Scottish Government and Bòrd na Gàidhlig.</p>	<p>information regarding GME provision.</p> <p>Promote GME through communications channels &amp; networks</p> <p>Review existing provision to respond to increasing numbers of GME requests in ELC</p> <p>Work with a range of regional and local partners to develop a regional integrated and sustainable strategy and delivery model</p> <p>Conduct a parental engagement survey for parents of 3- to 4-year-olds.</p> <p>Work in partnership with City of Edinburgh and other neighbouring local authorities to support and</p>	<p>To support, sustain and monitor provision arrangements</p> <p>To ensure clear information is available regarding ELC GME provision In line with the Statutory Guidance on Gaelic Education and the Education (Scotland) Act 2016</p> <p>To increase uptake of GME in line with local and national plans</p>		
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		<p>sustain arrangements and to align planning around GME</p> <p>Promote / support pre-school and school age GME – mainly through existing partnership provision</p> <p>Families: Create a local GME information pack for families; review website information; engage with parents</p> <p>Capture the views of young people as part of any future planning and development</p> <p>Review planning processes following the enactment of the Scottish Languages Bill (passed on 17 June 2025 and becoming an Act on 31 July 2025) to ensure the council meets all future</p>			
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		statutory requirements			
<b>Gaelic Learners Education (GLE)</b>	<p>There has been limited uptake of GLE in East Lothian.</p> <p>Interested teachers are being identified</p> <p>Teacher introduction to Gaelic courses have been offered and taken place in 2019, 2020 and 2021.</p> <p>Partnership development of GLE resources was undertaken in partnership with a local partner (Togi Gaelic). These are now available to all East Lothian schools.</p> <p>Partnership working has been established with the Local Authority GLE Consortium Group.</p>	<p>Support schools with planning and development of GLE through provision of learning and teaching resources and professional development for teachers</p> <p>Promote uptake of regional SQA accredited courses</p> <p>Develop Gaelic learner opportunities as part of 1+2 and via partners (e.g. The Battle of Prestonpans Heritage Trust)</p> <p>Continue to promote use of Gaelic materials, such as the Stòrlann Go Gaelic website, to support teacher development in basic Gaelic language skills.</p> <p>Capture the views of young people as part of future planning, identifying</p>	<p>Increased numbers of schools and pupils engaging with GLE</p> <p>Increased numbers of teachers taking up opportunities for development in Gaelic language</p> <p>Locally developed Gaelic teaching resources available for teachers and schools</p>	ELC lead officers Gaelic Steering Group	April 2030

		<p>interest in Gaelic language learning and exploring approaches and opportunities to support this — for example, through digital offerings for Senior Phase learners. Explore possibility of working with regional partners in this area</p>			
<b>Adult learning</b>	No Gaelic currently is being offered	<p>Work with training partners to identify opportunities for adult learning, leading to suitable awareness raising/signposting as appropriate</p> <p>Identify Gaelic speaking members of the community interested in the promotion and development of Gaelic language</p> <p>Find out more about promotion of</p>	<p>Increased offer of local community Gaelic language learning opportunities in line with availability from delivery partners, subject to them increasing their offer</p> <p>Engagement with the Gaelic speaking local community as required</p>	Service Manager – Employability and Service Manager Connected Communities	Annually

		adult learning and what happens in other authorities, with consideration of equity			
<b>Gaelic in communities, partnerships and networks</b>	<p>Engagement and partnership working underway with local Gaelic language partners</p> <p>Partnership representation on the ELC Gaelic steering group</p> <p>ELC is represented by lead officers on national Gaelic networks e.g. Gaelic Language Network (GLAN)</p>	<p>Continue to engage with local and national partners to support the development of local Gaelic learning opportunities and GME provision</p> <p>Engage with the GLE consortia to evaluate opportunities for Gaelic language staff development</p> <p>Identify key local partners (business, tourism etc.)</p> <p>Continue to attend national network events, communicate opportunities and information relating to Gaelic language and promote staff development</p>	<p>Enhanced provision of Gaelic learning and development</p> <p>Increased engagement with and awareness of Gaelic language</p>	<p>ELC lead officers</p> <p>Gaelic language working group</p>	Annually

<p><b>Gaelic in the arts</b></p>	<p>The council recognises there is interest/demand for music and cultural activities linked to Gaelic</p>	<p>Subject to budget availability, the council's Arts team will make provision for Gaelic through its programme, with a potential focus on Gaelic Language Week in February. There will be opportunities to this to the council's press/social media output</p>	<p>The arts service's policies will make provision for Gaelic arts activities</p> <p>Promotion of Arts programme and Gaelic Language Week activities through the council's press and social media output</p>	<p>Service Manager - Connected Communities and Arts Manager</p>	<p>January 2027</p>
<p><b>Printing and media services for local businesses</b></p>	<p>The council has an in-house print unit which is keen to develop an increasingly commercial focus</p>	<p>The council will promote the existence of its in-house print unit, with the potential to produce materials in Gaelic for local businesses requiring them</p>	<p>Local businesses will be aware of the council's ability to produce printed material on a commercial basis, including in Gaelic</p>	<p>Service Manager – Communications</p>	<p>January 2026</p>

### 3. IMPLEMENTATION & MONITORING

East Lothian Council's second edition Gaelic Language Plan will be published bilingually on our website and copies will be made available on request. In addition, we shall make the plan known to the public via a press release and social media and to employees via our Intranet.

