



**East Ayrshire Council**  
Comhairle Siorrachd Àir an Ear

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**DRAFT GAELIC LANGUAGE PLAN**  
**2023-2028**

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## INTRODUCTION

### EAST AYRSHIRE COUNCIL

Situated in the Lowlands of south west Scotland, East Ayrshire has a rich and diverse cultural and linguistic heritage, a proud industrial history, and a range of leisure, recreational and hospitality activities which attract residents and visitors alike. Comprising of both urban and rural communities, East Ayrshire has a population of 122,020<sup>1</sup> people and covers 490 square miles. Kilmarnock is the largest town, with a population of over 46,000 people. The remainder of the population live in smaller communities, ranging from less than a hundred people in some villages and rural areas to just under 9,000 in Cumnock, East Ayrshire's second largest town.<sup>2</sup>

Since forming in 1996, East Ayrshire Council has established itself as an ambitious, forward-thinking, and high-performing council, dedicated to the people who live and work in the area. There are approximately 6,733<sup>3</sup> employees who deliver a range of services throughout East Ayrshire. Council Headquarters are based at London Road, Kilmarnock. The budget for 2023-24 has yet to be confirmed at the time of writing.

One of 32 Scottish Councils, East Ayrshire Council is split into nine multi-member wards, with 3 or 4 Councillors representing each ward. There are a total of 32 Councillors. The 2022 Local Council Elections resulted in a minority, which is led by the Scottish National Party.

	Elected Members
Scottish National Party	14
Scottish Labour Party	10
Scottish Conservative and Unionist Party	4
Independent	3
The Rubbish Party	1

The decision making structure for the Council is based on a cabinet model. The Cabinet, chaired by the Leader of the Council, is responsible for all executive decisions made by the local authority. The Governance and Scrutiny Committee acts as a counter balance to the Cabinet, providing open and systematic scrutiny of decisions and regular challenges of performance.

East Ayrshire Council is responsible for providing a broad range of high-quality public services. The Community Plan (2015-2030) continues to be recognised as the sovereign planning document, providing the overarching strategic policy framework for the delivery of services by all Partners. The Community Plan outlines the following vision:

*“East Ayrshire is a place with strong, safe and vibrant communities where everyone has a good quality of life and access to opportunities, choices and high quality*

<sup>1</sup> 2021 estimate ([Population age structure | Understanding East Ayrshire \(east-ayrshire.gov.uk\)](https://www.east-ayrshire.gov.uk/population-age-structure/))

<sup>2</sup> [COMMUNITY PLAN 2015-2030 \(eastayrshirecommunityplan.org\)](https://www.eastayrshirecommunityplan.org/)

<sup>3</sup> January 2023.

*services which are sustainable, accessible and meet people's needs."*

The Community Plan is supported by the Local Outcomes Improvement Plan (2021-24) and the Community Plan Review Supplement (2021-24).

The Community Plan (2015-2030) is underpinned by three thematic Delivery Plans, namely:

- Economy and Skills;
- Safer Communities; and
- Wellbeing

The East Ayrshire Community Plan is also aligned to the Council's Strategic Plan (2022-27) which was approved in June 2022 and provides the strategic framework for the delivery of the Council's priorities and ambitions for our communities.

East Ayrshire Council's Chief Executive is supported by a Deputy Chief Executive, who has operational responsibility for Economic Growth, Facilities and Property Management, Health and Safety, and Housing and Communities. Together with the Director of the Health and Social Care Partnership, they form the Council's Executive Management Team; this also includes the Chief Governance Officer, Chief Social Work Officer, Chief Financial Officer, and Chief Education Officer.

## GAELIC WITHIN EAST AYRSHIRE COUNCIL

The publication of the 2022 Census will provide more up-to-date information regarding the use of the Gaelic language within East Ayrshire.

The 2011 Census showed that the number of people in East Ayrshire (over 3 years old) with any Gaelic language skills was 961 – this is 0.8% of the population of East Ayrshire (less than the national average of 1.7%). Of these 961 people:<sup>4</sup>

- 34% could speak, read, and write Gaelic;
- 2% could speak and read, but not write Gaelic;
- 24% could speak, but not read or write Gaelic;
- 31% could understand, but not speak, read, or write Gaelic; and
- 9% could read, but not speak Gaelic.

