

**REPORT TO:** CITY GOVERNANCE COMMITTEE – 27 OCTOBER 2025

**REPORT ON:** DRAFT GAELIC LANGUAGE PLAN 2026-31

**REPORT BY:** CHIEF EXECUTIVE

**REPORT NO:** 283-2025

**1. PURPOSE OF REPORT**

- 1.1 This report presents the Committee with a draft 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 draft Gaelic Language Plan 2026-31 attached in Appendix 1;
  - b) agrees that the draft Plan is submitted to Bòrd na Gàidhlig for an informal assessment; and
  - c) remits to officers to carry out a formal consultation on the draft Gaelic Language Plan 2026-31 following feedback from the informal assessment.

**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 second edition of Dundee's Gaelic Language Plan was agreed by the Policy and Resources Committee on 10 May 2021 (Report 119-2021, Article II refers) with Bòrd na Gàidhlig granting its formal approval for the Plan on 21 June 2025. The Gaelic Language Plans guidance requires public bodies to review their plans within five years.
- 4.3 On 1 July 2025 a notice was received instructing Dundee City Council to review, renew and submit a final version of the Plan to Bòrd na Gàidhlig for approval by no later than 21 June 2026.
- 4.4 The draft Gaelic Language Plan presented in Appendix 1 will be submitted to Bòrd na Gàidhlig for an informal assessment. The informal assessment stage aims to ensure that the Plan adheres to the guidance set out by the Bòrd for public authorities prior to any formal consultation being carried out. This process is likely to last approximately two months. Bòrd na Gàidhlig may recommend that Dundee City Council makes changes or improvements to the draft Plan.
- 4.5 Next steps in the process of plan preparation will include:
- Bòrd na Gàidhlig's recommendations following the informal assessment stage will be considered and implemented as appropriate.
  - 6-week public consultation on the draft plan will take place in early 2026.
  - A report on the outcomes of the formal consultation will be submitted to Bòrd na Gàidhlig.
  - The final version of Gaelic Language Plan 2026-31 will be produced and brought back to the Committee for approval before the deadline set out by Bòrd na Gàidhlig.

- 4.6 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 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

24 SEPTEMBER 2025

ANDREA CALDER  
HEAD OF CHIEF EXECUTIVE'S SERVICES

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



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### **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

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# Dundee Gaelic Language Plan 2026-2031

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# 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 & 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.

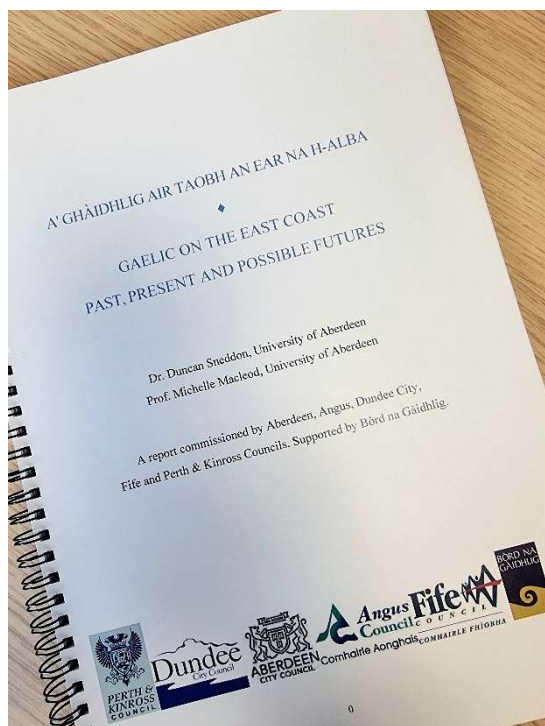
## 4. Gaelic in Dundee

### 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 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 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 skill 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. The focus groups were held at two community centres: Hilltown and Menzieshill. The meetings were advertised ahead of time, and attendance was encouraged through a variety of channels on 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 engagements or activities that Gaelic learners can engage in, such as the Tea and Tunes concerts. Those who attended 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 disused. Information about Gaelic activities should be easily found when searching online.

