

# Gaelic Language Plan 2026-29

## Plana Gàidhlig 2026-29

#useit

Gàidhlig

#cleachdì

# Foreword

## Welcome

It is my pleasure to present the fourth iteration of SDS's Gaelic Language Plan for 2026-29.

Gaelic is an integral part of Scotland's cultural identity and heritage, offering both a window to our past and future opportunities to bring economic and social benefit to the country. At SDS we are committed to playing our part in promoting and supporting the use of Gaelic.

The introduction of the Scottish Languages Act 2025 marks a historic commitment in its preservation, cementing the official status of Gaelic and Scots in Scotland. It comes 20 years after the Scottish Parliament passed the first piece of supporting legislation, the Gaelic Language (Scotland) Act 2005.

The number of Gaelic speakers in Scotland continues to increase. The 2022 Census results showed that 2.5% of the population aged three or over in Scotland have some Gaelic skills, up from 1.7% in 2011. The Scottish Languages Act 2025 intends to accelerate this growth.

We have developed this Gaelic Language plan in collaboration with Bòrd na Gàidhlig. Our plan is structured by two high-level commitments that align with priorities in the National Language Plan, along with the Corporate Service Aims that all public bodies are required to implement.

# Facal-toisich

## Fàilte

Tha mi air leth toilichte an ceathramh ath-thriall de Phlana Gàidhlig SDS airson 2026-29 a chur fa ur comhair.

Tha Gàidhlig na pàirt bhunaiteach de dhearbh-aithne is dualchas chultarach na h-Alba, a' tabhann an dà chuid uinneag air an àm a dh'fhalbh agus cothroman san àm ri teachd air buannachd eaconamach is sòisealta fhaotainn don dùthaich. Aig SDS, tha sinn dealasach a thaobh ar pàirt a choileanadh ann an adhartachadh agus cur taic ri cleachdadh na Gàidhlig.

Tha Achd nan Cànan Albannach 2025 a' comharrachadh dealas eachdraidheil a thaobh glèidheadh air a' Ghàidhlig agus Albais san àm ri teachd ann an Alba. Tha sin a' tighinn 20 bliadhna às dèidh do Phàrlamaid na h-Alba a' chiad phìos de reachdas aontachadh mar thaic don Ghàidhlig, le Achd na Gàidhlig (Alba) 2005.

Tha an àireamh de luchd-labhairt na Gàidhlig ann an Alba a' leantainn orra ag èirigh. Thaisbean Cunntas-sluaigh 2022 gu bheil seòrsa air choreigin de sgilean Gàidhlig aig 2.5% den àireamh-sluaigh aois trì bliadhna agus còrr ann an Alba, suas bho 1.7% ann an 2011. Tha Achd nan Cànan Albannach 2025 an dùil am fàs seo a luathachadh.

Tha sinn air am Plana Gàidhlig seo a leasachadh ann an co-obrachadh le Bòrd na Gàidhlig. Tha am plana againn air a thogail air dà ghealltanas àrd-ìreil a tha a' co-thaobhadh le prìomhachasan Plana Nàiseanta na Gàidhlig, còmhla ris na h-Amasan Seirbheis Chorporra a tha mar fhiachaibh air buidhnean poblach a chur an gnìomh.

Our latest plan builds on the progress made in recent years, from continuing our annual Gaelic Careers event in collaboration with Highland Council, to delivering our commitments under the Scottish Government's Tog initiative.

We will continue to work closely with Scottish Government and our agency partners to further our shared goal of increasing the use and learning of Gaelic.

The ongoing agenda of public service reform and the focusing of budgets on frontline delivery means that the way in which our services are delivered are continuing to evolve, but we remain committed to prioritising the needs of our Gaelic speaking customers as part of our steadfast commitment to the people and businesses of Scotland.

## **Damien Yeates**

**Chief Executive  
Skills Development Scotland**

Tha am plana mu dheireadh againn a' togail air an adhartas a chaidh a choileanadh sna bliadhnaichean mu dheireadh, bho leantainn air adhart le ar tachartas Dhreuchdan Gàidhlig bliadhnail ann an co-obrachadh le Comhairle na Gàidhealtachd, gu libhrigeadh ar gealltanasan fon iomairt Tog aig Riaghaltas na h-Alba.

Leanaidh sinn oirnn ag obair gu dlùth le Riaghaltas na h-Alba agus ar buidhnean com-pàirteachais gus ar n-amas cho-roinnte adhartachadh a thaobh ionnsachadh is cleachdadh na Gàidhlig a mheudachadh.

Tha sinn a' tuigsinn gum faod ath-leasachaidhean leantainneach foghlaim is sgilean Riaghaltas na h-Alba buaidh a thoirt air na dòighean sam bi ar seirbheisean air an libhrigeadh. Ach, leanaidh sinn air adhart a' toirt prìomhachas do fheumalachdan ar custamairean le Gàidhlig mar phàirt de ar gealltanas seasmhach do mhuinntir agus gnothachasan na h-Alba.

## **Damien Yeates**

**Àrd-Oifigear  
Leasachadh Sgilean Alba**



This plan was prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 5th April 2026.

Chaidh am plana seo ullachadh fo Earrann 3 de Achd na Gàidhlig (Alba) 2005 agus chaidh aontachadh le Bòrd na Gàidhlig air 5mh den Chèitean 2026.

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# 1. Introduction

## About Skills Development Scotland

Skills Development Scotland (SDS) is the national skills agency.

Our ambition is that skills contribute to a thriving, productive and inclusive Scotland. We help inspire and enable Scotland's people and businesses to develop the right **skills for a changing world**.

We achieve this through intelligence-led delivery of Scotland's Career Service, apprenticeships, and other learning and skills interventions in support of Scottish Government ambitions.

Further details on SDS's strategic approach and operational activities can be found in our [Strategic Plan 2022-27](#).

## Our Statutory Responsibilities

SDS is committed to the support and development of the Gaelic language; we understand our contribution to the recognition of Gaelic as an economic, social and cultural asset for Scotland.

The Gaelic Language (Scotland) Act 2005 gives effect to the status of the Gaelic language as an official language of Scotland, commanding equal respect to the English language. Under the Act, public authorities, including SDS, are required by Bòrd na Gàidhlig to prepare a Gaelic Language Plan (GLP).

# 1. Ro-ràdh

## Mu Dheidhinn Leasachadh Sgilean na h-Alba

Is e Leasachadh Sgilean na h-Alba (SDS) am buidheann sgilean nàiseanta.

Is e ar n-amas gum bi sgilean a' cur ri dùthaich Alba a tha soirbheachail, tarbhach agus in-ghabhalach. Tha sinn a' cuideachadh le daoine agus gnothachasan Alba a bhrosnachadh agus a chomasachadh gu **na sgilean ceart airson saoghal ag atharrachadh** a leasachadh.

Tha sinn a' coileanadh seo tro lìbhrigeadh tuigseach air Seirbheis Dhreuchdan Alba, preantasachdan, agus eadar-theachdan ionnsachaidh is sgilean eile mar thaic do dh'àrd-amasan Riaghaltas na h-Alba.

Tha tuilleadh mion-fhiosrachaidh mu mhodh-obrach ro-innleachdail agus gnìomhachdan obrachaidh SDS ri lorg air [Plana Ro-innleachdail 2022-27](#).

## Ar Dleastanasan Reachdail

Tha SDS dealasach a thaobh taic do agus leasachadh na Gàidhlig; tha sinn a' tuigsinn ar modh-obrach a thaobh aithne don Ghàidhlig mar mhaoin eaconamach, shòisealta agus chultarach do dh'Alba.

Tha Achd na Gàidhlig (Alba) 2005 a' toirt buaidh air inbhe na Gàidhlig a dhèanamh tèarainte mar chànan oifigeil ann an Alba, ag àithneadh spèis co-ionann ri Beurla. Fon Achd, tha riatanas bho Bhòrd na Gàidhlig air ùghdarrasan poblach, a' gabhail a-steach SDS, air Plana Gàidhlig (GLP) ullachadh.

## About this Plan

This, our fourth GLP, covers the period 2026-2029. It builds on our experience of implementing previous GLPs and includes more ambitious activities for SDS going forward. It is prepared within the framework of the Act and in accordance with both the National Gaelic Language Plan (NGLP) 2023-28 and the Guidance on the Development of Gaelic Language Plans.

It outlines how we use Gaelic in our services, corporate identity and administration, demonstrating strong cross-organisational strategic and operational commitment to the key principles of the NGLP, which are:

- An Official Language of Scotland – members of the public can use the language for official purposes, such as when accessing our services.
- Equal Respect – SDS will ensure that where Gaelic delivery is included as part of operations and services, it is of an equal standard and quality as delivery provided in English.
- Reasonable and Proportionate – as a public authority with a national remit, we will ensure that a reasonable range of services of relevance to users of Gaelic are available through the medium of Gaelic. Through the iterative process of developing our GLP we will continue working to increase the services that are available in Gaelic.

This Plan sets out the key activities we commit to delivering over the next three years, relevant to the needs of individuals, businesses and the Scottish economy.

## Mun Phlana seo

Tha seo, ar ceathramh GLP, a' còmhach na h-ùine 2026-2029. Tha e a' togail air ar n-eòlas ann am buileachadh Phlanaichean Gàidhlig roimhe agus a' gabhail a-steach barrachd ghnìomhachdan nas àrd-amasail do SDS a' dol air adhart. Tha e air ullachadh taobh a-staigh frèam-obrach na h-Achd agus ann an co-rèir ris an dà chuid Plana Nàiseanta na Gàidhlig (NGLP) 2023-28 agus Stiùireadh air Leasachadh Phlanaichean Gàidhlig.

Tha e a' mìneachadh mar a tha sinn a' cleachdadh Gàidhlig nar seirbheisean, nar dearbh-aithne chorporra agus nar rianachd, a' taisbeanadh dealas ro-innleachdail agus obrachail tar-bhuidhneach do phrìomh phrionnsapalan an NGLP, agus is iad sin:

- Cànan Oifigeil Alba – faodaidh buill den poball an cànan a chleachdadh airson adhbharan oifigeil, leithid inntreigeadh ar seirbheisean.
- Spèis Co-ionann - bidh SDS a' dèanamh cinnteach, far a bheil lìbhrigeadh ann an Gàidhlig air a ghabhail a-steach mar phàirt de dh'obrachaidhean is sheirbheisean, gu bheil e de dh'ìnbhe agus càileachd co-ionann ri lìbhrigeadh ann am Beurla.
- Reusanta agus Co-rèireach – mar ùghdarras poblach le dleastanas nàiseanta, bidh sinn a' dèanamh cinnteach gu bheil raon reusanta de sheirbheisean a tha buntainneach do luchd-cleachdaidh na Gàidhlig, rim faotainn tro mheadhan na Gàidhlig. Tron phròiseas ath-thriallach de leasachadh ar Plana Gàidhlig, leanaidh sinn air adhart ag obair a dh'ionnsaigh meudachadh air seirbheisean a tha rim faotainn ann an Gàidhlig.

Tha am Plana seo a' mìneachadh nam prìomh ghnìomhachdan a tha sinn a' gealltainn a lìbhrigeadh thar nan trì bliadhna ri teachd, a tha buntainneach do fheumalachdan dhaoine fa leth, gnothachasan agus eaconamaidh na h-Alba.

