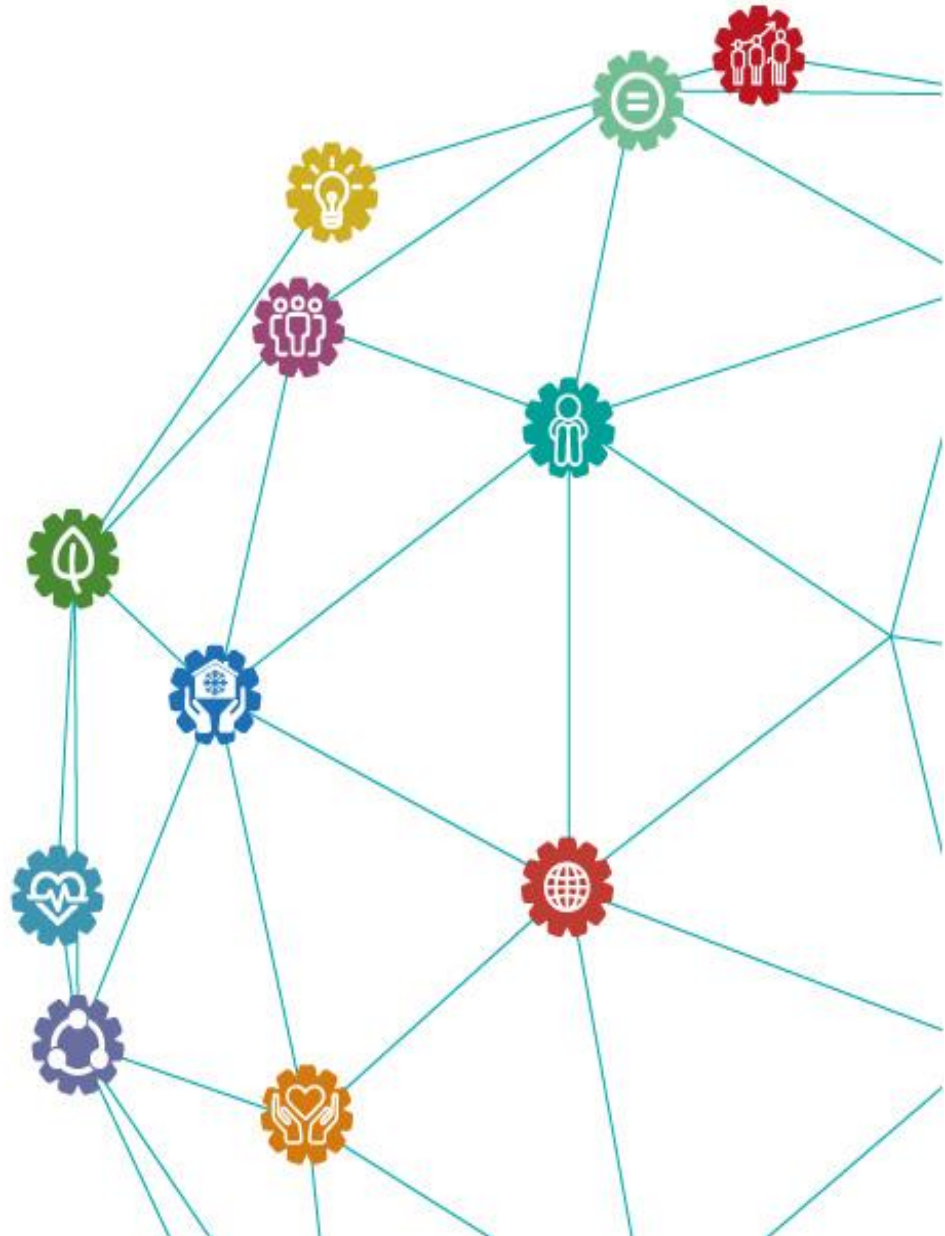




DRAFT Clackmannanshire Gaelic Language Plan 2026-31

Plana Gaidhlig

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on [approval date TBC]



Foreword

Gaelic is a vital part of Scotland’s cultural heritage and identity. It is a language that connects us to our history, enriches our communities, and offers opportunities for future generations to learn, grow, and thrive. Clackmannanshire Council recognises the importance of Gaelic in Scotland’s national life and is committed to ensuring that the language has a strong and visible presence within our area.

This Gaelic Language Plan sets out our vision for 2026–2031. It reflects our long-term commitment to supporting Gaelic education, increasing the visibility and accessibility of Gaelic across our services, and celebrating the language as a living, vibrant part of our community. We will collaborate with parents, carers, schools, and Gaelic-speaking communities to expand opportunities for learning and use.

Clackmannanshire Council is committed to the principle of equal respect for Gaelic and English. We will also take an active offer approach, ensuring that Gaelic services and information are made available proactively, so that individuals can access them as part of normal service provision.

Our ambition is to play a meaningful role in securing a sustainable future for Gaelic, working in partnership locally and nationally to share good practice and maximise impact.

This Plan is not only about meeting our statutory duties under the Gaelic Language (Scotland) Act 2005. It is about embracing Gaelic as a valued part of our shared identity and ensuring that it continues to flourish. We invite our partners, stakeholders, and communities to support this vision.

To be signed by:

Council Leader Clackmannanshire Council

Chief Executive Clackmannanshire Council

Table of Contents

| | Page |
|---|------|
| Foreword | 2 |
| Table of Contents | 3 |
| 1. Introduction | 4 |
| Description of Clackmannanshire Council | 4 |
| Statutory Duties, Functions and Priorities | |
| Organisational Structure | 5 |
| Budget 2026/27 | |
| Location of Offices | 6 |
| Vision and Strategic Context | |
| The Gaelic Language (Scotland) Act 2005 | 7 |
| The National Gaelic Language Plan for Scotland 2023-28 | 7 |
| 2. Key Principles | 8 |
| Our Place and People | 9 |
| Gaelic in Scotland Today | 9 |
| Gaelic Within Clackmannanshire and Clackmannanshire Council | 9 |
| Gaelic Medium Education | 11 |
| Progress So Far | 11 |
| Internal Gaelic Capacity Audit | 12 |
| Consultation on the Draft Gaelic Language Plan | 13 |
| 3. Plan Commitments | 13 |
| Clackmannanshire Gaelic Language Outcomes for 2026-31 | 13 |
| 4. Clackmannanshire Council Gaelic Language Plan 2026-31– Performance Framework | 15 |
| Outcome 1 | 15 |
| Outcome 2 | 16 |
| Outcome 3 | 17 |
| Outcome 4 | 18 |
| Resourcing and Implementing the Plan | 19 |
| Monitoring and Reporting of the Plan | 19 |
| Review of the Plan and Continuous Improvement | 20 |
| Corporate Service Aims | 21 |
| 5. Links to the National Performance Framework | 29 |
| 6. Links to Local and Regional Frameworks | 29 |
| Appendix A Gaelic Capacity Audit (Staff Survey) Findings | 30 |
| Appendix B Public Consultation | 33 |
| Appendix C Gaelic Language Plan on a Page 2026-31 | 34 |

1. INTRODUCTION

Description of Clackmannanshire Council

Clackmannanshire Council is Scotland's smallest mainland local authority, serving a population of approximately 51,800 residents across 24,100 households. Alloa is the largest settlement with around 21,000 residents.

The Council is responsible for delivering a wide range of public services to local communities, businesses and visitors, and plays a key leadership role within the Community Planning Partnership in improving outcomes and wellbeing across Clackmannanshire.

Statutory Duties, Functions and Priorities

Clackmannanshire Council operates within a statutory framework defined primarily by the Local Government (Scotland) Act 1973 and subsequent legislation. As a local authority, it has a range of mandatory and discretionary duties, including the provision of:

- Education, including early learning, primary and secondary schooling.
- Social work and social care services for children, families, and adults
- Housing services, including homelessness prevention.
- Roads, transportation, and infrastructure
- Environmental services, including waste management and environmental protection.
- Planning, licensing, and regulatory services
- Cultural, leisure and community services.

