

## BÒRD NA GÀIDHLIG

**Geàrr-chunntas na Coinneamh  
Coinneamh a' Bhùird-stiùiridh****Diciadain 15/12/2021 09.30****Buill an làthair**

Màiri T NicAonghais (MTNA) (Cathraiche)  
Ailean Caimbeul (AC)  
Dòmhnall MacLeòid (DML)  
Johan Nic a' Ghobhainn (JNG)  
Stewart MacLeòid (SML)  
Dòmhnall MacAoidh (DMA)

**An làthair**

Shona NicIllinnein, Ceannard/Oifigear Cunntachail (SNI)  
Nicola Pearson, Ceann an Ionmhas is Cùisean Corporra (NP)  
Seumas Whannel, Stiùiriche Foghlaim Gàidhlig (SW)  
Steven Kellow, Oifigear Maoineachaidh is Phròiseactan (SK)  
Orla NicDhòmhnaill, A' clàradh a' gheàrr-chunntais (OND)  
Clare Hicks (CH) – Puing 6 is 7  
Niall Bartlett (NB) – Puing 6 is 7  
Stuart Pescodd (SP) – Puing 6 is 7  
Dùghlas Ansdell (DA) – Puing 6 is 7  
Sarah Bhochanan (SB) – Puing 6 is 7

**Leisgeulan**

Jennifer Gilmour (JG)  
Daibhidh Boag, Stiùiriche Planadh Cànan is Leasachaidhean  
Coimhearsnachd (DB)  
Ben MacIllÌosa (BMC)

**Minute of the Meeting:  
Board Meeting****Wednesday 15/12/2021 09.30****Members present:**

Mary T MacInnes (MTMI) [Chair]  
Allan Campbell (AC)  
Donald MacLeod (DML)  
Johan Smith (JS)  
Stewart MacLeod (StML)  
Donald MacKay (DMK)

**In attendance:**

Shona MacLennan, CEO/Accountable Officer (SML)  
Nicola Pearson, Head of Finance & Corporate Affairs (NP)  
Jim Whannel, Director of Gaelic Education (JW)  
Steven Kellow, Funding & Projects Officer (SK)  
Orla MacDonald, Recording Minute (OMD)  
Clare Hicks (CH) – Point 6 & 7  
Niall Bartlett (NB) – Point 6 & 7  
Stuart Pescodd (SP) – Point 6 & 7  
Douglas Ansell (DA) – Point 6 & 7  
Sarah Buchanan (SB) – Point 6 & 7

**Apologies**

Jennifer Gilmour (JG)  
David Boag, Director of Language Planning &  
Community Development (DB)  
Ben McLeish (BMC)

**SEISEAN DÙINTE****1.0 CÙISEAN TÒISEACHAIDH IS GEÀRR-CHUNNTASAN**

**1.1 Fàilte bhon Cathraiche**  
Chuir an Cathraiche fàilte air Buill agus air a h-uile duine a bha an làthair.

**1.3 A' nochdadh chom-pàirtean**  
MTNA – Ceòlas  
AC – An Comunn Gàidhealach  
DML – Comhairle nan Eilean Siar (CnaG iomairtean)  
JNG – Ceòlas, Comhairle nan Leabhraichean, Acair  
NP – MG ALBA-FilmG

**1.4 Geàrr-chunntas na coinneimh mu dheireadh**  
JG ri atharrachadh gu JNG air taobhan-duilleig 4 is 9.

Co-dhùnadh:  
Thug Buill fa-near dhan gheàrr-chunntas.

**1.5 Puingean Gnìomh**  
Thug Buill fa-near do na puingean gnìomh.

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

**CLOSED SESSION****OPENING ITEMS & MINUTES**

**Chair's Welcome**  
The Chair welcomed members and everyone in attendance.

**Declaration of interests**  
MTMI – Ceòlas  
AC – An Comunn Gàidhealach  
DML – Comhairle na Eilean Siar (CnaG iomairtean)  
JS – Ceòlas, Comhairle nan Leabhraichean, Acair  
NP – MG ALBA-FilmG

**Minute of the previous meeting**  
JG to be changed to JNG on pages 4 & 9.

Decision:  
Members noted the minute.

**Points of action**  
Members noted the action points.

**Matters arising from those meetings which are not covered elsewhere on the agenda**  
There were none.

<p><b>1.7 Clàradh chuspairean a tha rin togail fo GISBE</b> Cha robh gin ann.</p>	<p><b>Recording of topics to be covered under AOCB</b> There were none.</p>
<p><b>2.0 GEÀRR-CHUNNTASAN NAN COMATAIDHEAN / CO-DHUNAIDHEAN EADAR COINNEAMHAN</b></p>	<p><b>MINUTES FROM THE COMMITTEES / DECISIONS BETWEEN MEETINGS</b></p>
<p><b>2.1 Geàrr-chunntasan nan comataidhean</b> <b>PT1 Comataidh Sgrùdaidh is Dearbhachd (Dreachd)</b> <b>PT2 Comataidh Poileasaidh is Ghoireasan (Dreachd)</b> Thug Buill fa-near do na geàrr-chunntasan.</p>	<p><b>Minutes from the Committees</b> <b>PT1 Audit &amp; Assurance Committee (Draft)</b> <b>PT2 Policy &amp; Resources Committee (Draft)</b> Members noted the minutes.</p>
<p><b>3.0 AITHISG A' CHATHRAICHE</b></p>	<p><b>CHAIR'S REPORT</b></p>
<p>Thug an Cathraiche fios air an obair a tha air a bhith a' dol, an dà chuid taobh a-muigh is taobh a-staigh na buidhne.</p>	<p>The Chair reported on the work that had been going on, both externally and internally.</p>
<p>Bha MTNA aig co-labhairt Co-chruinneachadh na Gàidhealtachd agus nan Eilean (CoHI). Fhuair i cothrom cùisean Gàidhlig a thogail aig a' choinneimh seo agus thug seo cothrom do dhaoine eile bruidhinn air a' Ghàidhlig cuideachd.</p>	<p>MTMI was at the Convention of the Highlands &amp; Islands (CoHI) conference. She was given the opportunity to raise Gaelic issues at this meeting and this gave other people the opportunity to speak Gaelic as well.</p>
<p>Bha i an làthair aig coinneamh mu Lìbhrigeadh Plana Nàiseanta nan Eilean. Chaidh i ann as leth BnG, cha robh mòran a' dol a thaobh na Gàidhlig is mar sin bha i airson Gàidhlig a thoirt gu aire na buidhne. Tha SNI is Dùghlas Ansdell aig an Riaghaltas air a bhith ag obair gus seo a neartachadh.</p>	<p>She was present at the National Islands Plan Delivery meeting. She went there on behalf of BnG, there was not much going on about Gaelic so she pleased to bring Gaelic to the group's attention. SML and Douglas Ansdell from Scottish Government have been working to strengthen this.</p>
<p>Bha i an làthair aig na Duaisean Gàidhlig san t-Samhain is bha e math daoine fhaicinn.</p>	<p>She was present at the Gaelic Awards in November and it was great to see people.</p>
<p>Tha i dòchasach gum bi dithis Bhall ùr ann a dh'aithghearr agus gun tèid seo foillseachadh ro dheireadh na bliadhna no sa Bhliadhna Ùir.</p>	<p>She hopes to have two new Members soon and this will be announced before the end of the year or in the New Year.</p>
<p>Tha i an-còmhnaidh ag obair gu dlùth leis a' Cheannard agus a' cumail taic rithe gu h-àraidh leis gu bheil neo-làithreachd san sgioba.</p>	<p>She is always working closely with the CEO and is very supportive especially in the absence of staff.</p>
<p>Chaidh draghan a thogail mu cho beag 's a tha an sgioba-stiùiridh an-dràsta agus mar nach do shoirbhich le bhith a' trusadh cuideigin airson dreuchd. Chaidh bruidhinn air an t-suidheachadh.</p>	<p>Concerns have been raised about the current small size of the management team and the failure of a new recruitment process. The situation was discussed.</p>
<p>Dh'fhaighnich Buill dè seòrsa faireachdainn a tha aig na buidhnean eile a tha an sàs ann an CoHI. Tha coltas ann gu bheil a' bhuidheann a' faireachdainn nas làidire a thaobh na Gàidhlig. Tha SNI agus MTNA air a bhith a' bruidhinn ri ministearan agus beag air bheag tha barrachd tuigse ann air mar a tha rudan ceangailte ri chèile.</p>	<p>Members asked what kind of feeling there is from the other organisations involved with CoHI. It seems to feel stronger about Gaelic. SML and MTMI have been in talks with ministers and there is a growing awareness of the how these things are connected.</p>
<p>Thogadh dragh mu dheidhinn mar a dhèilig cuid de luchd-naidheachd ri aithisg bhliadhnail BnG.</p>	<p>Concerns were raised about the handling of BnG's annual report by some journalists.</p>
<p>Thug SNI fios gun deach cuid de na beàrnannan san luchd-obrach a lìonadh. Bha i gu math taingeil gu bheil na Buill a' tabhainn taic ach mothachail air na dleasan eadar-dhealaichte eadar Buill agus oifigearan.</p>	<p>SML informed members that some gaps in staffing have been filled. She is very thankful to Board Members for offering help but she is aware of the differing responsibilities of Board members and officers.</p>

