

**BÒRD NA GÀIDHLIG**

Seisean Fosgailte

<b>Coinneamh a' Bhùird-stiùiridh</b> <b>Air loidhne</b> <b>Dimàirt 26/05/2020 10.00– 15.00</b> <b>CLÀR-GNOTHAICH</b>		<b>Board Meeting</b> <b>Online</b> <b>Tuesday 26/05/2020 10.00 – 15.00</b> <b>AGENDA</b>	
<b>9.0</b>	<b>TOISEACH AN T-SEISEIN FHOSGAILTE:</b>	<b>OPEN SESSION START</b>	10.00-10.10
<b>9.1</b>	Fàilte bhon Chathraiche	Welcome	
<b>9.2</b>	Leisgeulan	Apologies	
<b>9.3</b>	A' nochdadh chom-pàirtean	Declarations of interest	
<b>10.0</b>	<b>COVID-19</b>	<b>COVID-19</b>	10.10-10.40
	Suidheachadh an-dràsta is san ùine fhada	Current and long-term outlook	
<b>11.0</b>	<b>PLANA GNÌOMH IS COILEANADH</b>	<b>OPERATIONAL PLAN AND PERFORMANCE</b>	10.40-12.40
<b>11.1</b>	Coileanadh a' Phlana Gnìomh 19-20 C4	Operational Plan 19-20 Q4 Out-turn	
<b>11.2</b>	Plana Gnìomh 20-21 (Covid-19)	Operational Plan 20-21 (Covid-19)	
	<b>Bèarn</b>	<b>Break</b>	11.10-11.30
<b>11.3</b>	Aithisg Planaichean Gàidhlig	Gaelic Plans Report	
<b>11.4</b>	Adhartas nas Luaithe	Faster Rate of Progress	
<b>11.5</b>	Maoineachadh PT1 Stòrlann PT2 Molaidhean GLAIF 2020-21 PT3 Maoin Covid	Funding PT1 Stòrlann PT2 GLAIF 2020-21 Recommendations PT3 Covid Support Fund	
<b>11.6</b>	Aithisg Ionmhais gu 30/04/2020	Finance Report to 30/04/2020	
<b>12.0</b>	<b>RIANACHD MHÌ-CHINNTEAN</b>	<b>RISK MANAGEMENT</b>	12.40-13.00
<b>12.1</b>	Ro-innleachdail Rianachd mhì-chinntean	Risk Management Strategy	
<b>12.2</b>	Clàr mhì-chinntean Ro-innleachdail	Strategic Risk Register	
	<b>Lòn</b>	<b>Lunch</b>	13.00-14.00
<b>13.0</b>	<b>LEASACHADH NA BUIDHNE</b>	<b>ORGANISATIONAL DEVELOPMENT</b>	14.00-14.45
<b>13.1</b>	Am Plana Leasachaidh	Improvement Plan	
<b>13.2</b>	Poileasaidh Strì eadar Com-pàirtean	Conflicts of Interest Policy	
<b>13.3</b>	PT1 Bun-riaghailtean na Comataidh Poileasaidh is Ghoireasan PT2 Bun-riaghailtean na Comataidh Sgrùdaidh is Dearbhachd PT3 Gnàth-riaghailtean	Policy & Resources Committee Terms of Reference Audit & Assurance Committee Terms of Reference Standing Orders	
<b>13.4</b>	Buaidh Trèanaidh aig Bòrd na Gàidhlig	Impact of training at Bòrd na Gàidhlig	
<b>13.5</b>	Aithisg Slàinte Sàbhailteachd is Sunnd	Health Safety and Wellbeing Report	
<b>13.6</b>	Oifigear Dion Dàta	Data Protection Officer	
<b>14.0</b>	<b>PLANA OBRACH A' BHÙIRD-STIÙIRIDH</b>	<b>BOARD WORK PLAN</b>	
	Plana-obrach a' Bhùird-stiùiridh 2020/21	Board Workplan 2020/21	
<b>15.0</b>	<b>GISBE</b>	<b>AOCB</b>	
	Ceann-latha na h-ath coinneimh 23/09/2020	Date of next meeting 23/09/2020	
	Dùnadh na coinneimh	Close of meeting	15.00



<b>A' freagairt ri</b>	Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	25/05/2020
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	10.0

<b>Tìotal a' Phàipeir</b>	COVID-19	
<b>Moladh do Bhuill</b>	Ri Dheasbad	
<b>Neach labhairt:</b>	Ceannard	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba-stiùiridh	13-05-2020	Ri aontachadh
<b>Pàipear-taice air a cheangal ris</b>	Eàrr-ràdh 1 – Covid-19	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Is e adhbhar na h-aithrise seo iomradh a thoirt air dè a' bhuidh a dh'fhaodadh a bhith aig Covid-19 air a' Ghàidhlig.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	<p>Tha Alba is an saoghal air fad ann an suidheachadh nach fhas riamh, is tha beatha gach duine gu tur eadar-dhealaichte on àbhaist. Tha sgoiltean dùinte, tha daoine a' call nan obraichean aca; tha an eaconamaidh a' crìonadh; tha daoine a' fàs tinn is a' bàsachadh agus aig an aon àm, tha daoine is coimhearsnachdan a' fàs nas coibhneile is nas dlùithe ri chèile agus tha iomairtean ùra a' tòiseachadh.</p> <p>Tha am pàipear a' coimhead air còig cuspairean gu sònraichte agus mar a tha iad no a dh'fhaodadh iad a bhith a' bualadh air a' Ghàidhlig agus luchd-labhairt is luchd-ionnsachaidh na Gàidhlig. 'S iad:</p> <ul style="list-style-type: none"> <li>- Buidh fharsaing</li> <li>- Iomairtean a tha air tòiseachadh mar-thà</li> <li>- Dùbhlain</li> <li>- Cothroman</li> <li>- Bòrd na Gàidhlig fhèin.</li> </ul> <p>Tha barrachd mu obair Bhòrd na Gàidhlig ann am pàipear 11.2.</p>	
<b>4.0</b>	<b>Moladh</b>	
<b>4.1</b>	Thathar ag iarraidh air a' Bhòrd-stiùiridh deasbad a chumail air seo is molaidhean a dhèanamh air ceumannan a bharrachd a bhiodh iomchaidh airson suidheachadh na Gàidhlig a neartachadh.	
<b>5.0</b>	<b>Prìomh Bhuaidhean Ro-innleachdach</b>	
<b>5.1</b>	<b>Buaidhean air Ionmhas</b>	
	-	
<b>5.2</b>	<b>Buaidhean air Luchd-obrach</b>	
	-	
<b>5.3</b>	<b>Buaidhean air Trèanadh</b>	

Seisean Fosgailte  
Cuspair 10

	-																																				
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachdach agus Corporra</b>																																				
	-																																				
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>																																				
	<table border="1"> <thead> <tr> <th colspan="2">AR N-ADHBHAR</th> <th colspan="2">AR LUACHAN</th> </tr> </thead> <tbody> <tr> <td colspan="2">Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach</td> <td colspan="2">'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach</td> </tr> <tr> <th colspan="4">AR LUACHAN BUILEAN NÀISEANTA</th> </tr> <tr> <td>Còraichean daonna</td> <td><input type="checkbox"/></td> <td>Clann &amp; Òigridh</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Cultar</td> <td><input checked="" type="checkbox"/></td> <td>Coimhearsnachdan</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Àrainneachd</td> <td><input checked="" type="checkbox"/></td> <td>Bochdainn</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Slàinte</td> <td><input type="checkbox"/></td> <td>Eadar-nàiseanta</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Foghlam</td> <td><input checked="" type="checkbox"/></td> <td>Eaconamaidh</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Gnothachasan soirbheachail is ùr-ghnàthach</td> <td><input checked="" type="checkbox"/></td> <td></td> <td></td> </tr> </tbody> </table>	AR N-ADHBHAR		AR LUACHAN		Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		AR LUACHAN BUILEAN NÀISEANTA				Còraichean daonna	<input type="checkbox"/>	Clann & Òigridh	<input checked="" type="checkbox"/>	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>	Àrainneachd	<input checked="" type="checkbox"/>	Bochdainn	<input type="checkbox"/>	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
AR N-ADHBHAR		AR LUACHAN																																			
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach																																			
AR LUACHAN BUILEAN NÀISEANTA																																					
Còraichean daonna	<input type="checkbox"/>	Clann & Òigridh	<input checked="" type="checkbox"/>																																		
Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>																																		
Àrainneachd	<input checked="" type="checkbox"/>	Bochdainn	<input type="checkbox"/>																																		
Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>																																		
Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>																																		
Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>																																				
<b>5.6</b>	<b>Buidhean air Cliù</b>																																				
	-																																				
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>																																				
	-																																				
<b>5.8</b>	<b>Buidhean Laghail</b>																																				
	-																																				
<b>5.9</b>	<b>Buidhean air Co-ionannachd</b>																																				
	-																																				

**Covid-19 - Dùbhlán is Cothroman dhan Ghàidhlig**

1. Suidheachadh Farsaing
  - Foghlam Gàidhlig – tràth ìrean; bun-sgoil agus àrd-sgoil – sgoilearan aig an taigh a’ dèanamh leasan air-loidhne; chan eil seirbhis tràth ìrean ann.
  - Taic do sgoilearan taobh a-muigh nan sgoiltean – cuid a-nise air-loidhne ach cuid eile nach tèid a libhrigeadh air-loidhne
  - Tachartasan Gàidhlig – a’ mhòr chuid air a chur dheth (Am Mòd Nàiseanta Rìoghail; fèisean; Sgoil Samhraidh (Ceòlas);
  - Ìomhaigh na Gàidhlig – barrachd a dhith gus dèanamh cinnteach gum bi feumalachdan luchd-labhairt is luchd-ionnsachaidh na Gàidhlig air am freagairt
  
2. Eisimpleirean den Iomairtean gu ruige seo
  - [Gàidhlig nan Òg](#) – làrach-lìn le goireasan do phàrantan is luchd-cùraim airson cloinne le Stòrlann (le taic airgid bho BnG)
  - [Goireasan Gàidhlig](#) – làrach-lìn le goireasan airson ionnsachaidh (le taic airgid bho BnG)
  - [E-sgoil](#)
  - Tha barrachd fiosrachaidh air iomairtean eile ri fhaighinn air an làrach-lìn againn - <https://www.gaidhlig.scot/ga/bord/education/online-education-resources/>
  - [#Cleachdiaigantaigh](#) – iomairt shanasachd agus fiosrachaidh airson tachartasan air-loidhne, air a chur air dòigh le BnG, FnG agus CnaG.
  
3. Dùbhlán
  - Teaghlaichean a’ taghadh FtB airson na cloinne aca air sgàth nach eil sgoiltean-àraich Gàidhlig ann an-dràsta
  - Teagamhan ag èirigh aig teaghlaichean leis nach eil an cuid chloinne air a bhith ann am FtG fad mìosan
  - Ùghdarrasan ionadail a’ dèanamh ghearraidhean (m.e còmhdhail gu sgoiltean Gàidhlig) no gun a bhith leudachadh FtG
  - Gnìomhachasan a tha a’ reic sheirbheisean/bathair Gàidhlig a’ crìonadh no a’ dol a-mach a bith
  - Coimhearsnachdan air eileanan no ann an sgìrean dhùthchail a’ fàs nas lugha
  
4. Cothroman
  - Tachartasan air an libhrigeadh air-loidhne a tha fosgailte do bharrachd clann/inbhich
  - Barrachd co-òrdanachadh gus na goireasan a tha rim faighinn a neartachadh
  - A’ fosgladh dhòighean ùra airson seirbheisean/taic/tachartasan a libhrigeadh
  - A’ cruthachadh coimhearsnachd Gàidhlig air-loidhne
  - Àireamh luchd-ionnsachaidh a’ fàs tro Duolingo gu sònraichte
  - A’ sanasachd nan iomairtean a tha a’ ruith
  
5. Bòrd na Gàidhlig
  - Ag obair le com-pàirtichean gus dòighean libhrigidh ùra a chur air dòigh
  - Ag obair le Sgioba Gàidhlig is Albais aig an Riaghaltas gus aire a thoirt do shuidheachadh na Gàidhlig
  - A’ cur air dòigh maoineachadh airson co-obrachadh is dòighean ùra a bhrosnachadh
  - A’ cumail conaltradh le buidhnean a tha sinn a’ maoineachadh

Seisean Fosgailte  
Cuspair 10

- A' cumail conaltradh le ùghdarrasan poblach aig a bheil planaichean Gàidhlig
- Taobh a-staigh na buidhne:
  - A' leantainn comhairle an Riaghaltais
  - A h-uile duine ag obair bhon taigh
  - Ag obair air na pròiseactan is siostaman gu ìre mar as àbhaist
  - A' cumail taic a bharrachd a thaobh slàinte is sàbhailteachd, a' gabhail a-staigh slàinte inntinn
  - A' cumail coinneamhan neo-fhoirmeil trì tursan gach seachdain
  - A' dèanamh cinnteach gu bheil uidheamachd iomchaidh aig a h-uile duine
  - A' libhrigeadh trèanadh air-loidhne
  - A' cumail clàran de na gnìomhan gu h-àrd.

Shona C NicIllinnein

10.05.2020

Seisean Fosgailte  
Cuspair 11.1

<b>A' freagairt ri</b>	Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	26/05/2020
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	11.1

<b>Tìotal a' Phàipeir</b>	Coileanadh a' Phlana Gnìomh	
<b>Moladh do Bhuill</b>	Airson fiosrachadh *	
<b>Neach labhairt:</b>	Shona NicIllinnein, Ceannard	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba-stiùiridh	13/05/2020	Airson aontachadh
<b>Pàipear-taice air a cheangal ris</b>	Tha Èarr-ràdh 1 – Coileanadh a' Phlana Gnìomh 19-20	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	'S e as adhbhar don phàipear seo fiosrachadh a thoirt don Bhòrd-stiùiridh air coileanadh ghnìomhan ann an 2019/20 mu choinneamh na chaidh a chur ron bhuidhinn ann am Plana Chorporra 2018/23 agus Plana Gnìomh 2019/20.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	Tha am Plana Corporra aig Bòrd na Gàidhlig a' comharrachadh 9 builean coileanadh a bhios gan cleachdadh airson measadh a dhèanamh air coileanadh mu choinneamh phrìomhachasan ro-innleachdail a tha rin coileanadh ro 2023.	
<b>2.2</b>	Tha Plana Gnìomh 2019/20 a' comharrachadh ghnìomhan sònraichte a thèid a choileanadh gus adhartas a dhèanamh le prìomhachasan ro-innleachdail bhon Phlana Chorporra. Tha na clàran san aithisg an cois seo a' toirt iomradh air an adhartas a tha ga dhèanamh leis a seo.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Aig an ìre seo, tha a' bhuidheann air 6 de na Prìomh Chomharran Coileanadh a ruigsinn, agus tha fiosrachadh a dhith gus na 3 eile a dhearbhadh.  Tha 85 gnìomhan eadar-dhealaichte sa Phlana Ghnìomh, agus tha a' bhuidheann air 73 a choileanadh gu lèir; adhartas a dhèanamh air 8 eile; agus gun 4 dhiubh a choileanadh.  Tha barrachd fiosrachadh sa phàipear PT1 air gach Prìomh Chomharra Coileanadh agus gach gnìomh.	
<b>4.0</b>	<b>Moladh</b>	
<b>4.1</b>	Tha am pàipear seo airson fiosrachadh is thathar ag iarraidh air Buill a' Bhùird toirt fa-near don fhiosrachadh seo	
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>	
<b>5.1</b>	<b>Buidhean air Ionmhas</b>	
	Chan eil buaidh ionmhasail dhìreach sam bith aig an aithisg seo.	
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>	
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air an fheachd-obrach.	
<b>5.3</b>	<b>Buidhean air Trèanadh</b>	
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air trèanadh.	

Seisean Fosgailte  
Cuspair 11.1

<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>			
	Tha am pàipear seo a' cur ris na ceithir amasan corporra aig Bòrd na Gàidhlig.			
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>			
	<b>AR N-ADHBHAR</b>		<b>AR LUACHAN</b>	
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
	Còraichean daonna	<input type="checkbox"/>	Clann is Oigridh	<input checked="" type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>
	Àrainneachd	<input checked="" type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
<b>5.6</b>	<b>Buaidhean air Cliù</b>			
	Thathar an dùil gum bi an aithisg seo a' cur ri cliù na buidhne leis an eòlas a tha ri fhaighinn air obair na buidhne.			
<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd</b>			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air Slàinte is Sàbhailteachd.			
<b>5.8</b>	<b>Buaidhean Laghail</b>			
	Chan eil buaidh laghail dhìreach sam bith aig an aithisg seo.			
<b>5.9</b>	<b>Buaidhean air Co-ionannachd</b>			
	Chan eil buaidh sam bith a bharrachd aig an aithisg seo air co-ionannachd.			

Seisean Fosgailte  
Cuspair 11.1**A' COILEANAIDH A' PHLANA GNÌOMH 2019-20 – Ràith 4 (gu 31.03.20)**

<b>Frèam-obrach Coileanaidh Nàiseanta – Riaghaltas na h-Alba</b>
AR N-ADHBHAR
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach
AR LUACHAN
'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar slugh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach
<ul style="list-style-type: none"> <li>• Tha deagh fhoghlam is deagh sgilean againn agus tha sinn comasach air cur ris a' chomann-shòisealta</li> <li>• Tha gnothachasan soirbheachail is ùr-ghnàthach againn, le deagh obraichean agus obair chothromach dhan a h-uile duine</li> <li>• Tha sinn fallain agus gnìomhach</li> <li>• Tha eaconamaidh againn a tha farpaiseach aig ìre an t-saoghail, a tha tionnsgalach, in-ghabhaltach agus seasmhach</li> <li>• Tha sinn fosgailte, ceangailte agus tha sinn a' toirt deagh bhuaidh gu h-eadar-nàiseanta.</li> <li>• Bidh sinn a' toirt aghaidh air bochdainn tro bhith a' co-roinn chothroman, beartas agus cumhachd ann an dòigh nas co-ionainne</li> <li>• Tha sinn a' fuireach ann an coimhearsnachdan a tha in-ghabhaltach, cumhachdach, seasmhach is sàbhailte.</li> <li>• Fàsaidh sinn suas gu sàbhailte le gaol is spèis oirnn gus an coilean sin ar làn chomasan</li> <li>• Tha spèis againn air còraichean daonna, tha sinn gan dìon agus gan coileanadh agus tha sinn saor bho lethbhreith</li> <li>• Tha sinn cruthachail agus tha na cultaran beòthail is eadar-mheasgte againn air an cur an cèill, agus a' còrdadh ri daoine, gu farsaing</li> <li>• Tha sinn a' cur luach agus a' gabhail tlachd nar n-àrainneachd</li> </ul>

**Bòrd na Gàidhlig**

<b>Ar Lèirsinn:</b>
Gum bi a' Ghàidhlig air a faicinn is air a cluinntinn gu làitheil air feadh Alba, chun na h-ìre 's gum bi i air a h-aithneachadh mar phàirt bunaiteach de bheatha muinntir na h-Alba agus mar chànan prìseil a tha a' cur ri cultar is eaconamaidh na dùthcha.

<b>Priomhachasan Ro-innleachdail</b>
1. Barrachd dhaoine a' cleachdadh agus a' faighinn buannachd bho Ghàidhlig san àite-obrach, aig an dachaigh agus anns a' choimhearsnachd
2. Tha cothroman air leudachadh agus nas ruigsinniche do dhaoine aig aois sam bith an cuid sgilean Gàidhlig a leasachadh
3. Gum bi barrachd dhaoine ann an Alba taiceil is bàidheil dhan Ghàidhlig is a cultar
4. Gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige



Seisean Fosgailte  
Cuspair 11.1

1. A' Cleachdadh na Gàidhlig

**Prìomhachasan Ro-innleachdail** Barrachd dhaoine a' cleachdadh agus a' faighinn buannachd bho Ghàidhlig san àite-obrach, aig an dachaigh agus anns a' choimhearsnachd

<p>▪ <b>Ciamar a tha an t-adhartas a' cuideachadh le bhith a' libhrigeadh na lèirsinn?</b></p>	<p>Tha Plana Corporra 2018-23 aig Bòrd na Gàidhlig gu mòr stèidhichte air Plana Cànain Nàiseanta Gàidhlig 2018-23 agus tha e a' toirt stiùir dhuinn air mar a bhios an obair againn a' dèanamh diofar gus am bi a' Ghàidhlig air a faicinn is air a cluinntinn gu làitheil air feadh Alba, chun na h-ìre 's gum bi i air a h-aithneachadh mar phàirt bhunaiteach de bheatha muinntir na h-Alba agus mar chànan prìseil a tha a' cur ri cultar is eaconamaidh na dùthcha.</p> <p>Tha sinn a' cuideachadh barrachd dhaoine le bhith a' cleachdadh agus a' faighinn buannachd bho Ghàidhlig san àite-obrach, aig an dachaigh agus anns a' choimhearsnachd tro bhith:-</p> <ul style="list-style-type: none"> <li>• Ag obair le 68 ùghdarrasan agus buidhnean poblach aig a bheil plana Gàidhlig reachdail aontaichte no tha ag obair a dh'ionnsaigh fear a chruthachadh. Tha seo a' toirt buaidh air faicsinneachd agus cluinntinneachd na Gàidhlig air feadh Alba.</li> <li>• A' cumail taic-airgid ri 215 pròiseactan air feadh Alba a bhios a' neartachadh cleachdadh na Gàidhlig.</li> </ul> <p>A' cumail taic ri 14 prìomh bhuidhnean libhrigidh a bhios ag obair aig ìre coimhearsnachd air feadh na h-Alba agus airson a' mhòr-chuid dhuibh, aontaidhean trì bliadhna airson a' chiad uair gus am b' urrainn dhaibh a bhith ag obair aig ìre nas ro-innleachdail.</p>
--	---

Prìomh Chomharra Coileanaidh	Targaid	Adhartas aig 31/03/2020	Coileanadh aig 31/03/20	Aithris le
			Dearg/Orainds/ Uaine	
<p><b>Prìomh Chomharra Coileanaidh 1:</b> Barrachd chothroman do dhaoine na sgìlean Gàidhlig aca a chleachdadh</p>	<p>150 pròiseact air taic fhaighinn bho Bhòrd na Gàidhlig, a tha a' cruthachadh barrachd chothroman do dhaoine Gàidhlig a chleachdadh.</p> <p><i>(Targaid 18/19 - Gum bi 200 neach a' dol an sàs san sgeama le stuthan comharrachaidh Gàidhlig. – Cha deach seo a choileanadh an-uiridh ach chaidh am-bliadhna.)</i></p>	<p>Uile gu leir ann an 2019/20</p> <p>Taic Freumhan Coimhearsnachd – 73 Maoin co-obrachaidh - 7 GLAIF – 58 Colmcille – 19 Eile – 58 <b>Iomlan – 215</b></p> <p><i>3476 Bràistean cruaidh 2433 Lanyards 1928 Postairean 5823 Steigearan beaga 1170 Steigearan uinneig</i></p>		<p>Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd</p>

## Seisean Fosgailte

## Cuspair 11.1

<p><b>Priomh Chomharra Coileanaidh 2:</b> Bidh barrachd dhaoine ag aontachadh leis an abairt “Tha a’ Ghàidhlig a’ dèanamh diofar nam bheatha”</p>	<p>Bidh gach buidheann agus pròiseact a gheibh maoinachadh bho Bhòrd na Gàidhlig a’ toirt dhuinn dàta mun aithris seo</p>	<p>Tha sinn air dàta fhaighinn bho gach buidheann.</p>		<p>Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd</p>
---	---	--	--	--

**Cothroman Ùra**

Dè na gnìomhan eile a dh’fhaodadh cuideachadh le adhartas leis an lèirsinn?

**Adhartas nas Luaithe** – Thathar an dùil gum bi an glasadh co-cheangailte ri COVID-19 a’ toirt buaidh air an iomairt Adhartas nas Luaithe a chur an gnìomh am measg diofar ùghdarrasan poblach, Riaghaltas na h-Alba na measg. Tha obair Adhartas nas Luaithe taobh-a-staigh na buidhne a’ tighinn air adhart, le barrachd co-òrdanachadh agus conaltradh a’ gabhail àite. Tha adhartas ann cuideachd leis an sgrùdadh a tha a’ dol air adhart le sgioba taobh-a-staigh na buidhne, gus measadh a dhèanamh air na geallaidhean a th’ anns na planaichean reachdail a tha aontaichte mu thràth. Tha Adhartas nas Luaithe a’ toirt cothrom math do Bhòrd na Gàidhlig a bhith ag obair le diofar bhuidhnean gus leasachadh na Gàidhlig a thoirt air adhart.

**COVID-19** – Tha an glasadh air sgàth COVID-19 a’ ciallachadh nach eil tachartasan beò aghaidh-ri-aghaidh a’ dol air adhart idir ach tha seo a’ toirt cothrom dha daoine a bhith a’ bruidhinn ri chèile air-loidhne. Ged a tha an suidheachadh an-dràsta doirbh agus duilich, tha cothrom ann gum bi daoine a’ smaoinichadh mu dheidhinn dòighean-obrach a bhios feumail anns an ùine fhada.

Seisean Fosgailte  
Cuspair 11.1

## 2.0 Ionnsachadh na Gàidhlig

**Prìomhachas Ro-innleachdail 2:**

Tha cothroman air leudachadh agus nas ruigsinnich do dhaoine aig aois sam bith an cuid sgilean Gàidhlig a leasachadh

<ul style="list-style-type: none"> <li>▪ <b>Ciamar a tha an t-adhartas a' cuideachadh le bhith a' libhrigeadh na lèirsinn?</b></li> </ul>	<p>Tha an t-adhartas gu ruige seo a' cur ris ar lèirsinn tro:</p> <ul style="list-style-type: none"> <li>• Sgeama taic airson buidhnean tràth-bhliadhnaichean air a ruith agus taic-airgid gu bhith aca airson na bliadhna ùir – tha seo a' leudachadh nan cothroman gus Gàidhlig a dh'ionnsachadh is a chleachdadh</li> <li>• Tha obair a' dol air adhart le ùghdarrasan ionadail gus fàs a thoirt air FtG sna sgìrean aca agus bha a' choinneamh san Dùbhlachd le LPM John Swinney a' neartachadh iomhaigh is cleachdadh an Stiùiridh Reachdail</li> <li>• Bidh e nas fhasa do luchd-ionnsachaidh inbhich slighean gu fileantas a leantainn leis gu bheil am frèama airson ionnsachaidh (SCMIC) a-nise air LearnGaelic agus tha manaidsèar ionnsachaidh inbhich LearnGaelic air tòiseachadh san t-Samhain 2019.</li> </ul>
<ul style="list-style-type: none"> <li>▪ <b>A bheil adhartas mu choinneimh na lèirsinn mar a bhiodh dùil?</b></li> </ul>	<ul style="list-style-type: none"> <li>• Tha cùisean a' tighinn air adhart gu mòr on a thòisich Stiùiriche Foghlaim na Gàidhlig agus gu bheil Oifigear Leasachaidh (Tidsearan) air tòiseachadh cuideachd. Tha adhartas air a bhith ann tro thaic is comhairle a thoirt do dh'ùghdarrasan ionadail (Comhairle Siorrachd Àir a Tuath, Comhairle Siorrachd Dhùn Breatann an Ear, Comhairle Siorrachd Lannraig a Deas; agus oifigearan nan comhairlean air GLAN) agus do phàrantan (Obar Dheathain; coinneamh le Comann nam Pàrant agus ùghdarrasan a tha a' toirt taic do FtG)</li> </ul>

Prìomh Chomharra Coileanaidh	Targaid	Adhartas aig 31/03/2020	Coileanadh aig 31/03/2020	Aithris le
			Dearg/Orains/Uaine	
<p><b>Prìomh Chomharra Coileanaidh 3:</b> Barrachd clann a' gabhail pàirt ann an seiseanan tràth-bhliadhnaichean</p>	<p>Chaidh 1,500 duine-cloinne a chlàradh ann am buidhnean Gàidhlig 0-3 anns an Lùnastal 2019. [18/19 – 1,428]</p>	<p>1,038: clann clàraichte aig buidhnean 0-3 san Lùnastal 2019.</p> <p>1,004: clann clàraichte aig buidhnean 0-3 san t-Samhain 2019.</p> <p>997: clann clàraichte aig buidhnean 0-3 san Gearran 2020</p> <p>Tha àireamhan a bharrachd ri thighinn agus thathar an dùil ruitha san Ògmhios 20.</p>		<p>Manaidsèar Foghlaim</p>
<p><b>Prìomh Chomharra Coileanaidh 4:</b> Barrachd cothroman aig daoine an sgilean Gàidhlig a leasachadh</p>	<p>Leudaich an àireamh de dhaoine a tha a' gabhail pàirt ann an ionnsachadh gu nàiseanta gu 5,000 [18/19 – 4,773]</p>	<p>Thathar an dùil gum biodh fiosrachadh ann bhon aithisg bhliadhnail ann am beagan sheachdainean.</p> <p>Tha dearbhadh ann tron àireamh dhaoine a tha clàraichte le Duolingo (c300k) gu bheil fàs air a bhith ann an ionnsachadh na Gàidhlig am measg inbhich.</p>		<p>Manaidsèar Foghlaim</p>

Seisean Fosgailte  
Cuspair 11.1

Prìomh Chomharra Coileanaidh	Targaid	Adhartas aig 31/03/2020	Coileanadh aig 31/03/2020	Aithris le
			Dearg/Orains/Uaine	
<b>Prìomh Chomharra Coileanaidh 5:</b> Barrachd dhaoine ag aontachadh leis an abairt “Tha mi air na sgilean Gàidhlig agam a leasachadh”	Bidh gach buidheann agus pròiseact a gheibh maoineachadh bho Bhòrd na Gàidhlig a’ toirt dhuinn dàta a thaobh na h-aithris seo	Tha dàta ann a-nis airson gach phròiseact.		Manaidsear Foghlaim

**Cothroman Ùra**

Dè na gnìomhan eile a dh’fhaodadh cuideachadh le adhartas leis an lèirsinn

- Adhartas nas Luaithe – sruth-obrach airson Trusadh is Trèanadh Thidsearan – co-obrachadh eadar GTCS agus Comhairle Maoineachaidh na h-Alba  
Adhartas nas Luaithe – sruth-obrach ùr a’ dèanamh ceangail eadar cùisean didseatach agus foghlam. Bha a’ chiad coinneamh ann Diluain 2na Sultain agus chaidh aontachadh gun obraich Bòrd na Gàidhlig is GTCS còmhla gus leabhar a chruthachadh mu dheidhinn nan slighean gu teagasg ann am foghlam Gàidhlig.
- Duolingo – on a thoisich a’ Ghàidhlig air Duolingo air 30/11/19, tha mu 300k dhaoine air clàradh air a’ chùrsa. Bheir seo cothroman air leth do bharrachd dhaoine a bhith ag ionnsachadh agus a’ cleachdadh na Gàidhlig.

Seisean Fosgailte  
Cuspair 11.1

3. A' Cur na Gàidhlig air Adhart

**Prìomhachas Ro-innleachdail 3:**  
Gum bi barrachd dhaoine ann an Alba taiceil is bàidheil dhan Ghàidhlig agus a cultar

<ul style="list-style-type: none"> <li><b>Ciamar a tha an t-adhartas a' cuideachadh le bhith a' libhrigeadh na lèirsinn?</b></li> </ul>	<p>'S e fìor deagh naidheachd a th' ann gu bheil 300,000 clàraichte airson Duolingo sa Ghàidhlig, beagan mìosan às dèidh seo a' tòiseachadh agus a rèir coltas, tha a mhòr-chuid fuireach ann an Alba. Tha seo a' dearbhadh gu bheil tòrr a bharrachd dhaoine ann an Alba ag ionnsachadh na Gàidhlig agus tha deagh naidheachd air a bhith anns na meadhanan mu dheidhinn na Gàidhlig air sgàth seo. A bharrachd air sin, tha an sgeama Cleachdi a' dol bho neart gu neart agus tha duine anns an fharsaingeachd a' cur fàilte air an iomairt.</p>
<ul style="list-style-type: none"> <li><b>A bheil adhartas mu choinneimh na lèirsinn mar a bhiodh dùil?</b></li> </ul>	<p>Tha adhartas mu choinneimh na lèirsinn a' dol nas fhèarr na bhathar an dùil leis gu bheil Duolingo sa Ghàidhlig air a bhith cho soirbheachail agus 300,000 clàraichte. Bhon a tha Oifigear Conaltraidh làn-thìde a bhith ann an dreuchd, tha iomhaigh Bhòrd na Gàidhlig air a bhith nas àirde agus tha daoine mothachail air seo.</p>

Prìomh Chomharra Coileanaidh	Targaid	Adhartas aig 31/03/2020	Coileanadh aig 31/03/20	Aithris le
			Dearg/Orains/Uaine	
<p><b>Prìomh Chomharra Coileanaidh 6:</b> A' dèanamh cinnteach gu bheil barrachd àite aig a' Ghàidhlig ann an aithne nàiseanta na h-Alba, aithne-dùthcha fhosgailte le iomadh taobh is cultar</p>	<p>Leudaich cleachdadh na Gàidhlig air lìonraidhean sòisealta le 10% [Am Màrt 2019: #Gaelic 690 agus #Gàidhlig 350]</p>	<p>[Màrt 2020 postaichean air Instagram #Gaidhlig 3,737 #Gàidhlig 13,013]</p> <p>Tha am Bòrd air a bhith a' sgaoleadh barrachd fiosrachaidh air na meadhanan sòisealta agus tha an iomairt #cleachdi air a bhith gu math soirbheachail.</p>		<p>Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd</p>
<p><b>Prìomh Chomharra Coileanaidh 7:</b> Barrachd dhaoine ag aontachadh leis an abairt "Tha Gàidhlig cudromach do dh'Alba"</p>	<p>Bheir gach buidheann agus pròiseact a gheibh maoinachadh bho Bhòrd na Gàidhlig dàta dhuinn a thaobh na h-aithris seo</p>	<p>Tha dàta ann a-nis airson gach phròiseact 2019/20.</p>		<p>Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd</p>

**Cothroman Ùra**  
Dè na gnìomhan eile a dh'fhaodadh cuideachadh le adhartas leis an lèirsinn:

Tha e follaiseach bho Duolingo sa Ghàidhlig agus Cleachdi gu bheil tòrr taic airson na Gàidhlig ann an Alba agus tha dùbhlann ann gus barrachd taic a chumail ris na daoine a tha ag amas air fileantas a ruighinn sa Gàidhlig – tro chlasaichean agus trèanadh aig ìrean nas adhartaiche, barrachd chothroman cleachdaidh anns a' choimhearsnachd agus cothroman coimearsalta ùra airson daoine a tha airson seirbheisean tro mheadhan na Gàidhlig a chleachdadh mar eisimpleir turasachd Ghàidhlig. Tha fìor deagh chothrom an-dràsta deagh rùn airson na Gàidhlig a' tionndadh gu barrachd cleachdaidh agus bu chòir Bòrd na Gàidhlig a bhith a' cumail fòcas teann air a' chothrom seo.

Tha an glasadh COVID-19 a' ciallachadh gu bheil tòrr tachartasan Gàidhlig a' dol air adhart air-loidhne a-nis agus ged a tha an t-suidheachadh an-dràsta doirbh agus dulich, tha cothroman ag èirigh a-mach à seo a dh'fhaodadh a bhith gu math feumail airson coimhearsnachd na Gàidhlig anns na bliadhnaichean ri teachd.

Seisean Fosgailte  
Cuspair 11.1

4. Deagh Riaghladh

**Prìomhachas Ro-Innleachdail 4:**  
Gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige

▪ <b>Ciamar a tha an t-adhartas a' cuideachadh le bhith a' libhrigeadh na lèirsinn?</b>	Tha an t-adhartas gu ruige seo a' cur ris ar lèirsinn tro:
▪ <b>A bheil adhartas mu choinneimh na lèirsinn mar a bhiodh dùil?</b>	Toraidhean suirbhìdh an luchd-obrach a' cur ri dèanamh cinnteach gu bheil a' bhuidheann air a stiùireadh agus air a leasachadh nas fheàrr agus gu bheil taic nas fheàrr aice Dàimh nas fheàrr eadar Bòrd na Gàidhlig agus an luchd-ùidh againn

	Targaid	Adhartas aig 31/03/2020	Coileanadh aig 31/03/20	Aithris le
			Dearg/Oraids/Uaine	
<b>Prìomh Chomharra Coileanaidh 8:</b> Barrachd den luchd-obrach againn ag aontachadh ris a' bheachd "Tha m' obair aig Bòrd na Gàidhlig a' toirt toileachas dhomh agus tha i a' dèanamh diofar"	Suirbhìdh an luchd-obrach anns a' Ghiblean 2020 gu bhith a' sealltainn gu bheil 90% den luchd-obrach ag aontachadh leis a' bheachd	Thèid seo air adhart anns a' Ghiblean 2020 is bidh na toraidhean ri fhaighinn sa Chèitean 2020.		Ceannard
<b>Prìomh Chomharra Coileanaidh 9:</b> Tha barrachd den luchd-ùidh againn ag aontachadh ris a' bheachd "Tha Bòrd na Gàidhlig a' coileanadh a dhleastanasan gu h-èifeachdach agus tha e a' cur ris na tha sinn a' dèanamh"	Gum faigh sinn ìre-riarachais de 70% anns na beachdan a gheibh sinn air ais bho luchd-ùidh	Bha 82.9% smaoineachadh gun robh am Bòrd èifeachdach gu h-iomlan, gu ìre mhòr no ìre bheag. Cha robh 14.9% cinnteach agus bha 2.1% a' smaoineachadh nach robh sinn èifeachdach.		Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd

**Cothroman Ùra**  
Dè na gnìomhan eile a dh'fhaodadh cuideachadh le adhartas leis an lèirsinn

Tha Plana Leasachaidh an-dràsta ga chur an gnìomh agus tha seo air atharraichean a dhèanamh air dòigh-riaghlaidh na buidhne is bheir seo buaidh san àm ri teachd cuideachd. Tha am program in-sgrùdaidh a' neartachadh na teachdaireachd gu bheil siostaman is pròiseasan ceart is làidir aig a' bhuidhinn gus an obair againn a libhrigeadh mar a tha iomchaidh do bhuidheann phoblach.

Seisean Fosgailte  
Cuspair 11.1

Iomradh air PCC sa Phlana Gnìomh 19-20

PCC sa Phlana Gnìomh 19-20	Targaid	Uaine	Orainds	Dearg
1. Barrachd chothroman do dhaoine na sgìlean Gàidhlig aca a chleachdadh	150 pròiseact air taic fhaighinn bho Bhòrd na Gàidhlig, a tha a' cruthachadh barrachd chothroman do dhaoine Gàidhlig a chleachdadh.			
2. Bidh barrachd dhaoine ag aontachadh leis an abairt "Tha a' Ghàidhlig a' dèanamh diofar nam bheatha"	150 pròiseact air taic fhaighinn bho Bhòrd na Gàidhlig, a tha a' cruthachadh barrachd chothroman do dhaoine Gàidhlig a chleachdadh.			
3. Barrachd clann a' gabhail pàirt ann an seiseanan tràth-bhliadhnaichean	Chaidh 1,500 duine-cloinne a chlàradh ann am buidhnean Gàidhlig 0-3 anns an Lùnastal 2019. [18/19 – 1,428]			
4. Barrachd chothroman aig daoine an cuid sgìlean Gàidhlig a leasachadh	Leudaich an àireamh de dhaoine a tha a' gabhail pàirt ann an ionnsachadh gu nàiseanta gu 5,000 [18/19 – 4,773]			
5. Barrachd dhaoine ag aontachadh leis an abairt "Tha mi air na sgìlean Gàidhlig agam a leasachadh"	Bidh gach buidheann agus pròiseact a gheibh maoinachadh bho Bhòrd na Gàidhlig a' toirt dhuinn dàta a thaobh na h-aithris seo			
6. A' dèanamh cinnteach gu bheil barrachd àite aig a' Ghàidhlig ann an aithne nàiseanta na h-Alba, aithne-dùthcha fhosgailte le iomadh taobh is cultar	Leudaich cleachdadh na Gàidhlig air lìonraidhean sòisealta le 10% [Am Màrt 2019: #Gaelic 690 agus #Gàidhlig 350]			
7. Barrachd dhaoine ag aontachadh leis an abairt "Tha Gàidhlig cudromach do dh'Alba"	Bheir gach buidheann agus pròiseact a gheibh maoinachadh bho Bhòrd na Gàidhlig dàta dhuinn a thaobh na h-aithris seo			
8. Barrachd den luchd-obrach againn ag aontachadh ris a' bheachd "Tha m' obair aig Bòrd na Gàidhlig a' toirt toileachas dhomh agus tha i a' dèanamh diofar"	Suirbhidh an luchd-obrach anns a' Ghiblean 2020 gu bhith a' sealltainn gu bheil 90% den luchd-obrach ag aontachadh leis a' bheachd			
9. Tha barrachd den luchd-ùidh againn ag aontachadh ris a' bheachd "Tha Bòrd na Gàidhlig a' coileanadh a dhleastanasan gu h-èifeachdach agus tha e a' cur ris na tha sinn a' dèanamh"	Gum faigh sinn ìre-riarachais de 70% anns na beachdan a gheibh sinn air ais bho luchd-ùidh			

Iomradh air na gnìomhan sa Phlana Gnìomh 19-20

Bho gach prìomhachas bha iomradh air na gnìomhan eadar-dhealaichte a bhiodh a' cur ri coileanadh a' phlana. San chlàr seo, tha iomradh air

Prìomhachas sa Phlana Chorporra	Gnìomhan uile gu lèir	Uaine	Orainds	Dearg
1. A' cleachdadh na Gàidhlig	17	15	2	0
2. Ag ionnsachadh na Gàidhlig	20	16	3	1
3. A' cur na Gàidhlig air adhart	17	15	0	2
4. A' leasachadh nan dòighean-obrach againn	31	26	3	2
	85	73	8	4
Ro-mheasadh air an t-suidheachadh a bhios ann aig deireadh na bliadhna ionmhais				

## Seisean Fosgailte

### Cuspair 11.1

	<ul style="list-style-type: none"> <li>• Tha cunnart ann nach bi am pròiseact deiseil nuair a bu chòir dha a bhith</li> <li>• Feumar gnìomhan leasachaidh a chur an sàs airson a' phròiseict gus cinn-uidhe ghnòthachais a choileanadh agus/no gus dèanamh cinnteach gun tèid an obair a thoirt gu buil</li> <li>• [Nota: 1: Ma tha manaidsear an dùil gum bi ìre-adhartais dhearg ann aig deireadh na bliadhna, bu chòir dhaibh innse dè na goireasan is gnìomhan a tha dhìth gus an ìre-adhartais atharrachadh, agus/no carson nach gabh am pròiseact a choileanadh.]</li> <li>• [Nota 2: Bu chòir don Sgioba-stiùiridh coimhead air a' ghnìomh, còmhla ris a' mhanaidsear le uallach air a shon, gus faicinn dè as coireach gu bheil ìre-adhartais dhearg ann agus gus plana gnìomh a dhealbh airson dèanamh cinnteach nach fhàs cùisean nas miosa agus gus an cron a nì an cion adhartais air cliù na buidhne agus air a' bhuidhinn san fharsaingeachd a lùghdachadh gu ìre cho beag 's as urrainn.]</li> </ul>
	<ul style="list-style-type: none"> <li>• Thathar an dùil gum bithear air adhartas nach beag a dhèanamh air seo aig deireadh na bliadhna, ach cha bhi an gnìomh air a choileanadh gu tur.</li> <li>• [Nota 3: Bu chòir don Sgioba-stiùiridh coimhead air a' ghnìomh, còmhla ris a' mhanaidsear le uallach air a shon, gus bruidhinn air dè na gnìomhan/goireasan a dh'fhaodadh cuideachadh le bhith a' coileanadh na h-obrach gus an gabh e comharrachadh mar Uaine.]</li> </ul>
	<ul style="list-style-type: none"> <li>• Thathar an dùil gun tèid an gnìomh a choileanadh a rèir a' chlàir-ama/plana/buidseat a chaidh aontachadh.</li> </ul>



Seisean Fosgailte  
Cuspair 11.1

## Aithisg air na Gnìomhan sa Phlana Gnìomh 19-20

## Gnìomhan 2019-20 – Prìomh Amas – A' Cleachdadh na Gàidhlig

1. A' Cleachdadh na Gàidhlig	Gnìomhan 2019-20	Adhartas aig 31/03/2020	Coileanadh aig 31/03/20
			Dearg/Orainds/Uaine
A' comharrachadh chnapan-starra, tro rannsachadh, a bhios a' cur bacadh air daoine bho bhith a' cleachdadh na Gàidhlig agus a' dealbh ro-innleachdan a chuireas às dhaibh	Cruthaich seata-innealan airson a bhith a' cumail sùil air cleachdadh na Gàidhlig sa choimhearsnachd.  Tòisich rannsachadh gus faighinn a-mach dè na cnapan-starra a th' ann a thaobh cleachdadh na Gàidhlig am measg dhaoine aig a bheil Gàidhlig mar chiad chànan	Dèante – PR17-06 “Coimheadachd Cànan.” Thathar an dùil coinneamhan poblach a' cumail ann am Barraigh agus Uibhist mus tèid seo fhoillseachadh. Thathar an dùil cuideachd gun tèid pìos eile den obair seo air adhart ann an 2021 ann an coimhearsnachd eile gus am bi e comasach coimeas a dhèanamh eadar toraidhean an cunntas-sluaigh agus an obair seo.	
		Dèante. Thoisich an rannsachadh seo PR18-05 “L1 gu L1” mar a bhathar an dùil ach tha an glacadh air sgàth COVID-19 a' ciallachadh gum bi atharrachaidhean a dhìth anns an dòigh-obrach leis gun robh an neach-rannsachaidh gu bhith stèidhichte airson trì mìosan anns na Hearadh.	
A' dealbh ro-innleachdan a dh'aona-ghnothach airson frithealadh air feumalachdan nan coimhearsnachdan dùthchail is nam bailtean nas motha agus airson brath a ghabhail air na cothroman a th' ann dhaibh, feuch am bi coimhearsnachdan Gàidhlig nas làidire ann	Co-obrachadh le prìomh chom-pàirtichean gus Cairt Coimhearsnachd na Gàidhlig a chruthachadh do na h-Eileanan Siar	Dèante. Tha co-obrachadh a' dol air adhart eadar Bòrd na Gàidhlig, Comhairle nan Eilean Siar, Riaghaltas na h-Alba agus le taic a bharrachd bho Iomairt na Gàidhealtachd gus seo a thoirt air adhart. Tha seo gu mòr a chur ris an struth-obrach Coimhearsnachd fo Adhartas nas Luaithe, gus freagairtean a chur air dòigh a rèir feumalachdan an àite fhèin. Chaidh aontachadh bho chionn greis gum bi an iomairt seo ag obair fon bhratach “Gàidhlig mar phrìomhachas / Gaelic First” agus 's e ceum air adhart mòr a tha seo gus ar Lèirsinn a chur an gnìomh anns na h-Eileanan Siar agus gu nàiseanta.	
	Cùm taic ri cruthachadh co-ionadan airson cleachdadh na Gàidhlig ann an Glaschu, Dùn Èideann agus Inbhir Nis.	Dèante. Tha Bòrd na Gàidhlig air a bhith a' cumail taic ris na buidhnean mòr-ionad ann an Inbhir Nis, Glaschu agus Dùn Èideann. Tha cùisean a' gluasad air adhart ann an Inbhir Nis le oifigear ann an dreuchd le taic a' Bhùird agus tha am Bòrd a' cumail taic ri diofar buidhnean aig An Lèanag ann an Glaschu. Tha beagan adhartais air a bhith ann an Dùn Èideann, le conaltradh cunbhalach ann eadar am Bòrd agus a' bhuidheann stiùiridh air cùl na h-iomairt seo.	

## Seisean Fosgailte

## Cuspair 11.1

Coileanadh aig  
31/03/20

Dearg/Oraids/Uaine

1. A' Cleachdadh na Gàidhlig	Gnìomhan 2019-20	Adhartas aig 31/03/2020	Coileanadh aig 31/03/20
	Cùm taic ri buidhnean gus àiteachan a thoirt seachad ann an coimhearsnachdan dùthchail agus bailteil airson cleachdadh na Gàidhlig a bhrosnachadh	Dèante. Tha Bòrd na Gàidhlig a' cumail taic ri buidhnean ann an Steòrnabhagh agus Glaschu gus mòr-ionadan a chruthachadh far an tèid Gàidhlig a chleachdadh gach latha san àite-obrach. Tha Bòrd na Gàidhlig a' cumail taic ri buidhnean mar Cheòlas, Taigh Chearsabhagh, An Lanntair, Sabhal Mòr Ostaig, Urras Oighreachd Ghabhsainn, Am Fuaran, Urras Bhràdhagair is Àrnoil, Comunn Eachraidh Nis agus ICCI – a bhios a' ruith phròiseactan agus tachartasan aig ìre coimhearsnachd far am bi daoine a' cleachdadh na Gàidhlig nas trice.	
	Gabh pàirt ann am pannal Inbheisteadh Sgilean na Gàidhealtachd is nan Eilean.	Dèante. Tha an Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd a' gabhail pàirt anns a' bhuidhinn seo às leth Bhòrd na Gàidhlig. Chaidh an "Skills Investment Plan" ùr airson na Gàidhealtachd fhoillseachadh aig COHI ann an Inbhir Nis air 28 Dàmhair 2020, le iomradh air cothroman airson na Gàidhlig mar phàirt dheth.	
A' cur ris na th' ann de chothroman do dhaoine òga gus sgilean obrach ionnsachadh agus gus cur ri buaidh eaconamach na Gàidhlig, tro cho-obrachadh le buidhnean iomairt is sgilean	Thoir taic do phròiseactan a bheir cothroman cosnadh Gàidhlig san àite-obrach do dh'òigridh	Dèante. Thoisich preantas aig ìre neach-ceum aig Bòrd na Gàidhlig san Sultain 2019. Tha i a' dèanamh ceum le Oilthigh Robert Gordon ann an Rianachd Gnìomhachais, agus mairidh a' chùrsa seo 4 bliadhna. A bharrachd air seo, chùm Bòrd na Gàidhlig taic ris na leanas a bhios a' toirt chothroman cosnadh do dhaoine òga le Gàidhlig:-  <b>TFC 1920</b> <ul style="list-style-type: none"> <li>A' cur taic ris an dreuchd oifigeir leasachaidh na Gàidhlig ann an Tiriodh</li> </ul> <b>GLAIF 1920</b> <ul style="list-style-type: none"> <li>Eden Court: A' fastadh Oifigeir Gàidhlig agus Ealain Thraidiseanta airson làthaireachd Gàidhlig nas làidire</li> <li>A' cur taic ris an sgeama, Greis-gnìomhachais Ghàidhlig, aig CnES gus cothroman-cosnadh a thoirt do dh'oileanaich le Gàidhlig ann am buidhnean far a bheil Gàidhlig air a cleachdadh san àite-obrach</li> <li>A' cur taic ri Luchd-obrach nan Tràth-bhliadhnaichean a tha ag obair air a' Ghàidhealtachd còmhla ri Care and Learning Alliance</li> <li>Trèanadh ceannais ann an spòrs a thoirt seachad do chloinn às a' Ghàidhealtachd agus na h-Eileanan an Iar sa Ghàidhlig</li> </ul>	

## Seisean Fosgailte

## Cuspair 11.1

Coileanadh aig  
31/03/20

Dearg/Oraids/Uaine

1. A' Cleachdadh na Gàidhlig	Gnìomhan 2019-20	Adhartas aig 31/03/2020	Coileanadh aig 31/03/20
		<ul style="list-style-type: none"> <li>A' cur chlasaichean Gàidhlig air dòigh do dhaoine a tha an sàs ann an sgeama preantasachd CnES.</li> <li>Comhairle Earra-Ghàidheal is Bhòid. A' fastadh oifigear gus tachartasan Gàidhlig a chur air dòigh agus taic a chur ri buidhnean Gàidhlig anns an sgìre gus pròiseactan a libhrigeadh.</li> </ul>	
A' toirt taic do bhuidhnean is daoine fa leth airson barrachd chur-seachadan, thachartasan is ghoireasan a chur air dòigh, agus feadhainn nas fheàrr, do dhaoine òga agus a' toirt taic do dh'fheadhainn a thèid a chur air dòigh le daoine òga	Cùm taic ri gnìomhachdan far-churraicealaim, le fòcas air òigridh a th' ann am Foghlam Gàidhlig mar-thà.	Dèante. Chùm Bòrd na Gàidhlig taic ri Comunn na Gàidhlig, Spòrs Gàidhlig, Fèisean nan Gàidheal. An Comunn Gàidhealach, Ceòlas, An Lòchran agus ICCI a bhios a' ruith prògraman às dèidh na sgoile airson clann ann an FtG cheana. Tha taic a' dol gu diofar phròiseactan eile tro na sgeamaichean taic-airgid cuideachd, gu sònraichte Taic Freumhan Coimhearsnachd.	
A' cur iomairtean air dòigh ann an co-bhonn ri buidhnean poblach, priobhaideach agus bhon treas roinn a bheir meudachadh air cleachdadh na Gàidhlig ann an àiteachan-obrach  A' cuideachadh le bhith a' cur ri comasan, sgilean agus seasmhachd ann an roinn nan ealan	Comhairlich Ùghdarrasan Poblach mu bhith a' deasachadh phlanaichean Gàidhlig reachdail anns a bheil gnìomhan a thaobh a bhith a' cur ri cleachdadh na Gàidhlig san àite-obrach	Dèante. Thug oifigearan Bhòrd na Ghàidhlig comhairle seachad gu 68 ùghdarrasan poblach aig a bheil planaichean reachdail aontaichte no tha ag obair a dh'ionnsaigh fear a chruthachadh. Bidh na buidhnean seo air fad a' cur ri cleachdadh na Gàidhlig san àite-obrach aig diofar ìrean, mar fhear de na prìomh amasan anns gach plana.  A bharrachd air seo, chaidh an sgeama "Cleachdi" a chur air bhog air 10 Dàmhair agus tha fòcas sònraichte air cleachdadh na Gàidhlig am measg ùghdarrasan phoblach tron sgeama seo. Gu deireadh a' Mhàirt 2020 chaidh na leanas de ghoireasan a-mach tron sgeama seo:-  3476 Bràistean cruaidh 2433 Lanyards 1928 Postairean 5823 Steigearan beaga 1170 Steigearan uinneig	
	Brosnaich agus thoir comhairle do bhuidhnean priobhaideach agus san treas-roinn mu bhith a' cruthachadh Phlanaichean Gàidhlig neo-reachdail.	Dèante. Tha plana saor-thoileach aig Bòrd na Gàidhlig aontaichte a-nis agus foillsichte. Tha còmhraidhean a' leantainn air adhart leis a' BBC gus plana a chur ri chèile fo sgèith Cairt Rìoghail a' BhBC seach Achd na Gàidhlig agus tha dreachd phlana aig an GTCS aig a' Bhòrd airson beachdachadh air.	

