



**The Crofting Commission**

# **GAELIC LANGUAGE PLAN 2026-2031**

**Our Gaelic Plan sets out how we will use and promote  
the language through our work**

## **The Crofting Commission Gaelic Language Plan (4<sup>th</sup> Edition) 2026 to 2031**

Our plan has been prepared under the Gaelic Language (Scotland) Act 2005, as amended by the Scottish Languages Act 2025. It was approved by Bòrd na Gàidhlig on 5<sup>th</sup> May 2026.



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## FOREWORD

As Chief Executive Officer of the Crofting Commission, I welcome the introduction of the fourth iteration of our Gaelic Language Plan.

The Crofting Commission is the regulator of crofting, which is a unique land-holding system in the Highlands and Islands of Scotland, where the Gaelic language has traditionally linked the language with the land.

The Gaelic language has helped to shape crofting over generations and has a resilience that crofting shares, which shaped the past and yet looks to the future.

Our Gaelic Plan sets out a formal structure for our support of the Gaelic language, with initiatives and clear targets, reflecting a strong commitment throughout the Commission to ensure Gaelic continues to thrive.

I joined the Commission in 2024 and have met crofters throughout the heartland of Gaelic and have experienced first-hand the use of Gaelic in daily life in crofting, and crofting communities.

The Board is committed to supporting the Gaelic language and looks forward with enthusiasm to the next 5 years in which to support and encourage the use of Gaelic.  
gives us an added enthusiasm for this task.

***Gary Campbell***

Chief Executive Officer

Crofting Commission

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## **SUMMARY**

Our Gaelic Language Plan has been prepared within the framework of the Gaelic Language (Scotland) Act 2005, as amended by the Scottish Languages Act 2025.

It sets out how the Crofting Commission will promote the key principle of equal respect for Gaelic. The Plan will show how we will actively encourage and enhance our use of Gaelic.

# INTRODUCTION

## About The Crofting Commission

The Crofting Commission is the regulator of crofting and is a Non-Departmental Public Body (NDPB) of the Scottish Government. Our work ensures that crofting is well-regulated, that the future of crofting is secure, and that crofting makes a valued, and valuable contribution to the sustainability of rural communities throughout the crofting counties.

Crofting is a unique system of landholding, which is in the Highlands and Islands of Scotland. A croft is a relatively small agricultural land holding, which is on average about 5 hectares and is usually held in tenancy. It may or may not have buildings or a house associated with it. There are approximately 21,000 crofts, which are occupied by an estimated 10,000-12,000 crofting households, which accounts for a total population of about 33,000.

The Crofting Commission was established in 2012 to administer the Crofters (Scotland) Act 1993, as amended by the Crofting Reform (Scotland) Act 2007, and the Crofting Reform (Scotland) Act 2010.

## Our Vision and Purpose

All our responsibilities, whether regulating or promoting crofting, are focussed on securing the benefits that the regulated crofting system brings to crofters and the wider community, in terms of population retention, economic resilience, and land use that is both productive and sustainable. Our vision therefore is that crofts and crofting communities continue to enhance the social, cultural, economic and environmental fabric of the crofting areas. Our purpose is therefore: To regulate the crofting system fairly, and to protect and strengthen it for future generations

## Structure

The Crofting Commission's Board of Commissioners comprises nine Commissioners. Three are appointed by the Minister for Rural Affairs, Land Reform and Islands, and six Commissioners are elected by crofters. Elections are held every 5 years. Commissioners sit together as a Board and meet regularly throughout the year.

The Crofting Commission website has extensive information about our work<sup>1</sup>

The Commission's published Annual Report<sup>2</sup>

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<sup>1</sup> [Welcome | Crofting Commission](#)

<sup>2</sup> [Annual Report and Accounts | Crofting Commission](#)

## **The Gaelic Language (Scotland) Act 2005 and the Issuing of Notice**

Our Plan was prepared within the framework of the Gaelic Language (Scotland) Act 2005, as amended by the Scottish Languages Act 2025.<sup>3</sup> The plan sets out how we will use Gaelic in the operation of our function as the regulator of crofting, how we will enable the use of Gaelic when communicating with the public and key partners, and we support our staff to learn and develop their Gaelic language skills, and how we will promote and develop Gaelic as an official language of Scotland.

