

Bòrd na Gàidhlig
Minute of Board Meeting
Moorings Hotel
Monday 02/10/17 13:00 – 16:30

Members

| | |
|-------------------------|-------|
| Allan MacDonald (Chair) | (AMD) |
| Donald MacLeod | (DML) |
| Jim Whannel | (JW) |
| Jennifer Gilmour | (JG) |
| Fiona Dunn | (FD) |
| Mary Ann Kennedy | (MAK) |
| Allan Campbell | (AC) |
| Mary MacInnes | (MMI) |
| Joy Dunlop | (JD) |

Attending:

| | |
|----------------------------|-------|
| Shona MacLennan (Ceannard) | (SML) |
| David Boag | (DB) |
| Mona Wilson | (MW) |
| Christine Stewart | |
| (Minute) | |

1 OPENING ITEMS

The Chair welcomed everyone to the Meeting and asked for any apologies. Apologies were recorded from Donald MacSween. An apology was also recorded from Johan Smith for this part of the Meeting but she would attend tomorrow morning's (3rd Oct) section.

a) DECLARATIONS OF INTEREST

Declarations of interest were recorded as follows:

AC – An Comunn Gàidhealach (3 PT5)

DML – CNES

JD – Sabhal Mòr Ostaig

JW – SMO/University of Edinburgh

FD – Glasgow University

MMI-Cnoc Soilleir – included in Lews Castle College 3 PT1

b) MINUTE OF MEETINGS 14-06-17 & 09-08-17

Minutes were approved subject to a change in the text of Minute 14-06-17 at **PT4 Governance Structure** where sentence reads, "...and it was agreed...", it should now read, "... **the new structure was approved** and it was agreed...".

c) MATTERS ARISING

Action point 2 – A paper regarding meetings to be held open to the public is to be drawn up and submitted to the Governance Working Group where it will be discussed and then presented to the whole Board.

Action Point 4 – Recommendation regarding changes to the grants system to be submitted to the Governance Working Group where it will be discussed and a recommendation submitted to the Board.

DML left meeting

Action Point 4PT2 – Numbers attending learner's classes within CNES area were received, but not all were completing the classes.

DML returned to meeting

Action Point 5 PT3 – DB had spoken to the other groups using An Lèanag and asked how they wished to proceed. BNG have agreed to pay rent to the end of this financial year. A survey has been circulated around the area and the results of the survey will be used to determine the next steps to take. A meeting will be arranged to discuss the way ahead after the Mod.

2 GRANTS

GLAIF FUNDING £40K+

JW left meeting

PT1 1718/360 – Tobar an Dualchais Resources £10k [Budget: 102021]

PT2 1718/355 – Doras a-steach gu TAD £10k [Budget: 102021]

DB reported that Tobar an Dualchais had submitted an application for extra funding to support their web-site and towards its further development, also Sabhal Mòr Ostaig were applying for additional assistance to support the project in order that it may assist their students, tutors and people at varying levels of fluency.

Members discussed the applications and it was raised that Tobar an Dualchais (TAD) sites often proved problematic to access, it was suggested that TAD staff could visit some sites to assist with searches or that a video could be made explaining the process in more detail.

Both project resources should also be made available on the web-sites at TAD and SMO in order that they are accessible by the students, tutors and the general public.

The project funding was agreed to but members requested that more information should be gathered from TAD on what their work involves.

TAD could be invited to make a presentation to the Board on their work.

JW returned to meeting
Joy Dunlop joined meeting at this time

3 GAELIC DEVELOPMENT

a) GAELIC LANGUAGE PLANS

PT1 National Museums Scotland (2nd edition)

DB reported that this was the 2nd edition Plan from the National Museums, their original Plan had been slightly ambitious but they had learnt from it. It had been discussed with them how to progress better in the future and how co-working with other groups would be of assistance to them.

Financial assistance could also be secured through GLAIF. Until now they had been used to dealing with tangible cultural heritage rather than people and language but they were changing and more departments were to be involved with progressing the Plan.

Members approved the Plan.

PT2 sportscotland (1st edition)

DB reported that this first Plan by sportscotland was good and there were obvious signs of implementation. It was reported that there is a good working relationship between the organisation and BNG.

Members approved the Plan.

PT3 Loch Lomond & Trossachs National Park Authority (2nd edition)

DB reported that this organisation holds significant powers in their particular area regarding housing, land and employment. They were very aware of Gaelic and culture and held a month each year devoted to all things Gaelic. This Plan was well set out and their aims were set against their resources. Progress was obvious.

Members approved the Plan.

JD & JW left meeting

PT4 Sabhal Mòr Ostaig (2nd edition)

DB reported this Plan as being a good strong Plan. The use of Gaelic is now more focused and it is interesting how much progress has been made since previous plan. Staff without Gaelic were able to access training and a buddy system had been set up to assist learners.

Members praised the Plan and suggested that some of the examples of good practice should be circulated to other colleges and groups.

The Plan was approved.

PT5 East Renfrewshire Council

[NB: This Plan was considered on the second day of the meeting]

It was agreed to defer discussion on this Plan till Decembers Board.