## Seisean Fosgailte

## Cuspair 11.1

Coileanadh aig  
31/03/20

Dearg/Orainds/Uaine

1. A' Cleachdadh na Gàidhlig	Gnìomhan 2019-20	Adhartas aig 31/03/2020	Coileanadh aig 31/03/20
	Cùm taic ri buidhnean ealain gus pròiseactan ealain a libhrigeadh a chuireas ri cleachdadh na Gàidhlig.	Dèante. Tha Bòrd na Gàidhlig a' cumail taic ri Theatre Gu Leòr, Fèisean nan Gàidheal, An Comunn Gàidhealach, Ceòlas, An Lòchran agus ICCI a bhios a' ruith phrògraman ealain a' bhios a' toirt fàs air cleachdadh na Gàidhlig. Tha taic a' dol gu diofar phròiseactan eile tro na sgeamaichean taic-airgid cuideachd, leithid Maoin Ealain na Gàidhlig, TFC, Colmcille agus GLAIF	
	Thoir taic do dh'iomairtean gus an comas airson barrachd chothroman-cosnaidh Gàidhlig anns na h-ealainean a choileanadh	Dèante. Tha Bòrd na Gàidhlig air a bhith an sàs leis a' bhuidhinn "Adhartas nas Luaithe" a tha a' coimhead air an eaconamaidh is margaid-obrach agus tha na gnìomhachasan cruthachail mar phàirt den t-sruth obrach seo. Tha sinn a' cumail taic ri buidhnean ealain leithid, Ceòlas, Taigh Chearsabhagh, An Lantair, Sabhal Mòr Ostaig, Theatre Gu Leòr, Fèisean nan Gàidheal, An Comunn Gàidhealach agus An Lòchran a bhios a' fastadh luchd-ealain tro na diofar phrògraman aca.	
	Thoir comhairle agus stiùireadh do bhuidhnean	Dèante. Tha oifigearan Bhòrd na Gàidhlig a' toirt comhairle do bhuidhnean a tha ag amas air cleachdadh agus ìomhaigh na Gàidhlig àrdachadh tro na h-ealain. Gu math tric tha sinn a' toirt comhairle dhaibh mu dheidhinn thùsan airgid freagarrach bho bhuidhnean eile leithid Alba Cruthachail agus tha sinn ag obair ann an co-bhonn le buidhnean maoineachaidh eile gus cuid de na pròiseactan a thoirt gu buill.	
A' cur barrachd chothroman, is cothroman nas fheàrr, air adhart far am bi teaghlachan a' cleachdadh na Gàidhlig anns an dachaigh aca	Thoir taic do phròiseactan a tha a' cur ri cleachdadh na Gàidhlig san dachaigh, le cuideam air teaghlachan a tha an sàs ann am foghlam Gàidhlig	Tha Bòrd na Gàidhlig a' cumail taic ri diofar phròiseactan a bhios a' cumail taic no a' cur air adhart cleachdadh na Gàidhlig aig an taigh agus bidh a' mhòrchuid an sàs le foghlam Gàidhlig, ach chan eil inneal againn airson seo a dhearbhadh fhathast. Tha obair a' dol air adhart gus seo a chur air dòigh.  Leis a' ghlacadh COVID-19, tha Bòrd na Gàidhlig ag obair le diofar bhuidhnean Gàidhlig gus iomairt #cleachdiaigantaigh a stèidheachadh gus taic a chumail ri cleachdadh na Gàidhlig aig an taigh. Thathar an dùil gum bi seo a' dol beò anns a' Ghiblean 2020.	
	Co-obrach le iomairtean gus cur ri seasmhachd shòisealta agus eaconamach nan coimhearsnachdan Gàidhlig traidiseanta	Dèante. Tha Bòrd na Gàidhlig a' cumail taic ri diofar phròiseactan gus seasmhachd shòisealta agus eaconamach a thoirt air adhart – leithid an sgeama Gàidhlig is Gnothachas aig Urras Oighreachd Ghabhsainn, na	

## Seisean Fosgailte

## Cuspair 11.1

Coileanadh aig  
31/03/20

Dearg/Oraids/Uaine

1. A' Cleachdadh na Gàidhlig	Gnìomhan 2019-20	Adhartas aig 31/03/2020	Coileanadh aig 31/03/20
		<p>leasachaidhean sòisealta agus eaconamach aig Urras Coimhearsnachd Bhràdhagair is Àrnoil agus Cnoc Soilleir aig Ceòlas. Tha còmhraidhean a' dol le diofar phròiseactan eile air a' Ghàidhealtachd far a bheil sinn faicinn cothrom Gàidhlig a chur aig cridhe nan leasachaidhean cudromach seo.</p> <p>Tha sruth-obrach ann 'Eaconamaidh is Margaid-obrach' mar phàirt den iomairt Adhartas nas Luaithe, agus tha Bòrd na Gàidhlig ag obair còmhla ri Comhairle nan Eilean Siar is Iomairt na Gàidhealtachd is nan Eilean gus seo a thoirt air adhart. Tha obair a dhìth gus ceangal nas làidire a thogail eadar sgoilearan le Gàidhlig agus obraichean far a bheil sgilean Gàidhlig a dhìth agus tha am Bòrd ag obair leis na com-pàirtichean seo. Tha BnG an sàs gu mòr leis a' bhuidhinn-ghnìomh turasachd aig VisitScotland gus an tig fàs air an eaconamaidh tro thurasachd Ghàidhlig. Thug Stiùiriche bho VisitScotland taisbeanadh do stiùirichean foghlaim air cothroman sa ghnìomhachas is thog seo ùidh gus ceanglaichean nas fheàrr a dhèanamh.</p>	
A' toirt maoinachadh do dh'iomairtean a bhios a' neartachadh beairteas, buntainneas is cunbhalachd a' chànain	Maoinachadh agus stiùireadh ro-innleachdail airson pròiseactan ainmean-àite, gràmair, briathrachais agus eadar-theangachaidh.	<p>Dèante. Chùm Bòrd na Gàidhlig taic ri Faclair na Gàidhlig, Ainmean-Àite na h-Alba, Stòrlann agus DASG gus pròiseactan corpas na Gàidhlig a thoirt air adhart agus le taic a' Bhùird, tha Oilthigh Ghlaschu ag obair air barrachd stòran-dàta briathrachais a chur ris a' ghoireas "Lexicopia" aca.</p> <p>Chaidh aontachadh ri pàipear air na h-ath cheumannan air corpas na Gàidhlig aig coinneamh a' Bhùird anns a' Ghearran 2020 agus thèid an coimisean seo air adhart tro phròiseas solarachaidh fosgailte a dh'aithghearr.</p>	

Seisean Fosgailte  
Cuspair 11.1

## 2.1 Gnìomhan 2019-20 - Ionnsachadh na Gàidhlig

2. Ionnsachadh na Gàidhlig	Gnìomhan 2019-20	Adhartas aig 31/03/2020	Coileanadh aig 31/03/2020
			Dearg/Orainds/Uaine
A' toirt comhairle seachad air poileasaidhean agus a' toirt stiùireadh don obair gus ro-innleachdan a dhealbh airson foghlam na Gàidhlig	Co-labhairt Mhinistireil mu foghlam Gàidhlig air a cumail le ion-chur bho phrìomh bhuidhnean	<p>Dèante. Chaidh a' cho-labhairt seo a chumail air 05/12/19 an Dùn Èideann. Chaidh cùisean fhosgladh le Leas Phrìomh Ministear na h-Alba. 'S e latha soirbheachail a bh' ann le riochdairean ann bho 21 ùghdarrasan ionadail a fhuair cothroman conaltraidh is taisbeanaidhean is bho: Bhòrd na Gàidhlig, Foghlam Alba, VisitScotland, Comhairle Baile Ghlaschu is Riaghaltas na h-Alba.</p> <p>Thug am measadh fianais dhuinn gun robh fàilte air tachartas den leithid agus gu bheil iarrtas ann airson tachartas den aon seòrsa co-dhiù turas gach bliadhna.</p> <p>Ged a bha e follaiseach gun robh an tachartas soirbheachail airson nan oifigearan a bha an làthair, cha robh mòran Stiùirichean Foghlaim an làthair. Beachdaichidh sinn a-rithist air an ro-innleachd le ma dh'fhaodte tachartas nàiseanta gach bliadhna agus obair nas fhoirmeile le ADES a dhith.</p> <p>Chaidh a' chiad Nota Brath-ullachaidh (NBU1) agann a sgrìobhadh airson ADES 04.20. Togaidh sinn plana airson tachartasan trèanaidh a bharrachd aig an ath choinneimh aig GLAN (An t-Ògmhios a rèir a' phlana aca).</p>	
	Plana gnìomh air a bhuileachadh airson curraicealam FtG a leasachadh aig ìre àrd	<p>Dèante. Fhuair moladh a thaobh 'Ro-innleachd airson foghlam Àrd-Sgoile' aonta bho Chomataidh Poileasaidh is Ghoireasan san t-Samhain 2019.</p> <p>Chaidh taisbeanadh a thoirt seachad aig GLAN san Fhaoilleach 2020 do riochdairean bho ùghdarrasan ionadail mu dheidhinn na Ro-innleachd airson foghlam Àrd-sgoile is mun phlanadh a tha a dhith aig ìre na h-àrd-sgoile.</p> <p>Chaidh fiosrachadh do ADES tron NBU1 agus chaidh lethbhreac gu GLAN. Thèid seo a chur air a' chlàr-ghnothaich aig an ath choinneimh aig GLAN (06.20).</p>	
	Dreachd ro-innleachd airson FtG air a cuairteachadh ron Mhàrt 2020	<p>Dèante. Fhuair moladh a thaobh 'Ro-innleachd airson foghlam Àrd-Sgoile' aonta bho Chomataidh Poileasaidh is Ghoireasan san t-Samhain 2019.</p> <p>Chaidh taisbeanadh a thoirt seachad aig GLAN san Fhaoilleach 2020 do riochdairean bho ùghdarrasan ionadail mu dheidhinn na Ro-innleachd airson foghlam Àrd-sgoile is mun planadh a tha a dhith aig ìre na h-àrd-sgoile.</p>	

Seisean Fosgailte  
Cuspair 11.1

		Chaidh fiosrachadh do ADES tron NBU1 agus chaidh lethbhreac gu GLAN. Thèid seo a chur air a' chlàr-ghnothaich aig an ath coinneimh aig GLAN (06.20).	
	Tha stadastaireachd foghlaim (tràth-bhliadhnaichean, sgoil agus ionnsachadh-inbheach) agus modaileadh feachd-obrach rim faighinn	Chaidh dàta foghlaim 2018-19 fhoillseachadh air an làraich-lìn.	
Ag obair còmhla ri buidhnean de phàrantan is buidhnean buntainneach gus fàs a thoirt air FtG	Bidh targaidean airson fàs ann an FtG agus FLI anns na planaichean Gàidhlig aig ùghdarrasan ionadail	<p>Dèante. Sgioba an foghlaim ann an conaltradh le sgioba nam planaichean nuair a thèid ùrachadh a dhèanamh air na h-amasan àrd-ìre airson planaichean Gàidhlig gus aontachadh air amasan freagarrach a thaobh FtG agus FLI. Ann an 2019-20 cho-obrach sinn a thaobh amasan àrd-ìre airson:</p> <ul style="list-style-type: none"> <li>• Comhairle Bhaile Dhùn Dè</li> <li>• Comhairle Siorrachd Àir a Tuath</li> <li>• Foghlam Alba</li> </ul> <p>Coinneamh le Foghlam Alba air 6.02 agus aontachadh air an t-slighe air adhart a thaobh amasan àrd-ìre. Sreath de choinneamhan cunbhalach le oifigearan aig FA aontaichte. Taic leis an iarrtas airson oifigear ùr tro GLAIF.</p>	
	Thèid comhairle a thoirt do bhuidhnean nam pàrantan mu chothroman	<p>Dèante. Tha oifigearan Bhòrd na Gàidhlig ag obair còmhla ri Comann nam Pàrant ann an sgìrean eadar-dhealaichte:</p> <ul style="list-style-type: none"> <li>• Taic a' chumail ri pàrantan ann an Obar Dheathain a thaobh siubhail airson sgoilearan ann am FtG. Tha dàil air seo air sgàth Covid-19.</li> <li>• Air an riochdachadh air buidheann-obrach ann an Inbhir Nis a tha a' coimhead ri sgoil Ghàidhlig ùr a' stèidheachadh. Tha Bòrd na Gàidhlig air taic airgid a chur mu choinneamh sgrùdadh so-dhèantachd san sgìre.</li> <li>• Choinnich oifigearan Bòrd na Gàidhlig le pàrantan ann an Siorrachd Àir a Tuath ann an co-bhann leis a' chomhairle airson bruidhinn air adhartas gu ruige seo ann a bhith a' stèidheachadh FtG ann an Siorrachd Àir a Tuath.</li> <li>• Sgrìobh Bòrd na Gàidhlig do Chomhairle na Eaglaise Brice a' tabhann taic dhaibh airson FtG a leasachadh.</li> <li>• Thadhal Neach-taice tràth-bhliadhnaichean Bhòrd na Gàidhlig agus Oifigear Phàrant Comann nam Pàrant air buidheann thràth-bhliadhnaichean ann am Fìobha san Fhaoilleach 2020. Tha e follaiseach gu bheil ùidh ann am FtG a measg phàrantan. A' gluasad gus coinneamh fiosrachaidh do phàrantan a chur air dòigh mu dheidhinn FtG. Dàil air coinneamh ri linn Covid-19.</li> </ul>	

Seisean Fosgailte  
Cuspair 11.1

		<ul style="list-style-type: none"> <li>• Chaidh coinneamhan a chumail le Comann nam Pàrant Nàiseanta agus buidhnean foghlam / Gàidhlig anns an t-Samhain 2019 agus sa Mhàrt 2020. Thèid coinneamh eile a chur air dòigh san Lùnastal 2020.</li> <li>• Bòrd na Gàidhlig air a riochdachadh aig Coinneamhan Chomann nam Pàrant Nàiseanta.</li> </ul>	
	Co-obrachadh le Caidreachasan Leasachaidh Roinneil agus ùghdarrasan ionadail gus freagairt air iarrtas nam pàrantan	<p>Dèante.</p> <ul style="list-style-type: none"> <li>• Taic a' leantainn bho oifigearan Bhòrd na Gàidhlig tro choinneamhan cunbhalach le Comhairle Siorrachd Àir a Tuath gus foghlam tron Ghàidhlig a' stèidheachadh san ùghdarras anns an Lùnastal 2020.</li> <li>• Stiùiriche Foghlam an làthair aig coinneamh Northern Alliance air 05/03/2020. Aithisg bhon choinneimh bho JMW – fòcas air stadadairreachd - Sgioba Rannsachaidh/JMW a' beachdachadh air.</li> <li>• Air sgrìobhadh do Chomhairle na h-Eaglaise Brice às dèidh toraidhean a-nochd bho suirbhidh mu FtG san sgìre a' cur fàilte air seo agus a' tabhann taic dhaibh.</li> <li>• Bòrd na Gàidhlig air a riochdachadh air buidheann-obrach a tha a' coimhead ri Foghlam Àrd-sgoile a leasachadh ann an Dùn Èideann.</li> </ul>	
A' cur iomairtean air dòigh le luchd-compàirt gus barrachd taic a thoirt do theaghlachan nuair a tha an cuid chloinne aig ìre nan tràth-bhliadhnaichean	Maoineachadh airson buidhnean saor-thoileach gu bhith air a sgaoileadh a rèir phrìomhachasan	<p>Dèante. Ann an 2019/20 fhuair sinn 41 iarrtas tron sgeama taic Thràth-bhliadhnaichean. Bha 36 iarrtas soirbheachail.</p> <p>Chaidh iarrtas a-steach dhan sgeama 'Families and Communities Fund' ann an co-bhonn le Comann nam Pàrant agus Comunn na Gàidhlig. Tha sinn an dùil co-dhùnadh fhaighinn mun iarrtas seo san t-Sultain 2020.</p> <p>Chaidh airgead CYPDEF is ALEC a shìneadh chun a' Mhàirt 2021.</p>	
	Trèanadh air a thoirt seachad mu bhith a' ruith buidheann shaor-thoileach	Dèante. Chaidh Toolkit a chruthachadh airson nam buidhnean tràth-bhliadhnaichean. Bheir seo taic dhaibh le bhith a' cur air bhonn agus a' ruith buidheann shaor-thoileach. Chaidh dàil a chur air fhoillseachadh ri linn Covid-19 ach chaidh clàr-ama a chur air dòigh airson fhoillseachadh is a sgaoileadh.	
	Thèid 'Trèanaig an Luchd-trèanaidh' a libhrigeadh airson gnìomhachdan Gàidhlig sna tràth-bliadhnaichean	<p>Chaidh seisean 'Shared Practice' airson Bookbug Gàidhlig a chumail ann an Sruighlea sa Mhàrt 2020. Bha dà sheisean anns an amharc airson stiùirichean cluiche agus luchd-obrach CNES: 1 - Uibhist 1- Leòdhas anns a' Chèitean ach chaidh sin a chur dheth ri linn Covid-19. Thèid iad sin air adhart ann an 20-21.</p> <p>Chaidh an t-Alltan Beag, cothrom trèanaidh do luchd-obrach tràth-bhliadhnaichean air adhart san Dàmhair 2019 agus bha 37 an làthair.</p> <p>Tha barrachd a dhith a thaobh trèanadh luchd-trèanaidh.</p>	



Seisean Fosgailte  
Cuspair 11.1

	Aontaidhean ann le prìomh bhuidhnean gus goireasan Gàidhlig a chruthachadh a tha cho math ris an fheadhainn a gheibhear sa Bheurla, (m.e. Urras Leabhraichean na h-Alba, Tràth-bhliadhnaichean ann an Riaghaltas na h-Alba)	Tha pàirt den obair seo air tòiseachadh tro chonaltradh leis an Riaghaltas mun phlana Gàidhlig aca.  Buidheann-fòcais airson <i>All In</i> (stòras stuthan airson nan àrd-sgoiltean) air 21.02.  Coinneamhan le Cathraiche/Ceannard Stòrlann Nàiseanta gach 3 mìosan: fòcas air stuthan gràmair / SLF 2020 agus planaichean airson <i>An t-Alltan</i> 2020.	
A' toirt taic do luchd-compàirt gus cothroman ionnsachaidh proifeiseanta a chruthachadh is a libhrigeadh leis an amas gum bi barrachd luchd-obrach ann agus barrachd sgilean aig luchd-obrach	Ro-innleachd air slighean eile a-steach gu teagasg FtG agus do luchd-taic proifeiseanta air a chruthachadh	Dèante. Oifigearan bho Bhòrd na Gàidhlig agus Oifigearan bhon GTC air bileag fiosrachaidh 'So you want to teach in Gaelic' a chruthachadh. Chaidh seo a chlàrachadh agus thèid a' sgaoileadh nuair a tha na sgoiltean air ais.  Suirbhidh deiseil aig an GTCS airson sgaoileadh timcheall luchd-teagaisg a tha clàraichte airson fianais a thogail air a bheil ùidh aig luchd-teagaisg Gàidhlig ionnsachadh no sgilean a' leasachadh. Beagan dàil ri linn Covid-19.  Cothroman bogaidh do luchd-teagaisg air a thabhan airson 2020-21 ann an co-bhann le Oilthigh na Gàidhealtachd is nan Eilean (SMO is LCC) agus Oilthigh Ghlaschu air a chur air dòigh.  Taic airson STEM libhrigte / sanasachd air cothroman airson FtG.	
	Cùrsa GIFT air a thoirt seachad ann an 19/20	Cha deach an cùrsa air adhart air sgàth 's nach robh tagraichean gu leòr ann. Leis gu bheil sgrùdadh a' dol air adhart air cùrsa GIFT thèid cothroman bogaidh do luchd-teagaisg ann an 2020-21 a thabhan ann an co-bhann le Oilthigh na Gàidhealtachd is nan Eilean (SMO is LCC) agus Oilthigh Ghlaschu, mar a chaidh aontachadh aig Comataidh Poileasaidh is Ghoireasan san t-Samhain 2019.  Chaidh fios a sgaoileadh do dh'ùghdarrasan ionadail tro thaisbeanadh aig GLAN agus tro litir a' mineachadh an t-suidheachaidh.  Stiùireadh agus foirm-iarrtas air a chruthachadh agus an dùil ri tagraichean ro deireadh a' Chèitein 2020.	
	Brosnaich com-pàirtichean gus portfolio a chruthachadh de chùrsaichean airson ionnsachadh sna tràth-bhliadhnaichean a tha freagarrach airson daoine le diofar ìrean de sgilean cànanain (bhiodh seo a' dol còmhla ris an HNC agus preantasachd ann am FtG)	Goireas 'Gàidhlig nan Òg' air a chruthachadh le Stòrlann a bhios ri fhaighinn air-loidhne do luchd-obrach thràth-bhliadhnaichean agus a ghabhas a chleachdadh le pàrantan.  Fhuair Colaiste Abaid a' Bhatail Nuaidh taic-maoinachadh bho Bhòrd na Gàidhlig airson cùrsa do luchd-obrach tràth-bhliadhnaichean a libhrigeadh. Bidh dàil air seo ri linn Covid-19.	

Seisean Fosgailte  
Cuspair 11.1

<p>A' toirt taic do chothroman dreuchdail agus ionnsachadh proifeiseanta airson luchd-obrach proifeiseanta is luchd-obrach taice a tha ag obair ann am foghlam, agus a' dèanamh sanasachd air na cothroman is air an ionnsachadh sin</p>	<p>Trèanadh gràmair ann an trèanadh tùsail an luchd-teagaisg agus CLPL</p>	<p>Tha Stòrlann Nàiseanta a' cleachdadh nan tòraidhean bhon phròiseact rannsachaidh a rinn DASG air na 10 puingeann gràmair as cumanta a tha ag adhbharachadh dhuilgheadasan.</p> <p>Bha sinn an dùil gum biodh fòcas air a' ghoireas seo aig SLF 2020 ach chaidh sin a chur dheth ri linn Covid-19.</p> <p>Tro thabhartasan foghlaim, chùm Bòrd na Gàidhlig taic ri 5 iarrtasan bho luchd-obrach ann am foghlam Gàidhlig airson cùrsaichean CLPL a dhèanamh agus 12 do luchd-obrach ann am foghlam Beurla a tha airson na sgilean Gàidhlig aca a thoirt air adhart gus gluasad gu foghlam Gàidhlig san àm ri teachd.</p>	
	<p>Àrdaich mothachadh air na cothroman cosnaidh a tha rim faighinn tro dhà-chànanas</p>	<p>Dèante. Oifigearan Bhòrd na Gàidhlig air a bhith an làthair aig na tachartasan a leanas gus cothroman cosnaidh a bhrosnachadh:</p> <ul style="list-style-type: none"> <li>• Co-labhairt SALT</li> <li>• Sgoil MhicNeacail</li> <li>• Colaiste a' Chaisteil</li> <li>• Fèill Dhreuchdan ann an Àrd-sgoil St Peter of the Apostle, Oilthigh Ghlaschu Graduate Creative and Cultural Fair</li> <li>• UHI Refreshers Fayre</li> <li>• Acadamaidh Bhràghad Albainn</li> <li>• Àrd-Sgoil Greenfaulds</li> <li>• Sgoil Lionacleit</li> <li>• Siuthad Inbhir Nis</li> </ul> <p>Chaidh bhidiothan a' sanasachd dhreuchdan eadar-dhealaichte a sgaoileadh air na meadhanan sòisealta:</p> <ul style="list-style-type: none"> <li>• Prìomh-thidsear</li> <li>• Neach-teagaisg a ghluais bho fhoghlam Beurla gu foghlam Gàidhlig</li> <li>• Oileanach teagaisg</li> <li>• Riochdaire Ealain</li> <li>• Neach-obrach tràth-bhliadhnaichean</li> <li>• Tha tiomnaidhean o thidsearan a fhuair taic airgid bho na tabhartasan foghlaim air an cruinneachadh agus gu bhith gan sgaoileadh nuair a thèid an sgeama a chur air bhog a-rithist.</li> <li>• Bileag ùr "So You Want to Teach in Gaelic?" dèante agus deiseil airson sgaoileadh às dèidh do sgoiltean is eile a' tilleadh.</li> </ul>	

Seisean Fosgailte  
Cuspair 11.1

	Cleachd 2019, bliadhna nan Cànanan Dùthchasach mar fhòcas airson òigridh gus dà-chànanas a bhrosnachadh	Dèante. Chaidh bliadhna UNESCO a bhrosnachadh aig Siuthad 2019 san Dàmhair.	
A' cur tuilleadh ghoireasan do luchd-ionnsachaidh is oidean air dòigh air LearnGaelic.scot ann an com-pàirt le MG ALBA feuch am bi goireasan ann airson irean nas adhartaiche a chuidicheas inbhich gu bhith a' ruighinn fileantachd	Lean oirnn leis an taic againn airson leasachadh LearnGaelic.scot agus a bhith ga bhrosnachadh mar a' phrìomh ghoireas airson leasachadh sgilean cànan	Chaidh Manaidsear Ionnsachaidh LearnGaelic, air làn-mhaoineachadh le Bòrd na Gàidhlig, fhasadh aig SMO.  Chaidh làrach-lìn ùr aig Learn Gaelic fhoillseachadh san Dàmhair 2019.  Chaidh co-labhairt a chumail ann an Oilthigh Ghlaschu san Dàmhair 2019.	
A' brosnachadh dhaoine gu bhith a' cleachdadh teicneòlas ùr gus barrachd dhòighean-ionnsachaidh is dòighean-ionnsachaidh nas èifeachdaiche a thoirt do dh'inbhich	Lean oirnn leis an taic againn do LearnGaelic.scot gus ionnsachadh-inbheach a libhrigeadh	Chaidh Manaidsear Ionnsachaidh LearnGaelic, air làn-mhaoineachadh le Bòrd na Gàidhlig, fhasadh aig SMO.  Chaidh làrach-lìn ùr aig Learn Gaelic fhoillseachadh san Dàmhair 2019.  Chaidh co-labhairt a chumail aig Oilthigh Ghlaschu san Dàmhair 2019.	
	Lean oirnn leis an taic againn do chruthachadh ghoireasan air-loidhne dhan bhun-sgoil tro Ghiglets	Dèante. Tha goireas litearrachd Giglets Gàidhlig a-nis air a chleachdadh le timcheall air 600 tidsear agus timcheall air 4,500 sgoilear ann am bun-sgoiltean agus àrd-sgoiltean FtG (airson Gàidhlig agus airson litearrachd Beurla).  Tha seo na àrdachadh de 50% bho na h-àireamhan mu dheireadh a chaidh aithris aig deireadh 2018, agus tha e mar thoradh air tòrr obair trèanaidh ann am meadhan na h-Alba agus air a' Ghàidhealtachd.  Fhuair còrr air 70 bun-sgoil agus àrd-sgoil FtG trèanadh gu foirmeil le Giglets; agus tha cuid dhiubh sin air trèanadh ùrachaidh agus trèanadh luchd-obrach ùr fhaighinn cuideachd.  A thaobh susbaint, chaidh 60 teacsa Gàidhlig agus 23 guth Gàidhlig a chlàradh agus fhoillseachadh gu proifeasanta, le tuilleadh gan ullachadh.  Chaidh brath-naidheachd ullachadh eadar Bòrd na Gàidhlig agus Giglets gus sanasachd a dhèanamh air na cothroman gus an cleachdadh aig an taigh tro shuidheachadh Covid-19.	

Seisean Fosgailte  
Cuspair 11.1

## 3.1 Gnìomhan 2019-20

3. A' Cur na Gàidhlig air Adhart	Gnìomhan 2019-20	Adhartas aig 31/03/2020	Coileanadh aig 31/03/20
A' dèanamh cinnteach gum bi buaidh nas motha aig Phlanaichean Gàidhlig air cùisean agus a' toirt taic do dh'Ùghdarrasan Poblach gus sanasachd a dhèanamh air an obair a ni iad don Ghàidhlig	Obraich còmhla ri Coimisean Fearainn na h-Alba, Iomairt na h-Alba, am BBC agus Còmhhdail Luchd-siubhail Shrath Chluaidh gus na ciad phlanaichean Gàidhlig aca a dheasachadh	Dèante. Tha oifigearan a' Bhùird air a bhith ag obair leis na buidhnean seo, mar a leanas:- <ul style="list-style-type: none"> <li>• Coimisean Fearainn na h-Alba – a' sgrìobhadh plana, leis an dùil gum bi e againn airson Lùnastal 2020</li> <li>• Iomairt na h-Alba – amasan àrd-ìre aontaichte.</li> <li>• BBC – Tha iad ag obair a dh'ionnsaigh plana Gàidhlig a sgrìobhadh fo sgèith Cairt Rìoghail a' BhBC seach Achd na Gàidhlig</li> <li>• Còmhhdail Luchd-siubhail Shrath Chluaidh – tha iad air a bhith ann an conaltradh agus thèid coinneamh air a chur air dòigh a dh'aithghearr.</li> </ul>	
	Obraich còmhla ris gach Ùghdarras Poblach a tha a' deasachadh phlanaichean Gàidhlig agus ris an fheadhainn aig a bheil planaichean aontaichte.	Dèante. Tha an sgioba ag obair le 68 ùghdarrasan poblach. Tha dleastanasan agus planaichean obrach soilleir aig gach oifigear gus taic a chumail ris a h-uile ùghdarras poblach le planaichean aontaichte no tha ag obair air planaichean. Tha conaltradh a' dol air adhart mar sgioba gach là gus am bi an dealbh mòr aig an sgioba cuideachd agus airson taic a chumail ri chèile.	
	Dèan com-pàirteachadh leis a h-uile Ùghdarras Poblach aig a bheil plana Gàidhlig aontaichte.	Dèante. Bidh an t-Oifigear Dearcnachaidh a' conaltradh ri gach Ùghdarras Poblach le plana reachdail aontaichte gach bliadhna. Tha an t-oifigear ag obair air siostam ùr airson dàta a thional airson adhartas a shealltainn mu choinneamh metrics bhliadhnail airson gach buidheann agus airson Alba air fad. Thathar an dùil gum bi seo a' toirt dealbh nas soilleire air adhartas agus buaidh nam planaichean.	
A' toirt fhreagairtean seachad do cho-chomhairleachaidhean poblach co-cheangailte ri cuspairean no raointean a bhuineas ris a' Ghàidhlig	Dèan com-pàirteachadh leis a h-uile Ùghdarras Poblach aig a bheil planaichean Gàidhlig aontaichte.	Dèante. Tha an Sgioba-stiùiridh a' cumail sùil air seo gach mìos agus ag aontachadh cò bhios a' cur freagairtean ri chèile às leth na buidhne. Gu ruige seo am-bliadhna chaidh freagairt a-steach airson na leanas:- <p>Plana Nàiseanta nan Eilean x 2 (1. Prìomhachasan agus 2. Dreachd Phlana Nàiseanta nan Eilean)</p> <p>Plana Leasachaidh eaconamach aig Pàirc Nàiseanta a' Mhonaidh Ruaidh.</p>	

## Seisean Fosgailte

## Cuspair 11.1

3. A' Cur na Gàidhlig air Adhart	Gnìomhan 2019-20	Adhartas aig 31/03/2020	Coileanadh aig 31/03/20
		<p>Comhairle na Gàidhealtachd – Sgìre-sgoile Inbhir Theòrsa agus Dùnadh sgoil, Ùige</p> <p>Co-chomhairle air Maoineachadh Eòrpach às dèidh Brexit</p> <p>Ath-sgrùdadh GTCS air Irean Proifeiseanta agus air a' Chòd-phroifeiseanta</p> <p>Lèirmheas Ro-innleachdail air dàimhean eadar Alba is Èirinn</p>	
<p>A' togail bratach na Gàidhlig an lùib thachartasan is iomairtean nàiseanta is eadar-nàiseanta, leithid 'Na Bliadhna airson...', airson dèanamh cinnteach gum bi Gàidhlig na pàirt fhollaiseach dhiubh</p>	<p>Stiùirich Bliadhna Colmcille 2021 ann an Alba agus ann an com-pàirteachas le Foras na Gaeilge ann an Èirinn.</p>	<p>Dèante. Chaidh fiosrachadh mu dheidhinn Colmcille 1500 fhoillseachadh aig a' Mhòd anns an Dàmhair 2019 agus tha suaicheantas ùr ann air a shon. Tha obair a' dol air adhart an-dràsta gus ùrachadh a dhèanamh air làrach-lìn colmcille.net gus am bi fòcas nas fheàrr air Colmcille 1500 bho seo a-mach, leis an dùil gun tèid seo beò air 09 Ògmhios 2020. Tha còmhraidhean a' dol air adhart le diofar chom-pàirteachan ann an Alba agus ann an Èirinn gus tachartasan sònraichte a chur air dòigh ann an 2021 taobh a-staigh nam prògraman àbhaisteach aca.</p>	
	<p>Cùm taic ri 2019, Bliadhna nan Cànanan Dùthchasach aig UNESCO, agus brosnach daoine eile gus an aon rud a dhèanamh</p>	<p>Dèante. Tha Bliadhna nan Cànanan Dùthchasach aig UNESCO a-nis seachad ach ghabh Bòrd na Gàidhlig a h-uile cothrom gus seo a bhrosnachadh – mar eisimpleir bha sinn an làthair airson 3 làithean ann an Pàrlamaid na h-Alba anns an Fhaoilleach 2019 airson seo a bhrosnachadh, dh'iarr sinn air a h-uile buidheann a fhuair taic-airgid bhuainn suaicheantas UNESCO a chleachdadh agus chùm sinn taic-airgid ris a' cho-labhairt "Gàidhlig – An Ath Cheum" ann an Oilthigh Ghlaschu mar phàirt den Mòd Nàiseanta anns an Dàmhair. Bha am Bòrd cuideachd an làthair aig a' cho-labhairt "Buaidh is Piseach" aig Pàrlamaid na h-Alba anns an Dùbhlachd 2019.</p>	
	<p>Thoir taic dhan Mhòd Nàiseanta Rìoghail ann an Glaschu (Dihaoine 11 - Disathairne 19 Dàmhair)</p>	<p>Dèante. Thug Bòrd na Gàidhlig taic ris a' Chomunn Gàidhealach, Comhairle Baile Ghlaschu agus Oilthigh Ghlaschu gus tachartasan a chur air dòigh mar phàirt den Mhòd.</p> <p>Bha am Bòrd an làthair aig Fèille a' Mhòid agus bha seo gu math soirbheachail dhan bhuidhinn agus dhan tachartas. Chur am Bòrd #cleachdi agus Colmcille1500 air bhog aig a' Mhòid.</p>	

## Seisean Fosgailte

## Cuspair 11.1

3. A' Cur na Gàidhlig air Adhart	Gnìomhan 2019-20	Adhartas aig 31/03/2020	Coileanadh aig 31/03/20
	Cùm taic ri pròiseactan ann am Bliadhna Chostaichean agus Slighean-uisge 2020.	<p>Dèante. Tha am Bòrd air a bhith ann an conaltradh ri EventScotland gus am bi Gàidhlig mar phàirt den iomhaigh agus de phrògram na bliadhna. Cuideachd, tha sinn ag amas air brosnachadh a dhèanamh air na tachartasan Gàidhlig a bhios a' gabhail àite tron bhliadhna tro na meadhanan sòisealta againn.</p> <p>Thug am Bòrd taic do phròiseactan tro na diofar sgeamaichean taic-airgid do thachartasan a bhios a' gabhail àite fo sgèith Bliadhna Chostaichean agus Slighean-uisge 2020 – ach bidh an glasadh COVID-19 a' toirt buaidh mhòr air a' phrògram seo.</p>	
A' dèanamh cinnteach gum bi na meadhanan a' tuigsinn agus a' foillseachadh theachdaireachdan taiceil is brosnachail mun Ghàidhlig	Cùm taic ri Duaisean na Gàidhlig 2019 mar sponsair-tiotail.	Dèante. Chaidh an tachartas a chumail ann an Glaschu 19/11/19 le Bòrd na Gàidhlig mar sponsair-tiotail.	
	Lean oirnn le bhith a' com-pàirteachadh ann an dòigh chruthachail le pàipearan agus seirbheisean naidheachd na h-Alba.	Dèante. Nochd sgeulachdan mu dheidhinn a' Bhùird agus obair a' Bhùird ann an tòrr phàipearan ionadail ann an 2019-20. A bharrachd air sin, bha sinn ag obair gu dlùth leis an Daily Record gus na Duaisean Gàidhlig a ruith gu soirbheachail a-rithist agus thog sinn dàimhean ùra le pàipearan eile mar eisimpleir leis an Herald mar phàirt de Bhliadhna nan Cànanan Dùthchasach aig UNESCO agus leis an Sun. Nochd tòrr deagh naidheachd anns na pàipearan gu sònraichte co-cheangailte ri Duolingo sa Gàidhlig.	
	Cruthaich sgeulachdan naidheachdan fàbharach gus fòcas a chur air obair Bhòrd na Gàidhlig agus nam buidhnean com-pàirteachaidh aige.	Dèante. Barrachd is barrachd tha Bòrd na Gàidhlig a' cruthachadh agus a' sgaoileadh deagh naidheachd mu dheidhinn na Gàidhlig air na meadhanan sòisealta agus air bhidio. Tha an dòigh obrach seo air a bhith nas èifeachdaiche ann a bhith ag innse sgeulachdan dhuinn fhèin agus bidh sin a dhèanamh barrachd anns an dòigh seo thairis air na bliadhnaichean ri teachd. Tha seo gu math cudromach airson conaltradh le daoine òga leis nach eil iad a' cleachdadh TBh no rèidio mar a tha daoine nas sine.	
	Cùm làthaireachd ghnìomhach airson a' Bhùird air na meadhanan sòisealta.	Dèante. Chaidh aontachadh ris an Ro-innleachd Conaltraidh aig coinneamh a' Bhùird anns an Dùbhlachd 2019 às dèidh obair ullachaidh leis an sgioba air fad. Tha na meadhanan sòisealta mar phàirt cudromach de seo agus tha an t-Oifigear Conaltraidh làn-thìde a' toirt na h-obrach seo air adhart gu math	

## Seisean Fosgailte

## Cuspair 11.1

3. A' Cur na Gàidhlig air Adhart	Gnìomhan 2019-20	Adhartas aig 31/03/2020	Coileanadh aig 31/03/20
Ag obair còmhla ri luchd-compàirt airson iomairtean a dhealbh is a chur an gnìomh a bheir taic do dh'ionnsachadh is cleachdadh na Gàidhlig	Stiùirich iomairt gus luchd-labhairt na Gàidhlig a bhrosnachadh gus an cànan a chleachdadh nas trice	<p>Dèante. Chaidh an sgeama “Cleachdì” a chur air bhog air 10 Dàmhair 2020 agus tha fòcas sònraichte air cleachdadh na Gàidhlig a, measg ùghdarrasan poblach tron sgeama seo. Gu deireadh a' Mhàirt 2020 chaidh na leanas de ghoireasan a-mach tron sgeama seo:-</p> <p>3476 Bràistean cruaidh 2433 Lanyards 1928 Postairean 5823 Steigearan beaga 1170 Steigearan uinneig</p>	
	Stiùirich iomairt le fòcas air na h-àireamhan chloinne a tha a' dol a-steach gu FtG ann an clas 1 a leudachadh, far a bheil FtG ri fhaighinn san àite sin.	Cha deach an iomairt seo air adhart mar a bhathar an dùil ro dheireadh a' Mhàirt 2020	
Ag obair còmhla ri buidhnean foghlaim is leasachadh sgilean gus innse do dhaoine mun àite a th' aig a' Ghàidhlig ann an Alba, na cothroman obrach a gheibhear leis a' chànan agus na buannachdan a gheibh an luchd-labhairt bhon Ghàidhlig	Obraich le com-pàirtichean gus cothroman cosnadh Gàidhlig a bhrosnachadh do dh'òigridh	Dèante. Bha an sgioba foghlaim ag obair ann an com-pàirt le diofar bhuidhnean, leithid Leasachadh Sgilean na h-Alba, Foghlam Alba, àrd-sgoiltean, colaistean agus oilthighean gus cothrom obrach na Gàidhlig a bhrosnachadh gu daoine òga.	
	Brosnaich toraidhean Rannsachadh Margaidh an Luchd-obrach Ghàidhlig mar phàirt den iomairt Adhartas nas Luaithe	Dèante. Tha Bòrd na Gàidhlig air a bhith ag obair le HIE agus Leasachadh Sgilean na h-Alba gus na toraidhean seo a thoirt air adhart. Tha seo air a bhith na phàirt chudromach de na còmhraidhean a tha a' dol air adhart le buidhnean a tha an sàs le Adhartas nas Luaithe agus an <i>Highlands and Islands Skills Investment Plan</i> . Tha e gu math soilleir gu bheil na toraidhean a' toirt buaidh air an obair seo. Tha e soilleir cuideachd gu bheil ùrachadh a dhith gus na figearan as ùire fhaighinn.	
A' dealbh ro-innleachdan a nì cinnteach gun dèan Bòrd na Gàidhlig am feum as motha de dh'obair thosgairean na Gàidhlig	Comharraich prìomh thosgairean airson Gàidhlig taobh a-staigh gach pàrtaidh poilitigeach agus ann am prìomh roinnean leithid iomairt phrìobhaideach, spòrs agus dibhearsain	Cha deach an iomairt seo air adhart mar a bhathar an dùil ro dheireadh a' Mhàirt 2020	

Seisean Fosgailte  
Cuspair 11.1

## 4.1 Gnìomhan 2019-20

4. Deagh Riaghladh	Gnìomhan 2019-20	Adhartas aig 31/03/2020	Coileanadh aig 31/03/20
			Dearg/Orainds/Uaine
Bheir sinn taic is brosnachadh do ar luchd-obrach feuch an coilean iad gach nì as urrainn dhaibh agus sinn a' toirt nan cothroman trèanaidh is ionnsachaidh agus nan goireasan dhaibh a tha dhith orra gus na dreuchdan aca a choileanadh	Tha Ro-innleachd nan daoine againn air a chruthachadh agus air a chur an gnìomh	Fhuair <i>An Ro-Innleachd airson Ar Daoine</i> aonta bho bhon Bhòrd-stiùiridh air 12/09/2019 agus thathar a nise a' gluasad air aire thogail mu dheidhinn am broinn na buidhne.	
	Plana trèanaidh is leasachaidh air a chruthachadh agus air a leabachadh tron bhuidhinn air fad	Chaidh poileasaidh trèanaidh is leasachaidh aontachadh leis a' Bhòrd-stiùiridh is tha sin a-nise ga chur an gnìomh sa bhuidhinn. Chaidh Co-òrdanaiche Trèanaidh a chomharrachadh san Lùnastal 2019 airson taic a chur ris a' phròiseas is le bhith ag ullachadh Plana Trèanaidh don bhuidhinn. Fhuair am plana trèanaidh aonta an Sgioba-stiùiridh air 06/11/2019 agus chaidh e dhan bhòrd-stiùiridh son fios sa Ghearran 2020.	
	Tha prìomh luachan na buidhne air aontachadh agus air an cleachdadh mar bhun-stèidh air an dòigh-obrach againn	Tha luachan na buidhne nam pàirt den <i>Ro-Innleachd airson Ar Daoine</i> a fhuair aonta a' Bhùird-stiùiridh air 12/09/2019. Tha obair ga dhèanamh gus dèanamh cinnteach gum bheil tuigse taobh a-staigh na buidhne air na luachan agus gu bheil eilear gan cleachdadh mar bhunait airson ar modhan-obrach. Choinnich buidheann-obrach air 01/11/2019 airson bruidhinn air a sin.	
	Plana gnìomh an sàs gus am faod a' bhuidhinn inbhe Creideas nar Cosnaichean (IIP) a shireadh às dèidh a' Mhàirt 2020	Tha sùil ga chumail air gnìomhan Phlana Sgìlean airson Fàs an cois nan gnìomhan ann am Plana Leasachaidh na Buidhne. Tha Buidheann-stiùiridh Leasachaidh a cumail sùil air an adhartas a tha ga dhèanamh gus am Plana sin a chur an gnìomh.  Chaidh adhartas a dhèanamh ach ri linn Covid-19 chan eil cinnt ann a-nise cuin a bhiodh e comasach seo a dhèanamh.	
	Co-labhairt dà là gu bhith air a cumail do luchd-obrach	Chaidh co-labhairt shoibheachail a chumail san Eilean Sgitheanach air 24 is 25 Giblean 2019. Chaidh aontachadh gum biodh co-labhairt eile air a cumail air 23 is 24 Giblean 2020.	
	Prògram leantainneach de leasachadh agus ùrachadh poileasaidhean dhaoine	Tha prògram leantainneach ann de bhith ag ùrachadh no a' leasachadh poileasaidhean a chum maith an luchd-obrach, nam measg poileasaidhean daonna, poileasaidhean IT agus poileasaidhean slàinte is sàbhailteachd is thathar air a bhith a' cur grunn poileasaidhean air beulaibh a' Bhùird son aonta.	
Bidh sinn a' brosnachadh dhòighean-obrach innleachdach air feadh ar n-obrach	Goireas ri fhaighinn gus an urrainn dhuinn a' mhòr-chuid de chùmhnanntan maoinachaidh a phròiseasadh tro a bhith a' cur ainm-sgrìobhte ris/a' gabhail ris a' mhaoineachadh gu h-eileagtronaigeach	12/2019: Thathar air iarraidh beachd laghail air seo bho Harper McLeod. Cha deach seo air adhart nas fhaide na sin air sgàth dìth ghoireasan.	
	Trèanadh SharePoint gu bhith air deasachadh agus air libhrigeadh airson an luchd-obrach air fad	Chaidh ceithir là de thrèanadh a chur air bhonn eadar san t-Sultain 2019, le trèanadh a bharrachd do chuid den luchd-obrach airson an coimeas a neartachadh gus taic a chur ris na roinnean aca is ri luchd-obrach eile.	



## Seisean Fosgailte

## Cuspair 11.1

4. Deagh Riaghladh	Gnìomhan 2019-20	Adhartas aig 31/03/2020	Coileanadh aig 31/03/20 Dearg/Orainds/Uaine
	Portal HR ùr air a chruthachadh agus air a chur an gnìomh	Chaidh am portal HR ùr beò san Ògmhios 2019.	
	Ro-innleachd ICT trì-bliadhna gu bhith air cruthachadh is air a chur an gnìomh	Tha seo air tuiteam air dheireadh. Chaidh obair a thòiseachadh oirre, agus thathar a-nise ga dheasachadh airson a dhol chun an Sgioba-stiùiridh san Ògmhios 2020.	
	Bithear a' brosnachadh luchd-obrach gus tionnsgalachd a chur air adhart is a sgaoileadh	Tha siostam ann far am b' urrainn do dhuine sam bith moladh a chur air adhart airson adhartas ann an dòigh sam bith. Tha clàr de na molaidhean air a chumail agus aithris air dè thachair leotha.	
Obraichidh sinn ann an com-pàirt le daoine eile agus sinn a' togail cheanglaichean taobh a-staigh na buidhne agus le buidhnean eile le oifigearan, luchd-stiùiridh agus Buill Bùird nam buidhnean sin	Suirbhidh de luchd-ùidh gu bhith air a dhèanamh	Chaidh seo a dhèanamh. Bha seo a' dearbhadh gun robh a' mhòr-chuid gu math riaraichte agus gu bheil buidhnean a' cur luach anns an taic tha iad faighinn bhon Bhòrd. Tha luchd-ùidhe ag iarraidh cluinntinn bhon bhuidhinn nas trice agus gum bi e nas soilleire adhartas mu choinneamh phrìomhachasan / targaidean fhaicinn.	
	Cairt an luchd-ùidh gu bhith air a cur an gnìomh	Chaidh seo aontachadh leis a' Bhòrd-stiùiridh san Ògmhios 2019.	
	Dàimh air a chur air dòigh le meantor gnìomhachais bhon taobh a-muigh	Tha ceanglaichean nas làidire ann eadar a' bhuidheann is buidhnean poblach eile tro leithid CoHI; buidheann ceannardan bhuidhnean poblach, meantoradh is taic bhon taobh a-muigh le buidhnean poblach eile.	
Nì sinn soilleir, tro chonaltradh èifeachdach, cò sinn agus dè tha sinn airson a choileanadh nar n-obair	Cleachd na meadhanan sòisealta agus lìonraidhean conaltraidh air-loidhne barrachd gus na soirbheachasan, amasan agus miannan againn a chur an cèill gu h-èifeachdach	Chaidh aontachadh ris an Ro-innleachd Conaltraidh aig coinneamh a' Bhùird anns an Dùbhlachd 2019 às dèidh obair ullachaidh leis an sgioba air fad. Tha na meadhanan sòisealta mar phàirt cudromach de seo agus tha an t-Oifigear Conaltraidh làn-thìde a' toirt na h-obrach seo air adhart gu math agus tha cleachdadh am measg a' phobaill a' fàs fad na h-ùine.	
	Leasaich làrach-lìn Bhòrd na Gàidhlig gus am bi e nas fhasa/tarraingiche cleachdadh	Chaidh adhartas a dhèanamh gu ìre le barrachd fiosrachadh air an làrach-lìn agus ceartachadh air ceanglaichean a bha briste.	
	Cruthaich pròifil le geàrr-chunntas airson gach neach-obrach le fiosrachadh mu phrìomh dhleastanasan	Thòisich obair air seo leis a' mhòr-chuid den geàrr-chunntas air an cruthachadh.	
Bidh sinn fosgailte agus cunntachail, agus sinn a' sgaoileadh fiosrachadh a tha furasta a thuigsinn gu tric agus gun dàil	Foillseachadh cunbhalach de cho-dhùnidhean a' Bhùird agus tabhartasan a chaidh a thoirt seachad	Tha seo a' tachairt a-nis gu cunbhalach air an làrach-lìn.	
	Tha fiosrachadh anns an Aithisg Bhliadhnail is Cunntasan air a chur ann am fòrmat a tha nas fhasa a chleachdadh/nas tarraingiche do luchd-cleachdaidh	Chaidh coltas ùr a chur air an aithisg bhliadhnail airson 2018/19, airson a bhith nas tarraingeach son luchd-leughaidh	

## Seisean Fosgailte

## Cuspair 11.1

4. Deagh Riaghladh	Gnìomhan 2019-20	Adhartas aig 31/03/2020	Coileanadh aig 31/03/20 Dearg/Orainds/Uaine
	Thèid cinn-là airson gach coinneamh Bùird is Comataidh fhoillseachadh ro làimh airson na bliadhna ionmhais air fad	Dèante.	
	Thèid clàran-gnothaich aontaichte airson gach coinneamh Bùird fhoillseachadh air an làraich-lìn againn	Tha seo ga dhèanamh	
	Thèid fiosrachadh mu chom-pàirtean nam Ball ùrachadh agus ath-sgrùdadh dà thuras gach bliadhna	Tha seo ga dhèanamh	
Cuiridh sinn ri iomadachd is inghabhail	Dèan barrachd trèanaidh agus obair com-pàirteachaidh taobh a-staigh na buidhne mu mar a tha am Bòrd ag àbhaisteachadh cho-ionannachdan	Cha do thachair seo fhathast	
Nì sinn cinnteach gu bheil na co-dhùnaidhean a nithear stèidhichte air fianais dhearbhte agus gu bheil fianais sàr-mhath againn le bhith a' toirt taic-airgid do rannsachadh agus iomairtean gus eòlas a cho-roinn	Cruthaich prìomh stadastaireachd mu fhoghlam agus ionnsachadh-inbheach	Tha an obair seo a' dol air adhart mar bu chòir le fiosrachadh poblach air làrach-lìn a' Bhùird agus dàta diomhair ri fhaighinn airson na buidhne aig a bheil aonta co-roinn dàta.	
	Cruthaich ro-innleachd rannsachaidh gus am Màirt 2023	Bha seo air beulaibh a' Chomataidh Poileasaidh is Ghoireasan air 11.11.19.	
	Coimisean rannsachadh mu phàtranan cleachdaidh na Gàidhlig taobh a-staigh choimhearsnachdan	Dèante – PR17-06 “Coimheadachd Cànanain.” Thathar an dùil coinneamhan poblach a' cumail ann am Barraigh agus Uibhist mus tèid seo fhoillseachadh. Thathar an dùil cuideachd gun tèid pìos eile den obair seo air adhart ann an 2021 ann an coimhearsnachd eile gus am bi e comasach coimeas a dhèanamh eadar toraidhean a' chunntais-sluaigh agus an obair seo.  Thoisich an rannsachadh seo PR18-05 “L1 gu L1” mar a bhathar an dùil ach tha an glacadh air sgàth COVID-19 a' ciallachadh gum bi atharrachaidhean a dhith anns an dòigh-obrach leis gun robh an neach-rannsachaidh gu bhith stèidhichte anns na Hearadh airson trì mìosan.	
Bidh sinn a' sior leasachadh ar modhan-riaghlaidh corporra	Mapadh Barantachadh nam Mi-chinntean air a dhèanamh mar phàirt de phròiseas rianachd nam mi-chinntean	Chaidh obair a thòiseachadh air seo is aithris a chur chun na Comataidh Sgrùdaidh sa Mhàrt 2019. Tha an tuilleadh obair fhathast ri dhèanamh air.	
	A' cumail suas agus a' dhèanamh dheuchainnean air Plana Leantainneachd a' Ghnìomhachais	Chaidh deuchainn a dhèanamh air Plana Leantainneachd a' Ghnìomhachais anns a' Mhàrt 2020 nuair a ghluais a' bhuidheann air fad gus a bhith stèidhichte air-loidhne is a h-uile neach-obrach ag obair bhon taigh gu soirbheachail.	

## Seisean Fosgailte

## Cuspair 11.1

4. Deagh Riaghladh	Gnìomhan 2019-20	Adhartas aig 31/03/2020	Coileanadh aig 31/03/20 Dearg/Orainds/Uaine
	A' dèanamh cinnteach gum bi deagh riaghladh ann	Tha am Plana Leasachaidh ga chur an gnìomh air feadh na buidhne. Chaidh 10 aithisgean in-sgrùdaidh a dhèanamh tron bhliadhna is bha 7 aig ìre as fheàrr; agus 3 aig an ath ìre.	
	A' sgrùdadh agus a' cumail smachd air Mì-chinntean	Tha seo ga h-aithris gu mìosail chun an Sgioba-stiùiridh is gu ràitheil chun na Comataidh Sgrùdaidh is Dearbhachd is chun a' Bhùird-stiùiridh. Bha tè de na h-aithisgean in-sgrùdaidh mu bhith a' cumail smachd air mì-chinntean.	
	A' dèanamh cinnteach gum bi stiùireadh ionmhasail èifeachdach ann	Tha aithisg an luchd-sgrùdaidh air na cunntasan airson na bliadhna gu 31.03.2019 "gun-atharrachadh", agus tha iad dhan bheachd gu bheil modhan-obrach ionmhais èifeachdach aig BnG.	

## Dearg Orainds Uaine

Bidh aithisgean adhartais gu tric a' dèanamh feum de shiostam le 'solais trafaig' gus sealltainn dè an t-adhartas a thathar a' dèanamh le pròiseactan. Ge-tà, tha cho èifeachdach 's a tha an goireas measaidh seo gu tur an urra ris cho dìcheallach 's a tha am manaidsear le uallach air a shon agus cho fìor 's a tha an ìre-adhartais a chaidh a chomharrachadh airson a' phròiseict. Cha bu chòir siostam nan solas-trafaig a chleachdadh gus trioblaidean fhalach, agus 's e an t-amas a th' aige adhartas a chomharrachadh agus sealltainn gu soilleir nuair dh'fheumas an Sgioba-stiùiridh/am Bòrd-stiùiridh rudeigin a dhèanamh mu chion adhartais – me, a' tomhas adhartas, a' cur gnìomhan an sàs gus cùisean a chur ceart, agus a' cumail fios ris an Sgioba-stiùiridh agus ris a' Bhòrd-stiùiridh.

Seisean Fosgailte  
Cuspair 11.2

<b>A' freagairt ri</b>	Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	25/05/2020
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	11.2

<b>Tìotal a' Phàipeir</b>	Plana Gnìomh 2020-21 (Covid-19)	
<b>Moladh do Bhuill</b>	Ri aontachadh	
<b>Neach labhairt:</b>	Ceannard	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba-stiùiridh	13-05-2020	Ri aontachadh
<b>Pàipear-taice air a cheangal ris</b>	Eàrr-ràdh 1 – Plana Gnìomh 2020/21 (Covid-19)	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Is e adhbhar na h-aithisge seo dreachd den phlana gnìomh a thoirt dhan Bhòrd-stiùiridh a' mìneachadh nan dòighean sam bi na h-amasan corporra air an coileanadh thairis air a' bhliadhna ionmhais 2020/21 às dèidh measadh air dè a' bhuaidh a dh'fhaodadh a bhith aig Covid-19 air a' phlana mar a chaidh aontachadh leis a' Bhòrd-stiùiridh sa Ghearran 2020.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	<p>Tha am Plana Corporra (2018-23) a' mìneachadh nan dòighean sam bi Bòrd na Gàidhlig a' cuideachadh gus am Plana Cànan Nàiseanta Gàidhlig a thoirt gu buil thairis air an ath thrì bliadhna.</p> <p>Bidh Plana Gnìomh ga ullachadh gach bliadhna cuideachd, agus ann an Eàrr-ràdh 1 chithear am Plana Gnìomh airson 2020/21 a tha a' toirt fiosrachadh mionaideach seachad air dè an obair tha Bòrd na Gàidhlig an dùil a dhèanamh gus na h-amasan corporra aige a choileanadh thairis air a' bhliadhna ionmhais 2020/21. Tha colbh ùr ann a tha a' mìneachadh na thathar an dùil ris leis gu bheil suidheachadh gu tur eadar-dhealaichte againn ann an Alba, gun chinnt air dè cho fad 's a mhaireas an suidheachadh seo.</p> <p>Chaidh an dreachd seo den Phlana Gnìomh seo ullachadh leis an Sgioba-stiùiridh agus an luchd-obrach gu lèir aig seiseanan a chumadh air-loidhne anns a' Ghiblean 2020.</p>	
<b>4.0</b>	<b>Moladh</b>	
<b>4.1</b>	Thathar ag iarraidh air a' Bhòrd-stiùiridh aontachadh ri Plana Gnìomh 20-21 (Covid-19).	
<b>5.0</b>	<b>Prìomh Bhuaidhean Ro-innleachdach</b>	
<b>5.1</b>	<b>Buaidhean air Ionmhas</b>	
	Bidh am plana gnìomh ga lìbhrigeadh taobh a-staigh buidseatan na buidhne. Dh'fhaodadh gum biodh buaidh air buidseatan leis nach tèid pròiseactan air adhart san dòigh ris an robhar an dùil.	
<b>5.2</b>	<b>Buaidhean air Luchd-obrach</b>	

Seisean Fosgailte  
Cuspair 11.2

	Tha buaidh air an fheachd-obrach leis gu bheil a h-uile duine ag obair bhon taigh; gu bheil barrachd conaltradh a dhith taobh a-staigh is taobh a-muigh na buidhne; is tha dleastanas a bharrachd air an sgioba a thaobh dòighean-obrach ùra a bhrosnachadh agus a libhreachadh.			
<b>5.3</b>	<b>Buaidhean air Trèanadh</b>			
	Tha plana trèanaidh aig a' bhuidhinn a bhios a' cur taic ri leasachadh sgiobachd.			
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachdach agus Corporra</b>			
	Tha am Plana Gnìomh a' mìneachadh nan dòighean sam bi Bòrd na Gàidhlig a' cuideachadh gus amasan ro-innleachdail agus corporra a thoirt gu buil thairis air a' bhliadhna ionmhais 2020/21.			
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>			
	<b>AR N-ADHBHAR</b>		<b>AR LUACHAN</b>	
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
	Còraichean daonna	<input type="checkbox"/>	Clann & Òigridh	<input checked="" type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
	Àrainneachd	<input checked="" type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
<b>5.6</b>	<b>Buaidhean air Cliù</b>			
	Bhiodh droch bhuaidh air cliù na buidhne mur a biodh plana gnìomh is plana corporra aig a' bhuidhinn.			
<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd</b>			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air Slàinte is Sàbhailteachd.			
<b>5.8</b>	<b>Buaidhean Laghail</b>			
	Chan eil buaidh laghail dhìreach sam bith aig an aithisg seo.			
<b>5.9</b>	<b>Buaidhean air Co-ionannachd</b>			
	Chan eil buaidh sam bith a bharrachd aig an aithisg seo air co-ionannachd.			