## **Consultation on our draft Gaelic Language Plan**

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. The Crofting Commission consulted publicly on the draft of its Gaelic Language Plan, and considered representations made to it during the consultation process. This edition of the Plan for 2026-2031 builds on our previous Plans, and the Commission has reviewed the original targets, outcomes and progress.

The draft Gaelic Language Plan was available for comment and promoted on the Commission's website<sup>4</sup>, in Gaelic and English. The consultation was promoted widely on our social media platforms.

Comments were invited during the six-week consultation period from May to June 2025. Comments could be submitted by online form on our website, or by email or written correspondence.

## **Approval of The Crofting Commission Gaelic Language Plan**

This fourth edition of our Gaelic Language Plan will be for the period 2026 to 2031.

The Plan was presented to the Commission's Board<sup>5</sup> in June 2025 and submitted to Bòrd na Gàidhlig for approval in July 2025.

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<sup>3</sup> [Gaelic Language \(Scotland\) Act 2005 – Bòrd na Gàidhlig](#)

<sup>4</sup> [Consultations | Crofting Commission](#)

<sup>5</sup> [Board Meetings | Crofting Commission](#)

## **Gaelic in Scotland**

The Crofting Commission recognises that Gaelic is an integral part of Scotland's heritage, identity, and cultural life. The Crofting Commission is committed to the objectives set out in the National Gaelic Language Plan<sup>6</sup> and supports initiatives to ensure Gaelic has a sustainable future in Scotland.

The Crofting Commission recognises that if Gaelic is to continue to be a vital and living language in Scotland, a concerted effort on the part of government, public and private sectors, community organisations and individual speakers is required to; ensure there is equal respect for Gaelic, enhance the status of Gaelic; promote the acquisition and learning of Gaelic; and encourage the increased use of Gaelic.

We recognise that the Crofting Commission operates within many areas that may be formally designated as areas of linguistic significance under relevant sections of the Scottish Languages Act 2025, and will work closely in partnership with authorities in such areas to ensure our plan remains compliant with statutory requirements

## **Gaelic within the Commission's Area of Operation**

Crofting plays an important role in ensuring people live and work in the Highlands and Islands. There are over 6,300 crofts in the Comhairle nan Eilean Siar area, and around 10,000 crofts in the Highland area. The link between crofting and the Gaelic language remains strong.

We recognise that the Crofting Commission operates within many areas that may be formally designated as areas of linguistic significance under relevant sections of the Scottish Languages Act 2025, and will work closely in partnership with authorities in such areas to ensure our plan remains compliant with statutory requirements.

A settled population is key to keeping rural communities thriving. Crofting plays a significant part in ensuring crofters are resident on, or within, 20 miles of their croft. Living and working in the crofting areas sustains the communities of the Highlands and Islands. The Gaelic language underpins the culture of oral tradition, which along with music, plays its part in the richness of crofting community life. The place names in these areas reflect the strong resonances of Gaelic language, culture and land use across the north and west of Scotland.

The Crofting Commission regulates crofting in the areas of Scotland known as the crofting counties. The crofting counties comprise

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<sup>6</sup> [The National Gaelic Language Plan – Bòrd na Gàidhlig](#)

Shetland, Orkney, Caithness Farr and Tongue, West Mainland, East Mainland, Argyll & Argyll Islands, Skye, Lewis & Harris, and Uist, Benbecula and Barra. For centuries Gaelic has been spoken in many of these areas, and today, Gaelic is still the first language of many crofters. The Commission therefore recognises the importance of supporting the language.

