

<b>BÒRD NA GÀIDHLIG</b>		
<b>Geàrr-chunntas coinneimh:</b> <b>Comataidh Poileasaidh is Ghoireasan</b> <b>Dimàirt 21/04/2020 09.30 – 12.45</b> <b>Tro Teams</b>		<b>Minutes of the meeting of:</b> <b>Policy &amp; Resource Committee</b> <b>Tuesday 21/04/2020 09.30 - 12.45</b> <b>Via Teams</b>
<b>Buill Bùird an Làthair:</b> Dòmhnall MacLeòid (Cathraiche) [DML] Màiri T NicAonghais [MTNA] Johan Nic a' Ghobhainn (JNG)		<b>Board Members Present:</b> Donald MacLeod (Chair) [DML] Mary T MacInnes [MTMI] Johan Smith (JS)
<b>A' frithealadh:</b> Shona NicIlinnein, Ceannard (SNI) Ailig Greumach, Ceann an Ionmhais [AG] – Puing 2 Daibhidh Boag, Stiùiriche Planadh Càin is Leasachaidhean Coimhearsnachd [DB] Seumas Whannel, Stiùiriche Foghlam Gàidhlig [SW] Joanne McHale, Manaidsear Foghlaim [JMH] – Puing 6 Carol Niclain, A' Clàradh a' Gheàrr-chunntais [CNI]		<b>In attendance:</b> Shona MacLennan, Ceannard (SML) Alex Graham, Head of Finance [AG] – Item 2 David Boag, Director of Language Planning & Community Developments [DB] Jim Whannel, Director of Gaelic Education [JW] Joanne McHale, Education Manager [JMH] – Item 6 Carol Johnson, Recording the Minutes [CJ]
<b>1.0</b>	<b>CÙISEAN TÒISEACHAIDH</b>	<b>OPENING ITEMS</b>
<b>1.1</b>	<b>Fàilte is Leisgeulan</b> Chuir an Cathraiche fàilte air a h-uile duine chun na coinneimh, is gu Johan Nic a' Ghobhainn a tha a-nis na ball den Chomataidh Poileasaidh is Ghoireasan.  Thug an Cathraiche taing cuideachd don a h-uile duine airson an ullachadh agus an deuchainnean air an t-siostaim, gus a' choinneamh seo a chumail tro MS Teams air-loidhne	<b>Welcome &amp; Apologies</b> The Chair welcomed everyone to the meeting, including Johan Smith who is now a member of the Policy and Resources Committee.  Chair also thanked everyone for their preparations and system testing, in order to hold this meeting via MS Teams online.
<b>1.2</b>	<b>A' nochdadh chom-pàirtean</b> MTMI– Ceòlas AG – Comhairle na Gàidhealtachd	<b>Declarations of Interest</b> MTMI– Ceòlas AG – Highland Council
<b>1.3</b>	<b>Geàrr-Chunntas</b> Chaidh <b>GABHAIL RI</b> geàrr-chunntas na coinneimh a chumadh air 28-01-2020.	<b>Minutes</b> The Minutes of the meeting held on 28-01-2020 were <b>APPROVED</b> .
<b>1.4</b>	<b>Clàr-gnìomha</b>	<b>Action Log</b>
	<u>Co-dhùnadh:</u> Thug Buill <b>FA-NEAR</b> don fhiosrachadh as ùr sa chlàr-gnìomha.	<u>Decision:</u> Members <b>NOTED</b> the action log updates.
<b>1.5</b>	<b>GISBE</b> Cha robh rud sam bith eile ann.	<b>AOCB</b> No further items were to be considered.
<b>1.6</b>	<b>Fiosrachadh air Covid19 – Aithisg labhairteach bho SNI is DB</b> Thug SNI geàrr-chunntas air a' ghluasad luath gu bhith ag obair bhon taigh airson a h-uile neach-obrach aon uair 's gun tàinig an stiùireadh bhon Riaghaltas. Tha a h-uile duine air socrachadh gu math san àrainneachd ùir aca ag obair bhon taigh, le uidheamachd riatanach sam bith air a thoirt seachad gus seo a dhèanamh comasach.  Tha co-labhairt bhliadhnail an luchd-obrach a' dol air adhart mar a bhathar an dùil le dà latha de thrèanadh air-loidhne, a' toirt a-steach còmhraidhean mu shunnd, slàinte-inntinn agus a bhith ag obair bhon taigh gu sàbhailte.	<b>Update on Covid19 – Verbal update by SML &amp; DB</b> SML gave a summary of the swift move to working from home for all staff once the directive came from the Government. Everyone has settled working from home and any necessary equipment is being supplied to help facilitate this.  The annual staff conference is going ahead as planned with two days online training, including discussions on well-being, mental health and health and safety for working from home.

