

2024-29 Quarters to September 2025

GAELIC LANGUAGE PLAN - Performance Report - Actions



Action Status	
	Cancelled
	Overdue; Neglected
	Unassigned; Check Progress
	Not Started; In Progress; Assigned
	Completed

01 GAELIC LANGUAGE PLAN

01 OVERALL PLAN PROGRESS

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
GLP25-30	Gaelic Language Plan 2025-30			31-Mar-2030	Overall Plan Progress	34%	

02 GAELIC LANGUAGE PLAN

Section 1 Corporate Strategic Group

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
GP1.1	Monitor and show leadership over the plan	1	Consistent Gaelic progress and content within Council operations.	31-Mar-2030	See subactions below	46%	

	grasping opportunities to promote Gaelic.		6 monthly reviews in place and recommendations made				
GP1.1.1	Hold four meetings per year with 80% attendance levels across all services	1	Consistent Gaelic progress and content within Council operations. 6 monthly reviews in place and recommendations made	31-Mar-2026	Q2 2025/26: No meetings have been held since 17/2/25, Meetings were scheduled but pulled owing to restructuring and identifying new representatives. Next meeting due 1/12/25. Three meetings have so been booked for calendar year 2026. Recurring annually, next due 31-Mar-26	25%	▶
GP1.1.2	A quarterly reporting system will be set up for respective Heads of Service to report back on their actions. Information will be reviewed on a 6 monthly basis by the Extended Corporate Management Team	1	Departments are clear of their responsibilities under the Act and can report progress.	31-Mar-2030	Q2 2025/26: Report structure has been set up on the Council's Pentana system with RIO support sending out for performance information from lead officers and publishing backing table. This will now be on a six monthly basis instead of quarterly. Summary reports will continue to be presented to ECMT by CLD officer.	100%	✓
GP1.1.3	Each year we will work with two different services to focus on increasing Gaelic visibility within their department	1	Departments are clear of their responsibilities under the Act and can report progress.	31-Mar-2030	Q2 2025/26: Departments are in the process of identifying representatives for corporate group, progress will be reported in the next update.	15%	▶
GP1.2	Develop and maintain a Gaelic information and opportunities page on the Councils website.	1	Increased awareness and use of the Gaelic page	31-Mar-2030	See subactions below	36%	▶
GP1.2.1	Page refreshed	1	Increased awareness and use of the Gaelic page	31-May-2025	Q4 2024/25: 100% complete. The webpage is located at www.moray.gov.uk/moray_standard/page_143868.html . Now bilingual - refresh has been completed and page live including the Gaelic translation of text.	100%	✓
GP1.2.2	Baseline data collected	1	Increased awareness and use of the Gaelic page	31-Jan-2026	Q4 2024/25: KD met with Kirsty Fraser 27/2/25. Link to be made with Gaelicmoray.com calendar. Awaiting BnG endorsement of the plan 28/2/2025	10%	▶
GP1.2.3	10% year on year increase in traffic to Gaelic web page.	1	Increased awareness and use of the Gaelic page	31-Mar-2027	Update not due until Q1 2027/28 (2027-2030 annually). Any interim progress will be reported as needed. Recurring annually, initially due 31-Mar-2027	0%	▶
GP1.3	Promote and share social media posts from Moray Gaelic Partners	1	All Gaelic related social media posts are issued bilingually	31-Mar-2030	See subactions below	75%	▶

