

Gaelic Language Plan | Plana Gàidhlig

2025 -2030



This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005

Tha am plana seo air ullachadh fo Earrann 3 de Achd na Gàidhlig (Alba) 2005



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Foreword

As Principal and Vice-Chancellor of the University of Aberdeen, I am delighted to introduce and endorse this third edition of our Gaelic Language Plan where we outline our continued commitment to promoting the Gaelic language and culture.

The University's Senior Management Team and I are committed to supporting the national aim of increasing the number of Gaelic-speakers in Scotland and increasing our community's awareness of and exposure to the Gaelic language and culture. The University of Aberdeen has, of course, a statutory duty under the Gaelic Language (Scotland) Act 2005 to play its part in supporting the language. Furthermore, we are proud to embrace this responsibility with a particular focus on our local community in the North-East of Scotland.

The previous edition of the Plan focused on Gaelic commitments that formed part of our core business. This included actions related to our Gaelic language courses, which provide learners and native speakers with the opportunity to improve their skills in the language. We have developed our priorities and commitments following a review of our second plan, taking into consideration our successes and challenges.

Since launching our previous Plan, we have developed a new University Strategic Plan, Aberdeen 2040, which aims to foster excellence through four themes: Inclusive, Interdisciplinary, International and Sustainable. With this third edition of our Gaelic Language Plan, we have built on our achievements to date and have developed strategic aims in line with the revised National Gaelic Language Plan and our Aberdeen 2040 strategic priorities. We have welcomed the engagement and feedback on the development of

the Plan from our staff, students and external partners. We have worked in partnership with Bòrd na Gàidhlig and appreciated their support and feedback.

As a Higher Education Institution, we understand the important role we play in supporting the use and learning of Gaelic. During the lifetime of this Plan, we are committed to the strategic aims of promoting the positive image of Gaelic, increasing the learning and usage of Gaelic and contributing to the knowledge and understanding of Gaelic society, working with and strengthening links with our Gaelic community and local partners. We have set out detailed commitments under each of these strategic aims.

We look forward to working with partners to build upon the successes of our previous plans through this new five-year strategy.

Professor George Boyne

Principal and Vice-Chancellor

Facal-toisich

Mar Phrionnsapal agus Iar-Sheansalair Oilthigh Obar Dheathain, tha mi air leth toilichte an tritheamh eagan de ar Plana Gàidhlig a chur an aithne dhuibh agus taic a chur ris, far a bheil sinn a' mineachadh ar dealais leantainn ann an adhartachadh cànan is cultar na Gàidhlig.

Tha mi fhìn agus Àrd-Sgioba Stiùiridh an Oilthighe dealasach a thaobh taic a chur ris an amas nàiseanta air an àireamh de luchd-labhairt na Gàidhlig ann an Alba a mheudachadh, agus mothachadh ar coimhearsnachd is a follaiseachd do chànan is cultar na Gàidhlig àrdachadh. Tha dleastanas reachdail air Oilthigh Obar Dheathain fo Achd na Gàidhlig (Alba) 2005 àite fhèin a choileanadh ann an cur taic ris a' chànan. A thuilleadh air sin, tha sinn moiteil dlùth-ghabhail ris an uallach seo le cuimse shònraichte air ar coimhearsnachd ionadail ann an Iar-Thuath na h-Alba.

Bha an t-eagan den Phlana roimhe seo a' cuimseachadh air gealltanasan Gàidhlig a rinn suas

pàirt de ar bun-gnothachais. Bha seo a' gabhail a-steach ghnìomhan co-cheangailte ri ar cùrsaichean Gàidhlig, a tha a' toirt cothrom do luchd-ionnsachaidh agus luchd-labhairt dùthchasach air an sgìlean sa chànan a leasachadh. Tha sinn air ar prìomhachasan is gealltanasan a leasachadh, a' leantainn air ath-sgrùdadh air an dàrna plana againn, agus a' gabhail cunntas air ar soirbheachasan agus ar dùbhlain.

On a dh'fhoillsich sinn am Plana mu dheireadh, tha sinn air Plana Ro-innleachdail Oilthighe ùr, Obar Dheathain 2040, a leasachadh agus a tha ag amas air sàr-mhathas adhartachadh tro cheithir cuspairean: In-ghabhalach, Eadar-chuspaireil, Eadar-nàiseanta agus Seasmhach. Leis an tritheamh eagan seo de ar Plana Gàidhlig, tha sinn air togail air ar coileanaidhean gu ruige seo agus air amasan ro-innleachdail a leasachadh ann an co-rèir ri Plana Nàiseanta na Gàidhlig ath-sgrùdaichte agus prìomhachasan ro-innleachdail Obar Dheathain 2040. Chuir sinn fàilte air com-pàirt agus ais-fhiosrachadh mu leasachadh a' Phlana bho ar luchd-obrach, oileanaich agus com-pàirtichean air an taobh a-muigh. Tha sinn

air a bhith ag obair ann an com-pàirteachas le Bòrd na Gàidhlig agus a' cur luach air an cuid taic agus fiosrachadh air ais.

Mar Institiùd Foghlaim Àrd-Ìre, tha sinn a' tuigsinn an àite chudromaich a th' againn ann a bhith a' cur taic ri ionnsachadh is cleachdadh na Gàidhlig. Rè beatha a' Phlana, tha sinn dealasach a thaobh nan amasan ro-innleachdail co-cheangailte ri iomhaigh dheimhinneach na Gàidhlig àrdachadh, a' meudachadh ionnsachadh is cleachdadh na Gàidhlig agus a' cur ri eòlas agus tuigse don chomann-shòisealta Ghàidhlig, ag obair le agus a' neartachadh cheanglaichean le ar coimhearsnachd Ghàidhlig agus com-pàirtichean ionadail. Tha sinn air gealltanasan mionaideach a mhineachadh fo gach aon de na h-amasan ro-innleachdail sin.

Tha sinn a' coimhead air adhart ri bhith ag obair le com-pàirtichean gus togail air soirbheachasan nam planaichean againn roimhe, tron ro-innleachd chòig-bliadhna ùr seo.

An t-Àrd-Ollamh Seòras Boyne

Prionnsapal agus Iar-Sheansalair

1. Introduction

ABOUT THE UNIVERSITY OF ABERDEEN

The University of Aberdeen (UoA), founded in 1495, is the third oldest University in Scotland and the fifth oldest in the UK. It is renowned for world-leading research in health, energy, food and nutrition, environmental and biological sciences as well as for an outstanding track-record for arts and humanities research.

We are an international University with over 130 nationalities represented by our 3,500 staff and 16,000 students. We value the cultural complexity and diversity of our institution and how that enhances staff and student experiences.

Situated in the north of Scotland, we have a special connection with Gaelic and north-east Scots (Doric). The oldest example of written Scottish Gaelic comes from this area, from the Book of Deer, and Gaelic placenames can be found across the city and region. Gaelic was one of the languages of learning in Aberdeen in the medieval period and it is believed that the University's founder, Bishop Elphinstone, would have known Gaelic. There is Old Gaelic around his tomb on the Old Aberdeen campus in acknowledgement of the historic connection between scholarship and Gaelic at this University.

Ultimately Gaelic was replaced by English and Scots in the city, but it remained a vernacular language of communities in this region into the early twentieth century. For much of this latter period Gaelic and Doric existed side by side and while Gaelic is no longer a community language of the area, Doric is commonly spoken, and the University of Aberdeen is proud to support Doric through its Elphinstone Institute.

Traditionally many Gaels chose University of Aberdeen as their alma mater. The Celtic society is one of the oldest student societies at the University and is thriving to this day. Many Gaelic scholars have passed through the doors of the University as students or staff. The late renowned Professor of Gaelic Derick S. Thomson (Ruaraidh MacThòmais) and author Iain Crichton Smith (Iain Mac a' Ghobhainn) studied at the University; Thomson later became the Head of the University's

Celtic Department in 1956. In more recent years, the renowned Gaelic scholar Donald MacAulay was a Reader in Celtic and Donald Meek held the first Chair in Celtic at the University.

Our foundational purpose is to be "open to all and dedicated to the pursuit of truth in the service of others". We still have that purpose and aim to enrich lives through our research, teaching, learning and sharing of knowledge to push boundaries and deliver our Aberdeen 2040 strategic plan.



THE UNIVERSITY GAELIC LANGUAGE PLAN AND ABERDEEN 2040

Aberdeen 2040 is the University's twenty-year strategy designed to foster excellence and innovation through its themes of Inclusivity, Interdisciplinarity, International and Sustainability.

Through our Inclusive commitments we aim to create an inclusive working and learning environment which celebrates the diversity of our staff and students, recognising this is a strength of our University. Our Inclusive commitments have a key strategic link to the Gaelic language. This is the third edition of the University's Gaelic Language Plan, which supports and increases the use and learning of the Gaelic language and thereby increases the inclusivity of the Gaelic community.

This third edition of the University's Gaelic Language Plan makes commitments to Interdisciplinary research into Gaelic. Students can study Gaelic with a variety of other subjects. This supports the Sustainability of the Gaelic language. By having a robust and ambitious Gaelic Language Plan, we commit to sustaining Gaelic use in the University and to support the language across Scotland.

Our International commitments have a strategic link to Gaelic through our provision of international education to learners from around the world, becoming a more diverse and multicultural community and developing our campuses to create a caring environment that is alert to cultural differences. The Gaelic Language Plan aspires to engage with the Gaelic diaspora globally, for

example, by enabling Gaelic language to be taken in combination with other subjects.

The preparation and implementation of the University's Gaelic Language Plan is overseen by the University's Gaelic Language Plan Advisory Group (GLPAG); the Group is chaired by a member of the University's senior management team, with executive responsibility for oversight of the University's Gaelic Language Plan. The GLPAG reports to the strategic body for EDI, the Equality, Diversity and Inclusion Committee (EDIC). The University has a Gaelic Language Development Officer responsible for assisting with the development and implementation of the Gaelic Language Plan.

PLANA GàIDHLIG AN OILTHIGHE AGUS OBAR DHEATHAIN 2040

Tha Obar Dheathain 2040 mar ro-innleachd fichead-bliadhna an Oilthighe, air a dhealbhadh gus sàr-mhathas agus ùr-ghnàthachas àrach tro thèaman de In-ghabhalachd, Eadar-Chuspaireachd, Eadar-nàiseanta agus Seasmhachd.

Tro ar gealltanasan In-ghabhalach, tha sinn ag amas air àrainneachd ionnsachaidh is obrachaidh in-ghabhalach a chruthachadh, a tha a' comharrachadh iomadachd ar luchd-obrach agus ar n-oileanach, a' tuigsinn gur e neart de ar n-Oilthigh a tha seo. Tha prìomh cheangal ro-innleachdail aig ar gealltanasan in-ghabhalach ris a' Ghàidhlig. Is e seo an tritheamh eagraan de Phlana Gàidhlig an Oilthighe, a tha a' cur taic ri agus a' meudachadh ionnsachadh agus cleachdadh

na Gàidhlig, agus leis an sin a' meudachadh in-ghabhalachd na coimhearsnachd Gàidhlig.

