



University
of Glasgow
Oilthigh Ghlaschu

Draft Gaelic Language Plan 2027-2032

Introduction

The University of Glasgow's strategic ambition is to be a world-changing institution: a place which transforms ideas through action and makes a positive impact. We strive not only to be one of the best universities **in** the world, but to be the best university **for** the world.

As an internationally recognised university with deep civic roots and a distinct research and teaching strength in Celtic and Gaelic, the University can, and does, make a significant contribution to the protection, maintenance and advancement of Gaelic language and culture both in Scotland and internationally.

In the course of this, the fourth edition of our Gaelic Language Plan, we seek to:

- Deliver innovative learning opportunities and research and knowledge exchange which has a meaningful impact on Gaelic-speakers and speaker communities nationally and globally
- Support environments in which creative and informed approaches to the normalisation of Gaelic language usage, learning and promotion can be realised.

Gaelic has long been part of our story at the University of Glasgow. At least three of our principals have been Gaelic-speakers and An Comunn Oiseanach (the Ossianic Society), established in 1831, is the second longest-running student society. Today, Gaelic continues to be used daily across our campus, with staff and students forming an active and vibrant Gaelic community which is not confined to those studying Gaelic or working in Gaelic-related roles.

The first edition of our Gaelic Language Plan, published in 2012, established our pioneering Gaelic language residency scheme, Taigh na Gàidhlig, and set the groundwork for the University's Gaelic policy and development service, UofG Gàidhlig, which has led the way for Gaelic development in higher education in Scotland.

Building on this success, our second and third Gaelic Language Plans developed new Gaelic usage and learning opportunities, including our unique Gaelic Immersion Year, and continued to deliver world-leading and impactful research with and for Gaelic-speaking communities across Scotland.

Much has changed since our first Gaelic Language Plan was published, and we recognise the evolving opportunities and challenges facing Gaelic and Gaelic-speaking communities nationally and internationally.

The 2022 Census reported a positive uptick in the number of people in Glasgow with Gaelic language skills, increasing from 9,469 to 17,380 since 2011. Gaelic medium education continues to thrive locally, with a fourth Gaelic medium primary school opening in Glasgow in 2023. Sgoil Ghàidhlig Ghlaschu (Glasgow Gaelic School) is the only standalone Gaelic medium high school in Scotland. Nationally, the number of Gaelic learners and speakers has increased significantly since the previous census in 2011. However, the decline of the language in the "heartland" Gaelic-speaking areas remains a critical concern for the preservation of the language.

It is on this backdrop that we present the fourth edition of our Gaelic Language Plan. Over this five-year period, we are committed to supporting students and staff to continue to use Gaelic daily, delivering innovative learning and teaching opportunities in and about Gaelic, showcasing and celebrating impactful research and working in close collaboration with Gaelic partners and organisations across Scotland to contribute to the preservation and promotion of Gaelic language and culture across the world.

We strive to be a world-changing organisation and the best university **for** Gaelic language, culture and communities.

Aims and Commitments

This draft Gaelic Language Plan has been developed in collaboration with Comataidh na Gàidhlig (the University's Gaelic Language Plan Committee) and staff and students across the University.

Our high-level aims outline the five key priority areas for Gaelic development across the University for the next five-year period. The following pages provide a detailed overview of how we intend to achieve these aims and develop Gaelic further within the University and in our partnerships and, in so doing, contribute to the *National Gaelic Plan 2023-2028* and the University of Glasgow's strategy, *Glasgow 2036*.

This Gaelic Language Plan has been prepared in accordance with the Gaelic Language (Scotland) Act 2005, the Scottish Languages Act 2025 and the Statutory Guidance on the Development of Gaelic Language Plans.

Strategic Aims

We have developed five strategic priorities for our Gaelic Language Plan 2027-2032:

1. We will safeguard and expand our innovative learning and teaching opportunities for learners and fluent speakers.
2. We will focus on delivering impactful research and knowledge exchange and ensure that our special Gaelic collections are accessible and promoted.
3. We will enhance the student experience of Gaelic on campus through events, projects, language schemes and unique Gaelic environments.
4. We will strengthen the profile of Gaelic across the institution through establishing senior-level ownership over our legal responsibility to Gaelic and increasing the visibility of Gaelic on campus.
5. We will support the community of Gaelic speakers on and off campus, aligning with Gaelic development in the city and national aims.

