

South Ayrshire Council Gaelic Language Plan 2026-2031 (*revised)

Making Gaelic a visible part of our inclusive culture



Approved by Bòrd na
Gàidhlig on the 5th May
2026

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

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Summary of South Ayrshire

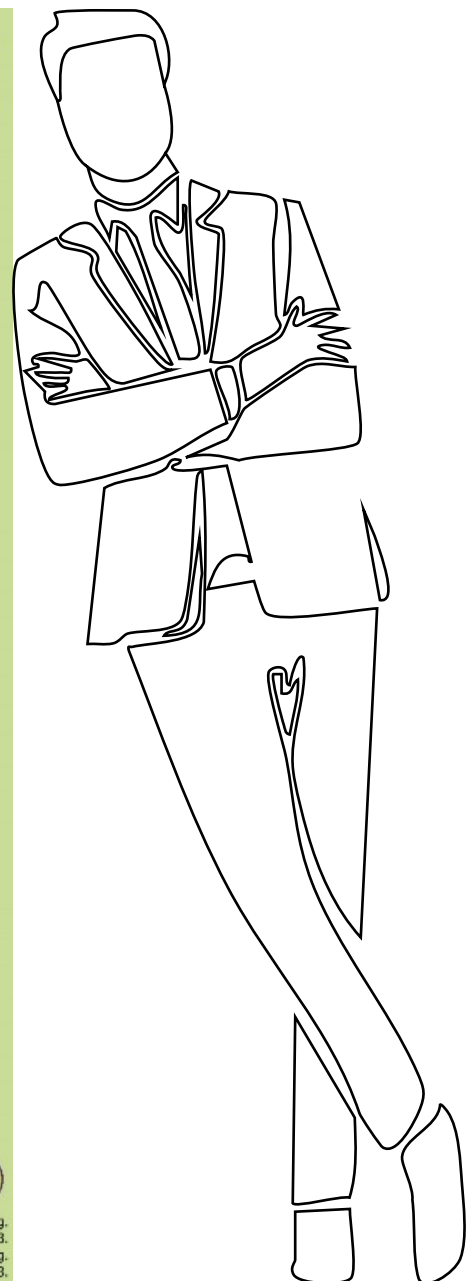
South Ayrshire Council (SAC) recognises that Gaelic is an integral part of Scotland's heritage, national identity, and cultural life. South Ayrshire Council is committed to the main aim of the [National Gaelic Language Plan 2023-2028](#) which is to:

Increase the use and learning of Gaelic

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

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

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



Introduction

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

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

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

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

South Ayrshire Gaelic Language Plan 2020-2025

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

Development of the new South Ayrshire Gaelic Language Plan

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

The priority areas identified are:

