

## Bòrd na Gàidhlig

**Geàrr-chunntas na coinneimh:**  
**Comataidh Poileasaidh is Ghoireasan**  
**Coinneamh air Dimàirt 18/05/2021 09.30 – 12.30**  
**Tro Teams**

**Minutes of the meeting:**  
**Policy & Resources Committee Meeting on Tuesday**  
**18/05/2021 09.30 – 12.30**  
**Via Teams**

**SEISEAN DÙINTE****CLOSED SESSION**

- 1.1 **Buill Bùird an Làthair:**  
 Dòmhnall MacLeòid (Cathraiche) [DML]  
 Màiri T NicAonghais [MTNA]  
 Johan Nic a' Ghobhainn [JNG]
- A' frithealadh:**  
 Shona NicIlinnein, Ceannard [SNI]  
 Daibhidh Boag, Stiùiriche Planadh Càinain is  
 Leasachaidhean Coimhearsnachd [DB]  
 Seumas Whannel, Stiùiriche Foghlam Gàidhlig [SW]  
 Mairianne Stiùbhart, Ceann an Ionmhais agus  
 Chùisean Corporra [MS] – Puing 3.1  
 Louise NicIleathain, Manaidsear Gnìomhan [LNI] –  
 Puing 2  
 Steven Kellow, Oifigear Maoineachaidh is  
 Phròiseactan [SK] – Puing 3.2, 6.3  
 Eoghan Stiùbhart, Oifigear Leasachaidh Tidsearan –  
 Puing 6.2  
 Orla NicDhòmhnaill, A' clàradh a' gheàrr-chunntais  
 [OND]

**Board Members Present:**

Donald MacLeod (Chair) [DML]  
 Mary T MacInnes [MTMI]  
 Johan Smith [JS]

**In attendance:**

Shona MacLennan, Ceannard [SML]  
 David Boag, Director of Language Planning & Community  
 Developments [DB]  
 Jim Whannel, Director of Gaelic Education [JW]  
 Mairianne Stewart, Head of Finance and Corporate  
 Affairs [MS]  
 Louise MacLean, Operations Manager [LML] – Point 2  
 Steven Kellow, Funding & Projects Officer [SK] - Point 3.2,  
 6.3  
 Eoghan Stewart, Teacher Development Officer – Point 6.2  
 Orla MacDonald, Recording the minutes [OMD]

- 1.0 **CÙISEAN TÒISEACHAIDH**  
 Chuir an Cathraiche fàilte air a h-uile duine a bha  
 an làthair.

**OPENING ITEMS**

The Chair welcomed everyone to the meeting.

- 1.2 **A' Nochdadh Chom-pàirtean**  
 MTNA Oilthigh Glaschu  
 DML Comhairle nan Eilean Siar
- 1.3 **Geàrr-chunntas na coinneamh air 02/02/2021**

**Declaration of Interests**

MTMI University of Glasgow  
 DML Comhairle nan Eilean Siar

**Minutes from meeting on 02/02/2021**

Co-dhùnadh:  
**DH'AONTAICH** Buill ris a' gheàrr-chunntas.

Decision:  
 Members **APPROVED** the minute.

**Geàrr-chunntas na coinneamh air 15/02/2021**

**Minutes from meeting on 15/02/2021**

Co-dhùnadh:  
**DH'AONTAICH** Buill ris a' gheàrr-chunntas.

Decision:  
 Members **APPROVED** the minute.

- 1.4 **Clàr Gnìomhan**  
 Chaidh fios às ùr iarraidh air PO4 . Thug DB fios air  
 a' phuing seo.

**Actions Listing**

An update on P04 was requested here. DB addressed this  
 point.

Thug SNI fios seachad mu PO5. Chan eil siostam ann  
 airson an dàta seo a chruthachadh mura h-eil BnG  
 ga chruthachadh agus cha bhiodh am fiosrachadh  
 coileanta. Togaidh SNI seo le SW.

SML presented P05. There is no system to create this data  
 unless BnG do so and the information would not be  
 complete. SML will raise this with JW.

- 1.5 **Gnothach Iomchaidh sam Bith Eile**  
 Cha robh gin ann.