Priority Areas for Development

Our Priority Areas for 2027-2032 are:

1. Learning and Teaching
2. Research and Knowledge Exchange
3. Student Experience
4. Governance, Visibility & Profile
5. Community & Collaboration
6. Corporate Service Aims

Commitments

The following actions will be taken to promote the use, learning and visibility of Gaelic in each of our development areas and achieve our strategic objectives.

1. Learning & Teaching

Safeguard and expand innovative Gaelic learning and teaching provision, within and beyond Celtic & Gaelic, contributing to increased numbers of confident fluent speakers and learners.

Commitments	Actions	Responsible Area	Timeline
1.1. Academic Development Safeguard and expand innovative Gaelic learning and teaching within Celtic & Gaelic, offering courses which: increase the number of people learning Gaelic to fluency; promote knowledge and awareness of the Gaelic language; provide opportunities to study through the medium of Gaelic.	Celtic & Gaelic In line with UofG strategies, policies and governance, continue to deliver our Gaelic learning opportunities within Celtic & Gaelic and explore expanding availability of courses delivered bilingually or through the medium of Gaelic at Honours level. Celtic & Gaelic welcomes theses and dissertations written in Gaelic and has several current postgraduate students working through the medium of Gaelic. The University will continue to support and provide resource for postgraduate and undergraduate students in Celtic & Gaelic to submit and carry out research in Gaelic.	Celtic & Gaelic	Annually
	Gaelic Immersion Year Continue to offer and develop the Gaelic Immersion Year both as a standalone study year and as part of a five-year degree programme in Gaelic or Celtic Studies.	Gaelic Immersion Year	Annually

	Online Learning and Short Courses Develop a new Massive Open Online Course (MOOC) teaching Gaelic language at beginner level. Offer an A2 level UofG Short Course in Gaelic.	UofG Short Courses Celtic & Gaelic	Year 2
1.2. Employability In line with College of Arts and Humanities practice and the UofG Learning and Teaching Strategy, embed a range of employability opportunities in curriculum for students of Celtic & Gaelic and speakers and learners of Gaelic elsewhere in the University.	Recognising Gaelic as a key employability skill across a range of professional areas, safeguard Joint Honours programme options, promote Gaelic as a credit course, and explore ways to embed the Gaelic Immersion Year and Gaelic learning opportunities into degree programmes across the University.	Celtic & Gaelic All Colleges Careers Service	Year 2
	Develop new and existing courses and explore employability workshops for students on programmes outwith Celtic & Gaelic in collaboration with other Subject Areas, including a new Curriculum for Life course.	UofG Gàidhlig All Colleges Careers Service	Year 3
1.3. Partnerships Collaborate with external partners to develop and enhance courses which prepare graduates for professional and academic careers.	Maintain our strong relationship with Gaelic groups and organisations which support and help to develop our Gaelic programmes, including Ceòlas, Comhairle nan Leabhraichean, Comann Eachdraidh Nis (North Lewis) and Ainmean-Àite na h-Alba.	Gaelic Immersion Year UofG Gàidhlig Celtic & Gaelic	Annually
	Take advantage of student mobility exchange including as part of our new relationship with University of St Francis Xavier, Nova Scotia.	Celtic & Gaelic UofG Study Abroad	Year 4
	Centre for Teaching Excellence Continue to host the Centre for Teaching Excellence, working in partnership with education institutions across Scotland to develop professional learning resources for Gaelic medium teachers across Scotland.	Centre for Teaching Excellence School of Education (College of Social Sciences)	Year 3
1.4. Student Recruitment Develop and implement a marketing strategy for Gaelic and Gaelic-related	Current enrolment on to the Gaelic Immersion Year since the course began in 2020-21 averages at 10 students per year with a peak of 15 students in 2024-25. Set and	Gaelic Immersion Year	Annually