The East Ayrshire Gaelic Forum is a local group, interested in promoting and developing the Gaelic language and culture within East Ayrshire. The Forum has held song workshops and conversation days, and through the COVID-19 pandemic held conversation classes on Zoom for members. Despite the challenges associated with the pandemic, the Forum continues to have an active presence on social media, where it promotes Gaelic learning, history, and events to its members and East Ayrshire residents. As the Forum navigates a way forward from the impact of the pandemic, they are aiming to expand face-to-face events – such as the conversation day set to

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<sup>4</sup> [Scotland's Census 2011: Gaelic report \(part 1\), 30<sup>th</sup> September 2015 – Figure 1 & Figure 2](#)

be held in Kilmarnock in February 2023, where attendees (from complete beginners to those confident in the language) will be tutored in Gaelic.

## Siorrachd Àir an Ear

Taghadh de dh'ainmean-àite bhon Ghàidhlig

Airson tuilleadh air na h-ainmean seo, feuch an stòr-dàta air [www.ainmean-aite.scot](http://www.ainmean-aite.scot).

## East Ayrshire

A selection of Gaelic-derived place-names

For more on these names, consult the database on [www.ainmean-aite.scot](http://www.ainmean-aite.scot).



## GAELIC IN SCOTLAND

The publication of the 2022 Census will update our understanding of Gaelic in Scotland.

The 2011 Census showed that around 87,100 people in Scotland (around 1.7% of the population) have some Gaelic language skills. Of these people:<sup>5</sup>

- 32,400 could understand, speak, read, and write Gaelic;
- 57,600 could speak Gaelic;
- 6,100 could read and/or write, but not speak Gaelic; and
- 23,400 were able to understand Gaelic, but could not speak, read, or write it.

Though there was an increase from the 2001 Census of the people (over 3 years old) with all Gaelic language skills (those who can understand, speak, read, and write) – this rose from 31,500 in 2001 to 32,400 in 2011 – there was a downwards trend in relation to Gaelic language skills in Scotland.

- The number of people (over 3 years old) able to speak Gaelic, declined by 1.8% between 2001 and 2011;
- The number of people (over 3 years old) able to read or write Gaelic, declined by 13.2% between 2001 and 2011; and
- The number of people (over 3 years old) able to understand Gaelic (but not speak, read, or write it), declined by 12.6% between 2001 and 2011.

On St. Andrew's Day in 2019, Scottish Gaelic was launched as a course on the online platform, *Duolingo*. As of March 2022, the Scottish Gaelic course reached 1.12 million learners, with 431,000 of these learners being active on the course – 25% of these learners are from the UK. *Duolingo* has since moved to work with *Sabhal Mòr Ostaig* to further develop the course.

## 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.

One of the key features of the 2005 Act is the provision enabling *Bòrd na Gàidhlig* to require public authorities to prepare a Gaelic language plan. This provision was designed to ensure that the public sector in Scotland 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 East Ayrshire Council's proposed 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

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<sup>5</sup> [Scotland's Census 2011: Gaelic report \(part 1\), 30<sup>th</sup> September 2015](#)

when communicating with the public and key partners, and how we will promote and develop Gaelic.

This Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act and has regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

## THE NATIONAL GAELIC LANGUAGE PLAN

East Ayrshire Council supports the aim of the National Gaelic Language Plan, that Gaelic is used more often, by more people, and in a wider range of situations. We are committed to achieving this aim by focusing our work on the overall aims of the National Gaelic Language Plan, as confirmed by the Named Officer from *Bòrd na Gàidhlig*:

- 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.

## INTERNAL GAELIC CAPACITY AUDIT

East Ayrshire Council will conduct an internal language capacity audit of staff as part of the preparation for this Gaelic Language Plan. We will conduct this language capacity audit in-line with our statutory duties under the 2005 Act and associated guidance:

- To achieve a better understanding of the Gaelic language skills held by East Ayrshire Council staff; *and*
- To determine what demand there would be for Gaelic language training opportunities within our staff body.

## CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

The Gaelic Language (Scotland) Act 2005 requires public authorities consult on their draft Gaelic Language Plan before submitting it to *Bòrd na Gàidhlig*. The public consultation for this Gaelic Language Plan will begin on [xxx] March 2023. All responses will be considered and necessary changes to this draft will be made, prior to submission to *Bòrd na Gàidhlig*.



## KEY PRINCIPLES

### EQUAL RESPECT

Under the terms of the 2005 Act, *Bòrd na Gàidhlig* works with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language and the Bòrd in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

East Ayrshire Council will aim to ensure that where Gaelic is included as part of our operations and services, they are of an equal standard and quality as those that we provide in English.

### ACTIVE OFFER

East Ayrshire Council will make an active offer 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 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 strive to ensure that our Gaelic language services are as accessible as our English language services.

### NORMALISING

The key aim of the Gaelic Language (Scotland) Act 2005 is to sustain and grow the Gaelic language and associated culture. East Ayrshire Council will aim to ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan's aims.



## PLAN COMMITMENTS

### STRATEGIC PRIORITIES

#### INCREASING THE USE OF GAELIC

<b>Strategic Priority</b>	<b>Work with partners and businesses, including East Ayrshire Leisure, to increase both the use and awareness of the Gaelic Language.</b>			
<b>Desired Outcome</b>	Increase the use of Gaelic in East Ayrshire through the promotion of Gaelic events and increase the awareness of Gaelic throughout East Ayrshire by normalising bilingual signage in venues and roads.			
<b>Current Practice</b>	Awareness of Gaelic is currently promoted in East Ayrshire through bilingual signage. Gaelic events are promoted by East Ayrshire Leisure.			
<b>Actions Required</b>	<b>Measurement Method</b>	<b>Target Date</b>	<b>Responsibility</b>	
Aim to increase the bilingual promotion of Gaelic events on East Ayrshire Leisure's website and social media.	Increase in number of promotional posts for Gaelic events.	Lifetime of the Plan	<i>East Ayrshire Leisure</i>	
Where appropriate to do so, replace out-dated or damaged venue signage and information with bilingual signs and information.	Increase in the number of bilingual signs in venues across East Ayrshire.	Lifetime of the Plan	<i>East Ayrshire Leisure</i>	
Review existing sign stock to identify opportunities where bilingual road signage can be introduced or replaced on principal routes and at town boundaries, ensuring place names are accurate by seeking advice from <i>Ainmean-Àite na h-Alba</i> as required.	An Asset Management Programme to review and identify key areas where bilingual road signage could be introduced.  Identification of replacement programmes.	Lifetime of the Plan	<i>Ayrshire Roads Alliance</i>	

<b>Strategic Priority</b>	<b>Establish and maintain a Gaelic Implementation Group with representation from all departments within the Council.</b>		
<b>Desired Outcome</b>	The establishment of a Gaelic Implementation Group that will meet biannually and monitor any progress made, with biannual summary reports compiled to form an annual report for each year of the Plan.		
<b>Current Practice</b>	There is no defined Gaelic Implementation Group that meets on a regular basis.		
<b>Actions Required</b>	<b>Measurement Method</b>	<b>Target Date</b>	<b>Responsibility</b>
Establish a Gaelic Implementation Group with representatives from East Ayrshire Council services.	Formation of group and creation of a schedule of group meetings.	September 2023	<i>Corporate Support</i>
Biannual Gaelic Implementation Group meetings where progress will be monitored.	Summary report from biannual meetings will be compiled using feedback and noting progress within each respective service.  These summary reports will be distributed to all participants of the Gaelic Implementation Group.	Lifetime of the Plan	<i>Corporate Support</i>
Annual report compiling progress of that year in relation to the Gaelic Language Plan (2023-28)	An annual report which will compile biannual summary reports. This will be submitted to the Council Management Team for approval and then to <i>Bòrd na Gàidhlig</i> .  This annual report will be published on East Ayrshire Council's website.	Lifetime of the Plan	<i>Corporate Support</i>