8.0 AITHISG A' CHEANNAIRD	CEO REPORT
<p>8.1 <b>Fios as ùr</b> Bidh SNI a' coinneachadh ri dithis den luchd-obrach ann an Leòdhais agus tha i a' coimhead air adhart ris. Thòisich Oifigear Taic-conaltraidh an-dè. Tha a' bhuidheann gu math soirbheachail le bhith a' trusadh dreuchdan maireannach ach chan ann le dreuchdan sealach.</p> <p>Thàinig sgioba an Riaghaltas airson bruidhinn ri sgioba BnG air na geallaidhean anns a' Phrògram Riaghlaidh. Bha seo gu math soirbheachail agus thig bidh iad a' tighinn air ais. Bidh fàilte air na Buill aig a' choinneimh seo.</p> <p>Chaidh ceist a thogail mu na coinneamhan poblach airson Foghlam Gàidhlig agus dè na h-ath cheumannan a bhios ann. Fhregair SW gu bheil feum air sanasachd a-nis agus gu bheil e dòchasach gum bi foghlam Gàidhlig ri fhaighinn ann an Siorrachd Rinn Friù ann an 2022 no 2023.</p> <p>Chaidh aire a thoirt dhan phuìng gun robh 2 bhliadhna ann on a bha coinneamh fhoirmeil aig BnG ann an coimhearsnachd is gun robh e cudromach a bhith gan tòiseachadh a-rithist cho luath 's a bhiodh e ceadaichte.</p> <p>8.2 <b>Covid-19</b> Tha daoine àraidh air saor-làithean na Nollaige leis nach eil sinn cho fulangach (<i>resilient</i>) às dèidh bliadhnaichean doirbh.</p> <p>Chan eil SNI den bheachd gum bi luchd-obrach sna h-oifisean fad mìosan fhathast.</p>	<p><b>Update</b> SML will be meeting two members of staff in Lewis and is looking forward to it. The Communications Assistant started yesterday. The organisation has been very successful in recruiting permanent but not temporary posts.</p> <p>The Scottish Government team came to speak to the team about the commitments in the Program for Government. This was very successful and they will be back. Board members will be welcome at this meeting.</p> <p>A question was raised about the public meetings for Gaelic Education and what the next steps are. JW answered that they will now need to advertise now and he is hopeful that Gaelic education will be available in Renfrewshire in 2022 or 2023.</p> <p>Attention was drawn to the point that it has been two years since BnG had a formal community meeting and that it is important to start them again as soon as it is allowed. D</p> <p><b>Covid-19</b> People are deserving of the Christmas holidays sinn we are less resilient after difficult years.</p> <p>SML does not think that staff will be working in the office for months now still.</p>
4.0 IONMHAS	FINANCE
<p>4.1 <b>Maoineachadh nam Buidhnean Gàidhlig</b> Thug SNI geàrr-chunntas seachad air a' phàipear. Thathar a' sireadh aonta ann am prionnsapal air na suimean taic-airgid a thèid a thabhan do na Buidhnean Com-pàirteach ann an 2022/23. Ma thèid seo aontachadh, bithear a' bruidhinn ris na buidhnean mu bhuidseatan nas mionaidiche.</p> <p>Thug SNI fios mu dheidhinn nan cùmhnantan trì-bliadhna agus dh'aithris i gun tèid leirmheas a dhèanamh air an èifeachdas.</p> <p>Dh'fhaighnich Buill a bheil na buidhnean Gàidhlig a' tuigsinn carson a tha seo a' tachairt. Fhuair oifigearan BnG ais-mholaidhean bho na buidhnean nuair a thug iad am fiosrachadh seo dhaibh. Bhiodh e doirbh do bhuidhnean planaichean fad-ùine a dhèanamh leis a' mhì-chinnt mun chuairt air Covid agus le Plana Nàiseanta ùr air fàire, mar sin a bha seo a' freagairt air feumalachdan nam buidhnean sin.</p> <p>Chaidh a ràdh gu bheil e cudromach fios a chumail ri buidhnean aig a bheil duilgheadasan.</p>	<p><b>Funding for the Gaelic Organisations</b> SML gave an overview of the paper. Approval in principal is being sought on the funding sums which will be given to partner organisations in 2022/23. If these are agreed, the organisations will be spoken to about more specific budgets.</p> <p>SML gave information on three year contracts and indicated that a review will be made on effectiveness.</p> <p>Members asked if the organisations understand why this is happening. BnG officers received feedback from the groups on this when they gave them the information. It would be hard for these organisations to plan for the long-term with the uncertainty around Covid and with the new National Plan coming, therefore this is appropriate for these organisations.</p> <p>It was raised that it is important to keep organisations informed that have problems.</p>

**Comunn na Gàidhlig/Comunn nam Pàrant:**

1.2 – ‘nach eil’ a bu chòir a bhith ann  
1.9 - chaidh innse do na Buill nach eil e comasach dhaibh an obair air fad a dhèanamh

Chaidh ceist a thogail mun phuing air àrdachadh tuarastail aig Comunn na Gàidhlig. Tha cuid de bhuidhnean air seo iarraidh agus tha BnG air seo a thoirt do bhuidhnean far a bheil iad a’ smaoinneachadh gu bheil e comasach.