This plan is the policy of East Lothian Council and has been endorsed both by our Council Management Team and council members.

The council's Integrated Impact Assessment process will be amended to include screening questions relating to Gaelic and signposting those who are developing relevant new policies to this policy and the National Gaelic Language Plan to ensure that policies are developed in line with the Plan.

The Chief Executive will be ultimately responsible for ensuring that the council delivers on the commitments set out in this Plan.

Individual responsibility for various actions set out in Chapter 2 of the Plan has been assigned to relevant staff members and we have set out the individual target dates for when we expect to implement specific commitments.

The council will monitor the implementation of the second edition Gaelic Language Plan through an annual update on progress in implementing the actions set out on Chapter 2. These monitoring reports will be submitted to Bòrd na Gàidhlig.

## CONTACT DETAILS

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of East Lothian Council's second edition Gaelic Language Plan is:

Hayley Barnett  
Head of Corporate Support  
[hbarnett@eastlothian.gov.uk](mailto:hbarnett@eastlothian.gov.uk)

Queries about the day-to-day operation of the plan should be addressed to:

Stewart Cooper  
Service Manager - Communications  
[scooper@eastlothian.gov.uk](mailto:scooper@eastlothian.gov.uk)



Versions of this leaflet can be provided in Braille, large print, audiotape, or your own language. For assistance please call: **01620 827 827** British Sign Language (BSL) users can contact us via **[www.contactscotland-bsl.org](http://www.contactscotland-bsl.org)**

**East Lothian Council**

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**[www.eastlothian.gov.uk/gaelic-language-plan](http://www.eastlothian.gov.uk/gaelic-language-plan)**  
Call Centre: **01620 827 827**

<b>Coinneamh:</b>	Comataidh Poileasaidh is Ghoireasan
<b>Ceann-là:</b>	10 Gearran 2026
<b>Tìotal:</b>	PGR023 E03 Plana Gàidhlig Comhairle na h-Eaglaise Brice
<b>Gnìomh a dhìth:</b>	Ri Aontachadh
<b>Àireamh pàipear:</b>	4.3
<b>Neach-labhairt:</b>	Calum Rothach, Ceannard Foghlaim is Phlanaichean Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail
<b>Pàipearan-taic:</b>	PT1 PGR023 E03 Plana Gàidhlig Comhairle na h-Eaglaise Brice

## 1. Adhbhar

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

## 2. Cùl-fhiosrachadh/Prìomh aithris

2.1. Geàrr-iomradh air adhartas agus geallaidhean ann an eagraan a dhà (E02) a chaidh a chur an gnìomh le Comhairle na h-Eaglaise Brice:

- Thathar air suaicheantas dà-chànanach a chruthachadh mar phàirt den obair a chaidh a dhèanamh air a' bhrandadh aca ann an 2024 agus tha iad ag obair a dh'ionnsaigh leudachadh le bhith ag chleachdadh gu corporra.
- Thathar air adhartas a dhèanamh ann a bhith a' fàs na Gàidhlig air ìre luchd-ionnsachaidh ann an bun-sgoiltean le bhith a' toirt trèanadh do thidsearan agus a bhith ag obair ann an co-bhann le Fèisean nan Gàidheal agus Am pròiseact Fèis Sgol aca gus Gàidhlig a theagaisg mar L3.
- Thathar air a bhith a' cumail tric ri Fèis Fhoirt agus thathar a' brosnachadh clann a bhith a' frithealadh nan tachartasan seo.
- Rinneadh obair brosnachaidh am measg phàrantan aig a bheil clann aois 1-3 a thaobh foghlam tro mheadhan na Gàidhlig ach tha cothrom aca seo a leudachadh agus a neartachadh tron ath eagrain den phlana.
- Thathar a' brosnachadh cothroman trèanaidh sa Ghàidhlig am measg luchd-obrach gu tric gus fàs a thoirt air sgilean Gàidhlig sa Chomhairle ach tha cothroman a bharrachd aca tron ath eagrain barrachd adhartais a dhèanamh aig ìre chorporra tron Chomhairle air fad.

2.2. As t-Earrach 2025 nochd a' chomhairle planaichean gus còmhhdail do sgoilearan ionadail mheadhan na Gàidhlig a' bhios a' frithealadh sgoiltean ann an ùghdarrasan eile a gheàrradh.

2.3. Bha na planaichean seo an aghaidh ghealltanasan reachdail sa phlana cànanain aig a' chomhairle.

2.4. An dèidh do dh'oifigearan Bhòrd na Gàidhlig bruidhinn ris a' chomhairle dh'aontaich iad gun a bhith a' geàrradh na còmhhdhalach seo agus fhuair manaidsear gnìomhan reachdail dearbhadh eile san Dùbhlachd 2025 nach eil seo fa-near dhaibh tuilleadh (faicibh td. 11 den phlana PT1).

