

Oifigeil  
Clàr-gnothaich

**Coinneamh:** Comataidh Poileasaidh is Ghoireasan  
**Ceann-là/Àm:** 05 Ceitean 2026 aig 09.30m  
**Càite:** Microsoft Teams

## Clàr-gnothaich – Seisean Fosgailte

### 1. Cùisean Tòiseachaidh

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

### 2. Planaichean Gàidhlig

#### 2.1. Plana Gàidhlig - Coimisean na Croitearachd **duilleag 04**

PT1 PGR005 E04 Plana Gàidhlig Coimisean na Croitearachd  
*Calum Rothach, Ceannard Foghlaim is Phlanaichean*  
*Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail*

#### 2.2. Plana Gàidhlig – Comhairle Dhùn Bhreatann an Ear **duilleag 34**

PT1 PGR031 E03 Plana Gàidhlig Comhairle Siorrachd Dhùn Bhreatann an Ear  
*Calum Rothach, Ceannard Foghlaim is Phlanaichean*  
*Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail*

#### 2.3. Plana Gàidhlig – Comhairle Siorrachd Àir a Deas **duilleag 61**

PT1 PGR027 E03 Plana Gàidhlig Comhairle Siorrachd Àir a Deas  
*Calum Rothach, Ceannard Foghlaim is Phlanaichean*  
*Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail*

#### 2.4. Plana Gàidhlig – Leasachadh Sgìlean na h-Alba **duilleag 74**

PT1 PGR043 E04 Plana Gàidhlig Leasachadh Sgìlean na h-Alba  
*Calum Rothach, Ceannard Foghlaim is Phlanaichean*  
*Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail*

### 3. Riaghladh

#### 3.1. Aithisg Bhliadhnail na Comataidh Poileasaidh is Ghoireasan **duilleag 118**

PT1 Aithisg Bhliadhnail na Comataidh Poileasaidh is Ghoireasan  
*Ealasaid Dhòmhnallach, Ceannard*

### 4. Plana-obrach na Comataidh

#### 4.1. Plana-obrach na Comataidh Poileasaidh is Ghoireasan **duilleag 123**

PT1 Plana Obrach 2026/27  
*Ealasaid Dhòmhnallach, Ceannard*

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5. GISBE

Ceann-là na h-ath choinneimh:

**Dùnadh an t-seisein**

**Oifigeil**  
**Pàipear 2.1**

<b>Coinneamh:</b>	Comataidh Poileasaidh is Ghoireasan
<b>Ceann-là:</b>	5 Cèitean 2026
<b>Tìotal:</b>	PGR005 E04 Plana Gàidhlig Coimisean na Croitearachd
<b>Gnìomh a dhìth:</b>	Ri Aontachadh
<b>Àireamh pàipear:</b>	2.1
<b>Neach-labhairt:</b>	Calum Rothach, Ceannard Foghlaim is Phlanaichean; Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail
<b>Pàipearan-taic:</b>	PT1 PGR005 E04 Plana Gàidhlig Coimisean na Croitearachd

**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 trì (E03) a chaidh a chur an gnìomh le Coimisean na Croitearachd:

- Rinneadh ath-leasachadh air an làrach-lìn aca agus mar phàirt den ath-leasachadh thathar air leudachadh an uiread de shusbaint Gàidhlig a tha ri fhaighinn. Chuir iad fòcas air duilleagan far nach eil an t-susbaint ag atharrachadh tric agus thèid leudachadh a dhèanamh air seo anns an ath eagraan.
- Thathar air cleachdadh na Gàidhlig air na meadhanan sòisealta àbhaisteachadh le bhith a' leasachadh plana conaltraidh far a bheil cleachdadh na Gàidhlig air a stèidheachadh. Thathar a' cur fòcas air puist dà-chànanach a tha a' buntainn ris na prìomh chuspairean aca.
- Thathar air ionnsachadh na Gàidhlig àbhaisteachadh do luchd-obrach le bhith a' tabhainn clasaichean Gàidhlig dhaibh gu cunbhalach agus tha iad sin a-nis rim faighinn dà thriop san t-seachdain.
- Chaidh pròiseact a ruith leis a' Choimisean air 'Succession Planning'; chaidh an t-susbaint a thoirt seachad anns a' Bheurla ach bha luchd-obrach an làthair aig na tachartasan aig an robh Gàidhlig gus cothrom a thoirt do dhaoine bruidhinn riutha sa Ghàidhlig.

2.2. Chruthaich Coimisean na Croitearachd an ceathramh 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.

2.3. Chaidh measadh a dhèanamh air an dreachd phlana seo le Bòrd na Gàidhlig. Thug sgioba phlanaichean is Ceannard Foghlaim is Phlanaichean sùil mhionaideach air a' phlana agus mhol iad atharrachaidhean.

2.4. Chaidh iarraidh air a' bhuidheann:

**Oifigeil**  
**Pàipear 2.1**

- cinn-làithean fa-leth a stèidheachadh airson gach gnìomh, agus barrachd fios mun àireamh de luchd-labhairt gu nàiseanta a rèir a' chunntais-shluaigh 2022 a chur ann.
- gnìomh soilleir a chur ris an eagan gus cleachdadh na Gàidhlig fhàs am measg chroitearan is luchd-cleachdaidh na buidhne
- gnìomhan eile fa-leth atharrachadh ann an diofar dhòighean gus am plana a neartachadh.

2.5. Ghabh Coimisean na Croitearachd ri molaidhean Bhòrd na Gàidhlig.

**3. Moladh**

3.1. Aire a thoirt don fhiosrachadh ann am PT1

3.2. Aonta a chur ri dreachd E04 de phlana Coimisean na Croitearachd 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

**Oifigeil**

**Pàipear 2.1**

**6. Cùrsa Riaghlachais**

6.1. Thug an Sgioba-stiùiridh fa-near don aithisg seo air 24 Giblean 2026.

**7. Dearbhadh air Cuairteachadh Sgrìobhainn**

7.1. 'S e pàipear fosgailte a tha seo.

Measadh air dreachd Plana Cànanain Gàidhlig  
Coimisean na Croitearachd 2026-2031

Assessment of The Crofting Commission's  
Draft Gaelic Language Plan  
2026 - 2031



**Oifigeil**  
**Pàipear 2.1 PT1**

Chaidh an dreachd eagra 04 seo de Phlana Gàidhlig Coimisean na Croitearachd a mheasadh le Bòrd na Gàidhlig air 06.10.25

Chaidh measadh a dhèanamh a' gabhail a-steach an Stiùireadh air Deasachadh Phlanaichean Gàidhlig agus Plana Nàiseanta na Gàidhlig freagarrach.

Airson fios air-ais, thathar air liosta de dh'atharrachaidhean farsaing riatanach ag ainmeachadh ann an liosta gu h-ìosal a dh'fheumas a bhith air an atharrachadh tro phlana air fad.

A bharrachd air sin, thathar a' cleachdadh siostam le solais trafaig tron phlana air fad. Tha gnìomhan air an comharrachadh ann an dearg feumach air atharrachadh. Chan eil e riatanach gun tèid a ghabhail le gnìomhan ann an orains ach, bhiodh am plana nas làidire nan deach a ghabhail riutha. Tha na bogsaichean uaine a' comharrachadh deagh chleachdadh.

[This draft edition 04 of The Crofting Commission's Gaelic Language Plan was assessed by Bòrd na Gàidhlig on 06.10.25](#)

[The assessment takes into account, the Guidance on the Development of Gaelic Language Plans and the appropriate National Gaelic Language Plan.](#)

[For assessment, we have provided a list of general necessary changes and general recommended changes that are required throughout the plan in a list below.](#)

Along with this, a traffic light system is used to provide feedback throughout the plan. Red comment boxes indicate that the Bòrd is proposing a necessary amendment. Orange comment boxes indicate that the Bòrd is proposing that the plan would be more effective should the amendment be made. Green comment boxes indicate that the Bòrd is recognising good practice.

**Puingean Fiosrachaidh**

**U** – Deagh chleachdadh

**O** – Atharrachadh air a mholadh

**D** – Atharrachadh riatanach

**Points of Information**

**U** – Good practice

**O** – Recommended amendment

**D** – Necessary amendment



**The Crofting Commission Gaelic Language Plan (4<sup>th</sup> Edition) 2026 to 2031**

This plan has been prepared under the Gaelic Language (Scotland) Act 2005 and approved by Bord na Gaidhlig

Published Date: 2026

**Oifigeil**

**Pàipear 2.1 PT1**

## **FOREWORD**

As Chief Executive Officer of the Crofting Commission, I welcome the introduction of the fourth iteration of our Gaelic Language Plan.

The Crofting Commission is the regulator of crofting, which is a unique land-holding system in the Highlands and Islands of Scotland, where the Gaelic language has traditionally linked the language with the land.

The Gaelic language has helped to shape crofting over generations and has a resilience that crofting shares, which shaped the past and yet looks to the future.

Our Gaelic Plan sets out a formal structure for our support of the Gaelic language, with initiatives and clear targets, reflecting a strong commitment throughout the Commission to ensure Gaelic continues to thrive.

I joined the Commission in 2024 and have met crofters throughout the heartland of Gaelic and have experienced first-hand the use of Gaelic in daily life in crofting, and crofting communities.

The Board is committed to supporting the Gaelic language and looks forward with enthusiasm to the next 5 years in which to support and encourage the use of Gaelic.  
gives us an added enthusiasm for this task.

***Gary Campbell***

Chief Executive Officer Crofting  
Commission

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## SUMMARY

Our Gaelic Language Plan has been prepared within the framework of the Gaelic Language (Scotland) Act 2005.

It sets out how the Crofting Commission will promote the key principle of equal respect for Gaelic. The Plan will show how we will actively encourage and enhance our use of Gaelic.

## INTRODUCTION

### About The Crofting Commission

The Crofting Commission is the regulator of crofting and is a Non-Departmental Public Body (NDPB) of the Scottish Government. Our work ensures that crofting is well-regulated, that the future of crofting is secure, and that crofting makes a valued, and valuable contribution to the sustainability of rural communities throughout the crofting counties.

Crofting is a unique system of landholding, which is in the Highlands and Islands of Scotland. A croft is a relatively small agricultural land holding, which is on average about 5 hectares and is usually held in tenancy. It may or may not have buildings or a house associated with it. There are approximately 21,000 crofts, which are occupied by an estimated 10,000-12,000 crofting households, which accounts for a total population of about 33,000.

The Crofting Commission was established in 2012 to administer the Crofters (Scotland) Act 1993, as amended by the Crofting Reform (Scotland) Act 2007, and the Crofting Reform (Scotland) Act 2010.

### Our Vision and Purpose

All our responsibilities, whether regulating or promoting crofting, are focussed on securing the benefits that the regulated crofting system brings to crofters and the wider community, in terms of population retention, economic resilience, and land use that is both productive and sustainable. Our vision therefore is that crofts and crofting communities continue to enhance the social, cultural, economic and environmental fabric of the crofting areas. Our purpose is therefore: To regulate the crofting system fairly, and to protect and strengthen it for future generations

### Structure

The Crofting Commission's Board of Commissioners comprises nine Commissioners. Three are appointed by the Minister for Rural Affairs, Land Reform and Islands, and six Commissioners are elected by crofters. Elections are held every 5 years. Commissioners sit together as a Board and meet regularly throughout the year.

The Crofting Commission website has extensive information about our work<sup>1</sup>

The Commission's published Annual Report<sup>2</sup>

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<sup>1</sup> [Welcome | Crofting Commission](#)

<sup>2</sup> [Annual Report and Accounts | Crofting Commission](#)

## **The Gaelic Language (Scotland) Act 2005 and the Issuing of Notice**

Our Plan was prepared within the framework of the Gaelic Language (Scotland) Act 2005.<sup>3</sup> The plan sets out how we will use Gaelic in the operation of our function as the regulator of crofting, how we will enable the use of Gaelic when communicating with the public and key partners, and we support our staff to learn and develop their Gaelic language skills, and how we will promote and develop Gaelic as an official language of Scotland.

## **Consultation on our draft Gaelic Language Plan**

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. The Crofting Commission consulted publicly on the draft of its Gaelic Language Plan, and considered representations made to it during the consultation process. This edition of the Plan for 2026-2031 builds on our previous Plans, and the Commission has reviewed the original targets, outcomes and progress.

The draft Gaelic Language Plan was available for comment and promoted on the Commission's website<sup>4</sup>, in Gaelic and English. The consultation was promoted widely on our social media platforms.

Comments were invited during the six-week consultation period from May to June 2025. Comments could be submitted by online form on our website, or by email or written correspondence.

## **Approval of The Crofting Commission Gaelic Language Plan**

This fourth edition of our Gaelic Language Plan will be for the period 2026 to 2031.

The Plan was presented to the Commission's Board<sup>5</sup> in June 2025 and submitted to Bòrd na Gàidhlig for approval in July 2025.

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<sup>3</sup> [Gaelic Language \(Scotland\) Act 2005 – Bòrd na Gàidhlig](#)

<sup>4</sup> [Consultations | Crofting Commission](#)

<sup>5</sup> [Board Meetings | Crofting Commission](#)

## Gaelic in Scotland

The Crofting Commission recognises that Gaelic is an integral part of Scotland's heritage, identity, and cultural life. The Crofting Commission is committed to the objectives set out in the National Gaelic Language Plan<sup>6</sup> and supports initiatives to ensure Gaelic has a sustainable future in Scotland.

The Crofting Commission recognises that if Gaelic is to continue to be a vital and living language in Scotland, a concerted effort on the part of government, public and private sectors, community organisations and individual speakers is required to; ensure there is equal respect for Gaelic, enhance the status of Gaelic; promote the acquisition and learning of Gaelic; and encourage the increased use of Gaelic.

## Gaelic within the Commission's Area of Operation

Crofting plays an important role in ensuring people live and work in the Highlands and Islands. There are over 6,300 crofts in the Comhairle nan Eilean Siar area, and around 10,000 crofts in the Highland area. The link between crofting and the Gaelic language remains strong.

A settled population is key to keeping rural communities thriving. Crofting plays a significant part in ensuring crofters are resident on, or within, 20 miles of their croft. Living and working in the crofting areas sustains the communities of the Highlands and Islands. The Gaelic language underpins the culture of oral tradition, which along with music, plays its part in the richness of crofting community life. The place names in these areas reflect the strong resonances of Gaelic language, culture and land use across the north and west of Scotland.

The Crofting Commission regulates crofting in the areas of Scotland known as the crofting counties. The crofting counties comprise Shetland, Orkney, Caithness Farr and Tongue, West Mainland, East Mainland, Argyll & Argyll Islands, Skye, Lewis & Harris, and Uist, Benbecula and Barra. For centuries Gaelic has been spoken in many of these areas, and today, Gaelic is still the first language of many crofters. The Commission therefore recognises the importance of supporting the language.

The findings of Scotland's Census found that 2.5% of people aged 3 years and over had some skills in Gaelic in 2022. This is an increase of 43,100 people since 2011 when 1.7% had some skills in Gaelic. In 2001, 1.9% had some Gaelic skills, similar to 2011. In Na h-Eileanan Siar the majority had some Gaelic skills (57.2%). This was far higher than the next highest council areas, Highland (8.1%) and Argyll and Bute (6.2%). In all other council areas less than 3% of people aged 3 and over had some Gaelic skills.

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<sup>6</sup> [The National Gaelic Language Plan – Bòrd na Gàidhlig](#)

## **Gaelic within the Crofting Commission**

The Gaelic language has always been integral to the Commission due to the historic intertwining of crofting and Gaelic. Our organisation aims to maintain the close links between Gaelic and crofting.

Our work focusses on the Crofting Commission's vision 'that crofts and crofting communities continue to enhance the social, cultural, economic and environmental fabric of the crofting areas,' as stated in our Corporate Plan<sup>7</sup>, the following successful outcomes will be achieved in relation to supporting Gaelic: crofting helps to sustain the value of Gaelic through land use, crofting skills, traditional culture, and knowledge.

## **Staff Gaelic Skills Audit**

The Crofting Commission conducted a Gaelic Skills Audit of staff as part of our commitment to the Gaelic Language Plan. The results of the skills audit enabled us to maintain and improve practices to develop use of the Gaelic language.

Our Gaelic Skills Audit is carried out each year, with the most recent being in 2024. The aim of the audit is to determine our staff's skills in understanding the Gaelic language. 39% of staff took part in our survey. As of March 2025, we have 11% of staff attending our inhouse Gaelic tuition.

Commissioner Iain M. Maciver is the Commission's designated Gaelic speaking board member. Commissioner MacIver gives the welcome to board meetings in Gaelic. Commissioner MacIver undertakes to speak on behalf of the Commission for Gaelic tv and radio interviews.

The Commission's Annual Report has a Gaelic translation of the Chairperson's introduction and that of the Chief Executive Officer.

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<sup>7</sup> [Corporate Documents | Crofting Commission](#)

## THE GAELIC LANGUAGE PLAN IN THE CORPORATE STRUCTURE

This Gaelic Plan is the policy of the Crofting Commission, whose Board has endorsed and approved the plan.

### Operational Responsibility for the Plan

Jane Thomas, Director of Corporate Services is the senior officer with operational responsibility for overseeing the preparation, delivery and monitoring of the Crofting Commission's Gaelic Language Plan.

Email: [Jane.Thomas@crofting.gov.scot](mailto:Jane.Thomas@crofting.gov.scot)

### Day-to-Day Responsibility for the Plan

The Gaelic Officer has responsibility for the day-to-day implantation and monitoring of the plan.

Email: [gaelic@crofting.gov.scot](mailto:gaelic@crofting.gov.scot)

### Development, Implementation and Monitoring of The Plan

To ensure that the Gaelic Language Plan is embedded within the Commission's work, a Gaelic Monitoring Report is submitted to the Executive Team on a quarterly basis. The Gaelic Plan is reviewed annually by our Board of Commissioners. We will include Gaelic as an item for our Staff Engagement Group Meetings every quarter and this will allow staff to discuss the inclusion and promotion of Gaelic.

### Our Staff

The Crofting Commission keeps staff informed of their duties under the Gaelic Language Plan. This is achieved through our Stakeholder Engagement Plan. The plan is discussed at our All-Staff Calls and there is a Gaelic Channel on our Learning & Development Teams channel. The Gaelic Language Plan is recognised as a key policy document of the Commission. As such, the plan is included in three key documents: the Staff Handbook; the Induction pack for new members of staff; and the Induction pack for Commissioners.

### Services Delivered by Third Parties and Arm's Length Organisations

The Crofting Commission will ensure that 3<sup>rd</sup> parties or arm's length organisations will be aware of, and will adhere to, the commitment of our Gaelic Language Plan, by stating that requirement in the tendering and contracting of services/goods.

## PLANNING AND POLICY IMPLICATIONS FOR GAELIC

### Mainstreaming

We recognise that the priority commitments identified in the National Gaelic Language Plan will be implemented through our Gaelic Language Plan. We will normalise our use of Gaelic and identify opportunities to promote and develop the language through our policy measures.

Our commitments will be to include Gaelic in our work and offer services in Gaelic to our customers so that, using, speaking and hearing Gaelic is a normal part of everyday life in Scotland.

### The National Gaelic Language Plan

The ways in which we will support the implementation of the priorities of the National Gaelic Language plan. The Commission's remit as the regulator of crofting will aim to increase the use of Gaelic as a valuable contribution to business and economic development within crofting.

Priorities	Key Outcomes
Economic development	The Crofting Commission recognises that the status of Gaelic can be affected positively by normalising the use of the language in our work. The extent to which it is used and valued by organisations which play an important role in our work and lives will contribute to the increased use of Gaelic.
	<p>The Commission recognises that creating a sustainable future for Gaelic requires not only increasing the usage of Gaelic but understanding the economic benefit that using Gaelic may offer crofters. We will take the following steps to help create a supportive environment for increasing Gaelic usage in crofting communities across the Highlands and Islands:</p> <ul style="list-style-type: none"> <li>• Increase the profile and use of Gaelic by creating Gaelic content on our website</li> <li>• Create and promote the use of crofting-related materials in Gaelic.</li> <li>• Promote initiatives that encourage the use of Gaelic by crofters which may provide economic benefit, for example, the use of Gaelic for tourism, heritage and culture or food and drink production.</li> </ul>

Development Area	Key Outcomes
Policy functions	<p>The Crofting Commission will take Gaelic into consideration for policy decisions and policy initiatives.</p> <ul style="list-style-type: none"><li>• We will ensure that Gaelic is considered at a strategic level by including Gaelic as a factor to be considered in Board papers.</li><li>• The Commission will consider the potential impact of our policy making on Gaelic, and reduce any potential negative impact, and enhance a positive contribution to Gaelic.</li></ul>

### Scottish Government National Priorities

The Crofting Commission is working to strengthen the language across our organisation, which will contribute to the cultural and linguistic wellbeing of the Highlands and Islands. The Crofting Commission is committed to achieving the Scottish Government's strategic objectives of creating a Scotland that is: more prosperous, fairer, and has a greener economy that works for everyone<sup>8</sup>

Scotland's National Outcomes<sup>9</sup> articulate how the Government aims to achieve its strategic objectives and describe what the Government strives to achieve in the future.

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<sup>8</sup> [\[ARCHIVED CONTENT\] National Performance Framework | National Performance Framework](#)

<sup>9</sup> [National Performance Framework - gov.scot](#)

## Corporate Commitments

Our corporate commitments set out how we will increase the use and learning of Gaelic within our day-to-day operations, amongst our staff and with the public. These commitments play a vital role in raising the profile and visibility of Gaelic.

The Commission intends to enable and encourage the use of Gaelic through the core areas listed below, to raise the profile of Gaelic in its business functions and in the delivery of its regulatory services.

- Identity
- Staffing
- Communications
- Publications

### Identity

The presence of Gaelic in the corporate identity and signage 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 speakers' vocabulary, raise public awareness of the language and contribute to its development.

The Crofting Commission recognises the importance of extending the visibility of Gaelic and enhancing its status.

DEVELOPMENT FUNCTION	CORPORATE IDENTITY
<b>Proposed Outcome</b>	Visible and audible normalisation of Gaelic as a core element of the Crofting Commission's corporate identity.
<b>Current Practice:</b>	We use our bilingual corporate logo and strapline as standard across the organisation, for letterheads, compliment slips and business cards.
	Our main telephone message includes a Gaelic welcome.
	Emails, and automated emails carry bilingual job titles, and email signatures.
	Staff & Commissioner office passes carry the bilingual logo

<b>Action Required:</b>	We are committed to ensure that any future rebranding will demonstrate equal respect for Gaelic and English.
<b>Target Date:</b>	2031
<b>Responsible Officer:</b>	Director of Corporate Services
<b>DEVELOPMENT FUNCTION</b>	<b>SIGNAGE</b>
<b>Proposed Outcome:</b>	Normalise Gaelic as a core element of the Crofting Commission's identity and signage.
<b>Current Practice:</b>	External signage at our corporate office is bilingual Internal signage is bilingual.
<b>Action Required:</b>	We commit to ensuring that all new signage will be bilingual.
<b>Target Date:</b>	2031
<b>Responsible Officer:</b>	Corporate & Customer Services Business Development Officer

## Staffing

The provision of language learning for staff helps to promote Gaelic learning as a valued skill within the workplace. We recognise the importance of enabling staff to learn and use Gaelic within the workplace and we endeavour to create new opportunities.

<b>DEVELOPMENT FUNCTION</b>	<b>TRAINING</b>
<b>Proposed outcome:</b>	The Crofting Commission will ensure that staff are aware of our obligation to the Gaelic Language.
<b>Current practice:</b>	Our plan is included in our Induction Pack for new staff and Commissioners. Our plan is included in the Staff Handbook. The Commission will have at least one Gaelic speaking Commissioner.
<b>Actions required:</b>	Increase Gaelic resources available for staff. Explore other means to promote learning Gaelic Create a standing item on the Staff Engagement Group for Gaelic.

<b>Target date:</b>	2026
<b>Responsible officer:</b>	Director of Corporate Services

<b>DEVELOPMENT FUNCTION</b>	<b>GAELIC LANGUAGE LEARNING</b>
<b>Proposed Outcome:</b>	Crofting Commission staff are supported to learn Gaelic and are given opportunities to use Gaelic skills at work.
<b>Current Practice:</b>	Gaelic language classes are provided during work hours, are held weekly, and are free of charge for staff. We offer Gaelic information through our internal staff channels. Our Gaelic Language Plan will be shared with staff and Commissioners.
<b>Actions Required:</b>	Offer two learning levels of Gaelic classes for staff, to enable staff to progress. Add a standing item for Gaelic to the Staff Engagement Group so that staff can contribute to Gaelic learning and development in the workplace
<b>Target Date:</b>	2026/27
<b>Responsible Officer:</b>	Director of Corporate Services

<b>DEVELOPMENT FUNCTION</b>	<b>DESIGNATION OF POSTS</b>
<b>Proposed Outcome:</b>	We welcome opportunities for Gaelic speakers.
<b>Current Practice:</b>	Our frontline staff are offered Gaelic language classes along with all staff.
<b>Actions Required:</b>	We will explore opportunities to create employment for Gaelic speakers.
	We will ensure a review process is established for vacant or new posts to assess whether these should be designated Gaelic essential.

