

## BÒRD NA GÀIDHLIG

### Geàrr-chunntas Coinneamh a' Bhùird-stiùiridh

Diciadain 16/06/2021 09.30 - 15.15

#### Buill an làthair:

Màiri T NicAonghais (MTNA) [Cathraiche] (Puingean 3, 4, 5, 6, 8-17)

Ailean Caimbeul (AC)

Dòmhnall MacLeòid (DML)

Johan Nic a' Ghobhainn (JNG)

Jennifer Gilmour (JG)

Stewart MacLeòid (StML)

Dòmhnall MacAoidh (DMA)

#### An làthair:

Shona NicIlinnein, Ceannard/Oifigear Cunntachail (SNI)

Daibhidh Boag, Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd (DB)

Seumas Whannel, Stiùiriche Foghlam Gàidhlig (SW)

Mairianne Stiùbhart, Ceann an Ionmhais is Cùisean

Corporra (MS) (Puingean 12.6 is 14)

Louise NicIleathain, Manaidsear Gnìomhan (LNI) (Puingean 7 is 15)

Steven Kellow, Oifigear Maoineachaidh is Phròiseactan (SK) (Puing 11)

Dùghlas Ansdell, Riaghaltas na h-Alba (DA) (Puing 6)

Orla NicDhòmhnaill, a' Clàradh Geàrr-chunntas (OND)

### Minute of Board Meeting

Wednesday 16/06/2021 09.30 - 15.15

#### Members present:

Mary T MacInnes (MTMI) [Chair] (Items 3, 4, 5, 6, 8-17)

Allan Campbell (AC)

Donald MacLeod (DML)

Johan Smith (JS)

Jennifer Gilmour (JG)

Stewart MacLeod (StML)

Donald MacKay (DMK)

#### In attendance:

Shona MacLennan, CEO/Accountable Officer (SML)

David Boag, Director of Language Planning & Community Development (DB)

Jim Whannel, Director of Gaelic Education (JW)

Mairianne Stewart, Head of Finance & Corporate Affairs (MS) (Items 12.6 & 14)

Louise MacLean, Operations Manager (LM) (Items 7 & 15)

Steven Kellow, Funding and Projects Officer (SK) (Item 11)

Douglas Ansdell, Scottish Government (DA) (Item 6)

Orla MacDonald, Recording Minute (OMD)

## SEISEAN DÙINTE

## CLOSED SESSION

### 1.0 CÙISEAN TÒISEACHAIDH IS GEÀRR-CHUNNTASAN

### OPENING ITEMS & MINUTES

#### 1.1 Fàilte bhon Cathraiche

Chur DML fàilte air Buill don choinneimh.

#### Chair's Welcome

DML welcomed the members to the meeting.

#### 1.2 Leisgeulan

Bha leisgeulan ann bho MTNA airson na ciad phàirt den choinneimh.

Cha robh gin eile ann.

#### Apologies

MTMI for the first part of the meeting.

There were no other apologies.

#### 1.3 A' nochdadh chom-pàirtean

DML – Comhairle nan Eilean Siar

AC – An Comunn Gàidhealach (11.1 is 11.2)

JG – Riaghaltas na h-Alba (6)

JNG – Comhairle nan Leabhraichean, Acair (11.1 is 11.2)

#### Declaration of interests

DML – Comhairle nan Eilean Siar

AC – An Comunn Gàidhealach (11.1 & 11.2)

JG – Scottish Government (6)

JS – Comhairle nan Leabhraichean, Acair (11.1 & 11.2)

#### 1.4 Geàrr-chunntas rin aontachadh

##### PT1 - 24/02/2021

Bu chòir na giorrachaidhean air an taobh Gàidhlig a bhith cunbhalach.

#### Minutes to be agreed

##### PT1 - 24/02/2021

Abbreviations in the Gaelic version should be consistent.

#### Co-dhùnadh:

**DH'AONTAICH** Buill ris a' gheàrr-chunntas leis na h-atharraichean a chaidh a chomharrachadh.

#### Decision:

The Members **APPROVED** the minute with the agreed amendments.

PT2 - 18/03/2021

Co-dhùnadh:

**DH'AONTAICH** Buill ris a' gheàrr-chunntas leis na h-atharrachaidhean a chaidh a chomharrachadh.

**1.5 Puingeann Gnìomh**

Ceann-latha airson ùrachaidhean ri atharrachadh far a bheil feum.

Thug Buill **FA-NEAR** don fhiosrachadh

**1.6 Cùisean a thog ceann bho na coinneamhan sin nach eil fo phuig eile air a' chlàr-ghnothaich**

Cha robh gin ann.

**1.7 Clàradh chuspairean a tha rin togail fo GISBE**

Foghlam Gàidhlig ann an Glaschu  
Duais a bhuannaich Coinneach MacThòmais  
Sìle Gunn is Catrìona NicLeòid  
(an dithis aca air caochladh o chionn ghoirid)

**2.0 GEÀRR-CHUNNTASAN NAN COMATAIDHEAN IS NA BUIDHNE-STIÙIRIDH / CO-DHUNAIIDHEAN EADAR COINNEAMHAN**

PT1 **Comataidh Sgrùdaidh is Dearbhachd (Dreachd)**  
PT2.1 **Comataidh Poileasaidh is Ghoireasan (Dreachd)**  
PT2.2 **Comataidh Poileasaidh is Ghoireasan (Dreachd)**  
PT3 **Buidheann-stiùiridh a' Phlana Leasachaidh (Dreachd)**  
Thug Buill fa-near don fhiosrachadh sna geàrr-chunntasan.

