



Draft Gaelic Language Plan 2026-2031

Foreword

West Lothian Council has developed the second edition of its Gaelic Language Plan in line with the requirements of the Gaelic Language (Scotland) Act 2005 as amended by the Scottish Languages Act 2025. The plan outlines how we will take forward, and expand on, the work that was started in 2021 to raise awareness of the language amongst both our employees and community.

As a Council we will continue our commitment to work with Bòrd na Gàidhlig, our community planning partners and others to help safeguard the Gaelic language for future generations.

We welcome the opportunity to raise awareness and help secure, promote and develop the Gaelic language, heritage and culture for our current and future generations through our Gaelic Language Plan.

The plan sets out how we will take forward the progress made over the last five-years to raise the profile and visibility of Gaelic in a way that is both proportionate and relevant to the West Lothian community, and it details how the Council will work to support the National Gaelic Language Plan objectives over the next five-years to meet our obligations.

The Council's Gaelic Language Plan will contribute to raising the profile and visibility of Gaelic by sharing good practice and creating opportunities for those who are interested in Gaelic to use the language in their daily lives, In doing so we show our support for the aspirations and objectives included in the National Gaelic Language Plan 2023 – 2028 and the Gaelic Language (Scotland) Act 2005 as amended by the Scottish Languages Act 2025, in ensuring that Gaelic remains a living language and distinctive aspect of our country's cultural heritage.

We recognise the valuable contribution of the language already in the provision of Gaelic medium education. These are activities that we commit to maintaining and developing over the years ahead so that the part we play in helping to deliver the national plan will be one that will have a lasting effect.

Graham Hope
Chief Executive
West Lothian Council

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1. Introduction

1.1 West Lothian Council

West Lothian Council aims to improve the quality of life and opportunities for all residents. We are a top performing Council with a reputation for innovation, partnership working and customer focus.

The Council is central to the provision of services that affect people's everyday lives. We therefore recognise that all services provided by the Council need to reflect and consider the impact that they may have on equality. We aim to provide improved services that meet the needs and priorities of local communities.

West Lothian is the ninth largest local authority in Scotland serving a population of approximately **186,440**, the 10th highest population out of all 32 council areas in Scotland.

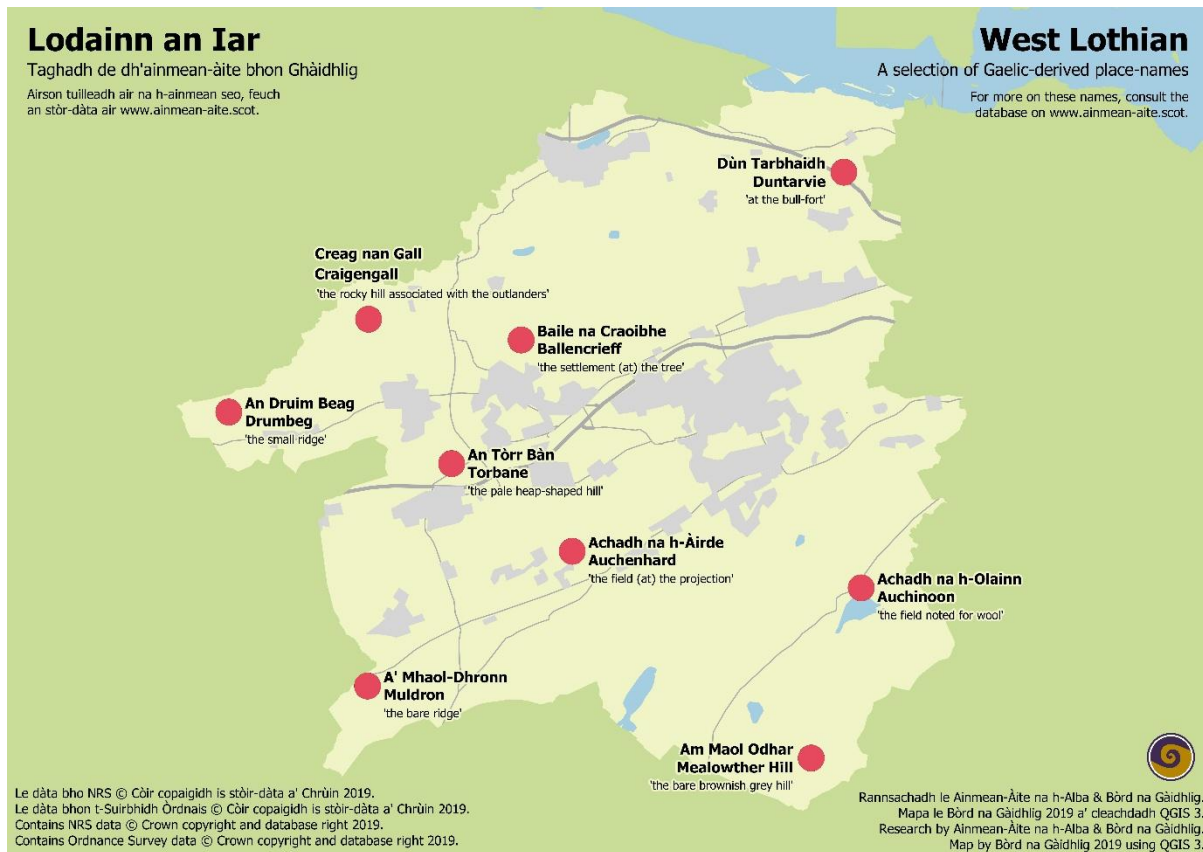
The council employ in the region of 8,000 employees across seven Services. Each of the following seven services is tasked with delivering the key priority objectives of the Council:

- Education
- Operational Services
- Social Policy
- Housing, Customer and Building Services
- Planning, Economic Development & Regeneration
- Corporate Services
- Finance and Property Services

1.2 Gaelic within West Lothian Council

West Lothian Council recognises that Gaelic is an integral part of Scotland's heritage and national identity. We acknowledge the challenge that exists to raise the profile and use of Gaelic in our communities and daily lives.

This document is the second edition of West Lothian Council's Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out the high level aims aligned to the priorities of the national plan and provides an implementation plan for the next five-years that provides targets to be progressed through the life of the plan.



Gaelic Skills

There are Gaelic speakers located across the Council area. The 2011 census recorded that there were: 667 residents able to speak Gaelic. The 2022 census data shows that 1,148 people now speak Gaelic (1.7% of population) which is a 72% increase since 2011.

The 2022 census data shows that 2,496 (1.4%) of the West Lothian population have Gaelic language skills. Despite this number being low in comparison to the population of West Lothian, the number of residents that have Gaelic skill (people speaking, writing, and reading Gaelic) has increased by 111% from 1,179 as recorded in the 2011 Census.

Gaelic Medium Education

Gaelic Medium Education (GME) is currently provided by West Lothian Council through a partnership arrangement with City of Edinburgh Council. This partnership arrangement supports delivering of high-quality GME for children and young people from West Lothian through effective use of resources across West Lothian and Edinburgh. Children and young people attending GME travel to Parkside Primary or Gillespie's High School in Edinburgh.

The Education (Scotland) Act 2016 includes provisions that give parents the right to request an assessment of the need for Gaelic Medium Primary Education from their Education Authority and the Scottish Government has established a process for parents, which is supported by Statutory Guidance on Gaelic Education. Where parents within West Lothian make such a request Educational Services will follow the Statutory Guidance. Further

information can be found here: <https://www.westlothian.gov.uk/article/32394/Gaelic-Medium-Education>

Gaelic Language Employee Survey

In the 2026 employee survey we gathered information about the Gaelic language skills of employees. 889 staff members took part.

Survey questions	Survey results
What service do you work for?	Chief Executive's Office 4 Corporate Services 66 Education Services 379 Finance and Property Services 79 Housing, Customer and Building Service 93 Planning, Economic Development & Regeneration 34 Operational Services 150 Social Policy 84
How would you describe your own personal awareness of the Gaelic language?	Not aware 471 Quite aware 306 Very Aware 112
Do you have any ability in reading, writing, speaking, understanding the Gaelic Language?	No ability at all 774 Some/limited ability 107 Can speak Gaelic 14 Can read Gaelic 13 Can write Gaelic 6 Other (please specify) 4
Which of these statements best describes your current Gaelic ability/use?	I am a native speaker and use gaelic on a regular basis 2 I am a native speak but only use Gaelic occasionally 3 I am a fluent speaker of Gaelic 0 I am a Gaelic learner 45 I have previously studied Gaelic 46 I do not speak Gaelic at all 800