# **BÒRD NA GÀIDHLIG**

## **OPERATIONAL PLAN 2020-21**

**(updated in response to Covid-19)**

## INTRODUCTION

This is the third of our annual operational plans based on Bòrd na Gàidhlig's Corporate Plan 2018-23. The Plan was developed by reviewing the Corporate Plan, the implementation of the 19/20 Operational Plan and taking into account new developments which had occurred during 19/20, particularly the Faster Rate of Progress initiative and the development of a Community Charter with Comhairle nan Eilean Siar. It is based on the priorities in the Corporate Plan and the need to take actions to address the Climate Emergency.

This Plan was approved by the Board on 26 February 2020 and it was the organisation's intention then to deliver this work in full. However, subsequent to its approval, the spread of the corona virus in the UK, and its impact on our country, communities and Bòrd na Gàidhlig has significantly changed the context in which we work.

At the time of writing the introduction, all non-essential travel has been stopped, people are asked to stay at home where possible, and BnG staff are all working from home. The impact on our partners - in the public sector, the private and third sectors - will be immense. It is impossible to gauge how long this impact will last but it is likely to be long-term, with a significant but incomplete return to pre-Covid activity after about six months.

In that context, we will regularly revise the contents of the Plan in order to meet current and future challenges, and also to take opportunities where they arise. It is likely that the end of the year will see our organisation and our context in a very different situation to that which we experience today.

Shona C NicIllinnein

Ceannard

## USING GAELIC

### Strategic Aim 1 :

More people are using and benefiting from Gaelic at home, at work and in the community

#### WHY IT MATTERS:

Gaelic being used is critical to the language’s sustainability. We aim to support and encourage more people to use it in more situations more frequently.

Young people are critical to Gaelic’s survival. Recent information showed that about 50% of Gaelic speakers live in island and rural communities and 50% in towns and cities. This requires a two-fold approach to increasing the use of Gaelic – one geared to re-energising the island and rural communities and the other to supporting the growing Gaelic communities in towns and cities – but both focused on young people.

The benefits of using Gaelic are becoming increasingly evident – in economic, cultural and social terms. The Gaelic arts in particular play a hugely important role in each of these, as well as challenging the status quo and exploring new concepts. They, along with a wide range of other sectors, contribute to economic growth as was demonstrated in the economic impact study, Ar Stòras Gàidhlig 2014, and other research.

#### WHAT WE WILL DO – OUR CORPORATE PLAN PRIORITIES

<b>Focusing on Gaelic, we will play a leading role in:</b>			
<ul style="list-style-type: none"> <li>Identifying, through research, barriers to usage and strategies to overcome these</li> </ul>	<ul style="list-style-type: none"> <li>Developing strategies which are tailored to the distinct needs and opportunities of rural and urban communities, leading to stronger Gaelic communities</li> </ul>	<ul style="list-style-type: none"> <li>Increasing opportunities for young people to develop work-related skills, and the economic impact of Gaelic, through collaboration with enterprise and skills agencies</li> </ul>	<ul style="list-style-type: none"> <li>Supporting organisations and individuals to provide more and better activities, events and resources by and for young people</li> </ul>
<ul style="list-style-type: none"> <li>Developing initiatives in partnership with public, private and third sector organisations which increase Gaelic usage in the workplace</li> </ul>	<ul style="list-style-type: none"> <li>Helping to increase capacity, skills and sustainability in the arts</li> </ul>	<ul style="list-style-type: none"> <li>Encourage more and better opportunities for families to use Gaelic in the home</li> </ul>	<ul style="list-style-type: none"> <li>Funding initiatives which strengthen language richness, relevance and consistency</li> </ul>



**OUR ACTIONS IN 2020-21**

To support achievement of this outcome in 2020-21 we will focus on:

- Increasing Gaelic usage amongst those with Gaelic skills
- Extending opportunities for adults who are learning Gaelic skills to use their Gaelic more often
- Promote recognition of the link between Gaelic usage and improved wellbeing
- Working with communities to ensure that Gaelic is embedded within social, cultural and economic developments

<b>Key Performance Indicator 1: More opportunities for people to use their Gaelic skills</b>		
What success will look like: <ul style="list-style-type: none"> <li>- Greater understanding of the barriers that exist amongst fluent speakers in the use of Gaelic in the Outer Hebrides</li> <li>- Increased use of Gaelic in communities across Scotland</li> </ul>		
<b>Actions</b>	<b>Indicators for 2020-21</b>	<b>Actions proposed including Covid-19 Adjustment</b>
Increasing Gaelic usage amongst those with Gaelic skills	<ul style="list-style-type: none"> <li>• Completed initial research project in the Outer Hebrides to identify potential barriers to Gaelic usage amongst fluent Gaelic speakers in that community</li> </ul>	Desk based research going ahead at this stage and the ethnographic element will be replaced by a questionnaire. Perhaps we will need to look at providing an extension and / or additional funds to undertake an element of the researcher staying in the community
	<ul style="list-style-type: none"> <li>• #cleachdi initiative developed across the public, private and voluntary sectors</li> </ul>	We will be unable to post out materials in the short term but there are still plenty of digital materials to use. Will look at expanding the digital offer e.g. twibbins. Also, will grow the brand to include #cleachdi@antaigh to support Gaelic use at home whilst schools are closed. Gaelic organisations funded by BnG are already on board with this. It is highly likely that some of the on-line extra-curricular activity will become a legacy of the lockdown.
	<b>New opportunity!</b> <ul style="list-style-type: none"> <li>• Establish a network of usage buddies on-</li> </ul>	Work with key partners (e.g. Sabhal Mòr Ostaig, Colaiste a' Chaisteil, E-sgoil, LearnGaelic.scot,

Cuspair 11.2

	line to grow Gaelic usage	Duolingo) to establish a system of language buddies to help with learning and / or to tackle isolation.  Seek help from established networks such as Age Scotland and Young Scot to manage sign up, PVGs and training
Extending opportunities for adults who are learning Gaelic skills to use their Gaelic more often	<ul style="list-style-type: none"> <li>Extra-curricular projects funded to support secondary pupils in Gaelic education to use Gaelic more often</li> </ul>	Focus until after the school summer holidays on extra-curricular programme on-line under the #cleachdi@antaigh banner.  Offer training to delivery partners in utilising digital technology and social media to best effect. Some are good, some are not. Focussing on simple but effective material.
	<ul style="list-style-type: none"> <li>Develop a network of places and opportunities for people learning Gaelic to use Gaelic more often</li> </ul>	The lockdown means that the network of places will happen on-line in the short term, with physical meeting places coming later. This should link to Duolingo and the on-line buddy system proposed above.
	<ul style="list-style-type: none"> <li>Projects funded that facilitate the inter-generational transmission of Gaelic skills</li> </ul>	The on-line buddy system should be developed with inter-generational transmission as a main outcome.  <b>Initiate a campaign to encourage young people to speak with older Gaelic speakers that they already know for 10 minutes a day during the lockdown period and beyond.</b>

## Cuspair 11.2

Key Performance Indicator 2: More people agree with the statement “Gaelic makes a difference to my life.”		
What success will look like: <ul style="list-style-type: none"> <li>- Establish a baseline figure for the number of people reporting positive impacts as a result of using Gaelic</li> <li>- Evidence of more opportunities for young people to enter the labour market, where their Gaelic skills are used</li> </ul>		
Actions	Indicators for 2020-21	Actions proposed including Covid-19 Adjustment
Promote recognition of the link between Gaelic usage and improved wellbeing	<ul style="list-style-type: none"> <li>• A framework developed to measure wellbeing benefits associated with using Gaelic</li> </ul>	The framework itself will be developed in the second half of the year (October onwards) with the focus at this stage on researching any papers which exist in Scotland or other minoritised language settings with regards to the link between language participation and well-being. The framework will initially be based on the outcomes of this desk-based research.
	<ul style="list-style-type: none"> <li>• 6 case studies which highlight the connection between Gaelic usage and wellbeing published</li> </ul>	For the first 6 months, focus on developing 2 case studies which highlight the link between Gaelic and wellbeing in the context of the lockdown period. The remaining 4 case studies will look at the link more generally and will be completed in the second 6 month period.
Working with communities to ensure that Gaelic is embedded within social, cultural and economic developments	<ul style="list-style-type: none"> <li>• Gaelic Community Charter for the Outer Hebrides in association with Comhairle nan Eilean Siar and Scottish Government established and promoted. (Faster Rate of Progress – workstream 4)</li> </ul>	Bòrd na Gàidhlig will offer to take more of a lead role over the coming months, with a strategy and timetable based on the outcomes of the recent questionnaire.
	<ul style="list-style-type: none"> <li>• Opportunities developed for young people with Gaelic skills to transition from school into high-quality jobs where they can use these skills (Faster Rate of Progress – workstream 3)</li> </ul>	It is assumed that schools will not be opened until August 2020 and so the opportunities to attend Gaelic careers fairs will be limited. This will resume in the second half of the year.  The following should be progressed in the first 6 months: -

Cuspair 11.2

		<ol style="list-style-type: none"> <li>1. A discussion with HIE and SDS about refreshing the Ar Stòras Gàidhlig research</li> <li>2. Refreshing the BnG Gaelic Careers Booklet and enhancing this with videos.</li> <li>3. Developing case studies with employers about how Gaelic speaking staff have enhanced their work</li> <li>4. Developing case studies with employers to back up the assertion that multilingualism generally is viewed favourably by employers.</li> </ol>
--	--	---

## LEARNING GAELIC

### Strategic Aim 2 :

**Opportunities for people to develop their Gaelic skills at any age have increased and are more accessible.**

#### WHY IT MATTERS:

Gaelic being used is critical to the language’s sustainability. We aim to support and encourage more people to use it in more situations more frequently.

Young people are critical to Gaelic’s survival. Recent information showed that about 50% of Gaelic speakers live in island and rural communities and 50% in towns and cities. This requires a two-fold approach to increasing the use of Gaelic – one geared to re-energising the island and rural communities and the other to supporting the growing Gaelic communities in towns and cities – but both focused on young people.

The benefits of using Gaelic are becoming increasingly evident – in economic, cultural and social terms. The Gaelic arts in particular play a hugely important role in each of these, as well as challenging the status quo and exploring new concepts. They, along with a wide range of other sectors, contribute to economic growth as was demonstrated in the economic impact study, Ar Stòras Gàidhlig 2014, and other research.

#### WHAT WE WILL DO – OUR CORPORATE PLAN PRIORITIES

<b>Focusing on Gaelic, we will play a leading role in:</b>			
<ul style="list-style-type: none"> <li>• Advising on policy development and leading on strategy development for Gaelic education</li> </ul>	<ul style="list-style-type: none"> <li>• Working with groups of parents and relevant organisations to increase the provision and uptake of GME, GLE and other opportunities in Gaelic learning</li> </ul>	<ul style="list-style-type: none"> <li>• Developing initiatives with partners to increase the impact of early years’ support for families</li> </ul>	<ul style="list-style-type: none"> <li>• Supporting partners to develop and deliver professional learning with the aim of increasing the size of the workforce and skill levels</li> </ul>
<ul style="list-style-type: none"> <li>• Supporting and promoting career opportunities and learning for professional and support staff in education.</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborating with MG ALBA to develop further learner and tutor resources at a more advanced level on LearnGaelic.scot to bring more adults to fluency</li> </ul>	<ul style="list-style-type: none"> <li>• Encouraging the use of technology to deliver more effective and increased Gaelic learning</li> </ul>	

**OUR ACTIONS IN 2020-21**

To support achievement of this outcome in 2020-21 we will focus on:

- Workstreams – faster rate of progress
- Community charter
- Gaelic language plans
- Specific research
- Package of support for organisations and communities (development funding)

Key Performance Indicator 3: More children participating in early years' sessions		
What success will look like:		
<ul style="list-style-type: none"> <li>- A 10% increase in pathways into early years (including Bookbug, Early Year Sessions etc)</li> <li>- A 10% increase in uptake by families of early sessions</li> <li>- A 10% increase in support for childminders and carers</li> <li>- An increase in training and provision for outdoor learning</li> <li>- Positive evaluations of training sessions collated, reflected and acted upon</li> </ul>		
Actions:	Indicators for 2020-21	Actions proposed including Covid-19 Adjustment
1. Increase number of Bookbug sessions by 10% from current baseline; increase number of families	Appropriate number of additional Bookbug sessions are delivered.  [Baseline figures from 19/20]	We will be unlikely to reach the 10% target. We will monitor the situation through 3-monthly planning with monthly team meetings.
2. Family registration at EY Sessions is recorded to provide a baseline and 10% increase in family attendance numbers achieved	10% increase in number of families engaging in EY Sessions delivered across 2020-21.	In Covid-19 context, will not expect to deliver the target – the delivery of services will be substantially

Cuspair 11.2

		interrupted across both the GME and EM sectors.
3. Audit of current service provisions for Childminders and Carers is compiled and summative report created	Audit Report is completed and provides a basis for planning service improvements in 21-22	Revision of target: ➤ Focus on childminders only.
4. Audit on outdoor learning in early years sector	Audit complete	
5. Develop 2-3 training opportunities for extending outdoor learning (North/South/Islands)	Training delivered successfully with positive feedback	Expected that training will be developed and will be delivered online.
6. Work in partnership with Comann nam Pàrant to increase parental engagement	Key areas for development identified	

**Key Performance Indicator 4: More opportunities for people to enhance their Gaelic skills**

What success will look like:

- An increase in the number of pupils in GME and GLE
- An increase in the number of adult learners
- Expansion in the GME Curriculum in the Secondary Phase
- Every Secondary School delivering GME/GLE has a Gaelic plan in action

Actions	Indicators for 2020-21	Actions proposed including Covid-19 Adjustment
---------	------------------------	--

## Cuspair 11.2

1. Every secondary school with a Gaelic Plan/Standards and Quality – agreement with GLAN, consultation with schools	Increase in provision of subjects and increased SQA entries nationally	We think this is deliverable though will require continuous monitoring and additional input over a number of sessions.
2. Senior Management Conference	Conference delivered with SMT trained	We think this is deliverable though requires monitoring.
3. Work in association with GTCS, Universities on increasing number of teachers – New and improved pathways, ATQ	Clear pathways to ATQ and case studies of good practice developed	Will require an extended period to be delivered.
4. Work with SDS on bursaries (STEM model)	Bursary framework in place	Some delay likely until more stable national picture.
Study on immersion courses across Scotland	Study complete	
5. Interim Immersion course for teachers	Funding and quality assurance process in place	This will present some challenges given LA and school situations.
6. Working in partnership through LearnGaelic to increase the number of adult learners.	Number of adult learners engaging with LearnGaelic materials increases. Number of adult learners in formal adult learning activities increases.	

**Key Performance Indicator 5: More people agreeing with the statement 'I have enhanced my Gaelic skills'**



## Cuspair 11.2

What success will look like:		
<ul style="list-style-type: none"> <li>- An increase in the range of statistical information to assess enhancement</li> <li>- 80% of people agree with this statement</li> </ul>		
Actions	Indicators for 2020-21	Actions proposed including Covid-19 Adjustment
1. Skills audit feedback at Early Years Sessions	Information collected and assessed	This will be delivered when sessions re-start; delay likely.
2. NQT Conference	Conference delivered in partnership with stakeholders	This has been redesigned as a virtual event 1.06.20 and 8.06.20.
3. Feedback from BnaG funded activities and BnaG events	Information collected and assessed	
4. Deliver Gaelic Education Grants Scheme and collect feedback	Scheme run and feedback collected and assessed	
2-3 Focus Groups with Pupils with #cleachdi	Focus Groups run in partnership with stakeholders	This will be challenging given Covid-19 and dependent on when schools re-open.
Partnership with LearnGaelic, SDS and Stòrlann to survey skills in relation to CEFR	Information collected and assessed	

## PROMOTING GAELIC

### Strategic Aim 3 :

**More people in Scotland are positive about Gaelic language and culture.**

#### WHY IT MATTERS:

Confidence to learn and to use a language comes from a wide range of factors. One of those relates to status and image. The place of Gaelic in political life is central to achieving higher status and the work we do in partnership with the Scottish Government, local government, Public Authorities and political parties will determine the changes that are made.

There are several negative stereotypes surrounding Gaelic language and speakers which have been propagated over many years. We aim to change attitudes – from negative to neutral; from neutral to positive; from positive to learning; from learning to using.

#### WHAT WE WILL DO – OUR CORPORATE PLAN PRIORITIES

<b>Focusing on Gaelic, we will play a leading role in:</b>			
<ul style="list-style-type: none"> <li>Driving greater impact from Gaelic Language Plans and supporting Public Authorities to promote their work for Gaelic</li> </ul>	<ul style="list-style-type: none"> <li>Participating in responding to public consultations on areas which affect Gaelic</li> </ul>	<ul style="list-style-type: none"> <li>Influencing national and international events and celebrations, such as The Year of... to ensure Gaelic is featured prominently</li> </ul>	<ul style="list-style-type: none"> <li>Ensuring positive messages about Gaelic are recognised and featured by the media</li> </ul>
<ul style="list-style-type: none"> <li>Working with partners to develop and deliver campaigns which support Gaelic learning and usage</li> </ul>	<ul style="list-style-type: none"> <li>Working with education and skills development agencies to communicate the place of Gaelic in Scotland, the career opportunities it provides and the benefits it brings to speakers</li> </ul>	<ul style="list-style-type: none"> <li>Developing strategies which ensure that Bòrd na Gàidhlig maximises its impact through ambassadors</li> </ul>	

**OUR ACTIONS IN 2020-21**

To support achievement of this outcome in 2020-21 we will focus on:

- Increasing recognition of the benefits and value of Gaelic language and culture
- Ensuring that Gaelic remains an integral part of a diverse and open Scottish identity
- Increasing political support for Gaelic

<b>Key Performance Indicator 6: Ensuring that Gaelic has an increasing role in a diverse and open Scottish identity</b>		
What success will look like: <ul style="list-style-type: none"> <li>- Gaelic language learning and usage will be recognised/normalised in more situations across the whole country</li> <li>- More regular dialogue, learning and partnerships with a broad range of bodies in Scotland.</li> </ul>		
<b>Actions</b>	<b>Indicators for 2020-21</b>	<b>Actions proposed including Covid-19 Adjustment</b>
We will work with and learn from other bodies who campaign to normalise specific issues in society. Eg Stonewall Scotland,	<ul style="list-style-type: none"> <li>• Increased collaboration leading to a better understanding of societal shift – one new methodology adopted.</li> </ul>	In the first 6 months we will speak with other bodies, with a view to developing at least one new campaign method for launch during the second 6-month period,
Working in partnership, we will create resources to support schools, organisations and individuals to better understand the place of Gaelic in Scotland.	<ul style="list-style-type: none"> <li>• New resources are created and current resources promoted through GLAN, SQA and Education Scotland.</li> </ul>	The main bulk of this project should be moved to the second half of the year. During the coming months, there is an opportunity to discuss what is required with key bodies including GLAN, SQA and Education Scotland, perhaps in relation to the Scottish Studies qualification. The “Scottish Gaelic Explained” video could be useful as could the various place name maps produced by Ainmean Aite na h-Alba and Bòrd na Gàidhlig.

Cuspair 11.2

<p>With partners, establish and deliver a campaign to encourage people to complete the Gaelic questions in the 2021 Census</p>	<ul style="list-style-type: none"> <li>• Campaign available from December 2020 and delivered across social media platforms from January to March 2021.</li> </ul>	<p>The aim is to launch a campaign in December 2020 as planned, in collaboration with the Scotland's Census team. The coming few months will be used to develop the campaign and associated materials, with a focus across social media platforms.</p>
--	---	--

<p><b>Key Performance Indicator 7: More people agreeing with the statement “Gaelic is important to Scotland.”</b></p>		
<p>What success will look like:</p> <ul style="list-style-type: none"> <li>- Increased positive social attitudes towards Gaelic (more than 81% - Scottish Social Attitudes Survey)</li> <li>- New and existing resources are successfully adopted</li> <li>- More political parties commit to supporting Gaelic language development</li> </ul>		
<p>Actions</p>	<p>Indicators for 2020-21</p>	<p>Actions proposed including Covid-19 Adjustment</p>
<p>We will provide leadership in the coordination and delivery of the Faster Rate of Progress initiative as well as encourage greater partnership working in the delivery of Gaelic Language Plans (statutory and voluntary)</p>	<ul style="list-style-type: none"> <li>• Increased cross sector communication and project delivery.</li> <li>• More plans effective and delivered in a reasonable timeframe.</li> </ul>	<p>Indications are that Faster Rate of Progress will be less of a priority for the Scottish Government at this time and there is a question as to whether the event on 12th August will go ahead. It is also likely that progress across the 5 workstreams will be impacted, although this should not be assumed. Bòrd na Gàidhlig will continue to make progress across the 5 workstreams and will complete the analysis of existing Gaelic language plans commitments as planned for June 2020.</p> <p>During the period of the lockdown, Bòrd na Gàidhlig will offer greater flexibility with regards upcoming Gaelic Language Plan deadlines. Communication from public authorities has reduced, offering the team a chance to catch-up on some areas.</p>

## Cuspair 11.2

		Bòrd na Gàidhlig will also provide feedback on the voluntary Gaelic language plan of the GTCS and potentially other organisations if time allows.
Campaign for promoting benefits and opportunities in learning and using Gaelic as well as asking "what I can do for Gaelic".	<ul style="list-style-type: none"> <li>New resources created.</li> </ul>	The focus at this stage will be on the creation of new resources under the banner of the ongoing #cleachdi campaign. The campaign itself will launch in the second half of the year.
Work in partnership with all political parties to encourage increased commitment to Gaelic.	<ul style="list-style-type: none"> <li>Greater visibility of Gaelic commitments in political party manifestos for Scottish election in 2021.</li> </ul>	The focus of this work should be in the second 6 months of the year. However, early messaging should be developed and sent out in a letter to all political parties in June. This could be enhanced via a series of articles in Holyrood Magazine to keep Gaelic on the radar over the next few months.
	<p><b>New Opportunity</b></p> <ul style="list-style-type: none"> <li>Ensure that the importance of Gaelic remains visible</li> </ul>	<p>As part of the early messaging, ensure that stories about Gaelic speakers, their part in tackling COVID-19, the importance of culture through the lockdown and bringing the Gaelic community together on-line are created and distributed at this time.</p> <p>Also ensure that the great news about Duolingo is shared far and wide.</p>

## GOOD GOVERNANCE

### Strategic Aim 4 :

### Bòrd na Gàidhlig continues to develop how it works.

#### WHY IT MATTERS:

To achieve our vision that Gaelic is seen and heard on a daily basis across Scotland, we will continue to improve the way we work with others and within Bòrd na Gàidhlig. In the continuing context of challenging public finances we accept our responsibility to drive our own efficiency and productivity. In the year ahead we will explore opportunities to use digital technologies to improve engagement and efficiency. We will invest in training and development to equip our people with the knowledge and skills necessary to develop the organisation.

Bòrd na Gàidhlig will develop how it works to ensure that we play our part in meeting Scotland's world-leading climate change target for net-zero emissions of all greenhouse gases by 2045.

#### WHAT WE WILL DO – OUR CORPORATE PLAN PRIORITIES

<b>Focusing on Gaelic, we will play a leading role in:</b>			
<ul style="list-style-type: none"> <li>Supporting and encouraging our staff to be the best we can be through providing the training, learning and resources which enable us to fulfil their roles</li> </ul>	<ul style="list-style-type: none"> <li>Encouraging innovation in all our work practices</li> </ul>	<ul style="list-style-type: none"> <li>Working in partnership by building relationships internally and with other organisations at board, executive and officer levels</li> </ul>	<ul style="list-style-type: none"> <li>Communicating effectively about who we are and what we want to achieve</li> </ul>
<ul style="list-style-type: none"> <li>Being open and accountable by providing easily understood information on a regular and timely basis</li> </ul>	<ul style="list-style-type: none"> <li>Increasing diversity and inclusivity</li> </ul>	<ul style="list-style-type: none"> <li>Ensuring that decisions are made based on sound evidence and that the evidence we have is top quality by investing in research and knowledge exchange</li> </ul>	<ul style="list-style-type: none"> <li>Continuously improving our corporate governance</li> </ul>

Cuspair 11.2

<ul style="list-style-type: none"><li>• Establish a baseline carbon footprint for the organisation and ensure that a plan is in place to reduce this to net zero as soon as possible and by 2045</li></ul>	<ul style="list-style-type: none"><li>• Encourage our partners and funded bodies to respond meaningfully to the climate emergency</li></ul>	<ul style="list-style-type: none"><li>• Follow new advice from Government with regards national targets for carbon reduction</li></ul>	
--	---	--	--

## OUR ACTIONS IN 2020-21

To support achievement of this outcome in 2020-21 we will focus on:

- Ensuring that Bòrd na Gàidhlig is transparent, well-managed and publicly accountable
- Provide personal and professional development for all our staff to ensure our people have the skills and capabilities needed
- Improving systems which support the organisation, teams and individuals to work more effectively
- Continuing to provide good financial reporting and effective controls
- Contributing to achievement of the objectives of the Scottish Government’s National Performance Framework
- Setting clear goals and allocating resources based on strategic priorities
- Ensuring that Bòrd na Gàidhlig plays our part in reaching the net-zero carbon emissions target as quickly as possible

Key Performance Indicator 8: More of our staff agreeing with the statement “My work at Bòrd na Gàidhlig is fulfilling and makes a difference.”		
What success will look like: <ul style="list-style-type: none"> <li>- Our organisational values are embedded into how we work</li> <li>- Staff are provided with the required training and support</li> </ul>		
Actions	Indicators for 2020-21	Actions proposed including Covid-19 Adjustment
Developing the skills and competencies of members and staff	Formalised induction programme in place for new board members and staff and feedback encouraged for continued improvement.	
	Develop the organisational Training Plan to include staff training and development needs.	For the first 3 months of 20/21, create an interim plan seeking to move to online opportunities wherever possible. Once back in office evaluate training plans. In the second half of year we will reflect on what is outstanding and what is planned for the next financial year.



Cuspair 11.2

Ensure effective engagement and communication across the organisation	Staff survey showing improvement upon previous year [Add baseline from March 2020 survey, once completed]	The staff survey is going ahead as planned. Results will be reported to the Policy & Resources Committee.
---	--	---

<b>Key Performance Indicator 9: More of our stakeholders agreeing with the statement “Bòrd na Gàidhlig is effective in its role and contributes to what we do”</b>  What success will look like: <ul style="list-style-type: none"> <li>- Positive corporate reputation with stakeholders is ensured</li> <li>- Sound financial and risk management practices are maintained</li> </ul>		
Actions	Indicators for 2020-21	Actions proposed including Covid-19 Adjustment
Build and maintain a sustainable financial direction for Bòrd na Gàidhlig	Medium-Term Financial Plan (MTFP) revised and updated to provide more effective strategic financial management	Reconsider the MTFP in light of Covid-19.
Being accountable, effective and efficient in our use of resources to ensure value for money	Programme of audits and associated recommendations implemented	
	Receive actionable feedback from a consultation with stakeholders regarding effective funding use	Consultation on impact of Covid-19 to be carried out; and results used to inform decision-making
Obtain evidence of more positive opinion from stakeholders	Stakeholder survey to show at least 70% fully or mostly satisfied with the statement “Bòrd na Gàidhlig is effective in its role and contributes to what we do.” [Baseline: 2019/20: 65%]	Consultation on impact of Covid-19 to be carried out; and results used to inform decision-making. Stakeholder survey could be delayed.

<b>Key Performance Indicator 10: We will reduce our carbon emissions on an annual basis, reaching net-zero emissions as soon as possible and by 2045.</b>		
What success will look like: <ul style="list-style-type: none"> <li>- Carbon emissions baseline and reduction targets are in place and are being met</li> <li>- The way that we work as an organisation has changed in order to reach net-zero emissions as soon as possible</li> </ul>		
<b>Actions</b>	<b>Indicators for 2020-21</b>	<b>Actions proposed including Covid-19 Adjustment</b>
Establish carbon emissions reduction targets for Bòrd na Gàidhlig	A carbon emissions baseline established and used to set carbon reduction targets for the next 5 years	Information should be collated for road/bus/train/air/ferry travel within the next 3 months to provide a baseline. Once access to files is possible staff travels claims for mileage will be included. Within the second half of the year we shall look at how we move forward from the baseline and implement this for the 21/22.
	Bòrd na Gàidhlig's environmental plan updated to incorporate these targets	Plan renewed and presented to Policy & Resources Committee within 6 months. In the second half of year create an action plan to be implemented 2021/22.
The way that we work is changed to incorporate carbon reduction measures	The number of face-to-face meetings involving travel is reduced by at least 25% in 2020-21 compared to 2019-20	Covid-19 has allowed this to be trialled and <b>effectiveness will be reviewed; once back in office decisions to be made about</b> how to reduce number of face-to-face meetings going forward.
	Publish a climate emergency charter for the organisation to clarify our expectations with regards the Bòrd na Gàidhlig team and how we work with external partners	
	Ensure that guidelines and scoring matrices for all 2021-22 funding schemes include consideration of carbon reduction measures as a funding criteria	

**National Performance Framework**

National Outcomes	More people are using and benefiting from Gaelic at work, at home and in the community	Opportunities for people to develop their Gaelic skills at any age have increased and are more accessible	More people in Scotland are positive about Gaelic language and culture	Bòrd na Gàidhlig continues to develop how it works
We have a globally competitive, entrepreneurial, inclusive and sustainable economy	√	√	√	
We are open, connected and make a positive contribution internationally	√	√	√	
We tackle poverty by sharing opportunities, wealth and power more equally	√			√
We live in communities that are inclusive, empowered, resilient and safe	√	√	√	√
We grow up loved, safe and respected so that we realise our full potential	√	√	√	√
We are well educated, skilled and able to contribute to society	√	√		√
We have thriving and innovative businesses, with quality jobs and fair work for everyone	√	√		√
We are healthy and active		√		√
We value, enjoy, protect and enhance our environment				√
We are creative and our vibrant and diverse cultures are expressed and enjoyed widely	√	√	√	√

Cuspair 11.2

We respect, protect and fulfil human rights and live free from discrimination			√	√
---	--	--	---	---

Seisean Fosgailte

Cuspair 11.3



<b>A' freagairt ri</b>	Am Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	26/05/2020
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	11.3

<b>Tìotal a' Phàipeir</b>	Adhartas nam Planaichean	
<b>Moladh do Bhuill</b>	Airson Fiosrachadh *	
<b>Neach labhairt:</b>	Daibhidh Boag, Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba-stiùiridh	13/05/2020	Airson Fiosrachadh *
<b>Pàipear-taice air a cheangal ris</b>	Tha Eàrr-ràdh A – Foirm Dàta Bliadhnail Eàrr-ràdh B – Clàr-dàta 2019/20	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Airson fiosrachadh a thoirt do Bhuill a' Bhùird mu adhartas le bhith a' cur nam planaichean Gàidhlig aontaichte an gnìomh.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	Thòisich pròiseas dearcnachaidh ùr anns a' Mhàrt 2019. Thòisich an siostam seo gu cothrom a thoirt do Bhòrd na Gàidhlig tomhais a dhèanamh air buaidh nam planaichean Gàidhlig, an dà chuid, aig ìre gach ùghdarrais agus aig ìre nàiseanta.	
<b>2.2</b>	Tha an siostam ùr seo co-cheangailte gu mòr ris an obair a tha a' dol air adhart airson Stiùireadh Reachdail nam Planaichean Gàidhlig ùrachadh.	
<b>2.3</b>	Tha am Foirm Dàta Bliadhnail (Eàrr-ràdh A) mar bhunait air a' phròiseas seo, le bhith a' tional dàta àireamhail (quantitative) agus dàta càileachdail (qualitative) mar a tha air a mhìneachadh anns na leanas: - <ul style="list-style-type: none"> <li>• Prìomh Dhàta Measaidh le fòcas air dàta co-cheangailte ri buaidh nam planaichean aig ìre ro-innleachdail.</li> <li>• Prìomhachasan a' Phlana Cànan Nàiseanta Gàidhlig le fòcas air ciamar a tha a' bhuidheann a' toirt fàs air cleachdadh na Gàidhlig, ionnsachadh na Gàidhlig agus cur air adhart na Gàidhlig.</li> <li>• Fiosrachadh dearcnachaidh eile co-cheangailte ri dleastanasan reachdail eile aig na buidhnean, a' gabhail a-steach dleastanasan airson foghlam Gàidhlig a bhrosnachadh fo Achd an Fhoghlaim 2016, dleastanasan mar phàrantan corporra agus dleastanasan airson co-ionannachd.</li> <li>• Fiosrachadh mu bhith a' cur Amasan airson Seirbheisean Corporra an gnìomh le siostam solais-trafaig mar thomhas air adhartas.</li> </ul>	
<b>2.4</b>	Ged a tha an siostam ùr stèidhichte gu mòr air an fhiosrachadh a tha am Bòrd a' faighinn bho na h-ùghdarraan poblach, tha an t-Oifigeir Buileachaidh cuideachd a' dèanamh rannsachadh air-loidhne mar as trice, airson fianais a lorg.	

## Seisean Fosgailte

## Cuspair 11.3

<p><b>2.5</b></p> <p><b>2.6</b></p>	<p>Bidh an t-Oifigear Buileachaidh ag ullachadh freagairt airson gach aithisg dearcnachaidh, le fòcas air deagh chleachdadh far a bheil sin iomchaidh, a' togail cheistean far bheil fiosrachadh a dhith agus a' toirt molaidhean seachad air ciamar as urrainn dhaibh a bhith a' dèanamh nas fhèarr.</p> <p>Bidh an t-Oifigear Buileachaidh ag amas air coinneachadh ris a h-uile buidheann gach bliadhna, gu sònraichte às dèidh an aithisg dearcnachaidh fhaighinn. A bharrachd air sin, bidh an t-oifigear gu math tric a' riochdachadh Bòrd na Gàidhlig aig coinneamhan GIG (Gaelic Implementation Group) aig na h-ùghdarrasan agus a' dèanamh taisbeanaidhean.</p>
<p><b>3.0</b></p>	<p><b>Prìomh Aithris/Fiosrachadh</b></p>
<p><b>3.1</b></p> <p><b>3.2</b></p> <p><b>3.3</b></p> <p><b>3.4</b></p> <p><b>3.5</b></p> <p><b>3.6</b></p>	<p>Chithear ann an Eàrr-ràdh B an Clàr-dàta airson 2019/20 leis an fhiosrachadh àireamhail a fhuair Bòrd na Gàidhlig gu ruige seo.</p> <p>Tha 64 ùghdarrasan poblach air a' chlàr uile-gu-lèir. Tha 7 de na buidhnean aig ìre dreachd phlana an-dràsta agus tha 2 ann a fhuair aonta air na planaichean aca dìreach bho chionn greis. Tha seo a' fàgail 55 ùghdarrasan poblach far an robhas an dùil ri aithisgean dearcnachaidh ro dheireadh a' Mhàirt 2020. Fhuaras aithisgean bho 41 buidhean (75%) – 39 anns a' chruth ùr agus 2 anns an t-seann stoidhle.</p> <p>Tha an clàr-dàta air a bhriseadh sìos ann an 5 prìomh roinnean, le ceistean a bhios a' toirt seachad gèarr-iomradh air na thachair mar na leanas: -</p> <ul style="list-style-type: none"> <li>• Fios bhon Phoball – cia mheud brath sgrìobhte anns a' Ghàidhlig a thàinig a-steach bhon phoball?</li> <li>• A' sgaoileadh fiosrachaidh – cia mheud pìos sa Ghàidhlig a chur an t-ùghdarras poblach a-mach air na meadhanan sòisealta agus cia mheud fios-naidheachd Gàidhlig a sgaoil iad?</li> <li>• Luchd-obrach – cia mheud neach-obrach a fhuair trèanadh sa Ghàidhlig, cia mheud dreuchd le Gàidhlig riatanach aig an ùghdarras agus cia mheud luchd-obrach le sgilean Gàidhlig a tha ag obair dhan ùghdarras?</li> <li>• Foillseachaidhean – cia mheud foillseachadh dà-chànanach a sgoil an ùghdarras?</li> <li>• Inbhe – cia mheud soidhne dà-chànanach a chur an ùghdarras an àrd?</li> </ul> <p>Ged a tha beàrnann anns an dàta seo, leis gu bheil fiosrachadh fhathast a dhith bho 14 ùghdarrasan agus nach robh e comasach dhan a h-uile ùghdarras an dàta air fad a thoirt seachad, thathas den bheachd gu bheil an clàr-dàta (eàrr-ràdh B) a' toirt seachad dealbh feumail aig ìre gach ùghdarras agus aig ìre nàiseanta.</p> <p>'S e siostam ùr a tha seo dhan Bhòrd agus dha na h-ùghdarrasan poblach agus bheir e greis gus am bi na pròiseasan air fad ag obair mar bu chòir. Thathas an dùil gun tig piseach air an obair seo anns na bliadhnaichean ri tighinn agus gum bi clàr nas coileanta ann an ath-bhliadhna.</p> <p>Seo gèarr-iomradh air na prìomh phàtranan a nochd ann an dàta 19-20:</p>
	<p><u>Oifigearan Gàidhlig</u></p> <p>Gu sònraichte anns an dàta airson sgaoileadh fiosrachaidh dhan phoball (fios air na meadhanan sòisealta agus fiosan-naidheachd), tha e soilleir gu bheil ùghdarrasan aig a bheil oifigearan Gàidhlig a' conaltradh leis a' phoball tro mheadhan na Gàidhlig nas trice na buidhnean eile.</p>

## Seisean Fosgailte

## Cuspair 11.3

**3.7** Gàidhlig air na meadhanan sòisealta

Tha an àireamh nàiseanta de phìosan Gàidhlig a chaidh a sgaoileadh air na meadhanan sòisealta nas àirde na bhathar an dùil agus tha a h-uile coltas ann gum bi seo a' fàs nas cudromaiche anns na bliadhnaichean ri tighinn.

**3.8** Gàidhlig mar sgil riatanach

Chìthear am fiosrachadh mu dhreuchdan far a bheil Gàidhlig air ainmeachadh mar sgil riatanach. Tha seo a' gabhail a-steach luchd-teagaisg cuideachd. Tha an àireamh nas àirde na bhathas an dùil aig 583 aig ìre nàiseanta agus dàta bho fhastaichean mòra fhathast a dhìth. Tha e follaiseachd gu bheil buaidh eaconamach leis na dreuchdan seo gu sònraichte aig Comhairle Baile Ghlaschu, Comhairle Baile Dhùn Èideann, Comhairle nan Eilean Siar agus Sabhal Mòr Ostaig. Bidh dreuchdan teagaisg mar chnap mhòr de na h-àireamhan seo agus tha obair a dhìth gus dreuchdan Gàidhlig a' sgaoileadh gu roinnean eile anns na h-ùghdarrasan poblach ann an Alba.

**3.9** Trèanadh Luchd-obrach

Tha e brosnachail fhaicinn gu bheil cothroman trèanaidh ri fhaighinn aig gach ùghdarras poblach a chur dàta a-steach. A-rithist ge-tà, 's urrainnear ag ràdh gu bheil barrachd adhartas air a bhith ann aig na buidhnean aig a bheil oifigear Gàidhlig. Mar eisimpleir, tha Comhairle Pheairt is Ceann Rois agus Oilthigh na Gàidhealtachd is nan Eilean air tòrr trèanadh a libhrigeadh. Feumar a bhith mothachail gu bheil am fiosrachadh seo a' gabhail a-steach an dà chuid, clasaichean Gàidhlig agus seiseanan mothachaidh Gàidhlig.

**3.10** Dùbhlain leis an siostam ùr

Bhathar mothachail airson a' chiad bhliadhna gum biodh beàrnann san fhiosrachaidh agus bheir e beagan ùine airson dòighean-obrach a chruthachadh taobh a-staigh gach buidheann airson am fiosrachadh àireamhail seo uile a chruinneachadh. Chìthear anns a' chlàr gu bheil beàrnann ann agus tha sin a' ciallachadh nach eil am fiosrachadh coileanta. Thathar an dùil gun tig fuasglaidhean air seo anns a' bhliadhna a tha romhainn leis gum bi na buidhnean air cothrom fhaighinn siostaman ùra a stèidheachadh.

**3.11** Chìthear anns a' Clàr-dàta airson 2019/20 (Eàrr-ràdh B) gu bheil 14 buidhnean air dheireadh leis na h-aithisgean aca. Tha seo ag adhbharachadh duilgheadas do dh'Oifigear Buileachaidh nam Planaichean, leis nach eil am fiosrachadh measaidh coileanta agus tha tòrr conaltradh a dhìth leis na buidhnean nach eil air aithisgean a chur thugainn airson fuasglaidhean fhaighinn air a' chùis.

**3.12** Dùbhlain eile

Tha e follaiseach gu bheil obair dearcnachaidh nam planaichean a' sìor-fhàs. Tha an siostam ùr seo feumail le bhith tional dàta bhliadhnail bho na h-ùghdarrasan poblach anns an dòigh as fhasa agus as cunbhalach.

**3.13** Tha e air tighinn am follais gu bheil a' mhòr cuid de bhuidhnean aig a bheil planaichean Gàidhlig aontaichte feumach air taic agus comhairle bho Bhòrd na Gàidhlig gus na planaichean aca a chur an gnìomh. Leis gu bheil an t-Oifigear Buileachaidh ag obair le gach ùghdarras aig a bheil plana aontaichte, tha an ùine aice gu math gann.

## Seisean Fosgailte

## Cuspair 11.3

<b>3.14</b>	Airson an obair seo a dhèanamh dhan ìre as fhèarr, tha barrachd ghoireasan a dhith ann an sgioba nam planaichean airson barrachd adhartas fhaicinn aig ìre gach ùghdarras phoblaich agus aig ìre nàiseanta.								
<b>4.0</b>	<b>Moladh</b>								
<b>4.1</b>	Gum bi na buill a' toirt fa-near dhan fhiosrachadh anns a' phàipear seo.								
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>								
<b>5.1</b>	<b>Buidhean air Ionmhas</b>								
	Chan eil buaidh air ionmhas.								
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>								
	Leis gu bheil obair nam planaichean a' sìor-fhàs fad na h-ùine, tha e cudromach gu bheil luchd-obrach gu leòr aig Bòrd na Gàidhlig gus an obair seo a choileanadh gu soirbheachail.								
<b>5.3</b>	<b>Buidhean air Trèanadh</b>								
	Chan eil aig an ìre seo.								
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>								
	<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>A' toirt fàs air cleachdadh na Gàidhlig</th> <th>A' toirt fàs air ionnsachadh na Gàidhlig</th> <th>A' cur deagh ìomhaigh air adhart airson na Gàidhlig</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> </tr> </tbody> </table> <p>Tha dlùth cheangal ann eadar na planaichean reachdail agus a' cur air adhart cleachdadh, ionnsachadh agus ìomhaigh na Gàidhlig..</p> <p>Bidh na planaichean reachdail a' cur air adhart nam prìomh amasan anns a' phlana chorporra aig Bòrd na Gàidhlig gu sònraichte mar a leanas:-</p> <p><i>"A' dèanamh cinnteach gum bi buaidh nas motha aig Planaichean Gàidhlig air cùisean agus a' toirt taic do dh'Ùghdarrasan Poblach gus sanasachd a dhèanamh air an obair a nì iad don Ghàidhlig"</i></p>			A' toirt fàs air cleachdadh na Gàidhlig	A' toirt fàs air ionnsachadh na Gàidhlig	A' cur deagh ìomhaigh air adhart airson na Gàidhlig	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
A' toirt fàs air cleachdadh na Gàidhlig	A' toirt fàs air ionnsachadh na Gàidhlig	A' cur deagh ìomhaigh air adhart airson na Gàidhlig							
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>							
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanadh Nàiseanta</b>								
	<b>AR N-ADHBHAR</b>		<b>AR LUACHAN</b>						
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach						
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>								
	Còraichean daonna	<input checked="" type="checkbox"/>	Clann	<input checked="" type="checkbox"/>					
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>					
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>					
	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>					
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>					
	Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>					
<b>5.6</b>	<b>Buidhean air Cliù</b>								
	Leis nach eil dàta coileanta 19-20 ann mar a bhathas an dùil, bidh seo a' toirt buaidh air cliù na buidhne.								
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>								
	Chan eil gin ann.								
<b>5.8</b>	<b>Buidhean Laghail</b>								



## Seisean Fosgailte

## Cuspair 11.3

	Tha dleastanas dearcnachaidh aig Bòrd na Gàidhlig fo sgèith Achd na Gàidhlig (Alba) 2005
<b>5.9</b>	<b>Buidhean air Co-ionannas</b>
	Chan eil gin ann.

## BÒRD NA GÀIDHLIG

### FOIRM DÀTA BLIADHNAIL 2020-21

### ANNUAL RETURN FORM 2020-21

<b>Ainm na buidhne</b> <b>Organisation's name</b>	
--	--

### Prìomh Dhàta Measaidh

### Primary Indicator Data

<b>Fios bhon Phoball</b> <b>Communications from the Public</b>	<p>Cia mheud brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna? How many written communications have the organisation received from the public in Gaelic this year?</p>	
<b>A' sgaoileadh fiosrachaidh</b> <b>Dissemination of information</b>	<p>Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna? How many posts did the organisation distribute on social media in Gaelic this year?</p>	
	<p>Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? How many press releases did the organisation publish in Gaelic this year?</p>	
<b>Luchd-obrach</b> <b>Staff</b>	<p>Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year?</p>	
	<p>Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach? How many posts do you currently have where Gaelic is an essential skill?</p>	
	<p>Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig? How many staff currently within the organisation have Gaelic skills?</p>	

Seisean Fosgailte

Cuspair 11.3

<p><b>Foillseachaidhean</b> <b>Publications</b></p>	<p>Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà-chananach am-bliadhna? How many organisational publications have been published bilingually (Gaelic and English) this year?</p>	
<p><b>Inbhe</b> <b>Status</b></p>	<p>Cia mheud soidhne dà-chananach a chuir am buidheann an àirde am-bliadhna? How many bilingual signs has the organisation erected this year?</p>	

## Prìomhachasan a' Phlana Cànan Nàiseanta Gàidhlig

### National Gaelic Language Plan Priorities

#### Cleachdadh na Gàidhlig / Using Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air cleachdadh na Gàidhlig?

How is the organisation increasing the use of Gaelic?

#### Ionnsachadh na Gàidhlig / Learning Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air ionnsachadh na Gàidhlig?

How is the organisation increasing the learning of Gaelic?

#### A'cur air adhart na Gàidhlig / Promoting Gaelic

Ciamar a tha a' bhuidhinn a' cur deagh iomhaigh air adhart airson na Gàidhlig?

How is the organisation promoting a positive image of Gaelic?

Seisean Fosgailte

Cuspair 11.3

**Fiosrachadh dearcnachaidh eile****Other monitoring information****A' brosnachadh Foghlam Gàidhlig****Promotion of Gaelic Education**

Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach

For Local Authorities only to complete

Fo Earrainn 15 de dh'Achd an Fhoghlaim (Alba) 2016, feumaidh ùghdarrasan ionadail aig a bheil foghlam Gàidhlig anns an sgìre aca seo a shanasachd ann an dòigh iomchaidh. Feumaidh gach ùghdarras ionadail sanasachd a dhèanamh air na còraichean a th' aig pàrantan gus tagradh a dhèanamh airson foghlam Gàidhlig aig ìre na bun-sgoile agus foghlam luchd-ionnsachaidh na Gàidhlig a stèidheachadh. Ciamar a tha sibh a' coileanadh an dleistanais seo?

Under Section 15 of the Education (Scotland) Act 2016, local authorities which already provide Gaelic education in their area must take reasonable steps to promote this. All local authorities must take reasonable steps to promote the rights which parents have under the Act to make a request for Gaelic Medium Primary Education and the potential provision of Gaelic Learner Education. Could you tell us how you are undertaking this?

**Pàrantan Corporra****Corporate Parenting**

Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach

For Local Authorities only to complete

Am b' urrainn dhuibh dàta a thoirt dhuinn air an àireimh de dhaoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide data on the number of Gaelic-speaking care experienced young people registered with the Authority.

## Seisean Fosgailte

## Cuspair 11.3

Am b' urrainn dhuibh fiosrachadh a thoirt dhuinn air tachartasan no cothroman a tha sibh a' cur air dòigh airson daoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.  
Please provide information on activities or opportunities you provide for Gaelic-speaking care experienced young people.

**Co-ionannachd Equalities**

Bu chòir don a h-uile buidheann seo a lionadh a-steach

For all organisations to complete

An do chomharraich an t-ùghdarras poblach agaibh cùisean sònraichte sam bith co-cheangailte ri co-ionannachd chothroman a thaobh leasachadh na Gàidhlig?  
Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?

A bheil poileasaidhean, modhan-obrach no dòighean-obrach sam bith co-cheangailte ri co-ionannachd a chaidh a chur an gnìomh leis an ùghdarras phoblach agaibh, no a tha gan cur an gnìomh an-dràsta, a bhuineas ri bhith a' cur co-ionannachd chothroman air adhart an lùib leasachadh na Gàidhlig? An inns sibh dhuinn mun deidhinn?

Are there any equalities policies, procedures or measures that have been implemented by your public authority, or are in the process of being implemented, that are relevant to advancing the equality of opportunity in the development of Gaelic language? Can you tell us about them?

Seisean Fosgailte

Cuspair 11.3

A bheil eisimpleirean ann de cheumannan sònraichte a ghabh sibh gus piseach a thoirt air in-ghabhail agus com-pàirteachas a tha air obrachadh gu sònraichte math a thaobh leasachadh na Gàidhlig taobh a-staigh an ùghdarrais phoblaich agaibh? An inns sibh dhuinn nam biodh sibh toilichte nan sgaoileadh Bòrd na Gàidhlig na h-eisimpleirean agaibh agus nan dèanamaid sanasachd orra.

Are there examples of implementing specific measures to improve inclusivity or engagement that have worked particularly well regarding Gaelic language development for your public authority? Please indicate if you would be happy for Bòrd na Gàidhlig to share and promote the examples provided.