**AOCB**

There were none.

**2.0 RIAGHLADH****GOVERNANCE**

- 2.1 **Dàta Daonna**  
**PT1 – Dàta daonna**  
 Thog Buill ceist mu na h-ìrean de dh'fhòrladh aig  
 BnG an comas ri buidhnean poblach eile. Cha robh  
 am fios seo ann ach thug SNI fios gu bheil i den

**HR Data****PT1 – HR data**

Members raised a question regarding the level of annual  
 leave at BnG in comparison with other public bodies.

bheachd gu bheil na h-ìrean againn nas isle na buidhnean eile.

This information was not to hand, but SML believes the levels are lower than those of other bodies.

Bha ceist ann mu dheidhinn fòrladh eile.

There was a question regarding additional leave.

**2.2 Aithisg air Slàinte is Sàbhailteachd**

**Health and Safety Report**

Thug LNI fios seachad air a’ phàipear.

LML presented the paper.

Thàinig beachd gum bu chòir buidheann shaor-thoileach coinneachadh gach mìos gus coimhead air slàinte is sàbhailteachd.

It was suggested that a voluntary group should meet each month to consider health and safety.

Bha ceist ann mu dheidhinn slàinte is sunnd nuair a thèid luchd-obrach air ais dhan oifis agus leig LNI fios mu na bhios a’ tachairt airson ’s gum bi taic ann do luchd-obrach.

The question of staff’s health and wellbeing when they return to the office was raised and LML informed the meeting of what would be done to support staff.

Thug SNI fios as ùr do Bhuill mu thilleadh dhan oifis.

SML updated the Members about a return to the office.

Co-dhùnadh:

Decision:

**DH’AONTAICH** Buill ris an aithisg.

Members **AGREED** the report.

**SEISEAN FOSGAILTE**

**OPEN SESSION**

**Fàilte is Leisgeulan**

**Welcome and Apologies**

Chur an Cathraiche fàilte air luchd-amharc air-loidhne. Chur Buill meal a naidheachd air Mìos nan Gàidheal ann an Alba Nuaidh.

The Chair welcomed those viewing the meeting online. The Members welcomed Nova Scotia Gaelic Month.

**A’ nochdadh Chom-pàirtean**

**Declarations of Interests**

DML – Comhairle nan Eilean Siar  
MTNI – Oilthigh Glaschu  
JNG – Comhairle nan Leabhraichean

DML – Comhairle nan Eilean Siar  
MTMI – Oilthigh Ghlaschu  
JS – Comhairle nan Leabhraichean

**2.0 RIAGHLADH**

**GOVERNANCE**

**2.3 Bun-riaghailtean agus ballrachd na Comataidh  
PT1 Bun-riaghailtean na Comataidh**

**Terms of Reference and Membership of the Committee  
PT1 Committee Terms of Reference**

Thug SNI fios seachad air a’ phàipear agus air na puingeannan ris an robhar a’ sireadh taic. Chur SNI fàilte air ball ùr a’ Bhùird-stiùiridh Dòmhnail MacAoidh.

SML presented the paper and the points for which approval was sought. SML welcomed the new Board member, Donald MacKay.

Thug SNI fios seachad gu bheil obair rùnaireachd nan coinneamhan gu bhith air a roinn eadar stiùirichean.

SML informed the meeting that secretaryship for meetings would be divided between directors.

Dhearbhaich DB do Bhuill gu bheil an CPG ag aontachadh ri planaichean Gàidhlig as leth a’ Bhùird-stiùiridh.

DB confirmed to Members that the Policy and Resources Committee would agree Gaelic plans on behalf of the Board.

Co-dhùnadh:

Decision:

**DH’AONTAICH** Buill ris na Bun-riaghailtean.

Members **AGREED** the Terms of Reference.

**PT2 Bun-riaghailtean Pannal nam Planaichean**

**PT2 Plans’ Panel Terms of Reference**

Fhuair Buill dearbhadh air cò tha gu bhith a’ stiùireadh nan coinneamhan. Chaidh dearbhadh cuideachd gu bheil e iomchaidh gu bheil ball sa

Members received confirmation as to who will be chairing the meetings. It was confirmed to that it would be appropriate for a Member to be Chair as recommendations would be fed back to the committee.

chathair air sgath 's gu bheil molaidhean a' dol air ais dhan chomataidh.

