

Agenda Item	9
Report No	G/9/26

The Highland Council

Committee: Gaelic

Date: 3 June 2026

Report Title: Gaelic Language Plan Progress Report

Report By: Assistant Chief Executive - People

1. Purpose/Executive Summary

- 1.1 This report provides a quarterly progress update on the delivery of The Highland Council Gaelic Language Plan (GLP) 2024–29. Progress is monitored through the Performance and Risk Management System (PRMS), which enables consistent reporting against corporate and statutory commitments.
- 1.2 The current report follows the same structure and format as previous quarterly updates presented to the Gaelic Committee, ensuring continuity and comparability of data across reporting periods.
- 1.3 This report notes continued progress across the majority of GLP enabling actions. It also highlights key external reporting activity undertaken during the period, including submission of the Council’s annual monitoring return to Bòrd na Gàidhlig and a formal response to the BBC Royal Charter consultation.

2. Recommendations

- 2.1 Members are asked to:
 - i. Note the contents of this PRMS progress report;
 - ii. Note the submission and positive assessment of the Council’s Bòrd na Gàidhlig annual return for May 2024 to May 2025; and
 - iii. Note the Council’s response to the BBC Royal Charter consultation, as included in the appendices

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 prepare, implement and report on a Gaelic Language Plan. PRMS reporting supports compliance with this duty.

- 3.3 Risk
There are no risks arising directly as a consequence of this monitoring and update 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 ongoing positive implications for the preservation, promotion and development of Gaelic across education, communities, culture, the economy and corporate services.

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 2024–29

- 5.1 The Gaelic Language Plan 2024–29 was approved by the Gaelic Committee and full Council prior to formal approval by Bòrd na Gàidhlig on 7 May 2024. Progress against the Plan's objectives is monitored and reported through PRMS.
- 5.2 There are 91 enabling actions within the current iteration of the Plan, spanning four themes:
- Communities and Home
 - Media, Arts, Culture and Heritage
 - Business and the Economy
 - Education
- 5.3 Detailed information on progress towards the GLP is provided in **Appendix 1** in the PRMS briefing booklet format. This quarter continues to show that the majority of actions remain on target, with a small number of actions showing slippage where commentary and mitigating actions are recorded within PRMS.

5.4 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	0
No significant progress	0
Completed	3
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	3
Slippage	0
No significant progress	0
Completed	2
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	9
Slippage	0
No significant progress	0
Completed	2
TOTAL	11

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	4
Slippage	0
No significant progress	0
Completed	3
TOTAL	7

6. External Reporting and Engagement

6.1 Bòrd na Gàidhlig Annual Monitoring Return

The Council submitted its annual return to Bòrd na Gàidhlig covering the period May 2024 to May 2025. The return outlines progress against statutory Gaelic Language Plan commitments across corporate services and education.

The return was assessed by Bòrd na Gàidhlig (BnG) and deemed adequate, providing assurance that planned activity and reporting remain aligned with national expectations. The BnG monitoring process assesses returns on a binary basis, with outcomes categorised as either “adequate” or “inadequate”. Within this context, the Highland Council’s assessment of “adequate” represents a positive outcome, demonstrating that the Council is meeting the required standard in delivering and reporting on its Gaelic Language Plan.

The full annual return is included as **Appendix 2** to this report.

6.2 BBC Royal Charter Consultation

During the reporting period, the Council submitted a response to the BBC Royal Charter Review Public Consultation. The response focused on matters relevant to Gaelic development, including Gaelic broadcasting, education, workforce pathways and the economic contribution of Gaelic media. The response to the consultation was informed by officer input and senior leadership engagement. This included participation at an engagement session with MG Alba attended by senior officers, alongside review and input at Chief Executive level to ensure the response reflected corporate priorities and strategic direction.

This work supports the wider aims of the Gaelic Language Plan, particularly in relation to media, culture and the creative industries. The full consultation response is included as **Appendix 3** for information.

Designation: Assistant Chief Executive - People

Date: 22 May 2026

Author: Eoina Rodgers, Gaelic Policy Officer

Background Papers:

Appendices:

Appendix 1 – PRMS Briefing Booklet (Quarterly Update)

Appendix 2 - Bòrd na Gàidhlig Annual Monitoring Return (May 2024 – May 2025)

Appendix 3 - Highland Council BBC Royal Charter Consultation Response

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Gaelic Plan Themes

1: Communities and Home

2: Media, Arts, Culture and Heritage

3: Business and the Economy

4: Education

Strategic Priorities

1.1 Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate.

1.2 Provide initiatives to encourage Gaelic language learning for young people and families in the home.

2.1 Gaelic Media and Arts output – create opportunities for expression, skills, access, participation and creativity.

3.1 Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.

4.1 Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language.

4.2 Expand the delivery of Gaelic Medium Education [includes creation of new schools and increased provision]

**1.1 Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate. [1]
Q4 25/26**

Completed

3

On Target

17

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
Continue to support and increase extra-curricular activities which are delivered through Gaelic	Q3 25/26	On Target	Q4 25/26	On Target		ongoing annually
Deliver opportunities to support adult learners within a community context	Q3 25/26	On Target	Q4 25/26	On Target		ongoing annually
Enhance and further develop CLD and development liaison within the standalone Gaelic schools	Q3 25/26	On Target	Q4 25/26	On Target		ongoing annually
GME schools develop and implement CLD plans to support pupils and wider Gaelic community	Q3 25/26	On Target	Q4 25/26	On Target		ongoing annually
Increase and further develop cultural events in partnership with Gaelic schools	Q3 25/26	On Target	Q4 25/26	On Target		ongoing annually
Increase opportunities for GME pupils to engage in Gaelic arts, music and culture	Q3 25/26	On Target	Q4 25/26	On Target		ongoing annually
Increase sporting and outdoor learning opportunities for GME pupils	Q3 25/26	On Target	Q4 25/26	On Target		ongoing annually
Increase the delivery of Gaelic cultural activities across the Highlands	Q3 25/26	On Target	Q4 25/26	On Target		ongoing annually
Increase the networking support to GME pupils in the secondary schools	Q3 25/26	On Target	Q4 25/26	On Target		ongoing annually
Work with Ainmean-Àite na h-Alba to develop a Gaelic place-name course for GME primary pupils	Q3 25/26		Q4 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]
Q4 25/26**

Completed

3

On Target

17

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
Continue to work in partnership to deliver Gaelic sporting and leadership events	Q3 25/26	On Target	Q4 25/26	On Target		Ongoing current practice
Continue to work in partnership to support the deliver of drama/media/cultural events	Q3 25/26	On Target	Q4 25/26	On Target		Ongoing current practice
Deliver a range of inter-generational Gaelic community events	Q3 25/26	On Target	Q4 25/26	On Target		Ongoing current practice
Deliver Gaelic cultural days in partnership with targeted GME schools	Q3 25/26	On Target	Q4 25/26	On Target		Ongoing current practice
Gaelic tutor training event organised annually	Q3 25/26	On Target	Q4 25/26	On Target		Ongoing current practice
In partnership with SMO deliver the Seachdain nan Deugairean project annually	Q3 25/26	Some Slippage	Q4 25/26	On Target		Ongoing current practice
Provide programmes of Gaelic activities/events during school holidays	Q3 25/26	On Target	Q4 25/26	On Target		Ongoing current practice
Provide an annual secondary Gaelic careers event with SDS and other organisations	Q3 25/26	On Target	Q4 25/26	Completed		Completed Q4 25/26
Progressive programme of adult learning community-based Gaelic classes	Q3 25/26	On Target	Q4 25/26	Completed		Completed Q4 25/26
Research to identify where former GME pupils have studied further education	Q3 25/26	On Target	Q4 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.
Q4 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	Q3 25/26	On Target	Q4 25/26	On Target		Ongoing
Deliver the three-year Gaelic Birth to Three plan	Q3 25/26	On Target	Q4 25/26	On Target		Starts Apr24/ Completes Dec27
Family learning initiatives/promotional events to support GME parents/pupils	Q3 25/26	On Target	Q4 25/26	On Target		Ongoing current practice
Fàs Foghlaim resource to promote GME with early years parents	Q3 25/26	On Target	Q4 25/26	On Target		Ongoing current practice
Gaelic Family Learning Week delivered in partnership with SMO	Q3 25/26	On Target	Q4 25/26	On Target		Ongoing current practice
Opportunities to create secure/supervised online Gaelic gaming clubs for young people	Q3 25/26		Q4 25/26			Completed Q4 24/25
Suite of progressive Gaelic classes to support language in the home	Q3 25/26	On Target	Q4 25/26	On Target		Ongoing current practice
Supplement the Fàs Foghlaim resource and update HC parental GME information handbook	Q3 25/26	On Target	Q4 25/26	On Target		Starts Jan25 / completes Dec25

**2.1 Gaelic Media and Arts output – create opportunities for expression, skills, access, participation and creativity.
Q4 25/26**

Completed

2

On Target

3

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	Q3 25/26		Q4 25/26			COMPLETED Q3 24/25
Increase the delivery of Gaelic cultural activities across the Highlands	Q3 25/26	On Target	Q4 25/26	On Target		ongoing annually
In partnership with An Comunn Gàidhealach deliver the Royal National Mòd in autumn 2025	Q3 25/26	Completed	Q4 25/26			Completed Q3 25/26
Representatives from across the Highlands participate annually in FilmG	Q3 25/26	On Target	Q4 25/26	On Target		ongoing annually
Continue to support Gaelic cultural centres such as Cultarlann Inbhir Nis	Q3 25/26	On Target	Q4 25/26	On Target		Ongoing current practice

**3.1 Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.
Q4 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	Q3 25/26	On Target	Q4 25/26	On Target		Starts Apr25 / Completes Dec26
Promote/realise the benefits of Gaelic community hubs and Cultarlanns	Q3 25/26	On Target	Q4 25/26	On Target		ongoing annually
Promote the economic benefits of Gaelic to the local business sector	Q3 25/26	On Target	Q4 25/26	On Target		Starts Apr25 / Completes Dec26
With agencies/partners develop a Creative Industries (Arts) Economic Impact Study	Q3 25/26	On Target	Q4 25/26	On Target		Starts Jan25 / Completes Dec26
Work with agencies/partners to realise the economic benefits of Gaelic and its culture	Q3 25/26	On Target	Q4 25/26	On Target		Ongoing
Work with Ainmean-Àite na h-Alba to promote the economic benefits of Gaelic place-names/signage	Q3 25/26	On Target	Q4 25/26	On Target		ongoing annually
Research to identify where former GME pupils have studied further education	Q3 25/26	On Target	Q4 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]
Q4 25/26**

Completed

2

On Target

9

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
% GM Nursery Pupils CP1.11	AY 24/25	9.89 %	AY 25/26	10.34 %		annual update January
% GM Primary Pupils CP1.11	AY 24/25	6.82 %	AY 25/26	6.96 %		annual update January
% Gaidhlig Secondary Pupils CP1.11	AY 24/25	3.60 %	AY 25/26	3.73 %		annual update January
Increase access to L2 and L3 Gaelic to 70% through digital support	Q3 25/26		Q4 25/26			
Promotion of online training for teachers delivery of 1+2 Gaelic	Q3 25/26	On Target	Q4 25/26	On Target		Ongoing
Map and target-set schools for Gaelic L2 and L3 support	Q3 25/26		Q4 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	60	
% of schools delivering Gaelic L2 and L3 [Mid]	AY 23/24		AY 24/25	30	70	
% of schools delivering Gaelic L2 and L3 [South]	AY 23/24		AY 24/25	48	52	
% of schools delivering Gaelic L2 and L3 [West]	AY 23/24		AY 24/25	89	11	

**4.1 Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language. [2]
Q4 25/26**

Completed

2

On Target

9

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
Annually develop the 3–18 GME curriculum vision across Highland with focus on senior phase	Q3 25/26	On Target	Q4 25/26	On Target		ongoing annually
Annually promote/support Career-Long Professional Learning (CLPL) for all Gaelic education providers	Q3 25/26	On Target	Q4 25/26	Completed		Completed Q4 25/26
Create a rationale to illustrate the GME curriculum offer in the Highland secondary sector	Q3 25/26	Some Slippage	Q4 25/26	On Target		Starts Jan25 / Completes Jun26
Develop the digital offer across Highland to support the Secondary GME Rationale	Q3 25/26	On Target	Q4 25/26	On Target		ongoing annually
Promote and support schools to deliver pathways for Gaelic learning	Q3 25/26	On Target	Q4 25/26	On Target		ongoing annually
Provide opportunities for EM pupils within GM schools to learn about Gaelic language and culture	Q3 25/26	On Target	Q4 25/26	On Target		Ongoing
Undertake community consultation on models of opportunities for GME ELC	Q3 25/26	On Target	Q4 25/26	On Target		Ongoing