- 2.5. A bharrachd air sin thathas a' tuigsinn gu bheil a' coimhead air solar FtMG a leasachadh san sgìre ann an compàirteachas le ùghdarrasan eile.
- 2.6. Chruthaich Comhairle na h-Eaglaise Brice an treas eagraan den phlana aca stèidhichte air an Stiùireadh Reachdail air Deasachadh Phlanaichean, am Plana Nàiseanta 2023-28 agus air stiùireadh bho oifigearan Bhòrd na Gàidhlig.
- 2.7. Chaidh measadh foirmeil a dhèanamh air an dreachd phlana seo le Bòrd na Gàidhlig. Thug oifigearan nach robh an sàs ann an leasachadh a' phlana sùil mhionaideach air agus mhol iad atharrachaidhean.
- 2.8. Ghabh Comhairle na h-Eaglaise Brice ri molaidhean Bòrd na Gàidhlig.
- 2.9. Thug oifigearan a' Bhùird taic seachad gu cunbhalach air ùrachadh an dreachd. Chaidh atharrachadh a dhèanamh air agus tha an dreachd eagrain ann an co-rèir le measadh is molaidhean BnG.

### 3. Moladh

- 3.1. Aire a thoirt don fhiosrachadh ann am PT1
- 3.2. Aonta a chur ri dreachd E03 de phlana Comhairle na h-Eaglaise Brice an cois PT1.

### 4. Prìomh Bhuidhean Ro-innleachdach

- 4.1. Buaidhean air Ionmhas: N/A
- 4.2. Buaidhean air Luchd-obrach: N/A
- 4.3. Buaidhean air Trèanadh: N/A
- 4.4. Ceanglaichean ri Amasan Ro-innleachdail agus Corporra: Tha dlùth cheangal ann eadar am plana reachdail seo agus a bhith a' cur air adhart cleachdadh agus ionnsachadh na Gàidhlig gu nàiseanta.  
Bidh am plana seo a' cur air adhart nan amasan anns a' Phlana Chorporra aig Bòrd na Gàidhlig.
- 4.5. Buaidhean air Cliù: N/A
- 4.6. Buaidhean air Slàinte is Sàbhailteachd: N/A
- 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: N/A

### 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"/>	Eaconamaidh	<input checked="" type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnàthach	<input type="checkbox"/>		

Pàipear 4.3

**6. Cùrsa Riaghlachais**

6.1. Thug an Sgioba-stiùiridh fa-near don aithisg seo air 28 Faoilleach 2026.

**7. Dearbhadh air Cuairteachadh Sgrìobhainn**

7.1. 'S e pàipear fosgailte a tha seo.



Paipear 4.3 PT1



# Gaelic Language Plan 2026 – 2031

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

## FOREWORD

Falkirk Council is committed to supporting the growth and visibility of Gaelic across our communities and within our organisation. We recognise Gaelic as a unique and valuable part of Scotland's national identity and cultural life, and we are proud to play our part in ensuring its continued relevance for future generations.

This plan marks the third iteration of our Gaelic Language Plan and reflects both our progress to date and our future ambition. Since our last plan, we have strengthened local partnerships, seen increased engagement in Gaelic learning, and welcomed the growth of community-led Gaelic initiatives. Encouragingly, the most recent Census shows a rise in the number of Falkirk residents with some Gaelic skills - an important reminder that, even in areas without a large Gaelic-speaking population, interest and participation can grow with the right support.

We remain focused on creating opportunities for people to learn and use Gaelic. Through collaboration with national partners and local organisations, we will continue to promote Gaelic Medium Education, expand language learning across schools and communities, and enhance the visibility of Gaelic in our communications and signage.

This plan outlines our strategic aims for 2026 to 2031 and reaffirms our commitment to the principles of equal respect, accessibility, and inclusion. It sets out clear actions and measurable targets that will guide our activity and enable us to contribute meaningfully to the national vision for Gaelic.

We remain committed to a proportionate and responsible approach - ensuring that actions outlined in this plan are delivered within existing resources and aligned with national expectations.

I would like to thank all those who have contributed to the development of this plan and to the delivery of Gaelic provision in Falkirk. We look forward to building on these strong foundations over the years ahead.

*Kenneth Lawrie*  
*Chief Executive*



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# 1. INTRODUCTION

Falkirk Council is a medium sized local authority based in central Scotland, serving a population of approximately 158,400 residents.

## Vision:

Strong communities where inequalities are reduced and lives are improved

## Priorities:

Supporting stronger and healthier communities

Promoting opportunities and educational attainment and reducing inequalities

Supporting a thriving economy and green transition

## Values:

Responsive

Innovative

Trusted

Ambitious

## Enablers:

Financial Sustainability

Transformation & Improvement

Valued Sustainable Workforce



## GAELIC IN FALKIRK

While Falkirk does not have a large Gaelic-speaking population, recent trends show encouraging growth. According to the 2022 Census, 1.6% of residents now report some ability to understand, speak, read, or write Gaelic - up significantly from just 0.3% in the previous census.

Over the years, strengthened partnerships between the Council and local Gaelic organisations have helped to raise awareness of the language and culture, while widening access to learning opportunities and community engagement.

