

The Highland Council

Agenda Item	6
Report No	G/19/25

Committee: Gaelic

Date: 19 November 2025

Report Title: PRMS Report: Progress against Gaelic Language Plan 2024–29

Report By: Assistant Chief Executive - People

1. Purpose/Executive Summary

- 1.1 This report provides a progress report on the delivery of The Highland Council's Gaelic Language Plan 2024–29 (GLP).
- 1.2 The Highland Council uses a Performance and Risk Management System (PRMS) for monitoring corporate plans. The latest iteration of the GLP was approved on 7 May 2024.
- 1.3 Section 6 of this report includes a specific focus on the Royal National Mòd, held in October 2025 in Lochaber, highlighting how the event has supported the delivery of several GLP corporate service aims through increased visibility, community engagement and cross-service collaboration.

2. Recommendations

- 2.1 Members are asked to:
 - (i) Note the report
 - (ii) Agree to accelerate the GLP action to create an online Gaelic business resource.

3. Implications

- 3.1 Resource -The delivery of the GLP is funded by The Highland Council, Scottish Government grants and various Bòrd na Gàidhlig (BnaG) funding streams.
- 3.2 Legal - Under the Gaelic Language (Scotland) Act 2005, The Highland Council has a statutory duty to have a Gaelic Language Plan. The statutory duty includes the obligation to implement and accurately report GLP commitments.
- 3.3 Risk - There are no risks arising as a direct consequence of this report.
- 3.4 Health and Safety (risks arising from changes to plant, equipment, process, or people) - There are no Health and Safety implications arising as a direct consequence of this report.

- 3.5 Gaelic -There are very positive implications regarding the preservation and development of the Gaelic language and culture across corporate, economic, education and community sectors.

4. Impacts

- 4.1 In Highland, all policies, strategies or service changes are subject to an integrated screening for impact for Equalities, Poverty and Human Rights, Children's Rights and Wellbeing, Climate Change, Islands and Mainland Rural Communities, and Data Protection. Where identified as required, a full impact assessment will be undertaken.
- 4.2 Considering impacts is a core part of the decision-making process and needs to inform the decision-making process. When taking any decision, Members must give due regard to the findings of any assessment.
- 4.3 This is a monitoring and update report and therefore an impact assessment is not required.

5. The Highland Council Gaelic Language Plan (GLP) 2024–29

- 5.1 The Highland Council GLP 2024–29 was agreed by the Gaelic Committee and full Council prior to being approved by Bord na Gàidhlig on 7 May 2024. Progress towards the objectives of the GLP are monitored in the Performance Risk Management System (PRMS). The PRMS data is available in **Appendix 1** in the format of a Briefing Booklet.
- 5.2 There are 91 enabling actions in the Highland Council's fourth iteration of its GLP, which span four themes:
1. Communities and Home
 2. Media, Arts, Culture and Heritage
 3. Business and the Economy
 4. Education
- 5.3 The RAG status of each of the active enabling actions within each Strategic Priority of the GLP is listed below:

Strategic Priority 1.1 - Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate.		
On Target	17	
Slippage	2	
	Action	Comment
	Increase networking support to GME pupils in secondary schools.	Further work will take place during the next quarter to progress this action.
	In partnership with SMO deliver the Seachdain nan	The project will be delivered bi-annually due to financial pressures

	Deugairean project annually	
No significant progress	0	
Completed	1	
TOTAL	20	

Strategic Priority 1.2 - Provide initiatives to encourage Gaelic language learning for young people and families in the home.		
On Target	7	
Slippage	0	
No significant progress	0	
Completed	1	
TOTAL	8	

Strategic Priority 2.1 - Gaelic Media and Arts output – create opportunities for expression, skills, access, participation, and creativity.		
On Target	4	
Slippage	0	
No significant progress	0	
Completed	1	
TOTAL	5	

Strategic Priority 3.1 - Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.		
On Target	7	
Slippage	0	
No significant progress	0	
Completed	0	
TOTAL	7	

