

REPORT TO: CITY GOVERNANCE COMMITTEE – 8 JUNE 2026

REPORT ON: GAELIC LANGUAGE PLAN 2026-31

REPORT BY: CHIEF EXECUTIVE

REPORT NO: 120-2026

1. PURPOSE OF REPORT

- 1.1 This report presents the Committee with a revised Gaelic Language Plan for Dundee for 2026-31 and updates the Committee on the process of producing a Gaelic Language Plan.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Committee:
- a) notes the content of the revised Gaelic Language Plan 2026-31 attached in Appendix 1; and
 - b) agrees that the Plan is submitted to Bòrd na Gàidhlig for approval.

3. FINANCIAL IMPLICATIONS

- 3.1 There are no direct financial implications arising from the agreement of this report.

4. BACKGROUND

- 4.1 The Gaelic Language (Scotland) Act 2005 was passed with the aim to secure the status of the Gaelic language as an official language of Scotland, commanding equal respect to the English language. A duty is placed on local authorities to produce Gaelic Language Plans to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.
- 4.2 The draft third edition of Dundee's Gaelic Language Plan was agreed by the City Governance Committee on 27 October 2025 (Report 283-2025, Article IX refers). The process for approval of Gaelic Language Plans is that draft Plans are informally assessed by Bòrd na Gàidhlig's Plans Officer to provide recommendations of any changes required in order to fully comply with the National Gaelic Language Plan, the Guidance on Developing Gaelic Language Plans, the Gaelic Language (Scotland) Act 2005 and the Scottish Languages (Scotland) Act 2025. The Council is then required to submit an updated draft Plan by the deadline set by Bòrd na Gàidhlig, which will then go to the full Bòrd meeting for approval.
- 4.3 The outcome of the assessment by Bòrd na Gàidhlig's Plans Officer was received in December 2025. The Bòrd's Plans Officer was supportive of the content of the Council's draft plan and was pleased to note the progress that had been made since the second edition. The key recommendations included strengthening commitment to Gaelic education in Dundee and to provision of Gaelic classes in the community, as well as ensuring that there are increased opportunities for Gaelic learners and speakers to participate in activities and events.
- 4.4 A public consultation was carried out to gather views on the draft Gaelic Language Plan 2026-31. The consultation run for six weeks between January and February 2026. A total of 38 responses were submitted. The survey asked respondents about their experience and use of Gaelic, and it sought feedback on any improvements that could be incorporated into the plan to be progressed over the next five years in Dundee.

- 4.5 The Gaelic Language Plan was revised following the recommendations from Bòrd na Gàidhlig and feedback from the public consultation. The key changes include strengthening our commitments to raising awareness of Gaelic education in schools, including a more proactive approach to sharing information with parents. A specific action was added in relation to Gaelic as a second language to ensure gradual expansion of Gaelic within Dundee schools, including 1+2 languages. Further action was incorporated into the Plan on publishing all Gaelic events organised by Dundee City Council on the What's On website to ensure these opportunities are more visible and more easily found online.
- 4.6 The updated Gaelic Language Plan 2026-31 will be submitted to Bòrd na Gàidhlig for final approval. Bòrd na Gàidhlig must approve the final Gaelic Language Plan or propose modifications to it. If Dundee City Council has objections to some or all of the proposed modifications, a notice to this effect must be submitted to Bòrd na Gàidhlig within one month of receiving the Bòrd's modifications. The Bòrd must then approve the Plan as submitted, agree modifications with the Council or refer the Plan to Scottish Ministers if approval is not given within two months of receiving a notice of objections from Dundee City Council.
- 4.7 Once final approval is obtained from Bòrd na Gàidhlig the Dundee Gaelic Language Plan 2026-31 will be fully translated into Gaelic and published on the Council website and circulated widely to groups who have an interest in Gaelic.
- 4.8 The recent enactment of the Scottish Languages Act 2025 gives the Gaelic and Scots languages official status in Scotland and makes changes to the support for the Gaelic and Scots languages in Scotland. While there is no immediate requirement for local authorities to make any changes to their procedures, Scottish Ministers will issue guidance in the future for public bodies in relation to the duties. Local authorities will be required to have regard to the guidance in performing their functions

5. POLICY IMPLICATIONS

- 5.1 This report has been subject to an Integrated Impact Assessment to identify impacts on Equality and Diversity, Fairness and Poverty, Environment and Corporate Risk. An impact, positive or negative, on one or more of these issues was identified. An appropriate senior manager has checked and agreed with this assessment. A copy of the Integrated Impact Assessment showing the impacts and accompanying benefits of/mitigating factors for them is included as an Appendix to this report.

6. CONSULTATIONS

- 6.1 The Council Leadership Team were consulted in preparation of this report.

7. BACKGROUND PAPERS

- 7.1 None.

GREGORY COLGAN
CHIEF EXECUTIVE

19 MAY 2026

ANDREA CALDER
HEAD OF CHIEF EXECUTIVE'S SERVICES

Dundee City Council's Gaelic Language Plan **2026 - 2031**





Foreword by the Leader of Dundee City Council

I am pleased to share the third edition of the Gaelic Language Plan for Dundee. Dundee City Council proudly affirms its commitment to treating the Gaelic language with equal respect, recognising its role as one of Scotland's national languages. Gaelic enriches our cultural landscape and holds a vital place in the heritage of our nation.

This third edition of the Gaelic Language Plan for Dundee reflects our continued dedication to building on the progress achieved in recent years. It aligns with the ambitions of the National Gaelic Language Plan and seeks to accelerate our efforts.

We have made meaningful strides in raising awareness and enhancing the visibility of Gaelic across the city. With this updated Plan, we aim to further expand opportunities for learning and using Gaelic, while promoting a positive and inclusive image of the language throughout Dundee.



Councillor Mark Flynn
Leader of Dundee City Council

This page is intentionally left blank

Table of Contents

1. Introduction	5
1. The Gaelic Language (Scotland) Act 2005	5
2. Scottish Languages Act 2025	5
3. Dundee City Council – functions and priorities	5
4. Gaelic in Dundee	6
5. Gaelic in Scotland	8
6. Dundee Gaelic Language Plan Community Focus Groups	8
7. Consultation on the draft Gaelic language plan	10
2. Key Principles	11
1. Equal Respect	11
2. Active Offer	11
3. Mainstreaming	11
3. Plan Commitments	12
1. Progress on Gaelic development in Dundee during 2021-26: Key Highlights	12
2. 2026-31 Gaelic Language Plan aims and actions	14
4. Links to the National Performance Framework	26
5. Links to Local and Regional Frameworks	26
6. Publication	27
7. Resourcing the Plan	27
8. Monitoring the Plan	27
9. Gaelic Language Plan in Dundee City Council	28

This page is intentionally left blank

1. Introduction

1. The Gaelic Language (Scotland) Act 2005

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

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

This document is the third edition of Dundee City Council's Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005.

It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic. We will also continue to carry forward and deliver commitments made in the previous two editions of the Plan.

This Plan has been prepared in accordance with statutory criteria set out in the 2005 Act and having regard to the National Gaelic Language Plan 2023-2028 and the Guidance on the Development of Gaelic Language Plans.