**3.0 AITHISG A' CHATHRAICHE**

Chuir an Cathraiche fàilte air DMA agus seo a' chiad choinneamh aige. Tha pròiseas fhathast a' dol airson barrachd bhuill a thrusadh.

Fhuair Buill fios as ùr mu shuidheachadh a thaobh Foghlam Gàidhlig ann an Glaschu. The e a-nis soilleir gu bheil iarrtasan thairis air àiteachan ri fhaighinn is a dh'aindeoin meudachadh chan eil na tha ga shireadh gu bhith air chomas inntrigeadh gu FtG ann an 2021.

Tha obair air tòiseachadh air ullachadh airson an ath Phlana Nàiseanta Gàidhlig a sgrìobhadh. Chaidh sreath de choinneamhan fosgailte a chumail air-loidhne le fòcas air na diofar choimhearsnachdan a tha an sàs ann an leasachadh na Gàidhlig.

Is iad sin coimhearsnachdan eileanach, tìr-mòr, bailtean is mòr-bhailtean, daoine òga, daoine aig nach eil Gàidhlig agus coimheadnachdan didseatach, a tha a' toirt taic don chànan.

Bha Oifigearan BNG agus riochdairean a' Bhùird an làthair.

PT2 - 18/03/2021

Decision:

The Members **APPROVED** the minute with the agreed amendments.

**Points of action**

The date for updates is to be changed where necessary

The Members **NOTED** the information.

**Matters arising from those meetings which are not covered elsewhere on the agenda**

None

**Recording of topics to be covered under AOCB**

Gaelic education in Glasgow  
Honour for Kenny Thomson  
Sheila Gunn & Catriona MacLeod  
(both recently deceased)

**MINUTES FROM THE COMMITTEES AND THE STEERING GROUP / DECISIONS BETWEEN MEETINGS**

**Audit & Assurance Committee (Draft)**  
**Policy & Resources Committee (Draft)**  
**Policy & Resources Committee (Draft)**  
**Improvement Plan Steering Group (Draft)**  
The Members noted the minutes.

**CHAIR'S REPORT**

The Chair welcomed DMK to his first board meeting. She noted that the process for recruiting additional board members was to be started.

The Members were informed about the situation regarding GME in Glasgow. It is clear now that the demand exceeds the available places and despite an increase in places all requesting it will not be able to enter GME in 2021.

Work has begun in preparation for writing the next National Gaelic Language Plan. A series of open meetings has been held on-line with a focus on the range of communities that are involved in the development of the Gaelic language.

These are island communities, mainland towns and cities, young people, non-Gaelic speakers and digital, supportive of the language.

BNG Officers and Board representatives were present.

Bha an Cathraiche agus an Ceannard an dèidh coinneachadh ris an Dr Alasdair Allan, BPA, agus fhuair Buill fios mun choinneimh. B' e am fòcas na draghan leantainneach timcheall brisidhean nan aiseagan sna h-Eileanan Siar agus a' bhuidhe aig seo air na coimhearsnachdan. Chaidh còmhradh a dhèanamh air geallaidhean a' Mhanifesto cuideachd agus thuirt an Dr Allan gu ruige seo nach robh fiosrachadh sam bith eile ri fhaotainn aig an ìre seo.

Chuir an Cathraiche cudrom air cho cudromach 's a tha na planaichean Gàidhlig le bhith a' stiùireadh adhartas tarsainn Alba is gum biodh barrachd taic ga h-iarraidh bho Mhinistearan gus aonta a lorg mu Amasan Àrd-Ìre.

Gus dèanamh cinnteach gum bi adhartas nas luaithe ann, bhiodh dealas nas daingne air a shireadh le amasan àrd-ìrean tron phròiseas planaidh le taic bho Mhinistearan na h-Alba. Fhuair Buill fios mu Phlana Gàidhlig an Riaghaltais agus bha còmhradh a bharrachd aig Buill mu dheidhinn a' phròiseis air planaichean.

Tha an Cathraiche agus an Ceannard air coinneamh iarraidh le Shirley-Ann Sommerville, a chaidh fhastadh bho chionn ghoirid mar Rùnaire a' Chaibineit gus am faigh i eòlas air obair BnG.

Gu ruige seo cha robh fios a bharrachd air tighinn mun Chùis Gnothachais.

Chuir an Cathraiche fàilte air neach-obrach ùr a bh' air tighinn a dh'obair ann an sgioba Bhòrd na Gàidhlig bho chionn ghoirid.

The Chair and Ceannard had met Dr Alasdair Allan, MSP, and Members were updated on this meeting. The focus had been the concerns around ongoing ferry disruptions in the Western Isles and the impact of this on the communities there. The Manifesto commitments were also discussed and Dr Allan stated that to date no further information was available around them.

The Chair emphasised the importance of Gaelic Plans in driving progress forward across Scotland and that more support would be sought from Ministers to seek agreement around High Level Aims.

To ensure a faster rate of progress firmer commitment around high level aims would be sought through the planning process with support of Scottish Ministers. Members were updated on the Scottish Government's Gaelic plan and there was further discussion on the plans process.

The Chair and Ceannard have requested a meeting with the recently appointed Cabinet Secretary, Shirley-Anne Sommerville, to introduce her to the business of BnG.

There was no further information on the Business Case to date.