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



Consultation

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

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

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

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

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

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



Strategic Commitments/Aims

Priority Area: 0-18 Education

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

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

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

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

Priority Area: Support in the Home

Strategic Aim: Support Parents of Early Years Children

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

Priority Area: Support in the Community

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

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

Priority Area: Post School and Adult Learning

Strategic Aim: Support post school and adult learners

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

Priority Area: Creative Industries

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

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

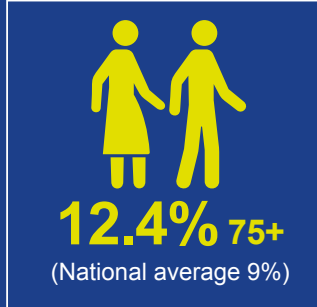
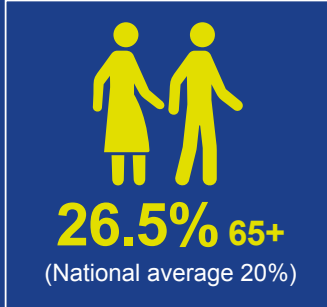
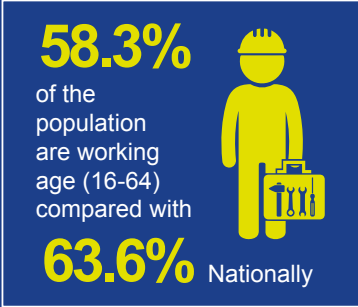
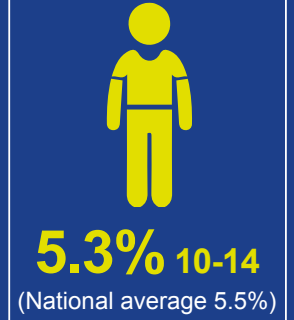
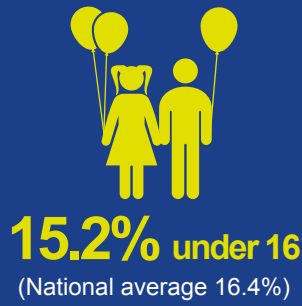
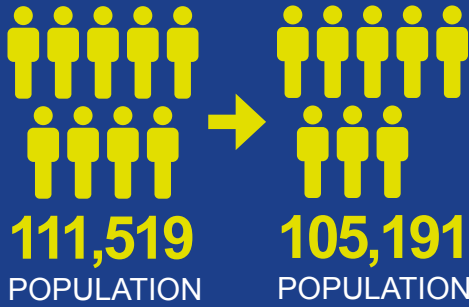
Priority Area: Business & Economy

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

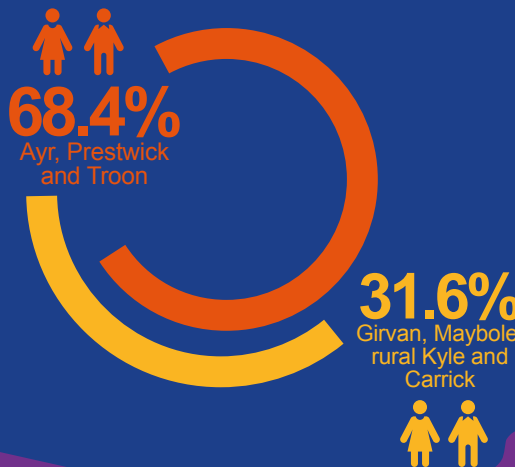
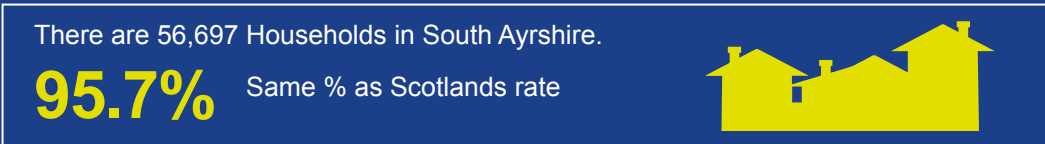
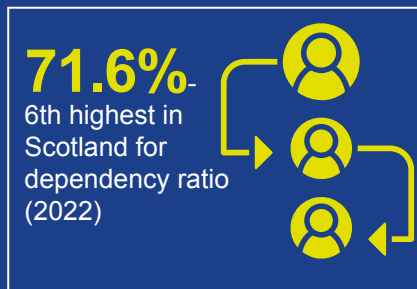
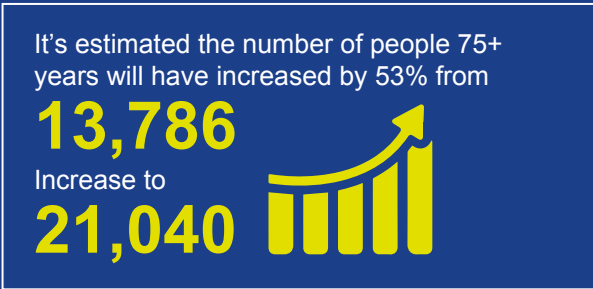
Action	Lead Officer	Timescale
South Ayrshire Council's Thriving Economy and Destination South Ayrshire (DSA) service will raise awareness of the Gaelic Language Plan with key stakeholders. Services will highlight the economic benefits of adopting Gaelic and Gaelic culture through our local, regional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

Overview of South Ayrshire Council

Between 2022 and 2043 population of South Ayrshire is projected to decrease from 111,519 to 105,191. This is a decrease of 6.0% which compares to a projected increase of 2.5% for Scotland as a whole.