Age	All people aged 3 and over	Understands, speaks, reads or writes Gaelic	No skills in Gaelic
All people aged 3 and over	154078	2450	151628
Mar-15	22679	564	22114
16 - 24	14742	261	14481
25 - 34	19455	353	19109
35 - 49	30704	451	30253
50 - 64	35459	442	35017
65 and over	31032	383	30651

*Falkirk Gaelic Profile, 2022 Census*

Ward	2011	2022
Bo'ness and Blackness	22	183
Bonnybridge and Larbert	32	307
Carse, Kinnaird and Tryst	36	285
Denny and Banknock	37	227
Falkirk North	45	330
Falkirk South	44	331
Grangemouth	32	231
Lower Braes	28	182
Upper Braes	15	253
<b>TOTAL</b>	<b>291</b>	<b>2,329</b>

Currently, Falkirk Council provides transport for current Falkirk pupils attending GME in North Lanarkshire and Stirling Council. In addition to this, we have Gaelic Language Learning across a number of schools. We are committed to growing the demand for Gaelic with the aim of opening our own Gaelic Medium Education provision in the future.

As part of our commitment to promoting and further developing Gaelic in Falkirk Council, an audit is carried out every two years to determine staff's Gaelic language skills throughout the plan.

In Session 2024/25 we had 20 children living in the Falkirk area attend Gaelic Medium Education outside the authority with 6 at Riverside Primary (Stirling Council), 7 at Condorrat Primary Schools and 7 at Greenfaulds High (North Lanarkshire). We have a commitment to Gaelic Learners in the Primary School (GLPS). This is used to promote the acquisition of Gaelic Language. Adult provision is provided through An Clas a voluntary organisation, who offer Gaelic learning opportunities for adults who meet online, developing their oral and written skills. There are four classes ranging from beginners to advanced. Classes are open to anyone to join and are taught through informal learning by Gaelic tutors.

Within Falkirk there are four Gaelic organisations:

- An Clas (Falkirk Gaelic Class): language class for adults looking to develop Gaelic language and cultural skills.
- Fèis Fhoirt: Gaelic cultural group, offering classes and festivals for 8–18 year olds within the Falkirk, Stirling and Clackmannanshire area. They also run instrumental classes, master classes and the ceilidh trail.
- Falkirk Junior Gaelic Choir: meet weekly developing children's Gaelic singing and regularly compete in the Royal National Mòd.
- Fòram Gàidhlig na h-Eaglaise Brice (Falkirk Gaelic Forum): The aims of the forum are to support Gaelic Language and culture and to help secure the long term future for Gaelic language development in Falkirk district. As well as providing support where it can to other local Gaelic groups, the forum's primary focus is on pre-school Gaelic language development and Gaelic Medium Education, which they hope will ultimately lead to the establishment of Gaelic medium toddler groups, nurseries and mainstream Gaelic Medium Education (GME) up to secondary level within Falkirk district.

## **The Gaelic Language (Scotland) Act 2005**

### **Consultation and Local Engagement**

Under the Gaelic Language (Scotland) Act 2005, public bodies are required to bring the preparation of their Gaelic Language Plan to the attention of all interested parties.

In line with this requirement, Falkirk Council undertook a four-week public consultation on its draft Gaelic Language Plan from 20 May to 17 June 2025, using its Participate+ platform via Citizen Space.

The consultation process included awareness-raising through social media, local press, and engagement with community partners. In total, 58 responses were received. While views were wide-ranging, 76% of respondents indicated that they felt the Plan supported - either fully or to some extent - the preservation, promotion, and development of Gaelic within Falkirk Council.

### **Responding to Consultation Feedback**

The feedback gathered during consultation reflected both interest in and concern about Gaelic development locally.

While many welcomed efforts to strengthen Gaelic learning and cultural opportunities, others raised concerns about cost, and sought greater clarity about intended outcomes.

In response, this final version of the Plan:

- Clarifies that delivery will be led through existing teams and structures, supported where appropriate by Scottish Government grant funding;
- Emphasises the importance of proportionate implementation and clear performance monitoring;
- Strengthens commitments to partnership working with local Gaelic organisations;
- Reinforces a focus on visibility, accessibility and learner engagement in areas where demand exists.

A cross-service monitoring group has been established to oversee delivery, ensure accountability and support continuous improvement throughout the lifetime of the Plan.

### **Alignment with the National Gaelic Language Plan 2023–2028**

Falkirk Council fully supports the overarching aim of the National Gaelic Language Plan: to increase the use and learning of Gaelic across Scotland.

Our local priorities are therefore aligned with the national framework and focus on:

- Increasing the use and learning of Gaelic within the Council and encouraging more people to use the language when interacting with us;
- Expanding opportunities to learn Gaelic, both within schools and across the wider community;
- Promoting a positive image of Gaelic through our communications, signage, events and public engagement.

This plan outlines how Falkirk Council will contribute to these national goals in a way that is locally meaningful, sustainable and inclusive.

## 2. KEY PRINCIPLES

Falkirk 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 combined activities.

### Equal Respect

Under the terms of the 2005 Act, Bòrd na Gàidhlig works to secure the status of Gaelic as an official language of Scotland, ensuring it commands equal respect to English. In turn, the Bòrd expects public authorities to demonstrate in their plans how this principle will be upheld in practice. Falkirk Council is committed to ensuring that wherever Gaelic is included in our operations and services, it will be provided to the same high standard and quality as our English-language offerings.

### Active Offer

Falkirk Council is committed to proactively offering Gaelic services to both employees and the public. This means ensuring that our Gaelic services are visible, accessible, and actively promoted, encouraging Gaelic users to engage with them. By taking this approach, we remove the burden from individuals to request Gaelic services, giving them confidence that their needs will be met if they choose to use them. We will ensure that our Gaelic language services are as accessible as those provided in English.