The Chair welcomed a new member of staff who had very recently joined the BnG team.

#### 4.0 AITHISG A' CHEANNARD

##### Fios as ùr

Dh'ainmich an Cathraiche gun robh BnG a' trusadh ceathrar luchd-obrach. Dh'fhaodadh duilgheadasan le trusadh a bhith mu choinneamh BnG agus buidhnean eile air sgàth gainnead dhaoine aig a bheil na sgilean Gàidhlig den t-seòrsa iomchaidh aig an ìre iomchaidh.

Chaidh fios a thoirt seachad air an t-suidheachadh an-dràsta ann an Glaschu a thaobh FtG, le sgoilearan gun chothrom faighinn a-steach le gainnead àiteachan dhaibh. Tha conaltradh leantainneach le Comhairle Baile Ghlaschu ga chumail, air a stiùireadh le SW is tha BnG a' sireadh comhairle bhon taobh a-muigh air taic do phàrantan nan iarrtasan agus cuideachd tha Comhairle Baile Ghlaschu ri fuasgladh iomchaidh a' ruighinn.

Chaidh aontachadh gun rachadh litir a chur gu Rùnaire a' Chaibineit le fios mun t-suidheachadh.

#### CEO REPORT

##### Update

The CEO reported that BnG recruiting for four appointments. BnG along with other organisations, could be facing difficulty in recruiting, due the shortage of people with combined and competent Gaelic skills.

An update was given on the current situation in Glasgow GME with pupils not having the opportunity to enter due to a shortage of available places. There is ongoing communication with Glasgow City Council being led by JW and BnG is seeking external advice on how to support parents in their requests and also Glasgow City Council to arrive at a satisfactory solution.

It was agreed that a letter would be sent to the Cabinet Secretary informing her of the situation.

## 5.0 COVID-19

### Covid-19

Tha e coltach gun cùm a h-uile neach sa bhuidhinn orra a bhith ag obair bhon taigh airson grunn mhìosan. Tha an luchd-obrach air fàs cleachdte ri bhith ag obair bhon taigh agus tha seo nas èifeachdaiche ann an cuid de shuidheachaidhean na tha e ann an cuid eile, mar thoradh air suidheachadh nan daoine fa leth. Tro àm Covid tha fòcas air a bhith air Slàinte is Sunnd. An-dràsta tha obair ga gabhail os làimh gus poileasaidhean is stiùireadh a chruthachadh mar ullachadh airson tilleadh do na h-oifisean. Tha deagh chonaltradh tron bhuidhinn air fad gu sònraichte cudromach gus dèanamh cinnteach gu bheil a h-uile duine fiosraichte, air an gabhail a-steach is gu bheil iad a' faighinn deagh thaic.

Tha luchd-sgrùdaidh bhon taobh a-muigh air an sgrùdadh bliadhnail a dhèanamh. Mar thoradh air suidheachadh COVID is am pìos obrach susbainteach seo a bhith air a dhèanamh aig àm eadar-dhealaichte tha uallach obrach nas truime ann aig an àm seo.

Am-bliadhna tha mòran a bharrachd iarrtasan GLAIF air a bhith ann bho bhuidhnean com-pàirtiche, an taca ris a' bhliadhna an-uiridh. Tha seo a' sealltainn gu bheil tòrr a bharrachd thachartasan is ghnìomhan air am planadh, agus coimhearsnachdan a' tighinn a-mach à COVID.

## COVID-19

### Covid-19

It is likely that everyone within the organisation will continue to work from home for several months. Staff have become accustomed to working from home and that is more effective in some cases than in others, due to individuals' circumstances. Over Covid there has been a focus on Health and Wellbeing. There is currently work being undertaken to develop policies and guidance in preparation for returning to offices. Good communication across the organisation continues to be a key factor to ensure that everyone is well informed, supported and included.

The external auditors have undertaken the annual audit. Due to COVID circumstances and this substantial piece of work being undertaken at a different time there is an increased workload at present.

This year there have been many more applications from partner organisations for GLAIF in comparison to last year. This is an indication that many more events and activities are planned as communities emerge from COVID.

## 6.0 CÙISEAN LEASACHAIDH

Dh'fhàg JG a' choinneamh

### Gealltanasan manifesto

Chuir an Cathraiche fàilte air Dùghlas Ansdell, Riaghaltas na h-Alba, chun na coinneimh.

Dh'inns DA do na Buill gu bheil sgioba Riaghaltas na h-Alba fhathast aig ìre thràth ann a bhith a' cruthachadh poileasaidhean gus gealltanasan a' mhanifesto a thoirt air adhart.

Tha mu 12 gealltanasan manifesto ann airson na Gàidhlig, 4 dhiubh nas cudromaiche na an còrr.

1. Bile nan Cànan Albannach
2. Gàidhealtachd  
Gus seo a thoirt air adhart, dh'fheumar sgìre cruinn-eòlasach a chomharrachadh agus co-dhùnaidhean a dhèanamh mu ghoireasan agus luchd-ùidh.
3. Ath-sgrùdadh air structar agus dleastanasan BnG  
Chaidh faighneachd am faodadh seo cumhachdan BnG a neartachadh mar a bha am Bòrd fhèin air a mholadh, le Achd na Gàidhlig a bhith air a leasachadh barrachd gus iarrtasan a choileanadh.

## DEVELOPMENT MATTERS

JG left the meeting

### Manifesto commitments

The Chair welcomed Douglas Ansdell, Scottish Government, to the meeting.