## INCREASING THE LEARNING OF GAELIC

<b>Strategic Priority</b>	Undertake the duty under the Education (Scotland) Act 2016 to promote & support Gaelic Education; ensuring the retention of pupils at key transitional phases, an increase in numbers enrolling in GME, and ensuring annual improvement plans are in place to provide standards and quality reporting.		
<b>Desired Outcome</b>	Gaelic education will continue to be supported in East Ayrshire.		
<b>Current Practice</b>	Parents are informed of the option for GME when registering for early years and P1, and the Gaelic learner offer is available at secondary. <i>Sgoil na Coille Nuaidh</i> develops Gaelic specific targets in the annual improvement plan and standards and quality report and secondary provision is included within school improvement plan and S&Q report.		
<b>Actions Required</b>	<b>Measurement Method</b>	<b>Target Date</b>	<b>Responsibility</b>
Ensure that GME provision is promoted as part of early years and P1 enrolment.	Evaluate communications and subsequent uptake.	Lifetime of the Plan	<i>Education Service</i>
Ensure high quality improvement plans and standards and quality reports are in place annually for GME provision.	Submission monitored and quality assured by central team.	Lifetime of the Plan	<i>Education Service</i>
Ensure parents/carers are informed of the offer available for continuing Gaelic at secondary.	Uptake of Gaelic at secondary stages will be monitored and young people supported to make decisions.	Lifetime of the Plan	<i>Education Service (Kilmarnock Academy)</i>

<b>Strategic Priority</b>	Continue to expand the number of Gaelic-medium qualifications and experiences offered at secondary level.		
<b>Desired Outcome</b>	Increase the number of attainment opportunities available for GME pupils at secondary level.		
<b>Current Practice</b>	<i>Gàidhlig</i> is offered as a subject from S1-S6 for all GME pupils – no other subjects currently on offer in GME.		
<b>Actions Required</b>	<b>Measurement Method</b>	<b>Target Date</b>	<b>Responsibility</b>

Expand the number of qualifications available for GME pupils through elective courses offered in Gàidhlig.	Uptake figures for GME pupils within the Senior Phase and attainment data will be monitored.	Lifetime of the Plan	<i>Education Service (Kilmarnock Academy)</i>
Continue to build partnerships with relevant Gaelic organisations and groups to support the delivery of a range of cultural experiences for GME pupils.	Increased number of opportunities for GME pupils to achieve using Gàidhlig.	Lifetime of the Plan	<i>Education Service (Kilmarnock Academy)</i>

<b>Strategic Priority</b>	<b>Expand the Gaelic language learning and cultural experiences within <i>Sgoil na Coille Nuaidh</i>.</b>		
<b>Desired Outcome</b>	Continue to promote and celebrate the rich Gaelic culture along with Gaelic language learning experiences within <i>Sgoil na Coille Nuaidh</i> .		
<b>Current Practice</b>	Pupils are regularly involved in events and experiences involving the wider Gaelic community.		
<b>Actions Required</b>	<b>Measurement Method</b>	<b>Target Date</b>	<b>Responsibility</b>
Continue to build partnerships with relevant Gaelic organisations and groups to support the delivery of a wide range of cultural experiences.	Evaluate participation in experiences and events.	Lifetime of the Plan	<i>Education Service (Sgoil na Coille Nuaidh)</i>
In line with the School Improvement Plan and national developments in GME, develop and plan a range of learning experiences for learners.	School Improvement Plan evaluation and standard and quality reporting.	Lifetime of the Plan	<i>Education Service (Sgoil na Coille Nuaidh)</i>
Build on the involvement in learning experiences that promote Gaelic language use.	Evaluate participation in different experiences and events; celebrating pupil achievements using Gàidhlig.	Lifetime of the Plan	<i>Education Service (Sgoil na Coille Nuaidh)</i>