*(Thàinig DA dhan choinneimh)*

Co-dhùnadh:

Dh’aontaich Buill ris a’ mholadh.

**Stòrlann:**

Thug SK fios mu dheidhinn aithisgean a thàinig a-staigh san Dàmhair mar bu chòir.

Co-dhùnadh:

Dh’aontaich Buill ris a’ mholadh.

**Comhairle nan Leabhraichean:**

*(Dh’fhàg JNG a’ choinneimh)*

Mhol Buill a’ phuing mu oifigearan a bharrachd airson na Comhairle.

Co-dhùnadh:

Dh’aontaich Buill ris a’ mholadh.

**Acair:**

Thug SK fios gun do thòisich Ceannard ùr aig a’ bhuidhinn bho chionn ghoirid.

Co-dhùnadh:

Dh’aontaich Buill ris a’ mholadh.

*(Thill JNG dhan choinneimh)*

**Fèisean nan Gàidheal:**

Chaidh deagh mholadh a dhèanamh air na siostaman riaghlaidh aca.

Co-dhùnadh:

Dh’aontaich Buill ris a’ mholadh.

**An Comunn Gàidhealach:**

*(Dh’fhàg AC a’ choinneimh)*

Chaidh ceist a thogail an robh an iomairt seòid nàiseanta fhathast a’ dol agus bha freagairt ann nach robh ach bha ACG ann an conaltradh leis an Riaghaltas mu thaic-airgid a bharrachd.

Gnìomh: SNI gus rannsachadh a dhèanamh air a’ phuing seo mu Sheòid Nàiseanta.

Co-dhùnadh:**Comunn na Gàidhlig / Comunn nam Pàrant:**

1.2 – should be ‘nach eil’  
1.9 – Members were informed that they are not able to do all the work

Members asked about the point about raising the salary at Comunn na Gàidhlig. Some organizations have asked for this and BnG has given this to organizations where they think it is possible.

*(DA joined the meeting)*

Conclusion:

Members agreed to the recommendation.

**Stòrlann:**

SK reported on reports received in October as appropriate.

Conclusion:

Members agreed to the recommendation.

**The Gaelic Books Council:**

*(JS left the meeting)*

Members moved the point regarding additional officers for the Council.

Conclusion:

Members agreed to the recommendation.

**Acair:**

SK announced the recent appointment of a new Chief Executive.

Conclusion:

Members agreed to the recommendation.

*(JS returned to the meeting)*

**Fèisean nan Gàidheal:**

Their management systems were well commended.

Conclusion:

Members agreed to the recommendation.

**An Comunn Gàidhealach:**

*(AC left the meeting)*

A question was raised as to whether the national heroes’ campaign was still ongoing and there was a response that ACG was only in contact with the Government regarding additional funding.

Action: SML to follow up on this point about National Heroes.

Conclusion:

Dh'aontaich Buill ris a' mholadh.  
(Thill AC dhan choinneimh)

#### **Ionad Chaluim Chille Ìle:**

Chaidh a radh gur dòchas gu bheil iad a' sireadh airgead bho àiteachan eile. Chan eil e coltach gu bheil iad comasach air na rudan a bhiodh BnG ag iarraidh bhuapa a libhrigeadh sa cho-theacsa làithreach.

#### Co-dhùnadh:

Dh'aontaich Buill ris a' mholadh.

#### **Faclair na Gàidhlig:**

Tha amas ann a' chiad fhoillseachadh de dh'innteartan na Faclair an ath bhliadhna. Tha moladh ann gum biodh iad nas làidire le foillseachadh agus margaidheachd agus gum bi iad ag obair le buidhnean foghlam, me Stòrlann is An Seotal

#### Co-dhùnadh:

Dh'aontaich Buill ris a' mholadh.

#### **Ainmean-Àite na h-Alba:**

Bha moladh ann gun rachadh an obair aca a thaisbeanadh barrachd.

#### Co-dhùnadh:

Dh'aontaich Buill ris a' mholadh.

#### **Theatre Gu Leòr:**

Bha moladh mòr air an obair a tha a' bhuidhinn seo a dhèanamh is chaidh ceist a chur am bu chòir an cleachdadh mar eisimpleir de deagh chleachdadh.

#### Co-dhùnadh:

Dh'aontaich Buill ris a' mholadh.

#### **Ceòlas Uibhist:**

(Dh'fhàg MTNA na coinneimh.)

#### Co-dhùnadh:

Dh'aontaich Buill ris a' mholadh.

(Thill MTNA dhan choinneimh.)

#### Co-dhùnaidhean:

Ghabh na buill ris na molaidhean a leanas:  
Gun tèid còmhraidhean a bharrachd a chumail le Tobar an Dualchais, An Lòchran, Cànan is MG ALBA mu dheidhinn nan iarrtasan aca, is gun tèid molaidhean no fios as ùr a thoirt seachad dhan Bhòrd-stiùiridh (mar as iomchaidh) aig a' choinneimh sa Mhàirt.

Gun tèid pròiseact rannsachaidh a choimiseanadh gus lèirmheas neo-eisimeileach a dhèanamh air roinn goireasan foghlaim na Gàidhlig, a' coimhead gu sònraichte air na modailean libhrigidh aig Stòrlann

Members agreed to the recommendation.  
(AC returned to the meeting)

#### **Ionad Chaluim Chille Ìle:**

It has been suggested that they are seeking funding from elsewhere. It does not appear to be capable of what BnG would want from it in the current context.

#### Conclusion:

Members agreed to the recommendation.

#### **Faclair na Gàidhlig:**

It is hoped that the first submissions of the dictionary will be published next year. It was suggested that they should be stronger with publicity and marketing and that they work with educational organisations, e.g. Stòrlann and An Seotal

#### Conclusion:

Members agreed to the recommendation.

#### **Ainmean-Àite na h-Alba:**

There was a suggestion for more presentation of their work.

#### Conclusion:

Members agreed to the recommendation.

#### **Theatre Gu Leòr:**

The work of this group was highly commended, and it was questioned whether they were to be used as an example of good practice.

#### Conclusion:

Members agreed to the recommendation.

#### **Ceòlas Uibhist:**

(MTMI left the meeting.)

#### Conclusion:

Members agreed to the recommendation.

(MTMI returned to the meeting.)

#### Co-dhùnaidhean:

Members approved the following recommendations:  
That further discussions are to be held with Tobar an Dualchais, An Lòchran, Cànan and MG ALBA regarding their applications and that the recommendations or updates be provided to the Board (as appropriate) at the meeting in March.

That a research project be commissioned to conduct an independent review of the Gaelic educational resources sector, focusing on delivery models of Stòrlann Nàiseanta and

Nàiseanta na Gàidhlig agus Giglets, is air a' mholadh aig Comhairle nan Leabhraichean airson oifigear foghlaim gus leabhraichean Gàidhlig a bhrosnachadh do sgoiltean.

