

Bòrd na Gàidhlig

A' Chomataidh Poileasaidh is Ghoireasan

Coinneamh air Diciadain 10/05/2022 09.30 – 12.30

Tro Teams

GEÀRR-CHUNNTAS

Policy & Resources Committee

Meeting on Wednesday 10/05/2022 09.30 – 12.30

Via Teams

MINUTE

SEISEAN DÙINTE

CLOSED SESSION

2.0 SEISEAN FOSGAILTE

OPEN SESSION

2.1 Fàilte is Leisgeulan

Chuir an Cathraiche fàilte air an luchd-amhairc agus mhol i gun gabhadh iad pàirt sa cho-chomhairle air Plana Nàiseanta na Gàidhlig, a' leigeil fios càite am faigheadh iad am fiosrachadh air-loidhne.

Welcome & Apologies

The Chair welcomed anyone watching online and invited them to get involved in the National Gaelic Language Plan Consultation, letting them know where to find information online.

2.2 A' Nochdadh Chom-pàirtean

MTNA – Ceòlas, Cnoc Soilleir, Colaiste Abaid a' Bhatail Nuaidh, Oilthigh Glaschu
NNT – Aithisg Bhliadhna air Solarachaidh (Puing 4.2)

Declaration of Interests

MTMI – Ceòlas, Cnoc Soilleir, Newbattle Abbey College, University of Glasgow
NT – Annual Report on Procurement (Point 4.2)

3.0 DÀTA HR

HR DATA

3.1 Dàta HR

Thug LNI fios gun tèid am fiosrachadh seo a chruinneachadh gach bliadhna agus gun tèid a chleachdadh mar phàirt den Aithisg Bhliadhna.

HR Data

LML informed members that this information is collected annually to be used in the Annual Report.

Dh'fhaighnich Buill an tèid fiosrachadh air carson a bhios daoine a' fàgail an dreuchd a shireadh agus a bheil agallamhan an dorais gan cumail. Dhearbh LNI gu bheil, agus thug i fios air a' phròiseas.

Members asked if information on why people are leaving their job is collated and whether exit interviews are conducted. LML confirmed that this does happen and gave some information on the process.

Chaidh a thogail gun robh àrdachadh anns an luchd-obrach a bha dheth tinn. Thug LNI fios nach eil seo na chùis iomagain ach gum bi iad a' cumail sùil air an fhiosrachadh.

It was raised that there has been an increase in staff going on sick leave. LML confirmed that this is not a cause for concern now, but that this will be monitored.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

Decision:

Members noted the information in the paper.

3.2 Slàinte is Sàbhailteachd

Thug LNI fios nach deach tubaist sam bith a' chlàradh fad bliadhna 2021/22. Dhearbh LNI gu bheil fhathast dleastanas fhathast aig BnG airson slàinte is sàbhailteachd an luchd-obrach nuair a tha iad ag obair bhon taigh.

Health and Safety

LML provided information on the report and that there were no accidents reported in 2021/22. LML confirmed that BnG still have responsibility for the health and safety of staff while they are working from home.

Co-dhùnadh:

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

Decision:

Members approved the paper as presented.

3.3 Trèanadh is leasachadh

Thairis air a' bhliadhna a dh'fhalbh thàinig pròiseasan ùr a-staigh agus tha na pròiseasan seo nas iomchaidh is soirbheachail gach bliadhna.

Learning and development

Over the past year, new processes have been introduced and these become more and more relevant and successful each year.

Chaidh fhaighneachd dè na planaichean a th' ann airson trèanadh is leasachadh airson na bliadhna ri thighinn. Dhearbh LNI nach eil planaichean stèidhichte ann aig an ìre seo ach tha beachdan a' thighinn bho dhaoine eadar-dhealaichte airson cuspairean agus cothroman a bhios a' nochdadh tron bhliadhna.

Members asked what the plans for training and development are for the coming year. LML explained that, while there are no set plans now, ideas and opportunities for training come from different people throughout the year.

Thug Buill moladh do LNI air mar a chaidh am pàipear a thaisbeanadh agus air na pròiseasan aig Bòrd na Gàidhlig a thaobh trèanadh is leasachadh.

Members commended the presentation of the report and the processes for training and development at Bòrd na Gàidhlig.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

Decision:

Members noted the information in the paper.

