



MINUTES OF THE MEETING OF THE CABINET

TUESDAY 13 MAY 2025
COUNCIL CHAMBER, TOWNHOUSE, HADDINGTON/ DIGITAL MEETING
FACILITY

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Cabinet Members Present:

Councillor S Akhtar
Councillor A Forrest
Councillor C McGinn

Councillor F Dugdale
Councillor N Hampshire (Convener)
Councillor J McMillan

Other Councillors Present:

Councillor L Jardine

Councillor S McIntosh

Council Officials Present:

Mr L Rockey, Chief Executive
Ms L Brown, Executive Director for Education and Children's Services
Ms S Fortune, Executive Director for Council Resources
Ms E Dunnet, Head of Finance
Ms H Barnett, Head of Corporate Support
Ms W McGuire, Head of Housing
Mr T Reid, Head of Infrastructure
Ms C Rodgers, Head of Communities & Partnerships
Mr S Cooper, Service Manager - Communications
Mr C Grilli, Service Manager – Governance
Mr A Stubbs, Service Manager for Roads
Ms R Pringle, Team Manager – Housing Strategy
Ms N Sandford, Team Manager - Homelessness
Ms S Irvine, Service Development & Support Team Manager
Mr I King, Roads Asset & Regulatory Manager
Mr G Talac, Senior Roads Officer (Parking & Sustainable Travel)
Mr N Morgan, Outdoor Access Officer

Clerk:

Ms F Currie
Ms E Barclay (Meeting Administrator)

Apologies:

None

Declarations of Interest:

None

The clerk advised that the meeting was being webcast live via the Council's website in order to allow the public access to the democratic process in East Lothian. East Lothian Council was the data controller under the Data Protection Act 2018. Data collected as part of the recording would be retained in accordance with the Council's policy on record retention, and a recording of this meeting would be publicly available for up to six months.

The clerk confirmed attendance by taking a roll call of Cabinet Members present.

1. MINUTES FOR APPROVAL: CABINET, 11 MARCH 2025

The minutes of the meeting of the Cabinet on 11 March 2025 were approved.

2. COUNCIL HOUSE ALLOCATIONS TARGETS FOR 2025/26

A report was submitted by the Executive Director for Place seeking Cabinet approval for Council House allocation targets for the period 1 April 2025 to 31 March 2026.

The Service Development and Support Team Manager, Stephanie Irvine, presented the report setting out the context, legal position and rationale for the proposed targets.

Ms Irvine responded to questions from Councillors Forrest, Dugdale and Akhtar, and the Convener. She confirmed that the Local Lettings Plans (LLPs) had been successful and that last year they hit their 5% target. She outlined some of the reasons which had impacted the Council's ability to hit its target on transfers, and provided further detail on how the Council was meeting its obligations on provision of accommodation to young people leaving care. Ms Irvine set out examples of further targeted work to improve transfer chains by freeing up larger properties in areas of high demand. She confirmed that all options were considered depending on an individual's circumstances, adding that in some cases financial assistance was available to assist with moving or decorating costs, along with help from tenancy support staff.

Councillor Forrest welcomed the report noting the growing pressures within the county and the challenges in getting the balance of properties right. He commended staff for their work on making properties available for transfers and on helping to get as many people as possible into their forever homes.

Councillor Dugdale commented on the importance of a home for family and health. She acknowledged the work of the housing service staff and particularly their work to support care experienced young people.

Councillor McGinn also expressed his thanks to staff for their efforts. He said that housing was the most common issue raised by constituents across the county. He highlighted a recent case where a constituent told him that their family had received wonderful support from staff and were delighted with their property.

The Convener commented that housing was probably one of the Council's most important duties and all services were working as hard as they could. He said that by having transfer targets and helping tenants move from properties involving under or over occupancy, the Council was helping families to find more appropriate accommodation. He thanked staff for managing the resources available to provide homes for as many people as possible.

The Convener moved to a roll call on the recommendations, which were approved unanimously.

Decision

The Cabinet agreed unanimously, by roll call vote to:

- i. Approve the recommended targets detailed in Section 3.24 of the report;
- ii. Note that performance against these targets would be reviewed on a regular basis and that reviews formed part of the analysis in setting future targets in 2025/26 and beyond; and
- iii. Note that ongoing regular monitoring of performance had been embedded within the Community Housing Performance Management Framework.

3. HOMELESSNESS ACTION PLAN UPDATE

A report was submitted by the Executive Director for Place updating Cabinet on progress regarding the East Lothian Homelessness Action Plan 2024-26 and associated interim amendments to the Council's Housing Allocations Policy that were approved on 10 September 2024.

The Team Manager - Homelessness, Nicky Sandford, presented the report highlighting some key areas of progress over the last year.

Ms Sandford responded to questions from Councillor Jardine. She outlined the work to reduce temporary accommodation by converting some units to permanent accommodation. She advised that homelessness cases had reduced significantly resulting in less demand for temporary accommodation and allowing the service to accommodate everyone who required accommodation.

Replying to questions from Councillor Forrest, Ms Sandford advised that based on a manual check in September 2024, 33% of all homelessness assessments were for households coming outside of East Lothian. She confirmed that the service continued to work closely with partner organisations, and she provided figures on the number of tenancy conversions and outlined the significant benefits to families from being able to stay in their current accommodation.

In response to questions from Councillor McIntosh and Councillor Akhtar, Ms Sandford confirmed that full checks were carried out on properties being considered for conversion and a small panel of officers was in place to approve these properties. She also acknowledged that the removal of the 'local connection' criteria was a significant issue for the Council and that the Scottish Government was aware of these concerns. However, she did not see there being any likelihood of a change in policy at present.

Replying to Councillor McGinn and the Convener, Ms Sandford reiterated the Scottish Government's position on 'local connection' policy. She advised that this issue was discussed with peers at the East Hub and that other local authorities had also made their views known. She confirmed that the service worked closely with the police when undertaking tenant checks with responses usually received within 24 hours.

Councillor Forrest thanked officers for their tremendous work to support individuals facing homelessness; from working through housing options, to supporting people to settle in to their new accommodation.

Councillor Akhtar also offered her thanks to staff. She said that they worked in a difficult environment, often with people in very challenging circumstances and with complex needs. She particularly welcomed work on converting tenancies which had been transformational for

families, and the significant reduction in the number of homeless cases. She highlighted the importance of housing for families and children and the need to continue supporting as many families as possible to find permanent homes.

Councillor McGinn echoed his colleague's remarks and added his own thanks to officers for their efforts to secure long-term tenancies for some of the most vulnerable individuals. He was concerned that the impact of the removal of the 'local connection' criteria was not being adequately considered and he urged the Scottish Government to rethink this policy change.

The Convener said that homelessness was the most challenging thing to deal with as a councillor. He commended officers for their work in managing the changes to legislation and policy while also maintaining the reduction in homelessness levels. He added that he and his colleagues would continue to offer their support to staff going forward.

The Convener moved to a roll call on the recommendations, which were approved unanimously.

Decision

The Cabinet agreed unanimously, by roll call vote, to:

- i. Approve the updated East Lothian Homelessness Action Plan; and
- ii. Continue to support the interim amendments to the Council's Housing Allocations Policy, to assist with identified homelessness pressures. Interim amendments would continue to be monitored closely and considered as part of a wider Housing Allocations Policy Review as identified in the LHS for 2026/27.

4. EAST LOTHIAN LOCAL HOUSING STRATEGY ANNUAL UPDATE 2024/25

A report was submitted by the Executive Director for Place providing an update on progress of the delivery of actions within the Local Housing Strategy (LHS) 2024-2029; updating Cabinet on relevant changes to the national policy and planning context for the development and delivery of the East Lothian LHS; and outlining the key priorities for 2025/26.

The Team Manager – Housing Strategy, Rebecca Pringle, presented the report highlighting some of the key achievements delivered through the LHS, and detailing some of the impacts of national policy changes.

Ms Pringle responded to questions from Councillor Dugdale and Forrest. She provided further detail on the domestic abuse protocol and on work with health and social care services to continue delivering benefits for individuals through core and cluster accommodation. She also outlined planned work on the Empty Homes Framework.

Ms Pringle and Wendy McGuire, Head of Housing, replied to questions from Councillors, Jardine, McIntosh and McMillan. They provided further detail on the challenges in tackling empty homes and on the work coming forward on longer term planning around the HRA business plan, as well as a new affordable homes policy to link with new Local Development Plan (LDP2) which would include new standards on accessibility and adaptability. In the meantime, the new Herdmanflat development will provide adaptable units. They agreed that an additional action could be included to focus on improving communication between the Council and the Scottish Government, specifically around homelessness, although Council officers continued to meet quarterly with government officials to discuss affordable housing policy and funding issues. They provided an update on the funding allocation from Scottish Government for delivery of affordable housing some which had been used on a number of new acquisitions to move children and families from temporary accommodation. Although the

reversal in the funding cut was welcomed, officers were working to understand the full implications for delivery of planned affordable units and the Council was still at risk of losing units. A detailed report including up-to-date figures would be lodged in the Members' Library. A report would also be lodged in the library setting out how the Council proposed to take forward action on improving the lives of gypsy/traveller communities and this would be accompanied by a Members' briefing.

Ms Pringle replied to further questions from Councillor Akhtar and the Convener. She provided further details of the Scottish Government's rural housing fund to support key workers and confirmed that there would be scrutiny at all stages of work with the Health & Social Care Partnership and that the housing contribution statement would sit alongside the Integration Joint Board's Strategic Plan. She advised that the affordable housing strategy would look at a range of ways to secure housing and would feed into LDP2. She also highlighted the housing bill currently going through the Scottish Parliament which was looking at build-to-rent and various tenures and whether these should be covered by rent control. She said that the Council did a lot of analysis around what was affordable which allowed them to negotiate with developers on acceptable levels of rent.

Councillor McMillan commended officers for their professional work in this area. He welcomed the LHS and the creative, forward looking and sustainable nature of the strategy, and congratulated officers on the comprehensive Action Plan, highlighting examples around apprenticeships, the rural fund and support for the local economy and tourism.

Councillor Forrest welcomed the delivery of housing units for affordable rent over the last year and a 25% reduction in voids both of which showed positive progress. This work would continue and would help to alleviate pressure on constituents and staff, as well as helping to address the availability of affordable housing across the county.

Councillor Dugdale welcomed the update, the breadth and detail of plans and the ambition to deliver homes for everyone in East Lothian. She highlighted the work on supporting those fleeing domestic violence and the benefits for those in need of care through core and cluster housing. She acknowledged that while it was not always possible to change the bigger picture, finding the right home for someone could change the world for that individual.

Councillor Akhtar said that housing had a significant role to play within health and social care and it was important to ensure that financial and social impacts were fully considered when making decisions. She noted the concerns around the removal of the 'local connection' criteria and emphasised the need to continue raising these concerns within the appropriate forums.

The Convener observed that the strategy showed how much of a role affordable housing played in growing the local economy. He said that East Lothian was a fast-growing area where that rate of growth was not matched by the investment coming into the Council. He stated that LDP2 must have the flexibility to deliver the maximum level of affordable housing and should ensure a good balance of property types. He offered his thanks to officers and said he was confident that they would deliver for people of East Lothian.

Decision

The Cabinet agreed to:

- i. Note the progress which had been made during 2024/25 on the actions set out in the 2024-2029 LHS; and
- ii. Note the key priorities for 2025/26.

5. INTRODUCTION OF PERMANENT TRAFFIC REGULATION ORDER IN COASTAL CAR PARKS TO BAN OVERNIGHT PARKING AND THE EXPERIMENTAL DESIGNATED MOTORHOME BAYS AT YELLOWCRAIGS AND SHORE ROAD, EAST LOTHIAN

A report was submitted by the Executive Director for Place seeking final Cabinet approval after the completion of the Traffic Regulation Order (TRO) process for the permanent introduction of the Coastal Car Park Overnight Parking Ban between 11pm and 4am (TO – 117/25) at the locations listed in annex A of the report. Approval was also sought for the recommendations set out in the report relating to the designated motorhome spaces at Yellowcraigs and Shore Road sites.

The Roads Asset & Regulatory Manager, Ian King, presented the report drawing attention to the detailed recommendations. He reminded Members that these were vehicular restrictions, and that a right to genuine wild camping would still exist for people arriving on foot.

Mr King responded to questions from the Convener and Councillor Forrest. He confirmed that the ban on parking would only be in force overnight at the times specified and he clarified the car parks within the Musselburgh/Levenhall area to be included in the TRO.

Replying to a later question from Councillor Jardine, Mr King agreed that it might be possible to consider creating a purpose-built space for motorhomes in the future. However, the main issue would waste facilities, as any incorrect disposal of waste could cause significant problems, and the work would be costly.

Councillor McMillan welcomed the proposals that, he said, struck a balance between helping rangers protect coastal areas and providing access for visitors. He also noted that officers had listened and considered all comments, including feedback from those who used the car parks in the early morning. He agreed with the need for purpose-built motorhome sites but suggested that officers explore options more widely with other stakeholders and partners, rather than just considering Council-run sites.

Councillor McGinn thanked officers for listening to the views of constituents, wild swimmers, photographers and others, and for amending the timing of the ban to allow early morning access. He highlighted the problems caused by unsuitable camping and hoped that these proposals would alleviate some of these difficulties and assist the ranger service in their work.

The Convener supported the recommendations. He noted that the site at Shore Road was popular but said that the Council did not have the facilities or staff to manage it, if people were abusing it. He agreed that there was a need for additional sites for motorhomes as the numbers were increasing, and that these might be provided by the Council or by private landowners with suitable sites. He said that different local authorities had come up with different alternatives to address this issue and East Lothian could do the same.

The Convener moved to a roll call on the recommendations, which were approved unanimously.

Decision

The Cabinet agreed unanimously, by roll call vote, to:

- i. note the objections received (Appendix B) but set these aside and agree to proceed with the introduction of the Coastal Overnight Parking Ban TRO (TO - 117/25) between the hours of 11pm to 4am, to help the Countryside Ranger Service protect the coastline from the very high levels of irresponsible camping at the sites highlighted in Appendix A.

- ii. note the single representation received (Appendix C) on the Designated Self-Contained Motorhome bays at Yellowcraigs TRO (TO - 118/25) but set this aside and agree to retain the designated bays to allow motorhomes to park in these bays overnight.
- iii. agree that the Designated Self-Contained Motorhome bays at Shore Road TRO (TO - 119/25) are removed due to the level of objection from the local community (Appendix D) and the site be returned to its previous condition.
- iv. note that the removal of the designated bays at Shore Road shall result in there being no overnight parking allowed in the car park and any vehicles breaching this would be subject to enforcement and the issuing of a Penalty Charge Notice (PCN) if caught.

6. THE EAST LoTHIAN COUNCIL (SCOTTISH OPEN, THE RENAISSANCE CLUB) (EXEMPTION) ORDER 2025

A report was submitted by the Executive Director for Place inviting Cabinet to approve the making of an Order under section 11 of the Land Reform (Scotland) Act 2003 to facilitate the holding of the Genesis Scottish Open 2025 Golf Championship, to be held at The Renaissance Club, Dirleton, East Lothian.

Nick Morgan, Outdoor Access Officer, presented the report. He advised that this was the seventh year that the Scottish Open would be returning to the county and that the proposed Order was in line with that granted in previous years.

There were no questions from Members.

Councillor McMillan thanked Mr Morgan for the work he had undertaken and for the briefing provided to Members on safety and other issues. He commended the work of the Local Access Forum in bringing benefits like the Scottish Open and thanked all those involved in delivering the event which was helping to make East Lothian to be one of best tourist destinations in the country.

Councillor McGinn thanked Mr Morgan and the team for their diligence noting that putting this together was a huge amount of work. He welcomed the return of the international golfing community to East Lothian and hoped for a similar outcome in the event this year.

The Convener moved to a roll call on the recommendations, which were approved unanimously.

Decision

The Cabinet agreed unanimously, by roll call vote, to approve the making of The East Lothian Council (Scottish Open, The Renaissance Club) (Exemption) Order 2025.

Signed

Councillor Norman Hampshire
Council Leader and Convener of Cabinet

COMMITTEE: Cabinet

MEETING DATE: 9 September 2025

BY: Executive Director for Council Resources

REPORT TITLE: Freedom of Information (Scotland) Act 2002,
Environmental Information (Scotland) Regulations 2004 and Data Protection Act 2018 / UK GDPR –
Compliance Statistics in 2024

REPORT STATUS: Public

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1 PURPOSE OF REPORT

- 1.1 To report on the Council's compliance with the 20-working day timescale laid down by the Freedom of Information (Scotland) Act 2002 and the Environmental Information (Scotland) Regulations 2004 for the calendar year 2024 (i.e.: from 1 January 2024 to 31 December 2024).
- 1.2 To report on the Council's compliance with the timescale laid down by the Data Protection Act 2018 / UK GDPR for the calendar year 2024 (i.e.: from 1 January 2024 to 31 December 2024).

2 RECOMMENDATIONS

- 2.1 To note contents of the report and provide feedback on the compliance statistics.

3 BACKGROUND

- 3.1 **Freedom of Information (Scotland) Act 2002** - During 2024, East Lothian Council operated in accordance with the statutory requirements, particularly:

Requests for information – to be answered within 20 working days

Requests for review – to be answered within 20 working days by a Chief Officer or an officer nominated by them.

If requesters remained dissatisfied after completing this process, then they had a legal right to appeal to the Scottish Information Commissioner.

3.2 Freedom of Information (FOI) and Environmental Information (EIR) request statistics are recorded by Information Governance. Guidance on how to handle information requests and requests for review is published on the Council's intranet, accessible to all employees.

3.3 The total number of FOI and EIR requests in 2024 was 1,504. By comparison, 1,544 requests were received during the previous calendar year, 2023 – a decrease of 40. Overall, however, the number of FOI and EIR requests has been increasing steadily, and the requests have become increasingly complex since the Freedom of Information (Scotland) Act 2002 came into force.

The number of information requests which were considered to be vexatious in 2024 was: 0.

A breakdown of the FOI and EIR requests is provided at section 3.5 of this report.

3.4 The total number of requests for review received in 2024 was 98. By comparison, 93 review requests were received during the previous calendar year, 2023 – an increase of 5.

A breakdown of the FOI and EIR reviews is provided at section 3.6 of this report.

3.5 The table below provides a breakdown of the response timescales for both FOI and EIR requests in 2024:

	FOI				EIR			
	2024		2023 (for comparison)		2024		2023 (for comparison)	
On time	890	98%	965	99%	276	98%	248	97%
Late	18	2%	7	1%	6	2%	8	3%
Cancelled/Withdrawn	1		5		8		14	
Suspended	54		53		192		219	
Invalid	46		22		13		4	
Ongoing	0		0				0	
TOTAL ACTIONED	1009*		1,052		495		492	

*Includes 18 requests which were covered by both FOI and EIR legislation.

3.6 The table below provides a breakdown of the response timescales for FOI and EIR requests for review in 2024:

	FOI				EIR			
	2024		2023 (for comparison)		2024		2023 (for comparison)	
On time: Within 20 Working Days	31	91%	30	100%	53	85%	61	98%
Late	3	9%	0		9	15%	1	2%
Upheld or partially upheld	21		25		47		58	
Overtaken	9		3		14		4	
Decision reached for the first time (previously we failed to respond).	4		2		1		0	
Additional Info Provided	0		0		0		0	
Review Invalid	0		0		0		0	
Review Cancelled	1		0		1		1	
Review Suspended	0		0		0		0	
Still Outstanding	0		0		0		0	
Total Actioned	35*		30		63		63	

*Includes 0 requests which were covered by both FOI and EIR legislation.

3.7 The top three categories of enquirer in 2024 were:

General Public (45%)

Commercial Organisations (26%)

Journalists (15%)

3.8 **Data Protection Act 2018 (GDPR)** – with effect from 25 May 2018, East Lothian Council operates in accordance with the statutory requirements, particularly:

Requests for personal information ('Subject Access Requests' or 'SARs') – to be answered within one month although this may be extended by a further two months for complex requests.

- 3.9 SAR statistics are recorded by Information Governance. Guidance on how to handle SARs is published on the Council's intranet, accessible to all employees.
- 3.10 The total number of SARs received in 2024 was 204. By comparison, 198 requests were received in 2023 – an increase of 6.
- 3.11 The table below provides a breakdown of the response timescales for SARs received in 2024.

	2024		2023 (for comparison)	
Completed on time (within one month or extended time)	131	90%	140	92%
Late	15	10%	12	8%
Suspended	49		40	
Withdrawn	3		3	
Ongoing	5		0	
Total Actioned	193		195	

- 3.12 Over the past five years, the volume and complexity of SARs received by the Council have increased significantly, and 2024-2025 brought an unprecedented number of such requests. East Lothian Council is not the only Scottish Local Authority to receive such an increase in recent years, and trends across Scotland point to high demand for transparency regarding the personal data held by government bodies, highlighted no doubt by the activities of the Scottish Child Abuse Inquiry and Redress Scotland. This in turn places high demand on already-stretched public funds to resource these requests and to ensure that the rights of individuals to access their own information are balanced effectively with the rights of others.
- 3.13 We have now received notification from the ICO that they are undertaking closer monitoring of our compliance with statutory timescales for responding to SARs. They asked for an action plan and time-bound targets for improvement which was returned to them on 7 August 2025 outlining the following:
- Recruit additional Customer Feedback and FOI Officer (Permanent)
 - Procure redaction software
 - Increase regular SAR statistics reporting to CMT from quarterly to monthly reporting

4 POLICY IMPLICATIONS

4.1 None

5 RESOURCE AND OTHER IMPLICATIONS

5.1 Finance: None

5.2 Human Resources: None

5.3 Other (e.g. Legal/IT): None

5.4 Risk: None

6 INTEGRATED IMPACT ASSESSMENT

6.1 **Select the statement that is appropriate to your report by placing an 'X' in the relevant box.**

An Integrated Impact Assessment screening process has been undertaken and the subject of this report does not affect the wellbeing of the community or have a significant impact on: equality and human rights; tackling socio-economic disadvantages and poverty; climate change, the environment and sustainability; the Council's role as a corporate parent; or the storage/collection of personal data.

X

or

The subject of this report has been through the Integrated Impact Assessment process and impacts have been identified as follows:

Subject	Impacts identified (Yes, No or N/A)
Equality and human rights	
Socio-economic disadvantage/poverty	
Climate change, the environment and sustainability	
Corporate parenting and care-experienced young people	
Storage/collection of personal data	

Subject	Impacts identified (Yes, No or N/A)
Other	

The Integrated Impact Assessment relating to this report has been published and can be accessed via the Council's website:

https://www.eastlothian.gov.uk/info/210602/equality_and_diversity/12014/integrated_impact_assessments

7 APPENDICES

7.1 None

8 BACKGROUND PAPERS

8.1 None

9 AUTHOR AND APPROVAL DETAILS

Report Author(s)

Name	Carlo Grilli
Designation	Service Manager – Governance
Tel/Email	Ext: 7770 Email: cgrilli@eastlothian.gov.uk
Date	28 August 2028

Head of Service Approval

Name	Hayley Barnett
Designation	Head of Corporate Support
Confirmation that IIA and other relevant checks (e.g. finance/legal) have been completed	Confirmed
Approval Date	28 August 2025

COMMITTEE: Cabinet

MEETING DATE: 9 September 2025

BY: Executive Director for Council Resources

REPORT TITLE: Strategic Workforce Planning

REPORT STATUS: Public

3

1 PURPOSE OF REPORT

- 1.1 To update Cabinet on the plan of work underway in response to the recent Best Value Audit recommendations related to Workforce Planning.

2 RECOMMENDATIONS

Members are recommended to:

- 2.1 Note the progress with completion of the current 2023-2027 Workforce Action Plan.
- 2.2 Note and support the proposals and work underway to develop the new East Lothian Council (ELC) Strategic Workforce Plan 2026-2029.

3 BACKGROUND

2023-2027 Workforce Action Plan

- 3.1 The 2023-2027 Workforce Plan was presented and approved by Cabinet in January 2023. In 2024, Audit Scotland provided recommendations to improve ELC's Workforce Plan 2023-2027 as part of the Workforce Innovation audit. The key recommendations related to this paper are contained in the Background Paper - "Best Value Audit - Workforce Innovation - how councils are responding to workforce challenges."
- 3.2 Significant work and progress have been made to complete the actions contained in the 2023-2027 Workforce Plan. Recommendation 1 of the

Best Value Audit was to ensure objectives were SMART (Specific, Measurable, Agreed, Realistic, Timebound). As a result, these actions have been updated to reflect that requirement in Appendix 1. As of September 2025, 32 actions have been completed, 18 are in progress, 3 are New/Not Started. All these actions will either be completed by August 2026 or carried forward into the new Strategic Workforce plan to be completed by December 2026.

Strategic Workforce Plan 2026-2029

- 3.3 Strategic workforce planning enables organisations to proactively align their workforce requirements with long-term objectives, ensuring the right people with the right skills are in place when needed. It supports cost-effective staffing by forecasting future requirements, identifying skills gaps, guiding recruitment, development and succession planning efforts. The process also focuses on identifying and mitigating risks related to employees within the Council. Effective workforce planning ensures that a Council is not simply reacting to risks e.g. a talent drain due to retirements or employee attrition. It is a constant strategic evaluation of how talent risk can impact a council's finances, service delivery and community relationships.
- 3.4 To support the approach to future Strategic Workforce Planning, the HR and Organisational Development (OD) teams completed valuable training in June 2025 with the Local Government Association (LGA). This training has helped shape the approach now being taken by ELC. Further training for the HR team and the Corporate Management Team (CMT) is scheduled for later in the year. Midlothian Council are similarly arranging training for their CMT.
- 3.5 A Workforce Planning Implementation Group has been set up with the Head of Corporate Support as the project sponsor and this group is meeting monthly with an agreed terms of reference and project plan. The group will co-ordinate the development and implementation of a Strategic Workforce Plan aligned with organisational priorities that reflects the Best Value audit recommendations.
- 3.6 The revised Workforce Plan will be completed by August 2026 and will be based on a 3-year period of 2026-2029. The final Workforce Plan will be presented to Cabinet and will be reviewed annually, with 6 monthly updates reported to the Policy Performance and Review Committee (PPRC). This is to ensure appropriate monitoring, scrutiny, and assurance.
- 3.7 Service Managers will be required to complete service level workforce plans. This process will support services to identify risks within their workforce and actions to mitigate these, as well as respond and plan for challenges in the future. OD will collate this information to develop corporate actions which specifically address service and wider organisational needs.