DA informed members that the SG team are still in the early stages of developing policies to take forward manifesto commitments.

There are around 12 manifesto commitments for Gaelic and 4 of these that are most important.

1. Scottish Languages Bill
2. Gàidhealtachd  
In order to take this forward a geographical area would have to be identified and decisions taken about resources and stakeholders.
3. Review structured functions of BnG  
It was raised whether this could strengthen the powers of BnG as the Board itself had recommended The Gaelic Language Act be developed further to meet demands.

4. Ro-innleachd foghlaim ùr  
Thathar an dùil gum biodh dòigh-obrach ùr sam bith a' coimhead air gach taobh de dh'fhoghlam. Dh'fhaodadh a' phuing a cheangal ri ath-sgrùdadh air dleastanasan Bhòrd na Gàidhlig.

Thog Buill a' cheist mu mar as urrainn dhaibh momentum a chumail suas gus dèanamh cinnteach gu bheil na gealltanasan sin air an coileanadh. Thug DA ùrachadh seachad air seo agus dhaingnich e do Bhuill gu bheil a' gabhail cheuman fad an t-siubhail gus an toirt air adhart.

Thog Buill ceistean a' siubhal soillearachd mun bheachd air Gàidhealtachd is a' bhuidh a bhiodh aige air Coimhearsnachd na Gàidhlig.

Bheachdaich Buill cuideachd air an gabhadh reachdas a thoirt a-steach gus còir air Foghlam Gàidhlig a thoirt seachad, agus am b' urrainnear gluasad a dh'ionnsaigh sgoiltean Gàidhlig fa-leth. Thug DA seachad fiosrachadh air reachdas a tha a' ceadachadh sgoiltean Gàidhlig fa-leth.

Bhruidhinn na buill cuideachd air Achd Gàidhlig ùr le barrachd chumhachdan agus air na buannachdan a dh'fhaodadh a thighinn a-steach agus thuirt iad gum feumadh adhbhar na Gàidhlig a bhith tèarainte taobh a-staigh Bile Cànanan na h-Alba sam bith.

Mar thoradh air a' chàineadh a bhios a' Ghàidhlig a' faighinn anns na meadhanan/meadhanan sòisealta, chaidh a' cheist a thogail mun di-mhisneachd a dh'fhaodadh seo adhbharachadh am measg luchd-obrach ann an cosnadh Gàidhlig, agus chaidh comhairle a shireadh air dè a ghabhadh a dhèanamh gus luchd-obrach Gàidhlig a chumail agus a leasachadh.

Gnìomh:

Litir ri cur gu Rùnaire a' Chaibineit a' mìneachadh dleastanasan BnG agus a' toirt comhairle seachad gu bheil a' bhuidheann deiseal taic is comhairle a thoirt dhaibh mu bhith a' cur an gnìomh gealltanasan Riaghaltas na h-Alba.

SNI ri sgrìobhadh do Stiùiriche an Ionnsachaidh, Riaghaltas na h-Alba, mun chunnart don bhuidhinn mura faighear taic a bharrachd, gu bheil dreuchdan bàna ann, agus gus innse dha mu chunnartan. Tha feum ann air taic is freagairt air a' chùis gnothachais oir bhiodh seo a' toirt taic taobh a-staigh agus taobh a-muigh na buidhne.

4. New education strategy.

It is expected that any new approach would cover all areas of education. This point could be tied into reviewing the functions of Bòrd na Gàidhlig.

Members raised the question about how to maintain momentum in order to ensure these commitments are met. DA gave an update on this and ensured members that actions are being taken all the time to ensure this.

Members raised questions seeking clarity about the idea of a Gaidhealtachd and its impact on the Gaelic Community.

Members also discussed whether a right to Gaelic Education could be legislated and whether there could be a move to Gaelic stand-alone schools. DA gave information on legislation which allows Gaelic stand-alone schools.

Members also discussed a new Gaelic Language Act with increased powers and what benefits that could bring in s stated that the case for Gaelic needed to be secured within any Scottish Languages Bill.

In light of the frequent negative attention that Gaelic receives in the media/social media, the issue of potential low morale amongst staff in Gaelic employment was also highlighted and advice sought on what could be done to retain, and develop, the Gaelic workforce.

Action:

Letter to be sent to the Cabinet Secretary outlining BnG's roll and to advise that the organisation is ready to provide support and advice about implementing SG's commitments.

SML to write to Director of Learning, SG, about the risk to the organisation if additional support is not forthcoming, that there are existing vacancies, and advise him of risks. Also a response to the business case and support is required, and that this would be helpful internally and externally.

Thill JG dhan choinneimh.

JG re-joined the meeting.

