Gaelic Plan 2025-2030
Performance Report - Gaelic Plan Actions

Action Status	
❌	Cancelled
🔴	Overdue; Neglected
⚠️	Unassigned; Check Progress
▶️	Not Started; In Progress; Assigned
✅	Completed

Gaelic Plan 2025-2030 - Overall Progress

Action Code	Action Title	Lead Officer	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
GP25-30	Gaelic Plan 2025-2030			31-Mar-2030	Overall Plan Progress	28%	▶️

Gaelic Plan Section 1 - Corporate Strategic Group

Action Code	Action Title	Lead Officer	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
GP1.1	Monitor and show leadership over the plan grasping opportunities to promote Gaelic.	DCE	Consistent Gaelic progress and content within Council operations. 6 monthly reviews in place and recommendations made	31-Mar-2030	*See subactions below*	28%	▶️
GP1.1.1	Hold four meetings per year with 80% attendance levels across all services	DCE	Consistent Gaelic progress and content within Council operations. 6 monthly reviews in place and recommendations made	31-Mar-2030	**Q4 2024/25:** Corporate Gaelic Group meeting held 17/2/25 CMT meeting on 14/5/25 ensuring all parties understand their responsibilities under the Act.	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	DCE	Departments are clear of their responsibilities under the Act and can report progress.	31-Mar-2030	**Q4 2024/25:** Quarterly reporting system established and quarter 4 updates requested, aim to provide a baseline report to ECLT for 26 May with a backstop of 23 June meeting.	50%	▶️

GP1.1.3	Each year we will work with two different services to focus on increasing Gaelic visibility within their department	DCE	Departments are clear of their responsibilities under the Act and can report progress.	31-Mar-2030	**Q4 2024/25:** Services will be decided after 26 May meeting.	10%	▶
GP1.2	Develop and maintain a Gaelic information and opportunities page on the Councils website.	PR	Increased awareness and use of the Gaelic page	31-Mar-2030	*See subactions below*	37%	▶
GP1.2.1	Page refreshed	PR	Increased awareness and use of the Gaelic page	31-May-2025	**Q4 2024/25:** 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	Corp Gaelic Group	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 Gaelicinmoray.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 **Recurring annually, initially due 31-Mar-2027**	Corp Gaelic Group	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.	0%	▶
GP1.3	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	PR	All Gaelic related social media posts are issued bilingually	31-Mar-2030	**Q4 2024/25:** First bilingual post on social media about the unveiling the GLP	1%	▶
GP1.3.1	Increase the average reach of posts to quantify audience engagement	PR		31-Mar-2030	**Q4 2024/25:** Nothing to report	0%	▶
GP1.4	Audit Service core processes and identify where Gaelic can be introduced into public documents	DCE	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	*See subactions below*	13%	▶
GP1.4.1	Invite Gaelic speaking staff and other stakeholders to act as a reference group to identify priority documents for translation	DCE	Priority documents are available based on need.	31-Dec-2025	**Q4 2024/25:** Departments asked to identify Gaelic speaking staff at next Corporate Meeting and invite them to use the *i Cleachdi* on their signatures. NB they can be Gaelic Learners.	25%	▶
GP1.4.2	Reference group to sense check 25% of translations for accuracy	DCE	Any Gaelic content used through the Council is reader friendly.	31-Mar-2030	**Q4 2024/25:** Services will be determining volunteers for this group.	0%	▶