	via the Council's official accounts and ensure social media messaging regarding Gaelic initiatives are issued bilingually						
GP1.3.1	Promote and share social media posts from Moray Gaelic Partners via the Council's official accounts and ensure social media messaging regarding Gaelic initiatives are issued bilingually	1	All Gaelic related social media posts are issued bilingually	31-Mar-2030	Q2 2025/26: All Gaelic related posts on social media have been published bilingually – this has totalled 11 posts by the end of Q2 2025/26. The department's target is 8 posts a year, which we met within the first two quarters.	100%	✓
GP1.3.2	Increase the average reach of posts to quantify audience engagement	1	All Gaelic related social media posts are issued bilingually	31-Mar-2030	Q2 2025/26: Reach is not an ideal metric for social media posts due to the way algorithms work but we've had no further discussion on what needs to be evaluated to identify a better metric. The metric we use for corporate social media reporting is engagement by reach rate, which for Q1 & Q2 on Gaelic posts is 1.69% [the median engagement rate across all industries is 0.12% for FB and 0.89% for Instagram - SocialInsider]	50%	▶
GP1.4	Audit Service core processes and identify where Gaelic can be introduced into public documents	1	All departments use the refreshed Equalities Statement and consider key documents for translation Translations delivered within existing budgets and incorporated 6 monthly reviews in place and recommendations made	31-Mar-2030	Seen subactions below	37%	▶
GP1.4.1	Invite Gaelic speaking staff and other stakeholders to act as a reference group to identify priority documents for translation	1	Priority documents are available based on need.	31-Dec-2025	Q2 2025/26: To be progressed at the Corporate Gaelic Group meeting on 1/12/2025. Outcome will be reported in the Quarters ending March 2026 report.	25%	▶
GP1.4.2	Reference group to sense check 25% of translations for accuracy	1	Any Gaelic content used through the Council is reader friendly.	31-Mar-2030	Q2 2025/26: Currently sense check is done voluntarily via Gaelic tutors.	50%	▶
GP1.5	Focus on in edition 2 to develop the corporate	1	Where Gaelic services are provided, they will demonstrate equal respect for Gaelic	31-Mar-2030	See subactions below	8%	▶

	service aims provided by the Bòrd thus growing all aspects of provision (appendix D)		and English				
GP1.5.1	Where Gaelic services are provided, they will demonstrate equal respect for Gaelic and English	1	Where Gaelic services are provided, they will demonstrate equal respect for Gaelic and English	31-Jan-2025	Q2 2025/26: No requests for service to be delivered in Gaelic have been received, officers are ready to undertake further exploration when any requests are received.	5%	
GP1.5.2	Gaelic services will be actively offered and provided	1	Actively offer any Gaelic services provided	30-Jun-2025	Q2 2025/26: Currently there are no Gaelic posts, so associated services have not been required.	5%	
GP1.5.3	Staff will automatically consider Gaelic needs in practice	1	Normalise Gaelic provision over time	30-Jun-2026	Q2 2025/26: Nothing to report	0%	
GP1.5.4	The digital corporate logo will have bilingual re-branding	1	Render the corporate logo bilingual when rebranding	31-Aug-2025	Q2 2025/26: There still isn't capacity or budget to run a full council rebrand.	0%	
GP1.5.5	Gaelic will be available in reception and phone services	1	Include Gaelic in reception and phone services	31-Jan-2026	Q2 2025/26: OD have clarified that customer services will take this forward to service delivery.	0%	
GP1.5.6	Gaelic will be made available at public meetings and Gaelic services provided where there is a request	1	Offer Gaelic at public meetings and provide Gaelic services where there is a request	31-Jan-2027	Q2 2025/26: No requests have been made to date for Gaelic at public meetings.	50%	
GP1.5.7	An internal audit report to build on Gaelic capacity and training needs for Gaelic language and Gaelic awareness will be produced	1	To undertake an internal audit to build on Gaelic capacity and training needs for Gaelic language and Gaelic awareness within the life-span of edition two	31-Jul-2029	Q4 2024/25: Nothing to report	0%	

02 GAELIC LANGUAGE PLAN

Section 2 Council Staff

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
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GP2.1	Pilot an online Gaelic introduction sessions with a partner local authority and evaluate and share findings	1	20% of staff who take part in sessions move on to further learning opportunities	31-Mar-2025	Q2 2025/26: 100% complete. Staff progressing from the 6-week course delivered in Fife have remained engaged and now moved on to the CLD evening classes	100%	
GP2.2	Promote a monthly Strupag conversation session for staff and the wider community.	1	Participants link in with other Moray classes. Native speakers attend	31-Mar-2026	Q2 2025/26: Provision now at Lhanbryde Community Centre with steady attendance Recurring Monthly, next due by 31-Mar-2026	50%	
GP2.3	Encourage Council staff who are Gaelic speakers or learners to highlight their Gaelic skills on their email signature	1	Managers encourage staff to declare skills.	30-Jun-2028	See subactions below	5%	
GP2.3.1	Baseline established on the number of departments with staff using the signature identified	1	Greater visibility of actual Gaelic skills across Council.	31-Mar-2026	Q2 2025/26: This will be established at 1/12/25 meeting. Note that Gaelic Learners can also utilise.	10%	
GP2.3.2	Increase the number of departments with at least one member of staff using the signature	1	Council and public have a better understanding of staff who are confident	30-Jun-2028	Q2 2025/26: Departments identified at 1/12/25 Corporate Gaelic Group meeting	0%	
GP2.4	Bring together Gaelic speakers with different levels of fluency annually to encourage opportunities to stimulate Gaelic use and ascertain interest in a Gaelic forum	1	Needs identified for future development. Staff interest in future meetings acted on to build a staff Gaelic community	31-Mar-2026	Refer to subactions below	2%	
GP2.4.1	Bring together Gaelic speakers with different levels of fluency annually to encourage opportunities to stimulate Gaelic use and ascertain interest in a Gaelic forum Recurring annually, initially due 31-Mar-2026	1	Needs identified for future development. Staff interest in future meetings acted on to build a staff Gaelic community	31-Mar-2026	Q4 2024/25: Planned in for 25/26; work to be prioritised and allocated. Recurring annually, initially due 31-Mar-2026	0%	

