

South Ayrshire Council

Gaelic Language plan

2026-2031

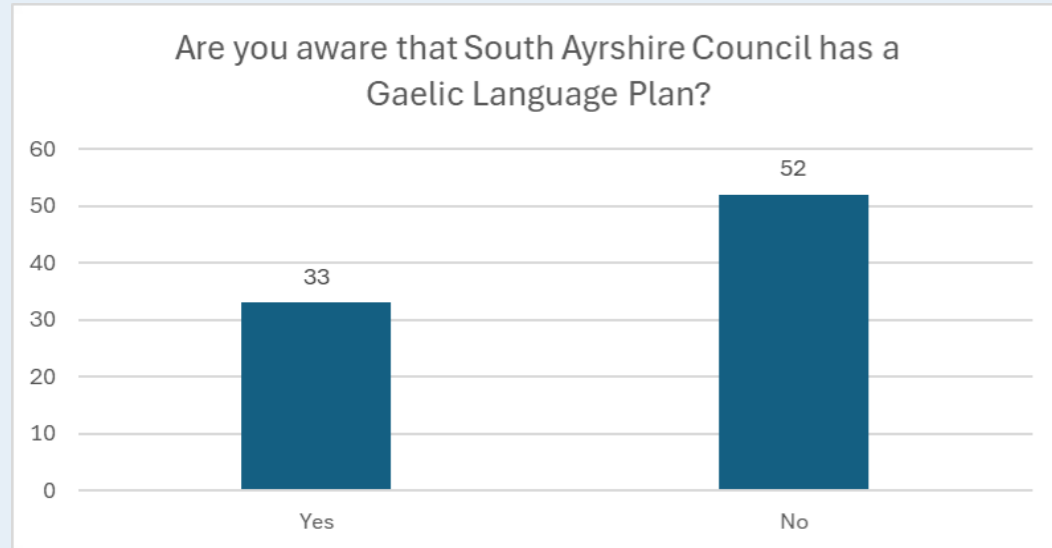
Appendix 3



Appendix 3 - South Ayrshire Council Staff Gaelic Language Skills Audit

The following responses were received in response to our Language Skills audit in May 2025.

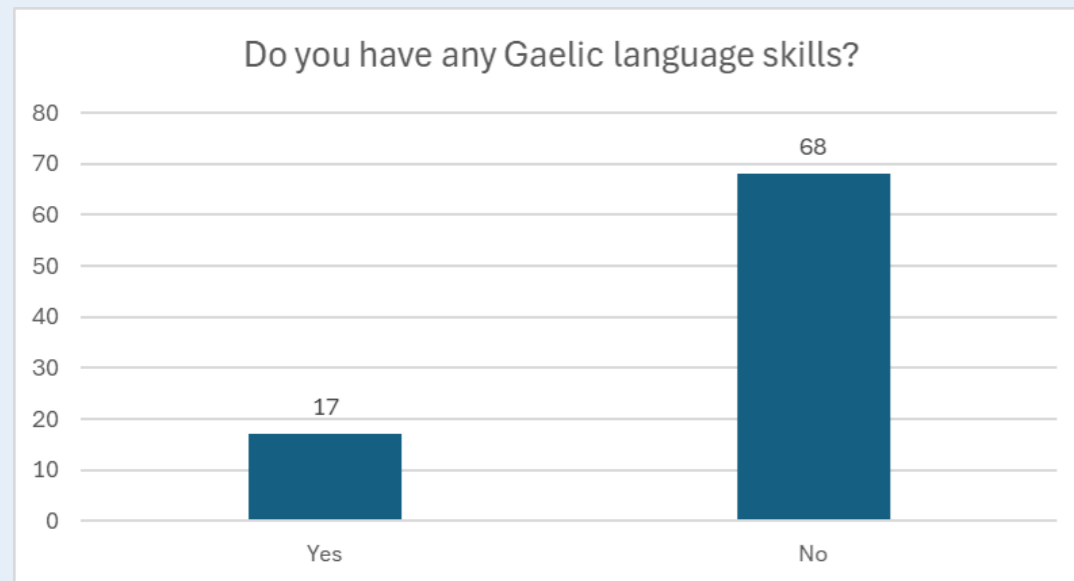
Are you aware that South Ayrshire Council has a Gaelic Language Plan?