How would you describe your interest in learning Gaelic?	<p>I have Gaelic and I am happy with my level of fluency just now 7</p> <p>I would like to learn Gaelic or improve my Gaelic but do not have the opportunity 85</p> <p>I am currently taking a Gaelic course 15</p> <p>I would be interested in learning Gaelic 290</p> <p>I do not wish to learn Gaelic 521</p>
Have you ever had a customer request a service or information in Gaelic?	<p>Yes 10</p> <p>No 869</p> <p>Maybe 10</p>
How would you describe your need to use the Gaelic language at work?	<p>Never 841</p> <p>Sometimes 47</p> <p>Often 1</p> <p>Always 0</p>
Have you ever encountered a situation whereby understanding Gaelic would have enhanced your job role and the service provided to a customer?	<p>Yes 39</p> <p>No 849</p> <p>Other 1</p>
If you answered yes to the above question, please explain why	See appendix 1
Do you believe that Gaelic language training would enhance your role at work?	<p>Yes 115</p> <p>No 774</p>
If you answered yes to the above, please explain why?	See appendix 2
Would you like to learn more about Gaelic Language opportunities in West Lothian?	See appendix 3

1.3 Gaelic within Scotland

Across Scotland 130,161 of people aged 3 years old and above are recorded in the 2022 Census to have Gaelic language skills. This represents 2.5% of the population and has increased by 50% from the 2011 Census, which recorded that 87,000 people in Scotland were able to speak, read, write and/or understand Gaelic.

Bòrd na Gàidhlig is the principal public body in Scotland responsible for promoting Gaelic development, including providing advice to Scottish Ministers on Gaelic issues. Their aim is that Gaelic is seen and heard daily across Scotland, such that it is widely recognised as an integral part of Scottish life and a national cultural and economic asset.

1.4 The Gaelic Language (Scotland) Act 2005

A Gaelic Language Plan is a legal requirement following from the Gaelic Language (Scotland) Act 2005, which was passed by the Scottish Parliament in August 2005. The Gaelic Language

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

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic Language Plan. This provision was designed to ensure that the public sector 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.

West Lothian Council endorses the commitments in the Gaelic Language (Scotland) Act 2005 to:

- increase the number of persons who can use and understand the Gaelic language
- encourage the use and understanding of the Gaelic language
- facilitate access, in Scotland and elsewhere, to the Gaelic language and Gaelic culture.

This document is West Lothian Council's second Gaelic Language Plan, prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how the council will use Gaelic in the operation of its functions, how it will enable the use of Gaelic when communicating with the public and key partners, and how the council will promote and develop Gaelic. West Lothian Council's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

1.5 The National Gaelic Language Plan 2023-28

West Lothian Council supports the aim of increasing the use and learning of Gaelic, as set out in the National Gaelic Language Plan 2023-28. The council are committed to achieving this aim by focussing our work on the key priorities of the national plan, which are: -

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

1.6 Public consultation

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

West Lothian Council consulted publicly on a draft of our Gaelic Language Plan from July 10 2026 for a period of six weeks. It was conducted using an online form and advertised using social media and the council's website. The working group also took responsibility for promoting it across their communication channels. The results of the survey are summarised:
- TBC

1.7 Key principles

West Lothian Council's Gaelic Language Plan is underpinned by five key principles of equal respect, active offer, mainstreaming, third parties and corporate parenting. The following section identifies the council's commitment to these principles and how they are applied throughout the plan.

Equal Respect

Under the terms of the 2005 Act, Bòrd na Gàidhlig works with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language. The Bòrd in turn expects that public authorities will demonstrate in their plans how the principles will be achieved and maintained in practice. West Lothian Council will ensure that where Gaelic is included as part of its operations and services, the Gaelic language is of an equal standard and quality as those that are provided in English.

Active Offer

West Lothian Council will make an active offer of our Gaelic language 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.

Mainstreaming

West Lothian Council will ensure that opportunities for the public and council employees to use Gaelic are normalised. In support of the National Gaelic Language Plan, the council aims for Gaelic to be 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.

Third Parties

Where appropriate, West Lothian Council will seek support from Arm's Length Executive Organisations and other contractors to help with the delivery of the Gaelic Language Plan. West Lothian Leisure and West Lothian College are aware of the Gaelic Language Plan and actively participate in the council's working group.