<b>Strategic Priority</b>	<b>Continue to offer Gaelic Learner Education to all pupils in S1/2 at Kilmarnock Academy and ensure all catchment schools have opportunities to learn about Gaelic language and culture.</b>
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<b>Desired Outcome</b>	To ensure that pupils in Kilmarnock Academy and associated primary schools have opportunities for learning about Gaelic language and culture.		
<b>Current Practice</b>	Gaelic is part of the timetabled curriculum for all learners in S1 at Kilmarnock Academy and is then an option offered at S2. There is no universal offer for catchment schools.		
<b>Actions Required</b>	<b>Measurement Method</b>	<b>Target Date</b>	<b>Responsibility</b>
Continue to provide Gaelic language as a universal offer in S1 and as an option in S2.	Number of pupils learning Gaelic as part of curriculum in S1 and the uptake of option in S2.	Lifetime of the Plan	<i>Education Service (Kilmarnock Academy)</i>
Offer opportunities for “taster” language sessions and opportunities to learn about Gaelic culture across the Kilmarnock Education Group, particularly at transition from P7 to S1.	Number of pupils involved in these activities.	Lifetime of the Plan	<i>Education Service (Sgoil na Coille Nuaidh staff and Kilmarnock Academy Gaelic teacher)</i>

<b>Strategic Priority</b>	<b>Devise a strategy to annually improve services for adult Gaelic learners.</b>		
<b>Desired Outcome</b>	To develop Gaelic learning, by developing learners skills, knowledge, understanding, and experience.		
<b>Current Practice</b>	We are committed to developing and improving Adult Gaelic Learns from beginner classes to advanced level classes, both online and face-to-face.		
<b>Actions Required</b>	<b>Measurement Method</b>	<b>Target Date</b>	<b>Responsibility</b>
Raise awareness of Gaelic Adult Learning Classes.	Promotion of community-based Gaelic opportunities, through social media platforms; through Clean, Green, Vibrant place based areas; as well as the very successful word-of-mouth.	Lifetime of the Plan	<i>Vibrant Communities</i>
Deliver taster sessions in communities.	Offering short taster sessions within our communities in partnership with Community Workers and Home Link	October 2023	<i>Vibrant Communities</i>

	Workers, who will assist with the attendance and promotion of these sessions.		
Promote the work of the Gaelic Language and Culture within East Ayrshire.	We will continue to work closely and develop our good working relationships with the East Ayrshire Gaelic Forum and <i>Sgoil na Coille Nuaidh</i> , where we can promote all our activities to families of children in Gaelic Medium Education and members of the Gaelic language and cultural community.	Lifetime of the Plan	<i>Vibrant Communities</i>

## CORPORATE SERVICE AIMS

### STATUS

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<b>Logo and brand</b>  Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.	The East Ayrshire logo is now bilingual on all publications, staff badges, electric cars, and on the Council website and staff intranet.	We will aim to continue the progress that has been made by identifying any opportunities that arise to render the corporate logo and branding in both Gaelic and English.	Lifetime of the Plan	<i>Gaelic Implementation Group and Communications Team</i>
<b>Signage</b>  Signage will include Gaelic and English as part of any renewal process.	Bilingual signage is currently in place across East Ayrshire in streets, community venues, and roads.	<p>When replacements are due we will review the suitability of replacing signage in key venues with bilingual signs.</p> <p>We will aim to identify opportunities where bilingual road signage can be introduced or replaced.</p>	Lifetime of the Plan	<i>East Ayrshire Leisure</i>  <i>Ayrshire Roads Alliance</i>



## COMMUNICATING WITH THE PUBLIC

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<b>Promotion</b>  Positive messages that communication from the public in Gaelic is always welcome are regularly repeated.	There is a webpage on East Ayrshire Council's website for the Gaelic Language Plan 2019-23 and a second webpage for Gaelic Medium Education. Neither webpage currently state that communication in Gaelic is welcome or invites this.	We will review the suitability of implementing this corporate service aim.	Lifetime of the Plan	<i>Communications Team</i>
<b>Written Communication</b>  Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.	It does not state on East Ayrshire Council's website that written communication in Gaelic is always accepted. There are no training modules for staff in relation to responding to Gaelic correspondence.	We will review the suitability of implementing this corporate service aim.	Lifetime of the Plan	<i>Gaelic Implementation Group</i>
<b>Reception and phone</b>  Where Gaelic speaking staff can provide this service,	There are currently no Gaelic speaking staff to provide reception and phone services in East Ayrshire Council.	We will review the suitability of implementing this corporate service aim.	Lifetime of the Plan	<i>Gaelic Implementation Group</i>

they are supported to do so, and the service is promoted to the public.				
<b>Public meetings</b>  Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.	East Ayrshire Council has not had the opportunity to host a public meeting bilingually.	We will review the suitability of implementing this corporate service aim.	Lifetime of the Plan	<i>Gaelic Implementation Group</i>

