

BÒRD NA GÀIDHLIG

Geàrr-chunntas na Coinneamh

Coinneamh a' Bhùird-stiùiridh

Diciadain 02/03/2022 09.30

Buill an làthair

Màiri T NicAonghais (MTNA) (Cathraiche)

Ailean Caimbeul (AC)

Dòmhnall MacLeòid (DML)

Stewart MacLeòid (StML)

Dòmhnall MacAoidh (DMA)

Nicola NicThòmais (NNT)

Seonaidh Charity (SC)

An làthair

Shona NicIllinnein, Ceannard/Oifigear Cunntachail (SNI)

Nicola Pearson, Ceann an Ionmhas is Cùisean Corporra (NP)

Seumas Whannel, Stiùiriche Foghlaim Gàidhlig (SW)

Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh Eadar-amail (IMM)

Ben McCleish, Wylie Bisset (BM) – *Puing 6.1*

Orla NicDhòmhnaill, A' clàradh a' gheàrr-chunntais (OND)

Stuart Pescodd (SP), Riaghaltas na h-Alba

Minute of the Meeting:

Board Meeting

Wednesday 02/03/2022 09.30

Members present:

Mary T MacInnes (MTMI) [Chair]

Allan Campbell (AC)

Donald MacLeod (DML)

Stewart MacLeod (StML)

Donald MacKay (DMK)

Nicola Thomson (NT)

Seonaidh Charity (SC)

In attendance:

Shona MacLennan, CEO/Accountable Officer (SML)

Nicola Pearson, Head of Finance & Corporate Affairs (NP)

Jim Whannel, Director of Gaelic Education (JW)

Iain MacMillan, Interim Development Director (IMM)

Ben McCleish, Wylie Bisset (BM) – *Puing 6.1*

Orla MacDonald, Recording Minute (OMD)

Stuart Pescodd (SP), Scottish Government

SEISEAN DÙINTE

1.0 CÙISEAN TÒISEACHAIDH IS GEÀRR-CHUNNTASAN

1.1 Fàilte bhon Cathraiche

Chur an Cathraiche fàilte air na Buill ùra agus air IMM dhan chiad choinneamh bùird-stiùiridh aca.

Thugadh taing do Daibhidh Boag airson na h-obarach a rinn e thairis air na bliadhnaichean, agus bha an Cathraiche a' guidhe gach soirbheachas dha san obair ùir.

1.3 A' nochdadh chom-pàirtean

MTNA – Ceòlas Uibhist

DML – Comhairle nan Eilean Siar

JG – Riaghaltas na h-Alba

NNT – Comunn na Gàidhlig

AC – An Comann Gàidhealach

SC – Comataidh Foghlaim is Rannsachaidh, Sabhal Mòr Ostaig

IMM – MG ALBA, Speak Gaelic

NP – MG ALBA, Speak Gaelic

1.4 Geàrr-chunntas na coinneamh mu dheireadh

Duilleag 7 – Iomairt Seòid seach na th' anns an geàrr-chunntas

Co-dhùnadh:

Thug Buill fa-near don gheàrr-chunntas.

1.5 Puingean Gnìomh

Co-dhùnadh:

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 ri clàradh.

CLOSED SESSION

OPENING ITEMS & MINUTES

Chair's Welcome

The Chair welcomed the new members and IMM to their first Board meeting.

Daibhidh Boag was thanked for his work over the years, and the Chair wished him every success in his new role.

Declaration of interests

MTMI – Ceòlas Uibhist

DML – Comhairle nan Eilean Siar

JG – Riaghaltas na h-Alba

NT – Comunn na Gàidhlig

AC – An Comann Gàidhealach

SC – Comataidh Foghlaim is Rannsachaidh, Sabhal Mòr Ostaig

IMM – MG ALBA, Speak Gaelic

NP – MG ALBA, Speak Gaelic

Minutes of the previous meeting

Page 7 - This should be National Treasure rather than as named in the minutes

Decision:

Members noted the minutes.

Points of action

Decision:

Members noted the points of action.

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

None to note.