Tha an tritheamh eagraan de Phlana Gàidhlig an Oilthighe a' toirt ghealltanasan do rannsachadh Eadar-chuspaireil air Gàidhlig. Faodaidh oileanaich Gàidhlig a sgrùdadh còmhla ri measgachadh de chuspairean eile. Tha seo a' cur taic ri Seasmhachd na Gàidhlig. Le Plana Gàidhlig làidir agus àrd-amasail, tha sinn dealasach a thaobh cleachdadh na Gàidhlig san Oilthigh a dhèanamh seasmhach agus taic a chur ris a' chànan air feadh Alba.

Tha ceangal ro-innleachdail aig ar dealasan Eadar-nàiseanta ri Gàidhlig tro ar solar foghlaim eadar-nàiseanta do luchd-ionnsachaidh bho air feadh an t-saoghail, a' tighinn gu bhith nar coimhearsnachd ioma-chultarach nas eadar-mheasgte agus a' leasachadh ar n-àrainnean gus àrainneachd

choibhneil a chruthachadh a tha mothachail do dhiofaran cultarach. Tha am Plana Gàidhlig a' strì ri conaltradh leis an diaspora Gàidhlig air feadh na cruinne, mar eisimpleir, le bhith ga dhèanamh comasach air Gàidhlig a ghabhail còmhla ri cuspairean eile.

Tha ullachadh agus buileachadh Plana Gàidhlig an Oilthighe fo stiùireadh Buidheann Comhairleachaidh Plana Gàidhlig an Oilthighe (GLPAG); tha am Buidheann air a stiùireadh le Cathraiche a tha na bhall de àrd-sgioba an Oilthighe, le uallach gnìomhach airson Plana Gàidhlig an Oilthighe a thoirt gu buil. Tha an GLPAG ag aithris don bhuidheann ro-innleachdail airson EDI, a' Chomataidh Co-ionannachd, Iomadachd agus In-ghabhalachd (EDIC). Tha Oifigear Leasachaidh Gàidhlig san Oilthigh air a bheil uallach airson cuideachadh le leasachadh agus buileachadh a' Phlana Gàidhlig.

GAELIC IN ABERDEEN

Education

Aberdeen continues to offer Gaelic education opportunities for people of all ages. In the city there is a parent and child group (ages 0-5), a Gaelic medium nursery and primary unit, as well as a secondary school offering pupils the opportunity to undertake Gàidhlig N4/5, Higher and Advanced Highers. During the 2023-24 academic year, there were 33 Gaelic Medium Education pupils in Aberdeen, along with a further 16 pupils studying Gaelic at secondary school level plus six learners with the outdoor and Gaelic learning course. More information about Gaelic education provision in Aberdeen is available on the Aberdeen City Council [website](#) (and the University's Gaelic Language Plan [webpage](#)).

Language & Culture

Aberdeen has a Gaelic Club, which offers language and cultural events where speakers can use Gaelic as well as evening and weekend language classes for all levels. In autumn 2023 there were 105 adults learning Gaelic with the Club. Aberdeen has a Gaelic Choir and a Fèis, which is part of a wider network of Gaelic arts festivals and offers a week-long Fèis during the Easter holidays as well as weekly classes for some instruments. In September 2024 Aberdeen will run a local Mòd for the first time. The Gaelic community in Aberdeen comes together once a month for a 'Srùbag', a 'coffee afternoon', with activities for adults and children including Gaelic language classes and conversation circles, music classes, craft activities and a Gaelic children's choir. Details about local and national Gaelic organisations,

including where to find Gaelic resources and classes is available on our Gaelic Language Plan [webpage](#).

Census Data

Since the launch of our first Gaelic Language Plan, census data from 2022 has been released, providing new insight into the number of Gaelic-speakers in Aberdeen and Aberdeenshire.

Since 2011, the number of persons in Aberdeen with abilities in the language rose from 3,174 to 5,969. In Aberdeenshire, there was a remarkable increase from 2,721 to 7,087 people who reported an ability in the language. The number of Gaelic speakers has also increased to 2,219 from 1,636 speakers in Aberdeen City and to 2,980 from 1,400 speakers in Aberdeenshire.

GÀIDHLIG ANN AN OBAR DHEATHAIN

Foghlam

Tha Obar Dheathain a' leantainn air adhart a' tabhann chothroman air foghlam Gàidhlig do dhaoine de gach aois. Anns a' bhaile, tha buidheann pàrant is pàiste (aois 0-5), sgoil-àraich Ghàidhlig agus aonad bun-sgoile Gàidhlig, a thuilleadh air àrd-sgoil a tha a' tabhann a' chothruim do sgoilearan air Gàidhlig N4/5, Àrd-Ìre agus Àrd-Ìre Adhartach a ghabhail os làimh. Tron bhliadhna acadaimigich 2023-24, bha 33 sgoilearan tro Mheadhan na Gàidhlig ann an Obar Dheathain, còmhla ri 16 sgoilearan eile a' sgrùdadh Gàidhlig aig ìre àrd-sgoile agus sianar luchd-ionnsachaidh air a' chùrsa ionnsachaidh Gàidhlig 's a' bhlàr a-muigh. Tha tuilleadh fiosrachaidh mu sholar foghlaim Gàidhlig ann an Obar Dheathain ri fhaotainn air [làrach-lìn](#) Comhairle Baile Obar Dheathain agus [làrach-lìn](#) Plana Gàidhlig Oilthigh Obar Dheathain.

Cànan is Cultar

Tha Club Gàidhlig ann an Obar Dheathain, a tha a' tabhann thachartasan cànan is cultarach far am faod luchd-labhairt Gàidhlig a chleachdadh a thuilleadh air clasaichean cànan do gach ìre air an fheasgar agus aig an deireadh-sheachdain. As t-fhoghar 2023, bha 105 inbhich ag ionnsachadh Gàidhlig leis a' Chlub. Tha Còisir Ghàidhlig agus Fèis ann an Obar Dheathain, a tha mar phàirt de lionra nas fharsainge de fhèisean ealain Ghàidhlig, agus a' tabhann Fèis fad-seachdaine aig saor-làithean na Càisge a thuilleadh air clasaichean seachdaineach airson cuid de dh'ionnsramaidean. San t-Sultain 2024, bidh Mòd ionadail ga chumail ann an Obar Dheathain airson a' chiad uair. Bidh a' choimhearsnachd Ghàidhlig ann an Obar Dheathain a' tighinn còmhla uair sa mhìos airson 'Srùpag' agus 'feasgar cofaidh' le gnìomhachdan do dh'inbhich agus clann, a' gabhail a-steach chlasaichean Gàidhlig agus cearcaill còmhraidh, clasaichean ciùil, gnìomhachdan ciùird agus còisir Ghàidhlig chloinne.

Tha mion-fhiosrachadh mu bhuidhnean Gàidhlig ionadail agus nàiseanta, a' gabhail a-steach far am faighear goireasan agus clasaichean Gàidhlig, rim faotainn air [làrach-lìn a' Phlana Ghàidhlig](#).

Dàta Cunntas-sluaigh

On a chaidh ar ciad Phlana Gàidhlig fhoillseachadh, tha dàta cunntas-sluaigh bho 2022 air a sgaoileadh, a' toirt in-shealladh ùr air an àireamh de luchd-labhairt Gàidhlig ann an Obar Dheathain agus Siorrachd Obar Dheathain.

Bho 2011, dh'èirich an àireamh de dhaoine ann an Obar Dheathain le comasan sa chànan bho 3,174 gu 5,969. Bha meudachadh iongantach ann an Siorrachd Obar Dheathain bho 2,721 gu 7,087 dhaoine a dh'aithris comas sa chànan. Tha an àireamh de luchd-labhairt Gàidhlig air fàs cuideachd gu 2,219 bho 1,636 luchd-labhairt ann am Baile Obar Dheathain agus gu 2,980 bho 1,400 neach-labhairt ann an Siorrachd Obar Dheathain.

GAELIC AT THE UNIVERSITY OF ABERDEEN

The University of Aberdeen has a long, rich Gaelic history, which is continued through our provision of a broad range of courses relating to Gaelic language, culture, and literature.

Over the period of the previous edition of our Gaelic Language Plan, we have continued to provide opportunities for students to undertake a degree in Gaelic, or to learn the language through two years of Sustained Study, which has enabled the University to bring the language to a wider audience. Our Gaelic courses and degree programmes are supported by the University's Gaelic Department, which is part of the School of Language, Literature, Music and Visual Culture (LLMVC).

Teaching the Gaelic language is the most significant way in which we support the national aim of increasing the number of Gaelic speakers. On average, 1.7% of our undergraduate intake each year register for Gaelic language courses. We offer Gaelic courses for learners and native speakers. This gives graduates the linguistic skills to confidently use the language and provides them with a wider background in the literature and culture, which aims to inspire graduates to move into careers where they can use the language and support its development.

Teaching and research is primarily based at our Old Aberdeen and Foresterhill campuses. Teaching is organised across 12 academic Schools which encompass a broad range of disciplines.

There are opportunities for staff to join a Gaelic undergraduate course, and information about Gaelic classes and learning resources (out with the University) are promoted on the University's Gaelic Plan webpage.

Our academic colleagues in the School of Language, Literature, Music and Visual Culture are leading researchers and have developed significant links with Gaelic stakeholders. Whilst previously being the co-lead and initiator of the Soillse Research Network, researchers continue to contribute to national policy directions with a specialism in adult language teaching; they have cooperated with a private multinational company to launch the free Gaelic version of Glossika, a new Gaelic learning app for intermediate learners, and develop [Gàidhlig na Cagailte](#) – a free learning resource - and [Lapach gu Lìomhte](#). This is indicative of the University's commitment to the core aim of the National Plan in creating new speakers of Gaelic. In addition to this the University houses the [National Centre for Gaelic Translation](#) for research into Gaelic translation and researchers make active contributions to community language planning initiatives as well as cultural research projects. The University also publishes the leading journal in the field - Scottish Gaelic Studies.

This is the third edition of our Gaelic Language Plan. Our previous editions have set out ambitious commitments to increase Gaelic provision, increase the visibility of Gaelic and its use across the University. In the delivery of our previous plans, we have made advances in increasing the visibility and use of Gaelic, such as by adding bi-lingual signage to our main entrance, including Gaelic in many of our graduation ceremonies, having Gaelic represented at our Welcome Fair and other University events and creating a Gaelic Staff Network as part of our BeWell Network. Through these activities, we have been able to progress the principle of equal respect being afforded to Gaelic and English.

In partnership with students and the Celtic Society (Comann Ceilteach Oilthigh Obar Dheathain) the University regularly delivers Gaelic activities for staff, students and the wider public. We have a

weekly Gaelic conversation circle where students and staff can practice Gaelic, we have piloted lunch time 'Eat and Learn' Gaelic language sessions and we organised a week of talks, workshops and events as part of 'Seachdain na Gàidhlig' (World Gaelic Week) which was well attended by staff, students and the public.

The achievements in Gaelic over the lifespan of the previous editions of our plan have been delivered in a challenging context including the COVID-19 pandemic and sector-level financial challenges. In developing this edition of our Gaelic Language Plan, we have considered previous commitments and our institutional strategic priorities, set out in Aberdeen 2040. We have carried some commitments and actions over into this Plan and ensured that the Plan supports the delivery of the National Gaelic Language Plan.

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GÀIDHLIG ANN AN OILTHIGH OBAR DHEATHAIN

Tha eachdraidh fhada shaidhbhir Ghàidhlig aig Oilthigh Obar Dheathain, a tha air leantainn tro sholar air raon farsaing de chùrsaichean co-cheangailte ri cànan, cultar agus litreachas na Gàidhlig.