The findings of Scotland's Census found that 2.5% of people aged 3 years and over had some skills in Gaelic in 2022. This is an increase of 43,100 people since 2011 when 1.7% had some skills in Gaelic. In 2001, 1.9% had some Gaelic skills, similar to 2011. In Na h-Eileanan Siar the majority had some Gaelic skills (57.2%). This was far higher than the next highest council areas, Highland (8.1%) and Argyll and Bute (6.2%). In all other council areas less than 3% of people aged 3 and over had some Gaelic skills.

## **Gaelic within the Crofting Commission**

The Gaelic language has always been integral to the Commission due to the historic intertwining of crofting and Gaelic. Our organisation aims to maintain the close links between Gaelic and crofting.

Our work focusses on the Crofting Commission's vision 'that crofts and crofting communities continue to enhance the social, cultural, economic and environmental fabric of the crofting areas,' as stated in our Corporate Plan<sup>7</sup>, the following successful outcomes will be achieved in relation to supporting Gaelic: crofting helps to sustain the value of Gaelic through land use, crofting skills, traditional culture, and knowledge.

## **Staff Gaelic Skills Audit**

The Crofting Commission conducted a Gaelic Skills Audit of staff as part of our commitment to the Gaelic Language Plan. The results of the skills audit enabled us to maintain and improve practices to develop use of the Gaelic language.

Our Gaelic Skills Audit is carried out each year, with the most recent being in 2024. The aim of the audit is to determine our staff's skills in understanding the Gaelic language. 39% of staff took part in our survey. As of March 2025, we have 11% of staff attending our inhouse Gaelic tuition.

Commissioner Iain M. Maciver is the Commission's designated Gaelic speaking board member. Commissioner MacIver gives the welcome to board meetings in Gaelic. Commissioner MacIver undertakes to speak on behalf of the Commission for Gaelic tv and radio interviews.

The Commission's Annual Report has a Gaelic translation of the Chairperson's introduction and that of the Chief Executive Officer.

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<sup>7</sup> [Corporate Documents | Crofting Commission](#)

## **THE GAELIC LANGUAGE PLAN IN THE CORPORATE STRUCTURE**

This Gaelic Plan is the policy of the Crofting Commission, whose Board has endorsed and approved the plan.

### **Operational Responsibility for the Plan**

Jane Thomas, Director of Corporate Services is the senior officer with operational responsibility for overseeing the preparation, delivery and monitoring of the Crofting Commission's Gaelic Language Plan.

Email: [Jane.Thomas@crofting.gov.scot](mailto:Jane.Thomas@crofting.gov.scot)

### **Day-to-Day Responsibility for the Plan**

The Gaelic Officer has responsibility for the day-to-day implantation and monitoring of the plan.

Email: [gaelic@crofting.gov.scot](mailto:gaelic@crofting.gov.scot)

### **Development, Implementation and Monitoring of The Plan**

To ensure that the Gaelic Language Plan is embedded within the Commission's work, a Gaelic Monitoring Report is submitted to the Executive Team on a quarterly basis. The Gaelic Plan is reviewed annually by our Board of Commissioners. We will include Gaelic as an item for our Staff Engagement Group Meetings every quarter and this will allow staff to discuss the inclusion and promotion of Gaelic.

### **Our Staff**

The Crofting Commission keeps staff informed of their duties under the Gaelic Language Plan. This is achieved through our Stakeholder Engagement Plan. The plan is discussed at our All-Staff Calls and there is a Gaelic Channel on our Learning & Development Teams channel. The Gaelic Language Plan is recognised as a key policy document of the Commission. As such, the plan is included in three key documents: the Staff Handbook; the Induction pack for new members of staff; and the Induction pack for Commissioners.

### **Services Delivered by Third Parties and Arm's Length Organisations**

The Crofting Commission will ensure that 3<sup>rd</sup> parties or arm's length organisations will be aware of, and will adhere to, the commitment of our Gaelic Language Plan, by stating that requirement in the tendering and contracting of services/goods.