Support for Services

- 3.8 As suggested in recommendation 2 of the Best Value Audit report, OD are creating guidance and a template for Service Managers to use within their Service Plans along with briefing sessions, so managers can create their Service Workforce Plans.
- 3.9 In response to recommendation 4, OD presented a paper to the Corporate Management Team (CMT) in June 2025 outlining an approach to capture and monitor work being completed in services where digital inclusion is more challenging. This also included highlighting all the recent positive work and progress within these teams. The Scottish Council for Voluntary Organisations (SCVO) Foundation and Essential digital skills checklists will be included in the employee induction process/checklist by end of September 2025. This means managers can identify what digital skills learning gaps may be present when an employee starts and ensure appropriate development/support is provided.
- 3.10 In response to recommendation 6, HR will be providing Service Managers with the ability to pull key employee data from iTrent (People Management System) to help them understand the age profile of their teams. This will help managers to identify roles at risk due to those in those posts being aged 55 plus (and possibly likely to retire in the near future) and where only one person does that role. These are known as single points of contact roles. This will help Service Managers to identify where potential gaps may be and with support from HR and OD succession plan for these posts.

4 POLICY IMPLICATIONS

- 4.1 Not applicable.

5 RESOURCE AND OTHER IMPLICATIONS

- 5.1 Finance: Costs for training have been identified within current budgets.
- 5.2 Human Resources: No additional staffing resource is required to deliver this work.
- 5.3 Other (e.g. Legal/IT): None
- 5.4 Risk: None

6 INTEGRATED IMPACT ASSESSMENT

6.1 **Select the statement that is appropriate to your report by placing an 'X' in the relevant box.**

An Integrated Impact Assessment screening process has been undertaken and the subject of this report does not affect the wellbeing of the community or have a significant impact on: equality and human rights; tackling socio-economic disadvantages and poverty; climate change, the environment and sustainability; the Council's role as a corporate parent; or the storage/collection of personal data.

X

or

The subject of this report has been through the Integrated Impact Assessment process and impacts have been identified as follows:

Subject	Impacts identified (Yes, No or N/A)
Equality and human rights	
Socio-economic disadvantage/poverty	
Climate change, the environment and sustainability	
Corporate parenting and care-experienced young people	
Storage/collection of personal data	
Other	

The Integrated Impact Assessment relating to this report has been published and can be accessed via the Council's website:

https://www.eastlothian.gov.uk/info/210602/equality_and_diversity/12014/integrated_impact_assessments

7 APPENDICES

7.1 Appendix 1: 2023-2027 Workforce Action Plan

8 BACKGROUND PAPERS

- 8.1 Best Value Audit - Workforce Innovation - how councils are responding to workforce challenges.

9 AUTHOR AND APPROVAL DETAILS

Report Author(s)

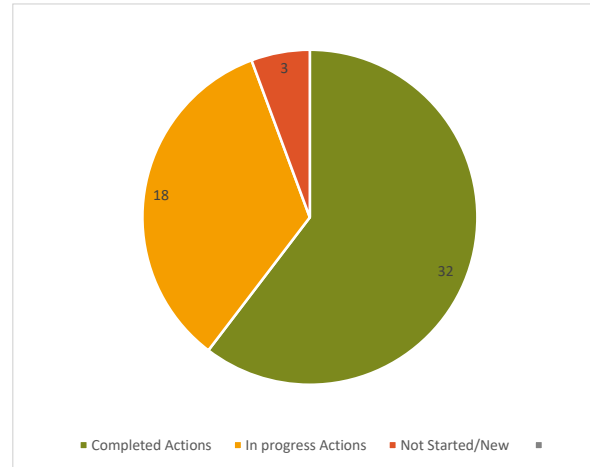
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Confirmation that IIA and other relevant checks (e.g. finance/legal) have been completed	Complete
Approval Date	21 August 2025

Appendix 1: Workforce Plan Update - August 2025

Completed Actions 32
In progress Actions 18
Not Started/New 3



Ref	Outcome	Action	Head of Service	Lead	Target Date	Update	Status
1	Sustain a skilled, flexible resilient and motivated workforce	Provide services with a Training and Development Plan within their Service Plans – identifying training and development needs of staff and how these will be met.	Finance	OD	Mar-24	OD provided a training plan template explaining the benefits and how to complete a Training and Development Plan. This was issued with the new Service Planning Guidance that was issued to Service Managers in June 2023 and re-issued in March 2024.	Complete
2	Sustain a skilled, flexible resilient and motivated workforce	Audit Scotland Recommendation: Set SMART action plans setting out how council level and service level actions are being progressed.	Finance/Corp Support	OD/HR	Sep-25	The current update now reflects SMART actions.	Complete
3	Sustain a skilled, flexible resilient and motivated workforce	Audit Scotland Recommendation: Expand the range of data and intelligence available within the Workforce Plan.	Corp Support/Finance	HR/OD	Jul-26	This will be included in the revised Workforce Plan 2026-2029.	Not started - New
4	Sustain a skilled, flexible resilient and motivated workforce	Audit Scotland Recommendation: Develop a workforce planning performance management framework, linked to its Workforce Plan to inform future workforce planning.	Finance/Corp Support	OD/HR	Jul-26	This will be included in the revised Workforce Plan 2026-2029.	Not started - New

5	Sustain a skilled, flexible resilient and motivated workforce	Audit Scotland Recommendation: Provide guidance, templates and training to assist services in identifying supply and demand issues and consider the emerging objectives and actions within their areas ensuring there is a consistent approach to workforce planning across the council.	Finance	OD	Dec-25	OD are drafting guidance for managers as part of Service Plans. Service managers will then receive briefings on how to complete OD and HR have received training from the LGA. Further training to be arranged for other HR team to participate.	In progress - 50%
6	Sustain a skilled, flexible resilient and motivated workforce	Audit Scotland Recommendation: Almost 25 per cent of the council's employees are over 55 years old. Put clear plans in place to address future succession planning challenges and inform service design.	Finance	OD	Jul-26	Relating to Action no.3 the Service Plan template will identify for 2026-2029 how services are planning how to respond to the aging workforce.	In progress - 40%
7	Sustain a skilled, flexible resilient and motivated workforce	Review service training and development plans and requirements following submission of their service plans.	Finance	OD	Jul-26	Once submitted OD will review all to identify common themes to develop actions to include within the next update of the Workforce Plan.	In progress - 30%
8	Sustain a skilled, flexible resilient and motivated workforce	Update the <i>East Lothian Way</i> to ensure council staff behaviours reflect the Workforce Plan vision, and in particular the emphasis on delivering customer focused, person centred trauma informed and inclusive services.	Finance	OD	Dec-24	East Lothian Way has been updated to include leadership behaviours which are expected of all people managers. These were based on input from managers and employees as to what the most important behaviours were for them. The East Lothian Way has also been re-branded with the inclusion of the new Person-Centred behaviours and communicated to all employees.	Complete
9	Sustain a skilled, flexible resilient and motivated workforce	Embed the <i>East Lothian Way</i> into staff induction, webinars, and leadership development.	Finance	OD	Dec-24	1. The East Lothian Way is now included in Welcome to the Council induction and all e-learning, PRD and webinars where appropriate. Two animations promoting the EL Way have been communicated to all employees. 2. A no cost 360 feedback tool has been piloted by managers to gather feedback on their behaviours. This has received positive evaluations from those who have undertaken it and is now provided as a service on request. 3. Core leadership learning related to the East Lothian Way leadership behaviours is now available on the intranet.	Complete
10	Sustain a skilled, flexible resilient and motivated workforce	Provide a flexible approach to Personal Review and Development (PRD) process and promote the benefits of regular 1-1s meetings that meet the needs of all services.	Finance	OD	Apr-25	1. New guidance and choice of templates were made available in 2022 and now revised in April 2025 to further simplify and including a manager form. 2. New 1:1 meeting templates with guidance were made available for managers to structure conversations - October 2024. The Intranet page now has extensive resources available for managers to use to support employee conversations whether ongoing 1:1 or for annual or 6 monthly PRD.	Complete

11	Sustain a skilled, flexible resilient and motivated workforce	Increase accountability for take up % of PRD's within services. Provide an online mechanism for monitoring of take up of PRD's in each service.	Finance	OD	Dec-25	2024 staff survey shows a small increase in staff having had a PRD in the last 12 months from 55%-59%. OD presented a paper to CMT in April 2025 regarding improving monitoring of completion of PRD. Online PRD functionality is a requirement for the new Learning Management System (LMS) procurement which would allow more effective monitoring. Additionally including evidence of completion within Service Plans.	Complete
12	Sustain a skilled, flexible resilient and motivated workforce	Develop the knowledge and skills of level of front line employees to provide a person-centred and trauma informed response to service users.	Finance	OD	Aug-25	Extensive progress has been made. Work has been completed within Education, Customer Services and Libraries, Facilities, Financial Inclusion, Children Services inc Residential Care, H&SC, Elected Members, Connected Communities, H&S, HR. Trauma training – 1038 employees have completed the e-learning level 1 module. Additional NHS trauma modules are available. 180 people have received Level 2 training which will have been delivered through service specific workshops and workshops open to all employees. To increase partner organisation capacity/skill/knowledge and community awareness, trauma trainer training has been rolled out in third sector partner organisations via VCEL and Public Health Scotland. Also Enjoy Leisure, Changes Community Health and Bridges. A train the trainer model has been being rolled out to include key services e.g. H&SC. Staff wellbeing features within all training as a key enabler. Work has also started to use a Trauma informed lens to policy - e.g. Domestic Abuse and Gender Based Violence. The theme of trauma is embedded within our Participation and Engagement Strategy, Poverty Plan and Local Outcome Improvement Plan.	Complete
13	Sustain a skilled, flexible resilient and motivated workforce	By December 2026, explore and assess options to address recruitment market challenges and improve employee retention. This will include conducting market analysis of other local authorities, benchmarking sources, and developing a set of recommendations—covering both recruitment and retention strategies—for consideration by the Corporate Leadership Team.	Corp Support	HR	Dec-26	A recruitment task group was been established and has undertaken various inputs in line with Action Plan such as tailoring advertising of posts. We are actively considering various options to recruit to hard to fill posts, use fo Market Supplement. We are looking at Pay and Grading, we are aexploring various employee benefits such as salary sacrifice schemes, We have worked with services on career development schemes	In progress - 40%

14	Sustain a skilled, flexible resilient and motivated workforce	Conduct a review of Council Terms and Conditions to ensure they reflect current employment market conditions and are fully aligned with the Council Plan and Workforce Plan. The review will include benchmarking against comparable local authorities, consultation with key stakeholders, and the development of recommendations for approval by the Corporate Leadership Team	Corp Support	HR	Dec-26	Work has been undertaken on Pay and Grading structures to take account of the impact of recent pay awards. Engagement to commence with relevant trades unions.	In progress - 30%
15	Sustain a skilled, flexible resilient and motivated workforce	Develop measures aimed to meet the Council's commitment to be an Equal Opportunities employer. Carry out a review of recruitment procedures and practice against the Scottish Government's Minority Ethnic Recruitment Toolkit and make any necessary changes	Corp Support	HR	Oct-24	Completed. Ethnic minority toolkit being used to influence recruitment processes.	Complete
16	Sustain a skilled, flexible resilient and motivated workforce	Review the Annual Equal Pay Audit in line with Government guidance to assess whether it should include information and actions to address pay gaps faced by employees with protected characteristic groups along with the gender pay gap; for example Ethnicity & race and Disability Pay Gap audit	Corp Support	HR	Dec-26	Annual Equal Opportunities monitoring and Pay Gap monitoring reports shared with JCC. Awaiting guidance from S. Government on extending pay gap reporting to other protected characteristics groups.	Complete
17	Sustain a skilled, flexible resilient and motivated workforce	Carry out a stress and mental health audit of employees correlated against the protected characteristics as part of employee engagement surveys; and use the results to inform the development of mental health and wellbeing training and support services.	Corp Support	HR	Oct-23	The 2023 Staff survey focussed on health and wellbeing, including stress. The results were used to inform support for staff mental health and wellbeing including personal resilience and wellbeing modules on learnPro.	Complete
18	Sustain a skilled, flexible resilient and motivated workforce	Achieve "Equally Safe at Work" employer accreditation by December 2026 and progress the development of a gender-based violence policy. This will include completing all required self-assessment activities, engaging with staff and stakeholders, and drafting a policy framework aligned with national guidance and best practice	Corp Support	HR	Dec-26	An Equally Safe Leadership Partnership has now been created, first meeting was 01 Nov, which includes the Council and partners and is being chaired by the Leader of the Opposition. HR not involved in this group. Domestic Abuse and Gender Based Violence Policy due to go to CLT Aug/Sept 2025.	In progress

19	Sustain a skilled, flexible resilient and motivated workforce	Update the Post-employment Equalities Questionnaire to mirror the current 'myjobscotland' questionnaire	Corp Support	HR	Mar-26	Questions with Revenues to update Itrent.	In progress - 50%
20	Sustain a skilled, flexible resilient and motivated workforce	Promote Stage 3 Data Collection by increasing the frequency of alerts sent to employees reminding them to update their Equalities Information on myHR and the introduction of an additional reminder into the mandatory Equality and Diversity elearning module	Corp Support	HR	Oct-24	Periodic reminder sent to employees to update equalities information. Equalities module is core mandatory for all employees with the content revised every 12 months.	Complete
21	Sustain a skilled, flexible resilient and motivated workforce	Make appropriate adjustments to support neuro divergent employees.	Corp Support	HR	Oct-24	Guaranteed interviews for people with disabilities who meet post essential criteria.	Complete
22	Sustain a skilled, flexible resilient and motivated workforce	Increase the number of targeted recruitment initiatives to promote employment with the Council to people from underrepresented groups and address traditional gender stereotype roles in employment.	Corp Support	HR	Oct-24	Positive Action Campaign for recent Craft Apprentice recruitment. Introduced part time opportunities, which is included in job adverts, for middle management roles to encourage females to apply. Gender decoder applied to job adverts randomly. Guidance doc on Flexible Working policy and procedure finalised and distributed to Head Teacher. Signposting to East Lothian Works added to all apprenticeships job adverts – includes guidance on completing applications, interview skills, training and further learning opportunities. Info and signposting for support from East Lothian Works now included as standard on all Craft/Modern Apprenticeship role adverts. Information on compulsory professional subscription requirement now captured on Job Register managed by Service Review Team.	Complete
23	Sustain a skilled, flexible resilient and motivated workforce	By December 2026, further enhance employee engagement in relation to equal opportunities by conducting a qualitative insight exercise—such as focus groups, anonymous surveys, or facilitated discussions—to identify barriers to disclosing equalities information. Findings will inform the development of targeted actions to improve trust, transparency, and inclusivity in data collection and reporting	Corp Support	HR	Dec-26	Equalities Working Group established with TU reps. to assist drive on Equality issues. New HR Equalities Officer employed from June 2025. Sexual harrassment contact line established, new E-Learning, Policy.	In progress - 60%

24	Sustain a skilled, flexible resilient and motivated workforce	Support and encourage our young workforce; attracting, recruiting and retaining young people through creating employment and training opportunities through appropriate training schemes and supporting Modern Apprenticeships in various occupational areas	Corp Support	HR	Dec-26	Scottish Government Workforce for the Future funding has been subsumed within 'No-one Left Behind' funding. Funding now targeted to support parental employability and the overall level of funding has been cut by £100,000 so there are limited resources available to support Modern Apprenticeships in this financial year. The option for suppliers to provide/ support this type of activity is also included within the council's Procurement Community Benefits Wish list. This includes options for providing work experience/ apprenticeships. Established career development schemes to grow our own professional staff in hard to recruit areas.	In progress - 60%
25	Sustain a skilled, flexible resilient and motivated workforce	Raise awareness of how services can improve Digital literacy skills in the workforce including conducting Digital Skills audits where required and working with the relevant teams/ Service to build capability in implementing and using new systems and digital tools. Consideration will be given to addressing the specific needs of staff affected by the 'digital divide' that may arise from dyslexia or low literacy/ numeracy skills	Finance	OD	Oct-24	1. Created guidance for managers on the intranet on how to improve digital inclusion and obtain low cost refurbished devices from IT off the network so employees without a network account can log on. 2. EL Works provide free digital skills training for employees. Also literacy, numeracy and qualifications in Maths/Arithmetic and Communication National 3/4. Services can broker this support with them directly. 3. Shared the support available with the Infrastructure management team. 4. Developed M365 skills and how to access F3 Teams licences for depot managers in Amenity Services. 5. Created simple guides for employees to access learnPro (request from Property Maintenance). 6. Offered digital skills assessment surveys to several teams that are working on new digital systems or starting to use paperless systems; customer service platform, HMS, cab devices in waste. These were not taken up but are available. 7. 8. OD has also helped Infrastructure secure desktops in Macmerry depot and requested for Kinwegar. Identified how many staff do not have devices and logins. 9. Created posters for depots to raise awareness on how to access payslips including QR code for mobiles. 10. Quarterly reminder on Manager's Update regarding digital inclusion resources and EL Works support started in October 2024.	Complete
26	Sustain a skilled, flexible resilient and motivated workforce	Audit Scotland recommendation: Develop and implement an action plan to monitor progress in addressing digital exclusion.	Finance	OD	Jun-25	OD have presented a paper to CMT jointly developed with Infrastructure and Property Maintenance managers to capture digital inclusion actions where appropriate within service plans and annual monitoring and reporting. Also using digital skills checklists as part of induction.	Complete
27	Sustain a skilled, flexible resilient and motivated workforce	Conduct annual employee engagement surveys with a focus on health and wellbeing.	Finance	Transforma	Apr-26	Surveys complete for 2023 and 2024. Paper aproved at CMT in June 2025 for a survey every 2 years and a pulse survey in-between years. Questions will be developed with employees and other relevant groups to ensure it is relevant to employees and useful data for ELC.	Complete for 2024
28	Sustain a skilled, flexible resilient and motivated workforce	Increase staff survey response rate particularly in 'frontline' services with relatively low response rates	Finance	Transforma	May-26	Paper presented at CMT in June 25 regarding the 2026 survey and actions which will be taken to increase response rates. This includes working with "frontline" services to better understand how to engage them in this process given the constraints they have with digital access.	In progress - 20%

29	Sustain a skilled, flexible resilient and motivated workforce	Provide feedback to staff on outcome of the survey and actions being taken in response to issues raised	Finance	Transforma	Aug-24	You Said We Did article on the results of the 2024 survey was published in Inform and on the intranet.	Complete
30	Sustain a skilled, flexible resilient and motivated workforce	Inform elected members and Trade Unions of the results of the survey and the actions being proposed to respond to issues raised	Finance	Transforma	Jun-24	The results of the 2024 survey and the actions have been presented to elected members and Trade Unions at the Joint Consultative Committee.	Complete
31	Sustain a skilled, flexible resilient and motivated workforce	Maintain and improve high levels of positive engagement reflected in the eight core engagement questions.	Finance	Transforma	Dec-25	1. East Lothian Way has been reviewed and been promoted amongst all staff (see Action no.6) 2. Proposals for training and development for front-line managers have been implemented (see Action no.38).	Complete
32	Sustain a skilled, flexible resilient and motivated workforce	By December 2026, develop and implement an active approach to succession planning that includes job shadowing, short-term secondments, and other experiential learning opportunities. The aim is to support the transfer of skills, experience, and knowledge; build workforce flexibility; and motivate staff to remain employed with the Council. A pilot programme will be launched in at least two service areas, with outcomes evaluated and reported to the Corporate Leadership Team	Corp Support	HR	Dec-26	A small task group of service managers is to be established to consider and develop options for succession planning. Some small service specific examples developed by the Service Review Team e.g. career development scheme (grow our own). Ties in with work in recruitment group which is covering attraction and retention.	Limited progress to date
33	Sustain a skilled, flexible resilient and motivated workforce	Continue to explore strategies and initiatives to improve employee attendance and wellbeing .	Corp Support	HR	Oct-24	In 2023: 3 Virtual Appointment days for Able Futures – all fully booked, Once monthly Wellbeing Wednesday messages signposting to support, including: Refresh your wellbeing, Time to Talk, Cancer Awareness, Burnout, Benefits of Walking. EAP provider attending team meetings in H&SC and Libraries to promote the Service. EAP Wellbeing App promoted, Listening Ears programme being re-invigorated with development sessions. Promotion of Mental Health Awareness Week. Massage /Reflexology sessions ongoing Scottish Mental Health First Aid Training provided Step Count Challenge. Menopause Group promotion and support. Carers Wellbeing Support In 2024: Walking & Cycling promotion, 5 new Listening ears trained, Provision of e-bike trial, Menopause Support Group promotion, Trauma Informed teams session arranged for Listening Ears/signposting info, Bowel Cancer Awareness - invitation to info sessions, Massage /Reflexology sessions ongoing, Promotion of Wellness Action Plans, Step Count Challenge, MHFA Refresher for Listening Ears, HSF visit to JMH, Listening Ears Trauma Informed session, Book Club.	Complete

34	Sustain a skilled, flexible resilient and motivated workforce	Respond to 50% of staff reporting work related stress and concerns about workload and to concerns about Mental Wellbeing and Physical Health	Corp Support	HR	Dec-26	Survey results shared with HR and Healthy Working Lives team to assess whether further actions are required to support staff and to increase awareness of support available. All services were asked to review responses to stress related questions in the survey and engage with Health & Safety and HR partners to identify actions to respond to particular issues highlighted by the survey. The new Customer Strategy attempts to reduce/ more effectively manage pressure from customers caused by service 'failure'/ multiple forms of engagement. Re-prioritising services, new ways of working, service re-design and further development of digital services should aim to reduce workload/ caseload/ pressures that cause work related stress. Further consideration to be given to support provided to Home and Hybrid working staff to reduce stress related to 'social isolation' and 'lone working'. Review support, advice and learning resources provided to help managers and staff deal with work related stress.	In progress - 40%
35	Sustain a skilled, flexible resilient and motivated workforce	Respond to concerns raised about bullying and harassment from the staff survey in 2023	Corp Support	HR	Dec-25	Review of Harassment at Work Policy to be brought forward and completed in 2023 and then awareness of the policy to be promoted amongst all staff. OD has made e-learning material available to managers and staff to deal with bullying and harassment and to continue to raise awareness of the East Lothian Way endorsement of good behaviour and awareness of unacceptable behaviour. H&S have completed How to Deal with Challenging Behaviour (within the community) in Customer Services, Waste Services, Connected Communities and Enjoy Leisure. Prevention of sexual harassment hotline set up as well as new e-learning module	In progress - 60%
36	Sustain a skilled, flexible resilient and motivated workforce	Evaluate and improve the effectiveness of H&S management arrangements as best practice to reduce accidents and injury of employees.	Communities	H&S	Dec-25	A proposal was discussed with unions regarding Health and Safety by making more effective use of the joint consultative groups. H&S was added to the JCG agenda. Audit on incident reporting and investigation across the Council was completed end of June 2025. Recommendations were fed back to service managers and Heads of Service. The next audit will be risk assessments will be completed by end of December 2025.	In progress - 50%
37	Sustain a skilled, flexible resilient and motivated workforce	Continue to review staff recognition, rewards and benefits (including the range of non-cash employee benefits in terms of salary sacrifice schemes and discount scheme) to ensure the Council recognises and promotes the success, achievement and commitment of its staff	Corp Support	HR	Dec-26	A new Salary Sacrifice scheme (AVC) was introduced in 2022. HR looking at opportunity to introduce other offers such as a home electronic scheme. Extended SS Scheme for bike to allow access to a greater range of bikes and encourage more uptake (done). Extending SS for cars to teaching staff roll out by year end (done). Investigate implementation of Home Electronics scheme. Recruitment of new HR Projects Officer in August 2025 to take forward workstreams	In progress - 75%

38	Sustain a skilled, flexible resilient and motivated workforce	Develop and implement an effective staff communications plan, including encouraging and supporting the sharing of ideas and best practice, which will reach all staff, to ensure staff feel engaged with, understand and contribute to the change agenda	Corp Support	Comms	Dec-26	Research has been undertaken regarding alternative channels for employee engagement e.g. Viva Engage on M365. New team resource will be in place later in 2024 to be able to progress work in this area.	In progress - 10%
39	Sustain a skilled, flexible resilient and motivated workforce	Procure a new Learning Management System (LMS) for on-line learning that is user friendly and can more effectively engage staff in using e-learning modules and digital learning.	Finance	Transformation	Mar-26	A new LMS preferred provider was approved at DTB in March 2025. IT could not approve due to supplier being unwilling to fully resolve a medium grade security risk and internally approving their own remediation of other risks. Currently identifying alternative suppliers.	In progress - 30%
40	Support and initiate transformational change, encouraging and supporting staff to work in a more agile way	Provide a standard set of tools and training to support service re-design through the provision of project support, improvement methodologies and change management training and support.	Finance	OD	Oct-24	Change management training delivered in September as part of the Finance System project. Further workshop by end of 2024 for team managers regarding their specific roles in leading change. OD trainer is accredited to deliver PROSCI Change management to minimise costs. Introductory webinars are available to all employees on the intranet. Change management sponsor and training for CMT being identified. Portfolio Management tools and methodologies established.	Complete
41	Support and initiate transformational change, encouraging and supporting staff to work in a more agile way	Reshape the council workforce profile to better align with demographic trends, financial constraints and emerging service delivery models, including digital services and the wider transformation programme.	Corp Support	HR	Dec-26	Work ongoing with regard to financial pressures. Service review activity increasing and to be aligned to the Transformation programme priorities. Ties in with number 3 above	In progress - 10%
42	Support and initiate transformational change, encouraging and supporting staff to work in a more agile way	Review the Council's Human Resources policies and procedures to support the Council's transformation agenda and support effective people management practice at a time of change, including ensuring effective management of issues of grievance, underperformance and capability	Corp Support	HR	Dec-25	Policies constantly under review/ development in line with policy development workplan. The bullying and harassment policy will be reviewed in 2023/24	Complete
43	Support and initiate transformational change, encouraging and supporting staff to work in a more agile way	Monitor the proposal to create a National Care Service to understand the implications of the proposal not just on adult and children's social work staff but on staff across all services; and, where possible, take actions to mitigate negative impacts on council staff	Corp Support	HR	Dec-26	The Government has delayed the introduction of the National Care Service legislation so no action being taken by the council at this stage.	Complete

