

Agenda Item	7
Report No	G/4/25

The Highland Council

Committee: Gaelic Committee

Date: 26 February 2025

Report Title: Progress against Gaelic Language Plan 2024–29

Report By: Assistant Chief Executive – People

1. Purpose/Executive Summary

- 1.1 This report provides a progress report on the delivery of The Highland Council's Gaelic Language Plan 2024–29 (GLP).
- 1.2 The Highland Council uses a Performance and Risk Management System (PRMS) for monitoring corporate plans. The latest iteration of the GLP was approved on 7 May 2024.
- 1.3 PRMS data is presented in a booklet format in **Appendix 1** and is also available [here](#).

2. Recommendations

- 2.1 Members are asked to:
 - i. Discuss and note the report; and
 - ii. Note the progress made in relation to GLP corporate service aims, as outlined in section 6.

3. Implications

- 3.1 Resource
The delivery of the GLP is funded by The Highland Council, Scottish Government grants and various Bòrd na Gàidhlig (BnaG) funding streams.
- 3.2 Legal
Under the Gaelic Language (Scotland) Act 2005, The Highland Council has a statutory duty to have a Gaelic Language Plan. The statutory duty includes the obligation to implement and accurately report GLP commitments.

- 3.3 Risk
There are no risks arising as a direct consequence of this report.
- 3.4 Health and Safety (risks arising from changes to plant, equipment, process, or people)
There are no Health and safety implications arising as a direct consequence of this report.
- 3.5 Gaelic
There are very positive implications regarding the preservation and development of the Gaelic language and culture across corporate, education and community sectors. This also enhances the social and economic value of Gaelic and its associated culture.

4. Impacts

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

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

- 5.1 The Highland Council GLP 2024–29 was agreed by the Gaelic Committee and full Council prior to being approved by Bord na Gàidhlig on 7 May 2024. The implementation of the refreshed GLP has involved transferring the outcomes from the Plan into PRMS. This transfer is complete and GLP outcomes can now be reported against. This is therefore the first full monitoring report available since the GLP was approved. The PRMS data is available in appendix 1 in the format of a Briefing Booklet.
- 5.2 There are 91 enabling actions in the Highland Council's fourth iteration of its GLP, which span four themes:
- Communities and Home
 - Media, Arts, Culture and Heritage
 - Business and the Economy
 - Education

13 of the enabling actions are not currently being reported against as they are not yet due to commence.

Good progress is being made against the majority of measures. There is a degree of slippage in relation to the creation of Gaelic awareness courses. These courses are currently under development and are expected to return to schedule before the next meeting of the Gaelic Committee.

5.3 The RAG status of each of the active enabling actions within each Strategic Priority of the GLP is listed below:

Strategic Priority 1.1 - Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate.	
On Target	17
Slippage	3
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	6
Slippage	0
No significant progress	0
Completed	0
TOTAL	6

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	4
Slippage	0
No significant progress	0
Completed	0
TOTAL	4

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	0
TOTAL	8

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	3	
Slippage	3	
	Action	Comment
	3-18 stakeholder groups review and monitor leadership models with CLPL opportunities	Gaelic input included to Introduction to Headship as part of Professional Leadership Academy.
	Engage with internal/external stakeholders to develop an engagement model	External stakeholders are supporting the Inset Day 19 Feb.
	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	

6. Corporate Service Aims

6.1 There are 38 actions relating to the Corporate Service Aims outlined within the GLP. The Corporate Service Aims will be utilised with the intention of standardising and normalising key Gaelic services across all Council services during the lifetime of the Plan.

All public authorities preparing Gaelic language plans are required to include these within each edition of their plan with the understanding that these will be achieved through incremental growth. Many of the desired outcomes within the Corporate Service aims are already being fulfilled by adhering to the policy and guidelines on the use of Gaelic in Highland Council services.

6.2 Digital displays

Gaelic and cultural events, such as Na Trads have recently been promoted on digital displays within Highland Council offices and bus stops and Seachdain na Gàidhlig, is also scheduled to be promoted. This is a new approach for the promotion of Gaelic

and ensures that a broad and diverse audience is reached in public spaces. This initiative aligns with Corporate Service Aims relating to the Status and Promotion of Gaelic and helps to normalise the language. By leveraging this highly visible platform, we aim to enhance the awareness and accessibility of these events.