# PLANNING AND POLICY IMPLICATIONS FOR GAELIC

## Mainstreaming

We recognise that the priority commitments identified in the National Gaelic Language Plan will be implemented through our Gaelic Language Plan. We will normalise our use of Gaelic and identify opportunities to promote and develop the language through our policy measures.

Our commitments will be to include Gaelic in our work and offer services in Gaelic to our customers so that, using, speaking and hearing Gaelic is a normal part of everyday life in Scotland.

## The National Gaelic Language Plan

The ways in which we will support the implementation of the priorities of the National Gaelic Language plan. The Commission's remit as the regulator of crofting will aim to increase the use of Gaelic as a valuable contribution to business and economic development within crofting.

Priorities	Key Outcomes
Economic development	The Crofting Commission recognises that the status of Gaelic can be affected positively by normalising the use of the language in our work. The extent to which it is used and valued by organisations which play an important role in our work and lives will contribute to the increased use of Gaelic.
	<p>The Commission recognises that creating a sustainable future for Gaelic requires not only increasing the usage of Gaelic but understanding the economic benefit that using Gaelic may offer crofters. We will take the following steps to help create a supportive environment for increasing Gaelic usage in crofting communities across the Highlands and Islands:</p> <ul style="list-style-type: none"><li>• Increase the profile and use of Gaelic by creating Gaelic content on our website</li><li>• Create and promote the use of crofting-related materials in Gaelic.</li><li>• Promote initiatives that encourage the use of Gaelic by crofters which may provide economic benefit, for example, the use of Gaelic for tourism, heritage and culture or food and drink production.</li></ul>

Development Area	Key Outcomes
Policy functions	<p>The Crofting Commission will take Gaelic into consideration for policy decisions and policy initiatives.</p> <ul style="list-style-type: none"> <li>• We will ensure that Gaelic is considered at a strategic level by including Gaelic as a factor to be considered in Board papers.</li> <li>• The Commission will consider the potential impact of our policy making on Gaelic, and reduce any potential negative impact, and enhance a positive contribution to Gaelic.</li> </ul>

### Scottish Government National Priorities

The Crofting Commission is working to strengthen the language across our organisation, which will contribute to the cultural and linguistic wellbeing of the Highlands and Islands. The Crofting Commission is committed to achieving the Scottish Government’s strategic objectives of creating a Scotland that is: more prosperous, fairer, and has a greener economy that works for everyone<sup>8</sup>

Scotland’s National Outcomes<sup>9</sup> articulate how the Government aims to achieve its strategic objectives and describe what the Government strives to achieve in the future.

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<sup>8</sup> [\[ARCHIVED CONTENT\] National Performance Framework | National Performance Framework](#)

<sup>9</sup> [National Performance Framework - gov.scot](#)

## Corporate Commitments

Our corporate commitments set out how we will increase the use and learning of Gaelic within our day-to-day operations, amongst our staff and with the public. These commitments play a vital role in raising the profile and visibility of Gaelic.

The Commission intends to enable and encourage the use of Gaelic through the core areas listed below, to raise the profile of Gaelic in its business functions and in the delivery of its regulatory services.

- Identity
- Staffing
- Communications
- Publications

### Identity

The presence of Gaelic in the corporate identity and signage of a public authority greatly enhances the visibility of the language, increases its status, and makes an important statement about how Gaelic is valued and how it is given recognition. Developing the use of Gaelic through signage can also enrich speakers' vocabulary, raise public awareness of the language and contribute to its development.

The Crofting Commission recognises the importance of extending the visibility of Gaelic and enhancing its status.