Giglets and a recommendation from the Gaelic Books Council for an education officer to promote Gaelic books for schools.

Gun tèid molaidhean deireannaich, le fios air targaidean is cumhaichean, air beulaibh a' Bhùird-stiùiridh aig a' choinneimh sa Mhàirt.

Final proposals, with targets and conditions, will be presented to the Board at the meeting in March.

## 5.0 RIAGHALTAS NA H-ALBA

## SCOTTISH GOVERNMENT

5.1 Chuir an Cathraiche fàilte air Clare Hicks, Stiùiriche Ath-leasachadh Foghlaim, Riaghaltas na h-Alba dhan chiad choinneamh bhùird-stiùiridh aice agus thug i cuireadh dhi fios a thoirt do na Buill air obair RnA a thaobh na Gàidhlig.

The Chair welcomed Clare Hicks, Director of Education Reform, Scottish Government to her first board meeting of BnG and invited her to provide Members with her view on SG work in relation to Gaelic.

Thug Ms Hicks cùl-fhiosrachaidh seachad mun obair aice, a' gabhail a-steach fios air Foghlam tro Mheadhan na Gàidhlig. Thug i an aire gu bheil faireachdainn de mì-thoileachas ann gu bheil sgoiltean gam fàgail aca fhèin agus bheachdaich i air dòighean gus cuideachadh.

Ms Hicks provided a background to her work, including information on Gaelic Medium Education. She noted a feeling of dissatisfaction that schools are left to their own devices and considered ways to help.

Às dèidh dhi an Aithisg Sgrùdaidh agus Aithisg Earran 22 a chaidh fhoillseachadh bho chionn ghoirid fhaicinn, thuirt CH nach robh i riamh air cruth-atharrachadh cho math fhaicinn cho luath. Thug i iomradh air geallaidhean a' manifesto agus 'ath-sgrùdadh air dleastanasan BnG' agus ciamar as urrainnear taic a chumail ri seo. Thuirt i gun urrainn do na dleastanasan aig BnG a bhith eagalach agus brosnachail. Tha RnA tràth sa phròiseas de bhith a' coimhead air mar a bheir iad na geallaidhean seo air adhart. Tha Buill a' Bhùird-stiùiridh air a bhith an làthair aig cuid de na còmhraidhean seo agus bidh RnA an dùil co-chomhairle nas fhoirmeil a chumail thairis air 22/23 leis an dùil ri reachdas a thoirt a-staigh ann an 2023.

Having seen the recent Audit Report and Section 22 Report, CH noted that she had not ever seen such a positive turnaround being implemented so quickly. She referred to the manifesto commitments and 'reviewing the functions of BnG' and how to support these. She commented that the responsibilities of BnG can be daunting but exciting. SG is in an early process of looking at how to take forward commitments. Board members have attended some of these discussions and SG will be looking to consult more formally over 22/23 and looking to introduce legislation in 2023.

Thuirt i gum fhaodadh an gealladh mu 'ath-sgrùdadh air dleastanasan BnG' draghan adhbharachadh, ach chur i cuideam air gum bu chòir seo a bhith ga dhèanamh ann an com-pàirteachas airson taic a chumail ri Plana Nàiseanta na Gàidhlig (PNG).

She noted that the commitment of 'reviewing functions' could cause anxiety, but she emphasised that this should be done in partnership to support the National Gaelic Language Plan (NGLP).

Tha an sgioba aice air fios a thoirt dhi gu bheil cothroman làidir san ath Phlana Nàiseanta.

On the next NGLP her team has fed back that there are strong opportunities.

Air sgàth farsaingeachd na Gàidhlig agus nan roinnean anns a bheil a' Ghàidhlig na pàirt, tha e cudromach beachdan BnG agus far a bheil BnG ag obair a chluinntinn. Tha an fharsaingeachd seo gu math cudromach. Chuir i an cèill a-rithist gu bheil RnA deònach nas urrainn dhaibh a dhèanamh gus taic a' chumail ri seo. Thuirt CH gu bheil a cur ri luchd-obrach san sgioba .

Because of the span of Gaelic and the sectors in which Gaelic works, it is important to hear where BNG works and their opinions on these areas of work. This breadth is really important. She reiterated that SG is keen to do as much as possible to support this. CH advised that staffing in the team is being strengthened.

A rèir nam Ball, a dh'aindeoin adhartas math leis a' Ghàidhlig thairis air na 40 bliadhna a dh'fhalbh, tha crìonadh fhathast ann an àireamhan an luchd-labhairt; agus ged a tha luchd-labhairt ùra ann a-nis ach chan eil eil iad a' tighinn a-steach aig an ìre a tha a dhìth gus na

Members highlighted that despite good progress with Gaelic over the last 40 years, there has still been a declining Gaelic population; that there are new speakers but not at the rate to replace those being lost. To help in this, more work, and

h-àireamhan a chumail aig an aon ìre. Airson aghaidh a chur air seo, tha barrachd obrach seo agus mar sin barrachd ghoireasan, a dhìth. Thug CH fa-near dhan phuuing seo.

A thaobh ‘ath-sgrùdadh dleastanasan a’ Bhùird’ thog Buill cho farsaing ‘s a tha cùisean na Gàidhlig agus gur e fear de na prionnsapalan gu bheil e nas fheàrr prìomh rudan a dhèanamh ann an dòigh nas èifeachdaiche agus gun a bhith a’ gabhail pàirt ann an rudan nach eil riatanach. Tha cunnart ann gu bheil an dùil gun dèilig BnG ri rud sam bith co-cheangailte ris a’ Ghàidhlig. Bhiodh fàilte air taic sam bith a chuidicheadh BnG le fòcas nas gèire. Dh’aontaich CH gu bheil seo cudromach agus gu bheil e cudromach gun cùm an sgioba sponsair seo san amharc.

Thuir Buill gu bheil trì prìomh leasachaidhean ann – plana nàiseanta ùr, ath-leasachadh foghlam agus geallaidhean manifesto, a bharrachd air fìor mhìann anns a’ choimhearsnachd Ghàidhlig gus adhartais a’ choileanadh, agus ann an foghlam gum bheil brosnachadh mòr a dhìth airson leasachadh na Gàidhlig a phutadh dhan ath ìre. Fhreagair CH ceist mu dè seòrsa com-pàirteachaidh ris a bheil an dùil bho BnG le coimhearsnachdan. Thuir i gu bheil eòlas an luchd-cleachdaidh deatamach airson an com-pàirteachadh sin a chruthachadh.

Dh’fhaighnich Buill a bheil an sgioba misneachail gu bheil an Riaghaltas ag èisteachd riutha agus gu bheil comas aca buaidh a thoirt air deasbadaan a thaobh coileanadh, mar eisimpleir. Fhreagair CH nach robh staitistearachd a thàinig a-mach mu fhàs sa beàrn coileanadh na chùis iongnaidh. A thaobh a bhith a’ togail seo le luchd-obrach agus dèanamh cinnteach gu bheil taic airson FtG ann, tha iad ag obair air seo. Tha seo a’ toirt a-steach a bhith ag obair le Foghlam Alba agus Ùghdarrasan Ionadail.

therefore more resources, are required. CH noted this point.