**4.2 Expand the delivery of Gaelic Medium Education [includes creation of new schools and increased provision]
Q4 25/26**

Completed

3

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
3-18 stakeholder groups review and monitor leadership models with CLPL opportunities	Q3 25/26	On Target	Q4 25/26	On Target		Ongoing
Develop a complementary GME strand to Highland Literacy	Q3 25/26		Q4 25/26			Completed Q1 25/26
Develop a strategic and responsive digital offer for online curriculum delivery	Q3 25/26	On Target	Q4 25/26	On Target		ongoing annually
Development of strategic aims for education in relation to National GLP	Q3 25/26	On Target	Q4 25/26	On Target		Starts Aug24 / Completes Dec25
Engage with internal/external stakeholders to develop an engagement model	Q3 25/26	On Target	Q4 25/26	On Target		ongoing annually
Identify a possible location for a 3–18 campus in Inverness	Q3 25/26	Some Slippage	Q4 25/26	Completed		Completed Q4 25/26
Use the 3–18 GME Inverness feasibility study to provide an understanding of parental demand	Q3 25/26		Q4 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	Q4 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	Q4 25/26	On Target	Starts Aug25 / Completes Jun27
Audit key transition points to understand challenges for young people choosing GME pathway	Q4 25/26	On Target	Starts Jan26 / Completes Jun27
Establish 3–18 stakeholder groups to review collaborative partnerships	Q4 25/26		Starts Aug 26 / Completes Jun27
Work in partnership with Celtic Media Festival to deliver the festival in the Highlands	Q4 25/26		Starts Jan27 / Completes Dec29
Review school designations, with consideration to supporting the immersion experience	Q4 25/26		Starts Aug27 / Completes Jun28
Take forward the outcomes of the Creative Industries (Arts) Economic Impact Study to the Gaelic Committee	Q4 25/26		Starts Apr29 / Completes Dec29

CORPORATE SERVICE AIMS

CSA01 Status	Q4 25/26
CSA - Logo and Brand	On Target
CSA - Signage	On Target

CSA02 Communicating with the Public	Q4 25/26
CSA - Promotion	On Target
CSA - Public Meetings	On Target
CSA - Reception and Phone	On Target
CSA - Written Communication	On Target

CSA03 Information	Q4 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	Q4 25/26
CSA - Awareness Training	On Target
CSA - Induction	On Target
CSA - Internal Audit	Completed
CSA - Language Training	On Target
CSA - Recruitment	On Target
CSA - Using Gaelic	On Target

CSA05 Gaelic Corpus	Q4 25/26
CSA - Gaelic Orthographic Conventions	On Target
CSA - Place-names	On Target

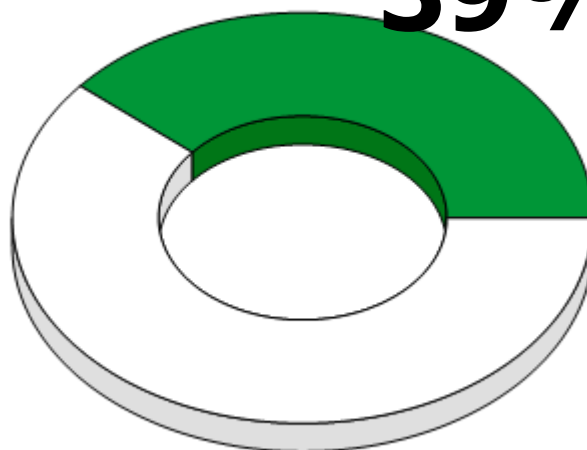
% of schools delivering Gaelic L2 and L3 [West]

91%



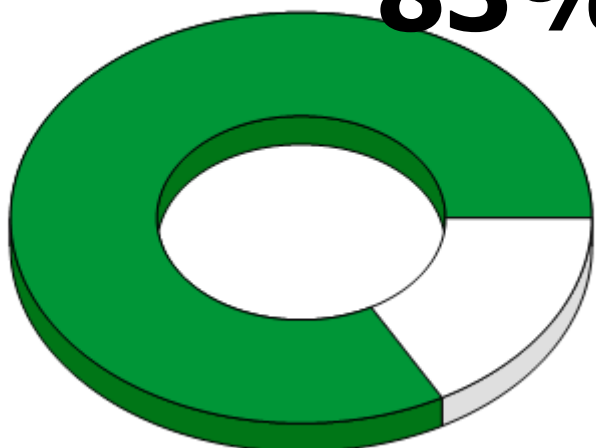
% of schools delivering Gaelic L2 and L3 [Mid]

39%



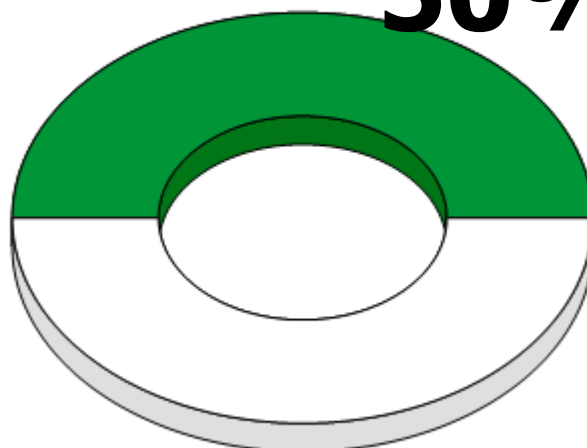
% of schools delivering Gaelic L2 and L3 [North]

83%

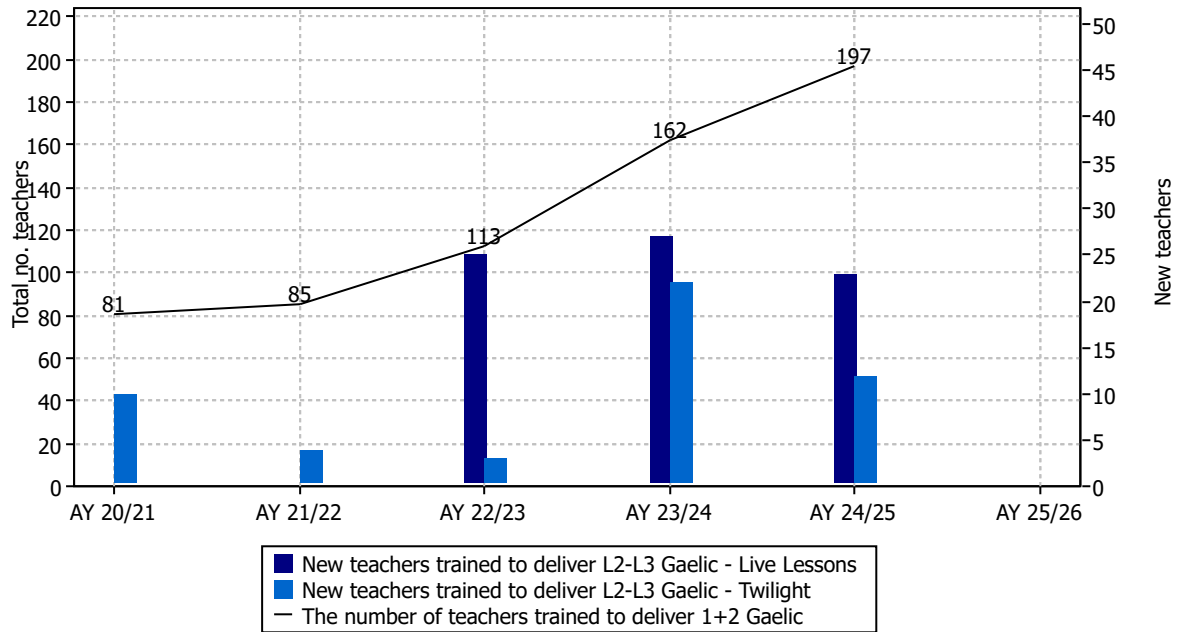


% of schools delivering Gaelic L2 and L3 [South]

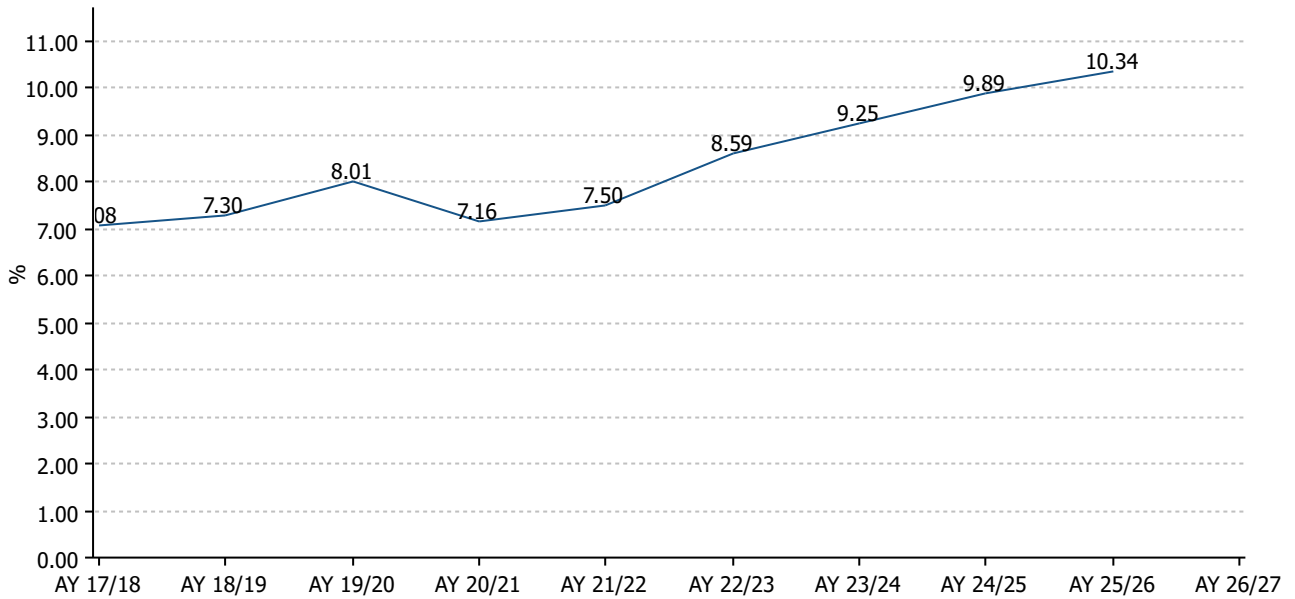
50%



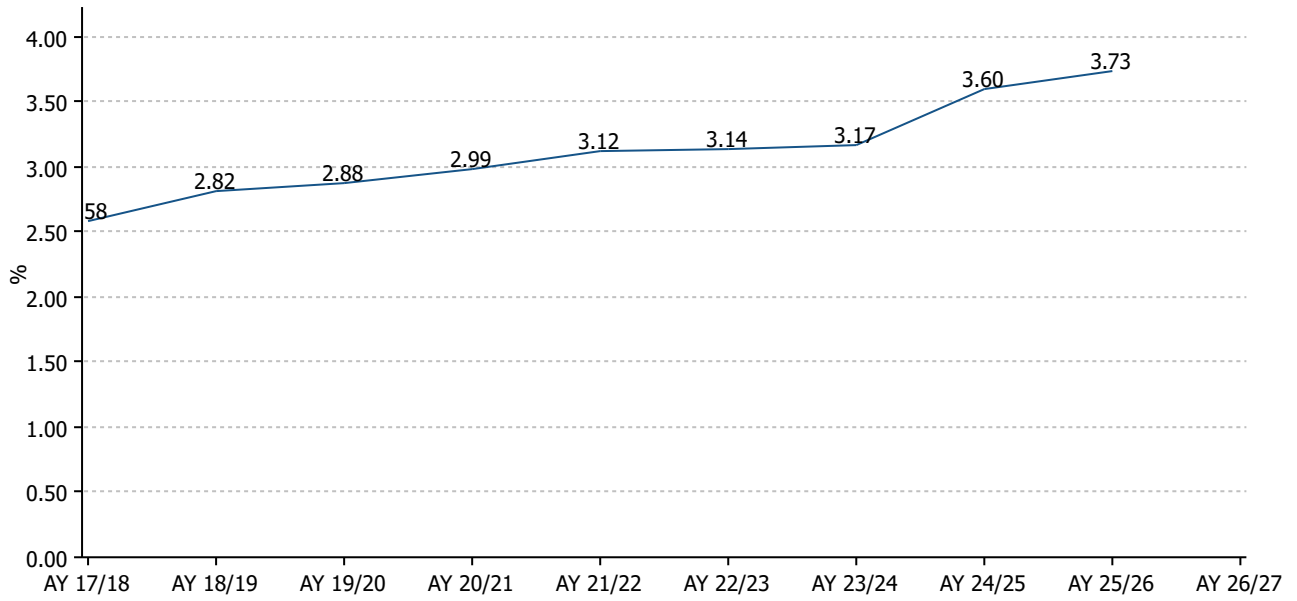
The number of teachers trained to deliver 1+2 Gaelic



