**Gaelic Language Plan 2025-2030**

This edition of the National Library of Scotland's Gaelic Language Plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 6 May 2025

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## 1. Foreword

I am pleased to present the third edition of the Gaelic Language Plan for the National Library of Scotland.

Over the lifetime of our Plan to date (from 2012) we have steadily grown our Gaelic-focussed activity across our collections, services and outreach. Section 1 of this edition of the Plan shows the range and breadth of our current Gaelic work. We are committed to continuing this work through continually adding to our Gaelic collections and making these available to all who would like to use, learn and take inspiration from them.

Publicly funded organisations like ours are facing significant funding challenges, and so we will concentrate on consolidating the progress that we have made over the past 12 years by focussing on growing Gaelic language skills within our workforce. This should help to build a stronger and more integrated internal base through which we can continue to move our Gaelic work forward where we can. Our recently signed Memorandum of Understanding with Sabhal Mòr Ostaig is a major development which will also help to maintain our energy and commitment to Gaelic.

As Scotland's national library, we are pleased and proud to support the work of Bòrd na Gàidhlig and the National Gaelic Language Plan and to demonstrate equal respect for Gaelic language and culture through our collecting and public engagement activities.

Amina Shah

National Librarian and Chief Executive

## 2. Introduction

### Description of the National Library of Scotland

The National Library of Scotland is a major European research library and one of the world's leading centres for the study of Scotland and the Scots. The Library's collections are of international importance. Key formats include rare books, manuscripts, maps, photographs, music, moving images and official publications.

The Library holds more than 30 million physical items dating back more than 1,000 years as well as a growing library of digital material. Every week the Library collects around 5,000 new items. Most of these are received under Legal Deposit legislation, which allows the Library to claim a copy of everything published in the UK.

The Library is a Scottish charity and a Non-Departmental Public Body (NDPB) supported through Grant-in-Aid from the Scottish Government and governed by an independent Board of Trustees. There are 12 members plus a Chair on the Library's Board, all appointed by the Scottish Ministers.

The Library operates across six buildings in Edinburgh and Glasgow:

* George IV Bridge Building, Edinburgh (inc general and special collections reading rooms, exhibitions and events spaces, café and shop)
* Causewayside Building, Edinburgh (inc Map Library and collections storage)
* National Library Access Centre, Kelvinhall, Glasgow (inc moving image and sound collections and access to digital collections)
* Lawnmarket Building (inc admin offices)
* Sighthill Building (inc preservation and box making facilities)
* Kirkintilloch (inc moving image collections storage)

Main public access is via the George IV Bridge Building, and the Access Centre at Kelvin Hall. Annual visitors to the Library sites number around 300,000 per year, while an average of 5 million visits are made to the Library's websites per year.

The Library is managed by the National Librarian and Chief Executive, and a wider Library Leadership Team which includes a Chief Operating Officer and four departmental Directors: Collections, Access and Research, Collections Management, Digital and Service Transformation, and Engagement. The Library's staff numbers on average around 325 people, with a wide range of skills, expertise and experience.

### Gaelic within the National Library of Scotland

This is the third edition of the National Library of Scotland's Gaelic Language Plan. Building on the previous two editions, the Library has increased its Gaelic offer across a number of areas and strengthened collaborations with external Gaelic stakeholders. Some of our achievements are listed below:

