Coinneamh: Pannal Phlanaichean agus Phoileasaidhean

Ceann-là/Àm: 19 Samhain 2026, 09:30m

Àite: Microsoft Teams

Clàr-gnothaich – Seisean Fosgailte

1. <u>Cùisean Tòiseachaidh</u> 09:30-09:35

1.1. Fàilte agus Leisgeulan

1.2. A' Nochdadh Chom-pàirtean

1.3. Gnothach Iomchaidh Sam Bith Eile (GISBE)

2. <u>Planaichean Gàidhlig</u> 09:35-10:25

2.1. PGR008 E03 Comhairle Baile Dhùn Dè (ri aontachadh) *duilleag 4*

PT1 PGR008 E03 Plana Gàidhlig Comhairle Baile Dhùn Dè

Calum Rothach, Ceannard Foghlaim is Phlanaichean

Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail

2.2. PGR030 E03 Comhairle Siorrachd Chlach Mhanann (ri aontachadh) *duilleag 8*

PT1 PGR030 E03 Plana Gàidhlig Comhairle Siorrachd Chlach Mhanann

Calum Rothach, Ceannard Foghlaim is Phlanaichean

Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail

2.3. PGR015 E03 Comhairle Fhìobha (ri aontachadh) *duilleag 52*

PT1 PGR015 E03 Plana Gàidhlig Comhairle Fhìobha

Calum Rothach, Ceannard Foghlaim is Phlanaichean

Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail

3. <u>Ro-shealladh air Planaichean</u> 10:25-10:30

3.1. Ro-shealladh air planaichean ri teachd 2027 *duilleag 85*

Ro-shealladh air PGRan 2027

Calum Rothach, Ceannard Foghlaim is Phlanaichean

Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail

4. <u>Poileasaidhean Daonna</u> 10:30-10:50

4.1. Poileasaidh Fòrladh Sàbaideach (ri aontachadh) *duilleag 88*

PT1 Sabbatical Policy

Nicola Pearson, Ceann an Ionmhais is Cùisean Corporra

5. <u>Plana-obrach</u> 10:50-10:55

5.1. Plana-obrach 2026/27 (Ri Aontachadh) *duilleag 99*

PT1 Plana-obrach 2026/27

Ealasaid Dhòmhnallach, Ceannard

6. <u>GISBE</u> 10:55-11:00

Ceann-là na h-ath-choinneimh: 09 Gearran 2027

Deireadh an t-seisein

Coinneamh:	Pannal Phlanaichean is Phoileasaidhean
Ceann-là:	19 Samhain 2026
Tiotal:	PGR008 E03 Plana Gàidhlig Comhairle Baile Dhùn Dè
Gnìomh a dhìth:	Ri Aontachadh
Àireamh pàipear:	2.1
Neach-labhairt:	Calum Rothach, Ceannard Foghlaim is Phlanaichean; Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail
Pàipearan-taic:	PT1 PGR008 E03 Plana Gàidhlig Comhairle Baile Dhùn Dè

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 Baile Dhùn Dè an treas eagran den phlana aca stèidhichte air an Stiùireadh Reachdail air Deasachadh Phlanaichean, am Plana Nàiseanta 2023-28 agus air stiùireadh bho oifigearan Bhòrd na Gàidhlig.

2.2. A thaobh cuibhreann an t-sluaigh le sgilean Gàidhlig chaidh an àireamh de dhaoine le sgilean Gàidhlig ann an Dùn Dè am meud bho 1,073 ann an Cunntas-sluaigh 2011 gu 2,514 ann an Cunntas-sluaigh 2022 – 1.74% den t-sluagh os cionn 3 bliadhna a dh'aois, àrdachadh còrr agus 130%.

2.3. Chan eil oifigear Gàidhlig aig Comhairle Baile Dhùn Dè ach tha grunn sheirbheisean den Chomhairle, a' bhuidheann *Cur-seachad agus Cultar Dhùn Dè* agus a' bhuidheann *Leasachadh a' Bhaile* a' toirt air adhart gealltanasan a' phlana.

3. Coimeas Eadar-ùghdarrasail (dàta a' Chunntais-shluaigh 2022)

Ùghdarras Ionadail	**Sluagh iomlan >3 bliadhna a dh'aois**	**Cuibhreann den t-sluagh le sgilean Gàidhlig**	**Fàs às a' cheud 2011-2022 (sgilean sa Ghàidhlig)**
Comhairle Baile Dhùn Dè	144,799	1.74%	135%
Comhairle Pheairt agus Cheann Rois	147,257	2.2%	45%
Comhairle Baile Obar Dheathain	217,756	2.8%	88%
Comhairle Lodainn Mheadhanaich	93,257	1.36%	132%

4. Tabhartasan

5.1 Chaidh na tabhartasan MPG/GLAIF a leanas a bhuileachadh air Comhairle Baile Dhùn Dè anns na còig bliadhnaichean ionmhasail mu dheireadh.

Tabhartasan – MPG/GLAIF	
2022-2023	-
2023-2024	£5,500
2024-2025	£7,670
2025-2026	£6,605
2026-2027	£3,500

5. Conaltradh agus gèilleadh

5.1. Bha conaltradh cunbhalach agus gnìomhach eadar oifigearan Bhòrd na Gàidhlig agus chùm Comhairle Baile Dhùn Dè ris a' chlàr-ama reachdail a chaidh a chur mu coinneimh a rèir an Stiùiridh Reachdail air Ullachadh Phlanaichean Gàidhlig.

6. Treas eagran plana Comhairle Baile Dhùn Dè (E03)

6.1. Chaidh measadh a dhèanamh air an dreachd phlana seo le Bòrd na Gàidhlig agus mholadh atharrachaidhean.

6.2. Chaidh iarraidh air a' bhuidheann:

- Gealltanasan a chur ann mu ionnsachadh Gàidhlig aig ìre Tràth Bhliadhnaichean
- Fàs a thoirt air seiseanan Bookbug Gàidhlig
- Suaicheantas dà-chànanach a chruthachadh
- Cinn-làithean nas soilleire a chur mu choinneamh cuid de ghealltanasan sa phlana.

6.3. Ghabh Comhairle Baile Dhùn Dè ri molaidhean Bhòrd na Gàidhlig.

6.4. Seo geàrr-iomradh air prìomh amasan agus geallaidhean dreachd E03 plana Gàidhlig Comhairle Baile Dhùn Dè:

- A' dèanamh suirbhidh gach 2 bhliadhna gus ùidh a thomhas ann am foghlam tro mheadhan na Gàidhlig anns an sgìre.
- A' fàs an àireimh de sgoiltean a tha a' tabhann foghlam Gàidhlig do luchd-ionnsachaidh mar phàirt den sgeama 1+2.
- A' fàs an àireimh de sgoiltean a tha a' tabhann foghlam Gàidhlig do luchd-ionnsachaidh mar phàirt den sgeama 1+2.
- A' brosnachadh cànan is cultar na Gàidhlig anns a' choimhearsnachd tro, mar eisimpleir, clasaichean coimhearsnachd, tachartasan Gàidhlig agus a bhith a' cumail taic ri buidhnean Gàidhlig a tha ann.
- A' brosnachadh co-obrachadh air gnothaichean Gàidhlig eadar chomhairlean.
- Obair a dh'ionnsaigh amasan corporra a chur an gnìomh, leithid suaicheantas dà-chànanach a chruthachadh agus cumail orra le soidhnichean Gàidhlig a chur an àird.

7. Dàrna Eagran Plana Comhairle Baile Dhùn Dè (E02)

7.1. Geàrr-iomradh air adhartas agus geallaidhean ann an eagran a dhà (E02) a chaidh a chur an gnìomh le Comhairle Baile Dhùn Dè:

- Chaidh consartan Gàidhlig a chumail air an robh 'Tea and Tunes', le òrain is ceòl Gàidhlig ann. Chaidh 6 a chumail ann an 2025-2026, is ghabh còisir Ghàidhlig Dhùn Dè pàirt annta.

- Bha a' Chomhairle a' frithealadh buidheann 'Oifigearan Gàidhlig an Ear-Thuath' gus goireasan is deagh chleachdadh a cho-roinn a bharrachd air lìonra SgaP.

- Chuir a' Chomhairle buidheann còmhraidh Gàidhlig air dòigh a tha air a stiùireadh le fileantach agus a tha stèidhichte anns an Leabharlann Mheadhanach.

- Lìbhrig a' Chomhairle clasaichean Gàidhlig anns a' choimhearsnachd, agus chaidh clasaichean aig diofar ìrean a chur air dòigh. Mar eisimpleir, ann an 2025, bha clasaichean aig ìre tòiseachaidh agus clasaichean adhartais ann, a bharrachd air clasaichean 'bogaidh' a mhair 5 uairean a thìde. Chùm a' Chomhairle cuideachd dà shreath de chùrsa beag bogaidh – cùrsa còmhraidh a mhair 3 latha.

- Chruthaich a' Chomhairle liosta conaltraidh airson fios a sgaoileadh mu thachartasan is goireasan Gàidhlig, agus thathar air fios mun Ghàidhlig is mu thachartasan Gàidhlig a bhrosnachadh air prìomh chunntasan na Comhairle air na meadhanan sòisealta.

- Tha Gàidhlig ga lìbhrigeadh mar phàirt de 1+2 ann an aon bun-sgoil.

- Tha soidhnichean dà-chànanach air toglaichean ùra, mar taigh-tasgaidh V&A.

8. Dearcnachadh

8.1 Chuir Comhairle Baile Dhùn Dè trì Foirmichean Aithisg Dearcnachaidh gu Bòrd na Gàidhlig rè fad an eagrain plana EO2 aice.

Bliadhna	Litir Fios Adhartais	Adhartas
2021-2022	14 Sultain 2023	Iomchaidh
2024-2025	21 Samhain 2025	Iomchaidh
2025-2026	21 Sultain 2026	Iomchaidh

8. Moladh

8.1. Aire a thoirt don fhiosrachadh ann am PT1
8.2. Aonta a chur ri dreachd E03 de phlana Comhairle Baile Dhùn Dè an cois PT1.

9. Prìomh Bhuaidhean Ro-innleachdach

9.1. Buaidhean air Ionmhas: N/A
9.2. Buaidhean air Luchd-obrach: N/A
9.3. Buaidhean air Trèanadh: N/A
9.4. 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.
9.5. Buaidhean air Cliù: N/A
9.6. Buaidhean air Slàinte is Sàbhailteachd: N/A
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.
9.7. 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.
9.8. Buaidhean air an Àrainneachd: N/A

10. Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta

Còraichean Daonna	☐	Clann is Òigridh	☒
Cultar	☒	Coimhearsnachdan	☒
Àrainneachd	☐	Bochdainn	☐
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☒	Eaconamaidh	☒
Gnothachasan soirbheachail is ùr-ghnàthach	☐		

11. Cùrsa Riaghlachais

11.1. Thug an Sgioba Àrd Stiùiridh fa-near don aithisg seo air 09 Samhain 2026.

12. Dearbhadh air Cuairteachadh Sgrìobhainn

12.1. 'S e pàipear fosgailte a tha seo.

Coinneamh:	Pannal Phlanaichean is Phoileasaidhean
Ceann-là:	19 Samhain 2026
Tiotal:	PGR030 E03 Plana Gàidhlig Comhairle Siorrachd Chlach Mhannan
Gnìomh a dhìth:	Ri Aontachadh
Àireamh pàipear:	2.2
Neach-labhairt:	Calum Rothach, Ceannard Foghlaim is Phlanaichean; Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail
Pàipearan-taic:	PT1 PGR030 E03 Plana Gàidhlig Comhairle Siorrachd Chlach Mhannan

1. Adhbhar

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

2. Cùl-fhiosrachadh/Prìomh aithris

2.1 Bha còir aig Comhairle Siorrachd Chlach Mhannan eagran phlana reachdail ùr (E03) a chur a-steach do Bhòrd na Gàidhlig sa Ghiblean 2025 ach bha dùbhlain conaltraidh air a bhith ann leotha fad an dà bhliadhna roimhe sin.

2.2 Cha tàinig an t-eagran ùr a-steach mar a bhathar an dùil agus chùmadh comhairle ris an ùghdarras tron bhliadhna 2025 gus an tilleadh ri gèilleadh reachdail fo Achd na Gàidhlig 2005.

2.3 Chùm oifigearan BnG taic leantainneach ris a' bhuidheann tro choinneamhan is measaidhean neo-fhoirmeil air dreachdan gus an deach an t-eagran a-mach gu co-chomhairleachadh poblach as t-Samhradh 2026.

2.4 Chan eil oifigear Gàidhlig aig an ùghdarras.

3. Coimeas Eadar-ùghdarrasail (dàta a' Chunntais-shluaigh 2022)

Ùghdarras Ionadail	**Sluagh iomlan >3 bliadhna a dh'aois**	**Cuibhreann den t-sluagh le sgilean Gàidhlig**	**Fàs às a' cheud 2011-2022 (sgilean sa Ghàidhlig)**
Comhairle Siorrachd Chlach Mhannan	50,401	1.68%	68%
Comhairle Lodainn Mheadhanaich	93,257	1.36%	132%
Comhairle Inbhir Chluaidh	76,542	1.39%	60%
Comhairle Shruighlea	90,445	2.07%	38%

4. Tabhartasan

4.1. Cha d' fhuaireadh iarrtasan airson taic o Chomhairle Siorrachd Chlach Mhannan bhon sgeama MPG/GLAIF rè nan còig bliadhna ionmhasail mu dheireadh.

5. Conaltradh agus gèilleadh

5.1. Cha robh conaltradh cunbhalach a' dol eadar oifigearan Bhòrd na Gàidhlig agus Siorrachd Chlach Mhannan gus an deach an Ceannard agus Manaidsear Planaidh is Ghnìomhan Reachdail an sàs le coinneamh anns na h-oifisean aca as t-Fhoghar 2025. An uair sin chùmadh taic ris an ùghdarras airson a thoirt air ais ri gèilleadh reachdail is mar thoradh tha dàimhean tòrr nas fheàrr a-nis ann le oifigearan na buidhne.

6. Ullachadh an eagrain ùr

6.1. Chruthaich Comhairle Siorrachd Chlach Mhannan an treas eagran den phlana aca stèidhichte air an Stiùireadh Reachdail air Deasachadh Phlanaichean, am Plana Nàiseanta 2023-28 agus air stiùireadh bho oifigearan Bhòrd na Gàidhlig.

6.2. Chaidh measadh a dhèanamh air an dreachd phlana seo le Bòrd na Gàidhlig agus mholadh atharrachaidhean.

6.3. Chaidh iarraidh air an ùghdarras:

- Dearbhadh gu robh mion-fhiosrachadh air a thoirt seachad mu gach gealltanas, a thaobh mar a thèid an coileanadh agus an lìbhrigeadh rè ùine a' phlana, agus dè an clàr-ama a bhios an lùib sin.
- Gnìomhan a bharrachd a thoirt a-steach mu fhoghlam do luchd-ionnsachaidh, cleachdadh na Gàidhlig air na meadhanan sòisealta agus soidhnichean dà-chànanach.
- Eadar-mhìneachadh nas soilleire a chur ann mu choinneimh àireamhan a chaidh a chlàradh sa chunntas-sluaigh mu dheireadh san sgìre.

6.4. Ghabh Comhairle Siorrachd Chlach Mhannan ri molaidhean Bhòrd na Gàidhlig.

6.5. Geàrr-iomradh air na prìomh amasan bhon eagran ùr de Phlana Gàidhlig Comhairle Siorrachd Chlach Mhanann:

- Ag amas air cleachdadh, ionnsachadh agus faicsinneachd na Gàidhlig a neartachadh air feadh Siorrachd Chlach Mhanann, le spèis co-ionann don Ghàidhlig.
- Brosnachadh foghlam tro mheadhan na Gàidhlig, tro chom-pàirteachas le Comhairle Shruighlea agus a' toirt cothroman ionnsachaidh don choimhearsnachd.
- Cur am meud faicsinneachd na Gàidhlig tro shuaicheantas dà-chànanach agus soidhnichean ùra, susbaint làraich-lìn agus nam meadhanan sòisealta, gnìomhan cultarail agus iomairtean nàiseanta.
- Leasachadh tuigse air dleastanasan co-cheangailte ris a' Ghàidhlig tro phròiseasan inntrigidh, trèanadh agus stiùireadh a-staigh, le targaidean nan cois.

7. Dàrna eagran Plana Comhairle Siorrachd Chlach Mhannan

7.1. Geàrr-iomradh air adhartas agus geallaidhean ann an eagran a dhà (E02) a chaidh a chur an gnìomh le Comhairle Siorrachd Chlach Mhannan:

- Rè cur-an-gnìomh eagran 02 dhen phlana bha Comhairle Siorrachd Chlach Mhannan ag obair ann an com-pàirteachas le Comhairle Shruighlea gus foghlam tro mheadhan na Gàidhlig a thabhann.

- Rinn an t-ùghdarras adhartas cuideachd ann an bhith a' leasachadh is a' gabhail ri suaicheantas dà-chànanach thairis air a' Chomhairle.

8. Dearcnachadh

8.1. Mar a chaidh a mhìneachadh ann am fo-earrannan 2.1 agus 2.2 bha Comhairle Siorrachd Chlach Mhannan a-mach à gèilleadh reachdail rè a' mhòr-chuid den ùine aithris airson an eagrain mu dheireadh. Cha d'fhuaireadh aithisgean dearcnachaidh rè na h-ùine seo.

2023-24	Neo-ghèilleadh reachdail
2024-25	Neo-ghèilleadh reachdail
2025-26	Neo-ghèilleadh reachdail

9. Moladh

9.1. Aire a thoirt don fhiosrachadh ann am PT1.

9.2. Aonta a chur ri dreachd E03 de phlana Comhairle Siorrachd Chlach Mhannan an cois PT1.

10. Prìomh Bhuaidhean Ro-innleachdach

10.1. Buaidhean air Ionmhas: N/A

10.2. Buaidhean air Luchd-obrach: N/A

10.3. Buaidhean air Trèanadh: N/A

10.4. 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.

10.5. Buaidhean air Cliù: N/A

10.6. Buaidhean air Slàinte is Sàbhailteachd: N/A

10.7. 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.

10.8. 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.

10.9. Buaidhean air an Àrainneachd: N/A

11. Ceanglaichean ris an fhrèam-obrach nàiseanta:

Còraichean Daonna ☐

Cultar ☒

Àrainneachd ☐

Slàinte ☐

Foghlam ☒

Gnothachasan soirbheachail is ùr-ghnàthach ☐

Clann is Òigridh ☒

Coimhearsnachdan ☒

Bochdainn ☐

Eadar-nàiseanta ☐

Eaconamaidh ☐

12. Cùrsa Riaghlachais

12.1. Thug an Sgioba Àrd Stiùiridh fa-near don aithisg seo air 09 Samhain 2026.

13. Dearbhadh air Cuairteachadh Sgrìobhainn

13.1. ’S e pàipear fosgailte a tha seo.