In addition to statutory duties, the Council exercises broader powers to support economic development, community wellbeing and environmental sustainability, collaborating with partners to deliver shared priorities.

Clackmannanshire Council's current priorities are centred on:

- Protecting essential services, particularly for vulnerable people
- Supporting inclusive economic growth and sustainable place-making
- Improving health, wellbeing, and community resilience
- Delivering high-quality education and lifelong learning opportunities
- Modernising services through digital transformation and innovation

These priorities are delivered within a challenging financial context, with ongoing pressures requiring careful prioritisation, efficiency savings, and service transformation through the Council's "Be the Future" transformation programme, which seeks to reshape services to ensure long-term sustainability.

The population profile shows a declining proportion of younger people and a projected increase in those aged over 65, which has implications for future service delivery, community engagement and the sustainability of Gaelic learning and use.

Organisational Structure

Clackmannanshire Council is governed by elected members (councillors), who are elected by local residents and are responsible for setting policy, strategy and the annual budget.

Operational delivery is undertaken by Council officers, led by the Chief Executive, who is responsible for the overall management of the organisation and for advising elected members.

The Council's organisational structure includes a Strategic Leadership Group, which provides corporate leadership and comprises:

- Chief Executive
- Depute Chief Executive / Director of Wellbeing
- Director of Place and Economy
- Senior corporate and service leads

The Council employs 2,500–2,700 staff across a wide range of services, including education, social work, housing, environmental services, and corporate support functions. It is a major local employer, providing an important platform for the promotion and visibility of Gaelic within public services in a way that is proportionate to local need and capacity.

Budget 2026/27

For the budget year 2026/27, Clackmannanshire Council has agreed:

- A revenue budget of approximately £181 million
- A capital budget of approximately £54 million

The Council also contributes significant funding to partnership arrangements, including a net resource transfer of £31.6 million to the Clackmannanshire and Stirling Health and Social Care Partnership for the delivery of integrated health and social care services.

Location of Offices

The Council's headquarters are located at:

Kilncraigs
Greenside Street
Alloa
FK10 1EB

Kilncraigs serves as the main administrative centre for Council services, housing key corporate functions and providing a public reception for customer enquiries.

In addition to its main offices, the Council operates a network of facilities across Clackmannanshire, including schools, community buildings, libraries, and Community Access Points, which support local service delivery and engagement.

Vision and Strategic Context

Clackmannanshire Council's vision is:

"We will be a valued, responsive, creative organisation, through collaboration, inclusive growth and innovation, to improve the quality of life for every person in Clackmannanshire."

This Gaelic Language Plan supports delivery of that vision by recognising Gaelic as an integral part of Scotland's cultural heritage and promoting its use in ways that contribute to inclusive growth, community wellbeing, and cultural awareness within Clackmannanshire.

The Council's commitment to being a responsive and inclusive organisation is reflected in a proportionate and sustainable approach to Gaelic development. This ensures that opportunities to engage with Gaelic are accessible to residents, communities, and staff, while remaining aligned to organisational capacity. Through collaboration, innovation and continuous improvement, the Council will seek to increase awareness, visibility and understanding of Gaelic across its services.

This Plan also aligns with the Council's wider commitments to equality, diversity and human rights, supporting cultural inclusion and recognising the value of Scotland's linguistic heritage. In doing so, it contributes to improving quality of life for people in Clackmannanshire and supports the development of inclusive and resilient communities.

The Council is committed to protecting, promoting, and supporting the development of Gaelic, recognising its status as one of Scotland's national languages and its distinctive contribution to the country's cultural landscape. In doing so, the Council supports the ambitions of the National Gaelic Language Plan 2023–2028 and fulfils its responsibilities under the Gaelic Language (Scotland) Act 2005, contributing to a sustainable future for Gaelic.

The Clackmannanshire Gaelic Language Plan 2026–2031 is the Council's third Gaelic Language Plan, prepared in accordance with the requirements of the 2005 Act and submitted to Bòrd na Gàidhlig for approval. The Plan sets out a clear and proportionate framework of actions to increase the visibility, accessibility, and appropriate use of Gaelic across Council services and within the wider community.

Through this Plan, Gaelic will contribute to the Council's broader strategic objectives by:

- Supporting learning and educational opportunities across all ages and stages
- Strengthening cultural identity, participation, and community engagement
- Promoting inclusive access to Gaelic for all residents
- Contributing to local economic development and tourism, recognising Gaelic as a valuable cultural asset.

In this way, Gaelic is not only supported and sustained but progressively embedded within the Council's work to improve outcomes for communities across Clackmannanshire.

This Plan also supports the priorities of Clackmannanshire's Wellbeing Local Outcomes Improvement Plan 2024-34 (WLOIP), contributing to inclusive growth, community wellbeing and strengthened cultural identity within Clackmannanshire.

The Gaelic Language (Scotland) Act 2005

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland, commanding equal respect to the English language.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic Language Plan. This provision was designed to ensure that the public sector plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This document is Clackmannanshire Council's Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. It set out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

Clackmannanshire Council's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the Act and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

The National Gaelic Language Plan for Scotland 2023-28

Clackmannanshire Council supports the aim of the National Gaelic Language Plan 2023–2028.

We are committed to the achieving this aim by focusing our work on the overall aims of the National Gaelic Language Plan:

- Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us.

- Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations
- Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation.

2. Key Principles

To support delivery of this Gaelic Language Plan, and to ensure that our actions are effectively translated into measurable outcomes aligned with the Local Outcomes Improvement Plan, Clackmannanshire Council will embed three key principles across its implementation approach.

These principles underpin the Council's approach to delivering Gaelic development in a way that is sustainable, proportionate, and aligned with wider strategic priorities.

Key Principle 1: Equal Respect

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

Clackmannanshire Council is committed to upholding this principle by ensuring that, where Gaelic is used within our services and operations, we will ensure that they are of an equal standard and quality as those that we provide in English. This includes ensuring equal prominence, quality and accessibility of Gaelic and English across communications and services where Gaelic is used.

This approach supports the visibility and credibility of Gaelic and contributes to inclusive, high-quality public services in line with our LOIP priorities.

Key Principle 2: Active Offer

Clackmannanshire Council will make an active offer to the provision and promotion of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available to us, Gaelic users are made aware of their existence and are actively encouraged to use them. This includes improving the visibility, accessibility, and consistency of Gaelic across our communications and service delivery, supporting our commitment to inclusive and responsive services and widening participation.

This will take the responsibility away from the individual to ask for the service and will give Gaelic users the confidence to know that their needs will be met if that is their choice.

We will ensure that our Gaelic language services are as accessible as our English language services.

Key Principle 3: Normalising

Clackmannanshire Council will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan's aims. This includes embedding Gaelic within education, community activity, cultural provision, and public services, supporting resilient communities, enhancing cultural identity, and contributing to sustainable local outcomes.

Our Place and People

Gaelic in Scotland Today

Gaelic is one of Scotland's national languages and an important part of the country's cultural heritage. The 2022 Census shows that around 2.5% of Scotland's population (approximately 130,000 people) have some Gaelic skills, including around 69,700 speakers.

While Gaelic is most widely spoken in the Highlands and Islands, particularly the Western Isles, it is also used and learned across Scotland, including in urban areas.

This national picture reflects Clackmannanshire's position, where Gaelic use is limited but growing, with opportunities to increase awareness, learning and engagement in line with wider trends.

Gaelic Within Clackmannanshire and Clackmannanshire Council

Place names across Clackmannanshire reflect the area's historic Gaelic roots. Examples include Clackmannanshire (Clach Mhanann – "Stone of Manau"), Coalsnaughton (Cois Neachdain), Tillicoultry (Tulach Cultraidh) and Muckhart (Muc-Àird – "pig hill"), demonstrating the long-standing cultural and linguistic influence of Gaelic within the area.