* Sgeul I Story : Folktales from the Scottish Highlands opened to the public from June 9 2023 – 20 April 2024. Featuring the stories of John Francis Campbell of Islay (1821-1885), it was the Library's first major exhibition in Gaelic and English. We worked with Prof. Hugh Cheape and Dr Domhnall Uilleam Stewart of Sabhal Mòr Ostaig to develop the Gaelic interpretation. We also worked with the University of Edinburgh's first Gaelic writer in Residence, Martin MacIntyre alongside Gaelic language students and the university's Gaelic Officer to produce video and audio content for the exhibition. We also worked in close collaboration with Capital Gaelic who facilitated the involvement of pupils from Taobh na Pàirce primary school in the video. This is now also available on the Library's YouTube channel.
* Founding member of Capital Gaelic in partnership with Edinburgh City Council in 2021 – the network has since expanded to include ten organisations and works to collaborate to promote and expand Gaelic in Edinburgh through coordinated public engagement activities, including participation in Edinburgh Gaelic Week.
* In 2022, with funding from Bòrd na Gàidhlig, our Moving Image Archive partnered with Museum nan Eilean on the Cinema Sgìre project. Originally a community film project which operated in the Western Isles between 1977 and 1980, the partnership has digitised, preserved and made the collection of films accessible online.
* We have run a number of Gaelic culture and storytelling workshops including four sessions for our Library Socials Programme aimed at people living with dementia. In October 2023 we organised six Gaelic storytelling events at the Scottish International Storytelling Festival in Edinburgh. We also held four Gaelic film-related workshops at our Moving Image Archive in Glasgow.
* In 2020 we hosted a six-month Gaelic Language internship based in the public programmes team. The internship contributed to social media output in Gaelic, promotion for Edinburgh Gaelic Week and two after-school events for James Gillespie's High School students and parents.
* When the Library's Treasures Gallery opened in 2020, Gaelic interpretation panels were included as a permanent feature in the space. A dedicated display case, which holds at least one notable Gaelic item from the Library's collections and is rotated twice a year, is also a permanent feature in the gallery.
* We included Gaelic content in our 2021 annual review and newsletter related to the Gaelic Youth Project Beatagan agus Binneanan (created in 2020 as a GME project linked to our 'Petticoats & Pinnacles' exhibition). In the winter 2023 edition of our magazine, Discover we published a double-page feature in Gaelic by Kirsty MacDonald, our Gaelic Storyteller in residence.
* We received Creative Scotland funding to commission five creative responses (audio/video/art/performance) in Gaelic to our 1980s project 'Back to the Future' which aims to raise awareness of the Library's modern collections through a series of essays focussing on 80s' politics, fashion, technology. These will be added to the project website in 2024.
* An updated Gaelic version of the Library's online search facility giving Gaelic speakers wider access to the Library collections, was launched in September 2021 with funding from Bòrd na Gàidhlig. As well as increasing access to the Library's significant collection of Gaelic material, the service, [Lorgaire Leabharlainn,](https://search.nls.uk/primo-explore/search?vid=44NLS_VU1&lang=gd_GB) aims to encourage and promote the use of Gaelic. It also supports our National Gaelic Language Plan's goal for Gaelic to be used more widely.
* In 2023, delivery of a programme of secondary school workshops in a mix of Gaelic and English for the Library's Festival of Broadcasting in: Tobermory, Isle of Mull, Castlebay, Barra, Lionacleit, Isle of Benbecula and Tarbet, Isle of Harris.
* We launched a Gaelic Storymaker residency with support from Bòrd na Gàidhlig. The writer and broadcaster Kirsty Macdonald is the current Gaelic Storymaker, taking up her 12-month role in September 2023.
* A Memorandum of Understanding was signed between the Library and Sabhal Mòr Ostaig in May 2024, outlining our shared aspirations and ambitions regarding access to and promotion of Gaelic language and culture national and internationally. In terms of skills development and awareness raising, our work has taken four main approaches:

1. Gaelic language classes run as "lunch and learn" online events in partnership with Edinburgh Council under the Capital Gaelic banner.  27 Library staff have participated in these sessions.

2. Gaelic Awareness: we ran introductory sessions as part of our learning at work weeks in 2022 and 2023.  A total of 17 staff took part in these.

3. Gaelic drop-in sessions: informal opportunities for "lapsed learners" to rediscover a feel for the language, whatever their level, by taking part a sociable group session around a theme with additional vocabulary supplies in advance and supported by a tutor. On average, 4 learners attended each session.

4. Gaelic Reading Club: an opportunity for staff to focus on written Gaelic, whatever their level of fluency, and another chance for lapsed learners to engage with the language. Club members meet to read a short story together and to try speaking or just listen to the reading and conversation.  Sessions are led by Ann Paterson of Capital Gaelic and we have 10 learners in the reading club.