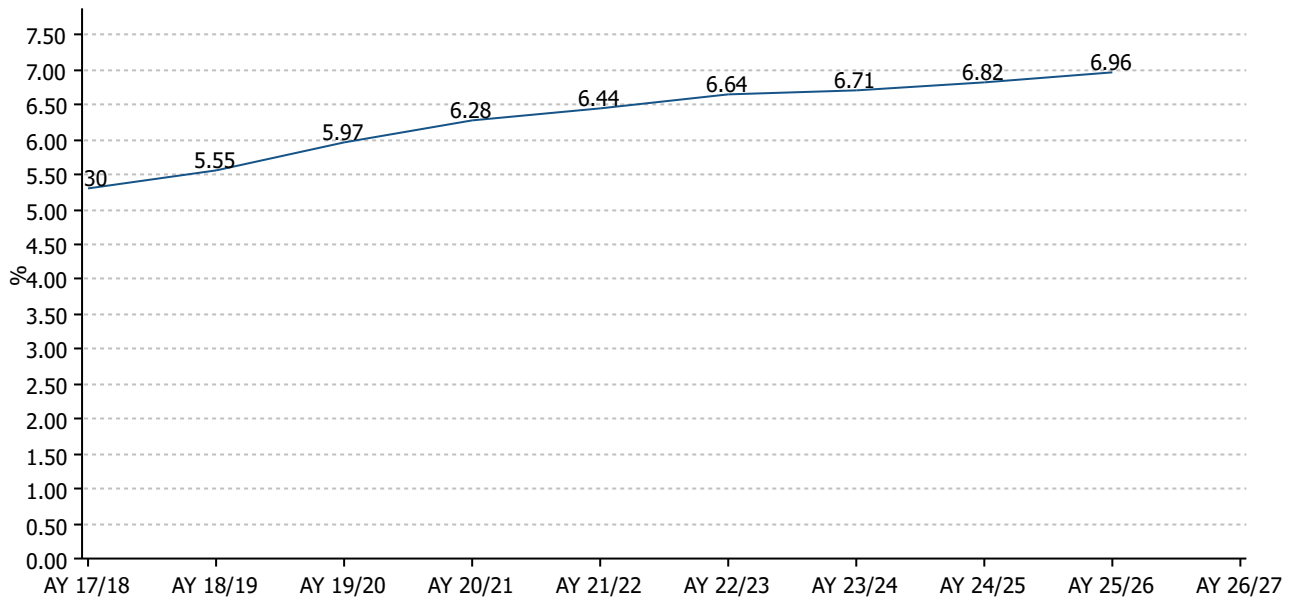
% GM Nursery Pupils | | CP1.11



% Gaidhlig Secondary Pupils || CP1.11



% GM Primary Pupils || CP1.11





Bòrd na Gàidhlig

Monitoring Report Template

Section 6(2) of the Gaelic Language (Scotland) Act 2005 enables Bòrd na Gàidhlig to require a public authority to submit a report on the extent to which it has implemented the measures set out in its plan.

This monitoring report should detail progress on:

- Commitments that have a timescale for completion for each reporting year and;
- Any details on progress on commitments that have been designated as ongoing or throughout the lifetime of the plan.

There is no requirement for public bodies to use this template. Providing evidence is submitted as detailed above, reports can be submitted in a format suitable to individual public authorities.

Name of Organisation:

Highland Council

Date of report:

18 February 2025

Click or tap to enter a date.

Reporting Period (including day/month/year):

07/05/24 - 07/05/25

1. Please provide a high-level summary of progress made in implementing your Gaelic Language Plan highlighting successes, challenges and areas for improvement.

Theme: Communities and Home

Strategic Priority 1.1 - Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate.

Successes:

National Gaelic Family Learning Week

A week-long residential event offering GME families across Scotland the opportunity to learn and develop their Gaelic learning skills in an all-Gaelic family friendly environment at the Gaelic college in Skye.

- Week-long immersion Gaelic classes for GME parents, delivered through Sabhal Mor Ostaig's short courses summer programme.
- Partnership working with Fàs Mòr – Gaelic Childcare centre in Sleat to offer 0–5-year-old free childcare.
- Gaelic Playscheme for GME primary aged pupils:
<https://www.facebook.com/share/v/1NCnU9KBg2/>
<https://www.facebook.com/share/v/1Dax6Jq8Fs/>

Gaelic Choose to Lead Project for GME Secondary Pupils

- The Gaelic Choose to Lead Level 4 SCQF Award is delivered by High Life Highland in partnership with The Highland Council Gaelic Team, providing young people with the skills required to deliver and support with Gaelic led activities in their schools or local communities.
- Run over two days in Staffin, a total of nine young leaders from Skye and Ross-Shire took part in the Gaelic Choose to Lead training and received their new qualification.

Supporting adults in the community

Please see press release detailing partnership with Alzheimer Scotland:

[Press Release Alz.Scot Gaelic Event.docx](#)

Case Study on Intergenerational transmission: Sgoil-àraich Bun-sgoil Ghàidhlig Inbhir Nis

“Here at Sgoil-àraich Bun-sgoil Ghàidhlig Inbhir Nis, we are part of a Gaelic community but feel it is very important to promote our language within our own community. We have been working closely with our local care home to encourage intergenerational learning between our young people and the residents.

This takes the form of us walking to the care home in small groups and playing games, singing songs or just sitting chatting to the residents. One lady has Gaelic and really enjoys hearing our young children speaking and singing the language as she was a teacher in her working life. This lady is regularly transported to the nursery setting where she reads the children some stories and plays with them.

Recently, a brother and sister moved into the care home whose Gaelic was dormant. As a result of our weekly visits and with encouragement from staff, they are now conversing with each other in Gaelic. Care home staff have been very proactive in supporting this and play our Sgoil-àraich Youtube channel in the background, the radio and have we have supported with signage which has been displayed in the care home too.

We really feel the impact on both residents and the children in the nursery is so positive. A recent survey to parents reflected this and we really look forward to more visits and seeing what we can do next to increase Gaelic in our community.”

Collaborative working with High Life Highland

The following case study highlights a recent example of collaborative working between Highland Council and High Life Highland to support sports leadership development within local communities. It demonstrates how partnership approaches can strengthen participation, build confidence and skills and create pathways for young people to take on leadership roles in sport, support their younger peers in GME through the delivery of after-school clubs.

Sports Fèis is a big hit with primary pupils

People normally associate a Fèis with music but in Portree and Plockton this week, more than 200 local school children have been enjoying a Sports Fèis to celebrate World Gaelic Week!

High Life Highland's Active Schools Coordinators in Skye and Lochalsh – with help from Young Leaders – hosted two days of activities and games all delivered in Gaelic.

P1-P4 children who attended the Sports Fèis played football, shinty, took part in multi sports and various other games. The two days of sports and fun was fully funded by The Highland Council's Gaelic Team, including travel to Plockton and Portree High Schools.

High Life Highland Active Schools Co-Ordinator said: “We have had the most amazing two days with these enthusiastic youngsters – everyone was willing to get involved in the games and activities with lots of Gaelic spoken too.

“We are very grateful to The Highland Council for funding the Sports Fèis. We all know how much travel costs in particular can be, it's a real barrier for many school activities, so it was fantastic that this cost was covered and allowed the children to travel to Portree and Plockton to take part.”

Chair of Highland Council's Gaelic Committee (at time of event), Calum Munro, said: “Providing opportunities for children to speak Gaelic outside of the classroom are very important to foster and encourage confidence in conversational Gaelic skills. Normalising the use of Gaelic in fun activities like the Sports Fèis is a great way to boost the increasing use of Gaelic.

“I am very pleased to see High Life Highland working in partnership with The Highland Council's Gaelic Team to expand their service provision into supporting the development of Gaelic.”

And it's not just High Life Highland's sports team that have been celebrating World Gaelic Week this week (24th February – 2nd March) – there's been a host of activities happening right across the region with Gaelic Bookbug sessions in High Life Highland libraries, a special 'Learn with Lorna' session from the Archive Service as well as art exhibitions and a performance from the City of Inverness Youth Pipe Band in Falcon Square on Saturday afternoon (1st March).



Bidh daoine mar as trice a’ smaoinichadh air ceòl nuair a smaoinicheas iad air Fèis, ach ann am Port Rìgh agus sa Phloc an t-seachdain sa, tha e air còrdadh glan ri còrr is 200 sgoilear a bhith aig Fèis Spòrs airson Seachdain na Gàidhlig a chomharrachadh!

Chuir Co-òrdanaichean Sgoiltean Gnìomhach High Life na Gàidhealtachd – le cuideachadh bho Cheannardan Òga – air dòigh dà latha de chleasan is de gheamaichean a bha uile air an lìbhrigeadh sa Ghàidhlig.

Bha clann C1–C4 a bha aig an Fhèis Spòrs a’ cluiche ball-coise is camanachd agus a’ gabhail pàirt ann an grunn spòrsan is gheamaichean. Bha an dà latha de spòrs is fealla-dhà air a mhaoineachadh gu tur le Sgioba Gàidhlig Chomhairle na Gàidhealtachd, a’ gabhail a-steach siubhal gu Àrd-Sgoil a’ Phluic agus Àrd-Sgoil Phort Rìgh.

Co-òrdanaiche Sgoiltean Gnìomhach: “Bha dà latha air leth againn leis an òigridh shunndach seo – bha a h-uile duine deiseil is deònach pàirt a ghabhail sna cleasan agus chaidh tòrr Gàidhlig a bhruidhinn cuideachd.

“Tha sinn taingeil do Chomhairle na Gàidhealtachd airson maoinachadh a thoirt dhan Fhèis Spòrs. Tha fios againn uile gu bheil cosgaisean siubhail gu tric nan cnap-starra do ghnìomhan sgoile agus mar sin bha e sgoinneil gun robh a’ chosgais seo air a còmhachadh agus gun robh cothrom ann do chloinn siubhal a Phort Rìgh agus dhan Phloc airson pàirt a ghabhail.”

Thuirt an Comhairliche Calum Rothach, Cathraiche Comataidh Gàidhlig Chomhairle na Gàidhealtachd (aig àm an tachartas):

“Tha e fìor chudromach cothroman a thoirt do chloinn a’ Ghàidhlig a bhruidhinn taobh a-muigh an t-seòmair-theagaisg agus an cuid misneachd a thogail ann an sgìlean còmhraidh sa Ghàidhlig. ’S e dòigh mhath a tha seo gus a’ Ghàidhlig a dhèanamh àbhaisteach agus cleachdadh na Gàidhlig a mheudachadh tro chleasan a leithid Fèis Spòrs.

“Tha mi air leth toilichte High Life na Gàidhealtachd fhaicinn ag obair ann an com-pàirteachas le Sgioba Gàidhlig Chomhairle na Gàidhealtachd gus leudachadh a thoirt air na seirbheisean a tha iad a’ tabhann airson taic a thoirt do leasachadh na Gàidhlig.”

Agus chan e a-mhàin Sgioba Spòrs High Life na Gàidhealtachd a tha air a bhith a’ comharrachadh Seachdain na Gàidhlig an t-seachdain sa (24 Gearran – 2 Màrt) – tha mòran chleasan air a bhith a’ dol air adhart air feadh na sgìre, le seiseanan Bookbug Gàidhlig ann an leabharlannan High Life na Gàidhealtachd, seisean sònraichte ‘Learn with Lorna’ bho Thasglann na Gàidhealtachd, agus taisbeanaidhean ealain agus cuirm bho Chòmhlàn Pìoba Òigridh Inbhir Nis ann an Ceàrnag na Seabhaige feasgar Disathairne (1 Màrt).

Ceannardan Òga a’ dalladh orra sa Ghàidhlig!



Tha buidheann de sgoilearan Gàidhealach air sealltainn gu bheil comasan ceannaird aca – sa Ghàidhlig – aig crsa sònraichte a chaidh a chur air bhonn o chionn ghoirid san Eilean Sgitheanach.

Tha Tagh Ceannardas, an Duais SCQF Ghàidhlig a th' aig Ìre 4 agus a th' air a libhrigeadh le High Life na Gàidhealtachd ann an com-pàirteachas le Comhairle na Gàidhealtachd, ag uidheamachadh dhaoine òga leis na sgilean a tha a dhìth orra airson tachartasan a libhrigeadh sna sgoiltean no sna coimhearsnachdan ionadail aca.