<b>Target Date:</b>	2027 and thereafter to be reviewed annually
<b>Responsible Officer:</b>	Director of Corporate Services

DEVELOPMENT FUNCTION	RECRUITMENT
<b>Proposed Outcome:</b>	The Crofting Commission will support Gaelic speakers.
<b>Current Practice:</b>	We welcome applications from Gaelic speakers.
<b>Actions Required:</b>	We will highlight that the Commission welcomes applications from Gaelic speaks.
	We will ensure that progress is made with the promotion of and creation of employment opportunities for Gaelic speakers. This will be reviewed annually.
<b>Target Date:</b>	2027 and thereafter to be reviewed annually
<b>Responsible Officer:</b>	Director of Corporate Services

## Communications

We welcome interaction from our customers in Gaelic. Our office is co-located at Great Glen House, and the reception desk informs visitors that Gaelic may be used. Our website offers a 'contact-us' Gaelic option. We respond to all Gaelic communications in Gaelic. Our incoming call line has a pre-recorded message in Gaelic,

The Crofting Commission recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area.

DEVELOPMENT FUNCTION	RECEPTION
<b>Proposed Outcome:</b>	The Commission is co-located at Great Glen House. NatureScot provides the service delivery team for the building as a whole. We will work with NS to offer Gaelic signage and bilingual greetings for members of the public.

<b>Current Practice:</b>	Enquirers can submit an enquiry in Gaelic through our website. If a caller wishes to speak in Gaelic about their case, we support this request where practical. There is a bilingual message on the customer service incoming calls line. Staff are encouraged to attend Gaelic language classes.
<b>Actions Required:</b>	We will endeavour to support any request from our service users to speak with them in Gaelic
<b>Target Date:</b>	2028-2029
<b>Responsible Officer:</b>	Director of Corporate Services

<b>DEVELOPMENT FUNCTION</b>	<b>FRONT-LINE SERVICE DELIVERY</b>
<b>Proposed Outcome:</b>	The Crofting Commission call-line welcomes callers with a recorded Gaelic message
<b>Current Practice:</b>	If a caller wishes to speak in Gaelic about their case, we look to support this request where practical. There is a bilingual message on the customer service incoming calls line.
<b>Actions Required:</b>	Identify and utilise staff skills to engage with our service users through Gaelic
<b>Target Date:</b>	2027 This will be reviewed annually.
<b>Responsible Officer:</b>	Director of Corporate Services.

<b>DEVELOPMENT FUNCTION</b>	<b>CORRESPONDENCE</b>
<b>Proposed Outcome:</b>	We welcome communication from the public in Gaelic
<b>Current Practice:</b>	When customers write to us in Gaelic we can respond likewise. Enquirers can submit an enquiry in Gaelic through our website.
<b>Actions Required:</b>	We will highlight our commitment to receiving communications from service users in Gaelic.
<b>Target Date:</b>	2026

<b>Responsible Officer:</b>	Director of Corporate Services
<b>DEVELOPMENT FUNCTION</b>	<b>PUBLICATIONS</b>
<b>Proposed Outcome:</b>	Public meetings will begin with a welcome in Gaelic.
<b>Current Practice:</b>	Our Gaelic speaking Commissioner welcomes attendees to board meetings in Gaelic. Our board meetings are open to the public and attendees may view the meeting online. The Commissioner can conduct media interviews in Gaelic.
<b>Actions Required:</b>	Ensure an active offer is being made by using Gaelic wording for social media posts or adverts for public meetings in Gaelic speaking areas.
<b>Target Date:</b>	From year 1
<b>Responsible Officer:</b>	Director of Corporate Services

## Publications

The Crofting Commission is committed to using Gaelic for communication in areas, where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.

<b>DEVELOPMENT FUNCTION</b>	<b>PUBLIC RELATIONS AND MEDIA</b>
<b>Proposed Outcome:</b>	Normalisation of Gaelic in the Crofting Commission's communications and public relations.

<b>Current Practice:</b>	A Gaelic spokesperson is available for interviews in Gaelic, wherever possible. Gaelic is used throughout our strategy for external communications. We aim to provide a minimum of 1 Gaelic post on social media each month. In addition, our Gaelic videos are available on the Commission’s YouTube Channel <sup>10</sup>
<b>Actions Required:</b>	Ensure an active offer is being made by using Gaelic wording for social media posts or adverts for public meetings in Gaelic speaking areas.
<b>Target Date:</b>	From year 1
<b>Responsible Officer:</b>	Director of Corporate Services

<b>DEVELOPMENT FUNCTION</b>	<b>CORPORATE PUBLICATIONS</b>
<b>Proposed Outcome:</b>	When formulating policy, and taking policy decisions, the Commission will consider any potential impacts on the acquisition of Gaelic or the use of Gaelic.
<b>Current Practice:</b>	The Annual Report contains a Gaelic welcome.
<b>Actions Required:</b>	There will be an incremental increase in the use of Gaelic, both in our corporate publications and throughout our website.
<b>Target Date:</b>	From year 1
<b>Responsible Officer:</b>	Director of Corporate Services

<sup>10</sup> [Crofting Commission - YouTube](#)

DEVELOPMENT FUNCTION	WEBSITE
<b>Proposed Outcome:</b>	We will have visible use of Gaelic on our website.
<b>Current Practice:</b>	Our new website has identified specific areas of importance to our available in Gaelic.
<b>Actions Required:</b>	Increase the availability of Gaelic content throughout the website. Increase focus on areas of key importance to our stakeholder groups and identify those areas.
<b>Target Date:</b>	From year 1
<b>Responsible Officer:</b>	Director of Corporate Services

DEVELOPMENT FUNCTION	EVENTS AND EXHIBITIONS
<b>Proposed Outcome:</b>	We will have visible use of Gaelic at events and exhibitions hosted by the Crofting Commission. We will promote the use of Gaelic at events which our staff attend.
<b>Current Practice:</b>	Gaelic speaking members of staff will attend events.
<b>Actions Required:</b>	Ensure that there is increased provision of resources in Gaelic for our key stakeholder groups.
<b>Target Date:</b>	From year 1
<b>Responsible Officer:</b>	Communications Officer.

## Gaelic Orthographic Conventions (GoC)

The Crofting Commission will adhere to the Gaelic Orthographic Convention and ensure that our use of Gaelic is appropriate for use in the growing range of contexts. The development of Gaelic in this respect is vital to the future of the language.

DEVELOPMENT FUNCTION	GAELIC ORTHOGRAPHIC CONVENTIONS (GoC)
<b>Proposed Outcome:</b>	The Crofting Commission will follow the Scottish Qualifications Authority Gaelic Orthographic Conventions <sup>11</sup>
<b>Current Practice:</b>	The Commission's current translation provision is line with the SQA conventions.
<b>Actions Required:</b>	Support will be sought from Ainmean-àite na h-Alba (Gaelic Place Names of Scotland)
<b>Target Date:</b>	2027
<b>Responsible Officer:</b>	Communications Officer

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<sup>11</sup> [SQA Gaelic Orthographic Conventions](#)

## IMPLEMENTATION AND MONITORING

### Timetable

The Gaelic Language Plan will formally remain in place for five years from the date of approval by Bòrd na Gàidhlig. By no later than the end of this period our plan will be reviewed, assessed, and amended as necessary, before submission for approval to Bòrd na Gàidhlig.

### Publication

#### External

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

- issue a bilingual press release announcing the approval and publication of the plan
- the Plan will be available in our office
- media interviews will be offered in Gaelic and English
- inform key stakeholders about the plan
- raise awareness of the plan across our social media platforms
- make copies available in a variety of formats, on request.

#### Internal

To ensure staff and Commissioners are aware of our duties under the plan, we will:

- include an article in the staff newsletter, to notify staff about the new plan and where to access it
- our Staff Engagement Group (SEG) will create a standing item for the consideration and inclusion of Gaelic.
- include the Plan as part of the Induction Pack for Commissioners
- include the Plan as part of the induction process for new staff
- at our All-staff Meeting, we will raise awareness of the Plan, and its commitments
- issue a copy of the Plan to our Sponsor Division.

## **Resourcing the Plan**

Our plan has been devised and based on the current resources available to us.

## **Monitoring the Implementation of the Plan**

We will monitor the implementation of the Plan through quarterly reporting to the Commission's Executive Team. The Board will receive a detailed annual report on progress, which will then be submitted to Bòrd na Gàidhlig.

The Commission's Gaelic Language Officer will complete the Gaelic Language Plan Monitoring Report, which is an internal report and is updated quarterly throughout the year.

## **Responsibility**

Our Chief Executive has overall responsibility for ensuring that we deliver on our commitments in the plan.

Our Director of Corporate Services has overall responsibility for preparing, delivering and monitoring the plan. Our

Gaelic Officer has day-to-day responsibility for the delivery of and monitoring of the plan.

Queries relating to the operation of the plan should be directed to: Lynne MacMillan, Gaelic Officer.

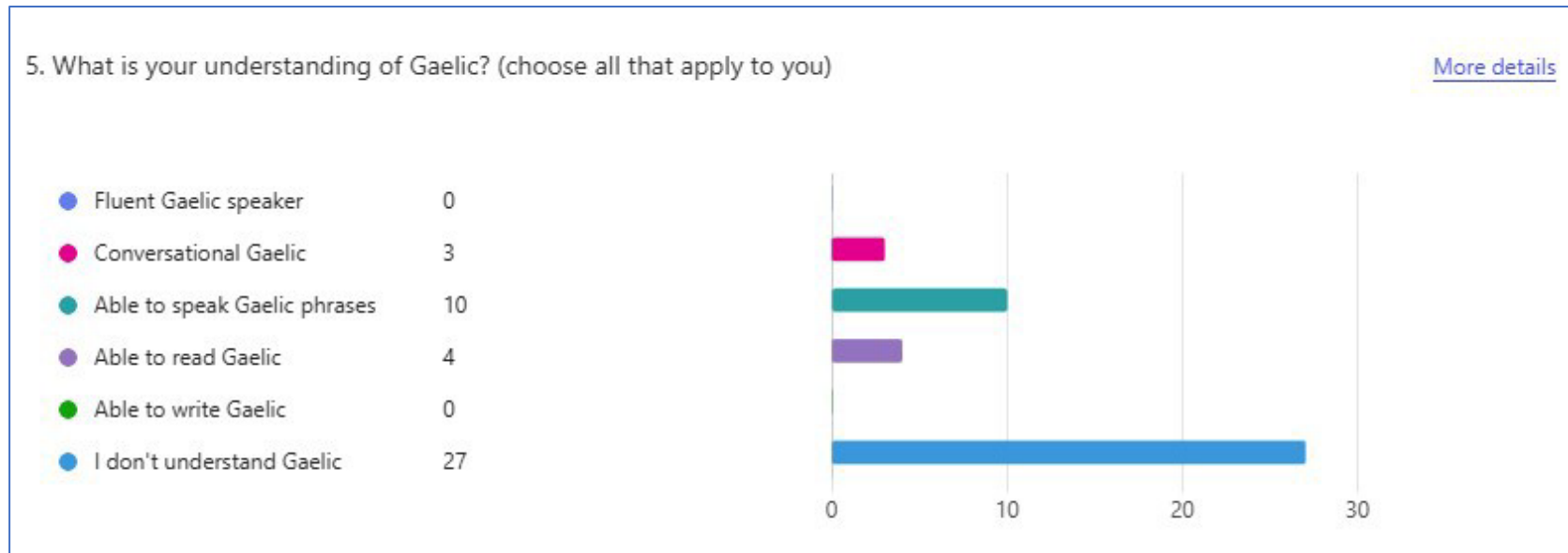
Email: [gaelic@crofting.gov.scot](mailto:gaelic@crofting.gov.scot)

## APPENDIX 1.

### GAELIC LANGUAGE SKILLS AUDIT

#### GAELIC SKILLS AUDIT: STAFF SURVEY RESULTS

In 2024 we asked staff to participate in a survey to find out their understanding of Gaelic; their ability to speak, read, write or understand Gaelic. 55% of staff responded.



#### SUMMARY OF RESULTS

- 4% of staff have conversational Gaelic
- 14% can speak and understand phrases in Gaelic
- 6% can read Gaelic

**Oifigeil**  
**Pàipear 2.2**



<b>Coinneamh:</b>	Comataidh Poileasaidh is Ghoireasan
<b>Ceann-là:</b>	05 Cèitean 2026
<b>Tìotal:</b>	PGR023 E03 Plana Gàidhlig Comhairle Siorrachd Dhùn Bhreatann an Ear
<b>Gnìomh a dhìth:</b>	Ri Aontachadh
<b>Àireamh pàipear:</b>	2.2
<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 an dreachd plana a thoirt do CPG air 10 Gearran 2026, far an deach a dhiùltadh agus dh'iarr buill a' Chomataidh atharrachaidhean a bharrachd.
- 2.3. Dh'iarr na buill:
- gum biodh na bliadhnaichean 2026-31 gan sònrachadh san dreach eagraan, le targaidean freagarrach son adhartas an cois gach gnìomha;
  - gun cuireadh an t-ùghdarras ceart corra mhearachd gràmair sa phlana;
  - soilleireachadh a thaobh gnìomhan teagaisg na Gàidhlig mar threas cànan ann an sgoiltean;
  - soillearachadh fo earrann 3 'Gàidhlig ann an Alba' agus barrachd fios an dà chuid mu thoraidhean a' chunntais-shluaigh 2022 agus Achd nan Cànanan Albannach 2025.
- 2.4. Chùm oifigearan Bhòrd na Gàidhlig taic a bharrachd ris a' Chomhairle gus an dreachd seo ullachadh, agus ghabh oifigearan na comhairle ris na h-atharrachaidhean uile a chaidh iarraidh.
- 2.5. Tha an dreachd seo ann an co-rèir ris a' mheasadh, agus ris na h-atharrachaidhean a bharrachd a chaidh iarraidh aig CPG air 10.2.26.

## 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. 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 24 Giblean 2026.

#### 7. Dearbhadh air Cuairteachadh Sgrìobhainn

7.1. 'S e pàipear fosgailte a tha seo.



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## 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

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I am delighted to introduce the Gaelic Language Plan 2026-31, 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 and Scottish Languages Act 2025, 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 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 third edition 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

**Oifigeil****Pàipear 2.2 PT1**

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 2025 we agreed our General Revenue Budget for 2026-27 and revised capital Programme. We will spend £395,641 million on delivering essential local services and important investment in the area. 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.

<b>Party</b>	<b>Elected Member</b>
Scottish National Party	8
Scottish Labour Party	5
Scottish Liberal Democrats	4
Scottish Conservative	2
Independent	3

## 2. GAELIC IN EAST DUNBARTONSHIRE

**Oifigeil****Pàipear 2.2 PT1**

According to the 2022 Census, 0.7% of the population aged 3 and over in East Dunbartonshire were able to speak, read and write Gaelic, compared to 0.5% in the 2011 Census. Further information is shown in the table below.

<b>East Dunbartonshire</b>		
	<b>2011 Census</b>	<b>2022 Census</b>
<b>All people aged 3 and over</b>	101,999	106,057
<b>No skills in Gaelic</b>	100,659	104,180
<b>Understands but does not speak, read or write Gaelic</b>	351	607
<b>Speaks, reads and writes Gaelic</b>	491	690
<b>Speaks but does not read or write Gaelic</b>	336	247
<b>Speaks and reads but does not write Gaelic</b>	83	102
<b>Reads but does not speak or write Gaelic</b>	52	192
<b>Other combination of skills in Gaelic</b>	27	43

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

<b>2022 Census</b>	
	<b>Speaks, Reads and Writes Gaelic (people aged 3 and over)</b>
Bearsden	180
Bishopbriggs	223
Kirkintilloch	88
Lennoxton	30
Lenzie	44
Milngavie	67
Milton of Campsie	22
Torrance	11
Twechar	6

### 3. GAELIC WITHIN SCOTLAND

According to the 2022 Census, approximately 130,161 people (2.5%) aged 3 and over in Scotland could understand, speak, read or write Gaelic. Among these individuals:

- 43,807 people could speak, read and write Gaelic.
- 18,264 people could speak Gaelic but not read or write it.
- 7,630 people could speak and read Gaelic but not write it.
- 10,788 could read Gaelic but not speak or write it.

There was an increase in the number of people (aged 3 and over) in Scotland that could speak, read and write Gaelic from 32,191 in the 2011 Census to 43,807 in the 2022 Census.

**Oifigeil****Pàipear 2.2 PT1**

- The number of people (aged 3 and over) in Scotland who were able to understand Gaelic but not speak, read or write Gaelic increased from 23,357 in 2011 Census to 46,404 in the 2022 Census
- The number of people (aged 3 and over) who could speak Gaelic but not read or write it in Scotland declined by 3.7%.

## 4. THE GAELIC LANGUAGE (SCOTLAND) ACT 2005 & SCOTTISH LANGUAGES ACT 2025

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. The Scottish Languages Act 2025 substantially amended the 2005 Act, conferring official status on Gaelic and establishing a new statutory framework for relevant public authorities in Scotland.

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 third edition 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 to the statutory criteria in the 2005 and 2025 Acts. Additionally, it has been developed with due considerations to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

## 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 a 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 2023-2028:

- 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

**Oifigeil****Pàipear 2.2 PT1**

- 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 and Scottish Languages Act 2025, 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

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Under the provisions of the 2005 and 2025 Acts, 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 (2026-27) for delivery in Q1 (2028)	Communication & Engagement Team Community Planning & Partnership Team All services East Dunbartonshire Business Community
Signpost for Cleachdi materials where appropriate.	<a href="#">Goireasan Cleachdi – Bòrd na Gàidhlig</a>	Plan in Q3 and Q4 (2026-27) for delivery in Q1& Q2 (2027-28)	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 (2026) and Plan in Q1, 2 for delivery in Q3 (2027)	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 (2026-27)	Communication & Engagement Team Community Planning & Partnership Team All services

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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 (2026-27)	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 (2026-27) 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 2026	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 2027 and produce	Community Planning & Partnership Team Key services

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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	report Q4 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 2026 and implement Q1 2027, 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

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	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	Annually throughout 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 uptake 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 Q4 2026 and implement Q1 2027, 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	Annually during 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 2027.	Education Service
Recruitment 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 2028	Education Service

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<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 2026-27), delivered in Q1,2 (2027-28)	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 sessions delivered.	Plan Q 3,4, year 2026-27), delivered in Q1,2 (2027-28)	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.	

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<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 subjects 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.  Collation and analysis of stakeholder feedback. Action Plan	Plan Q3, 4 (2026-27)  Deliver Q 1,2 (2027-28) and 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

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	(informing school Improvement Planning and Service Planning).		
<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 studies and the expressive arts, together with health and wellbeing. The other country can become a focus for learning across the school.</p>		
<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, 2027-28	Education Service
Following completion of the audit a development plan will be created and implemented to increase the number of schools providing Gaelic as an L3.	Monitor and record the number of staff in attendance at information sessions.	Plan Q2, 2027-28	Education Service
Annually promote Gaelic as an L3 within the primary setting and support Career Long Professional	Monitor and record the number of staff participating in Gaelic CLPL.	Annually throughout the lifetime of the plan	Education Service

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Learning in Gaelic to all teaching staff.	Monitor feedback from CLPL courses.		
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 (2026-27) 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 (2026-27) and deliver subsequent years	Education Service

**A CORPORATE SERVICE AIMS**

<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 progress opportunities to render Civic Crest in both Gaelic and English	Plan Q3, 4 (2026-27)  Deliver Q 1,2 (2027-28)	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.	The East Dunbartonshire Council Civic Crest which contains Gaelic	We will partner with the Gaelic community to review, when appropriate, whether bilingual signage	Plan Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent	East Dunbartonshire Council Roads Department Equalities Action Planning Forum Gaelic Community East Dunbartonshire Communities

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	appears on some signage.	in key venues and on road signs should be replaced.  We will identify locations 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.	years of the lifetime of plan	
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**B COMMUNICATING WITH THE PUBLIC**

<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 welcome and promote acceptance of communication in 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>Plan Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent years of Plan</p> <p>Plan Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent years of the plan.</p>	<p>East Dunbartonshire Council Communication and Engagement Team Equalities Action Planning Forum</p>

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		We will frequently (minimum of four posts per year) circulate Gaelic content through social media.	Plan Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent years of Plan	
<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.	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.	We will review current information on our website, as part of our refreshed website.  We will put in place sustainable solutions and processes across the Council to respond to Gaelic communications received.	Plan Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent years of Plan  Plan Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent years of Plan	East Dunbartonshire Council Communication and Engagement Team Equalities Action Planning Forum
<b>Reception and phone</b> Where Gaelic speaking staff can provide this service, they are supported to do so.	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 reviewing this corporate service aim.	Identify baseline of request, plan Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent years of Plan	East Dunbartonshire Council Customer Services Equalities Action Planning Forum
<b>Public Meetings</b> Opportunities to hold public meetings bilingually or in Gaelic	East Dunbartonshire Council has not had the opportunity to host a public meeting bilingually.	We will review opportunities for developing the aim of hosting meetings bilingually or in Gaelic.	Identify baseline of request, plan Q3, 4 (2026-27) and deliver	East Dunbartonshire Council Communication and Engagement Team East Dunbartonshire Council Education Services

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are regularly explored and promoted.		<p>We will develop the sustainability of embedding opportunities in the monitoring of the Gaelic Language Plan 2026-31</p> <p>We will host events with New Scots incorporating the Gaelic language.</p>	<p>Q1,2 (2027-28) and subsequent years of Plan Plan in Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent years of Plan</p> <p>Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent years of Plan</p>	Equalities Action Planning Forum
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**C INFORMATION**

<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<p><b>News Releases</b> Press releases and all news releases related to Gaelic are available in both Gaelic and English.</p>	<p>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.</p>	<p>We will undertake a review of this corporate service aim with a view to publishing relevant news releases bilingually.</p> <p>We will, in collaboration with the community produce Gaelic media and circulate related news releases.</p>	<p>Identify baseline of request, plan Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent years of Plan</p>	<p>East Dunbartonshire Council Communication and Engagement Team East Dunbartonshire Council Education Services Equalities Action Planning Forum</p>
<p><b>Social Media</b></p>	<p>We do not provide social media posts</p>	<p>Where appropriate, we will ensure that relevant</p>	<p>Plan Q3, 4 (2026-27) and deliver</p>	<p>East Dunbartonshire Council Communication and Engagement Team</p>

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Gaelic content distributed regularly through social media.	across Council social media platforms.	social media content is bilingual.	Q1,2 (2027-28) and subsequent years of Plan	East Dunbartonshire Council Education Services Equalities Action Planning Forum
<b>Website</b> Gaelic content should be available on the public authority's website expanding potential reach.	We currently have our Gaelic Language Plan 2020-23 available on our website in Gaelic.	We will review and establish a sustainable approach to delivering an increase in Gaelic content.  Agree process between education and comms/services to get information translated	Plan Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent years of Plan	East Dunbartonshire Council Communication and Engagement Team 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 review this approach across the Council and identify appropriate potential corporate publications.	Plan Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent years 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 opportunity across the Council to identify options for translation and build local community resilience.	Plan Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent years of Plan	East Dunbartonshire Council Communication and Engagement Team East Dunbartonshire Council Education Services Equalities Action Planning Forum

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<p><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.</p>	<p>East Dunbartonshire Council understand the central role played by arts and heritage in sustaining and growing engagement and increase use of Gaelic across Scotland.</p>	<p>We will review current provision and explore opportunity for translation to build local community participation and resilience.</p>	<p>Plan Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent years of Plan</p>	<p>East Dunbartonshire Council Communication and Engagement Team East Dunbartonshire Council Education Services Equalities Action Planning Forum East Dunbartonshire Community Planning Partners</p>
<p><b>Desired Outcome</b></p>	<p><b>Current Practice</b></p>	<p><b>Actions Required</b></p>	<p><b>Target Date</b></p>	<p><b>Responsibility</b></p>
<p>Internal Audit Conduct an internal audit of Gaelic skills and training needs through the life of teach edition of the plan.</p>	<p>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.</p>	<p>We will conduct an internal language capacity audit following approval of this iteration of the Gaelic Language Plan</p>	<p>Plan Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent years of Plan</p>	<p>East Dunbartonshire People Development Team Council Communication and Engagement Team East Dunbartonshire Council Education Services Equalities Action Planning Forum</p>
<p><b>Induction</b> Knowledge of the public authority's Gaelic language plan and training opportunities are embedded in new staff induction.</p>	<p>Our Gaelic Language Plan (2026-31) will be accessible on our hub.</p>	<p>We will review current provision and explore suitability and sustainability across the Council induction and learning opportunities.</p>	<p>Plan Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent years of Plan</p>	<p>East Dunbartonshire People Development Team East Dunbartonshire Council Education Services Equalities Action Planning Forum</p>

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<p><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</p>	<p>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.</p>	<p>We will review the findings of the internal language capacity audit.</p> <p>We will develop baseline, and explore suitability and sustainability across the Council people development platforms</p>	<p>Plan Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent years of Plan</p>	<p>East Dunbartonshire People Development Team East Dunbartonshire Council Education Services Equalities Action Planning Forum</p>
<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>Q3, 4 (2026-27) and deliver Q1,2 (2027-28) 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</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 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>Plan Q3, 4 (2026-27) and deliver Q1,2 (2027-28) 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>

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the Bord na Gaidhlig recruitment advice.  Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	We do not currently advertise bilingual or Gaelic only job adverts for posts where Gaelic is an essential skill.	Where Gaelic is essential skill for a role, we will aim to publish bilingual job adverts and person specification.		
<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>
<b>Gaelic Orthographic Conventions</b> The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the authority	East Dunbartonshire Council written materials are translated by a qualified third-party or EDC employee that adheres to SQA Orthographic Conventions.	We will review current provision and explore suitability and sustainability of engaging EDC staff.  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.	Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent years of Plan	East Dunbartonshire Council Education Services East Dunbartonshire Communication and Engagement Team Equalities Action Planning Forum
<b>Placenames</b> Gaelic place name and advice from Ainmean-Aite na h-Alba is sought and used.	East Dunbartonshire Council seeks advice from Ainmean-Aite na h-Alba as required.	We will continue to seek advice from Ainmean-Aite na H-alba as required.	Plan Q3, 4 (2026-27) and deliver Q1,2 (2027-28) and subsequent years of Plan	East Dunbartonshire Council Education Services East Dunbartonshire Communication and Engagement Team Equalities Action Planning Forum Gaelic Community East Dunbartonshire Communities

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				East Dunbartonshire Businesses
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<b>Coinneamh:</b>	Comataidh Poileasaidh is Ghoireasan
<b>Ceann-là:</b>	5 Cèitean 2026
<b>Tìotal:</b>	PGR027 E03 Plana Gàidhlig Comhairle Siorrachd Àir a Deas
<b>Gnìomh a dhìth:</b>	Ri Aontachadh
<b>Àireamh pàipear:</b>	2.3
<b>Neach-labhairt:</b>	Calum Rothach, Ceannard Foghlaim is Phlanaichean; Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail
<b>Pàipearan-taic:</b>	PT1 PGR027 E03 Plana Gàidhlig Comhairle Siorrachd Àir a Deas

## 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 Siorrachd Àir a Deas:

- Rinneadh adhartas le bhith a' cruthachadh dreuchd oifigear Gàidhlig airson a' cur taic ri agus a' brosnachadh Foghlam do Luchd-ionnsachaidh agus Foghlam tro Mheadhan na Gàidhlig.
- Rinneadh adhartas le bhith ag obair còmhla ri buidheann Ghàidhlig a tha air stèidheachadh ann an sgìre na Comhairle.
- Thathar air a bhith a' leantainn orra le bhith a' cur an gnìomh nan gealltanasan aca a thaobh sheirbheisean corporra Gàidhlig.