### Gaelic in Scotland

There is ongoing interest in learning more about Gaelic language and culture in Scotland, and increasing opportunities for people in Scotland and elsewhere to learn Gaelic, through initiatives such as [Speak Gaelic](https://speakgaelic.scot/) and Gaelic Duolingo.

Visitors to Scotland are increasingly interested in finding out more about Gaelic language and culture. From 2018 to 2021 there was a 72% increase in the number of users of visitscotland.com visiting Gaelic related content. A new [Gaelic Tourism Strategy for Scotland](https://www.visitscotland.org/tourism-events-industry/strategies/gaelic) was launched in February 2024 at the National Library of Scotland.

The 2022 census results found that 2.5% of people in Scotland had some skills in Gaelic – an increase of 43,100 people since the last census in 2011. Over half (57%) of the people living in Na h-Eileanan, or the Outer Hebrides, had some Gaelic skills.

Gaelic education and learning are central to successful growth of the language. From Gaelic playgroups to post-graduate studies, this sector is at the foundation of efforts to preserve and revitalise the Gaelic language. Education, learning and the development of language skills are therefore key priorities in the [National Gaelic Language Plan.](https://www.gaidhlig.scot/en/gaelic-language-plans/the-national-gaelic-language-plan/)

The Library's Plan, in common with over 60 public bodies and authorities across Scotland, aims to support people in Scotland and across the world to learn more about Gaelic language and culture.

In partnership with colleagues at Ainmean Àite na h-Alba, Bòrd na Gàidhlig has produced [a map of Gaelic place-names](https://www.ainmean-aite.scot/searchable-map/) from across Scotland, highlighting the widespread influence of the language.

### The Gaelic Language (Scotland) Act

The Gaelic Language (Scotland) Act 2005 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 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.

This document is the National Library of Scotland's Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

Our 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 National Library of Scotland supports the aim of the National Gaelic Language Plan 2018-23.  As Scotland's national library, we are pleased and proud to support the work of Bòrd na Gàidhlig and the National Gaelic Language Plan and to help grow interest in Gaelic language and culture through our collecting and public engagement activities.

We are committed to the achieving this aim by focussing our work on the overall aims of the National Gaelic Language Plan:

* Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us.
* Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations.
* Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation.

These aims are carried forward into the third edition of our Gaelic Language Plan 2024-2029.

### Internal Gaelic Capacity Audit

The Library carried out its most recent Gaelic Audit in April/May 2022. 64 staff responded out of a total population of 324 which was a 20% response rate. A full report on the audit is attached as an appendix.

The audit revealed a marked increase in Gaelic learning activity since our first audit in 2011 and an increase in appetite for Gaelic skills training.  Partly this has been driven by Gaelic awareness and language learning sessions offered at the Library, but learning via Duolingo during the pandemic has also been a factor.

The breakdown of learning activity was as follows:

* One respondent described themself as fluent in Gaelic.
* 11 respondents (17%) described themselves as currently learning Gaelic. Eight using online methods and three using other methods. Six current learners also described themselves as past learners of Gaelic.
* 27 respondents (42%) described themselves as having learned Gaelic in the past but not currently learning.

The declared appetite for learning more (or more about) Gaelic breaks down as follows:

* 18 people (28%) declared themselves to be 'Extremely Interested' in developing Gaelic language skills and another 26 (41%) declared themselves 'Somewhat Interested.'  This gives a total of 44 respondents (69%) with a declared interest in Gaelic skill development.
* 23 respondents (36%) answered 'yes' to the question: *Would you be interested in attending lunchtime beginners Gaelic classes delivered online for Library staff?* Another 21 (33%) responded 'maybe'.
* 25 people (40%) declared themselves to be 'Extremely Interested' in finding out more about Gaelic culture and history in English and another 30 (48%) declared themselves 'Somewhat Interested.'  This gives a total of 55 staff members with an interest in finding out more about the history and culture of Gaelic.
* 20 respondents (31%) were neutral or not interested in learning Gaelic language and eight (13%) were neutral or not interested at all in learning about Gaelic history and culture.