6.3 Social media campaigns

A new Facebook page has been set up by the Gaelic Team to promote Gaelic events and initiatives: [The Highland Council Gaelic Team | Facebook](#).

In addition to sharing Gaelic content, the page has been used to deliver social media campaigns including highlighting the Na Trads festival in Inverness and promoting Gaelic education during Early Learning and Primary 1 enrolment weeks. The campaign highlighted the benefits of bilingualism and Gaelic Education and aligns with commitments within the GLP and the statutory duty to promote Gaelic Education under the Education (Scotland) Act 2016. The campaigns have been designed and created by a contracted Gaelic social media consultant and with support from the Conaltradh is Corporra project, which is funded by Bòrd na Gàidhlig.

6.4 Internal Staff Communication Channels

Viva Engage, the internal staff platform, has also been used to promote Gaelic Events and two new Gaelic communities have recently been set up:

- Gaelic News and Events community - [Viva Engage - Gaelic News and Events](#)
- Gaelic Education community - [Viva Engage - Gaelic Education](#)

A Gaelic news story is also planned for publication on Staff Connections. The news story will highlight Highland Council policies, plans and strategies which include Gaelic and will also sign-post staff to Gaelic training opportunities.

7. Guide to consideration of Gaelic in Local Place Plans

7.1 A guide to consideration of Gaelic in Local Place Plans was recently developed and has been designed to support communities who wish to include Gaelic within their Local Place Plans. Local Place Plans enable communities to set out their vision and aims for the future of their place. As set out by Scottish Government, Local Place Plans can be prepared and submitted by any Community Council or qualifying Community Controlled Body.

7.2 Scottish Government requires Local Place Plans to include a focus on the spatial (land and building) considerations of an area. However, Local Place Plans can be as unique as the community preparing them and so can also record other aims and aspirations raised by its community members, which may not be spatial in nature, such as Gaelic language classes.

The preparation of Local Place Plans is community-led and community groups do not need to take consideration of the guide but may wish to do so if they feel it is appropriate. The guide has been drafted to assist groups who intend to incorporate Gaelic considerations within their Local Place Plans and will be available in the Local Place Plans section of the Highland Council website: [Local Place Plans](#).

8. Gaelic Language Plan Implementation Group

8.1 An implementation group is currently being established to oversee the implementation of the GLP. The cross-service group will support the successful delivery of the GLP's strategic priorities, address challenges and foster collaboration across council services. The objectives of the group are to:

- Co-ordinate work across services to achieve the actions listed within the GLP.
- Identify and address challenges to successful delivery of the Plan.
- Monitor and report on progress towards the actions within the GLP.
- Ensure effective communication regarding the GLP across council services.

Designation: Interim Chief Officer Early Years and Primary Education

Date: 10 February 2025

Author: Eoina Rodgers

Background Papers: n/a

Appendices: Appendix 1 – PRMS data booklet

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]
Q3 24/25**

Completed

0

On Target

17

Some Slippage

3

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	Q2 24/25	On Target	Q3 24/25	On Target		ongoing annually
Deliver opportunities to support adult learners within a community context	Q2 24/25	On Target	Q3 24/25	On Target		ongoing annually
Enhance and further develop CLD and development liaison within the standalone Gaelic schools	Q2 24/25	On Target	Q3 24/25	On Target		ongoing annually
GME schools develop and implement CLD plans to support pupils and wider Gaelic community	Q2 24/25	On Target	Q3 24/25	On Target		ongoing annually
Increase and further develop cultural events in partnership with Gaelic schools	Q2 24/25	On Target	Q3 24/25	On Target		ongoing annually
Increase opportunities for GME pupils to engage in Gaelic arts, music and culture	Q2 24/25	On Target	Q3 24/25	On Target		ongoing annually
Increase sporting and outdoor learning opportunities for GME pupils	Q2 24/25	On Target	Q3 24/25	On Target		ongoing annually
Increase the delivery of Gaelic cultural activities across the Highlands	Q2 24/25	On Target	Q3 24/25	On Target		ongoing annually
Increase the networking support to GME pupils in the secondary schools	Q2 24/25	On Target	Q3 24/25	On Target		ongoing annually
Work with Ainmean-Àite na h-Alba to develop a Gaelic place-name course for GME primary pupils	Q2 24/25	On Target	Q3 24/25	On Target		Ongoing