Action Code	Action Title	Lead Officer	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
GP1.5	Focus on in edition 2 to develop the corporate service aims provided by the Bòrd thus growing all aspects of provision (appendix D)	Corp Gaelic Group		31-Mar-2030	*See subactions below*	5%	▶
GP1.5.1	Where Gaelic services are provided, they will demonstrate equal respect for Gaelic and English	Corp Gaelic Group	Where Gaelic services are provided, they will demonstrate equal respect for Gaelic and English	31-Jan-2025	**Q4 2024/25:** (DL) Currently, there are limited resource options for the delivery of services that can be provided in Gaelic due to the lack of officers proficient in the language. However, in the event of a request for a service in Gaelic, further exploration would be undertaken as to whether this could be delivered. (RGS) Currently there has been no request for Gaelic Services	5%	🔴
GP1.5.2	Gaelic services will be actively offered and provided	Corp Gaelic Group	Actively offer any Gaelic services provided	30-Jun-2025	**Q4 2024/25:** Exploration of the opportunities in providing services in English and Gaelic is agreed and ongoing. However, the delivery of these services will depend on the request and available resources. (DL) Currently there are no Gaelic posts, so associated services have not been required. (RGS)	5%	🔺
GP1.5.3	Staff will automatically consider Gaelic needs in practice	CLDO	Normalise Gaelic provision over time	30-Jun-2026	**Q4 2024/25:** Nothing to report		▶
GP1.5.4	The digital corporate logo will have bilingual re-branding	PR	Render the corporate logo bilingual when rebranding	31-Aug-2025	**Q4 2024/25:** This will not happen by August 2025 as it requires a full council rebrand, which there isn't currently capacity or budget to run. Briefing due to go to CLT in May 2025 outlining the process, risks and requirements.	0%	🔺
GP1.5.5	Gaelic will be available in reception and phone services	OD	Include Gaelic in reception and phone services	31-Jan-2026	**Q4 2024/25:** OD to seek clarification as to why OD is lead officer; would expect eg customer services to be lead with OD support as required. Also need clarification on what the detail of the action required is to be able to take forward.	0%	▶
GP1.5.6	Gaelic will be made available at public meetings and Gaelic services provided where there is a request	CLDO	Offer Gaelic at public meetings and provide Gaelic services where there is a request	31-Jan-2027	**Q4 2024/25:** Nothing to report	0%	▶
GP1.5.7	An internal audit report to build on Gaelic capacity and training needs for Gaelic language and Gaelic awareness will be produced	CLDO / Emp Dev	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%	▶

Gaelic Plan Section 2 – Council Staff

Action Code	Action Title	Lead Officer	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon

Action Code	Action Title	Lead Officer	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
GP2.1	Pilot an online Gaelic introduction sessions with a partner local authority and evaluate and share findings	CLD Offr & LA Partner	20% of staff who take part in sessions move on to further learning opportunities	31-Mar-2025	**Q4 2024/25:** 6-week course delivered with Fife Council CLD from 29/1/25 (15 participants) 2 staff have progressed to local classes.	100%	✅
GP2.2	Promote a monthly Strupag conversation session for staff and the wider community **Recurring Monthly, initially due by 31-Mar-2025**	CLDO	Participants link in with other Moray classes. Native speakers attend	31-Mar-2025	**Q4 2024/25:** To date 13-15 regular attendees plus 3 fluent speakers. 158 attendance @8/4/25	100%	✅
GP2.3	Encourage Council staff who are Gaelic speakers or learners to highlight their Gaelic skills on their email signature	CLDO	Managers encourage staff to declare skills.	31-Mar-2026	**Q4 2024/25:** As Action 1.3.1 above, departments have been asked to identify Gaelic speaking staff at next Corporate Meeting and invite them to use the i Cleachdi on their signatures. NB they can be Gaelic Learners.	10%	▶
GP2.3.1	Baseline established on the number of departments with staff using the signature identified	CLDO	Greater visibility of actual Gaelic skills across Council.	31-Mar-2026	**Q4 2024/25:** To be reported in future	0%	▶
GP2.3.2	Increase the number of departments with at least one member of staff using the signature	CLDO	Council and public have a better understanding of staff who are confident	31-Jun-2028	**Q4 2024/25:** To be reported in future once baseline has been established.	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	OD	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.	5%	▶
GP2.4.1	Annual staff on-line meeting delivered **Recurring annually, initially due 31-Mar-2026**	OD		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.	5%	▶
GP2.5	Monitor any Gaelic requests via the updated equalities form, reporting annually to Bòrd na Gàidhlig **Recurring [quarterly], initially due 01-Jan-2026**	Equal Offr / CLDO	100% requests collated with information copied to Gaelic inbox, to have a clear understanding of the needs requested	30-Mar-2030	Translations to or from Gaelic. Due to be reported from January 2026. **Q4 2024/25:** Currently only the *number* of requests are recorded; 16 Requests actioned have been about accessing classes and the "Gaelic Place-Names in Moray"publication.	5%	▶