Thar beatha an eagrain mu dheireadh de ar Plana Gàidhlig, lean sinn air adhart a' toirt chothroman do dh'òileanaich air ceum ann an Gàidhlig a ghabhail os làimh, no an cànan ionnsachadh tro dhà bhliadhna de Sgrùdadh Seasmhach, a tha air a dhèanamh comasach don Oilthigh an cànan a thoirt gu àireamh nas fharsaing de luchd-èisteachd. Tha ar cùrsaichean Gàidhlig agus prògraman ceuma a' faotainn taic bho Roinn Gàidhlig an Oilthighe, a tha mar phàirt den Sgoil Cànan, Litreachais, Ciùil agus Cultair Lèirsinneach (LLMVC).

Is e teagasg na Gàidhlig an dòigh as cudromaiche sa bheil sinn a' cur taic ris an amas nàiseanta air an àireamh de luchd-labhairt na Gàidhlig a mheudachadh. Gu cuibheasach, bidh 1.7% de ar clàraidhean fo-cheum gach bliadhna a' clàradh airson chùrsaichean Gàidhlig. Tha sinn a' tabhann chùrsaichean Gàidhlig do luchd-ionnsachaidh agus luchd-labhairt dùthchasach. Tha seo a' toirt nan sgilean cànanach do cheumnaichean an cànan a chleachdadh le misneachd agus gan solarachadh le cùl-raon nas fharsaing ann an litreachas is cultar, a tha ag amas air ceumnaichean a bhrosnachadh gu an dreuchdan a ghluasad gu dreuchdan far am bi cothrom aca an cànan a chleachdadh agus taic a chur ri a leasachadh.

Tha teagasg agus rannsachadh sa mhòr-chuid stèidhichte ann an àrainnean Seann Obar Dheathain agus Foresterhill. Tha teagasg air eagrachadh tarsainn 12 Sgoiltean acadaimigeach a tha a' gabhail a-steach raon farsaing de chuspairean.

Tha cothroman aig luchd-obrach a dhol air cùrsa fo-cheum Gàidhlig agus tha fiosrachadh mu chlasaichean Gàidhlig agus goireasan ionnsachaidh (taobh a-muigh an Oilthighe) air an adhartachadh air duilleag-lìn Plana Gàidhlig an Oilthighe.

Is e prìomh rannsachairean a tha nar co-obraichean acadaimigeach anns an Sgoil Cànan, Litreachais, Ciùil agus Cultair Lèirsinneach agus tha iad air ceanglaichean cudromach a leasachadh le luchd-ùidhe Gàidhlig. Ged a bha iad roimhe nan co-stiùir agus tòisichear air an Lionra Rannsachaidh Soillse, tha rannsachairean a' leantainn air adhart a' cur ri stiùiridhean poileasaidh nàiseanta a' speisealachadh ann an teagasg cànan do dh'inbich; tha iad air co-obrachadh le companaidh ioma-nàiseanta prìobhaideach gus an tionndadh Gàidhlig an-asgaidh de Glossika fhoillseachadh, app ionnsachaidh ùr Gàidhlig do luchd-ionnsachaidh eadar-mheadhanach, agus [Gàidhlig na Cagailte](#) a leasachadh – goireas ionnsachaidh an-asgaidh – agus [Lapach gu Liamhche](#). Tha seo na chomharra air dealas an Oilthighe a thaobh prìomh amas a' Phlana Nàiseanta ann an cruthachadh luchd-labhairt Gàidhlig ùr. A thuilleadh air seo, tha an t-Oilthigh na dhachaigh don [Ionad Nàiseanta Eadar-theangachaidh Gàidhlig](#) airson rannsachadh air eadar-theangachadh Gàidhlig, agus bidh rannsachairean a' cur gu gnìomhach ri iomairtean planadh cànan coimhearsnachd a thuilleadh air pròiseactan rannsachaidh cultarach. Tha an t-Oilthigh cuideachd a' foillseachadh na prìomh irise san raon – Eòlas Gàidhlig na h-Alba.

Seo an tritheamh eagrain de ar Plana Gàidhlig. Tha na h-eagrain roimhe seo air dealasan àrd-amasail a mhìneachadh a thaobh meudachadh air solar Gàidhlig, àrdachadh ann am faicsinneachd na Gàidhlig agus a h-ìre cleachdaidh air feadh an Oilthighe. Ann an libhrigeadh ar planaichean roimhe, tha sinn air adhartasan a dhèanamh ann

an àrdachadh faicsinneachd agus cleachdadh na Gàidhlig, leithid soidhneachd dà-chànanach aig ar doras aghaidh, a' gabhail a-steach Gàidhlig ann am mòran de ar seirbheisean ceumnachaidh, Gàidhlig air a riochdachadh aig ar Fèill Fàilteachais is tachartasan Oilthighe eile, agus cruthachadh Lionra Luchd-obrach Gàidhlig mar phàirt de ar Lionra BeWell. Tro na gnìomhachdan sin, tha e air a bhith comasach dhuinn am prionnsapal de spèis co-ionann do Ghàidhlig agus Beurla, a chur air adhart.

Ann an com-pàirteachas le oileanaich agus Comann Ceilteach Oilthigh Obar Dheathain, tha an t-Oilthigh gu cunbhalach a' libhrigeadh gnìomhachdan do luchd-obrach, oileanaich agus am poball san fharsaingeachd. Tha cearcall còmhraidh Gàidhlig seachdaineach againn far am faod luchd-obrach agus oileanaich Gàidhlig a chleachdadh, tha sinn air seiseanan Gàidhlig 'Ionnsaich agus Ith' aig àm lòn a phileatadh, agus chuir sinn air dòigh seachdain de dh'òraidean, bùithtean-obrach agus tachartasan mar phàirt de 'Seachdain na Gàidhlig', a bha air a dheagh fhrithealadh le luchd-obrach, oileanaich agus am poball.

Tha coileanidhean ann an Gàidhlig thar beatha nan eagrain roimhe seo de ar plana, air an libhrigeadh ann an co-theacsa dhùbhlach, a' gabhail a-steach pandamaig COVID-19 agus dùbhlain ionmhasail aig ìre roinneil. Ann an leasachadh an eagrain seo de ar Plana Gàidhlig, tha sinn air beachdachadh air ar gealltanasan roimhe agus ar prìomhachasan ro-innleachdail institiùdach, a tha minichte ann an Obar Dheathain 2040. Tha sinn air cuid de na gealltanasan sin agus gnìomhan a ghiùlain thairis don Phlana seo agus air dèanamh cinnteach gu bheil am Plana a' cur taic ri libhrigeadh Plana Nàiseanta na Gàidhlig.

THE GAELIC LANGUAGE (SCOTLAND) ACT 2005

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

One of the key features of the Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic language plan. This provision was designed to ensure that the public sector 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 the University of Aberdeen's Gaelic Language Plan prepared within the framework of the Act. 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.

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

THE NATIONAL GAELIC LANGUAGE PLAN

The University of Aberdeen supports the aim of the National Gaelic Language Plan 2023-28 to see an increase in the number of people speaking, learning using and supporting the Gaelic Language.

We are committed to the achieving this aim by focussing our work on the overall aim of the National Gaelic Language Plan which is to increase the use and learning of Gaelic.

We have set out in this third edition of our plan how we will contribute to progress with this aim through our daily operations and our internal and external corporate services.

ACHD NA GÀIDHLIG (ALBA) 2005

Chaidh Achd na Gàidhlig (Alba) 2005 (an Achd) achdachadh le Pàrlamaid na h-Alba le sùil air inbhe na Gàidhlig a dhèanamh tèarainte mar chànan oifigeil ann an Alba, ag àithneadh spèis co-ionann ri Beurla.

Is e solar a' comasachadh do Bhòrd na Gàidhlig riatanas a chur air ùghdarrasan poblach plana Gàidhlig ullachadh, aon de phrìomh fheartan na h-Achd. Bha an solar seo air a dhealbhadh gus dèanamh cinnteach gu bheil an roinn phoblach ann an Alba a' coileanadh am pàirt fhèin ann an cruthachadh àm teachdail seasmhach don Ghàidhlig, le bhith ag àrdachadh inbhe agus ìomhaigh a' chànain agus a' cruthachadh chothroman freagarrach airson a chleachdadh.

Tha an sgrìobhainn seo mar an tritheamh eagan de Phlana Gàidhlig Oilthigh Obar Dheathain, air ullachadh taobh a-staigh frèam-obrach na h-Achd. Tha e a' mineachadh mar a chleachdas sinn Gàidhlig ann an coileanadh ar dleasan, mar a chomasaicheas sinn cleachdadh na Gàidhlig ann an conaltradh leis a' phoball agus prìomh chom-pàirtichean, agus mar a dh'adhartaicheas sinn agus a leasaicheas sinn Gàidhlig.

Tha Plana Gàidhlig Oilthigh Obar Dheathain air ullachadh ann an co-rèir ris na slatan-tomhais reachdail a tha minichte san Achd, agus le aire ga thoirt do Phlana Nàiseanta na Gàidhlig agus Stiùireadh air Leasachadh Phlanaichean Gàidhlig.

PLANA NÀISEANTA NA GÀIDHLIG

Tha Oilthigh Obar Dheathain a' cur taic ri amas Plana Nàiseanta na Gàidhlig 2023-28 a dh'fhaicinn meudachadh anns an àireamh de dhaoine a' labhairt, ag ionnsachadh, a' cleachdadh agus a' cur taic ris a' chànan.

Tha sinn dealasach a thaobh an amas seo a choileanadh le bhith a' cuimseachadh ar n-obair air amas iomlan Plana Nàiseanta na Gàidhlig, gus cleachdadh agus ionnsachadh na Gàidhlig a mheudachadh.

Anns an tritheamh eagan seo de ar plana, tha sinn a' mineachadh mar a chuireas sinn ri adhartas leis an amas seo tro ar n-obraichean làitheil agus ar seirbheisean air an taobh a-staigh agus air an taobh a-muigh.

2. Key Principles

EQUAL RESPECT

The University of Aberdeen will ensure that where Gaelic is included as part of our operations and services, we will ensure they are of an equal standard and quality as those that we provide in English.

ACTIVE OFFER

The University of Aberdeen will make an active offer of our Gaelic services to our staff, students 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 take the responsibility away from the individual to ask for the service and will give Gaelic users the confidence to know that their needs will be met if that is their choice.

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

MAINSTREAMING

The University of Aberdeen will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan's aims.

SPÈIS CO-IONANN

Bidh Oilthigh Obar Dheathain a' dèanamh cinnteach far a bheil Gàidhlig air a gabhail a-steach mar phàirt de dh'obraichean agus sheirbheisean, gu bheil iad de dh'inbhe agus de chàileachd co-ionann riuthasan a tha sinn a' solarachadh ann am Beurla.