Bha naoinear cheannardan òga bhon Eilean Sgitheanach is Siorrachd Rois an làthair thar an dà latha ann an Stafainn, is iad a' faighinn trèanadh sa Ghàidhlig airson Tagh Ceannardas agus mar thoradh air, teisteanas ùr cuideachd. Tha tachartas trèanaidh eile san amharc an-ath-bhliadhna, a bheir cothrom do na sgoilearan sin a dhol air adhart gu Duais Ìre 5 agus do sgoilearan eile pàirt a ghabhail ann.

Chuir na sgoilearan fàilte air a’ chothrom a fhuair iad a bhith an lùib na Gàidhlig, is iad air am misneachadh a bhith a’ libhrigeadh thachartasan tron chànain.

Thuirt Darren Reid, Ceannard Spòrs is Cur-seachadan Corporra aig High Life na Gàidhealtachd: “Tha sinn air leth toilichte a bhith ag obair ann an com-pàirteachas le Comhairle na Gàidhealtachd is Bòrd na Gàidhlig gus an Teisteanas Ceannardais a libhrigeadh tro mheadhan na Gàidhlig, agus tha an cùrsa bogaidh dà-latha a’ toirt dhaoine òga còmhla gus na sgilean ceannardais aca a leasachadh ann an àrainn Ghàidhlig.

“Tha an cùrsa, a th’ air a libhrigeadh le Co-òrdanaichean nan Sgoiltean Gnìomhach, a’ cuideachadh nan daoine òga againn gus na sgilean ceannardais aca a leasachadh, tha iad a’ faighinn teisteanas foirmeil, agus cothrom a bhith a’ dèanamh cheanglaichean le ceannardan eile aig a bheil Gàidhlig bho air feadh na Gàidhealtachd.

“Bidh na daoine òga seo deatamach a thaobh a bhith a’ cur taic ris na thathar a’ tabhann an-dràsta sa Ghàidhlig às dèidh na sgoile, agus is iad seo an ginealach de shaor-thagraichean is choidsichean a bhios againn san àm ri teachd a bheir tachartasan gu bith ann an coimhearsnachdan air feadh na Gàidhealtachd.”

Thuirt an Comh. Drew Miller, cathraiche Comataidh Gàidhlig Chomhairle na Gàidhealtachd: “Tha Comhairle na Gàidhealtachd dealasach a thaobh a bhith a’ leudachadh nan cothroman a th’ aig na daoine òga againn a bhith a’ cleachdadh na Gàidhlig taobh a-muigh na sgoile, agus mar sin tha e brosnachail dha-rìribh a bhith a’ faicinn cheannardan òga, misneachail a’ tighinn air adhart airson a dhol an lùib phròiseactan mar seo.

“Chan eil teagamh agam nach tèid an fheadhainn a bha an làthair air adhart gus obair mhòr a dhèanamh airson a’ chànain aca agus airson nan coimhearsnachdan aca.”

Young Leaders go for it in Gaelic!

A group of Highland school pupils have shown that they have what it takes to lead – in Gaelic – at a special course run recently on the Isle of Skye.

The Gaelic Choose to Lead Level 4 SCQF Award is delivered by High Life Highland in partnership with The Highland Council, providing young people with the skills required to deliver activities in their schools or local communities.

Run over two days in Staffin, a total of nine young leaders from Skye and Ross-Shire took part in the Gaelic Choose to Lead training and received their new qualification as a result. There is another training event planned for next year which will allow those pupils to progress to a Level 5 Award and give others the chance to take part.

The immersive Gaelic setting was welcomed by the pupils, helping them to build confidence in delivering activities through the language.

Darren Reid, Head of Sport and Physical Activity at High Life Highland said: “We are delighted to continue to work in partnership with The Highland Council and Bòrd na Gàidhlig to deliver our Leadership Qualification through Gaelic Medium, with the immersive two-day course bringing young people together to develop their leadership skills in a Gaelic environment.

“The course, delivered by our Active Schools Coordinators, supports our young people develop their leadership skills, gain a formal qualification and allows them to connect with other Gaelic speaking leaders from across the Highlands.

“These young people will play a vital role in supporting our existing after-school provision delivered in the Gaelic language and will become our future generation of volunteers and coaches that support activities to happen in communities across the Highlands.”

Chair of Highland Council’s Gaelic committee, Cllr Drew Millar, said: “Highland Council is committed to widening opportunities for our young people to use Gaelic outside of a school setting, so it is really encouraging to see enthusiastic young leaders coming forward to take part in projects like this one.

“I have no doubt that those involved will go on to do great work for their language and for their communities.”

HLH’s Sport Development service places a strong emphasis on embedding the Gaelic language within its programmes, creating meaningful opportunities for young people to engage with Gaelic through sport. Its partnership with FC Sonas and the newly formed Alba FA has led to new Gaelic medium football sessions being on offer. With the support of the Council’s Gaelic Development Team, sports leadership through the medium of Gaelic is being expanded by the Choose to Lead Qualification, delivered to secondary pupils from across the Highlands. Gaelic medium holiday sports camps, facilitated by young leaders who have progressed through the Gaelic Choose to Lead programme, are currently in development. Notably, HLH is seeing pupils from Gaelic education advance

into further education and return to Highland as paid coaches – a testament to the long-term impact and value of this integrated approach to sport development. Further information on HLH’s contributions to the aims of the GLP is available in appendix 1.

Alba FA and The Highland Council

The Highland Council continues to work in partnership with Alba FA to strengthen Gaelic language engagement for young people through football. The collaboration supports the delivery of community-based Gaelic activities, integrates Gaelic visibility within local sporting programmes and creates opportunities for participants to use and develop their Gaelic in local communities. Joint initiatives have included Gaelic-medium coaching sessions, Gaelic sports events and increased incorporation of Gaelic language and culture into sports. The partnership contributes to wider GLP outcomes by increasing sporting opportunities through the medium of Gaelic, beyond the classroom.

Spors Gàidhlig

The Highland Council continues to work collaboratively with Spors Gàidhlig across Highland to deliver outdoor learning educational opportunities for both primary and secondary Gaelic education pupils. These initiatives contribute towards GLP and National Performance Framework outcomes relating to young people’s access to health and wellbeing opportunities.

Gaelic Learners Provision in Inverness

A highly successful programme of Gaelic learner classes at a variety of levels took place with over 63 students including 14 Highland Council employees. A further waiting list of 24 students was drawn up for next term.

Challenges:

- Delivering Gaelic Events and projects in and for Gaelic communities and young people outwith the school day (6pm) and can be challenging for officers due to the restrictions around school let charges, these have a large financial impact on limited resources and reduces the opportunities that are provided outwith the pre-charge timescales.
- Delivering the Seachdain na Gàidhlig residential event will be delivered by annually, where financial resources allow.

- Responding to demand for Gaelic classes with limited numbers of tutors.

Areas for improvement:

- Adult learning provision in the Skye area – a local survey will be issued through a Gaelic adult learning Tutor employed through the Highland Council Gaelic Team to address the gaps in provision to avoid duplication of classes being offered in the area. This area of improvement will ensure we lead provision and service delivery through the learning needs of GME parents and Learners in the local communities where GME is offered.

Strategic Priority 1.2 - Provide initiatives to encourage Gaelic language learning for young people and families in the home.

Successes:

0 to 3

Two part-time Gaelic Toddler Support workers have been employed with finance from Bòrd na Gàidhlig to support and develop Gaelic Toddler groups across the Highland area.

Lochaline-

Toddler sessions have been expanded to two sessions per week in order to encourage and support parents with choosing Gaelic Medium Education in the new Gaelic Medium school provision.

Kilmuir ELC

- The Highland Council Gaelic Team, in partnership with Kilmuir Primary School, with support from BnaG established a new Early Years parent and toddler group Na h-Òganan in early 2024.
- The 0–3 group has proven highly successful, and this initiative has significantly strengthened engagement and supported enrolments into the sgoil-àraich.
- The additional and new provision for 2-year-olds at Kilmuir Primary School has been pivotal in increasing enrolments, which is crucial for sustaining GME within a rural community where Gaelic is at the core of the community.

[Kilmuir case study \(3\).docx](#)

Port Rìgh Pàrant is Pàiste

- A recently established Gaelic Family learning group in Portree has proved to be a successful partnership project between The Highland Council Gaelic Team, Sabhal Mòr Ostaig and Bòrd na Gàidhlig.
- The Gaelic Early Years group has 17 parents and children aged 0–3 attending.
- The primary focus is on Family learning and Gaelic tuition is focused on Gaelic within in the Home for parents.

Challenges:

- The project for digitising Gaelic parental resources and the Gaelic in the Home parents' course has been delayed due to the Council Website re-design programme, awaiting confirmation that we can transfer the course onto the Council website. The decision will be confirmed by January 2026.

Areas for improvement:

Public-facing communication of Gaelic learning opportunities and sign-posting of resources remained low on the Highland Council website during this reporting period. The Gaelic Team engaged with the website re-design project team to ensure that Gaelic content was more visible and accessible. This project is currently underway but is anticipated to include an enhanced Gaelic learning section, with information available on Gaelic community events, classes and opportunities.

Theme: Media, Arts, Culture and Heritage

Strategic Priority 2.1 - Gaelic Media and Arts output – create opportunities for expression, skills, access, participation and creativity.

Successes:

Na Trads

The [Highland Council](#) partnered with Hands Up for Trad, High Life Highland, and MG Alba to host the 2024 [MG Alba Scots Trad Music Awards \(Na Trads\)](#) at Inverness Leisure on November 30, 2024. Supported by the UK Shared Prosperity Fund and

Inverness Common Good Fund, this partnership aims to promote Gaelic culture, strengthen local creative industries and celebrate traditional music.

Key details regarding the Highland Council and Na Trads partnership:

- The 2024 Na Trads event took place at Inverness Leisure on St Andrew's Day, 30 November.
- The event supports the council's Gaelic strategy by fostering cultural benefits, sustainability, and economic growth in the creative sector.
- The Council collaborates with High Life Highland and Hands Up for Trad, with funding support from the UK Shared Prosperity Fund and the Inverness Common Good Fund.

Further information on Na Trads is available in appendix 3.

The Royal National Mòd

The Council supported the Royal National Mòd in its return to Lochaber, and many competitors from the Highland area engaged in the many competitions, concerts and community activities. The event showcased Gaelic across arts, culture and heritage, with significant economic and social impact reported by national media and organisers.

Further information is available in appendix 2, which is an internal Highland Council slide deck used by officers to provide information on the Mòd.

Mòd Academy (pre-Mòd participation support)

Working with partners Feisean nan Gàidheal, An Comunn, and the Meur, Feisean delivered the Mòd Academy provided coaching and preparation for pupils competing in Mòd disciplines, strengthening school participation and confidence. This targeted support helped maintain the pipeline of young competitors and aligned with Highland Council objectives to grow youth engagement in Gaelic arts and resulted more than 200 young people from the Lochaber area competing at the **Mòd**.

Blas Festival

Blas continued to be a cornerstone of Gaelic culture in the Highlands during the reporting period, with delivery partnership from Feisean nan Gàidheal, and an extensive programme of concerts, school visits and community events across multiple venues. The festival's reach and artist line-up underline its role in promoting Gaelic music, language and heritage at scale across the Highland and Islands. The Council are currently working with Feisean nan Gàidheal for to commence the programme planning for Blas 2026.

Deasbad Nàiseanta nan Àrd-sgoiltean 2025

Highland Council has been a key supporter of the Deasbad since its inception. The Deasbad is a cornerstone initiative which contributes to the development of Gaelic language skills, debating skills and chosen subjects which are relevant to young people in modern-day life. Highland Council's social media coverage of the events also contributes to GLP corporate service aims. The event is broadcast and attracts a global audience.

Further information on the Deasbad is available in the press release below:

[A' Chomhairle a' cur meal an naidheachd air buannaichean Deasbad 2024 | The Highland Council](#)

Cupa Iomain na h-Òige

The competition brought together young Gaelic-speaking shinty players from across the Highlands and wider Scotland for a series of competitions held in April and May. The tournament, delivered through the medium of Gaelic, forms a key element of efforts to promote the language through sport and to strengthen cultural identity among children in Gaelic Medium Education (GME).

The event is organised by Iomain Cholmille, in partnership with Highland Council Gaelic Team, High Life Highland, Comunn na Gàidhlig, and the Camanachd Association, with further support from Bòrd na Gàidhlig.

Councillor Biz Campbell highlighted the significance of this cultural link, noting the importance of both Gaelic and shinty to Highland identity and praising the young players' use of the language throughout the competition.

Eòghan Stiùbhart, Iomain Cholmille Co-ordinator, emphasised the value of showing young players the connection between their sport and their language from an early age and expressed a desire to continue expanding the tournament in future years.

The 2025 competition included multiple regional events across the Highlands, all delivered entirely in Gaelic. Schools from Skye, Lochaber, Ross-shire, Inverness, Nairn, Glasgow, and Edinburgh took part.