GP2.4.2	Annual staff on-line meeting delivered	1	Needs identified for future development. Staff interest in future meetings acted on to build a staff Gaelic community	31-Mar-2026	Q4 2024/25: Planned in for 25/26; work to be prioritised and allocated. The first of these is to happen by 31-Mar-2026 with annual meetings thereafter. Recurring annually, initially due 31-Mar-2026	5%	
GP2.5	Monitor any Gaelic requests via the updated equalities form, reporting annually to Bòrd na Gàidhlig	1	100% requests collated with information copied to Gaelic inbox, to have a clear understanding of the needs requested	30-Mar-2030	Q2 2025/26: N/A Translations to or from Gaelic due to be reported from January 2026.	0%	

02 GAELIC LANGUAGE PLAN

Section 3 Councillors

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
GP3.1	Create and recruit a Gaelic elected member lead for the duration of edition 2 of the Gaelic Plan who will liaise with the public, Council Officers and CLD Officer	1	Councillor attends updates with CLDO & responds/signposts any Gaelic correspondence. Councillor raises any Gaelic opportunities within role	31-Dec-2025	Q4 2024/25. 100% complete. Cllrs Shona Morrison and Draeyk Van Der Horn volunteered for this role. One meeting was held in 2024.	100%	
GP3.2	Deliver an annual Gaelic conversation / meeting to inform councillors of the statutory duty and any updates to the Moray Gaelic Plan	1	Elected member lead hosts an annual informal session prior to formal reporting of progress	31-Jul-2026	Q4 2024/25: The desire is still to deliver this term but it is reliant on good attendance. Gaelic Awareness Session conducted by Feisean Nan Gaidheal was held on 24th March 2025. Elected members were invited to the meeting. Recurring annually, initially due 31-Jul-2025	0%	
GP3.3	Contribute to the Corporate Group in providing annual progress report on Plan with elected member lead input	1	Increased member understanding of the relevance of Gaelic in Moray	31-Aug-2026	Q2 2025/26: CLD activity shared as part of the BnG grant return highlighting equal status. Recurring annually, next due 31-Aug-2026	50%	

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Section 4 Gaelic Plan Holders

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
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GP4.1	Annually bring together plan owners for a Moray focussed sharing session to learn from each other and jointly plan, held during Seachdain na Gàidhlig week	1	Increase in collaboration of partners with council departments/initiatives	31-Mar-2026	Q2 2025/26: Session due in February 2026 as part of the Seachdainn na Gaidhlig events. Progress will be reported next time. Recurring annually, initially due 31-Mar-2026	50%	
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02 GAELIC LANGUAGE PLAN