Regarding ‘reviewing functions of board’, Members noted that the span of Gaelic work and that one of the principles is that it is better to do key things more effectively and not get drawn into things that are not essential. There is a danger that BnG are expected to address anything related to Gaelic. Any support that would enable BnG be as focused as possible would be welcomed. CH agreed that this is important and that it is important for the sponsor team to bear this in mind.

Members noted that there are three key developments – a new national plan, education reform and manifesto commitments, accompanied by a real desire in the Gaelic community to achieve ambitions, and in education a real push for Gaelic development is required to move to the next level. CH responded to a question on what engagement is expected from BnG with communities that user experience is key to developing that engagement.

Members asked if the team are confident they are listened to in Government and able to influence debates regarding attainment for example. CH replied that the statistics that came out regarding the widening of the attainment gap were not a surprise. In terms of raising that with colleagues and ensuring support for GME, they are working on it. This includes working with Education Scotland and Local Authorities.

## 6.0 RIAGHLAIDH

### 6.1 Aithisg Earrann 22

#### Co-dhùnadh:

Thug Buill fa-near dhan aithisg.

### 6.2 Sgrùdadh Cùise

A’ leantainn bhon Aithisg Earran 22 agus Aithisg Sgrùdaidh a fhuair Bòrd na Gàidhlig san Dàmhair, chaidh a mholadh gun rachadh an adhartas aig BnG a chleachdadh mar sgrùdadh cùise airson dèanamh cinnteach gu bheil an t-ionnsachadh ga aithneachadh mar dheagh chleachdadh. Bha SNI an làthair aig tachartas leasachaidh airson Oifigearan Cunntachail bho chionn ghoirid agus chaidh faighneachd am faodar seo a’ cleachdadh. Tha Deloitte cuideachd air faighneachd am faod iad am plana feachd-obrach agus am Plana Ionmhas Meadhan-ùine a chleachdadh mar eisimpleirean de dheagh chleachdadh. Thèid cunradair a shireadh airson seo.

## GOVERNANCE

### Section 22 Report

#### Decision:

The Members noted the report

### Case Study

Following on from the Section 22 and Audit Report received in October, it was suggested to use BnG’s progress as a case study to ensure that this learning is held as a good example. SML attended a recent development event for Accountable Officers and was asked if she could use this in the group. Deloitte have asked if they can use workforce plan and Medium-term Financial Plan as examples of good practice. A contractor would be sought for this.

'S e deagh chothrom a tha seo gus cuideam a chur air na prìomh cheuman agus gus cumail oirnn ga bhith a-steach dhan dòigh sa bheil sinn ag obair.

Thog Buill cho cudromach 's a tha e a bhith a' ghleidheadh an ionnsachaidh seo, gu h-àraidh le Buill ùra a' tighinn air bòrd is mar sin mhol iad an obair seo.

Bha Buill a' sireadh soillearachadh an robh na sgrìobhainnean a chaidh gu Deloitte air an dubhadh às gu ìre gus nach gabhadh BnG aithneachadh. Dhearbh SNI gu bheil e soilleir sna sgrìobhainnean gur ann aig BnG a tha iad ach gu bheil cuid de dh'fhiosrachadh air a thoirt a-mach. Chaidh bruidhinn ris an oifigear dìon-dàta air seo ro làimh.

Thug Buill fa-near gum bu chòir seo a thoirt air adhart gu sgiobalta ach bha iad mothachail nach bi cuid de na buannachdan fad-ùine ri fhaicinn airson greis fhathast is mar sin nach biodh iad air an clàradh. Chaidh a mholadh gum biodh e feumail leantainn air seo san àm ri teachd gus an t-ionnsachadh air fad a ghlacadh san fhad-ùine.

Co-dhùnadh:

Dh'aontaich Buill ris a' phàipear.

This is a great opportunity to highlight the key steps in order to continue to feed it into how we work.

Members highlighted that retaining the learning is very important especially with new members coming on board so commended this work.

Members also sought clarification on whether the documents given to Deloitte were redacted such that BnG could not be recognised. SML confirmed that it is clear that they are BnG documents but some information is redacted. Data protection officer was consulted on this.

Members noted that this should be progressed quickly but noted that some of the long term benefits will not be clear for a while so these would not be captured. It was suggested that it may be useful to have it followed up to capture all the learning in the long term.

Decision:

Members approved the paper.

**6.3 Èifeachdas a' Bhùird-stiùiridh - Aithisg Labhairteach**

Cha robh e comasach do Bhen MacIllios a bhith an làthair agus mar sin cha deach seo air adhart.

**Board Effectiveness - Verbal Report**

Ben McLeish could not attend so this did not go ahead.

**7.0**

**PLANA NÀISEANTA NA GÀIDHLIG 2023-28 – CO-CHOMHAIRLE**

Thug SNI geàrr-chunntas seachad air na sruthan obrach agus mar a tha iad ceangailte ri chèile. Thug i fa-near gu bheil e gu sònraichte cudromach na meadhanan a cheangal ri obair air feadh a' phlana.

'S e an t-atharrachadh eile as motha bhon plana làithreach atharrachadh san stoidhle agus sa phearsa. Tha am plana làithreach air a' sgrìobhadh sa chiad phearsa san iolra. Tha seo air troimh-chèile adhbharachadh mu cò aig a bheil smachd air libhrigidh a' phlana. Tha e cudromach a bhith soilleir gu bheil am plana airson iomadh buidheann.

Ma dh'aontaicheas am Bòrd ris, 's e an ath cheum seo fhoillseachadh airson co-chomhairle phoblach. Tha cothrom ann leasachadh a' dèanamh air fhathast fhad 's a bhios e a-mach airson co-chomhairle Tha e na amas gum bi targaidean agus geallaidhean soilleir bho phrìomh bhuidhnean sa phlana. Tha coltas ann gun tig am pròiseas co-chomhairleachaidh gu crìch anns a' Chèitean/Ògmhios 2022 (ma thèid aontachadh an-diugh). Tha seo na sgrìobhainn bheò agus thathar a' cur fàilte air fios air ais air mar a thathar den bheachd gu bheil e a' coimhead air na cuspairean cheart.

**CONSULTATION FOR THE NATIONAL GAELIC LANGUAGE PLAN 2023-28**

SML gave an overview of the workstreams and how these tie in to each other. She noted that it is particularly important to incorporate the media into the work of the plan.

The other main change from the current Plan is a change of style and change of person. The current plan is written in the first person plural. This has caused some confusion about who is responsible for delivering the work of the plan. It is important to be clear that the plan is for a range of organisations.

If the Board agrees, the next step is to publish for public consultation. There is still an opportunity to develop it while it is out for consultation. There is an ambition to have clear targets and commitments from key bodies in the plan. It is likely that consultation process will end on May/June 2022 (if agreed today). Very much a live document and welcome feedback on whether they are of the view that it covers the right areas.