## 2. Context

### Gaelic use in Scotland

The 2022 census found that 2.5% of the population aged three and over in Scotland (130,161 people) had some Gaelic language skills. This was an increase of 43,100 people since 2011 when 1.7% had some skills in Gaelic.

Of these 130,161 people:

- 43,807 (34%) had full skills in Gaelic and could understand, speak, read and write Gaelic.
- 18,264 (14%) could speak but not read or write Gaelic.
- 46,404 (35%) were able to understand Gaelic but could not speak, read or write it.

The proportion of people aged three and over with some Gaelic language skills was highest in Eilean Siar (57.2%), Highland (8.1%) and Argyll and Bute (6.2%). In Glasgow City it was 2.9%, slightly above the national average, representing a high density of Gaelic speakers within the city.

### Gaelic as an economic and cultural asset

Gaelic is used every day across Scotland and the economic value it generates is increasingly recognised. Research by Highlands and Islands Enterprise (HIE) estimated that the value of Gaelic as an economic asset to the Scottish economy could be in the region of between £82m and £149m. In Glasgow alone, the Gaelic economy is estimated to contribute approximately £21.6 million each year.

## 2. Co-theacsa

### Cleachdadh na Gàidhlig ann an Alba

Lorg cunntas-sluaigh 2022 gun robh beagan sgilean Gàidhlig aig 2.5% den àireamh-sluaigh aois trì bliadhna agus nas àirde ann an Alba (130,161 neach). Bha seo na mheudachadh de 43,100 neach bho 2011 nuair a bha beagan sgilean ann an Gàidhlig aig 1.7%.

Den 130,161 neach:

- bha làn sgilean ann an Gàidhlig aig 43,807 (34%) le comas air Gàidhlig a thuigsinn, a leughadh agus a sgrìobhadh.
- bha comas labhairt aig 18,264 (14%) ach cha robh comas leughaidh no sgrìobhaidh ann an Gàidhlig.
- bha 46,404 (35%) comasach air Gàidhlig a thuigsinn ach cha robh air Gàidhlig a labhairt, a leughadh no a sgrìobhadh.

Bha an co-rèir de dhaoine aois trì bliadhna agus nas àirde leis a' bheagan de sgilean Gàidhlig a b' àirde, anns na h-Eileanan Siar (57.2%), A' Ghàidhealtachd (8.1%) agus Earra-Ghàidheal is Bòd (6.2%). Bha e 2.9% ann am baile Ghlaschu, dìreach beagan os cionn a' chuibheis nàiseanta, a' riochdachadh dùmhlachd àrd de luchd-labhairt Gàidhlig anns a' bhaile.

### Gàidhlig mar mhaoin eaconamach agus cultarach

Tha Gàidhlig ga cleachdadh gach latha air feadh Alba agus tha an aithne don luach eaconamach a tha sin a' gintinn, a sìor fhàs. Thuairmsich an rannsachadh le Iomairt na Gàidhealtachd 's nan Eilean (HIE) gum faodadh luach na Gàidhlig mar mhaoin

Culturally, Gaelic is also important in relation to the tourism sector and creative industries, for example, Gaelic events such as the Royal National Mòd, provincial Mòds and Celtic Connections. There are several cultural and arts agencies such as Fèisean nan Gàidheal and Ceòlas which further promote and encourage the use of Gaelic language within creative industries and broadcast media such as BBC Alba and Radio nan Gàidheal.

During recent years, Gaelic Hubs have been set up across Scotland, along with a Gaelic Community Officers Network for those working in third sector organisations. In South Uist, Cnoc Soilleir has opened as a place dedicated to promoting and celebrating the community's rich Gaelic heritage. The centre's facilities have been designed to support music and Gaelic educational programmes, and community-driven initiatives in Gaelic language learning, heritage, culture, music, and dance.

## Learning Gaelic

Different options exist for learning Gaelic and a comprehensive list of courses available in Scotland can be found on the LearnGaelic and SpeakGaelic websites. Applications, such as Duolingo, have been increasingly successful in helping people to learn Gaelic. In 2021, the Scottish Social Attitudes Survey found that over 43% of those who speak or understand at least a few simple sentences of Gaelic agree or strongly agree that learning Gaelic improves someone's chances of getting a job. Young people were the most likely to strongly agree or agree that learning Gaelic improves someone's chances of getting a job. SDS similarly recognises, and promotes, Gaelic language skills as an employability tool that can open doors to various careers and sectors.

In 2024/25 there were 13,987 children in primary and secondary Gaelic medium education and Gaelic learner education in Scotland. A breakdown of the figures is shown in Tables 1 and 2.<sup>1</sup>

<sup>1</sup> Bòrd na Gàidhlig, 2025

eaconamach do dh'eaconamaidh na Gàidhlig, a bhith eadar £82m agus £149m. Ann an Glaschu a-mhàin, thathar den bheachd gu bheil Gàidhlig a' cur timcheall air £21.6 millean gach bliadhna ris an eaconamaidh.

Gu cultarach, tha Gàidhlig cudromach cuideachd a thaobh na roinne turasachd agus nan gnìomhachasan cruthachail, mar eisimpleir, tachartasan Gàidhlig mar am Mòd Nàiseanta Rìoghail, Mòdan ionadail agus Celtic Connections. Tha àireamh de bhuidhnean cultarach is ealain an làthair leithid Fèisean nan Gàidheal agus Ceòlas, a bhios cuideachd ag adhartachadh agus a' misneachadh cleachdadh na Gàidhlig taobh a-staigh nan gnìomhachasan cruthachail agus meadhanan craolaidh leithid BBC Alba agus Radio nan Gàidheal.

Sna bliadhnaichean mu dheireadh, tha Mòr-ionadan Gàidhlig air a bhith gan stèidheachadh air feadh Alba, còmhla ri Lionra nan Oifigearan Coimhearsnachd Ghàidhlig dhaibhsan a tha ag obair ann am buidhnean treas roinne. Ann an Uibhist a Deas, tha Cnoc Soilleir air fosgladh mar àite a tha a dh'aon ghnòthaich airson dualchas Gàidhlig shaidhbhear na coimhearsnachd adhartachadh agus a chomharrachadh. Tha goireasan an ionaid air an dealbhadh gus taic a chur ri ceòl agus prògraman foghlaim Gàidhlig, agus iomairtean fo stiùir na coimhearsnachd ann an ionnsachadh Gàidhlig, dualchas, cultar, ceòl, agus dannsa.

## Ionnsachadh Gàidhlig

Tha diofar roghainnean ann airson Gàidhlig ionnsachadh agus lorgar liosta shusbainteach de chùrsaichean a tha rim faotainn ann an Alba, air làraichean-lìn LearnGaelic agus SpeakGaelic. Tha aplacaidean leithid Duolingo, air bhith a' sìor fhàs soirbheachail ann an cuideachadh dhaoine gu Gàidhlig ionnsachadh. Ann an 2021, fhuair Suirbhidh Sheasamhan Sòisealta na h-Alba a-mach gu bheil còrr air 43% dhiubhsan a tha a' labhairt no a' tuigsinn

Table 1

Gaelic Medium Education in Scotland (2024/25)	No. of Delivery Locations	No. of Teachers / Staff	No. of Children / Pupils
Primary	63	247	3,851
Secondary	33	128	2,011

Table 2

Gaelic Learner Education in Scotland (2024/25)	No. of Delivery Locations	No. of Children / Pupils
Primary	122	4,638
Secondary	31	3,487

## Legal protection of Gaelic

The Scottish Languages Act came into effect 31st July 2025 and gives Gaelic and Scots language official status in Scotland. The Act allows parents in every part of Scotland to apply for Gaelic nursery and early years places for their children. As a result, there will likely be an increase in the number of Gaelic medium education institutions and workers. In addition, the Act will ensure that more qualifications are available in Gaelic and introduce educational standards for Gaelic and Scots.

co-dhiù beagan sheantansan sìmplidh de Ghàidhlig, ag aontachadh no ag aontachadh gu làidir gu bheil ionnsachadh Gàidhlig a' feabhasachadh an cothroman air obair fhaighinn. B' iad daoine òga a bu bhuailtiche aontachadh no aontachadh gu làidir gu bheil ionnsachadh na Gàidhlig a' toirt barrachd chothroman air obair fhaighinn. Tha SDS mar sin ag aithneachadh agus ag adhartachadh sgilean Gàidhlig mar inneal so-fhastachd, as urrainn dorsan fhosgladh gu measgachadh de dhreuchdan agus roinnean.

Ann an 2024/25, bha 13,987 pàiste ann am foghlam bun-sgoile agus àrd-sgoile tro mheadhan na Gàidhlig agus foghlam ionnsachaidh Gàidhlig ann an Alba. Tha mìneachadh air na figearan rim faicinn ann an Clàr 1 agus 2.<sup>1</sup>

Clàr 1

Foghlam tro mheadhan na Gàidhlig ann an Alba (2024/25)	Àireamh de làraichean libhrigidh	Àireamh de thidsearan / luchd-obrach	Àireamh chloinne / sgoilearan
Bun-sgoil	63	247	3,851
Àrd-sgoil	33	128	2,011

Clàr 2

Foghlam luchd-ionnsachaidh Gàidhlig ann an Alba (2024/25)	Àireamh de làraichean libhrigidh	Àireamh chloinne / sgoilearan
Bun-sgoil	122	4,638
Àrd-sgoil	31	3,487

<sup>1</sup> Bòrd na Gàidhlig, 2025

## Dìon laghail na Gàidhlig

Thàinig Achd nan Cànanan Albannach gu buil air 31 Iuchar 2025 agus bheir e inbhe oifigeil don Ghàidhlig agus Albais ann an Alba. Leigidh an Achd le pàrantan anns a h-uile ceàrnaidh de dh'Alba tagradh a dhèanamh airson àiteachan sgoil-àraich is tràth-bhliadhnaichean Gàidhlig airson an cuid chloinne. Mar thoradh air sin, tha coltas gum bi meudachadh san àireamh de dh'institiùdan is luchd-obrach. A thuilleadh air sin, nì an Achd cinnteach gum bi theisteanasan rim faotainn ann an Gàidhlig agus gum bi ìrean foghlaim air an toirt a-steach do Ghàidhlig agus Albais.

## 3. Gaelic and SDS

SDS has transitioned to a model of co-location and community delivery to bring our services closer to our customers. We operate from a mix of Public Access Centres, partner sites and community venues across Scotland.

Our network extends into areas identified as having higher numbers of Gaelic speakers in the North, West and Glasgow as well as areas where Gaelic usage and Gaelic medium education is low or developing. Our national coverage places SDS in a strong position to increase activity in Gaelic speaking areas and support uptake and usage where Gaelic is less established.

Bòrd na Gàidhlig's Guidance on GLPs recognises the need for flexibility given differences in the level of Gaelic use across the country and opportunities to increase its use over time. Commitments regarding Gaelic are therefore expected to be "reasonable and proportionate". As such, SDS prioritises actions in areas with a more established and visible Gaelic community and culture - that is in communities where 20% or more of the population have skills in Gaelic and or/where Gaelic medium education is being delivered.

### Internal Gaelic Capacity Audit

SDS conducted an internal Gaelic language survey of its employees in April-May 2025. The survey benchmarked the level of Gaelic skills, awareness and interest across the organisation.

