

Argyll & Bute Gaelic Language Plan 2027-2032 Action Plan

Gaelic Language Plan 2027 – 2032					
Ref	Objective	Actions to achieve outcome	Success measures	Key dates	Lead
Customer Services and Digital					
1.1	Customer Services and Digital	Active offer to provide customer service in Gaelic	100% of correspondence received in Gaelic will continue to be responded to in Gaelic.	Throughout the life of the plan	Head of Customer Support Services
1.2			Quality bilingual virtual assistants developed across Web and voice Customer Engagement channels.	July 2027	Head of Customer Support Services
1.3		Bilingual digital content	Website content is available in Gaelic and content meets orthographic conventions	January 2027	Head of Customer Support Services
1.4		Gaelic branding / identity developed	Gaelic will be fully incorporated into Council branding.	August 2027	Head of Customer Support Services
1.5		Signage on the council estate is bilingual	All council corporate signage will continue to be bilingual	Throughout the life of the Plan	Head of Customer Support Services
Workforce Development					

Gaelic Language Plan 2027 – 2032					
Ref	Objective	Actions to achieve outcome	Success measures	Key dates	Lead
2.1	Workforce Development	Employee Gaelic Skills Audit	Gaelic skills audit completed	June 2028	Head of Customer Support Services
2.2		Learning Pathways (Beginner – Intermediate – Role-specific)	Develop 8 further LEON Modules for Council staff to increase their use of Gaelic at work and in their communities.	Throughout the lifetime of the plan	Communities and Partnership Manager
2.3		Recruitment Criteria for priority posts	Posts that have Gaelic as an essential or desirable criteria will be advertised bilingually	Throughout the lifetime of the plan	All Recruiting Managers
2.4		Internal translation protocols	Officers have clear information on Gaelic Translation guidance and availability	Throughout the life of the plan	Head of Customer Support Services
2.5	Corporate oversight of Gaelic Language Plan	Senior Politicians and Leaders have oversight and scrutiny of Plan delivery.	Quarterly meetings of responsible officers and Policy Lead	Throughout the life of the plan	Head of Customer Support Services

Gaelic Language Plan 2027 – 2032					
Ref	Objective	Actions to achieve outcome	Success measures	Key dates	Lead
Education					
3.1	We will employ a Family Liaison Officer for Gaelic in designated Areas of Linguistic Significance (ALS) to provide support for children and families in the learning of the language.	Family Liaison Officer (FLO) for designated Areas of Linguistic Significance (ALS).	An FLO will be employed in areas of ALS for GMPE settings.	Throughout the life the of the plan.	Head of Education
3.2	We will collaborate with National Bodies and e-learning providers to enhance the learning and experiences of Gaelic pupils.	A co-ordinated approach with online learning bodies to enhance GM provision and mitigate against teacher absence.	Annual data of engagement with online learning from all settings providing Gaelic education.	Throughout the life the of the plan.	Head of Education
3.3	We will ensure school policy enhances the quality of GME/GLE. Develop transition projects for L2 Gaelic / GME both for early years and P7 to S1.	Ensure all Gaelic settings have: - Curriculum rationale for Gaelic Education - Gaelic-specific SIP priority and evaluation in SQR - Gaelic Education reflected in Vision, Values and Aims of whole school - Sensitive Corrections' Policy - Gaelic Literacy Strategy	All settings providing Gaelic education will evidence compliance with the messages within HMIE's continuing guidance on Gaelic Education to provide improvement for all learners. All settings with Gaelic education will engage with	Throughout the life the of the plan.	Head of Education

Gaelic Language Plan 2027 – 2032					
Ref	Objective	Actions to achieve outcome	Success measures	Key dates	Lead
		- Gaelic-specific transition projects from Early Years to P1 and P7 to Secondary - Have Gaelic learner transitions in all clusters which have Gaelic as L2 - Working Time Agreement to reflect a minimum of 10 hours for Gaelic department / cluster working - Evidence of settings awareness and implementation of Advice on Gaelic Education - Local authority cluster moderation of Gaelic educational experiences and attainment Settings with Gaelic education will engage with and implement the new Literacy and Gàidhlig curriculum.	authority / national level moderation / improvement priorities and target setting.		
3.4	Development of the Online Team-Teaching model to increase teacher confidence and the availability of 1+2 Gaelic Learning Provide learning pathways to allow Argyll & Bute teachers	A year-on-year increase in the number of teachers supported.	A gradual increase in the scope of the provision to provide support for all levels at primary – creating and delivering Early/First/second Level courses. As we have reached our 70% target of A&B primary schools delivering Gaelic as L2/3 we will now look to increase the number of schools providing	Throughout the life the of the plan.	Head of Education