Co-dhùnadh:

**DH'AONTAICH** Buill ris na Bun-riaghailtean.

Decision:

Members **AGREED** the Terms of Reference.

2.4 **Aithisg Bhliadhnail na Comataidh**  
**PT1 Aithisg bhliadhnail**

Thug DML fios seachad air a' phàipear agus dh'aithris e gu bheil e toilichte le obair Buill na Comataidh.

**Committee Annual Report**  
**PT1 Annual report**

DML presented the paper and reported that he was pleased with the work of the Committee Members.

Co-dhùnadh:

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

Decision:

Members **AGREED** the report.

2.5 **Èifeachdas na Comataidh**

Thug SNI iomradh air a' phàipear agus bha còmhraidh ann mu bhallrachd chomataidhean.

**Committee Effectiveness**

SNI presented the paper and a discussion followed about committee membership.

Co-dhùnadh:

**DH'AONTAICH** Buill ris a' phàipear.

Decision:

Members **AGREED** the paper.

2.6 **Poileasaidhean Daonna**

**PT1 Poileasaidh Ionnsachaidh is Leasachaidh**

Thug LNI iomradh air a' phoileasaidh agus thug i fios seachad nach robh beachdan ann bho cho-chomhairleachaidh an luchd-obrach.

**HR Policies**

**PT1 Learning and Development Policy**

LML commented on the policy and noted that there were no comments from the staff consultation.

Co-dhùnadh:

**DH'AONTAICH** Buill ris a' phoileasaidh.

Decision:

Members **AGREED** the policy.

2.7 **Aithisg Trèanaidh is Leasachaidh**

**PT1 Aithisg trèanaidh is leasachaidh 20/21**

Bha ceist aig Buill mu dheidhinn an luaidh a th' aig trèanadh is leasachadh sa bhuidhinn. Thug LNI fios seachad air leasachadh a th' air a bhith ann. Tha gach neach-obrach air PDP a lionadh agus tha am Manaidsear Gnìomhan agus an t-Oifigear Trèanaidh a' coinneachadh uair sa mhìos airson coimhead air foirmichean fios air ais.

**Training and Development Report**

**PT1 Training and Development Report 20/21**

Members asked about the value of training and development to the organization. LML described recent developments. All staff have completed a PDP and the Operations Manager and Training Officer meet once a month to view feedback forms.

Chaidh faighneachd mu cho soirbheachail 's a tha trèanadh air-loidhne. Thug LNI fios seachad nach eil taghadh air a bhith ann ach gu bheil e air cothroman a thoirt do dhaoine agus gu bheil buaidh air a bhith aige air a' bhuidseat.

It was asked how successful online training has been. LML explained that there has been no choice but that it has given people opportunities and that it has had an impact on the budget.

Dh'aithris LNI gum bi luchd-obrach a' faighinn 2 uair a thìde gach cairteal airson leasachadh pearsanta, a bharrachd air cothroman trèanaidh àbhaisteach. 'S e moladh a thàinig bhon luchd-obrach a tha seo agus tha manaidsearan a' dèanamh cinnteach gu bheil luchd-obrach a' gabhail a' chothruim.

LML reported that staff receive 2 hours each quarter for personal development in addition to regular training opportunities. This was a recommendation from staff and managers make sure that staff take up this opportunity.

Chan eil cùisean leis na PDPan air gluasad cho luath ach tha coinneamhan gu bhith aig Manaidsear Gnìomhan agus an t-Oifigear Trèanaidh a dh'aithghearr gus gluasad air a seo.

Matters regarding the PDPs have not moved forward as quickly but the Operations Manager and Training Officer will be meeting soon to take this forward.

Co-dhùnadh:**DH'AONTAICH** Buill ris an aithisg.Decision:Members **AGREED** the report.**3.0 IONMHAS****FINANCE****3.1 Aithisg Ionmhais gu 31/03/2021****Finance Statement to 31/03/2021**

Thug MS geàrr-chunntas seachad air an Aithisg Ionmhais. Bha oidhirp mhòr ann an cairteil 4 gus crìoch a chur air pàighidhean tabhartais.