The online survey was promoted to all SDS colleagues through our weekly newsletter, intranet and Viva Engage.

## 3. Gàidhlig agus SDS

Tha SDS air atharrachadh gu modail co-shuidheachaidh agus libhrigidh coimhearsnachd gus ar seirbheisean a thoirt nas fhaisge do ar luchd-cleachdaidh. Tha sinn ag obrachadh bho mheasgachadh de dh'ionadan Inntrigidh Poblach, làraichean com-pàirteachais agus ionadan coimhearsnachd air feadh Alba.

Tha an lionra againn a' leudachadh a-mach gu àiteachan a tha air an comharrachadh le àireamhan nas àirde de luchd-labhairt na Gàidhlig aig Tuath, an Iar agus Glaschu a bharrachd air àiteachan far a bheil cleachdadh na Gàidhlig no foghlam tro mheadhan na Gàidhlig aig ìre ìosal no ìre leasachaidh. Tha ar còmhach nàiseanta a' càradh SDS ann an suidheachadh làidir airson gnìomhachd a mheudachadh ann an sgìrean Gàidhlig agus taic a chur ri togail agus cleachdadh na Gàidhlig far nach eil a' Ghàidhlig cho stèidhichte.

Tha Stiùireadh Bhòrd na Gàidhlig air GLPan a' tuigsinn an fheum air sùbailteachd mar thoradh air diofaran anns an ìre de chleachdadh na Gàidhlig air feadh na dùthcha, agus cothroman air a cleachdadh a mheudachadh rè ùine. Thathar a' sùileachadh gum bi gealltanasan a thaobh na Gàidhlig mar sin "reusanta agus co-rèireach". Leis an sin, tha SDS a' toirt prìomhachas do ghnìomhachdan ann an àiteachan le coimhearsnachd agus cultar Gàidhlig nas stèidhichte agus nas fhaicsinniche – 's e sin, ann an coimhearsnachdan far a bheil 20% no barrachd den àireamh-sluaigh le sgilean Gàidhlig agus / no far a bheil foghlam tro mheadhan na Gàidhlig ga libhrigeadh.

### In-sgrùdadh air Comas Gàidhlig

Chuir SDS suirbhidh den luchd-obrach an gnìomh a-staigh a thaobh Gàidhlig sa Ghiblean-Cèitean 2025. Rinn an t-suirbhidh tomhas-measaidh air an ìre de sgilean Gàidhlig, mothachadh agus ùidh sa Ghàidhlig tarsainn a' bhuidhinn.

The response rate to the survey was 6.1% (82 employees). Responses were obtained from every SDS region (North, South, East, West), including from individuals who do not have fixed workplace locations. Key findings from the results include:

- 17% of respondents said they would describe themselves as having Gaelic language skills.
- Of those who described themselves as having Gaelic skills, 29% used Gaelic while carrying out their role.
- 48% of all respondents were very, or fairly, interested in learning Gaelic.
- Among those who had attended a previous Gaelic Awareness Day, 83% agreed to a large extent that it provided an awareness of the history and heritage of Gaelic in Scotland.
- Among those who had not previously attended a Gaelic Awareness session, 55% were very, or fairly, interested in the prospect of future sessions.

These survey results will help SDS to shape and identify both internal and external Gaelic services going forward and provide an effective way to identify Gaelic language training needs and opportunities for SDS employees.

A full report of SDS's 2025 Gaelic Language Survey can be obtained on request.

Chaidh an t-suirbhidh air-loidhne adhartachadh gu co-obraichean SDS uile tro ar litir-naidheachd sheachdaineach, eadra-lìon agus Viva Engage.

Bha an ìre freagairt don t-suirbhidh 6.1% (82 cosnaiche). Fhuair eadh freagairtean bho gach sgìre de SDS (Tuath, Deas, Ear, Iar), a' gabhail a-steach bho dhaoine fa leth nach eil ceangailte ri aite-obrach stèidhichte. Tha prìomh bhuilean bho na toraidhean a' gabhail a-steach:

- Thuir 17% den luchd-freagairt gun toireadh iad iomradh orra fhèin gu bheil sgilean Gàidhlig aca.
- Dhiubhsan a thug iomradh orra fhèin le sgilean Gàidhlig, bha 29% a' cleachdadh Gàidhlig ann an coileanadh an dreuchd.
- Bha ùidh mhòr no beagan ùidh aig 48% den luchd-freagairt ann an Gàidhlig ionnsachadh.
- Am measg iadsan a bha air Latha Mothachaidh Gàidhlig a fhrithéaladh roimhe, dh'aontaich 83% gu ìre mhòr gun d' rinn e mothachail iad do dh'eachdraidh is dualchas na Gàidhlig ann an Alba.
- Am measg iadsan nach robh air seisean Mothachaidh Gàidhlig a fhrithéaladh roimhe, bha ùidh mhòr no beagan ùidhe aig 55% ann an geallachas air seiseanan san àm ri teachd.

Cuidichidh na toraidhean suirbhidh sin SDS le bhith a' cumadh agus a' comharrachadh sheirbheisean Gàidhlig air an taobh a-staigh agus an taobh a-muigh a' dol air adhart, agus dòigh èifeachdachadh a nochdadh airson feumalachdan trèanaidh agus cothroman Gàidhlig a chomharrachadh do chosnaichean SDS.

Bidh làn aithisg de Shuirbhidh Ghàidhlig SDS 2025 ri faotainn le iarrtas.

## Our work in schools

SDS delivers face-to-face Careers Information Advice and Guidance (CIAG) in all of Scotland's publicly funded secondary schools, as well as creating appropriate materials for teachers and practitioners to use with older primary school children (P5-P7). Further information on our CIAG school service offer can be found on our [website](#).

SDS recognises its responsibility to deliver Gaelic language products and services through schools which will develop and enhance the Career Management Skills of Gaelic-speaking children and young adults.

Following the publication of the Education (Scotland) Act 2016, SDS has continued to liaise with Bòrd na Gàidhlig to understand ambitions for the expansion and development of Gaelic medium education and Gaelic learner education, and to determine how our services can best support their work.

## Our work with employers

SDS promotes the benefits of Gaelic, and individuals with Gaelic language skills, to employers and other stakeholders through briefings, attendance at employer engagement events and other forums.

SDS also works with employers across sectors with high levels of Gaelic employment, including Tourism, Creative Industries, Early Years and Childcare, and Health and Social Care. For example, SDS works in partnership with Sabhal Mòr Ostaig and the University of Highlands and Islands (UHI) to deliver Foundation Apprenticeships in Creative and Digital media and Social Services: Children and Young People in the Gaelic language.

## Ar n-obair sna sgoiltean

Bidh SDS a' libhrigeadh Comhairle is Stiùireadh Fiosrachaidh Dhreuchdan (CIAG) aghaidh-ri-aghaidh ann an àrd-sgoiltean poblach na h-Alba, a thuilleadh air stuthan iomchaidh a chruthachadh do thidsearan agus luchd-cleachdaidh airson an cur an gnìomh le clann bun-sgoile nas sine (P5-P7). Gheibhear tuilleadh fiosrachaidh mu sheirbheis sgoile CIAG air an [làraich-lìn](#) againn.

Tha SDS a' tuigsinn a dhleistanais a thaobh stuthan agus seirbheisean Gàidhlig a libhrigeadh tro sgoiltean, a leasaicheas agus a dh'àrdaicheas Sgilean Stiùiridh Dhreuchdail chloinne is inbhich òga le Gàidhlig.

A' leantainn air foillseachadh Achd an Fhoghlaim (Alba) 2016, tha SDS air leantainn a' conaltradh ri Bòrd na Gàidhlig gus àrd-amasan airson leudachadh is leasachadh air foghlam tro mheadhan na Gàidhlig agus foghlam ionnsachaidh Gàidhlig a thuigsinn, agus dearbhadh mar as fheàrr as urrainn do ar seirbheisean taic a chur ri an obair.

## Ar n-obair le luchd-fastaidh

Bidh SDS ag adhartachadh buannachdan na Gàidhlig agus daoine fa leth le sgilean Gàidhlig do luchd-fastaidh agus luchd-ùidhe eile tro fhiosrachadh, frithealadh thachartasan com-pàirt luchd-fastaidh agus fòraman eile.

Tha SDS ag obair cuideachd le luchd-fastaidh tarsainn roinnean le ìrean àrda de chosnadh Gàidhlig, a' gabhail a-steach Turasachd, Gnìomhachasan Cruithachail, Tràth-Bhliadhnaichean is Cùram-chloinne agus Cùram Sòisealta. Mar eisimpleir, tha SDS ag obair ann an com-pàirteachas le Sabhal Mòr Ostaig agus Oilthigh na Gàidhealtachd 's nan Eilean (UHI) gus Bun-Phreantasachdan a libhrigeadh ann am meadhanan Cruithachail is Didseatach agus Seirbheisean Sòisealta: Clann is Daoine Òga agus Gàidhlig.

We deliver Career Events to promote the employment opportunities available for Gaelic speakers with employers looking to employ people with Gaelic. As part of the Tog, which supercedes the faster Rate of Progress initiative, we work with organisations such as MG Alba, Historic Environment Scotland and HIE to consider the best ways to promote Gaelic skills and Gaelic Career pathways.

## Links to Local and Regional Frameworks

SDS interacts with local and regional frameworks (including in relation to Gaelic) in several ways. These include:

- Working closely with local and regional partners, including educators, regional economic partnerships and others, to identify and achieve shared goals.
- Engaging with regional economic partnerships to support decision making in local skills provision, for example the Convention of the Highlands and Islands (CoHI).
- Undertaking work with enterprise and skills bodies to achieve the best outcomes for all our customers at a national, regional, and local level.

## Mainstreaming Gaelic

SDS's contribution to the development areas identified in the NGLP will be primarily made through implementing the actions in the GLP. However, there are opportunities to promote and develop the Gaelic language, including through existing day-to-day service delivery. SDS will continue to identify areas where Gaelic can be proactively incorporated, and the priorities of the NGLP initiated, through our wider work as an organisation. This corresponds to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

Tha sinn a' libhrigeadh Thachartasan Dreuchdail gus na cothroman cosnadh adhartachadh a tha rim faotainn le luchd-labhairt na Gàidhlig le fastaichean a tha a' coimhead ri daoine le Gàidhlig fhastadh. Mar phàirt den iomairt Ghàidhlig Tog, a tha a gabhail thairis fo Astar Adhartais nas Luaithe, tha sinn ag obair le buidnean leithid MG Alba, Àrainneachd Eachdraidheil Alba agus HIE gus beachdachadh air na dòighean as fheàrr air sgilean Gàidhlig agus slighean Dhreuchdan Gàidhlig adhartachadh.

## Ceanglaichean le Frèaman-obrach Ionadail is Roinneil

Tha SDS ag eadar-obrachadh le frèaman-obrach ionadail is roinneil (a' gabhail a-steach a thaobh Gàidhlig) ann an diofar dhòighean. Nam measg sin tha:

- Obrachadh gu dlùth le com-pàirtichean ionadail is roinneil, a' gabhail a-steach luchd-oideachaidh, com-pàirteachasan eaconamach roinneil agus càch, gus cinn-uidhe co-roinnte a chomharrachadh agus a choileanadh.
- Conaltradh le com-pàirteachasan eaconamach roinneil gus taic a chur ri co-dhùnaidhean a thaobh solar sgilean ionadail, mar eisimpleir, Còmhdhail na Gàidhealtachd 's nan Eilean (CoHI).
- Gabhail obair os làimh le buidhnean iomairt is sgilean gus na builean as fheàrr a choileanadh do ar luchd-ceannach uile aig ìre nàiseanta, roinneil agus ionadail.