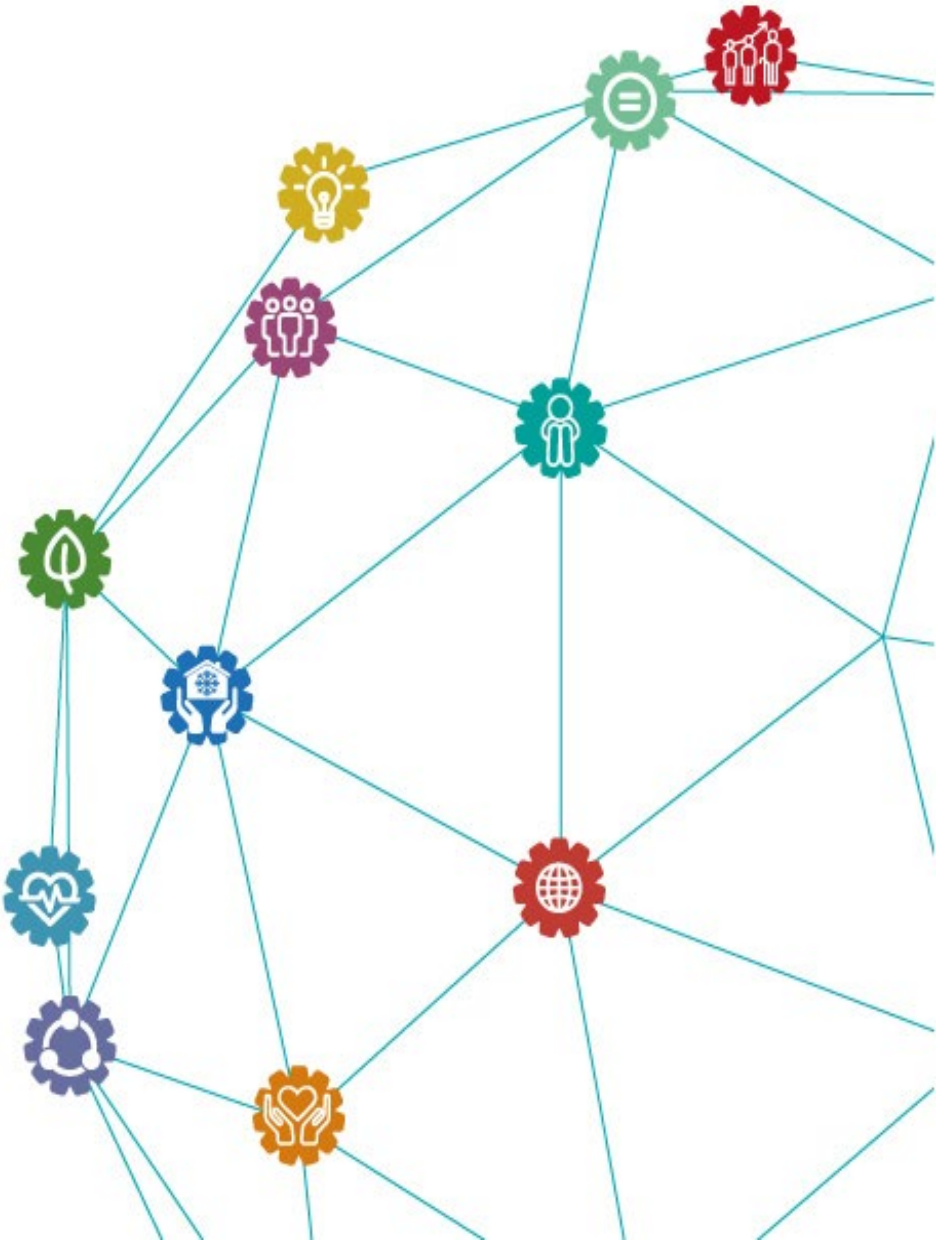
Oifigeil
Pàipear 2.2 PT1

Clackmannanshire Council | Comhairle Siorrachd Chlach Mhanann
www.clacks.gov.uk

Clackmannanshire Gaelic Language Plan 2026-31

Plana Gàidhlig Comhairle Siorrachd Chlach Mhanann 2026-31

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



Foreword

Gaelic is a vital part of Scotland's cultural heritage and identity. It is a language that connects us to our history, enriches our communities, and offers opportunities for future generations to learn, grow, and thrive. Clackmannanshire Council recognises the importance of Gaelic in Scotland's national life and is committed to ensuring that the language has a strong and visible presence within our area.

This Gaelic Language Plan sets out our vision for 2026–2031. It reflects our long-term commitment to supporting Gaelic education, increasing the visibility and accessibility of Gaelic across our services, and celebrating the language as a living, vibrant part of our community. We will collaborate with parents, carers, schools, and Gaelic-speaking communities to expand opportunities for learning and use.

Clackmannanshire Council is committed to the principle of equal respect for Gaelic and English. We will also take an active offer approach, ensuring that Gaelic services and information are made available proactively, so that individuals can access them as part of normal service provision.

Our ambition is to play a meaningful role in securing a sustainable future for Gaelic, working in partnership locally and nationally to share good practice and maximise impact.

This Plan is not only about meeting our statutory duties under the Gaelic Language (Scotland) Act 2005 as amended by the Scottish Languages Act 2025. It is about embracing Gaelic as a valued part of our shared identity and ensuring that it continues to flourish. We invite our partners, stakeholders, and communities to support this vision.

To be signed by:

Council Leader Clackmannanshire Council Chief Executive Clackmannanshire Council

Table of Contents

	Page
Foreword	2
Table of Contents	3
1. Introduction	4
Description of Clackmannanshire Council	4
Statutory Duties, Functions and Priorities	4
Organisational Structure	5
Budget 2026/27	5
Location of Offices	5
Vision and Strategic Context	6
The Gaelic Language (Scotland) Act 2005	7
National Gaelic Language Plan 2023-28	7
Internal Gaelic Capacity Audit	8
Consultation on the Draft Gaelic Language Plan	8
2. Key Principles	9
Our Place and People	10
Gaelic in Scotland Today	10
Gaelic Within Clackmannanshire and Clackmannanshire Council	10
Gaelic Medium Education	12
Progress So Far	13
3. Plan Commitments	14
Clackmannanshire Gaelic Language Outcomes for 2026-31	14
4. Clackmannanshire Council Gaelic Language Plan 2026-31 – Performance Framework	16
Outcome 1	16
Outcome 2	18
Outcome 3	19
Outcome 4	20
Resourcing and Implementing the Plan	21
Monitoring and Reporting of the Plan	22
Review of the Plan and Continuous Improvement	23
Corporate Service Aims	24
5. Links to the National Performance Framework	32
6. Links to Local and Regional Frameworks	32
7. Publication	32
Appendix A Gaelic Capacity Audit (Staff Survey) Findings	34
Appendix B Public Consultation	37
Appendix C Gaelic Language Plan on a Page 2026-31	40

1. INTRODUCTION

Description of Clackmannanshire Council

Clackmannanshire Council is Scotland's smallest mainland local authority, serving a population of approximately 51,800 residents across 24,100 households. Alloa is the largest settlement with around 21,000 residents.

The Council is responsible for delivering a wide range of public services to local communities, businesses and visitors, and plays a key leadership role within the Community Planning Partnership in improving outcomes and wellbeing across Clackmannanshire.

Statutory Duties, Functions and Priorities

Clackmannanshire Council operates within a statutory framework defined primarily by the Local Government (Scotland) Act 1973 and subsequent legislation. As a local authority, it has a range of mandatory and discretionary duties, including the provision of:

- Education, including early learning, primary and secondary schooling.
- Social work and social care services for children, families, and adults
- Housing services, including homelessness prevention.
- Roads, transportation, and infrastructure
- Environmental services, including waste management and environmental protection.
- Planning, licensing, and regulatory services
- Cultural, leisure and community services.

In addition to statutory duties, the Council exercises broader powers to support economic development, community wellbeing and environmental sustainability, collaborating with partners to deliver shared priorities.

Clackmannanshire Council's priorities are shaped by the Wellbeing Economy Local Outcomes Improvement Plan 2024–34, developed through the Clackmannanshire Alliance, the area's Community Planning Partnership (CPP), alongside the Council's Be the Future transformation programme. Clackmannanshire Council and its partners are focused on improving Wellbeing, Economy & Skills and Places, with the Council's transformation activity centred around Sustainable Growth, Empowering Families & Communities, and Health & Wellbeing.

These priorities are being delivered within a challenging context, requiring continued prioritisation and service transformation. Through Be the Future, and in line with the wider direction of Public Sector Reform, Clackmannanshire Council is seeking to develop more sustainable, preventative and collaborative approaches to service delivery that improve outcomes for communities.

The population profile shows a declining proportion of younger people and a projected increase in those aged over 65, which has implications for future service delivery, community engagement and the sustainability of Gaelic learning and use.

Organisational Structure

Clackmannanshire Council is governed by elected members (councillors), who are elected by local residents and are responsible for setting policy, strategy and the annual budget. Operational delivery is undertaken by Council officers, led by the Chief Executive, who is responsible for the overall management of the organisation and for advising elected members.

The Council's organisational structure includes a Strategic Leadership Group, which provides corporate leadership and comprises:

- Chief Executive
- Depute Chief Executive / Director of Wellbeing
- Director of Place and Economy
- Senior corporate and service leads

The Council employs 2,500–2,700 staff across a wide range of services, including education, social work, housing, environmental services, and corporate support functions. It is a major local employer, providing an important platform for the promotion and visibility of Gaelic within public services in a way that is proportionate to local need and capacity.

Budget 2026/27

For the budget year 2026/27, Clackmannanshire Council has agreed:

- A revenue budget of approximately £181 million
- A capital budget of approximately £54 million

The Council also contributes significant funding to partnership arrangements, including a net resource transfer of £31.6 million to the Clackmannanshire and Stirling Health and Social Care Partnership for the delivery of integrated health and social care services.

Location of Offices

The Council's headquarters are located at:
Kilncraigs
Greenside Street
Alloa
FK10 1EB

Kilncraigs serves as the main administrative centre for Council services, housing key corporate functions and providing a public reception for customer enquiries.

In addition to its main offices, the Council operates a network of facilities across Clackmannanshire, including schools, community buildings, libraries, and Community Access Points, which support local service delivery and engagement.

Vision and Strategic Context

Clackmannanshire Council's vision is:

"We will be a valued, responsive, creative organisation, through collaboration, inclusive growth and innovation, to improve the quality of life for every person in Clackmannanshire."

This Gaelic Language Plan supports delivery of that vision by recognising Gaelic as an integral part of Scotland's cultural heritage and promoting its use in ways that contribute to inclusive growth, community wellbeing, and cultural awareness within Clackmannanshire.

The Council's commitment to being a responsive and inclusive organisation is reflected in a proportionate and sustainable approach to Gaelic development. This ensures that opportunities to engage with Gaelic are accessible to residents, communities, and staff, while remaining aligned to organisational capacity. Through collaboration, innovation and continuous improvement, the Council will seek to increase awareness, visibility and understanding of Gaelic across its services.

This Plan also aligns with the Council's wider commitments to equality, diversity and human rights, supporting cultural inclusion and recognising the value of Scotland's linguistic heritage. In doing so, it contributes to improving quality of life for people in Clackmannanshire and supports the development of inclusive and resilient communities.

The Council is committed to protecting, promoting, and supporting the development of Gaelic, recognising its status as one of Scotland's national languages and its distinctive contribution to the country's cultural landscape. In doing so, the Council supports the ambitions of the National Gaelic Language Plan 2023–2028 and fulfils its responsibilities under the Gaelic Language (Scotland) Act 2005, contributing to a sustainable future for Gaelic. Under the Education (Scotland) Act 2016, the Council, as education authority, must promote and support Gaelic medium education and Gaelic learner education. It must also follow the statutory process for considering parental requests to assess the need for Gaelic medium primary education, undertaking an initial assessment and, where the statutory criteria are met, a full assessment, while having regard to the relevant statutory guidance on Gaelic education.

The Clackmannanshire Gaelic Language Plan 2026–2031 is the Council's third edition Gaelic Language Plan, prepared in accordance with the requirements of the 2005 Act and submitted to Bòrd na Gàidhlig for approval. The Plan sets out a clear and proportionate framework of actions to increase the visibility, accessibility, and appropriate use of Gaelic across Council services and within the wider community.

Through this Plan, Gaelic will contribute to the Council's broader strategic objectives by:

- Supporting learning and educational opportunities across all ages and stages
- Strengthening cultural identity, participation, and community engagement
- Promoting inclusive access to Gaelic for all residents
- Contributing to local economic development and tourism, recognising Gaelic as a valuable cultural asset.

In this way, Gaelic is not only supported and sustained but progressively embedded within the Council's work to improve outcomes for communities across Clackmannanshire.

The Gaelic Language (Scotland) Act 2005

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland, commanding equal respect to the English language. The Scottish Languages Act 2025 strengthens this legal framework by conferring official status on Gaelic in Scotland and requiring relevant public authorities, including the Council, to afford Gaelic equal respect with the English language when exercising their functions. This gives statutory effect to the principle through duties relating to the promotion, facilitation and support of Gaelic, Gaelic language standards and plans, and Gaelic education.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic Language Plan. This provision was designed to ensure that the public sector plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use. This document is Clackmannanshire Council's Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

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

The National Gaelic Language Plan 2023-28

Clackmannanshire Council supports the aim of the National Gaelic Language Plan 2023–2028.

We are committed to achieving this aim by focusing our work on the overall aims of the National Gaelic Language Plan:

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

Internal Gaelic Capacity Audit

An internal Gaelic capacity audit was undertaken between March and April 2026 to assess current staff skills, awareness, and opportunities for Gaelic development across the Council.

The audit established a clear baseline for developing Gaelic capacity within the workforce. Between 86% and 90% of respondents reported having no Gaelic skills across reading, writing, speaking and comprehension.

Additionally, 96% of staff indicated that they do not currently use Gaelic in their role. Awareness of the Council's Gaelic Language Plan and associated duties is also low with almost 60% of respondents reporting that they were not aware at all of these responsibilities, and over two-thirds not confident in explaining them.

Despite this, the audit highlighted a positive foundation on which to build. Around 44% of respondents expressed some level of interest in learning or improving Gaelic skills, with motivation driven by personal interest and cultural heritage. Staff also identified a range of areas where Gaelic could be increased, particularly in signage, digital services, and community engagement.

The staff capacity audit provides a clear and robust evidence base for the Council's Gaelic Language Plan 2026–31. It highlights a low starting point in terms of skills, awareness and use of Gaelic, alongside identifiable opportunities to build interest, increase visibility and strengthen capacity over time. (Further details are found at Appendix A.)

Consultation on the Draft Gaelic Language Plan

Public consultation on the draft Gaelic Language Plan 2026–2031 gathered views from residents and stakeholders and informed the final Plan. The main points raised were support for more opportunities to learn Gaelic; greater promotion of Gaelic language, culture and Scotland's linguistic heritage; and the need for actions to be proportionate, locally relevant and provide value for money. These findings have shaped a practical approach that reflects local circumstances while supporting the Council's responsibilities under the Gaelic Language (Scotland) Act 2005.

- **Learning:** Support for accessible opportunities to learn and develop Gaelic skills.
- **Culture and heritage:** Support for promoting Gaelic language, culture and Scotland's linguistic heritage.
- **Visibility and awareness:** Interest in increasing the visibility and understanding of Gaelic through Council and community activity.
- **Local delivery:** A clear preference for proportionate, locally relevant and deliverable actions that provide value for money.

A full overview of the consultation methodology, stakeholder engagement, key findings and themes arising from the consultation is provided in Appendix B.

2. Key Principles

To support delivery of this Gaelic Language Plan, and to ensure that our actions are effectively translated into measurable outcomes aligned with the Local Outcomes Improvement Plan, Clackmannanshire Council will embed three key principles across its implementation approach.

These principles underpin the Council's approach to delivering Gaelic development in a way that is sustainable, proportionate, and aligned with wider strategic priorities.

Key Principle 1: Equal Respect

The Scottish Languages Act 2025 confers official status on Gaelic in Scotland. It also requires relevant public authorities, including Clackmannanshire Council, to afford Gaelic equal respect with the English language when exercising their functions. Bòrd na Gàidhlig expects public authorities to demonstrate through their Gaelic Language Plans how this principle will be achieved and maintained in practice.

Clackmannanshire Council is committed to meeting this duty by ensuring that, where Gaelic is used within our services and operations, it is afforded equal respect with English. Gaelic provision will therefore be delivered to an equal standard and quality, with equal prominence and appropriate accessibility across communications and services where Gaelic is used.

This approach supports the visibility and credibility of Gaelic and contributes to inclusive, high-quality public services in line with our LOIP priorities.

Key Principle 2: Active Offer

Clackmannanshire Council will make an active offer to the provision and promotion of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence and are actively encouraged to use them. This includes improving the visibility, accessibility, and consistency of Gaelic across our communications and service delivery, supporting our commitment to inclusive and responsive services and widening participation.

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

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

Key Principle 3: Normalising

Clackmannanshire Council will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan's aims.

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This includes embedding Gaelic within education, community activity, cultural provision, and public services, supporting resilient communities, enhancing cultural identity, and contributing to sustainable local outcomes.

Our Place and People

Gaelic in Scotland Today

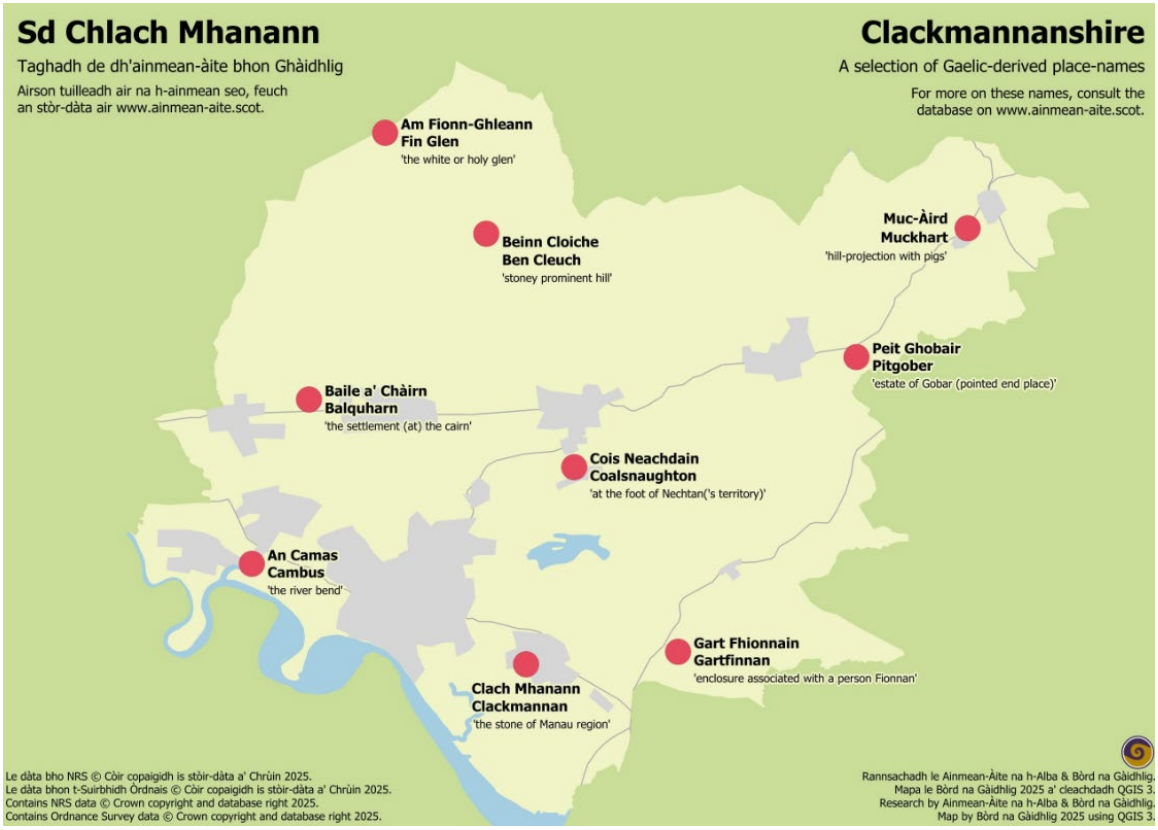
Gaelic is one of Scotland's national languages and an important part of the country's cultural heritage. The 2022 Census shows that around 2.5% of Scotland's population (approximately 130,000 people) have some Gaelic skills, including around 69,700 speakers.