Thog Buill gu bheil na targaidean gu mòr ag amas air ionnsachadh na Gàidhlig, agus nach eil mòran ann airson taic a thoirt do chleachdadh na Gàidhlig. Thog SNI gu bheil e nas duilghe targaidean a chur ann a thaobh cleachdadh na Gàidhlig, ach tha foghlam na chuspair far a bheil reachdas ann. Chuireadh SNI fàilte air molaidhean air mar a ghabhadh cleachdadh a thoirt a-staigh.

Thog Buill gum bi àrdachadh cleachdadh agus ionnsachadh ag adhartachadh a' chàinain.

Thog CH gu bheil targaidean a tha a' toirt a-staigh na h-amasan a' toirt stiùireadh, ged a tha seo doirbh.

Leis gur e obair mhòr a tha seo, tha Buill airson faighinn a-mach dè an uiread de dh'obair a tha na lùib. Mas e àrdachadh mòr a th' ann do dhaoine/sgioibaidhean, bhiodh e feumail fios a bhith aig a' Bhòrd-stiùiridh cho mòr 's a tha seo gus am bi fios againn air seo an ath thuras. Ghabh SNI ris a' mholadh.

Dhearbh SNI gu bheil co-chomhairle mar phàirt den ath cheum, agus gabhaidh seo a-staigh raon farsaing de luchd-ùidh agus tha e cudromach deagh chonaltradh a bhith ann.

#### Gnìomh:

Oifigearan ri sùil a chumail air, agus fios a thoirt dhan Bhòrd-stiùiridh air, an obair a bharrachd a nithear gus am plana nàiseanta ullachadh.

#### Co-dhùnadh:

Dh'aontaich Buill ris a' phàipear.

Members raised that the targets are predominantly aimed at learning Gaelic, with fewer that support the use of Gaelic. SML noted that use of Gaelic is a more difficult area to put targets on whereas education is a more statutory area. SML would welcome suggestions on how to include usage.

Members pointed out that increasing the usage and increasing learning will serve to promote the language.

CH noted that having targets that cover the aims and set a direction, even though this is difficult.

As this is a large piece of work, members would like to know how much work goes into this. If it is a significant increase for individuals/teams, the Board having information on the quantity would be useful so that this can be used the next time. SML accepted this recommendation.

SML confirmed that consultation is part of the next stage, which will engage with a wide range of stakeholders and it is important to communicate well.

#### Action:

Officers to monitor and report to the Board the additional work involved in preparing a national plan.

#### Decision:

Members approved the paper.

*Dh'fhàg CH, SP agus SB a' choinneimh.*

*CH, SP and SB left the meeting.*

## 9.0 GISBE

Cha robh dad ann.

## AOCB

None to note.

## 10.0 TOISEACH AN T-SEISEIN FHOSGAILTE

### Buill an làthair

Màiri T NicAonghais (MTNA) (Cathraiche)  
Ailean Caimbeul (AC)  
Dòmhnall MacLeòid (DML)  
Johan Nic a' Ghobhainn (JNG)  
Stewart MacLeòid (SML)  
Dòmhnall MacAoidh (DMA)

### An làthair

Shona NicIllinnein, Ceannard/Oifigear Cunntachail (SNI)  
Nicola Pearson, Ceann an Ionmhas is Cùisean Corporra (NP)  
Seumas Whannel, Stiùiriche Foghlaim Gàidhlig (SW)  
Steven Kellow, Oifigear Maoineachaidh is Phròiseactan (SK)  
Orla NicDhòmhnaill, A' clàradh a' gheàrr-chunntais (OND)

## OPEN SESSION START

### Members present:

Mary T MacInnes (MTMI) [Chair]  
Allan Campbell (AC)  
Donald MacLeod (DML)  
Johan Smith (JS)  
Stewart MacLeod (StML)  
Donald MacKay (DMK)

### In attendance:

Shona MacLennan, CEO/Accountable Officer (SML)  
Nicola Pearson, Head of Finance & Corporate Affairs (NP)  
Jim Whannel, Director of Gaelic Education (JW)  
Steven Kellow, Funding & Projects Officer (SK)  
Orla MacDonald, Recording Minute (OMD)

**Leisgeulan**

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

**10.1 Fàilte bhon Chathraiche**

Chur an Cathraiche fàilte air a h-uile duine a bha a' coimhead tron t-sruthadh bheò.

**10.3 A' nochdadh chom-pàirtean**

MTNA – Ceòlas, Colaiste a' Chaisteil  
AC – An Comunn Gàidhealach  
DML – Comhairle nan Eilean Siar agus (CnaG Iomairtean)  
JNG – Ceòlas, Comhairle nan Leabhraichean, Acair  
NP – MG ALBA-FilmG

**Apologies**

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

**Welcome**

The Chair welcomed those watching on the live stream.

**Declaration of interests**

MTMI – Ceòlas, Colaiste a' Chaisteil  
AC – An Comunn Gàidhealach  
DML – Comhairle na Eilean Siar (CnaG Iomairtean)  
JS – Ceòlas, Comhairle nan Leabhraichean, Acair  
NP – MG ALBA-FilmG

**11.0 IONMHAS****11.1 Aithisg Ionmhais gu 30/09/2021**

Thug NP geàrr-chunntas seachad air an aithisg ionmhais. Thug i geàrr-chunntas seachad air na geallaidhean agus air an £530,900 nach deach a ghealltainn aig deireadh na Sultaine. Bha seo a' gabhail a-steach £200K de maoinachadh a bharrachd bho Riaghaltas na h-Alba agus bidh am Bòrd-stiùiridh a' beachdachadh air pàipear a' moladh sgeama maoinachadh nas fhaide air adhart sa choinneimh.

Thug i fa-near gun robhar an dùil ri fo-chosgais de £89,539 agus gu bheil seo a' tighinn bho chosgaisean ruith. Thèid cead iarraidh bho Riaghaltas na h-Alba airson seo a ghluasad dhan bhuidseat leasachaidh gus an tèid am buidseat gu lèir a chleachdadh.

Thog Buill ceist mu dheidhinn a' bhuidseit agus pròifil cosg san aithisg. Dhearbh NP gun tèid obair a dhèanamh airson buidseat na h-ath-bhliadhna, a' leantainn pròifil na bliadhna seo.

**Co-dhùnadh:**

Thug Buill fa-near dhan Aithisg Ionmhas.

**11.2 Sgeama Oifigearan Gàidhlig**

Thug SK geàrr-chunntas air a' phàipear.

Dh'fhaighnich Buill a bheilear an dùil ri duilgheadasan a bhith ann a thaobh fastadh airson dreuchd fad bliadhna seach dreuchd leantainneach. Dearbh SK gu bheilear a' tuigsinn an duilgheadais ach air sgàth maoinachadh a' Bhùird chan urrainnear a bhith cinnteach gun urrainn maoinachadh nas fhaide na seo a thoirt seachad agus mar sin 's e seo an roghainn as fheàrr an-dràsta.

Chuir Buill fàilte air a' chòigeamh pàirt de chosgais na dreuchd a' thabhainn. Dh'fhaodadh barrachd a thighinn bho na buidhnean agus mar sin is dòcha gum bi cothrom ann na dreuchdan a bhith nas fhaide na aon bliadhna.