Gaelic Language Plan 2027 – 2032					
Ref	Objective	Actions to achieve outcome	Success measures	Key dates	Lead
	to progress with their Gaelic learning.		Gaelic as L3 in areas where Gaelic has not been taught historically. Target areas will be Kintyre, Helensburgh & Lomond. At present, 35% of schools in these areas are delivering Gaelic as L3. The aim would be to increase this to 55%. Continue to co-operate with The Highland Council in relation to the development of the Online Team-Teaching model. Aim to have at least 8 A&B practitioners enrolled annually on the national GLPS course or the National 4/5/Higher Gaelic Learners courses provided by e-sgoil		
3.5	We will strengthen partnership working to	Work with Gaelic agencies to support Gaelic fluency and identity.	Schools and local authority data of engagement with national agencies supporting Gaelic culture, e.g Spòrs	Throughout the life the of the plan.	Head of Education

Gaelic Language Plan 2027 – 2032					
Ref	Objective	Actions to achieve outcome	Success measures	Key dates	Lead
	promote Gaelic culture and heritage.		Gàidhlig, Tobar an Dualchais, Ionad Calum Chille Ìle etc..		
3.6	We will designate catchment areas for GMPE.	Existing GMPE settings will have designated catchment areas.	All settings delivering GME will have a designated catchment area.	As Scottish Languages Act 2025 dictates.	Head of Education
3.7	We will assess areas for GM ELC and GMPE as requested by communities as directed by law.	As per actions of the Scottish Languages Act, catchment areas for GME will be defined. Requests for Gaelic Medium Education will be assessed for viability.	All settings delivering GME will have a designated catchment area. Requests for GME will be assessed as per legislation.	Throughout the life of the plan.	Head of Education
3.8	We will collaborate with colleagues in Developing the Young Workforce (DYW) and Skills Development Scotland (SDS) on Gaelic Careers Events.	We will ensure the careers events for GME/GLE pupils organised by DYW and SDS, consider the needs and aspirations of Gaelic learners from 2 nd level to senior phase.	Annual events to promote the career opportunities for Gaelic language speakers and students.	Throughout the life the of the plan.	Head of Education
3.9	We will support teaching and non-teaching staff to access qualifications in Gaelic that will lead to wider experiences for Gaelic learners.	Financial support for staff wishing to complete N4, N5. Higher, Advanced Higher, SVQF 7 & 8 In Gaelic, on the understanding that Gaelic learners will benefit. Those completing SVQF 7 & 8 will be entitled to do so within the working day.	Individual staff will receive financial support to complete relevant modules to further enhance Gaelic Medium / Learner Education in their schools / localities.	Throughout the life the of the plan.	Head of Education

Gaelic Language Plan 2027 – 2032					
Ref	Objective	Actions to achieve outcome	Success measures	Key dates	Lead
			Provide and advertise training pathways such as GLPS courses.		
3.10	Encourage Gaelic teachers in Initial Teacher Education (ITE) to choose A&B as a destination for their NQT year and beyond.	EO and EM for Gaelic Education to visit ITE providers in November each year to speak with students.	Continued engagement with ITE providers with a consistent yearly allocation of NQT teachers.	Throughout the life the of the plan.	Head of Education
3.11	All council job adverts for education staff to include 'Gaelic desirable' in criteria for consideration for employment.	Job adverts for education staff will include 'Gaelic desirable' unless Gaelic fluency is a requirement.	Teachers for a range of subjects will understand the need for / respect of Gaelic within their remit.	Throughout the life the of the plan.	Head of Education
3.12	Increase the number of GM students attaining a Gaelic national qualification.	Education Managers and officers to discuss Gaelic data with SLT in secondary schools with GME to ensure that opportunities for pupils to attain qualifications in Gaelic are maximised.	Percentage of GME BGE pupils who achieve a NQ in Gaelic in S4 to increase from 68% to 85%.	By the end of the life of the plan.	Head of Education
Community, Culture and Events					
4.1	Community, Culture and Events	Support and enhance partnership working between Gaelic groups and organisations across the area	4 collaborative projects through the Argyll Gaelic Partnership	By the end of the Plan	Community Planning and Development Manager