While Gaelic is most widely spoken in the Highlands and Islands, particularly the Western Isles, it is also used and learned across Scotland, including in urban areas.

This national picture reflects Clackmannanshire's position, where Gaelic use is limited but growing, with opportunities to increase awareness, learning and engagement in line with wider trends.

Gaelic Within Clackmannanshire and Clackmannanshire Council

Place names across Clackmannanshire reflect the area's historic Gaelic roots. Examples include Clackmannanshire (Clach Mhanann – "Stone of Manau"), Coalsnaughton (Cois Neachdain), Tillicoultry (Tulach Cultraidh) and Muckhart (Muc-Àird – "pig hill"), demonstrating the long-standing cultural and linguistic influence of Gaelic within the area. These Gaelic place-name forms are also reflected in the national place-name map developed by Ainmean-Àite na h-Alba, with support from Bòrd na Gàidhlig.



The Census provides important evidence on the current use and understanding of Gaelic within Clackmannanshire. Data from the 2022 Census shows that a total of approximately 1.7% of the population aged 3 and over have some skills in Gaelic, including speaking, understanding, reading, or writing (see Table 1). This represents a modest increase compared to 2011, indicating some growth in awareness and engagement with the language.

Table 1 - Main language (people aged 3 and over), 2022 Census

Language	All people aged 3 and over	English	Scots	Gaelic	Sign Language	Other language
Number	50,404	48,821	148	5	24	1,401
Percentage (%)		96.86	0.29	0.01	0.05	2.78

Table 2 shows that, in 2022, 1.7% of residents aged three and over had some ability in Gaelic, including 0.8% who had Gaelic speaking ability. The detailed figures show that:

- 269 people (0.53%) reported that they could speak, read and write Gaelic.
- 330 people (0.66%) reported that they could understand Gaelic but not speak, read, or write it.
- A small number (5 individuals; 0.01%) identified Gaelic as their main language. This is a measure of the language a person considers to be their main language, not necessarily their first language or mother tongue.

Table 2 - Gaelic Usage (over 3 years)[1]

Gaelic language skills	All people aged 3 and over	Understands but does not speak, read or write Gaelic	Speaks, reads and writes Gaelic	Speaks but does not read or write Gaelic	Speaks and reads but does not write Gaelic	Reads but does not speak or write Gaelic	Other combination of skills in Gaelic	No skills in Gaelic
Number	50,404	330	269	98	36	79	38	49,552
Percentage (%)		0.65	0.53	0.19	0.07	0.16	0.08	98.31

The wording differed between the censuses. The 2022 Census asked respondents to identify their main language, whereas the 2011 Census asked whether they used a language other than English at home. The five-person main-language figure should therefore not be treated as directly comparable with the 2011 home-language measure. The

[1] Source Census: 2022

Gaelic skills questions—covering understanding, speaking, reading and writing—provide the more appropriate basis for comparison over time.

Overall, 98.31% of the population reported no skills in Gaelic, confirming that Clackmannanshire does not currently have a large Gaelic-speaking community relative to the national picture.

When compared to the 2011 Census:

- 134 people reported full Gaelic skills (speak, read and write)
- 180 people reported understanding Gaelic only.

This demonstrates a gradual increase in Gaelic skills over time, albeit from a low base. These figures show that, while Gaelic use in Clackmannanshire remains low, there is a small but growing level of awareness and engagement. The Council recognises the importance of Gaelic as part of Scotland's national language and cultural heritage and has therefore adopted a reasonable and proportionate approach to its development.

This Plan focuses on increasing the visibility of Gaelic, supporting learning opportunities, and building confidence in its use across communities and services. It also recognises the potential to strengthen Gaelic through education, community engagement, cultural activity, and digital provision, contributing to wider outcomes such as inclusive communities, cultural identity and sustainable place-making.

Gaelic is not currently essential in recruitment but is considered desirable where appropriate and will be kept under review.

Clackmannanshire is rich in history, heritage, and natural assets, with strong transport links to Scotland's two largest cities and a well-developed digital infrastructure. These characteristics present opportunities to promote Gaelic through cultural activity, tourism, digital engagement, and community initiatives, supporting the area's distinct identity and contributing to a thriving and attractive place.

Strong and resilient communities across Clackmannanshire provide a foundation for increasing participation in Gaelic language and cultural activity. Through this Plan, the Council will seek to build on these strengths, supporting inclusive access to Gaelic and aligning delivery with wider Local Outcomes Improvement Plan priorities, including community empowerment, cultural participation, and sustainable economic development.

Gaelic Medium Education (GME)

Ten pupils from Clackmannanshire currently access Gaelic Medium Education (GME), attending provision at Riverside Primary School in Stirling. Each year, new pupils enrol in this provision, reflecting growing awareness and engagement with Gaelic Medium Education locally, supported in part by early years activity within Clackmannanshire.

In addition to formal education pathways, Gaelic learning resources are made available in community settings across the area, and community-based learning opportunities are delivered where capacity allows. While there are currently no active Gaelic community

groups operating within Clackmannanshire, the development of community-based Gaelic provision represents a key priority within this Plan.

Through these actions, Clackmannanshire Council aims to strengthen Gaelic learning pathways, increase participation, and build the foundations for sustainable growth in Gaelic education and community use, in line with a reasonable and proportionate approach.

Progress So Far

This is Clackmannanshire Council's third edition Gaelic Language Plan. In preparing this Plan, a review of progress against the 2020-25 Plan has been undertaken. Key achievements are summarised below and demonstrate a continued commitment to increasing the visibility, awareness, and accessibility of Gaelic across Council services.

Clackmannanshire Council has strengthened the presence and profile of Gaelic, supporting the principle of equal respect and increasing its visibility in public life. Progress includes:

- The introduction and consistent use of bilingual Council branding, ensuring parity of esteem between Gaelic and English.
- The incorporation of Gaelic into signage at Council buildings and on vehicle livery, with a commitment to extend this further as assets are renewed.
- The provision of Gaelic translation services for customers wishing to engage with the Council in Gaelic.
- The use of Gaelic in email footers and communications, promoting awareness and normalising its use.
- The development of dedicated Gaelic pages on the Council website and employee intranet, providing access to local and national resources and support.
- The publication of Gaelic Language Plans and relevant data on Gaelic use within Clackmannanshire.
- Ongoing promotion of Gaelic Medium Education to pupils, parents, and carers as part of the Council's active offer.

Whilst this progress has strengthened the visibility and accessibility of Gaelic, further development is required to increase participation, expand community use and build sustainable Gaelic activity within Clackmannanshire. The actions set out in this Plan will build on these foundations, supporting continued growth in line with national priorities and local outcomes.

3. PLAN COMMITMENTS

Clackmannanshire Gaelic Language Outcomes for 2026-31

Clackmannanshire Council has identified four outcomes for Gaelic for the period 2026–31. These outcomes build on those set out in previous Gaelic Language Plan editions, ensuring continuity of approach and a clear focus on continuous improvement, while recognising the proportionate nature of this work and current resource constraints.

The Council's four outcomes also reflect the evidence from the staff capacity audit and set a realistic and proportionate direction of travel, focused on awareness-raising, accessible learning, increased visibility, and development of service provision.

This approach ensures that progress is sustainable, aligned with available resources, and supportive of the long-term promotion and normalisation of Gaelic in Clackmannanshire.

The Council has embedded Gaelic within its wider corporate approach to equality, diversity and human rights, with links to the Mainstreaming Equalities outcomes and delivery plan. All four outcomes align to the main aim of the National Gaelic Language Plan 2023-28, which is to increase the use and learning of Gaelic.

Outcome 1	**Clackmannanshire residents can access Gaelic learning at all ages and stages of life.**
While Gaelic skills are currently limited within the Council workforce, there is a clear foundation of interest in learning. The Council will therefore continue to support access to Gaelic learning opportunities across all ages and stages, with a focus on accessible, flexible provision that reflects varying levels of interest and capacity. This includes promoting learning opportunities both internally and within communities, supporting a gradual increase in engagement over the lifetime of the Plan.	
Outcome 2	**Gaelic language, culture and heritage is promoted by Clackmannanshire Council.**
There is strong support for increasing the visibility of Gaelic across Council activities, even where staff do not currently use the language in their roles. The Council will therefore prioritise the promotion of Gaelic language, culture and heritage through corporate communications, signage, digital services, and community engagement. This approach will support the normalisation of Gaelic in Clackmannanshire in a way that is proportionate and achievable within existing capacity.	
Outcome 3	**Clackmannanshire Council and our employees have increased knowledge and capacity about Gaelic and meet their responsibilities and duties under the Gaelic Language (Scotland) Act 2005.**
This Plan places a strong emphasis on increasing organisational knowledge and capacity of Gaelic. The Council will build awareness through training, internal communications, and induction processes, while providing proportionate opportunities for staff to develop Gaelic skills. This will ensure that the Council is better equipped to meet its duties under the Gaelic Language (Scotland) Act 2005 over time.	

Outcome 4	**Gaelic-speaking residents can access Council services and information in Gaelic wherever possible.**
Current use of Gaelic in service delivery is limited, and demand for Gaelic services is currently low. The Council will therefore take a phased and proportionate approach to developing Gaelic service provision. Initial focus will be on enabling access through translation support, standardised materials, and increased visibility of Gaelic information. As organisational capacity and awareness increase, opportunities to expand Gaelic service provision will be considered in line with identified need and available resources.	

Clackmannanshire Council's Gaelic Language Plan 2026-31 Performance Framework defines the measures the Council will take to support the use, learning and visibility of Gaelic in the exercise of its functions.

The indicators within this framework reflect an outcomes-based approach consistent with Scotland's National Performance Framework.

4. Clackmannanshire Council Gaelic Language Plan 2026-31 – Performance Framework

Progress against the Plan will be measured using indicators aligned to each of the four Gaelic Language outcomes:

Outcome 1 Clackmannanshire residents can access Gaelic learning at all ages and stages of life.					
Action					
1. Access to Gaelic Learning (Information & Promotion) The Council will ensure that clear, accessible, and up-to-date information on Gaelic learning opportunities is available to residents, including Gaelic Medium Education (GME) pathways, community learning and national resources.					
Measures of Success	**Target**				
	Year 1	**Year 2**	**Year 3**	**Year 4**	**Year 5**
100% of parents / carers receive annual GME information, including the current process for accessing provision at Riverside Primary School	100%	100%	100%	100%	100%
Hold an annual joint GME information session with Stirling Council on accessing provision at Riverside Primary School, targeted at parents / carers of pre-school children	1	1	1	1	1
Gaelic Education webpage will be created to ensure information is readily available	Yes	Yes	Yes	Yes	Yes
Gaelic learning content is available and updated annually	Yes	Yes	Yes	Yes	Yes
Gaelic learning opportunities are promoted annually	6	6	9	9	12

Action					
2. Develop Gaelic Learning Opportunities (Community & Partnerships) The Council will work with partners, communities, neighbouring local authorities and Gaelic organisations to develop and support Gaelic learning opportunities across all ages and stages. This will include promoting existing Gaelic classes and learning opportunities available across the Forth Valley area; signposting residents to established online learning resources; strengthening partnership working to extend access and share capacity; and exploring future local provision should demand and capacity increase.					
Measures of Success	**Target**				
	Year 1	**Year 2**	**Year 3**	**Year 4**	**Year 5**
Promote existing Gaelic classes and learning opportunities available across the Forth Valley area	4	4	4	4	4

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Established online Gaelic learning resources are signposted and reviewed annually	Yes	Yes	Yes	Yes	Yes
Partnership activities with neighbouring authorities and Gaelic organisations are delivered annually	2	2	2	2	2
Review demand and capacity for future local Gaelic learning provision annually	Yes	Yes	Yes	Yes	Yes
Increase the number of staff participating in Gaelic learning	Baseline	Increase on baseline	Increase on previous year	Increase on previous year	Increase on previous year
Explore the potential to establish or support a local Gaelic network	Explore Possibility	Launch if viable	Active (if viable)	Active (if viable)	Active (if viable)

Action

3. Sustain and Grow Provision (Capacity & Investment)

The Council will support the sustainable development of Gaelic learning by exploring funding opportunities, strengthening learning pathways and building capacity in partnership with others. This will include maintaining formal collaboration with Stirling Council in relation to access to GME at Riverside Primary School; reviewing referral, transition, information-sharing and support arrangements annually; working with Stirling Council, other neighbouring local authorities and Gaelic organisations to identify opportunities to improve or expand provision; and considering shared or future local provision where evidence of demand and available capacity support this. Partnership activity will have regard to the Council's duties under the Education (Scotland) Act 2016 and the Scottish Languages Act 2025.

Measures of Success	**Target**				
	Year 1	**Year 2**	**Year 3**	**Year 4**	**Year 5**
Identify or pursue a Gaelic funding opportunity	1	1	1	1	1
Maintain and review annually partnership arrangements with Stirling Council, other neighbouring local authorities and Gaelic organisations, including arrangements for access to GME at Riverside Primary School and opportunities to improve or expand provision in line with statutory duties	Yes	Yes	Yes	Yes	Yes

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Outcome 2 – Gaelic language, culture and heritage is promoted by Clackmannanshire Council.

Action

1. Visibility and Corporate Identity

The Council will increase the visibility of Gaelic across its corporate identity, physical environment and digital presence through the proportionate inclusion of Gaelic in signage, branding and visual communications. This will include maintaining bilingual corporate branding in staff email signatures and increasing the visibility of Gaelic on the Council website and other appropriate digital channels.

Measures of Success	Target				
	Year 1	Year 2	Year 3	Year 4	Year 5
New and replacement signage will be bilingual, where appropriate, with equal prominence for Gaelic and English, introduced incrementally on a renewal basis.	100%	100%	100%	100%	100%
Increase the number of bilingual physical and digital assets through asset renewal and content development, where appropriate, including email signatures and website content.	Baseline	Increase on baseline	Increase on previous year	Increase on previous year	Increase on previous year

Action

2. Promotion and Engagement

The Council welcomes written communication in Gaelic, with replies provided in Gaelic and in accordance with the general policy, and will promote Gaelic language, culture, and heritage through participation in national campaigns, local events and partnership activities.

Measures of Success	Target				
	Year 1	Year 2	Year 3	Year 4	Year 5
Replies to written communications received in Gaelic are provided in Gaelic.	100%	100%	100%	100%	100%
Support national Gaelic campaigns	2	2	2	2	2
Promote Council-led, community-led and national Gaelic-related activities	2	3	3	4	4

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Action					
1. Digital and Communications Presence The Council will increase the presence of Gaelic across its digital platforms, including its website and social media channels, and corporate publications.					
Measures of Success	**Target**				
	Year 1	**Year 2**	**Year 3**	**Year 4**	**Year 5**
Number of bilingual Gaelic-related posts, updates or news releases	2	4	6	8	10
Gaelic content on key web pages is increased (% increased on baseline)	Establish baseline[2]	-	5%	15%	20%

Outcome 3 – Clackmannanshire Council and our employees have increased knowledge and capacity about Gaelic and meet their statutory responsibilities.					
Action					
1. Awareness and Understanding The Council will ensure that employees and elected members have a clear understanding of the Council's Gaelic responsibilities through information provided during corporate induction and onboarding, accessible continuing professional development opportunities, and regular updates and guidance through internal communication channels.					
Measures of Success	**Target**				
	Year 1	**Year 2**	**Year 3**	**Year 4**	**Year 5**
Reduce staff reporting 'no awareness' from the baseline of 60% to 40% by Year 3 and 20% by Year 5.	-	-	40%	-	20%
Approved Gaelic Language Plan and guidance is made available to all staff and elected members.	Yes	Yes	Yes	Yes	Yes

Action					
2. Workforce Development and Learning The Council will provide accessible and flexible opportunities for staff to develop Gaelic awareness and skills and to apply them at work.					
Measures of Success	**Target**				
	Year 1	**Year 2**	**Year 3**	**Year 4**	**Year 5**
% staff completed awareness training	-	-	20%	-	40%
Deliver a Gaelic learning module	Yes	Yes	Yes	Yes	Yes
% staff confident to use Gaelic	-	Establish baseline	Increase on baseline	Increase on previous year	Increase on previous year

[2] Baseline will be established using the number of identified priority webpages containing Gaelic content.

Action
3. Governance and Capacity Building The Council will strengthen Gaelic capacity through governance, workforce planning and partnership working. Gaelic will be promoted as a valuable skill and considered in recruitment for relevant posts, where appropriate.

Measures of Success	Target				
	Year 1	Year 2	Year 3	Year 4	Year 5
Gaelic Language Plan Implementation Group is operational within 4 months of approval of the Plan and is sustained over the lifetime of the Plan	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No
Minimum number of Gaelic Language Plan Implementation Group meetings held per year.	2	2	2	2	2
Undertake periodic Gaelic Capacity Audits (Staff Surveys) to gather sufficient data on staff Gaelic skills and awareness for reporting.	Yes	-	-	Yes	-

Outcome 4 – Gaelic-speaking residents can access Council services and information in Gaelic wherever possible.

Action
1. Access to Information The Council will ensure that Gaelic information is available and accessible across key services and digital platforms.

Measures of Success	Target				
	Year 1	Year 2	Year 3	Year 4	Year 5
Gaelic content on key web pages is increased each year	Establish baseline	Increase on baseline	Increase on previous year	Increase on previous year	Increase on previous year
Undertake an annual review and update of Gaelic web content	Yes	Yes	Yes	Yes	Yes

Action
2. Service Delivery and Customer Access The Council will support access to Gaelic services through translation, correspondence processes and customer-facing provision.

Measures of Success	Target				
	Year 1	Year 2	Year 3	Year 4	Year 5
% Gaelic translation requests fulfilled	100%	100%	100%	100%	100%
Information on how to access Gaelic services is on all key web pages	-	Yes/No	Yes/No	Yes/No	Yes/No

Action					
3. Enabling Gaelic Use in Practice The Council will enable the practical use of Gaelic within services through templates, guidance, and staff support.					
Measures of Success	**Target**				
	Year 1	**Year 2**	**Year 3**	**Year 4**	**Year 5**
Agreed Gaelic templates made available across all three directorates to support consistent, accessible Gaelic communications.	Identify	Develop and pilot	All directorates	Review and update	Maintain
% customer service staff aware of Gaelic processes	100%	100%	100%	100%	100%
% customer service staff who have undertaken Gaelic language training	Establish baseline	Increase on baseline	Increase on previous year	Increase on previous year	Increase on previous year

Resourcing and Implementing the Plan

The actions set out in this Plan will be delivered through existing Council resources and embedded within current service activity. This ensures that Gaelic is progressively integrated into the Council's core functions in a proportionate and sustainable manner, aligned with organisational capacity.

The Head of Corporate Services has overall responsibility for preparation, delivery and monitoring of Clackmannanshire Council's Gaelic Language Plan. They will ensure that delivery is aligned with corporate priorities and the Council's equality, diversity, and human rights framework.