The tournament opened on the Isle of Skye with schools from the island competing in Portree:

- Bun-Sgoil Ghàidhlig Phort Rìgh won Cupa DR Dhòmhnallaich, an award commemorating DR Dhòmhnallach's contributions to both shinty and Gaelic education locally.
- Bun-Sgoil Stafainn received The Highland Council Gaelic Award for their commitment to Gaelic throughout the day.

Other participating schools at this stage included Slèite, An t-Àth Leathann, and Dùn Bheagain.

Strathpeffer Shinty Event – 25 April

Hosted at Caberfeidh Shinty Club, this event brought together schools from Ross, Inverness and Nairn:

- Bun-Sgoil Ghàidhlig Inbhir Nis won the regional cup after defeating Inbhir Pheofharain in the final.
- Bun-Sgoil Bruach a' Mhuilinn (Nairn) was awarded The Highland Council Gaelic Award for commitment to the language.

Councillor Seán Kennedy commended the enthusiasm of the young participants and their evident love of both the language and the sport.

National Event – Baile Ùr an t-Slèibh

A Gaelic-only national competition was held at Pàirc an Eilein in Newtonmore:

- Bun-Sgoil Bhaile Ùr an t-Slèibh won the national title.
- Bun-Sgoil Ghàidhlig Loch Abar received Duais na Gàidhlig for outstanding commitment to the language.

Teams represented:

- Newtonmore
- Lochaber
- Inverness
- Glasgow
- Edinburgh

(this reflects the competition's aim of expanding beyond the Highlands).

FilmG producers were also present, capturing the action and profiling the young Gaelic athletes as part of their wider media project for the year.

Cuach na Cloinne

Cuach na Cloinne 2025 was the largest Gaelic-medium primary school sports competition. A total of 101 teams from across the country registered to take part, reflecting the continued growth and popularity of this national 5-a-side football tournament aimed at P4–P7 pupils in Gaelic Medium Education. Regional qualifying events took place between 22 April and 8 May 2025, hosted at locations spanning the Highlands and Islands and the Central Belt, including Stornoway, Benbecula, Fort William, Portree, Inverness and Glasgow. Winners of each regional event progressed to the National Final, held on 4 June 2025 at Canal Park, Inverness.

Challenges:

School lets and access to facilities

Accessing school facilities for rehearsals, coaching, heats and community cultural sessions remains a recurring challenge. Limited evening or weekend availability and competing operational priorities can constrain delivery of preparatory activities for youth initiatives such as Mòd Academy, Cupa Iomain na h-Òige and Cuach na Cloinne.

Finance and rising delivery costs

Financial pressures persist across partners and programmes, with rising costs for travel, staffing, technical and venue support. Major events and youth competitions often rely on multi-source funding to maintain scale and geographic reach, making long-term planning sensitive to budget cycles.

Areas for improvement:

Increasing participation pathways

Expand targeted outreach and coaching for schools with emerging Gaelic provision, use hybrid models to mitigate travel barriers, and align Mòd Academy support with school timetables and local cultural calendars.

Enhancing communications and visibility

Build on the success of Na Trads and Blas to promote cross-programme initiatives that connect arts, culture and youth participation, using Council channels to highlight Gaelic usage outcomes and benefits to communities.

Theme: Business and the Economy

Strategic Priority 3.1 Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.

Successes:

Successes

Gaelic Economy Conference (1 May 2025)

- Successfully delivered a major strategic event showcasing the cultural and economic value of Gaelic across business, employability, tourism, heritage and creative industries.
- Attendance exceeded the minimum target, with 101 delegates registered representing a wide range of sectors and organisations across the Highlands and Scotland.
- High levels of satisfaction: 100% of survey respondents reported gaining valuable insights, and the average speaker quality rating was 4.25/5.
- Extensive networking opportunities were positively rated, with structured sessions at breakfast, lunch and post-event, supporting collaboration and business connections.
- The conference strengthened the profile of the Highland Council's Gaelic Language Plan within the business community.

- Strong representation of Gaelic speakers: 85% of speakers were fluent, ensuring authentic, industry-relevant Gaelic voices.

HIE networking meets

- Establishment of a monthly strategic catch-up with Highlands and Islands Enterprise (HIE) to maintain ongoing economic dialogue and partnership working.
- These meetings strengthen alignment between economic development priorities and the Gaelic economy agenda.

Online Business Resource

- Development of a new online resource commenced during this period to support businesses in incorporating Gaelic and recognising its economic value.
- Originally scheduled for 2027 within the GLP, this action has been brought forward in response to demand and is being developed in partnership with HIE and Bòrd na Gàidhlig.

Challenges

- Resourcing pressures were identified as a risk to delivering follow-up actions emerging from the Gaelic Economy Conference.
- Dependency on cross-service input and capacity has slowed progress on some business-focused GLP actions, particularly where collaborative contributions are required.
- Feedback from conference speakers highlighted issues such as lack of clarity around next steps.
- The conference programme would benefit from greater gender balance, with several speakers noting the predominance of male contributors during key sessions.

Areas for improvement:

- Increase diversity and representation within business-focused Gaelic events, with a specific recommendation to include more female voices in future conferences.

- Introduce breakout sessions at future events to deepen engagement and allow smaller-group discussion with industry speakers.
- Provide more printed/online materials (summaries, statistics, handouts) to support business understanding of Gaelic's economic value.
- Develop a dedicated space for Gaelic-led businesses at future events, offering real visibility to enterprises operating through Gaelic.
- Launch the online Gaelic business resource, ensuring it becomes a comprehensive, centralised tool supporting businesses to adopt and use Gaelic.

Theme: Education

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.

Successes:

Pupil numbers in GME and GLE

Highland pupil numbers from 2016/17 to 2024/25 are illustrated in the table below:

Year	GME Nursery/Partner Centre Pupils	GME Primary School Pupils	Secondary School Pupils Fluent Gaelic	Secondary School Pupils Subjects through Gaelic	Secondary School Pupils Gaelic Learners
2016-17	264	896	343	265	1,829
2017-18	287 Up 8.71%	923 Up 3.01%	341 Down 0.59%	259 Down 2.64%	2012 Up 10.00%
2018-19	307 Up 6.96%	963 Up 4.33%	373 Up 9.38%	282 Up 8.88%	1,887 Down 6.21%
2019-20	320 Up 4.23%	1,034 Up 7.37%	388 Up 4.02%	261 Down 7.44%	2,131 Up 12.93%
2020-21	283 Down 11.56%	1,058 Up 2.32%	414 Up 6.70%	286 Up 9.57%	2,208 Up 3.61%
2021-22	307 Up 8.48%	1,082 Up 2.26%	438 Up 5.79%	287 Up 0.34%	2,204 Down 0.18%
2022-23	339 Up 10.42%	1,101 Up 1.75%	436 Down 0.46%	354 Up 23.34%	2,030 Down 7.89%
2023-24	362 Up 6.78%	1,087 Down 1.27%	443 Up 1.60%	309 Down 12.71%	2,123 Up 4.58%
2024-25	354 Down 2.2%	1,085 Down 0.18%	460 Up 3.83%	265 Down 14.23%	2,050 Down 3.43%
Total Change since 2016	Up 34.09%	Up 21.09%	Up 34.11%	Up 0%	Up 12.08%

Additional detail towards evidence of commitment and progress in increasing numbers is illustrated in the tables for the following key stages; Sgoil-àraich, Primary 1, Primary 1–7 and Secondary 1 to 6 GME and GLE.

Pupils in publicly funded GME nurseries and partner centres

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
GM Nursery Pupils	256	264	287	307	320	283	307	339	362	354
Change		8	23	20	13	-37	24	32	23	-8
% Change		3.03%	8.01%	6.51%	4.06%	-13.07%	7.82%	9.43%	6.35%	-2.26%

Pupils in P1	2020/21	2021/22	2022/23	2023/24	2024/25
Total Highland P1	2,161	2,221	2,241	2,049	2,063
GM P1	170	179	170	158	160
% GM P1	7.87%	8.06%	7.59%	7.71%	7.76%
% Increase		5.29%	-5.02%	-7.05%	1.26%

Pupils in publicly funded primary schools

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Total Highland	17,263	17,381	17,422	17,351	17,316	16,843	16,799	16,657	16,194	15,986
GM Pupils P1-7	811	896	923	960	1034	1058	1082	1101	1087	1085
% GM Pupils 1-7	5.10%	5.16%	5.30%	5.53%	5.97%	6.28%	6.44%	6.61%	6.71%	6.79%
% Increase		0.06	0.14%	0.23%	0.44%	0.31%	0.16%	0.17%	0.10%	0.07%

Pupils in publicly funded secondary schools

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Total Highland	13,390	13,337	13,228	13,229	13,458	13,841	14,046	13,903	13,988	13,902
Fluent Gaelic	328	343	341	373	388	414	438	436	443	460
% Fluent Gaelic	2.45%	2.57%	2.58%	2.82%	2.88%	2.99%	3.12%	3.14%	3.17%	3.31%
% Change		0.12%	0.01%	0.24%	0.06%	0.11%	0.13%	0.02%	0.03%	0.14%
GME Subjects	255	265	259	282	261	286	287	354	309	265
% GME Subjects	1.90%	1.99%	1.96%	2.13%	1.94%	2.07%	2.04%	2.55%	2.21%	1.91%
% Change		0.09%	-0.03%	0.17%	-0.19%	0.13%	-0.03%	0.51%	-0.34%	-0.3
Gaelic Learners	1,474	1,829	2,012	1,887	2,131	2,208	2,204	2,030	2,123	2,050
% Gaelic Learners	11.01%	13.71%	15.21%	14.26%	15.83%	15.95%	15.69%	14.60%	15.18%	14.75%
% Change		2.70%	1.50%	-0.95%	1.57%	0.12%	-0.26%	-1.09%	0.58%	-0.57%

Gaelic Learners – 1 plus 2

Professional Learning is supported through twilight sessions, which focus on language learning and resource signposting for the class teacher. 2x 6-week twilight courses take place each year, covering all topics of the Go!Gaelic programme of work.

We also run online 1+2 Live Lessons where the Gaelic teaching is delivered direct to classes by a Gaelic tutor and supported by the class teacher, through a team-teaching approach. 2x 6-week Live Lesson courses take place each year and each course is delivered at two levels; beginners and intermediate.

2024/25 - There has been an overall **increase** of 7 schools delivering Gaelic as an L2 language. There has been an overall decrease from 63 to 60 schools delivering Gaelic as an L3 language. This is mitigated by those 3 schools having changed from delivering Gaelic as an L3 to delivering Gaelic as an L2.

Area	L2	L3	Other	Total PS	Provision as % - 2024/25	Provision as % - 2023/24
Mid	4	6	23	33	30%	30%

North	3	9	19	30	40%	30%
South	0	24	26	50	48%	48%
West	27	21	6	54	89%	87%

GME is available in the following schools:

School Name	Associated Secondary Gaelic Provision
Glenurquhart Primary School	Glenurquhart High School
Acharacle Primary School	Ardnamurchan High School
Dingwall Primary School	Dingwall Academy
Gairloch Primary School	Gairloch High School
Bun-Sgoil Ghaidhlig Inbhir Nis	Inverness Royal Academy
Newtonmore Primary School	Kingussie High School
Bun-Sgoil Ghàidhlig Loch Abar	Lochaber High School
Mallaig Primary School	Mallaig High School
Millbank Primary School	Nairn Academy
Lochcarron Primary School	Plockton High School
Plockton Primary School	
Broadford Primary School	Portree High School
Bun-Sgoil Ghàidhlig Phort Rìgh	
Bun-Sgoil Shlèite	
Bun-Sgoil Stafainn	
Dunvegan Primary School	
Kilmuir Primary School	
Craighill Primary School	Tain Royal Academy
Mount Pleasant Primary School	Thurso High School
Ullapool Primary School	Ullapool High School
Applecross Primary School GMPE Request ongoing	Plockton High School

Challenges

Numbers in Gaelic Medium Education (GME) at sgoil-àraich and primary level continue to grow, reflecting strong parental demand and commitment to total immersion pathways. However, this growth creates pressures in Early Learning and Childcare (ELC), where recruitment of fluent Gaelic-speaking Early Years Practitioners remains a significant challenge. These posts often cannot compete

with seasonal employment opportunities in sectors such as tourism, which offer higher pay and flexibility, particularly in rural Highland communities.

At secondary level, pupil retention within GME is also complex. Pupils opt out when choosing subjects because Gaelic is not required for their chosen pathways. Using subject choice as a measure of success does not capture the investment these pupils have made in immersion education. There are in some areas, limited opportunities to use Gaelic unless schools foster a strong Gaelic ethos or communities provide support. While areas with active initiatives such as Fèisean or Alba FA offer good opportunities for continued language use, other school communities in Highland face challenges in sustaining fluency, highlighting the need for support outwith the education system for systemic and community-based strategies to maintain engagement and progression beyond primary years.