The Census provides important evidence on the current use and understanding of Gaelic within Clackmannanshire. Data from the 2022 Census shows that a total of approximately 1.7% of the population aged 3 and over have some skills in Gaelic, including speaking, understanding, reading, or writing. This represents a modest increase compared to 2011, indicating some growth in awareness and engagement with the language.

In 2022:

- 269 people (0.53%) reported that they could speak, read and write Gaelic.
- 330 people (0.60%) reported that they could understand Gaelic but not speak, read, or write it.

- A small number (5 individuals; 0.009%) identified Gaelic as their main language.

Overall, 98.3% of the population reported no skills in Gaelic, confirming that Clackmannanshire does not currently have a large Gaelic-speaking community relative to the national picture.

When compared to the 2011 Census:

- 134 people reported full Gaelic skills (speak, read and write)
- 180 people reported understanding Gaelic only.

This demonstrates a gradual increase in Gaelic skills over time, albeit from a low base.

These figures show that, while Gaelic use in Clackmannanshire remains low, there is a small but growing level of awareness and engagement. The Council recognises the importance of Gaelic as part of Scotland’s national language and cultural heritage and has therefore adopted a reasonable and proportionate approach to its development.

This Plan focuses on increasing the visibility of Gaelic, supporting learning opportunities, and building confidence in its use across communities and services. It also recognises the potential to strengthen Gaelic through education, community engagement, cultural activity, and digital provision, contributing to wider outcomes such as inclusive communities, cultural identity and sustainable place-making.

Gaelic is not currently essential in recruitment but is considered desirable where appropriate and will be kept under review.

Language (over 3 years)¹

| Language | All people aged 3 and over | English | Scots | Gaelic | Sign Language | Other language |
|-------------------|----------------------------|---------|-------|--------|---------------|----------------|
| Number | 50,404 | 48,821 | 148 | 5 | 24 | 1,401 |
| Percentage | | 96.8% | 0.29% | 0.009% | 0.04% | 2.7% |

Gaelic Usage (over 3 years)²

| Gaelic language skills | All people aged 3 and over | Understands but does not speak, read or write Gaelic | Speaks, reads and writes Gaelic | Speaks but does not read or write Gaelic | Speaks and reads but does not write Gaelic | Reads but does not speak or write Gaelic | Other combination of skills in Gaelic | No skills in Gaelic |
|------------------------|----------------------------|--|---------------------------------|--|--|--|---------------------------------------|---------------------|
| Number | 50,404 | 330 | 269 | 98 | 36 | 79 | 38 | 49,552 |
| Percentage | | 0.60% | 0.53% | 0.19% | 0.07% | 0.15% | 0.07% | 98.3% |

¹ Source Census: 2022

² Source Census: 2022

Clackmannanshire is rich in history, heritage, and natural assets, with strong transport links to Scotland's two largest cities and a well-developed digital infrastructure. These characteristics present opportunities to promote Gaelic through cultural activity, tourism, digital engagement, and community initiatives, supporting the area's distinct identity and contributing to a thriving and attractive place.

Strong and resilient communities across Clackmannanshire provide a foundation for increasing participation in Gaelic language and cultural activity. Through this Plan, the Council will seek to build on these strengths, supporting inclusive access to Gaelic and aligning delivery with wider Local Outcomes Improvement Plan priorities, including community empowerment, cultural participation, and sustainable economic development.

Gaelic Medium Education (GME)

A small number of pupils from Clackmannanshire currently access Gaelic Medium Education (GME), attending provision at Riverside Primary School in Stirling. Each year, new pupils enrol in this provision, reflecting growing awareness and engagement with Gaelic Medium Education locally, supported in part by early years activity within Clackmannanshire.

In addition to formal education pathways, Gaelic learning resources are made available in community settings across the area, and community-based learning opportunities are delivered where capacity allows. While there are currently no active Gaelic community groups operating within Clackmannanshire, the development of community-based Gaelic provision represents a key priority within this Plan.

Through these actions, Clackmannanshire Council aims to strengthen Gaelic learning pathways, increase participation, and build the foundations for sustainable growth in Gaelic education and community use, in line with a reasonable and proportionate approach.

Progress So Far

This is the Council's third Gaelic Language Plan. In preparing this Plan, a review of progress against the 2020-25 Plan has been undertaken. Key achievements are summarised below and demonstrate a continued commitment to increasing the visibility, awareness, and accessibility of Gaelic across Council services.

Clackmannanshire Council has strengthened the presence and profile of Gaelic, supporting the principle of equal respect and increasing its visibility in public life. Progress includes:

- The introduction and consistent use of bilingual Council branding, ensuring parity of esteem between Gaelic and English.
- The incorporation of Gaelic into signage at Council buildings and on vehicle livery, with a commitment to extend this further as assets are renewed.

- The provision of Gaelic translation services for customers wishing to engage with the Council in Gaelic.
- The use of Gaelic in email footers and communications, promoting awareness and normalising its use.
- The development of dedicated Gaelic pages on the Council website and employee intranet, providing access to local and national resources and support.
- The publication of Gaelic Language Plans and relevant data on Gaelic use within Clackmannanshire.
- Ongoing promotion of Gaelic Medium Education to pupils, parents, and carers as part of the Council's active offer.

Whilst this progress has strengthened the visibility and accessibility of Gaelic, further development is required to increase participation, expand community use and build sustainable Gaelic activity within Clackmannanshire. The actions set out in this Plan will build on these foundations, supporting continued growth in line with national priorities and local outcomes.

Internal Gaelic Capacity Audit

An internal Gaelic capacity audit was undertaken in March – April 2026 to assess current staff skills, awareness, and opportunities for Gaelic development across the Council.

The audit identified that the current level of Gaelic capacity within the workforce is very limited. Between 86% and 90% of respondents reported having no Gaelic skills across reading, writing, speaking, and comprehension.

Additionally, 96% of staff indicated that they do not currently use Gaelic in their role.

Awareness of the Council's Gaelic Language Plan and associated duties is also low with almost 60% of respondents reporting that they were not aware at all of these responsibilities, and over two-thirds not confident in explaining them.

Despite this, the audit highlighted a positive foundation on which to build. Around 44% of respondents expressed some level of interest in learning or improving Gaelic skills, with motivation driven by personal interest and cultural heritage. Staff also identified a range of areas where Gaelic could be increased, particularly in signage, digital services, and community engagement.

The staff capacity audit provides a clear and robust evidence base for the Council's Gaelic Language Plan 2026–31. It highlights a low starting point in terms of skills, awareness and use of Gaelic, alongside identifiable opportunities to build interest, increase visibility and strengthen capacity over time. (Further details are found at [Appendix A.](#))

Consultation on the Draft Gaelic Language Plan

This section fulfils statutory consultation reporting requirements.

To be updated following our public consultation on the Plan. Feedback from this consultation will be incorporated in the actions set out in this plan as appropriate. Learning from the consultation will be summarised in this section of the final plan. [Appendix B](#)

3. PLAN COMMITMENTS

Clackmannanshire Gaelic Language Outcomes for 2026-31

Clackmannanshire Council has identified four outcomes for Gaelic Language for the period 2026–31. These outcomes build on those set out in previous Gaelic Language Plans, ensuring continuity of approach and a clear focus on continuous improvement, while recognising the proportionate nature of this work and current resource constraints.

The Council's four outcomes also reflect the evidence from the staff capacity audit and set a realistic and proportionate direction of travel, focused on awareness-raising, accessible learning, increased visibility, and development of service provision.

This approach ensures that progress is sustainable, aligned with available resources, and supportive of the long-term promotion and normalisation of Gaelic in Clackmannanshire. The Council has embedded Gaelic within its wider corporate approach to equality, diversity and human rights, with links to the Mainstreaming Equalities outcomes and delivery plan.