## Prìomh-shruthadh Gàidhlig

Bidh an taic a bheir SDS do na raointean leasachaidh a tha air an comharrachadh san NGLP, sa chiad àite dèante tro bhuileachadh nan gnìomhan san GLP. Ach, tha cothroman ann airson Gàidhlig adhartachadh agus a leasachadh, a' gabhail a-steach tro libhrigeadh seirbheis làthaireach latha-gu-latha. Leanaidh SDS a'

## Consultation on the draft Gaelic Language Plan

The 2005 Act requires a public body to bring the preparation of its GLP to the attention of all interested parties.

The draft plan was available on the SDS website for six weeks from 7 July 2025. It was promoted through SDS social media channels and distributed via email to key stakeholders. The public were also invited to comment on the draft by email or phone. We received four responses which were supportive of the draft plan.

comharrachadh raointean far am faod Gàidhlig a bhith air a gabhail a-steach gu ro-ghnìomhach, agus prìomhachasan an NGLP air an tòiseachadh tro ar n-obair fharsaing mar bhuidheann. Tha seo ann an co-rèir ris a' phrionnsapal àbhaisteachaidh a tha ag amas air Gàidhlig a bhith mar phàirt làitheil den bheatha ann an Alba.

## Co-chomhairleachadh air an dreachd Plana Gàidhlig

Tha Achd 2005 ga dhèanamh riatanach do bhuidheann poblach air ullachadh an GLP aca a thoirt gu aire phàrtaidhean uile le ùidh.

Bha an dreachd plana ri fhaotainn air làrach-lìn SDS airson sia seachdainean bho 7 Iuchar 2025. Chaidh adhartachadh tro shianalan mheadhanan sòisealta SDS agus a sgaoileadh air post-d gu prìomh luchd-ùidhe. Fhuair am poball cuireadh am beachdan air an dreachd a nochdadh air post-d no fòn. Fhuair sinn ceithir freagairtean a bha taiceil don dreachd a phlana.

## Teaching Bursary helps Catriona pursue career change

A former architect has explained how access to a teaching bursary has allowed her to pursue her dream of becoming a teacher.

Catriona Macdonald had 10 years' experience working in Glasgow and had spent the last six years tutoring one day a week at Strathclyde University when she decided she needed a change.

She said "Although I enjoyed my job in terms of its creativity and creating spaces and places to improve people's lives, I realised that tutoring was the thing I enjoyed best.

"That got me thinking that perhaps this is something I'd like to do full-time, and that's when I started to consider a career in teaching. I also at that time was thinking about moving back to North Uist."

Catriona decided to study for the Postgraduate Diploma of Education (PGDE) primary course in Gaelic medium. Studying full-time also meant giving up her job, something that was a daunting prospect. She then heard about the Teaching Bursary through a family friend, and she applied for to help support her throughout her year of study.

Opened to new applicants in July 2024 by Skills Development Scotland (SDS), the £20,000 bursary is available for career

## Bursaraidh Teagaisg a' cuideachadh Catriona le atharrachadh dreuchd a leantainn

Tha neach a bha na ailtire air mìneachadh mar a tha cothrom air bursaraidh teagaisg air ceadachadh dhi a miann air a bhith na tidsear a leantainn.

Bha eòlas 10 bliadhna aig Catriona NicDhòmhnaill ag obair ann an Glaschu agus air na sia bliadhna mu dheireadh a chur seachad ag oideachadh aon latha san t-seachdain aig Oilthigh Shrath Chluaidh, nuair a cho-dhùin i gun robh feum aice air atharrachadh.

Thuirt i, "Ged a bha m' obair a' còrdadh rium a thaobh cruthachalachd agus cruthachadh fharsaingeachdan is làraichean gus beatha dhaoine a leasachadh, thuig mi gum b' e oideachadh an nì a b' fheàrr a bha a' còrdadh rium."

"Thòisich mi a' smaoinichadh gur dòcha gum bu mhath leam a dhèanamh làn-thìde, agus b' ann an uair sin a thòisich mi a' beachdachadh air dreuchd ann an teagasg. Bha mi cuideachd aig an àm sin a' smaoinichadh air gluasad air ais a dh'Uibhist a Tuath."

Cho-dhùin Catriona air an cùrsa bun-sgoile ann am foghlam tro mheadhan na Gàidhlig den Dioplòma Foghlaim Iar-Cheumnach (PGDE) a dhèanamh. Bha ionnsachadh làn-thìde a' ciallachadh an obair aice fhàgail, nì a bha na chùis caran iomagaineach. Chuala i an uair sin mun Bhursaraidh Teagaisg tro charaid teaghlaich, agus rinn i tagradh air a shon gus taic a chur rithe tron bhliadhna ionnsachaidh aice.

changes in the new academic year whilst studying for a PGDE in Maths, Computing Science, Technological Education, Physics, Chemistry, Home Economics, Gaelic and Modern Languages.

"The bursary was definitely a deciding factor in my decision to undertake the course. I'm not sure how I'd have managed the year without it, I'm really grateful it was available to me."

She says "Having lived in Glasgow for the last 15 years, I haven't used Gaelic very often! So I'm looking forward to using it again in my new career."

Find out more about the teaching bursary at [teachingbursaryinscotland.co.uk](https://teachingbursaryinscotland.co.uk)



Air fhosgladh do thagraichean ùra san Iuchar 2024 le Leasachadh Sgilean na h-Alba (SDS), tha am bursaraidh £20,000 ri fhaotainn leothasan ag atharrachadh dreuchd sa bhliadhna ùr acadaimigich, agus ag ionnsachadh tro PGDE ann am Matamataig, Saidheans Coimpiutaidh, Foghlam Teicneòlasach, Eòlas-fiosaig, Ceimigeachd, Eaconamas Dachaigh, Gàidhlig agus Nuadh-Chànanan.

"Bha am bursaraidh na adhbhar co-dhùnaidh dhomh gun teagamh sam bith nam roghainn air a' chùrsa a ghabhail os làimh. Chan eil mi cinnteach ciamar a bhithinn air soirbheachadh tron bhliadhna às aonais, tha mi cho taingeil gun robh cothrom agam fhaotainn."

Tha i ag ràdh, "An dèidh a bhith a' fuireach ann an Glaschu thar nan 15 bliadhna mu dheireadh, chan eil mi air a bhith a' cleachdadh Gàidhlig ro thrìc! Mar sin, tha mi a' coimhead air adhart ri a cleachdadh a-rithist nam dhreuchd ùir."

Faigh a-mach tuilleadh mun bhursaraidh teagaisg aig [teachingbursaryinscotland.co.uk](https://teachingbursaryinscotland.co.uk)

## 4. Plan Commitments

The main aim of the National Gaelic Language Plan (NGLP) is to increase the use and learning of Gaelic, which all our high level and corporate service commitments are in support of.

### High Level Commitments

Aligned to some of the NGLP priority areas, for the period 2026-29, SDS is making the following high level commitments:

#### Increasing the use and learning of Gaelic in Business and the Economy

- Deliver our commitments under the Scottish Government's Tog initiative, alongside partners.
- Continue to embed Gaelic skills in work-based learning pathways expansion including Foundation, Modern and Graduate apprenticeships.
- Develop and deliver SDS commitments detailed in the Gaelic Tourism Strategy 2024-2029.

#### Increasing the use and learning of Gaelic in Education 0-18

- Develop Gaelic content for SDS webpages and other digital resources, following a review of which resources are most frequently used.
- Provide information on Gaelic work opportunities and career pathways through our Scottish Careers Service and partners.

## 4. Gealltanasan a' Phlana

Is e prìomh amas a' Phlana Nàiseanta (NGLP), cleachdadh agus ionnsachadh na Gàidhlig a mheudachadh, ris a bheil ar gealltanasan seirbheis chorporra agus àrd-ìreil uile a' cur taic.

### Dealasan Àrd-Ìreil

Co-thaobhaichte ri cuid de raointean prìomhachais NGLP airson na h-ùine 2026-29, tha SDS a' toirt nan gealltanasan àrd-ìreil a leanas:

#### Cleachdadh is ionnsachadh na Gàidhlig a mheudachadh ann an Gnothachas agus san Eaconamaidh

- Lìbhrigeadh ar gealltanasan fo iomairt Tog aig Riaghaltas na h-Alba (FROP) còmhla ri com-pàirtichean.
- Leantainn a' fighe a-steach sgilean Gàidhlig ann an leudachadh slighean stèidhichte air obair, a' gabhail a-steach Bun-Phreantasachdan, Nuadh-Phreantasachdan, agus Preantasachdan Ceum.
- Leasachadh agus lìbhrigeadh ghealltanasan SDS mar a tha mìnichichte anns an Ro-innleachd Turasachd Ghàidhlig 2024-2029.

#### Meudachadh cleachdadh is ionnsachadh Gàidhlig ann am Foghlam 0-18

- Leasachadh susbaint Ghàidhlig do dhuilleagan-lìn SDS agus goireasan didseatach eile, a' leantainn ath-sgrùdadh air na goireasan as trice a tha air an cleachdadh.

- Further develop Gaelic Education Resources, including the Gaelic Meta Skills toolkit.

### **Increasing the use and learning of Gaelic within the adult/postschool sector**

- Deliver our commitments under the Scottish Government's Tog initiative, alongside partners.
- Provide information on Gaelic work opportunities and career pathways through our Scottish Careers Service and partners.
- Encourage employers to support the use of Gaelic in the workplace.

Actions against these commitments are detailed in pages 20-25. All commitments from the previous edition of SDS's GLP which remain within its remit are carried forward and delivered.

### **Corporate service aims**

Bòrd na Gàidhlig has a set of standardised Corporate Service Aims that public bodies are required to implement. These aim to standardise key Gaelic services over time across the public sector covering: Identity, Communications, Publications and Staffing.

Through our three previous GLPs, SDS has achieved incremental progress towards the delivery of the Corporate Service Aims. Our planned future activity is detailed on pages 26-33.

- Fiosrachadh a thaisbeanadh mu chothroman obrach agus mu shlighean dreuchdail Gàidhlig, tro ar Seirbheis Dhreuchdan Alba agus com-pàirtichean.
- Tuilleadh leasachaidh a dhèanamh air Goireasan Foghlaim Gàidhlig, a' gabhail a-steach acainn Sgilean Meata Gàidhlig.

### **Meudachadh air cleachdadh is ionnsachadh na Gàidhlig taobh a-staigh na roinne inbheach / iar-sgoile**

- Ar gealltanasan a libhrigeadh fo iomairtean Tog Riaghaltas na h-Alba, còmhla ri com-pàirtichean.
- Fiosrachadh a sholarachadh mu chothroman obrach agus slighean dreuchdail Gàidhlig tro Sheirbheis Dhreuchdan na h-Alba agus com-pàirtichean.
- Fastaichean a bhrosnachadh gu taic a chur ri cleachdadh na Gàidhlig san àite-obrach.