Please contact:

Chris Alliston
Head of Corporate Services
Clackmannanshire Council
Kilncraigs,
Greenside Street,
Alloa
FK10 1EB

Tel. 01259 450000 or Email: calliston@clacks.gov.uk

The Senior Manager, Partnerships & Transformation, has day-to-day responsibility for the delivery and monitoring of Clackmannanshire Council's Gaelic Language Plan. Queries regarding the day-to-day operation of the Plan should be addressed to:

Cherie-Ann Jarvie
Senior Manager, Partnerships & Transformation
Corporate Services,
Clackmannanshire Council

Kilncraigs,
Greenside Street,
Alloa
FK10 1EB

Tel: 01259 450000 or Email: cjarvie@clacks.gov.uk

Responsibility for implementation of this Plan rests across all Council services. To support effective delivery, the Council will establish a Gaelic Language Plan Implementation Group, with representation from relevant services from all three directorates, including Corporate Services, Place & Economy and Wellbeing. The group will be established within four months of Plan approval, will operate under an agreed Terms of Reference and will meet at least twice yearly.

The Implementation Group will:

- Agree responsibility for all approved actions.
- Coordinate delivery across services and, where relevant, those who deliver services or goods on the Council's behalf.
- Support the embedding of Gaelic within core business activities.
- Monitor progress against the outcomes and actions.
- Identify risks, opportunities, and areas for improvement.

The Gaelic Language Plan-on-a-Page (Appendix C) is a summary document that maps Gaelic activity to the Council vision. This demonstrates that Gaelic work contributes to broader policy goals and is integrated into the Council's corporate performance management framework.

Monitoring and Reporting of the Plan

Progress will be monitored on an ongoing basis and formally reported on an annual basis, with additional updates provided through existing performance management arrangements.

The Council will:

- Prepare annual monitoring reports on implementation.
- Submit reports to Bòrd na Gàidhlig in line with statutory requirements.
- Make progress reports publicly available.
- Use performance information to inform continuous improvement.

Monitoring will focus on:

- Delivery of agreed actions
- Increased awareness and understanding of Gaelic.
- Growth in learning and engagement
- Increased visibility and appropriate use of Gaelic
- Development of organisational capacity

Review of the Plan and Continuous Improvement

The Council is committed to continuous improvement in its approach to Gaelic. Monitoring information, staff capacity assessments, and stakeholder feedback will be used to review progress and refine delivery over the lifetime of the Plan.

The Plan covers the period 2026-2031. Prior to the end of this period, the Council will undertake a review, update the Plan as required, and submit the revised plan to Bòrd na Gàidhlig for approval and make all progress reports or updated Plans available to the public.

Scrutiny of implementation will be supported through regular reporting to relevant Council committees and to Bòrd na Gàidhlig.

If you require this document in an alternative language or format, or have any queries in relation to this Gaelic Language Plan, please contact Clackmannanshire Council on 01259 450000 or email customerservice@clacks.gov.uk

Corporate Service Aims

Bòrd na Gàidhlig has developed a set of standardised Corporate Service Aims that aim to standardise key Gaelic services over time across the public sector.

Each separate Corporate Service Aim contains a desired outcome which Bòrd na Gàidhlig would like to see all public authorities achieve over time and that all public authorities should be working towards.

All Corporate Service Aims are explicitly mapped to Clackmannanshire Council's Gaelic Language Plan 2026-31 Performance Framework, with delivery evidenced through outcome-based measures. Where commitments are proportionate or demand-led, these are appropriately kept under review in line with national guidance.

Progress towards the delivery of the Corporate Service Aims form a key part of the Bòrd's Annual Monitoring requirements from Clackmannanshire Council.

STATUS

Desired Outcome	**Logo and brand** 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.
Current Practice	Clackmannanshire Council uses Gaelic and English in its corporate logo and branding, reflecting equal respect for both languages. The bilingual identity is used in corporate materials and communications, including staff email signatures, to increase Gaelic visibility and support a consistent Council identity.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 2 Action 1
Target Date	Please refer to Performance Framework at Section 4, Outcome 2, Action 1.
Responsibility	Gaelic Language Plan Implementation Group

Desired Outcome	**Signage** Signage will include Gaelic and English as part of any renewal process.
Current Practice	Gaelic is incorporated alongside English on signage at Council buildings and on vehicle livery. Bilingual signage is extended incrementally as assets are renewed, supporting the visibility of Gaelic across the Council's physical environment.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 2, Action 1.
Target Date	Please refer to Performance Framework at Section 4, Outcome 2, Action 1
Responsibility	Gaelic Language Plan Implementation Group

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COMMUNICATING WITH THE PUBLIC

Desired Outcome	**Promotion** Positive messages that communication from the public in Gaelic is always welcome are regularly repeated.
Current Practice	Clackmannanshire Council promotes the message that Gaelic communication is always welcome through a visible and proactive approach. This includes the use of bilingual branding and communications, clear information on how to contact the Council in Gaelic, and a commitment to responding to Gaelic correspondence in Gaelic. Through campaigns, digital content and everyday service delivery, the Council reinforces the principle of active offer and ensures that Gaelic users feel confident that their language is recognised, supported and valued.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 2, Action 2.
Target Date	Please refer to Performance Framework at Section 4, Outcome 2, Action 2.
Responsibility	Gaelic Language Plan Implementation Group

Desired Outcome	**Written Communication** Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.
Current Practice	Clackmannanshire Council currently accepts written communication in Gaelic and ensures that responses are provided in Gaelic wherever correspondence is received in the language. This approach reflects the principles of equal respect and active offer, giving individuals confidence that they can engage with the Council in Gaelic as part of normal service delivery. It supports accessible and inclusive communication and reinforces the Council's commitment to recognising and valuing Gaelic in all interactions.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 2, Action 2.
Target Date	Please refer to Performance Framework at Section 4, Outcome 2, Action 2.
Responsibility	Gaelic Language Plan Implementation Group

Desired Outcome	**Reception and phone** Where Gaelic-speaking staff can provide this service, they are supported to do so, and the service is promoted to the public. If there are not staff available to deliver this, capacity will be built through training and recruitment.
Current Practice	Clackmannanshire Council does not currently have Gaelic-speaking staff available at reception or for telephone enquiries. To ensure access, the Council provides support through translation services and clear processes for handling Gaelic communication.

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	Actions are in place to build capacity over time, including raising staff awareness of Gaelic responsibilities and providing opportunities for learning and skills development. This phased and proportionate approach enables the Council to respond to Gaelic users while working towards strengthening in-house capability in the future.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 4, Action 3.
Target Date	Please refer to Performance Framework at Section 4, Outcome 4, Action 3
Responsibility	Gaelic Language Plan Implementation Group

Desired Outcome	**Public meetings** 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.
Current Practice	The Council adopts a reasonable and proportionate approach, reflecting the relatively low number of Gaelic speakers within Clackmannanshire and the limited recorded demand for Gaelic in these settings. Arrangements can be made to support Gaelic use in public meetings if required, and the Council continues to promote awareness and build capacity over time.
Actions Required	Keep under review or upon request
Target Date	Ongoing
Responsibility	Gaelic Language Plan Implementation Group

INFORMATION

Desired Outcome	**News releases** High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Current Practice	The Council adopts a reasonable and proportionate approach, reflecting the relatively low number of Gaelic speakers within Clackmannanshire and the limited recorded demand for Gaelic in these settings. Any news releases related to Gaelic would be offered in bilingual language.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 2, Action 3
Target Date	Please refer to Performance Framework at Section 4, Outcome 2, Action 3
Responsibility	Gaelic Language Plan Implementation Group

Desired Outcome	**Social Media** Gaelic content distributed regularly through social media, working towards fully bilingual social media.
Current Practice	The Council adopts a reasonable and proportionate approach, reflecting the relatively low number of Gaelic speakers within

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	Clackmannanshire and the limited recorded demand for Gaelic in these settings. Relevant social media content is provided in Gaelic, although opportunity presents to increase it in line with this Plan's aims.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 2, Action 3
Target Date	Please refer to Performance Framework at Section 4, Outcome 2, Action 3
Responsibility	Gaelic Language Plan Implementation Group

Desired Outcome	**Website** Gaelic content should be 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 is greater, speakers in the community, this will be expected as standard.
Current Practice	The Council adopts a reasonable and proportionate approach, reflecting the relatively low number of Gaelic speakers within Clackmannanshire and the limited recorded demand for Gaelic in these settings. Relevant web content is provided in Gaelic, although opportunity presents to increase it in line with this Plan's aims.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 2, Action 3 and Outcome 4, Action 1
Target Date	Please refer to Performance Framework at Section 4, Outcome 2, Action 3 and Outcome 4, Action 1.
Responsibility	Gaelic Language Plan Implementation Group

Desired Outcome	**Corporate Publications** Produced in Gaelic and English, with priority given to those with the highest potential reach and impact.
Current Practice	The Council adopts a reasonable and proportionate approach, reflecting the relatively low number of Gaelic speakers within Clackmannanshire and the limited recorded demand for Gaelic in these settings. The Gaelic Language Plan is provided in bilingual language, and other relevant corporate publications advise of Gaelic translation services being available.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 2, Action 3 and Outcome 4, Action 1
Target Date	Please refer to Performance Framework at Section 4, Outcome 2, Action 3 and Outcome 4, Action 1
Responsibility	Gaelic Language Plan Implementation Group

Desired Outcome	**Language** A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.
Current Practice	Clackmannanshire Council has processes in place to ensure that the quality and accessibility of Gaelic used in its corporate information is

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	of a high standard. This includes the use of approved translation services, consistent application of bilingual templates and guidance for staff, and internal checks to ensure accuracy and clarity. All Gaelic content will follow the most recent Gaelic Orthographic Conventions.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 4, Action 3
Target Date	Please refer to Performance Framework at Section 4, Outcome 4, Action 3
Responsibility	Gaelic Language Plan Implementation Group

Desired Outcome	**Exhibitions** Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.
Current Practice	The Council adopts a reasonable and proportionate approach, reflecting the relatively low number of Gaelic speakers within Clackmannanshire and the limited recorded demand for Gaelic in these settings. Arrangements can be made to support Gaelic use in exhibitions if required, and the Council continues to promote awareness and build capacity over time.
Actions Required	Keep under review or upon request
Target Date	Ongoing
Responsibility	Gaelic Language Plan Implementation Group

STAFF

Desired Outcome	**Internal Audit** Conduct an internal audit of Gaelic skills and training needs through the life of each edition of the Plan.
Current Practice	An internal audit of Gaelic skills and training needs through the life of the Council's Gaelic Language Plan was undertaken as part of the work developing this Plan. There is a clearly defined performance framework with measurable outcomes and regular monitoring arrangements in place for the next 5 years and another audit will be undertaken periodically rather than annually.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 3, Action 3
Target Date	Please refer to Performance Framework at Section 4, Outcome 3, Action 3
Responsibility	Gaelic Language Plan Implementation Group

Desired Outcome	**Induction** Knowledge of the public authority's Gaelic Language Plan and training opportunities are embedded in new staff inductions.
Current Practice	Information on the Council's Gaelic Language Plan, statutory responsibilities and available Gaelic learning opportunities will be

	incorporated into the corporate induction programme for new employees.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 3, Action 1.
Target Date	Please refer to Performance Framework at Section 4, Outcome 3, Action 1
Responsibility	Gaelic Language Plan Implementation Group

Desired Outcome	**Language training** Gaelic language skills training and development, delivered to staff, particularly in relation to implementing the public authority's Gaelic Language Plan.
Current Practice	There is an opportunity to provide Gaelic language skills training and development to all staff.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 3, Action 2.
Target Date	Please refer to Performance Framework at Section 4, Outcome 3, Action 2.
Responsibility	Gaelic Language Plan Implementation Group

Desired Outcome	**Using Gaelic** Staff are encouraged to use Gaelic in their work.
Current Practice	Staff are advised to seek translation services for all Gaelic service requests because the current skill set and use of Gaelic language is so low within Clackmannanshire Council.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 3, Action 2.
Target Date	Please refer to Performance Framework at Section 4, Outcome 3, Action 2.
Responsibility	Gaelic Language Plan Implementation Group

Desired Outcome	**Awareness training** Gaelic awareness training delivered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.
Current Practice	There is an opportunity to provide awareness training and development to key staff.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 3, Action 2.
Target Date	Please refer to Performance Framework at Section 4, Outcome 3, Action 2
Responsibility	Gaelic Language Plan Implementation Group

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Desired Outcome	**Recruitment** Gaelic language skills are recognised and respected within the recruitment process throughout the public authority.
Current Practice	Clackmannanshire Council promotes Gaelic as a valuable workforce skill through internal communications, staff learning opportunities and workforce development. Applicants can identify Gaelic skills during recruitment, and these are considered positively where relevant. Gaelic may be specified as desirable or essential for posts where there is a clear service need, in line with Bòrd na Gàidhlig guidance. This approach will be kept under review as organisational capacity develops.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 3, Action 3
Target Date	Please refer to Performance Framework at Section 4, Outcome 3, Action 3
Responsibility	Gaelic Language Plan Implementation Group

Desired Outcome	**Recruitment** Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic Language Plan and in accordance with the Bòrd na Gàidhlig recruitment advice.
Current Practice	Gaelic may be identified as a desirable or essential criterion for specific roles where there is a clear service need, particularly in areas such as education, community engagement, or customer-facing services. Clackmannanshire Council promotes awareness of Gaelic as a valuable skill and considers it positively within recruitment and workforce development. This approach reflects current capacity levels while supporting the gradual development of Gaelic skills and encouraging wider recognition of their value within the organisation.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 3, Action 2
Target Date	Please refer to Performance Framework at Section 4, Outcome 3, Action 2
Responsibility	Gaelic Language Plan Implementation Group

Desired Outcome	**Recruitment** Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current Practice	There are no posts in Clackmannanshire Council currently where Gaelic is an essential skill, although this is kept under review.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 3, Action 2
Target Date	Please refer to Performance Framework at Section 4, Outcome 3, Action 2
Responsibility	Gaelic Language Plan Implementation Group

GAELIC LANGUAGE CORPUS

Desired Outcome	**Gaelic Orthographic Conventions** The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.
Current Practice	All Gaelic-language content produced by the Council follows the most recent Gaelic Orthographic Conventions. This ensures a consistent, accurate and accessible standard of written Gaelic across all corporate materials, supporting quality assurance and the principle of equal respect.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 4, Action 3
Target Date	Please refer to Performance Framework at Section 4, Outcome 4, Action 3
Responsibility	Gaelic Language Plan Implementation Group

Desired Outcome	**Place names** Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.
Current Practice	Ainmean-Àite na h-Alba was used in the development of this Plan and will remain the key source for any other Gaelic place name advice.
Actions Required	Please refer to Performance Framework at Section 4, Outcome 2, Action 1
Target Date	Please refer to Performance Framework at Section 4, Outcome 2, Action 1
Responsibility	Gaelic Language Plan Implementation Group

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5.LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

Clackmannanshire Council's Gaelic Language Plan 2026-31 contributes directly to Scotland's National Performance Framework, particularly the outcomes relating to Communities, Education, Culture, Human Rights and Economy.

Gaelic Plan Outcome	National Performance Framework Outcome
Outcome 1 – Learning	Education
Outcome 2 – Promotion	Culture & Communities
Outcome 3 – Capacity	Education & Public Services
Outcome 4 – Access	Human Rights & Communities

6.LINKS TO LOCAL AND REGIONAL FRAMEWORKS

Clackmannanshire Council's Gaelic Language Plan 2026-31 aligns with local and regional frameworks including the Clackmannanshire Wellbeing Local Outcomes Improvement Plan, Community Planning Partnership priorities, and regional approaches to education and skills development.

The Wellbeing Local Outcomes Improvement Plan 2024-34 provides the strategic framework within which this Gaelic Language Plan is delivered, ensuring that Gaelic contributes to wider outcomes including community wellbeing, inclusive growth, cultural identity, and sustainable place-making.

7.PUBLICATION

Internal

Clackmannanshire Council will let all staff and other internal stakeholders at all levels of the organisation know about the Gaelic Language Plan, the responsibility they have in terms of delivery and opportunities that exist for them to use their Gaelic and/or develop their skills.

This will be led by the Gaelic Implementation Group, ensuring that all agreed actions around communications and engagements outlined in the Performance Framework at Section 4 are undertaken. Suitable communications methods will be directed by the Council's Communications and Engagement Strategy.

External

Clackmannanshire Council'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 Plan
- publicise the Plan through a variety of social media platforms
- distribute copies to arms-length organisations and other third-party organisations, explaining their role in the delivery of the Plan

- distribute copies of the Plan to key stakeholders in the public, private and third sectors
- distribute copies of the Plan to relevant Gaelic organisations, and other interested bodies, and
- make hard copies available on request.

Appendix A - Gaelic Capacity Audit (Staff Survey) Findings

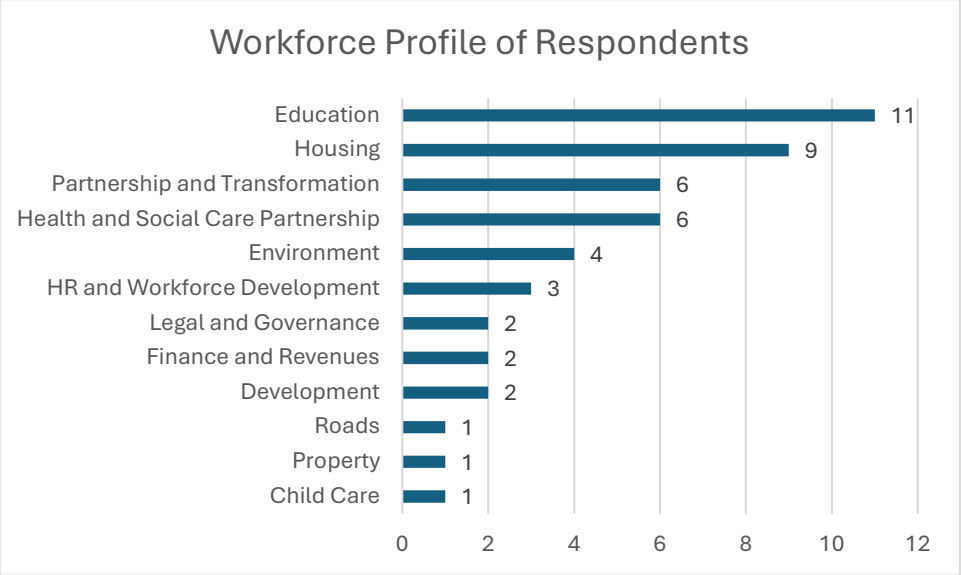
Introduction

This appendix summarises findings from an internal Gaelic capacity audit conducted between March and April 2026. A total of 52 staff responded, representing a range of services across the Council.

Key Findings

- The majority of staff (88-90%) report no Gaelic skills across reading, writing, speaking, and comprehension.
- Only 3.85% currently use Gaelic in their role.
- Awareness of Gaelic responsibilities is low, with 59.6% not aware at all.
- Interest in learning is mixed, with over one third not interested (36.5%)
- Preferred learning routes are self-paced e-learning (48%) and in-person classes (38%)
- Key opportunities identified include signage, digital content, and community engagement.

