

Gaelic Language Plan 2021-2026 Year Four Report

Introduction

The second iteration of our Gaelic Language Plan was approved by Bòrd na Gàidhlig on 21 June 2021 and covers a period of five years.

The Gaelic language and culture is an important part of Scotland's communities, heritage, and identity. With 11 airports across Scotland and just under 1.5 million passengers in 2024/25, HIAL is committed to playing its part in supporting the development of Gaelic, and in raising its profile across its operating area.

Surveys undertaken identified that most passengers and HIAL colleagues are not Gaelic speakers; therefore, we prioritise our efforts in those airport locations and areas of commitment where the use of Gaelic is likely to have the most impact.

We have committed to enhance the status of Gaelic, promote Gaelic learning, and encourage increased use of the language.

Within our Gaelic Language Plan our standard commitments covers five elements:

- Visibility
- Staffing
- Day-to-day Operations
- Corporate Communications
- Corpus

To deliver on our commitments, we have produced an action plan which outlines the high-level actions we will take over the lifetime of the Plan. The action plan is owned across the organisation with different departments involved in delivering our objectives.

With ongoing financial pressures, HIAL's strategic priorities are delivering our core activities and ensuring resources are prioritised on providing safe and regulatory compliant airports. The Gaelic Language Plan actions undertaken during year four were revised at the end of year three to reflect HIAL's current strategic priorities. HIAL remains fully committed to delivering on its commitments in the Gaelic Language Plan wherever possible.

What we have achieved

We are pleased to report that we have completed 12 of the 13 objectives (92%) detailed in our Gaelic Language Action Plan. The outstanding objective has been moved to year five due to resource availability.

Status	Number / %	
On target	12	92%
Behind target	0	0%
Not yet started	1	8%
Stopped or deferred	0	0%
Totals	13	100%



Visibility

- We have:**
- Introduced bi-lingual signage as appropriate for new and replacement signage throughout the year.
- We will:**
- Use bi-lingual signage for new and replacement signage where appropriate.



Staffing

- We have:**
- Undertaken several internal campaigns to highlight our Gaelic Language Plan commitments and progress and promoted the Gaelic toolkit available on our learning portal. We have publicised online Gaelic lessons with Ceòlas and promoted World Gaelic Week throughout the organisation. The majority of these internal promotions have been bilingual.
 - Included our Gaelic Language Plan and our Gaelic toolkit in our new online induction dashboard.
 - Contracted Fèisean nan Gàidheal to run a Gaelic awareness training for HIAL colleagues, which was part-funded by Bòrd na Gàidhlig, and was very successfully received.
 - Promoted Bòrd na Gàidhlig's "Gaelic Awareness Training Sessions for Public Bodies and other organisations" (delivered by Fèisean nan Gàidheal) across the organisation.
 - Raised awareness that we welcome Gaelic speakers within our recruitment activities, including in our job descriptions and on our careers page.
- We will:**
- Raise awareness that we welcome job applications from Gaelic speakers.
 - Promote our Gaelic Language Plan and commitment to Gaelic internally, including promotion of our toolkit, other learning resources and World Gaelic Week.
 - Liaise with Bòrd na Gàidhlig regarding future public Gaelic awareness sessions.
 - Collect information from our teams to ascertain our current Gaelic capacity.

What we have achieved



Day-to-day Operations

- We have:**
- Recirculated the availability of #Cleachdi campaign items to all colleagues.
 - Undertaken an internal campaign to encourage uptake of Gaelic Ambassador roles, with two colleagues now undertaking the role.
 - Introduced bilingual logo collateral on flight information display screens. We have explored the potential to incorporate further Gaelic into our flight information display screens and identified that this is not feasible.
 - Surveyed Barra, Benbecula and Stornoway airports to establish the demand for written and verbal communication in Gaelic from passengers and stakeholders, and our capacity for responding in Gaelic.
 - Highlighted our offer to respond to written Gaelic communications in Gaelic, on the Gaelic page of the HIAL website.
- We will:**
- Respond to any written Gaelic communications from passengers or stakeholders as required on an individual basis.
 - Offer the #Cleachdi materials to all colleagues again in year five.
 - Repeat the campaign to encourage uptake of the Gaelic Ambassador role.
 - Explore the possibility of HIAL colleagues speaking in Gaelic with passengers (for instance when going through Security) at airports where Gaelic is a community language.

What we have achieved



Corporate Communications

- We have:**
- Produced all corporate, public-facing documents in both English and Gaelic and published these on our website. News articles signposting to the corporate documents have also been published in Gaelic.
 - Created a series of bi-lingual posts for World Gaelic Week, focusing on airport vocabulary.
 - Updated the Gaelic translations for our key corporate information pages on the HIAL website, as required.
 - Published a page about Gaelic culture and modern usage on the HIAL website.
 - Included a section within HIAL's invitation to tender document, to request that suppliers read our Gaelic Language Plan and adhere to our commitments where possible.
 - In agreement with Fèis Rois, included Inverness Airport in the 2025 Ceilidh Trail (this will take place in year five).
- We will:**
- Publish all corporate, public-facing documents in both English and Gaelic, along with any corresponding sign-posting articles and social media being published in Gaelic.
 - Ensure any updates to our key sections on the HIAL website are made concurrently in both English and Gaelic.
 - Consider any requests for live Gaelic translation services at key events on a case-by-case basis.
 - Support World Gaelic Week 2026 via our social media.
 - Explore the possibility of including HIAL airports in the 2026 Ceilidh Trail.



Corpus

- We have:**
- Received written confirmation regarding conformance to the required Gaelic protocols and standards from the Gaelic translator regularly employed to translate our work. We have obtained confirmation from occasional ad-hoc translators regarding their commitment to the standards required.
- We will:**
- Seek written confirmation from any new translators to demonstrate that they adhere to the required protocol and standards.