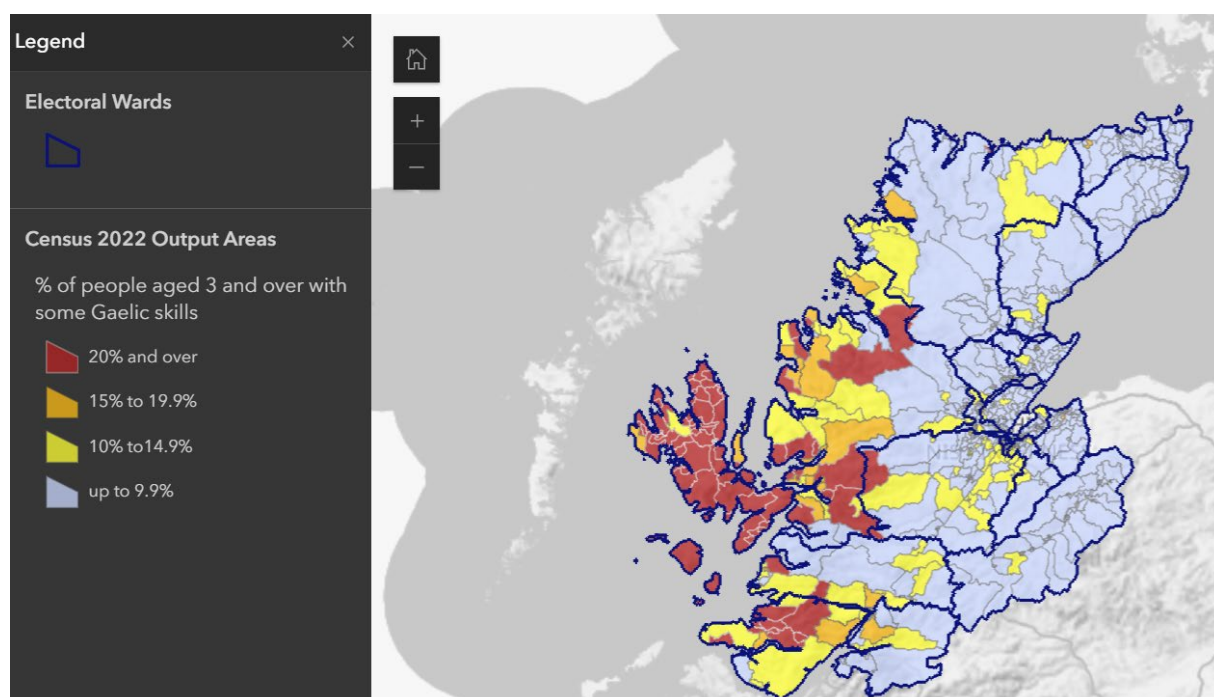
Strategic Priority 4.1 - Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language, with 70%* of primary schools providing Gaelic as an L2 and L3 to increase the provision of Gaelic across the authority.		
On Target	8	
Slippage	0	
No significant progress	0	
Completed	1	
TOTAL	9	

Strategic Priority 4.2 - Expand the delivery of Gaelic Medium Education with increased secondary subject delivery, creation of new standalone schools and new early years, primary and secondary provision.		
On Target	8	
Slippage	1	
	Action	Comment

	Create a rationale to illustrate the GME curriculum offer in the Highland secondary sector	Secondary school survey complete October 2025. This will provide insight towards how best to integrate a GME rationale into the wider frameworks for curriculum for all schools.
No significant progress	0	
Completed	1	
TOTAL	10	

6. Gaelic Skills Mapping – Preparatory Work for the Scottish Languages Act

- 6.1 As part of Highland Council's preparatory work for the implementation of the Areas of Linguistic Significance (ALS) element of the Scottish Languages Act, a digital map has been developed to visualise Gaelic language skills across the region. This mapping builds on earlier analysis of census data and reflects the 20% output area measure referenced in the legislation. It represents a next step in understanding the geographic distribution of Gaelic speakers and supports the identification of potential ALS designations.



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The colour-coded areas on the map represent census output areas, allowing for a detailed view of Gaelic language skill concentrations. The map will assist council services in better understanding the distribution and needs of Gaelic-speaking communities. It also contributes to wider interdependent outcomes linked to the GLP.