### Mainstreaming

Falkirk Council will ensure that public and operational opportunities to use Gaelic are supported and offered, in line with the National Gaelic Language Plan 2023 – 2028 with the aim to increase the use and learning of Gaelic.

### Partnerships

Where applicable, Falkirk Council will seek support from partners and other contractors help with the delivery of the public authority Gaelic Language Plan.

### Corporate Parenting

Falkirk Council will ensure that care-experienced children and young people have equitable access to Gaelic-related opportunities, and that their language and cultural needs, where relevant, are respected as part of our wider support commitments.

## 3. PLAN COMMITMENTS

### HIGH-LEVEL AIMS

Falkirk 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

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

These efforts will be proportionate and cost-neutral, focused on contexts where demand exists or can reasonably be anticipated.

<b>High-level Aim</b>	Actively promote the use of Gaelic in communication between the public and the Council and within the community.	
<b>Proposed Outcome</b>	Our Gaelic community are aware of the scope of the Council’s Gaelic provision and understand how to engage and access this.	
<b>Current</b>	Provision is in place for interpretation and translation services for non-English speaking clients on request.	
<b>Actions</b>	Take a proactive approach to promoting relevant Gaelic content in a way that is easily accessible to our communities.	<b>Target Date</b> Reviewed annually
	Falkirk Council will support local Gaelic organisation who widely promote and organise cultural and learning events across the authority such as the annual Fèis and Ceilidh Trail.	<b>Target Date</b> Reviewed annually
	Falkirk Council will support local Gaelic groups who offer a range of programmes and services to develop and sustain Gaelic language and culture across Falkirk.	<b>Target Date</b> Reviewed annually
	Falkirk Council will promote the economic benefits of Gaelic language and culture as part of its general economic development initiatives and tourism strategies, including the economic	<b>Target Date</b> Reviewed annually

	benefits of Gaelic related events held within the FC area, and that it will promote the breadth of careers options and opportunities that speaking Gaelic provides.	
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### Increasing the learning of Gaelic

Expansion of learning opportunities will be pursued in partnership with communities, with specific emphasis on grant funding and existing resources.

<b>High-level Aim</b>	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, in particular increasing the demand for Gaelic Medium Education.	
<b>Proposed Outcome</b>	Gaelic learning opportunities are widely promoted across our communities and information is made available for those who wish to participate.	
<b>Current</b>	Individual services and teams are responsible for promotion discrete activities.	
<b>Actions</b>	Increase awareness and participation of learning opportunities through greater partnership, signposting and information sharing.	<b>Target Date</b> Reviewed annually
	Continue to promote Gaelic Medium Education (GME), engaging with parents of preschool children to increase demand for GME, with the scope of creating provision in Falkirk, including early years. This will include annual surveys to parents of preschool children, gauging interest in GME.	<b>Target Date</b> Reviewed annually

<b>High-level Aim</b>	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 Falkirk Council residents.
<b>Proposed Outcome</b>	Families are fully informed of their choices and opportunities in respect of Gaelic medium and Gaelic learner education.

<b>Current</b>	Gaelic Medium Education is communicated to parents of preschool children, promoting the benefits of GME and bilingualism.	
<b>Actions</b>	Further engage families of pre-school children to raise awareness and demand for GME. This will include the promotion of GME throughout enrolment sessions for all pupils registering for P1 and an annual survey of preschool parents to gauge demand.	<b>Target Date</b> Reviewed annually
	Supporting Gaelic language learning with the aim to increase demand in Gaelic Medium Education. This will include working with organisations such as Fèis Sgoil to offer Gaelic learning in schools.	<b>Target Date</b> Reviewed annually
	Continue to fund transport cost for children who already attend GME outwith the Falkirk Council area and continue to review future transport provision for any new pupils wishing to access GME outwith the authority. Consultation will take place with existing users regarding exploring methods of transport, including looking at examples in other authorities and any opportunities for increasing use of government funding streams.	<b>Target Date</b> Reviewed annually
	Continue to support teaching staff to undertake courses that allows them to teach Gaelic within primary and secondary settings.	<b>Target Date</b> Reviewed annually

### Promoting a positive image of Gaelic

Promotion activity will be embedded within existing communications and cultural activity, with clear tracking of reach and impact.

<b>High-level Aim</b>	Promote further opportunities to learn and use Gaelic in the area.
<b>Proposed Outcome</b>	Increased awareness of Gaelic language and culture.
<b>Current</b>	An Clas is a community organisation which runs four classes each week from beginners to advanced.