44	Support and initiate transformational change, encouraging and supporting staff to work in a more agile way	Provide development ideas/ learning via Manager's monthly on how to support hybrid working and staff health and mental wellbeing	Finance	OD	Oct-24	Manager Monthly is on a Teams channel with 256 managers receiving a weekly post on average on a range of topics including hybrid working. HWL team have a tab so they can post relevant information. This is an ongoing activity and the action to set up is complete so further review not required.	Complete
45	Support and initiate transformational change, encouraging and supporting staff to work in a more agile way	Provide training, advice and support for staff in adapting to new ways of working such as Hybrid Working	Finance	OD	Apr-25	Information on new ways of working including Hybrid Working has been provided for managers and staff in 2023. There are podcasts available on Hybrid working on the intranet. OD sourcing new bite sized e-learning on this topic.	Complete
46	Support and initiate transformational change, encouraging and supporting staff to work in a more agile way	Grow and develop a Digital Champions network to ensure employees have the required knowledge and skills to use Microsoft 365 and other relevant applications.	Finance	OD	Oct-24	There are now almost 140 champions with an active Teams Channel where apps and tools are being discussed. 18 Digital Leaders (senior managers) have also been recruited to provide input into the M365 rollout and increase take up of M365 tools and knowledge within their service areas. All staff now (Aug 24) have access to the 365 Skills Hub developed by NHS Scotland. This provides access to a wide range of free learning to help develop digital skills. This work is now moving from OD to the M365 Project manager.	Complete
47	Support and initiate transformational change, encouraging and supporting staff to work in a more agile way	Develop flexible approaches to learning and building capability for succession planning and for emergency situations and business continuity.	Finance	OD	Aug-25	OD has worked with services directly on workforce planning related issues on a consulting basis building customised approaches to help with succession planning and considering future skill requirements. Completed delivering a programme for Amenity Services to ensure a pipeline of skilled employees to move into Depot Manager posts in the future. The process for services to engage with OD for this Workforce Development support is now on the intranet and will be regularly promoted. New Development Officer - Leadership Development approved in June 2025 by EMT will enable this work to continue within other services.	Complete

48	Build and sustain leadership and management capacity	Deliver leadership development programmes for all people managers (CMT/ SMT/ Team Leaders and first line managers) to ensure consistent modelling of leadership behaviours across the council and to further enhance our culture of empowerment and continuous improvement	Finance	OD	Jul-26	The key focus areas for leadership development are: 1. equipping people managers with the tools to sustain change linked to transformation. 2. Developing leaders of the future to meet service needs. 3. Embedding consistent people manager behaviours and learning. 2 Change Managers now in post embedding change management practice in transformation projects and developing managers to be able to lead change effectively. Peer coaching group for SMT and group for Team managers meeting regularly. CMT mentoring – Team managers can request to have mentoring from a CMT member. 7 Service managers have also volunteered for the IS Local Government Connect cross council mentoring programme. Aspiring Senior Leaders – first programme complete and highly rated. Aspiring Service managers programme in progress. Aspiring Managers – will be developed once new Development Officer is in post. All delivered at no cost using internal resource. Learning resources for new and current resources available on the intranet. Podcast "Role of a People Manager" developed with current team managers/HR/OD available on the intranet.	In progress - 70%
49	Build and sustain leadership and management capacity	Provide a blended programme of learning for managers via webinars, face-to-face sessions and mentoring for new and existing people managers on topics to support them with individual learning needs and core manager skills	Finance	OD	Oct-24	OD have provided a range of learning options for new and experienced managers. Working with services based on their needs ensures the best use of resource and ensures the service obtains best value related to their required outcomes. Core learning is now linked to the Leadership behaviours and available on the intranet.	Complete
50	Build and sustain leadership and management capacity	Provide introduction to management learning options e.g. webinars, e-learning and videos to those who are keen to develop into a managerial position in the future to support career progression.	Finance	OD	Dec-24	Renewed licence for leadership videos and podcasts which is added to every month. Over 50 skills challenges (short bite sized learning modules) are also available. This is being expanded to include topics identified by people managers as being priority e.g. Managing Conflict. Essential learning required for all new People Managers either new to ELC or to being a manager is now available on the intranet.	Complete
51	Build and sustain leadership and management capacity	Develop interventions to support managers and supervisors in communicating and engaging with staff to support effective team management, team building and team relationships	Finance	OD	Oct-24	The OD team provide advice and guidance to managers who wish to develop more effective team relationships or participate in team building. This is core OD function so further monitoring is not required.	Complete
52	Build and sustain leadership and management capacity	Ensure all managers receive training on how to deliver PRD's, give effective feedback, support staff development and tackle staff and team performance issues early on	Finance	OD	Oct-24	OD have provided learning resources on PRD's and Difficult Conversations which focus on early intervention which are available within Core Leadership learning on the intranet. This learning is also an induction requirement of all new people managers. Line managers are responsible for ensuring their employees complete this learning.	Complete

53	Build and sustain leadership and management capacity	Ensure all managers have information and access to learning resources and development and learning opportunities so they can support and advise staff with identified development requirements	Finance	OD	Oct-24	Manager's Monthly posts regular resources. L&D intranet pages have been updated to make resources easier to find. ELC Skills Network now established.	Complete
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COMMITTEE:	Cabinet
MEETING DATE:	9 September 2025
BY:	Executive Director for Council Resources
REPORT TITLE:	Roundabout Sponsorship Policy 2025
REPORT STATUS:	Public

1 PURPOSE OF REPORT

- 1.1 To update the existing policy to include the use of third-party providers and to provide clear signage specifications.

2 RECOMMENDATIONS

Members are recommended to:

- 2.1 Approve the updated Roundabout Sponsorship Policy.

3 BACKGROUND

- 3.1 A Policy on Roundabout Sponsorship was approved by Cabinet in 2013 to provide the opportunity for advertising and sponsorship on East Lothian Council's (ELC) twenty-four roundabouts.
- 3.2 Following a 2023 review of commercialisation opportunities within ELC, the existing "Policy on Roundabout Sponsorship" has been updated.

A working group was established to shape and develop the revised policy consisting of:

- Alan Stubbs, Service Manager for Roads
- Eamon John, Head of Communities and Partnerships
- Ed Hendrickson, Service Manager for Sports, Countryside & Leisure

- Keith Dingwall, Head of Development
- Kellie Jewell, Senior Project Officer
- Neil Millar, Planner
- Tom Reid, Head of Infrastructure

3.3 Nine other Scottish local authorities currently have some form of roundabout sponsorship in place, including The Highland Council, Angus Council, Aberdeen City Council, Fife Council, North Lanarkshire Council, North Ayrshire Council, Renfrewshire Council, West Lothian Council and the City of Edinburgh Council.

4 POLICY IMPLICATIONS The additional option to include the use of third-party providers and to provide clear signage specifications are as follows:

- 4.2 Sponsorship and advertising on roundabouts will be managed through a third-party provider where East Lothian Council will receive a percentage of the income obtained.
- 4.3 Any potential third party provider will be required to sign a contractual agreement and will apply for advertising consent for all proposed installations. All applications should meet the specifications outlined in this policy.
- 4.4 There are 24 roundabout locations in East Lothian which are potentially suitable for sponsorship, which are listed in Appendix 1.
- 4.5 The proposed signs will be erected and maintained by a third-party provider and will contain information such as the name of the roundabout or name of the town/area in addition to the name of the Council and information on the sponsor.
- 4.6 All road signs must conform to the Traffic Signs and General Directions 2002 which regulate the size and dimensions for all traffic signs. Signage specifications are provided in Appendix 2.
- 4.7 A list of sponsorship that may be considered unacceptable is included in Appendix 3.
- 4.8 A typical arrangement of advertising signage is included in Appendix 4.

5 RESOURCE AND OTHER IMPLICATIONS

5.1 Finance: There is no cost to East Lothian Council in this policy. Any third-party provider is responsible for all costs associated with marketing, hardware, advertising consents and installations. Any income generated

comes at zero cost to East Lothian Council with the third-party provider carrying the burden of financial risk.

It is expected that the advertising on roundabouts will generate income for the Council. While it is difficult at this stage to quantify due to the number of variables, we commit to reporting back in 12 months as to the performance of this initiative.

- 5.2 Human Resources: Any additional work associated with roundabout sponsorship will be undertaken by existing staff.
- 5.3 Other (e.g. Legal/IT): None.
- 5.4 Risk: None. Third-party providers carry the burden of risk.

6 INTEGRATED IMPACT ASSESSMENT

- 6.1 **Select the statement that is appropriate to your report by placing an 'X' in the relevant box.**

An Integrated Impact Assessment screening process has been undertaken and the subject of this report does not affect the wellbeing of the community or have a significant impact on: equality and human rights; tackling socio-economic disadvantages and poverty; climate change, the environment and sustainability; the Council's role as a corporate parent; or the storage/collection of personal data.

X

or

The subject of this report has been through the Integrated Impact Assessment process and impacts have been identified as follows:

Subject	Impacts identified (Yes, No or N/A)
Equality and human rights	
Socio-economic disadvantage/poverty	
Climate change, the environment and sustainability	
Corporate parenting and care-experienced young people	
Storage/collection of personal data	
Other	

The Integrated Impact Assessment relating to this report has been published and can be accessed via the Council's website:

https://www.eastlothian.gov.uk/info/210602/equality_and_diversity/12014/integrated_impact_assessments

7 APPENDICES

- 7.1 Appendix 1: Preapproved Roundabout Sites
- 7.2 Appendix 2: Suitable Sign Specification
- 7.3 Appendix 3: Sponsorship considered to be unacceptable for the type of products, services, businesses and organisations.
- 7.4 Appendix 4: Signage examples
- 7.5 Appendix 5: 2013 Policy on Roundabout Sponsorship

8 BACKGROUND PAPERS

- 8.1 None

9 AUTHOR AND APPROVAL DETAILS

Report Author(s)

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Date	15 August 2025

Head of Service Approval

Name	Tom Reid
Designation	Head of Infrastructure
Confirmation that IIA and other relevant checks (e.g. finance/legal) have been completed	Completed
Approval Date	15 August 2025

Appendix 1 Preapproved Roundabout Sites

REF No.	Roundabout Description
1	Bankton North Roundabout
2	Bankton South Roundabout
3	Gladsmuir North Roundabout
4	Gladsmuir South Roundabout
5	Oaktree North Roundabout
6	Oaktree South Roundabout
7	Newhailes Industrial Estate Roundabout
8	Olivebank Roundabout, Musselburgh
9	Levenhall Roundabout, Musselburgh
10	Wallyford Toll Roundabout
11	A6094/A6124 Whitecraig Roundabout
12	A198/B6371 Meadowmill Roundabout
13	A199/B6363 Roundabout, Gladsmuir
14	A199/A6137 Vert Roundabout, Haddington
15	A6137/B1377 Ballencrieff Roundabout
16	A198 Heugh Roundabout, North Berwick
17	A1087 Cement Works Roundabout
18	Alder Road Roundabout, Port Seton
19	A199 Dunbar Road Roundabout, Haddington
20	Abbots View, Haddington
21	A199 Phantassie Roundabout East Linton
22	A199 Beltonford Roundabout Dunbar
23	B1361 Mid Road Roundabout Prestonpans
24	Station Road Roundabout Musselburgh

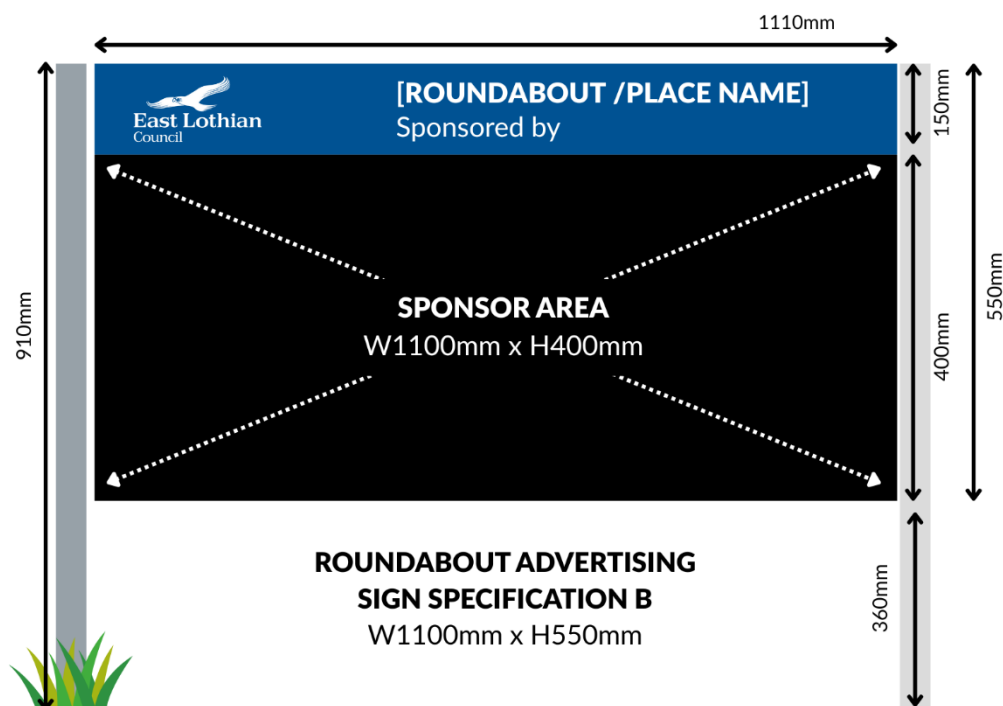
Appendix 2: Suitable Sign Specification

Sign artwork details:

- Ensure all custom fonts are supplied with the document or outlined.
- Artwork should be supplied as a high resolution PDF at the size of the sign
- Do not put details close to the edge of the sponsor area unless it is meant to be cropped. We recommend adding a 5mm bleed all around.
- Final image resolution should be at least 150dpi at 100%.
- Use vector graphics where possible to ensure optimum print quality.

The Roundabout artwork may have the following details:

- Logo + business name + web address + strapline + telephone number. Avoid using the www. in the web address. To reduce clutter and improve readability, do not include all of the permitted elements on one sign.
- Address and location information are permitted.
- Do not use arrows or direction messages.
- Political/Religious messages, promotion of gambling, alcohol or tobacco and any content considered offensive or socially controversial, WILL NOT be permitted.
- Any artwork supplied MUST NOT breach the Council's Brand Guidelines.



- Artwork should be supplied as a high-resolution PDF file at 100% (1100mm x 550mm).
- The overall sign size is 1100mm wide x 550mm high. The background colour and graphics should fill this area.
- The sponsor area is 1100mm wide x 400mm high.

Appendix 3 Sponsorship considered to be unacceptable for the following type of products, services, businesses and organisations.

- Political parties or where the content is considered to be of a political nature;
- Trade Unions or Employers Federations;
- Advertising contraceptives and associated products and services, except relating to health promotion;
- Sponsorship which may be construed as offering or promoting services of a sexual nature;
- Religious organisations or of a religious nature;
- Sponsorship which may be construed as showing or encouraging any type of prejudice (e.g. racial, sexual or religious);
- Sponsorship which is not considered to comply with the guidelines set down from time to time by the Advertising Standards Authority;
- Sponsorship for products of, or companies dealing in, the Tobacco industry
- Sponsorship for alcohol or alcoholic drinks;
and
- Any other sponsorship type deemed inappropriate by East Lothian Council.

Appendix 4: Signage examples

Example of roundabout *without* advertising signage



Example of roundabout *with* advertising signage



Real life example of Sign with 'Heritage' furniture (finials etc.).



REPORT TO: Cabinet

Appendix 5

MEETING DATE: 11 June 2013

BY: Executive Director (Services for Communities)

SUBJECT: Policy on Roundabout Sponsorship

1 PURPOSE

- 1.1 To inform Cabinet of the development of a Policy on Roundabout Sponsorship.

2 RECOMMENDATIONS

- 2.1 That Cabinet approves the adoption of this policy.

3 BACKGROUND

- 3.1 At the Cabinet meeting on 15 January 2013, it was agreed to continue to investigate the feasibility of the sponsorship of roundabouts and develop a policy for Cabinet approval.
- 3.2 Following this meeting in association with Economic Development, articles were published in the spring edition of 'Living East Lothian', 'The Buzz' magazine and an article also appeared in the East Lothian Courier on 18 January 2013. These provided details of the proposed policy following which 10 businesses registered an interest in advertising as part of this policy.
- 3.3 Potential sponsors will be required to sign an agreement and apply for advertising consent and both the impact on amenity and road safety will be taken into account as part of this application process.
- 3.4 There are 24 roundabout locations in East Lothian which are potentially suitable for sponsorship, which are listed in Appendix 1.
- 3.5 Eight other Scottish local authorities currently have some form of roundabout sponsorship in place, including The Highland Council, Angus Council, Aberdeen City Council, Fife Council, North Lanarkshire Council, Renfrewshire Council, West Lothian Council and the City of Edinburgh Council.
- 3.6 The proposed signs will be erected by the Council and will contain information such as the name of the roundabout or name of the town / area in addition to the name of the Council and information on the sponsor.

- 3.7 All road signs must conform to the Traffic Signs and General Directions 2002 which regulate the size and dimensions for all traffic signs. An indication of the type and size of sponsorship signage is provided in Appendix 2.
- 3.8 A list of sponsorship that may be considered unacceptable is included in Appendix 3.
- 3.9 It is intended that costs for advertising will be in the region of £100 per sign per month for a minimum of six months. In addition potential sponsors will be required to pay for the costs of production, erection and removal of these signs, payable in advance, at approximately £250 and an additional £192 for the application for advertising consent. Any applicable non- domestic rates will be paid as part of the monthly charge.
- 3.10 A typical arrangement of advertising signage is included in Appendix 4.

4 POLICY IMPLICATIONS

- 4.1 None

5 EQUALITIES IMPACT ASSESSMENT

- 5.1 This report is not applicable to the well being of equalities groups and Equalities Impact Assessment is not required.

6 RESOURCE IMPLICATIONS

- 6.1 Financial – There are no financial Implications, initial costs will be recovered from potential sponsors. Income generated will be used to enhance the roundabout maintenance programme.
- 6.2 Personnel - Any additional work associated with roundabout sponsorship will be undertaken by existing staff.
- 6.3 Other - None

7 BACKGROUND PAPERS

- 7.1 None

AUTHOR'S NAME	Stuart Baxter
DESIGNATION	Senior Area Officer (West)
CONTACT INFO	Stuart Baxter – Ext 7669
DATE	27 May 2013

Ref. No.	Roundabout Description
1	Bankton North Roundabout
2	Bankton South Roundabout
3	Gladsmuir North Roundabout
4	Gladsmuir South Roundabout
5	Oaktree North Roundabout
6	Oaktree South Roundabout
7	Newhailes Industrial Estate Roundabout
8	Olivebank Roundabout, Musselburgh
9	Levenhall Roundabout, Musselburgh
10	Wallyford Toll Roundabout
11	A6094/A6124 Whitecraig Roundabout
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21	A199 Phantassie Roundabout East Linton
22	A199 Beltonford Roundabout Dunbar
23	B1361 Mid Road Roundabout Prestonpans
24	Station Road Roundabout Musselburgh

Typical sign design and sizes



Sign dimensions : 1500mm wide by 200mm high



Sign dimensions : 1400mm wide by 400mm high

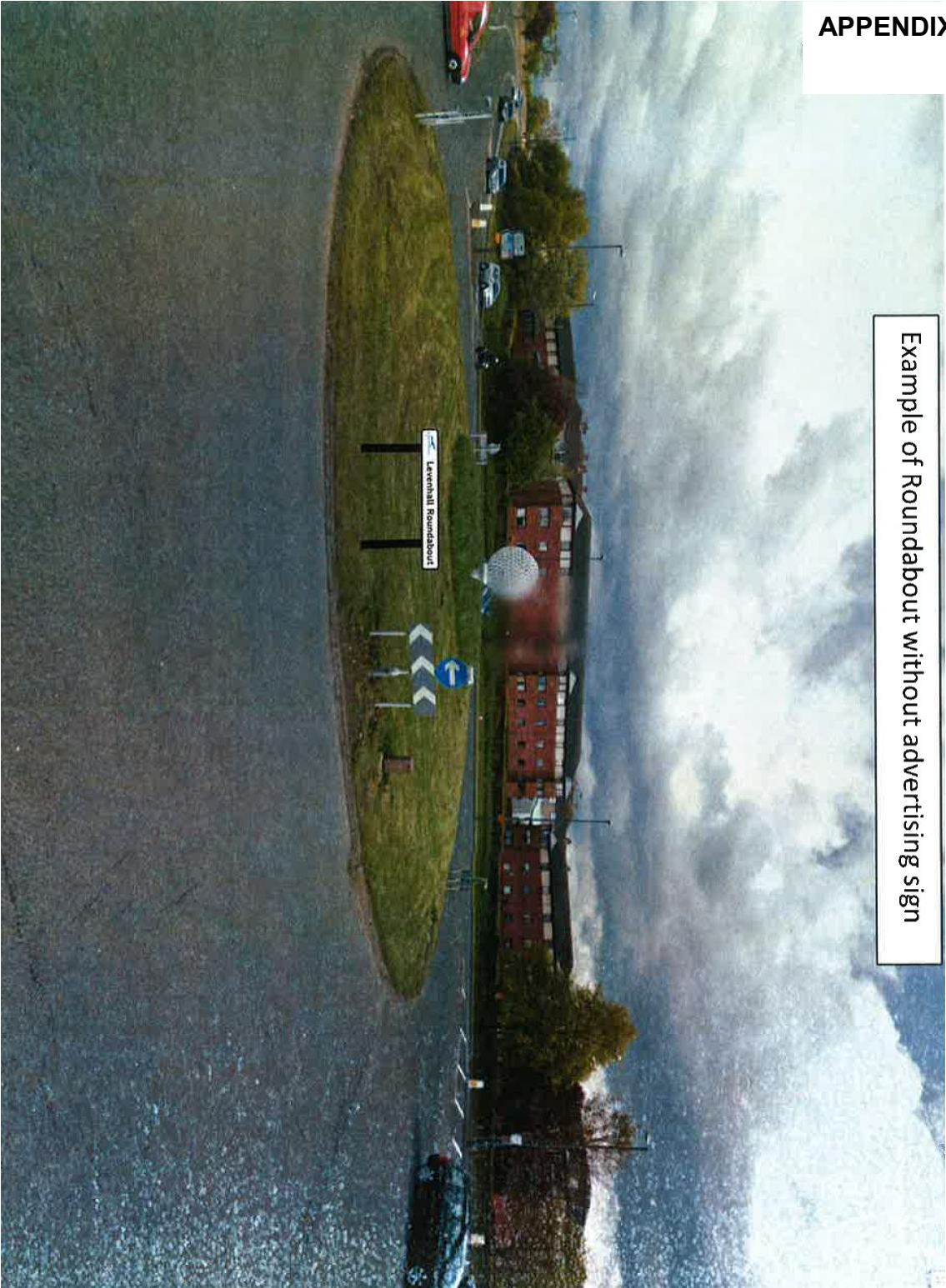


Sign dimensions : 1500mm wide by 400mm high

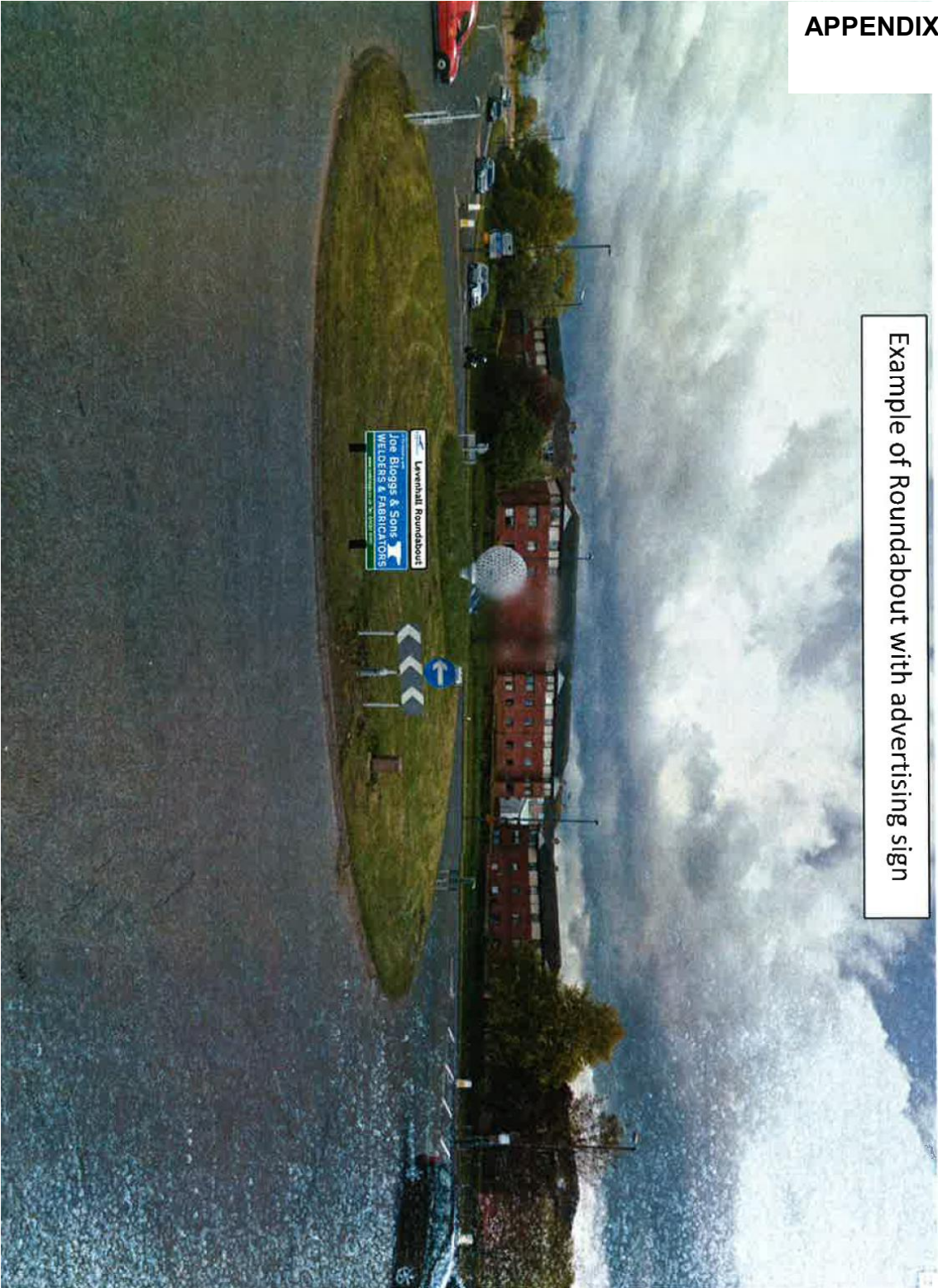
SPONSORSHIP CONSIDERED TO BE UNACCEPTABLE FOR THE FOLLOWING TYPE OF PRODUCTS, SERVICES, BUSINESSES AND ORGANISATIONS.