The map is publicly accessible via this link: [Gaelic skills \(BETA\)](#)

6. Activities and Contributions to Gaelic Language Plan Aims – Royal National Mòd in Lochaber

- 6.1 The Royal National Mòd, held in October in Lochaber, provided a valuable opportunity for Highland Council to promote Gaelic language and culture in alignment with the corporate service aims of the Gaelic Language Plan.

Through a co-ordinated programme of activities - including bilingual signage, social media engagement, community outreach and cross-service collaboration, the Council was able to increase the visibility of Gaelic, strengthen community connections and demonstrate its commitment to Gaelic. This is set out in more detail in the table below.

6.2

Activity	Description	Contributes to GLP Aim
Bilingual Banners	Banners displayed in key public areas during the Mòd week.	Enhanced the visibility of Gaelic in public spaces and promoted positive attitudes toward the language
A-Frame signs	Portable signage used at event venues.	Supported normalisation of Gaelic in everyday settings and increases public awareness.
Social Media Posts	Gaelic and bilingual content shared on Council platforms.	Promoted digital presence of Gaelic, encourages engagement and reaches a wider audience.
Council Participation in Mòd Events	Staff involvement and support for Mòd activities.	Demonstrates corporate commitment to Gaelic and strengthens community links.
Use of Gaelic in Communications	Gaelic used in promotional materials and messaging.	Aligns with the aim to increase Gaelic in Council communications and public-facing services.
Support for Gaelic Cultural Activity	Council financial backing and support “in kind” for a major Gaelic cultural event.	Contributes to the aim of supporting Gaelic arts and culture and community engagement.
Promotion at 0–3 Parent and Toddler Groups	Mòd information shared with families through early years groups.	Supports early years engagement, encourages intergenerational transmission of Gaelic and aligns with the aim to embed Gaelic in family and community life.
Collaboration with High Life Highland (HLH)	Joint promotion and support for Mòd	Strengthens partnership working, increases reach and visibility and supports

Engagement with Local Businesses	activities through HLH venues and networks. Encouraging businesses to use Gaelic in signage and promotions during the Mòd.	Gaelic in leisure and cultural services. Promotes Gaelic in the local economy and encourages positive attitudes toward Gaelic in commercial and business settings.
Cross-Service Working with Transport Scotland and BEAR Scotland	Engagement to explore Gaelic visibility in transport infrastructure and road-side messaging during the Mòd.	Supports cross-sector collaboration, enhances Gaelic visibility in public infrastructure and aligns with the aim to embed Gaelic across services and sectors.
Mòd Academy	Engaging young people in Gaelic music and performance through structured workshops and rehearsals in the lead-up to the Mòd.	Supports youth engagement, promotes Gaelic learning through the arts and contributes to the aim of developing Gaelic skills among children and young people.