1.6	<p><b>Fiosrachadh air Covid-19 – Aithisg labhairteach bho SNI is DB</b> Bidh SNI a' cumail conaltradh cunbhalach ris an Roinn Urrasachd fad na h-ùine cuideachd.</p> <p>Tha conaltradh le Ùghdarrasan Poblach a thaobh Phlanaichean Gàidhlig agus aithisgean maoineachaidh a' leantainn ged a tha cùisean nas sàmhhaiche. Tha conaltradh foirmeil air na dùilean a shoilleireachadh.</p> <p>Tha an sgioba air a bhith ag obair le cuid de na prìomh bhuidhnean maoinichte gus gnìomhachd air-loidhne a leasachadh a bhrosnaicheas cleachdadh na Gàidhlig. Thèid an iomairt a chomharrachadh mar <i>cleachdi aig an taigh</i>.</p> <p>Tha beagan buaidh air tagraidhean airson maoineachadh GLAIF, agus fhuradh faisg air an ìre àbhaisteach de thagraidhean. Chaidh tomhas a bharrachd de shùbailteachd a stèidheachadh dhaibhsan nach b' urrainn a chur a-steach ron cheann-latha o chionn ghoirid mar thoradh air buaidh Covid-19.</p> <p><u>Co-dhùnadh:</u> Thug na buill <b>FA-NEAR</b> don fhiosrachadh mar a chaidh a thaisbeanadh.</p>	<p><b>Update on Covid-19 – Verbal update by SML &amp; DB</b> SML is keeping in regular touch with Sponsor Division throughout as well.</p> <p>Communication with Public Authorities regarding Gaelic Language Plans and funding reports continue albeit things are understandably quieter. Formal communications has clarified expectations.</p> <p>The team have been working with some of the Main Funded Organisations to develop online activities which encourage Gaelic usage. The initiative will be branded <i>cleachdi aig an taigh</i>.</p> <p>Applications for GLAIF funding are slightly affected, with close to the usual level of applications received. An extra measure of flexibility for those who had not been able to submit prior to the recent deadline due to the Covid-19 impact has been established.</p> <p><u>Decision:</u> Members <b>NOTED</b> the information presented.</p>
2.0	<b>IONMHAS</b>	<b>FINANCE</b>
2.1	<p><b>Aithisg Ionmhais gu 31-03-2020</b></p> <p>Thug AG geàrr-chunntas do na buill mun t-suidheachadh aig deireadh na bliadhna ionmhais air 31/03/2020. Chaidh an còrr de £171k, mar thoradh air buaidh Covid19 air buidhnean, aontachadh mar shuim airson toirt air adhart ('s e £100k an t-suim as àirde mar as àbhaist) bhon Roinn Urrasachd mar thoradh air Covid-19 an-dràsta.</p> <p>Chaidh a thoirt FA-NEAR gu bheil cosgaisean co-cheangailte ri Covid-19 gan clàradh, le caiteachas de £ 2.5k gu ruige seo.</p> <p>Thuir AG ris na Buill gun robh £25k a bharrachd de Thabhartas-gus-Cuideachadh ga thabhann le Riaghaltas na h-Alba gu cuideachadh le Poileasaidh Pàighidh 2020/21.</p> <p><u>Co-dhùnadh:</u> Thug na buill <b>FA-NEAR</b> don fhiosrachadh mar a chaidh a thaisbeanadh.</p>	<p><b>Finance Report to 31-03-2020</b></p> <p>Members were briefed on the position at the year-end on 31/03/2020. The balance of £171k, due to the Covid19 restrictions on businesses was approved as a carry forward (normal maximum £100k) by Sponsor Division, due to Covid-19.</p> <p>It was NOTED that Covid-19 related costs are being recorded, with a spend of £2.5k so far.</p> <p>Members were informed that an additional £25k of Grant-in-Aid had been awarded by Scottish Government to assist with Pay Policy in 2020/21.</p> <p><u>Decision:</u> Members <b>NOTED</b> the information presented.</p>
