

APPENDIX 1 (a)

Analysis of Employee Survey of Gaelic Oct-Dec 2015

As one of the commitments in our Gaelic Language Plan 2014-19, we undertook a survey of all staff (approx. 5,400 in 2015) to discover the abilities of staff in speaking, reading/writing in Gaelic, their understanding of what was happening nationally and locally with Gaelic, and if they were interested in finding out more about Gaelic.

Not all employees could access surveymonkey which was the tool used – 1,500 employees were given a paper survey, and their responses have been included in the analysis. Not all employees who responded answered all questions. The findings are as follows:

Responses received **215** (3.98%).

Those who could not speak, read or write Gaelic **166**.

Those who could speak some basic words/phrases **29**

Those who could read/write some Gaelic **21**

Those who were fluent **1** current, **1** was fluent some years ago

Those with a relation who is/are Gaelic speakers **4**

Those who are Irish Gaelic speakers **2**

Those who are self-taught/did evening classes/learned from TV/learned at schools elsewhere **10**

Number aware of Scottish Government's national plan for Gaelic **32**

Number aware of the council's Gaelic Language Plan 2014-19 **24**

Number aware of Gaelic awareness training available to staff **16**

Number aware of the existence of the Gaelic language **133**

Number stating no awareness of Gaelic **5**

Number stating very interested in learning more about Gaelic **35**

Number stating possible interest in learning more about Gaelic **50**

Number stating no interest in learning more about Gaelic **121**

The above information provided not only a base line for us for comparison for the future, but we used the contact information from those 85 staff stating they were interested or very interested in learning more about Gaelic, and targeted them for the Gaelic awareness training sessions we ran and the Gaelic conversation sessions (both of which were also attended by some elected members).

It was interesting to note that more employees stated a knowledge of the national plan for Gaelic (32) than of the council's own Gaelic Language Plan (24).