<p>1.7 Co-Dhùnaidhean Eadar Coinneamhan – ri chlàradh Ballrachd – Comataidh Poileasaidh is Ghoireasan</p>	<p>Decisions Between Meetings – for noting Policy and Resources Committee – Membership –</p>
<p>1.8 Clàradh chuspairean a tha rin togail fo GISBE Cha robh gin ri clàradh.</p>	<p>Recording of topics to be covered under AOCB None to note.</p>
2.0 GEÀRR-CHUNNTASAN NAN COMATAIDHEAN	
<p>2.1 PT1 Comataidh Sgrùdaidh is Dearbhachd (Dreachd) PT2 Comataidh Poileasaidh is Ghoireasan (Dreachd)</p> <p><u>Co-dhùnadh:</u> Thug Buill fa-near do na geàrr-chunntasan.</p>	<p>MINUTES FROM THE COMMITTEES Audit & Assurance Committee (Draft) Policy & Resources Committee (Draft)</p> <p><u>Decision:</u> Members noted the minutes.</p>
3.0 AITHRIS A’ CHATHRAICHE	
<p>Chlàraich an Cathraiche cho duilich ‘s a tha i mun t-suidheachadh cogaidh san t-saoghal.</p> <p>Thug an Cathraiche co-fhaireachdainn do theaghlach is co-obraichean Aled Roberts, Coimiseanair na Cuimris, a’ chaochail an t-seachdain sa chaidh.</p> <p>Tha an Cathraiche air a bhith trang ag obair còmhla ris a’ Cheannard agus an Sgioba-stiùiridh air ro-innleachd obair a’ Bhùird. Bha i cuideachd an làthair air coinneamh Comataidh Poileasaidh is Ghoireasan agus Pannal nam Planaichean.</p> <p>Chaidh an Cathraiche gu cur air bhog na ro-innleachd ùir aig Ceit Fhoirbeis agus ged nach deach Gàidhlig ainmeachadh bha coltas gum bi rudan inntinneach a’ tighinn agus bha i toilichte a bhith an làthair.</p> <p>Chaidh fhaighneachd cuin a choinnich an Cathraiche le Rùnaire a’ Chaibineit airson Foghlaim. Fhreagair an Cathraiche gun do choinnich i rithe nuair a chaidh a cur an dreuchd an toiseach agus gu bheil i air iarraidh coinneachadh rithe a-rithist.</p>	<p>CHAIR’S REPORT</p> <p>The Chair recorded her sadness at the state of war in the world.</p> <p>The Chair extended her condolences to Aled Roberts’ family and colleagues, the Welsh Language Commissioner, who passed away last week.</p> <p>The Chair has been busy working with the Ceannard and the Leadership Team on the Bòrd's work strategy. She also attended a meeting of the Policy and Resources Committee and the Plans’ Panel.</p> <p>The Chair attended the launch of Kate Forbes' new strategy and although no Gaelic was mentioned, there seemed to be some interesting things to come and she was pleased to attend.</p> <p>Members asked when the Chair met with the Cabinet Secretary for Education. The Chair replied that she had met her when she first came into post and has requested to meet her again.</p>
4.0 AITHISG A’ CHEANNARD	
<p>Fios às ùr Thug a’ Cheannard iomradh air an fhiosrachadh sa phàipear airson a’ chuspair seo. Na lùib bha fiosrachadh ann mu dheidhinn feachd-obrach, riaghladh, coinneamhan, foghlam agus co-chomhairleachaidhean.</p>	<p>CEANNARD REPORT Update The Ceannard referred to the information in the paper for this topic. It included information on workforce, governance, meetings, education and consultations.</p>
5.0 COVID-19	
<p>Covid-19 Thug a’ Cheannard fios mun fhiosrachadh san aithisg. Chan eil atharrachadh mòr air a bhith ann taobh a-staigh na buidhne ach thathar an-còmhnaidh a’ cruinneachadh fiosrachadh air sunnd is ag ullachadh airson tilleadh do dh’oifisean airson luchd-obrach, agus thathar a sireadh oifis ann an Steòrnabhagh. Tha barrachd dhaoine a’ fulang le Covid is tha seo a’ toirt buaidh air obair Bhòrd na Gàidhlig agus buidhnean</p>	<p>COVID-19 Covid-19 The Ceannard gave an overview information in the report. There has been little change within the organisation but information on wellbeing and preparing to return to offices is always being gathered, and a Stornoway office is being sought. More people are being affected by Covid which will have an effect on the work of Bòrd na Gàidhlig and partner organisations. The</p>

libhrigidh. Shoirbhich a' bhuidheann ann a bhith a' trusadh Oifigear Phlanaichean Cànan airson 15 mìosan agus thòisich Stiùiriche Leasachaidh Eadar-amail.

Dh'iarr a' Cheannard coinneamh le Ministear a' Chòmhdhail mu dheidhinn duilgheadasan do choimhearsnachdan Gàidhlig ionadail.

Tha a' Cheannard air sgrìobhadh gu ochd oilthighean airson daoine a' sireadh a bhith air buidheann comhairleachaidh air planadh cànan aig ìre nàiseanta agus buidhnean poblach.

Bha Buill toilichte gu bheil na h-oilthighean an sàs ann am Plana Nàiseanta na Gàidhlig agus bha iad an dòchas gun rachadh cuireadh a thoirt do dh'Oilthigh na Gàidhealtachd agus dhearbhadh an Ceannard gun deach cuireadh a chur thuca.

organisation was successful in recruiting a Language Plans Officer for 15 months and an Interim Director of Development.