All four outcomes align to the main aim of the National Gaelic Language Plan 2023-28, which is to increase the use and learning of Gaelic.

| | |
|---|---|
| Outcome 1 | Clackmannanshire residents can access Gaelic learning at all ages and stages of life. |
| While Gaelic skills are currently limited within the Council workforce, there is a clear foundation of interest in learning. The Council will therefore continue to support access to Gaelic learning opportunities across all ages and stages, with a focus on accessible, flexible provision that reflects varying levels of interest and capacity. This includes promoting learning opportunities both internally and within communities, supporting a gradual increase in engagement over the lifetime of the Plan. | |
| Outcome 2 | Gaelic language, culture and heritage, is promoted by Clackmannanshire Council. |
| There is strong support for increasing the visibility of Gaelic across Council activities, even where staff do not currently use the language in their roles. The Council will therefore prioritise the promotion of Gaelic language, culture and heritage through corporate communications, signage, digital services, and community engagement. This approach will support the normalisation of Gaelic in Clackmannanshire in a way that is proportionate and achievable within existing capacity. | |
| Outcome 3 | Clackmannanshire Council and our employees have increased knowledge and capacity about Gaelic and meets its responsibilities and duties under the Gaelic Language (Scotland) Act 2005. |

This Plan places a strong emphasis on increasing organisational knowledge and capacity of Gaelic. The Council will build awareness through training, internal communications, and induction processes, while providing proportionate opportunities for staff to develop Gaelic skills. This will ensure that the Council is better equipped to meet its duties under the Gaelic Language (Scotland) Act 2005 over time.

| | |
|------------------|---|
| Outcome 4 | Gaelic-speaking residents can access Council services and information in Gaelic wherever possible. |
|------------------|---|

| |
|--|
| <p>Current use of Gaelic in service delivery is limited, and demand for Gaelic services is currently low. The Council will therefore take a phased and proportionate approach to developing Gaelic service provision. Initial focus will be on enabling access through translation support, standardised materials, and increased visibility of Gaelic information. As organisational capacity and awareness increase, opportunities to expand Gaelic service provision will be considered in line with identified need and available resources.</p> |
|--|

Clackmannanshire Council's Gaelic Language Plan 2026-31 Performance Framework defines the measures the Council will take to support the use, learning and visibility of Gaelic in the exercise of its functions.

The indicators within this framework reflect an outcomes-based approach consistent with Scotland's National Performance Framework.

4. Clackmannanshire Council Gaelic Language Plan 2026-31– Performance Framework

Progress against the Plan will be measured using indicators aligned to each of the four Gaelic Language outcomes:

| Outcome 1 Clackmannanshire residents can access Gaelic learning at all ages and stages of life. | | | | | |
|---|---------------|---------------|---------------|---------------|---------------|
| Action | | | | | |
| 1. Access to Gaelic Learning (Information & Promotion) | | | | | |
| The Council will ensure that clear, accessible, and up-to-date information on Gaelic learning opportunities is available to residents, including Gaelic Medium Education (GME) pathways, community learning and national resources. | | | | | |
| Measures of Success | Target | | | | |
| | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| 100% of parents / carers receive GME information annually | 100% | 100% | 100% | 100% | 100% |
| Gaelic learning content is available and updated annually | Yes | Yes | Yes | Yes | Yes |
| Gaelic learning opportunities are promoted annually | 6 | 6 | 9 | 9 | 12 |

| Action | | | | | |
|---|---------------|----------------------|---------------------------|---------------------------|---------------------------|
| 2. Develop Gaelic Learning Opportunities (Community & Partnerships) | | | | | |
| The Council will work with partners, communities, and neighbouring local authorities to develop and support Gaelic learning opportunities across all ages and stages. | | | | | |
| Measures of Success | Target | | | | |
| | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| Establish community Gaelic initiatives | - | - | 1 | 1 | 2 |
| Establish partnership activities that are delivered annually | 2 | 2 | 2 | 2 | 2 |
| Increase the number of staff participating in Gaelic learning | Baseline | Increase on baseline | Increase on previous year | Increase on previous year | Increase on previous year |

| Action | | | | | |
|---|---------------|---------------|---------------|---------------|---------------|
| 3. Sustain and Grow Provision (Capacity & Investment) | | | | | |
| The Council will support the sustainable development of Gaelic learning by exploring funding opportunities, strengthening pathways, and building capacity in partnership with others. | | | | | |
| Measures of Success | Target | | | | |
| | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| Identify or pursue a Gaelic funding opportunity | 1 | 1 | 1 | 1 | 1 |

| | | | | | |
|---|-----|-----|-----|-----|-----|
| Maintain and review ongoing partnership arrangements with Gaelic language partners, including GME | Yes | Yes | Yes | Yes | Yes |
|---|-----|-----|-----|-----|-----|

Outcome 2 – Gaelic language, culture, and heritage is promoted by Clackmannanshire Council.

Action

1. Visibility and Corporate Identity

The Council will increase the visibility of Gaelic across its corporate identity and physical environment, through the proportionate inclusion of Gaelic in signage, branding and visual communications.

| Measures of Success | Target | | | | |
|---|----------|----------------------|---------------------------|---------------------------|---------------------------|
| | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| New or replacement signage is in both Gaelic and English (where appropriate) demonstrating equal prominence for both languages. | 100% | 100% | 100% | 100% | 100% |
| Increase the number of bilingual assets through asset renewal, where appropriate. | Baseline | Increase on baseline | Increase on previous year | Increase on previous year | Increase on previous year |

Action

2. Promotion and Engagement

The Council welcomes written communication in Gaelic, with replies provided in Gaelic and in accordance with the general policy, and will promote Gaelic language, culture, and heritage through participation in national campaigns, local events and partnership activities.

| Measures of Success | Target | | | | |
|---|--------|--------|--------|--------|--------|
| | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| Replies to written communications received in Gaelic are provided. | 100% | 100% | 100% | 100% | 100% |
| Support national Gaelic campaigns | 2 | 2 | 2 | 2 | 2 |
| Promote Council-led, community-led and national Gaelic-related activities | 2 | 3 | 3 | 4 | 4 |

Action

3. Digital and Communications Presence

The Council will increase the presence of Gaelic across its digital platforms, including its website and social media channels, and corporate publications.

| Measures of Success | Target | | | | |
|---|-----------|--------|--------|--------|--------|
| | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| Number of Gaelic-related posts, updates, or news releases | 4 | 6 | 8 | 10 | 12 |
| Gaelic content on key web pages is | Establish | - | 5% | 15% | 20% |

| | | | | | |
|-------------------------------------|----------|--|--|--|--|
| increased (% increased on baseline) | baseline | | | | |
|-------------------------------------|----------|--|--|--|--|

Outcome 3 – Clackmannanshire Council and our employees have increased knowledge and capacity about Gaelic and meet their statutory responsibilities.

Action

1. Awareness and Understanding

The Council will ensure that employees and elected members have a clear understanding of the Council's Gaelic responsibilities.

| Measures of Success | Target | | | | |
|---|--------|--------|--------|--------|--------|
| | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| Reduce % "no awareness" of our Council's statutory responsibilities | - | - | -40% | - | -20% |
| Updated guidance is available to all staff | Yes | Yes | Yes | Yes | Yes |

Action

2. Workforce Development and Learning

The Council will provide accessible and flexible opportunities for staff to develop Gaelic awareness and skills and to apply them at work.

| Measures of Success | Target | | | | |
|--------------------------------------|--------|--------------------|----------------------|---------------------------|---------------------------|
| | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| % staff completed awareness training | - | - | 20% | - | 40% |
| Deliver a Gaelic learning module | Yes | Yes | Yes | Yes | Yes |
| % staff confident to use Gaelic | - | Establish baseline | Increase on baseline | Increase on previous year | Increase on previous year |

Action

3. Governance and Capacity Building

The Council will strengthen organisational capacity for Gaelic through effective governance, workforce planning and partnership working.

| Measures of Success | Target | | | | |
|---|--------|--------|--------|--------|--------|
| | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| Gaelic Language Plan Implementation Group is operational within 4 months of approval of the Plan and is sustained over the lifetime of the Plan | Yes/No | Yes/No | Yes/No | Yes/No | Yes/No |
| Minimum number of Gaelic Language Plan Implementation Group meetings held per year. | 2 | 2 | 2 | 2 | 2 |
| Undertake periodically a Gaelic Capacity Audit (Staff Survey) | Yes | - | - | Yes | - |

Outcome 4 – Gaelic-speaking residents can access Council services and information in Gaelic wherever possible.