MS gave an overview of the Finance Statement. There was significant effort in quarter 4 to finalise grant payments.

**3.2 Prìomhachasan is Bun-riaghailtean Sgeamaichean Taic-airgid Foghlaim 2021/22****Priorities & Rules of 2021/22 Education Funding Schemes**

Thug SK fios seachad mun phròiseas agus dhearbhaich e gun robh na h-aon chothroman aig a h-uile duine.

SK described the process and confirmed that everyone has the same opportunity.

Chaidh ceist a thogail mu cho iomchaidh 's a tha na slatan-tomhais. Thug SK fios gu bheil a' dèanamh lèirmheas air na slatan-tomhais gach bliadhna.

A question was raised as to how appropriate the criteria are. SK stated that the criteria are reviewed annually.

Co-dhùnadh:**DH'AONTAICH** Buill ris a' phàipear.Decision:Members **AGREED** the paper.**4.0 PLANA GNÌOMH 20-21****OPERATIONAL PLAN 20-21****4.1 Plana Gnìomh 2020/21 - Sgrùdadh****Operational Plan 2020/21 – Monitoring**

**PT1 – Coileanadh a' Phlana Gnìomh 20/21**  
Thug SNI fios mun phàipear. Tha e cudromach cuimhneachadh gu bheil bliadhna gu math àraid air a bhith againn. Thug SNI taing dhan sgioba agus do na buidhnean leis am bi BnG ag obair airson a bhith deònach a bhith ag obair ann an dòighean eadar-dhealaichte.

**PT1 – Operational Plan Delivery 20/21**  
SML presented the report. It is important to remember that we have had a very unusual year. SML thanked the team and the groups with which BnG work for being so willing to work in different ways.

Thug SNI fios seachad gu bheil iad air a bhith a' faighinn taic leis na slatan-tomhais a tha iad air cleachdadh airson gnìomhan a mheasadh.

SML informed the meeting that help has been received with the criteria they are using to measure actions.

Chaidh puing a thogail mu cho cudromach 's a tha e gu bheil daoine ag aithneachadh gun d' fhuair iad maoineachadh san obair aca.

The point was made about the importance of people recognising that they have received funding for their work.

Chaidh bruidhinn mu dheidhinn FtG ann an Glaschu agus mun obair aig oifigearan Gàidhlig ann an diofar sgìrean.

There was a discussion about GME in Glasgow and about the work of Gaelic officers in different areas.

**5.0 CLEACHDADH****USAGE****5.1 Amasan Àrd Ìre****High Level Aims**

Dh'aithris DB air na pàipearan seo.

DB presented these papers.

**PT1 - PGR066 EO4 VisitScotland****PT1 - PGR066 EO4 VisitScotland**

Thug DB aithneachadh dhan obair a rinn Riddell Graham air a' Ghàidhlig aig VisitScotland.

DB acknowledged the work of Riddell Graham on Gaelic at VisitScotland.

Co-dhùnadh:**DH'AONTAICH** Buill ris a' phàipear.Decision:Members **AGREED** the paper.**PT2 - PGR013 EO3 Comhairle Dhùn Phrìs is Gall-Ghàidhealaibh****PT2 - PGR013 EO3 Dumfries and Galloway Council**

Tha ùidh sa choimhearsnachd anns na h-amasan seo agus mar sin tha e cudromach sùil a' chumail

These aims are of interest to the community so it is important to keep an eye on current and future opportunities.

air na cothroman a th' ann an-dràsta agus san àm ri teachd.

Co-dhùnadh:

**DH'AONTAICH** Buill ris a' phàipear.

**PT3 - PGR016 EO2 Comhairle Inbhir Chluaidh**

Chaidh ceist a thogail mun dàimh eadar Inbhir Chluaidh agus Glaschu a thaobh foghlam Gàidhlig. Dh'aithris SW gu bheil e air coinneachadh le oifigear ann an Inbhir Chluaidh leis nach eil cuid a' faighinn FtG a-nis. Chaidh sreath de choinneamhan a chur air dòigh leis an oifigear. Tha plana eadar-amail ann a-nis agus thathar den beachd gum bi seo a' tachairt le comhairlean eile mun cuairt air Glaschu.