The Ceannard had asked for a meeting with the Transport Minister about problems for local Gaelic communities.

The Ceannard has written to eight universities to invite people to be in a consultation group on language planning, at national and public body levels.

Members were pleased that the universities are involved in the National Gaelic Language Plan and hoped that the University of the Highlands and Islands would be invited and the Ceannard confirmed that they had been invited.

6.0 CORPORRA

6.1 Èifeachdas a' Bhùird-stiùiridh

Thug BM taing gu sònraichte don Ceannard airson a bhith ag obair cho dicheallach leis air an aithisg seo. Tha an aithisg mu bhith a' coimhead air adhart agus a' sealltainn far a bheilear an dùil gum bi Bòrd na Gàidhlig air an t-slighe riaghlaidh aca. Chaidh ceithir raointean de dheagh chleachdadh a chomharrachadh. Mhol BM pròiseas fastaidh a' Bhùird a chaidh a chleachdadh ann an 2020 agus 2022, agus mar a tha a' bhuidheann ag obair san àrainneachd air-loidhne. Thug BM iomradh air obair buill a' Bhùird-stiùiridh mar 'stiùiriche san roinn' agus tha iad air dèanamh cinnteach gu bheil a h-uile rud a nì iad a rèir aithris-rùn agus amasan Bhòrd na Gàidhlig.

Bha ceithir molaidhean le prìomhachas iosal ann a tha a' nochdadh an adhartais a chaidh a dhèanamh. Thug BM seachad geàrr-chunntas orra sin agus chaidh adhartas math a dhèanamh orra uile.

Chaidh beachdachadh air an ìre rangachaidh agus shoilleirich BM na slatan-tomhais a chaidh a chleachdadh gus na rangachaidhean sin a thaghadh.

Thog Buill ceist a thaobh a' bhriathrachais aig puing 3.1 mu bhith a' fastadh bhall agus dh'aontaich BM gun atharraicheadh e am briathrachas le taic bhon Ceannard.

Thuirt Buill gum faodadh cuid de ghnìomhan a bhith nas soilleir air mar a thèid adhartas a thomhais agus clàran-ama nas soilleire a bhith aca cuideachd.

Co-dhùnadh:

Chuir Buill fàilte air an aithisg agus dh'iarr iad gun tèid barrachd obair a dhèanamh air an aithisg.

Gnìomh:

CORPORATE

Board Effectiveness

BM thanked the Ceannard in particular for working so diligently with him on this report. The report is about looking forward and shows where it is expected that Bòrd na Gàidhlig is on their governance journey. Four areas of good practice were identified. BM commended the Board recruitment process used in 2020 and 2021, and the organisation's work in the online environment. BM described the work of Board members as 'sector leading' and his view that they have ensured that everything that they do is in line with the mission and aims of Bòrd na Gàidhlig.

There were four low priority recommendations which reflects the progress that has been made. BM gave an overview of these, and good progress has been made on them all.

The level of rating was discussed, and BM clarified the criteria for choosing these ratings.

Members raised a query with wording at point 3.1 about member recruitment and BM agreed that he would amend the wording if the Ceannard follows up on this with him.

Members raised that some actions could be more measurable and have clearer timescales.

Decision:

Members welcomed the report and requested that further work is done on the report.

Action Point

Nì an Ceannard tuilleadh obrach còmhla ri BM air clàran-ama agus gnìomhan agus thèid seo gu buill ro 31/03/2022 airson aonta.

Ceannard to do further work with BM on timescales and actions and circulate to members before 31/03/2022 for approval.

6.2 Plana Gnìomh 2022/23

An-uiridh bha am Plana Gnìomh ro mhionaideach airson ìre a' Bhùird-stiùiridh agus bha feum air lùghdachadh air an fhiosrachadh a thig dhan ìre seo. Thug IMM fios air ciamar a thathar a' leasachadh a' phròiseis seo airson a dhèanamh nas sìmplidhe agus nas èifeachdaiche.

Operational Plan 2022/23

Last year the Action Plan was too detailed for Board level and there was a need to reduce the amount of information coming to this level. IMM explained how this process is being improved to make it simpler and more efficient.

Bidh Plana Gnìomh nas mionaidiche ann, le 80 gnìomh na lùib an-dràsta, ri fhaighinn aig ìre sgioba gnìomh agus thèid sùil a' chumail air gus dèanamh cinnteach gun tèid a choileanadh/libhrigeadh.

A more detailed action plan, currently running to 80 actions, will be available at operational team level and will be monitored to ensure that they are achieved/delivered.