Action

1. Access to Information

The Council will ensure that Gaelic information is available and accessible across key services and digital platforms.

| Measures of Success | Target | | | | |
|---|--------------------|----------------------|---------------------------|---------------------------|---------------------------|
| | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| Gaelic content on key web pages is increased each year | Establish baseline | Increase on baseline | Increase on previous year | Increase on previous year | Increase on previous year |
| Undertake an annual review and update of Gaelic web content | Yes | Yes | Yes | Yes | Yes |

Action

2. Service Delivery and Customer Access

The Council will support access to Gaelic services through translation, correspondence processes and customer-facing provision.

| Measures of Success | Target | | | | |
|--|--------|--------|--------|--------|--------|
| | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| % Gaelic translation requests fulfilled | 100% | 100% | 100% | 100% | 100% |
| Information on how to access Gaelic services is on all key web pages | - | Yes/No | Yes/No | Yes/No | Yes/No |

Action

3. Enabling Gaelic Use in Practice

The Council will enable the practical use of Gaelic within services through templates, guidance, and staff support.

| Measures of Success | Target | | | | |
|---|--------------------|----------------------|---------------------------|---------------------------|---------------------------|
| | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| Gaelic templates available across all three portfolios / directorates | - | - | 30% | 60% | 100% |
| % customer service staff aware of Gaelic processes | 100% | 100% | 100% | 100% | 100% |
| % customer service staff who have undertaken Gaelic language training | Establish baseline | Increase on baseline | Increase on previous year | Increase on previous year | Increase on previous year |

Resourcing and Implementing the Plan

The actions set out in this Plan will be delivered through existing Council resources and embedded within current service activity. This ensures that Gaelic is progressively integrated into the Council's core functions in a proportionate and sustainable manner, aligned with organisational capacity.

Responsibility for implementation of this Plan rests across all Council services. To support effective delivery, the Council will establish a Gaelic Language Plan Implementation Group, with representation from relevant services. The group will be established within four months of Plan approval and will operate under an agreed Terms of Reference.

The Implementation Group will:

- Agree responsibility for all approved actions.
- Coordinate delivery across services.
- Support the embedding of Gaelic within core business activities.
- Monitor progress against the outcomes and actions.
- Identify risks, opportunities, and areas for improvement.

Overall strategic oversight of the Plan rests with the Head of Corporate Services, who will ensure that delivery is aligned with corporate priorities and the Council's equality, diversity, and human rights framework.

The Gaelic Language Plan-on-a-Page ([Appendix C](#)) is a summary document that maps Gaelic activity to the Council vision. This demonstrates that Gaelic work contributes to broader policy goals and is integrated into the Council's corporate performance management framework.

Monitoring and Reporting of the Plan

Progress will be monitored on an ongoing basis and formally reported on an annual basis, with additional updates provided through existing performance management arrangements.

The Council will:

- Prepare regular monitoring reports on implementation.
- Submit reports to Bòrd na Gàidhlig in line with statutory requirements.
- Make progress reports publicly available.
- Use performance information to inform continuous improvement.

Monitoring will focus on:

- Delivery of agreed actions
- Increased awareness and understanding of Gaelic.
- Growth in learning and engagement
- Increased visibility and appropriate use of Gaelic

- Development of organisational capacity

Review of the Plan and Continuous Improvement

The Council is committed to continuous improvement in its approach to Gaelic. Monitoring information, staff capacity assessments, and stakeholder feedback will be used to review progress and refine delivery over the lifetime of the Plan.

The Plan covers the period 2026-2031. Prior to the end of this period, the Council will undertake a review, update the Plan as required, and submit the revised plan to Bòrd na Gàidhlig for approval.

Scrutiny of implementation will be supported through regular reporting to relevant Council committees and to Bòrd na Gàidhlig.

If you require this document in an alternative language or format, or have any queries in relation to this Gaelic Language Plan, please contact Clackmannanshire Council on 450000 or email customerservice@clacks.gov.uk

Corporate Service Aims

Bòrd na Gàidhlig has developed a set of standardised Corporate Service Aims that aim to standardise key Gaelic services over time across the public sector.

Each separate Corporate Service Aim contains a desired outcome which Bòrd na Gàidhlig would like to see all public authorities achieve over time and that all public authorities should be working towards.

All Corporate Service Aims are explicitly mapped to Clackmannanshire Council's Gaelic Language Plan 2026-31 Performance Framework, with delivery evidenced through outcome-based measures. Where commitments are proportionate or demand-led, these are appropriately kept under review in line with national guidance.

Progress towards the delivery of the Corporate Service Aims form a key part of the Bòrd's Annual Monitoring requirements from Clackmannanshire Council.

STATUS

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| Desired Outcome | Logo and brand 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. |
| Current Practice | Clackmannanshire Council uses both Gaelic and English within its corporate logo and branding to reflect the principle of equal respect for both languages. Gaelic is incorporated alongside English in the Council's visual identity, including logos, signage and corporate materials, ensuring consistent bilingual presentation across services. This approach enhances the visibility of Gaelic, supports its normalisation in public life, and reinforces the message that Gaelic is an integral part of the Council's identity and communications. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 2 Action 1 |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 2, Action 1. |
| Responsibility | Gaelic Language Plan Implementation Group |

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|------------------|---|
| Desired Outcome | Signage Signage will include Gaelic and English as part of any renewal process. |
| Current Practice | Clackmannanshire Council uses both Gaelic and English within its corporate logo and branding to reflect the principle of equal respect for both languages. Gaelic is incorporated alongside English in the Council's visual identity, including logos, signage and corporate materials, ensuring consistent bilingual presentation across services. This approach enhances the visibility of Gaelic, supports its normalisation in public life, and reinforces the message that Gaelic is |

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| | an integral part of the Council's identity and communications. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 2, Action 1. |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 2, Action 1 |
| Responsibility | Gaelic Language Plan Implementation Group |

COMMUNICATING WITH THE PUBLIC

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| Desired Outcome | Promotion Positive messages that communication from the public in Gaelic is always welcome are regularly repeated. |
| Current Practice | Clackmannanshire Council promotes the message that Gaelic communication is always welcome through a visible and proactive approach. This includes the use of bilingual branding and communications, clear information on how to contact the Council in Gaelic, and a commitment to responding to Gaelic correspondence in Gaelic. Through campaigns, digital content and everyday service delivery, the Council reinforces the principle of active offer and ensures that Gaelic users feel confident that their language is recognised, supported and valued. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 2, Action 2. |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 2, Action 2. |
| Responsibility | Gaelic Language Plan Implementation Group |

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| Desired Outcome | Written Communication Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy. |
| Current Practice | Clackmannanshire Council currently accepts written communication in Gaelic and ensures that responses are provided in Gaelic wherever correspondence is received in the language. This approach reflects the principles of equal respect and active offer, giving individuals confidence that they can engage with the Council in Gaelic as part of normal service delivery. It supports accessible and inclusive communication and reinforces the Council's commitment to recognising and valuing Gaelic in all interactions. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 2, Action 2. |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 2, Action 2. |
| Responsibility | Gaelic Language Plan Implementation Group |