Tha gnìomhan an aghaidh nan gealltanasan sin air am mion-fhiosrachadh air duilleagan 20-25. Tha na dealasan uile bhon eagran roimhe seo de Phlana Gàidhlig SDS a tha fhathast taobh a-staigh a dhleistanais, air an toirt air adhart agus air an libhrigeadh.

### **Amasan Seirbheis chorporra**

Tha seata de dh'Amasan Seirbheis Chorporra cunbhalach aig Bòrd na Gàidhlig a tha aig buidhnean poblach ri bhuileachadh. Tha iad sin ag amas air prìomh sheirbheisean Gàidhlig a dhèanamh cunbhalach rè ùine tarsainn na roinne poblaich, a' còmhach: Dearbh-aithne, Conaltraidhean, Foillseachaidhean agus Luchd-obrach.

Tro ar trì Planaichean Gàidhlig roimhe, tha SDS air adhartas a choileanadh ceum air cheum a dh'ionnsaigh libhrigeadh air na h-Amasan Seirbheis Chorporra. Tha ar planaichean gnìomhaidh don àm ri teachd air am mìneachadh air duilleagan 26-33.

## High-Level Commitments

Increasing the use and learning of Gaelic in Business and the Economy		
Actions	Target Date	Responsibility
<p>Deliver our commitments under the Scottish Government's Tog initiative, alongside partners.</p> <p>This will include:</p> <ul style="list-style-type: none"> <li>■ <b>Develop a labour market information strategy in recognition of the value of Gaelic skills across Scotland, in partnership with HIE and other Tog partners.</b></li> <li>■ <b>Continue to co-lead the Economy and Labour Market workstream with HIE.</b></li> </ul>	Year 2	Skills Planning CIAG
<p>Continue to embed Gaelic skills in work-based learning pathways including Foundation and Modern apprenticeships, while they remain the responsibility of SDS:</p> <ul style="list-style-type: none"> <li>■ <b>Work with partners using existing frameworks to develop further Foundation and Modern Apprenticeships that are delivered through the medium of Gaelic.</b></li> <li>■ <b>Make explicit that Gaelic is valued as a skill for apprenticeships, particularly where Gaelic is already the language of the workplace.</b></li> <li>■ <b>Work with partners including schools on the promotion of Gaelic skills in work-based learning pathways, for example through career events, webinars and promotion in schools.</b></li> </ul>	Year 2	National Training Programmes CIAG
<p>Develop and deliver SDS commitments detailed in the Gaelic Tourism Strategy 2024-2029, including:</p> <ul style="list-style-type: none"> <li>■ <b>Engage education and training providers to help build capacity and promotion of Gaelic language skills, through collaboration with the Gaelic Tourism Strategy group members.</b></li> <li>■ <b>Work with Gaelic Tourism Strategy group develop a Gaelic module for inclusion within the Hospitality Modern Apprenticeships framework.</b></li> </ul>	Year 2	Skills Planning CIAG National Training Programmes

## Amasan àrd-ìreil

Meudachadh cleachdadh is ionnsachadh na Gàidhlig ann an Gnothachas agus san Eaconamaidh		
Gnìomhan	Ceann-latha Targaid	Uallach
<p>Ar gealltanasan a libhrigeadh fo iomairt Tog aig Riaghaltas na h-Alba, còmhla ri com-pàirtichean. Gabhaidh seo a-steach:</p> <ul style="list-style-type: none"> <li>■ <b>Leasaich ro-innleachd fiosrachaidh margaid obrach mar aithne do luach sgilean Gàidhlig air feadh Alba, ann an com-pàirteachas le HIE agus com-pàirtichean eile Tog.</b></li> <li>■ <b>Leantainn air sruth-obrach an Eaconamaidh is Margaid Obrach a cho-stiùireadh, comhla ri HIE.</b></li> </ul>	Bliadhna 2	Planadh Sgilean CIAG
<p>Leantainn air adhart a' fighe a-steach sgilean Gàidhlig ann an slighean ionnsachaidh stèidhichte air obair, a' gabhail a-steach Bun- agus Nuadh- phreantasachdan, fhad 's a tha iad a' fuireach nan uallach air SDS:</p> <ul style="list-style-type: none"> <li>■ <b>Obrachadh le com-pàirtichean a' cleachdadh nam frèaman-obrach a tha an làthair gus tuilleadh Bun- agus Nuadh-Phreantasachdan a leasachadh, a tha libhrigte tro mheadhan na Gàidhlig.</b></li> <li>■ <b>Mineachadh gu soilleir gu bheil luach air a' Ghàidhlig mar sgil do phreantasachdan, gu h-àraid far a bheil Gàidhlig mar-thà mar chànan an àite-obrach.</b></li> <li>■ <b>Obraich le com-pàirtichean a' gabhail a-steach sgoiltean air adhartachadh sgilean Gàidhlig ann an slighean ionnsachaidh stèidhichte air obair, mar eisimpleir tro thachartasan dreuchdail, co-labhairtean-lìn agus brosnachadh as na sgoiltean.</b></li> </ul>	Bliadhna 2	Prògraman Trèanaidh Nàiseanta CIAG
<p>Leasachadh agus libhrigeadh ghealltanasan SDS mar a tha mìnichte anns an Ro-innleachd Turasachd Ghàidhlig 2024-2029, a' gabhail a-steach:</p> <ul style="list-style-type: none"> <li>■ <b>Conaltradh le solaraichean foghlaim is trèanaidh gus cuideachadh le comas agus adhartachadh sgilean Gàidhlig thogail, tro cho-obrachadh le buill buidheann Ro-innleachd Turasachd na Gàidhlig.</b></li> <li>■ <b>Obrachadh leis a' bhuidheann Ro-innleachd Turasachd Ghàidhlig a' leasachadh modal Gàidhlig airson in-ghabhail taobh a-staigh frèam-obrach nan Nuadh-Phreantasachdan Aoigheachd.</b></li> </ul>	Bliadhna 2	Planadh Sgilean CIAG Prògraman Trèanaidh Nàiseanta

## Increasing the use and learning of Gaelic in Education 0-18

Actions	Target Date	Responsibility
<p>Develop Gaelic content for SDS webpages and other digital resources, following a review of which resources are most frequently used, demonstrating equal respect for Gaelic and English. This will include:</p> <ul style="list-style-type: none"> <li>■ <b>Develop further Gaelic content on SDS's websites, such as Profiling Learner Achievements, Gaelic versions of the main landing pages and other applications.</b></li> <li>■ <b>Increase Gaelic career profiles, case studies and content in relation to work-based learning and the CIAG offer.</b></li> </ul>	Annually	Digital Services CIAG Communications & Marketing
<p>Provide information on Gaelic work opportunities and career pathways through our Scottish Careers Service and partners. This will include:</p> <ul style="list-style-type: none"> <li>■ <b>Organise and attend in-person and online events for schools, such as careers events, webinars and podcasts, and have a presence at events such as the Royal National Mod.</b></li> <li>■ <b>Update Gaelic marketing materials for schools.</b></li> <li>■ <b>Utilise Gaelic speaking staff at Gaelic events, where resources allow.</b></li> </ul>	Annually	CIAG Communications & Marketing
<p>Further develop Gaelic Education Resources, including the Gaelic Meta Skills toolkit:</p> <ul style="list-style-type: none"> <li>■ <b>Conduct a review with schools, teachers, and other stakeholders, to understand which of the existing Gaelic resources are being utilised, evaluating how useful and effective they are.</b></li> <li>■ <b>Develop resources that are deemed to be most useful.</b></li> </ul>	Year 2	National CIAG - Education and STEM CIAG Communications & Marketing
<p>Continue to manage the funding and applications for the Teaching Bursary (including Gaelic as a Language/Subject at Secondary School Level, Gaelic Medium across all Secondary Subjects and Primary Education in Gaelic Medium).</p>	Annually	National Training Programmes Procurement & Legal

## Meudachadh cleachdadh is ionnsachadh na Gàidhlig ann am Foghlam 0-18

Gnìomhan	Ceann-latha Targaid	Uallach
<p>Leasachadh susbaint Ghàidhlig do dhuilleagan-lìn SDS agus goireasan didseatach eile, a' leantainn ath-sgrùdadh air na goireasan as trice a tha air an cleachdadh, a' taisbeanadh spèis co-ionann do Ghàidhlig agus Beurla. Bidh seo a' gabhail a-steach:</p> <ul style="list-style-type: none"> <li>■ <b>Barrachd leasachadh air susbaint Ghàidhlig air làraichean-lìn SDS, leithid Pròifileadh Euchdan Luchd-ionnsachaidh, tionndaidhean Gàidhlig de na prìomh dhuilleagan is aplacaidean eile.</b></li> <li>■ <b>Meudachadh phròifilean dhreuchdan Gàidhlig, sgrùdaidhean cùise agus susbaint a thaobh ionnsachadh stèidhichte air obair agus tairgse CIAG.</b></li> </ul>	Bliadhna	Seirbheisean Didseatach CIAG Conaltraidhean is Margaideachd
<p>Solarachadh fiosrachadh mu chothroman obrach agus slighean dhreuchdan Gàidhlig tro Sheirbheis Dhreuchdan na h-Alba is com-pàirtichean. Bidh seo a' gabhail a-steach:</p> <ul style="list-style-type: none"> <li>■ <b>Eagrachadh agus frithealadh thachartasan gu pearsanta agus air-loidhne do sgoiltean, leithid tachartasan dhreuchdan, co-labhairtean-lìn is pod-chraolaidhean, agus làthaireachd aig tachartasan mar am Mòd Nàiseanta Rìoghail.</b></li> <li>■ <b>Ath-ùrachadh stuthan margaideachd do na sgoiltean.</b></li> <li>■ <b>Dèanamh feum de luchd-obrach le Gàidhlig aig tachartasan Gàidhlig, far a bheil na goireasan a' ceadachadh.</b></li> </ul>	Bliadhna	CIAG Conaltraidhean is Margaideachd
<p>Tuilleadh leasachaidh air Goireasan Foghlaim Gàidhlig, a' gabhail a-steach acainn Sgìlean Meata Gàidhlig:</p> <ul style="list-style-type: none"> <li>■ <b>Coileanadh ath-sgrùdadh le sgoiltean, tidsearan, agus luchd-ùidhe eile gus tuigsinn cò aca de na goireasan Gàidhlig an làthair a tha gan cleachdadh, a' dèanamh luachadh air cho feumail agus èifeachdach 's a tha iad.</b></li> <li>■ <b>Leasachadh ghoireasan a tha air am meas as fheumaile.</b></li> </ul>	Bliadhna 2	CIAG Nàiseanta – Foghlam agus STEM CIAG Conaltraidhean is Margaideachd
<p>Lean air adhart a' riaghladh maoinachadh agus iarrtasan airson Bursaraidh Teagaisg (a' gabhail a-steach Gàidhlig mar Chànan/Cuspair aig Ìre Àrd-sgoile, Foghlam tro Mheadhan na Gàidhlig thar gach Cuspair Àrd-sgoile agus Foghlam Bun-sgoile tro Mheadhan na Gàidhlig).</p>	Bliadhna	Prògraman Trèanaidh Nàiseanta Solarachaidh agus Laghail