Rate of births between 2021 and 2023 in South Ayrshire was higher than Scotland.



- TROON
- PRESTWICK
- AYR
- MAYBOLE
- GIRVAN

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

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

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

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

Gaelic skills within South Ayrshire

CENSUS : GAELIC LANGUAGE SKILLS

0.7%
Female

0.7%
Male

1.4% of people in South Ayrshire can understand, speak, read or write Gaelic (Scotland: 2.5%)

Census comparison : Percentage of people aged 3 and over who can understand, speak, read or write Gaelic

	Census 2011	Census 2022
South Ayrshire	0.67%	1.42%
Scotland	1.70%	2.46%

Census 2022

0.6% of people in South Ayrshire can understand Gaelic

0.4% of people in South Ayrshire can speak, read and write Gaelic

0.2% of people in South Ayrshire can speak but does not read or write Gaelic.

0.1% of people in South Ayrshire can read but does not speak or write Gaelic

0.1% of people in South Ayrshire can read but does not speak or write Gaelic

Census comparison : Gaelic Language Skills

	Understands spoken Gaelic	Speaks, reads and writes Gaelic	Only speaks Gaelic	Speaks and reads Gaelic	Reads only Gaelic	Other combination of skills in Gaelic
South Ayrshire 2001	0.27%	0.18%	0.15%	0.05%	0.07%	0.02%
South Ayrshire 2011	0.24%	0.19%	0.12%	0.04%	0.05%	0.02%
South Ayrshire 2022	0.58%	0.39%	0.20%	0.06%	0.13%	0.05%
Scotland 2022	0.88%	0.83%	0.34%	0.14%	0.20%	0.06%