Seisean Fosgailte  
Cuspair 11.3

<b>Amasan airson Seirbhisean Corporra</b>	<b>Corporate Service Aims</b>			
Àrd Phrionnsabalan	Overarching Principles			
<p><b>Spèis Cho-ionann</b> A h-uile gealladh anns a' phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a' Ghàidhlig agus anns a' Bheurla.</p>	<p><b>Equal Respect</b> Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.</p>			
<p><b>Cothroman Follaiseach</b> Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonnan air na cothroman a th' ann agus Gàidhlig a chleachdadh leis an ùghdarras phoblach.</p>	<p><b>Active Offer</b> Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.</p>			
<p><b>Treas Phàrtaidhean</b> A' dearbhadh gum bi ALEOs agus cunnraidhean eile ag obair gus plana Gàidhlig an ùghdarrais phoblach a chur an gnìomh.</p>	<p><b>Third Parties</b> Ensure that Arm's Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.</p>			
<p><b>Gàidhlig na nì àbhaisteach</b> Geallaidhean bhon phlana Ghàidhlig air an gabhail a-steach ann an structaran an ùghdarrais phoblach tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.</p>	<p><b>Normalisation</b> Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.</p>			
<p><b>Pàrantan Corporra</b> Gu bheillear mothachail air na dleastanasan a th' ann mar Pàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b' àbhaist a bhith fo chùram le Gàidhlig a' faighinn na h-aon cothroman 's a tha clann le cànan eile.</p>	<p><b>Corporate Parenting</b> That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.</p>			

Seisean Fosgailte  
Cuspair 11.3

Inbhe	Status			
<p><b>Suaicheantas</b> Ag amas air suaicheantas corporra anns a' Ghàidhlig agus anns a' Bheurla a chruthachadh nuair a thig a' chiad chothrom agus mar phàirt den phròiseas ùrachaidh.</p>	<p><b>Logo</b> Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.</p>			
<p><b>Soidhnichean</b> Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p>	<p><b>Signage</b> Prominent signage will include Gaelic and English as part of any renewal process.</p>			
Conaltradh leis a' phoball	Communicating with the public			
<p><b>Brosnachadh</b> Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.</p>	<p><b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.</p>			
<p><b>Conaltradh sgrìobhte</b> Fàilte ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.</p>	<p><b>Written Communication</b> Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.</p>			
<p><b>Ionad-fàilte agus am fòn</b> Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air t-seirbheis dhan phoball.</p>	<p><b>Reception and phone</b> Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.</p>			
<p><b>Coinneamhan</b> Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.</p>	<p><b>Public meetings</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>			



## Seisean Fosgailte

## Cuspair 11.3

Fiosrachadh	Information			
<p><b>Fiosan-naidheachd</b> Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p><b>News releases</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>			
<p><b>Meadhanan sòisealta</b> Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh'fhaodadh a bhith ann.</p>	<p><b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>			
<p><b>Làrach-lìn</b> Stuth Gàidhlig air làrach-lìn an ùghdarras phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.</p>	<p><b>Website</b> Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p>			
<p><b>Irisean Corporra</b> Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.</p>	<p><b>Corporate Publications</b> Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>			
<p><b>Taisbeanaidhean</b> Cothroman airson taisbeanaidhean dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh, le prìomhachas air an fheadhainn aig a bheil a' bhuaidh as motha.</p>	<p><b>Exhibitions</b> Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.</p>			
Corpas na Gàidhlig	Gaelic Language Corpus			
<p><b>Gnàthachas Litreachaidh na Gàidhlig</b> Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.</p>	<p><b>Gaelic Orthographic Conventions</b> The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>			

## Seisean Fosgailte

## Cuspair 11.3

Luchd-obrach	Staff			
<p><b>Sgrùdadh Luchd-obrach</b> Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.</p>	<p><b>Internal audit</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>			
<p><b>Inntrigeadh</b> Èòlas air a' phlana Ghàidhlig mar phàirt den phròiseas inntrigidh.</p>	<p><b>Induction</b> Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>			
<p><b>Trèanadh cànan</b> Trèanadh ann an sgilean Gàidhlig ga thabhann agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a' cur plana Gàidhlig na buidhne an gnìomh.</p>	<p><b>Language training</b> Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.</p>			
<p><b>Trèanadh le Fiosrachadh mun Ghàidhlig</b> Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.</p>	<p><b>Awareness training</b> Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.</p>			
<p><b>Fastadh</b> A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhastaidh.</p>	<p><b>Recruitment</b> Recognising and respecting Gaelic skills within the recruitment process.</p>			
<p>Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach gus seirbheisean Gàidhlig a lìbhrigeadh agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.</p>	<p>Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p>			
<p>Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.</p>	<p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>			

Aithisgean Dearcnachaidh 2019-20									
Prìomh Dàta Measaidh									
Ainm na Buidhne	Fiosrachadh	Fios bhon Phoball	A' sgaoleadh fiosrachaidh		Luchd-obrach			Foilseachaidhean	Inbhe
		Brathan sgrìobhte	Pìos air na meadhanan sòisealta	Fios-naidheachd	Luchd-obrach a fhuair trèanadh	Dreuchdan le Gàidhlig riatanach	Luchd-obrach le sgilean Gàidhlig	Foilseachaidhean dà-chànanach	Soidhnichean dà-chànanach ùr
PGR001 Alba Cruithachail	Aithisg 2019/20 a dhith fhathast	-	-	-	-	-	-	-	-
PGR002 Àrainneachd Eachdraidheil Alba		5	36	4	60	2	Dàta a' tighinn 20-21	2	14
PGR005 Coimeasan na Croitearachd		2	3	0	10	1	3	59	0
PGR006 Colaisde a' Chaisteil		0	45	6	18	5	35	3	6
PGR007 Comhairle Aonghais		0	0	0	0	1	11	0	1
PGR008 Comhairle Baile Dhùn De		0	2	0	2	0	18	0	3
PGR009 Comhairle Baile Dhùn Èideann		Dàta a' tighinn 20-21	Dàta a' tighinn 20-21	1	87	71	83	1	0
PGR010 Comhairle Baile Glaschu		Dàta a' tighinn 20-21	Dàta a' tighinn 20-21	10	68	123	123	4	2
PGR011 Comhairle Baile Obar Dheathain		0	0	0	Dàta a' tighinn 20-21	8	Dàta a' tighinn 20-21	0	1
PGR012 Comhairle Chrìochan na h-Alba	Aig ìre dreachd phlana	-	-	-	-	-	-	-	-
PGR013 Comhairle Dhùn Phrìs is Ghall-Ghaidhealaibh		0	2	0	16	0	3	2	0
PGR014 Comhairle Earra-Ghàidheal is Bhoid	Aithisg 2019/20 a dhith fhathast	-	-	-	-	-	-	-	-
PGR015 Comhairle Fhìobha	Aithisg 2019/20 a dhith fhathast	-	-	-	-	-	-	-	-
PGR016 Comhairle Inbhir Chluaidh		0	5	0	Dàta a' tighinn 20-21	9	9	0	0
PGR017 Comhairle Lodainn an Ear	Aig ìre dreachd phlana	-	-	-	-	-	-	-	-
PGR018 Comhairle Lodainn an Iar	Aig ìre dreachd phlana	-	-	-	-	-	-	-	-
PGR019 Comhairle Lodainn Mheadhanaich	Aig ìre dreachd phlana	-	-	-	-	-	-	-	-
PGR020 Comhairle Maoineachaidh na h-Alba		0	14	1	25	0	7	1	13
PGR021 Comhairle Mhoireibh	Aithisg 2019/20 a dhith fhathast	-	-	-	-	-	-	-	-
PGR022 Comhairle na Gàidhealtachd	Aithisg 2019/20 a dhith fhathast	-	-	-	-	-	-	-	-
PGR023 Comhairle na h-Eaglaise Brice	Aithisg 2019/20 a dhith fhathast	-	-	-	-	-	-	-	-
PGR024 Comhairle nan Eilean Siar		51	156	13	29	185	Dàta a' tighinn 20-21	Air fad	Air fad
PGR025 Comhairle Peairt & Ceann Rois		0	77	0	299	11	Dàta a' tighinn 20-21	7	7
PGR026 Comhairle Srùighlea		0	0	0	3	7	11	0	0
PGR027 Comhairle Siorrachd Air a Deas	Fhuair sinn aithisg san seann cruth	-	-	-	-	-	-	-	-
PGR028 Comhairle Siorrachd Air a Tuath	Aithisg 2019/20 a dhith fhathast	-	-	-	-	-	-	-	-
PGR029 Comhairle Siorrachd Air an Ear		30	10	0	9	9	13	2	9
PGR030 Comhairle Siorrachd Chlach Mhanainn	Plana air aontachadh air 16.04.2020	-	-	-	-	-	-	-	-
PGR031 Comhairle Siorrachd Dhùn Bhreatainn an Ear	Aithisg 2019/20 a dhith fhathast	-	-	-	-	-	-	-	-
PGR032 Comhairle Siorrachd Dhùn Bhreatainn an Iar	Plana air aontachadh air 16.04.2020	-	-	-	-	-	-	-	-
PGR033 Comhairle Siorrachd Lanraig a Deas	Aithisg 2019/20 a dhith fhathast	-	-	-	-	-	-	-	-
PGR034 Comhairle Siorrachd Lanraig a Tuath		0	78	0	20	19	Dàta a' tighinn 20-21	3	1
PGR035 Comhairle Siorrachd Obar Dheathain		0	1	0	11	0	Dàta a' tighinn 20-21	0	0
PGR036 Comhairle Siorrachd Rinn Friù		0	2	2	0	0	Dàta a' tighinn 20-21	0	0
PGR037 Comhairle Siorrachd Rinn Friù an Ear		0	0	0	0	1	Dàta a' tighinn 20-21	0	0
PGR038 Dualchas Nàdair na h-Alba		9	20	6	23	1	16	5	0
PGR039 Foghlam Alba		3	29	0	15	10	Dàta a' tighinn 20-21	16	0
PGR040 Gaileiridhean Nàiseanta na h-Alba		0	2	1	6	0	8	2	0
PGR041 Iomairt na Gàidhealtachd is nan Eilean		1	10	5	4	2	78	Dàta a' tighinn 20-21	1
PGR042 Leabharlann Nàiseanta na h-Alba		3	14	0	107	1	19	0	Dàta a' tighinn 20-21
PGR043 Leasachadh Sgìlean h-Alba		493	20	7	Dàta a' tighinn 20-21	2	19	15	0
PGR045 NHS Eileanan Siar		0	1	1	13	0	166	5	0
PGR046 NHS Gàidhealtachd	Aithisg 2019/20 a dhith fhathast	-	-	-	-	-	-	-	-
PGR048 Oilthigh Glaschu		0	218	2	43	15	64	3	3
PGR049 Oilthigh na Gàidhealtachd is nan Eilean		10	90	10	419	1	6	28	14
PGR050 Oilthigh Obar Dheathain	Fhuair sinn aithisg san seann cruth	-	-	-	-	-	-	-	-
PGR051 Oilthigh Strath Chluaidh	Aig ìre dreachd phlana	-	-	-	-	-	-	-	-
PGR052 Pàrlamaid na h-Alba buidheann Chorpóra		63	660	86	25	2	49	8	Air fad
PGR053 Poileas Alba		Dàta a' tighinn 20-21	1	0	0	1	51	0	1
PGR054 HIAL	Aithisg 2019/20 a dhith fhathast	-	-	-	-	-	-	-	-
PGR055 Riaghaltas na h-Alba	Aithisg 2019/20 a dhith fhathast	-	-	-	-	-	-	-	-
PGR056 Sabhal Mòr Ostaig		100	250	20	24	92	96	16	15
PGR057 Seirbheis Ambaileans na h-Alba		0	0	0	6	0	30	0	0
PGR058 Seirbheis Smàlaidh is Teasairginn na h-Alba	Aithisg 2019/20 a dhith fhathast	-	-	-	-	-	-	-	-
PGR059 Spòrs Alba		0	22	0	Dàta a' tighinn 20-21	0	6	2	20
PGR060 Stòras Mara Calleanach Earranta		0	0	Dàta a' tighinn 20-21	30	0	1	3	Dàta a' tighinn 20-21
PGR061 Taighean Tasgaidh Nàiseanta na h-Alba		0	14	6	1	1	10	2	39
PGR062 Ughdarras Pàirc Nàiseanta a' Mhonaigh Ruaidh		0	40	0	45	0	1	1	3
PGR063 Ughdarras Pàirc Nàiseanta Loch Laomainn		0	62	0	23	0	Dàta a' tighinn 20-21	Dàta a' tighinn 20-21	Dàta a' tighinn 20-21
PGR064 Ughdarras Poilis na h-Alba	Aithisg 2019/20 a dhith fhathast	-	-	-	-	-	-	-	-
PGR065 Ughdarras Theisteanas na h-Alba		1	19	0	27	0	Dàta a' tighinn 20-21	5	1
PGR066 Visit Alba		0	0	8	24	0	33	4	6
PGR067 Coimisean Fearainn na h-Alba	Aig ìre dreachd phlana	-	-	-	-	-	-	-	-
PGR068 Iomairt na h-Alba	Aig ìre dreachd phlana	-	-	-	-	-	-	-	-
	<b>Iomlan</b>	771	1903	189	1492	583	969	199	160

Seisean Fosgailte

Cuspair 11.4



<b>A' freagairt ri</b>	Am Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	26/05/2020
<b>Àite:</b>	Air Loidhne
<b>Nì a' Chlàir-ghnothaich</b>	11.4

<b>Tìotal a' Phàipeir</b>	Adhartas nas Luaithe	
<b>Moladh do Bhuill</b>	Airson Fiosrachadh *	
<b>Neach labhairt:</b>	Daibhidh Boag, Stiùiriche Planadh Càrain is Leasachaidhean Coimhearsnachd Jim Whannel, Stiùiriche Foghlam na Gàidhlig	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba-stiùiridh	13/05/2020	Airson Fiosrachadh *
<b>Pàipear-taice air a cheangal ris</b>	Chan eil	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Airson am fiosrachadh as ùire a thoirt gu Buill a' Bhùird-stiùiridh mu dheidhinn an iomairt "Adhartas nas Luaithe".	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	Tha am pìos seo anns a' Phlana Càrain Nàiseanta Gàidhlig 2018-23  <b>"Fàs nas luaithe is buaidh nas fharsainghe</b> Tha sinn riarachtaichte gu bheil prìomhachasan a' Phlana seo freagarrach airson fàs a thoirt air a' Ghàidhlig aig ìre nas luaithe ann an Alba."	
<b>2.2</b>	Bha a' chiad choinneamh "Adhartas nas Luaithe" ann am Battleby, faisg air Peairt anns an Lùnastal 2018, le riochdairean bho 20 ùghdarras poblach an làthair agus le Iain Swinney, Leas-phrìomh Mhinistear na h-Alba sa chathair.	
<b>2.3</b>	Dh'aontaich na bha an làthair air 5 prìomhachasan a bhiodh ann mar bhunait airson 5 sruthan-obrach, le diofar bhuidhnean a' gabhail uallach.	
	Trusadh agus glèidheadh Tidsaran	Comhairle Choitcheann Teagaisg na h-Alba (GTCS) agus Comhairle Maoineachaidh na h-Alba (SFC)
	Ionnsachadh didseatach agus meadhanan	MG ALBA is Comhairle nan Eilean Siar (CnES)
	Eaconamaidh agus margaid-obrach	Leasachadh Sgilean na h-Alba (SDS) is Iomairt na Gàidhealtachd is nan Eilean (HIE)
	Ceanglaichean coimhearsnachd	Iomairt na Gàidhealtachd is nan Eilean (HIE) agus Comhairle nan Eilean Siar (CnES)
	Cleachdadh agus taic airson luchd-ionnsachaidh	MG ALBA
<b>2.4</b>	Bha co-dhùnadh ann cuideachd gum bhiodh na h-ùghdarrasan a' tighinn còmhla a-rithist anns an Lùnastal 2019 ann am Battleby.	

## Seisean Fosgailte

## Cuspair 11.4

<b>2.5</b>	<p>Aig a' choinneamh ann an 2019 chaidh aontachadh ris na leanas:-</p> <ul style="list-style-type: none"> <li>• Cumaidh na 5 sreathan-obrach a' dol</li> <li>• Thèid sreath Ionnsachadh didseatach agus meadhanan a stèidheachadh le fòcas ùr air goireasan ionnsachaidh didseatach</li> <li>• Fòcas as ùr air an turas foghlaim 3-18, le Glaschu mar mhodal</li> <li>• Fòcas as ùr air cùisean an fheachd-obrach – an ceangal eadar sgoil is àite-obrach</li> <li>• Fòcas as ùr air malairteachadh (commercialisation)</li> <li>• Bòrd na Gàidhlig gu bhith a' toirt ceannardas agus co-òrdanachadh ann an co-bhonn le sgioba an Riaghaltais.</li> </ul>
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>
<b>3.1</b>	<p>Bu chòir coinneamh Adhartas nas Luaithe eile a bhith ann am Battleby sa Lùnastal 2020. Tha coltas ann aig an ìre seo nach bi e comasach coinneamh aghaidh-ri-aghaidh a chumail mar a bhathas an dùil, ach tha Bòrd na Gàidhlig fhathast ag obair a dh'ionnsaigh a' chinn-là seo.</p>
<b>3.2</b>	<p>Tha oifigearan a' Bhùird ag obair air na 5 sruthan-obrach le ùghdarrasan taobh a-muigh na buidhne, gu sònraichte an fheadhainn foghlaim. Thathas mothachail ge-tà gu bheil tòrr de na h-ùghdarrasan a tha an sàs le Adhartas nas Luaithe gu mòr an sàs le obair co-cheangailte ri COVID-19 agus gu bheil seo na prìomhachas dhaibh aig an ìre seo.</p>
<b>3.3</b>	<p>Bho chionn greis, chaidh pròiseas a stèidheachadh far am bi buidhnean de dh'oifigearan ag obair taobh a-staigh na buidhne cuideachd gus na sruthan-obrach a thoirt air adhart.</p>
<b>3.4</b>	<p>Cuideachd, chaidh sruth-obrach a bharrachd a stèidheachadh taobh a-staigh na buidhne a bhios a' coimhead air na geallaidhean anns na planaichean reachdail a tha aontaichte mu thràth tro phrosbaig nan 5 sruthan-obrach. Thathas ag amas an uair sin air na geallaidhean seo a sgaoileadh dha na ùghdarrasan fhèin. Chaidh obair den seòrsa seo adhart aig VisitScotland nuair a bha iad ag ullachadh na ro-innleachd turasachd Gàidhlig – le sùil air na geallaidhean co-cheangailte ri turasachd anns na planaichean aontaichte. Bha an dòigh-obrach seo gu math soirbheachail agus feumail.</p>
<b>3.5</b>	<p>Bidh na diofar bhuidhnean taobh a-staigh a' tighinn còmhla gach cola-deug airson fios as ùr a thoirt seachad. Tha na còmhraidhean seo air a bhith gu math feumail ann a bhith a' soilleireachadh nan cothroman tha Bòrd na Gàidhlig a' faicinn tro na diofar sruthan-obrach.</p>
<b>3.6</b>	<p>Chaidh an dealbh-obrach aig an Oifigear Ealain is Cultar atharrachadh anns an Fhaoilleach gus fòcas nas soilleire a thoirt air na diofar chom-pàirteachan far a bheil Bòrd na Gàidhlig an sàs, a' gabhail a-steach Adhartas nas Luaithe. Chaidh atharrachadh air an tìotal obrach gu Manaidsear Chom-pàirteachan aig an aon àm gus am bi amas ùr na dreuchd nas soilleire. 'S e am Manaidsear Chom-pàirteachan a tha a' co-òrdanachadh co-obrachadh agus conaltradh taobh a-staigh Bhòrd na Gàidhlig co-cheangailte ri Adhartas nas Luaithe agus tha seo air diofar mòr a dhèanamh mu thràth.</p>
<b>3.7</b>	<p>Thathas ag aithneachadh gur e cothrom air leth a th' ann an Adhartas nas Luaithe, air sgàth 's gu bheil còmhraidhean mu dheidhinn na Gàidhlig a' dol air adhart aig àrd ìre anns na h-ùghdarrasan a tha an sàs agus gu bheil taic ann bho àrd ìre aig Riaghaltas na h-Alba. Tha e gu math cudromach gu bheil an obair Adhartas nas Luaithe fhathast a' dol air adhart aig astar aig an àm duilich seo.</p>
<b>4.0</b>	<b>Moladh</b>
<b>4.1</b>	Gum bi Buill a' Bhùird-stiùiridh a' gabhail fa-near dhan fhiosrachadh anns a' phàipear seo.
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>
<b>5.1</b>	<b>Buidhean air Ionmhas</b>
	Chan eil gin ann.

Seisean Fosgailte

Cuspair 11.4

<b>5.2</b>	<b>Buaidhean air Luchd-obrach</b>			
	Tha an dòigh-obrach ùr seo taobh a-staigh na buidhne a' ciallachadh gu bheil barrachd den sgioba an sàs le Adhartas nas Luaithe agus tha seo a' còrdadh ri daoine.			
<b>5.3</b>	<b>Buaidhean air Trèanadh</b>			
	Tha diofar luchd-obrach a' faighinn chothroman tron phròiseas na sgìlean pearsanta aca fhèin a leasachadh. Tha dlùth cheangal eadar an obair seo agus planaichean reachdail aig na h-ùghdarrasan poblach a chur air gnìomh, agus tha Adhartas nas Luaithe a' toirt cothrom an ceangal eadar leasachadh na Gàidhlig agus planaichean reachdail a neartachadh am measg an sgioba.			
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>			
	Plana Cànan Nàiseanta Gàidhlig 2018-23			
	<b>"Fàs nas luaithe is buaidh nas fharsainghe</b>			
	Tha sinn riarachtaichte gu bheil prìomhachasan a' Phlana seo freagarrach airson fàs a thoirt air a' Ghàidhlig aig ìre nas luaithe ann an Alba."			
	Tha dlùth cheangal ann eadar Adhartas nas Luaithe agus a' cur air adhart cleachdadh, ionnsachadh agus ìomhaigh na Gàidhlig mar a tha Plana Corporra na buidhne ag amas air, gu sònraichte mar a leanas:-			
	<i>"A' dèanamh cinnteach gum bi buaidh nas motha aig Planaichean Gàidhlig air cùisean agus a' toirt taic do dh' Ùghdarrasan Poblach gus sanasachd a dhèanamh air an obair a nì iad don Ghàidhlig"</i>			
<b>5.5</b>	<b>Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta</b>			
	<b>AR N-ADHBHAR</b>		<b>AR LUACHAN</b>	
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
	Còraichean daonna	<input type="checkbox"/>	Clann	<input checked="" type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
<b>5.6</b>	<b>Buaidhean air Cliù</b>			
	Tha e cudromach gum bi Bòrd na Gàidhlig a' toirt ceannas do dh'Adhartas nas Luaithe leis an dùil gum bi e soirbheachail. Bidh seo a' neartachadh cliù na buidhne.			
<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd</b>			
	Chan eil gin ann.			
<b>5.8</b>	<b>Buaidhean Laghail</b>			
	Achd na Gàidhlig (Alba) 2005 agus Achd an Fhoghlaim (Alba) 2016 a chur an gnìomh.			
<b>5.9</b>	<b>Buaidhean air Co-ionannas</b>			
	Chan eil gin ann.			



<b>A' freagairt ri</b>		Am Bòrd-stiùiridh	
<b>Ceann-latha na Coinneimh</b>		26/5/2020	
<b>Àite:</b>		Aig astar	
<b>Tìotal a' Phàipeir</b>		Stòrlann Nàiseanta na Gàidhlig	
<b>Cuspair air a' Chlàr-ghnothaich</b>		11.5 – PT1	
<b>Neach-labhairt:</b>		Daibhidh Boag, Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd	
<b>Air ullachadh le:</b>		Daibhidh Boag, Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd Steven Kellow, Oifigear Maoineachaidh is Phròiseactan	
<b>Cùrsa Riaghlaidh airson na h-Aithris</b>		<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba-stiùiridh		13/5/2020	Airson Aontachadh
<b>1</b>	<b>Adhbhar</b>		
1.1	A' sireadh aonta bhon Bhòrd-stiùiridh airson taic a chumail ri Stòrlann Nàiseanta na Gàidhlig aig ìre nas àirde airson 2020/21.		
<b>2.</b>	<b>Cùl-fhiosrachadh</b>		
2.1	Dh'aontaich am bòrd-stiùiridh aig a' choinneimh aca sa Ghearran 2020 gus taic a chumail ri Stòrlann Nàiseanta na Gàidhlig aig ìre £310,000 airson bliadhna-ionmhais 2020/21.		
2.2	Bho chaidh an co-dhùnadh seo a dhèanamh leis a' Bhòrd-stiùiridh, tha Stòrlann air aontachadh <i>An t-Alltan</i> a ruith air-loidhne bho seo a-mach, agus tha seo a' toirt buaidh air coileanadh roinn den chùmhnannt aca.		
2.3	Cuideachd, tha Stòrlann air iarraidh air Bòrd na Gàidhlig barrachd taic a chumail ri màl <i>An Tosgan</i> , far a bheil Stòrlann, Acair agus Comunn na Gàidhlig stèidhichte ann an Steòrnabagh.		
<b>3.</b>	<b>Prìomh Aithris/Fiosrachadh</b>		
3.1	Chaidh co-dhùnadh a dhèanamh aig Stòrlann Nàiseanta na Gàidhlig gun a bhith a' cumail co-labhairt <i>an t-Alltan</i> gu fiosaigeach bho seo a-mach, agus na h-àite gus seiseanan air-loidhne a chumail.		
3.2	Chaidh an co-dhùnadh seo a dhèanamh mar thoradh air cosgaisean a bha dol am meud airson a' cho-labhairt a chumail, agus buannachdan a bhathar a' faicinn le bhith lìbhrigeadh nan aon seòrsa seiseanan air-loidhne.		
3.3	Ged a chaidh an co-dhùnadh gus an t-slighe seo a ghabhail mus tàinig cuingealachaidhean air sgàth a' choròna-bhiorais, thathar a-nis den bheachd gu bheil e nas iomchaidh buileach gu bheil seiseanan den leithid rim faighinn air-loidhne.		
3.4	Chuir Stòrlann molaidhean air adhart gu oifigearan a' Bhùird air na seiseanan seo agus chaidh measadh a dhèanamh leotha, is ceistean a chur air Stòrlann air mar a bhiodh iad a' coileanadh na h-amasan aca san aonta bhliadhna aca.		

Seisean Fosgailte  
Cuspair 11.5 – PT1

3.5	Leis na molaidhean seo, thathar an dùil gum bi e comasach do bharrachd thidsearan pàirt a ghabhail ann an seiseanan leasachaidh na bha comasach tro bhith a' cumail <i>An t-Alltan</i> air-loidhne, ag amas gun urrainn 250 a bhith a' gabhail pàirt an àite nan 180 a bh' aig An t-Alltan 2019.								
3.6	Thathar cuideachd an dùil gum bi e comasach na seiseanan a chlàradh gus am bi iad rim faighinn as dèidh làimh (a-rithist a' cur ri ruigsinneachd nan seiseanan).								
3.7	Tha Stòrlann a' moladh gun cleachd iad an £60,000 slàn a bha ri fhaighinn sa chùmhnannt aca airson am plana-obrach seo a chur an gnìomh, is gun tèid £10,000 a-mach às an £60,000 a chleachdadh gu sònraichte airson leasachadh do luchd-obrach ann an roinn nan tràth-bhliadhnaichean.								
3.8	Bha oifigearan a' Bhùird riarachta leis na molaidhean, agus toilichte gun tèid am plana-obrach seo an gnìomh airson 2020/21, le lèirmheas aig deireadh na bliadhna air thoiseach air aonta taic-airgid 2021/22.								
3.9	Tha oifigearan an dùil gur dòcha gum bi na cosgaisean slàn a tha a dhìth nas ìsle na £60,000, agus ma thig e am follais gum bi cosgaisean nas ìsle, gum bi an t-airgead nach gabh a chosg air a chumail air ais leis a' Bhòrd bho pàighidhean no air a chur air ais do Bhòrd na Gàidhlig.								
3.10	Cuide ris na h-atharraichean a thaobh lìbhrigeadh leasachadh proifeasanta, tha Stòrlann air taic-airgid a bharrachd iarraidh bho Bhòrd na Gàidhlig mu choinneamh màl <i>An Tosgan</i> , is Comhairle nan Eilean Siar air àrdachadh a chur air a' mhàl a tha Stòrlann a' pàigheadh dhaibh air a shon anns an Lùnastal 2019.								
3.11	Le seo, tha Stòrlann a' sireadh £2,634 airson airgead a bharrachd a chosg iad air màl ann am bliadhna-ionmhais 2019/20, agus àrdachadh £2,107 anns an airgead a bhios a dhìth orra airson màl ann an 2020/21.								
3.12	Tha oifigearan a' moladh gun toirear taic-airgid a bharrachd ri Stòrlann (agus mar sin, cuideachd do na buidhnean eile a tha stèidhichte aig <i>An Tosgan</i> ) anns an dòigh seo.								
<b>4.</b>	<b>Moladh</b>								
4.1	Aontachadh gus <b>£314,741</b> a thabhann do Stòrlann Nàiseanta na Gàidhlig airson a' chùmhnaint bhliadhnail aca airson 2020/21.								
<b>5.</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>								
5.1	<b>Buidhean air Ionmhas</b>								
5.1.1	Ma thèid aontachadh ris na molaidhean, thèid taic-airgid a phàigheadh do Stòrlann Nàiseanta na Gàidhlig bho na loidhnichean-buidseat iomchaidh mar a leanas (ma gheibhear aithisgean adhartais iomchaidh is coileanta): <table border="1" data-bbox="300 1850 911 1962"> <thead> <tr> <th>Iomlan</th> <th>Iuchar 20</th> <th>Sultain 20</th> <th>Faoilleach 21</th> </tr> </thead> <tbody> <tr> <td>£314,741</td> <td>£153,741</td> <td>£77,500</td> <td>£77,500</td> </tr> </tbody> </table>	Iomlan	Iuchar 20	Sultain 20	Faoilleach 21	£314,741	£153,741	£77,500	£77,500
Iomlan	Iuchar 20	Sultain 20	Faoilleach 21						
£314,741	£153,741	£77,500	£77,500						
5.1.2	Leis gur e airgead a bharrachd a thathar a' moladh le seo, bhiodh na loidhnichean seo £2,634 thairis air a' bhuidseat, ach ghabhadh an t-airgead seo a thoirt bho bhuidseatan eile.								



Seisean Fosgailte  
Cuspair 11.5 – PT1

5.2	<b>Buaidhean air Luchd-obrach</b>		
	Chan eil gin ann.		
5.3	<b>Buaidhean air Trèanadh</b>		
	Chan eil gin ann.		
5.4	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>		
5.4.1	Tha Stòrlann Nàiseanta na Gàidhlig a' coileanadh iomadh diofar amas sa Phlana Chorporra tron aonta aca, le iomradh air na puingeann sònraichte a bhios iad a' coileanadh ann am FT1.		
5.5	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>		
<b>AR N-ADHBHAR</b>		<b>AR LUACHAN</b>	
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar slugh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
Còraichean daonna	<input type="checkbox"/>	Clann	<input checked="" type="checkbox"/>
Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
Slàinte	<input checked="" type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
5.6	<b>Buaidhean air Cliù</b>		
5.6.1	Thathar an dùil gum biodh co-dhùnadh gun taic a chur ri Stòrlann mar seo aig an ìre a thathar a' moladh a' toirt droch bhuaidh air an dàimh eadar Bòrd na Gàidhlig agus Stòrlann, agus dh'fhaodadh seo droch bhuaidh a thoirt air cliù a' Bhùird.		
5.7	<b>Buaidhean air Slàinte is Sàbhailteachd</b>		
	Chan eil gin ann.		
5.8	<b>Buaidhean Laghail</b>		
	Tha Stòrlann a' cuideachadh Bòrd na Gàidhlig ann a bhith libhrigeadh dleastanasan a th' air a' bhuidhinn fo Achd na Gàidhlig (Alba) 2005.		
5.9	<b>Buaidhean air Co-ionannachd</b>		
	Chan eil gin ann.		



Seisean Fosgailte  
Cuspair 11.5 – PT2

<b>A' freagairt ri</b>	Am Bòrd-stiùiridh	
<b>Ceann-latha na Coinneimh</b>	26/5/2020	
<b>Àite:</b>	Aig astar	
<b>Tìotal a' Phàipeir</b>	Iarrtas GLAIF 2020/21	
<b>Cuspair air a Chlàr Gnothaich</b>	11.5 – PT2	
<b>Neach-labhairt:</b>	Steven Kellow, Oifigear Maoineachaidh is Phròiseactan	
<b>Air ullachadh le:</b>	Steven Kellow, Oifigear Maoineachaidh is Phròiseactan	
<b>Cùrsa Riaghlaidh airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba-stiùiridh	13/5/2020	Airson Aontachadh
<b>1</b>	<b>Adhbhar</b>	
1.1	A' sireadh aonta bhon Bòrd-stiùiridh airson taic a chumail ri 1 phròiseact le luach nas àirde na £40,000 tro sgeama taic-airgid GLAIF 2020/21.	
<b>2.</b>	<b>Cùl-fhiosrachadh</b>	
	<b>Sgeama GLAIF san fharsaingeachd</b>	
2.1	Bha sgeama GLAIF 2020/21 fosgailte eadar 7 Faoilleach agus 16 Giblean 2020.	
2.2	A thaobh suidheachadh COVID-19, bhathar a' toirt fa-near gun robh e duilich do chuid de bhuidhnean (is iad gu mòr an sàs ann a bhith a' freagairt fheumalachdan sònraichte a tha air nochdadh air sgàth a' bhìorais) iarrtasan a chur a-steach. Mar sin chaidh cead a thoirt seachad do bhuidhnean na h-iarrtasan aca a chur a-steach às dèidh a' chinn-uidhe airson iarrtasan. Thathar mothachail gu bheil cuid de bhuidhnean a tha an dùil iarrtas(an) a chur a-steach fhathast gus sin a dhèanamh.	
2.3	Chaidh measadh a dhèanamh air na h-iarrtasan le dà phannal, le riochdairean orra mar a leanas:	
	<b>Pannal Cleachdaidh</b>	
	<ul style="list-style-type: none"> <li>• Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd;</li> <li>• Manaidsear Chom-pàirteachasan;</li> <li>• Oifigear Maoineachaidh is Phròiseactan; agus</li> <li>• Oifigear Conaltraidh</li> </ul>	
	<b>Pannal Foghlaim</b>	
	<ul style="list-style-type: none"> <li>• Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd;</li> <li>• Manaidsear Foghlaim;</li> <li>• Oifigear Buileachaidh Phlanaichean;</li> <li>• Oifigear Maoineachaidh is Phròiseactan; agus</li> <li>• Neach-taice Thràth-bhliadhnaichean</li> </ul>	
2.4	Às dèidh do na h-oifigearan na h-iarrtasan a mheasadh fa-leth, thàinig iad còmhla mar phannalan gus na molaidhean aontachadh.	

Seisean Fosgailte  
Cuspair 11.5 – PT2

<b>Comhairle na Gàidhealtachd – Birth to Three Strategic Partnership</b>									
2.5	Tha Bòrd na Gàidhlig air taic a chur ris a' phròiseict seo airson iomadh bliadhna, gus taic a chumail ri buidhnean tràth-bhliadhnaichean ann an sgìre Comhairle na Gàidhealtachd, is tha an ìre de thaic-airgid a thathar air toirt seachad ri fhaighinn gu h-ìosal:								
	<table border="1"> <thead> <tr> <th>2019/20</th> <th>2018/19</th> <th>2017/18</th> <th>2016/17</th> </tr> </thead> <tbody> <tr> <td>£45,000</td> <td>£52,163.36</td> <td>£50,000</td> <td>£44,500</td> </tr> </tbody> </table>	2019/20	2018/19	2017/18	2016/17	£45,000	£52,163.36	£50,000	£44,500
2019/20	2018/19	2017/18	2016/17						
£45,000	£52,163.36	£50,000	£44,500						
2.6	Tha na phròiseactan seo air a bhith air an libhrigeadh gu soirbheachail le com-pàirteachas eadar Bòrd na Gàidhlig, Comhairle na Gàidhealtachd is an Care and Learning Alliance (CALA), far a bheil nan oifigearan fhadastadh.								
<b>3.</b>	<b>Prìomh Aithris/Fiosrachadh</b>								
<b>GLAIF san fharsaingeachd</b>									
3.1	Thàinig 46 iarrtasan airson phròiseactan a-steach ann an ùine airson am measadh agus gu h-iomlan tha iad a' sireadh £734,003.61.								
3.2	Uile-gu-lèir, mhol na pannalan-measaidh 32 phròiseactan (70% de na h-iarrtasan iomlan) airson taic-airgid fhaighinn, le luach iomlan de £380,850.								
3.3	Air sgàth 's nach robh airgead gu leòr ann airson nam pròiseactan a bha na pannalan a' moladh a mhaoineachadh aig an ìre seo, thathar a' sireadh aonta ann am prionnsapal gus taic a chumail ri 8 pròiseactan eile (15% de na h-iarrtasan iomlan), le luach iomlan de £99,950.								
3.4	Leis na phròiseactan le aonta ann am prionnsapal, ma nochdas airgead sa bhuidseat aig Bòrd na Gàidhlig rè na bliadhna, thèid aonta iarraidh air an Sgioba-stiùiridh gus taic a thoirt seachad dhaibh.								
3.5	Chaidh 6 iarrtasan a dhiùltadh (13%) leis nach d'fhuair iad sgòr-measaidh àrd gu leòr bhon phannal.								
<b>Comhairle na Gàidhealtachd – Birth to Three Strategic Partnership</b>									
3.6	Tha an t-iarrtas seo a' sireadh taic gus leantainn leis a' chom-pàirteachas eadar Bòrd na Gàidhlig is Comhairle na Gàidhealtachd ann a bhith a' fastadh 5 oifigearan pàirt-ùine a tha ag obair le buidhnean tràth-bhliadhnaichean air feadh sgìre na Gàidhealtachd.								
3.7	Tha na h-oifigearan seo air am fastadh leis a' bhuidhinn Care and Learning Alliance, is iad a' libhrigeadh sheirbheisean do bhuidhnean tràth-bhliadhnaichean tro mheadhan na Beurla agus na Gàidhlig san sgìre.								
3.8	Mhol am pannal-measaidh an obair a tha na h-oifigearan a' dèanamh le buidhnean san sgìre, agus an com-pàirteachas eadar na trì buidhnean a tha an sàs sa phròiseict.								
3.9	Bha an t-iarrtas a' sireadh £54,122 a-mach a cosgaisean iomlan a' phròiseict de £67,652 – ach bha oifigearan air a' phannal den bheachd a thaobh buidseat Bhòrd na Gàidhlig nach robh e comasach taic a chumail aig an ìre sin, agus gum bu chòir barrachd airgid tighinn bho chom-pàirtichean eile mar phàirt de dh' àbhaisteachadh nan dreuchdan seo mar phàirt den obair aca.								

Seisean Fosgailte  
Cuspair 11.5 – PT2

<b>4.</b>	<b>Moladh</b>																																		
4.1	<p>Aontachadh ri <b>£45,000</b> a thabhann do Chomhairle na Gàidhealtachd airson a' phròiseict "Birth to Three Strategic Partnership", le cumhaichean sònraichte dhan pròiseict seo:</p> <ul style="list-style-type: none"> <li>Gum bi sgilean Gàidhlig fileanta aig na h-oifigearan a gheibh taic tron phròiseict seo</li> <li>Gum bi fios as ùr a' tighinn bho na h-oifigearan gach ràithe do sgioba tràth-bhliadhnaichean Bhòrd na Gàidhlig, is coinneamhan adhartais cunbhalach eadar oifigearan Bhòrd na Gàidhlig, Comhairle na Gàidhealtachd is CALA.</li> <li>Gum bi sanas naidheachd air a chur air dòigh tron phròiseact air obair nan oifigearan – agus gun tèid taic-airgid Bhòrd na Gàidhlig aithneachadh an sin.</li> <li>Gum bi atharrachadh sam bith a thaobh àireamh an luchd-obrach air innse do Bhòrd na Gàidhlig sa bhad.</li> </ul>																																		
<b>5.</b>	<b>Prìomh Bhuaidhean Ro-innleachdach</b>																																		
5.1	<b>Buaidhean air Ionmhas</b>																																		
5.1.1	<p>Ma thèid aontachadh ris na molaidhean, thèid taic-airgid a phàigheadh do Chomhairle na Gàidhealtachd a rèir a' phròifil gu h-ìosal a-mach à loidhne buidseat 102022 – GLAIF – Foghlam.</p> <table border="1"> <thead> <tr> <th></th> <th colspan="2">2020/21</th> <th>2021/22</th> </tr> <tr> <th><b>lomlan</b></th> <th><b>Lùnastal 2020</b></th> <th><b>Faoilleach 2021</b></th> <th><b>Lùnastal 2021</b></th> </tr> </thead> <tbody> <tr> <td>£45,000</td> <td>£27,000</td> <td>£9,000</td> <td>£9,000</td> </tr> </tbody> </table>		2020/21		2021/22	<b>lomlan</b>	<b>Lùnastal 2020</b>	<b>Faoilleach 2021</b>	<b>Lùnastal 2021</b>	£45,000	£27,000	£9,000	£9,000																						
	2020/21		2021/22																																
<b>lomlan</b>	<b>Lùnastal 2020</b>	<b>Faoilleach 2021</b>	<b>Lùnastal 2021</b>																																
£45,000	£27,000	£9,000	£9,000																																
5.1.2	<p>Nuair a chaidh am pàipear seo a' sgrìobhadh bha buidseat airson na loidhne 102022 – GLAIF Foghlam mar a leanas:</p> <table border="1"> <thead> <tr> <th></th> <th><b>Buidseat</b></th> <th><b>Commitments</b></th> <th><b>Ri chosg</b></th> </tr> </thead> <tbody> <tr> <td>2020/21</td> <td>£200,000</td> <td>£74,643.98</td> <td><b>£125,356.02</b></td> </tr> <tr> <td>2021/22</td> <td>£200,000</td> <td>£20,300</td> <td><b>£179,700</b></td> </tr> </tbody> </table>		<b>Buidseat</b>	<b>Commitments</b>	<b>Ri chosg</b>	2020/21	£200,000	£74,643.98	<b>£125,356.02</b>	2021/22	£200,000	£20,300	<b>£179,700</b>																						
	<b>Buidseat</b>	<b>Commitments</b>	<b>Ri chosg</b>																																
2020/21	£200,000	£74,643.98	<b>£125,356.02</b>																																
2021/22	£200,000	£20,300	<b>£179,700</b>																																
5.1.5	<p>Gheibhear gu h-ìosal iomradh air na suimeannan airgid a bhios air am pàigheadh a-mach às a' bhuidseat foghlaim le pròiseactan GLAIF, ma thèid aontachadh riutha uile aig na diofar ìrean (le sgaradh eadar an fheadhainn a thathar a' moladh airson aonta aig an ìre seo, agus a' bhuaidh air fad a bhiodh ann le bhith a' cur nam pròiseactan a thathar moladh airson aonta ann am prionnsapal riutha sin).</p> <p style="text-align: center;"><b>Molaidhean airson buidseat Foghlaim</b></p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">Aonta</th> <th colspan="3">Aonta + "In Principles"</th> </tr> <tr> <th><b>20/21</b></th> <th><b>21/22</b></th> <th><b>lomlan</b></th> <th><b>20/21</b></th> <th><b>21/22</b></th> <th><b>lomlan</b></th> </tr> </thead> <tbody> <tr> <td>Ri chosg</td> <td>£125,356.02</td> <td>£179,700</td> <td></td> <td>£125,356.02</td> <td>£179,700</td> <td></td> </tr> <tr> <td>Molaidhean</td> <td>£125,080.00</td> <td>£29,870</td> <td>£154,950</td> <td>£171,440.00</td> <td>£41,460</td> <td>£212,900</td> </tr> <tr> <td><b>Diofar</b></td> <td><b>£276.02</b></td> <td><b>£149,830</b></td> <td></td> <td><b>-£46,083.98</b></td> <td><b>£138,240</b></td> <td></td> </tr> </tbody> </table>		Aonta			Aonta + "In Principles"			<b>20/21</b>	<b>21/22</b>	<b>lomlan</b>	<b>20/21</b>	<b>21/22</b>	<b>lomlan</b>	Ri chosg	£125,356.02	£179,700		£125,356.02	£179,700		Molaidhean	£125,080.00	£29,870	£154,950	£171,440.00	£41,460	£212,900	<b>Diofar</b>	<b>£276.02</b>	<b>£149,830</b>		<b>-£46,083.98</b>	<b>£138,240</b>	
	Aonta			Aonta + "In Principles"																															
	<b>20/21</b>	<b>21/22</b>	<b>lomlan</b>	<b>20/21</b>	<b>21/22</b>	<b>lomlan</b>																													
Ri chosg	£125,356.02	£179,700		£125,356.02	£179,700																														
Molaidhean	£125,080.00	£29,870	£154,950	£171,440.00	£41,460	£212,900																													
<b>Diofar</b>	<b>£276.02</b>	<b>£149,830</b>		<b>-£46,083.98</b>	<b>£138,240</b>																														
5.1.6	Mar a chithear gu h-àrd, tha na molaidhean airson aonta airson a' bhuidseit foghlaim taobh a-staigh a' bhuidseat.																																		
5.1.7	Thathar an dùil fhathast gum bi airgead a' tilleadh bho Oilthigh Shrath Chluaidh airson a' pròiseict aca 1920/3003, is luach timcheall £60,000 ann an sin a dh'fhaodamaid a chur mu choinneamh pròiseactan foghlaim nuair a tha e air tilleadh, is mar sin gun urrainnear sin a chleachdadh mu choinneamh nam pròiseactan a gheibh aonta ann am prionnsapal.																																		
5.2	<b>Buaidhean air Luchd-obrach</b>																																		
	Chan eil gin ann.																																		
5.3	<b>Buaidhean air Trèanadh</b>																																		
	Chan eil gin ann.																																		

Seisean Fosgailte  
Cuspair 11.5 – PT2

5.4	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>
5.4.1	Bidh am pròiseact seo a' cur ris na h-amasan a leanas bho Phlana Corporra a' Bhùird:
5.4.2	<b>Cleachdadh na Gàidhlig</b> <ul style="list-style-type: none"> <li>• “A’ dealbh ro-innleachdan a dh’aona-ghnothach airson frithealadh air feumalachdan nan coimhearsnachdan dùthchail is nam bailtean nas motha agus airson brath a ghabhail air na cothroman a th’ ann dhaibh, feuch am bi coimhearsnachdan Gàidhlig nas làidire ann.”</li> <li>• “A’ toirt taic do bhuidhnean is daoine fa leth airson barrachd chur-seachadan, thachartasan is ghoireasan a chur air dòigh, agus feadhainn nas fheàrr, do dhaoine òga agus a’ toirt taic do dh’fheadhainn a thèid a chur air dòigh le daoine òga”</li> <li>• “A’ cur iomairtean air dòigh ann an co-bhuinn ri buidhnean poblach, prìobhaideach agus bhon treas roinn a bheir meudachadh air cleachdadh na Gàidhlig ann an àiteachan-obrach”</li> <li>• “A’ cur barrachd chothroman, is cothroman nas fheàrr, air adhart far am bi teaghlaichean a’ cleachdadh na Gàidhlig anns an dachaigh aca”</li> </ul>
5.4.3	<b>Ionnsachadh na Gàidhlig</b> <ul style="list-style-type: none"> <li>• “Ag obair còmhla ri buidhnean de phàrantan is buidhnean buntainneach gus fàs a thoirt air FtG”</li> <li>• “A’ cur iomairtean air dòigh le luchd-compàirt gus barrachd taic a thoirt do theaghlaichean nuair a tha a’ chlann aca aig ìre nan tràth-bhliadhnaichean”</li> <li>• “A’ toirt taic do chothroman dreuchdail agus ionnsachadh proifeiseanta airson luchd-obrach proifeiseanta is luchd-obrach taice a tha ag obair ann am foghlam, agus a’ dèanamh sanasachd air na cothroman is air an ionnsachadh sin”</li> </ul>
5.4.4	<b>A’ cur air adhart na Gàidhlig</b> <ul style="list-style-type: none"> <li>• “Ag obair còmhla ri luchd-compàirt airson iomairtean a dhealbhadh is a chur an gnìomh a bheir taic do dh’ionnsachadh is cleachdadh na Gàidhlig”</li> </ul>

5.5 **Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	AR LUACHAN
Fòcas air a bhith a’ cruthachadh dùthaich nas soirbheachaile le cothroman do dh’Alba air fad soirbheachadh tro bhith a’ cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach	’S e comann-sòisealta a th’ annainn a tha a’ dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a’ toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach

**AR LUACHAN BUILEAN NÀISEANTA**

Còraichean daonna	<input type="checkbox"/>	Clann	<input checked="" type="checkbox"/>
Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>

Seisean Fosgailte  
Cuspair 11.5 – PT2

Gnothachasan soirbheachail is ùr-ghnàthach	<input type="checkbox"/>		
5.6	<b>Buidhean air Cliù</b>		
	Mura a toir am Bòrd-stiùiridh taic dhan phròiseact, dh'fhaodadh nach tèid e air adhart agus mar sin gum biodh 5 neach-obrach a' call an dreuchdan agus gum bhiodh buidhnean tràth-bhliadhnaichean air a' Ghàidhealtachd a' call seirbheis riatanach is a' dùnadh cuideachd, agus bheireadh seo droch bhuaidh air cliù a' Bhùird.		
5.7	<b>Buidhean air Slàinte is Sàbhailteachd</b>		
	Chan eil gin ann.		
5.8	<b>Buidhean Laghail</b>		
	Chan eil gin ann.		
5.9	<b>Buidhean air Co-ionannachd</b>		
	Chan eil gin ann.		

Seisean Fosgailte  
Cuspair 11.5 PT3

<b>A' freagairt ri</b>	Am Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	26/05/2020
<b>Àite:</b>	Aig astar
<b>Nì a' chlàr-ghnothaich</b>	11.5

<b>Tìotal a' Phàipeir</b>	Maoin Taic COVID-19	
<b>Moladh do Bhuill</b>	Ri aontachadh	
<b>Neach-labhairt:</b>	Steven Kellow, Oifigear Maoinachaidh is Phròiseactan	
<b>Air ullachadh le:</b>	Steven Kellow, Oifigear Maoinachaidh is Phròiseactan	
<b>Cùrsa Riaghlaidh airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba-stiùiridh	19/5/2020	Ri aontachadh
<b>1</b>	<b>Adhbhar</b>	
1.1	A' sireadh aonta a' Bhùird-stiùiridh airson amas Maoin ann an loidhne-bhuidseat atharrachadh bho Mhaoin Co-obrachaidh gu Maoin Taic COVID-19.	
<b>2.</b>	<b>Cùl-fhiosrachadh</b>	
2.1	Thòisich cuingealachaidhean COVID-19 anns an Rìoghachd Aonaichte air an 16mh den Mhàrt, agus bhon uair sin tha iad air a bhith air an teannachadh gus a bheil e neo-cheadaichte airson cuid de thachartasan is phròiseactan a tha am Bòrd a mhaoineachadh a ruith.	
2.2	Chuir oifigearan a' Bhùird fios a-mach gu poblach air 17mh den Mhàirt a thaobh poileasaidh gus taic a chumail ri bhuidhnean leis na cosgaisean aca ma thèid tachartasan a chur air ais no a chur dheth air sgàth COVID-19.	
2.3	Tha £100,000 ann am buidseat 2020/21 airson Maoin Co-obrachaidh a ruith a bhios a' cur taic ri phròiseactan a thèid a libhrigeadh ann an com-pàirteachas eadar diofar bhuidhnean libhrigidh com-pàirteach aig Bòrd na Gàidhlig.	
2.4	Leis nach bi e comasach do chuid de thachartasan agus pròiseactan a bhiodh freagarrach airson na Maoin Co-obrachaidh a ruith air sgàth COVID-19, tha am pàipear seo ann gus an tèid am feum as fheàrr a dhèanamh leis an airgead a thaobh luach an airgid is buaidh a thaobh na Gàidhlig.	
2.5	Tha còmhraidhean air a bhith ann eadar oifigearan a' Bhùird is buidhnean com-pàirteach agus buidhnean eile is iad a' cur fàilte air cothroman gus an obair aca atharrachadh is neartachadh anns an t-suidheachadh anns a bheil iad.	
<b>3.</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
3.1	Thathar a' moladh nach tèid a' Mhaoin Co-obrachaidh a ruith am-bliadhna mar a bhathar an dùil, agus na h-àite gum biodh Maoin Taic COVID ann.	
3.2	Bidh an sgeama taic-airgid Maoin Taic COVID gu sònraichte ag amas air taic a chumail ri bhuidhnean a tha libhrigeadh obair tro mheadhan na Gàidhlig le a bhith a' leasachadh agus a' dìon na h-obrach aca fhad 's a tha cuingealachaidhean ann a thaobh gluasad no cruinneachadh air sgàth COVID-19.	
3.3	Thathar ag amas gum bi dà phrìomhachas aig an sgeama:	

Seisean Fosgailte  
Cuspair 11.5 PT3

	<ul style="list-style-type: none"> <li>• Taic a chumail ri bhuidhnean a tha libhrigeadh obair Ghàidhlig airson leasachadh luchd-obrach no leasachadh nan dòighean-obrach aca</li> <li>• Taic a chumail ri phròiseactan no iomairtean a chuireas taic ri cleachdadh na Gàidhlig am measg choimhearsnachdan fhad 's a tha cuingealachaidhean ann, no às dèidh sin</li> </ul>		
3.4	Bidh pròiseactan air am measadh a rèir na buaidh a bhios ann don bhuidhinn agus don choimhearsnachd Gàidhlig air fad, agus cuideachd a rèir na dìleib a bhios aige as dèidh don t-suidheachadh a thaobh COVID-19 fàs nas fheàrr.		
3.5	Bidh an taic seo feumail ann an iomadh dhòigh do na buidhnean seo, is e a' ciallachadh gu bheil iad air stèidh nas fheàrr gus cothroman a ghabhail a chuireas taic ri coimhearsnachdan Gàidhlig san eadar-ama nuair a tha cuingealachaidhean ri linn COVID-19 ann agus san àm ri teachd.		
<b>4.</b>	<b>Moladh</b>		
4.1	Gun tèid £100,000 sa bhuidseat airson na Maoin Co-obrachaidh a-nis a chleachdadh airson Maoin COVID.		
4.2	Gum bi cead aig an Sgioba-stiùiridh sàbhalaidhean airgid ann an loidhnichean-buidseat leasachaidh eile a ghluasad don loidhne Maoin COVID airson taic a chumail ri ma tha barrachd iarrtasan freagarrach ann na th' ann dè bhuidseat.		
<b>5.</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>		
5.1	<b>Buidhean air Ionmhas</b>		
5.1.1	Leis gum bi am moladh seo a' cleachdadh airgead a th' anns a bhuidseat a-cheana, cha bhi seo a' cosg tuilleadh airgid.		
5.1.2	Ma tha fo-chosg ann an loidhnichean-buidseat eile, bidh seo a' cuideachadh a' Bhùird le bhith cur an airgid sin gu feum.		
5.2	<b>Buidhean air Luchd-obrach</b>		
	Chan eil gin ann.		
5.3	<b>Buidhean air Trèanadh</b>		
	Chan eil gin ann.		
5.4	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>		
5.4.1	San fharsaingeachd, leis nach bi an uiread de phròiseactan is tachartasan ann am-bliadhna air sgàth COVID-19, bidh sin a' ciallachadh nach tèid an aon uiread de ghnìomhan a' Phlana Chorporra a choileanadh leis na buidhnean a tha sinn a' maoineachadh.		
5.5	<b>Ceanglaichean ris an Fhrèam-obrach Coileanadh Nàiseanta</b>		
<b>AR N-ADHBHAR</b>			
<b>AR LUACHAN</b>			
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar slugh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		
<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
Còraichean daonna	<input type="checkbox"/>	Clann	<input checked="" type="checkbox"/>



Seisean Fosgailte Cuspair  
11.5 PT3

Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
Àrainneachd	<input checked="" type="checkbox"/>	Bochdainn	<input checked="" type="checkbox"/>
Slàinte	<input checked="" type="checkbox"/>	Eadar-nàiseanta	<input checked="" type="checkbox"/>
Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
Gnothachasan soirbheachail is ùr- ghnàthach	<input checked="" type="checkbox"/>		
5.6	<b>Buidhean air Cliù</b>		
5.6.1	Bidh an obair a tha am Bòrd a dhèanamh gus taic a chumail ri buidhnean agus coimhearsnachdan tron mhaoin seo a' cur ri cliù na buidhne.		
5.7	<b>Buidhean air Slàinte is Sàbhailteachd</b>		
	Chan eil gin ann.		
5.8	<b>Buidhean Laghail</b>		
	Bidh na phròiseactan a thèid a mhaoineachadh tron mhaoin seo a' cuideachadh Bòrd na Gàidhlig ann a bhith libhrigeadh dleasan a th' air a' bhuidhinn fo Achd na Gàidhlig (Alba) 2005.		
5.9	<b>Buidhean air Co-ionannachd</b>		
	Chan eil gin ann.		

Seisean Fosgailte  
Cuspair 11.6

<b>A' freagairt ri</b>	Am Bòrd Stiùiridh
<b>Ceann-latha na Coinneimh</b>	26/05/2020
<b>Àite:</b>	Air loidhne
<b>Nì a' Chlàir-ghnothaich</b>	11.6

<b>Tìotal a' Phàipeir</b>	Aithisg Ionmhais gu 30 Giblean 2020	
<b>Moladh do Bhuill</b>	Airson Fiosrachadh	
<b>Neach labhairt:</b>	Ailig Greumach	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba Stiùiridh	12/05/2020	Airson Fiosrachadh
<b>Pàipear-taice air a cheangal ris</b>	Paipear Taic 1 - Aithisg Ionmhais 30.04.2020	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Fiosrachadh a thoirt dhan a' Bhòrd-stiùiridh mu suidheachadh an ionmhais airson a mhìos gu 30 Giblean 2020.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	'Se amas a phàipear seo an aithisg ionmhais a thoirt do na Buill gu 30 Giblean 2020 (mìos 1 a mach à 12).	
<b>2.2</b>	Chaidh buidseat na bliadhna 2020-21 aontachadh san Fhaoilleach 2020 le prìomh fhigearan mar leanas:	
	Teachd-a-steach:	<b>£m</b>
	Tabhartas-gus-Cuideachadh [Grant-in-Aid]	5.179
	Teachd-a-steach eile (CnP)	0.100
	<b>IOMLAN</b>	<b>5.279</b>
	Cosgaisean:	
	Leasachadh	3.770
	Cosgaisean Ruith	1.509
	<b>IOMLAN</b>	<b>5.279</b>
<b>2.2</b>	Tha Tabhartas-gus-Cuideachadh air a dhearbhadh airson 2020-21.	
<b>2.3</b>	Bho chaidh am buidseat seo aontachadh tha an galar Covid-19 air tuiteam air an dùthaich (agus an t-saoghal). Bidh buaidh nach urrain a thomhais an dràsta aig seo air obair Bhòrd na Gàidhlig, agus nas fhaide air adhart sa bhliadhna feumar coimhead ri buidseatan agus an ùrachadh ann an solus an fhiosrachadh an uairsean.	
	An dràsta tha e san amharc an leirmheas a dhèanamh san Ogmhios air a bhuidseat, ma bhios sin freagarrach agus comasach.	

Seisean Fosgailte  
Cuspair 11.6

	<b>Geàrr-iomradh</b>	<b>Expenditure</b>	<b>Budget</b>	<b>Variance</b>	<b>Annual</b>
	<b>30 Giblean 2020</b>	<b>Year</b>	<b>Year</b>	<b>Year</b>	<b>Annual</b>
		<b>to Date</b>	<b>to Date</b>	<b>to Date</b>	<b>Budget</b>
	<b>Geàrr-iomradh</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>
	Leasachadh - Cleachdadh	0.218	0.372	(0.154)	1.667
	Leasachadh - Ionnsachadh	0.100	0.240	(0.140)	1.760
	Leasachadh - Brosnachadh	0.100	0.120	(0.020)	0.343
	Leasachadh – IOMLAN	0.418	0.732	(0.314)	3.770
	Cosgaisean Ruith	0.090	0.126	(0.036)	1.509
	<b>IOMLAN</b>	<b>0.508</b>	<b>0.858</b>	<b>(0.350)</b>	<b>5.279</b>
	<b>Teachd-a-steach:</b>				
	Tabhartas gus Cuideachadh				5.179
	Teachd-a-steach eile (CnP etc)				0.100
	<b>IOMLAN</b>				<b>5.279</b>
	<b>Notaichean</b>				
	1. Banca aig 30/04/2020	<u>£0.514m</u>			
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>				
<b>3.1</b>	<p>Aig an t-àm seo, le figearan air aon mhios an ri làimh agus suidheachadh gu tur neo-àbhaisteach ann, chan ujrain co-dhùnadh neartmhor a tharraing bhon fhiosrachadh. Tha e soillear gu bheil cosgaisean air tuiteam air deireadh a bhuidseat, leis gu bheil oifisean a' Bhùird agus cuibhreann mòr do na buidhnean ris a bheil sinn a deiligidh fo bhuidhean Covid-19.</p> <p>Tha buaidh nas motha aig seo air Leasachadh na th'aig air Cosgaisean Ruith, far a bheil an earran as motha ann an tuarastail. Tha cosgaisean siubhail sìos glè mhòr agus tha timcheall air £3k air bhì air chosg air rudan mar uidheamachd ICT co-cheangailte ri obair bhon dachaidhean.</p> <p>Air an t-àm seo, chan urrain beachd sam bi a thoirt air ciamar a thionndaidheas gnothaichean a mach airson na bliadhna</p>				
<b>4.0</b>	<b>Moladh</b>				
<b>4.1</b>	Thathas ag iarraidh air Buill beachdachadh air an aithisg seo agus toirt fa-near an fhiosrachadh.				
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>				
<b>5.1</b>	<b>Buidhean air Ionmhas</b>				
	Buidhean air buidseatan a rèir na tha air ainmeachadh gu h-àrd.				
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>				
	Chan eil gin ann.				

## Seisean Fosgailte

## Cuspair 11.6

<b>5.3</b>	<b>Buaidhean air Trèanadh</b>		
	Chan eil gin ann.		
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>		
	Tha am pàipear seo a toirt taic dhan Bhòrd ann an coileanadh nan amasan airson na bliadhna.		
<b>5.5</b>	<b>Buaidhean air Cliù</b>		
	<b>AR N-ADHBHAR</b>	<b>AR LUACHAN</b>	
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus inghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>		
	Còraichean daonna	<input type="checkbox"/>	Clann <input type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan <input type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn <input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-Nàiseanta <input type="checkbox"/>
	Foghlam	<input type="checkbox"/>	Eaconamaidh <input checked="" type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach	<input type="checkbox"/>	
<b>5.6</b>	<b>Buaidhean air Slàinte is Sàbhailteachd</b>		
	Chan eil gin ann.		
<b>5.7</b>	<b>Buaidhean Laghail</b>		
	Chan eil gin ann.		
<b>5.8</b>	<b>Buaidhean air Co-ionannachd</b>		
	Chan eil gin ann.		