TAIRGSE GHNÌOMHACH

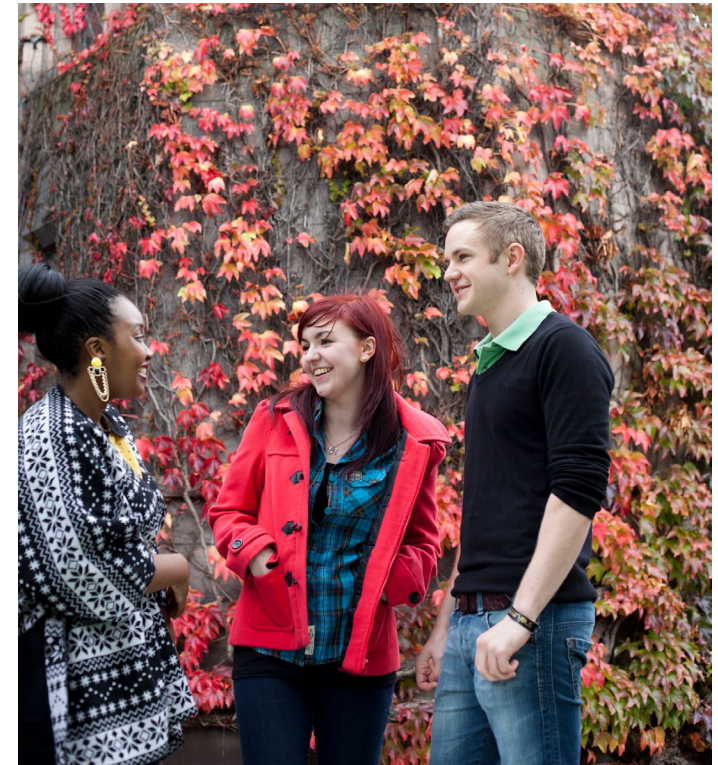
Bheir Oilthigh Obar Dheathain tairgse ghnìomhach de ar seirbheisean Gàidhlig do ar luchd-obrach, oileanaich agus am poball. Nì seo cinnteach far a bheil seirbheisean Gàidhlig rim faotainn againn, gu bheil luchd-cleachdaidh Gàidhlig air an dèanamh mothachail gu bheil iad rim faotainn agus air am brosnachadh gu an cleachdadh.

Bheir seo uallach a thaobh na seirbheisean iarraidh air falbh bho gach neach fa leth, agus bheir e misneachd do luchd-cleachdaidh Gàidhlig aithneachadh gum bi am feumalachdan air an coileanadh, mas e sin an roghainn.

Nì sinn cinnteach gu bheil ar seirbheisean Gàidhlig cho ruigsinneach ri ar seirbheisean Beurla.

PRÌOMH-SHRUTHADH

Bidh Oilthigh Obar Dheathain a' dèanamh cinnteach gu bheil cothroman don phoball agus do ar luchd-obrach air Gàidhlig a chleachdadh air an àbhaisteachadh, ann an taic do dh'amasan Plana Nàiseanta na Gàidhlig.



3. Plan Commitments

STRATEGIC PRIORITIES

This third edition of our Gaelic Language Plan sets out how we will embed Gaelic within our services and operations across the University as well as within our corporate communications with the public and key partners. We have embedded the key principles of equal respect, active offer and normalising Gaelic, as set out above, and building on the University's successes to date.

The University's strategic priorities are set out below.

Outreach: Increasing the Use of Gaelic

Purpose: Maintain meaningful relationships with key Gaelic partners and stakeholders across the City of Aberdeen and beyond, through our civic engagement agendas and where appropriate, initiate new partnerships to realise shared national ambitions for a prosperous and sustainable future for Gaelic in both Scottish and international communities.



Action	Timeline	Responsibility
Work towards creation of a 'Gaelic Hub' for Gaelic outreach activities.	2025-2027	School of Education/School of LLMVC/Directorate of People
Explore the financial feasibility of developing Gaelic language awareness training which could be delivered to external public and private organisations, and report on results of investigation.	2026-2027	Directorate of People
Offer community support to local Gaelic organisations and our local authority, including: <ul style="list-style-type: none"> • hosting the Aberdeen Fèis (Fèis Obar Dheathain) once a year where feasible • hosting the Aberdeen Gaelic Club (Club Gàidhlig Obar Dheathain) • hosting the Aberdeen Gaelic Choir (Còisir Ghàidhlig Obar Dheathain) and the local Aberdeen Mòd, if and as required • developing a close relationship with Aberdeen City and Aberdeenshire Councils and offer information, support and practical advice. 	2025-2030	School of Education/Directorate of People
Investigate offering an online Gaelic Medium Education (GME) Initial Teacher Education (ITE) programme and report on results of investigation.	2025-2027	School of Education working with School of LLMVC
Offer our Gaelic students opportunities to engage with local schools as ambassadors for learning and studying Gaelic.	2026-2030	School of Education working with School of LLMVC
Facilitate work experience opportunities in the local GME providers for our Gaelic students.	2026-2030	Directorate of People working with School of Education and School of LLMVC
Raise awareness of local Gaelic speaking religious services within Aberdeen and the surrounding areas.	2025-2030	Directorate of People

3. Gealltanasan a' Phlana

PRÌOMHACHASAN RO-INNLEACHDAIL

Tha an tritheamh eagraan seo den Phlana Ghàidhlig a' mineachadh mar a dh'fhisgeas sinn Gàidhlig a-steach do na seirbheisean agus do na h-obraichean againn air feadh an Oilthighe, a thuilleadh air taobh a-staigh ar conaltraidhean corporra leis a' phoball agus prìomh chom-pàirtichean. Tha sinn air prìomh phrionnsapalan de spèis co-ionann, tairgse ghnìomhach agus

àbhaisteachadh na Gàidhlig fhisge a-steach mar a tha minichte gu h-àrd, agus a' togail air soirbheachaidhean an Oilthighe gu ruige seo.

Tha prìomhachasan ro-innleachdail an Oilthighe air am mineachadh gu h-ìosal.

For-ruigheachd: Meudachadh Cleachdadh na Gàidhlig

Adhbhar: Dàimhean brìoghmhor le prìomh chom-pàirtichean is luchd-ùidhe air feadh Baile-mòr Obar Dheathain agus air a thaobh a-muigh, a chumail

suas tro ar clàran-obrach chonaltraidhean catharra, agus mar a bhios iomchaidh a' tòiseachadh chom-pàirteachasan ùra gus àrd-amasan nàiseanta co-roinnte a thoirt gu buil airson àm teachdail soirbheachail is seasmhach fhaotainn don Ghàidhlig ann an coimhearsnachdan Albannach agus eadar-nàiseanta.

Gnìomh	Loidhne-tim	Uallach
Obrachadh a dh'ionnsaigh 'Mòr-Ionad Gàidhlig' a chruthachadh airson gnìomhachdan for-ruigheachd Ghàidhlig.	2025-2027	Sgoil an Fhoghlaim /Sgoil LLMVC/ Buidheann-stiùiridh Dhaoine
Iomchaidheachd ionmhasail a rannsachadh a thaobh trèanadh ann am mothachadh don Ghàidhlig a leasachadh, a dh'fhaodadh a libhrigeadh gu buidhnean prìobhaideach agus air an taobh a-muigh, agus aithris air toraidhean an sgrùdaidh.	2026-2027	Buidheann-stiùiridh Dhaoine
Taic coimhearsnachd a thabhann do bhuidhnean Gàidhlig ionadail agus do ar n-ùghdarras ionadail, a' gabhail a-steach: <ul style="list-style-type: none"> • aoigheachd do Fhèis Obar Dheathain aon uair sa bhliadhna, mar as iomchaidh. • aoigheachd do Chlub Gàidhlig Obar Dheathain. • aoigheachd do Chòisir Ghàidhlig Obar Dheathain agus Mòd ionadail Obar Dheathain, mar as riatanach. • leasachadh dlùth-dhàimh le Comhairlean Baile Obar Dheathain agus Siorrachd Obar Dheathain, agus fiosrachadh, taic is comhairle fheumail a thairgsinn. 	2025-2030	Sgoil an Fhoghlaim / Buidheann-stiùiridh Dhaoine
Coimhead ri prògram Foghlaim Thidsearan Tùsail (ITE) Foghlaim tro Mheadhan na Gàidhlig (GME) a thabhann, agus aithris air toraidhean an sgrùdaidh.	2025-2027	Sgoil an Fhoghlaim ag obair le Sgoil LLMVC
Cothroman a thabhann do ar n-oileanaich Ghàidhlig air conaltradh ri sgoiltean ionadail mar thosgairan airson ionnsachadh agus sgrùdadh Gàidhlig.	2026-2030	Sgoil an Fhoghlaim ag obair le Sgoil LLMVC
Cothroman greis gnìomhachais fhurastachadh do ar n-oileanaich Ghàidhlig le solaraichean GME ionadail.	2026-2030	Buidheann-stiùiridh Dhaoine ag obair le Sgoil an Fhoghlaim agus Sgoil LLMVC
Mothachadh a thogail do sheirbheisean cràbhach Gàidhlig taobh a-staigh baile Obar Dheathain agus sna sgìrean mun cuairt.	2025-2030	Buidheann-stiùiridh Dhaoine

Teaching: Increasing the learning of Gaelic

Purpose: Continue to respond to the needs of the University's diverse student community through a student-centred and active learning approach

to learning and teaching, underpinned by curricula that addresses the needs of, and challenges faced by minority language communities, and which supports the professional and skills development of students.

Action	Timeline	Responsibility
Deliver a range of Gaelic courses which can be taken separately or as part of a Gaelic degree.	2025-2030	School of LLMVC
Offer supervision in Gaelic-related post-graduate studies.	2025-2030	School of LLMVC
Investigate new market opportunities to promote the study of Gaelic, e.g. North America and report on results of investigation .	2027-2030	School of LLMVC with support from Student Recruitment & Marketing
Investigate opportunities in North America for support for Gaelic Studies at the University, e.g. sponsorship or fundraising and report on results of investigation	2027-2030	Directorate of Development & Alumni Relations / School of LLMVC
Develop new marketing materials to promote Gaelic study opportunities online.	2026-2027	Student Recruitment & Marketing / School of LLMVC



Teagasg: Meudachadh ionnsachadh na Gàidhlig

Adhbhar: Leantainn air adhart a' freagairt do fheumalachdan coimhearsnachd eadar-mheasgte oileanaich an Oilthighe tro mhodh ionnsachaidh gnìomhach gu ionnsachadh is teagasg, agus

cuimsichte air oileanaich, le taic bho churraicealam a tha a' dèiligeadh ri feumalachdan agus ri dùbhlain mu choinneamh choimhearsnachdan mhion-chànanan, agus a tha a' cur taic ri leasachadh proifeiseanta agus sgilean oileanaich.

Gnìomh	Loidhne-tìm	Uallach
Raon de chùrsaichean Gàidhlig a libhrigeadh as urrainn an gabhail fa leth no mar phàirt de cheum ann an Gàidhlig.	2025-2030	Sgoil LLMVC
Stiùireadh a thabhann ann an sgrùdaidhean iar-cheum co-cheangailte ri Gàidhlig.	2025-2030	Sgoil LLMVC
Cothroman air margaid ùr a rannsachadh, gus sgrùdadh na Gàidhlig adhartachadh m.e. Aimeireaga a Tuath agus aithris air toraidhean an rannsachaidh.	2027-2030	Sgoil LLMVC le taic bho Thrusadh Oileanaich is Margaideachd
Cothroman ann an Aimeireaga a Tuath a rannsachadh mar thaic do Eòlas Gàidhlig san Oilthigh m.e. urrasachd no togail-airgid agus aithris air toraidhean an rannsachaidh.	2027-2030	Buidheann-stiùiridh Leasachaidh is Dhàimhean Alumni / Sgoil LLMVC
Stuthan margaideachd ùra a leasachadh gus cothroman ionnsachaidh Gàidhlig air-loidhne adhartachadh.	2026-2027	Trusadh Oileanaich is Margaideachd / Sgoil LLMVC



Research

Purpose: Undertake interdisciplinary research in line with the University's strategy – Aberdeen 2040, on Gaelic language and society that is

impactful and will strengthen the status of Gaelic. Where possible, seek to develop meaningful collaborations and we will explore different ways of communicating our research on Gaelic.