Tha an cothrom seo fosgailte do bhuidhnean nach eil air a bhith an lùib leasachadh na Gàidhlig fhathast.

**FINANCE****Finance Report to 30/09/2021**

NP gave an overview of the finance report. She outlined commitments and the £530,800 yet to be committed at end September. This included £200K additional funding from Scottish Government and the Board would consider a paper proposing a funding scheme later in the meeting.

She noted that there was a projected underspend of £86,539 and this is in running costs. Authorisation will be sought from Scottish Government to transfer this to the development budget to make full use of funding and utilise the entire budget.

Members queried the budget and spend profile in the report. NP confirmed that work will be done for next year's budget to reflect this year's profiling.

**Decision:**

Members noted the Finance Report.

**Gaelic Officers Scheme**

SK gave an overview of the paper.

Members asked whether there were any potential problems with recruiting for a one year post rather than a permanent one. SK confirmed that they understand the problem but because of Bòrd na Gàidhlig's funding, it cannot be guaranteed that funding can go beyond this so this is the best option for just now.

Members welcomed offering one fifth of the cost of the post. More could be contributed by the organisations and so there is the possibility of the posts lasting more than one year.

This opportunity is open to organisations that have not yet been involved in Gaelic development. Members

Dh'fhaighnich Buill a bheil feum air conaltradh nas fheàrr leis na buidhnean seo. Chaidh a dhearbhadh gu bheil an dòchas conaltradh làidir a bhith ann agus gun tèid an cothrom seo a sgaoileadh gu farsaing.

Dh'fhaighnich Buill an e cothrom a th' ann pàirt den airgead seo a chosg ann an sgìrean den dhùthaich far nach eil mòran adhartas ri fhaicinn. Chaidh a dhearbhadh gum bi fàilte air iarrtasan às na h-àiteachan sin agus gum biodh e cudromach a bhith a' brosnachadh dhaoine bho na h-àiteachan sin gus coimhead air an sgeama.

Mhol Buill gum bi planaichean ann airson adhartas anns na bliadhnaichean ri thighinn.

Co-dhùnadh:

Dh'aontaich Buill ris a' moladh.

asked if there a need for improvement in communication with the organisations. It was confirmed that strong communication is hoped for and that this opportunity will be widely advertised.

Members asked if this could be an opportunity to spend some of the money in areas of the country where there is not as much progress with Gaelic. It was confirmed that applications from these areas would be welcomed and it would be important to encourage people from these areas to look at the scheme.

Members recommended that there should be plans for progress in the coming years.

Decision:

Member approved the recommendation.

### 13.0 PLANA GNÌOMH IS COILEANADH

#### 13.1 Plana Gnìomh 2021-22

Thug SNI fios seachad mun phàipear agus mun adhartas air a' phlana gnìomh gu ruige seo. Bha i airson cuideam a chur air an fharsaingeachd de dh'obair aig BnG agus tha am plana gnìomh a' sealltainn seo. Chìthear gu bheil na dathan a' sealltainn adhartas agus thathar toilichte nach eil mòran dearg ann. Far a bheil dearg ann thathar an dòchas gum bi seo deiseil ro dheireadh na bliadhna ionmhais.

Thug Buill meal a naidheachd dhan luchd-obrach air an adhartas. Dh'fhaighnich iad a bheil gu leòr luchd-obrach aig a' Bhòrd airson an uallaich a th' air a' bhuidhinn. Fhreagair SNI gur e seo aon de na rudan a tha chaidh ionnsachadh sna bliadhnaichean a chaidh seachad agus gu bheil le cudromach prìomhachas a chur air an obair a dh'fheumar dèanamh.

Feumaidh am phlana gnìomh rèiteachadh a dhèanamh eadar miannan, goireasan is dleastanasan agus mura dèanar seo, nì seo cron air a' bhuidhinn agus obair leasachaidh na buidhne.

Co-dhùnadh:

Thug Buill fa-near dhan Phlana Gnìomh.

#### 13.2 Adhartas nas Luaithe

Thug SW iomradh air a' phàipear. Chuir e cuideam air cho cudromach 's a tha e airson àbhaisteachadh a' chànain gum bi buidhnean eile a' libhrigidh phàirtean den Phlana Nàiseanta. Mar sin tha BnG a' tabhainn taic do na sruthan-obrach gus an urrainn dhaibh na pàirtean aca a choileanadh.

Dh'fhaighnich Buill a bheil fiosrachadh cunbhalach air Adhartas nas Luaithe a' dol dhan a h-uile buidheann aig a bheil Plana Gàidhlig. Dhearbh SW nach eil air sgàth 's gur e fiosrachadh bhon Riaghaltas a th' ann. Tha diofar sruthan-obrach ann le buidheann eadar-dhealaichte os

### OPERATIONAL PLAN AND PERFORMANCE

#### Operational Plan 2021-22

SML gave an overview of the paper and progress on the operational plan up to this point. She wanted to emphasise the breadth of BnG's work and the operational plan shows this. It can be seen that the colours are showing progress and she was glad to report that there is not much red. Where there is red, it is anticipated that these will be finished before the end of the financial year.

Members conveyed their congratulations on the progress. They asked if there are enough staff at Bòrd na Gàidhlig for the responsibilities of the organisation. SML responded that this is one of the lessons that has been learned in recent years and it is important to prioritise work that needs to be done.

The operational plan must reconcile aspirations, resources and responsibilities and failure to do so will be detrimental to the organisation and its development work.

Decision:

Members noted the Operational Plan.

#### Faster Rate of Progress

JW gave an overview of the paper. He emphasised the importance of normalising the language it is that other organisations take part in delivering parts of the National Plan. As such, BnG offers support to the workflows to play their part.

Members queried whether all organisations with a Gaelic Language Plan receive regular updates on Faster Rate of Progress. JW confirmed that they do not because this is the Governments own information. There are different workflows and a different group in charge of each

cionn gach sruth-obrach. Tha dleastanas aig BnG a bhith a' toirt comhairle is taic do gach sruth-obrach.

Chaidh a mholadh gun rachadh buidheann-obrach a chur air dòigh a bhios ag obair air cùisean sòiseo-eacanomaigeach. Thathar cuideachd a' beachdachadh air a leithid airson buidhnean-obrach aig a bheil dleastanasan airson fearann, cumhachd ath-nuadhachail, coilltearachd is àrainneachd.

Co-dhùnadh:

Thug Buill fa-near dhan fhiosrachadh sa phàipear.

workflow. BnG has a responsibility to give advice and support to each workflow.

It was proposed that a working group be set up to work on socio-economic issues. It is also being considered for working groups with responsibilities for land, renewable energy, forestry and the environment.

Decision:

Members noted the information in the paper.

## 14.0 RIANACHD MHÌ-CHINNTEAN

### 14.1 Clàr mhì-chinntean Ro-innleachdail

Thug NP iomradh air a' chlàr. Dh'aithris i gu bheil ire nam mì-chinntean làithreach ann an dathan solais trafaig gus cunnart a shealltainn. Chaidh an dreachd seo ath-sgrùdadh aig coinneamh Sgioba-stiùiridh san Dàmhair agus aig Coinneamh Comataidh Sgrùdaidh is Dearbhachd san t-Samhain.