<b>Bòrd Reports</b>	<b>Current</b>	<b>Expenditure</b>	<b>Budget</b>		<b>Annual</b>
<b>30 April 2020</b>	<b>Month</b>	<b>to date</b>	<b>to date</b>	<b>Variance</b>	<b>Budget</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Development Expenditure</b>					
<b>Gaelic Usage</b>					
An Commun - Local Mòds Delivery	2,500	2,500	2,500	-	5,000
Hubs - An Tosgan Rent & Costs	-	-	6,250	(6,250)	25,000
Feisean nan Gàidheal - Contribution to Core Costs	-	-	15,300	(15,300)	30,600
Feisean nan Gaidheal - Sgoil Samhraidh Drama	-	-	10,000	(10,000)	20,000
Feisean na Gaidheal - Song Writing	-	-	25,000	(25,000)	50,000
Feisean na Gaidheal -Fèis TV	-	-	5,000	(5,000)	10,000
CnL - Contribution to Core Costs	45,135	45,135	45,135	-	90,270
CnL - Gaelic Publishing Grants	34,500	34,500	34,500	-	69,000
CNAG - Iomairtean	79,050	79,050	79,050	-	316,200
CNAG - National Youth Programme	5,000	5,000	5,000	-	20,000
An Lochran - Contribution to Core Costs	-	-	7,000	(7,000)	14,000
An Lochran - Annual Programme	-	-	3,500	(3,500)	7,000
An Lochran - An Leanag Lease & Service costs	1,142	1,142	-	1,142	480
ICCI - Gaelic Usage Programme	7,625	7,625	7,625	-	30,500
Tobar An Dualchais - Contribution to Core Costs	-	-	-	-	18,750
Canan - FilmG	-	-	19,000	(19,000)	19,000
Ceòlas - Sgoil Shamhraidh	4,400	4,400	5,000	(600)	10,000
Ceòlas - Tachartasan	-	-	5,000	(5,000)	10,000
Acair - Contribution to Core Costs	-	-	13,770	(13,770)	27,540
Theatre gu Leor - Contribution to Core Costs	-	-	22,185	(22,185)	44,370
Theatre gu Leor - Creative Learning Programme	-	-	5,750	(5,750)	11,500
Collaboration Fund	1,140	1,140	-	1,140	80,000
GLAIF- Gaelic Language Plans Support - Usage	9,600	9,600	15,000	(5,400)	350,000
GLAIF- Gaelic Language Plans Support - Iomairtean	12,400	12,400	-	12,400	82,065
Taic Freumhan Coimhearsnachd	4,075	4,075	40,000	(35,925)	168,500
Colmille	9,900	9,900	-	9,900	80,000
Gaelic Arts Projects	700	700	-	700	25,000
Discretionary National Gaelic Language Plan Projects	-	-	-	-	2,000
Corpus Development	-	-	-	-	50,000
<b>Total - Gaelic Usage</b>	<b>217,167</b>	<b>217,167</b>	<b>371,565</b>	<b>(154,398)</b>	<b>1,666,775</b>
<b>Gaelic Learning</b>					
An Seotal (Online terminology)	-	-	3,750	(3,750)	15,000
Resources; 0-5, Primary, Secondary, Adult	-	-	50,000	(50,000)	200,000
Storlann - An t-Alltan	-	-	15,000	(15,000)	60,000
Storlann - Prelims	-	-	2,500	(2,500)	10,000
Feisean nan Gaidheal - Feis Sgoil	-	-	30,000	(30,000)	60,000
CnL - Training Programme	5,500	5,500	5,500	-	11,000
Comann nam Parant (CnamP)	31,875	31,875	31,875	-	127,500
ICCI - Gaelic Tuition	12,240	12,240	12,240	-	48,960
Tobar An Dualchais - Contribution to Core Costs	-	-	-	-	6,250
Faclair na Gàidhlig - Contribution to Core Costs	38,250	38,250	38,250	-	76,500
MG Alba - Learn Gaelic	-	-	-	-	24,865
Ceòlas - GIFT	-	-	6,000	(6,000)	-
Ceòlas - Curriculum	-	-	17,850	(17,850)	35,700
Ceòlas - Clasaichean Coimhearsnachd	-	-	1,000	(1,000)	2,000
Acair - Gaelic Publishing Programme	-	-	10,000	(10,000)	20,000
GLAIF - GIFT	-	-	-	-	340,000
GLAIF - Learning	8,136	8,136	-	8,136	200,000
Early Years Support Scheme	2,160	2,160	15,750	(13,590)	189,000
Education and Learning Projects	1,848	1,848	-	1,848	90,000
Collaboration Fund	-	-	-	-	80,000
ITE Support	-	-	-	-	75,000
Data and Information Commissions	-	-	-	-	50,000
Canadian Scholarships	-	-	-	-	8,000
Teacher Recruitment Events	-	-	-	-	10,000
<b>Total - Gaelic Learning</b>	<b>100,009</b>	<b>100,009</b>	<b>239,715</b>	<b>(139,706)</b>	<b>1,739,775</b>

<b>Bòrd Reports</b>	<b>Current</b>	<b>Expenditure</b>	<b>Budget</b>		<b>Annual</b>
<b>30 April 2020</b>	<b>Month</b>	<b>to date</b>	<b>to date</b>	<b>Variance</b>	<b>Budget</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Development Expenditure</b>					
<b>Gaelic Promotion</b>					
An Commun - Contribution to Core Costs	21,675	21,675	21,675	-	43,350
An Commun -Royal National Mòd Delivery	26,250	26,250	26,250	-	52,500
Feisean nan Gaidheal - Blas Festival	-	-	10,000	(10,000)	20,000
CnL - Marketing	3,750	3,750	3,750	-	7,500
CnL - Duais Meek	1,500	1,500	1,500	-	3,000
ICCI - Contribution to Core Costs	6,375	6,375	6,375	-	25,500
Ainmean Àite na h-Alba - Contribution to Core Costs	40,800	40,800	40,800	-	81,600
Acair - Marketing	-	-	5,000	(5,000)	10,000
GLAIF - Promotion	-	-	-	-	20,000
Collaboration Fund	-	-	-	-	20,000
Marketing Campaigns & Gaelic Awards	125	125	5,000	(4,875)	80,000
<b>Total - Gaelic Promotion</b>	<b>100,475</b>	<b>100,475</b>	<b>120,350</b>	<b>(19,875)</b>	<b>363,450</b>
<b>TOTAL - DEVELOPMENT COSTS</b>	<b>417,651</b>	<b>417,651</b>	<b>731,630</b>	<b>(313,979)</b>	<b>3,770,000</b>
<b>Operating Costs</b>					
<b>Operating Budgets</b>					
Salaries & E'er NI	71,062	71,062	78,138	(7,076)	937,654
Pension Costs	11,039	11,039	12,798	(1,759)	153,577
Property, Rent & Service Charge	585	585	6,188	(5,603)	74,234
Shared Services	-	-	1,250	(1,250)	15,000
Travel, subsistence & hospitality	1,276	1,276	6,082	(4,806)	72,938
Staff training & recruitment	1,254	1,254	1,832	(578)	22,000
Communications	-	-	2,913	(2,913)	35,000
IT Costs	2,719	2,719	7,194	(4,475)	86,323
Audit & Accounts	1,530	1,530	2,486	(956)	29,834
Professional Fees	635	635	3,307	(2,672)	39,680
Translation Costs	-	-	2,500	(2,500)	30,000
Annual Report	-	-	583	(583)	7,000
Printing, Post & Stationery	104	104	247	(143)	2,970
Sundry	-	-	232	(232)	2,790
<b>Operating Costs Total</b>	<b>90,203</b>	<b>90,203</b>	<b>125,750</b>	<b>(35,547)</b>	<b>1,509,000</b>
<b>Board Totals</b>					
<b>TOTAL</b>	<b>507,854</b>	<b>507,854</b>	<b>857,380</b>	<b>(349,526)</b>	<b>5,279,000</b>

Seisean Fosgailte  
Cuspair 12.1 PA

<b>A' freagairt ri</b>	Am Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	26/05/2020
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	12.1

<b>Tìotal a' Phàipeir</b>	Ro-innleachd Rianachd Mhì-chinntean (Risk Management Strategy)	
<b>Moladh do Bhuill</b>	Ri Aontachadh	
<b>Neach labhairt:</b>	Shona NicIllinnein	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba-stiùiridh Comataidh Sgrùdaidh is Dearbhachd	29/04/2020 07/05/2020	Ri Aontachadh Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	PT1 – Ro-innleachd Rianachd Mhì-Chinntean	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Tha am pàipear seo airson gun tèid aonta a chur ri ùrachadh na Ro-innleachd Rianachd Mhì-Chinntean.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	Chaidh an ro-innleachd aontachadh leis a' Chomataidh Sgrùdaidh is Dearbhachd agus an uair sin leis a' Bhòrd-stiùiridh (BnG-03-1819-07).	
<b>2.2</b>	Chaidh sgrùdadh a dhèanamh air na siostaman airson smachd a chumail air mì-chinntean le luchd in-sgrùdaidh Wylie Bissett mar phàirt den obair aca ann an 2019-20. Bha molaidhean aca airson leasachadh san ro-innleachd agus tha na h-atharrachaidhean san ro-innleachd a' freagairt air na molaidhean aca.	
<b>2.3</b>	Bheachdaich a' Comataidh Sgrùdaidh is Dearbhachd air an ro-innleachd ùr aig a' choinneimh aca air 07/05/2020 is bha molaidhean aca a tha a-nise san ro-innleachd.	
<b>2.4</b>	Tha na h-atharrachaidhean uile air a chomharrachadh.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Tha an ro-innleachd a-nise a' comharrachadh ìre miann a thaobh mì-chinntean (risk appetite), dè na dleastanasan a th' air buill a' bhùird-stiùiridh, Comataidh Sgrùdaidh is Dearbhachd, agus air oifigearan; agus fiosrachadh mun chlàr mì-chinntean gnìomhach (operational risk register).	
<b>3.2</b>	Leis gun deach ùrachadh a dhèanamh air an ro-innleachd, tha seo a' coileanadh dleastanas a thaobh ùrachadh air an ro-innleachd a bu chòir a bhith a' tachairt gach bliadhna.	

Seisean Fosgailte  
Cuspair 12.1 PA

<b>4.0</b>	<b>Moladh</b>																																				
<b>4.1</b>	Aire a thoirt don fiosrachadh sa phàipear seo.  Aonta a thoirt don phàipear agus ga mholadh dhan bhòrd-stiùiridh.																																				
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>																																				
<b>5.1</b>	<b>Buidhean air Ionmhas</b> Cha bhi buaidh air ionmhas.																																				
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b> Cha bhi buaidh air luchd-obrach																																				
<b>5.3</b>	<b>Buidhean air Trèanadh</b> Bu chòir do bhuill a' bhùird-stiùiridh is stiùirichean a bhith ga leughadh agus ga thuigsinn.																																				
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b> Tha am fiosrachadh seo a' cur ris an amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.																																				
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>																																				
	<table border="1"> <thead> <tr> <th colspan="2">AR N-ADHBHAR</th> <th colspan="2">AR LUACHAN</th> </tr> </thead> <tbody> <tr> <td colspan="2">Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach</td> <td colspan="2">'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach</td> </tr> <tr> <th colspan="4">AR LUACHAN BUILEAN NÀISEANTA</th> </tr> <tr> <td>Còraichean daonna</td> <td><input type="checkbox"/></td> <td>Clann</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Cultar</td> <td><input type="checkbox"/></td> <td>Coimhearsnachdan</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Àrainneachd</td> <td><input type="checkbox"/></td> <td>Bochdainn</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Slàinte</td> <td><input type="checkbox"/></td> <td>Eadar-nàiseanta</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Foghlam</td> <td><input type="checkbox"/></td> <td>Eaconamaidh</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Gnothachasan soirbheachail is ùr-ghnàthach</td> <td><input checked="" type="checkbox"/></td> <td></td> <td></td> </tr> </tbody> </table>	AR N-ADHBHAR		AR LUACHAN		Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		AR LUACHAN BUILEAN NÀISEANTA				Còraichean daonna	<input type="checkbox"/>	Clann	<input type="checkbox"/>	Cultar	<input type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>	Foghlam	<input type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
AR N-ADHBHAR		AR LUACHAN																																			
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach																																			
AR LUACHAN BUILEAN NÀISEANTA																																					
Còraichean daonna	<input type="checkbox"/>	Clann	<input type="checkbox"/>																																		
Cultar	<input type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>																																		
Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>																																		
Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>																																		
Foghlam	<input type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>																																		
Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>																																				
<b>5.6</b>	<b>Buidhean air Cliù</b> Mura robh ro-innleachd mar seo aig a' bhuidhinn, dh'fhaodadh gun tigeadh droch chliù oirre.																																				
<b>5.6</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b> Cha bhi buaidh air slàinte is sàbhailteachd.																																				
<b>5.7</b>	<b>Buidhean Laghail</b> Cha bhi buaidh laghail ann.																																				
<b>5.8</b>	<b>Buidhean air Co-ionannas</b> Cha bhi buaidh air co-ionannas.																																				



**Annex 1****BÒRD NA GÀIDHLIG  
RISK MANAGEMENT STRATEGY****1. INTRODUCTION**

- 1.1 The management of risk involves the identification and evaluation of uncertainties and opportunities associated with the delivery of agreed objectives. These uncertainties and opportunities can be internal or external to the organisation.
- 1.2 Risk management can operate at many organisational levels. At the top level, strategic risk management focuses on the delivery of long term corporate objectives, most commonly set out in Corporate and ~~Business~~ Operational Plans. Tactical and delivery risks will relate to annual operational plans and to specific project and activity plans respectively.
- 1.3 Risk management processes set out the organisation's planned responses to these uncertainties and untested opportunities in delivering our objectives. Risk management is focused on working to support achievement of goals and objectives. Through our risk management processes we seek to identify the key uncertainties that may adversely impact on our delivery, and identify the steps that we plan to take in moderating those uncertainties. We also seek to evaluate opportunities that present themselves to us, consider their potential benefits and consequences, and determine whether to pursue those options further.
- 1.4 Those responsible for overseeing delivery of objectives need to establish their risk appetite – the extent to which they are willing to accept a degree of uncertainty around strategic, tactical and operational objectives, and the degree of work which needs to be focused more on reducing the levels of uncertainty associated with delivery. Our risk management approach seeks to support the evaluation of risk, the potential to reduce or mitigate these risks, and determine whether remaining or residual levels of risk are acceptable.

**2. STRATEGIC RISK MANAGEMENT**

- 2.1 Risk Management in Bòrd na Gàidhlig is led from the strategic level. The organisation has statutory responsibility for the submission of a National Gaelic Language Plan to Scottish Ministers every five years, and we co-ordinate its delivery. The Board agrees a five-year Corporate Plan for the organisation, and establishes a strategic risk register which identifies the main risks that could impact on the achievement of the long term priorities and objectives adopted within the National and Corporate Plans. The Board, with the support of the Leadership Team, also establishes a set of mitigation actions which are focused on reducing the levels of uncertainty – whether the likelihood of a risk occurring or its impact should it occur – to acceptable levels wherever possible.
- 2.2 The Board is responsible for managing the approach to strategic risk in delivery of its long term goals and achieves this through by integrating its review of its strategic risk position as an embedded element of its regular review of Corporate Plan delivery. The status of strategic risks is assessed quarterly, and also against updates on presented by internal audit on delivery against strategic plans. Embedding these processes ensures the process of risk management remains relevant and directly linked to the process of monitoring delivery of the organisation's objectives.

2.3 The completeness of Bòrd na Gàidhlig’s risk register can be assessed at these points, as can the effectiveness of mitigation actions. Newly emerging uncertainties or opportunities and the planned approach to them can be added, while any risks which have been adequately reduced can be removed from the risk register.

2.4 Between Board meetings, the responsibility for monitoring strategic risk management and the coverage of the risk register and management action is delegated to the Board’s Audit and Risk Management Committee. They fulfill this responsibility through monitoring the risk register at their quarterly meetings and receiving updates from the Leadership Team on any exceptional new risks arising between meetings. –The Leadership Team also undertakes regular reviews of the risk register.

**3. RISK APPETITE**

3.1 Our risk appetite ~~reflects~~ underpins our overall corporate strategy, delivery of our corporate objectives and stakeholder expectations. The approach to risk management set out above establishes that Bòrd na Gàidhlig has a dynamic rather than formulaic approach to risk appetite. This is particularly evident in that we have a low risk appetite for corporate and financial matters, as befits a public body. We have an increased risk appetite in our development function, enabling us to innovate and test approaches across a wider range of situations and scenarios.

4. RISK ASSESSMENT

4.1 The arithmetic assessment of likelihood and impact before and after mitigation actions is an element of our risk management approach. However, the key determinant of risk appetite is the Board’s evaluation of the coverage of the strategic risk register and adequacy of management and mitigation responses rather than a formulaic approach to reducing risk values.

3.24.2 Risks are assessed to assert the significance of the threat and at what level the risk should be treated. Each risk is scored as high, medium or low based on the risks **Impact x Likelihood**. Impact and likelihood are scored from 1 to 5 based on the guidance tables below. Risk assessors should choose the most suitable category of impact or likelihood for each risk. Our risk registers set out a resultant risk assessment level after the potential impact of management and mitigation action.

4.33.43 The impact of a risk will depend on the size and complexity of the risk, as well as the risk appetite for the related Activity.

Score	Financial	Operational	Stakeholder	Media	People	Budget Reduction
1	No impact on our ability to deliver a balanced budget	No negative impact on our ability to deliver the service	Some stakeholder concerns but little damage to confidence	Some local; media coverage (either adverse or positive) but not leading to any influence on Bòrd na Gàidhlig’s reputation	Little impact on our staff. No adverse motivational or welfare concerns	<£3%

2	Our ability to deliver a balanced budget will be realised with minimal adjustment	There will be very minimal impact on our ability to deliver our functions	Minor damage to stakeholder confidence, mainly with short-term implications	Principally local media coverage with some national media coverage (either adverse or positive) with minor impact on Bòrd na Gàidhlig's reputation	Staff motivation affected. Minor reduction in output from staff	4% to 9%
3	Action required to ensure delivery of a balanced budget. Potential adverse impact on service delivery	There will be reduction in the ability for us to deliver our functions and there may be minor service reduction.	Moderate damage to stakeholder confidence, mainly with short-term but possibly with some longer-term implications	National media coverage (either adverse or positive) with moderate and short-term impact on Bòrd na Gàidhlig's reputation	Staff attendance rates reduced. Health issues arising. Impact on functions to deliver against plans.	10% to 14%
4	Insufficient finances available, leading to some parts of our function delivery being adversely affected	Function disruption for an extended period. Major consequences.	Major damage to stakeholder confidence - long term implications for relationship	National media coverage (either adverse or positive) with significant and medium-term impact on Bòrd na Gàidhlig's reputation	Staff leave the service. Inability for functions to meet objectives. Bòrd na Gàidhlig unable to deliver strategic priorities	15% to 25%
5	Failure to live within our means, all parts of our functions delivery will be affected, Government intervention required	Failure to deliver our functions	Total destruction of stakeholder confidence, very severe impact on re-building confidence for any future relationship	Major PR disaster, severe long-term damage to the reputation of Bòrd na Gàidhlig (or alternatively widely acclaimed media coverage with long-term positive significance for Bòrd na Gàidhlig's reputation)	Unable to deliver against corporate plan or ministerial expectations	>25%

**4.3.4** The likelihood score is an indication of how likely it is that a risk will materialise, and also includes a scale for specific change projects or new areas of work.

Score	Description
1	Very Low – Where an occurrence is improbable or very unlikely
2	Low – Where an occurrence is possible but the balance of probability is against
3	Medium - Where it is likely or probable that an incident will occur
4	High – Where it is highly likely that an incident will occur
5	Very High – Where it is almost certain that an incident will occur

43.5 Where a risk has been scored, it will achieve a score of Very High, High, Medium or Low.

Likelihood	5	L	M	H	VH	VH
	4	L	M	H	H	VH
	3	L	M	M	H	H
	2	L	L	M	M	M
	1	L	L	L	L	L
		1	2	3	4	5
		impact				

43.6 When we have assigned Risk Ratings we use the criteria below to assess the action we need to take. This forms part of our risk appetite.

<b>Very High</b>	Risk Score 20-25	Unacceptable level of risk exposure that requires immediate mitigating action and monthly monitoring
<b>High</b>	Risk Score 12-16	Unacceptable level of risk which requires controls to be put in place to reduce exposure and monthly monitoring
<b>Medium</b>	Risk Score 6-10	Controls can be put in place or the risk accepted. Subjected to quarterly monitoring.
<b>Low</b>	Risk Score 1-5	Acceptable level of risk subject to six monthly monitoring

43.7 Once a risk has been assessed it is necessary to determine the most appropriate response to managing it. There are five potential ways to manage risks. These are:

**Tolerate** - Accept the consequences of the risk should it occur. If the risk is tolerated no control measures require to be implemented and therefore the risk only requires to be monitored on quarterly basis.

**Treat** - Take action to reduce the probability and/or impact of the risk.

**Transfer** - Remove part of the risk to someone else

**Terminate** - Cease the action/activity that is causing the risk to occur if this is appropriate

**Take an opportunity** - Share the risk with a partner involved in the area of work

## 5. ROLES AND RESPONSIBILITIES

5.1 The Board is responsible for ensuring that effective arrangements are in place to provide assurance on risk management. Board members review the strategic risk register at quarterly board meetings and identify new areas of risk for the organisation.

5.2 The Audit & Assurance Committee (AAC) provides support to the Board for issues of risk management, control and governance. They review the strategic risk register at quarterly meetings, with information on increases/decreases in risks provided.

5.3 Leadership Team are responsible for continuing to develop the strategic risk register and for implementing actions identified to ameliorate risks. They are identified individually as

responsible for specific risks. They are also responsible for the development and monitoring of the operational risk register as well as implementing any identified actions, in the same way as the strategic risk register. They also should advise the Audit & Assurance Committee of any new strategic risk which arises between AAC meetings.

## 6. OPERATIONAL RISK REGISTER

6.1 The operational risk register identifies the risks to achievement of operational objectives. Risks are assessed using the same assessment system as the strategic risk register and the same principles for addressing risks are used. Again, each risk is allocated to a member of the Leadership Team who takes responsibility for it. The operational risk register is updated at the monthly Leadership Team meetings and reported to the Audit and Assurance Committee and then to the Board.

## 7. REVIEW

3.87.1 Bòrd na Gàidhlig's risk appetite will be reviewed annually and considered by the Board to check that the risk appetite remains appropriate to deliver the organisation's intended strategic aims and objectives in light of internal and external drivers and constraints.

**Shona C NicIllinnein**  
**Ceannard**  
**07.05.2020**

Seisean Fosgailte

Cuspair 12.2



<b>A' freagairt ri</b>	Am Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	26/05/2020
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	12.2

<b>Tìotal a' Phàipeir</b>	Clàr Mhì-Chinntean Ro-innleachdail	
<b>Moladh do Bhuill</b>	Ri Aontachadh	
<b>Neach labhairt:</b>	Shona C NicIlinnein / Ailig Greumach	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba-stiùiridh	13/05/2020	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	Tha Èarr-ràdh 1 – Clàr Mhì-chinntean Ro-innleachdail	
<b>1.0</b>	<b>Adhbhar/Reason</b>	
<b>1.1</b>	Tha am pàipear seo a' toirt iomradh air na mì-chinntean ro-innleachdail a dh'fhaodadh a bhith a' bualadh air obair na buidhne. Chaidh an clàr ùrachadh aig coinneamh Comataidh Sgrùdaidh is Dearbhachd air 07/05/2020.	
<b>2.0</b>	<b>Cùl-fhiosrachadh/Background</b>	
<b>2.1</b>	Bithear a' dèanamh sgrùdadh gu cunbhalach air na clàran de mhì-chinntean gach ràith aig coinneamhan a' Bhùird-stiùiridh agus coinneamhan na Comataidh Sgrùdaidh is Dearbhachd agus gach mìos aig coinneamhan den Sgioba-stiùiridh gus dèanamh cinnteach gu bheil na clàran freagarrach a thaobh nam mì-chinntean a tha air an comharrachadh agus gus beachdachadh air na gnìomhan a thathar a' dèanamh gus rian a chumail air mì-chinntean agus gus mì-chinntean a lùghdachadh.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh / Main points</b>	
<b>3.1</b>	Tha earrann ùr sa chlàr le mì-chinntean co-cheangailte ri Covid-19. Tha ceithir mì-chinntean air ainmeachadh; tha trì dhiubh ann a tha ùr agus dhà eile a bha air a' chlàr mar-thà.  Chaidh na mì-chinntean na leanas suas: 2.3 Eaconamaidh 3.1 Foghlam Gàidhlig 3.2 Foghlam Gàidhlig 3.3 Slighe gu ionnsachadh 4.3 Inbhe na Gàidhlig  Tha aon mì-chinnt air a dhol sìos: 5.3 Cliù na buidhne	
<b>4.0</b>	<b>Moladh /Recommendation</b>	
<b>4.1</b>	Thathar ag iarraidh air Buill: a) Beachdachadh air an ùrachadh mu dheireadh a chaidh a dhèanamh air a' chlàr mì-chinntean ro-innleachdail agus air a' chlàr mì-chinntean obrach.  b) Beachdachadh air mì-chinntean feuch a bheil Buill den bheachd gum bu chòir dhuinn fiosrachadh ùr a chur ris na clàran mì-chinntean  c) An aonta a chur ris na clàran mì-chinntean, a' gabhail a-steach molaidhean a thèid a dhèanamh a thaobh mì-chinntean a bharrachd nach eil air a' chlàr an-dràsta.	

Seisean Fosgailte

Cuspair 12.2

<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>
<b>5.1</b>	<b>Buidhean air Ionmhas</b>
	n/a
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>
	n/a
<b>5.3</b>	<b>Buidhean air Trèanadh</b>
	n/a
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>
	Amas a' Phlana Chorporra 4: Gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.
<b>5.5</b>	<b>Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta</b>
	n/a
<b>5.6</b>	<b>Buidhean air Cliù</b>
	n/a
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>
	n/a
<b>5.8</b>	<b>Buidhean Laghail</b>
	n/a
<b>5.9</b>	<b>Buidhean air Co-ionannas</b>
	n/a

**STRATEGIC RISK REGISTER**

Seisean Fosgailte  
Cuspair 12.2

Risk Ref. No.	Risk Description	Consequence of Risk (if the risk was to materialise, list the things that could happen)	Control Measures in Place (Using the consequences as a reference, list what needs to be put in place to minimise the impact of the risk)	Action Tolerate / Treat / Transfer / Terminate / Take an Opportunity	Date Identified	When control last reviewed	Current Risk Assessment			Previous Risk Rating	Risk Movement	Unmitigated Risk Score			Risk Owner
							Impact	Probability	Risk Rating			Impact	Probability	Risk Rating	

**1. Covid-19**

1.1	<b>Impact of Covid-19 on elderly</b>	Loss of substantial part of the generation of fluent Gaelic speakers with a richness of vocabulary and cultural knowledge, leading to an impoverished language base.	Ensuring that immediate work is done to maximise virtual contact between elderly and young people	<b>Treat:</b> With partners, encourage cross-generation communications to reduce elderly isolation and increase language transfer.	Mar 2020	April 2020	3	4	12	NEW	-	4	3	12	Director of Language Planning and Community Developments
1.2	<b>Downturn in the economy, leading to reducing public funds and greater need for funding in critical care services (was 4.2 in previous register)</b>	Less funding available for Gaelic development	Ensuring that Best Value is a key consideration in how Bòrd na Gàidhlig operates	<b>Treat:</b> Bòrd na Gàidhlig continues to operate on Best Value principles. <b>Tolerate</b> Prepare high-level scenarios based on development priorities in case of reduced funding <b>Take an opportunity</b> Collaborate with other public sector organisations to increase shared service options and consider increased collaborative working	April 2019	April 2020	4	4	16	12	↑	4	4	16	Head of Finance
1.3	<b>Partners unable to deliver projects (funded by BnG)</b>	Reduced activity in Gaelic; reduced ability to deliver BnG strategic priorities.	Collaboration with partners to discuss and develop alternatives.	<b>Treat</b> Continue regular communication with main funded organisations. <b>Take an opportunity</b> Consider, with partners, alternatives or new developments to support delivery of Gaelic services.	April 2020	April 2020	4	3	12	NEW	-	4	4	16	Director of Language Planning and Community Developments
1.4	<b>Loss of staff due to illness</b>	Reduced ability to carry out BnG's work and impact on staff morale.	Programme of support for staff in working from home.	<b>Treat</b> Review organisational priorities. Ensure wellbeing is a priority for staff and board.	Mar 2020	April 2020	4	3	12	NEW	-				Ceannard

<b>Very High</b>	Risk Score 20-25	Unacceptable level of risk exposure that requires immediate mitigating action and monthly monitoring
<b>High</b>	Risk Score 12-16	Unacceptable level of risk which requires controls to be put in place to reduce exposure and monthly monitoring
<b>Medium</b>	Risk Score 6-10	Controls can be put in place or the risk accepted. Subjected to quarterly monitoring.
<b>Low</b>	Risk Score 1-5	Acceptable level of risk subject to six monthly monitoring

Once a risk has been assessed it is necessary to determine the most appropriate response to managing it. There are five potential ways to manage risks. These are:  
**Tolerate** - Accept the consequences of the risk should it occur. If the risk is tolerated no control measures require to be implemented and therefore the risk only requires to be monitored on quarterly basis.  
**Treat** - Take action to reduce the probability and/or impact of the risk.  
**Transfer** - Remove part of the risk to someone else  
**Terminate** - Cease the action/activity that is causing the risk to occur if this is appropriate  
**Take an opportunity** - Share the risk with a partner involved in the area of work

Last updated:  
11.05.2020



**STRATEGIC RISK REGISTER**

Seisean Fosgailte  
Cuspair 12.2

Risk Ref. No.	Risk Description	Consequence of Risk (if the risk was to materialise, list the things that could happen)	Control Measures in Place (Using the consequences as a reference, list what needs to be put in place to minimise the impact of the risk)	Action Tolerate / Treat / Transfer / Terminate / Take an Opportunity	Date Identified	When control last reviewed	Current Risk Assessment			Previous Risk Rating	Risk Movement	Unmitigated Risk Score			Risk Owner
							Impact	Probability	Risk Rating			Impact	Probability	Risk Rating	

**2. More people are using and benefiting from Gaelic at work, at home, and in the community.**

2.1	<b>Ageing and declining traditional Gaelic-speaking communities</b>	Absence of economically active workforce will reduce ability for intergenerational transmission and usage	Ensuring that policies affecting Gaelic-speaking communities aim to retain and attract young people	<p><b>Treat:</b> Include Gaelic language in development of policies and contribute to public consultations</p> <p>Support initiatives aimed at retaining and attracting people to Gaelic speaking communities including Encourage organisations to see current home-working as an opportunity for young people to live in the islands.</p>	Nov 2019	April 2020	3	3	9	n/a	-	4	3	12	Director of Language Planning and Community Developments
2.2	<b>Scotland's Census 2021</b>	Continued decline of Gaelic speakers will negatively impact the view of the public and politicians	Encouraging Gaelic speakers to acknowledge their Gaelic skills in the census	<p><b>Tolerate:</b> Communication strategy to encourage people to acknowledge their Gaelic skills in Scotland's Census 2021.</p> <p>Communication strategy in place to prior to publication of census results</p> <p><b>Take an Opportunity</b> Engage Duolingo learners to be engaged in Census process</p>	Nov 2019	April 2020	3	3	9	n/a	-	4	3	12	Director of Language Planning and Community Developments
2.3	<b>Economy</b>	Reduced funding for public bodies will result in less spending on Gaelic	Cooperating with public bodies to encourage maintenance of support for Gaelic	<p><b>Treat:</b> Make the case for Gaelic as an economic asset</p> <p>Develop Gaelic Plans which progress essential priorities</p> <p>Use Gaelic Plans to encourage public bodies to normalise Gaelic spending in key areas such as education</p> <p><b>Take the Opportunity</b> Use the paper that was to be presented to CoHI for Gaelic as a regional transformational opportunity in other environments</p>	Nov 2019	April 2020	4	4	16	12	↑	4	4	16	Director of Language Planning and Community Developments

**3. Opportunities for people to develop their Gaelic skills at any age have increased and are more accessible**

3.1			Ensuring that there is enough people and	<b>Treat / Transfer:</b>	Nov 2019	April 2020	4	4	16	12	↑	4	5	20	
-----	--	--	--	--------------------------	----------	------------	---	---	----	----	---	---	---	----	--

<b>Very High</b>	Risk Score 20-25	Unacceptable level of risk exposure that requires immediate mitigating action and monthly monitoring	<p>Once a risk has been assessed it is necessary to determine the most appropriate response to managing it. There are five potential ways to manage risks. These are:</p> <p><b>Tolerate</b> - Accept the consequences of the risk should it occur. If the risk is tolerated no control measures require to be implemented and therefore the risk only requires to be monitored on quarterly basis.</p> <p><b>Treat</b> - Take action to reduce the probability and/or impact of the risk.</p> <p><b>Transfer</b> - Remove part of the risk to someone else</p> <p><b>Terminate</b> - Cease the action/activity that is causing the risk to occur if this is appropriate</p> <p><b>Take an opportunity</b> - Share the risk with a partner involved in the area of work</p>	Last updated: 11.05.2020
<b>High</b>	Risk Score 12-16	Unacceptable level of risk which requires controls to be put in place to reduce exposure and monthly monitoring		
<b>Medium</b>	Risk Score 6-10	Controls can be put in place or the risk accepted. Subjected to quarterly monitoring.		
<b>Low</b>	Risk Score 1-5	Acceptable level of risk subject to six monthly monitoring		

**STRATEGIC RISK REGISTER**

Seisean Fosgailte  
Cuspair 12.2

Risk Ref. No.	Risk Description	Consequence of Risk (if the risk was to materialise, list the things that could happen)	Control Measures in Place (Using the consequences as a reference, list what needs to be put in place to minimise the impact of the risk)	Action Tolerate / Treat / Transfer / Terminate / Take an Opportunity	Date Identified	When control last reviewed	Current Risk Assessment			Previous Risk Rating	Risk Movement	Unmitigated Risk Score			Risk Owner
							Impact	Probability	Risk Rating			Impact	Probability	Risk Rating	
	As consequence of budgetary pressures resulting from Covid-19 LAs do not prioritise extending Gaelic Education.	Number of children with Gaelic skills is insufficient to maintain speaker numbers	financial resources to meet demand	Working with local authorities to ensure that staff are available where they are needed.  <b>Treat / Transfer:</b> Working with colleges, universities, and training providers to ensure that their courses are delivering enough staff to meet demand.  <b>Treat</b> Continuing support for LAs on Gaelic Plan commitments and through engagement with national networks (GLAN, ADES etc.)											Director of Gaelic Education
3.2	<b>Local authorities unwilling to grow Gaelic Education</b>	Number of children with Gaelic skills is insufficient to maintain speaker numbers	Making the case (financial and educational) for Gaelic education.	<b>Treat:</b> Working with Scottish Government and local authorities to ensure there is robust supporting information for a strong case. Control Measure: Continuing support for LAs on Gaelic Plan commitments and through engagement with national networks (GLAN, ADES etc.)  <b>Take the opportunity</b> Use North Ayrshire as case study to encourage other authorities	Nov 2019	April 2020	4	4	16	12	↑	4	5	20	Director of Gaelic Education
3.3	<b>Incomplete Learning journey or Learning journey not started</b>	Fewer people fulfil potential to become fluent in Gaelic	Ensuring that Gaelic education remains a choice.  Ensuring that all children starting Gaelic education can follow it through to secondary level.  Ensuring that all adult learners who aim to become fluent have the opportunity to do so.	<b>Treat / Transfer:</b> Continuing support for LAs on Gaelic Plan commitments and through engagement with national networks (GLAN, ADES, CLAD etc.)  Continuing partnership work with LearnGaelic and national organisations such as Education Scotland and the SQA.  Dialogue with local authorities to ensure that as many young people as possible who learn Gaelic at primary school can continue this at secondary school.  <b>Take the opportunity:</b> Work with all partners to promote access to online resources for all ages of learners.  <b>Transfer:</b>	Nov 2019	April 2020	4	4	16	12	↑	5	3	15	Director of Gaelic Education

<b>Very High</b>	Risk Score 20-25	Unacceptable level of risk exposure that requires immediate mitigating action and monthly monitoring
<b>High</b>	Risk Score 12-16	Unacceptable level of risk which requires controls to be put in place to reduce exposure and monthly monitoring
<b>Medium</b>	Risk Score 6-10	Controls can be put in place or the risk accepted. Subjected to quarterly monitoring.
<b>Low</b>	Risk Score 1-5	Acceptable level of risk subject to six monthly monitoring

Once a risk has been assessed it is necessary to determine the most appropriate response to managing it. There are five potential ways to manage risks. These are:  
**Tolerate** - Accept the consequences of the risk should it occur. If the risk is tolerated no control measures require to be implemented and therefore the risk only requires to be monitored on quarterly basis.  
**Treat** - Take action to reduce the probability and/or impact of the risk.  
**Transfer** - Remove part of the risk to someone else  
**Terminate** - Cease the action/activity that is causing the risk to occur if this is appropriate  
**Take an opportunity** - Share the risk with a partner involved in the area of work

Last updated:  
11.05.2020

**STRATEGIC RISK REGISTER**

Seisean Fosgailte  
Cuspair 12.2

Risk Ref. No.	Risk Description	Consequence of Risk (if the risk was to materialise, list the things that could happen)	Control Measures in Place (Using the consequences as a reference, list what needs to be put in place to minimise the impact of the risk)	Action Tolerate / Treat / Transfer / Terminate / Take an Opportunity	Date Identified	When control last reviewed	Current Risk Assessment			Previous Risk Rating	Risk Movement	Unmitigated Risk Score			Risk Owner
							Impact	Probability	Risk Rating			Impact	Probability	Risk Rating	
				Ensure that there is strategic lead to ensure that learners have facilities to take them to fluency.											

Very High	Risk Score 20-25	Unacceptable level of risk exposure that requires immediate mitigating action and monthly monitoring
High	Risk Score 12-16	Unacceptable level of risk which requires controls to be put in place to reduce exposure and monthly monitoring
Medium	Risk Score 6-10	Controls can be put in place or the risk accepted. Subjected to quarterly monitoring.
Low	Risk Score 1-5	Acceptable level of risk subject to six monthly monitoring

Once a risk has been assessed it is necessary to determine the most appropriate response to managing it. There are five potential ways to manage risks. These are:  
**Tolerate** - Accept the consequences of the risk should it occur. If the risk is tolerated no control measures require to be implemented and therefore the risk only requires to be monitored on quarterly basis.  
**Treat** - Take action to reduce the probability and/or impact of the risk.  
**Transfer** - Remove part of the risk to someone else  
**Terminate** - Cease the action/activity that is causing the risk to occur if this is appropriate  
**Take an opportunity** - Share the risk with a partner involved in the area of work

Last updated:  
11.05.2020

**STRATEGIC RISK REGISTER**

Seisean Fosgailte  
Cuspair 12.2

Risk Ref. No.	Risk Description	Consequence of Risk (if the risk was to materialise, list the things that could happen)	Control Measures in Place (Using the consequences as a reference, list what needs to be put in place to minimise the impact of the risk)	Action Tolerate / Treat / Transfer / Terminate / Take an Opportunity	Date Identified	When control last reviewed	Current Risk Assessment			Previous Risk Rating	Risk Movement	Unmitigated Risk Score			Risk Owner
							Impact	Probability	Risk Rating			Impact	Probability	Risk Rating	

**4. More people in Scotland are positive about Gaelic language and culture-**

4.1	<b>Gaelic does not maintain a positive image</b>	People less inclined to be involved with or learn the language	Ensuring the success of Gaelic in Scotland's towns and cities is highlighted.  Highlighting the value of the language to traditional Gaelic-speaking communities.  Countering negative messages and misinformation.	<b>Treat:</b> Having an active communication strategy to publicise the successes and counter misinformation.  <b>Transfer</b> Encourage others to maximise good news stories about Gaelic	Nov 2019	April 2020	4	4	16	n/a	-	5	4	20	Ceannard
4.2	<b>Politicisation of the language</b>	Support for Gaelic becomes polarised along political party lines.	Continuing dialogue with all political parties on a non-partisan basis.	<b>Treat:</b> Ensuring Gaelic is not drawn into a partisan position.	Nov 2019	April 2020	4	3	12	n/a	-	4	4	16	Ceannard
4.3	<b>Gaelic not seen as important</b>	Public and political support for Gaelic eroded	Normalising Gaelic within Scottish life	<b>Treat:</b> Emphasise the social and economic worth of Gaelic to Scotland	Nov 2019	April 2020	4	4	16	12	↑	4	4	16	Ceannard

<b>Very High</b>	Risk Score 20-25	Unacceptable level of risk exposure that requires immediate mitigating action and monthly monitoring
<b>High</b>	Risk Score 12-16	Unacceptable level of risk which requires controls to be put in place to reduce exposure and monthly monitoring
<b>Medium</b>	Risk Score 6-10	Controls can be put in place or the risk accepted. Subjected to quarterly monitoring.
<b>Low</b>	Risk Score 1-5	Acceptable level of risk subject to six monthly monitoring

Once a risk has been assessed it is necessary to determine the most appropriate response to managing it. There are five potential ways to manage risks. These are:  
**Tolerate** - Accept the consequences of the risk should it occur. If the risk is tolerated no control measures require to be implemented and therefore the risk only requires to be monitored on quarterly basis.  
**Treat** - Take action to reduce the probability and/or impact of the risk.  
**Transfer** - Remove part of the risk to someone else  
**Terminate** - Cease the action/activity that is causing the risk to occur if this is appropriate  
**Take an opportunity** - Share the risk with a partner involved in the area of work

Last updated:  
11.05.2020

**STRATEGIC RISK REGISTER**

Seisean Fosgailte  
Cuspair 12.2

Risk Ref. No.	Risk Description	Consequence of Risk (if the risk was to materialise, list the things that could happen)	Control Measures in Place (Using the consequences as a reference, list what needs to be put in place to minimise the impact of the risk)	Action Tolerate / Treat / Transfer / Terminate / Take an Opportunity	Date Identified	When control last reviewed	Current Risk Assessment			Previous Risk Rating	Risk Movement	Unmitigated Risk Score			Risk Owner
							Impact	Probability	Risk Rating			Impact	Probability	Risk Rating	

**5. Bòrd na Gàidhlig continues to develop how it grows**

1	<b>Reduced Scottish Government Funding due to Covid-19</b>  (moved to 1.2)	Bòrd na Gàidhlig is unable to fulfil its commitments.	Ensuring that Best Value is a key consideration in how Bòrd na Gàidhlig operates	<b>Treat:</b> Bòrd na Gàidhlig continues to operate on Best Value principles.  <b>Tolerate</b> Prepare high level scenarios based on development priorities in case of reduced funding	Nov 2019	April 2020	4	4	16	12	-	4	4	16	Head of Finance
2	<b>Insufficient staff capacity</b>	Bòrd na Gàidhlig is unable to fulfil its commitments and staff morale is reduced.	Business case for more staff.  Implement interim measures for corporate services and review finance needs	<b>Treat:</b> Submit and make business case to Scottish Government  <b>Treat:</b> Attention given in the workforce plan to ensure that enough staff resource is in place to successfully deliver Corporate and Finance functions in the short and long term.	Nov 2019	April 2020	4	4	16	n/a	-	5	4	20	Ceannard
3	<b>Reputation</b>	Negative aspects of reputation affect Bòrd na Gàidhlig's ability to deliver its role.	Communications Strategy to highlight Bòrd na Gàidhlig's role in promoting and funding Gaelic development	<b>Treat:</b> Utilising all media channels to tell our story	Nov 2019	April 2020	4	4	16	20	↓	5	5	25	Ceannard

<b>Very High</b>	Risk Score 20-25	Unacceptable level of risk exposure that requires immediate mitigating action and monthly monitoring
<b>High</b>	Risk Score 12-16	Unacceptable level of risk which requires controls to be put in place to reduce exposure and monthly monitoring
<b>Medium</b>	Risk Score 6-10	Controls can be put in place or the risk accepted. Subjected to quarterly monitoring.
<b>Low</b>	Risk Score 1-5	Acceptable level of risk subject to six monthly monitoring

Once a risk has been assessed it is necessary to determine the most appropriate response to managing it. There are five potential ways to manage risks. These are:  
**Tolerate** - Accept the consequences of the risk should it occur. If the risk is tolerated no control measures require to be implemented and therefore the risk only requires to be monitored on quarterly basis.  
**Treat** - Take action to reduce the probability and/or impact of the risk.  
**Transfer** - Remove part of the risk to someone else  
**Terminate** - Cease the action/activity that is causing the risk to occur if this is appropriate  
**Take an opportunity** - Share the risk with a partner involved in the area of work

Last updated:  
11.05.2020

Seisean Fosgailte

Cuspair 13.1



<b>A' freagairt ri</b>	Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	26/05/2020
<b>Àite:</b>	Air loidhne
<b>Nì a' Chlàir-ghnothaich</b>	13.1

<b>Tiotal a' Phàipeir</b>	Am Plana Leasachaidh	
<b>Moladh do Bhuill</b>	Airson fiosrachadh	
<b>Neach labhairt:</b>	Jennifer Gilmour, Cathraiche, Buidheann-stiùiridh a' Phlana Leasachaidh	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Buidheann-stiùiridh a' Phlana Leasachaidh	30/04/2020	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	PT1 – Prìomhachasan sa Phlana Leasachaidh	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	'S e as adhbhar don phàipear seo fiosrachadh a thoirt don Bhòrd-stiùiridh air obair na buidhne-stiùiridh a tha a' dèiligeadh ris a' Phlana Leasachaidh.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	Chaidh buidheann-stiùiridh (Buidheann-stiùiridh a' Phlana Leasachaidh) a chur air bhonn gus a bhith a' coimhead air adhartas, agus tha 5 coinneamhan air a bhith ann gu ruige seo. Tha triùir bhall air a' bhuidheann; riochdaire a' bhùird-stiùiridh; riochdaire an sgioba-stiùiridh; agus riochdaire an luchd-obrach.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Chaidh am plana leasachaidh a chur ri chèile mar dreachd leis an luchd-sgrùdaidh is chaidh e dhan bhòrd-stiùiridh san Luchair 2019.	
<b>3.2</b>	Tha dleastanas air an sgioba-stiùiridh adhartas a dhèanamh leis a' phlana leasachaidh agus thairis air na 10 mìosan a chaidh seachad, chaidh fòcas agus ùine a chosg air an obair seo.	
<b>4.0</b>	<b>Moladh</b>	
<b>4.1</b>	Tha am pàipear seo airson fiosrachadh is thathar ag iarraidh air Buill a' Bhùird-stiùiridh am fiosrachadh seo a thoirt fa-near.	
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>	
<b>5.1</b>	<b>Buidhean air Ionmhas</b>	
	Chan eil buaidh ionmhasail dhìreach sam bith aig an aithisg seo.	
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>	
	Bha am plana leasachaidh air a bhith a' cur barrachd uallach air dithis gu sònraichte thairis air na mìosan a chaidh seachad.	
<b>5.3</b>	<b>Buidhean air Trèanadh</b>	
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air trèanadh ach tha am plana trèanaidh a' mìneachadh dè nì sinn airson gum bi na sgilean is an t-eòlas aig a h-uile duine gus an cuid obrach a dhèanamh.	
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>	

## Seisean Fosgailte

## Cuspair 13.1

	'S e am Plana Leasachaidh fear de na dòighean a tha BnG a' coileanadh amas corporra againn gun cùm BnG air a' leasachadh		
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>		
	<b>AR N-ADHBHAR</b>		<b>AR LUACHAN</b>
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>		
	Còraichean daonna	<input type="checkbox"/>	Clann <input type="checkbox"/>
	Cultar	<input type="checkbox"/>	Coimhearsnachdan <input type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn <input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta <input type="checkbox"/>
	Foghlam	<input type="checkbox"/>	Eaconamaidh <input type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>	
<b>5.6</b>	<b>Buaidhean air Cliù</b>		
	Thathar an dùil gun tèid dèiligeadh ri beàrnan a chaidh a chomharrachadh airson dèanamh cinnteach gu bheil obair a' Bhùird aig an ìre as àirde.		
<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd</b>		
	n/a		
<b>5.8</b>	<b>Buaidhean Laghail</b>		
	n/a		
<b>5.9</b>	<b>Buaidhean air Co-ionannachd</b>		
	Chan eil buaidh sam bith a bharrachd aig an aithisg seo air co-ionannachd.		

**Bòrd na Gàidhlig– Strategic Areas for Improvement**Seisean Fosgailte  
Cuspair 13.1 PT1**Overview for Improvement Plan**

Action	Update and impact as at 06.05.2020
<b>1. Governance and transparency:</b>	
<ul style="list-style-type: none"> <li>Having a clear working relationship between Sponsor, Board and Senior Management;</li> </ul>	<p>Regular contact between the Ceannard and Board Chair.</p> <p>Leadership team meet weekly informally, with a formal meeting once a month.</p> <p>All papers for the Bòrd and committees are reviewed by the Leadership team before circulation</p> <p>Formal system of quarterly meetings between Sponsor Division and Leadership Team established.</p> <p>Regular informal communications on issues as they arise between the Ceannard and Sponsor Division head.</p> <p>Framework document (the formal agreement governing the relationship between BnG and Sponsor Division) has been reviewed and suggestions for update submitted to Sponsor Division.</p> <p>Sponsor Division receive all committee and board papers; plus update following meetings on decisions made</p>
<ul style="list-style-type: none"> <li>Ensuring individual Board members and the Board as a whole are effective;</li> </ul>	<p>Programme of individual board member appraisals undertaken annually by the Chair.</p> <p>Individual board members have Personal Development Plans and undertake training</p> <p>Programme of effectiveness reviews for committees and for board.</p> <p>Training and development events delivered and more planned.</p>

Updated 14052020



**Bòrd na Gàidhlig– Strategic Areas for Improvement**Seisean Fosgailte  
Cuspair 13.1 PT1**Overview for Improvement Plan**

<ul style="list-style-type: none"> <li>Having a robust Board, sub-Committee and Senior Management Team governance framework in place;</li> </ul>	<p>Committee structure reviewed and redesigned in August 2019.</p> <p>Terms of reference for board and committee meetings revised to reflect changes. All terms of reference are updated annually and on change of membership</p> <p>Annual workplans created for the Board and each committee</p> <p>Cover papers for board and committee meetings developed and provide systematic assessments of strategic impact on a range of factors including finance, staff, training and the National Performance Framework.</p> <p>Standing Orders (the rules which govern how the Board and Committees operate e.g. timescales for papers). These require that the following are addressed:</p> <ul style="list-style-type: none"> <li>that minutes of meetings, committee and board papers are issued within the required timescales</li> <li>that the Gaelic and English in bilingual policies/strategies/governance documents are consistent between the two versions.</li> </ul> <p>Standing Orders will be updated to take account of v-c attendance and public meetings and be presented to the board in May 2020.</p> <p>Code of Conduct (outlining the rules, responsibilities, and practices of Board members) was agreed by the Board, Standards Commissioner and Scottish Parliament. This is likely to be updated as Standards Commission is consulting on a revised version</p> <p>Internal Audit report on Corporate Governance undertaken by Wiley Bissett, was submitted to the Audit and Assurance Committee in February 2020 and was rated Strong (highest level out of four grades)</p> <p>Commissioner for Ethical Standards dismissed the complaint about a board member being 'clearly conflicted'</p>
--	---

**Bòrd na Gàidhlig– Strategic Areas for Improvement**Seisean Fosgailte  
Cuspair 13.1 PT1**Overview for Improvement Plan**

	<p>Commissioner for Ethical Standards advised holding board meetings in public or private was a matter for internal corporate governance and that no breaches of the Code were made by Bòrd na Gàidhlig.</p> <p>Policies should be easily accessible to staff – and this is in progress.</p> <p>A Conflict of Interests Policy has been drafted will be considered for final approval by the Board on 26 May 2020</p>
<ul style="list-style-type: none"> <li>Ensuring effective communications of Board and Senior Management decisions through public board meetings and online information.</li> </ul>	<p>The Board has agreed that their meeting on 26th May will be open to the public. The papers for these items will also be available on-line prior to the meeting. There will be some papers taken in Closed session (ie board members and officers).</p> <p>Bòrd na Gàidhlig has adopted The Model Publication Scheme developed by the Scottish Information Commissioner. This defines the information that should be available to the public. Work is ongoing to ensure that all this information is available on the website, with links being checked and repaired where required.</p> <p>The following information is now available on the Bòrd na Gàidhlig website:-</p> <ul style="list-style-type: none"> <li>Most recent approved minutes of board meetings</li> <li>Dates for up-coming committee and board meetings</li> <li>Information on decisions on grant applications available online</li> </ul> <p>Information on main funded organisations contracts will be put online shortly.</p> <p>The Bòrd na Gàidhlig Publication Scheme is being updated currently.</p>
<b>Training and Development.</b>	
<ul style="list-style-type: none"> <li>Having an organisational training plan that is regularly updated and its impact monitored</li> </ul>	<p>Training co-ordinator role has been created</p> <p>Training plan was circulated on Sharepoint to all staff in February and approved by the Board</p>

Updated 14052020

**Bòrd na Gàidhlig– Strategic Areas for Improvement**Seisean Fosgailte  
Cuspair 13.1 PT1**Overview for Improvement Plan**

	<p>An update will be given to the Board on 26th May on the impact of training plan to date</p> <p>Next stage will be updating the Plan for 20/21 with outputs from POPs and generic training and development needs</p>
<ul style="list-style-type: none"> <li>Ensuring individual training and development needs are identified and delivered.</li> </ul>	<p>The main mechanism for identifying individual staff members' training and development needs are through the regular POP meetings with line managers.</p> <p>Main mechanism for identifying individual board members' training and development needs are through personal appraisals with the Chair.</p> <p>Organisational level training needs are identified through:</p> <ul style="list-style-type: none"> <li>cover papers considered by the Leadership Team; Committees; and Board at their meetings</li> <li>new organisational developments e.g. projects, technology, changes in systems, external requirements</li> <li>statutory requirements (e.g. first aid, health and safety, new legislation)</li> </ul> <p>Ensuring delivery is by inclusion in the training plan; using informal and self-directed learning; organised courses; sessions at Dè tha Dol; and information sessions</p> <p>Session on training and development policy at staff conference</p>
<ul style="list-style-type: none"> <li>Reviewing the effectiveness of training and development</li> </ul>	<p>Evaluation forms are now circulated to staff after training and the results collated by the training co-ordinator.</p> <p>In addition, the regular POP meetings allow informal discussion with line manager to ascertain the impact of training and development - these happen but need to be more firmly embedded and recognised in the organisation.</p>

**Bòrd na Gàidhlig– Strategic Areas for Improvement**Seisean Fosgailte  
Cuspair 13.1 PT1**Overview for Improvement Plan**

<ul style="list-style-type: none"> <li>Ensuring key learning points from training and development opportunities are shared</li> </ul>	<p>This happens to some extent, but the system needs to be more rigorous and strengthened e.g. through team meetings and informal conversations</p> <p>The aim is to establish more regular whole staff training sessions (perhaps ½ day per quarter) in addition to the annual 2-day staff conference.</p>
<b>Internal Communication</b>	
<ul style="list-style-type: none"> <li>Ensuring regular two-way communications on the day to day working of BnG between Senior Management Team and staff;</li> </ul>	<p>System of 6-weekly POPs established since summer 2019.</p> <p>Currently the Dè tha Dol? whole staff meetings take place weekly, alternating between formal and informal each week.</p> <p>Fios bhon Cheannard is posted on the staff intranet (Sharepoint) on a weekly basis and the Ceannard sets aside time each month for staff to speak with her directly.</p> <p>Information circulated to all staff via Sharepoint when committee and board papers are available to read.</p> <p>Union representative attends monthly formal Leadership Team meetings to formally convey views.</p> <p>A Managers' team has been established recently and has been working along with the Leadership Team and an external facilitator to develop more effective collaboration.</p> <p>Internal "Faster Rate of Progress" teams have been established, with all teams meeting on a fortnightly basis to exchange information.</p> <p>Suggestion box system has been established, with these being considered and responded to by the Leadership Team at their formal monthly meetings.</p> <p>All staff are consulted on new HR policies.</p>

**Bòrd na Gàidhlig– Strategic Areas for Improvement**Seisean Fosgailte  
Cuspair 13.1 PT1**Overview for Improvement Plan**

<ul style="list-style-type: none"> <li>Communicating with staff on Board, Committee and Senior Management Team decisions.</li> </ul>	<p>All-team have been involved in the development of the 2020-21 operational plan; both the original and updated for Covid-19</p> <p>All press releases are posted on Sharepoint ahead of circulation.</p> <p>Decisions from Leadership Team, Committee and Board meetings will be posted on Sharepoint for staff to access as soon as possible after meetings.</p>
<p><b>Value for Money</b></p>	
<ul style="list-style-type: none"> <li>Ensuring clear links between 3-year funding agreements and BnG corporate priorities and KPIs;</li> </ul>	<p>Financial year 2020/21 began on 1st April 2020 and this is the 2nd year of the 3-year agreements.</p> <p>Prior to the Board confirming the year 2 funding, a programme of meetings was held with main funded organisations, to strengthen links to the BnG Corporate Plan and to review KPIs. Much of the work undertaken by 3-year funded organisations has been altered due to COVID-19.</p> <p>This process will be repeated as we enter year 3 of agreements.</p> <p>Internal audit report on Monitoring Performance of Main funded Organisations was rated Strong (highest rating).</p>
<ul style="list-style-type: none"> <li>Ensuring continuous improvement in delivery of funded services/projects is demonstrated.</li> </ul>	<p>Internal audit report on Grants to Gaelic Organisations was rated Strong (highest rating).</p> <p>Criteria for all grant schemes have been revised and updated to ensure links with corporate objectives</p> <p>Reporting mechanisms for grant recipients are more closely linked to demonstrating outputs in relation to corporate plan objectives.</p> <p>Regular discussions with organisations receiving funding about outputs, particularly with regards COVID-19 adjustments.</p>

## Bòrd na Gàidhlig– Strategic Areas for Improvement

Seisean Fosgailte  
Cuspair 13.1 PT1

### Overview for Improvement Plan

	<p>In Summer 2020 we will commence work regarding 3-year agreements from 1st April 2022 onwards. This will include discussions with key stakeholders served by these organisations (e.g. young people, parents, teachers, and other funders) to ascertain if these organisations are delivering best value for their service users.</p>
--	---

Seisean Fosgailte

Cuspair 13.2



<b>A' freagairt ri</b>	Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	26/05/2020
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	13.2

<b>Tìotal a' Phàipeir</b>	Poileasaidh Strì eadar Com-pàirtean		
<b>Moladh do Bhuill</b>	Ri Aontachadh		
<b>Neach labhairt:</b>	Ailig Greumach, Ceann an Ionmhais		
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>	
Sgioba-stiùiridh	29/04/2020	Ri Aontachadh	
Comataidh Sgrùdaidh is Dearbhachd	07/05/2020	Ri Aontachadh	
<b>Pàipear-taice air a cheangal ris</b>	Eàrr-ràdh A – Poileasaidh Strì eadar Com-pàirtean		
<b>1.0</b>	<b>Adhbhar</b>		
<b>1.1</b>	Tha am pàipear seo airson Poileasaidh Strì eadar Com-pàirtean a thoirt dhan bhòrd-stiùiridh. Chaidh am poileasaidh ullachadh le David Nicolls, On Board Training and Consultancy.		
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>		
<b>2.1</b>	<p>Bha iomradh san aithisg, Riaghlaidh is Fosgarrachd, a fhuair Bòrd na Gàidhlig ann an 19/20 air amannan nuair a bha an luchd-sgrùdaidh den bheachd nach do chùm a' bhuidheann ris a' Chòd-ghiùlain aice.</p> <p>Air sgàth a' cho-theacsa anns a bheil BnG ag obair, tha ceanglaichean aig/air a bhith aig cuid de na buill le buidhnean Gàidhlig. Chaidh dà sheisean trèanaidh a chumail le buill agus oifigearan agus chaidh co-dhùnadh a dhèanamh gum biodh e feumail poileasaidh mar seo a bhith aig a' bhuidhinn.</p> <p>Nuair a bhios an t-eisimpleir a dh'iarr Comataidh Sgrùdaidh is Dearbhachd ann an earrann nan FAQs, bidh am poileasaidh ri fhaighinn gu dà-chànanach agus san aon chruth ris na poileasaidhean eile aig Bòrd na Gàidhlig.</p>		
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>		
<b>3.1</b>	<p>Tha am Poileasaidh ann an còig pàirtean:</p> <ul style="list-style-type: none"> <li>• Our Guiding Principles in handling conflicts of interest</li> <li>• Registration of interests</li> <li>• Declaration of interests</li> <li>• Dealing with high risk conflicts of interest</li> <li>• Further advice and guidance including Frequently Asked Questions</li> </ul> <p>Tha am pìos mu dheireadh gu math fada ach thathar a' moladh seo leis gu bheil e gu sònraichte feumail.</p>		

## Seisean Fosgailte

## Cuspair 13.2

	Ma bhios am bòrd-stiùiridh a' gabhail ris a' Phoileasaidh, thathar a' moladh gun tèid lethbhreac a chur gu Coimiseanair nan Inbhean agus dhan Àrd Neach-Sgrùdadh gus na beachdan aca fhaighinn.	
<b>4.0</b>	<b>Moladh</b>	
<b>4.1</b>	Thathar ag iarraidh air buill: <ul style="list-style-type: none"> <li>- Am Poileasaidh a dheasbad;</li> <li>- Molaidhean sam bith a dhèanamh gus am Poileasaidh a neartachadh;</li> <li>- Aontachadh ris a' Phoileasaidh.</li> </ul>	
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>	
<b>5.1</b>	<b>Buidhean air Ionmhas</b>	
	n/a	
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>	
	Tha am poileasaidh seo a' bualadh air luchd-obrach cuideachd.	
<b>5.3</b>	<b>Buidhean air Trèanadh</b>	
	Bidh trèanadh a dhith gus dèanamh cinnteach gu bheil tuigse air a' phoileasaidh is gun tèid a chur an gnìomh.	
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>	
	Amas Corporra: 4 Gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.	
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanadh Nàiseanta</b>	
	<b>AR N-ADHBHAR</b>	<b>AR LUACHAN</b>
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>	
	Còraichean daonna <input checked="" type="checkbox"/>	Clann <input type="checkbox"/>
	Cultar <input checked="" type="checkbox"/>	Coimhearsnachdan <input type="checkbox"/>
	Àrainneachd <input type="checkbox"/>	Bochdainn <input type="checkbox"/>
	Slàinte <input type="checkbox"/>	Eadar-nàiseanta <input type="checkbox"/>
	Foghlam <input checked="" type="checkbox"/>	Eaconamaidh <input type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>
<b>5.6</b>	<b>Buidhean air Cliù</b>	
	n/a	
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>	
	n/a	
<b>5.8</b>	<b>Buidhean Laghail</b>	
	Tha uallach air Buill agus luchd-obrach a' Bhùird iad fhèin a ghiùlain gu laghail. Bheir am poileasaidh seo dhaibh stiùir agus cuideachadh airson an dleasdanas sin a choileanadh.	
<b>5.9</b>	<b>Buidhean air Co-ionannas</b>	
	n/a	



# Conflicts of Interest Policy

---

## Bòrd na Gàidhlig

## Contents

1.0	Introduction and background	2
2.0	Our guiding principles in handling conflicts of interest	6
3.0	Registration of interests	8
4.0	Declaration of interests	12
5.0	Dealing with high risk conflicts of interest	17
6.0	Further advice and guidance	20

### **Annexes**

Annex 1	The Nine Principles of Public Life in Scotland	24
Annex 2:	Protocol for managing a high risk conflict of interest	26
Annex 3:	Frequently asked questions	27

# 1. INTRODUCTION AND BACKGROUND

---

## Background

1.1 The public have high expectations of the Board members and staff of Bòrd na Gàidhlig and the way in which they should conduct themselves in undertaking their duties. Bòrd na Gàidhlig expects the conduct of its Board members and staff to be above reproach.

