

Agenda Item	8
Report No	G/14/26

The Highland Council

Committee: **Gaelic**

Date: **26 August 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.

2. Recommendations

- 2.1 Members are asked to:
 - i. note the contents of this PRMS progress report.

3. Implications

- 3.1 **Resource**
The delivery of the GLP is funded by The Highland Council, Scottish Government grants, Bòrd na Gàidhlig (BnaG) and other funding streams, as appropriate.
- 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 promotion and development of Gaelic across many sectors, including 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/or update report and therefore an impact assessment is not required.

5. The Highland Council Gaelic Language Plan 2024–29

5.1 The Highland Council 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. All Corporate Service Aims continue to report as on target.

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	4
Slippage	0
No significant progress	0
Completed	2
TOTAL	6

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

On Target	8
Slippage	0
No significant progress	0
Completed	0
TOTAL	8

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	6
Slippage	0
No significant progress	0
Completed	3
TOTAL	9

6. Internal engagement and awareness raising

6.1 A programme of internal GLP awareness and engagement sessions continues to be delivered across Council services. During the reporting period, GLP sessions have been held with various teams and services, including the Operational Management Team, the Speech and Language Therapy Service and Workforce Planning colleagues, helping to raise awareness of Gaelic policy, statutory responsibilities and opportunities for collaborative delivery.

Engagement with High Life Highland has also been progressed, with dedicated sessions on the Gaelic Language Plan and shared delivery priorities forming part of ongoing partnership work. These sessions support greater understanding of the GLP across services and strengthen opportunities for Gaelic to be embedded within wider organisational activity.

Designation: Assistant Chief Executive - People

Date: 7 July 2026

Author: Eoina Rodgers

Background Papers:

Appendices: Appendix 1 – PRMS briefing booklet

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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]
Q1 26/27**

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	Q4 25/26	On Target	Q1 26/27	On Target		ongoing annually
Deliver opportunities to support adult learners within a community context	Q4 25/26	On Target	Q1 26/27	On Target		ongoing annually
Enhance and further develop CLD and development liaison within the standalone Gaelic schools	Q4 25/26	On Target	Q1 26/27	On Target		ongoing annually
GME schools develop and implement CLD plans to support pupils and wider Gaelic community	Q4 25/26	On Target	Q1 26/27	On Target		ongoing annually
Increase and further develop cultural events in partnership with Gaelic schools	Q4 25/26	On Target	Q1 26/27	On Target		ongoing annually
Increase opportunities for GME pupils to engage in Gaelic arts, music and culture	Q4 25/26	On Target	Q1 26/27	On Target		ongoing annually
Increase sporting and outdoor learning opportunities for GME pupils	Q4 25/26	On Target	Q1 26/27	On Target		ongoing annually
Increase the delivery of Gaelic cultural activities across the Highlands	Q4 25/26	On Target	Q1 26/27	On Target		ongoing annually
Increase the networking support to GME pupils in the secondary schools	Q4 25/26	On Target	Q1 26/27	On Target		ongoing annually
Work with Ainmean-Àite na h-Alba to develop a Gaelic place-name course for GME primary pupils	Q4 25/26		Q1 26/27			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]
Q1 26/27**

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	Q4 25/26	On Target	Q1 26/27	On Target		Ongoing current practice
Continue to work in partnership to support the deliver of drama/media/cultural events	Q4 25/26	On Target	Q1 26/27	On Target		Ongoing current practice
Deliver a range of inter-generational Gaelic community events	Q4 25/26	On Target	Q1 26/27	On Target		Ongoing current practice
Deliver Gaelic cultural days in partnership with targeted GME schools	Q4 25/26	On Target	Q1 26/27	On Target		Ongoing current practice
Gaelic tutor training event organised annually	Q4 25/26	On Target	Q1 26/27	On Target		Ongoing current practice
In partnership with SMO deliver the Seachdain nan Deugairean project annually	Q4 25/26	On Target	Q1 26/27	On Target		Ongoing current practice
Provide programmes of Gaelic activities/events during school holidays	Q4 25/26	On Target	Q1 26/27	On Target		Ongoing current practice
Provide an annual secondary Gaelic careers event with SDS and other organisations	Q4 25/26	Completed	Q1 26/27			Completed Q4 25/26
Progressive programme of adult learning community-based Gaelic classes	Q4 25/26	Completed	Q1 26/27			Completed Q4 25/26
Research to identify where former GME pupils have studied further education	Q4 25/26	On Target	Q1 26/27	On Target		Starts Oct24 / Completes Dec27