When staff were asked if they were aware that South Ayrshire Council had a Gaelic Language Plan, 52 (61%) staff members said 'No', and 33 (39%) said 'Yes'.

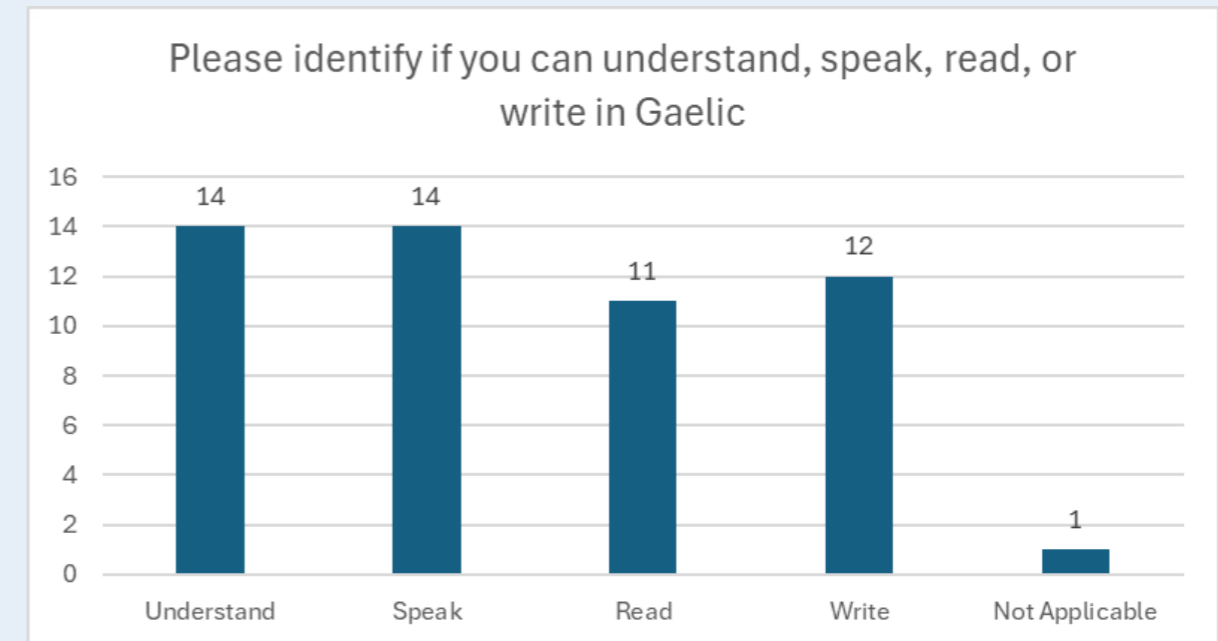
The next section of the survey asked staff members around their Gaelic language skills. For staff members that selected 'No' they were branched to Question 5, for those who selected 'Yes' they were asked two further questions.

Do you have any Gaelic Language Skills?