Although it was clear that there is real demand for more Gaelic, there is some complexity about meeting that demand given both wide variation in level of fluency and, more importantly, logistical difficulties in bringing people together at suitable times, in the right numbers and at the right level to constitute a class. The question of how to re-engage 'lapsed learners', the biggest group in the survey, is especially complex given questions of confidence and reluctance to start their learning journey all over again.

The solution to the challenges of meeting the specific needs of learners in a cost effective and sustainable way will lie in greater collaboration and we will continue to explore options through initiatives such as the Capital Gaelic Project.

Outputs from the audit have shaped our response to Gaelic learning initiatives through the latter part of the GLP period and will also influence our work in the next edition.

### Consultation

As part of our preparation for the third edition of our Gaelic Language Plan, we published a draft for public consultation in February 2024. No feedback was received in relation to the draft.

## 3. Key Principles

### 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, and the Bòrd in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

The National Library of Scotland 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 National Library of Scotland will make an active offer of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence and are actively encouraged to use them.

This will 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 National Library of Scotland 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.

## 4. Plan Commitments

### Strategic Priorities

Our Strategic Priorities were agreed with and approved by Bòrd na Gàidhlig on 17 August 2023. They link our actions to the National Gaelic Language Plan as below:

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| **1.Strategic Priority** | Further opportunities will be given to Gaelic speakers to undertake work at the Library including foundation and modern apprenticeships, graduate placements, residencies and voluntary roles within the Library. |
| Desired Outcome | A range of Gaelic speakers are offered the chance to work at or with the Library. |
| Current Practice | We offer paid apprenticeships, internships and traineeships when funding allows us to do this. Educational placements and volunteer opportunities as well as foundation apprenticeships are being developed as funding and resources permit. |
| Actions Required | Continue current practice. |
| Target Date | A minimum of 2 placements or similar by 2029. |
| Responsibility | Organisational Development Partner. |

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| **2.Strategic Priority** | The visibility and use of Gaelic will be increased in:   * NLS exhibitions and public programmes * NLS items for sale. |
| Desired Outcome | We will embed lessons learned from our 2023 bilingual exhibition in order to provide meaningful engagement opportunities for visitors, including producing Gaelic interpretation elements in other displays where appropriate. We will incorporate Gaelic and Gaelic-related events and activities in the Library's public programme, including participating in Seachdain naGàidhlig. We will explore opportunities to stock a wider range of Gaelic-related items in the shop for a range of ages. |
| Current Practice | We collaborate with creative practitioners and partners throughout the year to host Gaelic-related events. We host at least one event during Edinburgh's Seachdain na Gàidhlig*.* In 2023-24 we are hosting a year-long Gàidhlig Storymaker residency and supporting accompanying public engagement activities. We offer a range of Gaelic-related items for sale including stationery and books for children. |
| Actions Required | Continue current practice, including exploring opportunities for further Gaelic artistic residencies / collaborations. |
| Target Date | A minimum of 1 further Gaelic-related residencies by 2029. |
| Responsibility | Public Programmes. |

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| **3.Strategic Priority** | Significantly increase the proportion of Gaelic educational materials across the lifespan of edition three as part of an overall review of the Library's learning programme. |
| Desired Outcome | Development of the Library's online educational materials is on long term hold as part of a wider review of the Library's digital engagement strategy. We will explore opportunities to provide learning materials on other platforms and will continue to promote and expand awareness of our existing resources. We will expand our partnership working with Edinburgh schools and other educational stakeholders through liaison with Comunn na Gàidhlig (CnaG). As part of longer-term planning, we will also consider the provision of Gaelic across early years programmes such as Bookbug. |
| Current Practice | Ongoing promotion of existing Gaelic educational resources. |
| Actions Required | Continue current practice. Also provide collections-based learning resources on external digital platforms. Gaelic educational materials will be increased on the Library's own digital platforms post Digital Engagement Strategy review. |
| Target Date | Produce 2 Gaelic collections-based learning resources on external digital platforms or on Library website if appropriate by 2029. |
| Responsibility | Public Programmes. |