Designation: Assistant Chief Executive - People

Date: 28/10/2025

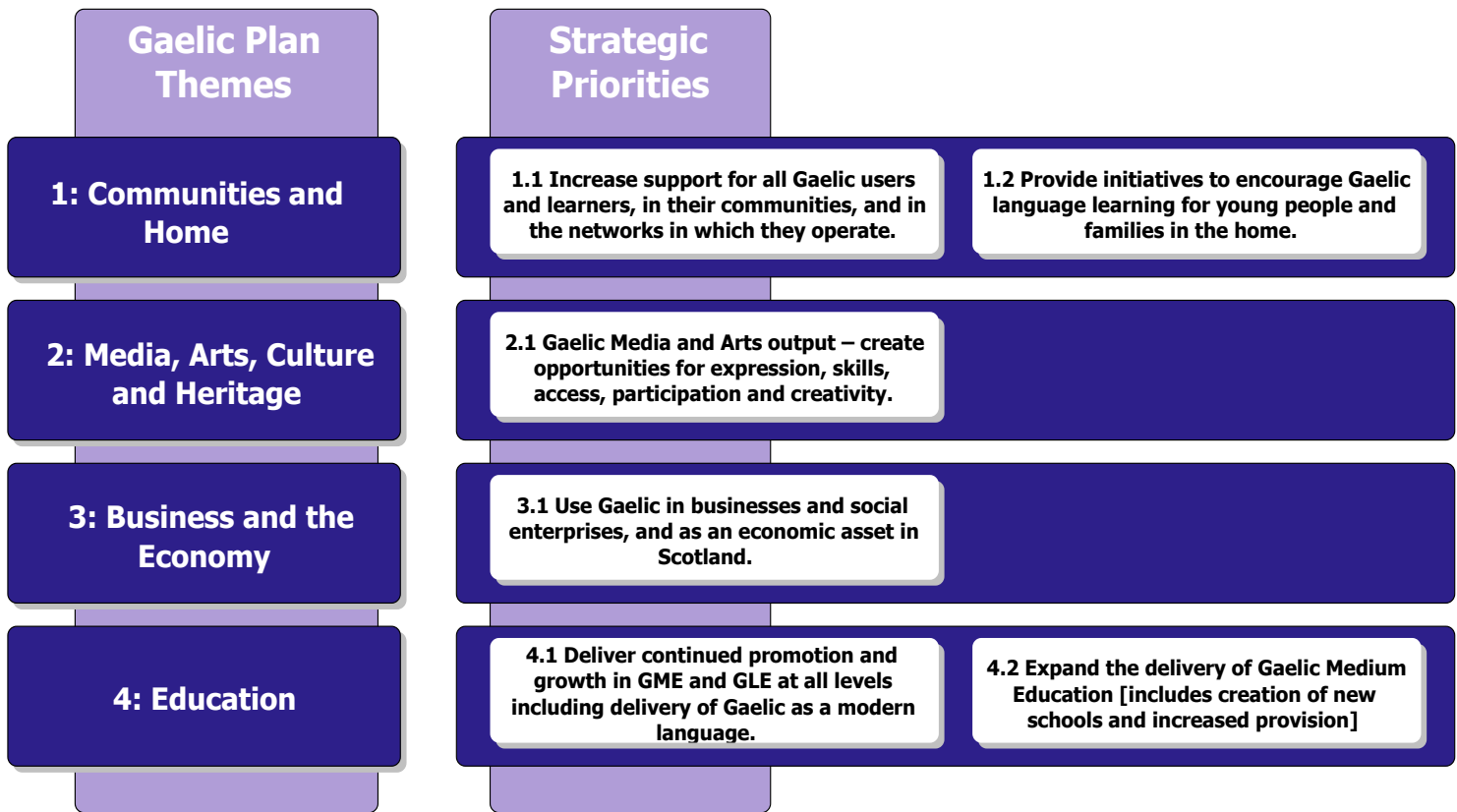
Author: Eoina Rodgers, Policy officer, Gaelic Development
Morag Anna MacLeod Mitchell, Gaelic Development Officer

Background Papers: n/a

Appendices: Appendix 1 – PRMS briefing booklet

Table of Contents

1. Table of Contents	1
2. Summary of the Plan	2
3. 1.1 [1] Increase support for all Gaelic users and learners in their communities, and in the networks in which they operate.	3
4. 1.1 [2] Increase support for all Gaelic users and learners in their communities, and in the networks in which they operate.	4
5. 1.2 Provide initiatives to encourage Gaelic language learning for young people and families in the home.	5
6. 2.1 Gaelic Media and Arts output - create opportunities for expression, skills , access, participation and creativity.	6
7. 3.1 Use Gaelic in business and social enterprises, and as an economic asset in Scotland.	7
8. 4.1 [1] Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language.	8
9. 4.1 [2] Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language.	9
10. 4.2 Expand the delivery of Gaelic Medium Education [includes creation of new schools and increased provision]	10
11. Future Actions	11
12. Corporate Service Aims page 1	12
13. Corporate Service Aims page 2	13



