

# **Gaelic Language Plan 2025-28**

DRAFT FOR CONSULTATION

## **Foreword**

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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 seeks to secure 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).

## About this Plan

This, our fourth GLP, covers the period 2025-2028. 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.

## 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.

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 Feisean nan Gaidheal and Tobair and Dualchais which further promote and encourage the use of Gaelic language within creative industries and broadcast media such as BBC Alba and Radio nan Gaidheal.

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>

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<sup>1</sup> Bòrd na Gàidhlig, 2025

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 Bill, which was passed by the Scottish Parliament on 17<sup>th</sup> June 2025 and will be sent for Royal Assent, will establish Gaelic and Scots as official languages. The Bill will allow 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 GME institutions and workers. In addition, the Bill will ensure that more qualifications are available in Gaelic and introduce educational standards for Gaelic and Scots.

### 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 use 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.

The response rate to the survey was 6.1% (82 employees). Responses were obtained from every SDS region, including from individuals who do not have fixed 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.

#### 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.

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 Gaelic - A faster Rate of Progress initiative we work with organisations such as MG Alba, and 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.

### **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.



## Placeholder – Case Study 1

### 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 changers 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)

## 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 2025-28, 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 Faster Rate of Progress (FROP) 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.
- Further develop Gaelic Education Resources, including the Gaelic Meta Skills toolkit.

Actions against these commitments are detailed in pages 11-12. 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 13 to 14.

## 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 Faster Rate of Progress (FROP) initiative, alongside partners.</p> <p>This will include:</p> <ul style="list-style-type: none"> <li>looking into developing a labour market information strategy in recognition of the value of Gaelic skills across Scotland</li> <li>continuing to co-lead the Economy and Labour Market workstream to deliver commitments detailed in the Scottish Government Short Life Working Group on Economic and Social Opportunities for Gaelic.</li> </ul>	Year 2	CIAG Skills Planning
<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>Where demand is evident work with partners using existing frameworks to develop further Foundation and Modern Apprenticeships that are delivered through the medium of Gaelic.</li> <li>Make explicit that Gaelic is valued as a skill for apprenticeships, particularly where Gaelic is already the language of the workplace.</li> </ul>	Year 2	NTP CIAG
<p>Develop and deliver SDS commitments detailed in the Gaelic Tourism Strategy 2024-2029, including:</p> <ul style="list-style-type: none"> <li>engage education and training providers to help build capacity and promotion of Gaelic language skills.</li> <li>work with Gaelic Tourism Strategy group develop a Gaelic module for inclusion within the Hospitality Modern Apprenticeships framework.</li> </ul>	Year 2	Skills Planning CIAG NTP

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>Developing further Gaelic content on SDS's websites, such as Profiling Learner Achievements, Gaelic versions of the main landing pages and other applications.</li> <li>Increasing Gaelic career profiles, case studies and content in relation to work-based learning and the CIAG offer.</li> </ul>	Year 1	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>Organising and attending 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.</li> <li>Updating Gaelic marketing materials for schools.</li> <li>Utilising Gaelic speaking staff at Gaelic events, where resources allow.</li> </ul>	Year 1	CIAG Communications & Marketing
<p>Further develop Gaelic Education Resources, including the Gaelic Meta Skills toolkit.</p> <ul style="list-style-type: none"> <li>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.</li> <li>Continue to develop resources that are deemed to be most useful.</li> </ul>	Year 2	National CIAG - Education and STEM CIAG Communications & Marketing

## 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	On renewal	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 uses Gaelic	On renewal	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.	Ongoing	CIAG Delivery
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.	Ongoing	CIAG Delivery
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>Promote that communication in Gaelic is always accepted via our stakeholders, on social media, email and digital resources.</li> </ul>	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.	Year 1	CIAG Delivery Communications & Marketing

<p>Increase our Gaelic social media output 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>• Consider new platforms as they are developed.</li> <li>• Continue to consult with schools on online content to gain feedback from them.</li> <li>• Continue to use #cleachdi</li> </ul>	<p>SDS regularly communicates details of Gaelic events/issues via social media.</p>	<p>Ongoing</p>	<p>Communications &amp; Marketing</p>
<p>Continue to support colleagues to use Gaelic in their work, where relevant to their role.</p>	<p>SDS encourage our Gaelic speaking colleagues to use their Gaelic skills in the workplace</p>	<p>Ongoing</p>	<p>CIAG Delivery Communications &amp; Marketing</p>
<p>Continue to hold events where delivery is in Gaelic and English.</p> <ul style="list-style-type: none"> <li>• Increase the number and type of events, including face-to-face events, webinars and podcasts.</li> </ul>	<p>SDS regularly attend events where delivery is in Gaelic and English.</p>	<p>Ongoing</p>	<p>CIAG Delivery Communications &amp; Marketing</p>
<p><b>Publications</b></p>			
<p><b>Actions</b></p>		<p><b>Target Date</b></p>	<p><b>Responsibility</b></p>
<p>Increase the number of news releases circulated in both Gaelic and English by XX%<sup>2</sup> over the duration of the plan.</p> <ul style="list-style-type: none"> <li>• This includes high profile news releases, and all news releases related to Gaelic.</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>• Gaelic careers profiles, case studies and content in relation to work-based learning and the CIAG offer.</li> </ul>	<p>A range of resources are already available online in Gaelic.</p>	<p>Ongoing</p>	<p>CIAG Delivery Communications &amp; Marketing</p>
<p>Increase corporate publications in both Gaelic and English by XX%<sup>3</sup> over the duration of the GLP.</p>	<p>Key corporate publications are produced in Gaelic and English.</p>	<p>Year 3</p>	<p>CIAG Delivery 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>	<p>SDS regularly attend events where delivery is in Gaelic and English.</p>	<p>Ongoing</p>	<p>CIAG Delivery and Communications &amp; Marketing</p>

<sup>2</sup> Target still to be determined post consultation.

<sup>3</sup> Target still to be determined post consultation.

<ul style="list-style-type: none"> <li>• Opportunities to deliver events bilingually or in Gaelic will be explored on a regular basis, with priority given to those with the highest potential impact.</li> <li>• Use simultaneous translation software for bilingual online events.</li> </ul>			
<b>Staffing</b>			
<b>Actions</b>		<b>Target Date</b>	<b>Responsibility</b>
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 2025-28 to be included in inductions for new staff.	Information on SDS Gaelic Language Plan included in new staff inductions.	Year 1	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 Delivery 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 Human Resources Communications & Marketing
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	Ongoing	CIAG Human Resources

## Placeholder – Case Study 2

### 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.



## 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.

### 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**  
**1-5 Church Street**  
**Inverness**  
**IV1 1DY**

[derek.mackenzie@sds.co.uk](mailto: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.

### **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.

### **Reporting**

#### **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.