Section 5 Moray Education

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
GP5.1	Offer certificate courses in Gaelic Education in the Senior Phase S4-S6 and progressively implement this across all Secondary Schools in S1-3 as capacity allows to create an interest in offering Gaelic as an L3 option	1	Gaelic is offered at L3 across more of our primary schools with 20% having an offer by year 5. A foundation is established to build on developing Gaelic offering across secondary schools Information is provided to pupils and parents on Gaelic in secondary to promote the offer	31-Jul-2026	See subactions below	100%	
GP5.1.1	3 ELCs and primary schools offering Gaelic as an L3 (Dallas, Newmill and Botriphnie)	1	Gaelic is offered at L3 across more of our primary schools with 20% having an offer by year 5. A foundation is established to build on developing Gaelic offering across secondary schools Information is provided to pupils and parents on Gaelic in secondary to promote the offer	31-Mar-2025	Q4 2024/25: 100% complete. These three schools are offering Scottish Language, history and Culture Projects which include Gaelic Language Education.	100%	
GP5.1.2	3 additional primary schools/ELC settings run Gaelic projects each year in Scottish languages, history and culture	1	Gaelic is offered at L3 across more of our primary schools with 20% having an offer by year 5. A foundation is established to build on developing Gaelic offering across secondary schools Information is provided to pupils and parents on Gaelic in secondary to promote the offer	31-Mar-2025	Q4 2024/25: 100% complete. These three schools are offering Scottish Language, history and Culture Projects which include Gaelic Language Education.	100%	
GP5.1.3	One secondary school offers Gaelic as an L3	1	Gaelic is offered at L3 across more of our primary schools with 20% having an offer	31-Jul-2025	Q4 2024/25: 100% complete. One secondary school continues to offer this as an option although they are no pupils taking up this offer	100%	

	option (e-Sgoil)		by year 5. A foundation is established to build on developing Gaelic offering across secondary schools Information is provided to pupils and parents on Gaelic in secondary to promote the offer		at present		
GP5.2	Issue a Moray survey by the end of the school year 2024/25 to to ascertain interest in Gaelic early years provision and Gaelic education (learner and Gaelic-medium) and act on the findings and share with Bòrd	1	We know the interest in Gaelic early years, Gaelic medium and Gaelic learner education	31-Jul-2026	Q2 2025/26: The survey for 2024/25 was completed on schedule. However results are yet to be shared to be shared with the BÒrd. As this is an annually recurring action, progress is now showing for 2025/26.	0%	
GP5.3	Promote Gaelic and Northern Alliance Modern Languages Progressions which include Gaelic progressions and add case-studies to this webpage	1	Head teachers and school staff are aware of as part of the Modern Languages progressions	31-Jul-2026	See subactions below	50%	
GP5.3.1	We will promote this via the Education Briefing each term.	1	More Staff in ELC/primary and secondary will be aware of Gaelic PL opportunities and participation will increase each year. NQTs will know about the provision of Gaelic education in Moray n PLL Update through the induction process	31-Jul-2026	Q2 2025/26: This was completed with no response. This is an annually recurring action, next due 31-Jul-2026.	0%	
GP5.3.2	A case study is added to the Gaelic education webpage	1	Head teachers and school staff are aware of as part of the Modern Languages progressions	31-Jul-2025	Q2 2025/26: 100% complete. The Council's Scots/Gaelic page located at http://www.moray.gov.uk/moray_standard/page_159646.html has been updated with links to Facebook pages and Youtube videos - case studies of children writing and performing a short play or movie including Gaelic Language.	100%	
GP5.4	Offer professional learning in Gaelic language teaching to build capacity within Moray Education and	1	More Staff in ELC/primary and secondary will be aware of Gaelic PL opportunities and participation will increase each year. NQTs will know about the provision of Gaelic education in Moray n PLL Update	31-Jul-2028	See subactions below	62%	