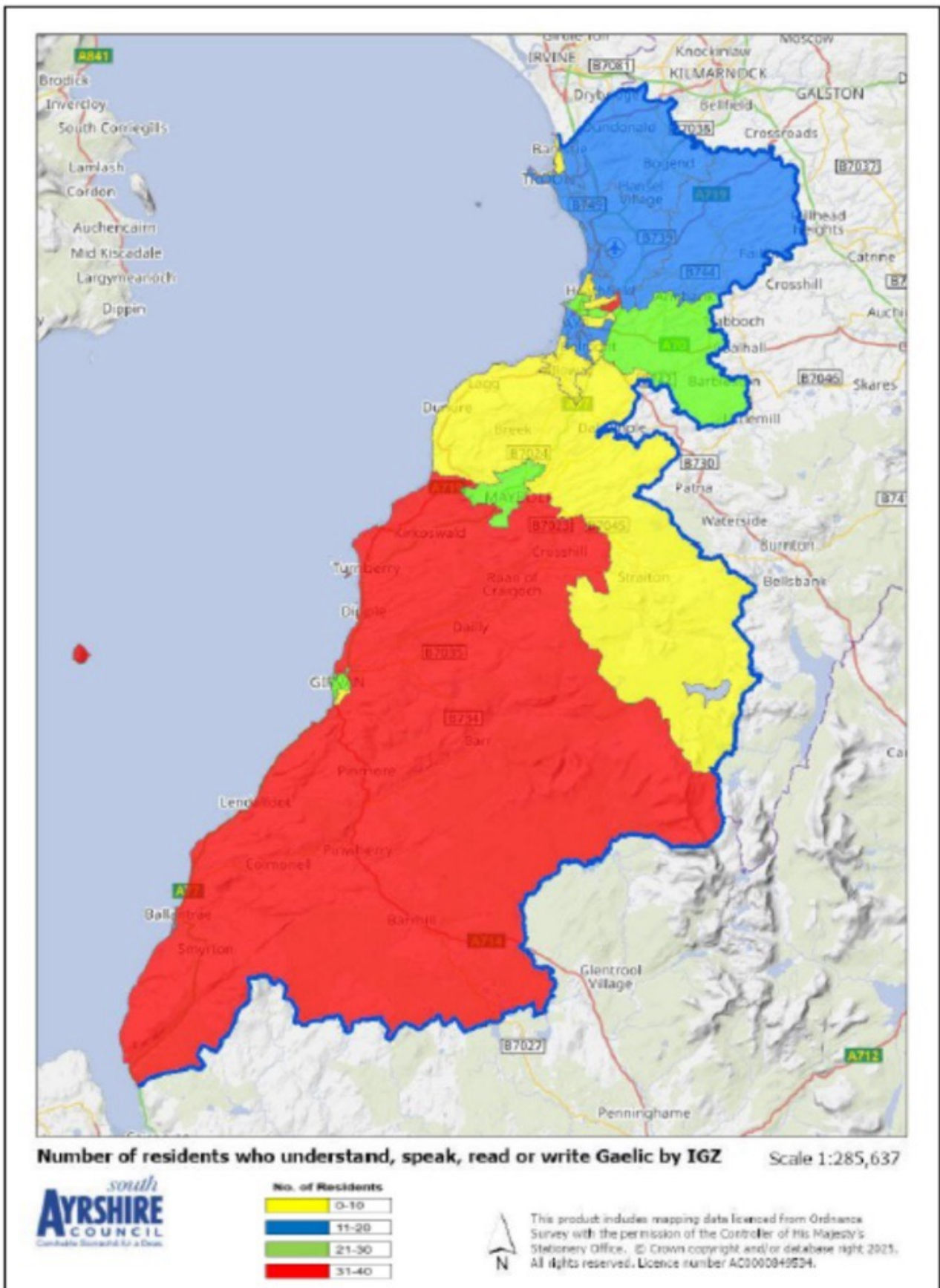
In 2011, South Ayrshire ranked 30th out of the 32 local authorities in Scotland for the rate of people who had a knowledge of Gaelic (only 67 people per 10,000 population).

In 2022, the rate increased to 141 people per 10,000 population and South Ayrshire moved to 22nd in the ranking.

Sources: Scotland Census (2022 census | Scotland's Census)



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





Gaelic Language skills within South Ayrshire Council

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

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

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

Suggestions to increase Gaelic in our working life included:

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

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

Gaelic Medium Education (GME) within South Ayrshire

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

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

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

School Based Learning

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

We have:

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

Community Based Learning

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



Gaelic in the Community

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

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

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

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

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

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

Gaelic in the Council

Museums & Galleries

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



Libraries

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



Employees

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

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

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

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



Employee Scots Gaelic Translated Signature

Sarah Ross | Neach-taic (Leasachadh Buidhne) | Seirbheisean Luchd-obrach is Luchd-ceannach | Prìomh Roinn
Togalaichean Siorrachd | Sarah.Ross@south-ayrshire.gov.uk
Tel: [01292 612875](tel:01292612875) | www.south-ayrshire.gov.uk

Gaelic and Partnership Arrangements

Core Commitments

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

Gaelic Orthographic

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

Core Commitment Area:	Identity
<p>The presence of Gaelic in the corporate identity and signs of a public authority greatly enhances the visibility of the language , increases its status and makes an important statement about how Gaelic is valued and how it is given recognition. Developing the use of Gaelic through signage can also enrich the vocabulary of Gaelic users, raise public awareness of the language and contribute to its development.</p> <p><i>South Ayrshire Council recognises the importance of extending the visibility of Gaelic and increasing it's status.</i></p>	
<p>BÒRD NA Gàidhlig Corporate Service Aims¹:</p> <ol style="list-style-type: none"> 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. Signage - Signage will include Gaelic and English as part of any renewal process. 	
<p>SAC CURRENT PRACTICE:</p> <ol style="list-style-type: none"> Gaelic translation is included within our corporate logo. Gaelic translation is included within town and road signage throughout the local authority area and will continue to be updated as part of renewal process. 	