**1.1 Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate. [1]
Q2 25/26**

Completed

1

On Target

17

Some Slippage

2

No Significant Progress

0

Not Updated

0

Actions PIs being Monitored in Gaelic Plan	Period	Data	Period	Data	Target Value	Completion/Update Date
Continue to support and increase extra-curricular activities which are delivered through Gaelic	Q1 25/26	On Target	Q2 25/26	On Target		ongoing annually
Deliver opportunities to support adult learners within a community context	Q1 25/26	On Target	Q2 25/26	On Target		ongoing annually
Enhance and further develop CLD and development liaison within the standalone Gaelic schools	Q1 25/26	On Target	Q2 25/26	On Target		ongoing annually
GME schools develop and implement CLD plans to support pupils and wider Gaelic community	Q1 25/26	On Target	Q2 25/26	On Target		ongoing annually
Increase and further develop cultural events in partnership with Gaelic schools	Q1 25/26	On Target	Q2 25/26	On Target		ongoing annually
Increase opportunities for GME pupils to engage in Gaelic arts, music and culture	Q1 25/26	On Target	Q2 25/26	On Target		ongoing annually
Increase sporting and outdoor learning opportunities for GME pupils	Q1 25/26	On Target	Q2 25/26	On Target		ongoing annually
Increase the delivery of Gaelic cultural activities across the Highlands	Q1 25/26	On Target	Q2 25/26	On Target		ongoing annually
Increase the networking support to GME pupils in the secondary schools	Q1 25/26	On Target	Q2 25/26	Some Slippage		ongoing annually
Work with Ainmean-Àite na h-Alba to develop a Gaelic place-name course for GME primary pupils	Q1 25/26	Completed	Q2 25/26			Completed Q1 25/26

**1.1 Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate. [2]
Q2 25/26**

Completed

1

On Target

17

Some Slippage

2

No Significant Progress

0

Not Updated

0

Actions PIs being Monitored in Gaelic Plan	Period	Data	Period	Data	Target Value	Completion/Update Date
Continue to work in partnership to deliver Gaelic sporting and leadership events	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing current practice
Continue to work in partnership to support the deliver of drama/media/cultural events	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing current practice
Deliver a range of inter-generational Gaelic community events	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing current practice
Deliver Gaelic cultural days in partnership with targeted GME schools	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing current practice
Gaelic tutor training event organised annually	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing current practice
In partnership with SMO deliver the Seachdain nan Deugairean project annually	Q1 25/26	Some Slippage	Q2 25/26	Some Slippage		Ongoing current practice
Provide programmes of Gaelic activities/events during school holidays	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing current practice
Provide an annual secondary Gaelic careers event with SDS and other organisations	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing current practice
Progressive programme of adult learning community-based Gaelic classes	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing current practice
Research to identify where former GME pupils have studied further education	Q1 25/26	On Target	Q2 25/26	On Target		Starts Oct24 / Completes Dec27

**1.2 Provide initiatives to encourage Gaelic language learning for young people and families in the home.
Q2 25/26**

Completed

1

On Target

7

Some Slippage

0

No Significant Progress

0

Not Updated

0

Actions PIs being Monitored in Gaelic Plan	Period	Data	Period	Data	Target Value	Completion/Update Date
Create an online Gaelic language resource for GME parents	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing
Deliver the three-year Gaelic Birth to Three plan	Q1 25/26	On Target	Q2 25/26	On Target		Starts Apr24/ Completes Dec27
Family learning initiatives/promotional events to support GME parents/pupils	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing current practice
Fàs Foghlaim resource to promote GME with early years parents	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing current practice
Gaelic Family Learning Week delivered in partnership with SMO	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing current practice
Opportunities to create secure/supervised online Gaelic gaming clubs for young people	Q1 25/26		Q2 25/26			Completed Q4 24/25
Suite of progressive Gaelic classes to support language in the home	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing current practice
Supplement the Fàs Foghlaim resource and update HC parental GME information handbook	Q1 25/26	On Target	Q2 25/26	On Target		Starts Jan25 / completes Dec25

**2.1 Gaelic Media and Arts output – create opportunities for expression, skills, access, participation and creativity.
Q2 25/26**