Gaelic Plan Section 3 - Councillors

Action Code	Action Title	Lead Officer	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon

Action Code	Action Title	Lead Officer	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	CLDO	Councillor attends updates with CLDO & responds/signposts any Gaelic correspondence. Councillor raises any Gaelic opportunities within role	31-Dec-2025	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 **Recurring annually, initially due 31-Jul-2025**	DCE / CLDO / Gaelic Specialist	Elected member lead hosts an annual informal session prior to formal reporting of progress	31-Jul-2025	**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.	20%	⚠️
GP3.3	Contribute to the Corporate Group in providing annual progress report on Plan with elected member lead input **Recurring annually, initially due 31-Aug-2025**	CLDO	Increased member understanding of the relevance of Gaelic in Moray	31-Aug-2025	**Q4 2024/25:** First annual progress report due by 31-Aug-2025, annually thereafter. Agenda item at next Corporate Gaelic meeting	10%	⚠️

Gaelic Plan Section 4 – Gaelic Plan Holders

Action Code	Action Title	Lead Officer	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
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 **Recurring annually, initially due 31-Mar-2026**	CLDO	Increase in collaboration of partners with council departments/initiatives	31-Mar-2026	Meeting was postponed in February during Seachdain na Gàidhlig (English: Week of Gaelic) as Education could not attend. Historic Environment Scotland, Scottish Forestry and Nature Scot now sharing bi-lingual resources via the Gaelic in Moray website. Next Week of Gaelic takes place 23 February – 1 March 2026	5%	▶️

Gaelic Plan Section 5 – Moray Education

Action Code	Action Title	Lead Officer	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	Educ Lead Officer	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-2026	*See subactions below*	100%	▶
GP5.1.1	3 ELCs and primary schools offering Gaelic as an L3 (Dallas, Newmill and Botriphnie)	Educ Lead Offr & Prim HTs		31-Mar-2025	**Q4 2024/25:** 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	Educ Lead Offr & Prim HTs		31-Mar-2025	**Q4 2024/25:** This is already complete, all primary schools have Gaelic as an L3 option.	100%	✅
GP5.1.3	One secondary school offers Gaelic as an L3 option (e-Sgoil)	Educ Lead Offr & Prin of Modern Langs		31-Jul-2026	**Q4 2024/25:** One secondary school continues to offer this as an option although they are no pupils taking up this offer at present	100%	▶
GP5.2	Issue a Moray survey by the end of the school year 2024/25 to parents/carers, teachers, pupil support assistants, library assistants and sports staff to ascertain interest in Gaelic early years provision and Gaelic education (learner and Gaelic-medium) and act on the findings and share with Bòrd na Gàidhlig **Recurring annually, initially due 31-Jul-2025**	Educ Lead Officer	We know the interest in Gaelic early years, Gaelic medium and Gaelic learner education	31-Jul-2025	**Q4 2024/25**: This survey has been issued to parents/carers with a closing date of Friday 09 May 2025 and then shared with BnG.	95%	⚠
GP5.3	Promote Gaelic and Northern Alliance Modern Languages Progressions which include Gaelic progressions and add case-studies to this webpage	Educ Lead Officer	Head teachers and school staff are aware of as part of the Modern Languages progressions	31-Jul-2025	*See subactions below*	20%	⚠
GP5.3.1	We will promote this via the Education Briefing each term **Recurring annually, initially due 31-Jul-2025**	Educ Lead Officer	Head teachers and school staff are aware of as part of the Modern Languages progressions	31-Jul-2025	**Q4 2024/25:** This has been done through the Education Briefing – Friday 25 April 2025	30%	⚠