- Political parties or where the content is considered to be of a political nature;
- Trade Unions or Employers Federations;
- Advertising contraceptives and associated products and services, except relating to health promotion;
- Sponsorship which may be construed as offering or promoting services of a sexual nature;
- Religious organisations or of a religious nature;
- Sponsorship which may be construed as showing or encouraging any type of prejudice (e.g. racial, sexual or religious);
- Sponsorship which is not considered to comply with the guidelines set down from time to time by the Advertising Standards Authority;
- Sponsorship for products of, or companies dealing in, the Tobacco industry
- Sponsorship for alcohol or alcoholic drinks;
and
- Any other sponsorship type deemed inappropriate by East Lothian Council

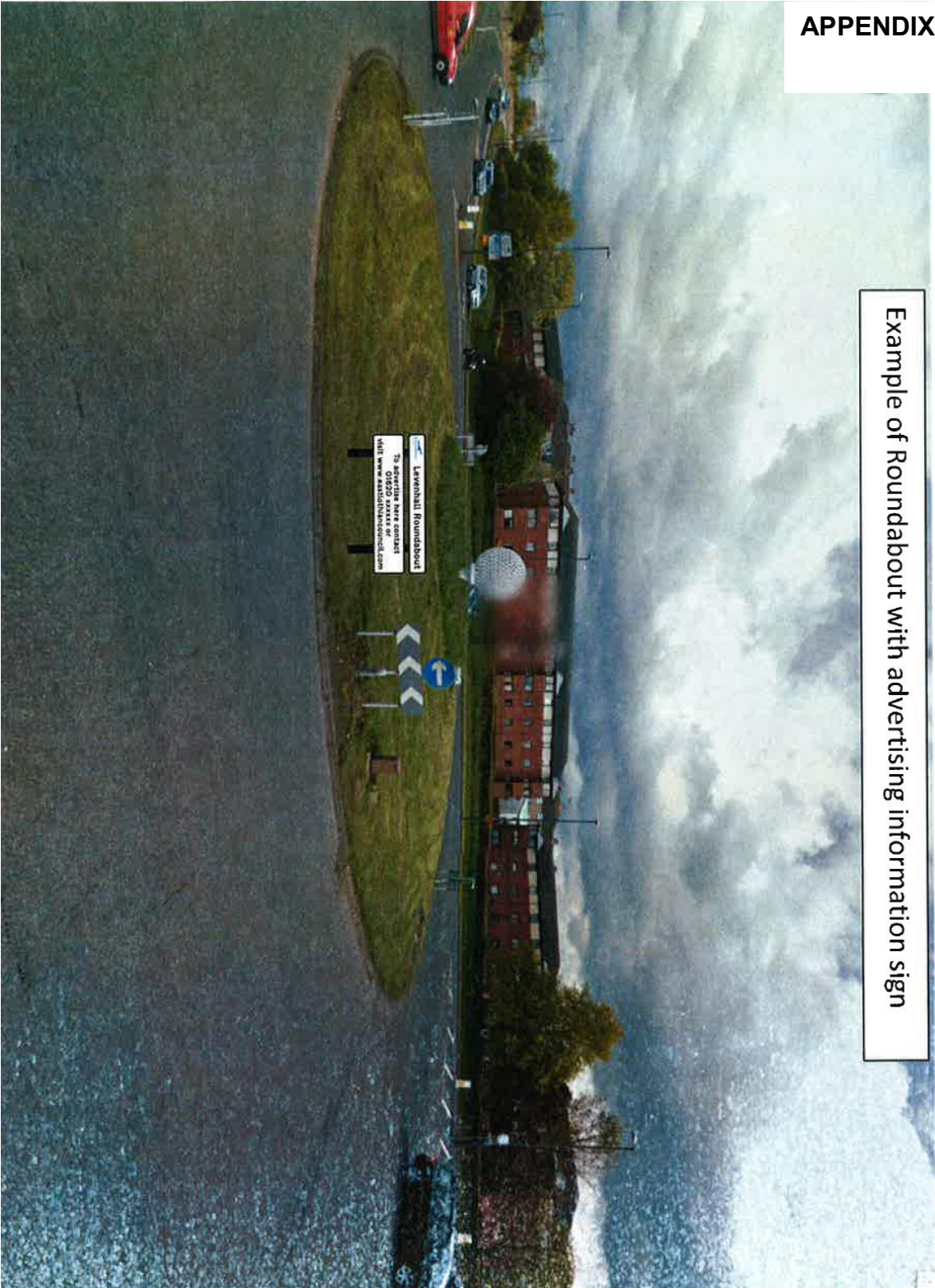
Example of Roundabout without advertising sign



Example of Roundabout with advertising sign



Example of Roundabout with advertising information sign



COMMITTEE:	Cabinet
MEETING DATE:	9 September 2025
BY:	Executive Director – Council Resources
REPORT TITLE:	East Lothian Council Gaelic Language Plan 2025-30
REPORT STATUS:	Public

1 PURPOSE OF REPORT

- 1.1 To present the East Lothian Council Gaelic Language Plan 2025-30 for approval.

2 RECOMMENDATIONS

Members are recommended to:

- 2.1 Approve the East Lothian Gaelic Language Plan 2025-30.

3 BACKGROUND

- 3.1 The Gaelic Language (Scotland) Act 2005 established a new national agency, Bòrd na Gàidhlig, to prepare a national Gaelic Language Plan and gave it authority to require public authorities (including local authorities) to prepare and publish Gaelic Language Plans. As a result of this, East Lothian Council's first Gaelic Language Plan, covering the period 2019-2024, was approved by Cabinet on 12 November 2019. Bòrd na Gàidhlig provides public authorities with official notification of when they must prepare their Plan and details of the high level aims which should be met by the Plan.
- 3.2 On 1 November 2024, Bòrd na Gàidhlig wrote to the Council highlighting that the 2019-2024 plan would expire on 27 October 2025. The letter explained that, with reference to the 2005 Act, the Council had a duty to review, renew and submit its revised Gaelic Language Plan to Bòrd na Gàidhlig on or before that date. In reviewing and renewing statutory

Gaelic language plans, public authorities should refer to the National Gaelic Language Plan 2023-2028 and associated guidance.

- 3.3 A working group comprising representation from various Council services was convened to consider developments since the previous Gaelic Language Plan was adopted and look at developing a new document suitable for 2025 onwards. In the context of the National Gaelic Language Plan 2023-2028 and associated guidance, the Council's new Gaelic Language Plan sets out our plans for 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 how we propose to support development of Gaelic.
- 3.4 A public consultation on the draft Gaelic Language Plan 2025-30 was held from 16 June until 4 August. Thirty-nine individual responses were received. Whilst a majority of respondents indicated they were not supportive of the draft plan's strategic aims or proposed actions, associated comments were generally critical of the requirement for East Lothian Council to have a Gaelic Language Plan, rather than making suggestions as to how the aspirations or content of the draft document could be improved or made more appropriate. Of those in agreement with the draft plan's strategic aims or proposed aims, a number of positive and constructive comments – as well as suggestions – were made. This included comments in relation to online translation tools which, after taking advice from Bòrd na Gàidhlig, has led to some amendments being made to the draft plan.
- 3.5 Officers have maintained dialogue with Bòrd na Gàidhlig throughout development of the new Gaelic Language Plan. The indications are that the proposed strategic aims and commitments are reasonable and proportionate in an East Lothian context

4 POLICY IMPLICATIONS

- 4.1 Adopting the Gaelic Language Plan will fulfil the Council's statutory requirement to produce a plan as directed by Bòrd na Gàidhlig under the Gaelic Language (Scotland) Act 2005. The Plan sets out how the Council will continue to use, and enable the use of, Gaelic in relation to our main business functions.

5 RESOURCE AND OTHER IMPLICATIONS

- 5.1 Finance: It is anticipated that developments or initiatives to promote Gaelic as set out in the plan will be undertaken within existing resource capacity. In the event of any future national funding becoming available specifically to support Gaelic/particular initiatives, we would explore whether any of this could be utilised to support delivery of the plan.

- 5.2 Human Resources: It is anticipated that developments or initiatives to promote Gaelic as set out in the plan will be undertaken within existing staffing capacity.
- 5.3 Other (e.g. Legal/IT): No new implications.
- 5.4 Risk: No new implications.

6 INTEGRATED IMPACT ASSESSMENT

- 6.1 **Select the statement that is appropriate to your report by placing an 'X' in the relevant box.**

An Integrated Impact Assessment screening process has been undertaken and the subject of this report does not affect the wellbeing of the community or have a significant impact on: equality and human rights; tackling socio-economic disadvantages and poverty; climate change, the environment and sustainability; the Council's role as a corporate parent; or the storage/collection of personal data.

☐

or

The subject of this report has been through the Integrated Impact Assessment process and impacts have been identified as follows:

☒

Subject	Impacts identified (Yes, No or N/A)
Equality and human rights	Y
Socio-economic disadvantage/poverty	Y
Climate change, the environment and sustainability	N
Corporate parenting and care-experienced young people	Y
Storage/collection of personal data	N
Other	N/A

No negative impacts have been identified.

The Integrated Impact Assessment relating to this report has been published and can be accessed via the Council's website:

https://www.eastlothian.gov.uk/info/210602/equality_and_diversity/12014/integrated_impact_assessments

7 APPENDICES

- 7.1 Appendix 1: 2025-2030 Gaelic Language Plan (English version)
- 7.2 Appendix 2: 2025-2030 Gaelic Language Plan (Gaelic version)

8 BACKGROUND PAPERS

- 8.1 None

9 AUTHOR AND APPROVAL DETAILS

Report Author(s)

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Date	19 August 2025

Head of Service Approval

Name	Hayley Barnett
Designation	Head of Corporate Support
Confirmation that IIA and other relevant checks (e.g. finance/legal) have been completed	Confirmed
Approval Date	26 August 2025

DRAFT

GAELIC LANGUAGE PLAN 2025–30

Making Gaelic more visible, valued and accessible – ensuring it thrives as part of our diverse and inclusive cultural landscape.

FOREWORD

This is East Lothian Council's second Gaelic Language Plan. It sets out our ambitions for Gaelic over the next five years, to 2030. It builds on our first Gaelic Language Plan, which covered the period 2020-25, in recognition of the Scottish Government ambition to see an increase in the number of people speaking learning, using and supporting Gaelic.

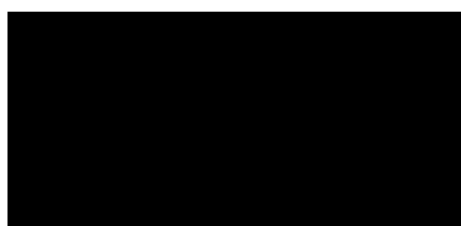
East Lothian Council is committed to making Gaelic more visible, valued and accessible — ensuring it thrives as part of our diverse and inclusive cultural landscape.

It is recognised that good progress has been made across Scotland in the use and promotion of Gaelic in recent years. Since 2011, there has been an increase in the number of people with Gaelic language skills in East Lothian. This has coincided with a period in which East Lothian has consistently been one of Scotland's fastest growing areas.

Gaelic, however, continues to face a number of challenges and that is why organisations such as East Lothian Council are required to play their part in supporting collective efforts to ensure the long-term sustainability of the language.

Our new Gaelic Language Plan has been prepared in the context of the Gaelic Language (Scotland) Act and National Gaelic Language Plan 2023-28. This highlights that the promotion of Gaelic is a shared responsibility and that a significant number of local authorities and public bodies make an important contribution to support for the language.

We believe that, through a partnership approach including increased community engagement, we can build on the progress of recent years by continuing to develop Gaelic language provision in East Lothian in a proportionate way. This plan will help us to meet our commitment to the aspirations and objectives included in the National Gaelic Language Plan and the Gaelic Language (Scotland) Act 2005.



Laurence Rockey
Chief Executive
East Lothian Council

CONTENTS

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SUMMARY

East Lothian Council's first Gaelic Language Plan, covering the period 2020-25, recognised that Gaelic is an integral part of Scotland's heritage, national identity and cultural life.

While there have been a number of initiatives and interventions led at a national level to sustain Gaelic – focused on enhancing its status, promoting its acquisition and increasing its use – and some progress has been made at a local level in East Lothian, the council recognises that the position of the language remains fragile.

Since publication of our previous Gaelic Language Plan, there have been significant constraints affecting the delivery of local government services. Responding to the COVID-19 pandemic has been compounded by a number of financial, economic and demographic challenges, which have impacted on council resources and the delivery of essential public services.

Our second Gaelic Language Plan is therefore an opportunity for renewed impetus in ensuring East Lothian Council plays a leading role, working in partnership with others in our community, to boost the number of people speaking learning, using and supporting Gaelic whilst ensuring equal respect for the language.

It is an opportunity to set out our commitments and ensure we have the necessary structures and initiatives to ensure that Gaelic has a sustainable future in Scotland.

This Gaelic Language Plan has been prepared in accordance with statutory criteria set out in Gaelic Language (Scotland) Act 2005, and having regard to the National Gaelic Language Plan 2023-28 and associated guidance. In doing so, the plan sets 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.

The vision for our Gaelic Language Plan is:

The council is committed to making Gaelic more visible, valued and accessible — ensuring it thrives as part of our diverse and inclusive cultural landscape.

The key components of our Gaelic Language Plan are:

Chapter 1 – INTRODUCTION

This chapter provides the background and context relating to the preparation of Gaelic Language Plans under the 2005 Act and the structure of East Lothian Council's main areas of operation. It also provides some background information on the use of the Gaelic language in East Lothian.

It shows how we intend promoting the use of Gaelic in service planning and delivery and how we will take account of Gaelic and our Gaelic Language Plan when drafting new policies and considering new strategies.

Chapter 2 – COMMITMENTS

This chapter sets out how East Lothian Council will use, and enable the use of, Gaelic in relation to our main business functions.

The commitments are set out under four strategic aims - increasing community engagement opportunities, the sustainability of Gaelic education (GME), progression of Gaelic Learner Education (GLE), increased visibility of Gaelic resources and materials; and with each aligned to at least one of the seven priority areas set out in the National Gaelic Language Plan 2023-28.

It covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website. This chapter sets out the level of Gaelic language provision to which we are committed to providing in the lifetime of the Plan.

Chapter 3 – IMPLEMENTATION & MONITORING

This chapter sets out how the implementation of our Gaelic Language Plan will be taken forward, and how implementation and outcomes will be monitored.

1. INTRODUCTION

The Gaelic Language (Scotland) Act 2005 (The Act)

The Gaelic Language (Scotland) Act 2005 (The Act) seeks to secure the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.

The Act builds on and sits beside other measures to support the rights of minority languages, including: the UN Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities (1992); and, the Council of Europe's European Charter for Regional or Minority Languages (1992).

The Act established Bòrd na Gàidhlig as an executive non-departmental public body, responsible through Ministers to the Scottish Parliament with responsibility for promoting Gaelic development and providing advice to the Scottish Ministers on Gaelic issues. The Act requires Bòrd na Gàidhlig to prepare a National Gaelic Language Plan and gives it the power to request that public authorities, including local authorities, prepare and publish Gaelic Language Plans. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising its status and profile and creating practical opportunities for its use.

Bòrd na Gàidhlig provides public authorities with official notification of when they must prepare their Plan and details of the high level aims which should be met by the Plan.

East Lothian Gaelic Language Plan 2020-25

East Lothian Council's previous Gaelic Language Plan covered the period 2020-2025. It was prepared in accordance with the official notification from Bòrd na Gàidhlig in May 2018 that the council had to prepare a statutory Gaelic Language Plan under the framework of the Act. The plan set out to meet corporate service aims and seven high level aims the Plan under three headings as set out in the National Gaelic Language Plan 2018-23:

Using Gaelic – support existing and new Gaelic language and culture groups in East Lothian to help grow the profile and use of Gaelic.

Promoting Gaelic – undertake the duty outlined in the Education (Scotland) Act 2016 to promote, in such manner as it thinks appropriate, the potential provision for Gaelic medium and Gaelic learner education to East Lothian residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic medium education.

Once approved by Bòrd na Gàidhlig, promote the plan and its key commitments to residents of the council area.

Include aspects of Gaelic language and culture to pupils educated by East Lothian Council, with the aim of attracting more young people to learn and use Gaelic.

Learning Gaelic – establish a dialogue with the Gaelic Learning in the Primary School (GPS) consortium, with a view to establishing Gaelic Learner Education within the council area during the lifetime of the plan.

Support families and groups of families within the council area to access opportunities for Gaelic early years and/ or primary school provision.

Support and encourage Gaelic learning opportunities for adults in East Lothian Council area.

The Act requires public bodies to bring the preparation of their Gaelic Language Plan to the attention of all interested parties. East Lothian Council has consulted publicly on the draft of its Gaelic Language Plan and has taken into account representations made to it during the consultation process.

Development of the East Lothian Gaelic Language Plan 2025-30

The National Gaelic Language Plan 2023-28 highlights the current priorities for the development of the Gaelic language. It sets out a vision for: 'A measurable increase in the numbers of people, speaking, learning, using and supporting Gaelic'. Whilst the National Gaelic Language Plan seeks to build on the successes of previous years and sets out opportunities, it highlights that a number of Gaelic challenges remain.

It sets out a number of priority areas where progress can be made by increasing the use of Gaelic and increasing the learning of Gaelic. Public authorities are asked to have regard to these as they construct their Gaelic language plans.

The priority areas identified are:

- **Community support**
- **Support in the home**
- **Creative industries**
- **Business and economy**
- **Public authorities**
- **0-18 education**
- **Post school and adult learning**

With these in mind, East Lothian Council's Gaelic Language Plan 2025-2030 has been developed with a focus on four strategic aims - increasing **community engagement opportunities, the sustainability of Gaelic education (GME), progression of Gaelic Learner Education (GLE)** and **increased visibility of Gaelic resources and materials**.

An internal working group, comprising representation from across key council services, was established to contribute to and develop East Lothian Council's Gaelic Language Plan 2025-2030. The working group has taken account of progress in fulfilling the actions in the previous Gaelic Language Plan, as well as the legislative framework as set out in the Gaelic Language (Scotland) Act 2005 (The Act) and the National Gaelic Language Plan 2023-28.

About East Lothian Council

One of Scotland's most scenic areas, East Lothian covers some 270 square miles and includes some 43 miles of coastline. It extends from Musselburgh, its largest town, eastwards to Dunbar and beyond to its boundary with Scottish Borders. Other principal towns in East Lothian are Haddington, Tranent, North Berwick and Prestonpans. A new settlement at Blindwells, to the north of Tranent, is under construction.

East Lothian is one of Scotland's fastest growing areas. According to the Mid-2023 Population Estimates Scotland, East Lothian had a population of 113,740.

The East Lothian Council Plan 2022-2027 continues the journey towards realising our vision for an even more prosperous, safe and sustainable East Lothian, with a dynamic and thriving economy, that enables our people and communities to flourish. The Council Plan has four thematic objectives - Grow our Economy, Grow our People, Grow our Communities, Grow our Capacity

The plan retains two of its original overarching objectives:

- **Reduce poverty and Inequality – supporting our communities to deal with the growing levels of poverty and inequality**
- **Respond to the Climate Emergency – meeting our net zero climate change targets**

The Council Plan originally had a third overarching objective in relation to the COVID-19 pandemic – Recovery and Renewal. Work in support of this has since become 'business as usual', embedded within key strategies and service plans.

East Lothian Council operates from two main offices: John Muir House (Haddington) and Penston House (Macmerry), whilst also providing services from a number of local buildings within communities as well as schools.

As of February 2025, the council employs 4936 employees (full-time equivalent 4,072).

In 2023, the council carried out a staff survey which included a question about Gaelic language skills. This found that 11 staff, including nine teachers, speak Gaelic. Thirteen respondents, including nine teachers, said they can read Gaelic while another six people – five of them being teachers – said they can write Scots Gaelic.

Gaelic in East Lothian

Lowland Scots rather than Gaelic would have been spoken in East Lothian. However, there are some examples of place names in East Lothian having Gaelic origins, such as:

- **Cuil Choinnich – Cockenzie (the neuk of Coinneach – Kenneth)**
- **Craobhbarraidh – Carberry (at the palisade)**
- **Fan Taisidh – Phantassie (at the damp slope)**
- **An garbh-Allt – Garvald (the rough burn)¹**

The Jacobite army that fought in the Battle of Prestonpans (1745) was largely made up of Gaelic speaking Highland clansmen and the interest in commemorating the Battle has resulted in the provision of some bi-lingual road signs and place names around the battlefield site.

The 2022 census recorded 1,396 people – or 1.3% of the East Lothian Council area population – as having ‘any Gaelic skill (age 3+)’. This represents a 91.8% increase since 2011.

Of those, 634 said they could speak Gaelic – which is 0.6% of the area’s population and 45.4% of those with a Gaelic skill. This represents a 58.9% increase since 2011.

There were 452 people who said they could speak and read but not write Gaelic (71.3% of those who can speak Gaelic and a 106.4% increase since 2011), while there were 385 Gaelic-literate speakers (60.7% of those who can speak Gaelic and a 122.5% increase since 2022). Fifteen people said that Gaelic was their main language.

Gaelic in an education setting

East Lothian Council recognises and values the importance of the Gaelic language as part of strategic planning and the development of language learning, and, in line with Article 30 of the UNCRC (United Nations Convention on the Rights of the Child), upholds the rights of our young people to access education in Scotland’s indigenous languages.

In terms of education, Gaelic is defined by two distinct approaches to development; Gaelic Medium Education (GME) and Gaelic Learners Education (GLE).

“Gaelic Medium Education is high-quality learning through immersion. Alternative models lead to the dilution of standards and as such are non-compatible with the development of strong and sustained GME.” Education Scotland Lead Inspector for GME, Joan Esson, June 2015

¹ Research by Ainmean-Alte na h-Alba & Bord na Gaidhlig

Nationally, GME is defined by Education Scotland as follows: GME is based on the principle of language immersion. GME provision should encompass the four contexts of the curriculum within Curriculum for Excellence:

- the ethos and life of the school as a community
- curriculum areas and subjects
- interdisciplinary learning
- opportunities for personal achievement

Education Scotland strongly advises that GME is not merely language learning, it is also the delivery of subjects through the medium of Gàidhlig and Gàidhlig at the heart of the life, culture and ethos of the school.

The Education Scotland Act (2016) and Statutory Guidance on Gaelic Education include three key proposals regarding GME:

1. Authorities have a duty to promote and support GME
2. Establishment of a statutory process for authorities to assess parental requests for GME
3. Development of statutory guidance arrangements for the delivery of Gaelic education in schools and by authorities

Gaelic Medium Education in East Lothian Council

East Lothian Council currently provides GME through a partnership arrangement with City of Edinburgh Council. Partnership arrangements support developing capacity and effective resourcing across the region and high-quality Gaelic Medium learning for children and young people. This provision will be planned and assessed by East Lothian Council and local partners with local demand being assessed and monitored as part of ongoing future planning. This provision is supported by East Lothian Council and available on application by parents. Support and communications for parents wishing their children to access Gaelic Medium Education has been identified as an aim of the East Lothian Gaelic Language Plan and is included in the actions listed below.

In 2024/2025 a total of 22 primary school learners from East Lothian attended City of Edinburgh GME provision at Parkside Primary / Bun-sgoil Taobh na Pàirce), and 18 secondary learners attended James Gillespie's High School.

Parents also have access to Gaelic Medium Playgroups in City of Edinburgh through partner providers and at a range of locations across the city.

East Lothian Council Education service officers support the ongoing development of effective partnership working with City of Edinburgh Council and leads support for schools in developing Gaelic learning.

Gaelic Learners Education (GLE)

Gaelic Learners Education (GLE) refers to Gaelic learning as an additional language in an English Medium Education context.

According to the Education Scotland advice and guidance on GLE: “In English medium education, Gaelic language learning is part of children’s and young people’s entitlement to learning a language. Gaelic Learner Education is an overarching term which spans across 3-18 provision.” ([Gaelic Education 3-18 in Language Learning in Scotland: A 1+2 Approach](#))

Gaelic Learner Education (GLE) provides young people with progressive opportunities to learn Gaelic language and experience Gaelic culture as part of the wider offer of languages across East Lothian Council schools. GLE is an area which is currently undeveloped in East Lothian schools, but is planned through the Gaelic Language Planning process. This includes seeking opportunities to promote the use of our own locally developed Gaelic resources and national resources such as the Stòrlann 1+2 Languages website and resources, Go Gaelic (<https://go-gaelic.scot/>). This area is being developed in collaboration with key local and national partners including Bòrd na Gàidhlig, thExe GLPS Local Authority Consortium, regional local authority partners, higher and further education establishments, schools and parents.

Through the Gaelic Language Plan planning process, we have identified a need to re-establish a local or regional Gaelic Education Steering group. The aim would be to support the strategic development of Gaelic language in schools and would include local authority officers, primary and secondary teachers, parents and local partners. Teachers who have experience or an interest in Gaelic learning are being identified and training opportunities are being developed.

Furthermore, we have identified a need to seek the views of young people as part of future planning, establishing where there is an interest in developing Gaelic language learning and exploring approaches and opportunities which can support this e.g. digital offerings for Senior Phase learners.