Corporate Parenting

Any looked after children, young people and carers who have Gaelic as their first language receive the same opportunities as those with other languages.

2. Priorities

West Lothian Council recognises the priority areas identified in the National Gaelic Language Plan 2023-28 will be primarily implemented through the West Lothian Local Plan 2026-31 and that where opportunities present, such as in the formation, renewal and monitoring of policies, it will consider the commitments made in this plan and ensure that the impacts on Gaelic will be in line with the National Gaelic Language Plan 2023-28.

This section sets out the council's implementation plan for each of the priority areas which will be reviewed and reported on annually.

2.1 Priority areas: Community support

To increase the use and learning of Gaelic in communities the following priority areas from the national plan will be considered within the council’s Gaelic Language Plan 2026-31: -

- Gaelic community networks and on-line communities
- Recognition of areas of linguistic significance for Gaelic
- Network of Gaelic Development Officers
- Gaelic community events and activities for young people
- Community trusts and third-sector organisation
- Churches and faith organisations

Priority Area: Community Support	
We share the long-term goal for increasing the use and learning of Gaelic in communities.	
By 2031 we will:	Service Ownership
The Council will work with the Community Regeneration Team, to both raise awareness of the Gaelic Language Plan and to identify opportunities within local communities	Regeneration Services
The council will promote any national or local Gaelic events	Education & Corporate Services
Support community Gaelic groups through promotion of their work, support in establishing any venue requirements and linking in with schools in the area where there is a strong community uptake	Education Services

2.2 Priority areas: Support in the home

The use of Gaelic in the home is essential to strengthening the language and culture. To increase the use and learning of Gaelic in homes the following priority areas from the national plan will be considered within the council’s Gaelic Language Plan 2026-31: -

- Digital resources in delivering quality Gaelic use and learning in the home
- Gaelic books and resources
- Promote the use of Gaelic within the home setting
- GME Early years, 0-3 provision and related initiatives
- Support for Gaelic learning for GME parents

Priority Area: Homes
We share the long-term goal for increasing the use and learning of Gaelic in homes

By 2031 we will:	Service Ownership
Promote Gaelic books and resources available in libraries	HCBS
The council currently hosts Gaelic-themed sessions within libraries, including Gaelic Bookbug activity. The council will continue to support and promote these sessions and work collaboratively with community groups and partners to develop Gaelic language and cultural programming, including reviewing opportunities to expand Gaelic Bookbug provision and Gaelic library resources, within existing resources. Opportunities to further promote Gaelic and cultural events will form a part of the forthcoming review of the Library Services Development Plan	HCBS
We will work with schools to enhance access to Gaelic recourses in their libraries.	HCBS/Education Services
Ensure links are strengthened between the use of Gaelic in the home and Gaelic early years provision by regularly exploring and reviewing opportunities. This target will be reviewed annually for the life of the plan.	Education Services
Ensure practical support, resources and advice are available for passing Gaelic on to children in the home and in Gaelic early years education. This target will be reviewed annually for the life of the plan	Education Services

2.3 Priority areas: Creative Industries

Gaelic is an important part of our national heritage and the creative industries enhance Scotland’s image as a diverse and appealing country. To increase the use and learning of Gaelic across the creative industries the following priority areas from the national plan will be considered within the council’s Gaelic Language Plan 2026-31: -

- Arts organisations, activities and festivals
- Gaelic arts bodies
- Support to create and use digital, media content

Priority Area: Creative Industries	
We share the long term goal for increasing the use and learning of Gaelic in the Creative Industries	
By 2031 we will:	Service Ownership

Work with Visit Scotland, Creative Scotland and Historic Environment Scotland to promote arts activities and festivals	Education Services (Arts) Economic Development - Tourism
Increase opportunities to reflect Gaelic language and culture within heritage and tourism venues where appropriate, including through interpretation, displays, promotional materials or signage	Education Services (Arts) Economic Development - Tourism
Ensure that the importance of Gaelic to Scotland’s history and its relevance today features in the tourism experience	Economic Development - Tourism

2.4 Priority areas: Business and the economy

Studies undertaken by Bòrd na Gàidhlig demonstrate that Gaelic has an important and increasing place in building the Scottish economy. To increase the use and learning of Gaelic across business the following priority areas from the national plan will be considered within the council’s Gaelic Language Plan 2026-31: -

- Gaelic in workplace, services and products
- Gaelic labour market, skills development and training programmes