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| **4.Strategic Priority** | More people will get more information about the Library's Gaelic collections online and on site in order to enhance awareness of the Library and Gaelic nationally and internationally. |
| Desired Outcome | The Library comprehensively collects new publications and websites in Gaelic from Scotland and around the world, and selectively acquires Gaelic manuscripts, archives and moving image and sounds recordings. We will provide services to enable the discovery of and access to these growing Gaelic collections. We will facilitate the publication and promotion of digital collections on Gaelic language, culture and literature and explore opportunities to create further Gaelic content in support of Gaelic-related research and programmes. |
| Current Practice | Established processes in place around collection development (via Legal Deposit, donation and purchase), collection care, and services to promote and provide online and onsite access to those collections and to other digital Gaelic content. |
| Actions Required | Continue current practice while aiming to extend Gaelic language information online and onsite where funding and resource allows us to do so. |
| Target Date | 2029. |
| Responsibility | Collections Access and Research / Collections Management / Digital and Service Transformation. |

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| **5.Strategic Priority** | The Library will engage in national and local initiatives such as the National Gaelic Tourism Strategy for Scotland and Capital Gaelic. |
| Desired Outcome | We will explore ways to engage visibly and meaningfully with relevant national and local Gaelic-related initiatives. |
| Current Practice | Active membership of Capital Gaelic and regular liaison with Visit Scotland on initiatives and public events to raise the profile of Gaelic. |
| Actions Required | Continue current practice. |
| Target Date | Yearly throughout edition 3. |
| Responsibility | Public Programmes. |

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| **6. Strategic Priority** | The Library will cooperate with organisations such as National Museums Scotland and the National Galleries of Scotland to raise the profile of Gaelic. |
| Desired Outcome | Increased opportunities for participation in and visibility for Gaelic-related national collections activities through events such as Seachdain na Gaidhlig and the Mod. |
| Current Practice | Regular meetings and coordination of joint activities through Capital Gaelic, and directly between the Library, National Museums Scotland and National Galleries of Scotland. |
| Actions Required | Continue current practice. |
| Target Date | Yearly throughout edition 3. |
| Responsibility | Public Programmes/Organisational Development Partner. |

### Corporate Service Aims

#### Status

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| Desired Outcome | **Logo and brand**  Render the corporate logo and brand in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages. |
| Current Practice | The current Library logo, introduced in 2010, is bilingual. |
| Actions Required | As part of the process to refresh the current logo and brand, we will consider the possibility of increased prominence for Gaelic within the new brand. |
| Target Date | 2025. |
| Responsibility | Media and External Relations. |

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| Desired Outcome | **Signage**  Signage will include Gaelic and English as part of any renewal process. |
| Current Practice | Our current bilingual logo appears on almost all Library signage. Permanent signage wording is currently in English only. Our external GB building banners include Gaelic, Scots and English. |
| Actions Required | Wording in Gaelic will be added for any update to our permanent signage in the future. |
| Target Date | 2027. |
| Responsibility | Media and External Relations. |

#### Communicating with the Public

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| Desired Outcome | **Promotion**  Positive messages that communication from the public in Gaelic is always welcome are regularly repeated. |
| Current Practice | Communication from the public in Gaelic is supported and actively promoted. Responses in Gaelic are selective, requiring external support to deliver. |
| Actions Required | Continue current practice. |
| Target Date | Yearly throughout edition 3. |
| Responsibility | Media and External Relations. |

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| Desired Outcome | **Written Communication**  Written Communication in Gaelic is always accepted (by post, email and social media) and replies will be provided in Gaelic in accordance with the general policy. |
| Current Practice | Receipt of written communications in Gaelic is supported and actively promoted. Responses in Gaelic are selective, requiring external support to deliver. |
| Actions Required | Continue current practice. |
| Target Date | Yearly throughout edition 3. |
| Responsibility | Media and External Relations. |