Gaelic 1+2 – Due to Gaelic being one of many languages that schools can deliver as an L3 language choice, it can be difficult to encourage schools to adopt it. As a Local Authority we have created fully supported programmes of training, as well as Live Lessons delivered online to classes. These are open to all schools across Highland. Some schools, however, have not taken part in this offering to date and due to the area in which they are (traditional Gaelic speaking areas) it is felt that looking at ways of delivering in-person Gaelic learning is needed. This would form the basis for Gaelic learning that could then progress onto live lessons online, to deliver a full L3 experience.

Areas for improvement:

Workforce Development

- Enhanced recruitment incentives for Gaelic-speaking Early Years Practitioners (EYPs)
- Development of partnerships with colleges/universities to grow Gaelic-speaking EYPs.

Secondary Retention Strategies

- Introduce Gaelic-medium options that can measure beyond Gaelic subject choice metrics
- Provide Gaelic enrichment activities within and outwith school for all pupils to maintain language use.

Community Engagement

- Strengthen collaboration with Fèisean nan Gàidheal, Alba Fà, and local cultural groups to create extracurricular Gaelic opportunities.

Sustainability & Funding

- Explore shared staffing models across clusters for better resources.

- Current one-off project funding models create challenges for long-term sustainability. While these grants are valuable, they often focus on short-term initiatives rather than building capacity that organisations can maintain independently. This highlights the need for external bodies and delivery partners to develop self-sustaining models through income streams, community partnerships, and strategic planning rather than relying solely on repeated grant cycles.

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.

Successes:

Highland Council is committed to expanding Gaelic Medium provision. As illustrated in the pupil number data, numbers are growing across current provision.

In addition to current provision, Highland Council is actively working to establish Gaelic Medium Education (GME) at Lochaline Primary. While full time total immersion provision has been impacted due to recruitment challenges, interim steps have been introduced to support families while recruitment is ongoing. Arrangements were made during the period of this report to establish part-time GME teaching, with close collaboration with experienced partners to commence GME from August 2025. To evidence commitment, the Council met with parents, partners and the school's Head teacher to plan for part-time, in-person Gaelic-medium supply teaching. This was to be enhanced by:

- Contributions from the Highland Council's 0-3 Gaelic Play Leader
- Joint working with Acharacle Primary School's senior leadership (with significant Gaelic medium experience)
- Support from Gaelic-speaking parents
- Peer learning visits to Gaelic classrooms in Acharacle
- Inclusion of hybrid online teaching elements

The Council's approach reflects its statutory responsibility and ongoing commitment to Gaelic language expansion under its Gaelic Language Plan. This work also aligns with the statutory process under the Education (Scotland) Act 2016, which gives parents the

right to request GME provision. Following the parental request, Highland Council was legally required to assess and, where appropriate, secure Gaelic Medium Education. The actions at Lochaline demonstrate compliance with these duties and recognition of parental rights in shaping Gaelic education opportunities. At the time of receiving the request, as the children were too young to start in Primary 1, the Council provided Early Learning and Childcare (ELC) sessions for 10 hours per week to help them prepare for P1 and begin their journey in total Gaelic immersion.

Before the Lochaline request, in May 2022, Highland Council received a statutory parental request for Gaelic Medium Primary Education (GMPE) at Applecross Primary School. Following a full assessment and consultation with statutory partners, the Council confirmed a strong presumption in favour of establishing GMPE, subject to securing appropriate accommodation and recruiting a qualified Gaelic-medium teacher. The Scottish Government's Gaelic Schools Capital Fund was secured to support necessary building adaptations to provide suitable learning spaces. However, recruitment remained the key challenge, and the Council continues to advertise for a Gaelic-medium teacher to enable delivery of this provision. These actions reflect Highland Council's commitment to parental rights and its strategic aim to expand Gaelic education in line with its Gaelic Language Plan.

Highland Council has successfully utilised Bòrd na Gàidhlig's immersion-year funding to strengthen staffing and workforce planning at Portree High School. This investment enabled a teacher to undertake intensive Gaelic immersion training while maintaining classroom continuity through supply cover. By doing so, the Council has supported professional development in Gaelic and support towards both Gaelic Medium Education (GME) and Gaelic Learner Education (GLE).

Challenges:

Recruitment of a permanent Gaelic-medium teacher in both Lochaline and Applecross remains the most significant challenge, reflecting the national picture and their rural location.

While recruitment challenges persist, proactive steps ensure continuity of learning and readiness for full GME provision. The council's corporate communications team and education officers have worked with the school community to use social media to gather national awareness of the vacancy. This work is ongoing.

At Portree High School, while access to total immersion year supported and is critical in addressing ongoing recruitment challenges and ensuring greater sustainability of Gaelic provision and the school's ongoing commitment to growing its offer of subjects through Gaelic, they have been unable to recruit secondary subject Gaelic medium teachers.

While Bòrd na Gàidhlig's immersion-year funding provides valuable opportunities for teacher development for teachers who require support to reach fluency, it is not cost-efficient for a council as large as Highland. The grant only covers part of the initiative, leaving significant costs for backfill and operational continuity during the teacher's year-long absence. This creates a substantial financial burden and operational risk, as schools often lack the capacity to maintain provision while releasing a teacher. The model concentrates investment in a single individual, making sustainability and return on investment uncertain, particularly in the context of ongoing recruitment challenges.

Areas for improvement:

Highland Council is committed to working closely with the University of the Highlands and Islands (UHI) and other colleges to encourage probationer teachers to move into the Highland area and support the growth of Gaelic Medium Education (GME) and Gaelic Learner Education (GLE). This partnership approach is essential for workforce planning and sustainability. However, a significant barrier remains: universities in the central belt currently do not permit student placements in Highland schools due to travel distance constraints. This restriction particularly impacts secondary provision, where placements are critical for developing subject specialists in Gaelic. Addressing this issue through dialogue with universities and exploring flexible placement models will be key to improving recruitment and retention in GME.

Corporate Service Aims

Successes:

Web re-design project

As part of the Council's Website Redesign Project, the Web Development Team worked closely with the Gaelic Team from the earliest stages to ensure that both the structure and the content of the new site reflected statutory Gaelic requirements and

supported greater bilingual visibility. Through early engagement, collaborative planning and regular check-ins, both teams were able to review, refine and develop Gaelic content effectively, ensuring that accessibility and bilingual presentation were built in from the outset. This partnership strengthened shared understanding of Gaelic statutory duties, improved workflows and resulted in a clearer and more user-focused online presence. The redesign has significantly increased the visibility and usability of Gaelic across the Council's website, with static Gaelic content incorporated where essential and Gaelic included as one of the auto-translate language options. The process also highlighted the value of early involvement and cross-service collaboration, helping to embed Gaelic more naturally across digital services and laying strong foundations for ongoing content management as the new website goes live.

Gaelic Corporate Communications

From early May 2025 a new Communications and Engagement Officer began with The Highland Council's Corporate Communications team, with portfolio responsibility for Gaelic and Gaelic language-related media activity.

The role has helped to elevate the profile of Gaelic, through increasing its presence on council communication channels, promoting its use and raising awareness of projects undertaken in schools and communities.

The additional communications focus has helped to support the work of the council's Gaelic committee as well as to highlight projects and achievements relating to Gaelic Medium education and teacher recruitment, cultural events such as the Royal National Mòd, Gaelic in music and arts, learning and development opportunities and Gaelic policy and legislation.

Many public-facing policy documents, reports, news releases and job adverts were also issued in Gàidhlig. Please see appendices 4 and 6 High Life press studies above for examples of these.

Staff Induction and Professional Learning

Progress has also been made in staff development. The Gaelic section of the staff induction course has been reviewed and expanded, providing new employees with information on the Gaelic Language Plan and links to training. A Gaelic skills section will be added to the Employee Review and Development process to help identify learning needs and promote Gaelic training opportunities on an annual basis. Workshops on Gaelic legislation and policy have been delivered to new and acting headteachers and to probationer teachers. Engagement with professional learning materials has increased as a result.

Social media training

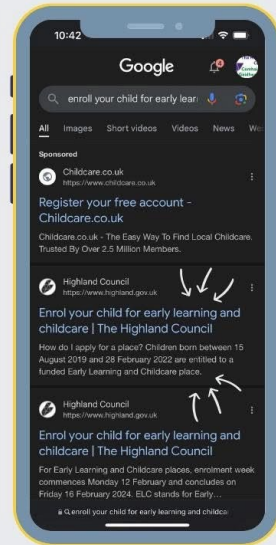
Between March and April 2024, the Highland Council Gaelic Team and colleagues from High Life Highland attended a series of training workshops on Gaelic digital communications. These workshops were delivered by Astar, with support from Bòrd na Gàidhlig for the Conaltradh is Corporra project. These workshops were undertaken immediately prior to the reporting cycle, but they significantly enhanced staff confidence and capability in this area for the remainder of the reporting cycle. The training enabled staff to produce engaging social media content, develop targeted social media strategies and establish internal staff groups on the internal staff social media platform, Viva Engage platform. We now have two dedicated groups: one focused on Gaelic events and another specifically for Gaelic education. These initiatives have contributed to increased Gaelic visibility and supported the normalisation of its use across Highland Council.

Examples of our Gaelic social media content are available below:



Brùth air a' cheangal
anns an t-iotal air neo
lorg e air làrach-lìn
Chomhairle na
Gàidhealtachd!

Click on the link in
the caption or
search for it on The
Highland Council
website.



Challenges

Accessibility Considerations

Increasing the amount of Gaelic content on the website requires careful balancing of accessibility needs. Using multiple languages on one page can reduce readability and duplicate webpages can create challenges with search engine optimisation. Reliance on auto-translation tools may also produce inconsistencies or errors that require manual correction.

Cross-service working

A continuing challenge is ensuring that all services fully understand and apply their responsibilities under the Gaelic Language Plan. As the website redesign progresses, meeting statutory obligations while ensuring usability and accessibility remains a complex task that requires ongoing cross-service communication.

Areas for improvement:**Enhancing Bilingual Content Management**

Further work is needed to improve how bilingual or multilingual content is created, structured and maintained. This includes addressing accessibility impacts, reducing duplication and ensuring search engine optimisation is not compromised. Improving translation accuracy and consistency is also an important area of focus.

Strengthening Staff Awareness and Training

There is scope to further increase staff awareness of Gaelic statutory duties by promoting induction materials and learning modules more widely. Introducing the Gaelic skills element within the Employee Review and Development process will help identify training needs and embed ongoing Gaelic development more effectively across services.

Improving Cross-Service Collaboration

Continued collaboration will be essential for meeting the longer-term aims of the GLP. Ensuring consistent application of Gaelic guidelines, improving bilingual content management processes and maintaining strong communication with teams involved in redesign and development work will support sustained improvement across the organisation.

RAG status of all GLP actions for reporting period

The RAG status of each of the active enabling actions within each Strategic Priority of the GLP, as of May 2025, 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	19	
	Action	Comment
	We continue to support community organisations with their programme of Gaelic activities, including the provision of financial support.	The Highland Council Early Years Education Support Officer (EYESO) - West area and the ELC Commissioner have supported the Fàs Mòr setting manager on developing an action plan. This has included identifying improvements to the layout of the setting and advising on the resources available. The action plan is being taken forward by the setting with support provided by Highland Council.
Slippage	1	

	Action	Comment
	In partnership with SMO deliver the Seachdain nan Deugairean project annually	The project will be delivered bi-annually due to financial pressures
No significant progress	0	
Completed	0	
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	5	
Slippage	1	
	Action	Comment

	Identify a possible location for a 3–18 campus in Inverness	3-18 campus is not part of the current capital plan. Discussions are ongoing with services regarding how best to allocate capital to support current capital projects
No significant progress	0	
Completed	1	
TOTAL	7	

2. Please provide details of commitments that have a timescale for completion in this reporting year.

Targets for Year 1: 2024-2025

Theme: Communities and Home

Aim/Target 1.2.4	Explore and facilitate opportunities to create secure/supervised online Gaelic gaming clubs for young people.
Progress	Completed – Target date was 2025. Options to advance this initiative were explored but it was deemed unfeasible.

Theme: Media, Arts, Culture and Heritage

Aim/Target: 2.1.1	Work in partnership with An Comunn Gàidhealach to deliver the Royal National Mòd in the Highland area in autumn 2025.
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Progress	Completed
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Aim/Target: 2.1.4	Work in partnership with the leading, relevant traditional music organisations to deliver the MG ALBA Traditional Music Awards in the Highland area.
Progress	Completed

Theme: Business and the Economy

No completed outcomes to report. Further detail on work relating to this them can be found in Section 3, where ongoing work is detailed.

Education

Aim/Target: 4.1.4	Map and target-set schools for Gaelic L2 and L3 support.
Progress	Not ragged in PRMS. Detail provided above.