GP5.3.2	A case study is added to the Gaelic education webpage	Educ Lead Officer	Head teachers and school staff are aware of as part of the Modern Languages progressions	31-Jul-2025	**Q4 2024/25:** This is being prepared for addition to the webpage and will be reported next quarter.	10%	⚠️
GP5.4	Offer professional learning in Gaelic language teaching to build capacity within Moray Education and encourage staff to apply for grants to fund these opportunities	Educ Lead Officer	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-2028	*See subactions below*	23%	▶️
GP5.4.1	Advertise at least one Gaelic professional learning (PL) opportunities to Moray colleagues per year **Recurring annually, initially due 31-Jul-2025**	Educ Lead Officer	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-2025	**Q4 2024/25:** CLD offered the Moray Placenames input specifically for education staff Sept 2024.	100%	✅
GP5.4.2	1 member of staff from each ASG will have attended **Recurring annually, initially due 31-Jul-2026**	Educ Lead Officer	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	**Q4 2024/25:** This has been offered through the Education Briefing – Friday 25 April 2025 There are 8 ASG groups	5%	▶️
GP5.4.3	1 member of staff from each secondary will have attended	Educ Lead Officer	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	**Q4 2024/25**: This has been offered through the Education Briefing – Friday 25 April 2025. Result of offer will be reported in next quarter. 8 Secondary Schools in Moray (www.moray.gov.uk/moray_standard/page_40555.html)	5%	▶️
GP5.4.4	1 member of staff from each primary will have attended	Educ Lead Officer	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-2027	46 primary schools in Moray (www.moray.gov.uk/moray_standard/page_40556.html) **Q4 2024/25**: This has been offered through the Education Briefing – Friday 25 April 2025. Result of offer will be reported next quarter.	5%	▶️

Action Code	Action Title	Lead Officer	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
GP5.4.5	1 member of staff from each Council ELC setting will have attended	Educ Lead Officer	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	**Q4 2024/25:** This has been offered through the Education Briefing – Friday 25 April 2025. Result of offer will be reported next quarter. 20 LA ELC establishments in Moray. Source: http://www.moray.gov.uk/downloads/file117168.pdf (Council ELCs have group status as "Local Authority Nursery")	0%	▶
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	Educ Lead Officer	To make information about Gaelic Education more accessible to parents/carers	31-Jan-2025	**Q4 2024/25**: 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 offering Gaelic Education to meet Gaelic needs **Recurring annually, initially due 31-Mar-2025**	Educ Lead Officer	Increased capacity available by partnership work with other local authorities and organisations to offer provision	31-Mar-2025	**Q4 2024/25:** Resourcing issues focussing on other actions has meant this was not completed for end of 2025 but will be reported in future quarters.	0%	🔴

Gaelic Plan Section 6 – Infrastructure

Action Code	Action Title	Lead Officer	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	Learning Estate Mgr	New or refurbished buildings will have Gaelic signage built in	31-Mar-2028	**Q4 2024/25:** nothing to report	0%	▶
GP6.1.1	As provision is developed or refurbished, communities will receive placename and cultural information to make informed choices	Learning Estate Mgr		31-Mar-2028	**Q4 2024/25**: Nothing to report Milestones: Elgin High School by 31-Mar-2026 Cullen Primary School by 31-Mar-2026 Forres Academy by 31-Mar-2028	0%	▶

Gaelic Plan Section 7 - Library & Heritage Service

Action Code	Action Title	Lead Officer	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon

Action Code	Action Title	Lead Officer	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 refresh and renew based on demand as appropriate **Recurring biannually, initially due 31-Mar-2025**	Prin Lib	Increase number of residents accessing the Gaelic collection. Increase requests for Gaelic materials	31-Mar-2025	**Q4 2024/25:** The Gaelic resources are currently in 4 libraries – Keith, Elgin, Buckie and Forres – we are reviewing usage. Figures for total loans are not available due to resourcing issues - there is currently no Systems Librarian.	5%	🔴
GP7.2	Develop and promote Gaelic activity as part of the annual library services programme for Book Week Scotland (November) and feature at least one Gaelic event and produce publicity and promotional material bilingually **Recurring annually, initially due 31-Mar-2025**	Prin Lib	Increase interest in the event (Baseline of 8) Suggestions from participants on future events	31-Mar-2025	**Q4 2024/25:** The library service did not host a Gaelic event as part of Book Week Scotland this year due to being unable to identify anything suitable, however agreed to work with Gaelic Book Council to identify events for future years.	5%	🔴
GP7.3	Develop awareness to actively collect images of Morays Gaelic Heritage to build a database and share with Canmore	Heritage Officer	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*	33%	▶
GP7.3.1	Deliver a Gaelic images project	Heritage Officer		31-Dec-2025	**Q4 2024/25:** This is being delayed by resourcing issues. We have this year secured UKSP funding to digitise some of our archive content, part of the funding will enable us to recruit an additional member of heritage staff. This project won't directly have Gaelic focus but we will be working with communities to identify resources so will ensure Gaelic is reflected in that work, part of the funding will enable translation where appropriate as well to support wider promotion.	10%	▶
GP7.3.2	Promote "Gaelic Placenames of Moray" by Iain Mac an Tailleir	Heritage Officer		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	CLDO Specialists & Partners		31-Aug-2026	**Q4 2024/25:** nothing to report	0%	▶

Gaelic Plan Section 8 - Community Learning & Development

Action Code	Action Title	Lead Officer	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 manage funding	CLDO	Attendance prioritised for Gaelic meetings (minutes); Successful funding applications to meet Gaelic needs	06-May-2025	*See subactions below*	58%	⚠️
GP8.1.1	Attend 4 corporate Gaelic group meetings per year **Recurring annually, initially due 31-Mar-2025**	CLDO		31-Mar-2025	**Q4 2024/25:** Last meeting held in February 2025 now chaired by DCEO and serviced by CEO admin.	25%	🔴
GP8.1.2	Apply to GLAIF and other external funding for activity support **Recurring annually, initially due 05-May-2025 and annually until 2027**	CLDO		06-May-2025	**Q4 2024/25:** Currently reporting on last years spend and application to the Gaelic Language Act Implementation Fund (GLAIF) for May deadline. The Projects Stream of the Gaelic Plans Fund is open for 2025/26 until 6 May 2025. Each year (until 2027) six Scottish authorities are permitted to apply for the Strategic Stream of GLAIF, the other 26 authorities (of which Moray is one) can apply for 1 year of funding for up to 3 projects to be delivered between August 2025 and August 2026.	50%	⚠️
GP8.1.3	Support Moray Gaelic Group to apply for external monies and build capacity **Recurring annually, initially due 31-Mar-2025**	CLDO		31-Mar-2025	***Q4 2024/25:*** Successful bid to BnG to support intermediate class and events. (£2k+) Successful bid to UKSPF for re-printing of publication for hotels and B&B's plus local museums and heritage groups. (£5.5k)	100%	✅
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 **Recurring annually, initially due 31-Mar-2025**	CLDO & Moray Gaelic Group	Increased demographic range of participants attending	31-Mar-2025	*See subactions below*	100%	✅
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**	CLDO & Moray Gaelic Group	Increased demographic range of participants attending	31-Mar-2025	**Q4 2024/25:** Delivered Dr Inga Birnie talk: "My Gaelic Journey." (14) Delivered "Cadence of a Song" by Fiona MacKenzie (13) Delivered "Gaels Gathering "of learners 14 Sept 2024 (21) Delivered 2 Keith Community Radio broadcasts, one on place-names with Iain Taylor and the other in partnership with Moray Gaelic Group.	100%	✅
GP8.2.2	3 sessions delivered on different subjects	CLDO & Moray Gaelic Group	Increased demographic range of participants attending	31-Mar-2025	**Q4 2024/25:** Delivered Roddy Mclean "Native Adders." (38) Delivered session by Lewis Laing, Comunn na Parantan (15) Delivered Gaels Gathering 15 March 2025 (32) Evaluation had 100% excellent scoring plus request for similar more frequent events	100%	✅