Mhol Buill am pròiseas ùr airson dèiligeadh ris a' Phlana. Chaidh bruidhinn air ciamar a thathar a' cumail sùil air adhartas agus thug IMM barrachd fios seachad air ciamar a thàinig iad dhan pròiseas seo. Thug a' Ceannard I fios gu bheil iomadh buidheann poblach ag obair gus slatan-tomhais measaidh nas fheàrr a chruthachadh.

Members commended the new process for dealing with the Plan. There was a discussion on how progress is monitored and IMM provided more information on how they came to this process. The Ceannard reported that many public bodies are working to better develop measuring outcomes.

Dh'fhaighnich Buill am bi seo mar sgrìobhainn dhà-chànanach leis gun tèid fhoillseachadh air-loidhne. Dhearbh an Ceannard gu bheil e sa Bheurla cuideachd agus gun tèid an dà chuid fhoillseachadh nuair a thèid aontachadh.

Members asked if this would be a bilingual document as it would be published online. The Ceannard confirmed that it is also in English, and both will be published when agreed.

Co-dhùnadh:

Dh'aontaich Buill ri Plana Gnìomh 22/23.

Conclusion:

Members approved the Operational Plan 22/23

7.0 IONMHAS

FINANCE

7.1 Buidseat na Bliadhna 2022/23

Tha ro-bheachdan air an dèanamh a rèir fios buidseit Riaghaltas na h-Alba air 9 Dùbhlachd 2021 agus a rèir a' phlana gnìomhachais a chur Bòrd na Gàidhlig a-steach an-uiridh gu Riaghaltas na h-Alba airson maoinachadh a bharrachd.

Annual Budget 2022/23

Assumptions have been informed by the Scottish Government's budget announcement on 9th December 2021 and the business plan submitted last year by Bòrd na Gàidhlig to the Scottish Government for additional allocation.

Thathas a' gabhail ris gur e teachd-a-steach airson 22/23 £5.779m a tha na bhun-stèidh Tabhartas-gus-Cuideachadh de £5.179m agus £200,000 a bharrachd airson Leasachadh, £300,000 airson cosgaisean ruith agus teachd a-steach eile de £100,000 bho Corra tro Chomann nam Pàrant a tha air a sgaoileadh gu buidhnean tràth-bhliadhnaichean.

Income for 22/23 is assumed to be £5.779m which is the baseline Grant in Aid allocation of £5.179m plus an additional £200,000 for Development and £200,000 for Running costs and other income of £100,000 from Corra via Comann nam Pàrant which is distributed to early years groups.

Tha cosgaisean luchd-obrach a' dèanamh suas 76% de bhuidseit nan cosgaisean ruith agus a rèir comas pàigheadh air a shòn, tha iad a' co-thaobhadh ri Poileasaidh Pàighidh na Roinne Poblach aig Riaghaltas na h-Alba. Tha am moladh poileasaidh seo airson 22/23 air a chur an sàs anns an fhigear sa bhuidseat airson cosgaisean luchd-obrach.

Staffing costs comprise 76% of the running costs budget and subject to affordability, are aligned to Scottish Government's Public Sector Pay Policy. This policy proposal for 22/23 has been applied to the budgeted figure for staff costs.

Ann a bhith ag obrachadh a-mach nam buidseatan cosgais ruith a bha air fhàgail, chaidh ath-sgrùdadh a dhèanamh air an fhìor chaitheamh thar an dà bhliadhna a dh'fhalbh agus far an robh e comasach chaidh ath-dhealbhadh a dhèanamh air buidseatan gus a bhith nas fhaige air far a bheil fìor chaitheamh air a bhith, mar eisimpleir lùghdachaidhean ann am buidseatan trèanaidh, siubhail agus bith-beò gus àrdachadh ann an seirbheisean co-roinnte agus cosgaisean IT a chothromachadh.

Bha dragh air buill mu bhith gabhail ri lùghdachadh sa hbuidseat trèanaidh. Dh'innis NP do bhuill gun deach am buidseat a thogail sa bhliadhna mu dheireadh airson suidheachaidhean sònraichte a cheadachadh agus gu bheil e a' tilleadh chun na h-ìre àbhaisteach aige.

Chaidh ceistean a thogail mu phròifileadh buidseit agus dhearbh NP gun tèid seo ath-sgrùdadh.

Dhearbh NP na tha a' tighinn fon bhuidseit leasachaidh mar a dh'iarr na buill.

Co-dhùnadh:

Dh'aontaich Buill ri Buidseat na Bliadhna 22/23.

7.2 Plana Ionmhas Meadhan-ùine

Bidh am Plana Ionmhais Meadhan-ùine (MTFP) seo na bhunait gus plana gnìomhachais nas coileanta a chruthachadh. Mhìnich IMM mar a thèid an MTFP seo a thoirt air adhart agus dh'iarr e aonta bhon Bhòrd-stiùiridh.