Gaelic Language Plan 2027 – 2032					
Ref	Objective	Actions to achieve outcome	Success measures	Key dates	Lead
4.2		Capacity building support for individuals and/or local groups as requested.	Support provided to 30 Gaelic community or third sector groups.	Throughout the lifetime of the plan	Community Planning and Development Manager
4.3			Develop 8 new groups that support community of place or interest to increase their use of Gaelic in Argyll and Bute.	Throughout the lifetime of the plan	Community Planning and Development Manager
4.4			Grow engagement online with Gaelic speakers and Gaelic groups by increasing engagement with the Argyll Gaelic Forum on Facebook by 20% and explore developing other social media.	By 2032	Community Planning and Development Manager
4.5	Ensure the Argyll Gaelic Gathering continues to enable community engagement and participation in and about Gaelic	Gaelic Gathering held every 2 years in person	Satisfaction rates for attendees exceed 80%	2028	Head of Customer Support Services/ Community Planning and Development Manager

Gaelic Language Plan 2027 – 2032					
Ref	Objective	Actions to achieve outcome	Success measures	Key dates	Lead
Economic Development					
5.1	Host a successful National Mod	Support the coordination and arrangements for Mòd an Òbain 2028	Successful event held	Mòd an Òbain 2028	Head of Development and Economic Growth
5.2		Work with others to actively promote participation in the Royal National Mod	Joint promotional materials and activities prepared and circulated	Date to coincide with Mòd an Òbain 2028	Head of Development and Economic Growth
5.3		Work with others to promote attendance at Mòd an Òbain 2028	Attendance numbers are positive	Date to coincide with Mòd an Òbain 2028	Head of Development and Economic Growth
5.4	Develop a higher profile and visibility for Gaelic and bilingualism in commercial, retail, food and drink and in tourism sectors.	Guidance prepared and promoted.	Establish Gaelic as a norm in the consideration of promoting a business sector or economic initiative.	Ongoing throughout the life of the plan	Head of Development and Economic Growth
5.5	Further develop to include the Gaelic language in the promotion of Argyll and Bute as a tourism destination.	Guidance developed and promoted	Tourism promotion materials using Gaelic are increased.	Ongoing throughout the life of the plan	Head of Development and Economic Growth /Argyll and

Gaelic Language Plan 2027 – 2032					
Ref	Objective	Actions to achieve outcome	Success measures	Key dates	Lead
					Islands Tourism Cooperative
5.6	Maximise the economic impact of Gaelic at events/festivals held in Argyll and Bute	Minimum 2 events per annum eg. Cowal Gathering, Mull of Kintyre Music Festival Applications to the strategic events and festival fund include a positive weighting for Gaelic and will be required to report back as part of the end of project monitoring. We will provide case studies to promote this as appropriate	The economic benefits of Gaelic culture and bilingualism will enjoy a higher profile.	Annually	Head of Development and Economic Growth
5.7	Assist in the development of the economic impact of the Royal National Mod	Delivery of 1 economic impact study in association with the Mòd.	Study complete	2029	Head of Development and Economic Growth
5.8	Promote Argyll and Bute as a place to undertake Film and TV work that involves Gaelic language and culture	Create a Gaelic section on our dedicated film and tv web site.	Gaelic section created	tbc	Head of Development and Economic Growth
5.9	Encourage and support the use of Gaelic within CHARTS work.	CHARTS is a member of the Council Gaelic Policy Lead Group	Joint working on at least 1 programme/event	Each year	Head of Development and Economic Growth

Gaelic Language Plan 2027 – 2032					
Ref	Objective	Actions to achieve outcome	Success measures	Key dates	Lead
5.10	Promote the benefits of using gaelic for business through case studies and signposting to resources.	Investigate potential to create a Gaelic Resource page on the most appropriate council website	Webpage created, promoted and used by businesses or signposting highlighted.	By 2028	Head of Development and Economic Growth
Areas of Linguistic Significance					
6.1	Compliance with statutory guidance regarding Areas of Linguistic Significance	Prepare statutory consultation process for Areas of Linguistic Significance that meet the language threshold of 20%	Consultation developed and launched in line with statutory requirements.	1 September 2026	Head of Customer Support Services
6.2		Engage with and maintain the Argyll and Bute ALS Working Group to support consultation and engagement	Strong partnership underpins statutory consultation and community engagement	Throughout the ALS consultation, engagement and designation process	Head of Customer Support Services
6.3		Provide place-based data for the consultation and engagement process on ALS	Place based needs inform the decision-making process on ALS designation	Throughout the ALS consultation engagement and	Head of Customer Support Services

Gaelic Language Plan 2027 – 2032					
Ref	Objective	Actions to achieve outcome	Success measures	Key dates	Lead
				designation process	
6.4		Consider results of statutory consultation on ALS designation and make recommendations	Report prepared with results of consultation, shaped by ALS working group and presented to Committee	Following 12-month statutory consultation period	Head of Customer Support Services
6.5		Submit ALS designation proposals to Scottish Ministers	ALS designation proposal submitted to Scottish Ministers in compliance with Act	Following 12-month statutory consultation period.	Head of Customer Support Services