**1.2 Provide initiatives to encourage Gaelic language learning for young people and families in the home.
Q1 26/27**

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	Q4 25/26	On Target	Q1 26/27	On Target		Ongoing
Deliver the three-year Gaelic Birth to Three plan	Q4 25/26	On Target	Q1 26/27	On Target		Starts Apr24/ Completes Dec27
Family learning initiatives/promotional events to support GME parents/pupils	Q4 25/26	On Target	Q1 26/27	On Target		Ongoing current practice
Fàs Foghlaim resource to promote GME with early years parents	Q4 25/26	On Target	Q1 26/27	On Target		Ongoing current practice
Gaelic Family Learning Week delivered in partnership with SMO	Q4 25/26	On Target	Q1 26/27	On Target		Ongoing current practice
Opportunities to create secure/supervised online Gaelic gaming clubs for young people	Q4 25/26		Q1 26/27			Completed Q4 24/25
Suite of progressive Gaelic classes to support language in the home	Q4 25/26	On Target	Q1 26/27	On Target		Ongoing current practice
Supplement the Fàs Foghlaim resource and update HC parental GME information handbook	Q4 25/26	On Target	Q1 26/27	On Target		Starts Jan25 / completes Dec25

**2.1 Gaelic Media and Arts output – create opportunities for expression, skills, access, participation and creativity.
Q1 26/27**

Completed

2

On Target

4

Some Slippage

0

No Significant Progress

0

Not Updated

0

Actions PIs being Monitored in Gaelic Plan	Period	Data	Period	Data	Target Value	Completion/ Update Date
In partnership deliver the MG ALBA Traditional Music Awards in the Highland area	Q4 25/26		Q1 26/27			COMPLETED Q3 24/25
Increase the delivery of Gaelic cultural activities across the Highlands	Q4 25/26	On Target	Q1 26/27	On Target		ongoing annually
In partnership with An Comunn Gàidhealach deliver the Royal National Mòd in autumn 2025	Q4 25/26		Q1 26/27			Completed Q3 25/26
Representatives from across the Highlands participate annually in FilmG	Q4 25/26	On Target	Q1 26/27	On Target		ongoing annually
Continue to support Gaelic cultural centres such as Cultarlann Inbhir Nis	Q4 25/26	On Target	Q1 26/27	On Target		Ongoing current practice

3.1 Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.
Q1 26/27

Completed

0

On Target

8

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	Q4 25/26	On Target	Q1 26/27	On Target		Starts Apr25 / Completes Dec26
Promote/realise the benefits of Gaelic community hubs and Cultarlanns	Q4 25/26	On Target	Q1 26/27	On Target		ongoing annually
Promote the economic benefits of Gaelic to the local business sector	Q4 25/26	On Target	Q1 26/27	On Target		Starts Apr25 / Completes Dec26
With agencies/partners develop a Creative Industries (Arts) Economic Impact Study	Q4 25/26	On Target	Q1 26/27	On Target		Starts Jan25 / Completes Dec26
Work with agencies/partners to realise the economic benefits of Gaelic and its culture	Q4 25/26	On Target	Q1 26/27	On Target		Ongoing
Work with Ainmean-Àite na h-Alba to promote the economic benefits of Gaelic place-names/signage	Q4 25/26	On Target	Q1 26/27	On Target		ongoing annually
Research to identify where former GME pupils have studied further education	Q4 25/26	On Target	Q1 26/27	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]
Q1 26/27**