GP8.3	Service and support a monthly Strupag group to enhance opportunities to use the language and encourage new learners and staff to the Gaelic community **Recurring monthly, initially due 31-Mar-2025**	CLDO Fluent Speaker	Meetings take place. Learners input ideas and develop provision	31-Mar-2025	Q4 2024/25: Provision supported and sustained, attracting fluent speakers. (158 to date attendance @8/4/25)	100%	✅
GP8.4	Seek opportunities to use the "Gaelic Placenames of Moray" publication to maximise its use	CLDO / Educ Lead Officer	Training session delivered to teaching staff and interested departments. Potential development ideas explored. New collaboration developed with plan holders and schools	31-Dec-2026	See subactions below	17%	▶
GP8.4.1	Seek opportunities to use the "Gaelic Placenames of Moray" publication to maximise its use	CLDO / Educ Lead Officer	Training session delivered to teaching staff and interested departments. Potential development ideas explored. New collaboration developed with plan holders and schools	31-Dec-2025	Q4 2024/25: Session delivered to teachers on 10/9/24 but poorly attended. (1) Spirit of Speyside and Visit Speyside Moray negotiations for stock at events. Iain Taylor delivered a talk on Moray place-names at Banffshire Field Club's annual event (80)	50%	▶
GP8.4.2	50% of Associated School Groups (ASG) represented at training	Educ Lead Officer	Training session delivered to teaching staff and interested departments. Potential development ideas explored. New collaboration developed with plan holders and schools	31-Dec-2025	Q4 2024/25: These will be ongoing during 2025/26	0%	▶
GP8.4.3	Development of projects arising from the session	Educ Lead Officer	Training session delivered to teaching staff and interested departments.	31-Dec-2026	Q4 2024/25: No progress at present	0%	▶
GP8.5	Develop a programme to promote World Gaelic Week building on the voices of Moray Gaelic speakers and learners **Recurring annually, initially due 31-Mar-2025**	CLDO	Draw down external funding to enhance the programme of events and increase the number of participants in events	31-Mar-2025	Q4 2024/25: Unsuccessful with funding bid, however some in kind sessions delivered with support from Anstruther Fishing Museum: "Place-Names in Border Counties" by Iain Taylor (14) "Herring Gutting Songs" by Meg Hyland (20)	100%	✅
GP8.6	Promote Gaelic learning and cultural opportunities to the CLD workforce **Recurring annually, initially due 01-Dec-2025**	CLDO & Partners	5 opportunities promoted annually Gaelic content offered in each year's festival	01-Dec-2025	Q4 2024/25: nothing to report	0%	▶

GP8.6.1	Share 5 opportunities through newsletters, locality networks and CLD Sways **Recurring annually, initially due 01-Dec-2025**	CLDO & Partners		01-Dec-2025	**Q4 2024/25:** Information shared with Gaelic in Moray website, Facebook and CLD S'ways	60%	▶
GP8.6.2	Deliver Gaelic opportunities through Learn North and the Winter Festivals **Recurring annually, initially due 31-Mar-2025**	CLDO & Partners		31-Mar-2025	**Q4 2024/25:** Session delivered with the Feisean, SQA and Education Scotland.	100%	✅
GP8.7	Seek corporate and external funding to secure a Gaelic speaking CLD worker based on identified need	CLDO	Corporate and Councillor support need for post. Budget and external monies secured to pilot the post	31-Mar-2030	*See subactions below*	18%	▶
GP8.7.1	Monitor and show leadership over the plan grasping opportunities to promote Gaelic.	CLDO	Corporate and Councillor support need for post. Budget and external monies secured to pilot the post	31-Mar-2030	**Q4 2024/25:** Community & CLD report currently in progress, due June 2025	10%	▶
GP8.7.2	External funding applied for	CLDO	Corporate and Councillor support need for post. Budget and external monies secured to pilot the post	31-Mar-2030	**Q4 2024/25:** BnG have advertised a scheme however it is currently only open to Third Sector groups. Meeting held with Gaelic Officer to influence partnership bids, Communities Bid applied for to BnG 6/5/25. Outcome known in August.	25%	▶