Chaidh ceist a thogail mun chlàr mhì-chinntean ath-sgrùdaichte air an deach iomradh a thoirt sa phàipear aghaidh. Thuir NP gun deachd dreachd aithisg a chruthachadh airson beachdan bhon taobh a-muigh agus nach robh molaidhean ann. 'S e an t-amas a th' ann a bhuileachadh anns a' cheathramh cairteal den bhliadhna, a' crochadh air obair eile.

Bha Buill ag iarraidh soillearachadh an leanadh am pròiseas air mar a bha roimhe agus an e dìreach an dòigh-fhoillseachaidh a bhiodh ag atharrachadh. Dhearbh SNI gur e seo na tha iad an dùil ris, agus mhol i phrògram chunnartan leantainneach gus am biodh fòcas nas làidire aig a' Bhòrd-stiùiridh air diofar chunnartan gach turas a thèid a thaisbeanadh dhaibh.

Dh'fhaighnich Buill am biodh buannachdan ann bho luchd-obrach a bhith air ais san oifis. Thuir SNI gu bheil tòrr ri beachdachadh air a thaobh seo, ach an rud as cudromaiche 's e bhith a' leantainn stiùireadh an Riaghaltais air obair bhon taigh. Dhearbh i gu bheil BnG air a bhith a' dèanamh suirbhidhean cunbhalach air sunnd luchd-obrach fhad 's a tha iad ag obair bhon taigh.

Co-dhùnadh:

Dh'aontaich Buill ris an clàr mhì-chinntean.

## RISK MANAGEMENT

### Strategic Risk Register

NP gave an overview of the register. She advised that the current risk ratings were in traffic light colours to show risk. This version was reviewed by Sgioba Stiùiridh in October and Audit and Assurance Committee in November.

A question was raised about the revised Risk Register mentioned in the cover paper. NP advised that a draft report had been created for external opinion and it had no recommendations. The aim was to implement it in the fourth quarter of the year depending on other work.

Members sought clarification on whether the process would continue as before and just the presentation of the registers would change. SML confirmed that this is likely, and suggested a rolling programme of risks so that the Board may have greater focus on different risks each time it is presented to them.

Members asked whether there would be benefit in getting staff back to an office environment. SML highlighted that there are many factors to consider, first and foremost the Government guidance on home-working. She clarified that BnG have done regular surveys on staff wellbeing while working from home.

Decision:

Members approved the Risk Register.

## 15.0 CORPORA

### 15.1 Plana Corporra 2018-2023

Thug SNI iomradh air a' Phlana Chorporra agus air a' phròiseas airson a bhith ga chruthachadh. An ath bhliadhna, bidh BnG air a' chòigeamh bliadhna den Phlana Chorporra. Tha NP air a bhith a' dèanamh mapadh air coileanadh a' phlana chorporra gus dèanamh cinnteach gun tèid na rudan seo a ghlacadh

## CORPORATE

### Corporate Plan 2018-2023

SML outlined the Corporate Plan and the process for its creation. Next year, BnG will be in the fifth year of the Corporate Plan. NP has been mapping to see how the corporate plan is delivering so that these can be captured in next year's plan. This will ensure everything is completed by the conclusion of the Corporate Plan.

ann am phlana an ath-bhliadhna. Nì seo cinnteach gu bheil a h-uile dad coileanta mus tig am Plana Corporra gu crìch.

Chuir Buill ceist mu phròiseasan airson Planaichean Corporra a thàinig roimhe seo. Dhearbh SNI nach robh gin sa chruth seo ron fhear seo a thòisich an 2018. Thuirt Buill gur e eisimpleir eile a tha seo de mar a tha riaghladh na buidhne air tighinn air adhart.

Co-dhùnadh:

Thug Buill fa-near dhan Phlana Corporra.

**15.2 Prògram coinneamhan a' Bhùird-stiùiridh 2022/23**

Thug NP cùl-fhiosrachadh seachad air a' phàipear agus dh'innis i do na Buill gu bheil BnG an dùil gum biodh a' mhòr-chuid de na coinneamhan seo air-loidhne fhathast. Chaidh iarraidh air na Buill post-d a chur gu NP ro dheireadh na seachdain ma tha atharraichean sam bi ri dhèanamh.

Thuirt Buill gu bheil e cudromach smaoineachadh mu dheidhinn coinneamhan coimhearsnachd tron bhliadhna agus chaidh a thogail gu bheil cunnart gum bi coinneamhan air-loidhne a' ciallachadh nas lugha de conaltradh le buidhnean a tha air am maoinneachadh le BnG.

Co-dhùnadh:

Dh'aontaich Buill ris a' phrògram mar a chaidh a thaisbeanadh.

**15.3 Plana Obrach a' Bhùird-stiùiridh**

Co-dhùnadh:

Dh'aontaich Buill ris a' Phlana Obrach mar a chaidh a thaisbeanadh.

Members queried processes for previous Corporate Plans. SML confirmed that none existed before this one which started in 2018. Members raised that it could be clarified that this is another way in which the organisations governance has progressed.

Decision:

Members noted the Corporate Plan.

**Board Meeting Schedule 2022/23**

NP gave a background on the paper and informed members that BnG is anticipating that the majority of these meetings will still be online. It was requested that members email NP by end of week if any changes are to be made.

Members raised that it is important to think about community meetings throughout the year and it was pointed out that online meetings can mean less contact with organisations which are funded by BnG.

Decision:

Members approved the schedule as it was presented.

**Board Workplan**

Decision:

Members approved the workplan as it was presented.

**16.0 GISBE**

Thugadh taing do JNG airson na deagh obair aice agus airson a dìchill fhad 's a bha i air a' Bhòrd-stiùiridh. Thathar an dòchas gun lean càirdeas às dèidh dhì fàgail.

Thugadh cuideachd taing do Bhuill eile agus ghuidh an Cathraiche Nollaig Chridheil agus Bliadhna Mhath Ùr dhan a h-uile duine.

**Ceann-latha na h-ath coinneimh 02/03/2022**

**Dùnadh na coinneimh**

**Lèirmheas air a' choinneimh**

**AOCB**

JS was thanked for her great work and determination while a Board member. It is hoped that a friendship will continue after she leaves.

Thanks were also given to the other Board members and the Chair wished everyone a Merry Christmas and Happy New Year.

**Date of next meeting 02/03/2022**

**Close of meeting**

**Review of meeting**

Ceann-là na coinneimh	15/12/2021
Dearbhte le Sgioba Stiùiridh	21/12/2021
Air adhart gu Cathraiche na Comataidh airson dearbhadh/atharrachadh	23/12/2021
Dearbhte le Cathraiche na Comataidh	05/01/2022
Air falbh airson dearbhadh/eadar theangachadh	26/01/2022
Dearbhte le Buill a' Bhùird	21/01/2022
Dearbhadh air atharraichean a bharrachd le ET	31/01/2022
Dearbhadh air co-ionannachd eadar a' Ghàidhlig is a' Bheurla san dreach dheireannach	OND