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	AY 25/26	10.34 %	AY 26/27			annual update January
% GM Primary Pupils	AY 25/26	6.96 %	AY 26/27			annual update January
% Gaidhlig Secondary Pupils	AY 25/26	3.73 %	AY 26/27			annual update January
Increase access to L2 and L3 Gaelic to 70% through digital support	Q4 25/26		Q1 26/27			
Promotion of online training for teachers delivery of 1+2 Gaelic	Q4 25/26	On Target	Q1 26/27	On Target		Ongoing
Map and target-set schools for Gaelic L2 and L3 support	Q4 25/26		Q1 26/27			Completed Q4 24/25
New teachers trained to deliver L2-L3 Gaelic - Live Lessons	AY 24/25	23	AY 25/26	44		
New teachers trained to deliver L2-L3 Gaelic - Twilight	AY 24/25	12	AY 25/26	11		
% of schools delivering Gaelic L2 and L3 [North]	AY 24/25	43	AY 25/26	83		
% of schools delivering Gaelic L2 and L3 [Mid]	AY 24/25	30	AY 25/26	39		
% of schools delivering Gaelic L2 and L3 [South]	AY 24/25	48	AY 25/26	50		
% of schools delivering Gaelic L2 and L3 [West]	AY 24/25	89	AY 25/26	91		

**4.1 Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language. [2]
Q1 26/27**

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	Q4 25/26	On Target	Q1 26/27	On Target		ongoing annually
Annually promote/support Career-Long Professional Learning (CLPL) for all Gaelic education providers	Q4 25/26	Completed	Q1 26/27			Completed Q4 25/26
Create a rationale to illustrate the GME curriculum offer in the Highland secondary sector	Q4 25/26	On Target	Q1 26/27	On Target		Starts Jan25 / Completes Jun26
Develop the digital offer across Highland to support the Secondary GME Rationale	Q4 25/26	On Target	Q1 26/27	On Target		ongoing annually
Promote and support schools to deliver pathways for Gaelic learning	Q4 25/26	On Target	Q1 26/27	On Target		ongoing annually
Provide opportunities for EM pupils within GM schools to learn about Gaelic language and culture	Q4 25/26	On Target	Q1 26/27	On Target		Ongoing
Undertake community consultation on models of opportunities for GME ELC	Q4 25/26	On Target	Q1 26/27	On Target		Ongoing

**4.2 Expand the delivery of Gaelic Medium Education [includes creation of new schools and increased provision]
Q1 26/27**

Completed

3

On Target

6

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	Q4 25/26	On Target	Q1 26/27	On Target		Ongoing
Develop a complementary GME strand to Highland Literacy	Q4 25/26		Q1 26/27			Completed Q1 25/26
Develop a strategic and responsive digital offer for online curriculum delivery	Q4 25/26	On Target	Q1 26/27	On Target		ongoing annually
Development of strategic aims for education in relation to National GLP	Q4 25/26	On Target	Q1 26/27	On Target		Starts Aug24 / Completes Dec25
Engage with internal/external stakeholders to develop an engagement model	Q4 25/26	On Target	Q1 26/27	On Target		ongoing annually
Identify a possible location for a 3–18 campus in Inverness	Q4 25/26	Completed	Q1 26/27			Completed Q4 25/26
Use the 3–18 GME Inverness feasibility study to provide an understanding of parental demand	Q4 25/26		Q1 26/27			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	Q1 26/27		Completed Q4 24/25
Plan and deliver a Gaelic literacy accreditation rationale for all GME pupils by the end of S3 by 2027	Q1 26/27	On Target	Starts Aug25 / Completes Jun27
Audit key transition points to understand challenges for young people choosing GME pathway	Q1 26/27	On Target	Starts Jan26 / Completes Jun27
Establish 3–18 stakeholder groups to review collaborative partnerships	Q1 26/27	On Target	Starts Aug 26 / Completes Jun27
Work in partnership with Celtic Media Festival to deliver the festival in the Highlands	Q1 26/27	On Target	Starts Jan27 / Completes Dec29
Review school designations, with consideration to supporting the immersion experience	Q1 26/27	On Target	Starts Aug27 / Completes Jun28
Take forward the outcomes of the Creative Industries (Arts) Economic Impact Study to the Gaelic Committee	Q1 26/27	On Target	Starts Apr29 / Completes Dec29

CORPORATE SERVICE AIMS

CSA01 Status	Q1 26/27
CSA - Logo and Brand	On Target
CSA - Signage	On Target

CSA02 Communicating with the Public	Q1 26/27
CSA - Promotion	On Target
CSA - Public Meetings	On Target
CSA - Reception and Phone	On Target
CSA - Written Communication	On Target