2.2. Chruthaich Comhairle Siorrachd Àir a Deas an treasamh eagraan den phlana aca stèidhichte air an Stiùireadh Reachdail air Deasachadh Phlanaichean, am Plana Nàiseanta 2023-28 agus air stiùireadh a fhuair a' bhòrd na Gàidhlig.

2.3. Chaidh measadh a dhèanamh air an dreachd phlana seo le Bòrd na Gàidhlig. Thug sgioba agus Ceannard Foghlaim is Phlanaichean agus oifigearan sùil mhionaideach air a' phlana agus mhol iad atharrachaidhean.

2.4. Chaidh iarraidh air an ùghdarras:

- cinn-làithean a' phlana atharrachadh gu 2026-31, le gealltanasan son gnìomhan fa-leth air an ainmeachadh a bhios a' freagradh dha na bliadhnaichean sin;
- barrachd fios mun àireamh de luchd-labhairt a rèir a' chunntais-shluaigh 2022 a chur ann;
- planaichean gus faicsinneachd na Gàidhlig air an làrach-lìn aca fhàs a shealltainn agus gnìomhan fa-leth diofraichte atharrachadh.

2.5. Ghabh Comhairle Siorrachd Àir a Deas ri molaidhean sgioba phlanaichean Bòrd na Gàidhlig.

**3. Moladh**

- 3.1. Aire a thoirt don fhiosrachadh ann am PT1
- 3.2. Aonta a chur ri dreachd E03 de phlana Comhairle Siorrachd Àir a Deas 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"/>		

**6. Cùrsa Riaghlachais**

- 6.1. Thug an Sgioba-stiùiridh fa-near don aithisg seo air 24 Giblean 2026.

**7. Dearbhadh air Cuairteachadh Sgrìobhainn**

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

# South Ayrshire Council

## Gaelic Language Plan

### 2026-2031 (\*revised)

## Making Gaelic a visible part of our inclusive culture



\*In October 2025, the draft plan was approved by Cabinet and thereafter submitted to Bòrd na Gàidhlig. The timescale of this plan has been updated to reflect formal approval by Bòrd na Gàidhlig in 2026.

[south-ayrshire.gov.uk](https://www.south-ayrshire.gov.uk)

*south*  
**AYRSHIRE**  
COUNCIL  
Comhairle Siorrachd Àir a Deas  
Making a Difference Every Day

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## Summary of South Ayrshire

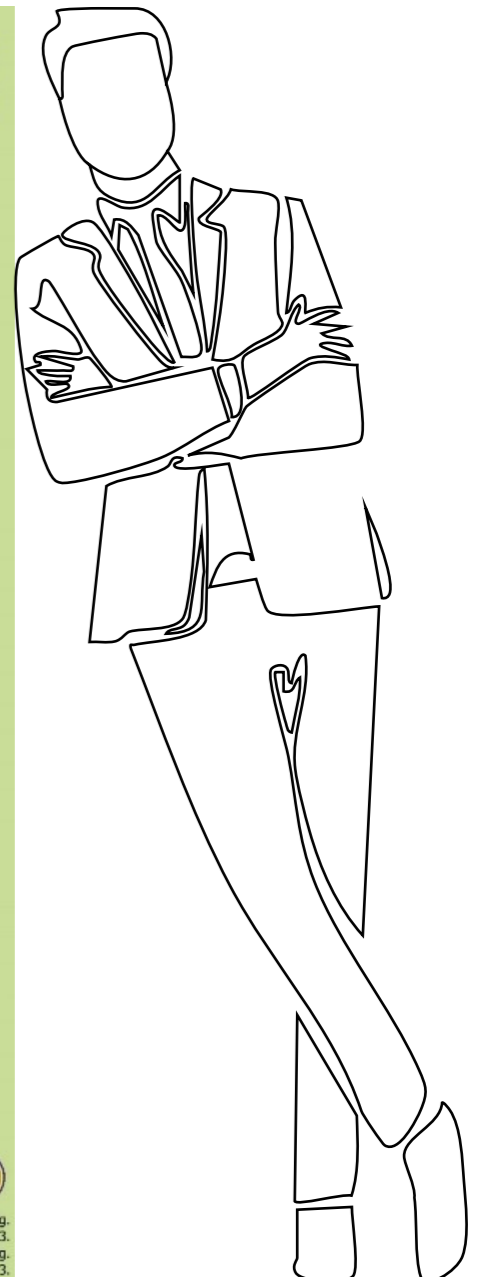
South Ayrshire Council (SAC) recognises that Gaelic is an integral part of Scotland’s heritage, national identity, and cultural life. South Ayrshire Council is committed to the main aim of the [National Gaelic Language Plan 2023-2028](#) which is to:

### Increase the use and learning of Gaelic

The National Plan underpins the Scottish Government’s ambition to see an increase in the number of people speaking, learning, using and supporting Gaelic in Scotland.

The South Ayrshire Council Gaelic Language Plan has been prepared within the framework of the [Gaelic Language \(Scotland\) Act 2005](#). It sets out how we will use Gaelic in the operation of our functions, how we will facilitate the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic through taking a proportionate approach which recognises the area’s tradition and current use of the language.

South Ayrshire Council’s Gaelic Language Plan has been prepared in accordance with [statutory criteria](#) set out in the 2005 Act and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.



## Introduction

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

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require public authorities to prepare 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.

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties.

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.

### South Ayrshire Gaelic Language Plan 2020-2025

South Ayrshire Council's previous [Gaelic Language Plan](#) covered the period 2020-2025, it was prepared in accordance with the requirements of the Gaelic Language (Scotland) Act 2005 and outlined how we would take forward the work to promote and use Gaelic throughout the locality.

## Development of the new South Ayrshire Gaelic Language Plan

The National Gaelic Language Plan 2023–2028 sets out the main goals for helping Gaelic grow. It aims to increase the number of people who speak, learn, use, and support the language. The plan builds on past progress but also recognises that challenges remain. It highlights key areas where more can be done to promote and teach Gaelic. Local Authorities were asked to keep these priorities in mind when developing their 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



## Consultation

A Community Consultation was carried out from 18 August 2025 to 12 September 2025, it was open to the public via an online questionnaire, which was accessible through the South Ayrshire Council website. To encourage wider participation, the consultation was actively promoted to the public and key stakeholders through the following channels:

- South Ayrshire Council's official social media platforms
- The Community Planning Participation and Engagement Group
- Prestwick Gaelic Group
- Education Update distributed to all schools
- Internal communications to staff via Viva Engage
- Health and Social Care Partnership Locality Planning Groups

Additionally, posters featuring a QR code linking to the questionnaire were displayed in all public libraries. Paper versions of the questionnaire were also provided for individuals who preferred to complete and return a hard copy.

A dedicated focus group session was held on 30 August 2025 with the Prestwick-based Gaelic Group. During this session, participants engaged in a general discussion regarding the presence and future of Gaelic in South Ayrshire, offering suggestions for advancing the Gaelic Language Plan (see page 9).

Furthermore, Council officers met with representatives from the Broadway Cinema in Prestwick, who expressed a strong interest in incorporating Gaelic language into their venue. This initiative is being supported by Bòrd na Gàidhlig.

The findings of this consultation have helped to develop the actions within this plan, for more detailed information please see Appendix 1.



## Strategic Commitments/Aims

### Priority Area: 0-18 Education

Strategic Aim: Fulfil South Ayrshire Council's responsibility under the Education (Scotland) Act 2016 by promoting the opportunity and right for parents of pre-school children to request an assessment of the need for Gaelic Medium Primary Education (GMPE) within South Ayrshire.

Action	Lead Officer	Timescale
Develop the webpage regarding the right for parents of children under 5 to request Gaelic Medium Primary Education from South Ayrshire Council.	Co-ordinator (Literacy, Gaelic and Languages)	28th February 2026 Reviewed in line with any Statutory changes.
Raise awareness of GME to parents of 3 and 4 year olds through Early Years registration procedures and surveys to gauge the interest for Gaelic Medium Education (GME).	Co-ordinator (Literacy, Gaelic and Languages)	Information shared annually within EY online registration form (January).  Surveys to gauge interest of GME: June 2027 / June 2029.

Strategic Aim: Promote Gaelic as part of the 1+2 initiative.

Action	Lead Officer	Timescale
Ensure that almost all primary school children in South Ayrshire have at least one experience of Gaelic Language Education (GLE) as part of their L3 offering by 2027 by continuing to promote Gaelic Language Education positively and build capacity of education/teaching staff to use our engaging learning projects and resources for children and young people.	Co-ordinator (Literacy, Gaelic and Languages)	2027 and then reported on annually.
Promote Gaelic at the 1+2 Festival through the inclusion of Gaelic musical and dramatic performances and workshops.	Co-ordinator (Literacy, Gaelic and Languages)	Event held annually each May.

### Priority Area: Support in the Home

Strategic Aim: Support Parents of Early Years Children

Action	Lead Officer	Timescale
Promote and encourage parents with 2/3 years olds to attend the Seinn Comhla Rium sessions via Family Learning Teams and support in 2-3 year old rooms in identified Early Years Centres.	Co-ordinator (Literacy, Gaelic and Languages)	Training to relevant staff teams completed by March 2027.
Re-introduce Gaelic Bookbug sessions.	Co-ordinator (Culture)	Reported on annually

### Priority Area: Support in the Community

Strategic Aim: Support and collaborate with any formal Gaelic community group who make themselves known to the council.

Action	Lead Officer	Timescale
Collaborate with a formal Gaelic community group, if approached, with any appropriate community events.	Policy Officer Corporate Policy and Engagement	Reported on annually
Support Gaelic Community groups to seek external funding to pilot project of community Gaelic classes.	Policy Officer Corporate Policy and Engagement	Reported on annually
Link to suite of Gaelic Language resources on South Ayrshire Council website.	Co-ordinator (Literacy, Gaelic and Languages)	Uploaded to website by June 2026 (to be evaluated and reviewed annually)

### Priority Area: Post School and Adult Learning

Strategic Aim: Support post school and adult learners

Action	Lead Officer	Timescale
Explore opportunities to include a Gaelic input for 4th year students on Gaelic Language Education in Primary Schools.	Co-ordinator (Literacy, Gaelic and Languages)	February 2027

### Priority Area: Creative Industries

Strategic Aim: Support and promote the use of Gaelic within this sector.

Action	Lead Officer	Timescale
Explore partnerships with local groups interested in Gaelic culture.	Community Planning & Equalities team	February 2028

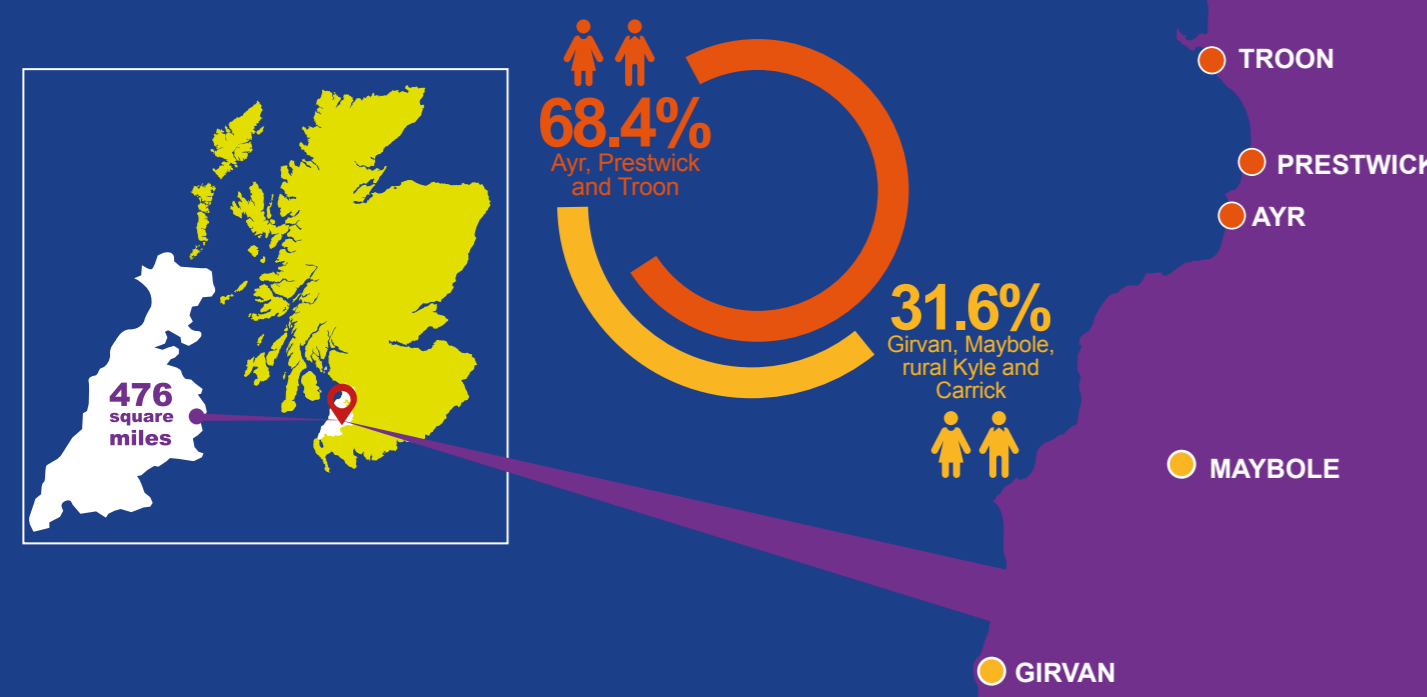
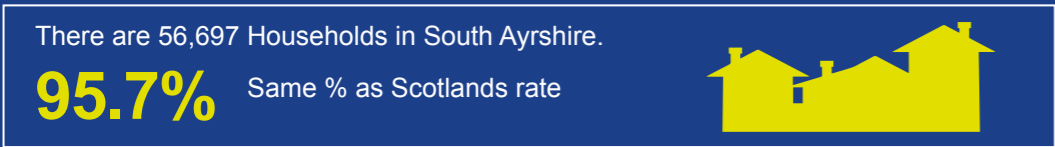
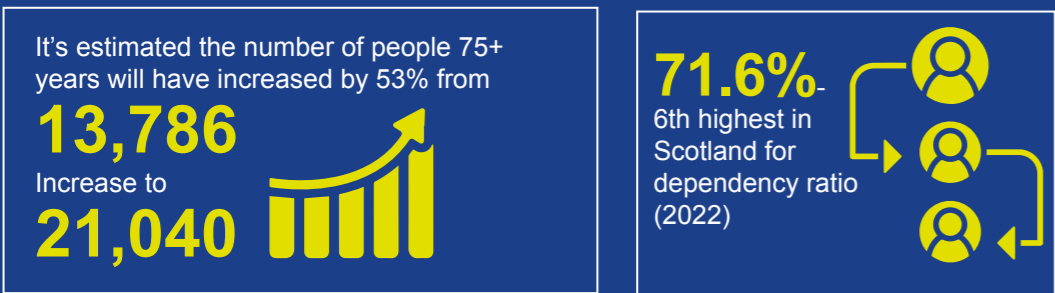
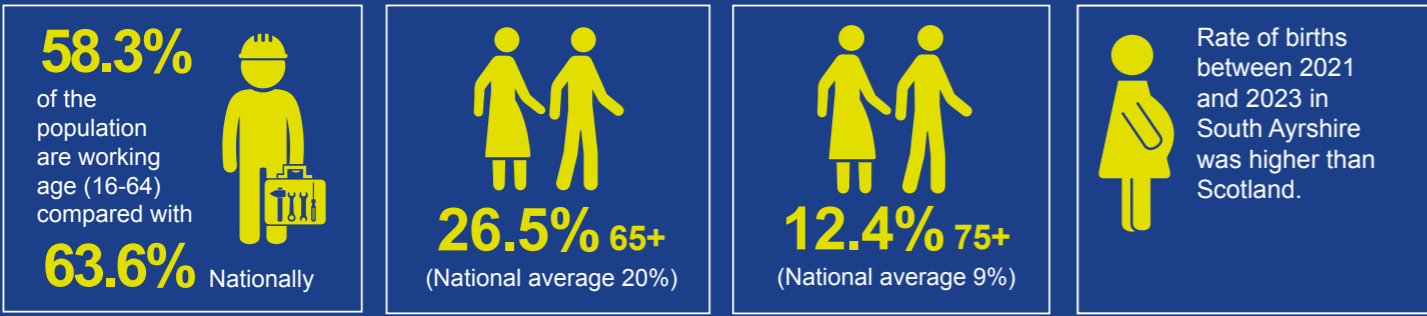
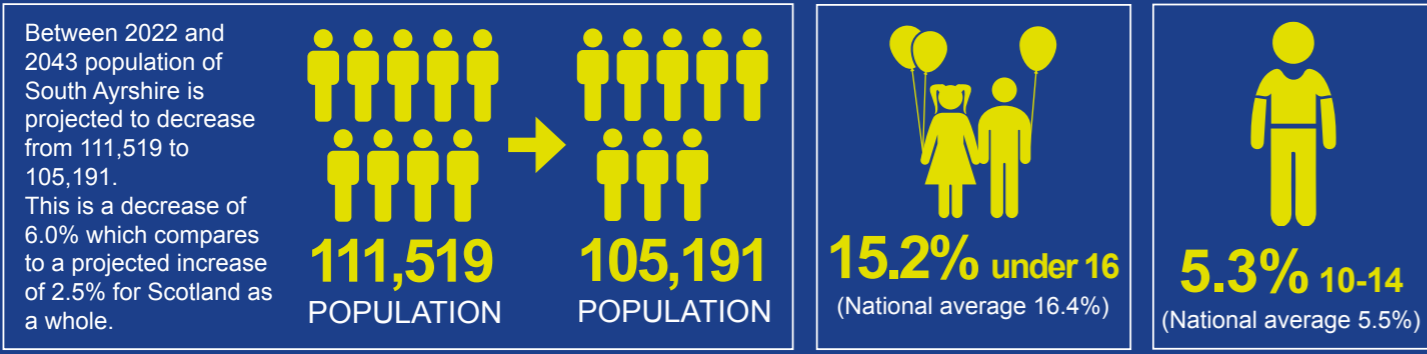
### Priority Area: Business & Economy

Strategic Aim: Raise awareness of Gaelic & highlighting economic benefits to our businesses.

Action	Lead Officer	Timescale
South Ayrshire Council's Thriving Economy and Destination South Ayrshire (DSA) service will raise awareness of the Gaelic Language Plan with key stakeholders. Services will highlight the economic benefits of adopting Gaelic and Gaelic culture through our local, regional and national networks and promote opportunities to our business community and in particular our visitor economy work stream.	Destination South Ayrshire Service Lead	February 2028

# Overview of South Ayrshire Council

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Pàipear 2.3 PT1



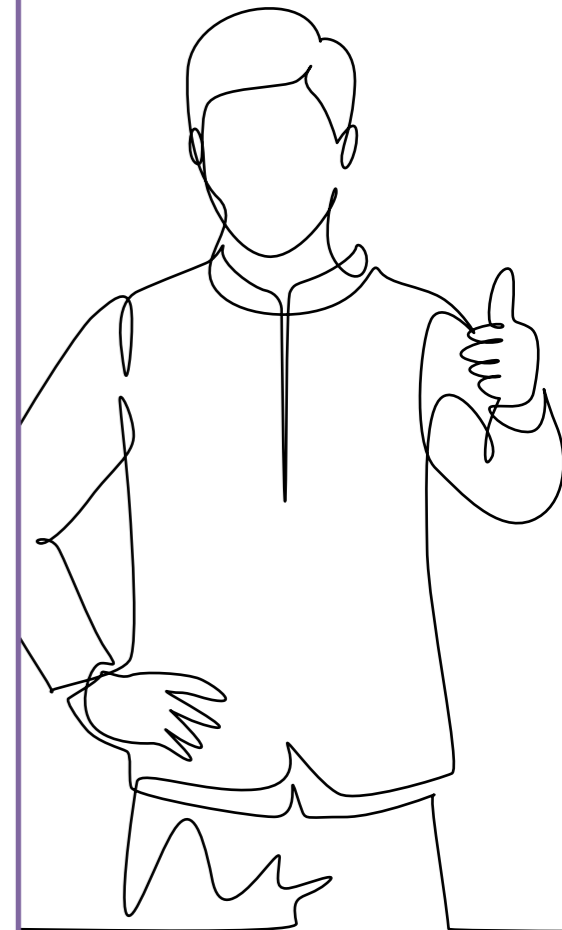
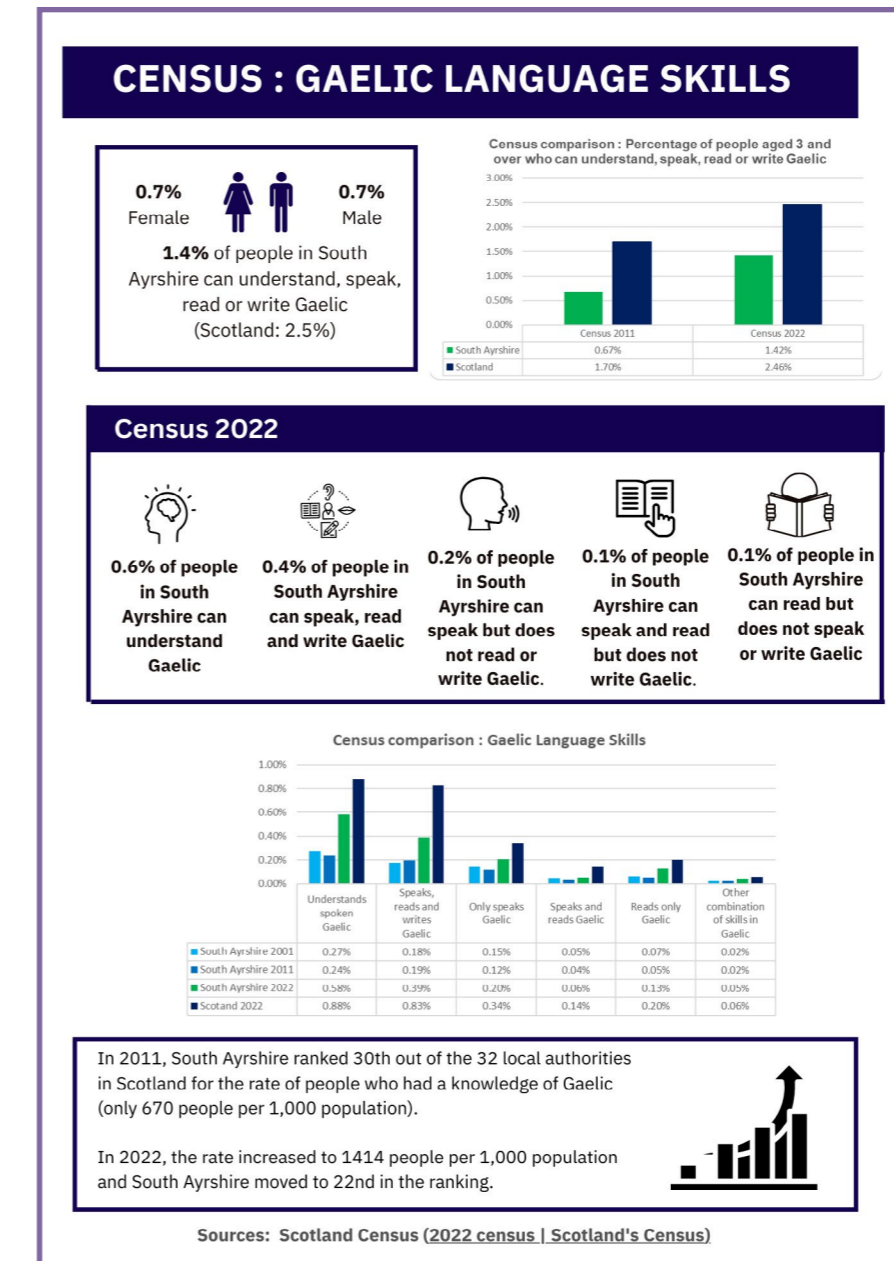
For information on Gaelic place-names in the area please use the following link which includes a resource by Iain Mac an Tàilleir for place-names. For example:

AREA	Gaelic Name
South Ayrshire Council	Comhairle Siorrachd Àir a Deas
Troon	An Truthail
Prestwick Town	Baile Phreastabhaig
Ayr	Inbhir Àir
Girvan	Inbhir Gharbhain

[Ainmean-Àite na h-Alba \(AÀA\) – Gaelic Place-names of Scotland](#)

Further information on Gaelic Heritage in South Ayrshire can be found at Appendix 2.