1.2 The Ethical Standards in Public Life etc. (Scotland) Act 2000 sets out nine general principles of conduct which underpin public life in Scotland and are central to how Bòrd na Gàidhlig conducts its business. These Nine Principles (which are defined at Annex 1) are as follows:

- Duty
- Selflessness
- Integrity
- Objectivity
- Accountability and stewardship
- Openness
- Honesty
- Leadership
- Respect

1.3 The handling of conflicts of interest is a particularly important and sensitive issue and is specifically referred to in the principle on 'honesty':

*"You have a duty to act honestly. You must declare any private interests relating to your public duties and take steps to resolve any conflicts arising in a way that protects the public interest"*

## Codes of Conduct for Board Members and staff

1.4 Bòrd na Gàidhlig has a Code of Conduct for Board Members which is based on the Model Code of Conduct published by the Scottish Government in 2014.

Sections 4 and 5 of this Code of Conduct set out the responsibilities of Board members in respect of the registration and declaration of interests.

1.5 Bòrd na Gàidhlig also has a Standards of Conduct Policy for Staff (June 2019) which states that all staff:

- *“must ensure that any possible conflicts of interest are identified at an early stage and appropriate action is taken to resolve them”*
- *“must not misuse their position in Bòrd na Gàidhlig to further their private interests or those of others”*

### **What is a conflict of interest?**

1.6 A conflict of interest is a conflict between the **public duty** and the **private interest** of a Board or staff member in which the individual's private interest could improperly influence the performance of his/her public duties and responsibilities to Bòrd na Gàidhlig.

1.7 For example, if a member of staff was on an interview panel as part of a recruitment exercise and one of the applicants for the position was a relative, he/she would have a conflict between his/her public duty to Bòrd na Gàidhlig (to appoint the best candidate) and their nature desire to give the job to their relative (private interest).

### **Why do we need a Conflicts of Interest Policy?**

1.8 The Gaelic-speaking community is relatively small and close-knit and it is to be expected that Board members and staff will have close links with many individuals and organisations in the sector either personally or through relatives or friends. However, there is a clear expectation from Scottish Government, regulators (e.g. the Standards Commission for Scotland and Audit Scotland) and, most importantly, the public that Bòrd na Gàidhlig manages any conflicts of interests that arise fairly, openly and transparently and in a manner that adheres to the very highest standards of business conduct.

1.9 While all Board members and staff have a **personal** responsibility to observe their (respective) Code of Conduct, Bòrd na Gàidhlig also has a **corporate** responsibility to provide advice and guidance to all Board members and staff to ensure that, in discharging their roles, they comply with the law and fulfil their obligations under the Code of Conduct. In addition, Bòrd na Gàidhlig has a duty to avoid placing Board members and staff in positions where they may face a significant conflict of interest (actual or perceived).

1.10 As part of Bòrd na Gàidhlig's corporate governance arrangements, this document sets out our Conflicts of Interest Policy and the procedures to be followed by Board members and staff when a conflict of interest situation arises.

#### **Who does this Policy cover?**

1.11 This Policy applies to:

- The Chair and Board members of Bòrd na Gàidhlig (including any co-optees to Committees, Sub-Committees or Working Groups)
- The Ceannard and staff of Bòrd na Gàidhlig
- All temporary staff (including agency staff and secondees)

#### **What does the Policy cover?**

1.12 This Policy covers five main areas:

- Our Guiding Principles in handling conflicts of interest
- Registration of interests
- Declaration of interests
- Dealing with high risk conflicts of interest

- Further advice and guidance including Frequently Asked Questions

### **Further advice and guidance**

- 1.13 Within Bòrd na Gàidhlig, the **Standards Officer** is primarily responsible for providing advice, guidance and support to Board members and staff on the interpretation and application of this Policy.
- 1.14 However, in order to further strengthen scrutiny and transparency of the decision-making processes within Bòrd na Gàidhlig, the Chair will also designate a Board member as the **Conflicts of Interest Champion** for the organisation.
- 1.15 Section 6 of this Policy provides more information on the roles and responsibilities of the **Standards Officer** and the **Conflicts of Interest Champion**.
- 1.16 If you have any queries in respect of this Conflicts of Interest Policy or need advice in relation to a specific case, please contact the Standards Officer, Shona MacLennan by e-mail at [shona@gaidhlig.scot](mailto:shona@gaidhlig.scot) or by telephone at (01463) 725 293.

## 2. OUR GUIDING PRINCIPLES IN HANDLING CONFLICTS OF INTEREST

---

### Ten Guiding Principles

2.1 Although this Policy provides advice and guidance to Board members and staff on how to handle conflicts of interest, it cannot cover every conceivable situation that may arise. Bòrd na Gàidhlig has identified ten Guiding Principles which will assist Board members and staff to handle conflicts of interest appropriately.

2.2 These ten Guiding Principles (which you should think about when considering a conflict of interest) are as follows:

1. **TAKE PERSONAL RESPONSIBILITY:** It is your personal responsibility to ensure that you comply with this Conflicts of Interest Policy
2. **PUT BÒRD NA GÀIDHLIG FIRST:** Your first duty is to give your undivided allegiance to Bòrd na Gàidhlig and the people it serves at all times. You must not subordinate your duty to private interests and you must not make use of your official position to further your own or outside interests
3. **BE OPEN AND TRANSPARENT:** Be open and transparent about your interests. Complete your entry on the Register of Interests annually, and update it as and when you accrue new interests or if your interests change
4. **PUBLIC PERCEPTION REALLY MATTERS:** In considering whether an interest is significant, you must consider not only whether you will be influenced but also whether a member of the public, acting reasonably, would think that you might be influenced in making a decision (the 'public perception' or 'objective' test)

5. **IF CONFLICTED, PLAY NO PART:** Where you have a significant interest (direct or indirect) in any organisation dealing with Bòrd na Gàidhlig, you should declare this interest and take no part in the appraisal or decision-making<sup>1</sup> process in relation to that organisation
6. **DECLARE EVERY TIME:** You should declare your conflict of interest on each and every occasion that it arises and not assume that others are aware of it
7. **ESCALATE:** Given the reputational risks to Bòrd na Gàidhlig, complex and/or very significant conflicts of interest should be escalated up through the organisation (including to the Standards Officer and/or Conflicts of Interest Champion) as and when appropriate
8. **DOCUMENT EVERYTHING:** All correspondence relating to the handling of a conflict of interest should be documented. There should be a clear audit trail which will stand up to scrutiny in the event of any challenge
9. **TAKE ADVICE:** If you are unsure whether or not an interest is significant or what action to take in a given situation, take advice from an experienced colleague, your line manager, the Standards Officer or the Conflicts of Interest Champion as appropriate.
10. **IF IN DOUBT, PLAY SAFE!** If in doubt, even after taking advice, you should err on the side of caution

---

<sup>1</sup> The term 'decision-making process' includes the ratification by the Board of a decision taken by staff or a Committee



### 3. REGISTRATION OF INTERESTS

---

#### **What is the difference between registration and declaration of interests?**

- 3.1 Registration is the formal process of recording all the direct interests of Board members and staff on an annual basis (and updating them on an on-going basis as required). A declaration is made as and when interests arise during the day-to-day duties of Board members and staff (e.g. during a tendering exercise).

#### **Maintaining and updating the Register(s) of Interests**

- 3.2 The Standards Officer will issue guidance annually on what has to be registered:

##### **Board members**

- All Board members are required to formally register their own direct (personal) interests annually. Any new interests or changes to interests should be brought to the attention of the Standards Officer within one month of the new interest/change occurring
- The Register of Interests held for all Board members will be made available for inspection on request and on the Bòrd na Gàidhlig website
- The Standards Officer will maintain and update the Register of Interests for Board members, will ensure that the website is regularly updated and will be the key contact for notification purposes

##### **Staff**

- All Bòrd na Gàidhlig staff are required to formally register their own direct interests annually. Any new interests or changes to interests must be brought to the attention of the Standards Officer within one month of the new interest/change occurring

- Apart from the Leadership Team, the interests of staff will not be published on the Bòrd na Gàidhlig website
- The Standards Officer will maintain and update the Register of Interests for staff and will be the key contact for notification purposes

### **What has to be registered?**

3.3 The following seven categories of interests should be registered:

- **Sources of remuneration**

All employment or other contractual arrangements (other than with Bòrd na Gàidhlig) for which a Board/staff member receives remuneration by virtue of being employed, self-employed, holder of an office, a director of an undertaking, a partner in a firm, or undertaking a trade or profession

- **Related undertakings**

Any directorships of a parent or subsidiary undertaking which are unremunerated

- **Contracts**

Any contracts that a Board/staff member (or any organisation in which he/she has an interest) has with Bòrd na Gàidhlig

- **Houses, land and buildings**

Any houses, land or buildings that a Board/staff member owns or has any other right to which may be significant to the work and operation of Bòrd na Gàidhlig

- **Shares and securities**

Shares or securities held in a company or organisation which may be significant to the work and operation of Bòrd na Gàidhlig

- **Gifts and hospitality**

Any gifts or hospitality received<sup>2</sup>

- **Non-financial interests**

Any non-financial interests that may be significant to the work and operation of Bòrd na Gàidhlig (see Sections 3.5 and 3.6 below)

3.4 Board members and staff do not have to register the value of any interest but rather the name and nature of the organisation in which the interest is held.

3.5 Board members and staff may have significant **non-financial interests** and it is equally important that relevant interests such as membership or holding office in public bodies, charities, clubs, societies and organisations such as trades unions are registered and described.

3.6 In this context, non-financial interests are those which members of the public might reasonably think could influence the actions or decision making of a Board/staff member.

### **What about the interests of family members?**

3.7 Board members and staff are only required to register direct (personal) interests but may **voluntarily** register indirect interests. The most common indirect interests are likely to be the interests of close family members.

3.8 Close family is defined in Financial Reporting Standard 8 as *“those family members, or members of the same household, who may be expected to influence, or be influenced by, that person in their dealings with [Bòrd na Gàidhlig].”* It is intended to include at least those relatives identified as ‘immediate family’, i.e. spouse, live-in partner, parent, child, brother, sister and the spouses/partners of any of these.

---

<sup>2</sup> Other than gifts or hospitality falling within the exceptions set out in the Gifts and Hospitality policy

- 3.9 If indirect interests are registered, they should not be published but the information used to alert relevant staff to potential conflicts of interest and to enable Bòrd na Gàidhlig to proactively manage any conflicts of interest that might arise.
- 3.10 Even if indirect interests are not registered, they should be declared as and when they arise.

## 4. DECLARATION OF INTERESTS

---

### **What is a declarable interest?**

- 4.1 Public confidence in Bòrd na Gàidhlig depends on it being clearly understood that decisions are taken in the public interest and not for any other reason. Board members and staff should only play a role in any decision-making process if they can demonstrate objectivity.
- 4.2 In considering whether an interest is declarable, an individual must consider not only whether he or she will be influenced but also whether any reasonable person would think that he or she might be influenced. The test is *“whether a member of the public, with knowledge of the relevant facts, would reasonably regard the interest as so significant that it is likely to prejudice your discussion or decision making (the ‘public perception’ or ‘objective’ test)”*.
- 4.3 Interests may be financial or non-financial but there is a particular risk in respect of **financial** interests. In the case of a financial interest, there will be a presumption that the interest is significant and that the conflicted Board/staff member should withdraw from playing any part in the process (including any decisions to be taken and ratification of same). However, this is not the case where the interest is so remote or insignificant that a reasonable person would not consider that it is likely to prejudice you.
- 4.4 Board members and staff should also be aware of situations when it would be appropriate to declare relevant interests of close family, close friends or close associates (indirect interests). Close family includes spouse, live-in partner, parent, child, brother, sister and the spouses/partners of any of these.

### **What is the effect of declaring a significant interest?**

- 4.5 Where a significant interest exists, either direct or indirect, objectivity will always be assumed to be impaired. This will be the case irrespective of the category of the organisation that a Board/staff member has the interest in (e.g. private sector, public sector, voluntary or community organisation).

4.6 Where a person is deemed to have a significant interest, he/she should declare this interest and take no part in the discussion, the decision or the ratification of the decision. This also includes:

- Not being present at the relevant part of a Board, Committee or other meeting
- Not receiving any relevant papers (including minutes). If papers have been received inadvertently, they should be returned intact at the earliest opportunity
- Not being copied in on any relevant e-mails or other correspondence
- Not using his or her position to try and improperly influence a decision by, for example, asking or directing another person to represent his/her interests or views at a meeting
- Not making any public comment about the matter at any time, inside or outside meetings (including to the Press)

#### *Competitors*

4.7 If a Board or staff member has a significant interest, he/she should also not take part in any activity directly related to a competitor of the organisation in which he/she has an interest.

#### **Specific dispensations for Bòrd na Gàidhlig**

4.8 In the Code of Conduct for Board Members of Bòrd na Gàidhlig, it states that:

*“If [under Sources of Remuneration (Category 1) or Non-financial Interests (Category 7)], you have registered an interest as:*

*(a) an elected member of a local authority*

*(b) a teacher or lecturer of Gaelic language or Gaelic arts, history or culture*

- (c) *an officer of a local authority with responsibility for functions relating to the Gaelic language or Gaelic arts, history or culture*
- (d) *a member or officer of a devolved public body, or of a regulatory public body for functions relating to education or*
- (e) *a member or officer of an organisation or body with interests in the Gaelic language and where you were appointed to the Board having regard to you being such a member or officer*

*you do not, for that reason alone, have to declare that interest” (Section 5.8)*

- 4.9 Where a Board member has an interest under (a) to (e) above, he/she may participate in discussions relating to that organisation with the permission of the Conflicts of Interest Champion and the Standards Officer. However, he/she should not be involved in the Bòrd na Gàidhlig decision-making process in respect of any related funding application or other commercial transaction.

*Appointments to outside bodies as a representative of Bòrd na Gàidhlig*

- 4.10 Where a Board or staff member has a non-financial interest in another organisation as a result of being appointed to represent Bòrd na Gàidhlig, he/she may participate in internal Bòrd na Gàidhlig discussions relating to that organisation. However, he/she should not be involved in the Bòrd na Gàidhlig decision-making process in respect of any related funding application or other commercial transaction.
- 4.11 In such cases, it is the responsibility of all Board/staff members to take legal advice on their responsibilities to Bòrd na Gàidhlig and to the outside body. This will include questions of declarations of interest. Bòrd na Gàidhlig will provide appropriate training and support (including legal support) to all those nominated or appointed to serve on the Boards of outside bodies.

### **What if it is unclear whether an interest is significant or not?**

- 4.12 Where a Board/staff member is unsure as to whether or not an interest is significant or what action to take in a given situation, he or she should seek the advice of the **appropriate authority** (Board member = Standards Officer or Conflicts of Interest Champion; staff = line manager or Standards Officer). However, ultimately, it is for each Board/staff member to make his or her own decision and to take personal responsibility for that decision.
- 4.13 If a Board/staff member is still in doubt as to whether or not to declare an interest, even after discussing the matter with the Standards Officer or Conflicts of Interest Champion, he or she should err on the side of caution.
- 4.14 The Board and the Ceannard have a duty to create an environment and culture within Bòrd na Gàidhlig where all individuals feel supported and confident in declaring relevant information and raising any concerns.

### **What if an interest ceases to exist?**

- 4.15 All interests are deemed relevant for a period of at least 12 months after the interest ceases to exist. After a period of 12 months, the Standards Officer may determine whether an interest is still relevant after an assessment of any reputational (and other) risks to Bòrd na Gàidhlig.

### **When should an interest be declared?**

- 4.16 Any Board/staff member should declare an interest to the appropriate authority as soon as possible after they become aware of it. In the case of a member of staff, this notification should be in writing (or e-mail) and a copy of the notification should be sent to the Standards Officer.
- 4.17 It is not enough to declare an interest once and assume that this declaration covers any subsequent occasion that the interest arises. An interest should be declared on each and every occasion that it arises and, if necessary, referred to the appropriate authority (e.g. line manager, Standards Officer, Conflicts of Interest Champion) for guidance.



- 4.18 Where a Board/staff member has an interest in one or more items on the agenda of a meeting, declaration of the interest must be made as early as possible and certainly well before the particular item on the agenda is discussed. Ideally, the declaration should be made at the beginning of the meeting and provide enough information to allow those present to understand the nature of the interest. The conflicted individual should then withdraw from the relevant part of the meeting where the matter will be discussed, a decision taken or an outcome agreed.

**What should be documented and when?**

- 4.19 All correspondence relating to the handling of a conflict of interest should be documented. This includes the notification of the conflicted issue by, and the advice given to, the conflicted individual, any advice/instruction provided by the Standards Officer etc., and the action that was subsequently taken. The relevant file should have a clear and complete audit trail which will stand up to scrutiny in the event of any challenge.
- 4.20 At meetings, all declarations of interest and actions taken as a result (e.g. leaving the room) should be recorded in the minutes or other appropriate record of the meeting.

## 5. DEALING WITH HIGH RISK CONFLICTS OF INTEREST

---

### Significant or complex conflicts of interest

5.1 In certain cases, there could be a reputational risk to Bòrd na Gàidhlig as a result of very significant conflicts of interest. These situations include:

- A Board member or senior member of staff having an interest in an organisation which is a regular recipient of financial assistance or is in an ongoing commercial relationship with Bòrd na Gàidhlig
- Where more than one Board/staff member has an interest in an organisation funded by (or applying for funding from) Bòrd na Gàidhlig
- Where a Board/staff member has an interest and the transaction is considered significant

5.2 It is important that conflicts of interest, which could pose a serious threat to the reputation of Bòrd na Gàidhlig, are identified at an early stage and consideration given at the outset as to how to mitigate the risks involved:

- The Standards Officer should be made aware of the interests in question and ensure that any additional controls or monitoring arrangements deemed appropriate are put in place from the outset

A pro forma document - *Protocol for Managing a High Risk Conflict of Interest in Bòrd na Gàidhlig* - is enclosed at Annex 2 to enable potentially high risk conflicts of interest to be considered and addressed at an early stage

- Within the bounds of confidentiality, it may be appropriate for staff in the same team or department to be informed of the nature and extent of their colleague's interest if it is likely to be an ongoing issue

- Complex and/or significant conflicts of interest should be escalated to the Standards Officer at an early stage (and on subsequent occasions, as necessary) for advice and direction. The Standards Officer will liaise with the Conflicts of Interest Champion as necessary
- A 'red flag' approach should be applied to all 'transactions' involving the conflicted Board/staff member to ensure that Bòrd na Gàidhlig is not just 'squeaky clean' but is seen to be 'squeaky clean'. The robustness and objectivity of the assessment process in such cases should be beyond reproach and, if necessary, an independent element introduced into the assessment process (e.g. a Standards Officer or other appropriately experienced person from another public body)
- Where an application for financial assistance or a grant is concerned and the interest involves a member of the Leadership Team, other than the Chief Executive, the Chief Executive will personally oversee the application process and sign off the decision
- Where the Chief Executive has a significant conflict of interest, the matter will be referred to the Conflicts of Interest Champion who will determine the appropriate course of action in consultation with internal audit

5.3 A Board/staff member should not seek or accept membership of any Committee, working group or panel if it would involve declaring an interest and withdrawing from the meeting so often that he or she would be of little value to that Committee etc. or if it would damage public confidence in Bòrd na Gàidhlig, the Committee etc.

### **Offers of employment**

5.4 Staff must not be involved in taking a decision if, at the same time, they are having discussions with an (applicant etc.) organisation on possible employment. Any prospective move to employment that might arouse criticism must be brought to the attention of the Chief Executive.

## Outside commitments

5.5 Staff should not engage in any external employment or accept any external appointment (e.g. Board member or office bearer position in a Gaelic language body) without the prior written consent of the Chief Executive. In considering whether or not to give approval, the Chief Executive will consider if it could:

- Be detrimental to Bòrd na Gàidhlig's interests
- Put the member of staff into a position where their duty to Bòrd na Gàidhlig and their external interests will conflict or be likely to conflict or
- Weaken public confidence in the impartiality of Bòrd na Gàidhlig or in the effective conduct of its work

5.6 Staff must not carry out any work for remuneration which may ultimately come before Bòrd na Gàidhlig for approval or decision.

## Gifts and hospitality

5.7 Board members and staff should exercise extreme care when gifts, gratuities, entertainment, hospitality or honoraria are offered from current or potential suppliers, clients, or grantees or any individual or organisation which stands to gain or benefit from a decision or action of Bòrd na Gàidhlig.

5.8 All gifts and hospitality should be recorded on the Register of Gifts and Hospitality in accordance with Bòrd na Gàidhlig's Gifts and Hospitality Policy. This Register will be maintained by the Standards Officer.

## 6. FURTHER ADVICE AND GUIDANCE

---

### **Who is responsible for managing conflicts of interest within Bòrd na Gàidhlig?**

#### *Individual Board/staff members*

- 6.1 It is the personal responsibility of each Board/staff member to ensure that he or she complies with this Conflicts of Interest Policy. Even if a Board/staff member receives advice that an interest is not significant, it is open to him/her to adopt a more conservative approach. However, if advised by the appropriate authority that an interest is significant, it is not open to a Board/staff member to adopt a more liberal interpretation and to continue to involve themselves in the matter.

#### *The Chair*

- 6.2 The Chair of the Board or a Committee is responsible for ensuring that any conflicts of interest at Board or Committee meetings are managed in line with this Conflicts of Interest Policy.
- 6.3 In the event that the Chair has a conflict of interest, the remaining non-conflicted Board/Committee members should agree between themselves how to manage the conflict(s). In making this decision, the Convener (or remaining Board/Committee members as above) may wish to consult with the Conflicts of Interest Champion and/or the Standards Officer.
- 6.4 It is good practice for the Chair, with the support of the Standards Officer and, if required, the Conflicts of Interest Champion, to proactively consider ahead of meetings what conflicts are likely to arise and how they should be managed, including taking steps to ensure that supporting papers for particular agenda items of private sessions/meetings are not sent to conflicted Board members in advance of the meeting.
- 6.5 To support Chairs in their role, they should be made aware of any declarations of interest which have already been made by Board or Committee members in

advance of a meeting or any interests identified by the Standards Officer as likely to arise.

- 6.6 The Chair should ask at the beginning of each meeting if anyone has any interests to declare in relation to the business to be transacted at the meeting. Each Board/Committee member should declare any interests which are relevant to the business of the meeting whether or not those interests have previously been declared. Any new interests which are declared at a meeting must be included on the Register of Interests to ensure it is up-to-date.
- 6.7 It is the responsibility of each individual Board and Committee member at the meeting to declare any relevant interests which they may have. However, should any Board (Committee) member be aware of facts or circumstances which may give rise to a conflict of interests on the part of another member but which has not been declared then they should bring this to the attention of the Convener or the Conflicts of interest Champion who will decide on the appropriate course of action.

*Line manager*

- 6.8 If a line manager becomes aware that a member of his/her staff has not declared an interest or declared it but not taken appropriate action, he/she must intervene to ensure that the appropriate course of action is taken.

*Standards Officer*

- 6.9 The Standards Officer is responsible for providing advice, guidance and support to Board members and staff on the interpretation and application of this Policy. The Standards Officer is also responsible for reporting any alleged breach of the Members' Code of Conduct (which includes poorly managed conflicts of interest) to the Commissioner for Ethical Standards in Public Life in Scotland.
- 6.10 The Standards Officer should also ensure that the Register of Interests and the Register of Gifts and Hospitality are maintained and kept up-to-date and that

Bòrd na Gàidhlig has a consistent approach to obtaining and recording declarations of interest at the start of meetings.

### *Conflicts of Interest Champion*

6.11 To further strengthen scrutiny and transparency of the decision-making processes, a Board member will be designated by the Chair as the Conflicts of Interest Champion<sup>3</sup>.

6.12 The Conflicts of Interest Champion should, in collaboration with the Standards Officer:

- Act as a conduit for staff, Board members, members of the public etc. who have any concerns with regards to conflicts of interest
- Be a safe point of contact for staff to raise any concerns in relation to this Policy
- Actively support the application of the conflict of interest principles and practice set out in this Policy and promote a culture within Bòrd na Gàidhlig where all Board members and staff feel supported and confident in declaring relevant information and raising any concerns
- Provide independent advice and judgement to staff and Board members where there is any doubt about how to apply this Conflicts of Interest Policy in a given situation
- Provide advice on minimising the risks of conflicts of interest

6.13 The Conflict of Interest Champion will be supported by the Standards Officer, who has responsibility for the day-to-day management of conflicts of interest matters. The Standards Officer should keep the Conflicts of Interest Champion well briefed on conflicts of interest arising within Bòrd na Gàidhlig.

---

<sup>3</sup> This role will normally be undertaken by the Chair of the Audit and Assurance Committee provided that he/she has no inherently high risk conflicts of interest

6.14 Whilst the Conflicts of Interest Champion and the Standards Officer have important roles within Bòrd na Gàidhlig in the management of conflicts of interest, all staff and Board members have an on-going responsibility for ensuring the robust management of conflicts of interest on an ongoing basis.

### **Frequently asked questions**

6.15 Annex 3 contains a list of frequently asked questions about conflicts of interest.



## **ANNEX 1: NINE KEY PRINCIPLES UNDERPINNING PUBLIC LIFE IN SCOTLAND**

The nine principles of conduct underpinning public life in Scotland are as follows:

- Duty:** You have a duty to uphold the law and act in accordance with the law and the public trust placed in you. You have a duty to act in the interests of Bòrd na Gàidhlig of which you are a Board member and in accordance with the core functions and duties of that body
- Selflessness:** You have a duty to take decisions solely in terms of the public interest. You must not act in order to gain financial or other material benefit for yourself, family or friends
- Integrity:** You must not place yourself under any financial or other obligation to any individual or organisation that might reasonably be thought to influence you in the performance of your duties
- Objectivity:** You must make decisions solely on merit and in a way that is consistent with the functions of Bòrd na Gàidhlig when carrying out public business including making appointments, awarding contracts or recommending individuals for rewards and benefits
- Accountability:** You are accountable for your decisions and actions to the public. You have a duty to consider issues on their merits, taking account of the views of others and must ensure that Bòrd na Gàidhlig uses its resources prudently and in accordance with the law
- Openness:** You have a duty to be as open as possible about your decisions and actions, giving reasons for your decisions and restricting information only when the wider public interest clearly demands

- Honesty:** You have a duty to act honestly. You must declare any private interests relating to your public duties and take steps to resolve any conflicts arising in a way that protects the public interest
- Leadership:** You have a duty to promote and support these principles by leadership and example, and to maintain and strengthen the public's trust and confidence in the integrity of Bòrd na Gàidhlig and its members in conducting public business
- Respect:** You must respect fellow members of Bòrd na Gàidhlig and employees of the organisation and the role they play, treating them with courtesy at all times. Similarly you must respect members of the public when performing duties as a member of Bòrd na Gàidhlig

## **ANNEX 2: PROTOCOL FOR MANAGING A HIGH RISK CONFLICT OF INTEREST**

- (1) Name of the individual and description of the interest
- (2) Nature of the risk to Bòrd na Gàidhlig
- (3) Assessment of the level of risk

**Severe**

**High**

**Moderate**

**Minor**

- (4) Actions required to mitigate the risk
- (5) Arrangements for notifying line management and other key Bòrd na Gàidhlig personnel of new interests and/or changes to existing interests
- (6) Meetings to review progress in implementing the Protocol
- (7) Date of formal review of the Protocol

## ANNEX 3: FREQUENTLY ASKED QUESTIONS

### General

**1. Why does Bòrd na Gàidhlig take the subject of conflicts of interest so seriously?**

In an age where the public is increasingly well-informed, there is growing pressure on all public bodies for more transparent and unbiased public decision-making. The consequences of handling a conflict of interest badly are potentially enormous – adverse press coverage, loss of public and Ministerial confidence, being subject to an external inquiry and possibly even legal action

**2. Will people not think that I am biased if I tell them that I have a conflict of interest?**

Not necessarily, but in any case, it is essential to manage public perception. If you are open and transparent about a conflict of interest, this allows Bòrd na Gàidhlig to manage the situation and protect itself and most importantly YOU! When someone conceals information about a possible conflict of interest, this is more likely to attract suspicion and allegations of possible misconduct

**3. What is the difference between an actual and a perceived conflict of interest?**

A perceived conflict of interest exists where it could be perceived, or appear, that a private interest could improperly influence the performance of a staff or Board member's duties and responsibilities to Bòrd na Gàidhlig. It may pose **no actual risk** to the conduct of Bòrd na Gàidhlig's business, but it needs to be managed properly to minimise the risk of reputational damage to Bòrd na Gàidhlig and the individual.

A perceived conflict of interest can be as significant as an actual conflict of interest. The test is whether a reasonable, objective observer, with knowledge of all the facts, would conclude there is a real possibility of bias

**4. Do the same rules apply to Board members and staff?**

There are slightly different requirements for Board members and staff in respect of registering their interests but, in general, the same rules and principles apply to everyone

### **Identifying conflicts of interest**

**5. Is it wrong to have outside interests?**

No, it is very difficult not to have interests outside of your work. What is important is how you manage any interests that conflict with your public duty to Bòrd na Gàidhlig

**6. What are the areas where conflicts of interest typically occur?**

The most common areas include:

- (1) The award of a contract, grant or financial assistance where you have a connection with the tenderer or applicant
- (2) Involvement in a decision that could lead to the appointment of a close relative or friend
- (3) Carrying out business on behalf of Bòrd na Gàidhlig with your own or a relative's company
- (4) Acceptance of gifts or hospitality from Bòrd na Gàidhlig suppliers or grant applicants (actual or potential)

## **7. Who decides whether I have a conflict of interest or not?**

Mainly, you. However, if the Standards Officer is of the opinion that you are conflicted, then you **have** a conflict of interest irrespective of what you think!

On the other hand, if the Standards Officer does not think that you have a conflict of interest but you believe that you do, declare the interest and take appropriate action which will include staying out of the matter – ultimately, you need to protect yourself!

## **8. A new member of my staff team has a serious potential conflict of interest. What controls should I put in place to manage the risk to Bòrd na Gàidhlig, myself and the staff member?**

Ensure that the staff member registers and declares the interest in accordance with this Conflicts of Interest Policy. Discuss and agree a strategy to manage the conflict of interest with the individual and Bòrd na Gàidhlig's Standards Officer. Five possible management strategies include:

- Restrict – ensure that the person steps aside from the matter on the rare occasion when that interest arises
- Recruit – use a disinterested third party to oversee part or all of the process (an outsider or perhaps another business unit)
- Remove – change the work responsibilities of the individual to remove him/her from that area of the business (for serious and/or recurring interests)
- Relinquish – ask the individual to give up the private interest that is causing the conflict
- Resign – the staff member may choose to resign their position rather than relinquish the interest

Ensure that you keep a record of relevant discussions, any advice sought and given etc. In some cases, it may be appropriate to inform the staff member's colleagues of the potential conflict of interest

You should maintain regular contact with the person concerned and monitor the situation (with the Standards Officer)

**9. Bord na Gaidhlig has received a major application for grant funding from a community organisation in the community where I live. I am not personally involved with the group and have no obvious conflict of interest. But, am I conflicted because of the 'geography'?**

Living in an affected area does not in itself constitute a significant interest and does not have to be registered or declared under this Conflicts of Interest Policy. However, while there is no inherent conflict of interest in this case, the Conflicts of Interest Policy clearly states that *"Board members and staff should only play a role in any decision-making process if they can demonstrate objectivity"*

If you have strong views for or against this application or there is a perception on the part of other staff in Bòrd na Gàidhlig or outwith the organisation that you have a bias for or against this proposal for example, because of a statement that you have made, this would create a conflict of interest that Bòrd na Gàidhlig would have to manage

Furthermore, a staff member may not have strong views him/herself but might feel susceptible to family or local pressure and would prefer to remain outside the decision-making process. Depending on the seniority and role of the individual, it may be possible to accommodate this

In such cases, it is helpful to have an honest and frank discussion with the Standards Officer at an early stage. If you believe that your objectivity is impaired, you should exclude yourself from discussions and decisions in relation to this matter in accordance with this Conflict of Interest Policy

However, if you believe your objectivity would not be impaired, then there is no justifiable case for excluding you from the decision-making process.

Irrespective of whether or not there is deemed to be a conflict of interest:

- You should take no part in any public discussions or make any public statement in relation to this project unless you are directly representing the views and interests of Bòrd na Gàidhlig
- You always have a duty of confidentiality which is paramount
- If circumstances (and/or personal views) change, you should inform the Standards Officer as soon as possible and
- All staff are expected to fully discharge their duty to, and represent the views of, Bòrd na Gàidhlig in a fair, objective and impartial manner. To do anything other than this would not just be a conflict of interest issue, it would, in all probability, be a disciplinary matter

If you are deemed not to have a conflict of interest, Bòrd na Gàidhlig should monitor the situation closely to ensure that objectivity continues to be demonstrated in practice. This may require some additional oversight on the part of the Chief Executive, Standards Officer and/or line manager

## **Registration of interests**

### **10. How do I register my interests?**

There is a standard registration of interests form with guidance notes. The Standards Officer, who maintains and updates the register of interests for Board members and staff, is the key contact for notification purposes (if you need to update your entry in the Register of Interests during the year)



**11. How often do I need to update my entry in the Register of Interests?**

Board members and staff should update their entry in the Register of Interests annually. However, any new interests or changes to interests must be brought to the attention of the Standards Officer within **one month** of the new interest/change occurring

**12. Do I have to register the amount of my interest (e.g. remuneration or shareholding in a business)?**

No. You do not have to register the value of any interest but rather the name and nature of the organisation in which the interest is held

**13. Do I have to register the interests of my family or friends?**

No. Board members and staff are only required to register direct (personal) interests, although they may voluntarily register indirect interests. In any event, you must declare these interests as and when they arise and take action in line with this Conflicts of Interest Policy

**14. Is the Register of Interests publicly available?**

The interests of Board members and members of the Leadership Team are published on the Bòrd na Gàidhlig website and are publicly available. The interests of other staff are not published on the website

**Declaration of interests****15. How do I decide whether an interest is significant enough to declare?**

In considering whether an interest is significant, you should consider not only whether you might be influenced but also whether a member of the public, with knowledge of the relevant facts, would reasonably regard the interest as so significant that it is likely to prejudice your discussion or decision making. This is the 'public perception' or 'objective' test

Financial interests are prima facie **significant** unless a reasonable person would consider the interest so 'insignificant or remote' that you would not be influenced by it

**16. Is a verbal declaration of interest sufficient?**

No. A declaration of interest should normally be in writing and a copy of the notification should be sent to the Standards Officer

It may be appropriate to declare an interest verbally at a meeting but you need to ensure the declaration and subsequent action taken (i.e. leaving the room) is contained in the minutes or other record of the meeting

**17. Do I have to declare the interests of friends?**

It depends on the closeness of the relationship and the extent to which Bòrd na Gàidhlig decisions or activities could directly or significantly affect them. The definition of a 'friend' for the purposes of Bòrd na Gàidhlig's Conflict of Interest Policy would be someone with whom you (1) have a longstanding and/or close relationship; or (2) socialise with regularly; or (3) have had dealings with, which may create a conflict of interest

**18. Is it really fair to expect me to know all of the business etc. interests of my family members and close friends?**

No. However, Bòrd na Gàidhlig expects all Board members and staff members to act honestly, exercise due diligence (where appropriate) and take appropriate action when they become aware of a conflict of interest involving family members or close friends

**19. I believe that my interest will not influence my decision or actions in a particular matter – is that not what really counts?**

It is essential that the public (including the Gaelic-speaking community) has complete confidence that decisions are taken in the public interest and not for any other reason. If the public starts to doubt the integrity of Bòrd na Gàidhlig, its staff and/or its decision-making processes, it will result in serious reputational damage to the organisation

This is why the public perception test is so important and what you think - about your own ability to make objective decisions in a conflict of interest scenario – is less relevant

**20. Do I need to disclose a conflict of interest if there is no financial benefit or loss involved?**

Yes, although financial interests are a particularly high risk area, conflicts of interest cover a range of activities that is wider than financial concerns. Consequently, any personal relationships, emotions and associations that would, in the eyes of the reasonable, objective observer, be likely to influence your judgement should also be taken into account

### **Managing conflicts of interest**

**21. I am currently (a) a member of, (b) an office-holder (e.g. Convener, Treasurer) in, an outside organisation that receives grant funding from Bòrd na Gàidhlig – how does this Policy affect me as a staff member?**

(a) As long as you have registered this interest and avoid any involvement in any transaction conducted between Bòrd na Gàidhlig and this organisation (e.g. a grant application), there is no problem

(b) As per (a), you should have no involvement in any related transaction but also... there is clearly a greater risk to the reputation of Bòrd na Gàidhlig in this case due to the perception that this organisation has an advantage over other

applicants due to having you on the staff of Bòrd na Gàidhlig. There may be exceptional circumstances which will allow you to continue to hold an office-bearer position in the organisation but it is important that your involvement is discussed with and approved by the Standards Officer and the Chief Executive of Bòrd na Gàidhlig

However, in a case where the reputational risk to Bòrd na Gàidhlig is so severe or the conflict of interest is deemed to be adversely affecting your ability to carry out your work satisfactorily, the Chief Executive has the right to insist that you withdraw/resign from the position in question

### **Breaching the Conflicts of Interest Policy**

- 22. I am aware that a colleague has a conflict of interest and is not dealing with it in accordance with Bòrd na Gàidhlig's Conflicts of Interest Policy. How should I handle this awkward situation?**

Depending on the circumstances and severity of the issue, you could bring the matter to your colleague's attention or raise it with your line manager or the Standards Officer. If the breach is so serious that it might constitute a criminal offence, you have the option of using Bòrd na Gàidhlig's whistleblowing policy and procedure

- 23. Will I be in trouble if I do not handle a conflict of interest in accordance with Bòrd na Gàidhlig's Conflicts of Interest Policy?**

Yes, it may constitute a disciplinary offence or, in some cases, a criminal offence if you (1) do not disclose a relevant interest; (2) do not take action as directed by Bòrd na Gàidhlig to resolve or handle a conflict of interest; and/or (3) breach any of the key provisions of Bòrd na Gàidhlig's Conflicts of Interest Policy

## **24. What are the possible penalties?**

Penalties can range from disciplinary action including termination of employment to fines and imprisonment (where a breach constitutes a criminal offence). For Board members, a breach may lead to an investigation by the Ethical Standards Commissioner under the statutory Code of Conduct potentially leading to sanctions being imposed by the Standards Commission for Scotland



<b>A' freagairt ri</b>	Am Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	26-05-2020
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	13.3

<b>Tìotal a' Phàipeir</b>	Bun-riaghailtean nan Comataidhean agus Gnàth-riaghailtean a' Bhùird-stiùiridh		
<b>Moladh do Bhuill</b>	Ri Aontachadh		
<b>Neach labhairt:</b>	Shona C NicIllinnein, Ceannard		
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>	
-	-	-	
<b>Pàipear-taice air a cheangal ris</b>	Tha Eàrr-ràdh 1 – Bun-riaghailtean na Comataidh Poileasaidh is Ghoireasan Eàrr-ràdh 2 – Bun-riaghailtean na Comataidh Sgrùdaidh is Dearbhachd Eàrr-ràdh 3 – Gnàth-riaghailtean		
<b>1.0</b>	<b>Adhbhar</b>		
<b>1.1</b>	'S e as adhbhar don aithisg seo, cothrom a thoirt do Bhuill a' Bhùird-Stiùiridh beachdachadh air Bun-riaghailtean airson an dà Chomataidh agus air Gnàth-riaghailtean a' Bhùird-stiùiridh, agus molaidhean a thoirt seachad ma tha atharraichean sam bith a dhìth gus cuideachadh le bhith a' dèanamh cinnteach gum bi siostaman-riaghlaidh èifeachdach ann fhathast		
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>		
<b>2.1</b>			
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>		
<b>3.1</b>	Thathar den bheachd, ma thèid gabhail ris na Bun-riaghailtean ùra, gun cuidich sin le bhith a' dèanamh cinnteach gun tèid obair a bhuineas ris na Comataidhean a choileanadh gu h-èifeachdach. <b>Thathar den bheachd, ma thèid gabhail ris na Gnàth-riaghailtean ùra, gun tachair an aon rud leis na Gnath-riaghailtean.</b>		
<b>4.0</b>	<b>Moladh</b>		
<b>4.1</b>	Thathar ag iarraidh air Buill a' Bhùird-stiùiridh: <ul style="list-style-type: none"> <li>beachdachadh air na Bun-riaghailtean airson an dà chomataidh (Eàrr-ràdh 1 is 2) agus Gnàth-riaghailtean (Eàrr-ràdh 3), agus molaidhean a thoirt seachad, ma tha atharraichean a dhìth</li> <li>an aonta a chur ris na Bun-riaghailtean agus na Gnàth-riaghailtean.</li> </ul>		
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>		
<b>5.1</b>	<b>Buidhean air Ionmhas</b>		
	Chan eil buaidh ionmhasail dhìreach sam bith aig an aithisg seo.		
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>		
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air an fheachd-obrach.		
<b>5.3</b>	<b>Buidhean air Trèanadh</b>		
	Tha buaidh air buill ùra a thaobh trèanadh.		
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>		

Seisean Fosgailte  
Cuspair 13.3 PA

	Tha na bun-riaghailtean agus gnàth-riaghailtean a' cur ris an amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.		
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>		
	<b>AR N-ADHBHAR</b>		<b>AR LUACHAN</b>
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>		
	Còraichean daonna	<input type="checkbox"/>	Clann <input type="checkbox"/>
	Cultar	<input type="checkbox"/>	Coimhearsnachdan <input type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn <input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta <input type="checkbox"/>
	Foghlam	<input type="checkbox"/>	Eaconamaidh <input type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>	
<b>5.6</b>	<b>Buaidhean air Cliù</b>		
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air cliù na buidhne.		
<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd</b>		
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air Slàinte is Sàbhailteachd.		
<b>5.8</b>	<b>Buaidhean Laghail</b>		
	Chan eil buaidh laghail dhìreach sam bith aig an aithisg seo.		
<b>5.9</b>	<b>Buaidhean air Co-ionannachd</b>		
	Chan eil buaidh sam bith a bharrachd aig an aithisg seo air co-ionannachd.		