2. Scottish Languages Act 2025

The Scottish Languages Act was passed by the Scottish Parliament on 17 June 2025 and received Royal Assent on 31 July 2025. It is a landmark piece of legislation that significantly strengthens the legal status and institutional support for Gaelic languages in Scotland. The Bill grants Gaelic the official status in Scotland, commanding equal respect to the English Language. Furthermore, it introduces new statutory duties, powers, and frameworks for promoting, supporting, and integrating Gaelic and Scots languages into public life, education and culture.

3. Dundee City Council – Functions and Priorities

Dundee has a population of 150,390, according to the latest data from National Records of Scotland. Dundee City Council provides all local government services for the city of Dundee. The Council employs over 6,700 staff, making it one of the largest employers in the city, and has an annual gross revenue expenditure of around £500 million and a programme of capital investment in schools, housing, community facilities, roads, social care, leisure and sport.

In December 2022, the Council adopted an ambitious Dundee Partnership City Plan 2022-2032 and Council Plan 2022-2027 with a clear vision for our city:

- Dundee will be a caring city which has tackled the root causes of poverty and delivered fairness in incomes, education and health.
- Dundee will have a strong, creative, smart and sustainable city economy with jobs and opportunities for all.
- Dundee will be a greener city, made up of strong communities where people feel empowered, safe and proud to live.

Our key strategic priorities include reducing child poverty and inequalities in incomes, education and health, delivering Inclusive Economic Growth (including Community Wealth Building) and tackling Climate Change and reaching Net Zero carbon emissions by 2045.

Increasing the presence and learning of Gaelic is relevant to priorities such as fairness, equalities, building strong communities and reducing inequalities.

4. Gaelic in Dundee

History of Gaelic in Dundee

Historically, the presence of Gaelic in Dundee dates back to around tenth century. According to the research carried out by Dr. Duncan Sneddon of University of Aberdeen, and information provided by the late John Morrison, former Chief Executive of An Comunn Gàidhealach, Gaelic was likely the dominant language in Dundee between around 800 - 1200AD. The influence of Gaelic speakers in the Dundee area was evident throughout the medieval period. Numerous place names within Dundee attest to the presence of Gaelic speakers in the area in the medieval period, before Scots became the dominant language. For instance, the common Gaelic place name element “baile” (farmstead, settlement) can be seen in Balgowan (Baile a’ Ghobhainn, blacksmith’s steading), Balgay (Baile (na) Gaoithe, the windy/marshy steading) and Baldragon (from “baile” and “dreagan”, meaning “the farm of the dragon” where dragon has been interpreted as meaning a “hero”).

The Gaelic-speaking population of Dundee began to grow substantially towards the 1780s, to such an extent that the Gaelic Chapel was opened in Long Wynd in 1791 for ‘Highlanders recently arrived in the town’. Estimates put the Highland population at 300-400. There was an auxiliary Gaelic School in 1815.

The Gaelic congregation left the Church of Scotland and built their own Gaelic church at Albert Square in 1869. Services in Gaelic continued to be held in the city until 1923. Other important social institutions for Dundee’s Gaels included the Dundee Highland Society, established in 1814 for “...the preservation of the dress and antiquities of the ancient Caledonians, also for raising a fund for relieving distressed Highlanders at a distance from their native homes and such other benevolent purposes.” The Society was wound up in 1868 and replaced by the very similar Dundee Gaelic Club, which also held Gaelic social evenings.

In 1851, there were 809 Highland-born people living in Dundee, 1.02% of the city’s population. While not all would have been Gaelic speakers, the figure also does not include those Gaelic speakers born in Dundee itself to Highland parents. The Gaelic speaking community in Dundee fluctuated through the year, as seasonal migration for work in harvesting and the fishing industry brought large numbers of Gaelic speakers to the area for a time each year. These may not have been permanent Dundee residents, but they were part of the ordinary pattern of economic life in the city. The growth of the jute industry in the second half of the nineteenth century, along



Research on Gaelic on the East Coast

with the depopulation of vast swathes of the Highlands during the Clearances, saw the Highland-born and Gaelic-speaking population of Dundee increase, with many Gaels living in the Hawkhill and Scouringburn areas of the city. This saw the number of Gaelic speakers in Dundee increase from 237 in 1881 to 736 two decades later. The existence of a Gaelic village in the Claverhouse/Mill O Mains area is recognised by the street names in Mill O Mains, while Claverhouse is linked to the Gaelic speaking John Graham of Claverhouse – Bonnie Dundee or Iain Dubh na Catha in Gaelic.

Gaelic in Dundee today

Over the recent years, there has been a growth in numbers of Dundee residents who have skills in Gaelic. The 2022 Census shows that the total number of people with Gaelic skills in Dundee increased from 1,073 in the 2011 Census to 2,514 – representing 1.73% of people who are 3 years old or over, an increase of 0.98% over the last decade. This means that over 2,500 people in Dundee can either understand, speak, read or write in Gaelic or have a combination of these language skills.

According to the 2022 Census Dundee had a population of 144,799 people aged 3 and over. The Census recorded that:

- 1068 could understand Gaelic but not speak, read or write
- 637 people could speak, read and write in Gaelic
- 248 were able to speak Gaelic, but not read or write
- 105 residents could speak and read, but not write
- 283 people could read in Gaelic, but not speak or write
- 173 people had some other combination on skills in Gaelic
- 142,282 reported that they had no skills in Gaelic

It is worth noting how the Gaelic language skills spread across different age groups:

Age group	All people aged 3 and over	Understands, reads, speaks or writes Gaelic	No skills in Gaelic
All people aged 3 and over	144,799	2,514	142,282
3 - 15	19,572	442	19,130
16 - 24	22,838	569	22,269
25 - 34	21,631	485	21,144
35 - 49	25,783	386	25,397
50 - 64	28,209	327	27,882
65 and over	26,766	305	26,461

The data in the above table is useful in formulating plans and actions to support Gaelic learning among various age groups.

Internal Gaelic Capacity Audit

Dundee City Council recognises the importance of seeing Gaelic as a useful skill in the workplace. There are currently no jobs where the use of Gaelic is a designated responsibility or desired requirement. To help understand what level of skills and interest in Gaelic learning exists among our workforce a Gaelic language capacity audit was carried out in May 2025. Staff survey was sent electronically to over 2,700 employees across all Council services. 337 responses were received.

The key findings of the Gaelic capacity audit indicate that:

- 35 employees have skills in Gaelic including one staff member who is 'fluent', one who is at an 'advanced' level, and two employees who described their skills as 'intermediate', with other employees at the 'beginner' stage.
- 117 employees said that they would like to learn Gaelic or improve their Gaelic language skills, if there were opportunities to do so.
- 104 employees wished to be added to the Council's Gaelic mailing list which distributes information about Gaelic events and activities taking place in Dundee and the wider Tayside and Angus regions, including Perth and Kinross, Angus and Fife.