2.2	<p><b>Dreachd Plana Ionmhais sa mheadhan-ùine gu 2024/25?</b></p> <p>Bheachdaich a' Chomataidh air cothroman airson leasachadh com-pàirteachais anns na bliadhnaichean ri teachd agus air dòighean airson barrachd taic a chruthachadh aig ìre ionadail agus nàiseanta airson Gàidhlig.</p> <p><u>Co-dhùnadh:</u> <b>GHABH</b> na buill ri molaidhean a' phàipeir.</p>	<p><b>Draft Medium-Term Financial Plan to 2024/25?</b></p> <p>The Committee discussed opportunities for partnership development in future years and mechanisms for developing increased support at local and national level for Gaelic.</p> <p><u>Decision:</u> Members <b>APPROVED</b> the paper recommendations.</p>

<b>3.0</b>	<b>RIAGHLADH</b>	<b>GOVERNANCE</b>
<b>3.1a</b>	<b>Bun-riaghailtean</b> <u>Co-dhùnadh:</u> <b>GHABH</b> na buill ris na Bun-riaghailtean mar a chaidh a thaisbeanadh.	<b>Terms of Reference</b> <u>Decision:</u> Members <b>APPROVED</b> the Terms of Reference as presented.
<b>3.1b</b>	<b>Èifeachdas na Comataidh</b> <u>Co-dhùnadh:</u> <b>GHABH</b> na buill ris a' phàipear air Èifeachdas na Comataidh mar a chaidh a thaisbeanadh.  <u>Gnìomh:</u> Chaidh soilleireachadh a shireadh mu cho-thaghadh Buill.	<b>Review of Committee Effectiveness.</b> <u>Decision:</u> Members <b>APPROVED</b> the paper on Review of Committee Effectiveness as presented.  <u>Action:</u> Clarification sought on the issue of co-option of Members.
<b>3.2</b>	<b>Poileasaidh Measaidh Coileanaidh (Ùrachadh)</b> <u>Co-dhùnadh:</u> An dèidh beachdachadh air <b>GHABH</b> na Buill ris a' phoileasaidh ùraichte.	<b>Performance Management Policy (updated)</b> <u>Decision:</u> After discussion Members <b>APPROVED</b> the updated policy.
<b>3.3</b>	<b>Dàta Daonna</b> <u>Co-dhùnadh:</u> Ghabh na Buill <b>FA-NEAR</b> don fhiosrachadh, le ùmhlachd do na h-atharrachaidhean ainmichte.	<b>HR Data</b> <u>Decision:</u> Members <b>NOTED</b> the information, subject to these amendments.
<b>3.4</b>	<b>Aithisg air Slàinte is Sàbhailteachd</b> <u>Co-dhùnadh:</u> <b>GHABH</b> na buill ris a' phàipear, le ùmhlachd don atharrachadh a chaidh ainmeachadh.	<b>Health and Safety Report</b> <u>Decision:</u> Members <b>APPROVED</b> the paper, subject to one amendment.
<b>4.0</b>	<b>BUIDHNEAN LÌBHRIGIDH COM-PÀIRTEACH</b>	<b>MAIN FUNDED ORGANISATIONS</b>
<b>4.1</b>	<b>Dearbhadh Aontaidhean Buidhnean Com-pàirteach 2020/21: An Lòchran</b> <u>Co-dhùnadh:</u> <b>GHABH</b> buill ris a' mhaoineachadh mar a chaidh a mholadh sa phàipear.  <u>Gnìomh:</u> Ghabh DB fa-near gum biodh dùil ri ùrachadh eile air an adhartas leis a' phròiseas fastaidh aig An Lòchran agus gum biodh dùil ri cùis gnìomhachais bhuapa aig a' Chomataidh seo san t-Sultain.	<b>Confirmation of Delivery Partner Agreements 2020/21: An Lòchran</b> <u>Decision:</u> Members <b>APPROVED</b> the funding as recommended in the paper.  <u>Action:</u> DB will note that a further update on the progress with An Lòchran's recruitment process and submission of a business case would be expected at this Committee in September.