## INFORMATION

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<b>News releases</b>  High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.	All high profile news releases are currently released only in English. News releases relevant to Gaelic are published predominantly in English. News releases would be available in Gaelic on request.  We currently publish newsletters in relation to Gaelic matters bilingually.	We will aim to translate high profile news releases as and when requested.  We will continue to publish any newsletters related to Gaelic matters bilingually.	Lifetime of the Plan	<i>Corporate Support</i>

<b>Social Media</b>  Gaelic content distributed regularly through social media, working towards fully bilingual social media.	We have published bilingual posts across Council social media platforms when relevant to the content and audience.	Where relevant to do so, we will aim to ensure that social media content is bilingual. This content will be translated in accordance with our interpretation and translation contract where required.	Lifetime of the Plan	<i>All Services</i>
<b>Website</b>  Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.	Gaelic content webpages have been launched on East Ayrshire Council's website. We currently have a webpage on our Council website dedicated to the second iteration of the Gaelic Language Plan (2019-23) and for Gaelic Medium Education.	We will aim to create and maintain a dedicated central webpage for all aspects of the Gaelic language in East Ayrshire. This will include this iteration of the Gaelic Language Plan and links to relevant services or webpages, such as Gaelic Medium Education and leisure activities.	During Gaelic Week 2024	<i>Corporate Support and Education Service</i>
<b>Corporate Publications</b>  Produced in Gaelic and English, with priority given to those with the highest potential reach and impact.	The Gaelic Language Plan (2019-23) and the previous iteration have been published bilingually – all other corporate documents would be available on request.	We will aim to work across the Council and with Partners to identify corporate publications with the highest potential reach and impact.	Lifetime of the Plan	<i>All Services</i>
<b>Language</b>	Translation and interpretation for corporate information and documents is currently	We have an interpretation and translation contract in place that	Lifetime of the Plan	<i>Corporate Support</i>

A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.	conducted by a qualified external third party that adheres to SQA Orthographic Conventions.	ensures translation and interpretation are of a high quality.		
<b>Exhibitions</b>  Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.	The Dick Institute Visual Art Programme, funded by Creative Scotland and Bòrd na Gàidhlig, took place in 2017-2019. There were monthly visits from the Gaelic primary and secondary schools over two years.  An annual Gaelic event takes place as part of the Imprint Book Festival. There are no further plans at present.	Further engagement will be considered as part of the exhibition planning process and success of any future funding.	Lifetime of the Plan	<i>East Ayrshire Leisure</i>

## STAFF

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<b>Internal audit</b>  Conduct an internal audit of Gaelic skills and training needs through the life of each edition of the plan.	East Ayrshire Council conducted an internal Gaelic capacity audit for the previous Gaelic Language Plan (2019-2023).  We will conduct an internal language capacity audit for this iteration of the Gaelic Language Plan.	We will conduct an internal language capacity audit following approval of this iteration of the Gaelic Language Plan by Bòrd na Gàidhlig.	During Gaelic Week 2026	<i>Corporate Support</i>
<b>Induction</b>  Knowledge of the public authority's Gaelic language plan and training opportunities are embedded in new staff inductions.	East Ayrshire Council, as part of our e-learning platform LearnPro, have a Gaelic Language Plan module and Gaelic Awareness Training module.	We will review and update these modules as required.  We will promote these modules as part of new staff inductions.	Lifetime of the Plan	<i>All Services  Communications Team</i>
<b>Language training</b>  Gaelic language skills training and development, delivered to staff, particularly in relation to implementing the	East Ayrshire Council, as part of our e-learning platform LearnPro, have a Gaelic Awareness Training module. This includes basic vocabulary and links to learning resources at GoGaelic.	We are currently awaiting the results of the internal language capacity audit.	Lifetime of the Plan	<i>All Services</i>