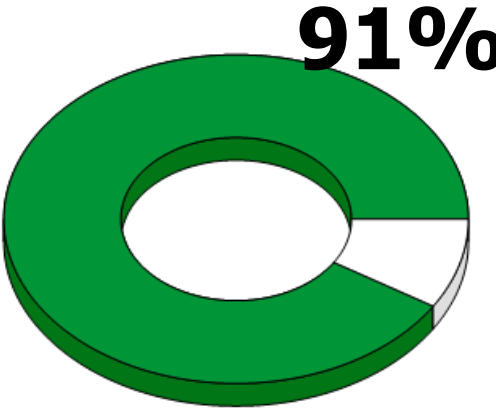
CSA03 Information	Q1 26/27
CSA - Corporate Publications	On Target
CSA - Exhibitions	On Target
CSA - Language	On Target
CSA - News Releases	On Target
CSA - Social Media	On Target
CSA - Website	On Target

CORPORATE SERVICE AIMS

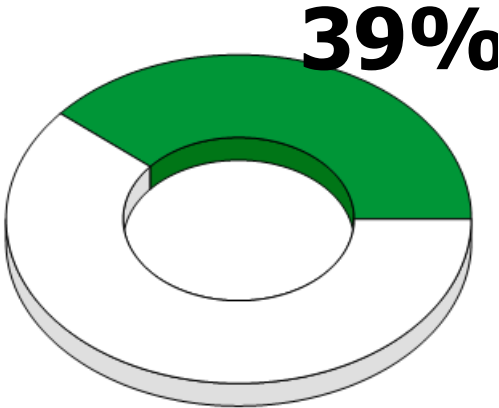
CSA04 Staff	Q1 26/27
CSA - Awareness Training	On Target
CSA - Induction	On Target
CSA - Internal Audit	
CSA - Language Training	On Target
CSA - Recruitment	On Target
CSA - Using Gaelic	On Target

CSA05 Gaelic Corpus	Q1 26/27
CSA - Gaelic Orthographic Conventions	On Target
CSA - Place-names	On Target

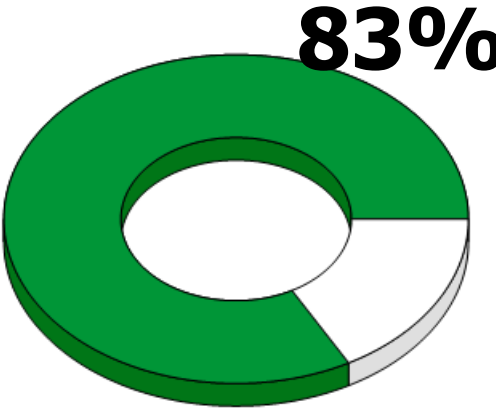
% of schools delivering Gaelic L2 and L3 [West]



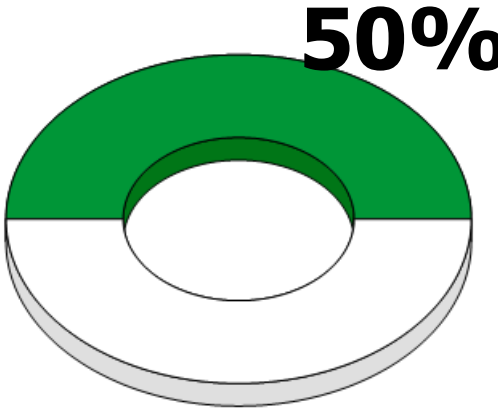
% of schools delivering Gaelic L2 and L3 [Mid]



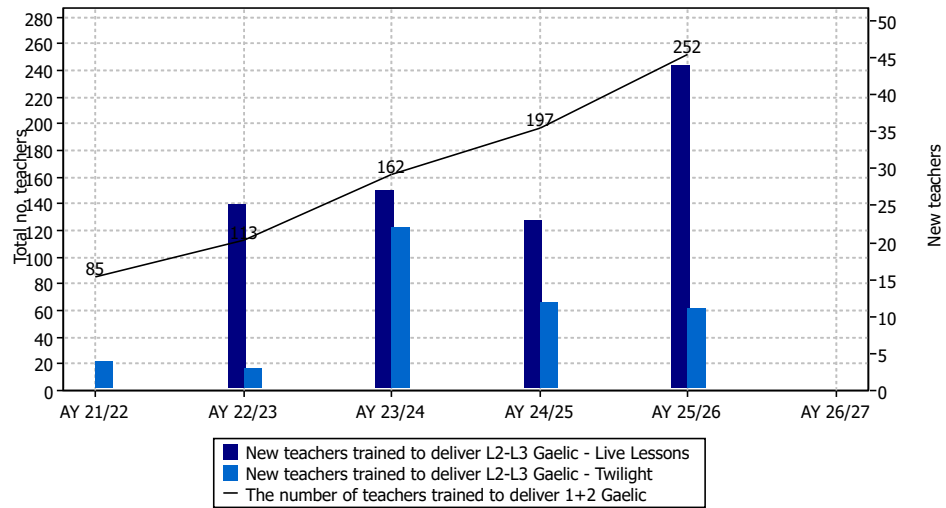
% of schools delivering Gaelic L2 and L3 [North]