Gaelic in a non-education setting

East Lothian Council Library Services now have 36 books within their catalogue related to the Gaelic language. These titles are aimed at a mix of adults and children. The team also have another 20 books, donated to the council, which require to be catalogued. While no requests have been so far, promotional work will be undertaken to promote the availability of and generate interest in this additional stock. Gaelic Bookbug sessions aimed at families and children have been offered in the past, although there was very limited interest in these. However, Library Services would be willing to explore the future potential for this, subject to resource availability. Library Services hold a stock of Gaelic Bookbug Bags available to families on request. The service promotes the availability of these bags through the website and further promotional work will be undertaken to generate interest and increase take up. Museum Services have previously facilitated a dual language exhibition from an outside

provider and will factor further scope for this into future programming and interpretation requirements.

In terms of community learning, there are no current classes for adults though East Lothian community learning programmes. The National Centre for Gaelic Language & Culture, Sabhal mòr Ostaig, offer a range of Gaelic online learning opportunities. The University of Edinburgh offer in-person Gaelic language courses for adults through their Languages for All, short courses programme.

Within the local community, there are some partners and groups with an expressed interest in developing further links to the Gaelic language, with the Battle of Prestonpans (1745) Heritage Trust playing a particularly proactive role. The Battle of Prestonpans Jacobite Museum, which officially opened in April 2023, aims to tell the story of the battle and its context, containing a diorama of the battlefield landscape, historical and archaeological artefacts, and a display of artworks from across the centuries. The museum includes Gaelic signage and interpretation, as does the battlefield. The Trust also works to encourage Gaelic cultural content in its publications and programming. Working with the developer/landowner of the Blindwells new town development, the Trust is progressing plans for an interpretative trail around the battlefield, featuring dual language signs in addition to linguistic engagement with residents of the growing new community.

Since publication of the council's last Gaelic Language Plan, new arrangements have been put in place for translation service delivery. This supports the council's commitment to providing excellent customer service and part of this is making sure we meet the communication needs of our customers as far as we can. This includes providing information on our services in other languages for those customers who speak or write little or no English, as well as providing communication support for customers who have hearing or visual impairments.

Services/teams who receive a request for translation or interpretation can now liaise directly with one of our approved suppliers by filling in an order form which is then sent to one of a number of identified suppliers.

This means that the process of arranging translation is now mainstreamed, rather than having to go through one centralised team. It should enable teams to receive faster delivery/fulfilment of the translation or interpretation service they are requesting, as well as enabling prompt and efficient payment to be made by dealing directly with the supplier.

The council's Integrated Impact Assessment process has been amended to include screening questions relating to Gaelic. We will continue to ensure the process signposts to this document as well as the National Gaelic Language Plan to ensure that policies are developed in line with the Plan.

Implementing the National Gaelic Language Plan

At a local level and through harnessing opportunities to collaborate with other public bodies and community planning partners, East Lothian Council is committed to playing its part in implementing the National Gaelic Language Plan. In this section, we set out how we will achieve that aim.

Whilst the various priority areas identified in the National Gaelic Language Plan will be primarily implemented through the council's Gaelic Language Plan, opportunities can arise to promote and develop the language through other policy measures and developments. East Lothian Council will examine policy commitments to identify areas where Gaelic can be proactively incorporated and the priorities of the National Gaelic Language Plan initiated through additional methods. We see this development as corresponding to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

East Lothian Council recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home, education and adult learning as the key means of achieving this. Actions to help create a supportive environment for growing the number of Gaelic speakers in East Lothian are detailed in Gaelic Language Acquisition and Usage section of our commitments (section 2.5).

2. COMMITMENTS

East Lothian Council is committed to ensuring that the National Gaelic Language Plan is implemented, and in this section we set out how we will achieve that aim. To ensure consistency with the presentational approach to our previous Gaelic Language Plan, the actions East Lothian Council will take to meet its commitment to the objectives of the National Gaelic Language Plan for Gaelic are set out under five headings:

Identity and status including, corporate identity and signage and expanding visibility, audibility, recognition and respect for Gaelic

Communications, including, reception, telephone, mail and e-mail, forms and complaints procedures

Publications, including, public relations and media, printed material and websites

Staff, including, recruitment and training.

Gaelic language acquisition and usage: enabling people to develop speaking, reading and writing skills in Gaelic and enabling the use of Gaelic in a range of social, formal and work settings.

These support the strategic themes previously outlined - increasing **community engagement opportunities, the sustainability of Gaelic education (GME), progression of Gaelic Learner Education (GLE)** and **increased visibility of Gaelic resources and materials**.

East Lothian Council recognises that action in each of these areas can help raise the visibility and profile of Gaelic and bring greater opportunity for Gaelic speakers to use the language.

The council will ensure that Arms-Length External Organisations, community partners and third-party service providers are aware of the council's plan and expectation that they will adhere to the principles and / or commitments in the plan.

Any developments or initiatives to promote Gaelic will be undertaken within existing resource capacity. For example, the provision of bi-lingual 'Welcome to East Lothian' road signs would be done on a renewal/ replacement basis.

When necessary, the council will refer to the Ainmean-Àite na h-Alba database of authoritative information on Gaelic forms of place-names, to reflect Gaelic orthographic conventions.

2.1 Identity and status

The presence of Gaelic in the corporate identity and signs of a public authority greatly enhances the visibility of the language, increases its status and makes an important statement about how Gaelic is valued and how it is given recognition. Developing the use of Gaelic

through signage can also enrich the vocabulary of Gaelic users, raise public awareness of the language and contribute to its development. East Lothian Council recognises the importance of raising the visibility of Gaelic, increasing its status and creating a positive image of the language.

Function	Current position	Proposed action	Proposed outcome/ indicator	Lead service/ officer	Time scale
Corporate identity	East Lothian Council's corporate identity has not previously included any Gaelic language elements. While this has been reviewed since the last Gaelic Language Plan, change has yet to be implemented.	Electronic versions of the council logo will be updated to include a Gaelic reference on a bilingual basis. This will ensure that, when the logo is requested/required for use in future (whether for digital or physical display), Gaelic will be incorporated. Existing logos on display, such as on public buildings, will be replaced on a renewal basis	All versions of the council logo stored for future use will incorporate Gaelic, with this referenced accordingly within the brand guidelines	Service Manager - Communications	January 2026
Signage	Very little bilingual signage exists in East Lothian	An audit of 'Welcome to East Lothian' signs on roads East Lothian Council is responsible for has indicated that all such signs are currently in a good condition and do not require replacement. Any such replacement signs, required on a renewal basis (for example if damaged), will incorporate Gaelic	Welcome signs at the main entry points into East Lothian will include Gaelic, demonstrating equal respect for Gaelic and English	Service Manager - Roads	January 2030

2.2 Communications

The use of Gaelic in interactions with the council through a combination of engagement online, in person or over the telephone is important in creating practical opportunities for the use of the language, and in contributing to the sense that its use is possible and welcome. East Lothian Council recognises the importance of continuing to create opportunities for the practical use of Gaelic in communications with its citizens and will increase its level of provision on an incremental basis.

Function	Current position	Proposed action	Proposed outcome/indicator	Lead service/officer	Timescale
Email signatures	The council has not previously included a Gaelic option as part of a corporate email signature	The option of bilingual email signatures is available and promoted to all employees	All employees have the option of incorporating Gaelic within their email signature	Service Manager - Communications	December 2025
Reception	Whilst the council does not have specific Gaelic provision in reception areas, provision is made for access to translation and interpretation services including Gaelic	Building on work already done, training will continue to be provided for reception and customer facing staff to ensure customer needs are met in languages other than English, including Gaelic The provision of Gaelic within the Translation and Interpretation service will continue to be promoted to ensure equal respect for Gaelic. Customers who speak Gaelic will be able to request translation in the Gaelic language	Customers coming into reception areas in Council offices will be engaged with appropriately no matter what language they speak All customer services / contact centre staff will be aware of how to access support for communicating in Gaelic	Service Manager - Customer Services Service Manager - Governance	Ongoing
Telephone	The council does not have	Training will continue to be provided for contact centre staff to	Customers contacting the council	Service Manager -	December 2026

	specific provision for telephone call handling in Gaelic	<p>ensure customer needs are met in languages other than English, including Gaelic</p> <p>The provision of Gaelic within the Translation and Interpretation service will continue to be promoted to ensure equal respect for Gaelic. Customers who speak Gaelic will be able to request translation in the Gaelic language</p>	<p>by telephone will be engaged with appropriately no matter what language they speak</p> <p>All customer services / contact centre staff will be aware of how to access support for communicating in Gaelic</p>	<p>Customer Services</p> <p>Service Manager - Governance</p>	
Written correspondence, digital communications and meetings	Following previous review, the council has new arrangements in place for the provision of translation and interpretation support	<p>The council will carry out further work to ensure there is training made available/awareness of the arrangements to provide translation and interpretation support wherever required, including for:</p> <ul style="list-style-type: none"> • Providing information about access to services • Helping with face-to-face meetings • Translation documents needing a customer's signature eg a tenancy agreement • Consulting with customers to obtain their views, 	All staff will be aware of the provision to translate mail and email from and into Gaelic and understand the arrangements for how to arrange this	<p>Service Manager – Governance</p> <p>Service Manager - Communications</p>	January 2027

		<p>comments and opinions</p> <p>This ensures information/communications can be translated and responses will be provided in Gaelic within an agreed timescale when required, demonstrating equal respect</p> <p>The council website will include a message to advise that correspondence from the public in Gaelic is welcomed</p>			
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2.3 Publications

The use of Gaelic in a range of printed material can assist Gaelic development in a variety of ways. It helps increase the visibility of the language, it enhances Gaelic's status by being used in high profile publications, and it can help develop new and enhance existing terminology. The use of Gaelic in the media helps demonstrate a public authority's commitment to making important information available through the medium of Gaelic, as well as enhancing the visibility and status of the language. As more people access information about public authorities through their websites, making provision for the use of Gaelic can significantly enhance the status and visibility of the language.

East Lothian Council is committed to increasing the use of Gaelic in areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.

Function	Current position	Proposed action	Proposed outcome/indicator	Lead service/officer	Timescale
Website	The council website has an accessibility and translation facility that enables content to be translated into Gaelic	<p>The council's website, due to be refreshed/re-launched in 2026, will include a bilingual East Lothian Council logo/identity for the first time</p> <p>While a machine based web translation service will continue to be available, as accuracy cannot be guaranteed we will ensure there is suitable promotion of our ability to arrange professional translation of relevant where required</p> <p>We will explore opportunities to further enhance the functionality of digital forms and third party customer-focused</p>	Web content and branding on the council's corporate website will be available in Gaelic	Service Manager – Customer Services	December 2026

		systems to which the website signposts			
Public relations and social media	Limited press/social media content is produced by the council in Gaelic	<p>Key news releases and social media updates in relation to council budget decisions will be published proactively in Gaelic as well as English</p> <p>News releases and social media updates in relation to relevant events/consultations will be published proactively in Gaelic as well as English</p>	<p>Media and social media followers will receive information in Gaelic as well as English on budget decisions and other appropriate events/consultations</p> <p>All news releases on the council website will remain translatable into Gaelic</p>	Service Manager - Communications	December 2025
Printed material – council documents and papers	The council does not routinely produce printed material in Gaelic	The council will highlight and actively promote that all printed material is available in Gaelic on request	A statement highlighting the ability to provide all printed material in languages other than English will be provided	Service Manager - Communications	December 2025
Printed material in libraries	Library Services now have an increased stock of titles related to Gaelic	<p>The Library Service will catalogue additional titles in relation to Gaelic which have been received</p> <p>The Library Service will carry out promotional work highlighting the increased availability of</p>	<p>The Library Service will maintain a stock of printed and digital resources in Gaelic</p> <p>Promotional work highlighting this will have been undertaken</p>	Service Manager - Customer Services and Senior Librarians	January 2026

		books in relation to Gaelic			
Links between libraries and schools	There are limited connections between libraries and schools where GME/GLE is delivered	Identify links between the Library Service and schools where GME or GLE (Gaelic Learner Education) is being delivered.	Enhanced connections and sharing of Gaelic-related resources between East Lothian libraries and schools	Service Manager - Customer Services and Senior Librarians	January 2028
Public exhibitions and heritage	The council has made some provision for dual language exhibits	<p>Museum Services will factor further scope for Gaelic provision into future programming and interpretation requirements</p> <p>The council will explore appropriate partnership opportunities with community organisations such as the Battle of Prestonpans (1745) Heritage Trust to promote community-led initiatives which recognise and promote the Gaelic language</p>	Museums and Library services exhibitions policies make provision for Gaelic in exhibitions as appropriate	<p>Service Manager - Customer Services</p> <p>Service Manager - Communications</p>	December 2026

2.4 Employees

In 2023, the council carried out an employee survey which included a question about Gaelic language skills. This found that 11 staff, including nine teachers, speak Gaelic. Thirteen respondents, including nine teachers, said they can read Gaelic while another six people – five of them being teachers – said they can write Scots Gaelic.

In order to deliver services through the medium of Gaelic, it is necessary to develop the requisite job skills and language skills of staff. The provision of language learning for staff helps promote adult Gaelic learning and promotes Gaelic as a useful skill in the workplace. The identification of jobs in which Gaelic is a designated skill will contribute greatly to the status of the language and to identifying it as a positive skill to acquire.

The use of Gaelic in advertising also helps recognise that Gaelic should be used in public life and that Gaelic users have an important role to play within a public authority. Whatever the level of Gaelic skills required it is important that authorities ensure that Gaelic is a genuine occupational requirement.

East Lothian Council recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which its use is essential or desirable and we recognise the importance of enabling staff to develop their Gaelic skills if they can and want to deploy them in support of the council's Gaelic Language Plan.

Function	Current position	Proposed action	Proposed outcome/indicator	Lead service/officer	Timescale
Internal communications	There is limited promotion of the Gaelic language through the council's main internal communications channels	The council promote its work to sustain and develop the Gaelic language internally on an annual basis, and highlight progress in delivering the Gaelic Language Plan, as part of World Gaelic Language Week	Articles will be published through Inform, the council's monthly e-magazine for employees	Service Manager - Communications	February 2026
Recruitment	All council jobs are advertised on the myjobscotland website which does not have a language translation function	The council will explore the potential for professional translation of job adverts to be available online.	Job adverts with a Gaelic requirement will be available on the council website	Service Manager – People & Council Support	December 2026

		<p>In the meantime, if a job has Gaelic as a requirement, the council will make its own arrangements for the role profile and associated information to be available in Gaelic via the council website and suitably promoted</p> <p>COSLA (responsible for the myjobscotland website) will be approached to consider adding a language translation facility to the website and application forms</p>			
Training and language learning	There has been limited demand for Gaelic training from employees	<p>Continue to explore/assess demand for Gaelic learning for employees</p> <p>Make available and promote a 'Gaelic and Scotland' e-learning essentials module to employees,</p>	Improved staff engagement in and awareness of Gaelic language	Organisational Development Manager	January 2026

		<p>as part of the council's suite of learning and development opportunities</p> <p>Promote LearnGaelic digital resources for beginners internally amongst council employees</p>			
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2.5 Gaelic language acquisition & usage

We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in East Lothian.

East Lothian Council recognises that a sustainable future for Gaelic requires more people to learn, use and value the language across all areas of life. To this end, we are committed to embedding Gaelic more widely through community participation, sustainable education provision, and pathways for progression.

Our strategic aims in this area are to:

- **Increase community engagement opportunities** – by supporting local initiatives that raise awareness of Gaelic, encourage participation in Gaelic language and cultural activities, and create visible spaces for Gaelic in everyday life. This includes supporting Gaelic learning in community settings.
- **Secure the long-term sustainability of Gaelic education (GME)** – by ensuring that Gaelic Medium Education continues to grow with clear pathways from early years through to secondary and beyond. This includes maintaining and growing GME provision, identifying opportunities to work regionally and ensuring appropriate staffing, support, and transitions.
- **Promote progression of Gaelic Learner Education (GLE)** – by supporting all schools to offer Gaelic as an additional language (L3) within the 1+2 Languages Policy, ensuring high-quality, age-appropriate resources and professional learning for teachers, and encouraging creative approaches to teaching Gaelic.

- **Increased visibility of Gaelic resources and materials** – by ensuring Gaelic has greater visibility and presence within council material such as branding and email signatures.

As corporate parents the council will where possible ensure Gaelic speaking care experienced children and young people face no barriers to access Gaelic speaking education. This section aligns with Article 30 of the United Nations Convention on the Rights of the Child (UNCRC), which upholds the right of children to learn and use their own language, including minority and indigenous languages such as Gaelic.

Function	Current position	Proposed action	Proposed outcome/ indicator	Lead service/ officer	Timescale
Gaelic Medium Education (GME)	<p>Currently delivered through partnership agreement with City of Edinburgh Council. This is under review to respond to increased numbers of ELC learners requesting GME provision.</p> <p>A renewed local strategic steering group is planned and will be convened to support ongoing planning and development.</p> <p>GME learner data is being gathered</p>	<p>Track and monitor uptake of GME and evaluate council information regarding GME provision.</p> <p>Promote GME through communications channels & networks</p> <p>Review existing provision to respond to increasing numbers of GME requests in ELC</p> <p>Work with a range of regional and local partners to develop a regional integrated and</p>	<p>Data on numbers of pupils attending GME</p> <p>To support, sustain and monitor provision arrangements</p> <p>To ensure clear information is available regarding ELC GME provision In line with the Statutory Guidance on Gaelic Education and the Education (Scotland) Act 2016</p>	ELC lead officers Gaelic Strategic group	April 2030

	<p>Contact with parents will be sought to support collaborative planning</p> <p>Partnership planning is being undertaken in consultation with Scottish Government and Bòrd na Gàidhlig.</p>	<p>sustainable strategy and delivery model</p> <p>Conduct a parental engagement survey for parents of 3 to 4 year-olds.</p> <p>Work in partnership with City of Edinburgh and other neighbouring local authorities to support and sustain arrangements and to align planning around GME</p> <p>Promote / support pre-school and school age GME – mainly through existing partnership provision</p> <p>Families: Create a local GME information pack for families; review website information; engage with parents</p> <p>Capture the views of young</p>	<p>To increase uptake of GME in line with local and national plans</p>		
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		<p>people as part of any future planning and development</p> <p>Review planning processes following the enactment of the Scottish Languages Bill (expected 2025) to ensure the council meets all future statutory requirements</p>			
Gaelic Learners Education (GLE)	<p>There has been limited uptake of GLE in East Lothian.</p> <p>Interested teachers are being identified</p> <p>Teacher introduction to Gaelic courses have been offered and taken place in 2019, 2020 and 2021.</p> <p>Partnership development of GLE resources was undertaken in partnership with a local</p>	<p>Support schools with planning and development of GLE through provision of learning and teaching resources and professional development for teachers</p> <p>Promote uptake of regional SQA accredited courses</p> <p>Develop Gaelic learner opportunities as part of 1+2 and via partners (e.g. The Battle of Prestonpans Heritage Trust)</p> <p>Continue to promote use of</p>	<p>Increased numbers of schools and pupils engaging with GLE</p> <p>Increased numbers of teachers taking up opportunities for development in Gaelic language</p> <p>Locally developed Gaelic teaching resources available for teachers and schools</p>	ELC lead officers Gaelic Steering Group	April 2030

	<p>partner (Toghlann). These are now available to all East Lothian schools.</p> <p>Partnership working has been established with the Local Authority GLE Consortium Group.</p>	<p>Gaelic materials, such as the Stòrlann Go Gaelic website, to support teacher development in basic Gaelic language skills.</p> <p>Capture the views of young people as part of future planning, identifying interest in Gaelic language learning and exploring approaches and opportunities to support this — for example, through digital offerings for Senior Phase learners. Explore possibility of working with regional partners in this area</p>			
Adult learning	No Gaelic currently is being offered	Work with training partners to identify opportunities for adult learning, leading to suitable awareness raising/signposting	Increased offer of local community Gaelic language learning opportunities in line with availability	Service Manager – Employability and Service Manager Connected Communities	Through the lifetime of this plan

		<p>ng as appropriate</p> <p>Identify Gaelic speaking members of the community interested in the promotion and development of Gaelic language</p> <p>Find out more about promotion of adult learning and what happens in other authorities, with consideration of equity</p>	<p>from delivery partners, subject to them increasing their offer</p> <p>Engagemen t with the Gaelic speaking local community as required</p>		
Gaelic in communities, partnerships and networks	<p>Engagement and partnership working underway with local Gaelic language partners</p> <p>Partnership representation on the ELC Gaelic steering group</p> <p>ELC is represented by lead officers on national Gaelic</p>	<p>Continue to engage with local and national partners to support the development of local Gaelic learning opportunities and GME provision</p> <p>Engage with the GLE consortia to evaluate opportunities for Gaelic language staff development</p>	<p>Enhanced provision of Gaelic learning and development</p> <p>Increased engagement with and awareness of Gaelic language</p>	<p>ELC lead officers</p> <p>Gaelic language working group</p>	Through the lifetime of the plan

	networks e.g. Gaelic Language Network (GLAN)	Identify key local partners (business, tourism etc.) Continue to attend national network events, communicate opportunities and information relating to Gaelic language and promote staff development			
Gaelic in the arts	The council recognises there is interest/demand for music and cultural activities linked to Gaelic	Subject to budget availability, the council's Arts team will make provision for Gaelic through its programme, with a potential focus on Gaelic Language Week in February. There will be opportunities to this to the council's press/social media output	The arts service's policies will make provision for Gaelic arts activities Promotion of Arts programme and Gaelic Language Week activities through the council's press and social media output	Service Manager - Connected Communities and Arts Manager	January 2027
Printing and media services for local businesses	The council has an in-house print unit which is keen to develop an increasingly commercial focus	The council will promote the existence of its in-house print unit, with the potential to produce materials in Gaelic for local	Local businesses will be aware of the council's ability to produce printed	Service Manager – Communications	January 2025

		businesses requiring them	material on a commercial basis, including in Gaelic		
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3. IMPLEMENTATION & MONITORING

East Lothian Council's Gaelic Language Plan will be published bilingually on our website and copies will be made available on request. In addition, we shall make the plan known to the public via a press release and social media and to employees via our Intranet.

This plan is the policy of East Lothian Council and has been endorsed both by our Council Management Team and council members.

The council's Integrated Impact Assessment process will be amended to include screening questions relating to Gaelic and signposting those who are developing relevant new policies to this policy and the National Gaelic Language Plan to ensure that policies are developed in line with the Plan.

The Chief Executive will be ultimately responsible for ensuring that the council delivers on the commitments set out in this Plan.

Individual responsibility for various actions set out in Chapter 2 of the Plan has been assigned to relevant staff members and we have set out the individual target dates for when we expect to implement specific commitments.

The council will monitor the implementation of the Gaelic Language Plan through a bi-annual update on progress in implementing the actions set out on Chapter 2. These monitoring reports will be submitted to Bòrd na Gàidhlig.

CONTACT DETAILS

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of East Lothian Council's Gaelic Language Plan is:

Hayley Barnett
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Queries about the day-to-day operation of the plan should be addressed to:

Stewart Cooper
Service Manager - Communications
scooper@eastlothian.gov.uk



Versions of this leaflet can be provided in Braille, large print, audiotape, or your own language. For assistance please call: **01620 827 827** British Sign Language (BSL) users can contact us via **www.contactscotland-bsl.org**

East Lothian Council

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GAELIC LANGUAGE PLAN 2025–30

Making Gaelic more visible, valued
and accessible – ensuring it thrives
as part of our diverse and inclusive
cultural landscape.

FACAL-TÒISEACHAIDH

Is e seo an dàrna Plana Gàidhlig aig Comhairle Lodainn an Ear. Tha e a' mìneachadh nam miannan againn airson na Gàidhlig thairis air an ath chòig bliadhna, gu 2030. Tha e a' togail air a' chiad Phlana Ghàidhlig againn, airson 2020-2025, agus e ag aithneachadh miann riaghaltas na h-Alba gus àrdachadh fhaicinn san àireimh dhaoine a tha a' bruidhinn, ag ionnsachadh, a' cleachdadh agus a' toirt taic dhan Ghàidhlig.

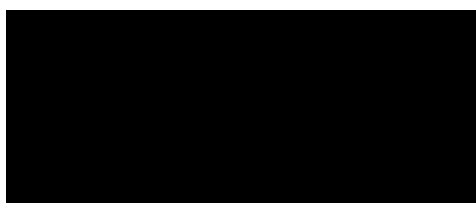
Tha e na rùn aig Comhairle Lodainn an Ear Gàidhlig a dhèanamh nas fhaicsinniche, gum bithear a' cur barrachd luach innte agus gum bi i nas ruigsinniche — a' dèanamh cinnteach gun soirbhich i mar phàirt den chruth-tìre chultarach againn anns a bheil iomadachd is ion-ghabhaltas.

Thathar ag aithneachadh gun d' rinneadh deagh adhartas air feadh na h-Alba le cleachdadh is brosnachadh na Gàidhlig anns na beagan bhliadhnaichean mu dheireadh. Bho 2011, tha àrdachadh mòr air tighinn air an àireamh de dhaoine le sgilean Gàidhlig ann an Lodainn an Ear. Tha seo air tachairt aig an aon àm 's a tha Lodainn an Ear air a bhith air aon de na sgìrean as luaithe a tha a' fàs ann an Alba.

Tha grunn dhùbhlann mu choinneamh na Gàidhlig fhathast, ge-tà, agus sin as adhbhar gum feum buidhnean leithid Comhairle Lodainn an Ear taic a chumail ri co-oidhirpean gus dèanamh cinnteach gum bi an cànan seasmhach san ùine fhada.

Chaidh am Plana Gàidhlig ùr ullachadh ann an co-theacsa Achd na Gàidhlig (Alba) agus Plana Nàiseanta na Gàidhlig 2023-28. Tha seo a' cur an cèill gu soilleir gu bheil brosnachadh na Gàidhlig na uallach co-roinnte agus gu bheil àireamh nach beag de dh'ùghdarrasan ionadail agus de bhuidhnean poblach a' cur gu mòr ri taic dhan chànan.