public authority's Gaelic language plan.				
<b>Using Gaelic</b>  Staff are encouraged to use Gaelic in their work.	Staff are encouraged where relevant and appropriate to use Gaelic in their work.	We will continue to encourage staff where relevant and appropriate to use Gaelic in their work.	Lifetime of the Plan	<i>All Services</i>
<b>Awareness training</b>  Gaelic awareness training delivered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.	East Ayrshire Council, as part of our e-learning platform LearnPro, have a Gaelic Awareness Training module.	Gaelic awareness training will be delivered across Council Services where relevant and appropriate to do so.	Lifetime of the Plan	<i>All Services</i>
<b>Recruitment</b>  Gaelic language skills are recognised and respected within the recruitment process throughout the public authority.  Gaelic named as an essential and/or desirable skill in job descriptions in order to deliver the Gaelic language plan and in	Where there is a requirement for the Gaelic language to form part of the job specification, this is done in accordance with <i>Bòrd na Gàidhlig</i> recruitment advice.  No routine adverts have the Gaelic language as a skills requirement.	We will continue to comply with <i>Bòrd na Gàidhlig</i> recruitment advice as appropriate.  Where there is a specific Gaelic speaking requirement for a post, a suitable Gaelic speaking representative will be included in the interview process.	Lifetime of the Plan	<i>People and Culture</i>

accordance with the <i>Bòrd na Gàidhlig</i> recruitment advice.				
Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	We do not currently advertise bilingual or Gaelic only job adverts for posts where Gaelic is an essential skill.	Where Gaelic is an essential skill for a role, we will aim to publish bilingual job adverts and person specifications.		

## GAELIC LANGUAGE CORPUS

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<b>Gaelic Orthographic Conventions</b>  The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.	Written materials produced by East Ayrshire Council are translated by a qualified third-party that adheres to SQA Orthographic Conventions.	We have an interpretation and translation contract in place that ensures translation and interpretation of all written materials.	Lifetime of the Plan	<i>Corporate Support</i>
<b>Place-names</b>  Gaelic place name advice from <i>Ainmean-Àite na h-Alba</i> is sought and used.	East Ayrshire Council seeks advice from <i>Ainmean-Àite na h-Alba</i> as required.	We will continue to seek advice from <i>Ainmean-Àite na h-Alba</i> as required.	Lifetime of the Plan	<i>Ayrshire Roads Alliance</i>



## LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

The purpose of the National Performance Framework is that it is for all of Scotland it aims to:

- To create a more successful country;
- Give opportunities to all people living in Scotland;
- Increase the wellbeing of people living in Scotland;
- Create sustainable and inclusive growth; and
- Reduce inequalities and give equal importance to economic, environmental, and social progress.

To achieve its purpose and the aims therein in practice, the National Performance Framework has set “National Outcomes.” These describe the kind of Scotland it aims to create for people. National Indicators measure the Framework’s progress against its National Outcomes. These give a measure of national wellbeing, and range from economic to social and environmental indicators.

The National Outcomes are that people:

1. Grow up loved, safe, and respected so that we realise our full potential;
2. Live in communities that are inclusive, empowered, resilient, and safe;
3. Are creative and our vibrant and diverse cultures are expressed and enjoyed widely;
4. Have a globally competitive, entrepreneurial, inclusive and sustainable economy;
5. Are well educated, skilled, and able to contribute to society;
6. Value, enjoy, protect, and enhance their environment;
7. Have thriving and innovative businesses, with quality jobs and fair work for everyone;
8. Are healthy and active;
9. Respect, protect, and fulfil human rights and live free from discrimination;
10. Are open, connected, and make a positive contribution internationally; and
11. Tackle poverty by sharing opportunities, wealth, and power more equally.

This Gaelic Language Plan aims to advance the priorities of the National Performance Framework. Examples of progress already made, and how we aim to develop further, are given below.