<b>5.0</b>	<b>CLEACHDADH</b>	<b>USAGE</b>
<b>5.1</b>	<b>Amasan àrd-ìre</b> <b>PT1 Foghlam Alba C2</b> Chaidh taing a thoirt do JW airson a thaic ann a bhith ag ullachadh nan amasan seo. Chaidh fàilte a chur air na molaidhean aig Foghlam Alba airson dreuchd ùr de dh' Oifigear Leasachaidh Gàidhlig sònraichte.  Chaidh a thoirt fa-near gu bheil feum air ceartachadh agus soilleireachadh ann an earrann 6, le iomradh air làrach-lìn ùr agus dreuchd luchd-sgrùdaidh ùr, gus dèanamh cinnteach gu bheil cunbhalachd ann eadar a' Ghàidhlig agus a' Bheurla mus tèid a thilleadh.  Chuir buill fàilte mhòr air an adhartas a chaidh a dhèanamh agus bidh gach oidhirp gus Foghlam Alba a dhèanamh nas làidire a thaobh Gàidhlig buannachdail airson leasachadh nan goireasan cànan.	<b>High Level Aims</b> <b>PT1 Education Scotland</b> JW was thanked for his support in preparing these goals. Education Scotland's proposals for a new dedicated Gaelic Development Officer's post were welcomed.  It was noted that correction and clarification is required at section 6, with reference to a new website and a new inspectors post, to ensure consistency between the Gaelic and English before it is returned.  Members very much welcomed the progress made and all efforts to make Education Scotland stronger regarding Gaelic will be beneficial for the development of the language resources.

	<p><u>Co-dhùnadh:</u> <b>DH'AONTAICH</b> na buill na h-Amasan Àrd-ìre (le ceartachadh).</p>	<p><u>Decision:</u> Members <b>APPROVED</b> the High-Level Aims (with noted correction)</p>
<b>5.2</b>	<b>Planaichean Cànan Gàidhlig</b>	<b>Gaelic Language Plans</b>
	<p>Chur a' Chomataidh am beachd an cèill gum bu chòir sgìrean faisg air na bailtean mòra, far a bheil FtG air a bhith air a tabhann airson iomadh bliadhna a-nis, a bhrosnachadh barrachd gus tuilleadh leasachaidh a dhèanamh air FtG, agus gum biodh e iomchaidh còmhraidhean fhosgadh leotha.</p> <p><b>PT1 – Comhairle Siorrachd Lanraig a Deas C2</b> <u>Co-dhùnadh</u> <b>DH'AONTAICH</b> buill am plana mar a chaidh a thaisbeanadh agus chuir iad fàilte air iomairtean gus tuilleadh leasachaidh a dhèanamh air foghlam Gàidhlig san sgìre.</p>	<p>The Committee expressed the view that areas near the larger cities, where GME had been offered for many years now, be encouraged to further develop GME, and that it would be appropriate to open discussions with them.</p> <p><b>PT1 – South Lanarkshire Council C2</b> <u>Decision</u> Members <b>APPROVED</b> the plan as presented and welcomed initiatives to further develop Gaelic education in the area.</p>
	<p><b>PT2 – Comhairle Fhìobha</b> <u>Co-dhùnadh</u> <b>DH'AONTAICH</b> buill am plana mar a chaidh a thaisbeanadh agus mhothaich iad an deagh dhàimh obrach leis an ùghdarras ionadail agus gu bheil ùidh mhòr ann an Gàidhlig san sgìre.</p>	<p><b>PT2 – Fife Council</b> <u>Decision</u> Members <b>APPROVED</b> the plan as presented and noted good working relations with the local authority and a large interest in Gaelic in the area.</p>
	<p><b>PT3 – Comhairle Siorrachd Chlach Mhanainn</b> <u>Co-dhùnadh</u> <b>DH'AONTAICH</b> buill am plana mar a chaidh a thaisbeanadh.</p>	<p><b>PT3 – Clackmannanshire Council</b> <u>Decision</u> Members <b>APPROVED</b> the plan as presented.</p>