courses at the University of Glasgow.	maintain target of 20 students per year from 2027-28, recruiting both new and current students.		
	Develop a marketing strategy for our Gaelic courses which: (1) Promotes the Gaelic Immersion Year internally and externally to encourage uptake by students in the middle or at the end of their degree programme and new students outwith our degree programmes. (2) Makes use of the UofG Gàidhlig channels to promote Gaelic-language opportunities outside of the classroom and demonstrate the distinctiveness of Glasgow's offer. (3) Extends our reach to Gaelic medium schools and Gaelic-speaking areas of Scotland by developing promotional material specifically for these areas. Deliver and review marketing strategy by Year 4 of this plan.	UofG Gàidhlig Gaelic Immersion Year College of Arts and Humanities External Relations	Year 4
1.5. Gaelic Working Environment Formalise the designation of 3 University Gardens as a Gaelic-dominant working environment.	Seek agreement to designate 3 University Gardens as a mini-Gàidhealtachd (Gaelic-speaking environment) that would prioritise access and use of the building's facilities including teaching space by courses and activities connected to Gaelic.	College of Arts and Humanities School of Humanities	Year 2

2. Research & Knowledge Exchange

Support, grow and showcase world-leading Gaelic research at the University, maximising its impact for Gaelic speakers, learners, communities and policy across Scotland and the world.

Commitment	Actions	Responsible Area	Timeline
2.1. Research with Impact	Language DASG will continue to provide leadership in research and	DASG LEACAN 2	Annually

Expand our world-leading research with a focus on impact, working directly with Gaelic-dominant communities and across disciplines where appropriate to develop resources for Gaelic speakers and learners nationally and internationally.	knowledge exchange in Gaelic language corpus planning, influencing national policy and practice. LEACAN 2 will progress developments in the Corpus of Scottish Gaelic. Working with traditional speakers and language experts, the project will create new resources to support speakers of all levels on grammar, usage and spelling that speakers find challenging or inconsistent in Gaelic today. • Redevelop the LEACAN website to ensure that resources, including Banca na Gàidhlig, are easier to find and use as well as ensuring their longevity.	Celtic & Gaelic	
	History and Culture Support and advance new research on Gaelic history and culture with a focus on knowledge exchange and resource development and supporting the work of national bodies, including Ainmean-Àite na h-Alba.	Celtic & Gaelic College of Arts and Humanities	Annually
2.2. Partnerships Continue to carry out and develop new interdisciplinary and collaborative research projects to develop resources with and for local communities.	Pròiseact Eisirean The Native Oysters Restoration Project, Pròiseact Eisirean, will work across the Colleges of Medical, Veterinary and Life Sciences and Arts and Humanities and with national and local groups in Argyll and Bute. • Collaborate across Colleges to identify potential research crossovers.	Pròiseact Eisirean Celtic & Gaelic ArtsLab	Year 2
	Ionad Gàidhlig an t-Sàilein Underpinned by University of Glasgow research on Gaelic placenames, stories and songs of Mull ~ Muile, continue to support and provide advice to the initiative to establish a Gaelic language and cultural centre on the island of Mull ~ Muile.	College of Arts and Humanities Ionad Gàidhlig an t-Sàilein UofG Gàidhlig Research & Innovation Services	Year 2

2.3. Archives & Special Collections Expand and make available our digital Gaelic collections and grow our use of Gaelic collections in teaching and learning across degrees and in online courses.	Review and report on status of current Gaelic digital collections to Comataidh na Gàidhlig. Develop plan to digitise further Gaelic collections and ensure that these are made publicly available.	Archives & Special Collections UofG Gàidhlig	Year 4
	Continue to offer visits to collections as part of Celtic & Gaelic undergraduate and postgraduate courses.	Celtic & Gaelic Archives & Special Collections The Hunterian	Annually
	Encourage students to collaborate with Archives & Special Collections creatively as part of their language development projects in Taigh na Gàidhlig and on the Gaelic Immersion Year.	UofG Gàidhlig Gaelic Immersion Year Archives & Special Collections	Annually
2.4. Showcasing our Research Explore new and creative ways of communicating and engaging with the public on our research in and about Gaelic which further demonstrates the distinctiveness of Gaelic research at Glasgow.	Establish a new annual public lecture in Gaelic which showcases Gaelic research at the University.	UofG Gàidhlig College of Arts and Humanities Comataidh na Gàidhlig	Year 2
	Develop a communications series through the life of this plan to showcase the work of UofG staff involved in Gaelic research in innovative and creative ways.	UofG Gàidhlig Celtic & Gaelic External Relations	Year 2
	Showcase our research within Gaelic-speaking communities by offering displays, exhibitions and lectures locally, including by exploring the use of extended (XR) and virtual reality (VR) as an interactive way to present research. Monitor displays and events set for 2027 and expand on engagement annually.	Celtic & Gaelic UofG Gàidhlig External Relations	Annually
	Continue to showcase our research through blogs and publications, including the LEACAN 2 blog and Aiste publication, reviewing and reporting on engagement annually to Comataidh na Gàidhlig.	Celtic & Gaelic UofG Gàidhlig	Annually