- Gaelic Medium Education means children can grow up in a safe and respectful environment that develops their language skills.
- Increasing the awareness and use of Gaelic in East Ayrshire contributes to a more inclusive and diverse community, where people can enjoy Gaelic culture, language, and education.

- By developing adult learning within our community in line with this Plan, there will be a wider range of people who are able to express themselves and enjoy Gaelic language and culture in East Ayrshire.
- By fulfilling our statutory duties under the Gaelic Language (Scotland) Act 2005 and the European Charter for Regional Minority Languages, we will contribute to the creation of a sustainable future for Gaelic in Scotland.

## LINKS TO LOCAL AND REGIONAL FRAMEWORKS

The Community Plan (2015-2030) continues to be recognised as the sovereign planning document for the East Ayrshire area, providing the overarching strategic policy framework for the delivery of services by all Partners. The Community Plan sets out the following vision:

*“East Ayrshire is a place with strong, safe and vibrant communities where everyone has a good quality of life and access to opportunities, choices and high quality services which are sustainable, accessible and meet people’s needs.”*

East Ayrshire Council’s core values of Quality, Equality, Access, and Partnership underpin all activity undertaken by East Ayrshire Council and its staff. The Gaelic Language Plan (2023-28) reflects East Ayrshire’s commitment to promoting our rich and diverse cultural heritage –this includes Gaelic language, culture, and education.

## PUBLICATION

### PUBLISHING AND PUBLICISING THE PLAN

#### INTERNAL

East Ayrshire Council’s approved Gaelic Language Plan (2023-28) will be published on East Ayrshire Council’s intranet and an announcement bulletin will go out to all staff in English and Gaelic.

#### EXTERNAL

East Ayrshire Council’s Gaelic Language Plan (2023-28) 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.

## RESOURCING THE PLAN

East Ayrshire Council aims to resource the Gaelic Language Plan (2023-28) from funding provided by *Bòrd na Gàidhlig*. Further funding, if necessary, will be sought as and when required.

## MONITORING THE PLAN

### GAELIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING GROUP

The Gaelic Language Plan (2023-28) will be monitored and reviewed biannually by an established Gaelic Implementation Group.

We aim to compile biannual reports from these meetings, which will form the body of an annual report that we aim to submit to the Council Management Team and *Bòrd na Gàidhlig*.

This annual report will be made available to the public on East Ayrshire Council's website. The members of the Implementation Group that contributed to this Plan will continue to be involved in the biannual Gaelic Implementation Group meetings.

## THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

### OVERALL RESPONSIBILITY FOR THE PLAN

The Chief Executive has overall responsibility for preparation, delivery and monitoring of East Ayrshire Council's Gaelic Language Plan and can be contacted as follows:

*Chief Executive  
East Ayrshire Council*

*Council Headquarters  
London Road  
Kilmarnock  
East Ayrshire  
KA3 7BU*

## DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

The Head of Corporate Support Services has day-to-day responsibility for the delivery and monitoring of East Ayrshire Council's Gaelic Language Plan and can be contacted as follows:

*Head of Corporate Support  
Chief Executive's Office  
East Ayrshire Council*

*Council Headquarters  
London Road  
Kilmarnock  
East Ayrshire  
KA3 7BU*

## ENGAGING WITH STAFF

The draft of the Gaelic Language Plan (2023-28) will be made available to all staff in East Ayrshire with the opportunity to complete the public consultation survey. There will also be the opportunity to complete an internal language capacity audit. Members of the Gaelic Implementation Group will continue to monitor the progress of the Gaelic Language Plan (2023-28) in their respective service areas. This will involve engaging with colleagues to receive feedback and making them aware if developments and opportunities arise.

## ARM'S LENGTH ORGANISATIONS AND THIRD PARTIES

The Council's only Arm's Length Organisation, East Ayrshire Leisure, are already engaged in drafting this Plan as part of the Gaelic Implementation Group. The Gaelic Implementation Group will be responsible for identifying opportunities to promote East Ayrshire Council's Gaelic Language Plan (2023-28) to third party organisations, encouraging them to provide appropriate Gaelic services within the scope of their delivery.