Workforce Profile



Gaelic Skills Baseline

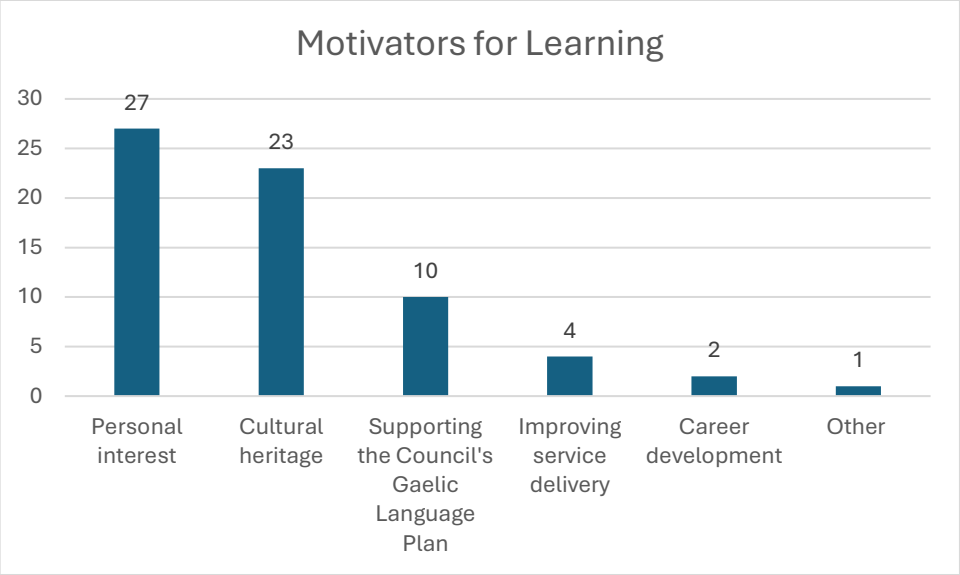
Skill	No Skills	Beginner	Intermediate +
Reading	88%	10%	2%
Writing	90%	8%	2%
Speaking	87%	12%	2%
Listening	88%	10%	2%

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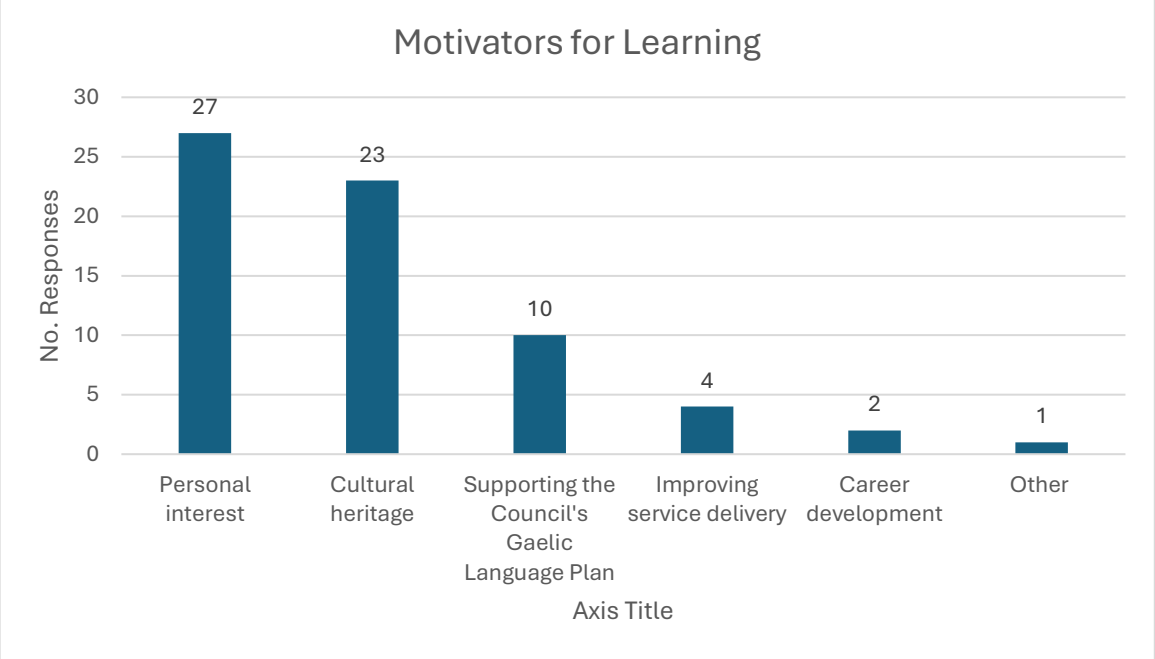
Awareness and Use of Gaelic

- 96% do not currently use Gaelic at work.
- 67% not confident explaining Gaelic duties

Motivation for Learning Gaelic

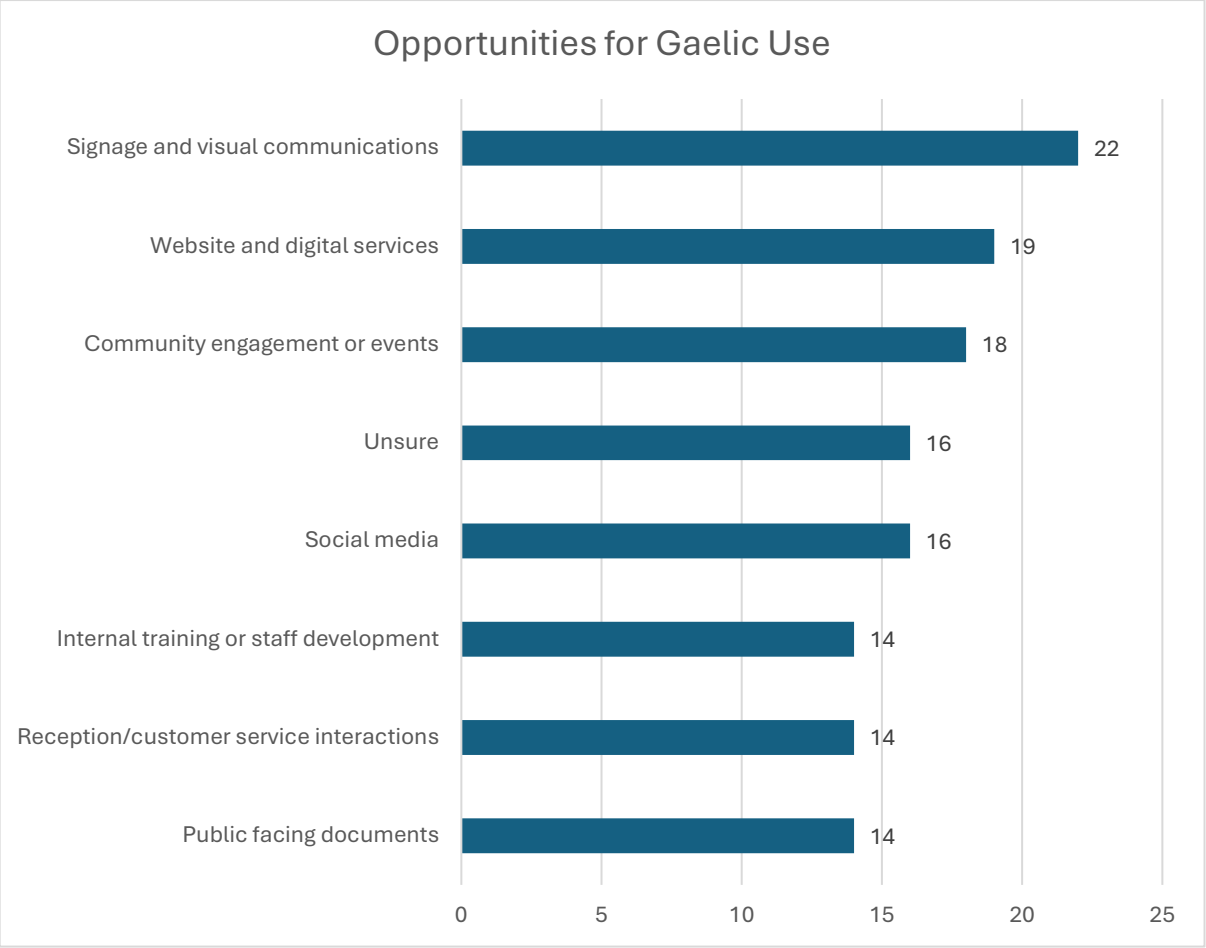


Learning Preferences



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Opportunities for Gaelic Use



Qualitative Insights

Staff suggestions highlighted a need for accessible training, increased visibility of Gaelic in signage and communications, and clearer guidance on how Gaelic can be used in day-to-day roles.

Appendix B - Public Consultation

Clackmannanshire Council undertook a public consultation survey using its online consultation database, Citizen Space, between the 12th of June and 3rd of July on the draft Gaelic Language Plan 2026–2031. The purpose of the survey was to gather views from residents, stakeholders and interested organisations on the proposed outcomes and actions.

In addition to public promotion, the consultation was issued directly to key stakeholders, including Bòrd na Gàidhlig, Community Planning Partners and Gaelic organisations with an interest in language and cultural development, including Stirling Gaelic Choir and Anclas Camelon.

The consultation received 53 responses and generated a broad range of views, reflecting differing levels of awareness, experience and interest in Gaelic. Responses were received from Gaelic speakers, learners, parents and carers, people with an interest in Gaelic culture and heritage, and residents with no current connection to the language.

While views on the role of Gaelic within Clackmannanshire varied, respondents generally welcomed the opportunity to contribute to the development of the Council's third edition Gaelic Language Plan and recognised the importance of ensuring that activities are relevant to local circumstances and community needs.

A strong theme emerging from the consultation was support for increasing opportunities to learn and engage with Gaelic locally.

16 respondents identified the limited availability of Gaelic learning opportunities within Clackmannanshire as a key barrier and supported actions that would increase access to learning, raise awareness of Gaelic culture and heritage, and encourage participation through community-based activities.

There was also support for improving the visibility of Gaelic through communications, digital platforms and cultural initiatives, helping people to connect with an important aspect of Scotland's national heritage.

Alongside this support, 5 respondents emphasised the importance of ensuring that Gaelic activity remains proportionate to local need and reflects the context of Clackmannanshire. A recurring theme was the desire for the Council to focus on practical and achievable actions which fulfil its statutory responsibilities under the Gaelic Language (Scotland) Act 2005 while making sensible use of resources.

Respondents frequently expressed the view that learning opportunities, awareness raising and community engagement should be prioritised over more extensive service provision at this stage. Feedback from respondents directly informed the inclusion of an action to explore and, where viable, establish a local Gaelic network to support learners, speakers and those interested in Gaelic language and culture.

Overall, the consultation findings support the Plan's focus on Gaelic learning, promotion, organisational capacity and access to services while reinforcing the need for delivery to remain realistic, proportionate and locally relevant. The feedback demonstrates support for

a balanced approach that meets the Council's statutory duties, creates opportunities for those who wish to engage with Gaelic, and recognises the importance of delivering actions that are achievable, sustainable and relevant to the communities of Clackmannanshire.

Detailed Findings

The following charts provide a summary of the main themes emerging from the 53 consultation responses. Together, they illustrate the diversity of respondents' connections to Gaelic, the importance placed on Gaelic learning and cultural promotion, the barriers currently limiting participation, and the outcomes and actions respondents considered most important for the future delivery of the Gaelic Language Plan.

Chart 1 - Connections to Gaelic

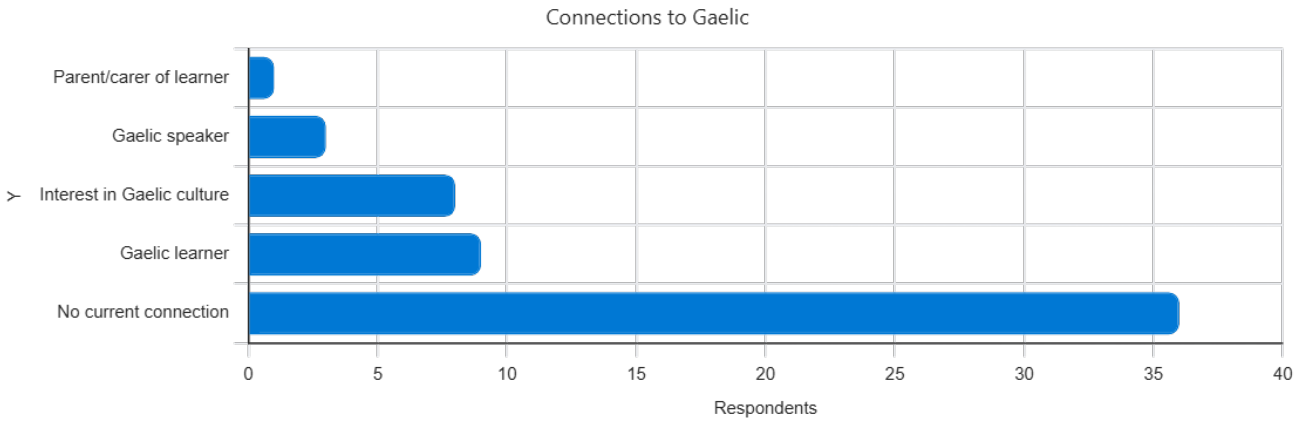
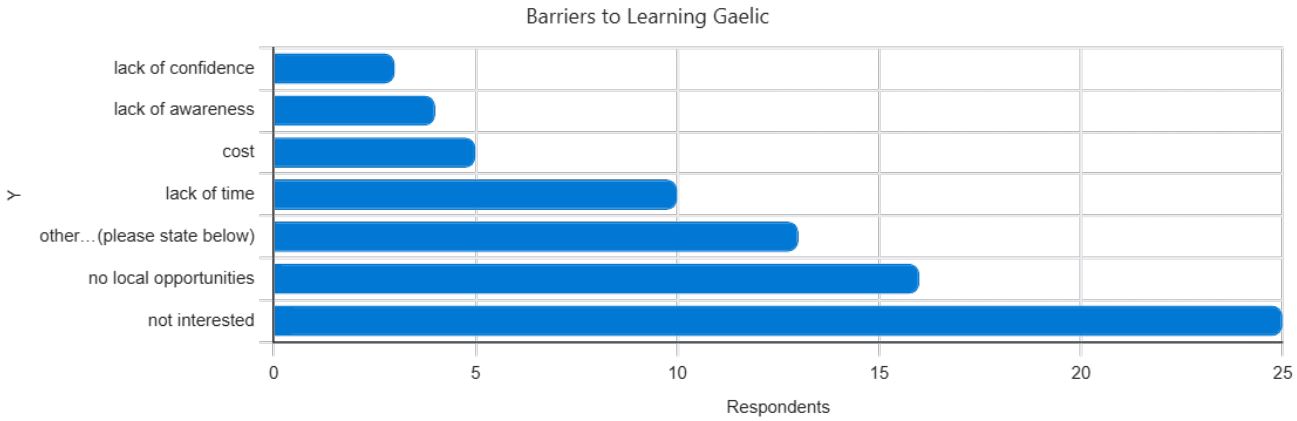


Chart 2 - Barriers to Learning Gaelic



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Chart 3 - Most Supported Plan Outcome

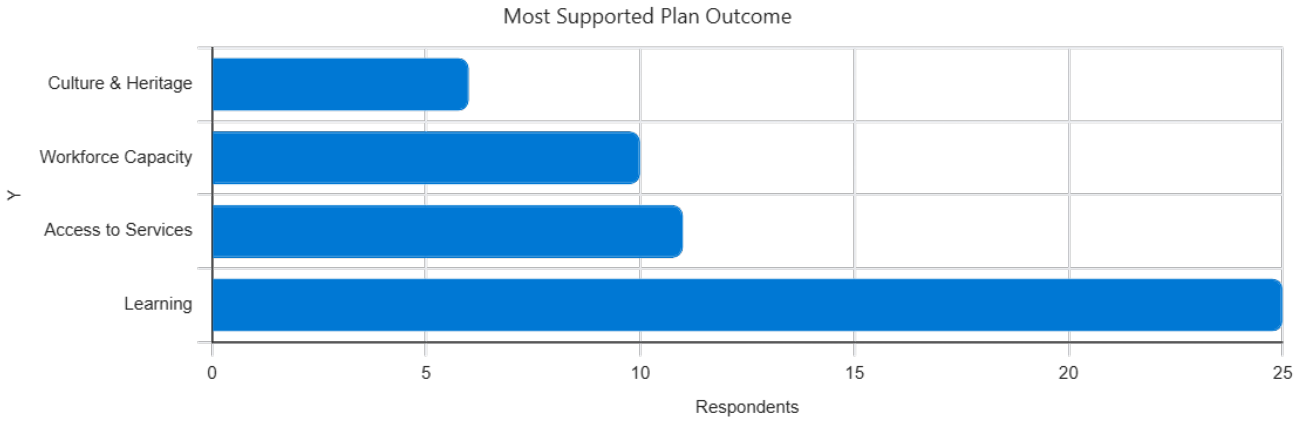


Chart 4 - Priority Actions for Delivery

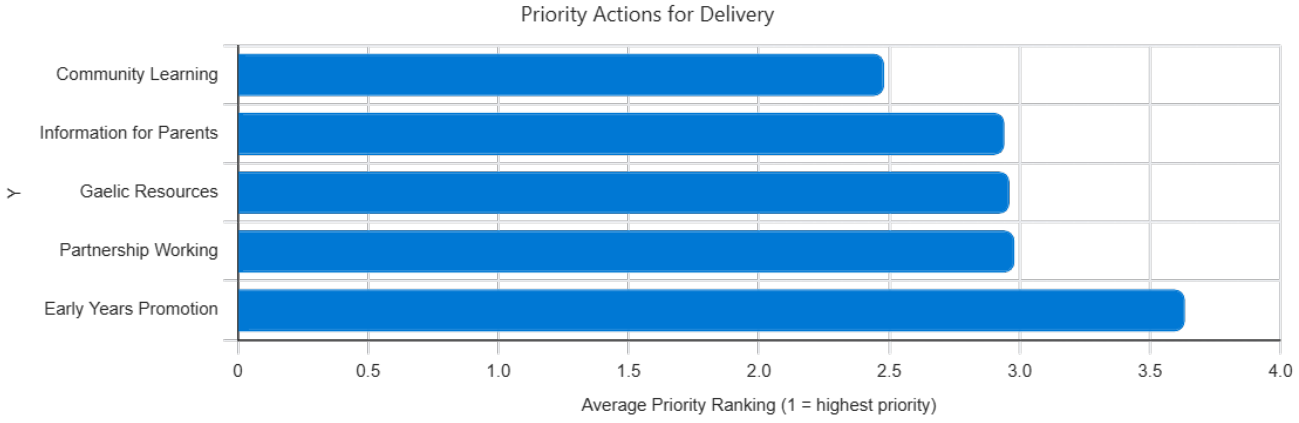
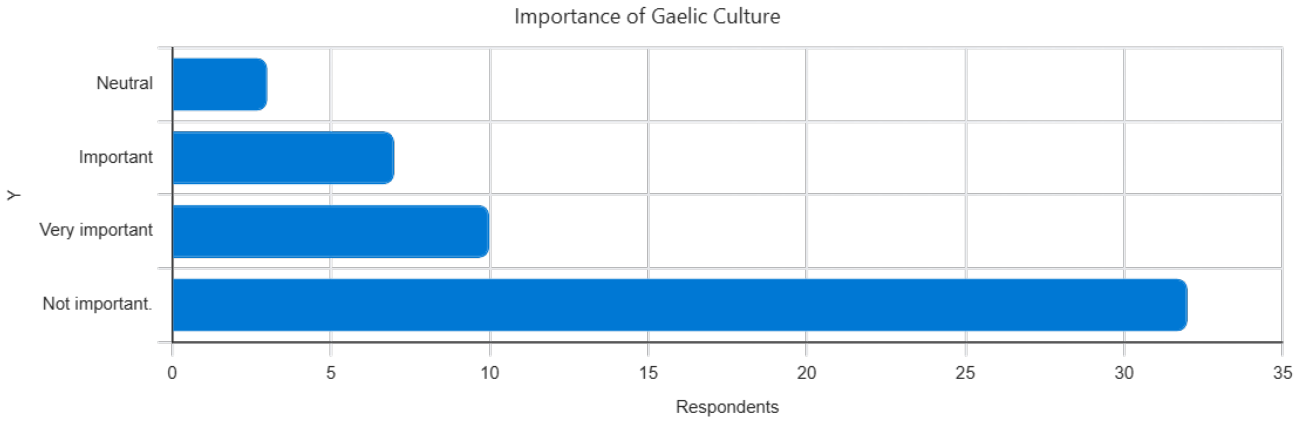