A further audit and questionnaire were carried out in June 2025 among the Council's primary and secondary school staff to establish which schools in Dundee have Gaelic language capacity to help deliver some of the actions over the lifetime of this edition on the Plan (2026-31). 168 responses were received. 2 employees indicated they have a lot of skills in Gaelic including reading, writing, speaking and understanding (Rowantree Primary School and St Joseph's RC Primary School), and 5 said they had a little bit of Gaelic skills, with a combination of understanding, reading and speaking. None of the respondents declared having "advanced" skills in Gaelic.

5. Gaelic in Scotland

The current National Gaelic Language Plan reports that good progress has been made in recent years, however there is still more that needs to be done. The 2022 Scottish Census showed that 2.5% of people aged 3 and over in Scotland declared some Gaelic language skills, up from 1.7% in 2011. This represents an increase of approximately 43,100 people. Under 20s show the most consistent growth, rising from approximately 2% in 2001 to 3.5% in 2022. This increase can be attributed to the impact of Gaelic Medium Education. Those aged between 20 and 39, and 40 and 59 also show gradual increase, though at a slower pace.

Gaelic speakers can be found in every local authority area across Scotland. However, Westend Isles stand out with over 50% of the population able to speak Gaelic. Highland and Argyll and Bute are also in the top three councils with the most Gaelic speakers at 5.4% and 4% respectively.

National Gaelic Plan

The National Gaelic Language Plan for 2023-2028 was prepared by Bòrd na Gàidhlig and approved by Scottish Ministers. It highlights that ensuring that the growing population of young Gaelic speakers is supported to continue using the language, and to pass it on to the next generation, is critical to the maintenance of Gaelic as a living language. The plan also highlights the important role that Gaelic plays in the Scottish economy and in Scotland's cultural life.

The National Plan sets out the Scottish Government's vision for "a measurable increase in the numbers of people, speaking, learning, using and supporting Gaelic", with the key aim of increasing the use and learning of Gaelic. The Plan builds on the progress made in Gaelic over the recent decades, it presents priority areas and targets that will help make this vision a reality. Local Authorities are asked to have regard to the national priorities when setting out their commitments to support Gaelic in their work.

The National Gaelic Language Plan focuses on the following key areas of priority:

- Increasing the use and learning of Gaelic in Communities
- Increasing the use and learning of Gaelic in Homes
- Increasing the use and learning of Gaelic in the Creative Industries
- Increasing the use and learning of Gaelic in Business and the Economy
- Increasing the use and learning of Gaelic in Public Authorities
- Increasing the use and learning of Gaelic in Education, 0-18
- Increasing the use and learning of Gaelic in Post-school and Adult Learning

6. Dundee Gaelic Language Plan Community Focus Groups

In preparation for the new Gaelic Language Plan 2026-31 Dundee City Council organised two community focus groups held at Hilltown and Menzieshill Community Centres. The meetings were advertised, and attendance was encouraged via the council's social media pages, through the Gaelic contacts mailing list and the council's internal staff messaging platform. Four community members with an interest in Gaelic attended the first focus group meeting and there was no attendance at the second meeting. At the focus groups a range of topics related to Gaelic provision in Dundee were discussed, including what Gaelic activities people engaged with in the last five years, what barriers they may have encountered that made it difficult for them to engage and what they would like to see in terms of Gaelic activities or provision over the next five years.

Participants fed back that there has been an improvement in provision of Gaelic language classes and that there is an increased variety of events or activities to engage in, such as the Tea and Tunes concerts. Participants had a mixed level of Gaelic language skills. In the past year they engaged in the Gaelic Choir, Gaelic classes and conversation groups.

Gaelic Medium Education was mentioned as an important factor in promoting the learning and use of Gaelic among young people. The participants felt that there should be more daytime activities, such as BookBug sessions, or a Gaelic after school club. Participants would benefit from a wider range of social activities and opportunities to speak Gaelic with other fluent speakers to allow them to improve their Gaelic skills. The idea of a "Gaelic centre" was also discussed. Information about Gaelic activities should be easily found when searching online.

Participants felt that cost could be a barrier to taking part in activities, and that it was important that they were provided free of charge.

7. Consultation on the Draft Gaelic Language Plan

Under the 2025 Act, a relevant public authority must consult:

- a. People with Gaelic language skills in relation to whom the authority exercises functions
- b. Persons with an interest in the promotion of the Gaelic language
- c. Such other persons as the authority considers appropriate

The draft Plan was shared with the public, and their views were sought to inform our priorities for Gaelic development and provision in Dundee. The consultation ran for 6 weeks. There were a total of 38 responses received.

The survey asked respondents about their experience and use of Gaelic, and it sought feedback on any improvements that could be incorporated into the plan to be progressed over the next five years in Dundee.

Over 60% of respondents agree with the actions set out in our Gaelic Language Plan 2026-31.

There was an agreement and approval of actions that:

- increase the visibility of Gaelic, particularly through arts and culture;;
- promote opportunities for engagement, such as Gaelic concerts, a proposed Gaelic Day, and use of Gaelic in public spaces;
- build partnerships with libraries, creative industries and neighbouring local authorities;
- support staff awareness and capacity, including awareness-raising and self-study resources.

Several respondents felt that actions on Gaelic education are too limited and reactive, especially within schools. The most frequently suggested improvement was a more proactive and ambitious approach to Gaelic education. Others noted that, given low numbers of speakers, focusing on inclusive community-based learning for young people may be a more proportionate and effective use of resources than expanding formal Gaelic Medium Education provision at this stage.

Some respondents said that publicising cultural activities and events more actively will ensure that more people can find these opportunities and that these events are having the desired impact.

Based on the findings from the consultation, we have strengthened our commitments to raising awareness of Gaelic education in schools, including a more proactive approach to sharing information with parents. A specific action was added in relation to Gaelic as a second language to ensure gradual expansion of Gaelic within Dundee schools, including 1+2 languages.

Further action was incorporated into the Plan on publishing all Gaelic events organised by Dundee City Council on the What's On website to ensure these opportunities are more visible and more easily found online.

The full report on the consultation process can be found on the Council's Gaelic page on Dundee City Council's website ([Gàidhlig / Gaelic | Dundee City Council](#))

2. Key Principles

This section of the plan confirms Dundee City Council's commitment to three key principles to be applied across the plan and throughout the authority.

1. Equal Respect

Under the Scottish Languages (Scotland) Act Gaelic has secured the status as an official language of Scotland commanding equal respect to the English language. Dundee City Council will ensure that where Gaelic is included as part of our operations and services, they are of an equal standard and quality as those that we provide in English.

2. Active Offer

Dundee City Council will make an active offer of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence and are actively encouraged to use them. This will give Gaelic users the confidence to know that their needs will be met if that is their choice. Dundee City Council will ensure that our Gaelic language services are as accessible as our English language services.

3. Mainstreaming

Dundee City Council will ensure that opportunities for the public and our employees to use Gaelic are mainstreamed in support of the aim in the National Gaelic Language Plan 2023-28 that Gaelic is used more often, by more people and in a wider range of situations, so it becomes part of the day-to-day fabric of modern Scottish life.