Dh'fhaighnich Buill an robh cosgaisean luchd-obrach gu bhith a' gluasad do raointean buidseit eile. Dhearbh IMM gum faodadh seo tachairt agus mhìnich e am pròiseas.

Dh'fhaighnich Buill mu chosgaisean luchd-obrach a' dol sìos agus chaidh a dhearbhadh gu bheil e a' tilleadh air ais chun na h-ìre àbhaisteach aige. Bha còmhraidh ann mu luchd-obrach taobh a-staigh Bhòrd na Gàidhlig, a' gabhail a-steach fastadh agus cunnartan taobh a-staigh an luchd-obrach. Tha e cudromach gum bi am plana feachd-obrach in-fhillte taobh a-staigh an MTFP.

'S e an ath cheum às dèidh aonta a' Bhùird-stiùiridh fhaighinn, còmhraidhean a chumail le Riaghaltas na h-Alba agus an Roinn Sponsair air mar a thèid seo a ghluasad air adhart.

Co-dhùnadh:

Dh'aontaich Buill ris a' Phlana Ionmhais Meadhan-ùine mar bhunait airson plana deireannach ullachadh a thèid a thaisbeanadh don Bhòrd aig an ath choinneamh san Ògmhios.

In calculating the remaining running cost budgets, a review of actual spend over the last two years was undertaken and where possible there has been a reprofiling of budgets to more closely match where actual spend has been, for example reductions in the training, travel and subsistence budgets, offset increases in shared services and IT costs.

Members were concerned about accepting a reduction in the training budget. NP informed members that the budget was raised in the last year to allow for specific circumstances and is reverting back to its normal level.

Questions were raised around budget profiling and NP confirmed that this will be reviewed.

NP confirmed what comes under the development budget as requested by members.

Decision:

Members approved the Annual Budget 22/23.

Medium Term Financial Plan

This Medium-Term Financial Plan (MTFP) will provide a basis for developing a more comprehensive business plan. IMM explained where this MTFP will go from here and sought approval from the Board.

Members queried whether staff costs were to be allocated to other budget areas. IMM confirmed that this can happen and explained the process.

Members asked about the staff costs going down and it was confirmed that it is reverting back to its normal level. There was a discussion about staffing within Bòrd na Gàidhlig, including recruitment and risks within the workforce. It is important that the workforce plan is integrated within the MTFP.

The next steps following the agreement of Board, would be to have discussions with the Scottish Government and Sponsor Division on how to move this forward.

Decision:

Members approved the Medium-Term Financial Plan as a basis for developing a final plan which will be presented to the Board at the next meeting in June.

7.3 Maoineachadh nam Buidhnean Gàidhlig

Thug SK iomradh air a' phàipear agus na suimeannan a tha air a chur ris agus air atharrachadh.

Mhol Buill gu bheil cuid de bhuidhnean a tha a' faighinn maoineachadh bho Bhòrd na Gàidhlig a' beachdachadh air daoine neo-eisimeileach a thoirt a-staigh airson coimhead air an obair a tha iad a' dèanamh, bidh seo a' neartachadh na h-obrach a tha Bòrd na Gàidhlig a' dèanamh.

Chaidh fhaighneachd a bheil aig na buidhnean a tha a' faighinn maoineachadh bho Bòrd na Gàidhlig ri tuarastal bith-beò a thoirt dhan luchd-obrach. Dhearbh a' Cheannard gu bheil dleastanas aig Bòrd na Gàidhlig gus dèanamh cinntach gu bheil na buidhnean libhrigidh a' cumail ri 'Cleachdaidhean Obrach Cothromach', a' gabhail a-steach tuarastal bith-beò agus tha seo anns a' chùmhnannt a bhios buidhnean a' faighinn.

Chaidh ceist a thogail mu dheidhinn buidhnean a tha ann an cunnart a dhol à bith agus am bu chòir dhaibh a bhith a' faighinn maoineachadh. Thug a' Cheannard fios gu bheil a' dol a-mach gu solarachadh airson buidheann a bhios a' dèanamh lèirmheas air na cùmhnanntan agus thug SK fios air na thathar a' dèanamh mus toir iad maoineachadh do bhuidhnean mar seo.

Co-dhùnadh:

Dh'aontaich Buill ris na molaidhean sa phàipear.

7.4 Luchd-soidhnidh sheicichean

Le atharraichean san sgioba aig Bòrd na Gàidhlig, tha e iomchaidh gum bi cead aig NP a bhith a' cleachdadh na cairt-creideis agus a' soidhneadh sheicichean. Bidh seo a' cur ri seasmhachd na buidhne a thaobh ionmhais.