	<p>Gaelic learning programmes are delivered across a number of primary schools, developing language and cultural participation for pupils in Falkirk.</p> <p>Fèis Fhoirt organises annual fèiseans for children and young people across Forth Valley, increasing Gaelic language and cultural opportunities for beginners to advanced.</p>	
<b>Actions</b>	<p>Promote free Gaelic online resources and learning opportunities through Falkirk Council website and social media. This will including the promotion of Fèis Fhoirt annual fèisean events for children and young people and support them with access to venues.</p>	<p><b>Target Date</b></p> <p>Reviewed annually</p>
	<p>Promote An Clas classes and programmes through Falkirk Council website and social media platform. Provide the group with access to a workshop space each month for face to face learning.</p>	<p><b>Target Date</b></p> <p>Reviewed annually</p>
	<p>Continue to incorporate opportunities to learn and use Gaelic across council events programmes.</p>	<p><b>Target Date</b></p> <p>Reviewed annually</p>
	<p>Create a Gaelic Hub to deliver and develop Gaelic language learning in school. This will be the main vehicle to grow the demand for Gaelic Medium Education in Falkirk. The full delivery of the Hub will be dependant on external annual funding. The scope of the programme will include delivery of language skills for pupils, with opportunities for parents and the community to participate in events that promote Gaelic language and culture. This could include partnership with organisations such as Fèisean nan Gàidheal and Comann nam Pàrant to delivery training, learning and community events.</p>	<p><b>Target Date</b></p> <p>Reviewed annually</p>

## Corporate Service Aims

The following Corporate Service Aims, set by Bòrd na Gàidhlig, must be incorporated into Falkirk's Gaelic Language Plan. These aims also play a key role in monitoring and review, requiring the Council to demonstrate ongoing progress toward achieving the desired outcomes.

### Status

<b>Desired Outcome</b>	<b>Logo and branding</b> Bilingual logo to be used more widely across the authority.	
<b>Current</b>	Our bilingual logo has been launched and is used some of the time, but not consistently.	
<b>Actions</b>	Update communication to all services and teams to implement the use of the bilingual logo across the organisation.	<b>Target Date</b> June 2026

<b>Desired Outcome</b>	<b>Signage</b> Prominent signage will include Gaelic and English a part of any renewal process.	
<b>Current</b>	Falkirk Council does not have a consistent approach to Gaelic signage as part of our renewal process.	
<b>Actions</b>	We will update our renewal process to ensure prominent signage is bilingual, showing equal respect to Gaelic and English.	<b>Target Date</b> Reviewed annually

## Communicating with the public

<b>Desired Outcome</b>	<b>Promotion</b> Encouraging messages that Gaelic communication from the public is always welcome.	
<b>Current</b>	Greater promotion is required	
<b>Actions</b>	Increase the visibility of Gaelic language in key communication to the public.	<b>Target Date</b>

		Reviewed annually
	Increased use of Gaelic language on our council website.	<b>Target Date</b> Reviewed annually
	Annual promotion of Gaelic Medium Education, with a particular focus on parents of preschool children.	<b>Target Date</b> Reviewed annually

<b>Desired Outcome</b>	<b>Written Communication</b> Written communication in Gaelic is always welcomed and we will endeavour to respond in Gaelic where possible.	
<b>Current</b>	Not consistent across services	
<b>Actions</b>	All services will be issued with clear guidance on when and how to offer Gaelic written responses, and support will be available to assist staff in fulfilling this role appropriately.	<b>Target Date</b> Reviewed annually

<b>Desired Outcome</b>	<b>Reception and Phone</b> Falkirk Council offers Gaelic language training for staff.	
<b>Current</b>	Training is offered but could be promoted more widely.	
<b>Actions</b>	Better promotion of Gaelic language training for staff.	<b>Target Date</b> Reviewed annually
	Develop and implement a toolkit for reception staff with basic phrases in Gaelic.	<b>Target Date</b> Reviewed annually

<b>Desired Outcome</b>	<b>Public Meetings</b> Opportunities are made available to hold public meetings bilingually or in Gaelic are explored.	
<b>Current</b>	We provide Gaelic interpreters on request for public meetings, where it is appropriate and possible.	
<b>Actions</b>	Following a request for a bilingual meeting, where reasonable warning is given, we will provide an interpreter.	<b>Target Date</b> Reviewed annually

## Information

<b>Desired Outcome</b>	<b>Press Releases</b> Any press releases and news stories relating to Gaelic will be made available bilingually.	
<b>Current</b>	Most content is in English.	
<b>Actions</b>	Update protocol for our communications team to ensure any content relating to Gaelic is bilingual.	<b>Target Date</b> Reviewed annually

<b>Desired Outcome</b>	<b>Printed Material</b> Materials requested will be rendered bilingual, demonstrating equal respect for the languages.	
<b>Current</b>	This request is currently in place.	
<b>Actions</b>	Greater promotion of this offer.	<b>Target Date</b> Reviewed annually

<b>Desired Outcome</b>	<b>Website</b> Any areas relating to Gaelic will be bilingual.	
<b>Current</b>	All website content is currently in English.	
<b>Actions</b>	Update website content relating to Gaelic to ensure this is in Gaelic and English.	<b>Target Date</b> Reviewed annually

<b>Desired Outcome</b>	<b>Exhibitions</b> Provide Gaelic text for any exhibitions relating to Gaelic language and culture.	
<b>Current</b>	Current practice meets the above outcome.	
<b>Actions</b>	Any materials relating to the Gaelic exhibition will be rendered bilingual, demonstrating equal respect for the languages.	<b>Target Date</b> Reviewed annually

## Staffing

<b>Desired Outcome</b>	<b>Training</b> Continue to offer annual Gaelic awareness training for staff and carry out an audit every two years of staff Gaelic skills.	
<b>Current</b>	This offer is currently in place.	
<b>Actions</b>	Continue to carry out the staff audit every two years.	<b>Target Date</b> Reviewed annually
	Create and implement a Gaelic toolkit accessible for all staff to use.	<b>Target Date</b> Reviewed annually