3. Plan Commitments

1. Progress on Gaelic development in Dundee during 2021-26: Key Highlights

Since the publication of our second edition on the Plan in 2021, Gaelic language provision and development have seen a steady and meaningful progress in Dundee. Highlights over the last five years include:

- **Gaelic Classes in Community**
Dundee City Council has developed a programme of weekly beginners Gaelic classes taking place at Hilltown Community Centre. These accessible and community-based evening classes are now well established and a permanent feature of Gaelic provision in Dundee and have been attended by 38 participants over the course of one year. The classes are well attended and every year new learners join the course. To ensure the continuity of opportunities for learners to grow their language skills we have also recently established Gaelic Guided Conversation Class for learners of mixed abilities.
- **Gaelic Conversation Group**
The group is part of a broader effort to promote Gaelic language and culture in the Dundee area. This independent group brings together Gaelic speakers of mixed abilities who are enthusiastic about promoting, supporting and growing the use of Gaelic language. The group meets monthly at the Central Library. Those attending communicate in Gaelic on a range of topics, in an informal and relaxed atmosphere. Members of the Conversation Group occasionally gather socially in one of Dundee's local pubs to ensure that Gaelic conversations take place across a range of relaxed settings.
- **Tea and Tunes: Gaelic Lunchtime Concerts**
These concerts are an introduction to Gaelic through music and song in a relaxed informal setting of the Marryat Hall. Gaelic music performances take place once a month from September to March on Wednesday afternoons, with the Dundee Gaelic Choir Concert taking place on a Sunday. From 2025 all the concerts will be held on Sundays. The programme of concerts takes place annually and since 2017/18 seven series of Tea and Tunes concerts have been held. The concerts have presented an accessible programme of Gaelic music, strengthened and supported the Dundee Gaelic Conversation Group and the Dundee Gaelic Choir. By showcasing new and emerging young Gaelic artists and increasing the audience for Gaelic in Dundee the concerts help advance Gaelic through music. There have been a number of repeat visitors seeking out the concerts to hear and listen to Gaelic being spoken and sung.
- **Gàidhlig ann an Dùn Dèagh – Gaelic in Dundee on Social Media**
The “Gàidhlig ann an Dùn Dèagh – Gaelic in Dundee” Facebook page is a community hub for people in and around Dundee who are interested in learning and using Gaelic. It's a social media group where members can share opportunities, events, and resources related to Gaelic language and culture

in Dundee. The group is open to learners and fluent speakers alike, aiming to foster a welcoming environment for all levels. Members of the group can find information relating to conversation meetups, workshops and classes, cultural events like Seachdain na Gàidhlig (World Gaelic Week) and resources for learning Gaelic.

- **"Dundee's Gaelic" Booklet**

The "Dundee's Gaelic: Gaelic in Dundee Past and Present" booklet is a publication commissioned by Dundee City Council which was launched in February 2025 during Seachdain na Gàidhlig (World Gaelic Week). The booklet celebrates Dundee's deep-rooted connection to Gaelic language, culture, and history. Authors Nicky MacCrimmon and Alex Mulholland, who both share a passion for Scotland's native languages and cultures, have written the booklet to demonstrate that the Gaelic language is part of Dundee's story and continues to play an important part in the city today.

"Dundee's Gaelic" traces Gaelic's historical presence in Dundee, highlights modern-day Gaelic initiatives like the community learning classes, the Dundee Gaelic Choir, and the bilingual signage found across many of Dundee's neighbourhoods. The booklet is available free of charge for collection from community centres and libraries across the city. A copy was sent to the National Library of Scotland, BBC Alba and over 50 copies were also distributed to Sabhal Mòr Ostaig in the Isle of Skye.

- **Gaelic in Dundee Awareness Sessions**

A series of Gaelic in Dundee awareness sessions, delivered by Alex Mulholland, a Gaelic language tutor and co-author of the "Dundee's Gaelic" booklet, were held for Dundee City Council staff and Elected Members. A session was also held for members of the public. Employees who deal directly with the public at receptions and contact centres, along with employees across a range of other services, were among 25 people who attended the sessions. Following on from this, a number of staff are pursuing Gaelic learning opportunities.

- **Gaelic Walks**

Gaelic Walks are a key part of Dundee City Council's Gaelic Language Plan and community engagement efforts. These walks are designed to explore the Gaelic heritage, place names, and cultural history of the city and surrounding areas, particularly through guided storytelling and interpretation.

A series of Gaelic Walks took place at the Balgay Hill in Dundee, attended by over 20 participants, who could learn about the Gaelic history and heritage of Dundee, including place names and local legends.

- **North East Gaelic Officers Network**

Following a period of hiatus caused by the pandemic and staff changes within local councils, a group of officers responsible for Gaelic development in their areas came together in late 2024 to revive the collaborative forum as the new "North East Gaelic Officers Network". Areas within North East of Scotland are represented on this group, including Dundee, Angus, Fife, Perth & Kinross, Moray, and Aberdeen. The group operates in alignment with national and local Gaelic Language Plans and is supported by Bòrd na Gàidhlig.

The group's core purpose is to share information, good practice, contacts and resources across the organisations, maximise cooperation between officers, support and offer guidance to new officers, and coordinate Gaelic development efforts regionally, including events, education, and community engagement.

2. 2026-31 Gaelic Language Plan Aims and Actions

The High Level Aims contained in this Plan are a small number of strategic level actions, closely linked to the National Gaelic Language Plan 2023-28, and framed around the two key areas of priority:

- Increasing the use of Gaelic
- Increasing the learning of Gaelic

Dundee's High Level Aims are set out below, along with proposed outcomes and actions required to achieve them. The action plan outlines the current practice in relation to the High Level Aims and it demonstrates how the proposed actions align with the national priorities.

i. Increasing the Use of Gaelic

HIGH LEVEL AIM 1: Increase in Gaelic's presence in arts and culture events and resources.				
OUTCOME 1: Dundee should 'play to its strengths' by increasing the presence of Gaelic as part of the city's well-established reputation for arts and culture.				
Current practice: A programme of Gaelic lunchtime concerts featuring musicians and singers from around Scotland started in 2017 and has delivered seven series of concerts so far. Our libraries have an increased level of Gaelic language resources, including language learning resources and children's books. Dundee City Council supports the annual World Gaelic Week by organising, facilitating and taking part in local events. There is special focus on Gaelic resources during World Gaelic Week in our libraries.				
	Action	Target Date	Lead Service	National Plan Priority
1.	Continue the programme of Gaelic concerts and take other opportunities to host Gaelic performers at events in the city	2026 and ongoing	Leisure and Culture Dundee	Increasing the use and learning of Gaelic in the Creative Industries
2.	Continue to promote the work of Dundee Gaelic Choir and seek to extend its connections to the Council e.g. through collaborative projects with schools	2026 and ongoing	Chief Executive's Service & Children and Families Service	Increase the use and learning of Gaelic in Education 0-18