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| Desired Outcome | Reception and phone |
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| | Where Gaelic-speaking staff can provide this service, they are supported to do so, and the service is promoted to the public. If there are not staff available to deliver this, capacity will be built through training and recruitment. |
| Current Practice | <p>Clackmannanshire Council does not currently have Gaelic-speaking staff available at reception or for telephone enquiries. To ensure access, the Council provides support through translation services and clear processes for handling Gaelic communication.</p> <p>Actions are in place to build capacity over time, including raising staff awareness of Gaelic responsibilities and providing opportunities for learning and skills development. This phased and proportionate approach enables the Council to respond to Gaelic users while working towards strengthening in-house capability in the future.</p> |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 4, Action 3. |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 4, Action 3 |
| Responsibility | Gaelic Language Plan Implementation Group |

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| Desired Outcome | <p>Public meetings</p> <p>Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted. In those geographical locations in which the percentages or numbers of Gaelic speakers is greater, working towards this will be expected as standard.</p> |
| Current Practice | The Council adopts a reasonable and proportionate approach, reflecting the relatively low number of Gaelic speakers within Clackmannanshire and the limited recorded demand for Gaelic in these settings. Arrangements can be made to support Gaelic use in public meetings if required, and the Council continues to promote awareness and build capacity over time. |
| Actions Required | Keep under review or upon request |
| Target Date | Ongoing |
| Responsibility | Gaelic Language Plan Implementation Group |

INFORMATION

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| Desired Outcome | <p>News releases</p> <p>High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p> |
| Current Practice | The Council adopts a reasonable and proportionate approach, reflecting the relatively low number of Gaelic speakers within Clackmannanshire and the limited recorded demand for Gaelic in these settings. Any news releases related to Gaelic would be offered in bilingual language. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 2, Action 3 |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 2, |

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| | Action 3 |
| Responsibility | Gaelic Language Plan Implementation Group |

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| Desired Outcome | Social Media Gaelic content distributed regularly through social media, working towards fully bilingual social media. |
| Current Practice | The Council adopts a reasonable and proportionate approach, reflecting the relatively low number of Gaelic speakers within Clackmannanshire and the limited recorded demand for Gaelic in these settings. Relevant social media content is provided in Gaelic, although opportunity presents to increase it in line with this Plan's aims. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 2, Action 3 |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 2, Action 3 |
| Responsibility | Gaelic Language Plan Implementation Group |

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| Desired Outcome | Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach, working towards fully bilingual website in those geographical locations in which the percentages or numbers of Gaelic speakers is greater, speakers in the community, this will be expected as standard. |
| Current Practice | The Council adopts a reasonable and proportionate approach, reflecting the relatively low number of Gaelic speakers within Clackmannanshire and the limited recorded demand for Gaelic in these settings. Relevant web content is provided in Gaelic, although opportunity presents to increase it in line with this Plan's aims. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 2, Action 3 and Outcome 4, Action 1 |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 2, Action 3 and Outcome 4, Action 1. |
| Responsibility | Gaelic Language Plan Implementation Group |

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| Desired Outcome | Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach and impact. |
| Current Practice | The Council adopts a reasonable and proportionate approach, reflecting the relatively low number of Gaelic speakers within Clackmannanshire and the limited recorded demand for Gaelic in these settings. The Gaelic Language Plan is provided in bilingual language, and other relevant corporate publications advise of Gaelic translation services being available. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 2, Action 3 and Outcome 4, Action 1 |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 2, |

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| | Action 3 and Outcome 4, Action 1 |
| Responsibility | Gaelic Language Plan Implementation Group |

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| Desired Outcome | Language A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high. |
| Current Practice | Clackmannanshire Council has processes in place to ensure that the quality and accessibility of Gaelic used in its corporate information is of a high standard. This includes the use of approved translation services, consistent application of bilingual templates and guidance for staff, and internal checks to ensure accuracy and clarity. All Gaelic content will follow the most recent Gaelic Orthographic Conventions. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 4, Action 3 |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 4, Action 3 |
| Responsibility | Gaelic Language Plan Implementation Group |

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| Desired Outcome | Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact. |
| Current Practice | The Council adopts a reasonable and proportionate approach, reflecting the relatively low number of Gaelic speakers within Clackmannanshire and the limited recorded demand for Gaelic in these settings. Arrangements can be made to support Gaelic use in exhibitions if required, and the Council continues to promote awareness and build capacity over time. |
| Actions Required | Keep under review or upon request |
| Target Date | Ongoing |
| Responsibility | Gaelic Language Plan Implementation Group |

STAFF

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| Desired Outcome | Internal Audit Conduct an internal audit of Gaelic skills and training needs through the life of each edition of the Plan. |
| Current Practice | An internal audit of Gaelic skills and training needs through the life of the Council's Gaelic Language Plan was undertaken as part of the work developing this Plan. There is a clearly defined performance framework with measurable outcomes and regular monitoring arrangements in place for the next 5 years and another audit will be undertaken periodically rather than annually. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 3, Action 3 |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 3, Action 3 |

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| Responsibility | Gaelic Language Plan Implementation Group |
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| Desired Outcome | Induction Knowledge of the public authority's Gaelic Language Plan and training opportunities are embedded in new staff inductions. |
| Current Practice | There is an opportunity to increase knowledge of Gaelic in the Council, and this will be considered as part of the Induction process. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 3, Action 1. |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 3, Action 1 |
| Responsibility | Gaelic Language Plan Implementation Group |

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| Desired Outcome | Language training Gaelic language skills training and development, delivered to staff, particularly in relation to implementing the public authority's Gaelic Language Plan. |
| Current Practice | There is an opportunity to provide Gaelic language skills training and development to all staff. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 3, Action 2. |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 3, Action 2. |
| Responsibility | Gaelic Language Plan Implementation Group |

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| Desired Outcome | Using Gaelic Staff are encouraged to use Gaelic in their work. |
| Current Practice | Staff are advised to seek translation services for all Gaelic service requests because the current skill set and use of Gaelic language is so low within Clackmannanshire Council. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 3, Action 2. |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 3, Action 2. |
| Responsibility | Gaelic Language Plan Implementation Group |

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| Desired Outcome | Awareness training Gaelic awareness training delivered, with priority given to senior staff, |
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| | other key decision makers and staff dealing directly with the public. |
| Current Practice | There is an opportunity to provide awareness training and development to key staff. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 3, Action 2. |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 3, Action 2 |
| Responsibility | Gaelic Language Plan Implementation Group |

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| Desired Outcome | Recruitment Gaelic language skills are recognised and respected within the recruitment process throughout the public authority. |
| Current Practice | Clackmannanshire Council recognises Gaelic language skills within its current recruitment processes in a proportionate and flexible way. More generally, the Council promotes awareness of Gaelic as a valuable skill and considers it positively within recruitment and workforce development. This approach reflects current capacity levels while supporting the gradual development of Gaelic skills and encouraging wider recognition of their value within the organisation. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 3, Action 3 |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 3, Action 3 |
| Responsibility | Gaelic Language Plan Implementation Group |

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| Desired Outcome | Recruitment Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic Language Plan and in accordance with the Bòrd na Gàidhlig recruitment advice. |
| Current Practice | Gaelic may be identified as a desirable or essential criterion for specific roles where there is a clear service need, particularly in areas such as education, community engagement, or customer-facing services. Clackmannanshire Council promotes awareness of Gaelic as a valuable skill and considers it positively within recruitment and workforce development. This approach reflects current capacity levels while supporting the gradual development of Gaelic skills and encouraging wider recognition of their value within the organisation. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 3, Action 2 |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 3, Action 2 |
| Responsibility | Gaelic Language Plan Implementation Group |

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| Desired Outcome | Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an |
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| | essential skill. |
| Current Practice | There are no posts in Clackmannanshire Council currently where Gaelic is an essential skill, although this is kept under review. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 3, Action 2 |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 3, Action 2 |
| Responsibility | Gaelic Language Plan Implementation Group |