Action	Timeline	Responsibility
Contribute to major relevant inter-university research projects.	2025-2030	School of LL MVC
Publish the pre-eminent Gaelic academic journal Scottish Gaelic Studies.	2025-2030	School of LL MVC
Contribute to the knowledge and understanding of Gaelic society through academic publishing and related knowledge transfer initiatives.	2025-2030	School of LL MVC with support from Student Recruitment & Marketing

Rannsachadh

Adhbhar: Rannsachadh eadar-chuspaireil a ghabhail os làimh ann an co-rèir ri ro-innleachd an Oilthighe – Obar Dheathain 2040, air Gàidhlig agus comann shòisealta a tha buadh-mhor agus

a neartaicheas inbhe na Gàidhlig. Far a bheil e comasach, coimhead ri co-obrachaidhean brìgheil a leasachadh, agus sgrùdaidhsinn diofar dhòighean air ar rannsachadh air Gàidhlig a chom-pàirteachadh do chàch.

Gnìomh	Loidhne-tim	Uallach
Cur ri prìomh phròiseactan rannsachaidh eadar-oilthigheach buntainneach.	2025-2030	Sgoil LL MVC
Foillseachadh air an iris acadaimigich bharrachta Ghàidhlig, Eòlas Gàidhlig na h-Alba.	2025-2030	Sgoil LL MVC
Cur ri eòlas agus tuigse don chomann shòisealta Ghàidhlig tro fhoillseachadh acadaimigeach agus iomairtean aiseag eòlais co-cheangailte.	2025-2030	Sgoil LL MVC

Promoting the positive image of Gaelic

In the following section we have responded to high-level aims of the National Gaelic Language Plan and carried forward commitments from the

previous iteration of the University of Aberdeen's Gaelic Language Plan 2019 – 2024 where appropriate and continue to identify opportunities to develop the presence of Gaelic in our operations.

1. Promote the use of Gaelic in signage, branding and corporate communications

Aim	Action	Timeline	Responsibility
1. Logo and brand	1.1 Review the University's bi-lingual logo and amend if required to align with recently updated branding guidelines.	2025-2026	Brand & Marketing
	1.2 Use the revised bilingual logo on our website, our corporate stationary and offer as an option for email signatures.	2026-2027	
	1.3 Mainstream Gaelic in our revised branding guidance as part of routine review.	2026-2027	
2. Signage and Placenames	2.1 Maintain our Gaelic signage at the University's main entrance and extend this where possible.	2025-2030	Directorate of Estates & Facilities
	2.2 Install bilingual signage as part of the programme of renewal of physical signage.	2025-2030	

Àrdachadh ìomhaigh dhearbhadh na Gàidhlig

San earrann a leanas, tha sinn air freagairt do dh'amasan àrd-ireil Plana Nàiseanta na Gàidhlig

agus air gealltanasan a ghiùlan air adhart bhon ath-aithris mu dheireadh de Phlana Gàidhlig Oilthigh Obar Dheathain 2019 – 2024 mar as iomchaidh,

agus a' leantainn air adhart a' comharrachadh chothroman air làthaireachd na Gàidhlig nar n-obraichean a leasachadh.

1. Àrdachadh cleachdadh na Gàidhlig ann an soidhneachd, branndadh agus conaltraidhean corporra

Amas	Gnìomh	Loidhne-tìm	Uallach
1. Suaicheantas agus brannd	1.1 Suaicheantas dà-chànanach an Oilthighe ath-sgrùdadh agus atharrachadh mar a tha riatanach, gus co-thaobhadh le stiùiridhean branndaidh a chaidh ùrachadh o chionn ghoirid.	2025-2026	Brannd is Margaideachd
	1.2 An suaicheantas ath-ùraichte a chleachdadh air an làraich-lìn againn agus air ar pàipearachd chorporra, agus a thabhann mar roghainn do dh'ainmean-sgrìobhte puist-d.	2026-2027	
	1.3 Gàidhlig a phrìomh-shruthadh nar stiùiridhean branndaidh ath-ùraichte mar phàirt de ath-sgrùdadh cunbhalach.	2026-2027	
2. Soidhneachd agus Ainmean-àite	2.1 Ar soidhneachd Ghàidhlig aig doras aghaidh an Oilthighe a chumail suas, agus seo a leudachadh mar a ghabhas dèanamh.	2025-2030	Buidheann-stiùiridh Oighreachdan is Ghoireasan
	2.2 Soidhneachd dà-chànanach a stàlachadh mar phàirt den phrògram ath-ùrachaidh air soidhneachd fhiosaigeach.	2025-2030	

Aim	Action	Timeline	Responsibility
3. Promotion	3.1 Continue to use communication channels, at least annually, to promote the University's Gaelic Language Plan, including the Staff News, plasma screens and social media.	2025-2030	External Relations working with Directorate of People
	3.2 Continue to build on bi-lingual promotional materials for the University's Gaelic language courses, including related prospectuses.	2025-2030	
	3.3 Encourage staff annually to use the Gaelic language online resource, for example bilingual email signatures.	2025-2030	
4. Written communication	4.1 Continue to respond in Gaelic to mail and emails received by the University in Gaelic.	2025-2030	External Relations / Directorate of People
	4.2 Mainstream Gaelic by, where possible and appropriate, including reference to it in our graduation ceremonies, exhibitions and events.	2025-2030	
5. Reception and phone	5.1 Develop Gaelic language training for front-facing staff and include a bilingual message on the University's main switchboard for out-of-hours callers.	2026-2027	Directorate of People
6. News releases	6.1 Build on our practice of producing high profile and Gaelic-related media releases bilingually through professional translators.	2025-2030	External Relations

Amas	Gnìomh	Loidhne-tìm	Uallach
3. Àrdachadh	3.1 Leantainn air adhart a' cleachdadh shianalan conaltraidh, co-dhiù gach bliadhna gus Plana Gàidhlig an Oilthighe adhartachadh, a' gabhail a-steach Naidheachdan Luchd-obrach (Staff News), sgrìonaichean plasma agus meadhanan sòisealta.	2025-2030	Dàimhean an Taoibh A-Muigh ag obair le Buidheann-stiùiridh Dhaoine.
	3.2 Leantainn air adhart a' togail air stuthan adhartachaidh dà-chànanach airson chùrsaichean Gàidhlig an Oilthighe, a' gabhail a-steach leabhraichean-iùil co-cheangailte.	2025-2030	
	3.3 Luchd-obrach a bhrosnachadh gach bliadhna gu an goireas Gàidhlig air-loidhne a chleachdadh, mar eisimpleir ainmean-sgrìobhte dà-chànanach puist-d.	2025-2030	
4. Conaltradh sgrìobhte	4.1 Leantainn a' freagairt ann an Gàidhlig do litrichean agus puist-d a gheibh an t-Oilthigh ann an Gàidhlig.	2025-2030	Dàimhean an Taoibh A-Muigh / Buidheann-stiùiridh Dhaoine.
	4.2 Gàidhlig a phrìomh-shruthadh, far a bheil e comasach agus iomchaidh, le bhith a' gabhail a-steach iomradh air ar seirbheisean ceumnachaidh, taisbeanaidhean agus tachartasan.	2025-2030	
5. Fàilteachas agus fòn	5.1 Trèanadh ann an Gàidhlig a leasachadh le luchd-obrach aig an aghaidh agus teachdaireachd dà-chànanach a chur air prìomh bhòrd-suidse an Oilthighe do luchd-gairm a-mach à uairean.	2026-2027	Buidheann-stiùiridh Dhaoine.
6. Brathan naidheachd	6.1 Togail air a' chleachdadh againn a bhith a' toirt bhrathan mheadhanan àrd-iomhaigheil agus co-cheangailte ri Gàidhlig gu buil gu dà-chànanach, tro eadar-theangairean proifeiseanta.	2025-2030	Dàimhean an Taoibh A-Muigh



Aim	Action	Timeline	Responsibility
7. Website	7.1 Increase relevant bilingual web content, for example, webpages pertaining to the Gaelic Language Plan and Gaelic research and teaching.	2026-2030	External Relations / Directorate of People
8. Corporate Publications	8.1 Increase the use of Gaelic in our corporate publications.	2027-2030	Directorate of Planning & Governance/External Relations
9. Language and Gaelic Orthographic Conventions	9.1 Where practicable, use professional translation services to ensure quality and accessibility for official translation, respecting Gaelic orthographic conventions.	2025-2030	External Relations / Directorate of People

Amas	Gnìomh	Loidhne-tìm	Uallach
7. Làrach-lìn	7.1 Susbaint lìn dà-chànanach buntainneach a mheudachadh, mar eisimpleir, duilleagan-lìn co-cheangailte ris a' Phlana Gàidhlig agus rannsachadh is teagasg Gàidhlig.	2026-2030	Dàimhean an Taoibh A-Muigh / Buidheann-stiùiridh Dhaoine.
8. Foillseachaidhean Corporra	8.1 Cleachdadh na Gàidhlig a mheudachadh nar foillseachaidhean corporra.	2027-2030	Buidheann-stiùiridh Planaidh is Riaghlaidh / Dàimhean an Taoibh A-Muigh
9. Cànan agus Gnàthachas Litreachaidh na Gàidhlig	9.1 Far a bheil e comasach, seirbheisean eadar-theangachaidh proifeiseanta a chleachdadh gus dèanamh cinnteach à càileachd agus ruigsinneachd air eadar-theangachadh oifigeil, a' toirt spèis do ghnàthachas litreachaidh na Gàidhlig.	2025-2030	Dàimhean an Taoibh A-Muigh / Buidheann-stiùiridh Dhaoine.