<b>Desired Outcome</b>	<b>Recruitment</b>  Falkirk Council has created a standard for all person specifications with Gaelic language skills as a desirable for all posts. Where Gaelic is essential, this will be reflected in the documentation.	
<b>Current</b>	This offer is currently in place.	
<b>Actions</b>	Continue to retain Gaelic language skills as desirable on all person specifications. Where Gaelic is essential, we will reflect this in documentation.	<b>Target Date</b>  Reviewed annually

<b>Desired Outcome</b>	<b>Advertising</b>  Provision for Gaelic advertising when the post requires Gaelic language skills.	
<b>Current</b>	This offer is currently in place.	
<b>Actions</b>	When the post requires Gaelic, the advert will be created in both Gaelic and English.	<b>Target Date</b>  Reviewed annually

## Gaelic Language Corpus

<b>Desired Outcome</b>	<b>Gaelic Orthographic Conventions</b>  Follow the most recent Gaelic Orthographic Conventions in relation to all written materials produced by the local authority.	
<b>Current</b>	Any Gaelic material created by Falkirk Council will comply with the most recent Gaelic Orthographic Conventions.	
<b>Actions</b>	Ensure all services are aware and follow the most recent Gaelic Orthographic Conventions.	<b>Target Date</b>  Reviewed annually

<b>Desired Outcome</b>	<b>Placenames</b> Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.	
<b>Current</b>	When required we consult with Ainmean-Àite na h-Alba.	
<b>Actions</b>	Continue to consult Ainmean-Àite na h-Alba to ensure we maintain our confidence in the use of the Gaelic forms of placenames.	<b>Target Date</b> Reviewed annually

## 4. PUBLICATION

### Publication and publicising the plan

Falkirk Council will publish and publicise the Plan to internal and external stakeholders. This will increase awareness and promote the Plan.

The Plan will be published bilingually on Falkirk Council's website. In addition, we shall:

- issue a press release announcing the plan;
- make the plan known to employees via Falkirk Council's website;
- distribute electronic copies of the plan to non-departmental Public Bodies and agencies, agents and contractors;
- distribute electronic copies of the plan to Gaelic organisations;
- distribute electronic copies of the plan to other interested bodies; and
- make copies available on request.

### Administrative Arrangements for Implementation

This plan is the policy of Falkirk Council and has been endorsed both by our senior management team and Council members.

Overall Responsibility:

The Chief Executive will be responsible ultimately for ensuring that the Falkirk Council delivers on the commitments set out in this plan.

Each service has responsibility for the plan and will be supported by the GLP Implementation Group.



## Paipear 4.3 PT1

We will work in partnerships with organisations and community groups to deliver the plan with support from our GLP Implementation Group.

### **Informing other organisations of the Plan**

Falkirk Council will publicise the launch of the plan, emailing copies to partner organisations and third parties. We will ensure that there are clear and simple links to access the plan on our website. We will work in partnerships with local and national organisations to share our plan.

## **5. RESOURCING OF 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 OF THE PLAN

The implementation group will report progress annually to Bòrd na Gàidhlig and provide updates to elected members. Key performance indicators will include participation rates, learner uptake, communications visibility and service compliance.

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

### Overall Responsibility for the Plan

Chief Executive

### Daily Responsibility for the Plan

Directors of Services, with each service appointing a Lead Officer with responsibility for actions and developments as well as tracking and monitoring progress. Our annual progress report will be summarised shared publicly each year.

<b>Coinneamh:</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-là:</b>	10 Gearran 2026
<b>Tìotal:</b>	Plana Obrach na Comataidh
<b>Gnìomh a dhìth:</b>	Ri Aontachadh
<b>Àireamh pàipear:</b>	5.1
<b>Neach-labhairt:</b>	Ealasaid Dhòmhnallach, Ceannard
<b>Pàipearan-taic:</b>	PT1 Plana Obrach 2025/26 PT2 Plana Obrach 2026/27

## 1. Adhbhar

- 1.1. Gus prògram-obrach na Comataidh aontachadh

## 2. Cùl-fhiosrachadh

- 2.1. Tha prògram-obrach aig an dà Chomataidh agus aig a' Bhòrd-stiùiridh aig Bòrd na Gàidhlig. Tha iad feumail ann am planadh agus ann an dearbhadh gun tèid na cuspairean iomchaidh is cunbhalach air beulaibh choinneamhan.

## 3. Prìomh Aithris

- 3.1. Tha am prògram stèidhichte air gnàth-riaghailtean na Comataidh, agus air na thachair am-bliadhna.
- 3.2. Chaidh aontachadh aig a' bhòrd gum biodh 3 coinneamhan clàraichte aig a' chomataidh gach bliadhna agus co-dhiù aon ad hoc. Tha seo airson dèanamh cinnteach gum bi sùbailteachd ann nuair a thathar a' dèiligeadh ri cùisean ag èirigh. Chaidh am modail seo a chur an sàs gu soirbheachail ann an 25/26.

## 4. Moladh

- 4.1. Ri thoirt fa-near don phlana-obrach 2025/26 agus aonta a chur ris a' phlana obrach airson 2026/27.