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| Desired Outcome | **Reception and Phone**  Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public. If there are not staff available to deliver this, capacity will be built through training and recruitment. |
| Current Practice | We have one fluent Gaelic speaker on staff able to provide this service reactively. Current Gaelic skills training for Visitor Services staff is available but optional. |
| Actions Required | We will run mandatory training courses for Visitor Services staff to ensure they are all equipped with, and comfortable to use, a series of Gaelic greetings, phrases and expressions when dealing with the public. Once trained, staff will be encouraged to wear badges which invite members of the public to speak to them in Gaelic. |
| Target Date | 3 courses by April 2025; a further 3 courses by April 2026; then 2 per year for the duration of the Plan. |
| Responsibility | Organisational Development Partner/Visitor Services Manager. |

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| Desired Outcome | **Public meetings**  Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted. In those geographical locations in which the percentages or numbers of Gaelic speakers is greater, working towards this will be expected as standard. |
| Current Practice | The Library does not regularly hold public meetings, but when and if we do so the format of the meeting is planned to ensure the best outcome for the primary audience. |
| Actions Required | Continue current practice. |
| Target Date | As required throughout edition 3. |
| Responsibility | Media and External Relations. |

#### Information

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| Desired Outcome | **News releases**  High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English. |
| Current Practice | News releases in both Gaelic and English are produced for all Gaelic related collections, exhibitions or other stories, and are stored long term in the Library's online Media Centre. |
| Actions Required | News releases linked to major announcements will be issued in Gaelic and English. |
| Target Date | A minimum of 3 news releases will be issued in Gaelic and English annually to 2029. |
| Responsibility | Media and External Relations. |

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| Desired Outcome | **Social media**  Gaelic content distributed regularly through social media, working towards fully bilingual social media. |
| Current Practice | Regular posts via our social media channels for all Gaelic related promotions, exhibitions and collections. |
| Actions Required | Deliver Gaelic content via social media in line with high profile news releases. |
| Target Date | A minimum of 3 social media posts/campaigns in support of Gaelic news releases annually to 2029. |
| Responsibility | Media and External Relations. |

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| Desired Outcome | **Website**  Gaelic content should be available on the Library's website in relation to specific Gaelic collections, activities and stories. |
| Current Practice | All Gaelic related content on our website is produced in English and Gaelic eg Gaelic online search facility, Gaelic related learning resources and exhibitions. |
| Actions Required | Continue current practice. |
| Target Date | Yearly throughout edition 3. |
| Responsibility | Public Programmes and Digital Engagement. |

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| Desired Outcome | **Corporate Publications**  Produced in Gaelic and English, with priority given to those with the highest potential reach and impact. |
| Current Practice | All Gaelic-related content within our corporate publications are produced in Gaelic and English. |
| Actions Required | Produce Library Strategy 2025-30 in Gaelic and English and, when a general leaflet (or similar publication) about the Library is produced, it will also be published in English and in Gaelic. |
| Target Date | Gaelic Library Strategy by end of 2025; produce Gaelic Library leaflet or similar by 2029. |
| Responsibility | Media and External Relations. |

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| Desired Outcome | **Language**  A process is in place to ensure that quality and accessibility of Gaelic language in all corporate information is high. |
| Current Practice | Gaelic language content in all corporate information is produced by verified external Gaelic language specialists. |
| Actions Required | Continue current practice. |
| Target Date | Yearly throughout edition 3. |
| Responsibility | Media and External Relations. |

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| Desired Outcome | **Exhibitions**  Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact |
| Current Practice | The Library's first bilingual Gaelic/English Sgeul/Story exhibition was produced in summer 2023, running until April 2024. Gaelic and English has equal prominence in exhibition texts and promotional material. |
| Actions Required | Further opportunities for Gaelic bilingual exhibitions will be included in the exhibition programme in 2025-30 with lessons learned from the 2023 Sgeul exhibition. |
| Target Date | Yearly throughout edition 3. |
| Responsibility | Public Programmes. |

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| Desired Outcome | **Research**  The Library will support research which explores Gaelic language and cultural influence and representation in our collections. |
| Current Practice | Some research undertaken by curatorial staff, through Library-supported research and by independent researchers using Library collections and facilities. |
| Actions Required | Research to be undertaken, supervised and supported in collaboration with universities and IRO. Resulting research to be promoted. Explore opportunities for collaborative research via Sabhal Mòr Ostaig partnership. |
| Target Date | Yearly throughout edition 3. |
| Responsibility | Collections Access and Research. |