3.	Work with Leisure and Culture Dundee to feature Gaelic in annual events such as Local History Week, National Book Week or World Gaelic Week	2026 and ongoing	Leisure and Culture Dundee	Increasing the use and learning of Gaelic in the Creative Industries
4.	Ask Leisure and Culture Dundee to add a page to their website listing Gaelic resources available at Central Library	2026	Leisure and Culture Dundee	Increase the use and learning of Gaelic in Homes
5.	Organise a Gaelic Day, with opportunities for language taster sessions, and activities such as song workshops or storytelling	2026	Chief Executive's Services	Increasing the use and learning of Gaelic in Business and the Economy
6.	Raise awareness among key economic sectors, including design businesses and tourism/hospitality providers, of the economic benefits of using Gaelic, recognising that Gaelic and its associated culture have something unique and engaging to offer visitors to Scotland and buyers of Scottish products, with its distinctiveness enhancing customer perceptions of authenticity and provenance. We will raise awareness through existing networks such as the Tourism Leadership Group and The Dundee Tourism Partnership, and we will promote Visit Scotland's 'Gaelic for tourism businesses' portal	From 2026	City Development	Increasing the use and learning of Gaelic in Business and the Economy
7.	Publish all Gaelic arts and culture events organised or facilitated by Dundee City Council on Dundee's What's On page	From 2026	Chief Executive's Services, Leisure and Culture Dundee	Increasing the use and learning of Gaelic in the Creative Industries

HIGH LEVEL AIM 2:

Explore with neighbouring Councils the scope for sharing resources for Gaelic development.

OUTCOME 2:

Dundee should 'play to its strengths' by increasing the presence of Gaelic as part of the city's well-established reputation for arts and culture.

Current practice:

The officers responsible for Gaelic in Dundee, Angus, Fife, Perth & Kinross and Aberdeen meet on a regular basis to share good practice, contacts and resources. This group also commissioned a research project on Gaelic in the North East of Scotland (including the history, current situation and future opportunities for Gaelic in the area) which will help to raise the profile of the language.

	Action	Target Date	Lead Service	National Plan Priority
8.	Maximise the cooperation between officers and the cross marketing of Gaelic events and activities across the different Council areas in this part of the country	2026 and ongoing	Chief Executive's Services	Increasing the use and learning of Gaelic in Public Authorities
9.	Promote Gaelic self-study guide developed by Angus Council to Dundee City Council staff who wish to start learning Gaelic	2026 and ongoing	Chief Executive's Services	Increasing the use and learning of Gaelic in Public Authorities

ii. Increase the Learning of Gaelic

HIGH LEVEL AIM 3:

Undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic Medium and Gaelic Learner Education to Dundee City Council residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education (GME).

OUTCOME 3:

Dundee will meet its duties under the Education (Scotland) Act and will incrementally increase the awareness and visibility of Gaelic in schools.

Current practice:

Gaelic is taught at Rowantree Primary School as part of the 1+2 languages approach. The Council's website offers information about Gaelic Medium Primary Education, the advantages of bilingualism, and the rights of parents to request an assessment for the need for Gaelic Medium Education (GME). This information is also available in Gaelic. To date, there have been no formal requests for Gaelic Medium education. Additionally, one Gaelic BookBug session is held annually, and Gaelic is included in one library session for children each year.

	Action	Target Date	Lead Service	National Plan Priority
10.	Increase number of BookBug sessions provided	2031	Leisure and Culture Dundee	Increase the use and learning of Gaelic in Education 0-18
11.	Increase the learning of Gaelic through our 3-18 learning provision	2031	Children and Families Service	Increase the use and learning of Gaelic in Education 0-18
12.	Dundee will follow the Education (Scotland) Act and work to make Gaelic more visible in schools. Every two years, the council will run a survey and consult families with young children to check interest in Gaelic Medium Education	2031	Children and Families Service	Increase the use and learning of Gaelic in Education 0-18
13.	The Council will promote the right to request GME under the Education (Scotland) Act 2016 annually and direct parents to the information about Gaelic Medium Education contained on the Council's website	2026 and ongoing	Children and Families Service	Increase the use and learning of Gaelic in Education 0-18
14.	Increase awareness of Gaelic in schools through activities like music, poetry, and cultural projects	2031	Children and Families Service	Increase the use and learning of Gaelic in Education 0-18
15.	Expand 1+2 GLE provision to more schools. Schools would be signposted to utilise resource provided through the www.feisean.org website to develop learning programmes	2031	Children and Families Service	Increase the use and learning of Gaelic in Education 0-18
16.	Promote Gaelic as a subject to all secondary school pupils and provide eSgoil provision to support this	2026/27 and ongoing	Children and Families Service	Increase the use and learning of Gaelic in Education 0-18

HIGH LEVEL AIM 4:

Support the access to Gaelic Medium Education for families in Dundee through common approaches and joint working with neighbouring local authorities.

OUTCOME 4:

Dundee will meet its duties under the Education (Scotland) Act and will incrementally increase the awareness and visibility of Gaelic in schools.

Current practice:

Both Angus and Perth & Kinross Councils have Gaelic Medium Education provision at primary school level.

	Action	Target Date	Lead Service	National Plan Priority
17.	Work with families to support provision of local Gaelic Medium Education for their children	On request	Children and Families Service	Increase the use and learning of Gaelic in Education 0-18

HIGH LEVEL AIM 5:

Support the provision of Gaelic language classes in the community.

OUTCOME 5:

There will be opportunities for people to learn Gaelic in Dundee.

Current practice:

A regular beginner's Gaelic class was launched in early 2024. An advanced Gaelic class was also run for approximately 10 months. Dundee City Council now also provides a Guided Conversation class as a progression option for those who completed the beginner's course. The weekly classes take place during term-time and in addition, there are holiday "intensive" conversation courses where learning is condensed to daily classes over a three- or six-day period.

	Action	Target Date	Lead Service	National Plan Priority
18.	Continue provision of classes in the community, expand the offering to include guided conversation and Gaelic intensive courses with effective marketing and promotion to encourage students to attend	2026 and ongoing	Chief Executive's Services	Increasing the use and learning of Gaelic in Communities
19.	Work with families to support provision of local Gaelic Medium Education for their children	2026 and ongoing	Chief Executive's Services	Increasing the use and learning of Gaelic in Communities

HIGH LEVEL AIM 6:

Support the development of regular opportunity for Gaelic speakers in Dundee to meet and support each other in using Gaelic in conversation.

OUTCOME 6:

There will be opportunities, in addition to formal classes, for Gaelic speakers to meet in a less formal setting to use the language.

Current practice:

Those who have Gaelic language skills can now join Gaelic conversation group – an informal gathering for Gaelic speakers to practice their language and support each other in using Gaelic in Conversation. The group meets monthly at the Central Library and regularly at one of the local pubs. The group is actively promoted on social media page Gàidhlig ann an Dùn Deagh – Gaelic in Dundee, and regular updates are circulated to the Dundee Gaelic mailing list of people who are interested in Gaelic.

	Action	Target Date	Lead Service	National Plan Priority
20.	Develop a program of events and activities to create opportunities for Gaelic learners to participate in social activities	2026 and ongoing	Chief Executive's Services	Increasing the use and learning of Gaelic in Communities
21.	Engage with Dundee's universities students' associations and Dundee and Angus College to develop opportunities for young people with an interest in Gaelic to meet up to use the language. We would help facilitate meetings and support young people to engage (for example by providing a space in a community centre)	2026 - 2027	Chief Executive's Services	Increasing the use and learning of Gaelic in Communities

iii. Promoting a Positive Image of Gaelic

HIGH LEVEL AIM 7:

Increase the visibility of Gaelic in high profile events, heritage and signage.