7.0 CUISEAN CORPORA	CORPORATE MATTERS
<p><b>7.1 Aithisg Air Feachd-Obrach</b> Thug LNI geàrr-chunntas seachad air a’ phàipear.</p> <p><u>Co-dhùnadh:</u> Thug Buill <b>FA-NEAR</b> don aithisg.</p>	<p><b>Staffing Report</b> LML gave a summary of the paper.</p> <p><u>Decision:</u> The Members <b>NOTED</b> the paper.</p>
<p><b>7.2 Plana Trèanaidh 2021-22</b> Thug LNI fios seachad air a’ phlana trèanaidh agus thug i fios air mar a thathar a’ cur trèanadh an gnìomh sa bhuidhinn, a’ leigeil fios far an deach adhartas a dhèanamh.</p> <p><u>Co-dhùnadh:</u> <b>DH’AONTAICH</b> Buill ris a’ Phlana.</p>	<p><b>Training Plan 2021-22</b> LML provided information on the training plan and how training is being implemented in the organisation pointing out where progress was made.</p> <p><u>Decision:</u> The Members <b>AGREED</b> the Plan.</p>
<p><b>7.3 Aithisg dìon-dàta</b> Thug LNI fios seachad mu dheidhinn adhbhar na h-aithisg agus mun obair a rinneadh gus a choileanadh.</p> <p>Thug LNI dearbhachd do Bhuill gu bheil Oifigear Dìon Dàta Bhòrd na Gàidhlig riarachta leis an obair a tha a’ dol.</p> <p><u>Co-dhùnadh:</u> Thug Buill <b>FA-NEAR</b> don aithisg.</p>	<p><b>Data protection update</b> LML provided information on the purpose of the paper and the work which was undertaken to fulfil it.</p> <p>LML provided assurance to the Members that Bòrd na Gàidhlig’s Data Protection Officer was satisfied with the work that is underway.</p> <p><u>Decision:</u> The Members <b>NOTED</b> the report.</p>
<p><b>8.0 GISBE</b> Cha robh gin ann.</p>	<p><b>AOCB</b> There were none.</p>
9.0 TOISEACH AN T-SEISEIN FHOSGAILTE	OPEN SESSION START
<p><b>9.1 Fàilte bhon Chathraiche</b> Chuir an Cathraiche fàilte air luchd-amhairc air-loidhne don choinneimh.</p>	<p><b>Welcome</b> The Chair welcome any online viewers to the meeting.</p>
<p><b>9.2 Leisgeulan</b> Cha robh gin ann.</p>	<p><b>Apologies</b> None.</p>
<p><b>9.3 A’ nochdadh chom-pàirtean</b> DML – Comhairle nan Eilean Siar AC – An Comunn Gàidhealach (11.1 is 11.2) JG – Riaghaltas na h-Alba (6) JNG – Comhairle nan Leabhraichean, Acair (11.1 is 11.2)</p>	<p><b>Declaration of interests</b> DML – Comhairle nan Eilean Siar AC – An Comunn Gàidhealach (11.1 &amp; 11.2) JG – Scottish Government (6) JS – Comhairle nan Leabhraichean, Acair (11.1 &amp; 11.2)</p>
10.0 IONMHAS	FINANCE
<p><b>10.1 Taic-airgid a bharrachd do Bhuidhnean Com-pàirteach Libhrigidh 2020/21</b> <b>PT1 – Iomradh air pròiseactan</b> <b>PT2 – Clàr taic do bhuidhnean</b></p> <p><u>Co-dhùnadh:</u> Thug Buill <b>FA-NEAR</b> don fhiosrachadh sna pàipearan.</p>	<p><b>Additional funding awards to Delivery Partners Organisation 2020/21</b> <b>PT1 – Summary of projects</b> <b>PT2 – Table of support to organisations</b></p> <p><u>Decision:</u> Members <b>NOTED</b> the information in the papers.</p>