## Increasing the use and learning of Gaelic within the adult/postschool sector

Actions	Target Date	Responsibility
<p>Deliver our commitments under the Scottish Government's Tog initiative, alongside partners:</p> <ul style="list-style-type: none"> <li>■ <b>Promote the benefits of Gaelic skills in the workplace, including best practice for Gaelic recruitment and retention of staff.</b></li> <li>■ <b>Determine Gaelic skill requirements and Gaelic skill shortages for the current workforce and that of the future.</b></li> </ul>	Annually	Digital Services CIAG Communications & Marketing
<p>Provide information on Gaelic work opportunities and career pathways through our Scottish Careers Service and partners. This will include:</p> <ul style="list-style-type: none"> <li>■ <b>Organise and attend online events for adults/postschool sector.</b></li> <li>■ <b>Update Gaelic marketing materials for our adult/postschool CIAG offer.</b></li> <li>■ <b>Utilise Gaelic speaking staff at Gaelic employer events, where resources allow.</b></li> </ul>	Annually	CIAG Communications & Marketing
<p>Encourage employers to support the use of Gaelic in the workplace:</p> <ul style="list-style-type: none"> <li>■ <b>Make explicit that Gaelic is valued as a skill for employees including apprenticeships, particularly where Gaelic is already the language of the workplace.</b></li> </ul>	Annually	National Training Programmes CIAG

## Meudachadh air cleachdadh is ionnsachadh na Gàidhlig taobh a-staigh na roinne inbheach / iar-sgoile

Gnìomhan	Ceann-latha	Dleastanas
<p>Ar gealltanasan a libhrigeadh fo iomairtean Tog Riaghaltas na h-Alba, còmhla ri com-pàirtichea:</p> <ul style="list-style-type: none"> <li>■ <b>Buannachdan sgilean Gàidhlig san àite-obrach adhartachadh, a' gabhail a-steach deagh chleachdadh an lùib luchd-obrach Gàidhlig a thrusadh agus a ghlèidheadh.</b></li> <li>■ <b>Riathanasan sgilean Gàidhlig agus gainnead sgilean Gàidhlig a dhearbhadh don sgioba-obrach làithreach agus san àm ri teachd.</b></li> </ul>	Bliadhnaile	Seirbheisean Didseatach CIAG Conaltraidhean is Margaideachd
<p>Fiosrachadh a sholarachadh mu chothroman obrach agus slighean dreuchdail Gàidhlig tro Sheirbheis Dhreuchdan na h-Alba agus com-pàirtichean. Bidh seo a' gabhail a-steach:</p> <ul style="list-style-type: none"> <li>■ <b>Tachartasan air-loidhne don roinn inbhich / iar-sgoile eagrachadh agus a fhrithealadh.</b></li> <li>■ <b>Stuthan margaideachd Ghàidhlig ùrachadh airson ar tairgse CIAG do dh'inbhich / iar-sgoile.</b></li> <li>■ <b>Luchd-obrach le Gàidhlig a chleachdadh aig tachartasan fastaiche Gàidhlig, far an ceadaich goireasan.</b></li> </ul>	Bliadhnaile	CIAG Conaltraidhean is Margaideachd
<p>Fastaichean a bhrosnachadh gu taic a chur ri cleachdadh na Gàidhlig san àite-obrach:</p> <ul style="list-style-type: none"> <li>■ <b>A dhèanamh soilleir gu bheil luach ga chur air Gàidhlig mar sgil do luchd-obrach, a' gabhail a-steach preantasachdan, gu h-àraid far a bheil Gàidhlig mar-thà mar chànan an àite-obrach.</b></li> </ul>	Bliadhnaile	Prògraman Trèanaidh Nàiseanta CIAG

## Corporate Commitments

Identity			
Actions	Current Practice	Target Date	Responsibility
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.	SDS has a Gaelic Logo/Brand agreed with BnG.	Roll-out on renewal basis	Estates and Facilities Communication & Marketing
Bilingual signage will be increased nationally during the term of the plan.	SDS has signage with priority given to areas where at least 20% of population have skills in Gaelic.	Roll-out on renewal basis	Estates and Facilities Communication & Marketing
Monitor that the most recent Gaelic Orthographic Conventions are being used for all written materials produced.	The most recent Gaelic Orthographic Conventions are followed in relation to all written materials produced by SDS.	Annually	CIAG
Seek advice on Gaelic place names from Ainmean-Àite na h-Alba, when required.	SDS currently seeks advice from Ainmean-Aite na h-Alba with regard to place names.	Annually	CIAG

## Dealasan Corporra

Dearbh-aithne			
Gnìomhan	Cleachdadh làithreach	Ceann-latha Targaid	Uallach
An suaicheantas corporra agus am branndadh a chur san dà chuid Gàidhlig agus Beurla aig a' chiad chothrom agus mar phàirt de phròiseas ath-ùrachaidh sam bith. Bu chòir don t-suaicheantas follaiseachd cho-ionann don dà chànan a thaisbeanadh.	Tha suaicheantas/ brannd Gàidhlig aig SDS a chaidh aontachadh le BnG.	Sgaoileadh a mach air ùrachadh	Oighreachdan is Goireasan Conaltraidhean is Margaideachd
Thèid soidhnichean dà-chànanach a mheudachadh gu nàiseanta rè teirm a' phlana.	Tha soidhnichean aig SDS le prìomhachas ga thoirt do sgìrean far a bheil co-dhiù 20% den t-sluagh le sgìlean Gàidhlig.	Sgaoileadh a mach air ùrachadh	Oighreachdan is Goireasan Conaltraidhean is Margaideachd
Dèanamh sgrùdadh gu bheil an Gnàthachas Litreachaidh na Gàidhlig as ùire ga chleachdadh air na stuthan sgrìobhte uile a thathar a' toirt gu buil.	Tha Gnàthasan Litreachaidh na Gàidhlig as ùire gan leantainn a thaobh stuthan sgrìobhte uile air an toirt gu buil le SDS.	Bliadhnaile	CIAG
Sireadh comhairle mu àinmean àite Gàidhlig bho Ainmean-Àite na h-Alba, mar a bhios riatanach.	Tha SDS gu làithreach a' sireadh comhairle bho Ainmean-Àite na h-Alba a thaobh ainmean-àite.	Bliadhnaile	CIAG

## Communications

Actions	Current Practice	Target Date	Responsibility
<p>Encourage the public to contact us in Gaelic and ensure that communications (post, email, social media and phone) received in Gaelic are answered in Gaelic:</p> <ul style="list-style-type: none"> <li>■ <b>Promote that communication in Gaelic is always accepted via our stakeholders, on social media, email and websites.</b></li> </ul>	<p>SDS actively encourages Gaelic-speakers to make contact in Gaelic. The organisation has a procedure in place to ensure that communications received in Gaelic are answered in Gaelic.</p>	<p>Annually</p>	<p>CIAG Communications &amp; Marketing</p>
<p>Increase our Gaelic social media output by 100% throughout the duration of the GLP and continue to work with partnership with organisations such as Young Scot. We will also:</p> <ul style="list-style-type: none"> <li>■ <b>Consider new platforms as they are developed.</b></li> <li>■ <b>Continue to consult with schools on online content to gain feedback from them.</b></li> <li>■ <b>Continue to use #cleachdi.</b></li> </ul>	<p>SDS regularly communicates details of Gaelic events/ issues via social media.</p>	<p>Annually</p>	<p>Communications &amp; Marketing</p>
<p>Continue to support colleagues to use Gaelic in their work, where relevant to their role:</p> <ul style="list-style-type: none"> <li>■ <b>Provide training to enhance employee skills in Gaelic for relevant posts and in areas where Gaelic is spoken.</b></li> </ul>	<p>SDS encourage our Gaelic speaking colleagues to use their Gaelic skills in the workplace.</p>	<p>Annually</p>	<p>CIAG Communications &amp; Marketing</p>
<p>Continue to hold events where delivery is in Gaelic and English:</p> <ul style="list-style-type: none"> <li>■ <b>Increase the number and type of events, including face-to-face events, webinars and podcasts.</b></li> </ul>	<p>SDS regularly attend events where delivery is in Gaelic and English.</p>	<p>Annually</p>	<p>CIAG Communications &amp; Marketing</p>

## Conaltraidhean

Gnìomhan	Cleachdadh làithreach	Ceann-latha Targaid	Uallach
<p>Brosnachadh a’ phobaill gu fios a chur thugainn ann an Gàidhlig agus dèanamh cinnteach gu bheil conaltraidhean (post, post-d, meadhanan sòisealta agus fòn) a gheibhear ann an Gàidhlig air am freagairt ann an Gàidhlig:</p> <ul style="list-style-type: none"> <li>■ <b>Brosnaich gum bi conaltradh sa Ghàidhlig an-còmhnaidh air a ghabhail tro ar luchd-ùidh, air na meadhanan sòisealta, post-d agus làraichean-lìn.</b></li> </ul>	<p>Tha SDS a’ brosnachadh luchd-labhairt na Gàidhlig gu gnìomhach gus conaltradh a dhèanamh sa Ghàidhlig. Tha modh-obrach aig a’ bhuidhinn gus dèanamh cinnteach gum freagair iad conaltradh a gheibhear sa Ghàidhlig sa Ghàidhlig.</p>	Bliadhnail	CIAG Conaltraidhean is Margaideachd
<p>Meudachadh ar mach-chur mheadhanan sòisealta Gàidhlig 100% tro bheatha a’ Phlana agus leantainn ag obair ann an com-pàirteachas le buidhnean mar Young Scot. Bidh sinn cuideachd:</p> <ul style="list-style-type: none"> <li>■ <b>Beachdachadh air àrd-ùrlaran ùra mar a tha iad gan leasachadh.</b></li> <li>■ <b>Leantainn a’ co-chomhairleachadh le sgoiltean mu shusbaint air-loidhne gus ais-fhiosrachadh fhaotainn bhuapa.</b></li> <li>■ <b>Leanaidh sinn oirnn a’ cleachdadh #cleachdi.</b></li> </ul>	<p>Bidh SDS a’ conaltradh fiosrachadh mu thachartasan/cùisean Gàidhlig tro na meadhanan sòisealta.</p>	Bliadhnail	Conaltraidhean is Margaideachd
<p>Lean air adhart a’ toirt taic do cho-obraichean gus Gàidhlig a chleachdadh nan obair, far a bheil sin iomchaidh don dreuchd aca:</p> <ul style="list-style-type: none"> <li>■ <b>Trèanadh a thoirt seachad airson sgilean luchd-obrach sa Ghàidhlig a leasachadh airson dreuchdan buntainneach agus ann an sgìrean far a bheil iad a’ bruidhinn na Gàidhlig.</b></li> </ul>	<p>Bidh SDS a’ brosnachadh ar co-obraichean a bhruidhneas Gàidhlig gus an cuid sgilean Gàidhlig a chleachdadh san àite-obrach.</p>	Bliadhnail	CIAG Conaltraidhean is Margaideachd
<p>Leantainn a’ cumail thachartasan far a bheil lìbhrigeadh ann an Gàidhlig agus Beurla:</p> <ul style="list-style-type: none"> <li>■ <b>Meudaich an àireamh agus an seòrsa thachartasan Bidh seo a’ gabhail a-steach thachartasan aghaidh-ri-aghaidh, co-labhairtean lìn agus pod-chraolaidhean.</b></li> </ul>	<p>Bidh SDS gu cunbhalach an làthair aig tachartasan far a bheil an lìbhrigeadh sa Ghàidhlig agus sa Bheurla.</p>	Bliadhnail	CIAG Conaltraidhean is Margaideachd