The Chair thanked all the staff involved with the Plans for their excellent work. He added that the Governance Working Group would be considering how Plans were being dealt with and the volume of work that was involved. A paper would be prepared to be submitted to the Board.

3 b) NEW ORGANISATIONS RECOMMENDED FOR GAELIC LANGUAGE PLAN NOTIFICATION

It was recommended at the Gaelic Usage Committee that both Scottish Enterprise and The Scottish Land Commission be sent notifications to develop a Gaelic Language Plan. Members discussed this and were agreed that notifications be made.

DB reported that he had attended a meeting and had met with representatives of private companies who had expressed an interest in producing a Gaelic plan voluntarily. Members agreed that this would be encouraging and would assist in showing the economic impact Gaelic can have in rural areas. They asked that DB continue dialogue with those companies.

It was recommended that BBC Scotland and MgAlba should produce a Gaelic Plan, and also a question was raised as to whether or not BNG should produce a plan – the Governance Working Group will discuss this.

3 c) HIGH LEVEL AIMS

MMI left the meeting

PT1 Lews Castle College

Members suggested that the College strengthen ties with Argyll College. Members agreed to the high-level aims.

MMI returned to the meeting

PT2 Fife Council

Members agreed to the high-level aims.

PT3 East Ayrshire Council

Members agreed to the high-level aims.

DML left the meeting

PT4 Argyll & Bute Council

Members suggested that there should be more concentration on areas where Gaelic exists and also that Ionad Chaluim Chille Ile should be involved. Members agreed to the high-level aims.

DML returned to the meeting
FD/JD left the meeting

PT5 University of Glasgow

Members asked that the University conduct a feasibility study to consider the inclusion of Gaelic in their Teacher Training courses.

FD/JD returned to the meeting

3 d) NEW OPPORTUNITIES FOR GAELIC CULTURE

AC left the meeting

As a result of the development of a Cultural Strategy for Scotland opportunities exist to present a case for changes to be made to how some organisations are funded. Members were asked to consider the case for making The Royal National Mod and Fèisean nan Gàidheal national groups that would receive funding directly from government. This was discussed and the opportunities for development resulting from having secure established funding were obvious. The burden of having to raise funds annually for the Mod would be lifted and would release staff and enable them to concentrate on the development of the new ideas and projects.

Members agreed that now was an ideal time to present the case with the National Plan for Gaelic and the new Cultural Strategy about to be established. The manner in which the case was presented would be important, it could be emphasised that equality was not measured in purely monetary terms but there also existed the inability to gain access to cultural events. It was agreed to move forward with this.

AC returned to the meeting

3 e) PROGRESS REPORT ON DRAFT NATIONAL GAELIC LANGUAGE PLAN

The Ceannard updated the Members on the progress with the National Gaelic Plan. Members discussed issues which had been raised around the implementation plan and were agreed that it would be more flexible if it were kept separate and it could be changed if circumstances changed. Ceannard will take the Board reply back SG.

The Meeting was closed for the day, Members would be meeting with representatives of the local community later in the evening.

Bòrd na Gàidhlig
Minute of Board Meeting
Moorings Hotel
Tuesday 03/10/17 09:30 – 12:30

| Members | | Attending | |
|--------------------------|-------|-------------------------------------|-------|
| Allan MacDonald (Chair) | (AMD) | Shona MacLennan (Ceannard) | (SML) |
| Donald MacLeod | (DML) | David Boag | (DB) |
| Johan Smith (Skype) | (JS) | Mona Wilson | (MW) |
| Jim Whannel | (JW) | Christine Stewart (Minutes) | |
| Jennifer Gilmour | (JG) | Pat Kenny – Deloitte (Item 4b only) | (PK) |
| Fiona Dunn | (FD) | James Munro (Item 4b only) | (JM) |
| Mary Ann Kennedy (Skype) | (MAK) | | |
| Allan Campbell | (AC) | | |
| Mary MacInnes | (MMI) | | |
| Joy Dunlop | (JD) | | |

4 FINANCE

a) ARMC ANNUAL REPORT TO BOARD

Chair of the Audit and Risk Management Committee, JS, spoke to her report, which the Board approved.

She noted thanks John MacLeod, Elizabeth McAteer and Faye MacLeod for the excellent work they had done as previous Members of the Audit Committee.

b) ANNUAL REPORT & ACCOUNTS 2016-17

The Chair welcomed Pat Kenny and James Munro to the Meeting.

The recommendations from Deloitte that are included in the Action Plan were discussed.

MAK joined the meeting at this point

The Ceannard gave a brief outline of the Annual Report and Accounts for 2016-17, she explained that a full report had been given to the Audit Committee and that they had recommended it to the Board.