Completed

1

On Target

4

Some Slippage

0

No Significant Progress

0

Not Updated

0

Actions PIs being Monitored in Gaelic Plan	Period	Data	Period	Data	Target Value	Completion/Update Date
In partnership deliver the MG ALBA Traditional Music Awards in the Highland area	Q1 25/26		Q2 25/26			COMPLETED Q3 24/25
Increase the delivery of Gaelic cultural activities across the Highlands	Q1 25/26	On Target	Q2 25/26	On Target		ongoing annually
In partnership with An Comunn Gàidhealach deliver the Royal National Mòd in autumn 2025	Q1 25/26	On Target	Q2 25/26	On Target		Starts Apr24 / Completes Dec25
Representatives from across the Highlands participate annually in FilmG	Q1 25/26	On Target	Q2 25/26	On Target		ongoing annually
Continue to support Gaelic cultural centres such as Cultarlann Inbhir Nis	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing current practice

3.1 Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.
Q2 25/26

Completed

0

On Target

7

Some Slippage

0

No Significant Progress

0

Not Updated

0

Actions PIs being Monitored in Gaelic Plan	Period	Data	Period	Data	Target Value	Completion/Update Date
Create online Gaelic resource for the business community, to highlight the economic benefits of using Gaelic	Q1 25/26	On Target	Q2 25/26	On Target		Starts Apr25 / Completes Dec26
Promote/realise the benefits of Gaelic community hubs and Cultarlannns	Q1 25/26	On Target	Q2 25/26	On Target		ongoing annually
Promote the economic benefits of Gaelic to the local business sector	Q1 25/26	On Target	Q2 25/26	On Target		Starts Apr25 / Completes Dec26
With agencies/partners develop a Creative Industries (Arts) Economic Impact Study	Q1 25/26	On Target	Q2 25/26	On Target		Starts Jan25 / Completes Dec26
Work with agencies/partners to realise the economic benefits of Gaelic and its culture	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing
Work with Ainmean-Àite na h-Alba to promote the economic benefits of Gaelic place-names/signage	Q1 25/26	On Target	Q2 25/26	On Target		ongoing annually
Research to identify where former GME pupils have studied further education	Q1 25/26	On Target	Q2 25/26	On Target		Starts Oct24 / Completes Dec27

4.1 Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language. [1]
Q2 25/26

Completed

1

On Target

8

Some Slippage

1

No Significant Progress

0

Not Updated

0

Actions PIs being Monitored in Gaelic Plan	Period	Data	Period	Data	Target Value	Completion/Update Date
% GM Nursery Pupils CP1.11	AY 24/25	9.89 %	AY 25/26			annual update January
% GM Primary Pupils CP1.11	AY 24/25	6.82 %	AY 25/26			annual update January
% Gaidhlig Secondary Pupils CP1.11	AY 24/25	3.60 %	AY 25/26			annual update January
Increase access to L2 and L3 Gaelic to 70% through digital support	Q1 25/26		Q2 25/26			
Promotion of online training for teachers delivery of 1+2 Gaelic	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing
Map and target-set schools for Gaelic L2 and L3 support	Q1 25/26		Q2 25/26			Completed Q4 24/25
New teachers trained to deliver L2-L3 Gaelic - Live Lessons	AY 23/24	27	AY 24/25	23		
New teachers trained to deliver L2-L3 Gaelic - Twilight	AY 23/24	22	AY 24/25	12		
% of schools delivering Gaelic L2 and L3 [North]	AY 23/24		AY 24/25	40		
% of schools delivering Gaelic L2 and L3 [Mid]	AY 23/24		AY 24/25	30		
% of schools delivering Gaelic L2 and L3 [South]	AY 23/24		AY 24/25	48		
% of schools delivering Gaelic L2 and L3 [West]	AY 23/24		AY 24/25	89		

4.1 Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language. [2]
Q2 25/26

Completed

1

On Target

8

Some Slippage

1

No Significant Progress

0

Not Updated

0

Actions PIs being Monitored in Gaelic Plan	Period	Data	Period	Data	Target Value	Completion/Update Date
Annually develop the 3–18 GME curriculum vision across Highland with focus on senior phase	Q1 25/26	On Target	Q2 25/26	On Target		ongoing annually
Annually promote/support Career-Long Professional Learning (CLPL) for all Gaelic education providers	Q1 25/26	On Target	Q2 25/26	On Target		ongoing annually
Create a rationale to illustrate the GME curriculum offer in the Highland secondary sector	Q1 25/26	On Target	Q2 25/26	Some Slippage		Starts Jan25 / Completes Jun26
Develop the digital offer across Highland to support the Secondary GME Rationale	Q1 25/26	On Target	Q2 25/26	On Target		ongoing annually
Promote and support schools to deliver pathways for Gaelic learning	Q1 25/26	On Target	Q2 25/26	On Target		ongoing annually
Provide opportunities for EM pupils within GM schools to learn about Gaelic language and culture	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing
Undertake community consultation on models of opportunities for GME ELC	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing

**4.2 Expand the delivery of Gaelic Medium Education [includes creation of new schools and increased provision]
Q2 25/26**

Completed

2

On Target

4

Some Slippage

1

No Significant Progress

0

Not Updated

0

Actions PIs being Monitored in Gaelic Plan	Period	Data	Period	Data	Target Value	Completion/Update Date
3-18 stakeholder groups review and monitor leadership models with CLPL opportunities	Q1 25/26	On Target	Q2 25/26	On Target		Ongoing
Develop a complementary GME strand to Highland Literacy	Q1 25/26	Completed	Q2 25/26			Completed Q1 25/26
Develop a strategic and responsive digital offer for online curriculum delivery	Q1 25/26	On Target	Q2 25/26	On Target		ongoing annually
Development of strategic aims for education in relation to National GLP	Q1 25/26	On Target	Q2 25/26	On Target		Starts Aug24 / Completes Dec25
Engage with internal/external stakeholders to develop an engagement model	Q1 25/26	On Target	Q2 25/26	On Target		ongoing annually
Identify a possible location for a 3-18 campus in Inverness	Q1 25/26	Some Slippage	Q2 25/26	Some Slippage		Starts Apr24 / Completes Dec25
Use the 3-18 GME Inverness feasibility study to provide an understanding of parental demand	Q1 25/26		Q2 25/26			COMPLETED Feb24

Listed below are actions in the Gaelic Language Plan which will be monitored and progressed later in the life of the Plan.

Future Actions within the Gaelic Language Plan	Period	Data	Date Monitoring Starts/ Completes
Opportunities to create secure/supervised online Gaelic gaming clubs for young people	Q2 25/26		Completed Q4 24/25
Plan and deliver a Gaelic literacy accreditation rationale for all GME pupils by the end of S3 by 2027	Q2 25/26	On Target	Starts Aug25 / Completes Jun27
Audit key transition points to understand challenges for young people choosing GME pathway	Q2 25/26		Starts Jan26 / Completes Jun27
Establish 3–18 stakeholder groups to review collaborative partnerships	Q2 25/26		Starts Aug 26 / Completes Jun27
Work in partnership with Celtic Media Festival to deliver the festival in the Highlands	Q2 25/26		Starts Jan27 / Completes Dec29
Review school designations, with consideration to supporting the immersion experience	Q2 25/26		Starts Aug27 / Completes Jun28
Take forward the outcomes of the Creative Industries (Arts) Economic Impact Study to the Gaelic Committee	Q2 25/26		Starts Apr29 / Completes Dec29

CORPORATE SERVICE AIMS

CSA01 Status	Q2 25/26
CSA - Logo and Brand	On Target
CSA - Signage	On Target

CSA02 Communicating with the Public	Q2 25/26
CSA - Promotion	On Target
CSA - Public Meetings	On Target
CSA - Reception and Phone	On Target
CSA - Written Communication	On Target

CSA03 Information	Q2 25/26
CSA - Corporate Publications	On Target
CSA - Exhibitions	On Target
CSA - Language	On Target
CSA - News Releases	On Target
CSA - Social Media	On Target
CSA - Website	On Target

CORPORATE SERVICE AIMS

CSA04 Staff	Q2 25/26
CSA - Awareness Training	Some Slippage
CSA - Induction	On Target
CSA - Internal Audit	On Target
CSA - Language Training	On Target
CSA - Recruitment	On Target
CSA - Using Gaelic	On Target

CSA05 Gaelic Corpus	Q2 25/26
CSA - Gaelic Orthographic Conventions	On Target
CSA - Place-names	On Target