## Gaelic skills within South Ayrshire



## Settlement locations of South Ayrshire residents who communicate in Gaelic (speak, read or write Gaelic)



**Gaelic Language skills within South Ayrshire Council**

We have one 0.4 Full-Time Equivalent (FTE) Gaelic Development Officer, this post does not require fluency of any kind but a good working knowledge of Gaelic to be used for Gaelic Language Education in the Broad General Education is necessary.

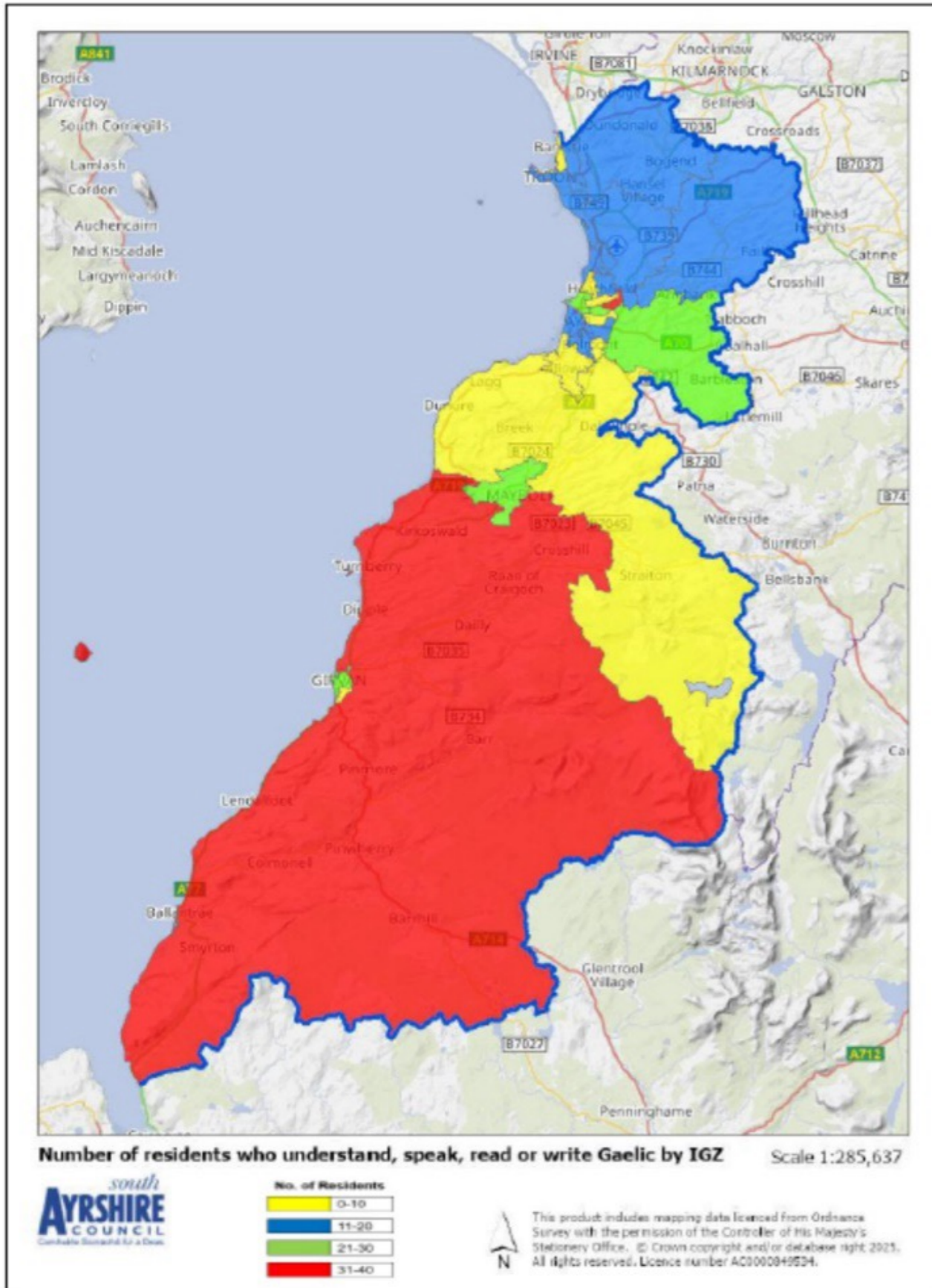
A Gaelic Language skills audit was carried out in May 2025 for a period of four weeks, the survey was carried out via MS Teams and promoted through various internal communication streams and through our Equality & Diversity forum members. A range of questions were asked to ascertain the skills held across the Local Authority in terms of the Gaelic language. 85 staff members responded.

The survey highlighted that we have a low number of staff who were aware that a Gaelic Language Plan existed as well as a small number who have any Gaelic language skills. Staff would be willing to learn the language however felt that there were a number of barriers in their way including time commitments, financial, as well as travel to courses.

Suggestions to increase Gaelic in our working life included:

- Gaelic speaking groups, opportunities for learners in primary schools;
- Mandatory signage to normalise Gaelic in our schools and Council buildings (Gaelic does have equal status to English in the Gaelic Act);
- Open days to promote more through education and schools;
- Correct Gaelic on our signs;
- Closer working between corporate and education;
- Gaelic welcome in all Public Buildings and ensure staff can verbalise it;
- Offer courses/lessons;
- Social media posts celebrating the Gaelic language;
- Bring Gaelic provision more into South Ayrshire Schools; and
- More internal resources available.

We will endeavour to carry out another staff survey in the future to hopefully increase the number of respondents to our skills audit. See Appendix 3 for more in depth survey results.



## Gaelic Medium Education (GME) within South Ayrshire

South Ayrshire Council currently has no provision for Gaelic Medium Education (GME) within any of its education schools or establishments. There is provision (P1-S6) for GME with East Ayrshire Council and South Ayrshire can link to this service when there is demand for it. Learners will be transported to the McIlvaney Campus, Kilmarnock, to enable them to have formal Gaelic Medium teaching. There are also links with North Ayrshire Council to engage with their Gaelic Medium Education service.

As of 2024-2025 we have had one child placed in East Ayrshire to be educated in GME and currently have two further enquiries for this provision.

Education Scotland Act 2016 includes provisions that give parents the right to request an assessment of the need for Gaelic Medium Primary Education from their Education Authority and the Scottish Government has established a process for parents, which is supported by Statutory Guidance on Gaelic Education published by Bòrd na Gàidhlig. Where parents within South Ayrshire make such a request Educational Services will follow Statutory Guidance.

## School Based Learning

South Ayrshire has committed to raising the profile of Gaelic and building capacity amongst teachers and other practitioners to support and promote the use of Gaelic in schools.

We have:

- Created a permanent 0.4 Full-Time Equivalent (FTE) post for a Gaelic Development Officer who collaborates with schools and Early Years establishments across the authority.
- Created and delivered Gaelic Language Education professional learning for primary teachers.
- Created and promoted a wide range of resources to support the teaching and learning of Gaelic.
- Established links with Early Years colleagues to promote Gaelic Language Education through rhyme, song and play to Early Years Practitioners.
- Applied for and made judicious use of funding from Scottish Government's scheme of Gaelic specific grant provision for Gaelic education.
- Collaborated with colleagues responsible for GLE and GME in neighbouring authorities: East and North Ayrshire.
- Promoted and facilitated Gaelic Language Education through Gaelic choirs who have performed locally and regionally.
- Hosted two annual Gaelic showcase events at The Cutty Sark Centre in Ayr.
- Promoted Gaelic through council newsletters, media channels and social media accounts.
- Collaborated with local authority partners to create engaging Gaelic Language Education opportunities for children and young people.
- Supported colleagues to undertake GLPS training and lead Gaelic Language Education initiatives within their school contexts.

Oifigeil  
Pàipear 2.3 PT1

## Community Based Learning

The Council does not have any formal community-based learning of Gaelic at present.



## Gaelic in the Community

Over the life of the Plan we will continue to liaise with Bòrd na Gàidhlig and community organisation contacts, to develop links and possible participation in existing and new projects.

Friends of the Broadway Prestwick, the charity re-opening the former Broadway Cinema on Prestwick Main Street, are developing a Gaelic language plan for the project's future development and have already received funding to include Gaelic in their first phase of operations. This includes bilingual signage throughout the building's visitor experience, which includes a pop-up museum and heritage exhibitions on the history of the Broadway Cinema. Their long-term vision for Gaelic development, if successful, will result in the creation of a leading culture, entertainment, and learning hub for the language in South Ayrshire.

The Broadway will be redeveloped with facilities for cinema, theatre, live music events, conferences, festivals, and more. The

museum project will be expanded to achieve full accreditation by national organisations, the group's initiatives with young people and learning through heritage and film will be continuously developed as the project progresses, and the charity has already developed positive relationships for the future with leading Gaelic media organisations including MG ALBA, Astar Media, and FilmG.

The group's vision is that the Broadway will become one of the leading entertainment hubs for Gaelic in Scotland; playing host to national events, film workshops, and community learning and support groups. This will bring increased interest, awareness, and positive exposure for the language in a thriving community asset.

For members of our community who request Gaelic interpretation and translation services, we use a range of translation and interpretation firms including the use of telephone interpreting services, in line with our well-established arrangements for alternative languages.

## Gaelic in the Council

### Museums & Galleries

Our Museums & Galleries service have a Scots Gaelic translation Tam o' Shanter, with interpretative materials, such as artwork labels, also in Gaelic. In early 2025 we created distinct profiles on [Bloomberg Connects](#) which will feature Gaelic translations of both permanent and changing exhibitions.



### Libraries

Our regular Bookbug sessions have Gaelic resources available to participants. Our provision of Gaelic language books primarily covers dictionaries and books for young people. We can provide additional Gaelic books via customer requests, and participation in national campaigns or promotions, for example themed showcases on Scottish Writers via Scottish Libraries Information Council and reading Agency. We also regularly review and update Gaelic e-book services, with opportunity for users to request titles in Gaelic.



### Employees

The Council will enhance its reputation as an Employer of Choice by establishing systems and methods which demonstrate equal respect for Gaelic and English language applicants.

The employees that are identified as having an interest in learning Gaelic will be signposted to the Council's e-learning platform.

The Council's Equality and Diversity Forum includes elected member representation from all political groups and meetings are held quarterly with the Equality Champions network. Equalities Champions offer local support and information to their Directorate colleagues on all equality and diversity matters.

All employees are encouraged to have a Gaelic signature translation on their email and guidance is available on our internal intranet system on how to do this. See example below:



#### Employee Scots Gaelic Translated Signature

Sarah Ross | Neach-taic (Leasachadh Buidhne) | Seirbheisean Luchd-obrach is Luchd-ceannach | Prìomh Roinn  
Togalaichean Siorrachd | [Sarah.Ross@south-ayrshire.gov.uk](mailto:Sarah.Ross@south-ayrshire.gov.uk)  
Tel: 01292 612875 | [www.south-ayrshire.gov.uk](http://www.south-ayrshire.gov.uk)

## Gaelic and Partnership Arrangements

### Core Commitments

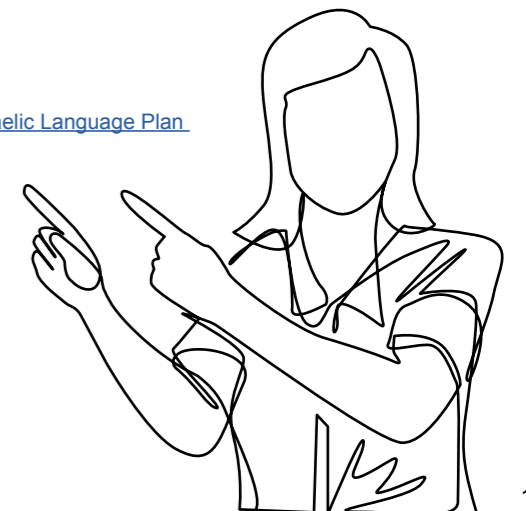
The following actions will take forward key areas of focus for South Ayrshire Council by aligning with the Public Authority priority areas (where relevant) highlighted within the 2023-2028 national plan.

### Gaelic Orthographic

The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.

Core Commitment Area:	Identity
<p>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.</p> <p><b>South Ayrshire Council recognises the importance of extending the visibility of Gaelic and increasing it's status.</b></p> <p><b>BÒRD NA GÀIDHLIG CORPORATE SERVICE AIMS<sup>1</sup>:</b></p> <ol style="list-style-type: none"> <li><b>Logo and brand</b> - render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.</li> <li><b>Signage</b> - Signage will include Gaelic and English as part of any renewal process.</li> </ol>	
<p><b>SAC CURRENT PRACTICE:</b></p> <ol style="list-style-type: none"> <li>Gaelic translation is included within our corporate logo.</li> <li>Gaelic translation is included within town and road signage throughout the local authority area and will continue to be updated as part of renewal process.</li> </ol>	

<sup>1</sup> Corporate service aims as directed by Statutory Guidance on the development of the [Gaelic Language Plan](#) and GLP monitoring requirements



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Pàipear 2.3 PT1

Core Commitment Area:		Communications
<p>The use of Gaelic at the initial point of contact that members of the public have with a public authority increases the visible and audible presence of the language and contributes to the sense that the use of Gaelic is possible and welcome. In addition to raising the profile of the language, it also creates opportunities for its practical use and encourages members of the public to use Gaelic in subsequent dealings with the public authority.</p> <p>The use of Gaelic in interactions with the authority by mail, e-mail and by telephone is important in creating practical opportunities for the use of language, and in contributing to the sense that its use is possible and welcome. The presence of Gaelic in a wide range of bilingual forms and Gaelic only forms can also greatly enhance the visibility and prestige of the language.</p> <p>The preparation of Gaelic forms, applications and similar documents, can also assist in expanding the range of Gaelic terminology and the awareness of the Gaelic-speaking public of such terminology, thus helping the development of the language itself.</p> <p><b>South Ayrshire Council recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area.</b></p>		
<p><b>BÒRD NA Gàidhlig Corporate Service Aims:</b></p> <ol style="list-style-type: none"> <li><b>Promotion</b> - Positive messages that communication from the public in Gaelic is always welcome are regularly repeated.</li> <li><b>Written Communication</b> - Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.</li> <li><b>Reception and phone</b> - Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public. If there are not staff available to deliver this service, capacity will be built through training and recruitment.</li> <li><b>Public meeting</b> - Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted. In those geographical locations in which the percentages or numbers of Gaelic speakers is greater, working towards this will be expected as standard.</li> </ol>		
<p><b>SAC CURRENT PRACTICE</b></p> <p>All employees are encouraged to have a bilingual email signature, instructions on how to do this are available on our internal site with step-by-step instructions.</p>		
NEW ACTIONS	Lead Officer	Timescale
We will develop a communication plan including topics such as email and social media incorporating aims one and two, promotion and written communication advising Gaelic users within South Ayrshire of these opportunities.	Community Planning & Equalities team with support from Communications Team	Reviewed annually
At present, we are unable to provide a Gaelic reception and telephone service within the local authority. However, we are committed to supporting staff who are interested in developing their Gaelic language skills and will actively explore opportunities to build internal capacity to enable future service provision.	Community Planning & Equalities team	Reviewed annually
To include Gaelic at public meetings where the subject matter relates to Gaelic or Gaelic education.	Community Planning & Equalities team	Reviewed annually

Core Commitment Area:		Information
<p>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.</p> <p><b>South Ayrshire Council is committed to increasing the use of Gaelic in these areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.</b></p>		
<p><b>BÒRD NA Gàidhlig Corporate Service Aims:</b></p> <ol style="list-style-type: none"> <li><b>News releases</b> - High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</li> <li><b>Social Media</b> - Gaelic content distributed regularly through social media, working towards fully bilingual social media.</li> <li><b>Website</b> - Gaelic content available on the public authority's website, with emphasis given to the pages with the highest potential reach; working towards fully bilingual website in those geographical locations in which the percentages or numbers of Gaelic speakers are greater in the community, this will be expected as standard.</li> <li><b>Corporate Publications</b> - Produced in Gaelic and English, with priority given to those with the highest potential reach and impact.</li> <li><b>Language</b> - A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.</li> <li><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 the highest potential impact.</li> </ol>		
<p><b>SAC CURRENT PRACTICE</b></p> <p>If a request is received for information to be translated for news release/social media/website/corporate publications, then the appropriate steps would be taken.</p> <p>South Ayrshire Council uses the Bloomberg Connect app for translation purposes within Rozelle Museum Galleries and McKechnie Institute.</p>		
NEW ACTIONS	Lead Officer	Timescale
Introduce sections within our corporate website where Gaelic could be incorporated, beginning with Gaelic related content such as the Gaelic language plan webpage and the webpage on Gaelic education.	Community Planning & Equalities team with support from Communications Team and Digital Services Team	March 2027
To demonstrate an incremental increase in Gaelic-language provision and uphold the principle of making an active offer, the Council will commit to increasing the number of corporate publications available in Gaelic.	Community Planning & Equalities team and other council services where appropriate	Reviewed on an annual basis
Further exploration to deliver public exhibitions, this will be dependent on demand and availability of budget.	Co-ordinator Culture	Reviewed annually

Core Commitment Area:	Staffing	
<p>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.</p> <p>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.</p> <p>Whatever the level of Gaelic skills required it is important that authorities ensure that Gaelic is a genuine occupational requirement. Authorities should adopt and apply objective criteria to ensure appointments are made in each case on a fair and consistent basis, and reflect the identified skills needs of the post.</p> <p><b>South Ayrshire Council recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which its use is essential or desirable. South Ayrshire Council also recognises the importance of enabling staff to develop their Gaelic skills if they wish to do so.</b></p>		
<p><b>BÒRD NA Gàidhlig CORPORATE SERVICE AIMS:</b></p> <ol style="list-style-type: none"> <li><b>Internal audit</b> - Conduct an internal audit of Gaelic skills and training needs through the life of each edition of the plan.</li> <li><b>Induction</b> - Knowledge of the public authority’s Gaelic language plan and training opportunities are embedded in new staff inductions.</li> <li><b>Language</b> - Gaelic language skills training and development, delivered to staff, particularly in relation to implementing the public authority’s Gaelic language plan.</li> <li><b>Using Gaelic</b> - Staff are encouraged to use Gaelic in their work.</li> <li><b>Awareness</b> - Gaelic awareness training delivered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.</li> <li><b>Recruitment</b> - Gaelic language skills are recognised and respected within the recruitment process throughout the public authority.</li> <li><b>Gaelic named</b> - As an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</li> <li><b>Bilingual or Gaelic only</b> - Job adverts for all posts where Gaelic is an essential skill.</li> </ol>		
<p><b>SAC CURRENT PRACTICE</b></p> <ol style="list-style-type: none"> <li>An internal Gaelic language skills audit was carried out in May 2025, results are within this plan.</li> <li>Within our SAC resource library (available on our internal learnPro site) we direct staff to a few resources including: A Gaelic Online dictionary, Information on Gaelic education, the Digital Archive of Scottish Gaelic and Learn Gaelic.</li> </ol>		
NEW ACTIONS	Lead Officer	Timescale
Create webpage with Gaelic resources for staff within the Local Authority.	Community Planning & Equalities team	February 2027 and then reviewed and updated annually.
South Ayrshire Council will promote Gaelic training opportunities on a bi-annual basis.	Community Planning & Equalities team	Bi-annually
Engaging with services to ascertain which roles that Gaelic would be desirable in. Once roles have been identified, Gaelic desirable will be added to the person specification for those roles.	Human Resources & Education	September 2028
Promotion of Gaelic Language week within the Local Authority internally & externally.	Community Planning & Equalities team	Annually - as and when GLW takes place

## Implementation and Monitoring

Following approval by Cabinet, the Gaelic Language Plan will be available on our website in English and Gaelic. The plan will be made known to the public and employees through our communications team.

This iterative plan will be reviewed annually, and actions will be added where appropriate. Overall progress of the Plan will be monitored by the Service and Partnerships Performance Panel.

Regular updates will be provided to the Equality & Diversity Forum.



This information can be made available, on request, in braille, large print or audio formats and can be translated into a range of languages. Contact details are provided below.

درخواست کرنے پر یہ معلومات نابینا افراد کے لئے اُبھرے حروف، بڑے حروف یا آڈیو میں مہیا کی جاسکتی ہے اور اسکا مختلف زبانوں میں ترجمہ بھی کیا جاسکتا ہے۔ رابطہ کی تفصیلات نیچے فراہم کی گئی ہیں۔

本信息可应要求提供盲文，大字印刷或音频格式，以及可翻译成多种语言。以下是详细联系方式。

本信息可慮應要求提供盲文，大字印刷或音频格式，以及可翻譯成多种語言。以下是詳細聯系方式。

ਇਹ ਜਾਣਕਾਰੀ ਮੰਗ ਕੇ ਬੇਲ, ਵੱਡੇ ਅੱਖਰਾਂ ਅਤੇ ਸਣਨ ਵਾਲੇ ਰਪ ਵਿਚ ਵੀ ਲਈ ਜਾ ਸਕਦੀ ਹੈ, ਅਤੇ ਇਹਦਾ ਤਰਜਮਾ ਹੋਰ ਬੋਲੀਆਂ ਵਿਚ ਵੀ ਕਰਵਾਇਆ ਜਾ ਸਕਦਾ ਹੈ। ਸੰਪਰਕ ਕਰਨ ਲਈ ਜਾਣਕਾਰੀ ਹੇਠਾਂ ਦਿੱਤੀ ਗਈ ਹੈ।

Niniejsze informacje mogą zostać udostępnione na życzenie, w alfabecie Braille'a, w druku powiększonym lub w formie audio oraz mogą zostać przetłumaczone na wiele języków obcych. Dane kontaktowe znajdują się poniżej.

Faodar am fiosrachadh seo fhaighinn, le iarrtas, ann am braille, clò mòr no clàr fuaim agus tha e comasach eadar-theangachadh gu grunn chànanan. Tha fiosrachadh gu h-ìosal mu bhith a' cur fios a-steach.

**South Ayrshire Council**  
**Contact Centre**  
**0300123 0900**

<b>Coinneamh:</b>	Comataidh Poileasaidh is Ghoireasan
<b>Ceann-là:</b>	5 Cèitean 2026
<b>Tìotal:</b>	PGR043 E04 Plana Gàidhlig Leasachadh Sgilean na h-Alba
<b>Gnìomh a dhìth:</b>	Ri Aontachadh
<b>Àireamh pàipear:</b>	2.4
<b>Neach-labhairt:</b>	Calum Rothach, Ceannard Foghlaim is Phlanaichean; Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail
<b>Pàipearan-taic:</b>	PT1 PGR043 E04 Plana Gàidhlig Leasachadh Sgilean na h-Alba

## 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 trì (E03) a chaidh a chur an gnìomh le Leasachadh Sgilean na h-Alba:

- Bhathar mar bhuidheann ag obair mar phàirt de iomairt Adhartas nas Luaithe (TOG) far an robh iad an sàs le buidhnean obrach co-cheangailte ri: Turasachd, Biadh & Deoch is Dualchas, Cùram Cloinne agus na Tràth-bhliadhnaichean agus Gnìomhachasan Cruthachail agus lean iad orra le bhith ag obair le com-pàirtean eile nuair a chaidh an iomairt agus buidhnean-obrach atharrachadh.
- Rinneadh adhartas le bhith ag obrachadh le SQA/Teisteanasan Alba air frèaman-obrach airson prògram Gàidhlig a thoirt a-steach do chuid de na prògraman preantasachd an lùib mheasgachadh de chuspairean mar chùram-cloinne agus turasachd.
- Rinneadh adhartas le bhith a' brosnachadh na Gàidhlig mar phàirt den obair aca ann a bhith a' toirt stiùir seachad air obraichean do dh'òigridh gu sònraichte agus leis an ath eagran thèid obair a dhèanamh air seo mar phàirt den obair chomhairleachaidh e a tha iad a' dèanamh le inbhich cuideachd.
- Rinneadh adhartas aig ìre chorporra le bhith a' cleachdadh na Gàidhlig gu tric ann am brathan fios-naidheachd, air na meadhanan sòisealta agus thathar ag obair a dh'ionnsaigh pìosan Gàidhlig a chruthachadh airson a' phròiseict 'My World of Work'.
- Thathar air a bhith a' leanntainn orra a thaobh a bhith a' cumail tachartasan mu obraichean ann an Inbhir Nis, Glaschu, Dùn Èideann, ann an Earra-Ghàidheal agus anns na h-Eileanan Siar.

2.2. Chruthaich Leasachadh Sgilean na h-Alba an ceathramh eagran den phlana aca stèidhichte air an Stiùireadh Reachdail air Deasachadh Phlanaichean, am Plana Nàiseanta 2023-28 agus air stiùireadh a fhuair e bhon oifigearan Bhòrd na Gàidhlig.