OUTCOME 7:

Gaelic should be more visible in the city and in a wider range of situations and events.

Current practice:

Significant progress has been made in providing Gaelic signage at high-profile locations, with Gaelic appearing on the three most recent major new buildings in the city - the V&A Museum of Design, the new Railway Station and the Regional Performance Centre for Sport. There is nothing visible in Dundee to show the history of Gaelic in the area.

	Action	Target Date	Lead Service	National Plan Priority
22.	Install bi-lingual heritage plaques on sites in the city connected with Gaelic, with a view to raising Gaelic's visibility in the city and contributing to a greater understanding of the historical presence of Gaelic speakers in Dundee	2026 and ongoing	City Development	Increasing the use and learning of Gaelic in Business and the Economy

HIGH LEVEL AIM 8:

Deliver Gaelic awareness training to councillors and staff, with priority given to the education team and those with a key role in ensuring successful implementation of the Gaelic Language Plan.

OUTCOME 8:

Councillors and senior officers should have an awareness of the importance of the Gaelic language, its historical spread across Scotland, its rich heritage linked to place and culture, Gaelic's place in a multi-lingual Scotland and the wider world, and Gaelic's benefits in education and economic development.

Current practice:

Very successful awareness sessions were held for Council employees, senior staff and councillors during the course of the Council's second edition of the Gaelic Language Plan. One online session was also open to members of the public.

	Action	Target Date	Lead Service	National Plan Priority
23.	Run a further series of awareness raising sessions targeted more at senior officers, Elected Members and decision makers	027-2028	Chief Executive's Services	Increasing the use and learning of Gaelic in Public Authorities

iv. Corporate Commitments

As well as the High Level Aims agreed with the Council, Bòrd na Gàidhlig has developed a set of standardised Corporate Commitment to be included in all Gaelic Language Plans. The Corporate Commitments are based on the Bòrd's experience of approved Gaelic Language Plans to date, with the aim of standardising key Gaelic services over time across the public sector. All public authorities are expected to address all of these Corporate Commitment in their plan, describing current practice, actions needed to achieve the aim, timescales and which team will have responsibility for progressing the actions. Where the aim has been achieved and is being delivered, this is stated below under current practice. Where the aim has not yet been achieved,

we have set out below how and when this will happen, even if it is beyond the lifetime of the current plan and/or as part of future renewal processes. Subsequent editions of our Gaelic Language Plan will show incremental progress towards delivery of the Corporate Service Aims.

(a) Identity

OUTCOME 9: Logo and Brand Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo will demonstrate equal prominence for both languages.			
Current practice: The Council has not rebranded its corporate identity since agreeing the first edition of its Gaelic Language Plan. The Council has no plans to rebrand in the near future.			
	Action	Target Date	Lead Service
24.	The Council remains committed to demonstrating equal respect for Gaelic and English on any rebranding	On any rebranding	Chief Executive's Services

OUTCOME 10: Signage Prominent signage will include Gaelic and English as part of any renewal process.			
Current practice: Gaelic signage has been included in the four most significant public buildings in the city in recent years - V&A, Museum of Design, Dundee Railway Station, Regional Performance Centre for Sport and Drumgeith Community Campus/Greenfield Academy.			
	Action	Target Date	Lead Service
25.	Include Gaelic signage on future prominent buildings and in any renewal of signage on the ambassador routes into the city to demonstrate equal respect	As opportunities arise	City Development

(b) Communications

OUTCOME 11: Promotion Promote a positive message that communication from the public in Gaelic is always welcome.			
Current practice: A message to this effect has been added to the Gaelic page on the Council's website.			

	Action	Target Date	Lead Service
26.	Create an internal Gaelic staff site or channel to increase regular and active promotion and encouragement of Gaelic communication	2026 and ongoing	Chief Executive's Services, All Services

OUTCOME 12: Correspondence

Written communication in Gaelic is always accepted (post, e-mail and social media) and replies will be provided in Gaelic in accordance with the general policy.

Current practice:

Some enquiries in Gaelic in relation to Gaelic classes or activities are received in our Gaelic e-mail box. Responses are provided in Gaelic when possible.

	Action	Target Date	Lead Service
27.	Make an offer to accept and respond appropriately to any written communication in Gaelic	2026 and ongoing	All Services

OUTCOME 13: Front-line service delivery

Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.

	Action	Target Date	Lead Service
28.	We recognise, respect and welcome Gaelic skills when recruiting and regard Gaelic language skills as desirable. If there should be a job established which requires Gaelic as an essential or desirable criteria, the service will work with HR and the job evaluation team to ensure this is reflected in the Job Description and person specification and in turn in any advert	2026 and ongoing	All Services

OUTCOME 14: Public Meetings

Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.

	Action	Target Date	Lead Service
29.	Respond to any requests to hold meetings bilingually or in Gaelic	On request	All Services

(c) Publications

OUTCOME 15: Online presence Gaelic content is distributed regularly through social media, guided by the level of actual and potential users. The entire content of Dundee City Council website can be accessed in Gaelic, including key strategic documents and plans, such as the City Plan and the Council Plan.			
	Action	Target Date	Lead Service
30.	Maintain Gaelic social media content during key events such as World Gaelic Week, launch of Gaelic activities and events	2026 and ongoing	Chief Executive's Services (Communications Team)
31.	Mark key occasions on social media by sharing content bi-lingually and continue to keep the Gaelic page up to date	2026 and ongoing	Chief Executive's Services (Communications Team)

OUTCOME 16: Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.			
	Action	Target Date	Lead Service
32.	Identify further publications to be made available bi-lingually if requested, ensuring that the quality and accessibility of Gaelic language in all corporate information is high through our commitment to using professional translation	On request	All Services with support from Chief Executive's Services

OUTCOME 17: Exhibitions We will work with Leisure and Culture to deliver public exhibitions bilingually or in Gaelic, with priority given to those with the highest potential impact.			
	Action	Target Date	Lead Service
33.	Work with our partners Leisure & Culture Dundee to feature Gaelic in exhibitions and events	2028	Leisure and Culture Dundee, Chief Executive's Services

(d) Staffing

OUTCOME 18: Internal Audit

Conduct an internal audit of Gaelic skills and training needs through the life of each plan.

	Action	Target Date	Lead Service
34.	Carry out a further audit during the period of this plan, including a survey of teachers	2031	Chief Executive's Services

OUTCOME 19: Staff Recruitment and Induction

Recognising and respecting Gaelic skills within the recruitment process throughout the public authority. Gaelic named as an essential and/or desirable skill in relevant job descriptions in order to deliver the Gaelic Language Plan.

New staff are made aware of the Council's Gaelic Language Plan.