2.5. Gaelic Artist in Residence Develop a case for a pilot Gaelic Artist in Residence project to creatively respond to Gaelic-related items within our Archive & Special Collections or the Hunterian and produce a piece of art to be displayed or performed at the University.	Develop a case and seek funding for a Gaelic Artist in Residence one-year pilot project. The postholder will be tasked with producing a piece of art (music, physical art, literature or similar) which responds to a Gaelic-related item in special collections.	UofG Gàidhlig Comataidh na Gàidhlig Archives and Special Collections The Hunterian	Year 3
--	---	---	--------

3. Student Experience

Enhance the lived experience of Gaelic on campus, particularly for Gaelic speakers, learners and those from Gaelic-medium education, including by creating and strengthening Gaelic spaces on campus.

Commitment	Actions	Responsible Area	Timeline
3.1. Taigh na Gàidhlig Develop and expand the Taigh na Gàidhlig scheme, including by re-establishing our relationship with University College Dublin.	Grow the Taigh na Gàidhlig residency scheme. - Develop a marketing campaign in collaboration with students and scheme alumni, making use of UofG Gàidhlig, UofG Life and internal student communications to promote the scheme widely. - Strengthen our relationship with Gaelic medium schools in Scotland to bolster recruitment. - Establish a sustainable model for the scheme with a fixed location on campus. - Seek feedback from students and report annually on recruitment and students' language projects, with an aim to see an increase year on year in intake onto the scheme.	UofG Gàidhlig Accommodation Services UofG Study Abroad External Relations UofG Student Experience Committee	Year 2 & Annually
	Re-establish and strengthen our relationship with University College Dublin to offer language and cultural	UofG Gàidhlig	Year 1

	exchange programmes for our students.	University College Dublin UofG Study Abroad	
	Run a series of creative skills workshops throughout the year which support students to deliver language projects on campus.	UofG Gàidhlig	Annually
3.2. An Comunn Oiseanach Support An Comunn Oiseanach to run and promote Gaelic language schemes of their own.	Establish a regular meeting between An Comunn Oiseanach and Manaidsear Leasachaidh na Gàidhlig to explore how UofG Gàidhlig can offer support and to establish succession planning. The Student Gaelic Development Officer will also take part in these meetings once the post has been established.	UofG Gàidhlig An Comunn Oiseanach	Year 1
	Continue to support students to attend and participate in conferences and formal national and international gatherings of Gaelic and other minority language speaking students.	UofG Gàidhlig An Comunn Oiseanach	Annually
3.3. Student Gaelic Language Officer & Internships Establish a new part-time position of Student Gaelic Development Officer or similar to support the promotion of Gaelic language and culture at a student level and explore further opportunities for paid student internships for Gaelic-speaking students.	Develop a case for a new part-time position of Student Gaelic Development Officer, open to students at the University, to develop, support and promote Gaelic-language initiatives at a student-level. Establish the role at the University in collaboration with An Comunn Oiseanach, SRC and other student bodies. This action will be dependent on funding.	UofG Gàidhlig Students' Representative Council (SRC) Student Experience Committee Careers Service	Year 3
	Expand the provision of internship programmes for Gaelic-speaking students within UofG Gàidhlig and elsewhere across Colleges to improve our services and provide work experience to students.	UofG Gàidhlig All Colleges Careers Service	Year 4
3.4. Gaelic Spaces on Campus Create spaces for Gaelic-speaking students from all disciplines to engage with and use Gaelic.	Explore designated spaces or pop-up hubs for social interaction in Gaelic across our Colleges and University Services.	All Colleges University Services UofG Gàidhlig	Year 3
	Continue to offer Seòmar MacThòmais in 3 University Gardens	Celtic & Gaelic	Annually

	to students for use as a Gaelic-language meeting or study room. Survey students to ensure that this resource meets their needs.	An Comunn Oiseanach	
--	---	---------------------	--

4. Governance, Visibility & Profile

Strengthen the profile of Gaelic across the institution through establishing senior-level ownership over our legal responsibility to Gaelic, embedding Gaelic capacity and increasing the visibility of Gaelic on campus.