	encourage staff to apply for grants to fund these opportunities		through the induction process				
GP5.4.1	Advertise at least one Gaelic professional learning (PL) opportunities to Moray colleagues per year Recurring annually, initially due 31-Jul-2025	1	More Staff in ELC/primary and secondary will be aware of Gaelic PL opportunities and participation will increase each year. NQTs will know about the provision of Gaelic education in Moray n PLL Update through the induction process	31-Jul-2026	Q2 2025/26: 100% complete. Gaelic live learning offer and online classroom learning has been offered to primary schools and NQTs	100%	
GP5.4.2	One member of staff from each ASG will have attended	1	More Staff in ELC/primary and secondary will be aware of Gaelic PL opportunities and participation will increase each year. NQTs will know about the provision of Gaelic education in Moray n PLL Update through the induction process	31-Jul-2026	Q2 2025/26: The Scottish Government has allocated £3,000 Gaelic funding to Moray for 2025/26 (source: www.gov.scot/publications/foi-202500470493/) and this has been offered to the 8 ASGs. To date there has been no response to claim this money for Gaelic staff Professional Learning or pupil learning activities.	50%	
GP5.4.3	One member of staff from each secondary will have attended	1	More Staff in ELC/primary and secondary will be aware of Gaelic PL opportunities and participation will increase each year. NQTs will know about the provision of Gaelic education in Moray n PLL Update through the induction process	31-Mar-2026	Q2 2025/26: The Scottish Government has allocated £3,000 Gaelic funding to Moray for 2025/26 (source: www.gov.scot/publications/foi-202500470493/) and this has been offered to the 8 secondary schools. To date there has been no response to claim this money for Gaelic staff Professional Learning or pupil learning activities.	50%	
GP5.4.4	One member of staff from each Council ELC setting will have attended	1	More Staff in ELC/primary and secondary will be aware of Gaelic PL opportunities and participation will increase each year. NQTs will know about the provision of Gaelic education in Moray n PLL Update through the induction process	31-Jul-2028	Q2 2025/26: The Scottish Government has allocated £3,000 Gaelic funding to Moray for 2025/26 (source: www.gov.scot/publications/foi-202500470493/) and this has been offered to Moray Early Learning Centre settings. To date there has been no response to claim this money for Gaelic staff Professional learning or pupil learning activities.	50%	
GP5.5	Using stakeholder feedback to inform, update our Moray Council Education web-page, to make information on Gaelic Education more accessible to Moray parents/carers	1	To make information about Gaelic Education more accessible to parents/carers	31-Jan-2025	Q4 2024/25: 100% complete. The Moray Education Gaelic and Scots Education web-page has been created and can be found at www.moray.gov.uk/moray_standard/page_159646.html	100%	
GP5.6	Liaise with other Local Authorities and organisations to explore options and see where we can be supported in	1	Increased capacity available by partnership work with other local authorities and organisations to offer provision	31-Mar-2026	Q2 2025/26: The Moray Education Lead Officer for Gaelic is liaising with the Gaelic Education Officer at Highland Council to support for our ELC settings and schools as requested with the offer of Online Personal Learning for staff and Online Gaelic Lessons for primary schools. Progress will be reported in Q4 2025/26.	10%	

	offering Gaelic Education to meet Gaelic needs						
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Section 6 Infrastructure

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
GP6.1	Address how Gaelic signage can be incorporated into new and refurbished schools to meet the needs of local communities as they progress	1	New or refurbished buildings will have Gaelic signage built in	31-Mar-2028	See subactions below	0%	
GP6.1.1	Address how Gaelic signage can be incorporated into new and refurbished schools to meet the needs of local communities as they progress	1	New or refurbished buildings will have Gaelic signage built in	31-Mar-2028	Q2 2025/26: Due to extended closure of Cullen Primary School for refurbishment works the milestone date has had to be pushed back by three months (30-Jun-2026). Projected opening date for Forres Academy is October 2028 so milestone revised to be in line with this (31-Oct-2028) Elgin High School capacity extension project - on hold so milestone for Gaelic signage has been pushed back to 2028 (31-Oct-2028)	0%	
GP6.1.2	As provision is developed or refurbished, communities will receive placename and cultural information to make informed choices	1	New or refurbished buildings will have Gaelic signage built in	31-Mar-2028	Q2 2025/26: Additional school signage updates will be considered as part of the wider "BB" programme upgrading schools to (B condition and B condition suitability, Alves primary school for example.	0%	

02 GAELIC LANGUAGE PLAN

Section 7 Library & Heritage Service

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
GP7.1	Rotate our Gaelic resources around our larger libraries every 6 months. Publicise the collection as and when in each new location and	1	Increase number of residents accessing the Gaelic collection. Increase requests for Gaelic materials	30-Sep-2025	Q2 2025/26: Systems Librarian in place and has added additional collection tagging in Spydus to the Gaelic items so we can deliver meaningful statistics using the Spydus BI analytics tool. We are still awaiting the return of some items to Library Support to allow us to update the tagging (estimate that 75% of the collection has been updated). Using this new collection tag will allow us to provide more	25%	