DEVELOPMENT FUNCTION	CORPORATE IDENTITY
<b>Proposed Outcome</b>	Visible and audible normalisation of Gaelic as a core element of the Crofting Commission's corporate identity.
<b>Current Practice:</b>	We use our bilingual corporate logo and strapline as standard across the organisation, for letterheads, compliment slips and business cards.
	Our main telephone message includes a Gaelic welcome.
	Emails, and automated emails carry bilingual job titles, and email signatures.
	Staff & Commissioner office passes carry the bilingual logo

<b>Action Required:</b>	We are committed to ensure that any future rebranding will demonstrate equal respect for Gaelic and English.
<b>Target Date:</b>	2031
<b>Responsible Officer:</b>	Director of Corporate Services

<b>DEVELOPMENT FUNCTION</b>	<b>SIGNAGE</b>
<b>Proposed Outcome:</b>	Normalise Gaelic as a core element of the Crofting Commission’s identity and signage.
<b>Current Practice:</b>	External signage at our corporate office is bilingual Internal signage is bilingual.
<b>Action Required:</b>	We commit to ensuring that all new signage will be bilingual.
<b>Target Date:</b>	2031
<b>Responsible Officer:</b>	Corporate & Customer Services Business Development Officer

## Staffing

The provision of language learning for staff helps to promote Gaelic learning as a valued skill within the workplace. We recognise the importance of enabling staff to learn and use Gaelic within the workplace and we endeavour to create new opportunities.

<b>DEVELOPMENT FUNCTION</b>	<b>TRAINING</b>
<b>Proposed outcome:</b>	The Crofting Commission will ensure that staff are aware of our obligation to the Gaelic Language.
<b>Current practice:</b>	Our plan is included in our Induction Pack for new staff and Commissioners. Our plan is included in the Staff Handbook. The Commission will have at least one Gaelic speaking Commissioner.
<b>Actions required:</b>	Increase Gaelic resources available for staff. Explore other means to promote learning Gaelic Create a standing item on the Staff Engagement Group for Gaelic.

<b>Target date:</b>	2026
<b>Responsible officer:</b>	Director of Corporate Services

<b>DEVELOPMENT FUNCTION</b>	<b>GAELIC LANGUAGE LEARNING</b>
<b>Proposed Outcome:</b>	Crofting Commission staff are supported to learn Gaelic and are given opportunities to use Gaelic skills at work.
<b>Current Practice:</b>	Gaelic language classes are provided during work hours, are held weekly, and are free of charge for staff. We offer Gaelic information through our internal staff channels. Our Gaelic Language Plan will be shared with staff and Commissioners.
<b>Actions Required:</b>	Offer two learning levels of Gaelic classes for staff, to enable staff to progress. Add a standing item for Gaelic to the Staff Engagement Group so that staff can contribute to Gaelic learning and development in the workplace
<b>Target Date:</b>	2026/27
<b>Responsible Officer:</b>	Director of Corporate Services

<b>DEVELOPMENT FUNCTION</b>	<b>DESIGNATION OF POSTS</b>
<b>Proposed Outcome:</b>	We welcome opportunities for Gaelic speakers.
<b>Current Practice:</b>	Our frontline staff are offered Gaelic language classes along with all staff.
<b>Actions Required:</b>	We will explore opportunities to create employment for Gaelic speakers.  We will ensure a review process is established for vacant or new posts to assess whether these should be designated Gaelic essential.

<b>Target Date:</b>	2027 and thereafter to be reviewed annually
<b>Responsible Officer:</b>	Director of Corporate Services

<b>DEVELOPMENT FUNCTION</b>	<b>RECRUITMENT</b>
<b>Proposed Outcome:</b>	The Crofting Commission will support Gaelic speakers.
<b>Current Practice:</b>	We welcome applications from Gaelic speakers.
<b>Actions Required:</b>	We will highlight that the Commission welcomes applications from Gaelic speaks. We will ensure that progress is made with the promotion of and creation of employment opportunities for Gaelic speakers. This will be reviewed annually.
<b>Target Date:</b>	2027 and thereafter to be reviewed annually
<b>Responsible Officer:</b>	Director of Corporate Services

## Communications

We welcome interaction from our customers in Gaelic. Our office is co-located at Great Glen House, and the reception desk informs visitors that Gaelic may be used. Our website offers a 'contact-us' Gaelic option. We respond to all Gaelic communications in Gaelic. Our incoming call line has a pre-recorded message in Gaelic,

The Crofting Commission recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area.