Tro dhòigh obrach com-pàirteachaidh a' gabhail a-steach barrachd pàirteachadh coimhearsnachd, tha sinn a' creidsinn gun urrainn dhuinn togail air an adhartas a rinneadh sna beagan bhliadhnaichean mu dheireadh le bhith a' cumail oirnn a' cur ri solar Gàidhlig ann an Lodainn an Ear ann an dòigh cho-rèireach. Cuidichidh am plana seo sinn gus na miannan agus na h-amasan ann am Plana Nàiseanta na Gàidhlig agus Achd na Gàidhlig (Alba) 2005 a choileanadh.



Laurence Rockey

Àrd-oifigear

Comhairle Lodainn an Ear

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GEARR-CHUNNTAS

Dh'aithnich a' chiad phlana Gàidhlig aig Comhairle Lodainn an Ear, airson 2020-25, gu bheil a' Ghàidhlig na pàirt bhunaiteach de dhualchas, fèin-aithne nàiseanta agus beatha chultarach na h-Alba.

Ged a tha grunn iomairtean agus eadar-theachdan air a bhith ann aig an ìre nàiseanta gus an cànan a dhèanamh seasmhach – le fòcas air a bhith a' neartachadh na h-inbhe aige, a' brosnachadh a bhith ga thogail agus a' cur ri a chleachdadh – agus ged a rinneadh adhartas aig an ìre ionadail ann an Lodainn an Ear, tha a' chomhairle ag aithneachadh gu bheil suidheachadh a' chànain fhathast cugallach.

Bho chaidh am Plana Gàidhlig mu dheireadh againn fhoillseachadh, tha cuingealachaidhean nach beag air a bhith ann a tha a' toirt buaidh air libhrigeadh sheirbheisean aig riaghaltas ionadail. A bharrachd air a bhith a' dèiligeadh ri galar lèir-sgaoilte COVID-19, tha grunn dhùbhlann ionmhais, eaconamach agus deamografach eile air a bhith ann a tha cuideachd air buaidh a thoirt air goireasan na comhairle agus libhrigeadh sheirbheisean poblach ro-chudromach.

Mar sin, 's e cothrom a th' anns an dàrna Plana Gàidhlig againn gus spionnadh ùr a thoirt dhuinn gus dèanamh cinnteach gu bheil Comhairle Lodainn an Ear a' coileanadh dleastanas cudromach, agus i ag obair ann an com-pàirteachas le feadhainn eile sa choimhearsnachd againn, ann a bhith ag àrdachadh àireamh nan daoine a bhios a' bruidhinn, ag ionnsachadh, a' cleachdadh agus a' toirt taic dhan Ghàidhlig agus cuideachd a bhith a' dèanamh cinnteach gu bheil spèis cho-ionnan ann dhan chànan.

Tha e na chothrom a bhith a' mìneachadh nan gealltanasan againn agus gus dèanamh cinnteach gu bheil na structaran is iomairtean againn gus dèanamh cinnteach gum bi a' Ghàidhlig seasmhach ann an Alba san àm ri teachd.

Chaidh am Plana Gàidhlig seo a dheasachadh a rèir nan slatan-tomhais reachdail ann an Achd na Gàidhlig (Alba) 2005, le mothachadh air Plana Nàiseanta na Gàidhlig 2023-28 is air stiùireadh co-cheangailte. Ann a bhith a' dèanamh sin, tha e a' cur an cèill mar a chleachdas sinn Gàidhlig san obair againn agus mar a nì sinn cleachdadh na Gàidhlig comasach nuair a bhios sinn a' conaltradh ris a' phoball is ris na prìomh chom-pàirtichean againn, agus mar a bhrosnaicheas agus a leasaicheas sinn a' Ghàidhlig.

Is e lèirsinn a' Phlana Ghàidhlig againn:

Tha e na rùn aig a' chomhairle Gàidhlig a dhèanamh nas fhaicsinniche, gum bithear a' cur barrachd luach innte agus gum bi i nas ruigsinniche — a' dèanamh cinnteach gun soirbhich i mar phàirt den chruth-tìre chultarach againn anns a bheil iomadachd is ion-ghabhaltas.

'S iad seo na prìomh eileamaidean anns a' Phlana Ghàidhlig againn:

Caibideil 1 – RO-RÀDH

Tha a’ chaibideil seo a’ mìneachadh cùl-fhiosrachadh agus co-theacsa co-cheangailte ri deasachadh a’ Phlana Ghàidhlig againn fo Achd na Gàidhlig (Alba) 2005 agus mu structar prìomh raointean obrach Comhairle Lodainn an Ear. Tha e cuideachd a’ toirt seachad geàrr-chunntas air cleachdadh na Gàidhlig ann am Lodainn an Ear.

Tha e a’ mìneachadh mar a tha sinn an dùil cleachdadh na Gàidhlig a bhrosnachadh ann am planadh agus lìbhrigeadh sheirbheisean agus mar a bheir sinn aire dhan Ghàidhlig agus dhan Phlana Ghàidhlig againn nuair a bhios sinn a’ cruthachadh phoileasaidhean ùra agus a’ beachdachadh air ro-innleachdan ùra.

Caibideil 2 – GEALLTANASAN

Sa chaibideil seo, tha sinn a’ mìneachadh mar a chleachdas Comhairle Lodainn an Ear a’ Ghàidhlig agus mar nì sinn cleachdadh na Gàidhlig comasach a thaobh nam prìomh raointean obrach againn.

Tha na gealltanasan air an cur fo thrì amasan ro-innleachdail - a’ cur ri cothroman com-pàirteachaidh coimhearsnachd, seasmhachd foghlam Gàidhlig (FtG), adhartas le Foghlam Luchd-ionnsachaidh na Gàidhlig (FLI) agus barrachd faicsinneachd aig goireasan is stuthan Gàidhlig; agus tha gach gealltanais a’ co-thaobhadh ri co-dhiù aon de na seachd raointean prìomhachais a tha air an cur an cèill ann am Plana Nàiseanta na Gàidhlig 2023-28.

Tha i a’ coimhead air raointean obrach mar dhearbhadh-aithne chorporra, soidhnichean, conaltradh leis a’ phoball agus cleachdadh na Gàidhlig air an làraich-lìn againn. Tha a’ chaibideil seo a’ mìneachadh na h-ìre de Ghàidhlig a tha sinn a’ gealltainn a sholarachadh rè beatha a’ Phlana.

Caibideil 3 – BUILEACHADH AGUS SGRÙDADH

Tha a’ chaibideil seo a’ mìneachadh mar a thèid am plana Gàidhlig againn a chur an gnìomh, agus mar a thèid sgrùdadh a dhèanamh air buileachadh agus toraidhean.

1. RO-RÀDH

Achd na Gàidhlig (Alba) 2005 (An Achd)

Tha Achd na Gàidhlig (Alba) 2005 ag amas air inbhe na Gàidhlig a dhaingneachadh mar chànan oifigeil ann an Alba aig a bheil spèis cho-ionann ris a' Bheurla.

Tha an Achd a' togail air agus a' suidhe ri taobh cheumannan eile gus taic a chumail ri còraichean mhion-chànanan, a' gabhail a-steach: Dearbhadh nan Dùthchannan Aonaichte air Còraichean Dhaoine a Bhuineas do Mhion-sluaighean Nàiseanta no Cinnidheach, Creideimh agus Cànanach (1992); agus, Cairt Eòrpach Comhairle na h-Eòrpa air Cànanan Roinneil no Mion-chànanan (1992).

Stèidhich an Achd Bòrd na Gàidhlig mar bhuidheann phoblach neo-roinneil ghnìomhach a tha cunntachail tro Mhinistearan do Phàrlamaid na h-Alba, leis an dleastanas a bhith a' cur air adhart leasachadh na Gàidhlig agus a' toirt comhairle do Mhinistearan na h-Alba air cùisean na Gàidhlig. Fon Achd, feumaidh Bòrd na Gàidhlig Plana Nàiseanta Gàidhlig ullachadh agus tha an Achd cuideachd a' toirt comas do Bhòrd na Gàidhlig toirt air ùghdarrasan poblach Planaichean Gàidhlig ullachadh is fhoillseachadh. Chaidh an t-ullachadh seo a chur ann gus dèanamh cinnteach gun dèan an roinn phoblach ann an Alba oidhirp gus an seas a' Ghàidhlig, le bhith a' togail na h-inbhe is na h-iomhaigh aice agus le bhith a' cruthachadh chothroman practaigeach gus a cleachdadh.

Bidh Bòrd na Gàidhlig a' toirt fios oifigeil do dh'ùghdarrasan poblach ag innse dhaibh cuine a dh'fheumas iad am Plana aca ullachadh agus le fiosrachadh mu na h-amasan àrd-ìre a bu chòir a bhith air an coileanadh leis a' Phlana.

Plana Gàidhlig Lodainn an Ear 2020-25

Bha am plana Gàidhlig mu dheireadh aig Comhairle Lodainn an Ear airson na h-ùine 2020-2025. Chaidh ullachadh a rèir an fhios oifigeil bho Bhòrd na Gàidhlig sa Chèitean 2018 gum feumadh a' chomhairle plana Gàidhlig reachdail ullachadh fo fhrèam-obrach na h-Achd. Bha am plana ag amas air amasan seirbheis corporra agus seachd amasan àrd-ìre a choileanadh fo thrì cinn a rèir amasan Plana Nàiseanta na Gàidhlig 2018-23:

A' cleachdadh na Gàidhlig - thoir taic do bhuidhnean co-cheangailte ri Gàidhlig agus a cultar a tha ann mar-thà agus do bhuidhnean ùra ann an Lodainn an Ear gus cuideachadh le bhith a' cur ri ìomhaigh agus cleachdadh na Gàidhlig.

A' brosnachadh na Gàidhlig - gabh ris an dleastanas a tha air a mhìneachadh ann an Achd an Fhoghlaim (Alba) 2016 gus solar a dh'fhaodadh a bhith ann airson foghlam tro mheadhan na Gàidhlig agus foghlam luchd-ionnsachaidh Gàidhlig a bhrosnachadh do luchd-còmhnaidh Lodainn an Ear ann an dòigh a tha i a' meas iomchaidh, a' gabhail a-steach an cothrom a tha ann fon Achd seo do phàrantan gus iarraidh gun tèid foghlam tro mheadhan na Gàidhlig a stèidheachadh.

Aon uair 's gu bheil e air aontachadh le Bòrd na Gàidhlig, broснаich am plana agus na prìomh gheallaidhean do luchd-còmhnaidh sgìre na comhairle.

Cuir beagan mun Ghàidhlig agus a cultar ann am foghlam a tha Comhairle Lodainn an Ear a' toirt seachad, leis an amas barrachd dhaoine òga a thàladh gu bhith ag ionnsachadh agus a' cleachdadh na Gàidhlig.

Ag ionnsachadh na Gàidhlig - a' tòiseachadh còmhraidh le co-bhanntachd Ionnsachadh Gàidhlig sa Bhun-sgoil (GLPS), le dùil Foghlam Luchd-ionnsachaidh Gàidhlig a stèidheachadh taobh a-staigh sgìre na comhairle rè beatha a' phlana.

Thoir taic do theaghlaichean agus buidhnean de theaghlaichean taobh a-staigh sgìre na comhairle gus cothrom fhaighinn air cothroman airson solar tràth-bhliadhnaichean agus/no solar bun-sgoile na Gàidhlig.

Thoir taic agus brosnachadh do chothroman ionnsachaidh Gàidhlig airson inbhich ann an sgìre Comhairle Lodainn an Ear.

Fon Achd, feumaidh buidhnean poblach ullachadh a' Phlana Ghàidhlig aca a thoirt gu aire nam buidhnean/daoine uile aig a bheil ùidh sa chùis. Tha Comhairle Lodainn an Ear air co-chonaltradh a dhèanamh mar-thà air an dreachd Plana Gàidhlig agus tha i air na beachdan a chaidh a thoirt dhi tron phròiseas co-chomhairleachaidh a thoirt fa-near.

A' cruthachadh Plana Gàidhlig Lodainn an Ear 2025-30

Tha Plana Nàiseanta na Gàidhlig 2023-28 a' mìneachadh nam prìomhachasan làithreach airson leasachadh na Gàidhlig: Tha e a' cur air adhart lèirsinn airson: 'Leudachadh a ghabhas tomhas san àireimh dhaoine a tha a' bruidhinn, ag ionnsachadh, a' cleachdadh agus a' toirt taic dhan Ghàidhlig.'. Tha Plana Nàiseanta na Gàidhlig ag amas air togail air na soirbheasan sna bliadhnaichean roimhe agus a' mìneachadh cothroman, tha e a' sealltainn far a bheil grunn dùbhlann fhathast ann dhan Ghàidhlig.

Tha e a' cur air adhart liosta de ghrunn raointean prìomhachais far an gabh adhartas a dhèanamh le bhith a' meudachadh cleachdadh agus ionnsachadh na Gàidhlig. Thathar ag iarraidh air ùghdarrasan poblach an toirt fa-near nuair a bhios iad a' deasachadh nam planaichean Gàidhlig aca.

Is iad na prìomh raointean a chaidh a chomharrachadh:

- **Taic coimhearsnachd**
- **Taic san dachaigh**
- **Gnìomhachasan cruthachail**
- **Gnìomhachas agus an eaconamaidh**
- **Ùghdarrasan poblach**
- **Foghlam 0-18**
- **Ionnsachadh inbheach agus às dèidh sgoile**

Agus sinn mothachail orra seo uile, chaidh Plana Gàidhlig Comhairle Lodainn an Ear 2025-2030 a chruthachadh le fòcas air trì amasan ro-innleachdail - barrachd **chothroman com-pàirteachaidh coimhearsnachd, seasmhachd foghlam tro mheadhan na Gàidhlig (FtG)** agus **a bhith a' toirt air adhart Foghlam Luchd-ionnsachaidh na Gàidhlig (FLI)** agus barrachd **faicsinneachd aig goireasan agus stuthan Gàidhlig**.

Chaidh buidheann-obrach a stèidheachadh air an taobh a-staigh le riochdachadh bho phrìomh sheirbheisean na comhairle gus cur ri ullachadh Plana Gàidhlig Lodainn an Ear airson 2025-2030. Tha a' bhuidheann-obrach air feart a thoirt air adhartas le coileanadh nan gnìomhan sa Phlana Ghàidhlig mu dheireadh, a bharrachd air an fhrèam reachdail mar a tha air a mhìneachadh ann an Achd na Gàidhlig (Alba) 2005 (An Achd) agus ann am Plana Nàiseanta na Gàidhlig 2023-28.

Mu Chomhairle Lodainn an Ear

'S e Lodainn an Ear tè de na sgìrean as grinne ann an Alba. Tha i mu 270 mìltean ceàrnach uile gu lèir le mu 43 mìltean de chosta. Tha e a' sìneadh bho Bhaile nam Feusgan, am baile as motha, gu sear gu Dùn Bàrr agus gu a chrìoch le Crìochan na h-Alba. Is iad na prìomh bhailtean eile ann an Lodainn an Ear Haddington, Tranent, Bearaig a Tuath agus Prestonpans. Thathar a' togail baile ùr aig Blindwells, tuath air Tranent aig an àm seo.

Tha Lodainn an Ear air aon de na sgìrean as luaithe a tha a' fàs ann an Alba. A rèir Tuairmsean Àireamh-shluaigh na h-Alba airson Meadhan 2023, bha 113,740 duine a' fuireach ann an Lodainn an Ear.

Tha Plana Comhairle Lodainn an Ear 2022-2027 a' leantainn air adhart air an t-slighe gus ar lèirsinn a choileanadh airson Lodainn an Ear a bhios nas soirbheachaile, nas sàbhailte agus nas seasmhaiche na tha e mar-thà, le eaconamaidh bheothail is shoirbheachail, a bheir cothrom do na daoine agus do na coimhearsnachdan againn soirbheachadh. Tha ceithir amasan cuspaireil aig Plana na Comhairle - A' toirt Fàs air an Eaconamaidh againn, A' toirt Fàs air na Daoine againn, A' toirt Fàs air na Coimhearsnachdan againn, A' toirt Fàs air a' Chomas againn

Tha dà de na prìomh amasan tùsail fhathast anns a' phlana:

- **Lùghdaich bochdainn agus neo-ionannachd – a' toirt taic do na coimhearsnachdan againn gus dèiligeadh ri ìrean bochdainn agus neo-ionannachd a tha a' sìor fhàs**
- **Freagair do dh'Èiginn na Gnàth-shìde – a' coileanadh nan targaidean cothromachadh-carboin a thaobh na gnàth-thìde**

Bha treas prìomh amas aig Plana na Comhairle roimhe a thaobh galar lèir-sgaoilte COVID-19 – Ath-bheothachadh agus Ath-nuadhachadh. Tha obair a thaobh an amais seo a-nis air 'àbhaisteachadh', air a leachdadh ann am prìomh ro-innleachdan agus planaichean seirbheis.

Tha dà phrìomh oifis aig Comhairle Lodainn an Ear: Taigh Iain Muir (Haddington) agus Taigh Penston (Macmerry), agus tha iad cuideachd a' toirt seachad seirbheisean bho ghrunn thogalaichean ionadail taobh a-staigh choimhearsnachdan a bharrachd air sgoiltean.

Bha 4936 luchd-obrach aig a' chomhairle anns a' Ghearran 2025 (co-ionann ri 4,072 làn-ùine).

Rinn a' chomhairle suirbhidh luchd-obrach ann an 2023 anns an robh ceist mu sgilean Gàidhlig. Fhuair seo a-mach gun robh Gàidhlig aig 11 luchd-obrach, naoinear thidsear nam measg. Dh'aithris trì-deug luchd-freagairt, a' gabhail a-steach naoinear luchd-teagaisg, gun urrainn dhaibh Gàidhlig a leughadh, agus thuirt sianar a bharrachd, còigear nan luchd-teagaisg – gun urrainn dhaibh Gàidhlig a sgrìobhadh.

Gàidhlig ann an Lodainn an Ear

Is e a' Bheurla Ghallda seach a' Ghàidhlig as motha a bhiodh ga bruidhinn gu h-eachdraidheil ann an Lodainn an Ear. Ach, tha eisimpleirean de dh'ainmean-àite ann an Lodainn an Ear aig a bheil tùs Gàidhlig, mar eisimpleir:

- **Cuil Choinnich – Cockenzie (the neuk of Coinneach – Kenneth)**
- **Craobhbarraidh – Carberry (at the palisade)**
- **Fan Taisidh – Phantassie (at the damp slope)**
- **An Garbh-allt – Garvald (the rough burn)¹**

Bha arm nan Seumasach aig Blàr Shliabh a' Chlamhain (1745) air a dhèanamh an-àirde gu ìre mhòr de luchd-cinnidh Gàidhealach le Gàidhlig agus tha beagan shoidhnichean rathaid agus ainmean-àite dhà-chànanach ann timcheall air làrach a' bhlàir mar thoradh air ùidh ann a bhith a' comharrachadh a' bhlàir.

Ann an cunntas-sluaigh 2022, chaidh clàradh gun robh 'sgil Gàidhlig sam bith' aig 1,396 daoine - no 1.3% de shluagh sgìre Comhairle Lodainn an Ear (aois 3+). Tha seo na àrdachadh de 91.8% bho 2011.

Às na daoine seo, thuirt 634 gu bheil comas labhairt Gàidhlig aca – sin 0.6% de shluagh na sgìre agus 45.4% den fheadhainn aig an robh sgil Gàidhlig. Tha seo na àrdachadh de 58.9% bho 2011.

Thuirt 452 daoine gun robh iad comasach air Gàidhlig a bhruidhinn agus a leughadh ach nach robh iad comasach air Gàidhlig a sgrìobhadh (71.3% de na daoine as urrainn Gàidhlig a bhruidhinn agus na àrdachadh de 106.4% bho 2011), agus bha 385 luchd-labhairt ann a bha litearra sa Ghàidhlig (60.7% de na daoine as urrainn Gàidhlig a bhruidhinn a tha na àrdachadh de 122.5% bho 2022). Thuirt còig duine deug gur e a' Ghàidhlig a' phrìomh chànan aca.

A' Ghàidhlig ann am foghlam

Tha Comhairle Lodainn ag aithneachadh agus a' cur luach air a' Ghàidhlig mar phàirt dhen phlanadh ro-innleachdail agus leasachadh ionnsachadh cànan, agus a rèir Alt 30 den UNCRC (Cunradh nan Dùthchannan Aonaichte air Còraichean Chloinne), tha i a' cumail suas chòraichean nan daoine òga againn air foghlam ann an cànanan dùthchasach na h-Alba.

Tha dà phrìomh sheòrsa foghlaim Gàidhlig ann: Foghlam tro Mheadhan na Gàidhlig (FtG) agus Foghlam Luchd-ionnsachaidh (FLI).

“S e a th' ann am Foghlam tro Mheadhan na Gàidhlig ach ionnsachadh de dh'àrd-chàileachd tro bhogadh. Tha modalan eile ag adhbharachadh lagachadh ann am fileantachd agus mar sin chan eil iad co-chòrdail ri bhith a' leasachadh Foghlam tro Mheadhan na Gàidhlig a tha làidir is seasmhach.” Joan Esson, Prìomh Neach-sgrùdaidh na Banrigh airson FtG, an t-Ògmhios 2015.

¹Rannsachadh le Ainmean-Àite na h-Alba is Bòrd na Gàidhlig

Gu nàiseanta, tha FtG air a mhìneachadh le Foghlam Alba mar a leanas: Tha FtG stèidhichte air prionnsapal bogadh cànan. Bu chòir FtG a bhith a' gabhail a-steach nan ceithir co-theacsan anns a' Churraicealam airson Sàr-mhathais:

- feallsanachd agus beatha na sgoile mar choimhearsnachd
- raointean curraicealaim agus cuspairean
- ionnsachadh eadar-chuspaireil
- cothroman airson coileanadh pearsanta

Tha Foghlam Alba a' comhairleachadh gu làidir nach e dìreach ionnsachadh cànan a th' ann am FtG, cuideachd bithear a' libhrigeadh chuspairean tro mheadhan na Gàidhlig agus bidh a' Ghàidhlig aig cridhe beatha, cultar agus feallsanachd na sgoile.

Tha Achd an Fhoghlaim (Alba) (2016) agus an Stiùireadh Reachdail airson Foghlam Gàidhlig a' gabhail a-steach trì prìomh mholaidhean a thaobh FtG:

1. Tha dleastanas air ùghdarrasan FtG a bhrosnachadh, agus gus taic a chumail ris
2. A' stèidheachadh pròiseas reachdail do dh'ùghdarrasan gus iarrtasan phàrantach airson FtG a mheasadh
3. A' deasachadh ullachaidhean stiùiridh reachdail airson a bhith a' libhrigeadh foghlam Gàidhlig ann an sgoiltean agus le ùghdarrasan

Foghlam tro Mheadhan na Gàidhlig (FtG) ann an Comhairle Lodainn an Ear

Bidh Comhairle Lodainn an Ear a' toirt seachad FtG tro aonta com-pàirteachais le Comhairle Baile Dhùn Èideann aig an àm seo. Tha rèiteachaidhean com-pàirteachais a' cumail taic ri leasachadh comas agus goireasan èifeachdach air feadh na roinne agus ri ionnsachadh àrd-ìre tro mheadhan na Gàidhlig do chloinn is do dhaoine òga. Bidh an solar seo air a phlanadh agus air a mheasadh le Comhairle Lodainn an Ear agus le com-pàirtichean ionadail le iarrtas ionadail air a mheasadh agus air a sgrùdadh mar phàirt de phlanadh leantainneach airson an àm ri teachd. Tha Comhairle Lodainn an Ear a' cumail taic ris an t-solar seo agus tha e ri fhaighinn ma nì pàrantan iarrtas. Chaidh taic agus conaltradh do phàrantan a tha airson an cuid cloinne a chur gu Foghlam tro Mheadhan na Gàidhlig a chomharrachadh mar amas aig Plana Gàidhlig Comhairle Lodainn an Ear agus tha seo am measg nan gnìomhan gu h-ìosal.

Ann an 2024/25 bha 22 sgoilearan bun-sgoile à Lodainn an Ear a' dol gu solar FtG ann am Baile Dhùn Èideann ann am Bun-sgoil Taobh na Pàirce), agus chaidh 18 sgoilean àrd-sgoile gu Àrd-sgoil Sheumais Ghilleasbaig.

Tha cothrom aig pàrantan cuideachd air Cròileagain Gàidhlig ann am Baile Dhùn Èideann tro sholaraichean com-pàirteach ann an grunn àiteachan air feadh a' bhaile.

Tha oifigearan Seirbheisean Foghlaim Comhairle Lodainn an Ear a’ cumail taic ri leasachadh leantainneach air obair com-pàirteachais èifeachdach le Comhairle Dhùn Èideann agus a’ stiùireadh taic do sgoiltean ann a bhith a’ cur air adhart ionnsachadh na Gàidhlig

Foghlam Luchd-ionnsachaidh (FLI)

Tha Foghlam Luchd-ionnsachaidh (FLI) a’ ciallachadh ionnsachadh na Gàidhlig mar chànan a bharrachd ann an co-theacsa Foghlam tro Mheadhan na Beurla.

A rèir comhairle agus stiùireadh Foghlam Alba air FLI: “Ann am foghlam tro mheadhan na Beurla, tha a bhith ag ionnsachadh na Gàidhlig mar phàirt den chòir a tha aig cloinn agus aig daoine òga air cànan ionnsachadh. Is e Foghlam Luchd-ionnsachaidh na Gàidhlig (FLI) a thathar a’ cleachdadh mar bhriathar farsaing a tha a’ gabhail a-steach an t-solair 3-18.” ([Foghlam Gàidhlig 3-18 ann an Ionnsachadh Cànan ann an Alba: Modh-obrach 1 + 2](#))

Tha Foghlam Luchd-ionnsachaidh Gàidhlig (FLI) a’ toirt chothroman adhartach do dhaoine òga Gàidhlig ionnsachadh agus eòlas fhaighinn air cultar na Gàidhlig mar phàirt den tairgse fharsaing de chànanan tro Chomhairle Lodainn an Ear air fad. Chan eil FLI leasaichte ann an sgoiltean Lodainn an Ear, ach thathar ga phlanadh tron phròiseas Planaidh airson na Gàidhlig. Tha seo a’ gabhail a-steach a bhith a’ sireadh chothroman gus cleachdadh nan goireasan Gàidhlig againn fhèin, a chruthaichheadh gu h-ionadail a bhrosnachadh, a bharrachd air goireasan nàiseanta leithid làrach-lìn agus goireasan Stòrlann 1 2 Languages, Go Gaelic (<https://go-gaelic.scot/>). Thathar a’ leasachadh an raoin seo ann an co-obrachadh le prìomh chom-pàirtichean ionadail agus nàiseanta a’ gabhail a-steach Bòrd na Gàidhlig, Co-bhanntachd GLPS nan ùghdarrasan ionadail, com-pàirtichean riaghaltas ionadail roinneil, ionadan foghlaim àrd-ìre agus adhartach, sgoiltean agus pàrantan.