<p><b>10.2 Maoineachadh Buidhnean Com-pàirteach Lìbhrigidh 2022/23</b>  <b>PT1 – Notaichean bho choinneamh na buidhne-obrach maoineachaidh</b>  Thug Buill taing mhòr do na buidhnean a tha an sàs ann an lìbhrigeadh leasachadh na Gàidhlig, agus don Oifigear Maoineachaidh is Phròiseactan airson na h-obrach. Thug DB fios seachad mun phròiseas maoin 3 bliadhna agus rinn e geàrr-chunntas den phàipear.</p> <p>Dh'aithris e mu na chaidh beachdachadh air aig coinneamh na buidhne-obrach maoineachaidh.</p> <p>Chaidh ceist a thogail am biodh taic a dhìth bho thaobh a-muigh na buidhne gus ath-sgrùdadh a dhèanamh air buaidh nan aontaidhean 3-bliadhna agus bha dearbhadh ann bho DB gum biodh seo a dhìth.</p> <p>Bha còmhraidh ann mu dhùbhlain an cois maoineachadh trì bliadhna aig an àm seo agus thug DB fios seachad air seo. Tha an cunnart as motha a' tighinn bho ChOVID-19 agus cha bhiodh cothrom ann planadh a dhèanamh airson suidheachadh air nach eil fios an-dràsta.</p> <p><u>Co-dhùnadh:</u>  <b>DH'AONTAICH</b> Buill ris a' phàipear.</p>	<p><b>Delivery Partner Organisation Funding 2022/23</b>  <b>PT1 – Notes from the funding working group</b>  The Members thanked the organisations involved, particularly those with volunteers, in delivering Gaelic development, and to the Funding and Projects Officer for the work. DB talked about the 3-year funding process and gave a summary of the paper.</p> <p>He reported on what had been considered at the funding working group.</p> <p>It was raised whether there would be a requirement for external support to undertake a review of the impact of 3-year agreements and DB confirmed this.</p> <p>There was a discussion on the challenges of three-year funding at this time and DB provided information on these. This was particularly around coming out of COVID-19 and that it would not be possible to plan for unknown circumstances.</p> <p><u>Decision:</u>  The Members <b>AGREED</b> the paper.</p>
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<p><b>11.0 PLANA GNÌOMH IS COILEANADH</b></p>	<p><b>OPERATIONAL PLAN AND PERFORMANCE</b></p>
<p><b>11.1 Coileanadh a' Phlana Gnìomh 20-21</b>  <b>PT1 – Clàr gnìomh</b>  Thug SNI geàrr-chunntas seachad air a' phàipear, agus gu sònraichte air buaidh COVID air obair na buidhne. Leig i fios gun robh adhartas math air a bhith ann thar gach raoin.</p> <p><u>Co-dhùnadh:</u>  Thug Buill <b>FA-NEAR</b> don fhiosrachadh sa phàipear.</p>	<p><b>Operational Plan 20-21</b>  <b>PT1 – Operational plan</b>  SML gave a summary of the paper, particularly the impact of COVID on the organisation's work. She pointed out that there had been good progress across all aspects.</p> <p><u>Decision:</u>  The Members <b>NOTED</b> the information in the paper.</p>
<p><b>11.2 Aithisgean Bhliadhnail nan Comataidhean</b>  <b>PT1 - Aithisg Bhliadhnail na Comataidh Sgrùdaidh is Dearbhachd 2020/21</b>  <b>PT2 - Aithisg Bhliadhnail na Comataidh Poileasaidh is Ghoireasan 2020/21</b></p> <p><u>Co-dhùnadh:</u>  <b>DH'AONTAICH</b> Buill ris na h-aithisgean bliadhnail mar a chaidh an taisbeanadh.</p>	<p><b>Committee Annual Reports</b>  <b>PT1 - Annual Report of the Audit &amp; Assurance Committee 2020/21</b>  <b>PT2 - Annual Report of the Policy &amp; Resources Committee 2020/21</b></p> <p><u>Decision:</u>  The Members <b>AGREED</b> the annual reports as presented.</p>
<p><b>11.3 Adhartas nam Planaichean Gàidhlig</b>  <b>PT1 – Clàr-dàta 2020-21</b>  Chaidh ceistean a thogail le Buill mu na tha a' tachairt leis an fhiosrachadh seo agus mu dheidhinn pàtran sam bith anns an dàta. Thug DB barrachd fios do Bhuill mun Chlàr-dàta a tha a' sealltainn gu bheil adhartas ga dhèanamh.</p>	<p><b>Gaelic Plans Progress</b>  <b>PT1 – Data table 2020-21</b>  Members raised questions about what happens with the information presented in the paper and about any trends. DB gave further information about the Data Table indicating that there is progress being made.</p>

Bha còmhradh ann cuideachd mun briathrachas sa chlàr.

Gnìomh:

Cuairtichidh DB an clàr do bhuidhnean aig a bheil planaichean Gàidhlig.

Co-dhùnadh:

Thug Buill **FA-NEAR** don fhiosrachadh sa phàipear.

There was discussion about the terminology used in the table.

Action:

DB to circulate the table to all organisations with Gaelic plans.

Decision:

Members **NOTED** the information in the paper.

**11.4 Adhartas nas Luaithe**

Co-dhùnadh:

Thug Buill **FA-NEAR** don fhiosrachadh sa phàipear.

**Faster Rate of Progress**

Decision:

Members **NOTED** the information in the paper.

**11.5 Plana Nàiseanta na Gàidhlig 2023-28**

**PT1 – Clàr-ama PNG 2023-28**

Co-dhùnadh:

Thug Buill **FA-NEAR** don fhiosrachadh sa phàipear.

**National Gaelic Language Plan 2023-28**

**PT1 – NGLP 2023-28 timetable**

Decision:

Members **NOTED** the information in the paper.

**11.6 Aithisg Ionmhais gu 31/03/2021**

Thug MS geàrr-chunntas seachad mun aithisg ionmhais agus mu na prìomh phuingean innte.

Thug Buill taing dhan sgioba airson na h-obrach cruaidh a rinn iad.

**Finance Report to 31/03/2021**

MS gave an overview of the finance report and its main points.

Members thanked the team for their hard work.

Co-dhùnadh:

Thug Buill **FA-NEAR** don fhiosrachadh sa phàipear.

Decision:

Members **NOTED** the information in the paper.

**12.0 RIANACHD MHÌ-CHINNTEAN**

**RISK MANAGEMENT**

**12.1 Ro-innleachd rianachd mhi-chinntean**

**PT1 – Ro-innleachd Rianachd Mhi-chinntean**

Thug SNI am fios as ùire seachad air an Ro-innleachd Rianachd Mhi-chinntean.

**Risk Management Strategy**

**PT1 – Risk Management Strategy**

SML provide an update on the Risk Management Strategy.

Gnìomh:

Cuairtichidh SNI an lethbhreac Beurla às dèidh na coinneimh agus nì Buill co-dhùnadh às dèidh seo.

Action:

SML to circulate the English version following the meeting by e-mail and the Members will make a decision following that.

**12.2 Clàr Mhi-chinntean Ro-innleachdail**

**PT1 – Clàr mhi-chinntean ro-innleachdail**

Thug SNI geàrr-chunntas seachad air atharrachaidhean, gu sònraichte gun robh cunnart ùr ann aig 1.5 – buaidh suidheachadh COVID air luchd-obrach.

**Strategic Risk Register**

**PT1 – Strategic risk register**

SML gave a summary of changes, particularly on a new risk at 1.5 – impact of COVID situation on staff.

Dh'aithris SNI fios gum bi clàr nas sìmplidh ann nuair a bhios Buill air an seisean leasachaidh a dhèanamh.