Chart 5 - Importance of Gaelic Culture



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Appendix C - Gaelic Language Plan on a Page 2026-31

Council Vision (What we want to achieve)			
"We will be a valued, responsive, creative organisation, through collaboration, inclusive growth and innovation, to improve the quality of life for every person in Clackmannanshire."			
Key Principles (How we will approach it)			
Equal Respect	Active Offer	Normalisation	
Gaelic Language Plan 2026-31 Outcomes (What we want to achieve)			
Clackmannanshire residents can access Gaelic learning at all ages and stages of life.	Gaelic language, culture and heritage is promoted by Clackmannanshire Council.	Clackmannanshire Council and our employees have increased knowledge and capacity about Gaelic and meet their responsibilities and duties under the Gaelic Language (Scotland) Act 2005.	Gaelic-speaking residents can access Council services and information in Gaelic wherever possible.
Actions: What we will do			
Access to Gaelic Learning (Information & Promotion)	Visibility and Corporate Identity	Awareness and Understanding	Access to Information
Develop Gaelic Learning Opportunities (Community & Partnerships)	Promotion and Engagement	Workforce Development and Learning	Service Delivery and Customer Access
Sustain and Grow Provision (Capacity & Investment)	Digital and Communications Presence	Governance and Capacity Building	Enabling Gaelic Use in Practice
Measures of Success (How we track our progress)			
100% of parents / carers receive GME information annually	New or replacement signage includes Gaelic (where appropriate)	Reduce % "no awareness" of our Council's statutory responsibilities	Gaelic content on key web pages is increased
Gaelic learning content is available and updated annually	Increase the number of bilingual assets through asset renewal	Updated guidance is available to all staff	Annual review and update of Gaelic web content
Gaelic learning opportunities are promoted annually	Support national Gaelic campaigns	% staff completed awareness training	% Gaelic translation requests fulfilled
Establish community Gaelic initiatives	Promote Council, community and national Gaelic-related activities	Deliver a Gaelic learning module	Information on how to access Gaelic services is on all key web pages
Establish partnership activities that are delivered annually	Number of Gaelic-related posts or updates	GLP Implementation Group operational within 4 months	Gaelic templates available across all three portfolios / directorates
Identify or pursue a Gaelic funding opportunity	Gaelic content on key web pages is increased	Number of GLP Implementation Group meetings per year	Frontline awareness resource implemented
Maintain and review ongoing partnership arrangements		Complete Gaelic Workforce Audit	
Sustain or increase participation in Gaelic learning			

Coinneamh:	Pannal Phlanaichean is Phoileasaidhean
Ceann-là:	19 Samhain 2026
Tiotal:	PGR015 E03 Plana Gàidhlig Comhairle Fhìobha
Gnìomh a dhìth:	Ri Aontachadh
Àireamh pàipear:	2.3
Neach-labhairt:	Calum Rothach, Ceannard Foghlaim is Phlanaichean; Stuart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail
Pàipearan-taic:	PT1 PGR015 E03 Plana Gàidhlig Comhairle Fhìobha

1. Adhbhar

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

2. Cùl-fhiosrachadh/Prìomh aithris

2.1. Bha còir aig Comhairle Fhìobha eagran plana reachdail ùr a chur gu Bòrd na Gàidhlig sa Ghiblean 2025 ach bha dùbhlain conaltraidh air a bhith ann leatha fad an dà bhliadhna roimhe sin.

2.2. Cha tàinig an t-eagran ùr a-steach mar a bhathar an dùil agus chùmadh comhairle ris an ùghdarras tron bhliadhna 2025 gus a thilleadh ri gèilleadh reachdail fo Achd na Gàidhlig 2005.

2.3. Chuir an t-ùghdarras sgioba air dòigh gus eagran ùr a leasachadh agus aithisgean dearcnachaidh a thaobh cur-an-gnìomh an t-seann phlana a choileanadh.

2.4. Chùm oifigearan Bhòrd na Gàidhlig taic leantainneach ris an ùghdarras tro choinneamhan is measaidhean neo-fhoirmeil air dreachdan gus an deach an t-eagran a-mach gu co-chomhairleachadh poblach as t-Samhradh 2026.

2.5. Tha oifigear leasachaidh Gàidhlig aig Comhairle Fhìobha.

3. Coimeas Eadar-ùghdarrasail (dàta a' Chunntais-shluaigh 2022)

Ùghdarras Ionadail	Sluagh iomlan >3 bliadhna a dh'aois	Cuibhreann den t-sluagh le sgilean Gàidhlig	Fàs às a' cheud 2011-2022 (sgilean sa Ghàidhlig)
Comhairle Fhìobha	362,153	1.34%	97%
Comhairle Siorrachd Lannraig a Tuath	331,132	1.45%	60%
Comhairle Baile Obar Dheathain	217,756	2.8%	88%
Comhairle Baile Dhùn Èideann	501,268	2.07%	75%

4. Tabhartasan

4.1 Chaidh na tabhartasan MPG/GLAIF a leanas a bhuileachadh air Comhairle Fhìobha anns na còig bliadhnaichean ionmhasail mu dheireadh.

Tabhartasan – MPG/GLAIF	
2022-2023	-
2023-2024	-
2024-2025	-
2025-2026	-
2026-2027	£12,000

5. Conaltradh agus gèilleadh

5.1 Ri linn an neo-ghèillidh ann an 2024-25 cha robh adhartas air neo conaltradh iomchaidh le Comhairle Fhìobha ann chun an Fhoghair 2025. Chùmadh taic ris an ùghdarras bhon uair sin airson a thoirt air ais ri gèilleadh reachdail.

6. Ullachadh an eagrain ùir

6.1. Chruthaich Comhairle Fhìobha an treas eagran den phlana aca stèidhichte air an Stiùireadh Reachdail air Deasachadh Phlanaichean, am Plana Nàiseanta agus air stiùireadh oifigearan Bhòrd na Gàidhlig.

6.2. Chaidh measadh a dhèanamh air an dreachd phlana seo le oifigearan Bhòrd na Gàidhlig agus mholadh atharrachaidhean.

6.3. Chaidh iarraidh air an ùghdarras:

- Clàran-ama nas soilleire a stèidheachadh le cuid de na h-amasan aca.
- Obair deasachaidh a dhèanamh air fiosrachadh mun cho-chomhairle phoblach far an robh fiosrachadh ceàrr a nochdadh.

6.4. Ghabh Comhairle Fhìobha ri molaidhean oifigearan Bhòrd na Gàidhlig.

6.5. Geàrr-iomradh air na prìomh amasan bhon eagran ùr de Phlana Gàidhlig Comhairle Fhìobha:

- A' toirt fàs air com-pàirteachadh ann an ionnsachadh na Gàidhlig agus gnìomhan cultarail.
- A' dèanamh cinnteach gu bheil fiosrachadh soilleir ri fhaighinn do theaghlaichean san sgìre air foghlam tro mheadhan na Gàidhlig agus na pròiseasan reachdail gus foghlam tron Ghàidhlig iarraidh.
- A' leudachadh cothroman ionnsachaidh sa Ghàidhlig aig ìre na h-àrd-sgoile gus slighe adhartais a chruthachadh bho fhoghlam luchd-ionnsachaidh sa bhùn-sgoil.

- A’ meudachadh faicsinneachd na Gàidhlig tron Chomhairle, a’ gabhail a-steach soidhnichean dà-chànanach, suaicheantas dà-chànanach, foillseachaidhean, na meadhanan sòisealta agus conaltradh.
- Ag àrdachadh mothachadh luchd-obrach air a’ Ghàidhlig.

7. Dàrna eagran Plana Comhairle Fhìobha

7.1. Geàrr-iomradh air adhartas agus geallaidhean ann an eagran a dhà (E02) a chaidh a chur an gnìomh le Comhairle Fhìobha:

- Thathar air adhartas a dhèanamh le bhith a’ tabhann beagan Gàidhlig aig ìre luchd-ionnsachaidh anns na bun sgoiltean le 590 sgoilearan air cothrom fhaighinn beagan Gàidhlig ionnsachadh.
- Tha a’ Ghàidhlig ga thoirt a-steach ann an leasanan cruinn-eòlais (ainmean àite) agus tro leasanan eachdraidh cuideachd. Tha trì sgoiltean a’ faighinn taic le lìbhrigeadh Gàidhlig mar L3.
- Chaidh goireas do ghnothachasan ann am Fìobha a chruthachadh gus Gàidhlig a bhrosnachadh mar mhaoin eaconamach dhaibh
- Tha an àireamh de clasaichean Ghàidhlig a tha rim faighinn sa choimhearsnachd air a dhol am meud, a’ gabhail a-steach clasaichean do dh’inbhich, clasaichean còmhraidh, cuairtean anns an sgìre agus seiseanan Bookbug Gàidhlig.

8. Dearcnachadh

8.1. Mar a chaidh a mhìneachadh ann am fo-earrannan 2.1 agus 2.2 bha Comhairle Fhìobha a-mach à gèilleadh reachdail rè a’ mhòr-chuid den ùine aithris airson an eagrain mu dheireadh. Cha d’fhuaireadh aithisgean dearcnachaidh rè na h-ùine seo ach sa chiad bhliadhna.

Bliadhna	Litir Fios Adhartais	Adhartas
2021-2022	12 Iuchair 2023	Iomchaidh
2022-2024	-	Neo-ghèilleadh reachdail
2024-2025	-	Neo-ghèilleadh reachdail
2025-2026	14 Iuchar 2026	Neo-iomchaidh

9. Moladh

9.1. Aire a thoirt don fhiosrachadh ann am PT1.

9.2. Aonta a chur ri dreachd E03 de phlana Comhairle Fhìobha an cois PT1.

10. Prìomh Bhuaidhean Ro-innleachdach

10.1. Buaidhean air Ionmhas: N/A

10.2. Buaidhean air Luchd-obrach: N/A

10.3. Buaidhean air Trèanadh: N/A

10.4. 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.

10.5. Buaidhean air Cliù: N/A

10.6. Buaidhean air Slàinte is Sàbhailteachd: N/A

10.7. 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.

10.8. 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.

10.9. Buaidhean air an Àrainneachd: N/A

11. Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta

Còraichean Daonna	☐	Clann is Òigridh	☒
Cultar	☒	Coimhearsnachdan	☒
Àrainneachd	☐	Bochdainn	☐
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☒	Eaconamaidh	☒
Gnothachasan soirbheachail is ùr-ghnàthach	☐		

12. Cùrsa Riaghlachais

12.1. Thug an Sgioba Àrd Stiùiridh fa-near don aithisg seo air 09 Samhain 2026.

13. Dearbhadh air Cuairteachadh Sgrìobhainn

13.1. 'S e pàipear fosgailte a tha seo.



Completed in line with the Gaelic Language (Scotland) Act 2005 and Guidance on preparing Gaelic Language Plans

Contents

1.	Introduction	3
2.	Legal & Policy Context	5
3.	Evidence	6
4.	Progress on Fife Gaelic Language Plan 2020-2025	9
5.	Gaelic Language Plan Commitments 2026-2031	12
6.	Monitoring Progress	28
7.	Feedback and How to Get Involved	28

1 Introduction

The Gaelic language is woven into Fife's history, landscape and place-names, reflecting a rich heritage that continues to be reclaimed and strengthened. In recent years there has been a significant increase in the number of people in Fife with Gaelic skills. Since 2011, the number of Gaelic users in Fife has doubled, with around 1.3% of the population now reporting some Gaelic language ability. Fife Council is committed to supporting the Gaelic language and culture in ways that reflect local need and opportunity.

The Fife Gaelic Language Plan 2026–2031 sets out how the Council and its partners will take a proportionate approach to strengthening Gaelic across Fife by:

- Increasing the range and frequency of opportunities to use Gaelic in community life, supported by Gaelic learning and cultural activity.
- Supporting Gaelic language and cultural activities for people across a wide range of ages and interests.
- Promoting and supporting access to Gaelic education in early years, primary and secondary settings.
- Expanding post-school and adult learning of Gaelic through community-based programmes and learning delivered through the medium of Gaelic.
- Strengthening partnerships to support delivery of the Plan.
- Strengthening Fife Council's own role in supporting the Gaelic language through planned delivery, partnership working and stronger links to wider policy.

This is Fife Council's third Gaelic Language Plan and builds on actions undertaken in the previous two Plans. The Plan is structured by initially providing some legal context to why the Plan has been produced; highlighting Fife's historical link to Gaelic; setting out an overview of progress made from the previous Plan; the consultation and feedback received to inform this Plan and finally setting out the themes and areas of focus over the next five years.

2 Legal & Policy Context

This section sets out the legislative duties and policy frameworks that guide this third edition of our Plan.

Legislation

In line with the Gaelic Language (Scotland) Act 2005 and Scottish Languages Act 2025, Fife Council has prepared and is committed to delivering this Gaelic Language Plan. Gaelic Language Plans set out how local authorities will support and promote Gaelic within their area and how Gaelic can be used on a basis of equal respect with English. This edition of the Plan is based on the principle that Gaelic use and learning have the potential to grow in Fife. Through this Plan, Fife Council will continue to increase the availability of Gaelic in services, education, community engagement, events and identity.

Policy alignment

At national level, this Plan aligns with the National Gaelic Language Plan 2023–2028 and supports the Scottish Government Equalities Outcomes 2025–2029.

At local level, the Plan aligns with the Fife Council Equality Priorities 2025–2029, particularly Priority 1 and Priority 2 on access to information and services and inclusive communities. It also links to the Community Learning and Development Plan 2024–2027 and the wider Plan for Fife.

Aligning the Gaelic Language Plan with these strategies ensures that Gaelic contributes to wider outcomes and that national and local priorities are connected.

3 Evidence

This section summarises the key evidence that informs the themes and areas of focus in this Plan.

Embedding Gaelic in policy, service delivery and organisational activity is key to achieving the Plan's aims. The overall outcome is to make Gaelic more visible and audible across Fife, in line with local demand for Gaelic in public services.

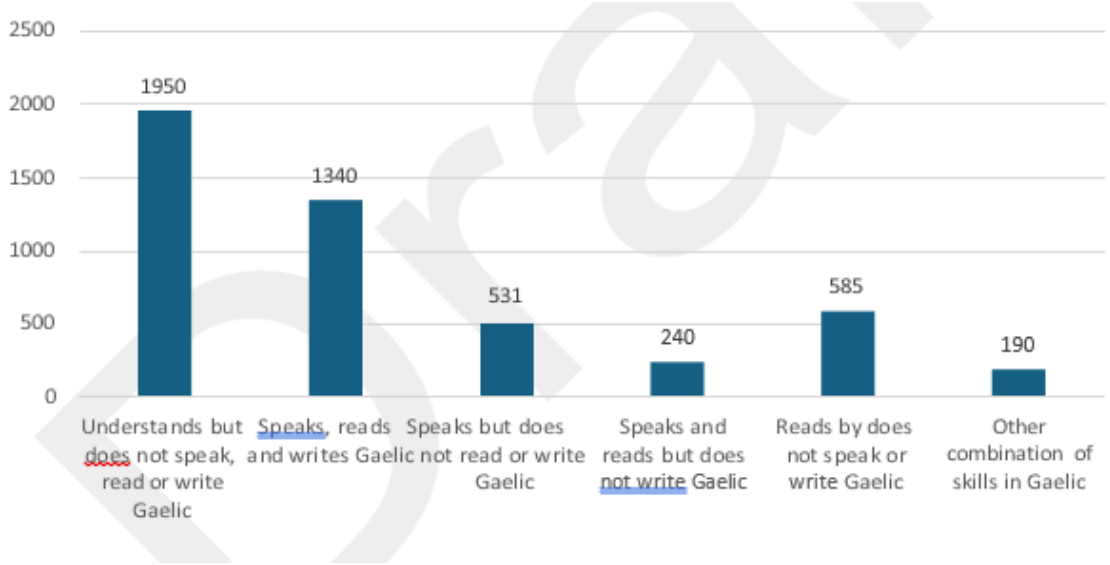
Census 2022

At the 2022 Census, 1.3% of Fife's population reported having Gaelic language skills. The number of Gaelic users in Fife has almost doubled since 2011 (up from 0.7% in 2011).

Most people with Gaelic skills report that they understand Gaelic with smaller numbers able to speak, read and write the language (Figure 1).

Actions delivered through the previous Plan contributed to this growth and demonstrates increasing interest in Gaelic across Fife.

Figure 1: Number of people aged three and over with Gaelic language skills in Fife (source: Census, 2022)



Community Feedback

Phase 1: Community consultation July-September 2025

A public consultation ran on the Council's Citizen Space platform between July and September 2025. It gathered views on ten themes: meeting places and spaces; built environment; Gaelic community events and learning; public transport; feeling heard; safety; pride; accessing services; opportunities to train, work or volunteer and the Gaelic community.

Eighteen responses were received. Themes rated below "better than OK" highlighted gaps in:

- Access to Gaelic events and learning opportunities
- Availability of suitable spaces and public transport
- Access to services and information
- Opportunities to train, work or volunteer through Gaelic

Key messages from the consultation included:

- A need for clearer and more accessible information about Gaelic learning and events and accessible venues via different modes of transport
- More evening and locally accessible learning opportunities
- Greater visibility of Gaelic history, culture and place-names
- More opportunities for Gaelic speakers and learners to connect
- Stronger leadership and commitment from public bodies

Focus groups in Dunfermline, Kirkcaldy and St Andrews and a partner enquiry process reinforced these findings and highlighted the need for clearer pathways, improved resourcing and better understanding of what the Plan means in practice.

Phase 2: Community consultation June-August 2026
Bearing in mind the above feedback and Census evidence, themes and areas of focus were drafted and another consultation held between June and August 2026. 416 responses were received and a brief summary is set out below.

Theme 1 Using Gaelic: Across the six areas of focus, opinions were divided but findings indicate greater support for initiatives that increase opportunities to learn Gaelic and improve understanding of Gaelic heritage. There was less support for the creation of programmes that celebrate learning including through music.

Theme 2 Learning Gaelic: The highest level of support was for extending opportunities for Gaelic learning into the secondary sector including clear points of information and access for families considering Gaelic Medium Education.

Theme 3 Promoting Gaelic: There was strong support from respondents for ensuring that Fife is included in national tourism activity relating to Gaelic language and culture. There was less support for Gaelic focused economic and business development.

Theme 4 Strengthening Gaelic identity: Some questioned the use of the translated logo, asking questions about where and when it would be used. There was more support for increasing awareness of Gaelic heritage through historical venues and related activities.

Theme 5 Improving communication of Gaelic: Increasing awareness of Fife as a welcoming destination receives the highest level of support indicating that people view activities that promote Fife and raise awareness of Gaelic as having particular value. There was also support for a stronger social media presence and website information available in Gaelic.

Theme 6 Enhancing visibility: There was strong support for new ways to promote Gaelic through everyday school life suggesting people view schools and educational settings as an important way of increasing the visibility and awareness of Gaelic.

Theme 7 Developing the workforce: Of the two areas of focus in this theme, people were slightly more supportive of measures aimed at increasing Gaelic language confidence within council services than measures focused on promoting Gaelic within recruitment and communications.

In addition to the above feedback, 155 people also objected to the GLP overall. The objections have been summed up as:

- Concerns about the budget and conflicting priorities.
- More pressing language need
- The pressure that schools are under with limited resources.
- Pictish heritage not being given the attention they thought it should

Further information on the consultation is available online.