	refresh and renew based on demand as appropriate				accurate loan numbers. This data will include past loans. Since the collection has been added there have been 61 loans of items in the Gaelic Collection (of those that have been tagged).		
GP7.2	Develop and promote Gaelic activity as part of the annual library services programme for Book Week Scotland, feature at least one Gaelic event, produce publicity and promotional material bilingually	1	Increase interest in the event (Baseline of 8) Suggestions from participants on future events	31-Mar-2026	Q2 2025/26: Meeting held with Karen Delaney to discuss and develop opportunities.	10%	
GP7.3	Develop awareness to actively collect images of Morays Gaelic Heritage to build a database and share with Canmore	1	Moray Gaelic content introduced to the collection and promoted as there is currently no Gaelic materials within the Heritage Centre	31-Aug-2026	See subactions below	38%	
GP7.3.1	Deliver a Gaelic images project	1	Moray Gaelic content introduced to the collection and promoted as there is currently no Gaelic materials within the Heritage Centre	31-Dec-2025	Q2 2025/26: Additional member of staff now recruited and will be engaging with library user groups in regards to potential projects in local communities.	15%	
GP7.3.2	Promote "Gaelic Placenames of Moray" by Iain Mac an Tailleir	1	Moray Gaelic content introduced to the collection and promoted as there is currently no Gaelic materials within the Heritage Centre	31-Dec-2025	Q4 2024/25: We are currently working with Moray Gaelic Group to distribute free copies of this title through all libraries to local residents, hoteliers and B&B owners. This is funded through UK Shared Prosperity.	90%	
GP7.3.3	Deliver a Doric and Gaelic paper to show synergies between the languages	1	Moray Gaelic content introduced to the collection and promoted as there is currently no Gaelic materials within the Heritage Centre	31-Aug-2026	Q2 2025/26: "Gaelic Place-names of Moray" book by Iain Taylor now is now in the Heritage Centre.	10%	

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Section 8 Community Learning & Development

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
GP8.1	Continue to service the Corporate Gaelic Group, apply for external funds & report on activity and	1	Attendance prioritised for Gaelic meetings (minutes); Successful funding applications to meet Gaelic needs	06-May-2026	See subactions below	36%	

	manage funding						
GP8.1.1	Attend 4 corporate Gaelic group meetings per year Recurring annually, initially due 31-Mar-2025	1	Attendance prioritised for Gaelic meetings (minutes); Successful funding applications to meet Gaelic needs	31-Mar-2026	Q2 2025/26: As indicated in Action GP1.1.1 one of the three meetings booked for 2025/26 falls in the 25/26 year. Currently it will not be possible to meet the target of attending 4 meetings a year because not as many as 4 have been arranged. Recurring annually, next due 31-Mar-2026	0%	
GP8.1.2	Apply to GLAIF and other external funding for activity support Recurring annually, initially due 05-May-2025 then annually until 2027	1		06-May-2026	Q2 2025/26: Report on previous years funding endorsed and commended by BnG. Officer. Successful bid of £7k for CLD provision for 2025/2026 Recurring annually, next due 05-May-2026 and annually until 2027	50%	
GP8.1.3	Support Moray Gaelic Group to apply for external monies and build capacity	1	Attendance prioritised for Gaelic meetings (minutes); Successful funding applications to meet Gaelic needs	31-Mar-2026	Q2 2025/26: Almost all provision is funded through the grants via Bord na Gaidhlig. A public meeting to gather interest in holding a local Mod in 2026 attracted 25 offers of volunteer support. Funding has been secured via An Comunn via Moray Gaelic Group and a date set :11th September 2026 at Holy Trinity Halls and Elgin Town Hall in the community Centre. There was good national coverage Recurring annually, next due 31-Mar-2026	60%	
GP8.2	Build on the "Exploring Gaelic" sessions to staff and community groups and support an annual speaker's programme to highlight Gaelic interest and culture	1	Increased demographic range of participants attending	31-Mar-2026	See subactions below	50%	
GP8.2.1	Build on the "Exploring Gaelic" sessions to staff and community groups and support an annual speaker's programme to highlight Gaelic interest and culture Recurring annually, initially due 31-Mar-2025	1	Increased demographic range of participants attending	31-Mar-2026	Q2 2025/26: The Nighean Sgadan (Herring Girls) north-east project will be supported by the National Libraries of Scotland and involve local heritage centres. A short blog has been filmed to provide basic phrases for reception staff by a native speaker. Fluent speakers and learners are now coming forward to offer support. Talks regularly attract 25+ people. Recurring annually, next due 31-Mar-2026	50%	
GP8.2.2	3 sessions delivered on different subjects	1	Increased demographic range of participants attending	31-Mar-2026	Q2 2025/26: Awarded funding for 4 sessions this year. Roddy McLean talk delivered."The cattle drovers friends."(27)	50%	
GP8.3	Service and support a monthly Strupag group	1	Meetings take place. Learners input ideas and develop provision	31-Mar-2026	Q2 2025/26: New learners joining every quarter. Now need to look at volunteer travel costs, not budgeted for	50%	