Seisean Fosgailte  
Cuspair 13.3 PT1



**NA BUN-RIAGHAILTEAN**  
**A' CHOMATAIDH POILEASaidh IS GHOIREASAN**  
**TERMS OF REFERENCE**  
**POLICY AND RESOURCES COMMITTEE**

Air aontachadh le/Approved by: **Am Bòrd Stiùiridh – The Board**

Air aontachadh air/Approved on: **2019-12-11**

Ath-nuadhachadh a dhìth/Review due on: 10-2020

Ath-nuadhachadh air/Updated on: **2020-04-21**

A' Ghàidhlig is Beurla co-ionann/Gaelic & English equal: CS / 2020-04-08



Seisean Fosgailte  
Cuspair 13.3 PT1

<b>A' CHOMATAIDH POILEASaidh IS GHOIREASAN</b>	<b>POLICY AND RESOURCES COMMITTEE</b>
<b>NA BUN-RIAGHAILTEAN</b>	<b>TERMS OF REFERENCE</b>
<p>Tha am Bòrd Stiùiridh air Comataidh Poileasaidh is Ghoireasan a stèidheachadh mar Chomataidh den Bhòrd Stiùiridh gus taic a thoirt do Bhòrd na Gàidhlig ann a bhith a' coilionadh an raon-dleasanais aige fo Achd na Gàidhlig (Alba) 2005 agus Achd Foghlam (Alba) 2016, agus airson rianachd iomlan a thoirt air stòrasan ionmhasail is goireasan daonna na buidhne.</p> <p><b>Ballrachd</b></p> <ul style="list-style-type: none"> <li>• Is iad buill na comataidh Buill a' Bhùird: Dòmhnall MacLeòid, Johan Nic a' Ghobhainn agus Màiri T NicAonghais.</li> <li>• Bidh Dòmhnall MacLeòid sa chathair air a' chomataidh.</li> <li>• Bidh rùnaireachd na comataidh air a sholarachadh leis a' Cheannard.</li> </ul> <p><b>Aithriseadh</b></p> <ul style="list-style-type: none"> <li>• Bidh a' chomataidh ag aithris gu foirmeil ann an sgrìobhadh chun a' Bhùird Stiùiridh an dèidh gach coinneamh. Mar is àbhaist, bi geàrr-chunntas na coinneimh na bhun-stèidh airson na h-aithris.</li> <li>• Bidh a' chomataidh a' toirt Aithisg Bhliadhnail don Bhòrd Stiùiridh, ann an deagh ùine gus taic a thoirt a thaobh crìoch a chur air an aithisg bhliadhnail agus air an aithris air riaghladh, anns an toir a' chomataidh geàrr-chunntas air na co-dhùnaidhean a rinneadh bhon obair aice rè na bliadhna.</li> </ul> <p><b>Uallaichean</b> Bidh a' chomataidh</p> <ul style="list-style-type: none"> <li>• a' cumail sùil air adhartas ùghdarrasan poblach ann an cur an gnìomh an cuid phlanaichean cànan;</li> <li>• a' ceadachadh Amasan aig Àrd Ìre airson Phlanaichean Cànan;</li> <li>• a' cumail sùil air adhartas an aghaidh targaidean is crìochan mar a chuireadh an cèill anns na Planaichean Corporra agus Obrachaidh aig Bòrd na Gàidhlig;</li> <li>• a' ceadachadh ro-innleachdan air rannsachadh agus fiosrachadh;</li> <li>• a' ceadachadh Plana Ionmhasail sa Mheadhan-ùine (MTFP) ceangailte ris a' phlana chorporra agus ris an Ro-innleachd Ionmhasail sa Mheadhan-ùine aig Riaghaltas na h-Alba, agus a' moladh a' Phlana ris a' Bhòrd Stiùiridh;</li> </ul>	<p>The Board has established a Policy and Resources Committee as a Committee of the Board to support Bòrd na Gàidhlig in fulfilling its remit under the Gaelic Language (Scotland) Act 2005, the Education (Scotland) Act 2016, and for overall management of the organisation's financial and people resources.</p> <p><b>Membership</b></p> <ul style="list-style-type: none"> <li>• The members of the committee are Board Members: Donald MacLeod, Johan Smith and Mary T MacInnes.</li> <li>• The committee will be chaired by Donald MacLeod</li> <li>• The committee will be provided with a secretariat function by the Ceannard.</li> </ul> <p><b>Reporting</b></p> <ul style="list-style-type: none"> <li>• The committee will formally report in writing to the Board after each meeting. A copy of minutes of the meeting will usually form the basis of the report.</li> <li>• The committee will provide the Board with an Annual Report, timed to support finalisation of the annual report and the governance statement, summarising its conclusions from the work it has done during the year.</li> </ul> <p><b>Responsibilities</b> The committee will</p> <ul style="list-style-type: none"> <li>• monitor progress with implementation by public authorities of their Gaelic language plans;</li> <li>• approve Gaelic Language Plans High Level Aims;</li> <li>• monitor progress against targets and goals as set out in Bòrd na Gàidhlig's Corporate and Operational Plans;</li> <li>• approve research and information strategies;</li> <li>• approve the Medium-Term Financial Plan (MTFP) linked to its corporate plan and the Scottish Government Medium-Term Financial Strategy, and recommend the Plan to the Board;</li> </ul>

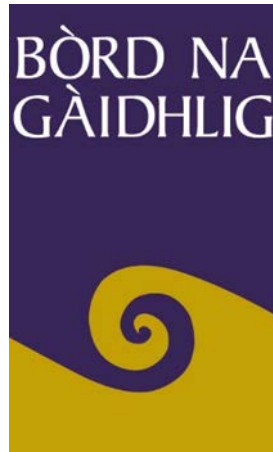
Seisean Fosgailte  
Cuspair 13.3 PT1

<ul style="list-style-type: none"> <li>• a’ ceadachadh a’ bhuidseit bhliadhnail (aig a bheil ceanglaichean soilleir ris an MTFP) agus a’ moladh buidseat na buidhne ris a’ Bhòrd Stiùiridh;</li> <li>• a’ cumail sùil air teachd-a-steach agus caiteachas an aghaidh bhuidseatan ùghdarraichte;</li> <li>• a’ dèanamh lèirmheas air cùisean is co-dhùnaidhean cudromach a thaobh aithriseadh ionmhasail;</li> <li>• a’ leasachadh agus a’ ceadachadh poileasaidh corporra agus ro-innleachdan, nam measg air obrachadh ann an com-pàirteachas;</li> <li>• a’ sgrùdadh poileasaidhean air goireasan daonna;</li> <li>• a’ dèanamh cinnteach gu bheil rianachd èifeachdach ann airson chùisean ceangailte ris an luchd-obrach taobh a-staigh na buidhne;</li> <li>• a’ ceadachadh atharrachaidhean mòra ris na structaran airson luchd-obrach agus gu luchd-obrach a bharrachd mar a tha an Ceannard a’ socrachadh;</li> <li>• a’ marasgladh ullachaidhean a’ Chòd Ghiùlain airson Buill Bhòrd na Gàidhlig agus mar a tha stiùireadh no atharrachaidhean poileasaidh sam bith air an toirt a-steach ann an co-rèir ri ullachaidhean a’ Chòd; agus</li> <li>• a’ beachdachadh air cùisean sam bith eile a dh’fhaodar am Bòrd Stiùiridh òrdachadh no Ministearan na h-Alba a riaghladh bho àm gu àm.</li> </ul> <p>Bidh a’ Chomataidh Poileasaidh is Ghoireasan cuideachd a’ dèanamh lèirmheas air a’ choileanadh is èifeachdas aice fhèin gach bliadhna agus ag aithris toraidhean an lèirmheis sin don Bhòrd Stiùiridh. Beachdaichidh Cathraiche na comataidh air lèirmheas sam bith air ballrachd le Cathraiche a’ Bhùird Stiùiridh.</p> <p><b>Còraichean</b> Faodaidh a’ chomataidh:</p> <ul style="list-style-type: none"> <li>• buill a bharrachd a cho-thaghadh gus sgilean èolas is fèin-fhiosrachadh speisealach a sholarachadh;</li> <li>• comhairle speisealach ad hoc a sholarachadh air chosg na buidhne, air chùmhnannt gum faighear cead buidseatach bhon Bhòrd Stiùiridh no bhon Cheannard.</li> </ul> <p><b>Ùghdarras</b> Tha a’ chomataidh ùghdarraichte le Bòrd Stiùiridh Bhòrd na Gàidhlig na leanas, às an leth, a cheadachadh:</p> <ul style="list-style-type: none"> <li>• Planaichean Gàidhlig</li> <li>• poileasaidhean obrachaidh</li> </ul>	<ul style="list-style-type: none"> <li>• approve the annual budget (which has clear links to the MTFP) and recommend the organisation’s budget to the Board;</li> <li>• monitor the income and expenditure against authorised budgets;</li> <li>• review significant financial reporting issues and judgements;</li> <li>• develop and approve corporate policy and strategies including partnership working;</li> <li>• scrutinise HR policies;</li> <li>• ensure there is effective management of people-related matters within the organisation;</li> <li>• approve major changes to staffing structures and for additional staffing as determined by the Ceannard;</li> <li>• oversee the provisions of the Code of Conduct for Members and the introduction of any guidance or policy changes in accordance with the provisions of the Code; and</li> <li>• consider such other issues as may be prescribed by the Board or as Scottish Ministers may direct from time to time.</li> </ul> <p>The Policy and Resources Committee will also annually review its own performance and effectiveness and report the results of that review to the Board. The Chair of the committee will consider any review of membership with the Chair of the Board.</p> <p><b>Rights</b> The committee may:</p> <ul style="list-style-type: none"> <li>• co-opt additional members to provide specialist skills, knowledge and experience;</li> <li>• procure specialist ad-hoc advice at the expense of the organisation, subject to budgetary approval by the Board or Ceannard.</li> </ul> <p><b>Authority</b> The committee is authorised by the Board of Bòrd na Gàidhlig to approve, on their behalf:</p> <ul style="list-style-type: none"> <li>• Gaelic Language Plans</li> <li>• operational policies</li> </ul>
--	--

Seisean Fosgailte  
Cuspair 13.3 PT1

<ul style="list-style-type: none"> <li>• poileasaidhean air luchd-obrach</li> <li>• sgeamaichean thabhartasan is duaisean, ann an co-rèir ris an Sgeama airson Ùghdarras air a Thiomnadh</li> </ul> <p><b>Coinneamhan</b></p> <p>Is iad modhan na comataidh:</p> <ul style="list-style-type: none"> <li>• bidh a' chomataidh a' coinneachadh co-dhiù ceithir tursan gach bliadhna. Faodaidh an Cathraiche coinneamhan a bharrachd a ghairm, mar a tha e/i ga mheas riatanach;</li> <li>• mar ìos-mheud, bidh dithis bhall den chomataidh an làthair mus bi coinneamh air a meas cuòraichte;</li> <li>• am bitheantas, bidh an Ceannard an làthair aig coinneamhan na comataidh, agus far a bheil cùisean ann a tha a' buntainn ris na dreuchdan aca bidh Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd, Stiùiriche Foghlam na Gàidhlig, agus Ceann Roinn an Ionmhais an làthair;</li> <li>• faodaidh a' chomataidh iarraidh air oifigich sam bith eile bhon bhuidhinn a bhith an làthair gus a cuideachadh le còmhraidhean air cùis shònraichte;</li> <li>• faodaidh a' chomataidh iarraidh air a h-uile duine a tha an làthair nach eil nam buill den chomataidh, no air feadhainn dhiùbhsan, a tharraing air ais gus deasbad fosgailte is fosgarra fhurastachadh air cùisean sònraichte;</li> <li>• faodaidh am Bòrd Stiùiridh no an Ceannard iarraidh air a' chomataidh coinneamhan a bharrachd a ghairm gus cùisean sònraichte a dheasbad air a bheil iad ag iarraidh comhairle na comataidh.</li> </ul>	<ul style="list-style-type: none"> <li>• people policies</li> <li>• grants schemes and awards, as per the Scheme of Delegated Authority</li> </ul> <p><b>Meetings</b></p> <p>The procedures for meetings are:</p> <ul style="list-style-type: none"> <li>• the committee will meet at least four times a year. The Chair of the committee may convene additional meetings, as he/she deems necessary;</li> <li>• a minimum of two members of the committee will be present for the meeting to be deemed quorate;</li> <li>• committee meetings will normally be attended by the Ceannard, and for matters relating to their roles by the Director of Language Planning and Community Developments, Director of Gaelic Education, and the Head of Finance.</li> <li>• the committee may ask any other officials of the organisation to attend to assist it with its discussions on any particular matter;</li> <li>• the committee may ask any or all of those who normally attend but who are not members to withdraw to facilitate open and frank discussion of particular matters;</li> <li>• the Board or Ceannard may ask the committee to convene further meetings to discuss particular issues on which they want the committee's advice.</li> </ul>
--	--

Seisean Fosgailte  
Cuspair 13.3 PT2



**NA BUN-RIAGHAILTEAN  
A' CHOMATAIDH SGRÙDAIDH IS DEARBHACHD**

**TERMS OF REFERENCE  
AUDIT & ASSURANCE COMMITTEE**

Air aontachadh le/Approved by: **Am Bòrd Stiùiridh – The Board**

Air aontachadh air/Approved on: **2019-12-11**

Ath-nuadhachadh a dhìth/Review due on: **10-2020**

<b>A' CHOMATAIDH SGRÙDAIDH IS DEARBHACHD</b>	<b>AUDIT AND ASSURANCE COMMITTEE</b>
<b>NA BUN-RIAGHAILTEAN</b>	<b>TERMS OF REFERENCE</b>
<p>Tha am Bòrd Stiùiridh air Comataidh Sgrùdaidh is Dearbhachd a stèidheachadh mar Chomataidh den Bhòrd Stiùiridh gus taic a chumail ris na dleastanasan aige a thaobh chùisean co-cheangailte ri rianachd chunnartan, smachd agus riaghladh agus dearbhadh co-cheangailte ri sin tro phròiseas le sgrùdadh, ath-bhreithneachadh agus ceasnachadh cuideachail.</p> <p><b>Ballrachd</b></p> <ul style="list-style-type: none"> <li>• Tha na buill den chomataidh nam Buill Bùird: Stiùbhairt MacLeòid, Ailean Caimbeul agus Jennifer Gilmour</li> <li>• Bidh Stiùbhairt MacLeòid na chathraiche air a' chomataidh</li> <li>• Bheir Ceann an Ionmhais taic rùnaireachd dhan chomataidh.</li> </ul> <p><b>Ag aithris</b></p> <ul style="list-style-type: none"> <li>• Bidh a' chomataidh ag aithris gu foirmeil ann an sgrìobhadh dhan Bhòrd agus dhan Oifigear Chunntachail às dèidh gach coinneimh. Mar as trice bidh lethbhreac de gheàrr-chunntas na coinneimh mar bhunait na h-aithris.</li> <li>• Bheir a' chomataidh Aithisg Bhliadhnail dhan Bhòrd agus dhan Oifigear Chunntachail, ann an ùine gu leòr gus crìoch a chur air na cunntasan agus air an aithris air riaghladh, le geàrr-chunntas air na co-dhùnaidhean aice bhon obair a rinn i tron bhliadhna.</li> </ul> <p><b>Dleastanasan</b></p> <p>Bheir a' chomataidh comhairle dhan Bhòrd agus dhan Oifigear Chunntachail air:</p> <ul style="list-style-type: none"> <li>• na pròiseasan airson rianachd chunnartan, smachd agus riaghladh agus air an aithris air riaghladh;</li> <li>• na poileasaidhean cunntasachd, na cunntasan, agus aithisg bhliadhnail na buidhne, a' gabhail a-steach a' phròiseas airson lèirmheas a dhèanamh air na cunntasan mus tèid an cur chun an luchd-sgrùdaidh, na mearachdan a thèid a lorg, agus litir-dhearbhaidh an luchd-stiùiridh dhan luchd-sgrùdaidh bhon taobh a-muigh;</li> <li>• na gnìomhan a tha fa-near dhan luchd in-sgrùdaidh agus dhan luchd-sgrùdaidh bhon taobh a-muigh agus toraidhean na h-obrach aca;</li> </ul>	<p>The Board has established an Audit and Assurance Committee as a Committee of the Board to support it in their responsibilities for issues of risk management, control and governance and associated assurance through a process of scrutiny, review and constructive challenge.</p> <p><b>Membership</b></p> <ul style="list-style-type: none"> <li>• The members of the committee are Board Members: Stewart MacLeod, Allan Campbell, and Jennifer Gilmour</li> <li>• The committee will be Chaired by Stewart MacLeod</li> <li>• The committee will be provided with a secretariat function by the Head of Finance.</li> </ul> <p><b>Reporting</b></p> <ul style="list-style-type: none"> <li>• The committee will formally report in writing to the Board and Accountable Officer after each meeting. A copy of minutes of the meeting will usually form the basis of the report.</li> <li>• The committee will provide the Board and Accountable Officer with an Annual Report, timed to support finalisation of the accounts and the governance statement, summarising its conclusions from the work it has done during the year.</li> </ul> <p><b>Responsibilities</b></p> <p>The committee will advise the Board and Accountable Officer on:</p> <ul style="list-style-type: none"> <li>• the strategic processes for risk management, control and governance and the governance statement;</li> <li>• the accounting policies, the accounts, and the annual report of the organisation, including the process for review of the accounts prior to submission for audit, levels of error identified, and management's letter of representation to the external auditors;</li> <li>• the planned activity and results of both internal and external audit;</li> </ul>

Seisean Fosgailte  
Cuspair 13.3 PT2

<ul style="list-style-type: none"> <li>• iomchaidheachd freagairt an luchd-stiùiridh do chùisean a chaidh a chomharrachadh le obair sgrùdaidh, a' gabhail a-steach litir/aithisg riaghlaidh an luchd-sgrùdaidh bhon taobh a-muigh;</li> <li>• èifeachdachd na h-àrainneachd smachd taobh a-staigh na buidhne;</li> <li>• barantasan a thaobh riatanasan riaghladh corporra na buidhne;</li> <li>• molaidhean airson seirbheisean in-sgrùdaidh a chur a-mach gu tairgse</li> <li>• poileasaidhean an aghaidh foill, poileasaidhean an aghaidh bribearachd, poileasaidh airson draghan fhoillseachadh, agus ullachaidhean airson sgrùdaidhean sònraichte.</li> </ul> <p>Nì a' Chomataidh ath-bhreithneachadh agus nì e ceasnachadh air na rudan a leanas far a bheil sin a dhìth:</p> <ul style="list-style-type: none"> <li>• cunbhalachd nam poileasaidhean cunntasachd tron bhuidhinn air fad agus atharrachadh sam bith anns na poileasaidhean cunntasachd seo;</li> <li>• na dòighean a thèid a chleachdadh airson cunntas a thoirt air gnòthaichean cudromach no neo-àbhaisteach far am faodadh diofar dhòighean-obrach a bhith ann;</li> <li>• co-dhiù a tha a' bhuidheann air ìrean cunntasachd iomchaidh a leantainn agus air tuairmsean agus breithneachaidhean iomchaidh a dhèanamh, agus iad a' toirt fa-near do bheachdan an luchd in-sgrùdaidh agus an luchd-sgrùdaidh bhon taobh a-muigh.</li> </ul> <p>Nì a' Chomataidh Sgrùdaidh is Dearbhachd ath-sgrùdadh gach bliadhna air an èifeachdas fhèin agus bheir iad cunntas air toraidhean an ath-sgrùdaidh sin dhan Bhòrd agus dhan Oifigear Chunntachail. Beachdaichidh Cathraiche na Comataidh air ath-sgrùdadh sam bith air Ballrachd le Cathraiche a' Bhùird.</p> <p><b>Còraichean</b> Faodaidh a' chomataidh:</p> <ul style="list-style-type: none"> <li>• buill a bharrachd a cho-thaghadh gus sgilean, fios agus eòlas sònraichte a thoirt dhan bhuidhinn;</li> <li>• comhairle shònraichte fhaighinn air stèidh ad-hoc agus sin air a phàigheadh leis a' bhuidhinn, le ùmhlachd do chead buidseit bhon Bhòrd no bhon Oifigear Chunntachail.</li> </ul> <p><b>Ruigsinneachd</b> Bidh cothrom aig an Neach In-sgrùdaidh agus aig riochdaire bhon luchd-sgrùdaidh bhon taobh a-muigh buidhinn ri Cathraiche na Comataidh gu saor agus gu dìomhair</p>	<ul style="list-style-type: none"> <li>• the adequacy of management response to issues identified by audit activity, including external audit's management letter/report;</li> <li>• the effectiveness of the internal control environment;</li> <li>• assurances relating to the corporate governance requirements for the organisation;</li> <li>• proposals for tendering for internal audit services</li> <li>• anti-fraud policies, anti-bribery policies, whistleblowing policy, and arrangements for special investigations.</li> </ul> <p>The Committee shall review and challenge where necessary:</p> <ul style="list-style-type: none"> <li>• the consistency of, and any changes to, accounting policies across the organisation;</li> <li>• the methods used to account for significant or unusual transactions where different approaches are possible;</li> <li>• whether the organisation has followed appropriate accounting standards and made appropriate estimates and judgements, taking into account the views of the internal and external auditors.</li> </ul> <p>The Audit and Assurance Committee will also annually review its own effectiveness and report the results of that review to the Board and Accountable Officer. The Chair of the Committee will consider any review of Membership with the Chair of the Board.</p> <p><b>Rights</b> The committee may:</p> <ul style="list-style-type: none"> <li>• co-opt additional members to provide specialist skills, knowledge and experience;</li> <li>• procure specialist ad-hoc advice at the expense of the organisation, subject to budgetary approval by the Board or Accountable Officer.</li> </ul> <p><b>Access</b> The Internal Auditor and the representative of External Audit will have free and confidential access to the Chair of the Committee.</p>
---	--

Seisean Fosgailte  
Cuspair 13.3 PT2**Coinneamhan**

Is iad seo na dòighean-obrach airson choinneamhan:

- coinnichidh a' chomataidh co-dhiù ceithir tursan sa bhliadhna. Bidh seo a' tachairt gu àbhaisteach ro choinneamh a' bhùird-stiùiridh, le ùine gu leòr son pàipearan a dhol air adhart do choinneamh a' bhùird-stiùiridh a' leantainn air choinneamh a' chomataidh. Faodaidh Cathraiche na Comataidh coinneamhan a bharrachd a chur air dòigh nuair a bhios seo iomchaidh na b(h)eachd.
- feumaidh dithis bhall den chomataidh aig a' char as lugha a bhith an làthair aig coinneamh airson cuòram.
- mar as trice, bidh an t-Oifigear Cunntachail, Ceann Roinn an Ionmhais, an Neach In-sgrùdaidh, agus riochdaire bhon Luchd-sgrùdaidh bhon Taobh A-muigh an làthair aig coinneamhan comataidh.
- faodaidh a' chomataidh iarraidh air oifigear sam bith eile aig a' bhuidhinn a bhith an làthair gus cuideachadh leis na còmhraidhean aca air cùis shònraichte sam bith;
- faodaidh a' chomataidh iarraidh air duine sam bith no a h-uile duine a bhios mar as trice a' frithealadh coinneamhan na comataidh, ach nach eil nam buill, a' choinneamh fhàgail gus an gabh cùisean sònraichte a dheasbad ann an dòigh fhosgailte is fhosgarra;
- dh'fhaodte gun iarr am Bòrd no an t-Oifigear Cunntachail air a' chomataidh coinneamhan a bharrachd a chur air dòigh gus beachdachadh air cuspairean sònraichte air a bheil iad ag iarraidh beachdan na comataidh.

**Riathanasan fiosrachaidh**

Airson gach coinneamh, thèid na leanas a thoirt dhan chomataidh:

- aithisg le geàrr-chunntas air atharrachadh susbainteach sam bith ann an Clàr-chunntartan na buidhne;
- aithisg adhartais bhon Neach In-sgrùdaidh a' toirt geàrr-chunntas air:
  - obair a rinneadh (agus coimeas ris an obair a bha air a planadh);
  - prìomh cheistean ag èirigh às an obair In-sgrùdaidh;
  - freagairt an luchd-stiùiridh do mholadh sgrùdaidh sam bith;
  - atharrachaidhean susbainteach air a' phlana sgrùdaidh;
  - ceist sam bith a thaobh stòrasan a tha a' toirt buaidh air lìbhrigeadh amasan in-sgrùdaidh;
- aithisg adhartais bhon riochdaire bhon Luchd-sgrùdaidh bhon Taobh A-muigh a tha a' toirt geàrr-chunntas air obair a rinneadh agus air na co-dhùnidhean a tha a' tighinn am bàrr;

**Meetings**

The procedures for meetings are:

- the committee will meet at least four times a year. This will normally precede board meetings with sufficient time intervals for papers from the committee to be presented to the following board meeting. The Chair of the Committee may convene additional meetings, as he/she deems necessary;
- a minimum of two members of the committee will be present for the meeting to be deemed quorate;
- committee meetings will normally be attended by the Accountable Officer, the Head of Finance, the Internal Auditor, and a representative of External Audit
- the committee may ask any other officials of the organisation to attend to assist it with its discussions on any particular matter;
- the committee may ask any or all of those who normally attend but who are not members to withdraw to facilitate open and frank discussion of particular matters;
- the Board or Accountable Officer may ask the committee to convene further meetings to discuss particular issues on which they want the committee's advice.

**Information requirements**

For each meeting the committee will be provided with:

- a report summarising any significant changes to the organisation's Risk Register;
- a progress report from the Internal Auditor summarising:
  - work performed (and a comparison with work planned);
  - key issues emerging from Internal Audit work;
  - management response to audit recommendations;
  - significant changes to the audit plan;
  - any resourcing issues affecting the delivery of Internal Audit objectives;
- a progress report from the External Audit representative summarising work done and emerging findings;

Seisean Fosgailte  
Cuspair 13.3 PT2

<ul style="list-style-type: none"> <li>• aithisg adhartais bho Bhuidheann-stiùiridh a' Phlana Leasachaidh</li> </ul> <p>Nuair a bhios e iomchaidh, thèid na rudan a leanas a thoirt dhan comataidh cuideachd:</p> <ul style="list-style-type: none"> <li>• aithisgean le fios as ùr air obair na buidhne bhon Oifigear Chunntachail;</li> <li>• am Plana In-sgrùdaidh bliadhna a tha a' mìneachadh nam Bun-riaghailtean agus na Ro-innleachd</li> <li>• Beachd agus Aithisg Bhliadhna an Neach In-sgrùdaidh;</li> <li>• aithisgean dearbhachd càileachd air obair In-sgrùdaidh;</li> <li>• dreachd de chunntasan na buidhne;</li> <li>• an dreachd den aithris air riaghladh;</li> <li>• aithisg air atharrachadh sam bith air poileasaidhean cunntasachd;</li> <li>• An litir/aithisg stiùiridh aig an Luchd-sgrùdaidh bhon Taobh A-muigh;</li> <li>• aithisg air moladh sam bith gus seirbheisean sgrùdaidh a chur a-mach gu tairgse;</li> <li>• aithisg air co-obrachadh eadar an Neach In-sgrùdaidh is an Luchd-sgrùdaidh bhon Taobh A-muigh;</li> <li>• aithisg air na pròiseasan an aghaidh foill agus brìbearachd agus air mar a thathar a' coileanadh nam pròiseasan sin;</li> <li>• <u>aithisgean bho thùsan eile taobh a-staigh nan "trì loidhnichean dearbhachd" anns an Fhrèam Dearbhachd aig Bòrd na Gàidhlig;</u></li> <li>• <u>fìorsrachadh air mi-chinnt cudromach sam bith a bhios ag èirigh eadar coinneamhan a bhith air innse dhan chomataidh le sgioba stiùiridh.-</u></li> </ul>	<ul style="list-style-type: none"> <li>• a progress report from the Improvement Plan Steering Group.</li> </ul> <p>As and when appropriate, the committee will also be provided with:</p> <ul style="list-style-type: none"> <li>• business update reports from the Accountable Officer;</li> <li>• the annual Internal Audit Plan detailing Terms of Reference and Strategy</li> <li>• the Internal Auditor's Annual Opinion and Report;</li> <li>• quality assurance reports on the Internal Audit function;</li> <li>• the draft accounts of the organisation;</li> <li>• the draft governance statement;</li> <li>• a report on any changes to accounting policies;</li> <li>• External Audit's management letter/report;</li> <li>• a report on any proposals to tender for audit functions;</li> <li>• a report on co-operation between Internal and External Audit;</li> <li>• a report on the anti-fraud and anti-bribery arrangements and performance;</li> <li>• <u>reports from other sources within the "three lines of assurance" in Bòrd na Gàidhlig's Assurance Framework;</u></li> <li>• <u>any significant new risk arising to be advised to the committee by the Leadership Team on its occurrence.</u></li> </ul>
--	--



Seisean Fosgailte  
Cuspair 13.3 PT3



# GNÀTH-RIAGHAILTEAN

AIRSON COINNEAMHAN FOIRMEIL

BÒRD-STIÙIRIDH BHÒRD NA GÀIDHLIG

# STANDING ORDERS

FOR FORMAL MEETINGS OF

BÒRD NA GAIDHLIG'S BOARD

Air aontachadh le/Approved by: **Am Bòrd Stiùiridh – The Board**

Air aontachadh air/Approved on: **2019-12-11**

Ath-nuadhachadh a dhìth/Review due on: 10-2020

A' Ghàidhlig is Beurla co-ionnan: xxxx

## Clàr-innse/ Contents

<b>Ro-ràdh</b>	Preamble	3
<b>Ballrachd a' Bhùird-stiùiridh</b>	Board Membership	3
<b>Cuòram</b>	Quorum	4
<b>Cleachdadh na Gàidhlig</b>	Use of Gaelic	5
<b>Tiomnadh cumhachdan</b>	Delegation	5
<b>Clàr nan Coinneamhan</b>	Schedule of Meetings	5
<b>Clàr-gnothaich agus Pàipearan a' Bhùird-stiùiridh</b>	Board Agenda and Papers	6
<b>Pàipearan a' Bhùird-stiùiridh ann an Seiseanan</b>	Board Papers dealt with in Closed Session	8
<b>Dùinte</b>		
<b>Òrdugh nan Gnothaichean</b>	Order of Business	9
<b>Làthaireachd aig coinneamhan</b>	Attendance at Meetings	9
<b>Ceistean Bùird</b>	Board Questions	9
<b>A' stiùireadh choinneamhan</b>	Chairing of meetings	10
<b>Co-dhùnidhean a' Bhùird-stiùiridh</b>	Board Decisions	10
<b>A' bhòtadh</b>	Voting	12
<b>Co-dhùnidhean air an cur dheth</b>	Deferred Decisions	13
<b>Comhairle dhan bhòrd-stiùiridh</b>	Advice to the Board	13
<b>Clàr nan com-pàirtean - A' clàradh com-pàirt</b>	Declarations of Interest - Making a Declaration	14
<b>A' bhuaidh aig nochdadh com-pàirt</b>	Effect of Declaration	14
<b>Ceadan sònraichte</b>	Dispensations	15
<b>Geàrr-chunntasan a' Bhùird-stiùiridh</b>	Board Minutes	15
<b>A' cur bhall à dreuchd rè ùine</b>	Suspension of Members	16
<b>Dìomhaireachd</b>	Confidentiality	17
<b>Fiachanas pearsanta buill a' bhùird-stiùiridh</b>	Personal liability of Board Members	17
<b>A' cur stad sealach air no ag atharrachadh nan</b>	Suspension and amendments of Standing	18
<b>Gnàth-riaghailtean</b>	Orders	

Seisean Fosgailte  
Cuspair 13.3 PT3

	(Tha seo an sàs cuideachd airson coinneamhan Comataidh Bhòrd na Gàidhlig cuideachd mur a tèid an caochladh a ràdh ann am Bun-riaghailtean na Comataidh)	(Applies also to Bòrd na Gàidhlig's Committees unless stated otherwise in Committee Terms of Reference)
	<b>Ro-ràdh</b>	<b>Preamble</b>
1	Chaidh Bòrd na Gàidhlig a stèidheachadh gus dleasan Achd na Gàidhlig (Alba) 2005 ("An Achd") a choileanadh	Bòrd na Gàidhlig was established to carry out the functions stated in the Gaelic Language (Scotland) Act 2005 ("the Act").
2	Tha am pàipear seo a' mìneachadh nan dòighean-obrach mionaideach airson a bhith a' ruith choinneamhan Bòrd-stiùiridh Bhòrd na Gàidhlig. Tha na dòighean-obrach an seo an sàs airson coinneamhan comataidhean a' Bhùird cuideachd mar a bhios iomchaidh, ach a-mhàin ma bhios Comataidh a' cur a ghnàth riaghailtean fhèin air dòigh. Ma nithear seo, feumaidh iad a bhith air an aontachadh leis a' Bhòrd.	This paper sets out the detailed procedures that apply to the conduct of meetings of Bòrd na Gàidhlig's Board. The procedures also apply to meetings of the Committees of the Board as appropriate unless a Committee adopts its own standing orders, in which case they must be endorsed by the Board.
3	Tha na Gnàth Riaghailtean seo a bharrachd air na riathanasan a tha air am mìneachadh ann an Achd na Gàidhlig (Alba) 2005 agus na h-ullachaidhean anns na sgrìobhainnean a leanas: <ul style="list-style-type: none"> <li>• Còd-giùlain airson Buill Bhòrd na Gàidhlig (2002)</li> <li>• Achd Inbhean Eiticeil sa Bheatha Phoblach is msaa (Alba) (2000)</li> <li>• Riaghailtean Fiosrachadh Àrainneachdail (Alba) (2004)</li> <li>• Achd Saorsa an Fhiosrachaidh (Alba) (2002)</li> <li>• Achd an Dìon Dàta (2018)</li> </ul>	These Standing Orders are in addition to the requirements as set out in the Gaelic Language (Scotland) Act 2005 and the provisions set out in the following documents: <ul style="list-style-type: none"> <li>• Code of Conduct for Members of Bòrd na Gàidhlig (2002)</li> <li>• The Ethical Standards in Public Life etc. (Scotland) Act (2000)</li> <li>• Environmental Information (Scotland) Regulations (2004)</li> <li>• The Freedom of Information (Scotland) Act (2002)</li> <li>• The Data Protection Act (2018)</li> </ul>
4	Thèid Buill Bòrd-stiùiridh Bhòrd na Gàidhlig a chur an dreuchd leis a' Mhinistear air a bheil Uallach agus bi ballrachd gun a bhith nas lugha na 5, no nas motha na 11, buill àbhaisteach. Thèid aon bhall a bharrachd a thaghadh leis a' Mhinistear air a bheil Uallach airson a bhith na C(h)athraiche.	Bòrd na Gàidhlig's Board members are appointed by the Responsible Minister, and the Board will consist of no fewer than 5, nor more than 11, ordinary members. An additional member is appointed by the Responsible Minister to be the Cathraiche (Chair).
	<b>Ballrachd a' Bhùird-stiùiridh</b>	<b>Board Membership</b>
5	Nuair a bhios oifis a' Chathraiche bàn, feumaidh buill àbhaisteach a' bhùird-stiùiridh cuideigin ainmeachadh airson a bhith ann an cathair a' Bhùird gus an tèid cuideigin fhasdadh fo fho-pharagraf (1)(b) de dh'Achd na Gàidhlig (Alba) 2005.	Where the office of Cathraiche is vacant, the ordinary members must elect from amongst themselves a person to chair the Board until an appointment is made under subparagraph (1)(b) of the Gaelic Language (Scotland) Act 2005.

Seisean Fosgailte  
Cuspair 13.3 PT3

	<p>Faodaidh an Cathraiche iar-chathraiche ainmeachadh bho bhuill a' bhùird gus a bhith na c(h)athraiche mas e is nach urrainn don Chathraiche an dreuchd a choileanadh fad ùine ghoirid. 'S e dreuchd pro-tem a tha seo agus cha tèid e an àite an ullachaidh gu h-àrd.</p>	<p><u>The Cathraiche can nominate a vice-chair from amongst the board members to act as chair in the event that the Cathraiche is unable to carry out the role for a limited term. This is a pro-tem role and will not replace the provision above.</u></p>
6	<p>Tha buill Bhòrd-stiùiridh Bhòrd na Gàidhlig uile air an taghadh mar dhaoine fa leth agus chan ann mar riochdairean aig buidheann. Tha cho fad 's a bhios neach nam ball den bhòrd air a mhìneachadh ann an litir fastaidh a' bhuill.</p>	<p>All Bòrd na Gàidhlig Board members are appointed on an individual basis and not as representatives of organisations. Duration of appointments is as set out in a member's letter of appointment.</p>
	<p><b>Cuòram</b></p>	<p><b>Quorum</b></p>
7	<p>Is e cuòram Bòrd-stiùiridh Bhòrd na Gàidhlig mòr-chuid de bhuill làithreach a' Bhùird a tha comasach air co-dhùnadh a dhèanamh is aig nach robh ris a' choinneamh fhàgail mar thoradh air com-pàirt a nochdadh, a' gabhail a-steach an neach a tha na c(h)athraiche air a' choinneimh. Cha tèid co-dhùnadh sam bith a dhèanamh aig coinneamh aig bòrd-stiùiridh Bhòrd na Gàidhlig mur eil cuòram ann. Thèid na daoine a tha an làthair agus nach robh an làthair a chlàradh ann an geàrr-chunntas gach coinneimh.</p>	<p>The quorum of Bòrd na Gàidhlig Board is a majority of <u>members able to make the decision, having not been obliged to withdraw as a result of declaring an interest</u><del>currently appointed members of the Board</del>, including the person chairing the meeting. No decisions will be made at a meeting of Bòrd na Gàidhlig's Board unless a quorum is present. All attendances and absences will be recorded in the minutes of any meeting.</p>
8	<p>Ann an cuid de shuidheachaidhean, thèid coinneamhan slàn a chumail air a' fòn, tro ghairmean co-labhairt no co-labhairt bhidio agus thèid am fòrmat aontachadh leis a' Chathraiche.</p> <p>Mar as trice, feumaidh daoine a bhith an làthair ach ann an suidheachaidhean air leth, agus le aonta a' Chathraiche, faodaidh Ball fa leth pàirt a ghabhail air a' fòn, tro cho-labhairt fòn, no co-labhairt bhideo. Cha bhiodh seo iomchaidh ach nuair a bhios suidheachaidhean sònraichte ann a bhiodh a' ciallachadh nach biodh e comasach dhan Bhall a bhith an làthair aig a' choinneimh. Ann an suidheachaidhean mar sin, bhiodh na Buill sin air am meas gu bheil iad an làthair agus mar phàirt den chuòram airson na coinneimh sin. Anns a h-uile suidheachadh, bhiodh an t-ùghdarras deireannach aig a' Chathraiche agus bhiodh e an urra ris a' Bhall rabhadh iomchaidh a thoirt seachad agus an teicneòlas iomchaidh a bhith ri fhaighinn aig àite na coinneimh. Ma tha Ball, gun adhbhar reusanta, air a bhith neo-làthaireach bho choinneamhan Bòrd-stiùiridh Bhòrd na Gàidhlig airson ùine nas fhaide na 4</p>	<p><u>In some circumstances complete meetings will be held through telephone, conference call or video conference facilities and the format shall be decided by the Chair</u></p> <p>Participation will normally be in person but, exceptionally and with the agreement of the Chair of the meeting, an individual Member may participate by telephone, conference call or video conference. This would only apply where there are exceptional circumstances which would mean that the Member would otherwise be unable to attend the meeting. In such circumstances, such Members would be deemed to be present and to constitute part of the quorum for the purposes of that meeting. In all circumstances, the Cathraiche would have the final authority and would be dependent on the Member providing suitable notice and the availability of the appropriate technology at the meeting location. If a Member, without reasonable justification, has been absent from meetings of Bòrd na Gàidhlig's Board for a period longer than 4</p>

Seisean Fosgailte  
Cuspair 13.3 PT3

	mìosan an dèidh a chèile no airson 3 coinneamhan an dèidh a chèile agus nach deach cead a thoirt seachad leis a' Chathraiche airson seo, bheir an Cathraiche comhairle dhan Mhinistear. <del>Thèid coinneamhan nas giorra a chumail tro fòn, gairm co-labhairt no goireasan co-labhairt bhidio</del>	consecutive months or for 3 consecutive meetings and has not been given leave by the Cathraiche, the Cathraiche will advise the Minister. <del>Shorter meetings will be held through telephone, conference call or video conference facilities.</del>
9	Faodar cuireadh a thoirt do bhuill Comataidhean nach eil nam buill de Bhòrd-stiùiridh Bhòrd na Gàidhlig, le toil a' Chathraiche, a bhith an làthair aig pàirt no aig làn choinneamh de Bhòrd Bòrd-stiùiridh Bhòrd na Gàidhlig no taisbeanaidhean a thoirt seachad dhan Bhòrd-stiùiridh. Cha bhi còir bhòtaidh aca ge-tà.	Members of Committees who are not members of Bòrd na Gàidhlig's Board may, at the discretion of the Cathraiche, be invited to attend part or all of Bòrd na Gàidhlig Board meetings or to make presentations to Bòrd na Gàidhlig's Board. They will not however be entitled to vote.
	<b>Cleachdadh na Gàidhlig</b>	<b>Use of Gaelic</b>
10	Thèid na h-ullachaidhean uile aig coinneamhan a' Bhùird agus a chomataidhean a chumail sa Ghàidhlig mura h-aontaich am Bòrd an caochladh. Bidh Bòrd na Gàidhlig a' cur ullachaidhean iomchaidh air dòigh <b>mar as trice</b> airson a bhith ag eadar-theangachadh ghnothaichean dhan Bheurla agus cànanan sam bith eile a tha iad a' meas iomchaidh bho àm gu àm ann an coileanadh an obair.	All proceedings of meetings of the Board and its committees shall be carried on in Gaelic unless the Board agrees otherwise. Bòrd na Gàidhlig shall <b>normally</b> make available appropriate arrangements for the translation of any proceedings into English and such other languages they may from time to time consider appropriate in the conduct of its business.
	<b>Tiomnadh cumhachdan</b>	<b>Delegation</b>
11	Dh'fhaodte gun tiomnaich Bòrd-stiùiridh Bhòrd na Gàidhlig cumhachdan do chomataidhean a' Bhùird, do bhuidhnean eile, no do dhaoine fa leth mar a bhios e a' meas iomchaidh. Co-dhùnaidh Bòrd na Gàidhlig an raon-ùghdarras, ullachaidhean a thaobh na Cathrach aig coinneamhan, ballrachd, ìre nan cumhachdan tiomnaichte, agus riaghailt sam bith eile a tha a' dol leis an tiomnadh chumhachdan. Mur a tèid an caochladh a chur an cèill, bidh buidhnean agus daoine fa leth eile ag aithris gu dìreach gu Cathraiche Bhòrd na Gàidhlig.	Bòrd na Gàidhlig's Board may delegate powers to Board Committees, other groups or individuals as it considers necessary. Bòrd na Gàidhlig shall decide the remit, Chair arrangements and membership, level of delegated authority, and any other rules which accompany the delegation. Unless otherwise directed, Committees, other groups and individuals will report direct to Bòrd na Gàidhlig's Cathraiche.
	<b>Clàr nan Coinneamhan</b>	<b>Schedule of Meetings</b>
12	Mus tòisich a' bhliadhna, aontaichidh Bòrd-stiùiridh Bhòrd na Gàidhlig cinn-latha agus àiteachan airson nan coinneamhan aca airson na bliadhna air thoiseach. Ruithidh an clàr-ama bhon Ghiblean gus am Màrt le coinneamh ann timcheall air aon uair gach trì mìosan. Thèid an clàr-ama airson coinneamhan a' Bhùird-stiùiridh fhoillseachadh air làrach-lìn Bhòrd na Gàidhlig agus thèid an clàr-gnothaich agus na pàipearan a sgaoileadh do bhuill co-dhiù 10 làithean ro gach	Bòrd na Gàidhlig's Board will approve in advance of each calendar year, dates and venues for its meetings for the following year. The schedule will be from April to March with a meeting frequency of approximately once every three months. The forward schedule of Board meetings is published on Bòrd na Gàidhlig's website, and the agenda and papers will be issued to members at least 10 calendar days in

Seisean Fosgailte  
Cuspair 13.3 PT3

	coinneimh (ach a-mhàin ma tha an Cathraiche den bheachd gum biodh e na b' fheàrr a bhith a' sgaoileadh fear de na pàipearan no na pàipearan uile nas fhaig air latha na coinneimh).	advance of each meeting (unless a later circulation is considered preferential by the Cathraiche for one or all of the papers).
13	Faodaidh an Cathraiche coinneamh shònraichte de Bhòrd na Gàidhlig a chur air dòigh nuair a tha e coltach gu bheil feum air beachdachadh air cuspair gu luath. Faodaidh Ball sam bith iarraidh gun tèid coinneamh shònraichte a chumail. Bidh an co-dhùnadh mu dheireadh am bu chòir seo a dhol air adhart leis a' Chathraiche, no mur eile iad ri fhaighinn, bho Chathraiche a' Chomataidh Sgrùdaidh agus Dearbhaidh, a bhios cuideachd a' dearbhadh cò an luchd-obrach a bu chòir a bhith an làthair.	The Cathraiche may convene a special meeting of Bòrd na Gàidhlig's Board when it appears that an item of business requires urgent consideration. Any Member may request that a special meeting be convened. The final decision on whether this proceeds rests with the Cathraiche or, in their absence, the Chair of the Audit and Assurance Committee, who will also determine which members of staff should attend.
	<b>Clàr-gnothaich agus Pàipearan a' Bhùird-stiùiridh</b>	<b>Board Agenda and Papers</b>
14	Tha an clàr-gnothaich airson gach coinneamh de Bòrd-stiùiridh Bhòrd na Gàidhlig air ullachadh agus air aontachadh leis an Sgioba Stiùiridh airson a dhol air adhart dhan Chathraiche airson aonta. Thèid clàr-gnothaich a' Bhùird-stiùiridh a phostadh air làrach-lìn Bhòrd na Gàidhlig às aonais nì sam bith airson seisean dùinte, seachdain ro choinneimh a' Bhùird-stiùiridh. Dh'fhaodte gun atharraich nithean air a' chlàr ron choinneimh, agus nochd atharrachaidhean air a' chlàr-gnothaich air an làrach-lìn.	The agenda for each Bòrd na Gàidhlig Board meeting is prepared and cleared by the Leadership Team for approval by the Cathraiche. The Board agenda is posted on Bòrd na Gàidhlig's website minus any closed session items, one week prior to the Board meeting. Agenda items may change prior to the meeting, with any changes reflected on the website agenda.
15	Bu chòir àiteachan agus amannan nan coinneamhan feuchainn ris na rudan a leanas a lùghdachadh (far a bheil sin reusanta): <ul style="list-style-type: none"> <li>• cosgaisean dìreach dhan sporan phoblach.</li> <li>• an tìde a bheir e (agus mar sin cosgaisean neo-dhìreach) do na daoine a bhios a' gabhail pàirt sa choinneimh.</li> <li>• <u>a' bhuaidh a bheireadh e air lorg àrainneachdail Bhòrd na Gàidhlig, gu sònraichte an lorg càrboin aige.</u></li> <li>• agus bu chòir dhaibh cuideachd ruigsinneachd don phoball a mheudachadh.</li> </ul>	Timings and locations of meetings should seek to minimise (within reason) the following: <ul style="list-style-type: none"> <li>• the direct financial costs to the public purse.</li> <li>• the time commitment (and so indirect financial cost) involved for all participants.</li> <li>• <u>the impact on Bòrd na Gàidhlig's environmental footprint, and in particular its carbon footprint.</u></li> <li>• <u>and maximise accessibility to the public.</u></li> </ul>
16	Bidh Bòrd-stiùiridh Bhòrd na Gàidhlig <del>cuideachd</del> ag amas air co-dhiù aon tadhal coimhearsnachd a chumail gach bliadhna, <del>agus dh'fhaodte gun tèid coinneamh a chumail ann an àite seach Inbhir Nis no Glaschu.</del> Thèid seo a thoirt fa-near air a' chlàr-ama airson coinneamhan ri teachd.	Bòrd na Gàidhlig's Board will <del>also</del> aim to have at least one community visit a year. <del>which may involve a meeting location other than Inverness or Glasgow.</del> This will be noted on the forward schedule.

Seisean Fosgailte  
Cuspair 13.3 PT3

17	Thèid òrdugh nan nithean air clàr-gnothaich a' Bhùird-stiùiridh aontachadh leis a' Chathraiche/Ceannard agus bheir iad aire do na h-ullachaidhean siubhail airson luchd-obrach agus buill a tha an dùil a bhith an làthair cho fad 's a ghabhas seo dèanamh.	The running order of items on the Board agenda will be agreed with the Cathraiche/Ceannard and as far as possible will take into account the travel arrangements for staff and members who plan to attend.
18	Bidh an Sgioba Stiùiridh a' beachdachadh air agus ag aontachadh phàipearan dhan Bhòrd mus tèid an cur gu Bòrd-stiùiridh Bhòrd na Gàidhlig ach a-mhàin ma tha pròiseasan riaghlaidh an sàs.	Board papers are considered and approved by the Leadership Team prior to submission to Bòrd na Gàidhlig's Board unless other governance processes are in place.
19	Bidh sgioba rùnaireachd a' Bhùird-stiùiridh a' cur ri chèile, a' sgaoileadh, agus far a bheil sin a dhìth, a sgrìobhadh phàipearan airson nan nithean a chaidh aontachadh airson Clàr na coinneimh, ach a-mhàin ma chaidh aontachadh le Cathraiche na coinneimh nach eil pàipear sam bith a dhìth.	The Board secretariat team will electronically collate, circulate and, where necessary, provide papers for the agreed Agenda items at a meeting, unless it has been previously agreed with the Chair of the meeting that no paper is required.
20	Thèid pàipearan a chur gu na daoine a tha gu bhith an làthair aig a' choinneimh gu h-eileagtronaigeach co-dhiù 10 latha ron choinneimh.	Papers will be electronically sent to the meeting attendees at least 10 days prior to the meeting.
21	Mur eil na pàipeirean deiseil airson sgaoileadh 10 làithean ron choinneimh, as dèidh co-chomhairle le Cathraiche na Coinneimh agus leis a' Cheannard, dh'fhaodte gum post sgioba rianachd a' Bhùird-stiùiridh na pàipearan nas anmoiche, gun tèid am pàipear no na pàipearan a chur sìos aig a' choinneimh fhèin, no gun tèid an nì/na nithean a thoirt far Clàr-gnothaich na coinneimh. Dh'fhaodte nach tèid cumail ris na clàran-ama sin ma thèid coinneamhan sònraichte aontachadh le rabhadh goirid, ach thèid a h-uile oidhirp a dhèanamh gus pàipearan a chur a-mach ron choinneimh	If papers are not available for dispatch 10 days prior to the meeting, the Board secretariat team may, after consultation with the Chair of the meeting and the Ceannard, make a late posting, or table the paper(s) at the meeting, or withdraw the item(s) from the Agenda of the meeting. Occasions when these timescales may not be adhered to are if Special meetings are agreed at short notice, every attempt however will be made to dispatch papers in advance of the meeting
22	Faodar nithean air clàr-gnothaichean a bhith air an comharrachadh mar Fhosgailte, Dùinte no Prìobhaideach. Mar as trice, thèid coinneamhan a' Bhùird a chumail ann an seisean Fosgailte. Ach dh'fhaodte gum bi nithean air a' chlàr a tha air an comharrachadh mar Dùinte no Prìobhaideach. Dh'fhaodte gun tèid nithean seisean Fosgailte a chumail gu poblach. Chan fhaod am poball a bhith an làthair aig nithean seisean Dùinte agus dh'fhaodte gum bi farsaingeachd de dh'oifigearan air an riochdachadh cuideachd. Bidh an Ceannard	Board meeting agenda items may be categorised Open, <del>or</del> Closed <u>or private</u> . <u>Board meetings will normally be held in Open session. However there may be agenda items categorised as Closed or private. Open session items may be considered in public. Closed session items will exclude the public and may also have a range of executive representation. The Ceannard will attend both open and closed sessions unless absence is agreed with the Chair. Private</u>

Seisean Fosgailte  
Cuspair 13.3 PT3

	an làthair an dà chuid aig seiseanan fosgailte agus dùinte ach a-mhàin ma thèid aontachadh leis a' Chathraiche nach bi i/e an làthair. Bidh buill a' bhùird-stiùiridh a-mhàin an làthair airson seiseanan prìobhaideach agus far a bheil seo a dhìth, thèid ball ainmeachadh mar sgrìobhaiche.	<u>session items will be board members only and where necessary, include a nominated scribe</u> <del>Closed session items will be attended by Board members only and where necessary, include a nominated scribe.</del>
23	Thèid an clàr foirmeil de choinneamh Bòrd-stiùiridh Bhòrd na Gàidhlig fhoillseachadh sa Ghàidhlig agus sa Bheurla, air làrach-lìn Bhòrd na Gàidhlig taobh a-staigh 10 latha bho chaidh clàr-ghnothaich a' Bhùird aontachadh aig an ath-choinneimh aig a' Bhòrd-stiùiridh.	The formal record of Bòrd na Gàidhlig's Board meeting will be published, in Gaelic and English, on Bòrd na Gàidhlig's website within 10 days following approval of the Board minute at the following Board meeting.
24	Faodaidh buill a' bhùird-stiùiridh iarraidh gun tèid nì sam bith a dheasbad ann an seisean dùinte; thèid seo a dheasbad leis a' Chathraiche agus bidh e a rèir toil a' Chathraiche. Mas e is gun tèid nì a ghabhail ann an seisean dùinte, feumaidh adhbhar iomchaidh a bhith air a thoirt seachad air a shon. Cha tèid an gearr-chunntasan seiseanan dùinte fhoillseachadh air-loidhne.	Board members are permitted to request any item to be discussed in closed session; this will be discussed in conjunction with the Cathraiche and at their discretion. Should an item of business be taken in closed session, then a valid reason must be given. Closed session minutes will not be published to the website.
	<b>Pàipearan a' Bhùird-stiùiridh ann an Seiseanan Dùinte</b>	<b>Board Papers dealt with in Closed Session</b>
25	Thathar a' gabhail ris gun tèid beachdachadh air pàipearan airson Bòrd-stiùiridh Bhòrd na Gàidhlig ann an Seisean Fosgailte ach a-mhàin ma tha adhbhar làidir ann airson dìomhaireachd. Gheibhear stiùireadh bho Achd Saorsa an Fhiosrachaidh (Alba) 2002, Riaghailtean Fiosrachaidh Àrainneachdail 1994 agus Achd Dìon Dàta 2018 a thaobh dè na pàipearan ris am bu chòir dèiligeadh ann an seisean dùinte. Nì an Cathraiche co-dhùnaidh air seo ann an conaltradh leis a' Cheannard.	There is a presumption that Bòrd na Gàidhlig's Board papers will be considered in Open Session unless there are strong grounds for confidentiality. The Freedom of Information (Scotland) Act 2002 is used, along with the Environmental Information Regulations 1994 and the Data Protection Act 2018, to guide which papers should be dealt with in closed session. Decisions on this are made by the Cathraiche in consultation with the Ceannard.
26	Am measg pàipearan a' Bhùird-stiùiridh a dh'fhaodadh a bhith air an deasbad ann an Seiseanan (le ùmhlachd do bheachdan a' chathraiche agus a' Cheannaird) tha pàipearan a thaobh ceistean sgiobachd agus luchd-obrach. Bidh na h-adhbharan airson a bhith a' dèiligeadh ri pàipearan anns an dòigh seo air a mhìneachadh anns a' phàipear-aghaidh airson a' phàipeir sin.	Board papers which may be dealt with in Closed Session (subject to the views of the Cathraiche and Ceannard) include papers relating to personnel and staffing issues. The reasons for papers being dealt with in this way will be included in the cover page of the appropriate paper.
27	Ron choinneimh, faodaidh an Cathraiche no Ball eile de Bhòrd-stiùiridh Bhòrd na Gàidhlig moladh gun tèid beachdachadh air nì no pàirt de nì air a'	Prior to the meeting the Cathraiche or other Bòrd na Gàidhlig Board member(s) can move that an item, or part of an item, should be



Seisean Fosgailte  
Cuspair 13.3 PT3

	chlàr aig Seisean Dùinte den choinneimh. Tha seo a rèir toil a' Chathraiche agus cha ghabh a cheadachadh ach a-mhàin ann an suidheachaidhean air leth.	considered in Closed Session of the meeting. This is at the discretion of the Cathraiche and will only be permitted in exceptional circumstances.
	<b>Òrdugh nan Gnothaichean</b>	<b>Order of Business</b>
28	Thèid gnothach a' Bhùird aig a h-uile coinneamh air adhart a rèir a' chlàir-ghnothaich a chaidh a thoirt a-mach airson na coinneimh sin ach a-mhàin ma tha an Cathraiche air an caochladh a chur an cèill; faodaidh an Cathraiche òrdugh nan gnothaichean atharrachadh aig àm sam bith a rèir a thoil fhèin no às dèidh iarrais bho bhall/bhuill.	The business of the Board at all meetings will proceed in accordance with the agenda issued for that meeting unless otherwise directed by the Cathraiche who may at his/her discretion or at the request of a member(s), alter the order of business at any stage.
29	Aig a h-uile coinneamh àbhaisteach no sònraichte, cha tèid beachdachadh air gnothach sam bith ach a-mhàin gnothaichean air a' chlàir-ghnothaich ach a-mhàin far a bheil an Cathraiche den beachd gum bu chòir beachdachadh air nì aig a' choinneimh mar thoradh air suidheachadh sònraichte.	At all ordinary or special meetings, no business other than that on the agenda will be considered except where by reason of special circumstances, the Cathraiche is of the opinion that the item should be considered at the meeting.
	<b>Làthaireachd aig coinneamhan</b>	<b>Attendance at Meetings</b>
30	Bidh a' chòir aig a' Cheannard a bhith an làthair aig a h-uile coinneamh aig Bòrd-stiùiridh Bhòrd na Gàidhlig agus aig coinneamhan de na Comataidhean, ach a-mhàin airson pàirtean de choinneamhan nuair a thèid aontachadh le buill Bòrd-stiùiridh Bhòrd na Gàidhlig gum bu chòir a' chùis a bhith air a deasbad le buill a-mhàin, mar eisimpleir far am bithear a' bruidhinn air tuarastal no coileanadh a' Cheannard.	The Ceannard shall have the right to attend all Bòrd na Gàidhlig' Board meetings and meetings of the Committees, except for parts of meetings when agreed by Bòrd na Gàidhlig's Board members that the matter under discussion should involve members only, for example where the Ceannard's remuneration or performance is being discussed.
31	A bharrachd air a' Cheannard, bidh gach ball den Sgioba Stiùiridh a' frithealadh coinneamhan Bhòrd na Gàidhlig ach a-mhàin ma thèid iarraidh orra gun a bhith an làthair no ma thèid an leisgeulan a ghabhail. Bidh luchd-obrach eile an làthair airson nithean sònraichte air a' chlàir-ghnothaich nuair a bhios seo iomchaidh.	In addition to the Ceannard, all members of the Leadership Team will, except when requested or excused by the Cathraiche, attend Bòrd na Gàidhlig's Board meetings. Other members of staff will attend for particular agenda items as necessary.
32	Faodaidh Ministearan Albannach no an riochdairean a bhith an làthair aig coinneamhan Bòrd-stiùiridh Bhòrd na Gàidhlig no a chomataidhean agus pàirt a ghabhail annta, ach chan fhaod iad bhòtadh.	Scottish Ministers or their representatives may attend and take part in either full Board or committee meetings of Bòrd na Gàidhlig, but such representative is not entitled to vote.
	<b>Ceistean Bùird</b>	<b>Board Questions</b>

Seisean Fosgailte  
Cuspair 13.3 PT3

33	Faodaidh ball sam bith ceist a chur air a' Chathraiche aig coinneamh sam bith de Bhòrd-stiùiridh Bhòrd na Gàidhlig mu ghnòthach buntainneach agus iomchaidh sam bith a tha ag èirigh bhon chlàr-ghnòthaich.	Any member may put a question to the Cathraiche at any meeting of Bòrd na Gàidhlig's Board concerning any relevant and competent business arising from the agenda.
34	Faodaidh buill fios a thoirt chun a' Chathraiche ron choinneimh mu cheistean a tha iad ag iarraidh a thogail nach eil co-cheangailte ri ceistean air a' chlàr-ghnòthaich. Bu chòir seo a dhèanamh ann an sgrìobhadh ma ghabhas seo dèanamh. Co-dhùnaidh an Cathraiche, ann an conaltradh leis a' Cheannard, am bu chòir dèiligeadh ris a' cheist aig a' choinneimh agus bheir iad fios air ais dhan bhall mun cho-dhùnadh. Far an gabh a dhèanamh, thèid dèiligeadh ri ceistean ann an Seisean Fosgailte. Ann an suidheachaidhean air leth, nuair a tha ceist a' dèiligeadh ri cuspair dìomhair no doirbh, dh'fhaodte gun tèid dèiligeadh ris ann an Seisean Dùinte. Bidh seo a rèir toil a' Chathraiche ann an co-chonaltradh leis a' Cheannard.	Members can also notify the Cathraiche in advance of the meeting of questions that they wish to raise other than those relevant to agenda items. Wherever possible this should be done in writing. The Cathraiche, in consultation with the Ceannard, will determine whether the question should be dealt with during the meeting, and inform the member accordingly. Wherever possible, questions will be dealt with in the Open Session. Exceptionally, where a question deals with a sensitive or confidential issue, it may be dealt with in Closed Session. This will be at the discretion of the Cathraiche in consultation with the Ceannard.
35	Nuair a thèid puing òrdugh a thogail aig coinneamh aig Bòrd-stiùiridh Bhòrd na Gàidhlig, 's e riaghladh a' Chathraiche an co-dhùnadh mu dheireadh.	When a question of order is raised at a meeting of Bòrd na Gàidhlig's Board, the Cathraiche's ruling on it will be final.
	<b>A' stiùireadh choinneamhan</b>	<b>Chairing of meetings</b>
36	Aig coinneamh a' Bhùird, bidh Cathraiche Bhòrd na Gàidhlig anns a' chathair mas e is gu bheil e/i an làthair. Mur eil an Cathraiche gu bhith an làthair, mar as trice, dh'innseadh e/i dè am ball eile a bhiodh anns a' chathair. Mur eil comhairle ann bhon Chathraiche, taghaidh na buill Bùird-stiùiridh a tha an làthair aon de na bhuill airson a bhith an ceann na coinneimh tro bhòtadh mòr-chuid.	At a meeting of the Board, the Bòrd na Gàidhlig Cathraiche, if present, will preside. In the absence of the Cathraiche, he/she will normally indicate which other member should preside. If no advice from the Cathraiche is available, the Board members present will choose, by a majority vote of those present, one of their number to preside.
37	Nì an Cathraiche na leanas: <ul style="list-style-type: none"> <li>• cumar smachd agus nithear cinnteach gu bheil cothrom gu leòr aig buill a' Bhùird-stiùiridh na beachdan aca a chur an cèill mu chuspair sam bith a thathar a' deasbad;</li> <li>• nthear co-dhùnaidhean air cùisean òrdugh, raon-ùghdarrais agus buntainneachd;</li> <li>• co-dhùnair dè an t-òrdugh anns am bu chòir do bhuill a tha airson bruidhinn sin a dhèanamh; agus</li> </ul>	The Cathraiche will: <ul style="list-style-type: none"> <li>• preserve order and ensure that members of the Board have sufficient opportunity to express their views on any matter under discussion;</li> <li>• determine all matters of order, competency and relevancy;</li> <li>• determine in which order members wishing to speak should do so; and</li> </ul>