Tro phròiseas deasachaidh a’ Phlana Ghàidhlig, tha sinn air comharrachadh gu bheil feum air a bhith ag ath-stèidheachadh buidheann stiùiridh Foghlaim Gàidhlig ionadail no roinneil. Bhiodh e na amas taic a thoirt do leasachadh ro-innleachdail na Gàidhlig ann an sgoiltean agus a’ gabhail a-steach prìomh oifigearan aig ùghdarrasan ionadail, tidsearan bun-sgoile agus àrd-sgoile, pàrantan agus com-pàirtichean ionadail. Thathar a’ comharrachadh tidsearan aig a bheil eòlas no ùidh ann an ionnsachadh na Gàidhlig agus thathar a’ cruthachadh cothroman trèanaidh.

Cuideachd, tha sinn air comharrachadh gum feumar beachdan dhaoine òga a shireadh mar phàirt de phlanadh san àm ri teachd, a’ faighinn a-mach far a bheil ùidh ann a bhith a’ toirt air adhart ionnsachadh Gàidhlig agus a’ coimhead air dòighean obrach agus cothroman a chumas taic ri seo, m.e solar didseatach do luchd-ionnsachaidh aig an ìre as Àirde.

A’ Ghàidhlig taobh a-muigh foghlaim

Tha 36 leabhraichean ann an catalog Seirbheisean Leabharlainn Comhairle Lodainn an Ear a tha co-cheangailte ris a’ Ghàidhlig. Tha na leabhraichean seo ag amas an dà chuid air inbhidh

is air clann. Tha 20 leabhar a bharrachd, a chaidh a thoirt dhan chomhairle mar thiodhlac, a dh'fheumas a bhith air an cur dhan chatalog. Ged nach dh'fhuaras iarrtasan sam bith gu ruige seo, nithear obair brosnachaidh gus am bi fios aig daoine gu bheil an stoc a bharrachd seo agus gus ùidh a thogail ann. Chaidh seiseanan Bookbug Gàidhlig a thoirt seachad san àm ri teachd, ach cha robh ach beagan ùidh aca annta aig an àm. Ach, bhiodh Seirbheis nan Leabharlannan deònach beachdachadh air an toirt seachad a-rithist san àm ri teachd, ma bhios na goireasan rim faighinn airson seo. Tha Bagaichean Bookbug Gàidhlig aig Seirbheis nan Leabharlann a tha rim faighinn do theaghlaichean ma dh'iarrar seo. Bidh an t-seirbheis a' brosnachadh ruigsinneachd nam bagaichean seo tron làraich-lìn agus thèid barrachd obair adhartachaidh a dhèanamh gus ùidh a thogail agus gus cur ris an ìre cleachdaidh. Tha Seirbheisean Taigh-tasgaidh air taisbeanadh dà-chànanach a chur an comas roimhe le solaraiche bhon taobh a-muigh agus nì iad cinnteach gum bi sgòp a bharrachd ann airson seo ann am prògraman agus riathanasan mìneachaidh san àm ri teachd.

A thaobh foghlam coimhearsnachd, chan eil clasaichean ann do dh'inbhidh tro phrograman foghlam coimhearsnachd Lodainn an Ear aig an àm seo. Tha an t-ionad nàiseanta airson na Gàidhlig agus a cultar, Sabhal Mòr Ostaig a' tabhann raon de chùrsaichean Gàidhlig air-loidhne. Tha Oilthigh Dhùn Èideann a' toirt seachad chlasaichean Gàidhlig aghaidh-ri-aghaidh airson inbhidh tro phrògram nan cùrsaichean goirid aca *Languages for All*.

Taobh a-staigh na coimhearsnachd ionadail, tha com-pàirtichean agus buidhnean ann aig a bheil ùidh shònraichte ann a bhith a' togail cheanglaichean a bharrachd ris a' Ghàidhlig, agus tha Urras Dualchais Blàr Sliabh a' Chlamhain (1745) gu sònraichte for-ghnìomhach. Tha Taigh-tasgaidh Seumasach Blàr Sliabh a' Chlamhain, a dh'fhosgail gu h-oifigeil sa Ghiblean 2023, ag amas air sgeulachd a' bhlàir agus a cho-theacsa innse. Tha e a' gabhail a-steach diorama de chruthan-tìre a' bhlàir, nithean eachdraidheil is àrc-eòlach, agus taisbeanadh de dh'obraichean ealain a rinneadh thar nan linntean. Tha mìneachadh agus soidhnichean Gàidhlig anns an taigh-tasgaidh a bharrachd air an raon-bhlàr fhèin. Bidh an t-Urras cuideachd a' brosnachadh susbaint Ghàidhlig sna foillseachaidhean agus prògraman aige. Ag obair còmhla ris an leasaiche/sealbhadair fearainn aig baile ùr Blindwells, tha an t-Urras a' toirt air adhart phlanaichean airson slighe mhìneachaidh timcheall air an raon-catha, le soidhnichean dà-chànanach a bharrachd air conaltradh cànan le luchd-còmhnaidh na coimhearsnachd ùire a tha a' tighinn am bàrr.

Bho chaidh Plana Gàidhlig mu dheireadh na comhairle fhoillseachadh, chaidh ullachaidhean ùra a chur an gnìomh airson a bhith a' lìbhrigeadh sheirbheisean eadar-theangachaidh. Tha seo a' cumail taic ri gealltanais na comhairle seirbheis custamair sàr-mhath a thoirt seachad agus tha e na phàirt de seo dèanamh cinnteach gu bheil sinn a' coileanadh feumalachdan conaltraidh nan custamairean againn chun na h-ìre as motha 's a ghabhas. Tha seo a' gabhail a-steach a bhith a' toirt seachad fiosrachadh mu na seirbheisean againn ann an cànanan seach Beurla dhaibhsan aig nach eil comas math no comas idir ann am Beurla labhairteach no sgrìobhte, a bharrachd air a bhith a' toirt taic conaltraidh do chustamairean aig a bheil ciorraman claisneachd no lèirsinn.

Faodaidh seirbheisean/sgìobaidhean a gheibh iarrtas airson eadar-theangachadh no eadar-mhìneachadh a-nis ceangal dìreach a dhèanamh le aon de na solaraichean ùghdarraichte

againn le bhith a' lìonadh foirm òrduigh a thèid an uair sin a chur gu aon de ghrunn sholaraichean aithnichte.

Tha seo a' ciallachadh gu bheil am pròiseas airson a bhith a' cur eadar-theangachadh air dòigh a-nis air àbhaisteachadh, seach a bhith a' dol tro aon sgioba sa mheadhan. Leis a seo, bu chòir gum bi e nas luaithe do sgiobaidhean an t-seirbheis eadar-theangachaidh no eadar-mhìneachaidh fhaighinn, cho math ri bhith a' dèanamh cinnteach gun tèid am pàigheadh a thoirt seachad gu sgiobalta agus gu h-èifeachdach tro bhith a' dèiligeadh ris an t-solaraiche gu dìreach.

Chaidh pròiseas Measadh Buaidh Amalaichte na comhairle atharrachadh gus am bi ceistean sgrìonaidh ann mun Ghàidhlig. Cumaidh sinn oirnn a' dèanamh cinnteach gu bheil am pròiseas a' comharrachadh na sgrìobhainn seo a bharrachd air Plana Nàiseanta na Gàidhlig gus dèanamh cinnteach gu bheilear a' cruthachadh phoileasaidhean a rèir a' Phlana.

A' cur Plana Nàiseanta na Gàidhlig an Gnìomh

Aig an ìre ionadail agus tro bhith a' dèanamh feum de chothroman gus co-obrachadh le buidhnean poblach eile le agus com-pàirtichean dealbhaidh coimhearsnachd, tha Comhairle Lodainn an Ear gu mòr airson pàirt a ghabhail ann an cur an gnìomh Plana Nàiseanta na Gàidhlig. Anns an earrainn seo, tha sinn a' cur an cèill mar a bhios sinn a' coileanadh an amais seo.

Ged a thèid na diofar raointean prìomhachais a tha air an comharrachadh ann am Plana Nàiseanta na Gàidhlig air am buileachadh gu ìre mhòr tro Phlana Ghàidhlig na comhairle, bidh cothroman ag èirigh gus an cànan adhartachadh agus a leasachadh tro leasachaidhean is measaidhean poileasaidh eile. Nì Comhairle Lodainn an Ear sgrùdadh air na gealltanasan poileasaidh againn gus cothroman a lorg annta gus a' Ghàidhlig a chur air adhart gu for-ghnìomhach agus gus prìomhachasan Plana Nàiseanta na Gàidhlig a chur air adhart ann an dòighean eile. Tha sinn den bheachd gu bheil seo a rèir prionnsabal an àbhaisteachaidh a tha ag amas air Gàidhlig a bhith mar phàirt làitheil de bheatha na h-Alba.

Tha Comhairle Lodainn an Ear ag aithneachadh gum feum barrachd dhaoine Gàidhlig ionnsachadh ma tha i gu bhith seasmhach san àm ri teachd agus gum feum fòcas a bhith air an dachaigh, air foghlam agus air luchd-ionnsachaidh inbheach mar phrìomh dhòigh gus seo a dhèanamh. Tha gnìomhan gus àrainneachd thaiceil a chruthachadh airson a bhith a' toirt fàs air àireamh luchd-labhairt na Gàidhlig ann an Lodainn an Ear air am mìneachadh gu mionaideach anns an earrann "Ionnsachadh is Cleachdadh na Gàidhlig" sna gealltanasan againn (earrann 2.5).

2. GEALLTANASAN

Tha e na rùn aig Comhairle Lodainn an Ear dèanamh cinnteach gun tèid Plana Nàiseanta na Gàidhlig a chur an gnìomh. Anns an earrainn seo, tha sinn a' mìneachadh mar a choileanas sinn an t-amas sin. Gus dèanamh cinnteach gum bi an aon seòrsa cruth is coltas air a' phlana seo 's a bha air a' Phlana Ghàidhlig mu dheireadh, tha na gnìomhan a ghabhas Comhairle Lodainn an Ear gus a dealas a thaobh amasan Plana Nàiseanta na Gàidhlig dhan Ghàidhlig air an cur fo chòig cinn:

Dearbh-aithne agus inbhe a' gabhail a-steach, aithne-chorporra agus soidhnichean ann a bhith a' cur ri faicsinneachd, cluinntinneachd, aithne agus meas dhan Ghàidhlig

Conaltradh, a' gabhail a-steach fàilteachas, fòn, post agus post-dealain, foirmichean agus pròiseasan gearain

Foillseachaidhean, a' gabhail a-steach dàimh phoblach agus na meadhanan, stuthan clò-bhuailte agus làraichean-lìn

Luchd-obrach, a' gabhail a-steach trusadh is trèanadh.

Togail agus Cleachdadh na Gàidhlig: a' toirt cothrom do dhaoine sgilean labhairt, leughaidh is sgrìobhaidh a thogail sa Ghàidhlig agus a' cur an comas cleachdadh na Gàidhlig ann an diofar shuidheachaidhean sòisealta, foirmeil is obrach.

Tha iad seo a' cumail taic ris na trì cuspairean ro-innleachdail a chaidh ainmeachadh roimhe - barrachd **chothroman com-pàirteachaidh coimhearsnachd, seasmhachd foghlam tro mheadhan na Gàidhlig (FtG)** agus **a bhith a' toirt air adhart Foghlam Luchd-ionnsachaidh na Gàidhlig (FLI)**.

Tha Comhairle Lodainn an Ear ag aithneachadh gun urrainn gnìomhan anns gach fear de na raointean seo cur ri faicsinneachd agus inbhe na Gàidhlig agus gus cothroman a bharrachd a chruthachadh airson luchd-labhairt agus luchd-ionnsachaidh gus an cànan a chleachdadh.

Nì a' chomhairle cinnteach gu bheil Buidhnean Leth-eisimeileachd, com-pàirtichean coimhearsnachd agus solaraichean seirbheis treas-phàrtaidh mothachail air plana na comhairle agus gu bheilear an dùil gun cum iad ris na prionnsapalan agus/no na gealltanasan sa phlana.

Thèid leasachaidhean no iomairtean sam bith gus a' Ghàidhlig a dhèanamh taobh a-staigh nan goireasan a th' ann mar-thà. Mar eisimpleir, rachadh soidhnichean rathaid dà-chànanach "Fàilte gu Lodainn an Ear" a dhèanamh air stèidh ùrachaidh/ ath-nuadhachaidh.

Nuair a bhios e a dhìth, cleachdaidh a' chomhairle stòr-dàta Ainmean-Àite na h-Alba anns a bheil fiosrachadh ùghdarrasail mu chruthan Gàidhlig ainmean-àite, a tha a rèir Gnàthasan Litreachaidh na Gàidhlig.

2.1 Dearbh-aithne agus inbhe

Faodaidh Gàidhlig anns an aithne chorporra agus air na soidhnichean aig ùghdarras poblach cur gu mòr ri faicsinneachd a’ chànan, agus tha e a’ toirt seachad teachdaireachd làidir gu bheil an t-ùghdarras poblach a’ cur luach anns a’ Ghàidhlig agus air mar a thathar a’ toirt aithne dhi. Faodaidh leasachadh air cleachdadh na Gàidhlig tro shoidhnichean cur cuideachd ri briathrachas luchd-cleachdaidh na Gàidhlig, mothachadh poblach dhan chànan a thogail agus cur ri a leasachadh. Tha Comhairle Lodainn an Ear ag aithneachadh cho cudromach 's a tha e a bhith a’ cur ri faicsinneachd na Gàidhlig, a’ cur ri a h-inbhe agus a bhith a’ cruthachadh ìomhaigh fhàbharach dhan chànan.

Dleastanas	An suidheachadh làithreach	Gnìomh air a mholadh	Buil air a mholadh/ taisbeanair	Prìomh sheirbheis/ oifigear	Clàr-ama
Aithne chorporra	Chan eil eileamaid Ghàidhlig sam bith air a bhith ann an aithne-chorporra Comhairle Lodainn an Ear roimhe. Ged a rinneadh lèirmheas air seo bhon Phlana Ghàidhlig mu dheireadh, cha deach atharrachadh a chur an gnìomh fhathast.	Thèid dreachan dealanach de suaicheantas na comhairle ùrachadh gus iomradh Gàidhlig a thoirt a-steach, air stèidh dà-chànanach. Nì seo cinnteach, nuair a thèid an suaicheantas iarraidh/no ma dh’fheumar a chleachdadh san àm ri teachd (co-dhiù a tha seo airson taisbeanadh didseatach no fiosaigeach), gum bi a’ Ghàidhlig air a gabhail a-steach. Thèid seo a chur an àite suaicheantasan a tha air an taisbeanadh mar-thà, leithid air togalaichean poblach, nuair a thèid an ùrachadh.	Bidh a’ Ghàidhlig air a ghabhail a-steach anns a h-uile dreach de shuaicheantas na comhairle a thèid a stòradh airson cleachdadh san àm ri teachd, agus thèid iomradh a thoirt air sin taobh a-staigh stiùiridhean a’ bhrannnd.	Manaidsear Seirbheis - Conaltradh	Am Faoilleach 2026
Soidhnichean	Chan eil ach glè bheag de shoidhnichean	Tha sgrùdadh air soidhnichean Beurla ‘Fàilte gu Lodainn an Ear’ air	Bidh soidhnichean fàilte air na	Manaidsear Seirbheis - Rathaidhean	Am Faoilleach 2030

	ean dà- chànanach ann an Lodainn an Ear	rathaidean ris a bheil comhairle Lodainn an Ear an urra air sealltainn gu bheil gach soidhne ann an deagh staid an- dràsta agus nach eil iad feumach air ùrachadh. Ma tha feum air soidhne ùr sam bith den t- seòrsa seo airson a dhol an àite seann soidhne (mar eisimpleir, ma thèid a mhilleadh), bidh seo a' gabhail a- steach na Gàidhlig.	prìomh shlighean a- steach gu Lodainn an Ear a' gabhail a- steach na Gàidhlig, a' nochdadh spèis cho- ionann dhan Ghàidhlig agus dhan Bheurla.		
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2.2 Conaltradh

Tha cleachdadh na Gàidhlig ann an conaltradh leis a' chomhairle tro mheasgachadh de chonaltradh air-loidhne, aghaidh-ri-aghaidh no air a' fòn cudromach ann a bhith a' cruthachadh chothroman airson cleachdadh a' chànan, agus tha seo a' cur ris an fhaireachdainn gu bheil cleachdadh na Gàidhlig comasach agus gu bheil fàilte air seo. Tha Comhairle Lodainn an Ear mothachail air cho cudromach is a tha e cumail oirnn a bhith a' cruthachadh chothroman gus a' Ghàidhlig a chleachdadh ann an conaltradh ri a saoranaich agus cuiridh i ris an ìre de sholarachadh aice anns an raon seo mean air mhean.

Dleastanas	An suidheachadh làithreach	Gnìomh air a mholadh	Buil air a mholadh/ taisbeanair	Prìomh Sheirbheis/oifi gear	Clàr-ama
Eàrr- sgrìobhaidh ean puist-d	Cha robh roghainn Gàidhlig ann mar phàirt de dh'eàrr- sgrìobhaidhe an puist-d corporra na comhairle roimhe seo.	Tha an roghainn Eàrr- sgrìobhaidhean puist-d a bhith ann agus tha seo air a bhrosnachadh do gach neach- obrach.	Tha roghainn aig a h-uile neach- obrach Gàidhlig a chur a- steach dhan eàrr- sgrìobhaidh puist-d aca	Manaidsear Seirbheis - Conaltradh	An Dùbhlachd 2025
Ionadan- fàilte	Ged nach eil solar sònraichte aig a' chomhairle airson Gàidhlig ann	A' togail air obair a rinneadh roimhe, bithear fhathast a' toirt trèanadh do luchd-obrach ionad-fàilte agus	Thèid conaltradh iomchaidh a dhèanamh le custamaire	Manaidsear Seirbheis - Seirbheis Chustamairean	Leantainne ach

	<p>an ionadan-fàilte, tha cothrom air seirbheisean eadar-theangachaidh is eadar-mhineachaidh ann, Gàidhlig nam measg.</p>	<p>daoine a tha ag obair leis a' phoball gus dèanamh cinnteach gun coileanar feumalachdan chustamairean ann an cànanan seach Beurla, a' gabhail a-steach na Gàidhlig.</p> <p>Cumaidh sinn oirnn a' brosnachadh solar Gàidhlig taobh a-staigh na seirbheis Eadar-theangachadh is eadar-mhineachadh gus dèanamh cinnteach gum bi spèis cho-ionann aig a' Ghàidhlig. Bidh e comasach do chustamairean aig a bheil Gàidhlig eadar-theangachadh Gàidhlig iarraidh.</p>	<p>an a thig a-steach gu ionadan fàilte ann an oifisean na Comhairle ge b' e dè an cànan a bhruidhneas iad</p> <p>Bidh fios aig an luchd-obrach uile ann an seirbheisean chustamairean / san ionad chonaltraidh air mar a gheibhear taic airson conaltradh sa Ghàidhlig</p>	<p>Manaidsear Seirbheis - Riaghlachas</p>	
Fòn	<p>Chan eil comas sònraichte aig a' Chomhairle aig an àm seo a bhith a' dèiligeadh ri gairmean fòn sa Ghàidhlig.</p>	<p>Bithear fhathast a' toirt trèanadh do luchd-obrach an ionad conaltraidh gus dèanamh cinnteach gun coileanar feumalachdan chustamairean ann an cànanan seach Beurla, a' gabhail a-steach na Gàidhlig.</p> <p>Cumaidh sinn oirnn a' brosnachadh solar Gàidhlig taobh a-</p>	<p>Thèid conaltradh iomchaidh a dhèanamh le custamairean a chuireas fios chun na Comhairle air a' fòn ge b' e dè an cànan a bhruidhneas iad</p>	<p>Manaidsear Seirbheis - Seirbheis Chustamairean</p> <p>Manaidsear Seirbheis - Riaghlachas</p>	<p>An Dùbhlachd 2026</p>

		<p>staigh na seirbheis Eadar-theangachadh is eadar-mhìneachadh gus dèanamh cinnteach gum bi spèis cho-ionann aig a' Ghàidhlig. Bidh e comasach do chustamairean aig a bheil Gàidhlig eadar-theangachadh Gàidhlig iarraidh.</p>	<p>Bidh fios aig an luchd-obrach uile ann an seirbheisean chustamairean / san ionad chonaltraidh air mar a gheibhear taic airson conaltradh sa Ghàidhlig</p>		
<p>Co-sgrìobhadh sgrìobhte, conaltradh didseatach agus coinneamhan</p>	<p>Às dèidh ath-bhreithneachadh a rinneadh, tha rèiteachaidhean ùra aig a' chomhairle airson taic eadar-theangachaidh is eadar-mhìneachaidh</p>	<p>Nì a' chomhairle barrachd obrach gus dèanamh cinnteach gu bheil trèanadh ri fhaighinn/agus gu bheil mothachadh air na rèiteachaidhean gus taic eadar-theangachaidh is eadar-mhìneachaidh a thoirt seachad far a bheil feum air, a' gabhail a-steach airson a bhith:</p> <ul style="list-style-type: none"> • A' toirt seachad fiosrachadh mu chothrom air seirbheisean • A' cuideachadh le coinneamhan aghaidh-ri-aghaidh 	<p>Bidh fios aig an luchd-obrach uile mun t-solar gus post is post-d eadar-theangachadh gu is bho Ghàidhlig agus tuigidh iad na h-ullachaidhean gus seo a chur air dòigh.</p>	<p>Manaidsear Seirbheis– Riaghlachas</p> <p>Manaidsear Seirbheis: - Conaltradh</p>	<p>Am Faoilleach 2027</p>

		<ul style="list-style-type: none"> • Sgrìobhaid hean air an eadar-theangachadh a dh'fheum as ainm-sgrìobhte chustamair, m.e. aonta màil • A' conaltradh le custamair ean gus am beachdan fhaighinn. <p>Nì seo cinnteach gun gabh fiosrachadh/conaltradh eadar-theangachadh agus gun tèid freagairtean a thoirt seachad sa Ghàidhlig taobh a-staigh clàr-ama aontaichte nuair a bhios feum air seo, a' nochdadh spèis cho-ionnan.</p> <p>Bidh teachdaireachd air làrach-lìn na comhairle a tha a' cur an cèill gu bheilear a' cur fàilte air conaltradh bhon phoball sa Ghàidhlig.</p>			
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2.3 Foillseachaidhean

Faodaidh cleachdadh na Gàidhlig ann am farsaingeachd de stuthan clò-bhuailte cuideachadh le leasachadh na Gàidhlig ann an diofar dhòighean. Tha e a' cur ri faicsinneachd a' chànain, tha e ag àrdachadh inbhe na Gàidhlig le bhith ga cleachdadh ann am foillseachaidhean àrd-ìomhaigheil, agus tha e a' cuideachadh le bhith a' cruthachadh briathrachais ùr agus a' cur ri briathrachas a th' ann mar-thà. Tha cleachdadh na Gàidhlig anns na meadhanan a' dearbhadh gu bheil an t-ùghdarras poblach airson cothrom a thoirt air fiosrachadh cudromach tron Ghàidhlig, agus a' cur ri faicsinneachd agus inbhe a' chànain. Agus barrachd dhaoine a' faighinn cothrom air fiosrachadh mu ùghdarrasan poblach tro na làraichean-lìn aca, faodaidh ullachadh airson cleachdadh na Gàidhlig a bhith a' cur gu mòr ri inbhe agus faicsinneachd a' chànain.

Tha Comhairle Lodainn an Ear air rùnachadh cur ri cleachdadh na Gàidhlig ann an raointean far am biodh an ùidh a bu mhotha aig a' phoball san fharsaingeachd no far a bheil cuspairean ann a tha co-cheangailte ris a' Ghàidhlig fhèin.