## Publications

Actions	Current Practice	Target Date	Responsibility
<p>Increase the number of news releases circulated in both Gaelic and English by 30% over the duration of the plan:</p> <ul style="list-style-type: none"> <li>■ <b>This includes high profile news releases, and all news releases related to Gaelic.</b></li> </ul>	<p>High profile news releases and all news releases related to Gaelic are already circulated in both Gaelic and English.</p>	<p>Year 3</p>	<p>Communications &amp; Marketing</p>
<p>Further develop Gaelic online resources, targeting content where there is most demand. This will include:</p> <ul style="list-style-type: none"> <li>■ <b>Gaelic careers profiles, case studies and content in relation to work-based learning and the CIAG offer.</b></li> </ul>	<p>A range of resources are already available online in Gaelic.</p>	<p>Annually</p>	<p>CIAG Communications &amp; Marketing</p>
<p>Increase corporate publications in both Gaelic and English by 30% over the duration of the GLP.</p>	<p>Key corporate publications are produced in Gaelic and English.</p>	<p>Year 3</p>	<p>CIAG Communications &amp; Marketing</p>
<p>Continue to organise and attend events where delivery is in Gaelic and English, including organising regular Careers and Employer events:</p> <ul style="list-style-type: none"> <li>■ <b>Deliver events bilingually or in Gaelic on a regular basis, with priority given to those with the highest potential impact.</b></li> <li>■ <b>Use simultaneous translation software for bilingual online events.</b></li> </ul>	<p>SDS regularly attend events where delivery is in Gaelic and English.</p>	<p>Annually</p>	<p>CIAG Communications &amp; Marketing</p>

## Foillseachaidhean

Gnìomhan	Cleachdadh làithreach	Ceann-latha Targaid	Uallach
<p>Meudachadh na h-àireimh de bhrathan naidheachd air an cuairteachadh ann an Gàidhlig agus Beurla, 30% thairis air fad a’ phlana:</p> <ul style="list-style-type: none"> <li>■ <b>Tha seo a’ gabhail a-steach bhrathan naidheachd àrd-ìomhaigheil, agus brathan naidheachd co-cheangailte ri Gàidhlig uile.</b></li> </ul>	Tha fiosan naidheachd àrd-ìomhaigh agus a h-uile fios naidheachd co-cheangailte ri Gàidhlig air an sgaoileadh mu thràth sa Ghàidhlig agus sa Bheurla.	Bliadhna 3	Conaltraidhean is Margaideachd
<p>Tuilleadh leasachaidh air goireasan Gàidhlig air-loidhne, a’ targaideadh susbaint far a bheil an t-iarrtas as motha. Bidh seo a’ gabhail a-steach:</p> <ul style="list-style-type: none"> <li>■ <b>Tuairisgeulan dhreuchdan Gàidhlig, sgrùdaidhean cùise agus susbaint a thaobh ionnsachadh stèidhichte air obair, agus tairgse CIAG.</b></li> </ul>	Tha raon de ghoireasan ri fhaighinn air-loidhne ann a Gàidhlig.	Bliadhna 1	CIAG Conaltraidhean is Margaideachd
<p>Meudachadh fhoillseachaidhean corporra san dà chuid Gàidhlig agus Beurla, 30% thar beatha a’ Phlana.</p>	Tha prìomh fhoillseachaidhean corporra air an dèanamh ann an Gàidhlig agus Beurla.	Bliadhna 3	CIAG Conaltraidhean is Margaideachd
<p>Leantainn ag eagrachadh agus a’ frithealadh thachartasan far a bheil lìbhrigeadh ann an Gàidhlig agus Beurla, a’ gabhail a-steach eagrachadh air tachartasan cunbhalach Dhreuchdan is Luchd-fastaidh:</p> <ul style="list-style-type: none"> <li>■ <b>Tachartasan a libhrigeadh gu dà-chànanach no ann an Gàidhlig air an sgrùdadh gu cunbhalach, le prìomhachas ga thoirt dhaibhsan leis a’ chomas buaidh as àirde.</b></li> <li>■ <b>Cleachdadh bathar-bog eadar-theangachaidh mar-aon airson tachartasan dà-chànanach air-loidhne.</b></li> </ul>	Bidh SDS gu cunbhalach an làthair aig tachartasan far a bheil an libhrigeadh sa Ghàidhlig agus sa Bheurla.	Bliadhna 1	CIAG Conaltraidhean is Margaideachd

## Staffing

Actions	Current Practice	Target Date	Responsibility
Conduct a Gaelic Skills Survey for each iteration of the GLP.	Gaelic Skills Survey carried out as part of each edition of the GLP.	On renewal of Plan	CIAG Evaluation & Research Communications & Marketing
Continue to provide information on the refreshed GLP 2026-29 to be included in inductions for new staff.	Information on SDS Gaelic Language Plan included in new staff inductions.	Annually	CIAG Communications & Marketing Human Resources
Extend offer Gaelic learning for all staff, initially at beginner and intermediate level.	Colleagues are given opportunities to learn Gaelic if appropriate to their role.	Year 1	CIAG Communications & Marketing Human Resources
Offer further Gaelic awareness sessions for all staff after publication of the GLP.	SDS staff have the opportunity to attend Gaelic awareness sessions.	Year 1	CIAG Communications & Marketing Human Resources
Continue to recognise Gaelic as an essential/desirable skill in the recruitment process, in areas where Gaelic is spoken and use bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	Each vacancy is considered on its merits.	Annually	CIAG Human Resources

## Luchd-obrach

Gnìomhan	Cleachdadh làithreach	Ceann-latha Targaid	Uallach
Suirbhidh Sgilean Gàidhlig ga cur an gnìomh do gach ath-thriall den GLP.	Suirbhidh Sgilean Gàidhlig air a coileanadh mar phàirt de gach ath-thriall de gach plana.	Air ath-nuadhachadh a' Phlana	CIAG Luachadh is Rannsachadh Conaltraidhean is Margaideachd
Lean air adhart a toirt fiosrachadh mun GLP 2026-29 ath-ùraichte ri bhith an lùib inntigidhean do luchd-obrach ùr.	Fiosrachadh mu Phlana Gàidhlig SDS air a ghabhail a-steach ann an trèanadh luchd-obrach ùr.	Bliadhna 1	CIAG Conaltraidhean is Margaideachd Goireasan Daonna
Leudachadh air tairgse ionnsachadh na Gàidhlig do gach neach-obrach, an toiseach aig ìre luchd-tòiseachaidh agus eadar-mheadhanach.	Gheibh co-obraichean cothroman Gàidhlig ionnsachadh ma tha sin iomchaidh don dreuchd aca.	Bliadhna 1	CIAG Conaltraidhean is Margaideachd Goireasan Daonna
Tabhainn barrachd seiseanan mothachaidh Gàidhlig dhan a luchd-obrach às dèidh foillseachadh a' Phlana.	Tha cothrom aig luchd-obrach SDS a bhith an làthair aig seiseanan mothachaidh Gàidhlig.	Bliadhna 1	CIAG Conaltraidhean is Margaideachd Goireasan Daonna
Leantainn ag aithneachadh Gàidhlig mar sgil riatanach / ion-mhiannaichte anns a' phròiseas trusaidh ann an sgìrean far a bheil Gàidhlig air a labhairt, agus sanasan obrach dà-chànanach no Gàidhlig a-mhàin a chleachdadh do dhreuchdan uile far a bheil Gàidhlig na sgil riatanach.	Tha gach dreuchd bhàn ga beachdachadh a rèir a h-airidheachd.	Bliadhna 1	CIAG Goireasan Daonna

## Setting sail for future careers at Royal National Mòd

SDS and the My World of Work programme partnered with CalMac to offer the Build a LEGO® wind turbine session to young passengers on the Oban to Mull afternoon crossings as part of the Royal National Mòd.

The LEGO® session introduces young people to the skills required to work as an engineer and opens up a world of future career opportunities. During the activity, young people get hands on with LEGO® to design and build the best functioning turbine they could in the time they had to cross the sea.

Expert SDS Careers Advisers were also on deck to speak to passengers about how they can take the next steps with their future careers.

Marie Anne Weir, SDS Team Leader, said: "Our team of advisers spoke to more than 500 people across the two days of the exhibition, with a strong focus on careers in and using Gaelic.

"There was a chance to talk career change, helping find opportunities and offering advice on a wide range of topics from apprenticeships to funding."

The event showcased renewables opportunities and celebrated Gaelic culture.

Further My World of Work Live sessions took place during the Mòd, when Drones in Construction touched down at the Argyllshire Gathering, much to the delight of young participants. SDS Careers Advisers were also on hand at the Mod exhibition.

## Seòladh gu dreuchdan teachdail aig a' Mhòd Nàiseanta Rìoghail

Chaidh SDS agus Mo Shaoghal Obrach ann an com-pàirteachas le CalMac gus seisean crann-gaoithe Build a LEGO® a thabhann do luchd-siubhail òga air na tursan feasgair eadar an t-Òban agus Muile, mar phàirt den Mhòd Nàiseanta Rìoghail.

Tha an seisean LEGO® a' cur na sgilean an aithne do dhaoine òga a tha riatanach airson obair mar innleadair agus a' fosgladh suas saoghal a tha làn de chomasachdan dreuchdail san àm ri teachd. Tron ghnìomhachd, tha daoine òga a' faighinn cothrom làimhseachaidh air LEGO® gus an turbain as fheàrr a dh'obraicheas dhaibh a dhealbhadh agus a thogail, anns an àm a bh' aca air an t-slighe tarsainn.

Bha comhairlichean dhreuchdan eòlach SDS air an deic cuideachd gus bruidhinn ri luchd-siubhail mu dheidhinn mar as urrainn dhaibh na h-ath cheumannan a ghabhail le an dreuchdan san àm ri teachd.

Thuir Marie Anne Weir, Stiùiriche Sgioba SDS: "Labhair ar sgioba de chomhairlichean ri còrr air 500 neach thairis air dà latha an taisbeanadh, le cuimse làidir air dreuchdan ann an Gàidhlig agus a' cleachdadh Gàidhlig."

"Bha cothrom air bruidhinn mu atharrachadh dreuchd, cuideachadh le cothroman a lorg agus comhairle a thabhann mu raon fharsaing de chuspairean bho phreantasachdan gu maoineachadh."

Rinn an tachartas mòr-thaisbeanadh air cothroman stuthan ath-nuadhachail agus comharrachadh air cultar na Gàidhlig.



Ghabh tuilleadh sheiseanan de Mo Shaoghal Obrach àite tro sheachdain a' Mhòid, nuair a thàinig Drones in Construction sìos aig Talla Cruinneachaidh Earra-Ghàidheal, gu tlachd mhòr nan com-pàirtichean òga. Bha Comhairlichean Dhreuchdan SDS ri làimh cuideachd aig taisbeanadh a' Mhòid.



## 5. Promoting, monitoring and reporting

### Promoting

Bòrd na Gàidhlig requires public authorities to outline how they will publicise and promote awareness of their GLP.

Our GLP will be published in both Gaelic and English on our website. Which will be announced with a bilingual press release. The GLP will be publicised through a variety of social media platforms. We will distribute copies of the GLP to key stakeholders in the public, private and third sectors, and make hard copies available on request.