4.0 IONMHAS

FINANCE

4.1 Aithisg Ionmhais gu 31/03/2022

Tha an aithisg a' sealltainn geàrr-chunntas airson deireadh na bliadhna far a bheil fo-chosgais bheag mu choinneamh buidseat na bliadhna iomlan ri fhaicinn. Thachair seo taobh a-staigh tuarastalan, far an robh £200,000 a bharrachd air thighinn bhon Riaghaltas airson dreuchdan sealach a bharrachd, agus nach e robh comasach do BhNG a lionadh.

Finance Statement to 31/03/2022

The report showed a summary of the year end where a small underspend against the total budget for the year can be seen. This occurred within salaries, where an additional £200,000 had been received from the Scottish Government for additional short-term posts, the majority of which BnG were unable to fill.

Faisg air deireadh na bliadhna fhuair BnG cead bhon Riaghaltas suas gu £200,000 a thoirt air adhart dhan ath bhliadhna ionmhas airson cosg air leasachadh.

Towards the end of the year permission was granted from the Scottish Government to carry forward up to £200,000 to be spent on development in the new financial year.

Thog an Ceannard, ged a thathar gu math taingeil airson na maoin a bharrachd, gu bheil duilgheadasan mòra ann le bhith a' trusadh dhaoine airson dreuchdan sealach. Bha còmhraidh ann mun cuairt air mar a tha na h-aon dleastanasan air a' bhuidhinn 's a th' aig buidheann phoblach mhòr agus mar a bhios aig BnG ri cumail orra ag argamaid airson àrdachadh maireannach sa bhuidseat.

The Ceannard raised that, however appreciated the additional funding is, there is a real challenge in recruiting short term posts. There was a discussion around the level of responsibilities for BnG which are similar to those of a large public body, and about how BnG must continue to make the case for a permanent uplift in budget.

Thog Buill nach urrainn do Bhòrd na Gàidhlig na dleastanasan aca a choileanadh mura h-eil goireasan iomchaidh aca agus bha còmhraidhean ann timcheall air dè 's urrainnear dèanamh mu seo.

Members raised the fact that Bòrd na Gàidhlig cannot fulfil its role if not resourced appropriately and there were discussions around what can be done about this.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

Decision:

Members noted the information in the paper.

4.2 Aithisg Bliadhnail air Solarachadh

Dh'fhàg NNT a' choinneamh aig 10.31

A' leantainn air moladh bhon luchd-sgrùdaidh ann an 2020, chaidh sreath aithris a' steidheachadh airson fios a chumail dhan chomataidh air dè na gnìomhan solarachaidh a tha air tachairt air a' bhliadhna ionmhas a thàinig gu crìch agus mar chuimhneachan air a' phròiseas solarachaidh a chleachd Bòrd na Gàidhlig. Bha an solar ùr airson 2021/22 air a mhìneachadh sa phàipear. Thug NP beagan soilleireachaidh air a' phròiseas airson solarachaidh.

Annual Report on Procurement

NT left the meeting at 10.31

Following on from an audit recommendation in 2020 a reporting cycle has now been established to inform the committee of the procurement activity that has taken place over the financial year just ended and a reminder of the procurement process followed by Bòrd na Gàidhlig. The new procurement for 2021/22 was set out in the paper. NP gave some further clarification on the processes for procurement.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

Decision:

Members noted the information in the paper.