Aim/Target: 4.2.1	Use the 3–18 GME Inverness feasibility study to provide an understanding of parental demand and how this might be impacted by the options identified.
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Progress	Completed Feb 24

Aim/Target: 4.2.2	Identify a possible location for a 3–18 campus in Inverness including an analysis of impact on catchment, consultation, planning and transport.
Progress	Some slippage – start date April 24 and end date Dec 25

Corporate Service Aims

Aim/Target	Publish posts on the Council’s social media pages informing the public that Gaelic communication is welcome.
Progress	On target

Aim/Target	Arrange training for the Gaelic Team to enable them to help meet this outcome.
Progress	On target

Aim/Target	Add a section to the Gaelic in the Workplace training for employees of The Highland Council to ensure staff are aware that the public are welcome to communicate with the Council by using Gaelic.
Progress	On target

Aim/Target	The Highland Council will adhere to the same timeframe when responding to Gaelic and English enquiries.
Progress	On target

Aim/Target	Identify and maximise the use of technologies to provide training, update existing resources, and create a Gaelic training package for Council staff.
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Progress	On target
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Aim/Target	Identify where Gaelic can be used during meetings on a case-by-case basis, aiming to maximise language usage. Ahead of such meetings, the messaging that Gaelic is welcome will be advertised and promoted. Simultaneous translation will be provided where possible.
Progress	On target

Aim/Target	Provide simultaneous translation where possible. Ahead of such meetings, advertise and promote the message that Gaelic is welcome.
Progress	On target

Aim/Target	Continue to ensure that the bilingual policy is adhered to (with reference to new releases).
Progress	On target

Aim/Target	A Gaelic social media strategy will be developed. The strategy will be linked to the 'Guidelines on the use of Gaelic in Highland Council services'.
Progress	On target

Aim/Target	Ensure the Gaelic Team is trained in creating content that can be shared on the Council's corporate social media accounts.
Progress	On target

Aim/Target	Opportunities to use Gaelic on the Council's social media will be identified so that more Gaelic content is published. In addition to social media posts relating to Gaelic events and issues, the number of Gaelic social media posts on topics and events not directly related to Gaelic will be increased.
Progress	On target

Aim/Target	Review the Council's website and identify where additional Gaelic content can be added.
Progress	On target

Aim/Target	The Council's Gaelic web content will be developed to align with the Bilingual Policy guidelines by 2025.
Progress	On target

Aim/Target	We will ensure that any new or updated content management system (CMS) will have bilingual capacity, with increased Gaelic content as an outcome.
Progress	On target

Aim/Target	Bilingual content in areas not directly related to Gaelic will be increased. This will include provision of key Council documents and/or the inclusion of bilingual forewords, in addition to headings.
Progress	On target

Aim/Target	The Gaelic Team to liaise with the Community Support and Engagement Team and other Council services that carry out public engagement exhibitions to ensure increased delivery of exhibitions in Gaelic.
Progress	On target

Aim/Target	An internal audit of Gaelic skills will be conducted.
Progress	Some slippage.

	This survey was issued in November 2025. The results are available on request.
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Aim/Target	Information on The Highland Council Gaelic Language Plan and training opportunities, including classes, will be included and promoted in all staff inductions.
Progress	On target

Aim/Target	A ‘Gaelic in the Workplace’ course will be created and promoted.
Progress	Some slippage. The course is currently in the testing and refinement phase.

Aim/Target	A suite of downloadable Gaelic courses, comprised of video lectures and slide decks, will be created and promoted to support staff to learn and use Gaelic.
Progress	Some slippage

Aim/Target	Face-to-face opportunities to use spoken Gaelic in the workplace will be increased. Informal lunchtime Gaelic language conversation sessions will be offered.
Progress	Some slippage

Aim/Target	Develop a downloadable Gaelic awareness training slide deck which will be reviewed annually.
Progress	Some slippage

Aim/Target	The Council aims to continue to promote Gaelic awareness training to elected members and staff, as part of the staff training programme.
Progress	On target

Aim/Target	A Gaelic awareness training session will be delivered to Council staff involved in recruitment processes.
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Progress	Some slippage
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Aim/Target	The Council has also committed to conducting an Internal Gaelic Capacity Audit. This will allow us to identify opportunities to incorporate Gaelic into our recruitment processes.
Progress	Some slippage

3. Please provide progress on commitments that are ongoing or throughout the lifetime of the plan.

Ongoing Targets Progress – Year 1: 2024–2025

Theme: Communities and Home

Aim/Target: 1.1.2	Increase the networking support to GME pupils in the secondary schools associated with the standalone Gaelic schools.
Progress	On target

Aim/Target: 1.1.3	Work in collaboration with GME schools to develop and implement community learning and development plans, to support the school, pupils, and the wider Gaelic community.
Progress	On target

Aim/Target: 1.1.4	Increase the delivery of Gaelic cultural activities across the Highlands.
Progress	On target

Aim/Target: 1.1.5	Enhance and further develop community learning and development liaison within the standalone Gaelic schools in the Highland area.
Progress	On target

Aim/Target: 1.1.6	Continue to support and increase extra-curricular activities which are delivered through Gaelic.
Progress	On target

Aim/Target: 1.1.7	In liaison with HLH and Gaelic organisations, increase sporting and outdoor learning opportunities for GME pupils in the Highland area.
Progress	On target

Aim/Target: 1.1.8	In liaison with Gaelic organisations, increase opportunities for GME pupils to engage in Gaelic arts, music and culture.
Progress	On target

Aim/Target: 1.1.9	Increase and further develop cultural events in partnership with Gaelic schools.
Progress	On target

Aim/Target: 1.1.10	Deliver opportunities to support adult learners within a community context, such as adult learning residentials and exchanges.
Progress	On target

Aim/Target: 1.2.1	Create an online Gaelic language resource for GME parents, to support Gaelic language in the home.
Progress	On target

Aim/Target: 1.2.2	Supplement the Fàs Foghlaim resource, and bring it into alignment with the National Plan, by developing an information page on GME; and update The Highland Council parental GME information handbook.
Progress	On target

Aim/Target: 1.2.3	Deliver the three-year Gaelic Birth to Three plan.
Progress	On target. Please note target date for this is September 24–27.

Theme: Media, Arts, Culture and Heritage

Aim/Target: 2.1.2	Increase the delivery of Gaelic cultural activities across the Highlands.
Progress	On target

Aim/Target: 2.1.3	Work with the FilmG project to ensure that schools and community representatives from across the Highlands participate annually in FilmG.
Progress	On target

Aim/Target: 2.1.5	Work in partnership with the leading, relevant traditional music organisations to deliver the MG ALBA Traditional Music Awards in the Highland area.
Progress	Completed.

	Please see Appendix 5 for further information on the event and its economic impact.
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Theme: Business and the Economy

Aim/Target: 3.1.1	Work with relevant agencies and partners such as HIE, Skills Development Scotland (SDS), VisitScotland, SMO, Creative Scotland, Historic Environment Scotland and Bòrd na Gàidhlig to realise the economic benefits of Gaelic and its culture.
Progress	On target

Aim/Target: 3.1.3	Promote the economic benefits of Gaelic to the local business sector.
Progress	Target date is 2026 but work on this has been ongoing.

Aim/Target: 3.1.6	Create an online Gaelic resource for the business community, to highlight the economic benefits of using Gaelic to create a sense of place within the Highland area.
Progress	Target date is 2026 but work on this has been ongoing.

Aim/Target: 3.1.7	Work with Ainmean-Àite na h-Alba to promote the economic benefits of Gaelic place-names and signage.
Progress	On target

Aim/Target: 3.1.8	Continue to promote and realise the economic and cultural benefits of Gaelic community hubs and Cultarlanns, as established by community groups.
Progress	On target.

Theme: Education

Aim/Target: 4.1.2	Further develop the digital offer across Highland to support the Secondary GME Rationale by increasing the number of pupils who access Gaelic Education through digital learning.
Progress	On target

Aim/Target: 4.1.3	Increase the number of schools delivering L2 and L3 by increasing the number of teachers trained to deliver 1+2 Gaelic through promotion of online training available.
Progress	Case study – Muirtown Primary School Overview of Gaelic Learning https://docs.google.com/presentation/d/1kaREtU9tIQ20_dFs4IGyGG0NF8y4GUAa/edit?usp=sharing&ouid=102440739670973387949&rtpof=true&sd=true

Aim/Target: 4.1.5	Increase access to L2 and L3 Gaelic to 70% through digital support (NGLP target).
Progress	Not ragged in PRMS.

Aim/Target: 4.1.6	When Gaelic and English medium provision are situated together in the same school, collaborate and support opportunities for the pupils in English medium to learn about Gaelic language and culture as part of Scotland's identity (Statutory Guidance).
Progress	On target

Aim/Target: 4.1.7	Annually promote and support Career-Long Professional Learning (CLPL) for all Gaelic education providers e.g. Additional Teaching Qualification (ATQ) in Gaelic pathway for secondary teachers to expand Gaelic as a modern language in secondary schools.
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Progress	On target
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Aim/Target: 4.1.8	With key stakeholders, audit key transition points in the Highland area to track and gain a better understanding of what the challenges are for young people when choosing a GME pathway, to improve pupil numbers in the Senior Phase.
Progress	On target. Please note that target date is 2025-27

Aim/Target: 4.1.9	Annually develop the 3–18 GME curriculum vision across Highland, with a focus on improving access to the secondary Senior Phase Gaelic offer in GME.
Progress	On target

Aim/Target: 4.1.10	Promote and support schools to deliver pathways for Gaelic learning that are specific to their school context. Encourage schools to evaluate and deliver accreditation and wider experiences in Gaelic where possible.
Progress	On target

Aim/Target: 4.1.12	Support and grow GME early years, primary and secondary pupil numbers through ongoing tracking of pupil numbers.
Progress	Annual update January

Aim/Target: 4.2.3	Develop a strategic and responsive digital offer for online curriculum delivery to strengthen and expand GME and GLE in schools at primary and secondary levels to support the commitments made in the National Gaelic Language Plan.
Progress	On target

Aim/Target: 4.2.4	Develop a complementary GME strand to Highland Literacy. Provide advice on Gaelic education via a Gaelic Lead Officer to ensure total immersion pedagogy approaches are embedded.
Progress	On target.

Aim/Target: 4.2.6	Establish 3–18 stakeholder groups to review collaborative partnerships where 3–18 approaches across school clusters will improve outcomes for Gaelic pupils and make best use of available resources.
Progress	On target.

Aim/Target: 4.2.7	Within the workstream of 3–18 stakeholder groups, review and monitor leadership and phased leadership models with CLPL opportunities.
Progress	On target

Aim/Target: 4.2.8	Use the outcomes of the 3–18 feasibility study in relation to the NGLP and the development of the strategic aims for education within our GLP 2024–2029.
Progress	On target

Aim/Target: 4.2.9	Develop an engagement model. Engage with internal and external stakeholders – including listening to the pupil voice; parent representative groups; education providers (local authorities; private, voluntary or independent (PVI); Stòrlann Nàiseanta na Gàidhlig; e-Sgoil); and government and Gaelic agencies to inform the approach to expanding GME and GLE provision.
Progress	On target

Corporate Service Aims

Aim/Target	Continue to ensure usage of the bilingual logo and brand.
Progress	On target

Aim/Target	Continue to ensure that bilingual signage is used and that the refreshed policy is promoted and implemented across all Council services.
Progress	On target

Aim/Target	Continue to reinforce the 'Guidelines on the use of Gaelic in Highland Council services', and awareness of the Gaelic Translation Service.
Progress	On target

Aim/Target	Continue to ensure that the bilingual policy is adhered to (with reference to new releases).
Progress	On target

Aim/Target	Issue bilingual news releases on selected high-profile events not directly related to Gaelic.
Progress	On target

Aim/Target	Continue to ensure that all public-facing documents contain some Gaelic content.
Progress	On target

Aim/Target	Continue to manage the quality-control process.
Progress	On target

Aim/Target	The Gaelic Team will continue to raise awareness of the Gaelic classes.
Progress	On target

Aim/Target	The Gaelic Team will continue to mainstream and normalise the use of Gaelic.
Progress	On target

Aim/Target	Our suite of community Gaelic classes will also be regularly promoted to The Highland Council staff.
Progress	On target

Aim/Target	The Council aims to continue to promote Gaelic awareness training to elected members and staff, as part of the staff training programme.
Progress	On target

Aim/Target	Gaelic named as an essential and/or desirable skill in job descriptions in order to deliver the Gaelic Language Plan and in accordance with Bòrd na Gàidhlig recruitment advice. Continue current practice.
Progress	On target

Aim/Target	Bilingual or Gaelic-only job adverts for all posts where Gaelic is an essential skill. Continue current practice.
Progress	On target

Aim/Target	Bilingual or Gaelic-only job adverts for all posts where Gaelic is an essential skill. Continue current practice.
Progress	On target

Aim/Target	The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority. Continue current practice.
Progress	On target

Aim/Target	Continue to consult and take advice from Ainmean-Àite na h-Alba (AÀA).
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Progress	On target
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Aim/Target	Continue to consult and take advice from Ainmean-Àite na h-Alba (AÀA).
Progress	On target

4. Any other relevant information.

Progress against the Highland Council Gaelic Language Plan is measured via a Performance and Risk Monitoring System (PRMS) and is reported to the Highland Council Gaelic Committee.