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



Core Commitment Area:	Communications	
<p>The use of Gaelic at the initial point of contact that members of the public have with a public authority increases the visible and audible presence of the language and contributes to the sense that the use of Gaelic is possible and welcome. In addition to raising the profile of the language, it also creates opportunities for its practical use and encourages members of the public to use Gaelic in subsequent dealings with the public authority.</p>		
<p>The use of Gaelic in interactions with the authority by mail, e-mail and by telephone is important in creating practical opportunities for the use of language, and in contributing to the sense that its use is possible and welcome. The presence of Gaelic in a wide range of bilingual forms and Gaelic only forms can also greatly enhance the visibility and prestige of the language.</p>		
<p>The preparation of Gaelic forms, applications and similar documents, can also assist in expanding the range of Gaelic terminology and the awareness of the Gaelic-speaking public of such terminology, thus helping the development of the language itself.</p>		
<p><i>South Ayrshire Council recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area.</i></p>		
<p>BÒRD NA GÀIDHLIG CORPORATE SERVICE AIMS:</p>		
<ol style="list-style-type: none"> 1. Promotion - Positive messages that communication from the public in Gaelic is always welcome are regularly repeated. 2. 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. 3. Reception and phone - Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public. If there are not staff available to deliver this service, capacity will be built through training and recruitment. 4. Public meeting - 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. 		
<p>SAC CURRENT PRACTICE</p>		
<p>All employees are encouraged to have a bilingual email signature, instructions on how to do this are available on our internal site with step-by-step instructions.</p>		
NEW ACTIONS	Lead Officer	Timescale
<p>We will develop a communication plan including topics such as email and social media incorporating aims one and two, promotion and written communication advising Gaelic users within South Ayrshire of these opportunities.</p>	<p>Community Planning & Equalities team with support from Communications Team</p>	<p>Reviewed annually</p>
<p>At present, we are unable to provide a Gaelic reception and telephone service within the local authority. However, we are committed to supporting staff who are interested in developing their Gaelic language skills and will actively explore opportunities to build internal capacity to enable future service provision.</p>	<p>Community Planning & Equalities team</p>	<p>Reviewed annually</p>
<p>To include Gaelic at public meetings where the subject matter relates to Gaelic or Gaelic education.</p>	<p>Community Planning & Equalities team</p>	<p>Reviewed annually</p>

Core Commitment Area:	Information	
<p>The use of Gaelic in a range of printed material can assist Gaelic development in a variety of ways. It helps increase the visibility of the language, it enhances Gaelic's status by being used in high profile publications, and it can help develop new and enhance existing terminology. The use of Gaelic in the media helps demonstrate a public authority's commitment to making important information available through the medium of Gaelic, as well as enhancing the visibility and status of the language. As more people access information about public authorities through their websites, making provision for the use of Gaelic can significantly enhance the status and visibility of the language.</p> <p><i>South Ayrshire Council is committed to increasing the use of Gaelic in these areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.</i></p>		
<p>BÒRD NA Gàidhlig CORPORATE SERVICE AIMS:</p> <ol style="list-style-type: none"> 1. News releases - High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English. 2. Social Media - Gaelic content distributed regularly through social media, working towards fully bilingual social media. 3. Website - Gaelic content available on the public authority's website, with emphasis given to the pages with the highest potential reach; working towards fully bilingual website in those geographical locations in which the percentages or numbers of Gaelic speakers are greater in the community, this will be expected as standard. 4. Corporate Publications - Produced in Gaelic and English, with priority given to those with the highest potential reach and impact. 5. Language - A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high. 6. 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. 		
<p>SAC CURRENT PRACTICE</p>		
<p>If a request is received for information to be translated for news release/social media/website/corporate publications, then the appropriate steps would be taken.</p> <p>South Ayrshire Council uses the Bloomberg Connect app for translation purposes within Rozelle Museum Galleries and McKechnie Institute.</p>		
NEW ACTIONS	Lead Officer	Timescale
<p>Introduce sections within our corporate website where Gaelic could be incorporated, beginning with Gaelic related content such as the Gaelic language plan webpage and the webpage on Gaelic education.</p>	<p>Community Planning & Equalities team with support from Communications Team and Digital Services Team</p>	<p>March 2027</p>
<p>To demonstrate an incremental increase in Gaelic-language provision and uphold the principle of making an active offer, the Council will commit to increasing the number of corporate publications available in Gaelic.</p>	<p>Community Planning & Equalities team and other council services where appropriate</p>	<p>Reviewed on an annual basis</p>
<p>Further exploration to deliver public exhibitions, this will be dependent on demand and availability of budget.</p>	<p>Co-ordinator Culture</p>	<p>Reviewed annually</p>