Focus group participants felt that cost could be a barrier to participation, and that it was important that those who have an interest in Gaelic can take part in activities free of charge.

## **7. Consultation on the Draft Gaelic Language Plan**

The 2005 Act requires that public authorities consult on their draft Gaelic Language Plan before submitting it to Bòrd na Gàidhlig.

The draft Plan will be shared with the public and their views will be sought to inform our priorities for Gaelic development and provision in Dundee. The consultation will begin following approval of the draft Plan.

## **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 every fortnight in Arthursstone Community 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**

Dundee City Council agreed a set of High Level Aims with Bòrd na Gàidhlig and the Scottish Government Minister with responsibility for Gaelic.

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

- Increasing the use of Gaelic
- Increasing the learning of Gaelic
- Promoting a positive image 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	Increasing 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 Communities
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	From 2026	City Development	Increasing the use and learning of Gaelic in Business



	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.			and the Economy
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**HIGH LEVEL AIM 2:** Explore with neighbouring Councils the scope for sharing resources for Gaelic development.

**OUTCOME 2:** The positive relationships between the officers responsible for Gaelic in this part of Scotland should be built upon to explore the possibility of further sharing of resources and planning of new initiatives and joint events.

**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
7.	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
8.	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
9.	Provide upon request, information to parents about the right to request GME under the Education (Scotland) Act 2016 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
10.	Take steps to increase the awareness of and visibility of Gaelic in schools e.g. through 1+2 languages, music, poetry, awareness-raising sessions and special projects which provide an opportunity to introduce Gaelic to pupils.	2026 and ongoing	Children and Families Service	Increase the use and learning of Gaelic in Education 0-18
11.	Signpost and assist any secondary pupil who wishes to study Gaelic as a subject, for example as online study.	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:** We will collaborate with neighbouring authorities to maximise access to Gaelic education and ensure effective and sustainable use of resources.

**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
12.	Where appropriate, 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
13.	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
14.	Ensure continuity of provision, so that intermediate and advanced courses are available for those who have completed beginners' courses and work with neighbouring local authorities to establish a pool of tutors.	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 fortnightly at Arthursstone Library and monthly at one of the local pubs.

	Action	Target Date	Lead Service	National Plan Priority
15.	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
16.	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.	2026 - 2027	Chief Executive's and Neighbourhood 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
17.	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
18.	Run a further series of awareness raising sessions targeted more at senior officers, Elected Members and decision makers.	2027-2028	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.

	Action	Target Date	Lead Service
19.	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 three most significant public buildings in the city in recent years - V&A, Museum of Design, Dundee Railway Station and Regional Performance Centre for Sport.

	Action	Target Date	Lead Service
20.	Include Gaelic signage on future prominent buildings and in any renewal of signage on the ambassador routes into the city on a phased and incremental basis and demonstrating 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
21.	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
22.	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
23.	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
24.	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
25.	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)
26.	Mark key occasions on social media by sharing content bilingually 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
27.	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
28.	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
29.	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
30.	Continue to recognise, respect and actively welcome Gaelic skills as part of the Council's recruitment process.	Ongoing	People Service
31.	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
32.	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
33.	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
34.	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
35.	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: <a href="mailto:gregory.colgan@dundeecity.gov.uk">gregory.colgan@dundeecity.gov.uk</a>  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	Senior Policy Officer
Address	Dundee City Council 21 City Square Dundee DD1 3BY
Contact details	E-mail: <a href="mailto:anna.yule@dundeecity.gov.uk">anna.yule@dundeecity.gov.uk</a>  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. 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.





# 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:

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21 City Square, Dundee, DD1 3BY

Director Responsible:

Gregory Colgan, Chief Executive, Chief Executive's Services

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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.