	<p><b>PT4 – Comhairle Dhùn Bhreatainn an Ear</b> <u>Co-dhùnadh</u> <b>DH'AONTAICH</b> buill am plana mar a chaidh a thaisbeanadh.</p> <p><u>Gnìomh:</u> A' moladh gun dèan DB sgrùdadh agus an uair sin gum bruidhinn e air seiseanan Bookbug le Comhairle Siorrachd Dhùn Bhreatainn an Ear.</p>	<p><b>Pt4 – East Dunbartonshire Council</b> <u>Decision</u> Members <b>APPROVED</b> the plan as presented.</p> <p><u>Action:</u> Recommend that DB investigate and then discuss Bookbug sessions with East Dunbartonshire Council.</p>
	<p><b>PT5 – Comhairle Dhùn Bhreatainn an Iar</b> <u>Co-dhùnadh:</u> <b>GHABH</b> na buill ris a' phlana mar a chaidh a thaisbeanadh ach dh'iarr iad gun rachadh na trì puingean a dheasbad mus deigheadh fhoillseachadh.</p> <p><u>Gnìomh:</u> Tha aig DB ri faighneachd mar a thèid gach plana ùr seo a shanasachd, le bhith a' cur nan cuimhne anns an litir dearbhaidh aca gu bheil an stiùireadh a' moladh foillseachadh taobh a-staigh 3 mìosan, ach le tuigse gum faodadh buaidh a bhith air cùisean air sgàth stiùireadh Covid-19.</p> <p>Mhol an Cathraiche an obair mhòr a chaidh a dhèanamh leis na planaichean seo, agus gu bheil e a' toirt misneachd bhon obair leasachaidh anns na sgìrean seo.</p>	<p><b>PT5 - West Dunbartonshire Council</b> <u>Decision:</u> Members <b>APPROVED</b> the plan as presented and requested that three points were discussed before publication.</p> <p><u>Action:</u> DB to ask how each of these new plans will be advertised, by reminding them in their approval letter that the proposed guidance is for publication within 3 months, but with understanding that things may be affected due to Covid-19 guidance.</p> <p>The Chair paid tribute to the considerable amount of work that has been done on these plans and was encouraged by the development work in these areas.</p>
<b>6.0</b>	<b>IONNSACHADH</b>	<b>LEARNING</b>
<b>6.1</b>	<p><b>Ùrachadh air adhartas le Leasachadh Ìre as Àirde</b> <u>Co-dhùnadh:</u> Thug buill am fiosrachadh air adhartas sa phàipear seo <b>FA-NEAR</b>.</p>	<p><b>Update on progress with Senior Phase Development</b> <u>Decision:</u> Members <b>NOTED</b> the information on progress in this paper.</p>

	<p><u>Gnìomhan:</u></p> <ol style="list-style-type: none"> <li>JW gus dèanamh cinnteach gu bheil acranaim air am mìneachadh ann am pàipearan san àm ri teachd, a' dèanamh cinnteach gu bheil teirmean furasta a thuigsinn.</li> <li>Bu chòir cothroman conaltraidh a sgrùdadh air a' chuspair seo de Leasachadh Ìre Àrd, agus bidh JW a' conaltradh leis an Oifigear Conaltraidh mu chriomagan fiosrachaidh a dh' fhaodadh a bhith air an cruthachadh.</li> <li>Nì DB, JW agus Peadar Morganach sgrùdadh a bharrachd air mar a nì iad staitistig foghlaim nas ruigsinneach ann an co-cheangal ri Caidreachas Lìonra Ùghdarrasan Ionadail a Tuath, gus adhartas a nochdadh ro 2021, leis gum bi e comasach dhuinn taic nas fheàrr a thoirt do neach sam bith ann a bhith a' dèiligeadh ri cùis staitistig.</li> </ol>	<p><u>Actions:</u></p> <ol style="list-style-type: none"> <li>JW to ensure acronyms are explained in future papers, ensuring terms are easily understood.</li> <li>Communication opportunities should be explored on this subject of Senior Phase Development, and JW will liaise with the Communications Officer on possible information segments being developed.</li> <li>DB, JW and Peadar Morgan will further investigate how to make educational statistics more accessible in liaison with The Northern Alliance of Local Authority Networks, in order to show progress by 2021, so that we are better able to support anyone in dealing with the issue of statistics.</li> </ol>