GAELIC LANGUAGE CORPUS

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| Desired Outcome | Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority. |
| Current Practice | All Gaelic-language content produced by the Council follows the most recent Gaelic Orthographic Conventions. This ensures a consistent, accurate and accessible standard of written Gaelic across all corporate materials, supporting quality assurance and the principle of equal respect. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 4, Action 3 |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 4, Action 3 |
| Responsibility | Gaelic Language Plan Implementation Group |

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| Desired Outcome | Place names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used. |
| Current Practice | Ainmean-Àite na h-Alba was used in the development of this Plan and will remain the key source for any other Gaelic place name advice. |
| Actions Required | Please refer to Performance Framework at Section 4, Outcome 2, Action 1 |
| Target Date | Please refer to Performance Framework at Section 4, Outcome 2, Action 1 |
| Responsibility | Gaelic Language Plan Implementation Group |

5.LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

Clackmannanshire Council's Gaelic Language Plan 2026-31 contributes directly to Scotland's National Performance Framework, particularly the outcomes relating to Communities, Education, Culture, Human Rights and Economy.

| Gaelic Plan Outcome | National Performance Framework Outcome |
|----------------------------|---|
| Outcome 1 – Learning | Education |
| Outcome 2 – Promotion | Culture & Communities |
| Outcome 3 – Capacity | Education & Public Services |
| Outcome 4 – Access | Human Rights & Communities |

6.LINKS TO LOCAL AND REGIONAL FRAMEWORKS

Clackmannanshire Council's Gaelic Language Plan 2026-31 aligns with local and regional frameworks including the Clackmannanshire Wellbeing Local Outcomes Improvement Plan, Community Planning Partnership priorities, and regional approaches to education and skills development.

The Wellbeing Local Outcomes Improvement Plan provides the strategic framework within which this Gaelic Language Plan is delivered, ensuring that Gaelic contributes to wider outcomes including community wellbeing, inclusive growth, cultural identity, and sustainable place-making.

Gaelic Capacity Audit (Staff Survey) Findings

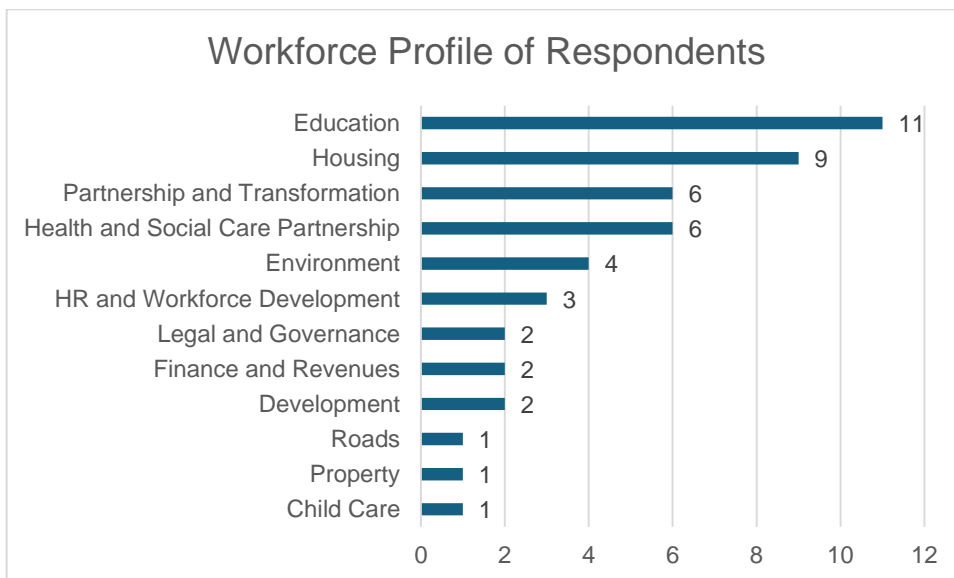
Introduction

This appendix summarises findings from an internal Gaelic capacity audit conducted between March and April 2026. A total of 52 staff responded, representing a range of services across the Council.

Key Findings

- The majority of staff (88-90%) report no Gaelic skills across reading, writing, speaking, and comprehension.
- Only 3.85% currently use Gaelic in their role.
- Awareness of Gaelic responsibilities is low, with 59.6% not aware at all.
- Interest in learning is mixed, with over one third not interested (36.5%)
- Preferred learning routes are self-paced e-learning (48%) and in-person classes (38%)
- Key opportunities identified include signage, digital content, and community engagement.

Workforce Profile



Gaelic Skills Baseline

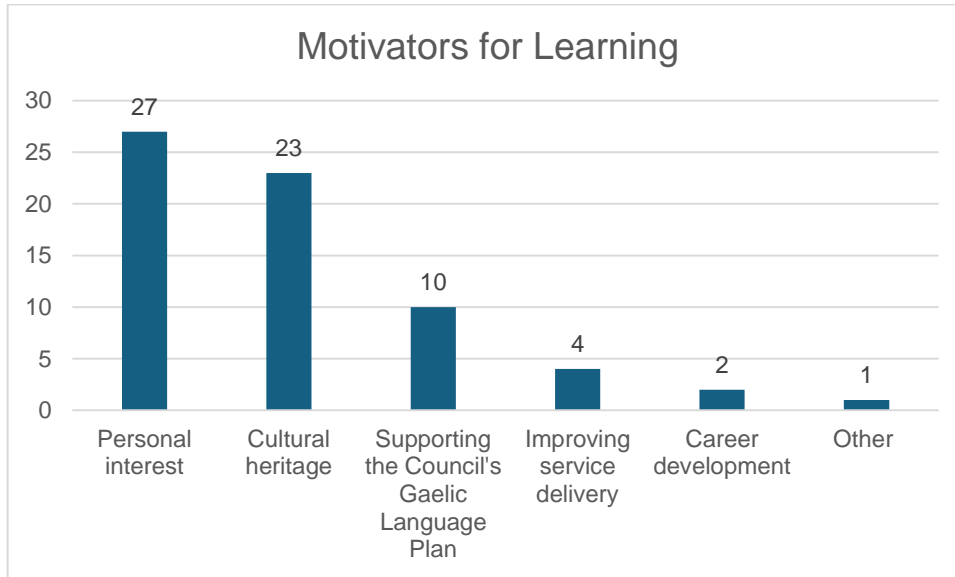
| Skill | No Skills | Beginner | Intermediate + |
|----------|-----------|----------|----------------|
| Reading | 88% | 10% | 2% |
| Writing | 90% | 8% | 2% |
| Speaking | 87% | 12% | 2% |

| | | | |
|-----------|-----|-----|----|
| Listening | 88% | 10% | 2% |
|-----------|-----|-----|----|