Co-dhùnadh:

**DH'AONTAICH** Buill ris a' phàipear.

**PT4 - PGR026 EO2 Comhairle Shruighlea**

Chaidh ceist a thogail a bheil oifigearan toilichte leis an adhartas a th' air a bhith ann. Dh'aithris SW gu bheil trioblaidean air a bhith ann ach gu bheil riaraichte le gach rud a tha tachairt.

Co-dhùnadh:

**DH'AONTAICH** Buill ris a' phàipear.

Decision:

Members **AGREED** the paper.

**PT3 – PGR016 EO2 Inverclyde Council**

A question was raised about the relationship between Inverclyde and Glasgow regarding Gaelic education. JW reported that he had met with an officer at Inverclyde Council as some people no longer receive GME. A series of meetings has been arranged with the officer. An interim plan is now in place and it is planned that this will happen with other councils around Glasgow.

Decision:

Members **AGREED** the paper.

**PT4 – PGR026 EO2 Stirling Council**

It was asked whether the officers are pleased with the progress that has been made. JW said that there had been difficulties but that they are satisfied with all that is happening.

Decision:

Members **AGREED** the paper.

**6.0 IONNSACHADH**

**6.1 Ùrachadh: Ro-innleachd airson Leasachadh na h-Ìre as Àirde taobh a-staigh FtG aig ìre na h-Àrd-sgoile**

Rinn SW aithris air a' phàipear.

Thug Buill taing do SW airson mìneachaidhean aig deireadh a' phàipeir.

Bha còmhraidh ann mu mar nach do ghabh an riaghaltas Aithisg Ath-sgrùdadh OECD aig an àm seo.

**6.2 Trusadh is Glèidheadh Luchd-teagaisg**

Thug ES fios seachad mu dheidhinn leasachaidhean a tha air a bhith ann le trusadh is glèidheadh luchd-teagaisg.

Tha cunnart ann le àireamhan dhaoine ag ionnsachadh Gàidhlig san oilthigh a' dol sìos. Feumar coimhead air dòighean gus barrachd dhaoine a bhrosnachadh gu Gàidhlig a thaghadh san oilthigh. Ge-tà tha na h-àireamhan math a thaobh daoine a' taghadh Gàidhlig mar chuspair aig an oilthigh.

Thathar a' coimhead air dòighean gus cothroman a thoirt seachad gus teagasg ionnsachadh ann an diofar àiteachan ann an Alba. Chaidh bruidhinn air dè an obair a tha a' dol airson dèanamh cinnteach gum bi barrachd thidsearan a' dol air

**LEARNING**

**Update: Strategy for Senior Phase Development within GME Secondary Education**

JW presented the report.

The Members thanked JW for his explanations at the end of the paper.

There was discussion about how the Government had not adopted the OECD Review Report at this time.

**Recruiting and retaining Teachers**

ES informed the meeting about recent developments in recruiting and retaining teachers.

There is a risk as a result of a decline in the number of people learning Gaelic at university. Ways must be considered to encourage more people to take Gaelic at university. However, the numbers are good for people taking Gàidhlig as a subject at university.

Ways are being considered to offer teacher training opportunities in different places in Scotland. There was a discussion as to what work is being done to ensure that more teachers go on to become headteachers. The importance of non-Gaelic speakers

adhart gus a bhith nan ceannardan-sgoile. Chaidh bruidhinn air cho cudromach 's a tha e gu bheil daoine a' toirt an aire dhan Ghàidhlig fiù 's mura h-eil an cànan aca. Aig Co-labhairt nan Tidsèaran, bidh iad a' beachdachadh air dòighean gus na dreuchdan aca a thoirt air adhart.

Chaidh bruidhinn air na dòighean anns an urrainn dhuinn daoine a bhrosnachadh gus Gàidhlig a thaghadh mar cuspair san sgoil. Dh'innis ES do Bhuill mu na rudan a tha a' tachairt gus seo a leasachadh.