6.2	<p><b>Fiosrachadh as ùr air adhartas co-cheangailte ri Bogadh do Thidsearan</b></p> <p><u>Co-dhùnadh:</u> Ghabh buill <b>FA-NEAR</b> don fhiosrachadh sa phàipear agus chuir iad fàilte air an adhartas.</p>	<p><b>Update on progress relating to Immersion for Teachers</b></p> <p><u>Decision:</u> Members <b>NOTED</b> the information in the paper and welcomed the progress.</p>
6.3	<p><b>Fiosrachadh as ùr air adhartas co-cheangailte ri Leasachadh GLE</b></p> <p><u>Co-dhùnadh:</u> Chuir Buill <b>FAILTE</b> air an fhiosrachadh agus thug iad taing don sgioba foghlaim airson an obair dhìcheallach san raon seo.</p>	<p><b>Update on progress relating to GLE Development</b></p> <p><u>Decision:</u> Members <b>WELCOMED</b> the information and thanked the education team for their diligent work in this area.</p>
6.4	<p><b>Fiosrachadh as ùr mu leasachaidhean Sgioba Foghlaim</b></p> <p>A bharrachd air a' phàipear, chaidh a thoirt fa-near gu bheil Bunait CORRA air rèiteachaidhean maoineachaidh a leudachadh suas chun a' Mhàirt 2021 agus gun toir iad seachad ùrachadh mu mhaoineachadh bhliadhnaichean ri teachd san t-Sultain; agus gun deach dàil a chur air a' mholadh airson siostam nàiseanta ùr airson greisean-gnìomhachais do dh'oileanaich FtG air sgàth Covid-19.</p> <p><u>Co-dhùnadh:</u> Thug buill <b>FA-NEAR</b> don fhiosrachaidh is thug iad taing do JMH agus don sgioba foghlaim airson na h-obrach a tha iad a' dèanamh agus airson an fhiosrachaidh.</p> <p><u>Gnìomh:</u> Leis gu bheil an dùil gum bi àireamhan luchd-teagaisg teisteanachta ùra àrd, is gur e deagh naidheachd a tha sin, bu chòir do JMH bruidhinn ri Oifigear Conaltraidh gus criomag naidheachd a chruthachadh airson nam meadhanan sòisealta.</p>	<p><b>Update on Education Team developments</b></p> <p>In addition to the paper, it was noted that The CORRA Foundation have extended funding arrangements up to March 2021 and will update about future years funding in September; and that the proposal for a new national system for GME student teacher placements has been delayed due to Covid-19.</p> <p><u>Decision:</u> Members <b>NOTED</b> the information and thanked JMH and the education team for the work they are doing and for the update.</p> <p><u>Action:</u> As current newly qualified teacher numbers are projected to be high, which is very good news, JMH should speak to the Communications Officer to develop a news item for social media.</p>
7.0	<b>PLANA OBRACH NA COMATAIDH</b>	<b>COMMITTEE WORKPLAN</b>
	<p><b>Dreachd Plana Obrach na Comataidh Poileasaidh is Ghoireasan</b></p> <p>Thug na buill fa-near don phlana agus dh'iarr iad gun deidheadh ùrachadh gus gnothaichean a bha mar phàirt den choinneimh seo a chur ann. Dh'iarr an Cathraiche gun deidheadh ullachadh aithisg bhliadhnaile Comataidh Poileasaidh is Ghoireasan a' Bhùird a chur ris, le seo ga ullachadh airson beachdachadh air aig coinneamh CPG san Ògmhios.</p>	<p><b>Policy &amp; Resources Draft Work Plan</b></p> <p>Members noted the plan and asked that it be updated to reflect items that had been part of the current meeting. Chair asked that preparation of the Policy and Resource Committee annual report for the Board be added to it, with this being prepared for consideration at the June meeting of PRC.</p>
8.0	<b>GNOTHACH IOMCHÀIDH SAM BITH EILE</b>	<b>ANY OTHER BUSINESS</b>
	<p>Tha e coltach gun tèid an ath choinneamh a chumail air-loidhne.</p> <p>Dhùin a' choinneamh aig 12.35</p> <p><b>Ceann-latha na h-ath choinneimh 09-06-2020</b></p>	<p>The next meeting is likely to be held online.</p> <p>The meeting closed at 12.35.</p> <p><b>Date of next meeting 09-06-2020</b></p>