<b>DEVELOPMENT FUNCTION</b>	<b>RECEPTION</b>
<b>Proposed Outcome:</b>	The Commission is co-located at Great Glen House. NatureScot provides the service delivery team for the building as a whole. We will work with NS to offer Gaelic signage and bilingual greetings for members of the public.

<b>Current Practice:</b>	Enquirers can submit an enquiry in Gaelic through our website. If a caller wishes to speak in Gaelic about their case, we support this request where practical. There is a bilingual message on the customer service incoming calls line. Staff are encouraged to attend Gaelic language classes.
<b>Actions Required:</b>	We will endeavour to support any request from our service users to speak with them in Gaelic
<b>Target Date:</b>	2028-2029
<b>Responsible Officer:</b>	Director of Corporate Services

<b>DEVELOPMENT FUNCTION</b>	<b>FRONT-LINE SERVICE DELIVERY</b>
<b>Proposed Outcome:</b>	The Crofting Commission call-line welcomes callers with a recorded Gaelic message
<b>Current Practice:</b>	If a caller wishes to speak in Gaelic about their case, we look to support this request where practical. There is a bilingual message on the customer service incoming calls line.
<b>Actions Required:</b>	Identify and utilise staff skills to engage with our service users through Gaelic
<b>Target Date:</b>	2027 This will be reviewed annually.
<b>Responsible Officer:</b>	Director of Corporate Services.

<b>DEVELOPMENT FUNCTION</b>	<b>CORRESPONDENCE</b>
<b>Proposed Outcome:</b>	We welcome communication from the public in Gaelic
<b>Current Practice:</b>	When customers write to us in Gaelic we can respond likewise. Enquirers can submit an enquiry in Gaelic through our website.
<b>Actions Required:</b>	We will highlight our commitment to receiving communications from service users in Gaelic.
<b>Target Date:</b>	2026

<b>Responsible Officer:</b>	Director of Corporate Services
<b>DEVELOPMENT FUNCTION</b>	<b>PUBLICATIONS</b>
<b>Proposed Outcome:</b>	Public meetings will begin with a welcome in Gaelic.
<b>Current Practice:</b>	Our Gaelic speaking Commissioner welcomes attendees to board meetings in Gaelic. Our board meetings are open to the public and attendees may view the meeting online. The Commissioner can conduct media interviews in Gaelic.
<b>Actions Required:</b>	Ensure an active offer is being made by using Gaelic wording for social media posts or adverts for public meetings in Gaelic speaking areas.
<b>Target Date:</b>	From year 1
<b>Responsible Officer:</b>	Director of Corporate Services

## Publications

The Crofting Commission is committed to using Gaelic for communication in areas, where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.

<b>DEVELOPMENT FUNCTION</b>	<b>PUBLIC RELATIONS AND MEDIA</b>
<b>Proposed Outcome:</b>	Normalisation of Gaelic in the Crofting Commission's communications and public relations.

<b>Current Practice:</b>	A Gaelic spokesperson is available for interviews in Gaelic, wherever possible. Gaelic is used throughout our strategy for external communications. We aim to provide a minimum of 1 Gaelic post on social media each month. In addition, our Gaelic videos are available on the Commission's YouTube Channel <sup>10</sup>
<b>Actions Required:</b>	Ensure an active offer is being made by using Gaelic wording for social media posts or adverts for public meetings in Gaelic speaking areas.
<b>Target Date:</b>	From year 1
<b>Responsible Officer:</b>	Director of Corporate Services