Commitment	Actions	Responsible Area	Timeline
4.1. Governance Mainstream responsibility and reporting for this Gaelic Language Plan to Senior Management and seek representation from each College and University Service on Comataidh na Gàidhlig.	Establish a reporting mechanism which formally reports to Senior Management Group on our legal requirements to Gaelic as set out in this Gaelic Language Plan, with regular updates also sent to the College of Arts and Humanities' Management Group.	Comataidh na Gàidhlig College Management Group (College of Arts & Humanities) Senior Management Group	Year 1
	Reach out to each College and University Service to identify representatives from all areas to sit on Comataidh na Gàidhlig.	Comataidh na Gàidhlig UofG Gàidhlig	Year 1
4.2. Data Collection Implement and mainstream a system of data collection to provide information relating to the number of students and staff with Gaelic abilities annually.	Implement and mainstream a system of annual data collection to collect and report on the number of students and staff with Gaelic skills or who are interested in learning.	UofG Gàidhlig Planning, Insight and Analysis People & Organisational Development	Year 2
4.3. Staff Resources Support and encourage staff to use Gaelic in their place of work by providing tools and opportunities to learn and use Gaelic.	Develop a comprehensive staff toolkit with information about using Gaelic in the workplace, including: - Formal guidelines on bilingual press releases, social media posts and news stories - Brand messaging in Gaelic - Link to the Gaisgich na Gàidhlig community Teams page and events	UofG Gàidhlig Gaisgich na Gàidhlig Marketing and Communications (External Relations) Equality & Diversity	Year 2

	Bilingual email signature guidance. Promote guidance materials via internal communications. Seek feedback from staff and update the resource as appropriate.		
	Deliver awareness training sessions for new and current staff which explore historical and current issues with regards Gaelic and minority languages in general and how staff might contribute to the use, learning and promotion of Gaelic at the University. At least two Gaelic awareness sessions for staff will be delivered annually.	UofG Gàidhlig Gaisgich na Gàidhlig People & Organisational Development	Annually
	Explore professional development opportunities in and about Gaelic for staff, including by establishing regular discounted or free beginner classes for staff.	Gaisgich na Gàidhlig UofG Gàidhlig UofG Short Courses (External Relations, College of Social Sciences)	Year 2
4.4. UofG Gàidhlig Sustain and expand UofG Gàidhlig as the University's Gaelic language policy and development service, creating high-quality Gaelic-medium content on our channels and offering opportunities for staff and students to collaborate and work with the service.	Continue to post regularly on UofG Gàidhlig channels to raise the profile of Gaelic news, events and projects at the University and to support and celebrate the work of our partners. Develop a communications plan in Year 1 for UofG Gàidhlig to monitor growth of our channels and expand engagement, including by (1) involving more students and student-made content, and (2) utilising advice from the UofG Marketing and Communications team to ensure best practice on UofG Gàidhlig channels.	UofG Gàidhlig Marketing & Communications (College of Arts & Humanities)	Year 1 & Annually
	UofG Gàidhlig will work with communications teams across the University to produce and develop guidance in relation to bilingual content with an aim to demonstrate year on year growth in number of Gaelic and bilingual posts on UofG central and College of Arts & Humanities social media channels.	UofG Gàidhlig College of Arts and Humanities Marketing and Communications (External Relations)	Annually

	Continue to meet and contribute to networks of Gaelic development officers across Scotland to share best practice and improve our services.	UofG Gàidhlig	Annually
4.5. Area of Linguistic Significance Explore options for the designation of an Area of Linguistic Significance (ALS) locally.	Meet with Glasgow City Council representatives and work with partners across the city to discuss and support ALS designation locally.	Comataidh na Gàidhlig Glasgow City Council Glasgow Life	Year 1

5. Community & Collaboration

Work strategically with partners across Glasgow and Scotland, using the University's research, collections and resources to contribute meaningfully to Gaelic development locally and nationally.