SML reported that there would be a simpler register when the Members have held the development session.

Thogar ceist a bheil cunnart ann leis nach urrainn don bhuidhinn cuid de na dreuchdan bàna a lìonadh. Thug SNI fios seachad air dè bhios a tachairt mura tig tagraidhean airson nan dreuchdan a thathar an-dràsta a' sanasachadh.

It was asked whether there was a risk if the organisation could not fill some of the vacant posts. SML reported what would happen if there were no applications for the posts which are being advertised currently.

Co-dhùnadh:

**DH'AONTAICH** Buill ris a' chlàr.

Decision:

The Members **AGREED** the register.



## 13.0 LEASACHADH NA BUIDHNE

## ORGANISATIONAL DEVELOPMENT

### 13.1 Am Plana Leasachaidh

#### PT1 – Plana Leasachaidh

Chaidh am pàipear seo gu Buidheann Stiùiridh a' Phlana Leasachaidh agus chun na Comataidh Sgrùdaidh is Dearbhachd mus deach a thoirt dhan Bhòrd.

Thug JG sealladh farsaing seachad air an adhbhar airson nam pàipearan sin agus na h-ìrean tron deach am Plana agus an ìre seo a ruigsinn. Chaidh aithneachadh cho mòr 's a tha SNI air atharrachadh a stiùireadh taobh a-staigh na buidhne.

Dhaingnich SNI do Bhuill gu bheil am plana ga sgrùdadh aig coinneamhan mìosail an Sgioba-stiùiridh.

Chaidh ceist a thogail mu sgrùdadh nas fharsainge agus fhreagair SNI nach robh fiosrachadh ann. Thuir SNI cuideachd gun robh luchd-sgrùdaidh bhon taobh a-muigh air iomradh a thoirt air an leasachadh mhòr a bha air tighinn tron bhuidheann air fad agus thug SNI fios do na Buill gun tuirt an luchd-sgrùdaidh gun robh leasachadh follaiseach air a bhith ann.

### 13.2 Ag Àbhaisteachadh Leasachadh

Dh'èirich am pàipear seo bho ghnìomh a chaidh aontachadh le Buidheann Stiùiridh a' Phlana Leasachaidh. Bha a' Bhuidheann air aontachadh gun dèanar cinnteach gun leanadh adhartas le bhith ag àbhaisteachadh leasachadh air feadh na buidhne tro dhòigh-obrach leasaichte. Thug MS roghainnean don Bhòrd air mar a bu chòir seo a bhuileachadh agus a choileanadh. Bha deasbad làidir ann mu bhith a' cumail sùil air agus a' measadh ghnìomhan leasachaidh agus mar a chuireadh dòigh-obrach ùr riutha sin.

Co-dhùnadh:

**DH'AONTAICH** Buill ris a' mholadh Roghainn 2 a chur an gnìomh

### 13.3 Aithisg Gèillidh - Plana Leasachaidh

Bhruidhinn MS mu eachdraidh a' Phlana Leasachaidh agus thug i seachad geàrr-chunntas air na gnìomhan. Rinneadh eacarsaich mapaidh a mhapaich na gnìomhan tùsail aig Deloitte a-null dhan Phlana Leasachaidh làithreach. Dhearbhaich seo cuideachd far an robh Deloitte air gnìomhan a dhùnadh. Thug MS ùrachadh seachad air an àireamh shusbainteach de ghnìomhan a chaidh a choileanadh.

Thug MS iomradh air an àireamh shusbainteach de ghnìomhan a chaidh a choileanadh.

Co-dhùnadh

**DH'AONTAICH** na Buill ris an aithisg

### Improvement Plan

#### PT1 – Improvement Plan

This paper has been to the Improvement Plan Steering Group and the Audit & Assurance Committee before being presented to the Board.

JG gave an overview of the reason for these papers and the stages that the Plan has been through to arrive at this point. It was acknowledged how much SML has led change within the organisation.

SML assured Members that this plan is monitored at the monthly Leadership Team meetings.

A question was raised about a wider scope audit and SML responded that there was no information. SML added that external auditors had recently commented on the substantial improvement across the organisation SML informed members that the auditors had stated that improvement was apparent.

### Embedding Improvement

This paper arose from an action agreed within the Improvement Plan Steering Group. The Group had agreed that going forward embedding improvement across the organisation would be ensured through an enhanced approach. MS presented options to the Board on how to implement and achieve this. There was a robust discussion on monitoring and assessing improvement actions and how a new approach would contribute to these.

Decision:

Members **AGREED** the recommendation to implement Option 2.

### Reconciliation Report – Improvement Plan

MS gave a history of the Improvement Plan and a summary of the actions. A mapping exercise had been carried out which mapped the original Deloitte actions to the current Improvement Plan. This also confirmed where Deloitte had closed actions. MS gave an update on the substantial number of actions that have been completed.

MS referred to the substantial number of actions that have been completed.