Co-dhùnadh:

Dh'aontaich Buill ris a mholadh.

Grants for Gaelic Organisations

SK gave an overview of the paper and the amounts added and amended.

Members commended that some organisations receiving Bòrd na Gàidhlig funding are considering bringing in independent people to review the work they are doing, this will strengthen the work of Bòrd na Gàidhlig.

It was asked whether the organisations receiving funding from Bòrd na Gàidhlig pay staff a living wage. The Ceannard confirmed that Bòrd na Gàidhlig has a responsibility to ensure that the delivery agencies adhere to 'Fair work practices', including a living wage and that this is part of the contract that organisations receive.

It was raised about organisations that are at risk of shutting down and whether they should receive funding. The Ceannard informed members that procurement is underway for an organisation that will be reviewing the contracts and SK advised on the process undertaken before funding such organisations.

Conclusion:

Members approved the paper's recommendations.

Cheque Signatories

With changes to Bòrd na Gàidhlig's staffing, it is appropriate that NP be authorised to use the credit card and sign cheques. This contributes to the financial stability of the organisation.

Conclusion:

Members approved the recommendation.

8.0 FOGHLAM**8.1 Stiùireadh Reachdail airson Foghlam Gàidhlig**

Thug SW geàrr-chunntas seachad air a' phàipear. Tha e a moladh plana a chruthachadh airson lèirmheas nàiseanta den Stiùireadh Reachdail le amas gun tèid an stiùireadh ùrachadh taobh a-staigh bliadhna agus gun tig am plana dhan ath choinneimh den Bhòrd-stiùiridh san Ògmhios 2022.

Mhol Buill gum bu chòir coimhead air còraichean do phàrantan agus do chloinn òg, air eagal 's gun tèid bile ùr a chur an gnìomh.

EDUCATION**Statutory Guidance for Gaelic Education**

SW gave an overview of the paper. It proposes to create a plan for a national review of Statutory Guidance with a view to updating guidance within one year and presenting this plan at the next Board meeting in June 2022.

Members suggested that the rights of parents and young children should be looked at, in case a new bill were to come into force.

Thog Buill draghan mu shuidheachaidhean ann an ùghdarrasan ionadail agus thuirt iad gu bheil iad toilichte gu bheil Bòrd na Gàidhlig a' cleachdadh an Stiùiridh Reachdail agus thug iad moladh dhan luchd-obrach a tha a' dèiligeadh ri seo.

Co-dhùnadh:

Dh'aontaich Buill ris na molaidhean sa phàipear.

Members raised concerns about the situation in local authorities and expressed their satisfaction with the use of the Statutory Guidance by Bòrd na Gàidhlig and commended the staff who deal with this.

Conclusion:

Members approved the recommendations in the paper.

9.0 GISBE

Gnàth-riaghailtean ri aontachadh aig an ath choinneimh san Ògmhios.

AOCB

Standing orders should be approved at the next meeting in June.

10.0 TOISEACH AN T-SEISEIN FHOSGAILTE**OPEN SESSION START****Buill an làthair**

Màiri T NicAonghais (MTNA) (Cathraiche)
Ailean Caimbeul (AC)
Dòmhnall MacLeòid (DML)
Stewart MacLeòid (StML)
Dòmhnall MacAoidh (DMA)
Nicola NicThòmais (NNT)
Seonaidh Charity (SC)

An làthair

Shona NicIllinnein, Ceannard/Oifigear Cunntachail (SNI)
Nicola Pearson, Ceann an Ionmhas is Cùisean Corporra (NP)
Seumas Whannel, Stiùiriche Foghlaim Gàidhlig (SW)
Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh Eadar-amail (IMM)
Orla NicDhòmhnaill, A' clàradh a' gheàrr-chunntais (OND)

10.1 Fàilte bhon Chathraiche

Chur an Cathraiche fàilte air a h-uile duine a tha coimhead tron t-sruthadh bheò.

10.3 A' nochdadh chom-pàirtean

MTNA – Ceòlas Uibhist,
DML – Comhairle nan Eilean Siar
JG – Riaghaltas na h-Alba
NNT – Comunn na Gàidhlig
AC – An Comunn Gàidhealach
SC – Comataidh Foghlaim is Rannsachaidh, Sabhal Mòr Ostaig
IMM – MG ALBA, Speak Gaelic
NP – MG ALBA, Speak Gaelic

11.0 IONMHAS**11.1 Aithisg Ionmhais gu 30/11/2021**

Thug NP iomradh air an aithisg. Tha dùil ri fo-chosg de £189,00 aig deireadh na bliadhna a tha air a dhèanamh suas de fo-chosgaisean ann an cosgaisean ruith mar thoradh air dreuchdan bàna, tar-chosg ann an leasachadh agus teachd a-steach a bharrachd bho airgead a chaidh a thilleadh.