Priority Area: Business and Economy	
We share the long-term goal for increasing the use and learning of Gaelic in Business and Economy	
By 2031 we will:	Service Ownership
From a Business Gateway perspective, the council will raise awareness of the GLP with the business advisers - both for professional development and to spot opportunities should they arise with local firms	Economic Development
Economic Development will share information and promote the GLP on their communications channels – targeted at local businesses and tourism providers	Economic Development
Employees within Education Resources are supported to undertake appropriate and relevant continuous professional development activity to ensure they can deliver services to the highest standards. This includes development of their language skills. Employees in education are regularly involved in GME to enhance their language skills. This target will be monitored annually for the life of the plan	Education Services
Continue to monitor Gaelic language skills and interest in Gaelic learning among our employees via the regular employee surveys. The target for the next employee survey is 2028	Corporate Services

2.5 Priority areas: Education - 0 to 18 years

Education Services are committed to raising the profile of and promoting the Gaelic language across our schools through ongoing enhancement of curriculum resources and supports and through providing professional learning opportunities for staff.

Resources have been developed to offer Gaelic as an additional language (L3) within the 1+2 Languages framework, ensuring high-quality, age-appropriate resources and professional learning for teachers, and encouraging a range of approaches to teaching Gaelic culture and language, particularly through music. We have worked with our Gaelic Gathering Education group to increase the visibility of Gaelic resources and materials to increase the presence and availability of Gaelic Language Education.

To increase the use and learning of Gaelic in education the following priority areas from the national plan will be considered within the council's Gaelic Language Plan 2026-31: -

- Gaelic-medium Childcare and Early years, Primary and Secondary provision
- Digital online Gaelic Medium Education (GME) curriculum delivery
- Resources and training to support children and young people with additional learning needs
- GME curriculum, Broad General Education and Senior Phase in the secondary sector
- GME support and resources
- Gaelic (Learners) at L2, L3, BGE and Senior Phase

Priority Area: Education 0 - 18	
We share the long-term goal for increasing the use and learning of Gaelic in Education, 0-18	
By 2031 we will:	Service Ownership
Continue to promote and review guidance on Gaelic Education and monitor parental requests	Education Services
Guidance on Gaelic Education will be reviewed and promoted widely as part of the 1+2 Languages agenda	Education Services
Review and update local implementation of Statutory Guidance on Gaelic Education to ensure alignment with national legislation and expectations, and actively promote Gaelic education across settings, introducing Gaelic within the 1+2 Languages approach to increase awareness, access, and uptake of Gaelic learning.	

Take account of requirements under the Education Scotland Act (2016) and the subsequent Statutory Guidance on Gaelic Education, including the duty to promote and support GME and GLE.	Education Services
Promote and support Gaelic Medium Education (GME, currently in partnership with City of Edinburgh Council) and Gaelic Learners' Education (GLE) and engage with parents of 2/3 year olds biannually, in order to identify any demand for GME provision at primary and secondary levels.	Education Services
Work with Bòrd na Gàidhlig and the Scottish Government to increase the provision of GME and GLE, if demand exists We will work with partners to hold at least 2 GME information sessions during this edition of our plan to promote GME.	Education Services
Maintain awareness of our duties as a corporate parent to offer services through the medium of Gaelic to young people with Gaelic under our care, increase initiatives to promote, establish and expand both GME and GLE at primary and secondary levels	Education Services
Continue to develop a range of opportunities for children and young people in GLE to engage in activities that enhance their cultural awareness, knowledge and skills as part of the core curriculum and 1+2 languages. Plan, deliver and evaluate the programme of Gaelic Learner Education (GLE) within the 1+2 Languages framework, providing opportunities for children and young people to develop their Gaelic language skills and deepen their cultural awareness of Gaelic heritage, in line with Statutory Guidance on Gaelic Education and national policy expectations	Education Services
Improve accessibility and transparency of information on Gaelic education by enhancing the Council's website to provide clear, comprehensive guidance for parents on their statutory rights, including the Gaelic Medium Education request process, with effective signposting to national guidance and local procedures. A commitment to expand the current information on the Council's website to ensure that all information is available to parents, this will include clearer signposting to the guidance, information on the statutory nature of the process and an outline of the full process	Education Services
Review all processes in respect of the Scottish Languages Bill as this becomes enacted further	Education Services
Maintain and expand the 'Gaelic Gathering' group to include participants beyond Education	Education Services
Make further connections between Gaelic and the wider curriculum (L3) through extending IDL and creative (music) resources	Education Services