The Highland Council Gaelic Committee reports on PRMS, Education and Community, Learning and Development for the reporting period are available in the appendices below.

5. Appendices

- 1 – Highland Council Gaelic Committee report: High Life Highland update
- 2 – Royal National Mod slide deck
- 3 – Highland Council Gaelic Committee report: Na Trads economic impact report
- 4 – Siuthad! Press release
- 5 – Highland Council Gaelic Committee report: Na Trads economic impact report
- 6 – Bilingual recruitment adverts
- 7 – Highland Council Gaelic Committee report: Gaelic education update
- 8 – Highland Council Gaelic Committee report: PRMS 29 May 2024
- 9 – Highland Council Gaelic Committee report: PRMS 4 September 2024
- 10 - Highland Council Gaelic Committee report: PRMS 20 Nov 2024
- 11 -Highland Council Gaelic Committee report: PRMS 26 Feb 2025
- 12 - Highland Council Gaelic Committee report: PRMS 4 June 2025
- 13 - Highland Council Gaelic Committee report: CLD GLP Strategic Priorities



Derek Brown
Ceannard
Comhairle na Gàidhealtachd | Highland Council

Air a sgaoileadh le post-d
Sent by email

27 Giblean 2026
27 April 2026

A Mhgr Brown chòir,

**Comhairle na Gàidhealtachd, Plana Gàidhlig Eagrain 04:
Freagairt Bòrd na Gàidhlig air adhartas 2024-2025**

**Highland Council, Gaelic Language Plan Edition 04: Bòrd na
Gàidhlig's response to progress 2024-2025**

A' leanntainn air aithisg dearcnachaidh 2024-2025 a chuir Comhairle na Gàidhealtachd a-steach don Bhòrd air 23 Gearran 2026, am fiosrachadh a bharrachd a chuirear a-steach air 16 Màrt 2026, agus coinneamh adhartais a chaidh a chumail eadar na h-oifigearan againn air 22 Giblean 2026, tha mi a' sgrìobhadh thugaibh gus innse do Chomhairle na Gàidhealtachd gu bheil an t-adhartas a tha air a mhìneachadh anns an aithisg 2024-2025 agaibh air a' mheas iomchaidh fo earrann 6(4) de dh'Achd na Gàidhlig (Alba) 2005.

Following on from Highland Council's submission of their 2024-2025 report on 23 February 2026, the requested additional information provided on 16 March 2026, and the progress meeting that was held between our officers on 22 April 2026, I am writing to inform Highland Council that the progress detailed in your 2024-2025 report has been assessed as adequate under section (6)(4) of the Gaelic Language (Scotland) Act 2005.

Tha Bòrd na Gàidhlig an dùil gun tèid co-dhiù 50% de ghealltanasan gach bliadhna a chur an gnìomh a rèir nan clàran-ama a tha air am mìneachadh ann am Plana Gàidhlig Chomhairle na Gàidhealtachd agus stèidhichte air mion-fhiosrachadh san aithisg agus an tuilleadh fiosrachaidh a chaidh a thoirt seachad aig a' choinneamh adhartais, chaidh adhartas iomchaidh a dhèanamh air cuir an gnìomh plana Gàidhlig Chomhairle na Gàidhealtachd fo earrann 6(4) de dh'Achd na Gàidhlig (Alba) 2005 a thaobh an dòigh tomhais seo.

Bòrd na Gàidhlig expects that at least 50% of each year's commitments be implemented according to timescales that have been set out in Highland Council's Gaelic Language Plan and based on details in the report and further information provided at the progress meeting, Highland Council has made adequate progress with the implementation of the Gaelic Language Plan under section 6(4) of the Gaelic Language (Scotland) Act 2005 with regards to this measure.

Bu mhath leinn taing a thoirt dhuibh airson an adhartais a chaidh a dhèanamh gu ruige seo le cuir an gnìomh a' Phlana Ghàidhlig agaibh agus tha sinn a' coimhead air adhart ri bhith ag obair còmhla ribh sa bhliadhna a tha romhainn air tuilleadh buileachaidh.

We would like to thank you for the progress that has been made to date with the implementation of your Gaelic Language Plan and we look forward to continuing to work with you in the year ahead on further implementation.

Bidh an t-Oifigear Phlanaichean agaibh, Kyle Orr, fhathast ann an conaltradh ri do cho-obraichean gus comhairle agus taic a thoirt seachad mun bhuileachadh thairis air a' bhliadhna a tha romhainn.

Your Plans Officer, Kyle Orr, will remain in contact with your colleagues to provide advice and support in their implementation over the coming year.

An cuireadh sibh fios gu kyle@gaidhlig.scot ma tha ceistean sam bith agaibh mun Phlana Gàidhlig agaibh.

Please get in touch at kyle@gaidhlig.scot if you have any questions regarding your Gaelic Language Plan.



Is mise le spèis,



Stiùbhart Dunmore | Stuart Dunmore

Manaidsear Planaidh is Ghnìomhan Reachdail | Planning and Statutory Functions Manager

Cc: Kyle Orr, Bòrd na Gàidhlig

Lena Walker, Comhairle na Gàidhealtachd

Eoina Rodgers, Comhairle na Gàidhealtachd



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Highland Council Feedback: BBC Royal Charter Review Public Consultation

March 2026

Introduction

The Highland Council welcomes the opportunity to contribute to the UK Government's review of the BBC Royal Charter. Our response focuses on elements relevant to Gaelic development, education, the creative industries, and workforce pathways.

Priority Recommendation: Statutory Protection and Funding for BBC Alba

Our primary recommendation is that BBC Alba receives statutory protection with parity to the funding model of S4C. S4C benefits from long term statutory safeguards and funding through the licence fee, which provides stability, independence and certainty for Welsh language broadcasting. In contrast, BBC Alba is funded through Scottish Government support via MG Alba, which does not offer the same long-term security. Establishing a statutory basis for BBC Alba and aligning its core funding with the licence fee would provide sustained protection for Gaelic broadcasting, support strategic planning and ensure that Gaelic language media can continue to fulfil its public service role for future generations.

The BBC's Mission and Public Purposes - Gaelic Considerations

Support for Gaelic Language and Culture

Highland Council has statutory responsibilities for Gaelic development and support. We therefore recommend that the new Charter strengthens the BBC's commitment to supporting Gaelic and other minority languages. Ensuring that Gaelic audiences are represented is an important part of this responsibility.

Representation of Gaelic Communities

The green paper highlights the BBC's responsibility to serve every person in the UK and ensure representation across all nations and regions. We support the commitment to a strong regional presence in Highland.

We recommend that Gaelic speaking communities be included in this commitment. Highland communities should be fairly represented in news, factual, children's and entertainment content, reflecting the social, cultural and linguistic landscape of the region.

International collaboration

We welcome enhanced collaboration, planning and promotion between the BBC and other international media agencies working in minority or lesser-used languages.

Tourism and Gaelic

Gaelic is an important cultural asset for the Highlands and contributes to the distinctiveness of the region's visitor economy. BBC Alba strengthens this by providing authentic Gaelic content that reflects local culture and community life, which in turn supports the wider cultural infrastructure on which tourism depends. The availability of SpeakGaelic further enhances opportunities for visitors and residents to engage with the language and supports national aims to increase Gaelic learning and use. It is our understanding that, at present, neither BBC Alba nor SpeakGaelic content can be accessed internationally, which limits opportunities for prospective visitors to develop awareness of Gaelic prior to travel. Allowing controlled international access to selected content would support cultural engagement and reinforce the role of Gaelic in the future development of the Highlands visitor economy.

There is a wider economic development benefit – it is acknowledged by VisitScotland Visit Scotland's Visitor Survey 2023 found that 28% of visitors agreed that "finding out more about Scottish Gaelic language and culture enhanced my visit". This rose to 46% for our long haul visitors. VisitScotland provides various stats on screen tourism, e.g. ~20% of visits are inspired by film/tv, with nearly 40% of long haul. The impact of these visits can not be underestimated. Many parts of rural Highland depend upon a strong and sustainable tourism sector for employment and to support population retention.

Co-financing

We support the commitment for further opportunities to co-operate, co-finance and co-commission with other lesser-used language broadcasters in Ireland, Wales (Welsh), Spain (Basque), France (Breton) and others.

Economic Impact and Skills Development

We support the focus on regional economic growth and recommend that the future strategy includes expansion of Gaelic media apprenticeships, training pathways and partnerships with creative industries in the Highlands.

We encourage the BBC to expand and build on the existing Gaelic media foundation apprenticeship pathways to increase capacity, develop more advanced apprenticeship pathways and support a sustainable Gaelic media workforce.

We also highlight the economic benefits and encourage increased commissioning from independent Gaelic media companies, which supports local creative industry businesses, who provide skilled employment in the Highlands and Islands, contributing to the wider Highland and Islands economy.

Gaelic broadcasting leads to:

- Creators and Producers developing programmes
- Output being available on relevant platforms, including social media.

The media sector supports a number of employment routes and wider economic opportunities in the Highlands and Islands.

As technologies advance, it is essential that initiatives such as FilmG are supported, to ensure young people have opportunities to experience media pathways within school curriculum opportunities and practice their skills. As Gaelic digital creators and technical support, they will then have the skills to work in both traditional and emerging media platforms.

Economic contribution of Gaelic screen and media

Recent performance data show strong cultural and economic returns from Gaelic media:

MG Alba reported a record year for digital viewing, with 8.1 million total views of Gaelic content on BBC iPlayer in 2024 to 2025, including 1.6 million views for An t-Eilean alongside support for over 340 jobs with more than half located in the Highlands and Islands.

<https://mgalba.com/record-breaking-year-for-mg-alba-as-gaelic-drama-goes-global/?lang=en>

Parliamentary recognition notes SpeakGaelic has surpassed 10 million content views, evidencing sustained demand for learning-led output that complements broadcast.

<https://edm.parliament.uk/early-day-motion/63969/mg-alba-and-global-recognition-for-gaelic-broadcasting>

Highlands and Islands Enterprise highlighted the wider role of Gaelic in regional growth, creative industries and tourism, reinforcing the case for commissioning independent Gaelic producers to retain value locally and build skills pipelines.

<https://www.hie.co.uk/news-and-blogs/blogs/2026/february/26/gaelics-growing-role-in-the-highlands-and-islands/>

Education and Learning

We strongly support the commitment to ensuring that young people and learners in Gaelic Education continue to benefit from increased Gaelic content, including programming aligned with the curriculum, the outcomes of Education Scotland's Curriculum Improvement Cycle and the developing Scottish Government standards and guidance on Gaelic education.

We recommend strengthening the BBC's role in supporting Gaelic language learning resources and children and young people content.

During an engagement session with MG ALBA, teachers recommended that educational content be more readily available, consistent and on demand. BBC iPlayer is dynamic and variable on current platforms. Teachers are unable to plan for the use of Gaelic content as an evergreen education resource and library.

Additional Comments

New and novel technologies such as AI, digital devices, subtitles and speech recognition software should consider Gaelic requirements from the outset. We support the ambition to futureproof broadcasting, ensuring it can adapt to technological change while continuing to represent all nations and regions, including Gaelic-speaking communities.

We also encourage the BBC to build on the success of existing Gaelic programming, such as An t-Eilean, ensuring that high quality Gaelic content continues to grow and reach wider global audiences.

We welcome the inclusive approach and recommend continued direct engagement with local authorities, who have statutory Gaelic responsibilities, including Highland Council, as UK and Scottish Government policy frameworks evolve.

We recommend that the BBC continues to consult closely with Highland Council, as the process for designating Areas of Linguistic Significance (ALS) progresses.

The Highland Council is an area which has significant activity relating to Gaelic and its vibrant associated culture. Additional requirements may be expected of public bodies in relation to areas selected for designation as ALS.

The Future of Gaelic and Lesser Used Languages Broadcasting.

Audiences are shifting from traditional TV viewing towards online platforms such as iPlayer, YouTube and social media, particularly younger viewers. We recommend that this is recognised in future planning to fulfill the demand, Gaelic content and communities should remain at the heart of the BBC's future, ensuring that the language, its culture and its communities continue to be represented, valued and visible across the full breadth of BBC services.