Thèid ath-sgrùdadh a dhèanamh air aithrisean na h-ath bhliadhna gus an tèid piseach a thoirt air cho feumail 's a tha e agus air a' chlàr-ama.

Members present:

Mary T MacInnes (MTMI) [Chair]
Allan Campbell (AC)
Donald MacLeod (DML)
Stewart MacLeod (StML)
Donald MacKay (DMK)
Nicola Thomson (NT)
Seonaidh Charity (SC)

In attendance:

Shona MacLennan, CEO/Accountable Officer (SML)
Nicola Pearson, Head of Finance & Corporate Affairs (NP)
Jim Whannel, Director of Gaelic Education (JW)
Iain MacMillan, Interim Development Director (IMM)
Orla MacDonald, Recording Minute (OMD)

Welcome

The Chair welcomed those watching on the live stream.

Declaration of interests

MTMI – Ceòlas Uibhist,
DML – Comhairle nan Eilean Siar
JG – Riaghaltas na h-Alba
NT – Comunn na Gàidhlig
AC – An Comunn Gàidhealach
SC – Comataidh Foghlaim is Rannsachaidh, Sabhal Mòr Ostaig
IMM – MG ALBA, Speak Gaelic
NP – MG ALBA, Speak Gaelic

FINANCE**Finance Report to 30/11/2021**

NP gave an overview of the report. An underspend of £189,00 is expected at the year-end which is made up of underspends in running costs due to vacancies, overspend in development and additional unbudgeted income from returned funding.

Next year's reporting will be reviewed so that the usefulness and timing are improved.

Co-dhùnadh:

Thug Buill fa-near don Aithisg Ionmhas.

Decision:

Members noted the Finance Report.

12.0 PLANA GNÌOMH IS COILEANADH**OPERATIONAL PLAN AND PERFORMANCE****12.1 Coileanadh Plana Gnìomh 21-22**

Thug a' Cheannard geàrr-chunntas seachad air a' phàipear. Chaidh seo dhan Chomataidh Poileasaidh is Ghoireasan san Fhaoilleach agus tha am fhiosrachadh ann suas dhan Dùbhlachd 2021. Nuair a chaidh a sgrìobhadh bha deagh adhartas air a bhith ann agus thathar am beachd gu bheil seo fhathast fìor. Thèid gnìomhan nach eil coileanta air adhart dhan chlàr airson 22/23.

Operational Plan 21-22

The Ceannard gave an overview of the paper. This went to the Policy and Resources Committee in January and the information given is accurate up to December 2021. At the time of writing there has been good progress, and this is still considered to be the case. Incomplete actions will be carried onto the register for 22/23.

Chaidh fhaighneachd mun làrach-lìn #cleachdi. Thug a' Cheannard fios gu robh dàil ann agus gu bheil an dùil gum bi e deiseil ro dheireadh na bliadhna.

Members enquired about the #cleachdi website. The Ceannard told members that there had been a delay, but it is expected to be completed by the end of the year.

Mhol Buill an obair a rinn oifigearan gus an adhartas seo a dhèanamh.

Members commended the work that officers have done to make this progress.

Gnìomh:

Sgaoilidh an Ceannard fios nas mionaidiche do Bhuill tro post-d.

Action:

The Ceannard will send more detailed information to members by e-mail.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh san aithisg.

Decision:

Members noted the information in the report.

12.2 Adhartas nas Luaithe

Thug SW geàrr-chunntas seachad air an fhiosrachadh sa phàipear. Bha còmhradh ann mu dheidhinn nan sruthan obrach agus mar a tha iad a' ceangal a-staigh do na planaichean Gàidhlig aig buidhnean.

Faster Rate of Progress

JW gave an overview of the information in the paper. There was a discussion about the work streams and how they tie into organisations' Gaelic Language Plans.

Chuir Buill fàilte air a' chlàr agus thug iad aithne do na buidhnean a tha an sàs.

Members welcomed the table and gave acknowledgment to the groups involved.

Thug a' Cheannard fios gun deach dà phàipear mu Ghàidhlig is an eaconamaidh agus taigheadas do Co-chruinneachadh na Gàidhealtachd is nan Eilean agus gum bithear a' cumail sùil air leasachadh na Gàidhlig fo sgèith diofar chuspairean air a' chlàr-gnothaich aca.

The Ceannard told members that two papers on Gaelic and the economy and housing had been submitted to the Convention of the Highlands and Islands and that they would maintain a focus on Gaelic development under various topics on the agenda.

Co-dhùnadh:

Thug Buill fa-near don aithisg.

Decision:

Members noted the report.