- 2.3. Chaidh measadh a dhèanamh air an dreachd phlana seo le Bòrd na Gàidhlig. Thug buill sgioba is Ceannard Foghlaim is Phlanaichean sùil mhionaideach air a' phlana agus mhol iad atharrachaidhean.
- 2.4. Chaidh iarraidh air a' bhuidheann:
- cinn-làithean a' phlana atharrachadh gu 2026-2029
  - briathrachas anns na gnìomhan fa-leth aca atharrachadh agus a shoilleireachadh, agus clàran-ama soilleir a stèidheachadh mu choinneimh gach gnìomha.
  - Dh'iarraidh cuideachd orra gnìomhan soilleir a chur ris an eagran gus taisbeanadh mar a bhios iad a' brosnachadh ionnsachadh agus cleachdadh na Gàidhlig am measg inbhich tron t-seirbheis dhreuchdan aca.
- 2.5. Ghabh Leasachadh Sgìlean h-Alba ri molaidhean sgioba phlanaichean Bòrd na Gàidhlig.

### 3. Moladh

- 3.1. Aire a thoirt don fhiosrachadh ann am PT1
- 3.2. Aonta a chur ri dreachd E04 de phlana Leasachadh Sgìlean na h-Alba 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"/>	Gnothachasan soirbheachail is ùr-ghnàthach	<input type="checkbox"/>
Cultar	<input checked="" type="checkbox"/>		
Àrainneachd	<input type="checkbox"/>	Clann is Òigridh	<input checked="" type="checkbox"/>
Slàinte	<input type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
Foghlam	<input checked="" type="checkbox"/>	Bochdainn	<input type="checkbox"/>

**Oifigeil****Pàipear 2.4**Eadar-nàiseanta Eaconamaidh **6. Cùrsa Riaghlachais**

6.1. Thug an Sgioba-stiùiridh fa-near don aithisg seo air 24 Giblean 2026.

**7. Dearbhadh air Cuairteachadh Sgrìobhainn**

7.1. 'S e pàipear fosgailte a tha seo.

Leasachadh  
Sgilean na  
h-Alba

Skills Development Scotland

# Gaelic Language Plan 2026-29

## Plana Gàidhlig 2026-29

#useit

Gàidhlig

#cleachdi

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

Chaidh am plana seo ullachadh fo Earrann 3 de Achd na Gàidhlig (Alba) 2005 agus chaidh aontachadh le Bòrd na Gàidhlig air XXXXX

# Foreword

## Welcome

It is my pleasure to present the fourth iteration of SDS's Gaelic Language Plan for 2026-29.

Gaelic is an integral part of Scotland's cultural identity and heritage, offering both a window to our past and future opportunities to bring economic and social benefit to the country. At SDS we are committed to playing our part in promoting and supporting the use of Gaelic.

The introduction of the Scottish Languages Act 2025 marks a historic commitment in its preservation, cementing the official status of Gaelic and Scots in Scotland. It comes 20 years after the Scottish Parliament passed the first piece of supporting legislation, the Gaelic Language (Scotland) Act 2005.

The number of Gaelic speakers in Scotland continues to increase. The 2022 Census results showed that 2.5% of the population aged three or over in Scotland have some Gaelic skills, up from 1.7% in 2011. The Scottish Languages Act 2025 intends to accelerate this growth.

We have developed this Gaelic Language plan in collaboration with Bòrd na Gàidhlig. Our plan is structured by two high-level commitments that align with priorities in the National Language Plan, along with the Corporate Service Aims that all public bodies are required to implement.

# Facal-toisich

## Fàilte

Tha mi air leth toilichte an ceathramh ath-thriall de Phlana Gàidhlig SDS airson 2026-29 a chur fa ur comhair.

Tha Gàidhlig na pàirt bhunaiteach de dhearbh-aithne is dualchas chultarach na h-Alba, a' tabhann an dà chuid uinneag air an àm a dh'fhalbh agus cothroman san àm ri teachd air buannachd eaconamach is sòisealta fhaotainn don dùthaich. Aig SDS, tha sinn dealasach a thaobh ar pàirt a choileanadh ann an adhartachadh agus cur taic ri cleachdadh na Gàidhlig.

Tha Achd nan Cànan Albannach 2025 a' comharrachadh dealas eachdraidheil a thaobh glèidheadh air a' Ghàidhlig agus Albais san àm ri teachd ann an Alba. Tha sin a' tighinn 20 bliadhna às dèidh do Phàrlamaid na h-Alba a' chiad phìos de reachdas aontachadh mar thaic don Ghàidhlig, le Achd na Gàidhlig (Alba) 2005.

Tha an àireamh de luchd-labhairt na Gàidhlig ann an Alba a' leantainn orra ag èirigh. Thaisbean Cunntas-sluaigh 2022 gu bheil seòrsa air choreigin de sgilean Gàidhlig aig 2.5% den àireamh-sluaigh aois trì bliadhna agus còrr ann an Alba, suas bho 1.7% ann an 2011. Tha Achd nan Cànan Albannach 2025 an dùil am fàs seo a luathachadh.

Tha sinn air am Plana Gàidhlig seo a leasachadh ann an co-obrachadh le Bòrd na Gàidhlig. Tha am plana againn air a thogail air dà ghealltanas àrd-ìreil a tha a' co-thaobhadh le prìomhachasan Plana Nàiseanta na Gàidhlig, còmhla ris na h-Amasan Seirbheis Chorporra a tha mar fhiachaibh air buidhnean poblach a chur an gnìomh.

Our latest plan builds on the progress made in recent years, from continuing our annual Gaelic Careers event in collaboration with Highland Council, to delivering our commitments under the Scottish Government's Tog initiative.

We will continue to work closely with Scottish Government and our agency partners to further our shared goal of increasing the use and learning of Gaelic.

The ongoing agenda of public service reform and the focusing of budgets on frontline delivery means that the way in which our services are delivered are continuing to evolve, but we remain committed to prioritising the needs of our Gaelic speaking customers as part of our steadfast commitment to the people and businesses of Scotland.

## **Damien Yeates**

**Chief Executive  
Skills Development Scotland**

Tha am plana mu dheireadh againn a' togail air an adhartas a chaidh a choileanadh sna bliadhnaichean mu dheireadh, bho leantainn air adhart le ar tachartas Dhreuchdan Gàidhlig bliadhnaile ann an co-obrachadh le Comhairle na Gàidhealtachd, gu libhrigeadh ar gealltanasan fon iomairt Tog aig Riaghaltas na h-Alba.

Leanaidh sinn oirnn ag obair gu dlùth le Riaghaltas na h-Alba agus ar buidhnean com-pàirteachais gus ar n-amas cho-roinnte adhartachadh a thaobh ionnsachadh is cleachdadh na Gàidhlig a mheudachadh.

Tha sinn a' tuigsinn gum faod ath-leasachaidhean leantainneach foghlaim is sgilean Riaghaltas na h-Alba buaidh a thoirt air na dòighean sam bi ar seirbheisean air an libhrigeadh. Ach, leanaidh sinn air adhart a' toirt prìomhachas do fheumalachdan ar custamairean le Gàidhlig mar phàirt de ar gealltanais seasmhach do mhuinntir agus gnothachasan na h-Alba.

## **Damien Yeates**

**Àrd-Oifigear  
Leasachadh Sgilean Alba**

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# 1. Introduction

## About Skills Development Scotland

Skills Development Scotland (SDS) is the national skills agency.

Our ambition is that skills contribute to a thriving, productive and inclusive Scotland. We help inspire and enable Scotland's people and businesses to develop the right **skills for a changing world**.

We achieve this through intelligence-led delivery of Scotland's Career Service, apprenticeships, and other learning and skills interventions in support of Scottish Government ambitions.

Further details on SDS's strategic approach and operational activities can be found in our [Strategic Plan 2022-27](#).

## Our Statutory Responsibilities

SDS is committed to the support and development of the Gaelic language; we understand our contribution to the recognition of Gaelic as an economic, social and cultural asset for Scotland.

The Gaelic Language (Scotland) Act 2005 gives effect to the status of the Gaelic language as an official language of Scotland, commanding equal respect to the English language. Under the Act, public authorities, including SDS, are required by Bòrd na Gàidhlig to prepare a Gaelic Language Plan (GLP).

# 1. Ro-ràdh

## Mu Dheidhinn Leasachadh Sgilean na h-Alba

Is e Leasachadh Sgilean na h-Alba (SDS) am buidheann sgilean nàiseanta.

Is e ar n-amas gum bi sgilean a' cur ri dùthaich Alba a tha soirbheachail, tarbhach agus in-ghabhalach. Tha sinn a' cuideachadh le daoine agus gnòthachasan Alba a bhrosnachadh agus a chomasachadh gu **na sgilean ceart airson saoghal ag atharrachadh** a leasachadh.

Tha sinn a' coileanadh seo tro lìbhrigeadh tuigseach air Seirbheis Dhreuchdan Alba, preantasachdan, agus eadar-theachdan ionnsachaidh is sgilean eile mar thaic do dh'àrd-amasan Riaghaltas na h-Alba.

Tha tuilleadh mion-fhiosrachaidh mu mhodh-obrach ro-innleachdail agus gnìomhachdan obrachaidh SDS ri lorg air [Plana Ro-innleachdail 2022-27](#).

## Ar Dleastanasan Reachdail

Tha SDS dealasach a thaobh taic do agus leasachadh na Gàidhlig; tha sinn a' tuigsinn ar modh-obrach a thaobh aithne don Ghàidhlig mar mhaoin eaconamach, shòisealta agus chultarach do dh'Alba.

Tha Achd na Gàidhlig (Alba) 2005 a' toirt buaidh air inbhe na Gàidhlig a dhèanamh tèarainte mar chànan oifigeil ann an Alba, ag àithneadh spèis co-ionann ri Beurla. Fon Achd, tha riatanas bho Bhòrd na Gàidhlig air ùghdarrasan poblach, a' gabhail a-steach SDS, air Plana Gàidhlig (GLP) ullachadh.

## About this Plan

This, our fourth GLP, covers the period 2026–2029. It builds on our experience of implementing previous GLPs and includes more ambitious activities for SDS going forward. It is prepared within the framework of the Act and in accordance with both the National Gaelic Language Plan (NGLP) 2023–28 and the Guidance on the Development of Gaelic Language Plans.

It outlines how we use Gaelic in our services, corporate identity and administration, demonstrating strong cross-organisational strategic and operational commitment to the key principles of the NGLP, which are:

- An Official Language of Scotland – members of the public can use the language for official purposes, such as when accessing our services.
- Equal Respect - SDS will ensure that where Gaelic delivery is included as part of operations and services, it is of an equal standard and quality as delivery provided in English.
- Reasonable and Proportionate – as a public authority with a national remit, we will ensure that a reasonable range of services of relevance to users of Gaelic are available through the medium of Gaelic. Through the iterative process of developing our GLP we will continue working to increase the services that are available in Gaelic.

This Plan sets out the key activities we commit to delivering over the next three years, relevant to the needs of individuals, businesses and the Scottish economy.

## Mun Phlana seo

Tha seo, ar ceathramh GLP, a' còmhach na h-ùine 2026–2029. Tha e a' togail air ar n-eòlas ann am buileachadh Phlanaichean Gàidhlig roimhe agus a' gabhail a-steach barrachd ghnìomhachdan nas àrd-amasail do SDS a' dol air adhart. Tha e air ullachadh taobh a-staigh frèam-obrach na h-Achd agus ann an co-rèir ris an dà chuid Plana Nàiseanta na Gàidhlig (NGLP) 2023–28 agus Stiùireadh air Leasachadh Phlanaichean Gàidhlig.

Tha e a' mìneachadh mar a tha sinn a' cleachdadh Gàidhlig nar seirbheisean, nar dearbh-aithne chorporra agus nar rianachd, a' taisbeanadh dealas ro-innleachdail agus obrachail tar-bhuidhneach do phrìomh phrionnsapalan an NGLP, agus is iad sin:

- Cànan Oifigeil Alba – faodaidh buill den poball an cànan a chleachdadh airson adhbharan oifigeil, leithid inntreigeadh ar seirbheisean.
- Spèis Co-ionann - bidh SDS a' dèanamh cinnteach, far a bheil lìbhrigeadh ann an Gàidhlig air a ghabhail a-steach mar phàirt de dh'obrachaidhean is sheirbheisean, gu bheil e de dh'ìnbhe agus càileachd co-ionann ri lìbhrigeadh ann am Beurla.
- Reusanta agus Co-rèireach – mar ùghdarras poblach le dleastanas nàiseanta, bidh sinn a' dèanamh cinnteach gu bheil raon reusanta de sheirbheisean a tha buntainneach do luchd-cleachdaidh na Gàidhlig, rim faotainn tro mheadhan na Gàidhlig. Tron phròiseas ath-thriallach de leasachadh ar Plana Gàidhlig, leanaidh sinn air adhart ag obair a dh'ionnsaigh meudachadh air seirbheisean a tha rim faotainn ann an Gàidhlig.

Tha am Plana seo a' mìneachadh nam prìomh ghnìomhachdan a tha sinn a' gealltainn a lìbhrigeadh thar nan trì bliadhna ri teachd, a tha buntainneach do fheumalachdan dhaoine fa leth, gnothachasan

## 2. Context

### Gaelic use in Scotland

The 2022 census found that 2.5% of the population aged three and over in Scotland (130,161 people) had some Gaelic language skills. This was an increase of 43,100 people since 2011 when 1.7% had some skills in Gaelic.

Of these 130,161 people:

- 43,807 (34%) had full skills in Gaelic and could understand, speak, read and write Gaelic.
- 18,264 (14%) could speak but not read or write Gaelic.
- 46,404 (35%) were able to understand Gaelic but could not speak, read or write it.

The proportion of people aged three and over with some Gaelic language skills was highest in Eilean Siar (57.2%), Highland (8.1%) and Argyll and Bute (6.2%). In Glasgow City it was 2.9%, slightly above the national average, representing a high density of Gaelic speakers within the city.

### Gaelic as an economic and cultural asset

Gaelic is used every day across Scotland and the economic value it generates is increasingly recognised. Research by Highlands and Islands Enterprise (HIE) estimated that the value of Gaelic as an economic asset to the Scottish economy could be in the region of between £82m and £149m. In Glasgow alone, the Gaelic economy is estimated to contribute approximately £21.6 million each year.

## 2. Co-theacsa

### Cleachdadh na Gàidhlig ann an Alba

Lorg cunntas-sluaigh 2022 gun robh beagan sgilean Gàidhlig aig 2.5% den àireamh-sluaigh aois trì bliadhna agus nas àirde ann an Alba (130,161 neach). Bha seo na mheudachadh de 43,100 neach bho 2011 nuair a bha beagan sgilean ann an Gàidhlig aig 1.7%.

Den 130,161 neach:

- bha làn sgilean ann an Gàidhlig aig 43,807 (34%) le comas air Gàidhlig a thuigsinn, a leughadh agus a sgrìobhadh.
- bha comas labhairt aig 18,264 (14%) ach cha robh comas leughaidh no sgrìobhaidh ann an Gàidhlig.
- bha 46,404 (35%) comasach air Gàidhlig a thuigsinn ach cha robh air Gàidhlig a labhairt, a leughadh no a sgrìobhadh.

Bha an co-rèir de dhaoine aois trì bliadhna agus nas àirde leis a' bheagan de sgilean Gàidhlig a b' àirde, anns na h-Eileanan Siar (57.2%), A' Ghàidhealtachd (8.1%) agus Earra-Ghàidheal is Bòd (6.2%). Bha e 2.9% ann am baile Ghlaschu, dìreach beagan os cionn a' chuibheis nàiseanta, a' riochdachadh dùmhlachd àrd de luchd-labhairt Gàidhlig anns a' bhaile.

### Gàidhlig mar mhaoin eaconamach agus cultarach

Tha Gàidhlig ga cleachdadh gach latha air feadh Alba agus tha an aithne don luach eaconamach a tha sin a' gintinn, a sìor fhàs. Thuairmsich an rannsachadh le Iomairt na Gàidhealtachd 's nan Eilean (HIE) gum faodadh luach na Gàidhlig mar mhaoin

Culturally, Gaelic is also important in relation to the tourism sector and creative industries, for example, Gaelic events such as the Royal National Mòd, provincial Mòds and Celtic Connections. There are several cultural and arts agencies such as Fèisean nan Gàidheal and Ceòlas which further promote and encourage the use of Gaelic language within creative industries and broadcast media such as BBC Alba and Radio nan Gàidheal.

During recent years, Gaelic Hubs have been set up across Scotland, along with a Gaelic Community Officers Network for those working in third sector organisations. In South Uist, Cnoc Soilleir has opened as a place dedicated to promoting and celebrating the community's rich Gaelic heritage. The centre's facilities have been designed to support music and Gaelic educational programmes, and community-driven initiatives in Gaelic language learning, heritage, culture, music, and dance.

## Learning Gaelic

Different options exist for learning Gaelic and a comprehensive list of courses available in Scotland can be found on the LearnGaelic and SpeakGaelic websites. Applications, such as Duolingo, have been increasingly successful in helping people to learn Gaelic. In 2021, the Scottish Social Attitudes Survey found that over 43% of those who speak or understand at least a few simple sentences of Gaelic agree or strongly agree that learning Gaelic improves someone's chances of getting a job. Young people were the most likely to strongly agree or agree that learning Gaelic improves someone's chances of getting a job. SDS similarly recognises, and promotes, Gaelic language skills as an employability tool that can open doors to various careers and sectors.

In 2024/25 there were 13,987 children in primary and secondary Gaelic medium education and Gaelic learner education in Scotland. A breakdown of the figures is shown in Tables 1 and 2.<sup>1</sup>

eaconamach do dh'eaconamaidh na Gàidhlig, a bhith eadar £82m agus £149m. Ann an Glaschu a-mhàin, thathar den bheachd gu bheil Gàidhlig a' cur timcheall air £21.6 millean gach bliadhna ris an eaconamaidh.

Gu cultarach, tha Gàidhlig cudromach cuideachd a thaobh na roinne turasachd agus nan gnìomhachasan cruthachail, mar eisimpleir, tachartasan Gàidhlig mar am Mòd Nàiseanta Rìoghail, Mòdan ionadail agus Celtic Connections. Tha àireamh de bhuidhnean cultarach is ealain an làthair leithid Fèisean nan Gàidheal agus Ceòlas, a bhios cuideachd ag adhartachadh agus a' misneachadh cleachdadh na Gàidhlig taobh a-staigh nan gnìomhachasan cruthachail agus meadhanan craolaidh leithid BBC Alba agus Radio nan Gàidheal.

Sna bliadhnaichean mu dheireadh, tha Mòr-ionadan Gàidhlig air a bhith gan stèidheachadh air feadh Alba, còmhla ri Lionra nan Oifigearan Coimhearsnachd Ghàidhlig dhaibhsan a tha ag obair ann am buidhnean treas roinne. Ann an Uibhist a Deas, tha Cnoc Soilleir air fosgladh mar àite a tha a dh'aon ghnòthaich airson dualchas Gàidhlig shaidhbhear na coimhearsnachd adhartachadh agus a chomharrachadh. Tha goireasan an ionaid air an dealbhadh gus taic a chur ri ceòl agus prògraman foghlaim Gàidhlig, agus iomairtean fo stiùir na coimhearsnachd ann an ionnsachadh Gàidhlig, dualchas, cultar, ceòl, agus dannsa.

## Ionnsachadh Gàidhlig

Tha diofar roghainnean ann airson Gàidhlig ionnsachadh agus lorgar liosta shusbainteach de chùrsaichean a tha rim faotainn ann an Alba, air làraichean-lìn LearnGaelic agus SpeakGaelic. Tha aplacaidean leithid Duolingo, air bhith a' sìor fhàs soirbheachail ann an cuideachadh dhaoine gu Gàidhlig ionnsachadh. Ann an 2021, fhuair Suirbhidh Sheasamhan Sòisealta na h-Alba a-mach gu bheil còrr air 43% dhiubhsan a tha a' labhairt no a' tuigsinn

<sup>1</sup> Bòrd na Gàidhlig, 2025

Table 1

Gaelic Medium Education in Scotland (2024/25)	No. of Delivery Locations	No. of Teachers / Staff	No. of Children / Pupils
Primary	63	247	3,851
Secondary	33	128	2,011

Table 2

Gaelic Learner Education in Scotland (2024/25)	No. of Delivery Locations	No. of Children / Pupils
Primary	122	4,638
Secondary	31	3,487

## Legal protection of Gaelic

The Scottish Languages Act came into effect 31st July 2025 and gives Gaelic and Scots language official status in Scotland. The Act allows parents in every part of Scotland to apply for Gaelic nursery and early years places for their children. As a result, there will likely be an increase in the number of GME institutions and workers. In addition, the Act will ensure that more qualifications are available in Gaelic and introduce educational standards for Gaelic and Scots.

co-dhiù beagan sheantansan sìmplidh de Ghàidhlig, ag aontachadh no ag aontachadh gu làidir gu bheil ionnsachadh Gàidhlig a' feabhasachadh an cothroman air obair fhaighinn. B' iad daoine òga a bu bhuailtiche aontachadh no aontachadh gu làidir gu bheil ionnsachadh na Gàidhlig a' toirt barrachd chothroman air obair fhaighinn. Tha SDS mar sin ag aithneachadh agus ag adhartachadh sgilean Gàidhlig mar inneal so-fhastachd, as urrainn dorsan fhosgladh gu measgachadh de dhreuchdan agus roinnean.

Ann an 2024/25, bha 13,987 pàiste ann am foghlam bun-sgoile agus àrd-sgoile tro mheadhan na Gàidhlig agus foghlam ionnsachaidh Gàidhlig ann an Alba. Tha mìneachadh air na figearan rim faicinn ann an Clàr 1 agus 2.<sup>1</sup>

Clàr 1

Foghlam tro mheadhan na Gàidhlig ann an Alba (2024/25)	Àireamh de làraichean libhrigidh	Àireamh de thidsearan / luchd-obrach	Àireamh chloinne / sgoilearan
Bun-sgoil	63	247	3,851
Àrd-sgoil	33	128	2,011

Clàr 2

Foghlam luchd-ionnsachaidh Gàidhlig ann an Alba (2024/25)	Àireamh de làraichean libhrigidh	Àireamh chloinne / sgoilearan
Bun-sgoil	122	4,638
Àrd-sgoil	31	3,487

<sup>1</sup> Bòrd na Gàidhlig, 2025

## Dìon laghail na Gàidhlig

Thàinig Achd nan Cànanan Albannach gu buil air 31 Iuchar 2025 agus bheir e inbhe oifigeil don Ghàidhlig agus Albais ann an Alba. Leigidh an Achd le pàrantan anns a h-uile ceàrnaidh de dh'Alba tagradh a dhèanamh airson àiteachan sgoil-àraich is tràth-bhliadhnaichean Gàidhlig airson an cuid chloinne. Mar thoradh air sin, tha coltas gum bi meudachadh san àireamh de dh'institiùdan is luchd-obrach. A thuilleadh air sin, nì an Achd cinnteach gum bi theisteanasan rim faotainn ann an Gàidhlig agus gum bi ìrean foghlaim air an toirt a-steach do Ghàidhlig agus Albais.

## 3. Gaelic and SDS

SDS has transitioned to a model of co-location and community delivery to bring our services closer to our customers. We operate from a mix of Public Access Centres, partner sites and community venues across Scotland.

Our network extends into areas identified as having higher numbers of Gaelic speakers in the North, West and Glasgow as well as areas where Gaelic usage and Gaelic medium education is low or developing. Our national coverage places SDS in a strong position to increase activity in Gaelic speaking areas and support uptake and usage where Gaelic is less established.

Bòrd na Gàidhlig's Guidance on GLPs recognises the need for flexibility given differences in the level of Gaelic use across the country and opportunities to increase its use over time. Commitments regarding Gaelic are therefore expected to be "reasonable and proportionate". As such, SDS prioritises actions in areas with a more established and visible Gaelic community and culture - that is in communities where 20% or more of the population have skills in Gaelic and or/where Gaelic medium education is being delivered.

### Internal Gaelic Capacity Audit

SDS conducted an internal Gaelic language survey of its employees in April-May 2025. The survey benchmarked the level of Gaelic skills, awareness and interest across the organisation.

The online survey was promoted to all SDS colleagues through our weekly newsletter, intranet and Viva Engage.

## 3. Gàidhlig agus SDS

Tha SDS air atharrachadh gu modail co-shuidheachaidh agus libhrigidh coimhearsnachd gus ar seirbheisean a thoirt nas fhaisge do ar luchd-cleachdaidh. Tha sinn ag obrachadh bho mheasgachadh de dh'ionadan Inntrigidh Poblach, làraichean com-pàirteachais agus ionadan coimhearsnachd air feadh Alba.

Tha an lionra againn a' leudachadh a-mach gu àiteachan a tha air an comharrachadh le àireamhan nas àirde de luchd-labhairt na Gàidhlig aig Tuath, an Iar agus Glaschu a bharrachd air àiteachan far a bheil cleachdadh na Gàidhlig no foghlam tro mheadhan na Gàidhlig aig ìre ìosal no ìre leasachaidh. Tha ar còmhach nàiseanta a' càradh SDS ann an suidheachadh làidir airson gnìomhachd a mheudachadh ann an sgìrean Gàidhlig agus taic a chur ri togail agus cleachdadh na Gàidhlig far nach eil a' Ghàidhlig cho stèidhichte.

Tha Stiùireadh Bhòrd na Gàidhlig air GLPan a' tuigsinn an fheum air sùbailteachd mar thoradh air diofaran anns an ìre de chleachdadh na Gàidhlig air feadh na dùthcha, agus cothroman air a cleachdadh a mheudachadh rè ùine. Thathar a' sùileachadh gum bi gealltanasan a thaobh na Gàidhlig mar sin "reusanta agus co-rèireach". Leis an sin, tha SDS a' toirt prìomhachas do ghnìomhachdan ann an àiteachan le coimhearsnachd agus cultar Gàidhlig nas stèidhichte agus nas fhaicsinniche – 's e sin, ann an coimhearsnachdan far a bheil 20% no barrachd den àireamh-sluaigh le sgilean Gàidhlig agus / no far a bheil foghlam tro mheadhan na Gàidhlig ga libhrigeadh.