#### Staff

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| Desired Outcome | **Internal Audit**  Conduct an internal audit of Gaelic skills and training needs through the life of each edition of the Plan. |
| Current Practice | Repeat our survey of staff engagement with Gaelic on a five-yearly basis. |
| Actions Required | Repeat the survey again in 2027. |
| Target Date | 2027. |
| Responsibility | Organisational Development Partner. |

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| Desired Outcome | **Induction**  Knowledge of the Library's Gaelic Language Plan and training opportunities are embedded in new staff inductions. |
| Current Practice | Instruction to alert new members of staff to the GLP is included in the Library/s checklist for all managers of new staff to complete. Training opportunities published on staff intranet on regular basis. Gaelic awareness and language skills training is currently available to new starts on an optional basis. |
| Actions Required | Amend the Induction Policy to make it a mandatory requirement for all new staff to attend a Gaelic Awareness training session within their first year at the Library. |
| Target Date | Policy adapted and first sessions run before April 2025. New staff required to attend awareness training sessions from April 2025. |
| Responsibility | Organisational Development Partner. |

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| Desired Outcome | **Language training**  Gaelic language skills training and development delivered to staff particularly in relation to implementing the Library's Gaelic Language Plan. |
| Current Practice | Staff have regular opportunities to develop and enhance Gaelic skills and to understand the modern context for Gaelic. |
| Actions Required | Make provision more systematic and enable better development planning by committing to running two beginners, one post-beginners and one intermediate, language skills courses per year. |
| Target Date | 2 beginners' courses run before December 2025.  1 post-beginners and 1 intermediate course to run before August 2024 and thereafter on an annual basis for the duration of the Plan. |
| Responsibility | Organisational Development Partner. |

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| Desired Outcome | **Using Gaelic**  Staff are encouraged to use Gaelic in their work. |
| Current Practice | Through Capital Gaelic classes and events, staff have opportunities to use and hear Gaelic more often in the workplace, increasing confidence and normalising use of the language. |
| Actions Required | 1. Encourage staff who do not work in Visitor Services to take part in the Gaelic Greeting classes (3.22 above) and also wear badges to signify their readiness to use Gaelic.  2.Continue running the Gaelic Reading Group to encourage staff to use the Gaelic skills they have together.  3. Introduce 'Gaelic Drop In' sessions – informal conversation sessions around a given Gaelic heritage topic. Wherever possible we will include an online connection to a fluent Gaelic speaker working in the heritage field. |
| Target Date | 1. 3 x Gaelic Greeting courses by April 2025, another 3 by April 2026 and annually thereafter as required.  2. 3 x sessions of the Gaelic Reading Group before April 2025 and another 3 before April 2026 and annually thereafter; continue with 3 per year for the duration of the Plan.  3. 3 x 'Gaelic Drop Ins' to run per year, beginning in November 2024. |
| Responsibility | Organisational Development Partner. |

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| Desired Outcome | **Awareness training**  Gaelic awareness training delivered with priority given to senior staff, other key decision makers and staff dealing directly with the public. |
| Current Practice | Gaelic awareness training is offered to staff on a regular basis. |
| Actions Required | 1: We will offer the Library Leadership Team a high-level seminar on the current position and future prospects of Gaelic including political, social, cultural and policy dimensions.  2: We will run two Gaelic awareness sessions per year.  3: We will develop a specific training course dedicated to awareness of Gaelic in a cultural heritage context. |
| Target Date | 1: Develop and run seminar by April 2025.  2: two sessions before April 2025 and two annually thereafter for the duration of the Plan.  3: Develop and pilot the course by April 2027. Run the course before April 2028; review and run again by April 2029. |
| Responsibility | Organisational Development Partner. |

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| Desired Outcome | **Recruitment**  Gaelic language skills are recognised and respected within the recruitment process. |
| Current Practice | Adverts for Gaelic related jobs are always bilingual: experts in the language are brought in to test the quality of applicant's Gaelic and feedback is given on Gaelic skills tests. |
| Actions Required | Continue current practice and include in planned revised Recruitment Policy. |
| Target Date | 2025. |
| Responsibility | Head of Human Resources. |