Decision:

The Members **AGREED** the report

14	CORPORATE
<p><b>14.1 PT1 Bun-riaghailtean Comataidh Poileasaidh is Ghoireasan</b>  <b>PT2 Bun riaghailtean Comataidh Sgrùdaidh is Dearbhachd</b>  <b>PT3 Bun-riaghailtean Pannal nam Planaichean</b>            Thug SNI geàrr-chunntas seachad air na bun-riaghailtean agus air na h-atharraichean a bh' air a bhith ann.</p> <p><u>Co-dhùnadh:</u>  <b>DH'AONTAICH</b> Buill ris na 3 seataichean de bhun-riaghailtean.</p>	<p><b>PT1 Policy &amp; Resources Committee Terms of Reference</b>  <b>PT2 Audit &amp; Assurance Committee Terms of Reference</b>  <b>PT3 Plans' Panel Terms of Reference</b>            SML gave a summary of the terms of reference and what had changed.</p> <p><u>Decision:</u>            The Members <b>AGREED</b> the 3 terms of reference.</p>
<p><b>14.2 Gnàth-riaghailtean a' Bhùird-stiùiridh</b>            Chaidh a mholadh gun rachadh a' phàirt mu choinneamhan air-loidhne atharrachadh.</p> <p><u>Gnìomh:</u>            Nì SNI na h-atharrachaidhean a thaobh coinneamhan air-loidhne (earrann 8) agus cuairtichidh i lethbhreac as ùr do Bhuill.</p> <p><u>Co-dhùnadh:</u>  <b>DH'AONTAICH</b> Buill ris na gnàth-riaghailtean leis na h-atharrachaidhean a chaidh a mholadh.</p>	<p><b>Board Standing Orders</b>            It was recommended that the part about meetings online should be amended.</p> <p><u>Action:</u>            SML to amend the section about meetings online (section 8) and circulate a new version to Members.</p> <p><u>Decision:</u>            Members <b>AGREED</b> the Standing Orders with the recommended changes.</p>
<p><b>14.3 Aithisg Slàinte, Sàbhailteachd is Sunnd</b>            Thug LNI geàrr-chunntas seachad air a' phàipear.</p> <p><u>Co-dhùnadh:</u>            Thug Buill <b>FA-NEAR</b> don fhiosrachadh sa phàipear.</p> <p><b>14.4 Aithisg Oifigeir nan Inbhean</b>            Thug SNI iomradh air a' phàipear. Thug Buill moladh seachad gum bu chòir am briathrachais a bhith cunbhalach.</p> <p><u>Co-dhùnadh:</u>            Thug Buill <b>FA-NEAR</b> don fhiosrachadh sa phàipear.</p>	<p><b>Health Safety and Wellbeing Report</b>            LML gave a summary of the paper.</p> <p><u>Decision:</u>            The Members <b>NOTED</b> the information in the paper.</p> <p><b>Standards Officer Report</b>            SML gave a summary of the paper. Members recommended that terminology was consistent.</p> <p><u>Decision:</u>            The Members <b>NOTED</b> the information in the paper.</p>
<p><b>14.5 Aithisg Fosgailteachd is Follaiseachd</b>  <u>Co-dhùnadh:</u>            Thug Buill <b>FA-NEAR</b> don fhiosrachadh sa phàipear.</p>	<p><b>Openness and Transparency Report</b>  <u>Decision:</u>            The Members <b>NOTED</b> the information in the paper.</p>
<p><b>14.6 Measadh air Modhan-obrach Choinneamhan</b>  <u>Co-dhùnadh:</u>            Thug Buill <b>FA-NEAR</b> don fhiosrachadh sa phàipear.</p>	<p><b>Assessment of Meeting Procedures</b>  <u>Decision:</u>            The Members <b>NOTED</b> the information in the paper.</p>
<p><b>14.7 Aithisg riochdachadh gnè</b>  <u>Co-dhùnadh:</u>            Thug Buill <b>FA-NEAR</b> don fhiosrachadh sa phàipear.</p>	<p><b>Gender representation report</b>  <u>Decision:</u>            The Members <b>NOTED</b> the information in the paper.</p>
15	BOARD WORK PLAN
<p><b>15.1 Plana-obrach a' Bhùird-stiùiridh 2021/22</b>            Thug an Ceannard fa-near gun tèid measadh air èifeachdas a' Bhùird-stiùiridh air adhart às dèidh crìoch a chur air obair Taylor Clarke leis a' Bhòrd-stiùiridh.</p>	<p><b>Board Workplan 2021/22</b>            The Ceannard noted that the Board effectiveness review would be carried out after completion of Taylor Clarke's work with the Board.</p>

Co-dhùnadh:

**DH'AONTAICH** Buill ris a' Phlana leis an atharrachadh sin.

Decision:

The Members **AGREED** the Plan with that amendment.

**16.0 GISBE**

Sgaoil na Buill meal a naidheachd air Coinneach MacThòmais a fhuair duais BEM airson seirbheisean dhan Ghàidhlig.

Chuir Buill an co-fhaireachdainn an cèill do na teaghlaichean aig Sile Gunn agus Catriona NicLeòid, dithis a dh'obraich gu dìcheallach dhan Ghàidhlig fad iomadach bliadhna.

Sgrìobh Bòrd na Gàidhlig do Mhinistear nan Eilean mu bhuaidh nan aiseagan air coimhearsnachdan sna h-eileanan.

**Ceann-latha na h-ath coinneimh 06/10/2021**

**Dùnadh na coinneimh**

***Lèirmheas air a' choinneimh***

**AOCB**

Members extended their congratulations to Kenny Thomson who received an BEM for services to Gaelic.

Members expressed sympathy to the families of Sheila Gunn and Catriona MacLeod who both worked tirelessly for Gaelic over many years.

Bòrd na Gàidhlig wrote to the Minister for Islands about the impact of the ferries on island communities.

**Date of next meeting 06/10/2021**

**Close of meeting**

***Review of meeting***