### In-sgrùdadh air Comas Gàidhlig

Chuir SDS suirbhidh den luchd-obrach an gnìomh a-staigh a thaobh Gàidhlig sa Ghiblean-Cèitean 2025. Rinn an t-suirbhidh tomhas-measaidh air an ìre de sgilean Gàidhlig, mothachadh agus ùidh sa Ghàidhlig tarsainn a' bhuidhinn.

The response rate to the survey was 6.1% (82 employees). Responses were obtained from every SDS region, including from individuals who do not have fixed locations. Key findings from the results include:

- 17% of respondents said they would describe themselves as having Gaelic language skills.
- Of those who described themselves as having Gaelic skills, 29% used Gaelic while carrying out their role.
- 48% of all respondents were very, or fairly, interested in learning Gaelic.
- Among those who had attended a previous Gaelic Awareness Day, 83% agreed to a large extent that it provided an awareness of the history and heritage of Gaelic in Scotland.
- Among those who had not previously attended a Gaelic Awareness session, 55% were very, or fairly, interested in the prospect of future sessions.

These survey results will help SDS to shape and identify both internal and external Gaelic services going forward and provide an effective way to identify Gaelic language training needs and opportunities for SDS employees.

A full report of SDS's 2025 Gaelic Language Survey can be obtained on request.

Chaidh an t-suirbhidh air-loidhne adhartachadh gu co-obraichean SDS uile tro ar litir-naidheachd sheachdaineach, eadra-lìon agus Viva Engage.

Bha an ìre freagairt don t-suirbhidh 6.1% (82 cosnaiche). Fhuair eadhon freagairtean bho gach sgìre de SDS, a' gabhail a-steach bho dhaoine fa leth nach eil ceangailte ri làrach stèidhichte. Tha prìomh bhuilean bho na toraidhean a' gabhail a-steach:

- Thuirt 17% den luchd-freagairt gun toireadh iad iomradh orra fhèin gu bheil sgilean Gàidhlig aca.
- Dhiubhsan a thug iomradh orra fhèin le sgilean Gàidhlig, bha 29% a' cleachdadh Gàidhlig ann an coileanadh an dreuchd.
- Bha ùidh mhòr no beagan ùidh aig 48% den luchd-freagairt ann an Gàidhlig ionnsachadh.
- Am measg iadsan a bha air Latha Mothachaidh Gàidhlig a fhrithéaladh roimhe, dh'aontaich 83% gu ìre mhòr gun d' rinn e mothachail iad do dh'eachdraidh is dualchas na Gàidhlig ann an Alba.
- Am measg iadsan nach robh air seisean Mothachaidh Gàidhlig a fhrithéaladh roimhe, bha ùidh mhòr no beagan ùidhe aig 55% ann an geallachas air seiseanan san àm ri teachd.

Cuidichidh na toraidhean suirbhidh sin SDS le bhith a' cumadh agus a' comharrachadh sheirbheisean Gàidhlig air an taobh a-staigh agus an taobh a-muigh a' dol air adhart, agus dòigh èifeachdachadh a nochdadh airson feumalachdan trèanaidh agus cothroman Gàidhlig a chomharrachadh do chosnaichean SDS.

Bidh làn aithisg de Shuirbhidh Ghàidhlig SDS 2025 ri faotainn le iartas.

## Our work in schools

SDS delivers face-to-face Careers Information Advice and Guidance (CIAG) in all of Scotland's publicly funded secondary schools, as well as creating appropriate materials for teachers and practitioners to use with older primary school children (P5-P7). Further information on our CIAG school service offer can be found on our website.

SDS recognises its responsibility to deliver Gaelic language products and services through schools which will develop and enhance the Career Management Skills of Gaelic-speaking children and young adults.

Following the publication of the Education (Scotland) Act 2016, SDS has continued to liaise with Bòrd na Gàidhlig to understand ambitions for the expansion and development of Gaelic medium education and Gaelic learner education, and to determine how our services can best support their work.

## Our work with employers

SDS promotes the benefits of Gaelic, and individuals with Gaelic language skills, to employers and other stakeholders through briefings, attendance at employer engagement events and other forums.

SDS also works with employers across sectors with high levels of Gaelic employment, including Tourism, Creative Industries, Early Years and Childcare, and Health and Social Care. For example, SDS works in partnership with Sabhal Mòr Ostaig and the University of Highlands and Islands (UHI) to deliver Foundation Apprenticeships in Creative and Digital media and Social Services: Children and Young People in the Gaelic language.

## Ar n-obair sna sgoiltean

Bidh SDS a' libhrigeadh Comhairle is Stiùireadh Fiosrachaidh Dhreuchdan (CIAG) aghaidh-ri-aghaidh ann an àrd-sgoiltean poblach na h-Alba, a thuilleadh air stuthan iomchaidh a chruthachadh do thidsearan agus luchd-cleachdaidh airson an cur an gnìomh le clann bun-sgoile nas sine (P5-P7). Gheibhear tuilleadh fiosrachaidh mu sheirbheis sgoile CIAG air an làraich-lìn againn.

Tha SDS a' tuigsinn a dhleistanais a thaobh stuthan agus seirbheisean Gàidhlig a libhrigeadh tro sgoiltean, a leasaicheas agus a dh'àrdaicheas Sgilean Stiùiridh Dhreuchdail chloinne is inbhich òga le Gàidhlig.

A' leantainn air foillseachadh Achd an Fhoghlaim (Alba) 2016, tha SDS air leantainn a' conaltradh ri Bòrd na Gàidhlig gus àrd-amasan airson leudachadh is leasachadh air foghlam tro mheadhan na Gàidhlig agus foghlam ionnsachaidh Gàidhlig a thuigsinn, agus dearbhadh mar as fheàrr as urrainn do ar seirbheisean taic a chur ri an obair.

## Ar n-obair le luchd-fastaidh

Bidh SDS ag adhartachadh buannachdan na Gàidhlig agus daoine fa leth le sgilean Gàidhlig do luchd-fastaidh agus luchd-ùidhe eile tro fhiosrachadh, frithealadh thachartasan com-pàirt luchd-fastaidh agus fòraman eile.

Tha SDS ag obair cuideachd le luchd-fastaidh tarsainn roinnean le ìrean àrda de chosnadh Gàidhlig, a' gabhail a-steach Turasachd, Gnìomhachasan Cruthachail, Tràth-Bhliadhnaichean is Cùram-chloinne agus Cùram Sòisealta. Mar eisimpleir, tha SDS ag obair ann an com-pàirteachas le Sabhal Mòr Ostaig agus Oilthigh na Gàidhealtachd 's nan Eilean (UHI) gus Bun-Phreantasachdan a libhrigeadh ann am meadhanan Cruthachail is Didseatach agus Seirbheisean Sòisealta: Clann is Daoine Òga agus Gàidhlig.

We deliver Career Events to promote the employment opportunities available for Gaelic speakers with employers looking to employ people with Gaelic. As part of the Tog, which supercedes the faster Rate of Progress initiative, we work with organisations such as MG Alba, and Historic Environment Scotland and HIE to consider the best ways to promote Gaelic skills and Gaelic Career pathways.

## Links to Local and Regional Frameworks

SDS interacts with local and regional frameworks (including in relation to Gaelic) in several ways. These include:

- working closely with local and regional partners, including educators, regional economic partnerships and others, to identify and achieve shared goals.
- engaging with regional economic partnerships to support decision making in local skills provision, for example the Convention of the Highlands and Islands (CoHI).
- undertaking work with enterprise and skills bodies to achieve the best outcomes for all our customers at a national, regional, and local level.

## Mainstreaming Gaelic

SDS's contribution to the development areas identified in the NGLP will be primarily made through implementing the actions in the GLP. However, there are opportunities to promote and develop the Gaelic language, including through existing day-to-day service delivery. SDS will continue to identify areas where Gaelic can be proactively incorporated, and the priorities of the NGLP initiated, through our wider work as an organisation. This corresponds to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

Tha sinn a' libhrigeadh Thachartasan Dreuchdail gus na cothroman cosnadh adhartachadh a tha rim faotainn le luchd-labhairt na Gàidhlig le fastaichean a tha a' coimhead ri daoine le Gàidhlig fhastadh. Mar phàirt den iomairt Ghàidhlig Tog, a tha a gabhail thairis fo Astar Adhartais nas Luaithe, tha sinn ag obair le buidnean leithid MG Alba, Àrainneachd Eachdraidheil Alba agus HIE gus beachdachadh air na dòighean as fheàrr air sgilean Gàidhlig agus slighean Dhreuchdan Gàidhlig adhartachadh.

## Ceanglaichean le Frèaman-obrach Ionadail is Roinneil

Tha SDS ag eadar-obrachadh le frèaman-obrach ionadail is roinneil (a' gabhail a-steach a thaobh Gàidhlig) ann an diofar dhòighean. Nam measg sin tha:

- obrachadh gu dlùth le com-pàirtichean ionadail is roinneil, a' gabhail a-steach luchd-oideachaidh, com-pàirteachasan eaconamach roinneil agus càch, gus cinn-uidhe co-roinnte a chomharrachadh agus a choileanadh.
- conaltradh le com-pàirteachasan eaconamach roinneil gus taic a chur ri co-dhùnaidhean a thaobh solar sgilean ionadail, mar eisimpleir, Còmhdhail na Gàidhealtachd 's nan Eilean (CoHI).
- gabhail obair os làimh le buidhnean iomairt is sgilean gus na builean as fheàrr a choileanadh do ar luchd-ceannach uile aig ìre nàiseanta, roinneil agus ionadail.

## Prìomh-shruthadh Gàidhlig

Bidh an taic a bheir SDS do na raointean leasachaidh a tha air an comharrachadh san NGLP, sa chiad àite dèante tro bhuileachadh nan gnìomhan san GLP. Ach, tha cothroman ann airson Gàidhlig adhartachadh agus a leasachadh, a' gabhail a-steach tro libhrigeadh seirbheis làthaireach latha-gu-latha. Leanaidh SDS a'

## Consultation on the draft Gaelic Language Plan

The 2005 Act requires a public body to bring the preparation of its GLP to the attention of all interested parties.

The draft plan was available on the SDS website for six weeks from 7 July 2025. It was promoted through SDS social media channels and distributed via email to key stakeholders. The public were also invited to comment on the draft by email or phone. We received four responses which were supportive of the draft plan.

comharrachadh raointean far am faod Gàidhlig a bhith air a gabhail a-steach gu ro-ghnìomhach, agus prìomhachasan an NGLP air an tòiseachadh tro ar n-obair fharsaing mar bhuidheann. Tha seo ann an co-rèir ris a' phrionnsapal àbhaisteachaidh a tha ag amas air Gàidhlig a bhith mar phàirt làitheil den bheatha ann an Alba.

## Co-chomhairleachadh air an dreachd Plana Gàidhlig

Tha Achd 2005 ga dhèanamh riatanach do bhuidheann poblach air ullachadh an GLP aca a thoirt gu aire phàrtaidhean uile le ùidh.

Bha an dreachd plana ri fhaotainn air làrach-lìn SDS airson sia seachdainean bho 7 Iuchar 2025. Chaidh adhartachadh tro shianalan mheadhanan sòisealta SDS agus a sgaoileadh air post-d gu prìomh luchd-ùidhe. Fhuair am poball cuireadh am beachdan air an dreachd a nochdadh air post-d no fòn. Fhuair sinn ceithir freagairtean a bha taiceil don dreachd a phlana.

 CASE STUDY

## Teaching Bursary helps Catriona pursue career change

A former architect has explained how access to a teaching bursary has allowed her to pursue her dream of becoming a teacher.

Catriona Macdonald had 10 years' experience working in Glasgow and had spent the last six years tutoring one day a week at Strathclyde University when she decided she needed a change.

She said "Although I enjoyed my job in terms of its creativity and creating spaces and places to improve people's lives, I realised that tutoring was the thing I enjoyed best.

"That got me thinking that perhaps this is something I'd like to do full-time, and that's when I started to consider a career in teaching. I also at that time was thinking about moving back to North Uist."

Catriona decided to study for the Postgraduate Diploma of Education (PGDE) primary course in Gaelic medium. Studying full-time also meant giving up her job, something that was a daunting prospect. She then heard about the Teaching Bursary through a family friend, and she applied for to help support her throughout her year of study.

Opened to new applicants in July 2024 by Skills Development Scotland (SDS), the £20,000 bursary is available for career

 CASE STUDY

## Bursaraidh Teagaisg a' cuideachadh Catriona le atharrachadh dreuchd a leantainn

Tha neach a bha na ailtire air mìneachadh mar a tha cothrom air bursaraidh teagaisg air ceadachadh dhi a miann air a bhith na tidsear a leantainn.

Bha eòlas 10 bliadhna aig Catriona NicDhòmhnaill ag obair ann an Glaschu agus air na sia bliadhna mu dheireadh a chur seachad ag oideachadh aon latha san t-seachdain aig Oilthigh Shrath Chluaidh, nuair a cho-dhùin i gun robh feum aice air atharrachadh.

Thuirt i, "Ged a bha m' obair a' còrdadh rium a thaobh cruthachalachd agus cruthachadh fharsaingeachdan is làraichean gus beatha dhaoine a leasachadh, thuig mi gum b' e oideachadh an nì a b' fheàrr a bha a' còrdadh rium."

"Thòisich mi a' smaoinichadh gur dòcha gum bu mhath leam a dhèanamh làn-thìde, agus b' ann an uair sin a thòisich mi a' beachdachadh air dreuchd ann an teagasg. Bha mi cuideachd aig an àm sin a' smaoinichadh air gluasad air ais a dh'Uibhist a Tuath."

Cho-dhùin Catriona air an cùrsa bun-sgoile ann am foghlam tro mheadhan na Gàidhlig den Dioplòma Foghlaim Iar-Cheumnach (PGDE) a dhèanamh. Bha ionnsachadh làn-thìde a' ciallachadh an obair aice fhàgail, nì a bha na chùis caran iomagaineach. Chuala i an uair sin mun Bhursaraidh Teagaisg tro charaid teaghlaich, agus rinn i tagradh air a shon gus taic a chur rithe tron bhliadhna ionnsachaidh aice.

changes in the new academic year whilst studying for a PGDE in Maths, Computing Science, Technological Education, Physics, Chemistry, Home Economics, Gaelic and Modern Languages.

“The bursary was definitely a deciding factor in my decision to undertake the course. I’m not sure how I’d have managed the year without it, I’m really grateful it was available to me.”

She says “Having lived in Glasgow for the last 15 years, I haven’t used Gaelic very often! So I’m looking forward to using it again in my new career.”

Find out more about the teaching bursary at [teachingbursaryinscotland.co.uk](https://teachingbursaryinscotland.co.uk)



Air fhosgladh do thagraichean ùra san Iuchar 2024 le Leasachadh Sgilean na h-Alba (SDS), tha am bursaraidh £20,000 ri fhaotainn leothasan ag atharrachadh dreuchd sa bhliadhna ùr acadaimigich, agus ag ionnsachadh tro PGDE ann am Matamataig, Saidheans Coimpiutaidh, Foghlam Teicneòlasach, Eòlas-fiosaig, Ceimigeachd, Eaconamas Dachaigh, Gàidhlig agus Nuadh-Chànanan.

“Bha am bursaraidh na adhbhar co-dhùnaidh dhomh gun teagamh sam bith nam roghainn air a’ chùrsa a ghabhail os làimh. Chan eil mi cinnteach ciamar a bhithinn air soirbheachadh tron bhliadhna às aonais, tha mi cho taingeil gun robh cothrom agam fhaotainn.”

Tha i ag ràdh, “An dèidh a bhith a’ fuireach ann an Glaschu thar nan 15 bliadhna mu dheireadh, chan eil mi air a bhith a’ cleachdadh Gàidhlig ro thrìc! Mar sin, tha mi a’ coimhead air adhart ri a cleachdadh a-rithist nam dhreuchd ùir.”

Faigh a-mach tuilleadh mun bhursaraidh teagaisg aig [teachingbursaryinscotland.co.uk](https://teachingbursaryinscotland.co.uk)

## 4. Plan Commitments

The main aim of the National Gaelic Language Plan (NGLP) is to increase the use and learning of Gaelic, which all our high level and corporate service commitments are in support of.

### High Level Commitments

Aligned to some of the NGLP priority areas, for the period 2026-29, SDS is making the following high level commitments:

#### Increasing the use and learning of Gaelic in Business and the Economy

- Deliver our commitments under the Scottish Government's Tog initiative, alongside partners.
- Continue to embed Gaelic skills in work-based learning pathways expansion including Foundation, Modern and Graduate apprenticeships.
- Develop and deliver SDS commitments detailed in the Gaelic Tourism Strategy 2024-2029.

#### Increasing the use and learning of Gaelic in Education 0-18

- Develop Gaelic content for SDS webpages and other digital resources, following a review of which resources are most frequently used.
- Provide information on Gaelic work opportunities and career pathways through our Scottish Careers Service and partners.

## 4. Gealltanasan a' Phlana

Is e prìomh amas a' Phlana Nàiseanta (NGLP), cleachdadh agus ionnsachadh na Gàidhlig a mheudachadh, ris a bheil ar gealltanasan seirbheis chorporra agus àrd-ìreil uile a' cur taic.

### Dealasan Àrd-Ìreil

Co-thaobhaichte ri cuid de raointean prìomhachais NGLP airson na h-ùine 2026-29, tha SDS a' toirt nan gealltanasan àrd-ìreil a leanas:

#### Cleachdadh is ionnsachadh na Gàidhlig a mheudachadh ann an Gnothachas agus san Eaconamaidh

- Lìbhrigeadh ar gealltanasan fo iomairt Tog aig Riaghaltas na h-Alba (FROP) còmhla ri com-pàirtichean.
- Leantainn a' fighe a-steach sgilean Gàidhlig ann an leudachadh slighean stèidhichte air obair, a' gabhail a-steach Bun-Phreantasachdan, Nuadh-Phreantasachdan, agus Preantasachdan Ceum.
- Leasachadh agus lìbhrigeadh ghealltanasan SDS mar a tha mìnichte anns an Ro-innleachd Turasachd Ghàidhlig 2024-2029.

#### Meudachadh cleachdadh is ionnsachadh Gàidhlig ann am Foghlam 0-18

- Leasachadh susbaint Ghàidhlig do dhuilleagan-lìn SDS agus goireasan didseatach eile, a' leantainn ath-sgrùdadh air na goireasan as trice a tha air an cleachdadh.

- Further develop Gaelic Education Resources, including the Gaelic Meta Skills toolkit.

### **Increasing the use and learning of Gaelic within the adult/ postschool sector**

- Deliver our commitments under the Scottish Government's Tog initiative, alongside partners.
- Provide information on Gaelic work opportunities and career pathways through our Scottish Careers Service and partners.
- Encourage employers to support the use of Gaelic in the workplace.

Actions against these commitments are detailed in pages 20-25. All commitments from the previous edition of SDS's GLP which remain within its remit are carried forward and delivered.

### **Corporate service aims**

Bòrd na Gàidhlig has a set of standardised Corporate Service Aims that public bodies are required to implement. These aim to standardise key Gaelic services over time across the public sector covering: Identity, Communications, Publications and Staffing.

Through our three previous GLPs, SDS has achieved incremental progress towards the delivery of the Corporate Service Aims. Our planned future activity is detailed on pages 26-33.

- Fiosrachadh a thaisbeanadh mu chothroman obrach agus mu shlighean dreuchdail Gàidhlig, tro ar Seirbheis Dhreuchdan Alba agus com-pàirtichean.
- Tuilleadh leasachaidh a dhèanamh air Goireasan Foghlaim Gàidhlig, a' gabhail a-steach acainn Sgilean Meata Gàidhlig.

### **Meudachadh air cleachdadh is ionnsachadh na Gàidhlig taobh a-staigh na roinne inbheach / iar-sgoile**

- Ar gealltanasan a libhrigeadh fo iomairtean Tog Riaghaltas na h-Alba, còmhla ri com-pàirtichean.
- Fiosrachadh a sholarachadh mu chothroman obrach agus slighean dreuchdail Gàidhlig tro Sheirbheis Dhreuchdan na h-Alba agus com-pàirtichean.
- Fastaichean a bhrosnachadh gu taic a chur ri cleachdadh na Gàidhlig san àite-obrach.

Tha gnìomhan an aghaidh nan gealltanasan sin air am mion-fhiosrachadh air duilleagan 20-25. Tha na dealasan uile bhon eagran roimhe seo de Phlana Gàidhlig SDS a tha fhathast taobh a -staigh a dhleastanais, air an toirt air adhart agus air an libhrigeadh.

### **Amasan Seirbheis chorporra**

Tha seata de dh'Amasan Seirbheis Chorporra cunbhalach aig Bòrd na Gàidhlig a tha aig buidhnean poblach ri bhuileachadh. Tha iad sin ag amas air prìomh sheirbheisean Gàidhlig a dhèanamh cunbhalach rè ùine tarsainn na roinne poblaich, a' còmhdach: Dearbh-aithne, Conaltraidhean, Foillseachaidhean agus Luchd-obrach.

Tro ar trì Planaichean Gàidhlig roimhe, tha SDS air adhartas a choileanadh ceum air cheum a dh'ionnsaigh libhrigeadh air na h-Amasan Seirbheis Chorporra. Tha ar planaichean gnìomhaidh don àm ri teachd air am mìneachadh air duilleagan 26-33.

## High-Level Commitments

Increasing the use and learning of Gaelic in Business and the Economy		
Actions	Target Date	Responsibility
<p>Deliver our commitments under the Scottish Government’s Tog initiative, alongside partners.</p> <p>This will include:</p> <ul style="list-style-type: none"> <li>■ <b>Develop a labour market information strategy in recognition of the value of Gaelic skills across Scotland, in partnership with HIE and other Tog partners.</b></li> <li>■ <b>Continue to co-lead the Economy and Labour Market workstream with HIE.</b></li> </ul>	Year 2	Skills Planning CIAG
<p>Continue to embed Gaelic skills in work-based learning pathways including Foundation and Modern apprenticeships, while they remain the responsibility of SDS.</p> <ul style="list-style-type: none"> <li>■ <b>Work with partners using existing frameworks to develop further Foundation and Modern Apprenticeships that are delivered through the medium of Gaelic.</b></li> <li>■ <b>Make explicit that Gaelic is valued as a skill for apprenticeships, particularly where Gaelic is already the language of the workplace.</b></li> <li>■ <b>Work with partners including schools on the promotion of Gaelic skills in work-based learning pathways, for example through career events, webinars and promotion in schools.</b></li> </ul>	Year 2	NTP CIAG
<p>Develop and deliver SDS commitments detailed in the Gaelic Tourism Strategy 2024-2029, including:</p> <ul style="list-style-type: none"> <li>■ <b>Engage education and training providers to help build capacity and promotion of Gaelic language skills, through collaboration with the Gaelic Tourism Strategy group members.</b></li> <li>■ <b>Work with Gaelic Tourism Strategy group develop a Gaelic module for inclusion within the Hospitality Modern Apprenticeships framework.</b></li> </ul>	Year 2	Skills Planning CIAG NTP

## Amasan àrd-ìreil

Meudachadh cleachdadh is ionnsachadh na Gàidhlig ann an Gnothachas agus san Eaconamaidh		
Gnìomhan	Ceann-latha Targaid	Uallach
<p>Ar gealltanasan a libhrigeadh fo iomairt Tog aig Riaghaltas na h-Alba, còmhla ri com-pàirtichean.</p> <p>Gabhaidh seo a-steach:</p> <ul style="list-style-type: none"> <li>■ <b>Leasaich ro-innleachd fiosrachaidh margaid obrach mar aithne do luach sgilean Gàidhlig air feadh Alba, ann an com-pàirteachas le HIE agus com-pàirtichean eile Tog.</b></li> <li>■ <b>Leantainn air sruth-obrach an Eaconamaidh is Margaid Obrach a cho-stiùireadh, comhla ri HIE.</b></li> </ul>	Bliadhna 2	Planadh Sgilean CIAG
<p>Leantainn air adhart a' fighe a-steach sgilean Gàidhlig ann an slighean ionnsachaidh stèidhichte air obair, a' gabhail a-steach Bun- agus Nuadh- phreantasachdan, fhad 's a tha iad a' fuireach nan uallach air SDS.</p> <ul style="list-style-type: none"> <li>■ <b>Obrachadh le com-pàirtichean a' cleachdadh nam frèaman-obrach a tha an làthair gus tuilleadh Bun- agus Nuadh-Phreantasachdan a leasachadh, a tha libhrigte tro mheadhan na Gàidhlig.</b></li> <li>■ <b>Mineachadh gu soilleir gu bheil luach air a' Ghàidhlig mar sgil do phreantasachdan, gu h-àraid far a bheil Gàidhlig mar-thà mar chànan an àite-obrach.</b></li> <li>■ <b>Obraich le com-pàirtichean a' gabhail a-steach sgoiltean air adhartachadh sgilean Gàidhlig ann an slighean ionnsachaidh stèidhichte air obair, mar eisimpleir tro thachartasan dreuchdail, co-labhairtean-lìn agus brosnachadh as na sgoiltean.</b></li> </ul>	Bliadhna 2	NTP CIAG
<p>Leasachadh agus libhrigeadh ghealltanasan SDS mar a tha mìnichte anns an Ro-innleachd Turasachd Ghàidhlig 2024-2029, a' gabhail a-steach:</p> <ul style="list-style-type: none"> <li>■ <b>Conaltradh le solaraichean foghlaim is trèanaidh gus cuideachadh le comas agus adhartachadh sgilean Gàidhlig thogail, tro cho-obrachadh le buill buidheann Ro-innleachd Turasachd na Gàidhlig.</b></li> <li>■ <b>Obrachadh leis a' bhuidheann Ro-innleachd Turasachd Ghàidhlig a' leasachadh modal Gàidhlig airson in-ghabhail taobh a-staigh frèam-obrach nan Nuadh-Phreantasachdan Aoigheachd.</b></li> </ul>	Bliadhna 2	Planadh Sgilean CIAG NTP