Commitment	Actions	Responsible Area	Timeline
5.1. Public Events and Activities Seek to better understand the Gaelic community and to initiate meaningful and impactful projects that promote Gaelic as well as benefitting the community in other ways.	Survey local Gaelic community organisations to investigate demand for Gaelic community services and events and explore how the University might most effectively support Gaelic in Glasgow with a view to re-establishing the <i>Aon Ghlaschu</i> project or similar to enhance and encourage collaborative working.	UofG Gàidhlig College of Arts and Humanities Comataidh na Gàidhlig	Year 3
	Offer a series of events, activities or promotional activity during key annual festivals such as World Gaelic Week and Freshers' Week, to promote our Gaelic offer and provide opportunities for fluent speakers, learners and beginners to learn and use Gaelic. Report annually on engagement at UofG Gàidhlig events to Comataidh na Gàidhlig.	UofG Gàidhlig Gaisgich na Gàidhlig College of Arts and Humanities Comataidh na Gàidhlig The Hunterian	Annually

	Establish an annual public Gaelic concert as part of the University's music offer.	UofG Gàidhlig Comataidh na Gàidhlig	Year 4
	Continue to host and promote the GLASCHU.net resource in collaboration with Glasgow Life.	Celtic & Gaelic Glasgow Life	Annually
5.2. Schools and Alumni Explore new ways of engaging with Gaelic-medium education schools and Gaelic-speaking school pupils and alumni to encourage continued use of Gaelic pre- and post-University.	Establish a network for Gaelic-speaking alumni from the University of Glasgow.	Development & Alumni UofG Gàidhlig	Year 3
	Establish regular contact with Gaelic-medium schools across Scotland and explore new ways of promoting the University and our research with school-age children, including by offering visits to campus for school pupils.	UofG Gàidhlig	Year 3
5.3. Community on Campus Provide opportunities for Gaelic-speaking and learning staff and students to connect and use their Gaelic in social settings.	Gaisgich na Gàidhlig Build on the Gaelic staff network, Gaisgich na Gàidhlig, as a place where staff and students can regularly connect with other Gaelic-speakers on our campuses. Encourage staff to use resources shared in the network to promote Gaelic in their own schools, departments and colleges.	Gaisgich na Gàidhlig UofG Gàidhlig	Annually
	Còisir Ghàidhlig Oilthigh Ghlaschu Continue to host and support the University of Glasgow Gaelic Choir, open to all staff and students and meeting regularly during term-time.	Còisir Ghàidhlig Oilthigh Ghlaschu	Annually
	Support staff and students to volunteer with Gaelic community organisations and engage with Gaelic broadcasting. Use the UofG Gàidhlig pages to share and celebrate community events and initiatives which students and staff are involved in.	UofG Gàidhlig	Annually

6. Corporate Service Aims

Through our corporate service aims, we will strengthen the visibility and profile of Gaelic across campus and digital platforms to support student recruitment and enhance the staff and student experience.

	Current Practice	Actions Required	Responsible Area
Status: Signage	Our aim is to ensure that bilingual signage guidance is fully adhered to in our new campus developments and redevelopments.	Audit Gaelic and bilingual signage across the estate and review and revise current bilingual signage guidance. Liaise with Estates to expand this signage with a focus on new and redeveloped buildings and public areas. Use temporary signage and digital screens during key annual events, such as World Gaelic Week and Celtic Connections, to improve the visibility of Gaelic across campus.	Estates UofG Gàidhlig Comataidh na Gàidhlig
Communications, Media & Brand	Logo and Brand The University's logo is available in English, Gaelic and bilingually with guidance on all three versions in the University's official brand guidelines. Our Gaelic and/or bilingual logo is currently used by UofG Gàidhlig, Celtic & Gaelic, School of Humanities Sgoil nan Daonnachdan, College of Arts, Kelvin Hall, the University Shop and External Relations (Recruitment) but it is in no way restricted to these areas. Communications and Media We welcome communication with University in Gaelic (via post, email or social media) and will provide members of the public with a response in Gaelic. School of Humanities Sgoil nan Daonnachdan	Explore ways to increase visibility of Gaelic across all formats, including website, socials and in correspondence on the College of Arts and Humanities and central UofG channels. • Create new Gaelic tools in the Brand Toolkit and formalise and raise awareness of guidance on Gaelic and bilingual communications. • Audit current levels of Gaelic on the website and identify appropriate areas where Gaelic content can be introduced or increased. • Liaise with communications staff in each College to expand the visibility of Gaelic online and on campus.	All Colleges Marketing and Communications (External Relations) UofG Gàidhlig