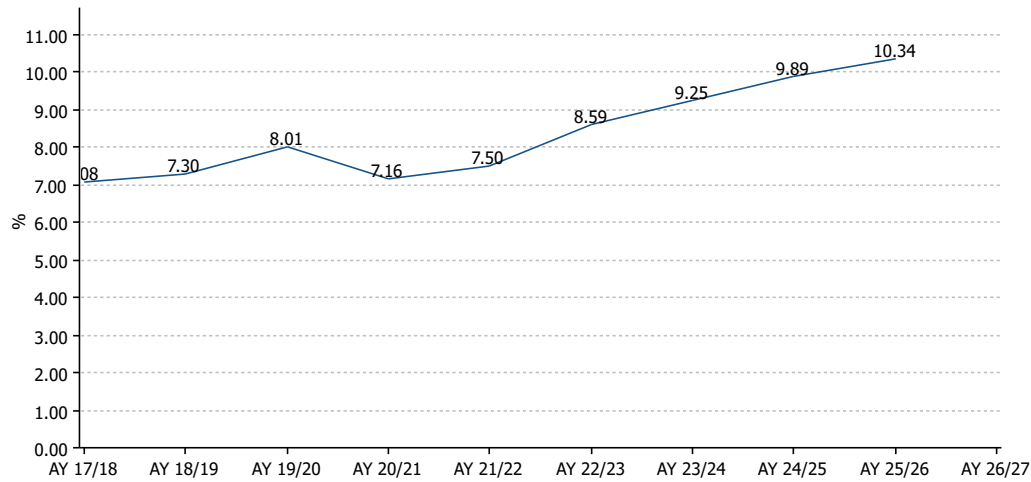
% of schools delivering Gaelic L2 and L3 [South]



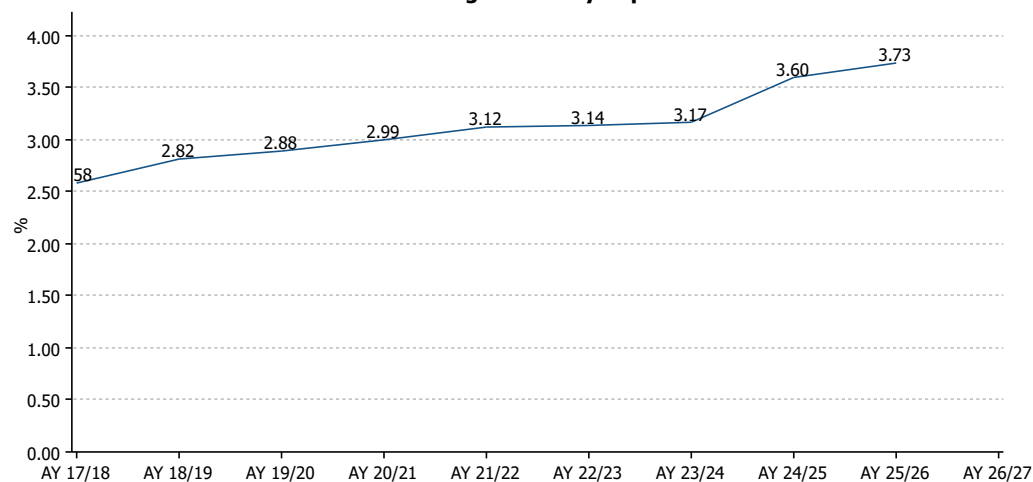
The number of teachers trained to deliver 1+2 Gaelic



% GM Nursery Pupils



% Gaidhlig Secondary Pupils



% GM Primary Pupils