**1.1 Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate. [2]
Q3 24/25**

Completed

0

On Target

17

Some Slippage

3

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	Q2 24/25	On Target	Q3 24/25	On Target		Ongoing current practice
Continue to work in partnership to support the deliver of drama/media/cultural events	Q2 24/25	On Target	Q3 24/25	On Target		Ongoing current practice
Deliver a range of inter-generational Gaelic community events	Q2 24/25	On Target	Q3 24/25	Some Slippage		Ongoing current practice
Deliver Gaelic cultural days in partnership with targeted GME schools	Q2 24/25	On Target	Q3 24/25	On Target		Ongoing current practice
Gaelic tutor training event organised annually	Q2 24/25	On Target	Q3 24/25	On Target		Ongoing current practice
In partnership with SMO deliver the Seachdain nan Deugairean project annually	Q2 24/25	On Target	Q3 24/25	Some Slippage		Ongoing current practice
Provide programmes of Gaelic activities/events during school holidays	Q2 24/25	On Target	Q3 24/25	On Target		Ongoing current practice
Provide an annual secondary Gaelic careers event with SDS and other organisations	Q2 24/25	On Target	Q3 24/25	On Target		Ongoing current practice
Progressive programme of adult learning community-based Gaelic classes	Q2 24/25	Some Slippage	Q3 24/25	Some Slippage		Ongoing current practice
Research to identify where former GME pupils have studied further education	Q2 24/25		Q3 24/25	On Target		Starts Oct24 / Completes Dec27

**1.2 Provide initiatives to encourage Gaelic language learning for young people and families in the home.
Q3 24/25**

Completed

0

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
Create an online Gaelic language resource for GME parents	Q2 24/25	On Target	Q3 24/25	On Target		Ongoing
Deliver the three-year Gaelic Birth to Three plan	Q2 24/25	On Target	Q3 24/25	On Target		Starts Apr24/ Completes Dec27
Family learning initiatives/promotional events to support GME parents/pupils	Q2 24/25	On Target	Q3 24/25	On Target		Ongoing current practice
Fàs Foghlaim resource to promote GME with early years parents	Q2 24/25	On Target	Q3 24/25	On Target		Ongoing current practice
Gaelic Family Learning Week delivered in partnership with SMO	Q2 24/25	On Target	Q3 24/25	On Target		Ongoing current practice
Suite of progressive Gaelic classes to support language in the home	Q2 24/25	On Target	Q3 24/25	On Target		Ongoing current practice

**2.1 Gaelic Media and Arts output – create opportunities for expression, skills, access, participation and creativity.
Q3 24/25**

Completed

1

On Target

4

Some Slippage

0

No Significant Progress

0

Not Updated

0

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

**3.1 Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.
Q3 24/25**

Completed

0

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
Promote/realise the benefits of Gaelic community hubs and Cultarlanns	Q2 24/25	On Target	Q3 24/25	On Target		ongoing annually
Work with agencies/partners to realise the economic benefits of Gaelic and its culture	Q2 24/25	On Target	Q3 24/25	On Target		Ongoing
Work with Ainmean-Àite na h-Alba to promote the economic benefits of Gaelic place-names/signage	Q2 24/25	On Target	Q3 24/25	On Target		ongoing annually
Research to identify where former GME pupils have studied further education	Q2 24/25		Q3 24/25	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] Q3 24/25

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
% GM Nursery Pupils CP1.11	AY 23/24	9.25 %	AY 24/25			annual update January
% GM Primary Pupils CP1.11	AY 23/24	6.71 %	AY 24/25			annual update January
% Gaidhlig Secondary Pupils CP1.11	AY 23/24	3.17 %	AY 24/25			annual update January
Increase access to L2 and L3 Gaelic to 70% through digital support	Q2 24/25		Q3 24/25			
Promotion of online training for teachers delivery of 1+2 Gaelic	Q2 24/25	On Target	Q3 24/25	On Target		Ongoing
Map and target-set schools for Gaelic L2 and L3 support	Q2 24/25	On Target	Q3 24/25	On Target		Starts Apr24/ Complete Dec24
The number of schools delivery Gaelic L2 and L3	Q2 24/25		Q3 24/25	2		
The number teachers trained to deliver 1+2 Gaelic	Q2 24/25	14	Q3 24/25	5		