4 Progress on Fife Gaelic Language Plan 2020-2025

This third Fife Gaelic Language Plan builds on earlier progress to recognise and promote Gaelic as part of Fife's heritage and increase access to Gaelic language and culture.

Since 2020, progress included:

- Establishing Gaelic conversation groups in community venues
- Strengthening partnerships with Trusts and community organisations
- Developing adult learning pathways through Community Learning, Community Use Schools and the Workers' Educational Association
- Introducing bilingual signage/materials e.g. in Fife libraries, online and through school meals

Snapshot of progress

Gaelic tutors worked in three schools, supporting 590 pupils, 13 teachers and three additional staff. Gaelic learning was embedded across subjects such as history and geography and featured in school performance.

Fife's Music Service supported Gaelic song and traditional music in a further nine schools, involving an additional 275 pupils and ten teachers.

Community Learning and Development services supported Gaelic conversation groups in three areas of Fife, helping learners build confidence and progress and promoting the value of our heritage languages. Gaelic learning opportunities were also made available through a range of partners across Fife.

New digital and physical resources were developed to support schools teaching and learning, including a Gaelic resource bank, children's books, dictionaries and traditional instruments. Work is underway to establish Gaelic extra-curricular activity in secondary settings linked to primary provision and the offer of Level 3 Gaelic in one primary school specifically.

Gaelic conversation groups are a social way to build confidence and skills. They also offer networking opportunities for native Gaelic speakers who can often feel isolated due to the loss of language. These groups are run in community and can help boost local businesses and venues – also normalising Gaelic as more people hear it spoken in every day venues.

Free Gaelic and Scots Bookbug sessions have been run in libraries and cultural venues – supporting family language learning and raising awareness of Gaelic culture in a fun and informal way.

5 Gaelic Language Plan Commitments 2026-2031

This section sets out the high-level themes and areas of focus Fife Council commits to delivering against over the course of this Plan. The themes and areas of focus have been informed by the various consultations undertaken and will enhance the use, learning and promotion of Gaelic and the corporate support to enable that across assets, policy and practice across Fife.

Using Gaelic: Actions include increasing use of and understanding Gaelic music in schools; recruiting Gaelic tutors to work in Fife; increasing understanding of Gaelic heritage and culture.

Learning Gaelic: Actions include creating and maintaining clear points of information and access for families considering Gaelic Medium Education and supporting families requesting GME.

Promoting Gaelic: Actions include increasing access to Gaelic in a wide range of outdoor, cultural and leisure opportunities; promoting the Gaelic for Tourism toolkit with businesses; increasing and promoting Gaelic books held in libraries.

Strengthening Gaelic identity: Actions including increasing opportunities to engage with Gaelic in historical venues and more awareness and use of Gaelic translation and interpretation services.

Improving communication of Gaelic: Actions include promoting Gaelic in a number of ways including online and through staff and public information.

Enhancing visibility: Similar to the above, actions include availability of Gaelic as a language option in corporate communications and reviewing online information available in Gaelic.

Developing the workforce: Actions include identifying staff with Gaelic language skills; raising awareness of Gaelic through induction learning and signposting of Gaelic opportunities as part of staff development.

Action Plan 2026-2031

Set out below is the detail of the focus areas, current practice, action that will be taken and service responsibilities and timescales.

A. Using Gaelic

	Area of Focus	Current Practice	Actions	Responsibility & Timescale	Measures of Success
1	Increased use of Gaelic music in Primary schools and increased access to Gaelic resources and learning opportunities	A Gaelic Kodály musicianship project of 12 weeks is offered by a Gaelic speaking Project Leader to one school supporting two GLPS trained teachers with their own Gaelic development reinforcing their L3 teaching. Their classes receives music lessons incorporating instructional Gaelic and Gaelic songs and games.	Develop Kodály resources for Gaelic music, centrally	Youth Music Initiative (YMI) December 2026	Gaelic music resources available and being accessed
			Gaelic and Scots top up training for Kodály practitioners	Annually from 2026	Number of practitioners trained
2	Increased uptake in traditional musical instruments and understanding of Gaelic	One primary school has a cèilidh project incorporating Gaelic song, penny whistles, bòdhrans and guitars. Several schools receive	Hold annual 'Cèilidh Mhòr' bringing cluster primaries and secondary together to share music, language and culture	YMI Annually from 2026	Number of attendees at 'Cèilidh Mhòr'

	language and culture in schools	Pipe Band Drumming YMI Projects. Fife Music Service offers clàrsach and chanter at primary schools and pipes at secondary, as well as pipe band drumming and clàrsach. There are secondary school pipe bands across Fife.	Develop Cèilidh Mhòr into a different area of Fife with mini cèilidh projects within a new cluster.	Annually from September 2026	Number of projects developed Participant Feedback
3	Increased understanding of Gaelic heritage and culture	Incorporation of Fife Gaelic locations, Scots overlaps and influences of Fife Gaelic heritage into music projects (fishing and working songs for example) raises awareness and firmly places Gaelic at the heart of people and place.	Gaelic Awareness sessions embedded in communities as part of build up to Cèilidh Mhòr	CLD will deliver awareness sessions as part of the partnership work with YMI Autumn 2027 and annually thereafter	Range and number of sessions delivered Number of participants
4	Adult Learning pathways are clearly promoted using a range of partners and offering learning progression across Fife	An Adult Learning Planning Group was created on 23rd April 2026 to support planning and to streamline pathways and progression routes for Gaelic learners in Fife. Digital networks of staff and community members	Create Gaelic Adult Learning and Delivery Partnership Group for Fife	Community Learning and Development (CLD) May 2027	Gaelic Partnership Group operational
			Gaelic Learning Week to be held in Dunfermline High School with partners	August 2027 and annually thereafter	Number of learners participating Number of learning sessions delivered

		have also been created for communication, and these are informing delivery across a range of Gaelic providers.			Learner feedback Event evaluation
			Gaelic Adult Learning is clearly promoted across Fife and is easily available	Community Use Schools	Gaelic opportunities booklet created, distributed and available online.
5	Creation of program of events in central venue celebrating learners from all pathways		Gaelic Achievement Celebration in Fife	Gaelic Adult Learning Partnership / CLD November 2026	Numbers attending event Case studies Participant feedback
6	Ensure at least 2 tutors are dedicated to work in Fife over the length of this plan	One tutor currently supporting delivery in Fife	Recruit a second tutor by August 2027	Workers Educational Association (WEA) By August 2027	Tutors recruited and delivering learning activity

B. Learning Gaelic

	Area of Focus	Current Practice	Action	Responsibility & Timescale	Measures of Success
7	Update and maintenance of clear points of information and access for families considering Gaelic Medium Education	Gaelic Medium Education is promoted on Fife Council website.	Ensure information is provided on the Council's website on the full request process to establish GME in the area and update when required.	Education Annual	Information provided on website and updated in line with any changes that come with the Scottish Languages Act 2025.
8	Support to families requesting Gaelic Medium Education	Gaelic Medium Education is promoted on Fife Council website	Gaelic Medium Education is promoted on Fife Council website	Education Annual	Information will be provided on the Council's website to outline the full process for requesting the establishment of GME in the area and keep this up to date
9	Increased number of learners are experiencing Gaelic language and culture. Extend	In 24-25 5 primary schools report offering Gaelic as part of their L3 provision. In 25-26 4 schools have been supported through the Gaelic Specific Grant. 4 Teachers have taken	Annual information sessions will be held to promote GME.	Annual Information Sessions.	Number of information sessions held Number of participants at information sessions

	opportunities for Gaelic learning into Secondary Sector in one or two selected areas where Gaelic is already offered in the Primary Cluster	part in GLPS in session 25-26. 4 Teachers took part in the Gaelic Live Lessons with their classes. 3 at beginners level and 1 at extension level. 1 teacher has expressed interest in undertaking further National Qualifications in Gaelic. This will be funded through the Gaelic Specific Grant in Session 26-27. The Gaelic Specific Grant application also includes funding to support the establishment of a Secondary Gaelic Learners offer. We are in the process of reviewing what will be possible within the constraints of the Grant awarded for 26-27.	CLD share information with parents through Gaelic events for the pre-school age group such as Book Bug.	Education Annual	Number of events Number of participants Information available
			Promote and support access to GLPS programmes, Live Lessons and other professional learning for staff.	Primary support and offer Annual	Range of programmes supported Number of participants
			Work in partnership to reduce barriers and support learning and progression routes across sectors.	Secondary offer to be established within Academic Session 26-27 and to grow over the course of this plan.	Learning offer available
			Offer schools additional support with Gaelic language and cultural learning.	The long-term aim is to create demand for National Qualifications and thus establish Gaelic as an L2.	Demand for NQ in Gaelic

C. Promoting Gaelic

	Area of Focus	Current Practice	Action	Responsibility & Timescale	Measures of Success
10	Increased access to Gaelic in a wide range of high quality outdoor, cultural and leisure opportunities	OnFife provide space for any Gaelic conversation group that the Community Development Worker (Gaelic) brings to OnFife venues at DCLG, KG and in St Andrews. Gaelic conversation group meets in DCLG cafe and then meet for an hour of translation - Community Development Worker (Gaelic) supports. Gaelic conversation group meets in AST cafe every Friday – then they book a room for lesson work - Community Development Worker (Gaelic) supports. Gaelic conversation group meets in KG cafe every second Friday Community Development Worker (Gaelic) supports Community Development Worker (Gaelic) ran one off	We will make spaces available for and raise awareness of Gaelic conversation groups held at DCLG, KG and venues in St Andrews. Promote each session if information given and promotion wanted by the group CLD will continue to support Gaelic Conversation Groups	OnFife Annually CLD Annually or as required CLD Weekly or as required	Number of room/space bookings kept and reported against Posters and social media posts Gaelic opportunities booklet created Number of sessions delivered Number of participants
			Raise awareness using posters in OnFife venues and/or using OnFife social media – depending on the needs of the group.	OnFife Annual	Posters visible in relevant venues Information

		event conversation cafe and gave a talk in World Gaelic Week and Gaelic Bookbug Bug – 26 February 2026. When the Community Development Worker (Gaelic) provides promotional material, it is shared on OnFife social media and/or in OnFife venues.	Communication with groups is through Community Development Worker (Gaelic) so venues at OnFife respond to information as and when provided.		available on online Interactions with social media posts
			Community Development Worker (Gaelic) to explore if regular conversation group in St Andrews Library is feasible, OnFife committed to giving space if/when needed	CLD June 2027	Local feedback
			Support World Gaelic Week – OnFife provide space and support with promotion	OnFife February 2027 and annually thereafter	Promote using posters in venues provided by organiser and support via social media as asked
		Current Gaelic stock is purchased annually (NB all stock must adhere to OnFife Stock Management Policy). In 25/26 we encountered an issue with our supplier who did not deliver all orders – now seeking a new supplier. In 25/26 we purchased 22 new books (more	Increase the number of Junior and Adult Fiction books held in Gaelic collections in Fife and publicise these via social media, in venue library displays and through the conversation group to Gaelic users.	OnFife Purchased as titles become available throughout the year	Number of resources available

		had been ordered but issues with supplier). This builds on existing stock of 259 books. We also respond to customer requests for stock purchase (again dependent on Stock Management Policy) *Current Gaelic items in stock = 281:* *163 Junior* *108 Adult* *4 Carnegie Trust (Ref only at DCLG)* *6 Local (1 Lending, 5 Local Ref)*			
		OnFife hold a supply of Gaelic Bookbug bags and these are given out on request. All session leaders have awareness of Gaelic Bookbug resources. Gaelic Bookbug was delivered at DCLG (and Duloch) & KG plus other venues for three years – 2023-2026 by CLD delivered Bookbug sessions, supported by venue teams.	Raise awareness of Gaelic resources via Scottish Book Trust for families with children aged 0-5 via OnFife website and in Bookbug Sessions. OnFife will work in partnership with CLD Gaelic to explore how/if Gaelic Bookbugs can be included in ongoing provision and/or when Gaelic Bookbugs can be booked for special events for delivery by CLD Gaelic.	OnFife By March 2027 and annually thereafter August 2027	Website information If viable scheduled plan for Gaelic Bookbugs from August 2027 onwards

		Current stop on regular Gaelic Bookbugs due to CLD capacity.			
		Meet with the NHS Promotions Team – once every six months – raise awareness of Gaelic resources as part of this wider meeting.	Meet with the NHS Promotions Team – once every six months – raise awareness of Gaelic resources as part of this wider meeting.	On-Fife Every 6 months	NHS Promotions team given information as available
		Currently no Gaelic in temporary exhibitions or engagement with Gaelic conversation groups	Meet with Community Development Worker (Gaelic) to discuss working with the Gaelic community on resources linked to temporary exhibitions	OnFife October 2027	Meeting takes place
			Work in partnership with CLD Gaelic to engage with the Gaelic community to discuss Gaelic provision in upcoming exhibition at Kirkcaldy Galleries – Making Her Mark, opens June 2027	November 2026 – May 2027	Meeting takes place Gaelic resources in Making Her Mark exhibition at Kirkcaldy Galleries
			Continue relationship with CLD Gaelic to develop resources linked with OnFife's programme of temporary exhibitions/displays	Agree in July 2027 and annually thereafter	Annual timetable of activity & area of focus
11	Gaelic recognised as an asset in	Previous work done Work with Economic Development has	The updated toolkit Gaelic for Tourism - Welcome to Fife For	Economy, Planning &	Resource updated as

	industries and businesses	helped to increase understanding of Gaelic in Fife across the business sector and the promotion of Gaelic friendly businesses	Industry it will be freely available on the Welcome to Fife for Industry website and promoted to businesses through Welcome to Fife business social media channels (Facebook and LinkedIn) and highlighted through the business e-newsletter.	Employability Services April 2027 and promoted annually thereafter	required
12	Fife is included in National tourism relating to Gaelic language and culture	Previous work was progressed to support Gaelic Tourism in Fife and this can be found a Gaelic for Tourism - Welcome to Fife For Industry	Work with partners to establish clear links between Gaelic and natural assets, in particular place-names of Fife e.g. Fife Pilgrim's Way and the Fife Coastal Path and include within these signs	Fife Coast & Countryside Trust Oct 2029	Increase in number of natural assets with Gaelic place names

CORPORATE COMMITMENTS

D. Strengthening Identity

	Area of Focus	Current Practice	Action	Responsibility	Measures of Success
13	Increased awareness of Gaelic heritage through historical venues/related	Gaelic features in some cultural experiences where businesses have invested.	Work with business and strategic partners to encourage: increasing opportunities to engage with Gaelic in historical venues and improve Gaelic	Economy, Tourism & Town Centres working with partners and the Fife	Number / range of experiences available

	activities		visibility heritage sites Gaelic language/culture experiences for local community and visitors e.g. teaching basic Gaelic as part of the visitor experience including in the Abbey Quarter in Dunfermline to increase opportunities to engage with Gaelic in outdoor activities	Coast and Countryside Trust Oct 2029	
14	Gaelic is clearly recognisable as an aspect of Fife life including buildings	The words “Fife Council” are integral to the actual design of the council’s corporate logo. It would not be possible to create a logo where Gaelic has equal prominence without a complete rebrand for the organisation. We have created a version of the logo where Comhairle Fhiobha runs underneath the original design. All libraries have dual signage.	Introduce a bilingual English-Gaelic corporate logo at the first available opportunity for a logo change. Promote the logo with Gaelic addition and communicate Gaelic requirements in the corporate identity guidelines; and include Gaelic in logos and branding used to promote major events.	Communications & Marketing April 2027 and promote annually thereafter	Recognised Gaelic identity Monitor how Gaelic branding is applied and establish baseline for Gaelic-branded events
			Add Gaelic messaging to signs in reception areas of corporate buildings at earliest opportunity, as signage is refreshed.	Facilities Management /Comms & Marketing On a renewal basis	Number of buildings with signage installed
			Increase awareness and use of Gaelic translation and	Equalities Policy Co-ordinator	Internal promotion

			interpretation services adhering to Gaelic Orthographic Conventions and using Gaelic Place names of Fife and in line with Council policy.	March 2027 and annual	delivered Level of translation service usage
			Build use of Ainmean-àite na h-Alba and other topic-specific expertise into contracts for commissioned translation to ensure high standards.	On renewal of contracts	Revised contract agreements in place

E. Improving Communications

	Area of Focus	Current Practice	Action	Responsibility	Measures of Success
15	Increased confidence and awareness of Gaelic in front-line services	Ad hoc provision on request.	Introduce specific Gaelic awareness training for reception staff in all corporate buildings.	Community Development Worker (Gaelic) Facilities Management March 2027 and annually thereafter	Number of training sessions delivered Number of staff participating
16	Increased visibility of Gaelic language including in correspondence	Guidance and options for including Gaelic in correspondence is available.	Promote use of bi-lingual signature lines as part of corporate communications standards.	Communications & Marketing March 2027 and annually thereafter	Internal promotion delivered
17	Stronger social media connections including in online engagement	Social Media is keeping Gaelic learners up to date with developments and is providing an opportunity for users to provide feedback and share information and ideas Gaelic in Fife on Facebook	Review Gaelic-related social media accounts in Fife and identify community networks to help promote Gaelic opportunities around Fife	Community Development Worker (Gaelic) June 2027	Monitor and review the number of community accounts and posts promoting Gaelic
			Increase posts on relevant campaigns and events in both languages on Fife Council Social	Comms & Marketing Annual	Establish baseline and work to

			Media channels		increase number of bilingual posts
18	Increased awareness of Fife as a welcome destination	Ad hoc promotion	Annual promotion of Fife's commitment and as a region that welcomes Gaelic speakers and promotes the Gaelic Language as part of Gaelic Week	Community Development Worker (Gaelic) Economy, Tourism & Town Centres March 2027 and annually thereafter	Promotional materials Online posts

F. Enhancing Visibility

	Area of Focus	Current Practice	Action	Responsibility	Measures of Success
19	Gaelic is more visible in corporate material and online	Gaelic information is available however visibility could be improved.	To encourage 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.	Communications & Marketing Customer Services Sept 2027 and promoted annually thereafter	Increased availability of corporate publications in Gaelic

20	Increased visibility of Gaelic language and opportunities online via the Council website including in digital material	Information is currently available online and some promotion is undertaken particularly during dedicated promotional periods.	Review the current information online in relation to Gaelic language and life and improve Gaelic representation, including better signposting to information and opportunities.	Communications & Marketing team / Customer & Online Services January 2028	Bòrd recommendations actioned
21	New ways to promote Gaelic through everyday school life are introduced	Schools have ongoing promotions throughout the year however none focus on Gaelic.	Gaelic is promoted through special theme lunch days in schools including bilingual lunch menus and Gaelic theme days	Facilities April 2028 and annually thereafter	Number of Gaelic menus published, and special menu items offered

G. Developing the Workforce

	Area of Focus	Current Practice	Action	Responsibility	Measures of Success
22	Increase the number of	Staff survey, awareness session and pop-up events	Identify Fife Council employees with Gaelic at any level; this will	HR	Number of staff with

	confident Gaelic users across Fife Council services	The Oracle system has no capacity to record language skills of staff, any information added is voluntary	be carried out at the point of employment to ensure a continual inclusion and updating of Gaelic skills within the Council.	Annual	Gaelic
			Increase Gaelic awareness across Fife Council services by improving information on the intranet and signposting	HR Annual	Information available on Intranet
			Inclusion of Gaelic awareness within existing equality, culture or induction learning	HR Annual	Inclusion in Induction intranet pages
			Signposting of voluntary Gaelic learning opportunities as part of ongoing professional development, delivered through Community Learning and Development or external partners	HR Annual	Information Number of staff participating
			Audit of Fife Council staff who have Gaelic skills	HR Annual	Audit complete
23	Increased visibility of Gaelic within recruitment advertising, Council publications and		Review and agree standard recruitment wording to the Fife Council career site welcoming applications from those with Gaelic skills and add specifically to individual adverts where	HR Annual	Updated career website

	online material including statement that Gaelic skills are valued		Gaelic is essential and ensure advertisements in those cases are promoted bilingually.		