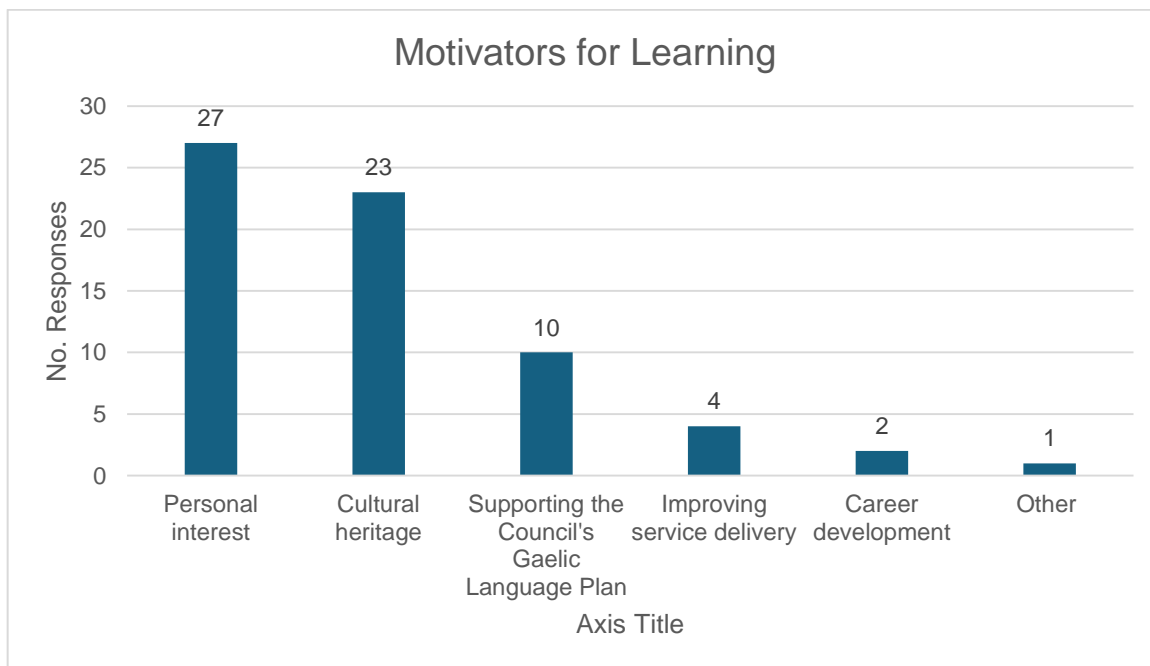
Awareness and Use of Gaelic

- 96% do not currently use Gaelic at work.
- 67% not confident explaining Gaelic duties

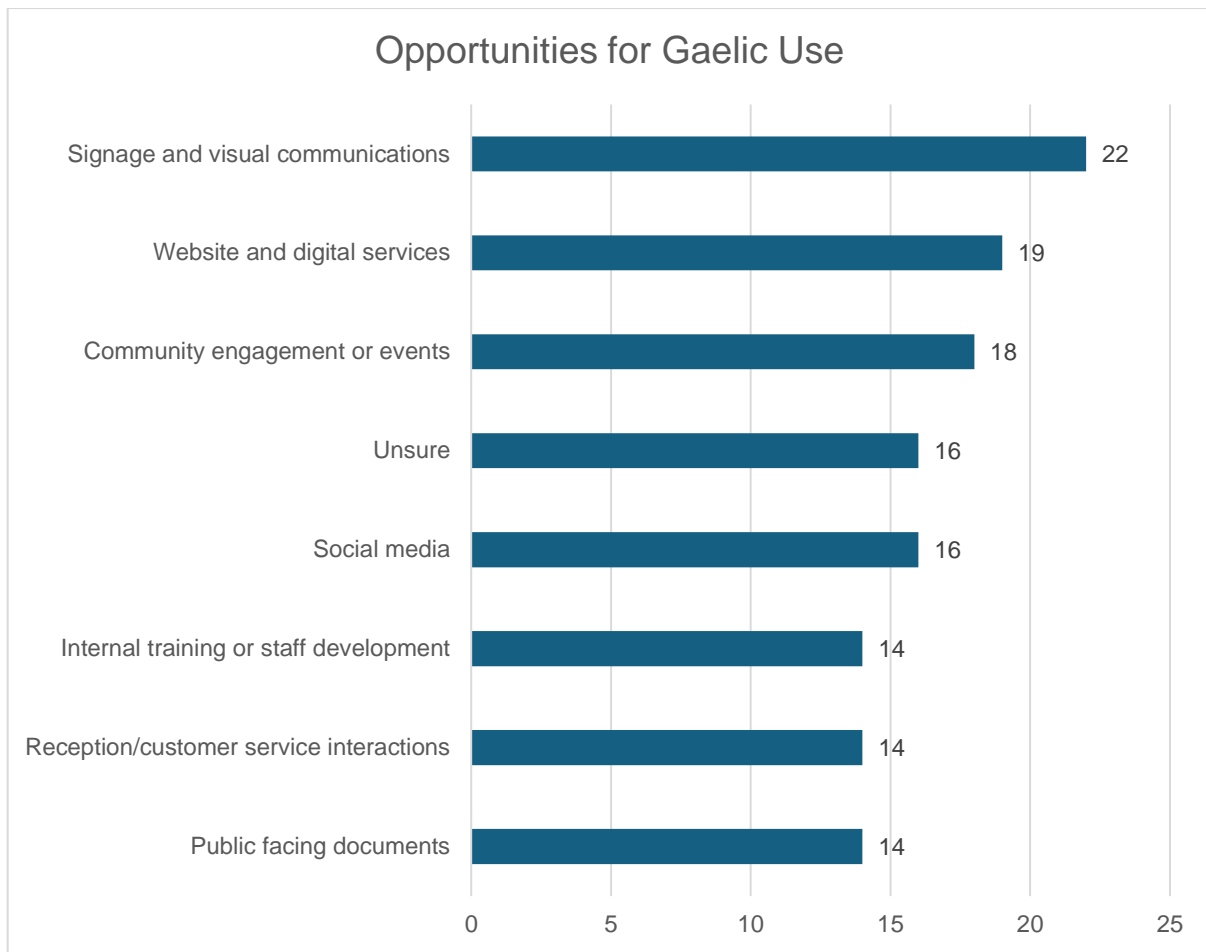
Motivation for Learning Gaelic



Learning Preferences



Opportunities for Gaelic Use



Qualitative Insights

Staff suggestions highlighted a need for accessible training, increased visibility of Gaelic in signage and communications, and clearer guidance on how Gaelic can be used in day-to-day roles.

Public Consultation

This section will be updated following conclusion of the public consultation.

Council Vision (What we want to achieve)

Appendix C

Gaelic Language Plan on a Page 2026-31

| | | | |
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| "We will be a valued, responsive, creative organisation, through collaboration, inclusive growth and innovation, to improve the quality of life for every person in Clackmannanshire." | | | |
| Key Principles (How we will approach it) | | | |
| Equal Respect | Active Offer | Normalisation | |
| Gaelic Language Plan 2026-31 Outcomes (What we want to achieve) | | | |
| Clackmannanshire residents can access Gaelic learning at all ages and stages of life. | Gaelic language, culture and heritage, is promoted by Clackmannanshire Council. | Clackmannanshire Council and our employees have increased knowledge and capacity about Gaelic and meets its responsibilities and duties under the Gaelic Language (Scotland) Act 2005. | Gaelic-speaking residents can access Council services and information in Gaelic wherever possible. |
| Actions: What we will do | | | |
| Access to Gaelic Learning (Information & Promotion) | Visibility and Corporate Identity | Awareness and Understanding | Access to Information |
| Develop Gaelic Learning Opportunities (Community & Partnerships) | Promotion and Engagement | Workforce Development and Learning | Service Delivery and Customer Access |
| Sustain and Grow Provision (Capacity & Investment) | Digital and Communications Presence | Governance and Capacity Building | Enabling Gaelic Use in Practice |
| Measures of Success (How we track our progress) | | | |
| 100% of parents / carers receive GME information annually | New or replacement signage includes Gaelic (where appropriate) | Reduce % "no awareness" of our Council's statutory responsibilities | Gaelic content on key web pages is increased |
| Gaelic learning content is available and updated annually | Increase the number of bilingual assets through asset renewal | Updated guidance is available to all staff | Annual review and update of Gaelic web content |
| Gaelic learning opportunities are promoted annually | Support national Gaelic campaigns | % staff completed awareness training | % Gaelic translation requests fulfilled |
| Establish community Gaelic initiatives | Promote Council, community and national Gaelic-related activities | Deliver a Gaelic learning module | Information on how to access Gaelic services is on all key web pages |
| Establish partnership activities that are delivered annually | Number of Gaelic-related posts or updates | GLP Implementation Group operational within 4 months | Gaelic templates available across all three portfolios / directorates |
| Identify or pursue a Gaelic funding opportunity | Gaelic content on key web pages is increased | Number of GLP Implementation Group meetings per year | Frontline awareness resource implemented |
| Maintain and review ongoing partnership arrangements | | Complete Gaelic Workforce Audit | |
| Sustain or increase participation in Gaelic learning | | | |