	Action	Target Date	Lead Service
35.	Continue to recognise, respect and actively welcome Gaelic skills as part of the Council's recruitment process	Ongoing	People Service
36.	Include Gaelic as desirable skill for appropriate jobs. If a role is identified for which Gaelic is an essential skill, the job advert will be bi-lingual	When a need is identified	People Service
37.	Ensure Gaelic is included in the information given to new employees as part of induction	2026	People Service

OUTCOME 20: Language Training

Where an appropriate business need is identified, relevant employees will be supported to access learning and development that assists with the implementation of the Gaelic Language Plan, through access to Professional Development Support funding.

	Action	Target Date	Lead Service
38.	Where there is an appropriate business need identified, relevant employees will be supported to improve their Gaelic language skills with relevant support for Professional Development funding	2026 and ongoing	Learning and Organisational Development

(e) Gaelic Language Corpus

OUTCOME 21: Gaelic Orthographic Conventions

The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced.

	Action	Target Date	Lead Service
39.	Reaffirm existing commitment that Dundee City Council will adhere to Gaelic orthographic conventions	Whenever materials are being produced	All Services

OUTCOME 22: Place-Names

Gaelic place-name advice from Ainmean-Àite na h-Alba is sought and used.

	Action	Target Date	Lead Service
40.	Re-affirm existing commitment to use the services of Ainmean-Àite na h-Alba for guidance on place names	Whenever guidance is needed	All Services

4. Links to the National Performance Framework

The commitments in this Gaelic Language Plan will help to advance the following priorities of the National Performance Framework:

- **Children and young people** - we grow up loved, safe and respected so that we realise our full potential.
- **Communities** - we live in communities that are inclusive, empowered, resilient and safe.
- **Culture** - we are creative and our vibrant and diverse cultures are expressed and enjoyed widely.
- **Economy** - we have a globally competitive, entrepreneurial, inclusive and sustainable economy.
- **Education** - we are well educated, skilled and able to contribute to society.
- **Human Rights** - we respect, protect and fulfil human rights and live free from discrimination.

Full details of the National Performance Framework can be accessed at [National Performance Framework - gov.scot](https://www.gov.scot/national-performance-framework)

5. Links to Local and Regional Frameworks

Dundee's City Plan - the Local Outcome Improvement Plan developed by Dundee's Community Planning Partnership - includes a vision that Dundee will:

- be a caring city which has tackled the root causes of poverty and delivered fairness in incomes, education and health;
- have a strong, smart and sustainable city economy with jobs and opportunities for all;
- be a greener city, made up of strong communities where people feel empowered, safe and proud to live

The commitments in this plan will contribute towards achieving that vision. Further work will be done during the course of this plan to demonstrate links to Regional Improvement Collaboratives and Regional Skills Investment Plans as part of our commitment to explore the scope for joint working on Gaelic with neighbouring authorities.

6. Publication

This section of the plan sets out how Dundee City Council will publish this Gaelic Language Plan and how we will let both internal and external stakeholders know about it.

Internal

The Council will let all staff and other internal stakeholders at all levels of the organisation know about the Gaelic Language Plan, what responsibility they have in terms of delivery and the opportunities that exist for them to use their Gaelic and/or develop their skills. This will be done by:

- publishing information on our staff intranet.
- positive references in the Chief Executive's monthly blog.
- including Gaelic in induction and in employee development reviews.

External

Dundee City Council's Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will:

- issue a bilingual press release announcing the plan.
- publicise the plan through a variety of social media platforms.
- distribute copies to arms-length organisations and other third-party organisations, explaining their role in the delivery of the plan.
- distribute copies of the plan to key stakeholders in the public, private and third sectors.
- distribute copies of the plan to relevant Gaelic organisations and other interested bodies.
- make hard copies available on request.

7. Resourcing the Plan

Most of the costs involved in implementing this plan will be mainstreamed within existing budgets and/or as part of ongoing renewal processes. Where there are any extra cost implications, these will be agreed by the Council in line with normal budget processes. External funding will be sought when necessary to ensure that the plan objectives can be met.

8. Monitoring the Plan

The ongoing monitoring of approved Gaelic Language Plans is a requirement of the Gaelic Language (Scotland) Act and Bòrd na Gàidhlig ask all public authorities to produce a monitoring report annually, from 12 months after the date of the plan's approval and each year thereafter. Dundee City Council will compile an annual progress report that will be provided to Bòrd na Gàidhlig and made available to the public.

9. Gaelic Language Plan in Dundee City Council

Overall Responsibility for the Plan

The Chief Executive has overall responsibility for the preparation, delivery and monitoring of Dundee City Council's Gaelic Language Plan.

Name	Gregory Colgan
Position	Chief Executive
Address	Dundee City Council 21 City Square Dundee DD1 3BY
Contact Details	E-mail: gregory.colgan@dundeecity.gov.uk Telephone number: 01382 434160

Day-to-day Responsibility for the Plan

The Senior Policy Officer has day-to-day responsibility for the delivery and monitoring of Dundee City Council's Gaelic Language Plan. Queries regarding the day to-day operation of the plan should be addressed to:

Name	Anna Yule
Position	Chief Executive
Address	Dundee City Council 21 City Square Dundee DD1 3BY
Contact Details	E-mail: anna.yule@dundeecity.gov.uk Telephone number: 01382 434955

Gaelic Language Plan Implementation and Monitoring Group

To ensure that the Gaelic Language Plan is embedded across the corporate structure of the authority, Bòrd na Gàidhlig recommends the establishment of a Gaelic Language Plan Implementation and Monitoring group, consisting of staff from across the authority with responsibility for developing, implementing and monitoring different aspects of the plan. A Dundee City Council Gaelic Language Plan Working group, for was established in 2025 to oversee the review of Dundee's Gaelic Language Plan. The group, made up of representatives from Chief Executive's Services, Corporate Services, City Development, Children and Families Services, Neighbourhood Services and Leisure & Culture Dundee, will oversee the implementation and monitoring of the Gaelic Language Plan. The Plan implementation will be reviewed annually, and an internal annual report will be produced. In addition, a Gaelic staff network has also been established as a platform for sharing of information, resources and updates in relation to Gaelic learning, Gaelic activities and events.

Engaging with Staff

The Council will engage with staff, particularly with regards to their duties in relation to plan implementation and monitoring:

- through the Implementation and Monitoring group.
- through employee development reviews.
- through communication on the staff intranet, all staff e-mails and the Chief Executive's blog.

Arm's Length Organisations and Third Parties

The Council will ensure that those who deliver services on its behalf (e.g. contractors, arm's length organisations and other third parties) are aware of and will deliver the commitments of the authority's Gaelic Language Plan. This applies in particular to Leisure & Culture Dundee who manage libraries, museums and venues on the Council's behalf.

When the Council's service level agreement with Leisure & Culture is renewed, we will include a requirement to feature Gaelic in their provision and programmes.



**Bòrd na
Gàidhlig**

Dundee
City Council
www.dundee.gov.uk

**CHANGING
FOR THE FUTURE**



Integrated Impact Assessment

Committee Report Number: 283-2025

Document Title: Draft Gaelic Language Plan 2026-31

Document Type: Strategy

Description:

This report presents the draft third edition of the Gaelic Language Plan for Dundee for 2026-31.

Intended Outcome:

This report presents the progress made towards achieving the high level aims and outcomes set out in the second edition of Gaelic Language Plan, and makes further commitments to ensure that Dundee continues to make steady progress in celebrating, promoting and supporting Gaelic language and culture, and the Gaelic heritage of our city.