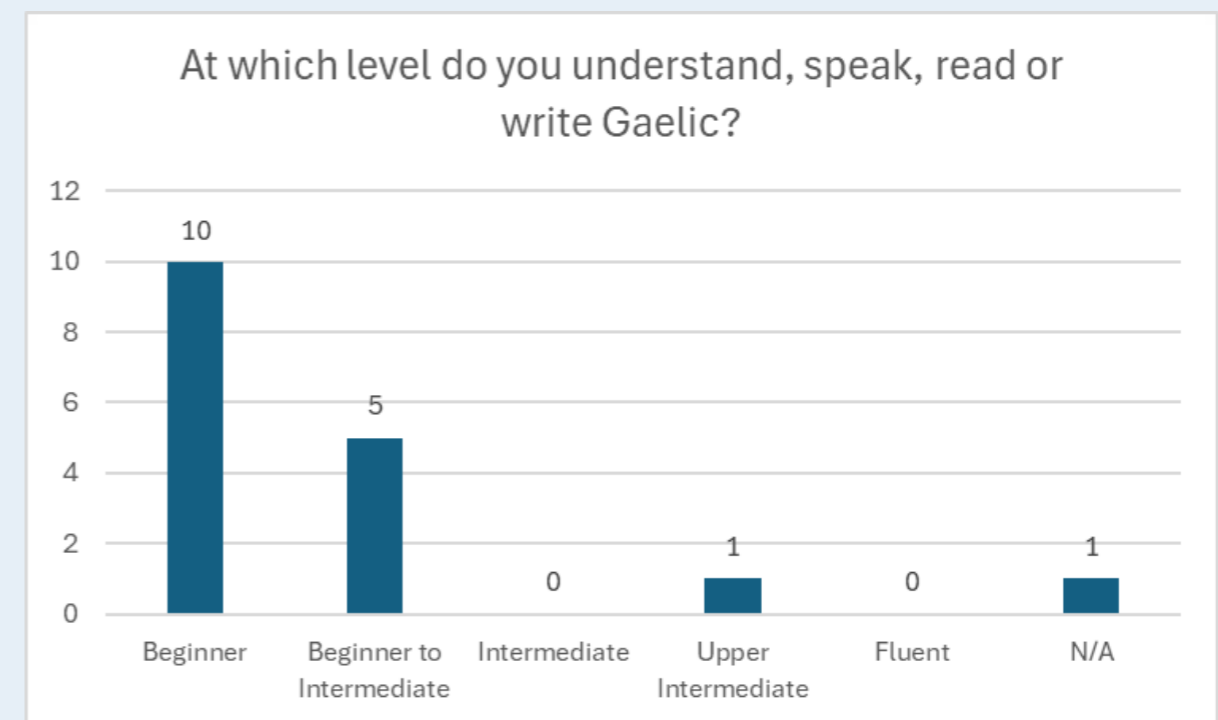
When asked if staff members have any Gaelic language skills, 68 (80%) of staff members said 'No', and 17 (20%) said 'Yes'.

Next, of those staff members who selected 'Yes' to having Gaelic language skills, staff were asked if they could understand, speak, read or write in Gaelic. Each respondent was asked to select all that applied to them.



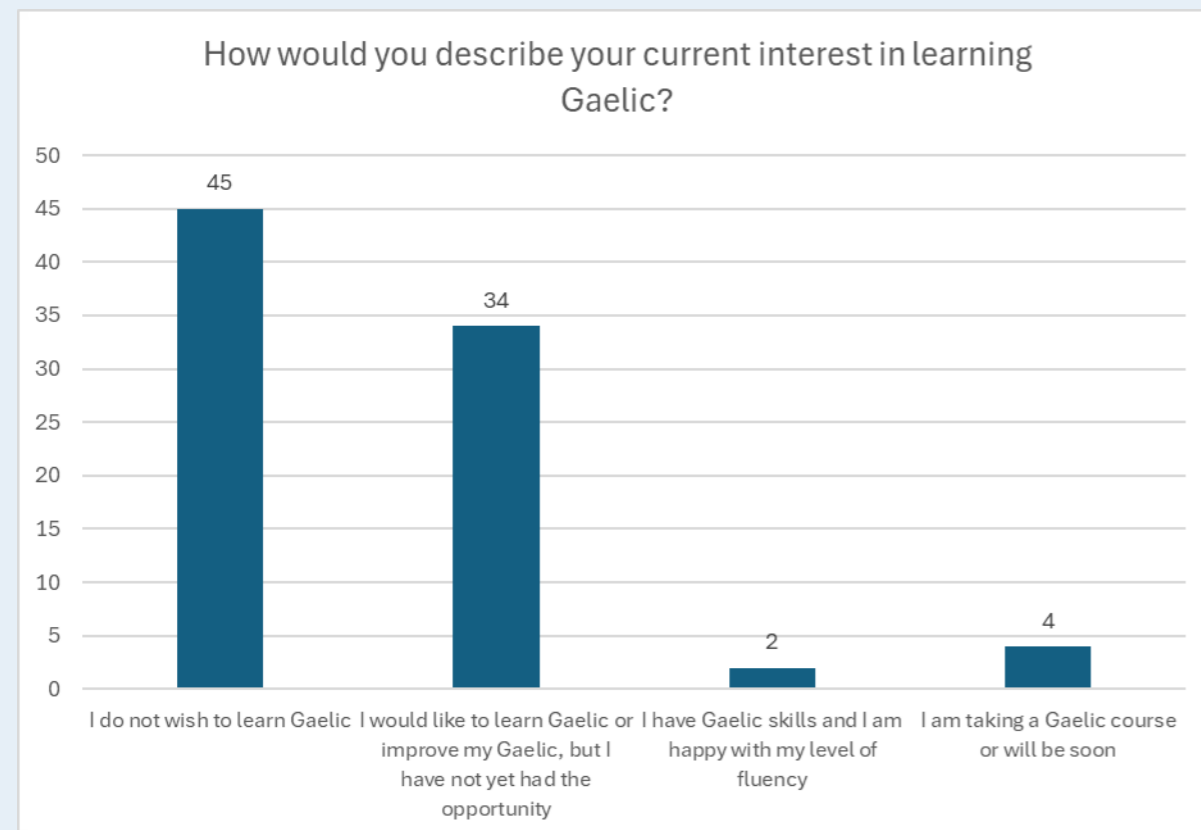
14 out of the 17 (82%) staff members selected that they could both speak and understand Gaelic. 11 staff members (65%) selected they could read Gaelic, and 12 (71%) selected they could write in Gaelic. One individual (6%) chose to select 'Not Applicable'.