2. Highlight Gaelic in public engagement

Aim	Action	Timeline	Responsibility
10. Public meetings	10.1 Continue to reference the Gaelic language in relevant University events, for example University Graduation ceremonies, and appropriate public meetings.	2025-2030	External Relations / Directorate of People
11. Media/Social Media	11.1 Maintain a directory of Gaelic speaking academics available to engage with Gaelic media to support promotion of the University and its Gaelic activities.	2025-2030	External Relations / Directorate of People
	11.2 In order to showcase the University and the expertise in Gaelic, encourage Gaelic media to use the University as a location for filming/recording and support them to find interviewees.	2025-2030	
	11.3 In partnership with the University of Aberdeen Students' Union, produce bilingual social media content for promoting Gaelic themed events, study and research.	2025-2030	
12. Exhibitions and Event	12.1 When planning exhibitions, mainstream Gaelic by identifying if there are Gaelic themes which can be showcased.	2025-2030	Directorate of People / Directorate of Digital & Information Services / External Relations/School of LLMVC Directorate of Estates & Facilities
	12.2 Build on our Gaelic themed events, aiming to host one event per year.	2025-2030	
	12.3 Maintain involvement in Seachdain na Gàidhlig / World Gaelic Week.	2025-2030	
	12.4 Explore ways to incorporate Gaelic into the University's Cruickshank Botanic Gardens.	27-2028	

2. Togail Gàidhlig ann an com-pàirt poblach

Amas	Gnìomh	Loidhne-tìm	Uallach
10. Coinneamhan poblach	10.1 Leantainn air adhart a' toirt iomradh air Gàidhlig aig tachartasan buntainneach Oilthighe, mar eisimpleir, seirbheisean ceumnachaidh Oilthighe, agus coinneamhan poblach iomchaidh.	2025-2030	Dàimhean an Taoibh A-Muigh / Buidheann-stiùiridh Dhaoine.
11. Meadhanan / Meadhanan Sòisealta	11.1 Leabhar-iùil de dh'acadaimigich le Gàidhlig a chumail airson conaltradh leis na meadhanan Gàidhlig gus taic a chur ri àrdachadh air an Oilthigh agus air a ghnìomhachdan Gàidhlig.	2025-2030	Dàimhean an Taoibh A-Muigh / Buidheann-stiùiridh Dhaoine.
	11.2 An t-Oilthigh agus an ealantas ann an Gàidhlig a mhòr-thaisbeanadh, na meadhanan Gàidhlig a bhrosnachadh gu an t-Oilthigh a chleachdadh mar làrach airson filmeadh / clàradh agus taic a chur riutha a' lorg luchd-agallaimh.	2025-2030	
	11.3 Ann an com-pàirteachas le Aonadh nan Oileanach aig Oilthigh Obar Dheathain, susbaint mheadhanan sòisealta dà-chànanach a thoirt gu buil airson tachartasan, sgrùdadh agus rannsachadh Gàidhlig adhartachadh.	2025-2030	
12. Taisbeanaidhean agus Tachartasan	12.1 Gàidhlig a phrìomh-shruthadh aig àm planaigh thaisbeanaidhean, le bhith a' comharrachadh nan tèaman Gàidhlig a tha rim faotainn agus a ghabhas an taisbeanadh.	2025-2030	Buidheann-stiùiridh Dhaoine / Buidheann-stiùiridh Sheirbheisean Didseatach is Fiosrachaidh / Dàimhean an Taoibh A-Muigh / Sgoil LLMVC Buidheann-stiùiridh Oighreachdan is Ghoireasan
	12.2 Togail air ar tachartasan le tèaman Gàidhlig, ag amas air aon tachartas a chur air adhart gach bliadhna.	2025-2030	
	12.3 Com-pàirt ann an Seachdain na Gàidhlig a chumail suas.	2025-2030	
	12.4 Dòighean a rannsachadh air Gàidhlig a ghabhail a-steach do Ghàrraidhean Lusan Cruickshank an Oilthighe.	2027-2028	



3. Encourage the use of Gaelic by staff and students

Aim	Action	Timeline	Responsibility
13. Internal audit	13.1 Continue to identify levels of Gaelic language skills amongst staff in the biennial staff survey.	Staff Survey will run in 2024, 2026, 2028 and 2030	Directorate of People
14. Induction	14.1 Review how best to include awareness of the Gaelic Language Plan within staff induction programmes.	2025-2026	Directorate of People
15. Language training	15.1 Encourage and support key staff, who are involved in the implementation of the University's Gaelic Language Plan, to develop their Gaelic language skills.	2025-2030	Directorate of People

3. Cleachdadh na Gàidhlig le luchd-obrach is oileanaich a bhrosnachadh

Amas	Gnìomh	Loidhne-tim	Uallach
13. In-sgrùdadh	13.1 Leantainn le ìrean de sgilean Gàidhlig am measg luchd-obrach a chomharrachadh san t-suirbhidh dà-bhliadhnail.	Suirbhidh luchd-obrach a' ruith ann an 2024, 2026, 2028 agus 2030	Buidheann-stiùiridh Dhaoine
14. Inntigeadh	14.1 Ath-sgrùdadh a dhèanamh air an dòigh as fheàrr air mothachadh don Phlana Gàidhlig a ghabhail a-steach do phrògraman inntigidh an luchd-obrach.	2025-2026	Buidheann-stiùiridh Dhaoine
15. Trèanadh cànan	15.1 Taic is brosnachadh a chumail ri prìomh luchd-obrach, a tha an sàs ann am buileachadh Plana Gàidhlig an Oilthighe, gus an sgilean Gàidhlig a leasachadh.	2025-2030	Buidheann-stiùiridh Dhaoine

Aim	Action	Timeline	Responsibility
16. Using Gaelic	16.1 Celebrate and support the use of Gaelic on campus, such as through the existing Gaelic staff network, the Gaelic book lending library and Gaelic conversation circles and support self-sustainability of these.	2025 - 2030	Directorate of People
	16.2 Build on the success of the first Gaelic careers event by exploring how this can be sustained.	2026-2027	
	16.3 Enhance Gaelic webpages by providing basic Gaelic phrases, greetings, basic vocabulary, and job titles.	2026-2027	
	16.4 Promote on an annual basis at least the opportunities for staff to develop their Gaelic language skills and raise awareness of the Gaelic Staff Network.	2025-2030	
	16.5 Build on the pilot 'lunch and learn' sessions to develop sustainable Gaelic language lunchtime sessions for staff	2025-2026	
17. Awareness training	17.1 Develop and begin to deliver sustainable Gaelic awareness training for staff, with priority given to GLPAG members and Communications team staff.	2025-2026	Directorate of People
18. Recruitment	18.1 Where identified as relevant add a Gaelic language skills desirable criterion in job further particulars.	2025 - 2030	Directorate of People
	18.2 Continue to advertise and interview bilingually where possible where proficiency in Gaelic is identified as an essential criterion.	2025-2030	Directorate of People

Amas	Gnìomh	Loidhne-tìm	Uallach
16. Cleachdadh Gàidhlig	16.1 Taic a chur ri cleachdadh na Gàidhlig air an àrainn agus a chomharrachadh, mar eisimpleir, tro lionra làthaireach luchd-obrach Gàidhlig, leabharlann leabhraichean Gàidhlig air iasad, agus cearcaill còmhraidh, agus taic a chur ri am fèin-sheasmhachd.	2025 - 2030	Buidheann-stiùiridh Dhaoine
	16.2 Togail air soirbheachadh a' chiad tachartais dhreuchdan Gàidhlig le bhith a' rannsachadh mar a ghabhas seo a dhèanamh.	2026-2027	
	16.3 Duilleagan-lìn Gàidhlig a neartachadh le bhith a' cur abairtean Gàidhlig, beannachdan, briathrachas bunaiteach, agus tiotalan obrach orra.	2026-2027	
	16.4 Air bhunait bliadhna aig a' char as lugha, cothroman luchd-obrach adhartachadh airson an sgilean Gàidhlig a leasachadh agus mothachadh do Lionra Luchd-obrach Gàidhlig a thogail.	2025-2030	
	16.5 Togail air na seiseanan pileit 'Ionnsaich agus lth' gus seiseanan Gàidhlig seasmhach aig àm lòn a leasachadh do luchd-obrach.	2025-2026	
17. Togail mothachadh	17.1 Mothachadh don Ghàidhlig a leasachadh agus tòiseachadh air trèanadh mothachaidh Gàidhlig seasmhach a libhrigeadh do luchd-obrach, le prìomhachas ga thoirt do bhuill GLPAG agus luchd-obrach sgioba Chonaltraidhean.	2025-2026	Buidheann-stiùiridh Dhaoine
18. Trusadh	18.1 Far a bheil e comharraichte buntainneach, cur slat-tomhais sgilean Gàidhlig ion-mhiannaichte ann an tuairisgeulan obrach san àm ri teachd.	2025 - 2030	Buidheann-stiùiridh Dhaoine
	18.2 Lean air adhart a' sanasachadh agus a' dèanamh agallamhan dà-chànanach mar as iomchaidh, far a bheil comas ann an Gàidhlig air a chomharrachadh mar shlat-tomhais riatanach.	2025-2030	Buidheann-stiùiridh Dhaoine

4. Implementation and Monitoring

Delivery of the plan

The delivery of the University's Gaelic Language Plan will be over the period 2025-2030 and will be enabled by the Gaelic Language Plan Advisory Group (GLPAG).

Governance

The Gaelic Language Plan Advisory Group (GLPAG) has a remit to implement this Plan and it is chaired by a member of the Senior Management Team, reflecting the importance the University places on championing and promoting the Gaelic language. The Group comprises of staff from Schools and Directorates, including Gaelic speakers. The

Aberdeen University Students' Union is represented on the Group.

The GLPAG will report on the progress of delivering the Gaelic Language Plan (GLP) to the University's Equality, Diversity and Inclusion Committee (EDIC) on an annual basis. EDIC reports to the University's Senior Management Team (SMT) and to Court on an annual basis.

Monitoring

The progress of the Plan will be a standing item on the agenda of GLPAG, which will have overall responsibility for monitoring and advising on the Plan. We will prepare an annual monitoring report as required by Bòrd na Gàidhlig for consideration by GLPAG and SMT. We will proactively update

our University community on progress with implementing the Plan and will share our annual monitoring report.

We will continue to ensure the GLP is aligned with our Aberdeen 2040 strategy.

Services delivered by third parties

When we work with external organisations, we will make them aware of the Gaelic Language Plan and will seek to ensure that they engage with the principles of the Plan, as appropriate.

4. Buileachadh agus Sgrùdadh

Libhrigeadh a' Phlana

Bidh libhrigeadh Plana Gàidhlig an Oilthighe a' gabhail àite thairis air an ùine 2025-2030 agus air a chomasachadh le Buidheann Comhairleachaidh a' Phlana Ghàidhlig (GLPAG).

Riaghladh

Tha raon-dleistanais aig Buidheann Comhairleachaidh a' Phlana Ghàidhlig (GLPAG) am Plana seo a bhuileachadh agus tha ball den Àrd-Sgioba Stiùiridh sa chathair, a' nochdadh na cudromachd a tha an t-Oilthigh a' cur air brosnachadh agus adhartachadh na Gàidhlig. Tha am Buidheann air a dhèanamh suas de

luchd-obrach Sgoiltean is Buidhnean Stiùiridh, a' gabhail a-steach luchd-labhairt na Gàidhlig. Tha Aonadh Oileanaich Oilthigh Obar Dheathain air a riochdachadh air a' Bhuidheann.

Bidh an GLPAG ag aithris air adhartas libhrigidh a' Phlana Ghàidhlig (GLP) do Chomataidh Co-ionannachd, Iomadachd agus In-ghabhalachd an Oilthighe (EDIC) gach bliadhna. Bidh EDIC ag aithris do dh'Àrd-Sgioba Stiùiridh an Oilthighe (SMT) agus don Chùirt gach bliadhna.

Sgrùdadh

Bidh adhartas a' Phlana mar nì air clàr-gnothaich an GLPAG, air am bi uallach iomlan airson sgrùdadh is comhairleachadh air a' Phlana. Ullaichidh sinn aithisg sgrùdaidh bhliadhnail mar a tha air iarraidh

le Bòrd na Gàidhlig airson beachdachadh le GLPAG agus SMT. Nì sinn àth-ùrachadh ro-ghnìomhach air fiosrachadh gu coimhearsnachd an Oilthighe mu adhartas ann am buileachadh a' Phlana agus sgaoilidh sinn ar n-aithisg sgrùdaidh bhliadhnail.