Seisean Fosgailte  
Cuspair 13.3 PT3

	<ul style="list-style-type: none"> <li>co-dhùnair a bheil bhòt a dhith gus nach eil agus mar a nithear i</li> <li>leanar poileasaidhean agus dòighean-obrach iomchaidh Bhòrd na Gàidhlig</li> </ul>	<ul style="list-style-type: none"> <li>determine whether or not a vote is required and how it is to be conducted.</li> <li>adhere to relevant Bòrd na Gàidhlig policy and procedure</li> </ul>
	<b>Co-dhùnaidhean a' Bhùird-stiùiridh</b>	<b>Board Decisions</b>
38	<p>Mar as trice, thèid co-dhùnaidhean Bòrd-stiùiridh Bhòrd na Gàidhlig a ghabhail le co-aontachd am measg nam ball a tha an làthair. Tha 'ball a tha an làthair' a' ciallachadh ball a tha an làthair aig a' choinneimh fhèin no a tha a' gabhail pàirt tro cheangail fòn no co-labhairt bhideo tron deasbad air an nì air a' chlàr agus a tha air geàrr-chunntas sam bith a chluinntinn a rinn an Cathraiche no ball ainmichte den Sgioba Stiùiridh.</p> <p>Ma dh'fhàgas ball a' choinneamh gu tràth, bidh iad air an comharrachadh mar neo-làithreach airson co-dhùnadh sam bith a chaidh a ghabhail às dèidh dhaibh falbh.</p>	<p>Decisions of Bòrd na Gàidhlig's Board will usually be by consensus of attending members. An attending member is one who is either present in person or takes part by telephone or video conference link throughout the discussion of the agenda item and has heard any summing up by the Cathraiche, or a nominated member of the Leadership Team.</p> <p>A member who leaves a meeting prematurely will be treated as a non-attending member for the purpose of any decision taken after the time of departure.</p>
39	Tha uallach corporra air buill uile a' Bhùird-stiùiridh airson co-dhùnaidhean a ghabh am Bòrd-stiùiridh. Mar sin, feumaidh buill gabhail ri co-dhùnadh coitcheann a' Bhùird-stiùiridh (agus taic a chumail ri seo gu poblach), no feumaidh iad an t-àite air a' Bhòrd a leigeil seachad.	Board Members share corporate responsibility for decisions taken by the Board as a whole. Members must therefore either accept (and publicly support) the collective decision of the Board or resign.
40	Faodaidh ball de Bhòrd-stiùiridh Bhòrd na Gàidhlig an t-eas-aonta aige/aice ri co-dhùnadh a' bhùird a chlàradh cho fad 's a bha i/e an làthair aig a' choinneimh far an deach beachdachadh air a' chùis seo agus cho fad 's a dh'iarras am ball gun tèid an t-eas-aonta aige/aice a chlàradh gun dàil às dèidh an co-dhùnadh a bhith air a dhèanamh. Ma tha ball ag iarraidh atharrachadh a mholadh air gluasad bhon Cathraiche no bho bhall/bhuill mus tèid co-dhùnadh a ghabhail, bu chòir dhaibh 1) neach-taic iarraidh airson an atharrachaidh fhoirmeil sin agus ma gheibhear sin, 2) bhòt fhaighinn bho mhòr-chuid de bhuill a' Bhùird-stiùiridh.	A member of Bòrd na Gàidhlig's Board may have his or her dissent recorded to a decision of the Board provided that she/he has attended the meeting at which the matter was considered and provided that the member asks to record his/her dissent immediately after the decision is concluded. Any member that wants to actually propose an adjustment to the Cathraiche or member(s) motion prior to a decision being taken should 1) seek a seconder for that formal amendment and if that is secured 2) thereafter secure a majority vote of Board members.
41	Thèid beachdan sgrìobhte mu nithean air a' chlàr-ghnothaich a thèid a chur a-steach le gach ball den Bhòrd-stiùiridh aig Bòrd na Gàidhlig nach eil an làthair a chuairteachadh gu buill a' Bhùird-stiùiridh agus bidh an Cathraiche (no luchd-taic	Written comments on agenda items submitted by all non-attending Bòrd na Gàidhlig Board members will be circulated to Board members and referred to by the Cathraiche (or designated support such as

Seisean Fosgailte  
Cuspair 13.3 PT3

	ainmichte mar eisimpleir rùnaireachd a' Bhùird) a' toirt iomradh orra aig àm iomchaidh rè na coinneimh.	the Board secretariat) at the appropriate point in the meeting.
42	Ann an suidheachaidhean air leth, nuair a tha co-dhùnadh a dhìth bho Bhòrd-stiùiridh Bhòrd na Gàidhlig ann an cabhag agus far nach gabhadh coinneamh a chur air dòigh, thèid dèiligeadh ris a' chùis tro chonaltradh sgrìobhte. Thèid an co-dhùnadh gus seo a dhèanamh a ghabhail leis a' Chathraiche. Ann an suidheachaidhean mar seo, cuiridh na buill an cuid bheachdan chun a' Chathraiche ann an sgrìobhadh. Thèid an co-dhùnadh a dhaingneachadh aig an ath choinneimh de Bhòrd-stiùiridh Bhòrd na Gàidhlig agus thèid a chlàradh anns a' gheàrr-chunntas.	Exceptionally, when a Bòrd na Gàidhlig Board decision is required urgently and it would not be feasible to convene a meeting, the matter will be dealt with by correspondence. The decision to do this will be made by the Cathraiche. In such circumstances members will send their views to the Cathraiche in writing. The decision will be ratified at the next Bòrd na Gàidhlig Board meeting and recorded in the minutes.
	<b>A' bhòtadh</b>	<b>Voting</b>
43	Thèid co-dhùnadh a dhèanamh tro bhòt anns na suidheachaidhean a leanas: <ul style="list-style-type: none"> <li>Nuair a tha an Cathraiche a' faicinn gu bheil cuid de na buill ag eas-aontachadh ri moladh no a tha air draghan a nochdadh mu dheidhinn agus nach eil co-aonta ann.</li> <li>Nuair a dh'iarras ball gun tèid bhòt a chumail agus nuair a bheir co-dhiù aon bhall eile taic ris a' mholadh seo.</li> <li>Ann an suidheachadh sam bith eile, far a bheilear den bheachd, a rèir toil a' Chathraiche, gum bu chòir bhòt a bhith ann mus tèid co-dhùnadh a ghabhail.</li> </ul>	Decisions will be reached by vote on the following occasions: <ul style="list-style-type: none"> <li>When the Cathraiche detects that there is a body of opinion among the members who either disagree with a proposal or have expressed reservations about it and no clear consensus has emerged.</li> <li>When a member requests a vote to be taken and this is supported by at least one other member in attendance.</li> <li>Any other circumstance where, at the Cathraiche's discretion, it is felt that a decision should be preceded by a vote.</li> </ul>
44	Cha bhi còir bhòtaidh ach aig buill a tha an làthair, mar a tha air a mhìneachadh ann an Co-dhùnaidhean a' Bhùird-stiùiridh. Bidh aon bhòt aig gach Ball, a' gabhail a-staigh a' Chathraiche, ach a-mhàin ann an suidheachadh far a bheil bhòt co-ionnan ann. Bidh bhòt-sheulachaidh a bharrachd aig a' Chathraiche anns an t-suidheachadh sin.	Only attending members, as defined in Board Decisions, will be eligible to vote. Each Member, including the Cathraiche, will be entitled to one vote except in the case of an equality of votes when the Cathraiche will have an additional casting vote.
45	Mar as trice, bithear a' bhòtadh tro bhòt làimhe. Le cead a' Chathraiche, no ma <u>thachras-tha</u> ball sam bith a <u>tha</u> -a' togail gearan mu bhòt a bhith air a ghabhail tro bhòt làimhe, agus ma tha mòr-chuid de na buill a tha an làthair a' toirt taic don ghearán, thèid a' bhòt a chumail tro bhaileat dìomhair. Anns na suidheachaidhean far an tèid baileat dìomhair a chumail, bidh am Manaidsèar	Votes will normally be taken by show of hands. At the discretion of the Cathraiche, or in the event of any member objecting to a vote being taken by a show of hands and a majority of attending members supporting the objection, the vote will be taken by secret ballot. In the circumstances where a secret ballot is to be held, the Operations

Seisean Fosgailte  
Cuspair 13.3 PT3

	Gnìomhan a' cur a-mach agus a' cruinneachadh phàipearan baileat, a' cunntadh nam bhòtaichean agus às dèidh dhaibh sin a bhith air an dearbhadh le Ceann an Ionmhais, no mur eil iad an làthair, de bhall eile den Sgioba Stiùiridh, an toradh dhan Bhòrd-stiùiridh.	Manager will issue and collect ballot papers, count the votes and after these have been confirmed by the Head of Finance, or in their absence another attending member of Leadership Team, announce the result to the Board.
46	Clàraidh geàrr-chunntas na coinneimh toraidhean a' bhòt, a' toirt fa-near àireamh agus ainmean nam ball a tha a' bhòtadh airson agus an aghaidh a' mholaidh agus ball sam bith nach do bhòt. Mas e is gun tèid baileit a chumail gu dìomhair, cha tèid na h-ainmean a chlàradh anns a' chlàr-ghnothaich.	The minutes of the meeting will record the results of voting, noting the number and names of members voting for and against the proposal and any abstentions. The minutes will not record the names in the event that a ballot is held in secret.
	<b>Co-dhùnaidhean air an cur dheth</b>	<b>Deferred Decisions</b>
47	Faodaidh am Bòrd-stiùiridh co-dhùnadh a chur dheth air nì air a' chlàr-ghnothaich gus am faigh e barrachd fiosrachaidh, roghainnean eile airson co-dhùnaidhean, no airson adhbhar sam bith eile. Thèid an t-aonta gus dàil a chur air co-dhùnadh a chlàradh ann an geàrr-chunntas na coinneimh cho math ris an adhbhar airson seo, agus bidh dreachd clàr-ama ann airson a bhith a' toirt na cùise air ais dhan bhòrd-stiùiridh airson deasbad a bharrachd agus airson co-dhùnadh.	The Board may decide to defer a decision on an agenda item so that it can be provided with more information, additional decision options or for any other reason. The decision to defer, with the reasons, will be recorded in the minutes of the meeting along with the indicative timescale for returning the matter to the Board for further discussion and decision.
	<b>Comhairle dhan bhòrd-stiùiridh</b>	<b>Advice to the Board</b>
48	Gus co-dhùnaidhean a ghabhail aig coinneamhan, gabhaidh am Bòrd comhairle mar a bhios iomchaidh. Mar as trice, bidh seo bhon Cheannard bho bhuill eile den Sgioba Stiùiridh no den luchd-obrach a tha an làthair. Anns an dreuchd aca mar an t-Oifigear Cunntachail aig Bòrd na Gàidhlig, tha dleastanas sònraichte aig a' Cheannard a bhith a' toirt comhairle dhan Bhòrd-stiùiridh air ceistean iomchaidheachd, eaconamaidh, tàbhachd agus èifeachdas. Faodaidh am Bòrd comhairle a shireadh bho a chomataidhean, no bho thùs sam bith eile air an taobh a-staigh no an taobh a-muigh mar a bhios e a' meas iomchaidh.	In reaching decisions at meetings, the Board will take advice as appropriate. This will generally be from the Ceannard or such other serving member of the Leadership Team or staff present. The Ceannard in their capacity as Bòrd na Gàidhlig's Accountable Officer has a specific role in advising the Board on matters of propriety, economy, effectiveness and efficiency. The Board may also seek advice from its Committees, or any other internal or external source as it regards necessary.
49	Ann an suidheachaidhean nuair a bhòtas am Bòrd-stiùiridh an aghaidh comhairle bhon Cheannard, a' gabhail a-steach comhairle bhon Cheannard na d(h)reachd mar Oifigear Cunntachail, agus far a bheil an Ceannard a' faireachdainn nach gabhadh an co-dhùnadh air a bheil a' beachdachadh a dhìon air beulaibh	In circumstances where advice from the Ceannard is overruled by the Board, or in their formal capacity as Accountable Officer, where the Ceannard feels that the action contemplated could not be defended before the Scottish Government and/or Scottish Parliament, the Ceannard may require the

Seisean Fosgailte  
Cuspair 13.3 PT3

	Riaghaltas na h-Alba agus/no Pàrlamaid na h-Alba, dh'fhaodte gun toir an Ceannard air a' Chathraiche stiùireadh sgrìobhte a thoirt dha/dhi air a' chuspair. Thèid stiùireadh mar seo a thoirt gu aire Àrd-neach-sgrùdaidh na h-Alba agus an t-Oifigear Cunntachail Roinneil ann an Riaghaltas na h-Alba.	Cathraiche to give him/her a written instruction on the matter. Such an instruction will be drawn to the attention of the Auditor General for Scotland and the Departmental Accountable Officer in the Scottish Government.
	<b>Clàr nan com-pàirtean - A' clàradh com-pàirt</b>	<b>Declarations of Interest - Making a Declaration</b>
50	<p>Feumaidh buill fa leth beachdachadh aig an ìre as tràithe a bheil com-pàirt aca ri nochdadh ann an cùis sam bith a tha gu bhith air a dheasbad.</p> <p>Bu chòir dhaibh beachdachadh air a bheil clàran-ghnothaichean airson coinneamhan a' togail ceist sam bith a thaobh nochdadh chom-pàirtean, agus mur eil iad cinnteach, faodaidh iad bruidhinn ri Oifigear nan Inbhean, no le Coimisean nan Inbhean. Feumar nochdadh com-pàirt a dhèanamh cho luath 's a ghabhas aig coinneamh nuair a tha a' chom-pàirt sin ag èirigh. Mas e is gum mothachair gu bheil feum air com-pàirt a nochdadh nuair a thathar a' deasbad cùis, feumaidh am ball a' chom-pàirt aca a nochdadh cho luath is a bheir iad am aire gum feum iad sin a dhèanamh.</p>	<p>Individual members must consider at the earliest stage possible whether they have an interest to declare in relation to any matter that is to be considered.</p> <p>They should consider whether agendas for meetings raise any issue of declaration of interest, and if in doubt may consult with Standards Officer, or with the Standards Commission. A declaration of interest must be made as soon as practicable at a meeting where that interest arises. If the need for a declaration of interest is identified only when a particular matter is being discussed the member must declare the interest as soon as they realise it is necessary to do so.</p>
51	Bu chòir an aithris bheòil a tha a' nochdadh com-pàirt a bhith a' comharrachadh de an nì air a' chlàr-ghnothaich ris a bheil e ceangailte. Bu chòir dhan aithris tòiseachadh leis na faclan "tha mi a' nochdadh com-pàirt". Feumaidh an aithris a bhith fiosrachail gu leòr gus an tuig na daoine an làthair aig a' choinneimh dè seòrsa com-pàirt a th' ann, ach chan fheumar cunntas mionaideach a thoirt seachad den chom-pàirt.	The oral statement of declaration of interest should identify the item or items of business to which it relates. The statement should begin with the words "I declare an interest". The statement must be sufficiently informative to enable those at the meeting to understand the nature of the interest but need not give a detailed description of the interest.
	<b>A' bhuidhe aig nochdadh com-pàirt</b>	<b>Effect of Declaration</b>
52	Le bhith a' foillseachadh com-pàirt ionmhasail tha e a' toirmeasg com-pàirteachadh sam bith ann an deasbad agus bhòtadh. Ann a bhith a' nochdadh com-pàirt neo-ionmhasail tha feum air breithneachadh a bharrachd leis a' bhall bhuntainneach. Feumaidh iad beachdachadh air a' cheangal eadar na com-pàirtean a chaidh ainmeachadh agus a' chùis shònraichte air a bheilear a' beachdachadh agus air	Declaring a financial interest has the effect of prohibiting any participation in discussion and voting. A declaration of a non-financial interest involves a further exercise of judgement by the member concerned. They must consider the relationship between the interests that have been declared and the particular matter to be considered and relevant individual circumstances surrounding the particular matter.

Seisean Fosgailte  
Cuspair 13.3 PT3

	suidheachaidhean fa leth mun chùis shònraichte a tha buntainneach.	
53	Aig a' cheann thall, 's e an deuchainn as dearbhachaille, am biodh ball den phoball agus iad reusanta, le fios aca air an t-suidheachadh shònraichte agus air an fhiosrachadh bhuntainneach uile aca, den bheachd gum faodadh com-pàirt a' bhuill buaidh a thoirt air an dreuchd aca mar bhall de Bhòrd na Gàidhlig agus mar sin gum biodh e ceàrr pàirt a ghabhail ann an deasbad no co-dhùnadh sam bith. Ma tha ball, le cogais, den bheachd nach biodh an làthaireachd leantainneach aca a' fàiligeadh na deuchainn seo, chan fheumadh nochdadh com-pàirt neo-ionmhasail stad a chur orra bho bhith an sàs ann an deasbad no bhòtadh. Mur eil iad cinnteach gun gabh an slat-tomhais neo-chlaon seo a chur an sàs, cha bu chòir dhaibh pàirt sam bith a ghabhail san deasbad agus bu chòir dhaibh an seòmair-coinneachaidh fhàgail gus am bi deasbad air an nì sin deiseil.	In the final analysis the conclusive test is whether, in the particular circumstances of the item of business, and knowing all the relevant facts, a member of the public acting reasonably would consider that the member might be influenced by the interest in their role as a member of Bòrd na Gàidhlig and that it would therefore be wrong to take part in any discussion or decision-making. If a member, in conscience, believes that their continued presence would not fall foul of this test, then declaring a non-financial interest need not preclude their involvement in discussion or voting. If they are not confident about the application of this objective yardstick, they must play no part in the discussion and must leave the meeting room until discussion of the particular item is concluded.
	<b>Ceadan sònraichte</b>	<b>Dispensations</b>
54	Ann an glè bheag de shuidheachaidhean, gabhaidh cead sònraichte a thoirt seachad le Coimisean nan Inbhean a thaobh com-pàirtean ionmhasail no neo-ionmhasail a bhiodh a' cur casg air ball bho bhith a' gabhail pàirt air cùisean a' tighinn air beulaibh Bòrd-stiùiridh agus a Chomataidhean, mur a robh an cead sònraichte seo. Beachdaichidh Coimisean nan Inbhean air iarrtasan airson ceadan sònraichte agus bu chòir iarrtasan a dhèanamh cho luath 's a ghabhas gus am bi tìde gu leòr beachdachadh gu ceart air an iartras ron choinneimh far a bheilear ag iarraidh cead sònraichte. Cha bu chòir ball pàirt a ghabhail ann am beachdachadh air a' cheist sin gus an tèid an t-iartras aontachadh.	In very limited circumstances dispensations can be granted by the Standards Commission in relation to the existence of financial and non-financial interests which would otherwise prohibit a member from taking part and voting on matters coming before Bòrd na Gàidhlig's Board and its Committees. Applications for dispensations will be considered by the Standards Commission and should be made as soon as possible in order to allow proper consideration of the application in advance of meetings where dispensation is sought. A member should not take part in the consideration of the matter in question until the application has been granted.
	<b>Geàrr-chunntasan a' Bhùird-stiùiridh</b>	<b>Board Minutes</b>
55	Thèid na geàrr-chunntasan a ghabhail le rùnaireachd air a stiùireadh leis a' Mhanaidsear Gnìomhan; ach a-mhàin airson seiseanan Dùinte, thèid geàrr-chunntasan fa leth a ghabhail le neach iomchaidh air a thaghadh leis a' Chathraiche. Leis na pàipearan a chaidh a thoirt dhan choinneimh, bu chòir na geàrr-chunntasan a	Minutes of all meetings will be taken by a secretariat organised by the Operations Manager; the exception will be Closed Sessions that will be minuted separately by an appropriate individual determined by the Cathraiche. Taken in conjunction with the papers presented to the meeting, the

Seisean Fosgailte  
Cuspair 13.3 PT3

	<p>bhith na chlàr firinneach den choinneamh, le fiosrachadh gu leòr gus a bhith mar phàirt den t-slighe sgrùdaidh a thaobh nan cùisean air an deach beachdachadh agus na co-dhùnaidhean a rinn Bòrd-stiùiridh Bhòrd na Gàidhlig.</p> <p>Bidh uallach air an neach a tha na chathraiche air a' choinneimh dèanamh cinnteach gun tèid gnìomhan a chaidh aontachadh aig a' choinneimh Dùinte a thoirt dhan rùnaireachd taobh a-staigh còig latha obrach bhon choinneimh gus an tèid an clàradh mar phàirt den t-Seisean Dhùinte (geàrr-chunntasan àbhaisteach).</p>	<p>minutes should provide a correct record of the meeting, in sufficient detail to comprise an audit trail of issues discussed and decisions taken by Bòrd na Gàidhlig's Board.</p> <p>The person chairing the meeting will be responsible for ensuring that actions agreed at the Closed meeting are passed on to the secretariat within five working days of the meeting so that they will be recorded as part of the Closed Session (standard minutes).</p>
56	<p>Thèid dreachd geàrr-chunntas na coinneimh aontachadh airson chuirteachadh do bhuill mar 'Geàrr-chunntasan neo-dhearbhaichte' leis a' Chathraiche is Ceannard taobh a-staigh 3 sheachdain bhon latha a chaidh coinneamh a' Bhùird-stiùiridh a chumail. Faodaidh Buill atharrachaidhean a mholadh ann an sgrìobhadh no an togail aig an ath choinneimh aig Bòrd-stiùiridh Bhòrd na Gàidhlig. Bidh an Cathraiche agus an Ceannard ag eadar-bhreithneachadh air cùisean far a bheil eas-aonta ann.</p>	<p>The draft minutes of a meeting shall be approved for circulation as 'Unconfirmed Minutes' to members by the Cathraiche and Ceannard within 3 weeks of the date of the Board meeting. Members can propose amendments in writing or raise these at the following Bòrd na Gàidhlig Board meeting. The Cathraiche and Ceannard will arbitrate over matters of dissent.</p>
57	<p>Thèid an geàrr-chunntas a 'dhearbhadh' gu foirmeil aig an ath choinneamh den Bhòrd-stiùiridh às dèidh na coinneimh mu bheil an geàrr-chunntas, thèid seo a dhaingneachadh leis a' Chathraiche agus thèid a shoidhnigeadh mar chlàr firinneach. Thèid an clàr-ghnothaich airson an t-Seisean Fosgailte a chur air làraich-lìn Bhòrd na Gàidhlig an uair sin.</p>	<p>Minutes will be formally 'Confirmed' at the next meeting of the Board after the meeting to which they refer, verified by the Cathraiche, and signed as a correct record. Minutes for the Open Session will then be placed on Bòrd na Gàidhlig's website.</p>
58	<p>Foillsichidh Bòrd na Gàidhlig Geàrr-chunntasan anns a' Ghàidhlig, anns a' Bheurla agus ann an cànan sam bith eile a chuidicheadh le bhith a' coileanadh a obair gu h-èifeachdach.</p>	<p>Bòrd na Gàidhlig shall publish Minutes in Gaelic, English and such other languages as would assist in the efficient conduct of its business.</p>
	<b>A' cur bhall à dreuchd rè ùine</b>	<b>Suspension of Members</b>
59	<p>Ma 's e is gun dèan ball sam bith de Bhòrd-stiùiridh Bhòrd na Gàidhlig dìmeas air òrdugh no ùghdarras a' Chathraiche aig coinneamh sam bith, no ma bhios e/i ri dol a-mach a bhios oilbheumach no a chuireas bacadh air a' choinneimh, agus ma bheir an Cathraiche seo gu aire na coinneimh, faodaidh am Bòrd am ball a chur a-mach airson a' chòrr den choinneimh, às</p>	<p>In the event of any member of Bòrd na Gàidhlig's Board disregarding the order or authority of the Cathraiche at any meeting, or being guilty of obstructive or offensive conduct at any meeting, and the Cathraiche calling the attention of the meeting to the same, the Board, may on the motion of any member, duly seconded and supported by</p>



Seisean Fosgailte  
Cuspair 13.3 PT3

	dèidh gluasad bho bhall sam bith, a gheibh neach-taic agus le taic bhon mhòr-chuid de na buill a tha an làthair.  Cha bhi deasbad ceadaichte air gluasad den t-seòrsa seo.	the vote of a majority of the members present and voting, suspend such member so offending for the remainder of the sitting.  No debate shall be allowed on such a motion.
	<b>Dìomhaireachd</b>	<b>Confidentiality</b>
60	Faodaidh buill an roghainn fhèin a chleachdadh mu bhith a' beachdachadh air gnothaichean bòrd-stiùiridh Bhòrd na Gàidhlig le pàrtaidhean eile às dèidh na coinneimh.	Members may use their discretion in discussing items of Bòrd na Gàidhlig Board business with other parties following the meeting.
61	Airson cùisean ris an tèid dèiligeadh ann an Seisean Dùinte chan fhaodar nàdar agus susbaint a' ghnòthaich fhoillseachadh, no a dheasbad le, neach sam bith ach buill eile de Bhòrd-stiùiridh Bhòrd na Gàidhlig agus luchd-obrach an bha an làthair gus an cur an Cathraiche an caochladh an cèill.	For issues dealt with in Closed Session, the nature and content of the business must not be divulged to, or discussed with, anyone other than fellow Bòrd na Gàidhlig Board members and staff in attendance until the Cathraiche states otherwise.
62	Bu chòir buill aonta fhaighinn bhon Chathraiche, no mur eil iad ri fhaighinn, bhon Cheannard mus dèan iad aithris phoblach sam bith (a' gabhail a-steach aithrisean do na meadhanan no agallamhan a thèid a chraoladh) às leth Bòrd-stiùiridh Bhòrd na Gàidhlig.	Members should get the prior approval of the Cathraiche, or in their absence, the Ceannard, before making public statements (including statements to the Press and broadcast interviews) on behalf of Bòrd na Gàidhlig's Board.
	<b>Fiachanas pearsanta buill a' bhùird-stiùiridh</b>	<b>Personal liability of Board Members</b>
63	Nan rachadh cùisean laghail a togail le treas-phàrtaidh tha e buailteach gum biodh seo air a thogail an aghaidh Bòrd-stiùiridh Bhòrd na Gàidhlig gu h-iomlan, ach ann an suidheachaidhean neo-àbhaisteach, dh'fhaodte gun rachadh cùisean a thogail an aghaidh a' Chathraiche no buill fa leth eile den Bhòrd. Mar eisimpleir, dh'fhaodadh ball de Bhòrd-stiùiridh Bhòrd na Gàidhlig a bhith cunntachail gu pearsanta ma nì e no i aithris mheallta no dhearmadach a dh'adhbharaicheas call do threas-phàrtaidh.	While any legal proceedings initiated by a third party are most likely to be brought against Bòrd na Gàidhlig's Board as a whole, in exceptional cases proceedings may be brought against the Cathraiche or other individual Board members. For example, a Bòrd na Gàidhlig Board member may be personally liable if he or she makes a fraudulent or negligent statement that results in loss to a third party.
64	Ach, a rèir a' bharantais-dìona choitcheann a tha an Riaghaltas a' moladh do bhuill NDPB, cha bhi aig ball de Bhòrd-stiùiridh Bhòrd na Gàidhlig a tha air a bhith ag obair gu h-onarach agus le deagh rùn ri pàigheadh airson buailteachd chatharra phearsanta sam bith a thig orra ann a bhith a' dèanamh obair a' Bhùird, no aithris gun robh iad	However, in accordance with the standard indemnity recommended for NDPB members by the Government, a Bòrd na Gàidhlig Board member who has acted honestly and in good faith will not have to meet out of his or her own personal resources any personal civil liability which is incurred in the execution or

Seisean Fosgailte  
Cuspair 13.3 PT3

	a' dèanamh obair a' bhùird, bho na stòrasan pearsanta aice/aige fhèin, ach a-mhàin far a bheil am ball air a bhith dearmadach.	purported execution of his or her Board function, save where the member has acted recklessly.
	<b>A' cur stad sealach air no ag atharrachadh nan Gnàth-riaghailtean</b>	<b>Suspension and amendments of Standing Orders</b>
65	Dh'fhaodte gun tèid na Gnàth-riaghailtean seo atharrachadh, ais-ghairm no gun tèid cuir riutha le Bòrd-stiùiridh Bhòrd na Gàidhlig a-mhàin agus dh'fheumadh atharrachadh sam bith den t-seòrsa seo aonta fhaighinn bhon mhòr-chuid de na buill a tha an làthair aig coinneamh.	These Standing Orders may be varied, revoked or added to by only Bòrd na Gàidhlig's Board itself and any such alterations will require the consent of the majority of members present at a meeting.
66	Feumar comharrachadh aig a' choinneimh mu dheireadh den bhòrd-stiùiridh gu bheilear an dùil moladh gun tèid na gnàth-riaghailtean atharrachadh. A dh'aindeoin seo, chan fhaodar Gnàth-riaghailt sam bith atharrachadh no a chur dhan dàrna taobh mas e is gun rachadh seo an aghaidh ullachadh reachdail no stiùireadh sam bith bho Mhinistearan na h-Alba.	Notice of the intention to bring forward proposed amendments to standing orders must be signified at the previous board meeting. Notwithstanding this provision, no Standing Order may be suspended or amended where this would contravene any statutory provision or direction made by Scottish Ministers.

Seisean Fosgailte

Cuspair 13.4



<b>A' freagairt ri</b>	Am Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	26/05/2020
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	13.4

<b>Tìotal a' Phàipeir</b>	Buaidh Trèanadh aig BnG	
<b>Moladh do Bhuill</b>	Airson fiosrachadh*	
<b>Neach labhairt:</b>	Louise NicIlleathain, Manaidsear Gnìomhan	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba Stiùiridh	18/05/2020	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	PT1 – Buaidh Trèanadh	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Tha am pàipear seo airson fios a chumail ris a' Bhòrd-stiùiridh mun bhuidheann a th' air a bhith aig trèanadh is leasachadh air a' bhuidheann tro 19/20	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	Tha an aithisg a' toirt seachad fiosrachadh air cùisean àbhaisteach aig buidheann sam bith – na toraidhean is a' bhuidheann a tha a' tighinn às an trèanadh is leasachadh a chaidh a dhèanamh.	
<b>2.2</b>	Tha gnìomh sa phlana leasachaidh gum bu chòir dhan Bhòrd-stiùiridh aithisg mionaideach fhaighinn air trèanadh. Tha siostaman againn agus tha leudachadh a dhìth gus am biodh iad aig an ìre a bhiodh a dhìth gus sin a dhèanamh. Am bliadhna-sa bha adhartas anns na siostaman seo is thathar an dùil gun tèid barrachd a dhèanamh a thaobh dàta is àireamhan a bharrachd air buaidh is toraidhean.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Tha iomradh air dòighean-libhreagadh trèanadh is leasachaidh agus air na cuspairean as motha a chaidh a dhèanamh tron bhliadhna.	
<b>3.2</b>	Tha fiosrachadh ann mu na ro-innleachdan, poileasaidhean is siostaman agus chaidh measadh a dhèanamh orra leis an luchd in-sgrùdaidh, Wylie Bissett, agus bha an aithisg, Measadh Coileanadh (luchd-obrach), aig ìre math, leis na 4 molaidhean airson adhartais a chaidh a chur an gnìomh mar-thà.	
<b>3.3</b>	Tha siostam air-loidhne People HR aig a' bhuidheann is thèid sin a chleachdadh ann an dòighean eadar-dhealaichte gus na siostaman airson cruthachadh dàta a neartachadh.	
<b>4.0</b>	<b>Moladh</b>	
<b>4.1</b>	Aire a thoirt don fhiosrachadh ann am PT1	

Seisean Fosgailte

Cuspair 13.4

<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>			
<b>5.1</b>	<b>Buidhean air Ionmhas</b>			
	Chan eil buaidh ionmhais ann.			
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>			
	Cha bhi buaidh a bharrachd air an luchd-obrach.			
<b>5.3</b>	<b>Buidhean air Trèanadh</b>			
	Bidh an aithisg seo a' neartachadh nan siostaman trèanaidh.			
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>			
	Tha am fiosrachadh seo a' cur ris an amas corporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.			
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>			
	<b>AR N-ADHBHAR</b>		<b>AR LUACHAN</b>	
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
	Còraichean daonna	<input type="checkbox"/>	Clann is Oigridh	<input type="checkbox"/>
	Cultar	<input type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
	Foghlam	<input type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
<b>5.6</b>	<b>Buidhean air Cliù</b>			
	-			
<b>5.6</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>			
	-			
<b>5.7</b>	<b>Buidhean Laghail</b>			
	-			
<b>5.8</b>	<b>Buidhean air Co-ionannas</b>			
	-			

Seisean Fosgailte  
Cuspair 13.4 PT1

## Buaidh trèanaidh aig Bòrd na Gàidhlig 19/20

### 1. Inntrigeadh

Ann am bliadhna 19/20 chaidh prògram trèanaidh is leasachaidh a libhrigeadh do bhuill a' bhùird-stiùiridh is do luchd-obrach. Sa phàipear seo, tha iomradh air na buaidh farsaing a fhuair a' bhuidheann bho chosg ùine is airgead air iomadh gnìomhan co-cheangailte ri leasachadh na buidhne.

### 2. Siostaman

Tron bhliadhna, chaidh siostaman ùra a chur air bhonn agus siostaman a bh' againn a' neartachadh gus am biodh e nas fhasa feumalachdan trèanaidh is leasachaidh aithneachadh, coileanadh agus measadh.

'S e na prìomh ro-innleachdan, poileasaidhean is siostaman:

- Ro-innleachd airson ar Daoine
- Poileasaidh Ionnsachaidh is Leasachaidh
- Poileasaidh airson Measadh Coileanaidh
- Planaichean Obrach Pearsanta
- Plana Trèanaidh
- Foirn Measaidh as dèidh Trèanaidh

Chaidh measadh a dhèanamh air cuid den siostaman seo le luchd in-sgrùdaidh ann am Màrt 2020 is bha 4 molaidhean aca airson leasachaidhean a dhèanamh. Bidh obair leasachaidh a' cumail a dhol gus na siostaman sin a neartachadh ann an 20/21.

### 3. Seòrsa trèanadh a thèid a chleachdadh

Tha sinn a' cleachdadh iomadh modh libhrigidh gus trèanadh is leasachadh a libhrigeadh sa bhuidhinn. Nam measg, tha na leanas:

- Cùrsaichean (goirid is fada-ùine)
- Preantasachd
- Bùithtean-obrach
- Làthaireachd aig coinneamhan
- *Mentors*
- *Coaching*
- Co-obrachadh le oifigearan/buidhnean eile
- Co-labhairtean (aig BnG is aig buidhnean eile)
- Goireasan air loidhne
- Ionnsachadh air am fèin-stiùireadh

### 4. Fòcas trèanaidh is leasachaidh

Thairis air a' bhliadhna a chaidh seachad tha fòcas trèanaidh foirmeil air a bhith air leasachadh riaghlaidh sa bhuidhinn. Bha seo a' tachairt aig ìre a' bhùird-stiùiridh is sgioba stiùiridh. Chaidh seo a dhèanamh tro chùrsaichean air cuspairean sònraichte (eg. ùidhean is [Còd Ghiùlain](#) agus [SPFM](#)) agus prògram leasachadh àrd-mhanaidsearan air a ruith le luchd-comhairleachaidh, Harvey McMillan.

Tha prògram leasachaidh neo-fhoirmeil air a bhith a' ruith, le seiseanan air cuspairean eadar-dhealaichte co-cheangailte ri obair Bhòrd na Gàidhlig, poileasaidhean ba buidhne, dleastanasan reachdail, sgilean Gàidhlig agus teicneolas is siostaman a tha sinn a' cleachdadh.

## Seisean Fosgailte

## Cuspair 13.4 PT1

Tha tòrr leasachadh proifeasanta leantainneach a' dol sa bhuidheann a tha stèidhichte air ionnsachadh bho dhaoine eile sa bhuidhinn agus a bhith an làthair aig coinneamhan no co-labhairtean.

### 5. Buaidh trèanadh is leasachadh

Tha a' bhuidheann air iomadh buannachd fhaighinn às a' phrògram leasachaidh a thachair sa bhliadhna a chaidh seachad.

Tha trì ìrean far a bheil buaidh ri fhaicinn:

- Thairis na buidhne air fad
- Ann an sgiobaidhean
- Fa-leth

Tha a' bhuidheann air tòrr atharrachaidhean a chur an gnìomh sa bhliadhna a chaidh seachad (faic BnG-01-2021-13.1) agus bha trèanadh is leasachadh deatamach gum biodh e comasach na h-atharrachaidhean seo a dhèanamh. Aig àrd-ìre, tha adhartas air a bhith ann ann an sgilean, eòlas is misneachd aig buill is oifigearan ann am Bòrd na Gàidhlig.

Tha prògram atharrachaidh a' dol air adhart is tha an t-ionnsachadh tron bhliadhna a' ciallachadh gu bheil sin a' tachairt; chan eil seo ag ràdh nach eil rudan ann a dh'fhaodadh a bhith air a dhèanamh na b' fheàrr ach tha seo a' cur ri ionnsachadh is leasachadh.

Tha barrachd obair-thar-sgiobaidhean a' dol a-nise, a tha a' ciallachadh gu bheil a' bhuidheann nas comasaich, nas eòlaiche agus nas èifeachdach ann an libhrigeadh nan dleastanasan againn. Bha taic ann airson seo a chur an gnìomh tro dhaoine ag ionnsachadh bho chàch sa bhuidheann agus cuideachd, dèonach taic a thoirt do dhaoine eile a thaobh eòlais is sgilean a th' aca.

Aig ìre pragtaigeach, bha na sgilean is eòlas a fhuair buill is luchd-obrach tron bhliadhna a' cur taic ri gluasad bhon a bhith stèidhichte sna h-oifisean againn gus a bhith comasach a bhith ag obair bhon taigh agus an obair againn a chumail a' dol, le iomairtean eadar-dhealaichte a chur air dòigh sna dà mhios a chaidh seachad. Tha prògram riaghlaidh a' ruith mar bu chòir, le coinneamhan a' bhùird-stiùiridh is comataidhean agus sgioba stiùiridh a' dol a-rèir a' chlàir againn.

Cuideachd, bha na sgilean seo a' ciallachadh gun robh e comasach dhuinn co-labhairt luchd-obrach dà latha a chumail sa Ghiblean, le gach neach a' gabhail pàirt agus a' cur ris an ionnsachadh is leasachadh a chaidh a libhrigeadh tron phrògram sin. Chaidh seisean a chumail air neartachadh slàinte inntinn, cuspair air leth cudromach anns an suidheachadh seo.

Tha am preantasachd a' cur taic ri '*succession planning*' agus agus a' toirt cothrom ann siostaman ùra is dòighean-smaoineachaidh ùra a thoirt a-steach dhan bhuidheann. Tha seo a' cur ri leasachadh siostaman is sgilean aig daoine eile sa sgioba, a' ciallachadh barrachd èifeachdas ann an dòighean-obrach.

### 6. Na h-ath ceumannan

Tha e soilleir gun deach tòrr trèanadh is leasachadh a chur an gnìomh ann an 19/20 is gun deach siostaman a chur air dòigh airson neartachadh cultar leasachaidh sa bhuidhinn. Ann an 20/21 tha obair air thòiseachadh, is thèid barrachd a dhèanamh, gus na siostaman sin a neartachadh agus a dhèanamh nas èifeachdach.

Seisean Dùinte

Cuspair 13.5



<b>A' freagairt ri</b>	Coinneamh a Bhùird Stiùiridh
<b>Ceann-latha na Coinneimh</b>	21/04/2020
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	13.5

<b>Tìotal a' Phàipeir</b>	Slàinte, Sàbhailteachd agus Sunnd	
<b>Moladh do Bhuill</b>	Airson aontachadh	
<b>Neach labhairt:</b>	Shona NicIllinnein	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba-stiùiridh	12/05/2020	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	PT1 – Aithisg Slàinte, Sàbhailteachd is Sunnd	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Tha am pàipear seo airson fios a chumail ris a' Chomataidh air slàinte is sàbhailteachd aig Bòrd na Gàidhlig.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	Tha dleastanas air buill a' bhùird-stiùiridh a dhearbhadh gu tèid a h-uile oidhirp a dhèanamh gus dìon a thoirt dhan luchd-obrach tro phoileasaidh is siostaman airson slàinte is sàbhailteachd aig an ìre as àirde.	
<b>2.2</b>	Chaidh poileasaidh ùr aontachadh leis a' Bhòrd-stiùiridh san t-Sultain 2019. Tha a' bhuidheann a' cleachdadh companaidh Peninsula gus taic a chumail rithe airson nan dleastanasan seo a choileanadh.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Cha robh tubaist aig ìre ' <a href="#">reportable</a> ' aig BnG ann an 19/20.	
<b>3.2</b>	Cha deach tubaist sam bith a chlàradh san leabhar a tha sinn a' cumail airson tubaistean cho fad 's a tha fios againn. (Leis nach eil sinn san oifis far a bheil an leabhar, cha b' urrainn dhuinn sin a dhearbhadh ach chan eil cuimhne aig Manaidsear na h-Oifis a tha os cionn slàinte is sàbhailteachd no aig a' Cheannard air tubaist san leabhar.)	
<b>3.3</b>	Tron bhliadhna 19/20, chuir a' bhuidheann fòcas air slàinte-inntinn. Gus taic a chumail ris an sgioba, uair sam bith a bhios teachdaireachd doirbh a' dol a mach, bidh iomradh air taic bho sgioba HR no bhon t-seirbheis taice againn, <a href="#">Health Assured</a> . A bharrachd air sin, chaidh seirbhis a bharrachd a thrusadh le <a href="#">Highland Trauma Services</a> gus taic a chumail, gu dìomhair, do dhuine sam bith air an robh dragh mu aithisg Deloitte a chaidh a chur air bhog agus mu atharrachaidhean sa bhuidheann. Ruith Highland Trauma Services seisean leasachaidh leis an sgioba air 14mh Faoilleach 2020 is tha dithis a' cleachdadh na seirbhis aca.	

Seisean Dùinte

Cuspair13.5

<p><b>3.4</b></p> <p><b>3.5</b></p>	<p>Tron bhliadhna a bharrachd air poileasaidh slàinte is sàbhailteachd, chaidh na poileasaidhean co-cheangailte ri slàinte is sàbhailteachd a leanas aontachadh leis a' Bhòrd-stiùiridh:</p> <ul style="list-style-type: none"> <li>• Poileasaidh airson Droch Aimsir</li> <li>• Poileasaidh mu bhith a' cleachdadh post-d is an eadar-lìn</li> <li>• Poileasaidh Obair Aonair</li> </ul> <p>COVID-19</p> <p>Ged a thachair seo às dèidh deireadh na bliadhna 19/20, tha e iomchaidh iomradh a thoirt air an obair a tha a' dol an-dràsta gus dèiligeadh ris an t-suidheachadh far a bheil a h-uile neach-obrach ag obair bhon taigh.</p> <p>Chaidh co-dhùnadh a dhèanamh gun robh e deatamach gum biodh an sgioba air fad ag obair bhon taigh Dimàirt 24mh Màrt 2020. Thòisich sin an ath latha. On uair sin, tha a' bhuidheann air a bhith trang le taic eadar-dhealaichte gus slàinte is sàbhailteachd dhaoine a dhìon.</p> <p>'S e iad seo na gnìomhan:</p> <ul style="list-style-type: none"> <li>• Stiùireadh – a' cleachdadh stiùireadh bhon <a href="#">Riaghaltas</a> agus <a href="#">NHSInform</a>;</li> <li>• Conaltradh cunbhalach – an dà chuid, foirmeil – m.e. Dè tha Dol gach seachdain, pasgan sònraichte air SharePoint le fios, co-labhairt luchd-obrach - is neo-foirmeil – Cupa Tì còmhla dà thuras gach seachdain;</li> <li>• Taic le uidheamachd, m.e. sgrion mhòr, luch shònraichte, lumbar support;</li> <li>• Taic le measadh a bheil daoine ag obair gu sàbhailte (posture, is msaa.)</li> <li>• Taic le slàinte inntinn – fiosrachadh air goireasan taic, m.e. <a href="https://www.mind.org.uk/information-support/coronavirus/">https://www.mind.org.uk/information-support/coronavirus/</a> agus trèanadh (webinar aig HealthAssured deatamach airson a h-uile duine); seisean eile bho Highland Trauma Services ann an cola-deug;</li> <li>• Stiùireadh a thaobh sùbailteachd ann an uairean-obrach agus a' cleachdadh poileasaidh fòrladh sònraichte.</li> </ul> <p>Ma mhaireas an suidheachadh far a bheil a h-uile duine ag obair bhon taigh barrachd is 6 seachdainean, thèid measadh a dhèanamh a-rithist air dòighean eadar-dhealaichte gus a h-uile duine a chumail sàbhailte.</p>
<p><b>4.0</b></p>	<p><b>Moladh</b></p>
<p><b>4.1</b></p>	<p>Aire a thoirt don fiosrachadh sa phàipear seo.</p> <p>Aonta a thoirt don phàipear.</p>
<p><b>5.0</b></p>	<p><b>Prìomh Bhuidhean Ro-innleachdach</b></p>
<p><b>5.1</b></p>	<p><b>Buidhean air Ionmhas</b></p>
<p><b>5.2</b></p>	<p>Bidh buaidh air ionmhas le ceannachd uidheamachd is taic a bharrachd is thèid clàr a chumail air dè chaidh a chosg air sgath Covid-19. Tha na cosgaisean eile sa bhuidseat co-dhiù.</p>
<p><b>5.3</b></p>	<p><b>Buidhean air Luchd-obrach</b></p> <p>Leis na ceumannan a tha air an gabhail, thathar an dòchas gum bi deagh bhuidhean air an luchd-obrach.</p>
<p><b>5.3</b></p>	<p><b>Buidhean air Trèanadh</b></p> <p>Tha na ceumannan seo a' toirt buaidh air trèanadh.</p>



Seisean Dùinte

Cuspair 13.5

<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>			
	Tha am fiosrachadh seo a' cur ris an amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.			
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>			
	<b>AR N-ADHBHAR</b>		<b>AR LUACHAN</b>	
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
	Còraichean daonna	<input checked="" type="checkbox"/>	Clann	<input type="checkbox"/>
	Cultar	<input type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input checked="" type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
	Foghlam	<input type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach	<input type="checkbox"/>		
<b>5.6</b>	<b>Buidhean air Cliù</b>			
	Mur robh a' bhuidheann a' dèanamh na h-obrach seo, thigeadh droch chliù air a' bhuidhinn.			
<b>5.6</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>			
	Iomradh sa phàipear			
<b>5.7</b>	<b>Buidhean Laghail</b>			
	Tron obair seo, tha a' bhuidheann a' cumail ris an lagh.			
<b>5.8</b>	<b>Buidhean air Co-ionannas</b>			
	-			



<b>Report to</b>	Bòrd na Gàidhlig Board Meeting
<b>Meeting Date</b>	26/05 /2020
<b>Location:</b>	Online
<b>Agenda Item No.</b>	13.6

<b>Title of Paper</b>		Data Protection Officer – Introduction	
<b>Recommendation to Members</b>		For Information	
<b>Presented by:</b>		Liz Taylor, Tkm Consulting	
<b>Governance Route for Report</b>		<b>Meeting Date</b>	<b>Report classification</b>
<b>Appendix Attached</b>			
<b>1.0</b>	<b>Purpose</b>		
<b>1.1</b>	The purpose of this paper is to provide the board with a brief introduction to Bòrd na Gàidhlig's newly appointed Data Protection Officer (DPO), a service being provided by Tkm Consulting (Tkm).		
<b>2.0</b>	<b>Background</b>		
<b>2.1</b>	Under data protection law (the General Data Protection Regulation (GDPR)), Bòrd na Gàidhlig is legally required to appoint a DPO as it is a public sector organisation, and this role is required to report into the board. This paper introduces the role and outlines the reporting the board can expect at future meetings.		
<b>3.0</b>	<b>Main Report/Detail</b>		
<b>3.1</b>	<p>Tkm has worked with Bòrd na Gàidhlig in some capacity since 2013 and has previously delivered an action plan to assist the organisation with preparing for the GDPR. The organisation has completed work in a number of key areas and should be in a relatively good position with regards to compliance with data protection legislation although there are likely to be some gaps that require addressing.</p> <p>The tasks of the DPO are prescribed by legislation. A plan of action to ensure each of the legal requirements are addressed will be developed in consultation with Bòrd na Gàidhlig's contract manager, prioritising the highest potential risks of non-compliance. Initial discussions have taken place and identified the following as potentially high priority areas:</p> <ul style="list-style-type: none"> <li>• Defining the various roles with accountability for data protection compliance as well as essential components of compliance such as information security;</li> <li>• A data protection training programme that reflects the various competency requirements across the organisation. This will include training for the board and is likely to be integrated with records management training for the majority of staff. One area that is a priority to cover are the practical requirements for breach reporting and work will begin on this over the next couple of months;</li> <li>• A programme to monitor compliance with the legislation, which is required by the GDPR and requires to be implemented;</li> <li>• A review of contractual documentation to ensure the necessary data processing agreements are in place with any supplier processing personal data on Bòrd na Gàidhlig's behalf;</li> <li>• Retention of information. Although retention schedules were agreed some time ago, they have yet to be implemented within SharePoint. This is discussed in the paragraph below.</li> </ul>		

Seisean Fosgailte  
Cuspair 13.6

<b>3.2</b>	In addition to providing DPO services, Tkm is also assisting with records management and freedom of information compliance. A major project is currently being delivered that will substantially improve a number of information governance issues within SharePoint including the retention of information. Work remains ongoing on this project although has been delayed due to the current working situation. It is anticipated that the project will be complete by the end of the year. Bòrd na Gàidhlig's publication scheme (required by FOI legislation) is currently being updated and it is envisaged this will be published by the end of May 20.			
<b>3.3</b>	It is intended to report to the board 3 times per year with at least one of those reports being with the DPO in attendance at the meeting. The DPO is planning to provide training to the board at the earliest opportunity although this is likely benefit from face to face delivery. Future reports will provide: <ul style="list-style-type: none"> <li>• A summary of the action plan and progress with high priority tasks;</li> <li>• Information about any personal data breaches or complaints in the preceding period;</li> <li>• Any other significant compliance matters that should be brought to the attention of the board.</li> </ul>			
<b>4.0</b>	<b>Recommendation</b>			
<b>4.1</b>	The board are asked to note the contents of this paper. Feedback or comments on any part of the paper including the proposals for updating the board in the future are welcome.			
<b>5.0</b>	<b>Key Strategic Implications</b>			
<b>5.1</b>	<b>Financial Implications</b> There are currently not thought to be any significant financial implications of compliance although a budget is likely to be required for training provision.			
<b>5.2</b>	<b>Personnel Implications</b> There are no specific personnel implications although it should be noted that the SharePoint project will continue to require significant input from staff.			
<b>5.3</b>	<b>Training Implications</b> Training implications have been detailed above. A proposed training programme will be presented at the next board meeting.			
<b>5.4</b>	<b>Links to Strategic and Corporate aims</b> Aim 4: That Bòrd na Gàidhlig continues to develop the way it works.			
<b>5.5</b>	<b>Links to National Performance Framework</b>			
	<b>Purpose</b>	<b>Our Values</b>		
	Focus on creating a more successful country with opportunities for all of Scotland to prosper by contributing to wellbeing, and sustainable and inclusive economic growth	We are an organisation that treats our people with kindness, respect and compassion, respects the rule of law, and operates in an open and transparent way		
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
	Human Rights	<input checked="" type="checkbox"/>	Children	<input type="checkbox"/>
	Culture	<input type="checkbox"/>	Community	<input type="checkbox"/>
	Environment	<input type="checkbox"/>	Poverty	<input type="checkbox"/>
	Health	<input type="checkbox"/>	International	<input type="checkbox"/>
	Education	<input type="checkbox"/>	Economy	<input type="checkbox"/>
	Successful and innovative businesses			<input checked="" type="checkbox"/>
<b>5.6</b>	<b>Reputational Implications</b> No current reputational risks that require reporting to the board have been identified.			
<b>5.7</b>	<b>Health &amp; Safety Implications</b> N/A			
<b>5.8</b>	<b>Legal Implications</b>			

Seisean Fosgailte  
Cuspair 13.6

	It is possible that there are current non-compliance risks for data protection although there are not thought to be any high risk issues. The legal implications arising from data protection risks will be discussed in more detail in a future paper.
<b>5.9</b>	<b>Equalities Implications</b> N/A

Seisean Fosgailte

Cuspair 14.0



<b>A' freagairt ri</b>	Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	26/05/2020
<b>Àite:</b>	Air loidhne
<b>Nì a' Chlàir-ghnothaich</b>	14.0

<b>Tìotal a' Phàipeir</b>	Plana Obrach a' Bhùird Stiùiridh	
<b>Moladh do Bhuill</b>	Ri Aontachadh	
<b>Neach labhairt:</b>	Shona C NicIlinnein	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba Stiùiridh	13/05/2020	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	Tha- Eàrr-ràdh 1 – Plana Obrach a' Bhùird Stiùiridh	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Is e adhbhar na h-aithisge seo plana obrach a thoirt dhan Bhòrd Stiùiridh a tha a' mìneachadh nam prìomh nithean air am feumar beachdachadh mar phàirt den chlàr-obrach airson na bliadhna.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Tha e cudromach gum bi plana obrach aontaichte aig a' Bhòrd Stiùiridh airson na bliadhna air thoiseach. Thèid sùil a chumail air a' phlana obrach tron bhliadhna.	
<b>4.0</b>	<b>Moladh</b>	
<b>4.1</b>	Thathar ag iarraidh air Buill beachdachadh air a' phlana obrach an cois seo agus aontachadh.	
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>	
<b>5.1</b>	<b>Buidhean air Ionmhas</b>	
	Chan eil buaidh ionmhasail dhìreach sam bith aig an aithisg seo.	
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>	
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air an fheachd-obrach.	
<b>5.3</b>	<b>Buidhean air Trèanadh</b>	
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air trèanadh.	
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>	
	Amas Corporra: 4 Gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.	
<b>5.5</b>	<b>Buidhean air Cliù</b>	
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air cliù na buidhne.	
<b>5.6</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>	
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air Slàinte is Sàbhailteachd.	
<b>5.7</b>	<b>Buidhean Laghail</b>	
	Chan eil buaidh laghail dhìreach sam bith aig an aithisg seo.	
<b>5.8</b>	<b>Buidhean air Co-ionannachd</b>	
	Chan eil buaidh sam bith a bharrachd aig an aithisg seo air co-ionannachd.	

## AM BÒRD STIÙIRIDH AIG BÒRD NA GÀIDHLIG

### Plana Obrach 2020/21 (Dreachd 30/04/2020)

## BÒRD NA GÀIDHLIG BOARD

### Work Plan 2020/21 (Draft 30/04/2020)

			MÌOS - MONTH	02 2020	03 2020	04 2020	05 2020	06 2020	07 2020	08 2020	09 2020	10 2020	11 2020	12 2020	01 2021	02 2021	03 2021		
			Ceann-latha Coinneamh a' Bhùird – Board Meeting Date	26			26				23			02		24			
<b>A h-uile Coinneamh</b> <b>Puingean Stèidhichte</b>	Cùisean Tòiseachaidh / Fàilte	Introduction / Welcome	✓			✓					✓			✓		✓			
	Geàrr-chunntas na Coinneimh mu Dheireadh	Minute of Previous Meeting	✓			✓					✓			✓		✓			
	Clàr Ghnìomhan	Action Log	✓			✓					✓			✓		✓			
	<b>All meetings</b> <b>Standing Items</b>	Aithisg Buidheann-stiùiridh a' Phlana Leasachaidh	Improvement Plan Steering Group	✓			✓					✓			✓		✓		
		Aithisg air Plana Gnìomh	Operational Plan Progress Report	✓			✓					✓			✓		✓		
		Aithisg Ionmhais	Finance Report	✓			✓					✓			✓		✓		
		Clàran Mi-chinntean	Risk Management	✓			✓					✓			✓		✓		
		Geàrr-chunntasan nan comataidhean is a' bhuidheann obrach	Committee and Working Group Minutes	✓			✓					✓			✓		✓		
		Aithisg a Cheannard	CEO Report	✓			✓					✓			✓		✓		
		Sùil air a Phlana Obrach	Workplan Review																
<b>Prìomhachasan</b> <b>Ro-innleachdail</b>	Plana Corporra	Corporate Plan												✓		✓			
	Plana Cànanain Nàiseanta na Gàidhlig	National Gaelic Language Plan									✓			✓		✓			
	Adhartas nas Luaithe	Faster Rate of Progress				✓					✓			✓		✓			
<b>Strategic Priorities</b>																			
<b>Puingean</b> <b>Cunbhalach</b> <b>Bliadhna</b>	Plana Gnìomh	Operational Plan	✓																
	Buidseat na Bliadhna	Annual Budget	✓																
	Plana Ionmhais airson Teirm Meadhanach	Mid-term Financial Plan	✓			✓													
	<b>Annual Cyclical Items</b>	Aithisg Bhliadhna is Cunntasan	Annual Report & Accounts	✓								✓							
		Aithisg an Luchd-Sgrùdaidh on Taobh a Muigh	External Audit Reporting									✓							
		Aithisg Oifigear nan Inbhean	Standards Officer Report	✓															
		Aithisg Luchd-obrach	Staffing Report				✓												
		Aithisg Slàinte is Sàbhailteachd	Health & Safety Report				✓												
		Èifeachdas a' Bhòrd-stiùiridh	Review of board effectiveness				✓												
		Plana Luchd-obrach	Workforce Plan	✓															
		Plana trèanaidh	Training Plan	✓															
		Aithisg Adhartais air a' Phlana Leasachaidh	Progress Report on Improvement Plan	✓															
		Prògram coinneamhan a' bhòrd-stiùiridh	Calendar of board & committee meetings													✓			
		Fosgailteachd	Openness & transparency	✓															
		Maoineachadh nam Buidhnean Gàidhlig	Funding Gaelic Organisations	✓															
Aithisg air Planaichean Gàidhlig		Gaelic Language Plans Report				✓													
<b>Puingean Ad Hoc</b>																			