Lastly, staff members who selected 'Yes' were asked at which level they believe they spoke Gaelic.



10 staff members (59%) stated that they believe their level of Gaelic was at 'Beginner' level. 5 (29%) staff members stated they believe they were between 'Beginner to Intermediate' level. 1 (6%) staff member believes their Gaelic language skill is at an 'Upper Intermediate' level. One individual (6%) chose to select 'Not Applicable'.

How Would You Describe Your Current Interest in Learning Gaelic?



When asked about current interest in learning Gaelic 45 out of 85 (53%) staff members selected 'I do not wish to learn Gaelic'. 34 (40%) staff members selected 'I would like to learn Gaelic, but I have not yet had the opportunity'. 2 (2%) staff members stated, 'I have Gaelic skills and I am happy with my level of fluency'. Finally, 4 (5%) staff members selected 'I am taking a Gaelic course or will be soon'.

If Gaelic training opportunities were available, would you consider learning or improving your Gaelic skills?



If given the opportunity, 43 (51%) staff members said, 'Yes' they would consider learning Gaelic, with 42 (49%) saying 'No'.

Next, staff members were asked about potential barriers to them learning or improving their Gaelic skills. This question allowed staff members to comment using a comment box, a summary of comments included but are not limited to:

- Distance of classes, rural areas miss out.
- Time and resources to be released from work.
- There are no barriers as I do not wish to learn it.
- Costing
- As it is not a widely spoken language, learning and practicing would be hard in a day-to-day context.
- Childcare

To what extent do you feel that the use of Gaelic should be increased within South Ayrshire Council?

This question allowed staff members to comment using a comment box, a summary of responses are included below but are not limited to:

- Schools should promote Gaelic Language Education more and should trained staff members to facilitate it.
- I do not believe Gaelic should be promoted any more than it already is.
- Gaelic Medium Education needs to be improved as it is not delivered in South Ayrshire.
- Dependent on the communities we support, if there is a need to increase the usage we should, and if there isn't there shouldn't be an increase.
- Within communities and areas of work other languages are much more prevalent and so more work should focus on those areas.
- I believe Gaelic language learning is not relevant to me, and I have never met a Gaelic speaker in/from South Ayrshire.
- Basic Gaelic sessions for staff members who wish to learn it.
- Language acquisition is important and has its benefits, and so due to Scottish heritage Gaelic and Scots should both be promoted more.
- Basic awareness of Gaelic and its historic roots may be beneficial.

Do you have comments/suggestions on how to increase the use of Gaelic in our work?

This question allowed staff members to comment using a comment box, a summary of comments included but are not limited to:

- We should increase awareness of Gaelic, and they do not need to be at any or major costs, posting on social media etc.
- There is no need to increase the use of Gaelic.
- It is one of our national languages, we should promote it as much as it is appropriate for South Ayrshire to better understand our culture and heritage.
- Gaelic Champions within South Ayrshire Council.
- Ensure the usage of Gaelic is correct, i.e. signage etc.
- Courses should be offered to those who want to learn.