	to enhance opportunities to use the language and encourage new learners and staff to the Gaelic community						
GP8.4	Seek opportunities to use the "Gaelic Placenames of Moray" publication to maximise its use	1		31-Dec-2026	See subactions below	50%	
GP8.4.1	Seek opportunities to use the "Gaelic Placenames of Moray" publication to maximise its use	1	Training session delivered to teaching staff and interested departments. Potential development ideas explored. New collaboration developed with plan holders and schools	31-Dec-2025	Q2 2025/26: 100% complete The Gaelic Placenames of Moray publication has reached 5000 distribution thanks to Baxters Foundations, the UKSPF funding and a lot of voluntary effort. UKSPF successful bid for £3k, New print run which delivered books to Spirit of Speyside plus local hotels & B&Bs.	100%	
GP8.4.2	50% of Associated School Groups (ASG) represented at training	1	Training session delivered to teaching staff and interested departments. Potential development ideas explored. New collaboration developed with plan holders and schools	31-Dec-2025	Q2 2025/26: No progress	0%	
GP8.5	Develop a programme to promote World Gaelic Week building on the voices of Moray Gaelic speakers and learners	1	Draw down external funding to enhance the programme of events and increase the number of participants in events	31-Mar-2026	Q2 2025/26: Funding applied for with notification due 28 Nov 2025. Outcome to be reported in Quarters ending 31-Mar-2026 report.	50%	
GP8.6	Promote Gaelic learning and cultural opportunities to the CLD workforce	1	5 opportunities promoted annually Gaelic content offered in each year's festival	01-Dec-2026	See subactions below	52%	
GP8.6.1	Share 5 opportunities through newsletters, locality networks and CLD Sways	1	5 opportunities promoted annually Gaelic content offered in each year's festival	01-Dec-2025	Q2 2025/26: 100% complete for this cycle. There is a strong partnership with Moray Gaelic Group and a website has been created in partnership www.gaelicinmoray.com. forming a 'one stop shop' for Gaelic events, promotions and resources for anyone wishing to know what is going on in the Gaelic scene in Moray. Information shared with Gaelic in Moray website, Facebook and CLD Sways. New online choir piloted. The first Gaelic newsletter has been published, this is laid out in an easy format with the articles laid out in Gaelic on the left hand pages and the English translation on the right hand pages. Recurring annually, initially due 01-Dec-2025	100%	

GP8.6.2	Deliver Gaelic opportunities through Learn North and the Winter Festivals	1	5 opportunities promoted annually Gaelic content offered in each year's festival	31-Mar-2026	Funding not yet received for 2025-2026 from Education Scotland. Recurring annually, next due 31-Mar-2026	5%	
GP8.7	Seek corporate and external funding to secure a Gaelic speaking CLD worker based on identified need	1	Corporate and Councillor support need for post. Budget and external monies secured to pilot the post	31-Mar-2030	See subactions below	20%	
GP8.7.1	Monitor and show leadership over the plan grasping opportunities to promote Gaelic.	1	Corporate and Councillor support need for post. Budget and external monies secured to pilot the post	31-Mar-2030	Q2 2025/26: Awaiting update on Community & CLD report which was due June 2025.	10%	
GP8.7.2	External funding applied for CLDW post	1	Corporate and Councillor support need for post. Budget and external monies secured to pilot the post	31-Mar-2030	Q2 2025/26: Held meetings with BnG to try to influence and access development worker funding, however offer only made to the Third Sector. Also introduced BnG officer to CLD Standards Council to look at a learner/officer accredited pathway.	30%	

02 GAELIC LANGUAGE PLAN

Section 9 HR Recruitment

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
GP9.1	Amend the Vacancy Monitoring Form to ensure recruiting officers consider Gaelic language criteria and reflect Gaelic skills		Departments will consider Gaelic in their functions and as an asset in the skill set of potential employees	31-Jan-2025	Q4 2024/25. 100% complete. VMF has been updated. Action completed. Ongoing work: ensure recruiting officers consider Gaelic.	100%	
GP9.2	Support and enable opportunities for staff to learn Gaelic and include it in staff and elected member induction	1	Induction module developed to introduce the Plan and responsibilities to Gaelic	31-Aug-2026	Q2 2025/26: Work is progressing on the Gaelic module with creation of a podcast for CLIVE (the Council's learning system) with tutor donating time, supported by Comms.	10%	