Through promotion of newly developed WL resources, capture the views of children and young people to inform planning for GLE moving forwards	Education Services
Continue to attend national networks and events including GLAN to engage with national developments and to promote opportunities relating to Gaelic	Education Services

2.6 Priority areas: Education – Postschool and adult learning

There are opportunities to learn and study Gaelic as an adult therefore to increase the use and learning of Gaelic in postschool and adult education the following priority areas from the national plan will be considered within the council’s Gaelic Language Plan 2025-30: -

- Speak Gaelic and other adult education opportunities for learners
- Gaelic skills in careers opportunities, employment, skills training, and apprenticeships
- GME Initial Teacher Education
- Courses for early years staff in the GME sector
- Professional development in leadership across GME
- Gaelic learning in Further Education/Higher Education institutions

Priority Area: Post school and Adult Learning	
We share the long term goal for increasing the use and learning of Gaelic post school and adult learning	
By 2030 we will:	Service Ownership
Adult Learning has previously provided introduction to Gaelic language professional learning to Education staff where required. This will continue to be offered and will continue to expand to include Gaelic language follow on professional learning opportunities.	Adult Learning Education Services
Ensure good resources are available to support adults learning Gaelic. We use reputable resources to teach our classes (Twinkl/BBC/Bord etc). We currently deliver one class per week for a ten-week block (repeating throughout the year) and there is a Gaelic Circle that meets in Bathgate weekly. We will expand classes if resources are available.	Adult Learning

3. Core Commitments

The 2005 Act states that a Gaelic language plan must set out the measures which a public authority will take in relation to the use of Gaelic in connections with the exercise of its functions. The Bòrd has identified four core areas that public authorities are required to address in their Gaelic language plans:

- Identity
- Communications
- Publications
- Staffing

3.1 Identity

The presence of Gaelic in the corporate identity and signs of a public authority greatly enhances the visibility of the language and makes an important statement about how Gaelic is valued and how it is given recognition. West Lothian Council recognises the importance of the raising the visibility of Gaelic, increasing its status and creating a positive image of the language.

Function	Current position	Proposed action	Lead officer/service	Timescale
Corporate Identity	WLC has developed a Gaelic version of the council logo.	Existing logos on display in public buildings will be replaced on a renewal basis. The council's letterhead template will include the Gaelic logo. The bilingual logo will be included on all publications through any renewal process.	Corporate Services	January 2027
Signage	Very little bilingual signage exists in West Lothian. One new 'Welcome to West Lothian' sign was required and includes Gaelic	An audit of 'Welcome to West Lothian' signs indicates that there is no requirement to replace existing signage given they are in good condition. We will ensure that welcome signage into the council area will be bilingual when renewal is required.	Corporate Services/Property Services	March 2031
		Develop and introduce a Council Standards for		

		<p>signage that demonstrates equal respect for Gaelic and English. Building on the first GLP, this Council Standard will also include Gaelic being incorporated into new signage at visitor/heritage venues and Welcome to West Lothian signage. The Council will work with Ainmean Aite na h-Alba when undertaking any work that included place names on signage</p>		
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3.2 Communications

West Lothian Council recognises the importance of continuing to create opportunities for the practical use of Gaelic in communications with its citizens and will increase its level of provision on an incremental basis.

Function	Current position	Proposed action	Lead officer/service	Timescale
Reception & Telephone	Whilst the council does not have specific Gaelic translation services within reception areas, provision is made for access to translation and interpretation services, including Gaelic	At present, we are unable to provide a Gaelic reception and telephone service within the local authority. However, we are committed to supporting staff who are interested in developing their Gaelic language skills and will actively explore opportunities to build internal capacity to enable future service provision.	HCBS	January 2027
Written correspondence	The council replies to written correspondence in a customer's	The provision of translation and interpretation services will continue. Building	Corporate Services	March 2031

	chosen language	on work already done, guidance and awareness information will continue to be made available for reception and contact centre staff		
Social Media & Media	For media requests requested in Gaelic, a response in Gaelic will be provided.	We will aim to incrementally increase the number of posts on our social media channels in Gaelic each year	Corporate Services	March 2031

3.3 Publications

The use of Gaelic in a range of printed materials can assist Gaelic development in a variety of ways.