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| Desired Outcome | **Recruitment**  Gaelic named as essential and/or desirable skills in job descriptions in order to deliver the Gaelic Language Plan and in accordance with the Bord na Gaidhlig recruitment advice. |
| Current Practice | Gaelic is listed as a requirement in all Gaelic-related jobs. |
| Actions Required | Add to the recruitment section on the Library website and to the application portal the statement: "In order to expand the Gaelic language skills in the Library, we actively welcome applications from Gaelic speakers". Ensure that the revised Recruitment Policy includes a commitment that Gaelic will be listed as a requirement for Gaelic jobs in the Library. Continue work begun via NLHF-funded project to address lack of diversity in our workforce, including Gaelic language skills. |
| Target Date | Revision of Recruitment Policy complete in 2024; ongoing recruitment work to address diversity yearly throughout edition 3. |
| Responsibility | Head of Human Resources. |

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| Desired Outcome | **Recruitment**  Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill. |
| Current Practice | All Gaelic related jobs are advertised bilingually. |
| Actions Required | Continue current practice. |
| Target Date | Yearly throughout edition 3. |
| Responsibility | Head of Human Resources. |

#### Language Corpus

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| Desired Outcome | **Gaelic Orthographic Conventions**  The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the Library. |
| Current Practice | Resource is available to colleagues to consult when relevant. |
| Actions Required | Continue current practice. |
| Target Date | Yearly throughout edition 3. |
| Responsibility | Collections Access and Research. |

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| Desired Outcome | **Place names**  Gaelic place name advice from Ainmean-Aite na h-Alba is sought and used. |
| Current Practice | Resource is available to colleagues to consult when relevant. |
| Actions Required | Continue current practice. |
| Target Date | Yearly throughout edition 3. |
| Responsibility | Collections Access and Research. |

## 5. Links to the National Performance Framework

Our links to other national collections such as the National Galleries of Scotland and National Museums Scotland are key to much of our Gaelic work, as is our involvement with Edinburgh's Capital Gaelic project.

## 6. Links to Local and Regional Frameworks

Our links to other national collections such as the National Galleries of Scotland and National Museums Scotland are key to much of our Gaelic work, as is our involvement with Edinburgh's Capital Gaelic project.

## 7. Publication

The Plan will be made available to all staff via our staff intranet. The Plan will be published in Gaelic and English on our website. We will issue a bilingual press release announcing the plan and further publicise it via our social media channels.

## 8. Resourcing the Plan

Any costs associated with the actions in the Plan will be resourced via the operating budgets of the relevant team or department.

## 9. Monitoring the Plan

The Library is committed to producing an Annual Monitoring Report to be provided to Bòrd na Gàidhlig for review.

## 10. The Gaelic Language Plan in the National Library of Scotland

### Overall Responsibility for the Plan

The National Librarian and Chief Executive of the National Library of Scotland for the preparation, delivery and monitoring of our Gaelic Language Plan. Their contact details are as follows:

National Librarian and Chief Executive  
National Library of Scotland  
George IV Bridge  
Edinburgh  
EH1 1EW

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

The Director of Engagement has day-to-day responsibility for the monitoring of our Gaelic Language Plan. Their contact details are as follows:

Director of Engagement  
National Library of Scotland  
George IV Bridge  
Edinburgh  
EH1 1EW

### Gaelic Language Plan Implementation and Monitoring Group

The Gaelic Community of Interest Group is comprised of staff with responsibility for developing, implementing and monitoring different aspects of the Plan. The Group reports to the Director of Engagement who has responsibility for production of the monitoring reports.

### Engaging with Staff

Much of the engagement will take place via the Gaelic Community of Interest Group. Wider information on aspects of the Plan's activities will be communicated via the staff intranet and all staff meetings.

### Arm's Length Organisations and Third Parties

It is unlikely that third party groups will be involved in delivering any of the commitments set out this Plan: all activity will be carried out by Library staff.