<b>DEVELOPMENT FUNCTION</b>	<b>CORPORATE PUBLICATIONS</b>
<b>Proposed Outcome:</b>	When formulating policy, and taking policy decisions, the Commission will consider any potential impacts on the acquisition of Gaelic or the use of Gaelic.
<b>Current Practice:</b>	The Annual Report contains a Gaelic welcome.
<b>Actions Required:</b>	There will be an incremental increase in the use of Gaelic, both in our corporate publications and throughout our website.
<b>Target Date:</b>	From year 1
<b>Responsible Officer:</b>	Director of Corporate Services

<sup>10</sup> [Crofting Commission - YouTube](#)

DEVELOPMENT FUNCTION	WEBSITE
<b>Proposed Outcome:</b>	We will have visible use of Gaelic on our website.
<b>Current Practice:</b>	Our new website has identified specific areas of importance to our available in Gaelic.
<b>Actions Required:</b>	Increase the availability of Gaelic content throughout the website. Increase focus on areas of key importance to our stakeholder groups and identify those areas.
<b>Target Date:</b>	From year 1
<b>Responsible Officer:</b>	Director of Corporate Services

DEVELOPMENT FUNCTION	EVENTS AND EXHIBITIONS
<b>Proposed Outcome:</b>	We will have visible use of Gaelic at events and exhibitions hosted by the Crofting Commission. We will promote the use of Gaelic at events which our staff attend.
<b>Current Practice:</b>	Gaelic speaking members of staff will attend events.
<b>Actions Required:</b>	Ensure that there is increased provision of resources in Gaelic for our key stakeholder groups.
<b>Target Date:</b>	From year 1
<b>Responsible Officer:</b>	Communications Officer.

## Gaelic Orthographic Conventions (GoC)

The Crofting Commission will adhere to the Gaelic Orthographic Convention and ensure that our use of Gaelic is appropriate for use in the growing range of contexts. The development of Gaelic in this respect is vital to the future of the language.

DEVELOPMENT FUNCTION	GAELIC ORTHOGRAPHIC CONVENTIONS (GoC)
<b>Proposed Outcome:</b>	The Crofting Commission will follow the Scottish Qualifications Authority Gaelic Orthographic Conventions <sup>11</sup>
<b>Current Practice:</b>	The Commission's current translation provision is line with the SQA conventions.
<b>Actions Required:</b>	Support will be sought from Ainmean-àite na h-Alba (Gaelic Place Names of Scotland)
<b>Target Date:</b>	2027
<b>Responsible Officer:</b>	Communications Officer

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<sup>11</sup> [SQA Gaelic Orthographic Conventions](#)

## **IMPLEMENTATION AND MONITORING**

### **Timetable**

The Gaelic Language Plan will formally remain in place for five years from the date of approval by Bòrd na Gàidhlig. By no later than the end of this period our plan will be reviewed, assessed, and amended as necessary, before submission for approval to Bòrd na Gàidhlig.

### **Publication**

#### **External**

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

- issue a bilingual press release announcing the approval and publication of the plan
- the Plan will be available in our office
- media interviews will be offered in Gaelic and English
- inform key stakeholders about the plan
- raise awareness of the plan across our social media platforms
- make copies available in a variety of formats, on request.

#### **Internal**

To ensure staff and Commissioners are aware of our duties under the plan, we will:

- include an article in the staff newsletter, to notify staff about the new plan and where to access it
- our Staff Engagement Group (SEG) will create a standing item for the consideration and inclusion of Gaelic.
- include the Plan as part of the Induction Pack for Commissioners
- include the Plan as part of the induction process for new staff
- at our All-staff Meeting, we will raise awareness of the Plan, and its commitments
- issue a copy of the Plan to our Sponsor Division.

## **Resourcing the Plan**

Our plan has been devised and based on the current resources available to us.

## **Monitoring the Implementation of the Plan**

We will monitor the implementation of the Plan through quarterly reporting to the Commission's Executive Team. The Board will receive a detailed annual report on progress, which will then be submitted to Bòrd na Gàidhlig.