**6.3 Buaidh bho thaic BnG air obair òigridh  
PT1 – Clàr phròiseactan 20/21**

Thug SK fios air a' phàipear agus cho cudromach 's a tha obair òigridh sa Ghàidhlig. Thug e fios gu bheil barrachd a' nochdadh gach bliadhna airson òigridh a thoirt gu buil sa Ghàidhlig.

Thug Buill fios seachad gum biodh iad deònach barrachd fianais fhaicinn sna mìosan ri thighinn.

Bha ceist ann mu dheidhinn stiùireadh do bhuidhnean agus thug SK fios seachad gu bheil cothroman gan toirt do buidhnean air feadh na dùthcha.

Co-dhùnadh:

Thug na Buill FA-NEAR don fhiosrachadh sna h-aithisgean.

**7.0 PLANA OBRACH NA COMATAIDH**

**7.1 Plana Obrach na Comataidh Poileasaidh is Ghoireasan  
PT1 – Plana obrach**

Dh'aithris SNI air a' phàipear.

Co-dhùnadh:

**DH'AONTAICH** Buill ris a' Phlana Obrach.

**8.0 GNOTHACH IOMCHaidh SAM BITH EILE**

Fhuair Buill fios mun Chùis Gnothachais a chaidh dhan Riaghaltas sa Ghearran. Air sgàth an taghaidh chan eil adhartas air a bhith ann fhathast.

Thug SW fios gu robh e air coinneachadh le muinntir Alba Nuadh. 'S e coinneamh gu math intinneach agus brosnachail a bh' ann agus thèid cuiridhean dhan neach-teagaisg chun Co-labhairt nan Tidsèaran air loidhne.

**9.0 TAISBEANADH**

**Comunn na Gàidhlig**

Thugadh taisbeanadh seachad mu dheidhinn soirbheachais na buidhne agus mu na dùbhlain a th' aice.

Chaidh bruidhinn mu dheidhinn a' mhaoinachadh a tha CnaG a' faighinn bho BhnG.

being mindful of Gaelic was discussed. At the Teachers' Conference they will consider ways to take their careers forward.

There was a discussion about ways in which can encourage people to choose Gaelic as a subject in school. ES informed the Members about what is being done to develop this.

**Effect of BNG funding on youth work  
PT1 – Projects information 20/21**

SK presented the paper and pointed out how important youth work is to Gaelic. He described how more projects are coming forward each year for young people in Gaelic.

Members indicated that they would be willing to receive more evidence in following months.

There was a question about guidance for organisations and SK noted that there are opportunities for organisations across the country.

Decision:

The Members NOTED the information in the reports.

**COMMITTEE WORK PLAN**

**Policy & Resources Committee Work Plan  
PT1 – Work plan**

SML presented the paper.

Decision:

Members **AGREED** the Work Plan.

**ANY OTHER BUSINESS**

Members were informed about the Business Case which was sent to the Government in February. No progress has been made so far because of the election.

JW informed the meeting that he had had a meeting with Nova Scotia. It was a very interesting and inspiring meeting and the teacher will be invited to the online Teachers' Conference.

**PRESENTATION**

**Comunn na Gàidhlig**

A presentation was delivered on the group's successes and on the challenges facing it.

There was a discussion about the funding that CnaG receives from BnG.

Chaidh faighneachd de ChnaG mu na dòighean-obrach aca a thaobh an fhrèam-obrach aca. Thug iad fios seachad mu dheidhinn na dòigh-obrach aca le sgoiltean agus òigridh agus dh'aithris iad air leasachadh na buidhne.

Bha còmhradh ann mu dheidhinn sunnd is toileachas an luchd-obrach agus thug CnaG fios seachad air feallsanachd na buidhne agus air na dòighean anns a bheilear a' coimhead às dèidh an luchd-obrach.

Thug Buill moladh air obair ChnaG.

*Lèirmheas den choinneimh às dèidh làimh*

CnaG were asked about their approach to their framework. They reported on their approach to schools and young people and reported on the development of the group.

There was a discussion about the well-being and happiness of staff and CnaG explained the organisation's philosophy and the ways in which the staff are cared for.

The Members praised the work of CnaG.

*Post-meeting Review of meeting*