Gaelic Plan Section 9 - HR Recruitment

Action Code	Action Title	Lead Officer	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	HR	Departments will consider Gaelic in their functions and as an asset in the skill set of potential employees	31-Jan-2025	**Q4 2024/25**. 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 **Recurring annually, initially due 31-Aug-2025**	OD & Gaelic Partners	Induction module developed to introduce the Plan and responsibilities to Gaelic	31-Aug-2025	**Q4 2024/25:** Development of induction module delayed due to Gaelic Plan being published later than expected and due to resourcing issues. Revised schedule for induction module to be advised next quarter.	0%	⚠

Gaelic Plan Section 10 - Environmental & Commercial Services

Action Code	Action Title	Lead Officer	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon

ID	Action	Owner	Measure	Due	Update	%	Status
GP10.1	Introduce internal, bilingual welcome signage in our public buildings	HoS E&C	Departments will consider Gaelic in their functions and as an asset in the skill set of potential employees	31-Aug-2026	*See subactions below*	3%	▶
GP10.1.1	Communication Plan created by PR	HoS E&C	Departments will consider Gaelic in their functions and as an asset in the skill set of potential employees	31-Aug-2026	**Q4 2024/25:** No progress at present	0%	▶
GP10.1.2	Welcome signage introduced to all Council receptions	HoS E&C	Departments will consider Gaelic in their functions and as an asset in the skill set of potential employees	31-Aug-2026	**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.	HoS E&C	New Gaelic signage introduced	31-Mar-2030	**Q4 2024/25:** awaiting update	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	HoS EG&D & SRO Cultural Quarter Project	New Gaelic signage introduced	31-Mar-2028	*Milestones:* * Elgin Town Hall Reopened by 2027 with Gaelic signage following Moray Council corporate policy * Grant Lodge reopened by 2028 with Gaelic signage following Moray Council corporate policy **Q4 2024/25:** 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	HoS EG&D & SRO Cultural Quarter Project	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	*Due 31-Mar-2028 for Elgin TH and Grant Lodge.* **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.	5%	▶
GP10.4.1	Joint working to drive learning and identify opportunities for inclusion in the Cultural Quarter Action Log	HoS EG&D & SRO Cultural Quarter Project	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	*Due 31-Mar-2028 for Elgin TH and Grant Lodge.* **Q4 2024/25:** CQ to work with Gaelic Officer to identify opportunities which could be included in external funding applications.	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	HoS EG&D & SRO Cultural Quarter Project	Outputs evidenced from planning activity, with Gaelic related events recorded and integrated	31-Mar-2028	*Due prior to reopening of Grant Lodge* **Q4 2024/25:** Initial discussions on exhibition/interpretation began April 2025. Gaelic Officer will be invited to wider stakeholder workshops in June 2025.	5%	▶
GP10.5.1	Give clarity on the cultural offering associated with Grant Lodge and how Gaelic related activity fits within this	HoS EG&D & SRO Cultural Quarter Project	Outputs evidenced from planning activity, with Gaelic related events recorded and integrated	31-Mar-2028	*Due prior to reopening of Grant Lodge* **Q4 2024/25:** Gaelic officer will be invited to contribute to discussions on exhibition/interpretation and activities.	0%	▶

Notes:

1 Due dates subject to change. For recurring actions, the next due-by date is shown. When that due date is reached, it will be amended to the following year