SDS has guidance notes on its obligations for all those delivering services on its behalf. SDS will inform its partners, stakeholders and suppliers through our terms and conditions of any actions they must be aware of/undertake in relation to our GLP.

Following the publication of the GLP, we will direct colleagues to the publication on our corporate website and provide details on the GLP in Gaelic and English on our staff intranet. Colleagues will be able to attend MS Teams calls, through our Learning Academy, to find out information about our GLP, and the importance of Gaelic in Scotland more generally. We will highlight to colleagues how aspects of the GLP will be delivered and the opportunities that exist to get involved.

## 5. Adhartachadh, sgrùdadh agus aithris

### Adhartachadh

Tha Bòrd na Gàidhlig ga dhèanamh riatanach do dh'ùghdarrasan poblach mìneachadh mar a dh'fhollaisicheas agus mar a dh'adhartaicheas iad mothachadh don Phlana Ghàidhlig aca.

Bidh am Plana Gàidhlig againn air fhoillseachadh san dà chuid Gàidhlig agus Beurla air an làraich-lìn againn, a bhios air ainmeachadh tro bhrath naidheachd dà-chànanach. Bidh an GLP air fhollaiseachadh tro mheasgachadh de dh'àrd-ùrlaran mheadhanan sòisealta. Sgaoilidh sinn lethbhreacan den Phlana gu prìomh luchd-ùidhe anns an roinn phoblaich, phrìobhaidich agus treas roinne, agus bidh lethbhreacan pàipeir rim faotainn air iartas.

Tha notaichean stiùiridh aig SDS mu a chomainean dhaibhsan uile a tha a' libhrigeadh sheirbheisean às a leth. Bheir SDS fiosrachadh do a chom-pàirtichean, luchd-ùidhe, agus solarachan tro ar cumhachan is cùmhnantan mu ghnìomhan sam bith do am feum iad sa bhith mothachail no a ghabhail os làimh a thaobh a' Phlana Ghàidhlig againn.

A' leantainn air foillseachadh an GLP, stiùiridh sinn co-obraichean chun an fhoillseachaidh air an làraich-lìn chorpóra againn, a' solarachadh mion-fhiosrachadh mun GLP ann an Gàidhlig agus Beurla air eadra-lìon an luchd-obrach againn. Bidh co-obraichean comasach air gairmean MS Teams a fhrithealadh tro ar Acadamaidh Ionnsachaidh, gus fiosrachadh fhaotainn mun GLP againn, agus cudromachd na Gàidhlig ann an Alba san fharsaingeachd. Nochdaidh sinn do cho-obraichean mar a bhios taobhan den GLP air an libhrigeadh agus na cothroman a tha an lùib a bhith an sàs ann.

## Responsibility for the plan

### Overall responsibility for the Plan

Ultimate responsibility for ensuring this GLP is delivered lies with the SDS Chief Executive Officer. He can be contacted as follows:

#### Damien Yeates

Chief Executive Officer  
Skills Development Scotland  
Monteith House  
11 George Square  
Glasgow  
G2 1DY

### Day-to-day responsibility for the GLP

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of our Gaelic Language Plan is the Head of Operations (North Region) for SDS: Anthony Standing.

The Gaelic Development Officer has day-to-day responsibility for the delivery and monitoring of the SDS GLP. Queries regarding the day-to-day operation of the plan should be addressed to:

#### Derek Mackenzie

Gaelic Development Officer  
Skills Development Scotland  
An Lochran,  
10 Inverness Campus  
Inverness  
IV2 5NA  
derek.mackenzie@sds.co.uk

## Uallach airson a' Phlana

### Uallach iomlan airson a' Phlana

Tha an t-uallach deireannach airson dèanamh cinnteach gu bheil am Plana Gàidhlig seo ga lìbhrigeadh, air Àrd-Oifigear SDS. Faodar fios a chur thuige mar a leanas:

#### Damien Yeates

Àrd-Oifigear  
Leasachadh Sgìlean na h-Alba  
Taigh Monteith  
11 Ceàrnag Sheòrais  
Glaschu  
G2 1DY

### Uallach airson a' Phlana bho latha gu latha

Is e an Ceannard Obrachaidhean (Roinn a Tuath) do SDS: Anthony Standing, an t-àrd-oifigear le uallach obrachail airson ullachadh, lìbhrigeadh agus sgrùdadh a' Phlana Ghàidhlig a stiùireadh.

Tha uallach bho latha gu latha air an Oifigear Leasachaidh Ghàidhlig airson Plana Gàidhlig SDA a libhrigeadh agus a sgrùdadh. Bu chòir do cheistean a thaobh obrachadh làitheil a' phlana an cur gu:

#### Derek MacCoinnich

Oifigear Leasachaidh Gàidhlig  
Leasachadh Sgìlean na h-Alba  
An Lochran  
10 Campas Inbhir Nis  
Inbhir Nis  
IV2 5NA  
derek.mackenzie@sds.co.uk

While certain SDS colleagues have more responsibility for the upkeep and implementation of our GLP, all colleagues nationally have a responsibility and a positive contribution to make to the delivery of its commitments.

## Monitoring

Ongoing monitoring of approved GLPs is a requirement of the Gaelic Language (Scotland) Act 2005.

## Links to the National Performance Framework

SDS recognises that, through the social, economic and educational benefits it brings, Gaelic contributes to achievement of Scotland's ambitions, as defined in the **National Performance Framework**.

We will continue to promote both this recognition, and the contribution that Gaelic makes to our national outcomes, including: the economy, education, young people, on tackling inequality, on communities, on a fair and inclusive national identity and on the quality of public services. Corporate reporting within SDS is aligned to the National Performance Framework.

## GLP Implementation and Monitoring Group

SDS has constituted a GLP Implementation and Monitoring group. This is a cross-business group of colleagues who were consulted in the development of this GLP. The group that includes senior managers will regularly meet to review progress against the aims of the GLP. Where relevant, colleagues on the group will feedback information to their teams on our progress against our commitments.

Ged a tha barrachd uallaich airson cumail suas agus buileachadh a' Phlana Ghàidhlig againn air cuid de cho-obraichean SDS, tha dleastanas air ar co-obraichean uile gu nàiseanta agus cuideachadh dearbhach a dhèanamh a thaobh lìbhrigeadh air a ghealltanasan.

## Sgrùdadh

Tha sgrùdadh leantainneach air Planaichean Gàidhlig aontaichte na riatanas de Achd na Gàidhlig (Alba) 2005.

## Ceanglaichean don Fhrèam-obrach Coileanaidh Nàiseanta

Tha SDS a' tuigsinn gu bheil Gàidhlig, tro na buannachadan sòisealta, eaconamach agus foghlaim a tha i a' tarraing, a' cur ri coileanadh air àrd-amasan na h-Alba mar a tha mìnichte anns an **Fhrèam-obrach Coileanaidh Nàiseanta**.

Leanaidh sinn air adhart ag adhartachadh an dà chuid, an aithne seo agus na tha Gàidhlig a' cur ri ar builean nàiseanta, a' gabhail a-steach: an eaconamaidh, foghlam, daoine òga, ann an dèiligeadh ri neo-ionannachd, coimhearsnachdan, a thaobh dearbh-aithne nàiseanta chothromach is in-ghabhalach agus càileachd sheirbheisean poblach. Tha aithris chorporra taobh a-staigh SDS co-thaobhaichte ris an Fhrèam-obrach Coileanaidh Nàiseanta.

## Buidheann Buileachaidh is Sgrùdaidh a' Phlana Ghàidhlig

Tha SDS air buidheann Buileachaidh is Sgrùdaidh GLP a cho-shuidheachadh. Is e buidheann tar-ghnothachais de cho-obraichean a tha seo air an deach co-chomhairleachadh ann an leasachadh a' Phlana Ghàidhlig seo. Bidh am buidheann sa bheil

## Scottish Government Reform

The Scottish Government's post-school education and skills reform has created some uncertainty on the future remit of SDS. Subject to legislative processes, our responsibilities for National Training Programmes and apprenticeships are expected to move to a reformed Scottish Funding Council within the lifespan of this Plan. Further reform decisions made by the Scottish Government may also impact SDS, the products and services we deliver. We will therefore need to monitor our ability to deliver against this GLP in light of reform changes.

## Annual Monitoring Report

We will produce a monitoring report annually, from 12 months after the date of the GLP's approval and each year thereafter. This report will be submitted to Bòrd na Gàidhlig and made available to the public. Our annual GLP monitoring report will also be shared with staff through our internal communication channels.

We also include an update on our GLP activities through our externally published Annual Report.

## Resourcing the GLP

The majority of activities outlined in this GLP will be, or have already been, incorporated and resourced through SDS's budgets agreed with its sponsor, Scottish Government.

àrd-mhanaidsearan, a' coinneachadh gu cunbhalach gus adhartas a rèir amasan an GLP ath-sgrùdadh. Far a bheil e buntainneach, bheir co-obraichean sa bhuidheann fiosrachadh air ais do an sgiobaidhean mu ar n-adhartas mu choinneamh ar gealltanasan.

## Ath-leasachadh Riaghaltas na h-Alba I

Tha ath-leasachadh sgilean is foghlam às dèidh sgoile aig Riaghaltas na h-Alba, air beagan mì-chinnt a chruthachadh a thaobh raon-dleasanais SDS san àm ri teachd. Le ùmhachd do phròiseasan reachdail, thathar a' sùileachadh gun gluais ar dleastanasan a thaobh Prògraman Trèanaidh Nàiseanta agus preantasachdan gu Comhairle Maoineachaidh Alba a tha ath-leasaichte taobh a-staigh raon-beatha a' Phlana seo. Dh'fhaodadh tuilleadh cho-dhùnidhean ath-leasachaidh dèante le Riaghaltas na h-Alba, buaidh a thoirt air SDS agus na stuthan is seirbheisean a tha sinn a' libhrgeadh. Mar sin, bidh feum againn air sùil a chumail air ar comas libhrigidh mu choinneamh an GLP seo, mar thoradh air atharrachaidhean ath-leasachaidh.

## Aithisg Sgrùdaidh Bhliadhnail

Bheir sinn aithisg sgrùdaidh gu buil gach bliadhna, bho 12 mìos às dèidh ceann-latha aonta don GLP agus gach bliadhna às dèidh sin. Thèid an aithisg seo a chur a-steach gu Bòrd na Gàidhlig agus a dèanamh fosgailte don phoball. Bidh aithisg sgrùdaidh bhliadhnail a' Phlana Ghàidhlig air a roinn cuideachd le luchd-obrach tro ar sianalan conaltraidh air an taobh a-staigh.

Còmhla ri sin bidh ùr-fhiosrachadh air gnìomhachdan a' Phlana Ghàidhlig againn foillsichte tro ar n-Aithisg Bhliadhnail air an taobh a-muigh.

## **Goireasachadh a' Phlana Ghàidhlig**

Bidh a' mhòr-chuid de na gnìomhachdan air am mìneachadh sa Phlana Ghàidhlig seo air an in-chorpachadh, no às dèidh a bhith air an in-chorpachadh mar-thà, agus air an goireasachadh tro bhuidseatan SDS mar a tha aontaichte leis an urrasair, Riaghaltas na h-Alba.

**Skills Development Scotland**

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Còmhdach aghaidh:

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