Dleastanas	An suidheachadh làithreach	Gnìomh air a mholadh	Buil air a mholadh/ taisbeanair	Prìomh Sheirbheis/oifigear	Clàr-ama
Làrach-lìn	Tha goireas ruigsinneachd agus eadar-theangachaidh air làrach-lìn na comhairle agus gabhaidh Gàidhlig a chur air susbaint san dòigh seo.	<p>Bidh suaicheantas/de arbh-aithne dà-chànanach Comhairle Lodainn an Ear air làrach-lìn na comhairle, a thèid ùrachadh/ath-bhogadh ann an 2026 airson a' chiad uair.</p> <p>Ged a bhios seirbheis eadar-theangachaidh lìn tro eadar-theangachadh inneil (MT) fhathast ri fhaighinn, leis nach urrainnear gealltainn gum bi a' Ghàidhlig ceart, nì sinn cinnteach gu bheil sinn a' sanasachadh gu</p>	Bidh susbaint lìn agus branndadh air làrach-lìn corporra na comhairle rim faighinn sa Ghàidhlig	Manaidsear Seirbheis - Seirbheisean Chustamairean	An Dùbhlachd 2026

		<p>h-iomchaidh gu bheil comas againn eadar-theangachadh proifeasanta a chur air dòigh de dh' fhiosrachadh buntainneach far a bheil feum air seo.</p> <p>Siridh sinn cothroman gus cur ri fuincseanaileachd nam foirmichean didseatach agus siostaman treas-pàrtaidh a tha ceangailte ris an làrach-lìn.</p>			
Dàimhean Poblach agus Meadhanan Sòisealta	Tha beagan susbaint airson nam meadhanan/meadhanan sòisealta air a thoirt seachad leis a' chomhairle sa Ghàidhlig	<p>Thèid prìomh bhrathan naidheachd agus ùrachaidhean air na meadhanan sòisealta a thaobh cho-dhùnaidhean buidseit na comhairle fhoillseachadh gu for-ghnìomhach sa Ghàidhlig a bharrachd air a' Bheurla.</p> <p>Thèid fiosan naidheachd agus ùrachaidhean air na meadhanan sòisealta a thaobh thachartasan/co</p>	<p>Gheibh luchd-leantainn nam meadhanan agus nam meadhanan sòisealta fiosrachadh sa Ghàidhlig cho math ri Beurla mu cho-dhùnaidhean buidseit agus tachartasan /co-chomhairlean iomchaidh eile.</p> <p>Gabhaidh gach fios naidheachd air làrach-lìn na Comhairle</p>	Manaidsear Seirbheis - Conaltradh	An Dùbhlachd 2025

		-chomhairlean buntainneach fhoillseachadh gu for-gnìomhach sa Ghàidhlig a bharrachd air sa Bheurla.	eadar-theangachadh dhan Ghàidhlig san dòigh seo.		
Stuth Clò-bhuailte - sgrìobhainne an agus pàipearan na comhairle	Cha bhi a' chomhairle a' dèanamh stuth clò-bhuailte sa Ghàidhlig gu cunbhalach	Sgaoilidh a' chomhairle fios gu gnìomhach gu bheil am fiosrachadh clò-bhuailte air fad ri fhaighinn sa Ghàidhlig air iartras.	Bidh aithris ann gu bheil comas aig a' chomhairle am fiosrachadh clò-bhuailte uile a thoirt seachad ann an cànanan seach Beurla.	Manaidsear Seirbheis - Conaltradh	An Dùbhlachd 2025
Stuth Clò-bhuailte ann an leabharlannan	Tha barrachd leabhraichean co-cheangailte ris a' Ghàidhlig aig Seirbheisean nan Leabharlannan anis	Cuiridh Seirbheis nan Leabharlannan leabhraichean co-cheangailte ris a' Ghàidhlig a fhuaireadh ris a' chatalog Cumaidh Seirbheisean nan Leabharlannan air a' dèanamh obair sanasachd a' cur cuideam air mar a tha barrachd leabhraichean co-cheangailte ris a' Ghàidhlig rim faighinn.	Cumaidh Seirbheis nan Leabharlannan stòras de ghoireasan clò-bhuailte is didseatach sa Ghàidhlig Obair gus sanasachd a dhèanamh air seo air a dèanamh.	Manaidsear Seirbheis - Chustamairean agus Àrd-leabharlannaichean	Am Faoilleach 2026
Ceanglaiche an eadar leabharlannan agus sgoiltean	Chan eil mòran cheanglaichean ann eadar leabharlannan agus sgoiltean far a bheilear a'	Comharraich ceanglaichean eadar Seirbheis nan Leabharlannan agus sgoiltean	Ceanglaiche an nas fheàrr ann agus goireasan co-	Manaidsear Seirbheis - Chustamairean agus Àrd-leabharlannaichean	Am Faoilleach 2028

	lìbhrigeadh FtG/FLI.	far a bheilear a' lìbhrigeadh FtG no FLI (Foghlam Luchd-ionnsachaidh).	cheangailte ri Gàidhlig air an co-roinn eadar sgoiltean agus leabharlann an Lodainn an Ear.		
Taisbeanaidhean Poblach agus dualchas	Tha a' chomhairle air beagan ullachaidh a dhèanamh airson taisbeanaidhean dà-chànanach.	<p>Nì Seirbheis nan Taighean-tasgaidh cinnteach gum bi sgòp a bharrachd airson solar Gàidhlig ann am feumalachdan prògramaidh is mìneachaidh san àm ri teachd.</p> <p>Coimheadaidh a' chomhairle air cothroman com-pàirteachais iomchaidh le buidhnean coimhearsnachd leithid Urras Dualchais Blàr Sliabh a' Chlamhain (1745) gus iomairtean fo stiùir na coimhearsnachd a bhrosnachadh a tha ag aithneachadh agus a' brosnachadh na Gàidhlig.</p>	Tha ullachadh ann am poileasaidhean taisbeanaidhean Seirbheis Taighean-tasgaidh is Leabharlann an airson Gàidhlig ann an taisbeanaidhean	<p>Manaidsear Seirbheis - Seirbheisean Chustamairean</p> <p>Manaidsear Seirbheis - Conaltradh</p>	An Dùbhlachd 2026

2.4 Luchd-obrach

Rinn a' chomhairle suirbhidh luchd-obrach ann an 2023 anns an robh ceist mu sgilean Gàidhlig. Fhuair seo a-mach gun robh Gàidhlig aig 11 luchd-obrach, naoinear thidsear nam

measg. Dh'aithris trì-deug luchd-freagairt, a' gabhail a-steach naoinear luchd-teagaisg, gun urrainn dhaibh Gàidhlig a leughadh, agus thuirt sianar a bharrachd, còighear nan luchd-teagaisg – gun urrainn dhaibh Gàidhlig a sgrìobhadh.

Gus seirbheisean a lìbhrigeadh tro mheadhan na Gàidhlig, tha e riatanach gun tèid na sgilean-obrach iomchaidh agus na sgilean cànan aig an luchd-obrach a thoirt air adhart. Tha solarachadh chothroman ionnsachaidh do luchd-obrach a' cuideachadh le adhartachadh ionnsachadh na Gàidhlig le inbhich agus ag adhartachadh Gàidhlig mar sgil feumail san àite-obrach. Bidh comharrachadh obraichean far a bheil Gàidhlig mar sgil ainmichte a' cur gu mòr ri inbhe a' chànain agus ri bhith ga comharrachadh mar sgil buannachdail.

Tha cleachdadh na Gàidhlig ann an sanasachd a' cuideachadh cuideachd le bhith a' sealltainn gum bu chòir Gàidhlig a bhith air a cleachdadh sa bheatha phoblaich agus gu bheil àite sònraichte aig luchd-cleachdaidh na Gàidhlig ri choileanadh taobh a-staigh ùghdarras poblach. Ge b' e dè na sgilean a tha riatanach tha e cudromach gun dèan ùghdarrasan cinnteach gu bheil a' Ghàidhlig na fìor riatanas san dreuchd.

Tha Comhairle Lodainn an Ear ag aithneachadh cho cudromach 's a tha e a bhith a' faicinn na Gàidhlig mar sgil obrach cudromach agus a bhith a' comharrachadh shuidheachaidhean far a bheil e riatanach no feumail a cleachdadh agus tha sinn ag aithneachadh cho cudromach 's a tha e comas a thoirt do luchd-obrach na sgilean Gàidhlig aca a leasachadh mas urrainn dhaibh agus ma tha iad airson an cleachdadh gus taic a chumail ri Plana Gàidhlig na Comhairle.

Dleastanas	An suidheachadh làithreach	Gnìomh air a mholadh	Buil air a mholadh/taisbeanair	Prìomh Sheirbheis/oifige ar	Clàr-ama
Conaltradh a-staigh	Nithear beagan brosnachaidh air a' Ghàidhlig tro phrìomh shianalan in-chonaltraidh na comhairle	Bidh a' chomhairle a' brosnachadh a cuid obrach gus a' Ghàidhlig a chumail seasmhach agus gus a leasachadh air an taobh a-staigh gach bliadhna, agus cuiridh e fòcas air adhartas le bhith a' lìbhrigeadh a' Phlana Gàidhlig, mar phàirt de	Thèid artaigean fhoillseachadh tro Inform, iris-d mhìosail na comhairle do luchd-obrach.	Manaidsear Seirbheis - Conaltradh	An Gearran 2026

		Sheachdain na Gàidhlig.			
Fastadh	Thèid a h-uile obair aig a' chomhairle a shanasachd air làrach-lìn myjobscotland.com aig nach eil seirbheis eadar-theangachaidh cànan	<p>Nì a' chomhairle rannsachadh air a' chomas gus eadar-theangachadh proifeasanta de shanasan obrach chur air chothrom air-loidhne.</p> <p>San eadar-ama, ma bhios riatanas ann a thaobh na Gàidhlig airson dreuchd, nì a' chomhairle a h-ullachaidhean fhèin gus dèanamh cinnteach gum bi pròifil na dreuchd agus fiosrachadh co-cheangailte ri fhaighinn sa Ghàidhlig taobh a-staigh làrach-lìn na Comhairle agus gun tèid seo a bhrosnachadh gu h-ìomchaidh</p> <p>Thèid fios a chur gu COSLA (a tha an urra ri</p>	Thèid sanasachd a dhèanamh air obraichean le riatanas airson na Gàidhlig air làrach-lìn na comhairle	Manaidsear Seirbheis - Daoine agus Taic Comhairle	An Dùbhlachd 2026

		làrach-lìn myjobscotland) ag iarraidh orra beachdachadh air goireas eadar-theangachaidh cànan a chur air an làraich-lìn agus air na foirmichean iarrtais aca			
Trèanadh is ionnsachadh cànan	Chan eil mòran iarrtais air a bhith ann airson trèanadh Gàidhlig bhon luchd-obrach	<p>Cùm oirnn a' dèanamh sgrùdadh air/a' coimhead air iarrtas airson ionnsachadh na Gàidhlig do luchd-obrach</p> <p>Cuir modail e-ionnsachaidh le prìomh fhios mu 'Ghàidhlig is Alba' air chothrom agus brosnachadh do luchd-obrach, mar phàirt de shreath chothroman ionnsachaidh is leasachaidh na comhairle.</p>	Barrachd com-pàirteachadh le Gàidhlig agus mothachadh air Gàidhlig aig luchd-obrach	Manaidsear Leasachaidh na Buidhne	Am Faoilleach 2026

		Brosnaich goireasan LearnGaelic didseatach do luchd-tòiseachaidh taobh a-staigh na comhairle am measg luchd-obrach.			
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2.5 Togail agus Cleachdadh na Gàidhlig

Gabhaidh sinn na ceumannan a leanas gus cuideachadh le àrainneachd thaiceil a chruthachadh airson fàs air àireamh an luchd-labhairt ann an Lodainn an Ear.

Tha Comhairle Lodainn an Ear ag aithneachadh gum feum barrachd dhaoine an cànan ionnsachadh, a chleachdadh agus luach a chur ann thar gach raon de bheatha ma tha a' Ghàidhlig gu bhith seasmhach san àm ri teachd. Gus seo a choileanadh, tha e na rùn dhuinn an cànan a leabachadh nas fharsainghe tro chom-pàirteachadh coimhearsnachd, solar foghlaim seasmhach, agus slighean adhartais.

Is iad na h-amasan ro-innleachdail againn san raon seo:

- **Cuir ri cothroman com-pàirteachaidh coimhearsnachd** – le bhith a' toirt taic do dh'iomairtean ionadail a chuireas ri mothachadh air a' Ghàidhlig, a bhrosnaicheas com-pàirteachadh ann an ghnìomhachdan co-cheangailte ris a' Ghàidhlig agus a cultar, agus a chruthaicheas àiteachan follaiseach dhan Ghàidhlig ann am beatha làitheil. Tha seo a' gabhail a-steach a bhith a' toirt taic do dh'ionnsachadh na Gàidhlig ann an suidheachaidhean coimhearsnachd.
- **Dèan cinnteach gum bi foghlaim tro mheadhan na Gàidhlig (FtG) seasmhach san fhad-ùine** – le bhith a' dèanamh cinnteach gu bheil Foghlam tro Mheadhan na Gàidhlig a' leantainn air a' fàs le slighean soilleir bho na tràth-bhliadhnaichean dhan àrd-sgoil agus nas fhaide air adhart. Tha seo a' gabhail a-steach a bhith a' cumail suas, agus a' toirt fàs air solar FtG, a' comharrachadh chothroman gus obrachadh gu roinneil agus a' dèanamh cinnteach gu bheil luchd-obrach, taic agus eadar-ghluasadan iomchaidh ann.
- **Brosnaich adhartas le Foghlam Luchd-ionnsachaidh na Gàidhlig (FLI)** – le bhith a' cumail taic ri gach sgoil gus Gàidhlig a thabhann mar chànan a bharrachd (L3) taobh a-staigh Poileasaidh Cànanan 1+2, a' dèanamh cinnteach gum bi goireasan àrd-inbhe, iomchaidh a thaobh aois ann, cho math ri ionnsachadh proifeasanta do

thidsearan, agus le bhith a' brosnachadh dhòighean-obrach cruthachail gus Gàidhlig a theagasg.

- **Barrachd faicsinneachd aig goireasan agus stuthan Gàidhlig** – le bhith a' dèanamh cinnteach gu bheil faicsinneachd agus làthaireachd nas motha aig a' Ghàidhlig ann an stuthan na comhairle leithid branndadh agus eàrr-sgrìobhaidhean puist-d.

Mar phàrantan corporra, nì a' chomhairle cinnteach, far a bheil sin comasach, nach bi bacadh sam bith air clann is daoine òga a tha no a bha ann an cùram aig a bheil Gàidhlig a thaobh ruigsinneachd air foghlam tron Ghàidhlig. Tha an earrann seo a' co-thaobhadh ri Alt 30 de Chunnradh nan Dùthchannan Aonaichte air Còraichean Chloinne (UNCRC), a tha a' daingneachadh còir chloinne an cànan fhèin ionnsachadh agus a chleachdadh, a' gabhail a-steach mion-chànanan agus cànanan dùthchasach leithid Gàidhlig.

Dleastanas	An suidheachadh làithreach	Gnìomh air a mholadh	Buil air a mholadh/taisbeanair	Prìomh Sheirbheis/oifigear	Clàr-ama
Foghlam tro Mheadhan na Gàidhlig (FtG)	Tha seo air a thoirt seachad tro aonta com-pàirteachais le Comhairle Baile Dhùn Èideann aig an àm seo. Tha seo fo sgrùdadh gus beachdadh air mar a dhèiligear ri àireamhan nas àirde de sgoilearan ann an Comhairle Lodainn an Ear a tha ag iarraidh solar FtG.	Cùm sùil air agus clàraich àireamhan ann am FtG agus dèan measadh air fiosrachadh na comhairle a thaobh solar FtG. Brosnaich FtG tro sheanailean conaltraidh is lìonraidhean. Dèan ath-sgrùdadh air an t-solar a th' ann mar-thà gus freagairt air àireamhan a tha a' sìor fhàs de dh'iarrtasan airson FtG ann an sgìre Comhairle Lodainn an Ear.	Dàta mu àireamh nan sgoilearan ann am FtG an-dràsta Gus taic a chumail ris na h-ullachaidhean làithreach gus an cumail a' dol is gus an dearcnacadh. Gus dèanamh cinnteach gu bheil fiosrachadh soilleir ri fhaighinn mu sholar FtG a rèir an Stiùireadh Reachdail	Prìomh oifigearan Tràth-ionnsachadh is Cùram-chloinne Comhairle Lodainn an Ear Buidheann Ro-innleachdail na Gàidhlig	An Giblean 2030

	<p>Thathar a’ planadh buidheann stiùiridh ro-innleachdail ionadail ùraichte gus taic a chumail ri planadh is leasachadh leantainneach.</p> <p>Thathar a’ trusadh dàta mu luchd-ionnsachaidh ann am FtG</p> <p>Thèid conaltradh a dhèanamh le pàrantan gus taic a chumail ri planadh co-obrachail</p> <p>Thathar a’ dèanamh planadh com-pàirteachais ann an conaltradh le Riaghaltas na h-Alba agus Bòrd</p>	<p>Obraich le com-pàirtichean roinneil agus ionadail gus ro-innleachd agus modail libhrigidh amalaichte agus seasmhach a chruthachadh.</p> <p>Dèan suirbhidh com-pàirteachaidh phàrantan dhaibhsan aig a bheil clann a tha 3 no 4 bliadhna a dh’aois.</p> <p>Obraich ann an com-pàirteachas le Comhairle Baile Dhùn Èideann agus ùghdarrasan ionadail eile faisg air làimh gus taic a chumail ris na h-ullachaidhean làithreach agus gus an cumail a’ dol agus gus planadh a thaobh FtG a cho-thaobhadh.</p> <p>Brosnaich / cùm taic ri solar FtG aig aois ro-sgoil/sgoile – sa mhòr-chuid tro sholar chom-pàirteachaidh làithreach</p>	<p>airson Foghlam Gàidhlig agus Achd an Fhoghlaim (Alba) (2016).</p> <p>Gus cur ri àireamhan ann am FtG a rèir planaichean ionadail agus nàiseanta</p>		
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	na Gàidhlig.	<p>Teaghlaichean: Cruthaich pasgan taic mu FtG do theaghlaichean, dèan lèirmheas air fiosrachadh air an làraich-lìn, agus nithear conaltradh le pàrantan</p> <p>Faigh beachdan dhaoine òga mar phàirt de dhealbhadh agus leasachadh sam bith san àm ri teachd.</p> <p>Dèan ath-sgrùdadh air pròiseasan dealbhaidh às dèidh achdachadh Bile nan Cànan Albannach (ris a bheil dùil ann an 2025) gus dèanamh cinnteach gu bheil a' chomhairle a' coileanadh riatanasan reachdail san àm ri teachd.</p>			
Foghlam Luchd-ionnsachaidh (FLI)	<p>Chan eil mòran air gabhail ri FLI gu ruige seo.</p> <p>Thathar a' comharrac</p>	<p>Cùm taic ri sgoiltean le planadh is leasachadh FLI tro bhith a' toirt seachad goireasan ionnsachaidh is</p>	<p>Barrachd sgoiltean agus sgoilearan a' gabhail pàirt ann am FLI</p>	<p>Prìomh oifigearan Comhairle Lodainn an Ear Buidheann Stiùiridh na Gàidhlig</p>	<p>An Giblean 2030</p>

	<p>hadh thidsearan le ùidh.</p> <p>Chaidh bun-chùrsaiche an Gàidhlig do thidsearan a thabhann agus a thoirt seachad ann an 2019, 2020 agus 2021.</p> <p>Chaidh goireasan FLI a chruthachadh ann an co-bhann ri com-pàirteachas ionadail (Togi Gaelic). Tha iad seo rim faighinn do gach sgoil ann an Lodainn an Ear</p> <p>Chaidh obair com-pàirteachais a chur air dòigh leis a' cho-bhanntachd FLI aig</p>	<p>teagaisg agus cothroman proifeasanta do luchd-teagaisg</p> <p>Brosnaich ìre-cleachdaidh cùrsaichean barantaichte roinneil aig SQA</p> <p>Cruthaich cothrom gus Gàidhlig ionnsachadh mar phàirt de 1+2 agus tro chom-pàirtichean (m.e Abaid a' Bhatail Nuaidh, E-sgoil no sgoiltean ann an Dùn Èideann).</p> <p>Cumar oirnn a' brosnachadh stuthan Gàidhlig, leithid làraich-lìn Go Gaelic aig Stòrlann gus taic a thoirt do leasachadh luchd-teagaisg ann an sgilean Gàidhlig bunaiteach.</p> <p>Faigh beachdan dhaoine òga mar phàirt de phlanadh san àm ri teachd, a' comharrachadh ùidh ann a bhith ag ionnsachadh na Gàidhlig agus a' coimhead air dòighean-obrach</p>	<p>Barrachd luchd-teagaisg a' dèanamh feum de chothroman leasachaidh a thaobh na Gàidhlig</p> <p>Goireasan Gàidhlig a chaidh a chruthachadh san sgìre ri fhaighinn do luchd-teagaisg agus do sgoiltean.</p>		
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	Ùghdarrasan Ionadail.	agus cothroman gus taic a chumail ri seo— mar eisimpleir, tro thairgsean didseatach do luchd-ionnsachaidh aig an Ìre as Àirde. Coimhead air cothroman airson a bhith a’ co-obrachadh air com-pàirtichean roinneil san raon seo.			
Luchd-ionnsachaidh inbheach	Chan eil Gàidhlig sam bith air a thabhainn aig an àm seo	<p>Obraich còmhla ri com-pàirtichean trèanaidh gus cothroman airson ionnsachadh inbheach a chomharrachadh, le àrdachadh air mothachaidh/a’ cur daoine air adhart gu cothroman ionnsachaidh mar a bhios iomchaidh</p> <p>Comharraich daoine sa choimhearsnachd aig a bheil Gàidhlig agus aig a bheil ùidh ann am brosnachadh is leasachadh na Gàidhlig</p> <p>Faigh a-mach barrachd mu bhith a’ brosnachadh</p>	<p>Barrachd chothroman gus Gàidhlig ionnsachadh sa choimhearsnachd ionadail a rèir comas aig com-pàirtichean lìbhrigidh, ma chuireas iad ris na tha iad a’ tabhann.</p> <p>Com-pàirteachadh leis a’ choimhearsnachd Ghàidhlig ionadail nuair a bhios seo a dhìth</p>	Manaidsear Seirbheis – Comas Cosnadh agus Manaidsear Choimhearsnachdan Ceangailte	Thar beatha a’ phlana seo.

		ionnsachadh inbheach agus mu na tha a' dol ann an ùghdarrasan eile, a' beachdachadh air cothromas mar phàirt de seo			
A' Ghàidhlig ann an Coimhearsnachdan, com-pàirteachasan agus lìonraidhean	<p>Conaltradh agus co-obrachadh a' dol air adhart le com-pàirtichean Gàidhlig ionadail</p> <p>Com-pàirtichean air an riochdachadh air buidheann stiùiridh na Gàidhlig aig Comhairle Lodainn an Ear</p> <p>Tha prìomh oifigearan a' riochdachadh Comhairle Lodainn an Ear air lìonraidhean Gàidhlig nàiseanta m.e Gaelic Language Network (GLAN)</p>	<p>Cùm oirnn le conaltradh le com-pàirtichean nàiseanta agus ionadail gus taic a chumail ri cothroman ionnsachaidh agus solarachadh FtG san sgìre.</p> <p>Dèan conaltradh leis a' cho-bhanntachd airson FLI gus coimhead air roghainnean airson cothroman leasachaidh cànan do luchd-obrach.</p> <p>Comharraich com-pàirtichean ionadail (gnìomhachas, turasachd is msaa.) Cùm oirnn a' frithealadh tachartasan lìonraidh nàiseanta, sgaoil fios mu chothroman agus mun Ghàidhlig agus brosnach</p>	<p>Barrachd solar ionnsachaidh is leasachaidh Gàidhlig ann</p> <p>Barrachd com-pàirteachadh le Gàidhlig agus mothachadh air Gàidhlig</p>	<p>Prìomh oifigearan Comhairle Lodainn an Ear</p> <p>Buidheann-obrach na Gàidhlig</p>	Thar beatha a' phlana .

		leasachadh luchd-obrach.			
Gàidhlig anns na h-ealainean	Tha a' chomhairle ag aithneachadh gu bheil ùidh/iarrtas ann airson ceòl agus ghnìomhachdan cultarail co-cheangailte ris a' Ghàidhlig	Ma bhios buidseat ri fhaighinn, nì sgioba Ealainean na comhairle ullachadh airson na Gàidhlig sa phrògram aca, le fòcas air Seachdain na Gàidhlig sa Ghearran, is dòcha. Bidh cothroman ann gus seo a chur ri solar meadhanan/meadhanan sòisealta na comhairle.	Nì poileasaidhe an seirbheis nan ealan ullachadh airson gnìomhan ealain Gàidhlig Brosnachadh prògram nan Ealainean agus gnìomhachdan Seachdain na Gàidhlig tro na meadhanan agus tro mheadhana sòisealta na comhairle	Manaidsear Seirbheis - Coimhearsnachdan Ceangailte agus Manaidsear Ealainean	Am Faoilleach 2027
Seirbheisean clò-bhualaidh is meadhanan do ghnìomhachasan ionadail	Tha aonad clò-bhualaidh in-thaigh aig a' chomhairle a tha airson fòcas nas coimeirsealta a thogail	Sgaoilidh a' chomhairle fios gu bheil a h-aonad clò-bhualaidh in-thaigh ann, le comas stuthan a dhèanamh sa Ghàidhlig do ghnìomhachasan ionadail a tha feumach air a leithid.	Bidh fios aig gnìomhachasan ionadail gu bheil comas aig a' chomhairle stuthan clò-bhuailte a dhèanamh air stèidh choimeirsealta, a' gabhail a-steach sa Ghàidhlig.	Manaidsear Seirbheis – Conaltradh	Am Faoilleach 2025

3. BUILEACHADH AGUS SGRÙDADH

Thèid plana Gàidhlig Comhairle Lodainn am Ear fhoillseachadh gu dà-chànanach air an làraich-lìn againn agus bidh lethbhreacan pàipeir rim faighinn ma thèid seo iarraidh. A bharrachd air seo, sgaoilidh sinn fios dhan phoball tro fhios naidheachd agus tro na meadhanan sòisealta, agus dhan luchd-obrach againn tron eadra-lìon againn.

Tha am plana seo mar poileasaidh Comhairle Lodainn an Ear agus chaidh aontachadh le Sgioba-stiùiridh agus Buill na Comhairle.

Thèid pròiseas Measadh Buaidh Amalaichte na comhairle atharrachadh gus a bhith a' toirt a-steach ceistean sgrìonaidh a' buntainn ris a' Ghàidhlig agus a' toirt stiùireadh dhaibhsan a tha a' cruthachadh poileasaidhean ùra buntainneach dhan poileasaidh seo agus do Phlana Nàiseanta na Gàidhlig gus dèanamh cinnteach gu bheil poileasaidhean air an cruthachadh a rèir a' Phlana.

Bidh an t-Àrd-oifigeir cunntachail aig a' cheann mu dheireadh airson dèanamh cinnteach gun coilean a' chomhairle na gealltanasan a tha air am mìneachadh sa Phlana seo.

Tha sinn air an t-uallach airson nan diofar cheuman ann an Caibideil 2 a riarachadh do luchd-obrach fa leth agus tha sinn air cinn-latha sònraichte a chomharrachadh airson targaidean fa leth nuair a tha sinn an dùil gealltanasan sònraichte a chur an gnìomh.

Sgrùdaidh a' chomhairle cur an gnìomh a' Phlana Ghàidhlig tro bhith ag aithris dà thuras sa bhliadhna air adhartas le buileachadh nan gnìomhan ann an Caibideil 2. Thèid na h-aithisgean adhartais seo a chur gu Bòrd na Gàidhlig.

FIOS CONALTRAIDH

'S e am prìomh oifigear le uallach obrachail agus ceannas air deasachadh, cur an gnìomh agus sgrùdadh Plana Gàidhlig Comhairle Lodainn an Ear:

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