Function	Current position	Proposed action	Lead officer/service	Timescale
Website	The council's website has full language translation	We will incrementally increase the use of Gaelic on our website with an immediate focus on subjects that relate to Gaelic and information that would not require regular updates	Corporate Services	March 2031
Printed materials	The council does not routinely produce information on how to access information in other languages	The council will create and include information on how to access translation services and copies of printed material in other languages. This will be used in corporate publications, including Bulletin, the council's newspaper	Corporate Services	March 2031

		The council recognises the importance of facilitating quality interpretation services we will therefore ensure appropriate translation and interpretation support is available where required through the introduction of a new interpretation and translation services contract. Any services that are used will undertake their work in line with GOC (Gaelic Orthographic Conventions)		
Printed materials in libraries	Library services have a collection of Gaelic books	Library services will carry out promotional work to publicise the availability of Gaelic books, Gaelic-themed sessions and community-led Gaelic activity within libraries, and will review opportunities to enhance Gaelic resources and signage where appropriate	Library (HCBS)	March 2031
Public Exhibition & heritage	The council has not developed any Gaelic language exhibitions	The council will explore opportunities to support the co-production of Gaelic displays by local groups and provide exhibition space within	Museums (HCBS)	March 2031

		community museums where appropriate and within existing resources		
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3.2 Staffing

West Lothian Council recognises the importance of seeing Gaelic as an important job skill and if identifying situations which its use is essential or desirable, and we recognise the importance of enabling staff to develop their Gaelic skills where it is necessary.

Function	Current position	Proposed action	Lead officer/service	Timescale
Intranet	There is limited promotion of the Gaelic language through the council's main internal communication channels	The council promotes its work to sustain and develop the Gaelic language internally on an annual basis, and highlight progress in delivering the Gaelic Language Plan, as part of World Gaelic Language Week. Articles will be published through Inform, the council's emagazine for employees	Corporate Services	January 2027
Recruitment	All council jobs are advertised on the myjobscotland website which does not have a language translation function	If a job has a Gaelic requirement bilingual advert for posts requiring Gaelic will be created	Corporate Services	January 2027
Training and language learning	There has been limited demand for Gaelic training from employees	Continue to explore/assess demand for Gaelic learning for employees. Ensure appropriate training is in place. The results from the staff survey on Gaelic indicates that there are a number of staff who may require the skills to	Corporate Services	January 2027

		use Gaelic in their day to day jobs and a commitment is given to support these staff to develop their Gaelic skills.		
Staff training & learning		Carry out an internal communications campaign to promote the use of Gaelic and signpost staff to available resources	Corporate Services	January 2027

4. Implementation and monitoring

3.3 Publishing and publicising the plan

Internally, council employees and Elected Members will be informed of the publication of the Gaelic Language Plan 2026-31 through the standard communication channels which include the council's intranet, internal briefings, and committees.

Externally, the plan will be published in Gaelic and in English on the West Lothian Council website. In addition, we will communicate the launch of the plan in local press and raise awareness of the plan through the social media.

3.4 Resourcing the plan

Funding for all aspects of the plan comes from a variety of sources. In addition to costs being met by existing resources, examples of additional and potential funding sources include:

- Scottish Government Grant
- Additional capital funding from the Scottish Government
- Grants from Bòrd na Gàidhlig to support specific posts and projects.

3.5 Implementing and monitoring the plan

Implementation of the Gaelic Language Plan will be overseen by the Gaelic Language Plan working group which comprises representatives from a range of council services and Bòrd na Gàidhlig.

Monitoring of the Gaelic Language Plan will be undertaken by the working group and also as part of Education Resources school improvement plans.

Regular progress and update reports will be provided annually to the council's Corporate Management Team and Elected Members.

Progress towards meeting the aims and priorities contained in the plan will be published on the council's website. Annual Monitoring Reports will also be submitted to Bord na Gaidhlig and published on the council's website.

4 Corporate responsibilities

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

Position: Chief Executive
Name of organisation: West Lothian Council

Questions about the day-to-day operation of the plan should be addressed to the:

Position: Corporate Communications Manager
Service: Corporate Services
Name of organisation: West Lothian Council
Civic Centre
Howden South Road
Livingston
EH546FF
Email address: media@westlothian.gov.uk

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