Core Commitment Area:	Staffing	
<p>In order to deliver services through the medium of Gaelic, it is necessary to develop the requisite job skills and language skills of staff. The provision of language learning for staff helps promote adult Gaelic learning and promotes Gaelic as a useful skill in the workplace. The identification of jobs in which Gaelic is a designated skill will contribute greatly to the status of the language and to identifying it as a positive skill to acquire.</p> <p>The use of Gaelic in advertising also helps recognise that Gaelic should be used in public life and that Gaelic users have an important role to play within a public authority.</p> <p>Whatever the level of Gaelic skills required it is important that authorities ensure that Gaelic is a genuine occupational requirement. Authorities should adopt and apply objective criteria to ensure appointments are made in each case on a fair and consistent basis, and reflect the identified skills needs of the post.</p> <p><i>South Ayrshire Council recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which its use is essential or desirable. South Ayrshire Council also recognises the importance of enabling staff to develop their Gaelic skills if they wish to do so.</i></p>		
<p>BÒRD NA GÀIDHLIG CORPORATE SERVICE AIMS:</p> <ol style="list-style-type: none"> 1. Internal audit - Conduct an internal audit of Gaelic skills and training needs through the life of each edition of the plan. 2. Induction - Knowledge of the public authority's Gaelic language plan and training opportunities are embedded in new staff inductions. 3. Language - Gaelic language skills training and development, delivered to staff, particularly in relation to implementing the public authority's Gaelic language plan. 4. Using Gaelic - Staff are encouraged to use Gaelic in their work. 5. Awareness - Gaelic awareness training delivered, with priority given to senior staff, other key decision makers and staff dealing directly with the public. 6. Recruitment - Gaelic language skills are recognised and respected within the recruitment process throughout the public authority. 7. 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. 8. Bilingual or Gaelic only - Job adverts for all posts where Gaelic is an essential skill. 		
<p>SAC CURRENT PRACTICE</p>		
<ol style="list-style-type: none"> 1. An internal Gaelic language skills audit was carried out in May 2025, results are within this plan. 2. Within our SAC resource library (available on our internal learnPro site) we direct staff to a few resources including: A Gaelic Online dictionary, Information on Gaelic education, the Digital Archive of Scottish Gaelic and Learn Gaelic. 		
NEW ACTIONS	Lead Officer	Timescale
Create webpage with Gaelic resources for staff within the Local Authority.	Community Planning & Equalities team	February 2027 and then reviewed and updated annually.
South Ayrshire Council will promote Gaelic training opportunities on a bi-annual basis.	Community Planning & Equalities team	Bi-annually
Engaging with services to ascertain which roles that Gaelic would be desirable in. Once roles have been identified, Gaelic desirable will be added to the person specification for those roles.	Human Resources & Education	September 2028
Promotion of Gaelic Language week within the Local Authority internally & externally.	Community Planning & Equalities team	Annually - as and when GLW takes place

Implementation and Monitoring

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

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

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



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

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

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

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

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

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

South Ayrshire Council
Contact Centre
0300123 0900