## Increasing the use and learning of Gaelic in Education 0-18

Actions	Target Date	Responsibility
<p>Develop Gaelic content for SDS webpages and other digital resources, following a review of which resources are most frequently used, demonstrating equal respect for Gaelic and English. This will include:</p> <ul style="list-style-type: none"> <li>■ <b>Develop further Gaelic content on SDS's websites, such as Profiling Learner Achievements, Gaelic versions of the main landing pages and other applications.</b></li> <li>■ <b>Increase Gaelic career profiles, case studies and content in relation to work-based learning and the CIAG offer.</b></li> </ul>	Annually	Digital Services CIAG Communications & Marketing
<p>Provide information on Gaelic work opportunities and career pathways through our Scottish Careers Service and partners. This will include:</p> <ul style="list-style-type: none"> <li>■ <b>Organise and attend in-person and online events for schools, such as careers events, webinars and podcasts, and have a presence at events such as the Royal National Mod.</b></li> <li>■ <b>Update Gaelic marketing materials for schools.</b></li> <li>■ <b>Utilise Gaelic speaking staff at Gaelic events, where resources allow.</b></li> </ul>	Annually	CIAG Communications & Marketing
<p>Further develop Gaelic Education Resources, including the Gaelic Meta Skills toolkit.</p> <ul style="list-style-type: none"> <li>■ <b>Conduct a review with schools, teachers, and other stakeholders, to understand which of the existing Gaelic resources are being utilised, evaluating how useful and effective they are.</b></li> <li>■ <b>Develop resources that are deemed to be most useful.</b></li> </ul>	Year 2	National CIAG - Education and STEM CIAG Communications & Marketing
<p>Continue to manage the funding and applications for the Teaching Bursary (including Gaelic as a Language/Subject at Secondary School Level, Gaelic Medium across all Secondary Subjects and Primary Education in Gaelic Medium).</p>	Annually	NTP Procurement & Legal

## Meudachadh cleachdadh is ionnsachadh na Gàidhlig ann am Foghlam 0-18

Gnìomhan	Ceann-latha Targaid	Uallach
<p>Leasachadh susbaint Ghàidhlig do dhuilleagan-lìn SDS agus goireasan didseatach eile, a’ leantainn ath-sgrùdadh air na goireasan as trice a tha air an cleachdadh, a’ taisbeanadh spèis co-ionann do Ghàidhlig agus Beurla. Bidh seo a’ gabhail a-steach:</p> <ul style="list-style-type: none"> <li>■ <b>Barrachd leasachadh air susbaint Ghàidhlig air làraichean-lìn SDS, leithid Pròifileadh Euchdan Luchd-ionnsachaidh, tionndaidhean Gàidhlig de na prìomh dhuilleagan is aplacaidean eile.</b></li> <li>■ <b>Meudachadh phròifilean dhreuchdan Gàidhlig, sgrùdaidhean cùise agus susbaint a thaobh ionnsachadh stèidhichte air obair agus tairgse CIAG.</b></li> </ul>	Bliadhnail	Seirbheisean Didseatach CIAG Conaltraidhean is Margaideachd
<p>Solarachadh fiosrachadh mu chothroman obrach agus slighean dhreuchdan Gàidhlig tro Sheirbheis Dhreuchdan na h-Alba is com-pàirtichean. Bidh seo a’ gabhail a-steach:</p> <ul style="list-style-type: none"> <li>■ <b>Eagrachadh agus frithealadh thachartasan gu pearsanta agus air-loidhne do sgoiltean, leithid tachartasan dhreuchdan, co-labhairtean-lìn is pod-chraolaidhean, agus làthaireachd aig tachartasan mar am Mòd Nàiseanta Rìoghail.</b></li> <li>■ <b>Ath-ùrachadh stuthan margaideachd do na sgoiltean.</b></li> <li>■ <b>Dèanamh feum de luchd-obrach le Gàidhlig aig tachartasan Gàidhlig, far a bheil na goireasan a’ ceadachadh.</b></li> </ul>	Bliadhnail	CIAG Conaltraidhean is Margaideachd
<p>Tuilleadh leasachaidh air Goireasan Foghlaim Gàidhlig, a’ gabhail a-steach acainn Sgìlean Meata Gàidhlig.</p> <ul style="list-style-type: none"> <li>■ <b>Coileanadh ath-sgrùdadh le sgoiltean, tidsearan, agus luchd-ùidhe eile gus tuigsinn cò aca de na goireasan Gàidhlig an làthair a tha gan cleachdadh, a’ dèanamh luachadh air cho feumail agus èifeachdach ‘s a tha iad.</b></li> <li>■ <b>Leasachadh ghoireasan a tha air am meas as fheumaile.</b></li> </ul>	Bliadhna 2	CIAG Nàiseanta – Foghlam agus STEM CIAG Conaltraidhean is Margaideachd
<p>Lean air adhart a’ riaghladh maoinachadh agus iarrtasan airson Bursaraidh Teagaisg (a’ gabhail a-steach Gàidhlig mar Chànan/Cuspair aig Ìre Àrd-sgoile, Foghlam tro Mheadhan na Gàidhlig thar gach Cuspair Àrd-sgoile agus Foghlam Bun-sgoile tro Mheadhan na Gàidhlig).</p>	Bliadhnail	NTP Solarachaidh agus Laghail

## Increasing the use and learning of Gaelic within the adult/postschool sector

Actions	Target Date	Responsibility
<p>Deliver our commitments under the Scottish Government’s Tog initiative, alongside partners</p> <ul style="list-style-type: none"> <li>■ <b>Promote the benefits of Gaelic skills in the workplace, including best practice for Gaelic recruitment and retention of staff.</b></li> <li>■ <b>Determine Gaelic skill requirements and Gaelic skill shortages for the current workforce and that of the future.</b></li> </ul>	<p>Annually</p>	<p>Digital Services CIAG Communications &amp; Marketing</p>
<p>Provide information on Gaelic work opportunities and career pathways through our Scottish Careers Service and partners. This will include:</p> <ul style="list-style-type: none"> <li>■ <b>Organise and attend online events for adults/postschool sector.</b></li> <li>■ <b>Update Gaelic marketing materials for our adult/postschool CIAG offer.</b></li> <li>■ <b>Utilise Gaelic speaking staff at Gaelic employer events, where resources allow.</b></li> </ul>	<p>Annually</p>	<p>CIAG Communications &amp; Marketing</p>
<p>Encourage employers to support the use of Gaelic in the workplace</p> <ul style="list-style-type: none"> <li>■ <b>Make explicit that Gaelic is valued as a skill for employees including apprenticeships, particularly where Gaelic is already the language of the workplace.</b></li> </ul>	<p>Annually</p>	<p>NTP CIAG</p>

## Meudachadh air cleachdadh is ionnsachadh na Gàidhlig taobh a-staigh na roinne inbheach / iar-sgoile

Gnìomhan	Ceann-latha	Dleastanas
<p>Ar gealltanasan a libhrigeadh fo iomairtean Tog Riaghaltas na h-Alba, còmhla ri com-pàirtichean.</p> <ul style="list-style-type: none"> <li>■ <b>Buannachdan sgìlean Gàidhlig san àite-obrach adhartachadh, a' gabhail a-steach deagh chleachdadh an lùib luchd-obrach Gàidhlig a thrusadh agus a ghlèidheadh.</b></li> <li>■ <b>Riathanasan sgìlean Gàidhlig agus gainnead sgìlean Gàidhlig a dhearbhadh don sgioba-obrach làithreach agus san àm ri teachd.</b></li> </ul>	Bliadhnail	Seirbheisean Didseatach CIAG Conaltraidhean is Margaideachd
<p>Fiosrachadh a sholarachadh mu chothroman obrach agus slighean dreuchdail Gàidhlig tro Sheirbheis Dhreuchdan na h-Alba agus com-pàirtichean. Bidh seo a' gabhail a-steach:</p> <ul style="list-style-type: none"> <li>■ <b>Tachartasan air-loidhne don roinn inbhich / iar-sgoile eagrachadh agus a fhrithealadh.</b></li> <li>■ <b>Stuthan margaideachd Ghàidhlig ùrachadh airson ar tairgse CIAG do dh'inbhich / iar-sgoile.</b></li> <li>■ <b>Luchd-obrach le Gàidhlig a chleachdadh aig tachartasan fastaiche Gàidhlig, far an ceadaich goireasan.</b></li> </ul>	Bliadhnail	CIAG Conaltraidhean is Margaideachd
<p>Fastaichean a bhrosnachadh gu taic a chur ri cleachdadh na Gàidhlig san àite-obrach.</p> <ul style="list-style-type: none"> <li>■ <b>A dhèanamh soilleir gu bheil luach ga chur air Gàidhlig mar sgil do luchd-obrach, a' gabhail a-steach preantasachdan, gu h-àraid far a bheil Gàidhlig mar-thà mar chànan an àite-obrach.</b></li> </ul>	Bliadhnail	NTP CIAG

## Corporate Commitments

Identity			
Actions	Current Practice	Target Date	Responsibility
Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.	SDS has a Gaelic Logo/Brand agreed with BnG	Roll-out on renewal basis	Estates and Facilities Communication & Marketing
Bilingual signage will be increased nationally during the term of the plan.	SDS has signage with priority given to areas where at least 20% of population have skills in Gaelic	Roll-out on renewal basis	Estates and Facilities Communication & Marketing
Monitor that the most recent Gaelic Orthographic Conventions are being used for all written materials produced.	The most recent Gaelic Orthographic Conventions are followed in relation to all written materials produced by SDS.	Annually	CIAG Delivery
Seek advice on Gaelic place names from Ainmean-Àite na h-Alba, when required.	SDS currently seeks advice from Ainmean-Aite na h-Alba with regard to place names.	Annually	CIAG Delivery

## Dealasan Corporra

Dearbh-aithne			
Gnìomhan	Cleachdadh làithreach	Ceann-latha Targaid	Uallach
An suaicheantas corporra agus am branndadh a chur san dà chuid Gàidhlig agus Beurla aig a' chiad chothrom agus mar phàirt de phròiseas ath-ùrachaidh sam bith. Bu chòir don t-suaicheantas follaiseachd cho-ionann don dà chànan a thaisbeanadh.	Tha suaicheantas/ brannd Gàidhlig aig SDS a chaidh aontachadh le BnG	Sgaoileadh a mach air ùrachadh	Oighreachdan is Goireasan Conaltraidhean is Margaideachd
Thèid soidhnichean dà-chànanach a mheudachadh gu nàiseanta rè teirm a' phlana.	Tha soidhnichean aig SDS le prìomhachas ga thoirt do sgìrean far a bheil co-dhiù 20% den t-sluagh le sgìlean Gàidhlig	Sgaoileadh a mach air ùrachadh	Oighreachdan is Goireasan Conaltraidhean is Margaideachd
Dèanamh sgrùdadh gu bheil an Gnàthachas Litreachaidh na Gàidhlig as ùire ga chleachdadh air na stuthan sgrìobhte uile a thathar a' toirt gu buil.	Tha Gnàthasan Litreachaidh na Gàidhlig as ùire gan leantainn a thaobh stuthan sgrìobhte uile air an toirt gu buil le SDS	Bliadhnail	Libhrigeadh CIAG
Sireadh comhairle mu àinmean àite Gàidhlig bho Ainmean-Àite na h-Alba, mar a bhios riatanach.	Tha SDS gu làithreach a' sireadh comhairle bho Ainmean-Àite na h-Alba a thaobh ainmean-àite.	Bliadhnail	Libhrigeadh CIAG

## Communications

Actions	Current Practice	Target Date	Responsibility
<p>Encourage the public to contact us in Gaelic and ensure that communications (post, email, social media and phone) received in Gaelic are answered in Gaelic.</p> <ul style="list-style-type: none"> <li>■ <b>Promote that communication in Gaelic is always accepted via our stakeholders, on social media, email and websites.</b></li> </ul>	<p>SDS actively encourages Gaelic-speakers to make contact in Gaelic. The organisation has a procedure in place to ensure that communications received in Gaelic are answered in Gaelic.</p>	<p>Annually</p>	<p>CIAG Delivery Communications &amp; Marketing</p>
<p>Increase our Gaelic social media output by 100% throughout the duration of the GLP and continue to work with partnership with organisations such as Young Scot. We will also:</p> <ul style="list-style-type: none"> <li>■ <b>Consider new platforms as they are developed.</b></li> <li>■ <b>Continue to consult with schools on online content to gain feedback from them.</b></li> <li>■ <b>Continue to use #cleachdi.</b></li> </ul>	<p>SDS regularly communicates details of Gaelic events/issues via social media.</p>	<p>Annually</p>	<p>Communications &amp; Marketing</p>
<p>Continue to support colleagues to use Gaelic in their work, where relevant to their role.</p> <ul style="list-style-type: none"> <li>■ <b>Provide training to enhance employee skills in Gaelic for relevant posts and in areas where Gaelic is spoken.</b></li> </ul>	<p>SDS encourage our Gaelic speaking colleagues to use their Gaelic skills in the workplace</p>	<p>Annually</p>	<p>CIAG Delivery Communications &amp; Marketing</p>
<p>Continue to hold events where delivery is in Gaelic and English.</p> <ul style="list-style-type: none"> <li>■ <b>Increase the number and type of events, including face-to-face events, webinars and podcasts.</b></li> </ul>	<p>SDS regularly attend events where delivery is in Gaelic and English.</p>	<p>Annually</p>	<p>CIAG Delivery Communications &amp; Marketing</p>

## Conaltraidhean

Gnìomhan	Cleachdadh làithreach	Ceann-latha Targaid	Uallach
<p>Brosnachadh a’ phobaill gu fios a chur thugainn ann an Gàidhlig agus dèanamh cinnteach gu bheil conaltraidhean (post, post-d, meadhanan sòisealta agus fòn) a gheibhear ann an Gàidhlig air am freagairt ann an Gàidhlig.</p> <ul style="list-style-type: none"> <li>■ <b>Brosnaich gum bi conaltradh sa Ghàidhlig an-còmhnaidh air a ghabhail tro ar luchd-ùidh, air na meadhanan sòisealta, post-d agus làraichean-lìn.</b></li> </ul>	<p>Tha SDS a’ brosnachadh luchd-labhairt na Gàidhlig gu gnìomhach gus conaltradh a dhèanamh sa Ghàidhlig. Tha modh-obrach aig a’ bhuidhinn gus dèanamh cinnteach gum freagair iad conaltradh a gheibhear sa Ghàidhlig sa Ghàidhlig.</p>	Bliadhnail	<p>Libhrigeadh CIAG Conaltraidhean is Margaideachd</p>
<p>Meudachadh ar mach-chur mheadhanan sòisealta Gàidhlig 100% tro bheatha a’ Phlana agus leantainn ag obair ann an com-pàirteachas le buidhnean mar Young Scot. Bidh sinn cuideachd:</p> <ul style="list-style-type: none"> <li>■ <b>Beachdachadh air àrd-ùrlaran ùra mar a tha iad gan leasachadh.</b></li> <li>■ <b>Leantainn a’ co-chomhairleachadh le sgoiltean mu shusbaint air-loidhne gus ais-fhiosrachadh fhaotainn bhuapa.</b></li> <li>■ <b>Leanaidh sinn oirnn a’ cleachdadh #cleachdi.</b></li> </ul>	<p>Bidh SDS a’ conaltradh fiosrachadh mu thachartasan/cùisean Gàidhlig tro na meadhanan sòisealta.</p>	Bliadhnail	<p>Conaltraidhean is Margaideachd</p>
<p>Lean air adhart a’ toirt taic do cho-obraichean gus Gàidhlig a chleachdadh nan obair, far a bheil sin iomchaidh don dreuchd aca.</p> <ul style="list-style-type: none"> <li>■ <b>Trèanadh a thoirt seachad airson sgilean luchd-obrach sa Ghàidhlig a leasachadh airson dreuchdan buntainneach agus ann an sgìrean far a bheil iad a’ bruidhinn na Gàidhlig.</b></li> </ul>	<p>Bidh SDS a’ brosnachadh ar co-obraichean a bhruidhneas Gàidhlig gus an cuid sgilean Gàidhlig a chleachdadh san àite-obrach</p>	Bliadhnail	<p>Libhrigeadh CIAG Conaltraidhean is Margaideachd</p>
<p>Leantainn a’ cumail thachartasan far a bheil libhrigeadh ann an Gàidhlig agus Beurla.</p> <ul style="list-style-type: none"> <li>■ <b>Meudaich an àireamh agus an seòrsa thachartasan Bidh seo a’ gabhail a-steach thachartasan aghaidh-ri-aghaidh, co-labhairtean lìn agus pod-chraolaidhean.</b></li> </ul>	<p>Bidh SDS gu cunbhalach an làthair aig tachartasan far a bheil an libhrigeadh sa Ghàidhlig agus sa Bheurla.</p>	Bliadhnail	<p>Libhrigeadh CIAG Conaltraidhean is Margaideachd</p>

## Publications

Actions	Current Practice	Target Date	Responsibility
<p>Increase the number of news releases circulated in both Gaelic and English by 30% over the duration of the plan.</p> <ul style="list-style-type: none"> <li>■ <b>This includes high profile news releases, and all news releases related to Gaelic.</b></li> </ul>	<p>High profile news releases and all news releases related to Gaelic are already circulated in both Gaelic and English.</p>	<p>Year 3</p>	<p>Communications &amp; Marketing</p>
<p>Further develop Gaelic online resources, targeting content where there is most demand. This will include:</p> <ul style="list-style-type: none"> <li>■ <b>Gaelic careers profiles, case studies and content in relation to work-based learning and the CIAG offer.</b></li> </ul>	<p>A range of resources are already available online in Gaelic.</p>	<p>Annually</p>	<p>CIAG Delivery Communications &amp; Marketing</p>
<p>Increase corporate publications in both Gaelic and English by 30% over the duration of the GLP.</p>	<p>Key corporate publications are produced in Gaelic and English.</p>	<p>Year 3</p>	<p>CIAG Delivery Communications &amp; Marketing</p>
<p>Continue to organise and attend events where delivery is in Gaelic and English, including organising regular Careers and Employer events.</p> <ul style="list-style-type: none"> <li>■ <b>Deliver events bilingually or in Gaelic on a regular basis, with priority given to those with the highest potential impact.</b></li> <li>■ <b>Use simultaneous translation software for bilingual online events.</b></li> </ul>	<p>SDS regularly attend events where delivery is in Gaelic and English.</p>	<p>Annually</p>	<p>CIAG Delivery Communications &amp; Marketing</p>

## Foillseachaidhean

Gnìomhan	Cleachdadh làithreach	Ceann-latha Targaid	Uallach
<p>Meudachadh na h-àireimh de bhrathan naidheachd air an cuairteachadh ann an Gàidhlig agus Beurla, 30% thairis air fad a’ phlana.</p> <ul style="list-style-type: none"> <li>Tha seo a’ gabhail a-steach bhrathan naidheachd àrd-ìomhaigheil, agus brathan naidheachd co-cheangailte ri Gàidhlig uile.</li> </ul>	Tha fiosan naidheachd àrd-ìomhaigh agus a h-uile fios naidheachd co-cheangailte ri Gàidhlig air an sgaoileadh mu thràth sa Ghàidhlig agus sa Bheurla.	Bliadhna 3	Conaltraidhean is Margaideachd
<p>Tuilleadh leasachaidh air goireasan Gàidhlig air-loidhne, a’ targaideadh susbaint far a bheil an t-iarrtas as motha. Bidh seo a’ gabhail a-steach:</p> <ul style="list-style-type: none"> <li>Tuairisgeulan dhreuchdan Gàidhlig, sgrùdaidhean cùise agus susbaint a thaobh ionnsachadh stèidhichte air obair, agus tairgse CIAG.</li> </ul>	Tha raon de ghoireasan ri fhaighinn air-loidhne ann a Gàidhlig.	Bliadhnail	Ìbhriogaidh CIAG Conaltraidhean is Margaideachd
<p>Meudachadh fhoillseachaidhean corporra san dà chuid Gàidhlig agus Beurla, 30% thar beatha a’ Phlana.</p>	Tha prìomh fhoillseachaidhean corporra air an dèanamh ann an Gàidhlig agus Beurla	Bliadhna 3	Ìbhriogaidh CIAG Conaltraidhean is Margaideachd
<p>Leantainn ag eagrachadh agus a’ frithealadh thachartasan far a bheil ìbhriogaidh ann an Gàidhlig agus Beurla, a’ gabhail a-steach eagrachadh air tachartasan cunbhalach Dhreuchdan is Luchd-fastaidh.</p> <ul style="list-style-type: none"> <li>Tachartasan a ìbhriogaidh gu dà-chànanach no ann an Gàidhlig air an sgrùdadh gu cunbhalach, le prìomhachas ga thoirt dhaibhsan leis a’ chomas buaidh as àirde.</li> <li>Cleachdadh bathar-bog eadar-theangachaidh mar-aon airson tachartasan dà-chànanach air-loidhne.</li> </ul>	Bidh SDS gu cunbhalach an làthair aig tachartasan far a bheil an ìbhriogaidh sa Ghàidhlig agus sa Bheurla.	Bliadhnail	Ìbhriogaidh CIAG agus Conaltraidhean is Margaideachd

## Staffing

Actions	Current Practice	Target Date	Responsibility
Conduct a Gaelic Skills Survey for each iteration of the GLP.	Gaelic Skills Survey carried out as part of each edition of the GLP.	On renewal of Plan	CIAG Evaluation & Research Communications & Marketing
Continue to provide information on the refreshed GLP 2026-29 to be included in inductions for new staff.	Information on SDS Gaelic Language Plan included in new staff inductions.	Annually	CIAG Delivery Communications & Marketing Human Resources
Extend offer Gaelic learning for all staff, initially at beginner and intermediate level.	Colleagues are given opportunities to learn Gaelic if appropriate to their role.	Year 1	CIAG Delivery Communications & Marketing Human Resources
Offer further Gaelic awareness sessions for all staff after publication of the GLP.	SDS staff have the opportunity to attend Gaelic awareness sessions.	Year 1	CIAG Delivery Communications & Marketing Human Resources
Continue to recognise Gaelic as an essential/desirable skill in the recruitment process, in areas where Gaelic is spoken and use bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	Each vacancy is considered on its merits	Annually	CIAG Human Resources

## Luchd-obrach

Gnìomhan	Cleachdadh làithreach	Ceann-latha Targaid	Uallach
Suirbhidh Sgilean Gàidhlig ga cur an gnìomh do gach ath-thriall den GLP.	Suirbhidh Sgilean Gàidhlig air a coileanadh mar phàirt de gach ath-thriall de gach plana	Air ath-nuadhachadh a' Phlana	CIAG Luachadh is Rannsachadh Conaltraidhean is Margaideachd
Lean air adhart a toirt fiosrachadh mun GLP 2026-29 ath-ùraichte ri bhith an lùib inntrigidhean do luchd-obrach ùr.	Fiosrachadh mu Phlana Gàidhlig SDS air a ghabhail a-steach ann an trèanadh luchd-obrach ùr.	Bliadhna 1	Libhrigeadh CIAG Conaltraidhean is Margaideachd Goireasan Daonna
Leudachadh air tairgse ionnsachadh na Gàidhlig do gach neach-obrach, an toiseach aig ìre luchd-tòiseachaidh agus eadar-mheadhanach.	Gheibh co-obraichean cothroman Gàidhlig ionnsachadh ma tha sin iomchaidh don dreuchd aca.	Bliadhna 1	Libhrigeadh CIAG Conaltraidhean is Margaideachd Goireasan Daonna
Tabhainn barrachd seiseanan mothachaidh Gàidhlig dhan a luchd-obrach às dèidh foillseachadh a' Phlana.	Tha cothrom aig luchd-obrach SDS a bhith an làthair aig seiseanan mothachaidh Gàidhlig	Bliadhna 1	Libhrigeadh CIAG Conaltraidhean is Margaideachd Goireasan Daonna
Leantainn ag aithneachadh Gàidhlig mar sgil riatanach / ion-mhiannaichte anns a' phròiseas trusaidh ann an sgìrean far a bheil Gàidhlig air a labhairt, agus sanasan obrach dà-chànanach no Gàidhlig a-mhàin a chleachdadh do dhreuchdan uile far a bheil Gàidhlig na sgil riatanach.	Tha gach dreuchd bhàn ga beachdachadh a rèir a h-airidheachd.	Bliadhna 1	CIAG Goireasan Daonna

 CASE STUDY

## Setting sail for future careers at Royal National Mòd

SDS and the My World of Work programme partnered with CalMac to offer the Build a LEGO® wind turbine session to young passengers on the Oban to Mull afternoon crossings as part of the Royal National Mòd.

The LEGO® session introduces young people to the skills required to work as an engineer and opens up a world of future career opportunities. During the activity, young people get hands on with LEGO® to design and build the best functioning turbine they could in the time they had to cross the sea.

Expert SDS careers advisers were also on deck to speak to passengers about how they can take the next steps with their future careers.

Marie Anne Weir, SDS Team Leader, said: "Our team of advisers spoke to more than 500 people across the two days of the exhibition, with a strong focus on careers in and using Gaelic.

"There was a chance to talk career change, helping find opportunities and offering advice on a wide range of topics from apprenticeships to funding."