Period Covered: 01/04/2026 to 31/03/2031

Monitoring:

Progress will be monitored through the Gaelic Language Plan Monitoring Group, which is a collaboration between officers from key services leading on actions within the Plan.

Lead Author:

Andrea Calder, Head of Chief Executive's Services, Chief Executive's Services,
andrea.calder@dundee.gov.uk , 01382434684,
21 City Square, Dundee, DD1 3BY

Director Responsible:

Gregory Colgan, Chief Executive, Chief Executive's Services
gregory.colgan@dundee.gov.uk, 01382 434000
21 City Square, Dundee, DD1 3BY

Equality, Diversity and Human Rights

Impacts & Implications

Age: No Impact

Disability: No Impact

Gender Reassignment: No Impact

Marriage & Civil Partnership: No Impact

Pregnancy & Maternity: No Impact

Race / Ethnicity: No Impact

Religion or Belief: No Impact

Sex: No Impact

Sexual Orientation: No Impact

Are any Human Rights not covered by the Equalities questions above impacted by this report?

No

Fairness & Poverty

Geographic Impacts & Implications

Strathmartine:	No Impact
Lochee:	No Impact
Coldside:	No Impact
Maryfield:	No Impact
North East:	No Impact
East End:	No Impact
The Ferry:	No Impact
West End:	No Impact

Household Group Impacts and Implications

Looked After Children & Care Leavers: Positive

The Plan contains actions aimed at providing Gaelic BookBug sessions for children. These sessions can benefit care experienced children as they provide opportunities to engage in activities and make social connections with others.

Carers: No Impact

Household Group Impacts and Implications

Lone Parent Families: Positive

Actions in the Plan include organising Gaelic events and Gaelic BookBug sessions which will have a positive impact on families including lone parent families, providing opportunities to learn about Gaelic culture and participate in activities. A number of other actions such as organising a Gaelic day will also provide additional opportunities for families to take part in.

Single Female Households with Children: Positive

Actions in the Plan include organising Gaelic events and Gaelic BookBug sessions which will have a positive impact on families including single female households with children, providing opportunities to learn about Gaelic culture and participate in activities. A number of other actions such as organising a Gaelic day will also provide additional opportunities for families to take part in.

Greater number of children and/or young children: Positive

Actions in the Plan include organising Gaelic events and Gaelic BookBug sessions which will have a positive impact on families including families with greater number of children, providing opportunities to learn about Gaelic culture and participate in activities. A number of other actions such as organising a Gaelic day will also provide additional opportunities for families to take part in.

Pensioners - single / couple: Positive

The Plan will allow Dundee City Council to continue providing Gaelic language classes in the community, which provide opportunities for pensioners and older people to engage in activities and make connections with others in their community. A number of other actions such as organising a Gaelic day will also provide additional opportunities for older adults to take part in.

Unskilled workers or unemployed: Positive

Gaelic language classes can enhance opportunities for learning and gaining skills which could lead to increased employment opportunities.

Serious & enduring mental health problems: No Impact

Homeless: No Impact

Drug and/or alcohol problems: No Impact

Offenders & Ex-offenders: No Impact

Socio Economic Disadvantage Impacts & Implications

Employment Status: Positive

Gaelic language classes can enhance opportunities for learning and gaining skills which could lead to increased employment opportunities.

Education & Skills: Positive

Gaelic Language Plan includes actions aimed at increasing awareness of Gaelic Medium Education. Gaelic language classes can enhance opportunities for learning and gaining skills which can have a positive impact on improving future opportunities to engage in further learning, or increased employment opportunities.

Income: No Impact

Caring Responsibilities (including Childcare): No Impact

Affordability and accessibility of services: Positive

The high level aims, outcomes and actions in the Plan ensure that activities are held in communities across the city, making them more accessible to those living in areas where inequalities are more prevalent. The intention is that funding will be sought to provide these opportunities free of charge to ensure that cost is not a barrier to participation.

Fuel Poverty: No Impact

Cost of Living / Poverty Premium: Positive

Cultural and social engagement opportunities will be provided in the course of delivering on the outcomes in the Gaelic Language Plan. Funding will be sought to ensure that actions can be delivered at no cost to the participants.

Connectivity / Internet Access: No Impact

Income / Benefit Advice / Income Maximisation: No Impact

Employment Opportunities: Positive

The Gaelic Language Plan does not provide employment opportunities. However, through the Gaelic language classes people will gain skills and more opportunities for positive employment outcomes.

Education: Positive

Gaelic Language Plan includes actions aimed at increasing awareness of Gaelic Medium Education,

Health: No Impact

Life Expectancy: No Impact

Mental Health: No Impact

Overweight / Obesity: No Impact

Child Health: No Impact

Neighbourhood Satisfaction: No Impact

Transport: No Impact

Environment

Climate Change Impacts

Mitigating Greenhouse Gases: No Impact

Adapting to the effects of climate change: No Impact

Resource Use Impacts

Energy efficiency & consumption: No Impact

Prevention, reduction, re-use, recovery or recycling of waste: No Impact

Sustainable Procurement: No Impact

Transport Impacts

Accessible transport provision: No Impact

Sustainable modes of transport: No Impact

Natural Environment Impacts

Air, land & water quality: No Impact

Biodiversity: No Impact

Open & green spaces: No Impact

Built Environment Impacts

Built Heritage: No Impact

Housing: No Impact

Is the proposal subject to a Strategic Environmental Assessment (SEA)?

No further action is required as it does not qualify as a Plan, Programme or Strategy as defined by the Environment Assessment (Scotland) Act 2005.

Corporate Risk

Corporate Risk Impacts

Political Reputational Risk: Positive

Through working towards achieving the aims and outcomes of the Gaelic Plan Dundee City Council will meet its duties to support and promote Gaelic language and culture, and will increase availability of opportunities for our residents to participate in activities to grow the use of Gaelic in the city.

Economic/Financial Sustainability / Security & Equipment: No Impact

Social Impact / Safety of Staff & Clients: Positive

Those who have an interest in Gaelic language, culture and history will be able to participate in activities, make social connections with others and gain additional skills.

Technological / Business or Service Interruption: No Impact

Environmental: No Impact

Legal / Statutory Obligations: Positive

The Gaelic Language (Scotland) Act 2005 enabled BÃ²rd na GÃ idhlig to require a public authority to prepare a Gaelic Language Plan. Through publishing the Plan and delivering on aims and outcomes within it, Dundee City Council will be meeting its legal obligation under the Act.

Organisational / Staffing & Competence: Positive

Council staff will be encouraged to actively participate in Gaelic awareness sessions and community classes, which will have positive impact on staff making social connections and gaining knowledge or new skills.

Corporate Risk Implications & Mitigation:

The risk implications associated with the subject matter of this report are "business as normal" risks and any increase to the level of risk to the Council is minimal. This is due either to the risk being inherently low or as a result of the risk being transferred in full or in part to another party on a fair and equitable basis. The subject matter is routine and has happened many times before without significant impact.

This page is intentionally left blank