The Commission's Gaelic Language Officer will complete the Gaelic Language Plan Monitoring Report, which is an internal report and is updated quarterly throughout the year.

## **Responsibility**

Our Chief Executive has overall responsibility for ensuring that we deliver on our commitments in the plan. Our Director of Corporate Services has overall responsibility for preparing, delivering and monitoring the plan. Our Gaelic Officer has day-to-day responsibility for the delivery of and monitoring of the plan.

Queries relating to the operation of the plan should be directed to the Gaelic Officer.

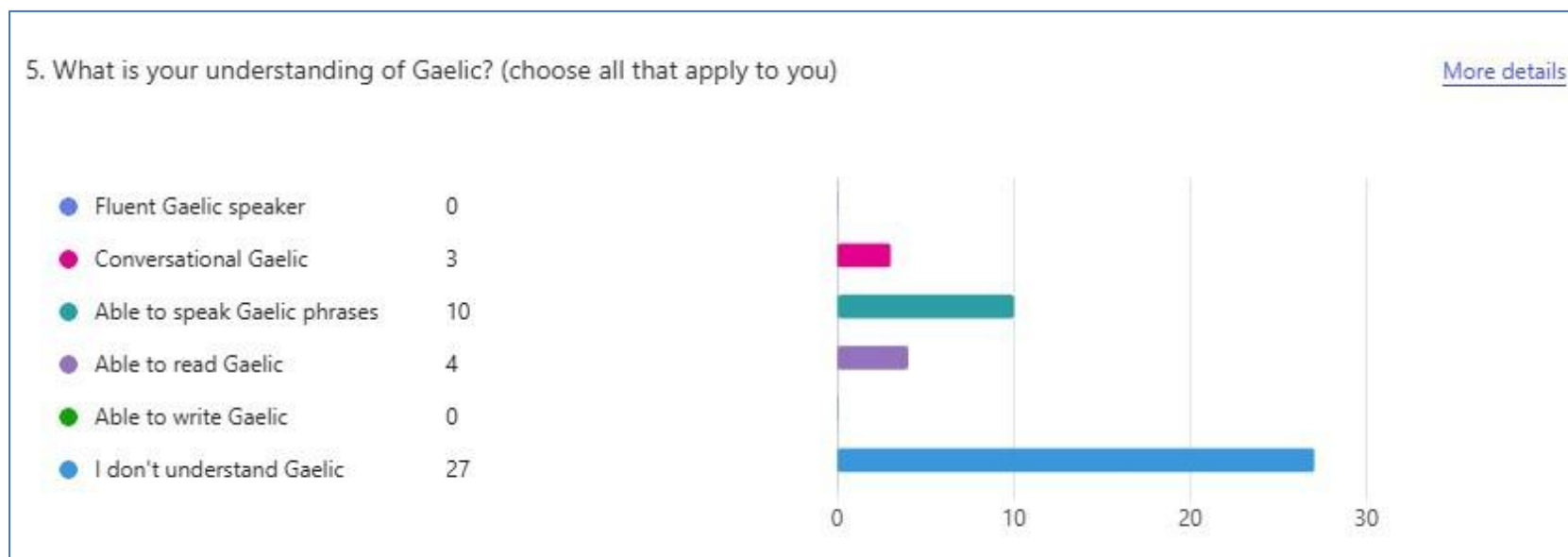
Email: [gaelic@crofting.gov.scot](mailto:gaelic@crofting.gov.scot)

## APPENDIX 1.

### GAELIC LANGUAGE SKILLS AUDIT

#### GAELIC SKILLS AUDIT: STAFF SURVEY RESULTS

In 2024 we asked staff to participate in a survey to find out their understanding of Gaelic; their ability to speak, read, write or understand Gaelic. 55% of staff responded.



#### SUMMARY OF RESULTS

- 4% of staff have conversational Gaelic
- 14% can speak and understand phrases in Gaelic
- 6% can read Gaelic