## 5. Prìomh Bhuidhean Ro-innleachdadh

- 5.1. Buidhean air Ionmhas: Cha bhi gin ann.
- 5.2. Buidhean air Luchd-obrach: Bidh am plana obrach a' toirt stiùir dhan sgioba air an obair a tha a dhìth airson aithisgean a chur chun na Comataidh.
- 5.3. Buidhean air Trèanadh: Cha bhi gin ann.
- 5.4. Ceanglaichean ri Amasan Ro-innleachadh agus Corporra: Tha am pàipear seo a' cur ris an amas gun cum Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.
- 5.5. Buidhean air Cliù: Tha e cudromach do chliù na buidhne gu bheil siostaman ann a bhios a' dearbhadh gu bheil deagh riaghlaidh aig a' bhuidhinn.
- 5.6. Buidhean air Slàinte is Sàbhailteachd: Cha bhi gin ann.

- 5.7. Buaidhean Laghail: Bidh am plana obrach a' cur ri coileanadh nan dleastanasan reachdail agus deagh riaghlaidh aig BnG.
- 5.8. 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.
- 5.9. Buaidhean air an Àrainneachd: Cha bhi gin ann.

## 6. Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta

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

## 7. Cùrsa Riaghlachais

- 7.1. Dh'aontaich an Sgioba-stiùiridh ri susbaint a' phàipeir seo air 29/01/2026.

## 8. Dearbhadh air Cuairteachadh Sgrìobhainn

- 8.1. Tha am pàipear seo fosgailte don phoball.

<b>A' Chomataidh Poileasaidh is Ghoireasan (CPG) Plana Obrach 2025/26</b>		<b>Cèitean 08/05/2025</b>	<b>Sultain 09/09/2025</b>	<b>Gearran 10/02/2026</b>	<b>Coinneamhan Ad Hoc</b>
<b>Puingean Stèidhichte</b>	Cùisean Tòiseachaidh/Fàilte	√	√	√	√
	Geàrr-chunntas na coinneamh mu dheireadh	√	√	√	√
	Clàr gnìomhan	√	√	√	√
	Plana-obrach na Comataidh	√	√	√	√
	Lèirmheas air a' choinneamh	√	√	√	√
	Taisbeanadh	✗	√	√	
	Aithisg air Leasachaidh	√	√	√	√
<b>Deagh Riaghladh</b>	Poileasaidhean Daonna	√	√	√	
	Suirbhidh Luchd-obrach		√	✗	
	Ro-innleachd ICT		√	√	
	Ùrachadh Bun-Riaghailtean na Comataidh	√			
	Èifeachdas na Comataidh		√	√	
	Aithisg Bhliadhnail na Comataidh	√			
	Dàta Daonna	√			
	Slàinte is Sàbhailteachd	√			
	Plana Corporra				
<b>Ionmhas</b>	Aithisg Ràitheil air Ionmhas	√	√	√	
	Tabhartasan eadar £50,001 agus £100,000	✗	√	√	
	Buidseat Bliadhnail agus Plana Ionmhas Meadhan-teirm			√	
	Aithisg Bliadhnail air Solarachadh	√			
<b>Cleachdadh</b>	Planaichean Gàidhlig	√	√	√	√
	Adhartas nam Prìomh Buidhnean Lìbhrigidh		√	√	
	Molaidhean Taic-airgid nam prìomh buidhnean			√	
<b>Puingean Ad-hoc</b>	Buaidh bho thaic BnG air obair òigridh	✗	√	√	

<b>A' Chomataidh Poileasaidh is Ghoireasan (CPG) Plana Obrach 2026/27</b>		Cèitean 05/05/2026	Sultain 08/09/2026	Gearran 09/02/2027	Coinneamhan Ad Hoc
<b>Puingean Stèidhichte</b>	Cùisean Tòiseachaidh/Fàilte	√	√	√	√
	Geàrr-chunntas na coinneamh mu dheireadh	√	√	√	
	Clàr gnìomhan	√	√	√	
	Plana-obrach na Comataidh	√	√	√	
	Lèirmheas air a' choinneamh	√	√	√	√
	Aithisg air Leasachaidh	√	√	√	
<b>Deagh Riaghladh</b>	Poileasaidhean Daonna	√	√	√	
	Suirbhidh Luchd-obrach	√	√		
	Ro-innleachd ICT		√		
	Ùrachadh Bun-Riaghailtean na Comataidh	√			
	Èifeachdas na Comataidh		√		
	Aithisg Bhliadhnail na Comataidh	√			
	Dàta Daonna	√			
	Slàinte is Sàbhailteachd		√		
	Sgrùdadh Ràitheil den PCC 25/26	√			
<b>Ionmhas</b>	Aithisg Ràitheil air Ionmhas	√	√	√	
	Tabhartasan eadar £50,001 agus £100,000		√	√	
	Buidseat Bliadhnail agus Plana Ionmhas Meadhan-teirm			√	
	Aithisg Bliadhnail air Solarachadh	√			
<b>Cleachdadh</b>	Planaichean Gàidhlig	√	√	√	√
	Adhartas nam Prìomh Buidhnean Libhrigidh	√		√	
	Molaidhean Taic-airgid nam prìomh buidhnean			√	
<b>Puingean Ad-hoc</b>	Tasibeanadh				
	Plana Corporra				
	Buaidh bho thaic BnG air obair òigridh				