The event showcased renewables opportunities and celebrated Gaelic culture.

Further My World of Work Live sessions took place during the Mòd, when Drones in Construction touched down at the Argyllshire Gathering, much to the delight of young participants. SDS Careers Advisers were also on hand at the Mod exhibition.

 CASE STUDY

## Seòladh gu dreuchdan teachdail aig a' Mhòd Nàiseanta Rìoghail

Chaidh SDS agus Mo Shaoghal Obrach ann an com-pàirteachas le CalMac gus seisean crann-gaoithe Build a LEGO® a thabhann do luchd-siubhail òga air na tursan feasgair eadar an t-Òban agus Muile, mar phàirt den Mhòd Nàiseanta Rìoghail.

Tha an seisean LEGO® a' cur na sgilean an aithne do dhaoine òga a tha riatanach airson obair mar innleadair agus a' fosgladh suas saoghal a tha làn de chomasachdan dreuchdail san àm ri teachd. Tron ghnìomhachd, tha daoine òga a' faighinn cothrom làimhseachaidh air LEGO® gus an turbain as fheàrr a dh'obraicheas dhaibh a dhealbhadh agus a thogail, anns an àm a bh' aca air an t-slighe tarsainn.

Bha comhairlichean dhreuchdan eòlach SDS air an deic cuideachd gus bruidhinn ri luchd-siubhail mu dheidhinn mar as urrainn dhaibh na h-ath cheumannan a ghabhail le an dreuchdan san àm ri teachd.

Thuirt Marie Anne Weir, Stiùiriche Sgioba SDS: "Labhair ar sgioba de chomhairlichean ri còrr air 500 neach thairis air dà latha an taisbeanaidh, le cuimse làidir air dreuchdan ann an Gàidhlig agus a' cleachdadh Gàidhlig.

"Bha cothrom air bruidhinn mu atharrachadh dreuchd, cuideachadh le cothroman a lorg agus comhairle a thabhann mu raon fharsaing de chuspairean bho phreantasachdan gu maoineachadh."

Rinn an tachartas mòr-thaisbeanadh air cothroman stuthan ath-nuadhachail agus comharrachadh air cultar na Gàidhlig.



Ghabh tuilleadh sheiseanan de Mo Shaoghal Obrach àite tro sheachdain a' Mhòid, nuair a thàinig Drones in Construction sìos aig Talla Cruinneachaidh Earra-Ghàidheal, gu tlachd mhòr nan com-pàirtichean òga. Bha Comhairlichean Dhreuchdan SDS ri làimh cuideachd aig taisbeanadh a' Mhòid.



## 5. Promoting, monitoring and reporting

### Promoting

Bòrd na Gàidhlig requires public authorities to outline how they will publicise and promote awareness of their GLP.

Our GLP will be published in both Gaelic and English on our website. Which will be announced with a bilingual press release. The GLP will be publicised through a variety of social media platforms. We will distribute copies of the GLP to key stakeholders in the public, private and third sectors, and make hard copies available on request.

SDS has guidance notes on its obligations for all those delivering services on its behalf. SDS will inform its partners, stakeholders and suppliers through our terms and conditions of any actions they must be aware of/undertake in relation to our GLP.

Following the publication of the GLP, we will direct colleagues to the publication on our corporate website and provide details on the GLP in Gaelic and English on our staff intranet. Colleagues will be able to attend MS Teams calls, through our Learning Academy, to find out information about our GLP, and the importance of Gaelic in Scotland more generally. We will highlight to colleagues how aspects of the GLP will be delivered and the opportunities that exist to get involved.

## 5. Adhartachadh, sgrùdadh agus aithris

### Adhartachadh

Tha Bòrd na Gàidhlig ga dhèanamh riatanach do dh'ùghdarrasan poblach mìneachadh mar a dh'fhollaisicheas agus mar a dh'adhartaicheas iad mothachadh don Phlana Ghàidhlig aca.

Bidh am Plana Gàidhlig againn air fhoillseachadh san dà chuid Gàidhlig agus Beurla air an làraich-lìn againn, a bhios air ainmeachadh tro bhrath naidheachd dà-chànanach. Bidh an GLP air fhollaiseachadh tro mheasgachadh de dh'àrd-ùrlaran mheadhanan sòisealta. Sgaoilidh sinn lethbhreacan den Phlana gu prìomh luchd-ùidhe anns an roinn phoblaich, phrìobhaidich agus treas roinne, agus bidh lethbhreacan pàipeir rim faotainn air iartas.

Tha notaichean stiùiridh aig SDS mu a chomainean dhaibhsan uile a tha a' libhrigeadh sheirbheisean às a leth. Bheir SDS fiosrachadh do a chom-pàirtichean, luchd-ùidhe, agus solarachan tro ar cumhachan is cùmhnantan mu ghnìomhan sam bith do am feum iad a bhith mothachail no a ghabhail os làimh a thaobh a' Phlana Ghàidhlig againn.

A' leantainn air foillseachadh an GLP, stiùiridh sinn co-obraichean chun an fhoillseachaidh air an làraich-lìn chorpóra againn, a' solarachadh mion-fhiosrachadh mun GLP ann an Gàidhlig agus Beurla air eadra-lìon an luchd-obrach againn. Bidh co-obraichean comasach air gairmean MS Teams a fhrithealadh tro ar Acadamaidh Ionnsachaidh, gus fiosrachadh faotainn mun GLP againn, agus cudromachd na Gàidhlig ann an Alba san fharsaingeachd. Nochdaidh sinn do cho-obraichean mar a bhios taobhan den GLP air an libhrigeadh agus na cothroman a tha an lùib a bhith an sàs ann.

## Responsibility for the plan

### Overall responsibility for the Plan

Ultimate responsibility for ensuring this GLP is delivered lies with the SDS Chief Executive Officer. He can be contacted as follows:

#### Damien Yeates

Chief Executive Officer  
Skills Development Scotland  
Monteith House  
11 George Square  
Glasgow  
G2 1DY

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

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of our Gaelic Language Plan is the Head of Operations (North Region) for SDS: Anthony Standing.

The Gaelic Development Officer has day-to-day responsibility for the delivery and monitoring of the SDS GLP. Queries regarding the day-to-day operation of the plan should be addressed to:

#### Derek Mackenzie

Gaelic Development Officer  
Skills Development Scotland  
1-5 Church Street  
Inverness  
IV1 1DY  
derek.mackenzie@sds.co.uk

## Uallach airson a' Phlana

### Uallach iomlan airson a' Phlana

Tha an t-uallach deireannach airson dèanamh cinnteach gu bheil am Plana Gàidhlig seo ga lìbhrigeadh, air Àrd-Oifigear SDS. Faodar fios a chur thuige mar a leanas:

#### Damien Yeates

Àrd-Oifigear  
Leasachadh Sgìlean na h-Alba  
Taigh Monteith  
11 Ceàrnag Sheòrais  
Glaschu  
G2 1DY

### Uallach airson a' Phlana bho latha gu latha

Is e an Ceannard Obrachaidhean (Roinn a Tuath) do SDS: Anthony Standing, an t-àrd-oifigear le uallach obrachail airson ullachadh, lìbhrigeadh agus sgrùdadh a' Phlana Ghàidhlig a stiùireadh.

Tha uallach bho latha gu latha air an Oifigear Leasachaidh Ghàidhlig airson Plana Gàidhlig SDA a libhrigeadh agus a sgrùdadh. Bu chòir do cheistean a thaobh obrachadh làitheil a' phlana an cur gu:

#### Derek MacCoinnich

Oifigear Leasachaidh Gàidhlig  
Leasachadh Sgìlean na h-Alba  
1-5 Sràid na h-Eaglaise  
Inbhir Nis  
IV1 1DY  
derek.mackenzie@sds.co.uk

While certain SDS colleagues have more responsibility for the upkeep and implementation of our GLP, all colleagues nationally have a responsibility and a positive contribution to make to the delivery of its commitments.

## Monitoring

Ongoing monitoring of approved GLPs is a requirement of the Gaelic Language (Scotland) Act 2005.

## Links to the National Performance Framework

SDS recognises that, through the social, economic and educational benefits it brings, Gaelic contributes to achievement of Scotland's ambitions, as defined in the **National Performance Framework**.

We will continue to promote both this recognition, and the contribution that Gaelic makes to our national outcomes, including: the economy, education, young people, on tackling inequality, on communities, on a fair and inclusive national identity and on the quality of public services. Corporate reporting within SDS is aligned to the National Performance Framework.

## GLP Implementation and Monitoring Group

SDS has constituted a GLP Implementation and Monitoring group. This is a cross-business group of colleagues who were consulted in the development of this GLP. The group that includes senior managers will regularly meet to review progress against the aims of the GLP. Where relevant, colleagues on the group will feedback information to their teams on our progress against our commitments.

Ged a tha barrachd uallaich airson cumail suas agus buileachadh a' Phlana Ghàidhlig againn air cuid de cho-obraichean SDS, tha dleastanas air ar co-obraichean uile gu nàiseanta agus cuideachadh dearbhach a dhèanamh a thaobh libhrigeadh air a ghealltanasan.

## Sgrùdadh

Tha sgrùdadh leantainneach air Planaichean Gàidhlig aontaichte na riathanas de Achd na Gàidhlig (Alba) 2005.

## Ceanglaichean don Fhrèam-obrach Coileanaidh Nàiseanta

Tha SDS a' tuigsinn gu bheil Gàidhlig, tro na buannachadan sòisealta, eaconamach agus foghlaim a tha i a' tarraing, a' cur ri coileanadh air àrd-amasan na h-Alba mar a tha mìnichte anns an **Fhrèam-obrach Coileanaidh Nàiseanta**.

Leanaidh sinn air adhart ag adhartachadh an dà chuid, an aithne seo agus na tha Gàidhlig a' cur ri ar builean nàiseanta, a' gabhail a-steach: an eaconamaidh, foghlam, daoine òga, ann an dèiligeadh ri neo-ionannachd, coimhearsnachdan, a thaobh dearbh-aithne nàiseanta chothromach is in-ghabhalach agus càileachd sheirbheisean poblach. Tha aithris chorpóra taobh a-staigh SDS co-thaobhaichte ris an Fhrèam-obrach Coileanaidh Nàiseanta.

## Buidheann Buileachaidh is Sgrùdaidh a' Phlana Ghàidhlig

Tha SDS air buidheann Buileachaidh is Sgrùdaidh GLP a cho-shuidheachadh. Is e buidheann tar-ghnothachais de cho-obraichean a tha seo air an deach co-chomhairleachadh ann an leasachadh a' Phlana Ghàidhlig seo. Bidh am buidheann sa bheil

## Scottish Government Reform

The Scottish Government's post-school education and skills reform has created some uncertainty on the future remit of SDS. Subject to legislative processes, our responsibilities for National Training Programmes and apprenticeships are expected to move to a reformed Scottish Funding Council within the lifespan of this Plan. Further reform decisions made by the Scottish Government may also impact SDS, the products and services we deliver. We will therefore need to monitor our ability to deliver against this GLP in light of reform changes.

## Annual Monitoring Report

We will produce a monitoring report annually, from 12 months after the date of the GLP's approval and each year thereafter. This report will be submitted to Bòrd na Gàidhlig and made available to the public. Our annual GLP monitoring report will also be shared with staff through our internal communication channels.

We also include an update on our GLP activities through our externally published Annual Report.

## Resourcing the GLP

The majority of activities outlined in this GLP will be, or have already been, incorporated and resourced through SDS's budgets agreed with its sponsor, Scottish Government.

àrd-mhanaidsearan, a' coinneachadh gu cunbhalach gus adhartas a rèir amasan an GLP ath-sgrùdadh. Far a bheil e buntainneach, bheir co-obraichean sa bhuidheann fiosrachadh air ais do an sgiobaidhean mu ar n-adhartas mu choinneamh ar gealltanasan.

## Ath-leasachadh Riaghaltas na h-Alba I

Tha ath-leasachadh sgilean is foghlam às dèidh sgoile aig Riaghaltas na h-Alba, air beagan mì-chinnt a chruthachadh a thaobh raon-dleasanais SDS san àm ri teachd. Le ùmhachd do phròiseasan reachdail, thathar a' sùileachadh gun gluais ar dleastanasan a thaobh Prògraman Trèanaidh Nàiseanta agus preantasachdan gu Comhairle Maoineachaidh Alba a tha ath-leasaichte taobh a-staigh raon-beatha a' Phlana seo. Dh'fhaodadh tuilleadh cho-dhùnidhean ath-leasachaidh dèante le Riaghaltas na h-Alba, buaidh a thoirt air SDS agus na stuthan is seirbheisean a tha sinn a' libhrgeadh. Mar sin, bidh feum againn air sùil a chumail air ar comas libhrigidh mu choinneamh an GLP seo, mar thoradh air atharrachaidhean ath-leasachaidh.

## Aithisg Sgrùdaidh Bhliadhnail

Bheir sinn aithisg sgrùdaidh gu buil gach bliadhna, bho 12 mìos às dèidh ceann-latha aonta don GLP agus gach bliadhna às dèidh sin. Thèid an aithisg seo a chur a-steach gu Bòrd na Gàidhlig agus a dèanamh fosgailte don phoball. Bidh aithisg sgrùdaidh bhliadhnail a' Phlana Ghàidhlig air a roinn cuideachd le luchd-obrach tro ar sianalan conaltraidh air an taobh a-staigh.

Còmhla ri sin bidh ùr-fhiosrachadh air gnìomhachdan a' Phlana Ghàidhlig againn foillsichte tro ar n-Aithisg Bhliadhnail air an taobh a-muigh.

## Goireasachadh a' Phlana Ghàidhlig

Bidh a' mhòr-chuid de na gnìomhachdan air am mìneachadh sa Phlana Ghàidhlig seo air an in-chorpachadh, no às dèidh a bhith air an in-chorpachadh mar-thà, agus air an goireasachadh tro bhuidseatan SDS mar a tha aontaichte leis an urrasair, Riaghaltas na h-Alba.

**Leasachadh Sgilean na h-Alba**

A chiad làr, Taigh Monteith  
11 Ceàrnag Sheòrais  
Glaschu G2 1DY

[www.sds.co.uk](http://www.sds.co.uk)



Còmhach aghaidh:  
Dealbh le Murilo Gomes air  
Unsplash

**Skills Development Scotland**

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Unsplash

Oifigeil  
Pàipear 3.1



**Aithisg Bhliadhnail na Comataidh  
Poileasaidh is Ghoireasan  
2025/26**

**Oifigeil****Pàipear 3.1****1. Cùl-fhiosrachadh**

- 1.1. Bidh a' Chomataidh Poileasaidh is Ghoireasan (CPG) a' dèanamh aithris gach bliadhna dhan Bhòrd-stiùiridh air a h-obair thar na bliadhna, agus air na h-aithisgean a chaidh a thoirt dhan Chomataidh le luchd-rannsachaidh is eile.
- 1.2. Tha an Aithisg Bhlìadhnail seo air a toirt seachad às leth na Comataidh Poileasaidh is Ghoireasan agus i a' coimhead air a h-obair eadar an Giblean 2025 agus Màrt 2026.

**2. Tar-shealladh**

- 2.1. Tha ùine na h-Aithisg Bhlìadhnail seo a' gabhail a-steach beachdachadh air na cunntasan deireannach airson 2025/26.
- 2.2. Tha a' Chomataidh air a bhith a' cumail sùil air obair oifigearan agus luchd-rannsachaidh a chaidh a chur air bhonn leis a' bhuidhinn.
- 2.3. Choinnich a' Chomataidh trì tursan rè àm na h-aithisg seo.

**3. Obair na Comataidh****Coinneamhan CPG**

- 3.1. Tha Leas-phàipear A a' liostadh ballrachd na Comataidh thar ùine, a bharrachd air luchd-frithealaidh cunbhalach bhon Sgioba Stiùiridh.
- 3.2. Chùm CPG coinneamhan air na cinn-latha a leanas:
  - 06 Ceitean 2025
  - 20 Samhain 2025
  - 10 Gearran 2026
- 3.3. Chaidh na coinneamhan gu lèir a shruthadh beò air Teams.

**Oifigeil**  
**Pàipear 3.1**

**4. Prìomh Ghnìomhan**

4.1. A bharrachd air aithisgean bhon luchd-stiùiridh air adhartas air plana gnìomh 2025-26 agus aithisgean ionmhais, bheachdaich a' Chomataidh air grunn chùisean eile tron bhliadhna, a leithid Aithisg Bhliadhnail air Solarachadh agus aithisgean daonna.

4.2. Tha dleastanas air a' Chomataidh gus planaichean Gàidhlig a sgrùdadh agus aontachadh. Thèid na planaichean seo a sgrùdadh leis an Sgioba Stiùiridh mus tèid iad air adhart dhan Chomataidh. Tron ùine Giblean 2025 gu Màrt 2026, dh'aontaich a' Chomataidh ri còig Planaichean Gàidhlig:

Oilthigh Obar Dheathain  
Siorrachd Àir a Tuath  
OGE a Tuath, an Iar agus Innse Gall  
Comhairle Lodainn an Ear  
Comhairle na h-Eaglaise Brice

4.3. Dh'aontaich a' Chomataidh trì buidhnean a thoirt a-steach don phròiseas reachdail, is iad:

Luchd-sgrùdaidh an Rìgh airson Foghlam.  
Teisteanasan Alba.  
Tèarainteachd Shòisealta na h-Alba.

4.4. Dh'aontaich a' Chomataidh gun deigheadh dreach Buidseat Bliadhnail 2026/27 agus dreach Buidseat Leasachaidh 2026/27 dha coinneamh a' Bhùird-stiùiridh.

4.5. Dh'aontaich a' Chomataidh ri Prìomhachasan Thabhartasan nan Tràth-bhliadhnaichean Gàidhlig 2025/26 agus Prìomhachasan Maoin Phlanaichean Gàidhlig 2025/26. Dh'aontaich a' Chomataidh cuideachd ri plana-obrach agus Bun-riaghailtean na Comataidh.

4.6. Dh'aontaich a' Chomataidh ri trì poileasaidhean:

Poileasaidh Sàrachadh Cleamhnasach.  
Poileasaidh airson Ìrean Giùlain.  
Poileasaidh Màthaireachd, Athaireachd, Uchd-mhacachd, Fòrladh Pàrantach Cumanta agus Co-Roinnte.

4.7. Dh'aontaich a' Chomataidh ri ath-sgrùdadh air Stiùireadh Obair-Aonair agus ri Ro-innleachd ICT.

**Oifigeil****Pàipear 3.1**

4.8. Fhuair a' Chomataidh aithisgean cunbhalach air cuspairean co-cheangailte ri ionmhas, feachd-obrach agus slàinte is sàbhailteachd.

4.9. Chuala a' Chomataidh aithisg labhairteach air èifeachdas na Comataidh, a' mothachadh gu bheil duilgheadasan air a bhith ann le nochdadh chom-pàirtean ann an deasbad agus aontachadh phlanaichean Gàidhlig.

**5. Co-dhùnaidhean**

5.1. Tha a' Chomataidh Poileasaidh is Ghoireasan air a bhith soirbheachail ann a bhith a' toirt air adhart prìomhachasan corporra a' Bhùird-stiùiridh rè ùine na h-aithisg bliadhna seo, ach bu mhath leotha aire a thoirt do na duilgheadasan an lùib nochdadh chom-pàirtean agus uimhir nas ìsle de Bhuill.

5.2. Tha a' Chomataidh air cuideam a chur air dùblachadh nan aithrisean a thathar a' dèanamh don chomataidh seo agus don Bhòrd. Bhruidhinn am bòrd mu bhith a' moladh atharrachaidhean air modail na comataidh do phannal a bhios ag amas air planaichean Gàidhlig agus poileasaidhean buidhne.

5.3. Bu toil leam taing a thoirt do Bhuill eile a' Bhùird-stiùiridh a bha air a' CPG. Bu mhath leam taing a thoirt dhan Sgioba Stiùiridh agus dhan Sgioba Rianachd cuideachd airson an cuid taice ann a bhith a' cur coinneamhan comataidh air dòigh agus ag ullachadh phàipearan agus airson an deòin, agus an dìcheall a bhith daonnan a' feuchainn ri piseach a thoirt air an dòigh sa bheil sinn ag obair.

**Oifigeil**  
**Pàipear 3.1**

Leas-phàipear A

**Ballrachd Comataidh Poileasaidh is Ghoireasan aig Bòrd na Gàidhlig**  
**Giblean 2025 gu Màrt 2026**

**Ballrachd na Comataidh**

Ainm	Ìre Ballrachd
Seonaidh Charity	Cathraiche
Màiri NicAonghais	Ball Comataidh
Michelle NicLeòid	Ball Comataidh
John Neil Dòmhnallach	Ball Comataidh

**Làthaireachd nam Ball**

Àireamh iomlan choinneamhan 2025/26: 3

Ainm	Coinneamh 1 06 Ceitean 2025	Coinneamh 2 20 Samhain 2025	Coinneamh 3 10 Gearran 2025	Làthaireachd iomlan (%)
Seonaidh Charity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	100
Màiri NicAonghais	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	100
Michelle NicLeòid	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	100
John N Dòmhnallach	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	100

**Làthaireachd Chunbhalach**

**Sgioba Stiùiridh Bòrd na Gàidhlig**

Ainm	Dreuchd	Fiosrachadh Iomchaidh
Ealasaid Dhòmhnallach	Ceannard	
Iain Mac a' Mhaoilein	Stiùiriche Leasachaidh	
Jennifer McHarrie	Stiùiriche Foghlaim	Air dreuchd fhàgail bho 02/07/2025
Calum Rothach	Ceannard Foghlaim is Phlanaichean	San dreuchd bho 10/11/2025
Nicola Pearson	Ceann an Ionmhais is Cùisean Corporra	

**Làthaireachd Neo-chunbhalach**

**Oifigearan Bhòrd na Gàidhlig**

Ainm	Dreuchd	Fiosrachadh Iomchaidh
Steven Kellow	Manaidsear Maoineachaidh is Phròiseactan	
Karen Nic a' Ghobhainn	Manaidsear Ghnìomhan	Air dreuchd fhàgail 31/10/2025
Stiùbhart Dunmore	Manaidsear Planaidh is Ghnìomhan Reachdail	San dreuchd bho 11/08/2025

**Làthaireachd Bhon Taobh a-muigh**

Nicola NicThòmais – Lasair Ltd.

**Oifigeil****Pàipear 4.1**

<b>Coinneamh:</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-là:</b>	05 An Cèitean 2026
<b>Tìotal:</b>	Plana Obrach na Comataidh
<b>Gnìomh a dhìth:</b>	Ri Aontachadh
<b>Àireamh pàipear:</b>	4.1
<b>Neach-labhairt:</b>	Ealasaid Dhòmhnallach, Ceannard
<b>Pàipearan-taic:</b>	PT1 Plana Obrach 2026/27

**1. Adhbhar**

1.1. Gus program-obrach na Comataidh aontachadh.

**2. Cùl-fhiosrachadh/Prìomh aithris**

- 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.
- 2.2. Aig coinneamh a' Bhùird air 12 Màrt, chaidh aontachadh obair na comataidh seo a chumseachadh air planaichean cànan agus poileasaidhean na buidhne. Chaidh nithean bhon phlana-obrach a thoirt air falbh agus thèid an cur ris a' phlana-obrach airson a' Bhùird no Comataidh Sgrùdadh is Dearbhaidh.
- 2.3. Thèid riaghailtean atharraichte na comataidh, a' gabhail a-steach atharrachadh an ainm gu Pannal Phlanaichean is Phoileasaidhean, aontachadh aig coinneamh a' Bhùird san Ògmhios.
- 2.4. Thèid fiosrachadh mu na h-atharrachaidhean air planaichean-obrach a' Bhùird agus a' Chomataidh Sgrùdadh is Dearbhaidh agus am plana-obrach ùr airson Pannal Phlanaichean is Phoileasaidhean a thoirt don Bhòrd san Ògmhios.

**3. Moladh**

3.1. Thathas a' moladh gun cuir Buill na Comataidh aonta ri susbaint a' phàipeir.

**Oifigeil****Pàipear 4.1****4. Prìomh Bhuidhean Ro-innleachdach**

- 4.1. Buidhean air Ionmhas:
- 4.2. Buidhean air Luchd-obrach:
- 4.3. Buidhean air Trèanadh:
- 4.4. Ceangalaichean ri Amasan Ro-innleachadh agus Corporra: Tha am pàipear seo a' cur ris an amas gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.
- 4.5. Buidhean air Cliù:
- 4.6. Buidhean air Slàinte is Sàbhailteachd:
- 4.7. Buidhean Laghail:
- 4.8. Buidhean air Co-ionannachd:
- 4.9. Buidhean air an Àrainneachd:

**5. Ceangalaichean 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"/>	Eaconomaidh	<input type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnathach	<input checked="" type="checkbox"/>		

**6. Cùrsa Riaghlachais**

- 6.1. Ghabh an Sgioba Àrd-stiùiridh fa-near a' phàipeir seo air 24 Giblean 2026.

**7. Dearbhadh air Cuairteachadh Sgrìobhainn**

- 7.1. Tha am pàipear seo ri breithneachadh air san t-seisean fhosgailte den choinneimh.

Oifigeil

Pàipear 4.1 PT1

<b>A' Chomataidh Poileasaidh is Ghoireasan (CPG) Plana Obrach 2026/27</b>		<b>Cèitean 05/05/2026</b>
<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 Lìbhrigidh	
	Molaidhean Taic-airgid nam prìomh buidhnean	
<b>Puingean Ad-hoc</b>	Tasibeanadh	
	Plana Corporra	
	Buaidh bho thaic BnG air obair òigridh	