12.3 Plana Nàiseanta na Gàidhlig 2023-28

Thug a' Cheannard fiosrachadh do na Buill air an dreachd às ùire de Phlana Nàiseanta na Gàidhlig 2023-28. Thèid companaidh a lorg gus am plana a chur a-mach gu co-chomhairle phoblach. Thathar an dùil gun tòisich seo san Earrach. Às dèidh seo thèid dreachd ùr

National Gaelic Language Plan 2023-28

The Ceannard briefed members on the latest version of the National Gaelic Language Plan 2023-28. A company will be recruited in order for the plan to go out to public consultation, which is expected to happen in the spring.

a chruthachadh airson a dhol gu Ministearan na h-Alba san Dàmhair.

Co-dhùnadh:

Thug Buill fa-near don Phlana.

Following this a new draft will be created to be presented to Scottish Ministers in October.

Decision:

Members noted the Plan.

13.0 RIANACHD MHÌ-CHINNTEAN**RISK MANAGEMENT****13.1 Clàr mhì-chinntean Ro-innleachdail**

Thug NP geàrr-chunntas seachad air a' Chlàr mhì-chinntean. Chaidh ath-sgrùdadh a dhèanamh air a' chlàr leis na daoine le dleasan airson cunnartan agus chaidh ùrachadh far an deach tuilleadh maothadh no leasachadh a chur an sàs agus chaidh ìrean atharrachadh mar a bha iomchaidh. Mhìnich NP an t-adhbhar airson atharrachadh ann an ìrean cunnairt.

Strategic Risk Register

NP gave an overview of the Risk Register. The register has been reviewed by risk owners and has been updated where further mitigations or remedies have been put in place and ratings have been changed as appropriate. NP explained the reason for changes in risk ratings.

Dh'fhaighnich Buill mu chlàr mhì-chinntean ath-sgrùdaichte. Dhearbh NP gum bi an clàr chunnartan air a thaisbeanadh ann an cruth ùraichte san àm ri teachd agus gum bi seo a' leasachadh a' phròiseis gus am bi e nas cuimsichte gus coimhead air cunnartan sònraichte aig coinneamhan.

Members enquired about a revised risk register. NP confirmed that the risk register will be presented in an updated format going forward and this will then develop into a more focused approach on specific risks at meetings.

Bheachdaich Buill air fastadh sa bhuidhinn agus thug SNI seachad fuasglaidhean air dùbhlain san raon seo.

Members discussed recruitment in the organisation and SNI provided some solutions to challenges in this area.

Thugadh fa-near gu bheil mòran de na h-iomairtean sin air an toirt air adhart le luchd-obrach agus gu bheil seo air a bhith misneachail.

It was noted that many of these initiatives have been brought forward by staff which has been encouraging.

Co-dhùnadh:

Dh'aontaich Buill ris a' chlàr mhì-chinntean Ro-innleachdail.

Decision:

Members approved the Strategic Risk Register.

14.0 PLANA OBRACH A' BHÙIRD-STIÙIRIDH**BOARD WORK PLAN****14.1 Plana-obrach a' Bhùird-stiùiridh**

Thug a' Cheannard geàrr-chunntas seachad air a' phlana-obrach. Bidh Plana Ionmhas Meadhan-ùine, Plana Feachd-obrach agus Plana Trèanaidh a' dol dhan ath choinneimh san Ògmhios.

Board Workplan

The Ceannard gave an overview of the workplan. The Medium-Term Financial Plan, Workforce Plan and Training Plan will be presented at the next meeting in June.

Co-dhùnadh:

Dh'aontaich Buill ri Plana-obrach a' Bhùird-stiùiridh.

Decision:

Members approved the Board Workplan.

15.0 GISBE**AOCB**

Thugadh taing agus soraidh slàn do DML agus AC a bhios deiseil air a' Bhùird-stiùiridh aig deireadh na mìos. Tha an dithis aca air a bhith a' cur ri obair na Gàidhlig fad iomadh bliadhna agus thathar gu math taingeil airson an eòlais agus taic a thug iad seachad.

Many thanks and a farewell were given to DML and AC who will be leaving the Board at the end of the month. Both have been involved in the work with Gaelic for many years and their knowledge and support are greatly appreciated.

Ceann-latha na h-ath coinneimh 23/06/2022

Date of next meeting 23/06/2022

Dùnadh na coinneimh

Close of meeting

Lèirmheas air a' choinneamh

Review of meeting

Dearbhte le Cathraiche na Comataidh	01/04/2022
Air falbh airson dearbhadh/eadar theangachadh	22/04/2022
Dearbhte le Buill a' Bhùird	11/04/2022
Dearbhadh air atharraichean a bharrachd le ET	04/05/2022
Dearbhadh air co-ionannachd eadar a' Ghàidhlig is a' Bheurla san dreach dheireannach	OND