02 GAELIC LANGUAGE PLAN

Section 10 Environmental & Commercial

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
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GP10.1	Introduce internal, bilingual welcome signage in our public buildings	1	Departments will consider Gaelic in their functions and as an asset in the skill set of potential employees	31-Aug-2026	See subactions below	2%	
GP10.1.1	Communication Plan created by PR	1	Departments will consider Gaelic in their functions and as an asset in the skill set of potential employees	31-Aug-2026	Q2 2025/26: Updates requested	0%	
GP10.1.2	Welcome signage introduced to all Council receptions	1	Departments will consider Gaelic in their functions and as an asset in the skill set of potential employees	31-Aug-2026	Q2 2025/26: Updates requested Q4 2024/25: There is some overlap in the case of HQ because of Facilities services, HoS Environmental & Commercial will be picking this up with HoS Housing & Property and a fuller picture will emerge next time.	5%	
GP10.2	Introduce external Gaelic signage as opportunities arise when signs are replaced or introduced in buildings, streets, roads etc.	1	New Gaelic signage introduced	31-Mar-2030	Q4 2025/26: No progress at present	0%	
GP10.3	Moray Growth Deal Cultural Quarter project will follow Moray Council corporate policy regarding the adoption of signage relating to the construction of new facilities	1	New Gaelic signage introduced	31-Mar-2028	Q2 2025/26: Project team note this requirement. Facilities not yet in construction.	0%	
GP10.4	Partners managing facilities in the Cooper Park area identify opportunities for promoting Gaelic, with these being discussed at the project board	1	Partnership working will be strengthened between the project and key agencies such as Visit Scotland, Creative Scotland and Historic Environment Scotland (Project Board members)	31-Mar-2028	See subactions below	2%	
GP10.4.1	Partners managing facilities in the Cooper Park area identify opportunities for promoting Gaelic, with these being discussed at the project board	1	Partnership working will be strengthened between the project and key agencies such as Visit Scotland, Creative Scotland and Historic Environment Scotland (Project Board members)	31-Mar-2028	Q2 2025/26: Updates requested. Q4 2024/25: CQ will incorporate actions into discussion with key agencies as contributors to the Cooper Park Masterplan when this work begins. Gaelic will be added to the agenda in CQ Phase 2 working group. Due 31-Mar-2028 for Elgin TH and Grant Lodge.	5%	

GP10.4.2	Joint working to drive learning and identify opportunities for inclusion in the Cultural Quarter Action Log	1	Partnership working will be strengthened between the project and key agencies such as Visit Scotland, Creative Scotland and Historic Environment Scotland (Project Board members)	31-Mar-2028	Q4 2024/25: CQ to work with Gaelic Officer to identify opportunities which could be included in external funding applications. Due 31-Mar-2028 for Elgin TH and Grant Lodge.	0%	
GP10.5	With the cultural offering associated with the Grant Lodge facility due to be developed, the project team will evaluate and evidence options for the integration of Gaelic in Grant Lodge	1	Outputs evidenced from planning activity, with Gaelic related events recorded and integrated	31-Mar-2028	See subactions below	2%	
GP10.5.1	With the cultural offering associated with the Grant Lodge facility due to be developed, the project team will evaluate and evidence options for the integration of Gaelic in Grant Lodge	1	Outputs evidenced from planning activity, with Gaelic related events recorded and integrated	31-Mar-2028	Due prior to reopening of Grant Lodge Q2 2025/26: Updates requested. Q4 2024/25: Initial discussions on exhibition/interpretation began April 2025. Gaelic Officer will be invited to wider stakeholder workshops in June 2025.	5%	
GP10.5.2	Give clarity on the cultural offering associated with Grant Lodge and how Gaelic related activity fits within this	1	Outputs evidenced from planning activity, with Gaelic related events recorded and integrated	31-Mar-2028	Due prior to reopening of Grant Lodge Q2 2025/26: Updates requested. Q4 2024/25: Gaelic officer will be invited to contribute to discussions on exhibition/interpretation and activities.	0%	