6 Monitoring Progress

Progress against this Plan will be monitored annually and reported on as part of Fife Council's Equality Priorities Plan 2025–2029, which is reported on formally every two years. This will provide information on:

- Progress against the commitments in this Plan
- Engagement with the Gaelic community is being strengthened
- A monitoring report will also be provided to Bòrd na Gàidhlig annually.

7 Feedback and how to get involved

There is a growing Gaelic community in Fife and there are many ways for people in Fife to engage with Gaelic, whether they are fluent speakers or new learners. These include:

- Attending Gaelic classes through Community Learning, Community Use Schools and the Workers' Educational Association
- Signing up to the Gaelic mailing list for information on learning and community activity
- Joining the Fife Gaelic Development Group
- Expressing interest in Gaelic learning in schools or Gaelic Medium Education

Feedback on this Plan, the provision outlined and suggestions for improvement is welcome at any stage and will be considered as part of the regular cycle of review.

Follow our social media accounts for updates on Gaelic development within Fife:

Gaelic in Fife on Facebook
Gaelic In Fife - YouTube
Instagram

Coinneamh:	Pannal Phlanaichean is Phoileasaidhean
Ceann-là:	19 Samhain 2026
Tiotal:	PA Eagrain Planaichean Ùra 2027
Gnìomh a dhìth:	Airson Fiosrachadh
Àireamh pàipear:	3.1
Neach-labhairt:	Calum Rothach, Ceannard Foghlaim is Phlanaichean; Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail
Pàipearan-taic:	PT1 Ro-shealladh air planaichean ri teachd 2027

1. Adhbhar

1.1. Gus fiosrachadh a chumail ri buill a' phannail mu eagrain phlanaichean ùra a thèid fa-near dhaibh tron bhliadhna 2027.

1.2. Thoiribh an aire gu bheil am fios seo stèidhichte air an fhios as ùire is as fheàrr a th' aig oifigearan sgioba nam planaichean reachdail an-dràsta is nach eil e dearbhte aig an ìre seo.

2. Cùl-fhiosrachadh/Prìomh aithris

2.1. Thathas an dùil ri 23 eagrain phlanaichean ùra tron bhliadhna 2027 mar a thathas a' comharrachadh ann am PT1.

2.2. Am measg nan eagran ùr seo tha na ciad eagrain de phlanaichean reachdail aig:

- Teàrainteachd Shòisealta Alba
- Teisteanasan Alba
- Luchd-sgrùdaidh an Rìgh airson Foghlam ann an Alba
- Clàraidhean Nàiseanta na h-Alba

2.3. Thathas a' cumail taic ris na buidhnean seo gus an coilean iad na cinn-làithean reachdail aca a chaidh aontachadh.

3. Moladh

3.1. Gun toirear aire don fhiosrachadh ann am PT1.

4. Prìomh Bhuaidhean Ro-innleachdach

3.2. Buaidhean air Ionmhas: N/A
3.3. Buaidhean air Luchd-obrach: N/A
3.4. Buaidhean air Trèanadh: N/A
3.5. Ceanglaichean ri Amasan Ro-innleachdail agus Corporra: Tha dlùth cheangal ann eadar planaichean reachdail agus a bhith a' cur air adhart cleachdadh agus ionnsachadh na Gàidhlig gu nàiseanta.
3.6. Buaidhean air Cliù: N/A
3.7. Buaidhean air Slàinte is Sàbhailteachd: N/A

Buaidhean Laghail: Tha am pròiseas son planaichean reachdail stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh.

3.8. 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.

3.9. Buaidhean air an Àrainneachd: N/A

4. Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta

Còraichean Daonna	☐	Clann is Òigridh	☒
Cultar	☒	Coimhearsnachdan	☒
Àrainneachd	☐	Bochdainn	☐
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☒	Eaconamaidh	☒
Gnothachasan soirbheachail is ùr-ghnàthach	☒		

5. Cùrsa Riaghlachais

5.1. Thug an Sgioba Àrd Stiùiridh fa-near don aithisg seo air 09 Samhain 2026.

6. Dearbhadh air Cuairteachadh Sgrìobhainn

6.1. 'S e pàipear fosgailte a tha seo.

Ro-shealladh air Planaichean Gàidhlig Reachdail 2027

Pannal sa Ghearran 2027

- PGR032 Comhairle Siorrachd Dhùn Breatann an Iar
- PGR018 Comhairle Lodainn an Iar
- PGR054 E03 Puirt-adhair na Gàidhealtachd 's nan Eileanan Eta
- PGR048 E03 Oilthigh Ghlaschu

Pannal an Earraich 2027 - ri dhearbhadh

- PGR014 E04 Comhairle Earra-Ghàidheal is Bhòid
- PGR 075 E01 Tèarainteachd Shòisealta Alba
- PGR026 Comhairle Shruighlea
- PGR067 Coimisean Fearainn na h-Alba

Pannal an t-Samhraidh 2027 - ri dhearbhadh

- PGR013 E02 Comhairle Dhùn Phris is Ghall-Ghàidhealaibh
- PGR076 E01 Teisteanasan Alba
- PGR058 E03 Seirbheis Smàlaidh is Teasairginn na h-Alba
- PGR 049 E04 Oilthigh na Gàidhealtachd is nan Eilean

Pannal an Foghair 2027 - ri dhearbhadh

- PGR007 E03 Comhairle Aonghais
- PGR020 Comhairle Maoineachaidh na h-Alba
- PGR002 E03 Àrainneachd Eachdraidheil na h-Alba
- PGR071 E01 Luchd-sgrùdaidh an Rìgh airson Foghlam ann an Alba

Ùrachadh phlanaichean tro 2027

Bidh na h-ùghdarrasan a leanas a’ leasachadh eagrain ùra tron bhliadhna a rèir cinn-làithean reachdail as t-Samhradh is as t-Fhoghar.

- PGR077 Clàraidhean Nàiseanta na h-Alba
- PGR034 Siorrachd Lannraig a Tuath
- PGR038 NàdarAlba
- PGR039 Foghlam Alba
- PGR051 Oilthigh Shrath Chluaidh
- PGR055 Riaghaltas na h-Alba
- PGR072 Coilltearachd agus Fearann Alba

Meeting:	Plans and Policies Panel
Date:	19 November 2026
Title:	Sabbatical Policy
Action Required:	For Approval
Paper number:	4.1
Spokesperson:	Nicola Pearson, Head of Finance & Corporate Affairs
Appendices:	PT1 Sabbatical Policy

1. Purpose

1.1. The purpose of this paper is to seek Panel approval for the introduction of a Sabbatical Policy.

2. Background/Main points

2.1. Bòrd na Gàidhlig has a range of Human Resources (HR) policies which are regularly reviewed and updated to ensure compliance with employment law and Scottish Government practice.

2.2. Policies when first introduced undergo a staff consultation process and are presented to this Panel for approval.

2.3. All HR policies are developed and updated with the assistance of Bòrd na Gàidhlig's HR Consultant.

2.4. Bòrd na Gàidhlig, being aligned to the Scottish Government for these purposes, has always offered Sabbatical leave to staff and following a recent successful application for leave, developed its own policy.

2.5. The policy outlines the steps to be taken by the employee and their line manager in application for Sabbatical Leave and the considerations involved.

2.6. The policy also includes a template for an application to ensure a consistent approach to both the application and approvals process.

3. Recommendation

3.1. The Panel is requested to:

- Review the new policy
- Approve the new policy

4. Main Strategic Impacts

4.1. Impact on Finance: n/a

4.2. Impact on Staff: Policies help define the expectations, rights and responsibilities within the workplace and provide a framework for resolving issues effectively.

4.3. Impact on Training: Application of Bòrd na Gàidhlig policies is an integral part of line management and is included in the ongoing management training course.

4.4. Links to Corporate Aims: Having a suite of appropriate HR policies impacts all staff and therefore links to delivery of all the corporate aims.
4.5. Impacts on Reputation: Having policies that provide a transparent and fair working environment contributes to a positive working environment and improves Bòrd na Gàidhlig's reputation as an employer.
4.6. Impacts on Health and Safety: DSE assessments are made for all staff where necessary.
4.7. Legal Impacts: n/a.
4.8. Impacts on Equality: The policy has been through the Bòrd na Gàidhlig Equalities Impact Screening process.
4.9. Impacts on the Environment: n/a

5. Links to the National Performance Framework

Human Rights	☒	Children and Young People	☒
Culture	☒	Communities	☒
Environment	☒	Poverty	☒
Health	☒	International	☐
Learning	☒	Economy	☒
Successful Innovative Businesses	☒		

6. Governance Route

6.1. Approved by the Leadership Team on 4 November 2026.

7. Confirmation of Circulation of Document

7.1. This is an open paper.

Sabbatical Policy

Approved by	Sgioba Stiùiridh
Date	28 October 2026
Review due	
Translation checked	

Contents Page

1. **Purpose**
2. **Reasons for Sabbatical**
3. **Eligibility**
4. **Sabbatical Leave Duration**
5. **Application Process**
6. **Compensation and Benefits**
7. **Annual Pay Reviews**
8. **Promotions**
9. **Bòrd na Gàidhlig Property**
10. **Maternity, Paternity & Adoption Pay**
11. **Return to Work**
12. **Obligations during sabbatical**
13. **Early termination**
14. **Confidentiality**
15. **General Provisions**
16. **Supporting Documents**
    - Sabbatical Application Form

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17. Document Control

Purpose

The Sabbatical Policy offers eligible employees the opportunity to take an extended period of leave. Applicable to all employees at Bòrd na Gàidhlig, this policy outlines the provisions and procedures for taking a sabbatical, ensuring clarity and consistency across the business.

Reasons for sabbatical

Bòrd na Gàidhlig supports employees seeking to take a break from their current job for various personal and professional reasons. Eligible reasons for sabbatical leave include, but are not limited to:

- Meeting caring responsibilities
- Pursuing education
- Extended travel
- Accompanying a partner overseas

A sabbatical is an agreed-upon period away from their role at Bòrd na Gàidhlig during which the employee's contract will be suspended. This suspension is designed to support the employee's reason for taking the break, allowing them to focus fully on their chosen activity without the obligations of their regular employment.

By offering sabbatical leave for these reasons, we aim to foster a supportive and flexible work environment that values the diverse needs and aspirations of our employees. This policy underscores our commitment to employee well-being and professional growth.

Eligibility

Employees must have completed two years of continuous employment with Bòrd na Gàidhlig to be eligible for sabbatical leave.
Eligibility does not guarantee approval, as requests will be considered based on business needs and the discretion of management.

Employees are permitted to apply for a maximum of two sabbaticals within the period of their employment. There must be at least 12 months between one sabbatical ending and the other beginning.

Sabbatical leave duration

Eligible employees may apply for a sabbatical leave of a minimum of two months and a maximum of two years.

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Sabbatical leave must be taken in a single, continuous period.

Application process

Employees must submit a Sabbatical Leave Request Form to their line manager at least three months prior to the desired start date.

The request must include the proposed dates of leave, purpose of the sabbatical, and any plans for personal or professional development. The employee's line manager will review the request and forward it, along with a recommendation, to the senior management team for final approval.

The employee's line manager will provide a written response to the request within four weeks of submission.

Compensation and benefits

Sabbatical leave will be unpaid for the duration of the leave. During the sabbatical period, employees will not receive the following benefits: pension contributions. Employees will not accrue annual leave or sick pay while on sabbatical.

Annual pay reviews

Employees on sabbatical leave will not participate in the scheduled annual pay review process during their absence. Should the annual pay review coincide with an employee's sabbatical, the review will be deferred. Upon return from sabbatical, if the role has experienced a pay increase, the returning employee will be entitled to receive the updated pay rate for that position.

Promotions

Employees on sabbatical leave retain the right to apply for promotions within Bòrd na Gàidhlig. All applications from employees on sabbatical will be duly considered in accordance with our standard promotion procedures and criteria.

If an employee on sabbatical is successful in their application for a promotion, they will assume the new position upon their return to active duty at the end of their sabbatical. This ensures that employees have equal access to career advancement opportunities, regardless of their sabbatical status.

During the sabbatical period contracts are suspended and as such, employees will not participate in internal consultations, policy reviews, working groups, staff forums, or other employee engagement processes.

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Bòrd na Gàidhlig property

Prior to commencing their sabbatical leave, employees are required to return all Bòrd na Gàidhlig property in their possession. This includes but is not limited to laptops, mobile phones, access cards, keys, and any other equipment or materials belonging to Bòrd na Gàidhlig.

It is the responsibility of the employee to return all Bòrd na Gàidhlig property promptly and in good condition. Failure to do so may result in deductions from pay or other disciplinary actions as per organisation policy.

Maternity, Paternity, and Adoption Pay

Employees on sabbatical leave should be aware of the potential impact on their entitlement to various forms of parental pay.

Employee's contracts are suspended during their sabbatical and therefore will not be entitled to certain statutory parental payments. For instance, statutory maternity pay requires active employee status, which is not maintained during sabbatical. However, alternative benefits such as maternity allowance might still be available under these circumstances.

Employees planning to take a sabbatical who are also considering or anticipating parental leave should discuss their plans with their line manager to understand the implications on their parental pay entitlements. It is important to ensure that they have a clear understanding of their rights and any alternative benefits that may be available.

Return to work

Employees are required to return to work on the agreed date at the conclusion of their sabbatical leave. Upon returning, employees will be reinstated to their former position or a comparable role, ensuring the same salary and benefits. This reinstatement is subject to any changes in the Bòrd na Gàidhlig's structure or business needs that may have occurred during the sabbatical period.

Obligations during sabbatical

Employees are required to maintain regular communication with their line manager as agreed upon prior to the commencement of the sabbatical. This ensures both parties are kept informed and any necessary updates can be provided throughout the leave period. Information shared during the sabbatical may include, but is not limited to:

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- Information relevant to the employee's return to work
- Internal vacancy opportunities
- Other matters agreed between the employee and line manager prior to the commencement of the sabbatical.

During the sabbatical, employees must adhere to all Bòrd na Gàidhlig policies and procedures. Compliance with these guidelines is essential to uphold the standards and expectations of Bòrd na Gàidhlig, even while on leave.

It is important that the employee is aware of their obligations during their sabbatical which includes their responsibility to inform the organisation if they consider taking up employment during their sabbatical. They must contact the senior management team to discuss the employment opportunity PRIOR to accepting any employment during their sabbatical.

Early termination

Bòrd na Gàidhlig reserves the right to terminate the sabbatical leave and require the employee to return to work early if there are significant business needs or if the employee violates any terms of this policy. Where practicable, the employee will be provided with reasonable written notice of the requirement to return to work.

Employees may request to return to work early, subject to Bòrd na Gàidhlig approval.

Confidentiality

Employees are required to maintain the confidentiality of all Bòrd na Gàidhlig information and not disclose any proprietary information during or after the sabbatical period.

General provisions

This policy constitutes the entire understanding between the employee and Bòrd na Gàidhlig regarding sabbatical leave.

Bòrd na Gàidhlig reserves the right to amend or terminate this policy at any time.

Supporting Documents

- Sabbatical application form

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Document Control

Version	Purpose/Change	Author	Date
V1	New policy	NMP/JML	01/09/2026

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Sabbatical Application Form

Employee information

Employee Name	
Position Title	
Email Address	
Phone Number	
Proposed Sabbatical Start Date	
Proposed Sabbatical End Date	
Total Length of Sabbatical (in months):	

Reason for sabbatical
Please briefly describe the reason(s) for requesting a sabbatical leave:

Plan during sabbatical
Outline your proposed activities or plans during the sabbatical period:

Impact on work
How do you foresee your absence impacting your current role and team? Please include any plans for delegation or continuity:

Communication plan
Detail how you plan to maintain communication with your line manager during the sabbatical:

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Benefits suspension acknowledgement
I understand that during the sabbatical period, I will not receive the following benefits: salary, pension contributions etc.

Leave accrual acknowledgement
I acknowledge that I will not accrue annual leave or sick pay during the sabbatical period.

Approval:

Employee Signature: _____

Date: _____

Sabbatical leave approval

Line manager name:

Line manager signature:

Date:

Sgioba Stiùiridh approval:

Date:

Additional comments or notes:

DRAFT

Coinneamh:	Pannal Phlanaichean is Phoileasaidhean
Ceann-là:	19 Samhain 2026
Tiotal:	Plana-obrach a' Phannail
Gnìomh a dhìth:	Ri Aontachadh
Àireamh pàipear:	5.1
Neach-labhairt:	Ealasaid Dhòmhnallach, Ceannard
Pàipearan-taic:	PT1 Plana Obrach 2026/27

1. Adhbhar

1.1. Gus program-obrach a' Phannail aontachadh.

2. Cùl-fhiosrachadh/Prìomh aithris

2.1. Tha am plana-obrach seo a' mìneachadh na h-obrach a thig air beulaibh a' phannail gach ràith airson beachdachadh oirre. Tha am plana-obrach a' dèanamh cinnteach gu bheil planadh èifeachdach againn agus gun tèid cùisean iomchaidh is buntainneach a thoirt air adhart aig coinneamhan.

2.2. Bidh obair a' Phannail ag atharrachadh gus freagairt air dleastanasan a bharrachd a bhios aig Bòrd na Gàidhlig ann an sgrùdadh agus gèilleadh a thaobh phlanaichean cànain Gàidhlig. Thèid fios a chur gu buill a' phannail mu gach atharrachadh air a' phlana-obrach.

3. Moladh

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

4. Prìomh Bhuaidhean Ro-innleachdach

4.1. Buaidhean air Ionmhas: Chan eil gin ann.
4.2. Buaidhean air Luchd-obrach: Chan eil gin ann.
4.3. Buaidhean air Trèanadh: Chan eil gin ann.
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. Buaidhean air Cliù: Chan eil gin ann.
4.6. Buaidhean air Slàinte is Sàbhailteachd: Chan eil gin ann.
4.7. Buaidhean Laghail: Chan eil gin ann.
4.8. Buaidhean air Co-ionnanachd: Chan eil gin ann.
4.9. Buaidhean air an Àrainneachd: Chan eil gin ann.

5. Ceangalaichean ri Frèama-obrach Coileanadh Nàiseanta

Còraichean Daonna	☐	Clann is Òigridh	☐
Cultar	☐	Coimhearsnachdan	☐
Àrainneachd	☐	Bochdainn	☐
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☐	Eaconomaidh	☐
Gnothachasan soirbheachail is ùr-ghnathach	☒		

6. Cùrsa Riaghlachais

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

7. Dearbhadh air Cuairteachadh Sgrìobhainn

7.1. 'S e pàipear fosgailte a tha seo.

Pannal Phlanaichean is Phoileasaidhean

	Sultain 08/09/2026	Samhain 19/11/2026	Gearran 09/02/2027
Puingean Stèidhichte			
Cùisean Tòiseachaidh/Fàilte	☑	☑	☑
Geàrr-chunntas na coinneamh mu dheireadh	☑	☑	☑
Clàr gnìomhan	☑	☑	☑
Ro-shealladh air planaichean ri teachd	☐	☑	☐
Plana-obrach na comataidh	☑	☑	☑
Lèirmheas air a' choinneimh	☑	☑	☑
Deagh Riaghladh			
Poileasaidhean Daonna	☑	☑	☑
Cleachdadh			
Planaichean Gàidhlig	☑	☑	☑