Leanaidh sinn air adhart a' dèanamh cinnteach gu bheil an GLP co-thaobhaichte leis an ro-innleachd Obar Dheathain 2040 againn.

Seirbheisean libhrigte le treas phàrtaidhean

Nuair a bhios sinn ag obair le buidhnean air an taobh a-muigh, nì sinn mothachail iad don Phlana Ghàidhlig agus coimheadaidh sinn ri dèanamh cinnteach gum bi com-pàirt aca ann am prionnsapalan a' Phlana, mar a bhios iomchaidh.

CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

Consultation on the Plan took place over a five-week period (June/July 2024) and invited feedback via an online survey (which resulted in 71 responses) and two open consultation events for the public and staff/students. We also proactively shared the draft Plan with local Gaelic organisations, the regional public authorities, other Scottish universities as well as through the University's social media channels.

As a result of the consultation, we have included more detail on the timelines and responsibility holders of each commitment. We have also provided greater clarity on our teaching and learning commitments and have included further detail on how the Plan will be monitored and progress shared with our community.

See Appendix 1 for further details on the consultation.

RESPONSIBILITY

The interim Convener of the Gaelic Language Plan Advisory Group (GLPAG) has overall responsibility for preparation, delivery and monitoring of University of Aberdeen's Gaelic Language Plan. They can be contacted as follows:

Professor Michelle MacLeod
Head of School for Language, Literature, Music and Visual Culture
University of Aberdeen
King's College,
Aberdeen,
AB24 3UB
m.macleod@abdn.ac.uk
+44 (0)1224 272548

The Gaelic Language Development Officer has day-to-day responsibility for the delivery and monitoring of the University of Aberdeen's Gaelic Language Plan and will support the areas Schools and Directorates listed in the Action Plan. Queries regarding the day-to-day operation of the Plan should be addressed to:

Carola MacCallum
Organisational Development/Human Resources
University of Aberdeen
King's College,
Aberdeen,
AB24 3FX
carola.maccallum@abdn.ac.uk
+44 (0)1224 272650

Publishing the plan

The University of Aberdeen's Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will:

- issue a bilingual press release to launch the Plan.
- publicise the Plan through 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 and make hard copies available on request.



CO-CHOMHAIRLEACHADH AIR AN DREACHD PLANA GÀIDHLIG

Ghabh co-chomhairleachadh air a' Phlana àite thairis air ùine de chòig seachdainean (Ògmhios/luchar 2024) agus dh'iarr sinn fiosrachadh air ais tro shuirbhidh air-loidhne (a' toradh ann an 71 freagairt) agus dà thachartas co-chomhairleachaidh fosgailte don phoball agus luchd-obrach / oileanaich. Roinn sinn an dreachd Plana gu ro-ghnìomhach le buidhnean Gàidhlig ionadail, ùghdarrasan poblach roinneil, oilthighean eile na h-Alba, a thuilleadh air tro shianalan mheadhanan sòisealta an Oilthighe.

Mar thoradh air a' cho-chomhairleachadh, tha sinn air barrachd mion-fhiosrachaidh a ghabhail a-steach mu loidhnichean tìm agus iadsan a tha cunntachail do gach gealltan. Tha sinn cuideachd air barrachd soilleireachd mu ar dealasan teagaisg agus ionnsachaidh a thoirt seachad, agus barrachd mion-fhiosrachaidh air mar a bhios am Plana air a sgrùdadh agus adhartas air a roinn leis a' choimhearsnachd againn.

Faic Èarr-ràdh 1 airson tuilleadh fiosrachaidh mun cho-chomhairleachadh.

UALLACH

Tha uallach iomlan airson ullachadh, libhrigeadh agus sgrùdadh Plana Gàidhlig Oilthigh Obar Dheathain air Neach-gairm eadar-amail Buidheann Comhairleachaidh a' Phlana Gàidhlig (GLPAG). Faodar fiosrachadh a chur thuca mar a leanas:

An t-Àrd-Ollamh Michelle NicLeòid
Àrd-Ollamh na Gàidhlig
Ceannard Sgoil Cànain Litreachais Ciùil agus Cultair Lèirsinnich
Oilthigh Obar Dheathain
Colaiste an Rìgh,
Obar Dheathain, AB24 3UB
m.macleod@abdn.ac.uk
+44 (0)1224 272548

Tha uallach làitheil air an Oifigear Leasachaidh Ghàidhlig airson Plana Gàidhlig Oilthigh Obar Dheathain a libhrigeadh 's a sgrùdadh, a' cur taic ri Sgoiltean agus Buidhnean-Stiùiridh na sgìre a tha air an liosta sa Phlana Gnìomha. Bu chòir do cheistean a thaobh obair a' Phlana bho latha-gu-latha a bhith air an cur gu:

Carola NicChaluim
Leasachadh Eagrachail/Goireasan Daonna
Oilthigh Obar Dheathain
Colaiste an Rìgh,
Obar Dheathain,
AB24 3FX
carola.maccallum@abdn.ac.uk
+44 (0)1224 272650

Foillseachadh a' phlana

Bidh Plana Gàidhlig Oilthigh Obar Dheathain air fhoillseachadh ann an Gàidhlig agus Beurla air an làraich-lìn againn. A thuilleadh air sin, bidh sinn:

- sgaoileadh brath naidheachd dà-chànanach airson am Plana fhoillseachadh.
- follaiseachadh a' Phlana tro àrd-ùrlaran mheadhanan sòisealta.
- sgaoileadh leth-bhreacan gu buidhnean air astar agus buidhnean treas phàrtaidh eile, a' mineachadh am pàirt ann an libhrigeadh a' Phlana.
- sgaoileadh leth-bhreacan den Phlana gu prìomh luchd-ùidhe sna roinnean poblach, prìobhaideach agus treas-ìre.
- sgaoileadh leth-bhreacan den Phlana gu buidhnean Gàidhlig buntainneach agus buidhnean eile le ùidh agus a' dèanamh leth-bhreacan pàipeir, a bhios rim faotainn le an iarraidh.



Appendix 1

Consultation Process for the Development of the Gaelic Language Plan

The consultation on the University's draft Plan ran for a period of 4 and a half weeks, from the 13th of June to the 15th of July 2024.

The draft Plan was pro-actively shared with local Gaelic organisations, the regional public authorities, Scottish universities as well as internally with staff and students and externally through the University's social media channels. A webpage was also created.

The draft Plan was sent to Bòrd na Gàidhlig. They offered informal feedback, which has been incorporated.

As part of the consultation two open meetings, one for staff and students and one for the public, were held in a hybrid format, in person with a Teams link provided, on the 18th and 19th of June. The attendance at the meetings was small but the discussions were positive and constructive.

An online survey, which was open to staff, students and members of the public, was completed by 71 people. It was publicised through internal networks and external social media platforms. Most respondents were members of staff, followed by members of the public. A small number of students also provided feedback.

Analysis of Data

More than half (58%) of the respondents were members of staff of the University with members of the public being the second largest group at 21%. The breakdown of respondents can be seen in Chart 1.

Eàrr-ràdh 1

Pròiseas Co-chomhairleachaidh do Leasachadh a' Phlana

Bha co-chomhairleachadh dreachd Plana an Oilthighe a' ruith airson ùine de 4 seachdainean gu leth, bhon 13mh Ògmhios gu 15mh Iuchar 2024.

Chaidh an dreachd Plana a roinn gu ro-ghnìomhach le buidhnean Gàidhlig ionadail, ùghdarrasan poblach roinneil, oilthighean na h-Alba, a thuilleadh air luchd-obrach agus oileanaich air an taobh a-staigh agus air an taobh a-muigh tro shianalan mheadhanan sòisealta an Oilthighe. Chaidh duilleag-lìn a chruthachadh cuideachd.

Chaidh an dreachd Plana a chur gu Bòrd na Gàidhlig. Thug iad seachad ais-fhiosrachadh neo-fhoirmeil, a tha air a ghabhail a-steach ann.

Mar phàirt den cho-chomhairleachadh, chaidh dà choinneamh fhosgailte, aon do luchd-obrach agus oileanaich agus aon don phoball, a chumail ann an cruth tar-chinealach agus gu pearsanta tro cheangal Teams, air an 18mh agus 19mh Ògmhios. Cha robh an àireamh a bha an làthair ach beag ach bha na deasbadan dearbhach agus cuideachail.

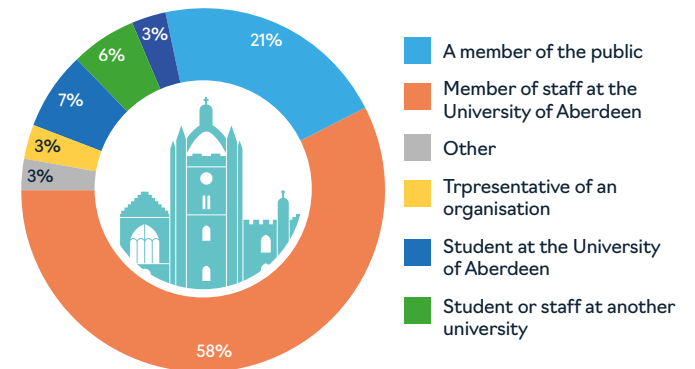
Lion 71 neach suirbhidh air-loidhne, a bha fosgailte do luchd-obrach, oileanaich agus buill den phoball. Bha an t-suirbhidh air a follaiseachadh tro lìonraidhean air an taobh a-staigh agus àrd-ùrlaran mheadhanan sòisealta air an taobh a-muigh. B' e buill den luchd-obrach a bu mhotha a fhreagair, air an leantainn le buill den phoball. Thug àireamh bheag de dh'oileanaich seachad fiosrachadh cuideachd.

Anailis Dàta

B' e buill de luchd-obrach an Oilthighe a bha a' dèanamh suas còrr air leth den luchd-fhreagairt (58%) agus buill den phoball a' dèanamh suas an dàrna buidheann bu mhotha aig 21%. Chithear mineachadh air luchd-freagairt ann an Clàr 1 gu h-ìosal.

Chart 1: Respondents relationship to the University

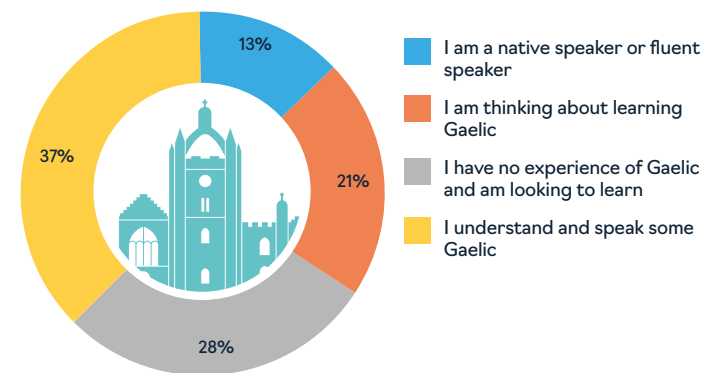
Respondent relationship to the University (n=71)



There was a mixture of responses from both Gaelic-speakers (including learners) and non-Gaelic-speakers, with 50% of respondents speaking and understanding at least some Gaelic and 21% having an interest in learning. The language skills of the respondents can be seen in Chart 2 below.