	uses a bilingual name in all situations. We continue to issue bilingual press-releases on Gaelic and Gaelic-related news at the University. We continue to increase Gaelic content on our website and social media platforms. Celtic & Gaelic student recruitment materials are produced bilingually. Celtic & Gaelic offer a language policy on bilingual academic content and the University Calendar includes instructions for Gaelic thesis submissions.		
Staffing	Staff can join the Gaelic staff network, Gaisgich na Gàidhlig, which holds regular in person meetings for staff and postgraduate students. Recruitment advertisements are published bilingually where Gaelic is an essential or desirable skill for the position.	Increase the number of Gaelic essential and desirable posts, starting with the Student Gaelic Language Officer and Gaelic Artist in Residence posts. Create a bank of job description templates in Gaelic for use by staff at the University. Offer Gaelic beginner lessons for staff annually at a discounted rate. At least two Gaelic awareness sessions will be delivered annually for staff. Continue to expand and promote the Gaelic staff network across the University including by establishing a series of regular, social meetings for members.	People & Organisational Development UofG Gàidhlig All Colleges Gaisgich na Gàidhlig

Implementation and Monitoring

This Gaelic Language Plan outlines the University of Glasgow's commitments to Gaelic over the period 2027-2032.

As a University-wide Plan, it will require the whole institution to fulfil these commitments. The University's Gaelic Language Plan Committee, Comataidh na Gàidhlig, will have overall responsibility for implementation of this Plan. Our Gaelic Development Manager and responsible owners as identified throughout the Plan will have day-to-day responsibility for commitments in relevant areas.

Comataidh na Gàidhlig

Comataidh na Gàidhlig comprises of staff from both the academic and professional service sides of the University and includes a student representative from An Comunn Oiseanach. In Year 1, we will review the membership of the Comataidh to ensure representation from key stakeholders, students and each College and Professional Service area at the University.

The Gaelic Development Manager will provide Comataidh na Gàidhlig with regular reports on the progress of the Plan. Comataidh na Gàidhlig will in turn report to the University's Senior Management Group annually.

UofG Gàidhlig

UofG Gàidhlig is our development and policy service responsible for the implementation of our Gaelic Language Plan and providing support to colleagues across the University who are engaged in Gaelic-related activity. UofG Gàidhlig also oversees the delivery of key development projects:

- Taigh na Gàidhlig
- Annual programme of Gaelic events
- Staff training and learning opportunities
- Digital and social media content development
- Community engagement activity

UofG Gàidhlig is managed and delivered by the Gaelic Development Manager.

Gaisgich na Gàidhlig

Gaisgich na Gàidhlig is a network for the Gaelic community at the University. Through Gaisgich na Gàidhlig, we intend to further empower staff and students to champion Gaelic development in their own Colleges, Schools and Professional Service areas. We aim to support the group to become self-sufficient and staff-led with support from UofG Gàidhlig.

Resourcing and Accountability

We will ensure that adequate funding and resource is in place to fulfil the commitments of this Plan, including by maintaining the Gaelic Development Manager post and providing additional resource to support their work as required.

We will continue to monitor and promote the commitments of this plan and be accountable to our staff, students and local community. To achieve this aim, we will:

- Publicise and promote this Gaelic Language Plan widely. The Plan will be available bilingually on our website and in print. We will arrange a launch event and associated PR and, going forward, promote our Plan at key annual events such as World Gaelic Week.
- Demonstrate equal respect for Gaelic and English in our services and resources to promote the learning and use of Gaelic.
- Continue to actively offer and promote Gaelic services and facilities internally and externally.
- Evaluate the impact of our Gaelic services and resources by monitoring uptake and inviting feedback.
- Review the membership of Comataidh na Gàidhlig annually to ensure representation from key stakeholders and students.

Year 3 Review

In Year 3 of this Plan, the *National Gaelic Language Plan 2023-2028* will come to an end. The *National Plan* will be replaced in the following years by a new national strategy for Gaelic, written by Scottish Ministers under the Scottish Languages Act 2025.

In Year 3, the mid-point of our plan, we will publish a public report detailing the progress of our high-level aims, with a more detailed report sent to Comataidh na Gàidhlig and Senior Management within the University.

In Years 4 and 5, we will monitor our plan to ensure that it continues to support the new national strategy for Gaelic.