She raised the following points:

- There was a net cash overspend of £0.005m. This was as a result of an overspend in Gaelic development of £0.061m and in the Gaelic Language Act Implementation Fund of £0.013m, being only partially offset by an underspend in running costs of £0.069m.
- Expenditure on Board and Staff increased by 11.3%. This was due to more Board members being recruited and to previously unfilled staff vacancies being filled.
- Early Years grants increased
- Education and Learning costs decreased due to exceptional costs in Adult Learning in 2015/16
- Corpus Planning decreased due to an investment in the Soillse project in 15/16
- National Gaelic Language Plan Strategic Priorities decreased due to reclassification of GIFT donations in the current year to GLAIF-these had been paid out of NGLP Strategic Priorities in the previous year

- GLAIF decrease due in part to an increase in 1516 (reclassification of GIFT donations which had been paid out of the NGLP Strategic Priorities in the previous year)
- BNG Pension fund was showing an increased deficit. A report on this was sought from actuaries which confirmed that this change was in line with other LGPS employers.
- Staff absenteeism has shown a significant improvement, with a drop from 7.6% in 2015/16 to 3% in 2016/17

Member discussed the report and a few questions were raised. It was considered prudent to monitor staff costs closely in light of current moves to remove the cap from public bodies pay.

BNG may have to look at their structure, is it suitable to deliver function and is it affordable. Members discussed approaching the sponsor division to request more funding to meet rising costs. It was recommended that staff costs should be closely linked to new work outcomes e.g. National Plan and Statutory Guidance, in order to strengthen case for an increase in running costs.

It was requested that a slight change be made to the text in the introduction to the Annual Report. Members approved the Accounts and the Annual Report subject to this change being made. The text of the change will be agreed and approved by the Chair, the Chair of the Education Committee and the Chair of the Audit Committee.

Ceannard assured Members that the text change would be carried out as soon as possible and the papers sent for signature in anticipation of the Annual Report being published at the COHI Meeting on 30th October in Oban.

The Chair thanked Pat Kenny and James Munro for their attendance and they withdrew from the Meeting.

4 b) FINANCE REPORT TO 31/08/2017

The Ceannard gave a brief overview of the management accounts.

The sum set against student grants was up on last year with a portion of unallocated funds from GLAIF being used. She explained that where there had been an overspend in a budget and funds from another budget heading had been used this was now being shown on the analysis sheet so that the true costs within a budget was immediately obvious, this would allow for easier determination of budget for next year.

She also reported that there were some development projects that could be started if sufficient funds were available when all commitments had been made, these projects were often identified from talks with other groups.

A member raised the possibility that some education projects may be suitable for this funding – this would be discussed at the next Comataidh Ionnsachaidh meeting.

5 EDUCATION

EAST RENFREWSHIRE COUNCIL UPDATE

MW reported that the Appeal made by parents in East Renfrewshire for Gaelic Medium Education had been unsuccessful and the Board were being asked what they considered the next step in the process should be.

Members discussed the situation and what had taken place up to this point and agreed the following:

- A meeting should take place with Comann nam Pàrant to explain BNG's role in this situation
- A meeting should take place with the sponsor division of Scottish Government to determine who is to take the lead role in the talks with East Renfrewshire Council
- Communication should be kept open with East Renfrewshire in order to come to a satisfactory conclusion.

6 CORPORATE GOVERNANCE

a) STRATEGIC RISK REGISTER

The Risk Register was discussed, with Members recommending the following amendments:

- 15 – had been lowered to 8. This was due to TECNICA now being responsible for IT Services.
- 12 – New risk. This was to consider how to deal with changes in the Curriculum which was leading to problems with GM. The benefits of Gaelic should be highlighted in order to strengthen the argument for resolutions.

It was agreed that the risks with lower scores may not need to be included on the register, concentration to be on those with higher scores.

Members approved the Risk Register.

A suggestion was made that an Opportunities Register could be set up – The Governance Working Group will discuss this at their next Meeting.

b) TERMS OF REFERENCE FOR NEW COMMITTEES AND WORKING GROUPS

Members approved the terms of reference of the working groups. The Chair requested that notes from the Working Group Meetings be available at Board Meetings.

c) DRAFT MINUTES FROM COMMITTEES (since the last Board Meeting)

PT1 – Draft Minute from Audit and Risk Management Committee

Members noted this Minute

PT2 – Draft Minute from Gaelic Usage Committee

Members noted this Minute

7 COMMUNICATIONS

Members discussed the report produced by the Daily Record on the Gaelic Awards event. They recommended it as a good example of an appraisal of a communications event. It was suggested that the videos made at the event could be shown, dependent on rights.

The Ceannard gave a brief review of events that BNG would be involved with at the Royal National Mod in Lochaber. It was suggested that leaflets “Thig a Theagasg” should be available and that Press releases could be used to promote Gaelic medium Education.

8 AOCB

The presentation made by SMO to the Gaelic Usage Committee in August was discussed and the Ceannard and Chair will agree when the representatives from SMO will present the presentation to the full Board.

It was also suggested that an Executive Summary of the research carried out by Soillse in the Western Isles be sourced in advance of its publication.

When the Board next meets for their Meeting in Inverness there will be an opportunity to meet the staff.

The Meeting was closed and the Chair thanked everyone for their attendance.

9 Date of next Meeting

The next Meeting will be held in Inverness on 7& 8 December 2017.