Chart 2: Respondents understanding / experience of Gaelic

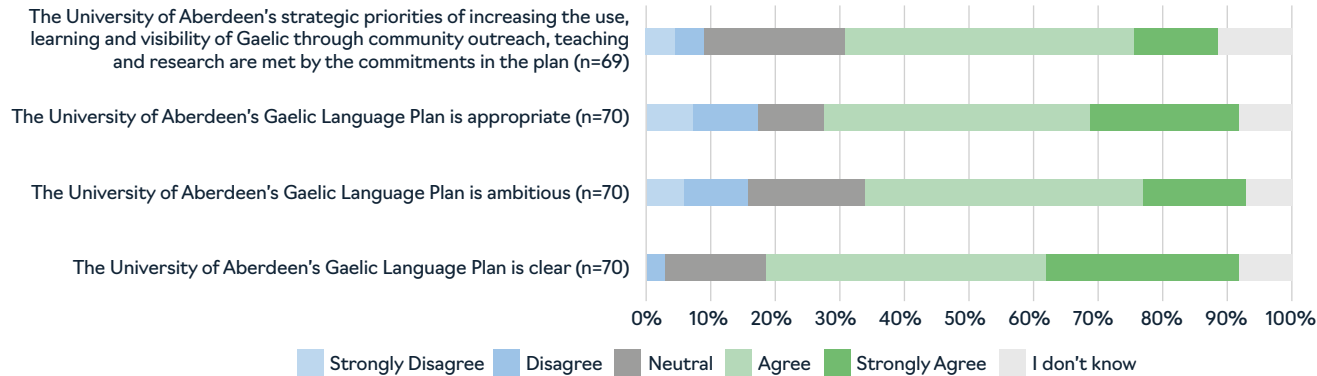
Understanding / experience of Gaelic (n=70)



Most respondents agreed that the draft GLP is appropriate, ambitious and clear. The extent to which respondents rated the Plan can be seen in Chart 3 below.

Dh'aontaich a' mhòr-chuid de luchd-freagairt gu bheil an dreachd GLP iomchaidh, àrd-amasail agus soilleir. Tha an ìre gu an do mheas luchd-freagairt am Plana, ri fhaicinn ann an Clàr 3 gu h-ìosal.

To what extent did the respondents agree with the following statements



Of the 71 responses, 43 respondents provided additional free-text comments. Each comment was systematically reviewed and coded with one or more themes. The themes were then collated and summarised. The comments covered five main themes as follows:

1. The impact of the consultation on the provision of modern languages and Gaelic at the University and how the aspirations of the University's GLP aligned with Gaelic provision at the University.
2. Resourcing of the Plan, including the Gaelic Development Officer post
3. Community outreach
4. The aspirations for Gaelic teaching.
5. The desire to see similar provisions for Scots/ Doric.

Dè an ìre gu an do dh'aontaich luchd-freagairt leis na h-aithrisean a leanas?

Tha prìomhachasan ro-innleachdail Oilthigh Obar Dheathain a thaobh meudachadh ann an cleachdadh, ionnsachadh agus faicsinneachd na Gàidhlig tro for-ruigheachd coimhearsnachd, teagasg agus rannsachadh, air an coileanadh leis na gealltanasan sa phlana (à=69).

Tha Plana Gàidhlig Oilthigh Obar Dheathain iomchaidh (à=70).

Tha Plana Gàidhlig Oilthigh Obar Dheathain àrd-amasail (à=70).

Tha Plana Gàidhlig Oilthigh Obar Dheathain soilleir (à=70).

Easaontachadh gu làidir Easaontachadh Neodrach Aontachadh Aontachadh gu làidir Chan eil fios agam

Clàr 3: Aonta luchd-freagairt le aithrisean air an GLP.

De na 71 freagairtean, thug 43 luchd-freagairt seachad beachdan saor-theacsa a bharrachd. Chaidh gach beachd ath-sgrùdadh gu cunbhalach agus a chòdadh le aon no barrachd de na tèaman. Bha na tèaman an uair sin air an tional agus air an geàrr-iomradh. Bha na beachdan a' còmhachadh còig prìomh thèaman mar a leanas:

1. Buaidh a' cho-chomhairleachaidh air solar nuadh-chànanan agus Gàidhlig san Oilthigh agus mar a tha amasan GLP an Oilthighe a' co-thaobhadh le solar Gàidhlig san Oilthighe.
2. Goireasachadh a' Phlana, a' gabhail a-steach dreuchd an Oifigeir Leasachaidh Gàidhlig.
3. For-ruigheachd coimhearsnachd.
4. Na mòr-mhiannan airson teagasg Gàidhlig.
5. Miann air na solaran ceudna fhaicinn do dh'Albais / Doric.

The respondents also made specific recommendations for actions to be included in the Plan, such as adding a timeline and a responsible lead for each action. Further detail on each thematic area can be seen below.

Theme	Feedback
Impact of the consultation on modern language and Gaelic provision held between November 2023 and March 2024	<p>At the time of the Gaelic Language Plan consultation, the University had recently concluded a consultation on the future of modern languages at the institution. While the modern languages consultation concluded with the University renewing its commitment to delivering Gaelic education and research, single honours degrees have been closed to new entrants, but other programmes with Gaelic continue.</p> <p>Responses highlighted the need for the University to re-affirm its commitment to supporting Gaelic. Consequently, there was a desire for more demonstrable alignment between the aspirations of the Plan and management support, better awareness of Gaelic by senior management and the GLPAG.</p>
Implementation and resourcing of the GLP	<p>Some respondents questioned whether resourcing the GLP is good use of resources in the current financial climate. However, most of the comments were supportive of the Plan and noted that adequate resourcing of the Plan will be required to enable effective implementation. Clarity was sought from respondents regarding the Gaelic Language Plan Development Officer post.</p> <p>Respondents requested independent, open and regular updates on implementation of the Plan.</p>
Outreach and promotion of Gaelic	<p>The commitments to community outreach, greater regional engagement and closer relationships with local Gaelic organisations were welcomed. Suggestions were made that collaboration with local councils could provide strategic opportunities e.g. greater resilience.</p>
Aspirations for teaching of Gaelic	<p>Contradictions between aspirations to increase the number of Gaelic speakers while reducing provision of (single honours) Gaelic degrees were noted. Some respondents expressed concerns about the ability to deliver current teaching commitments with the reduction in staffing. Some responses expressed the potential - given the history and geographical location of the University - for the University to become a centre of excellence for Gaelic. The desire of staff to learn Gaelic was also mentioned.</p>
Importance of Scots/Doric	<p>Some respondents noted that they would welcome similar provisions for Scots / Doric. The University is mindful of its geographic location and is committed to supporting north-east Scots through its teaching, research and outreach activities based at the Elphinstone Institute and the School of LLMVC.</p>
Specific recommendations for amendments.	<p>The responses included practical suggestions for the GLP, e.g. timelines for the actions and commitments, a lead responsible for the implementation, and suggestions for training and awareness sessions.</p>

Rinn an luchd-freagairt molaidhean sònraichte airson gnìomhan a bhith air an gabhail a-steach don Phlana, leithid loidhne-tìmh agus stiùir chunntachail do gach gnìomh. Chithear tuilleadh mion-fhiosrachaidh mu gach raon tèamach gu h-ìosal.

Tèama / Cuspair	Ais-fhiosrachadh
Buaidh a' cho-chomhairleachaidh air solar nuadh-chànanan is Gàidhlig, a chumadh eadar an t-Samhain 2023 agus am Màrt 2024.	Aig àm co-chomhairleachaidh a' Phlana Ghàidhlig, bha an t-Oilthigh air co-chomhairleachadh a chrìochnachadh dìreach roimhe sin air nuadh-chànanan san àm ri teachd anns an Institiùd. Ged a chrìochnaich co-chomhairleachadh nan nuadh-chànanan leis an Oilthigh ag ath-ùrachadh a dhealaidh a thaobh foghlam agus rannsachadh Gàidhlig a libhrigeadh, tha ceuman singilte le urram air an dùnadh do dh'innteartan ùra, ach tha prògraman eile le Gàidhlig a' leantainn. Bha freagairtean a' togail air feum an Oilthighe air a dhealaidh a thaobh taic don Ghàidhlig ath-dhearbhadh. Ri linn sin, bha miann ann airson co-thaobhadh nas taisbeanaichte eadar miannan a' Phlana agus taic luchd-stiùiridh, mothachadh nas fheàrr don Ghàidhlig le àrd-stiùirichean agus an GLPAG.
Buileachadh agus goireasachadh an GLP	Bha cuid den luchd-freagairt a' ceasnachadh an robh goireasachadh an GLP na dhòigh mhath air goireasan a chleachdadh ann an suidheachadh ionmhasail an latha an-diugh. Ach, bha a' mhòr-chuid de na beachdan taiceil don Phlana agus a' toirt an aire gum bi feum air goireasachadh iomchaidh air a' Phlana gus buileachadh èifeachdach a dhèanamh comasach. Chaidh soilleireachd a shireadh le luchd-freagairt a thaobh dreuchd Oifigear Leasachaidh a' Phlana Ghàidhlig. Dh'iarr an luchd-freagairt ùr-fhiosrachaidhean neo-eisimeileach, fosgailte agus cunbhalach air buileachadh a' Phlana.
For-ruigheachd agus adhartachadh na Gàidhlig	Chaidh fàilte a chur air gealltanasan a thaobh for-ruigheachd coimhearsnachd, com-pàirt roinneil nas motha agus dàimhean nas dlùithe le buidhnean Gàidhlig ionadail. Fhuair beachdan gum faodadh co-obrachadh le comhairlean ionadail cothroman ro-innleachdail a thoirt seachad m.e fulangas nas motha.
Àrd-mhiannan airson teagasg Gàidhlig	Thugadh an aire do neo-aontachdan eadar miannan air an àireamh de luchd-labhairt na Gàidhlig a mheudachadh agus aig an aon àm lùghdachadh air solar cheuman Gàidhlig (urram singilte). Nochd cuid den luchd-fhreagairt draghan mun chomas air gealltanasan teagasg làithreach a libhrigeadh le lùghdachadh air an àireamh de luchd-obrach. Bha cuid de na freagairtean a' foillseachadh beachdan a thaobh comas an Oilthighe – le eachdraidh agus làrach cruinn-eòlasach an Oilthighe – a bhith na ionad sàr-mhathais don Ghàidhlig. Chaidh iomradh a thoirt cuideachd air miann an luchd-obrach air Gàidhlig ionnsachadh.
Cudromachd Albais / Doric	Thug cuid den luchd-fhreagairt dearbhadh gun cuireadh iad fàilte air solaran ceudna do dh'Albais / Doric. Tha an t-Oilthigh mothachail do a làrach chruinn-eòlasach agus dealasach a thaobh taic a chur ri Albais an ear-thuath tro theagasg, rannsachadh agus gnìomhachdan air astar, stèidhichte ann an Institiùd Elphinstone agus Sgoil LLMVC.
Molaidhean sònraichte air atharrachaidhean.	Bha na freagairtean a' gabhail a-steach mholaidhean dèantach airson a' Phlana Ghàidhlig m.e. loidhnichean-tìmh a thaobh gnìomhan agus gealltanasan, stiùiriche le uallach airson buileachadh a' Phlana agus molaidhean mu thrèanadh agus seiseanan mothachaidh.



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Gaelic Language Plan | Plana Gàidhlig
2025 -2030