**4.1 Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language. [2]
Q3 24/25**

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
Annually develop the 3–18 GME curriculum vision across Highland with focus on senior phase	Q2 24/25	On Target	Q3 24/25	On Target		ongoing annually
Annually promote/support Career-Long Professional Learning (CLPL) for all Gaelic education providers	Q2 24/25	On Target	Q3 24/25	On Target		ongoing annually
Develop the digital offer across Highland to support the Secondary GME Rationale	Q2 24/25	On Target	Q3 24/25	On Target		ongoing annually
Promote and support schools to deliver pathways for Gaelic learning	Q2 24/25	On Target	Q3 24/25	On Target		ongoing annually
Provide opportunities for EM pupils within GM schools to learn about Gaelic language and culture	Q2 24/25	On Target	Q3 24/25	On Target		Ongoing
Undertake community consultation on models of opportunities for GME ELC	Q2 24/25	On Target	Q3 24/25	On Target		Ongoing

4.2 Expand the delivery of Gaelic Medium Education [includes creation of new schools and increased provision] Q3 24/25

Completed

1

On Target

3

Some Slippage

3

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	Q2 24/25	On Target	Q3 24/25	Some Slippage		Ongoing
Develop a complementary GME strand to Highland Literacy	Q2 24/25	On Target	Q3 24/25	On Target		Starts Apr24 / Completes Dec29
Develop a strategic and responsive digital offer for online curriculum delivery	Q2 24/25	On Target	Q3 24/25	On Target		ongoing annually
Development of strategic aims for education in relation to National GLP	Q2 24/25	Some Slippage	Q3 24/25	On Target		Starts Aug24 / Completes Dec25
Engage with internal/external stakeholders to develop an engagement model	Q2 24/25	On Target	Q3 24/25	Some Slippage		ongoing annually
Identify a possible location for a 3–18 campus in Inverness	Q2 24/25	Some Slippage	Q3 24/25	Some Slippage		Starts Apr24 / Completes Dec25
Use the 3–18 GME Inverness feasibility study to provide an understanding of parental demand	Q2 24/25		Q3 24/25			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	Q3 24/25		Starts Jan25 / Completes Dec25
Supplement the Fàs Foghlaim resource and update HC parental GME information handbook	Q3 24/25		Starts Jan25 / completes Dec25
Create a rationale to illustrate the GME curriculum offer in the Highland secondary sector	Q3 24/25		Starts Jan25 / Completes Jun26
With agencies/partners develop a Creative Industries (Arts) Economic Impact Study	Q3 24/25		Starts Jan25 / Completes Dec26
Create online Gaelic resource for the business community, to highlight the economic benefits of using Gaelic	Q3 24/25		Starts Apr25 / Completes Dec26
Promote the economic benefits of Gaelic to the local business sector	Q3 24/25		Starts Apr25 / Completes Dec26
Plan and deliver a Gaelic literacy accreditation rationale for all GME pupils by the end of S3 by 2027	Q3 24/25		Starts Aug25 / Completes Jun27
Audit key transition points to understand challenges for young people choosing GME pathway	Q3 24/25		Starts Jan26 / Completes Jun27
Establish 3–18 stakeholder groups to review collaborative partnerships	Q3 24/25		Starts Aug 26 / Completes Jun27
Work in partnership with Celtic Media Festival to deliver the festival in the Highlands	Q3 24/25		Starts Jan27 / Completes Dec29
Review school designations, with consideration to supporting the immersion experience	Q3 24/25		Starts Aug27 / Completes Jun28
Take forward the outcomes of the Creative Industries (Arts) Economic Impact Study to the Gaelic Committee	Q3 24/25		Starts Apr29 / Completes Dec29

CORPORATE SERVICE AIMS

CSA01 Status	Q3 24/25
CSA - Logo and Brand	On Target
CSA - Signage	On Target

CSA02 Communicating with the Public	Q3 24/25
CSA - Promotion	On Target
CSA - Public Meetings	On Target
CSA - Reception and Phone	On Target
CSA - Written Communication	On Target

CSA03 Information	Q3 24/25
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	Q3 24/25
CSA - Awareness Training	Some Slippage
CSA - Induction	On Target
CSA - Internal Audit	On Target
CSA - Language Training	On Target
CSA - Recruitment	On Target
CSA - Using Gaelic	On Target

CSA05 Gaelic Corpus	Q3 24/25
CSA - Gaelic Orthographic Conventions	On Target
CSA - Place-names	On Target