Thill NT dhan choinneamh aig 10.35

NT returned to the meeting at 10.35

5.0 PLANA GNÌOMH	OPERATIONAL PLAN
<p>5.1 Plana Gnìomh 2021/22 - Sgrùdadh Leis gu robh Buill ùr an làthair, chaidh an Ceannard thairis air a' phròiseas a th' aig Bòrd na Gàidhlig. Tha Plana Corporra aig a' bhuidhinn a tha a' ruith taobh-ri-taobh ris a' Phlana Nàiseanta agus a tha aig àrd-ìre. A bharrachd air seo tha Plana Gnìomh ann a thèid ùrachadh gach bliadhna, tha seo a' toirt a-staigh gnìomhan na buidhne air a' bhliadhna agus a' dèanamh measadh air adhartas nan gnìomhan aig deireadh na bliadhna.</p> <p>Thug an Ceannard fios seachad gun do rinn a' bhuidheann adhartas math sa bhliadhna a chaidh seachad, le 80% air a choileanadh, 10% gun a bhith dèante, agus 10% nach deach a libhrigeadh air sgàth Covid-19. A-mach às na gnìomhan nach deach a choileanadh, ma thèid co-dhùnadh a dhèanamh gu bheil aca ri bhith air an coileanadh fhathast, thèid iad air adhart dhan phlana gnìomh airson na h-ath bhliadhna.</p> <p>Thug Buill moladh don bhuidhinn air an obair a rinn iad thairis air a' bhliadhna a chaidh seachad.</p> <p>Chaidh moladh gun tèid 'cleachdadh' a' chleachdadh seach 'cleas'.</p> <p><u>Co-dhùnadh:</u> Thug Buill fa-near don fhiosrachadh sa phàipear.</p>	<p>Operational Plan 2021/22 – Monitoring Since there were new members present, the Ceannard went over the process that Bòrd na Gàidhlig has for this subject. The organisation has a Corporate Plan which flows from the National Gaelic Language Plan and operates at a high level. In addition to this, there is an Operational Plan which is renewed each year. This comprises the organisational actions for the year and the report presented monitored the progress of these actions at the end of the year.</p> <p>The Ceannard informed members that the organisation made good progress in the past year, with 80% of actions completed, 10% incomplete, and 10% which could not be completed because of Covid-19. Of those which are not complete, if it is decided that they are still relevant, they will move forward onto the current year's operational plan.</p> <p>Members commended the work of the organisation over the last year.</p> <p>A change in vocabulary was recommended.</p> <p><u>Decision:</u> Members noted the information in the paper.</p>
6.0 CLEACHDADH	USAGE
<p>6.1 Dreach Plana Gàidhlig Comhairle Siorrachd Lannraig a Tuath – Eagan 3 (PGR034) Thug SW fios air a' Phlana agus thug e beagan cùl-fhiosrachadh air a' Ghàidhlig sa sgìre, gu h-àraidh mu Fhoghlam tro Mheadhan na Gàidhlig.</p> <p>Thug CNI iomradh air mar a tha am pròiseas dearcnachaidh ag obair. Dh'obraich i gu dlùth leis a' Chomhairle seo airson tighinn chun na h-ìre seo, agus thug i fios mu na cothroman a tha aca leis a' Phlana ùr seo.</p> <p>Thog Buill gum biodh e feumail barrachd fios a bhith aca mu Phlana mus tig e dhan Chomataidh, mar eisimpleir dè an adhartas a rinn an t-ùghdarras leis na diofar eagraichean den Phlana aca.</p>	<p>Draft Gaelic Language Plan for North Lanarkshire Council – 3rd Edition (PGR034) JW gave members some information and background on the Plan and Gaelic in the area, particularly about Gaelic Medium Education.</p> <p>CML gave an overview of the monitoring process. She worked closely with the Council to get to this stage, and she informed Members of the opportunities that this Plan presents.</p> <p>Members raised the point that it would be useful to have more information on the Plan before it is presented to the committee, particularly what progress the Authority made with the former editions of its Plan.</p>

A rèir a' Phlana seo, cha robh e follaiseach do Bhuill an robh na cinn-là airson nan targaidean aca a' ciallachadh cuin a bhiodh iad a' tòiseachadh no a' crìochnachadh.

Chaidh a thogail, ged a tha tòrr mòr ann mu dheidhinn foghlaim, cha robh mòran ann mu dheidhinn cleachdadh na Gàidhlig taobh a-muigh seo. Thug SW fios gun robh prìomhachas aca air foghlam san sgìre seo, agus nach eil seo a' ciallachadh nach eil adhartas ann le cleachdadh. Thathar an dùil gun tèid 'Buidheann Thoir gu Buil na Gàidhlig' a' stèidheachadh taobh a-staigh na Comhairle, agus bheir seo tòrr cinnt gun tèid na targaidean aca a choileanadh taobh-staigh na Comhairle.

Thug Buill moladh dhan Phlana, an ìre de luchd-ùidh agus mar a tha a' Chomhairle ag obair leotha.

Co-dhùnadh:

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

Regarding this Plan, it was not clear to Members whether the dates for targets were intended to mean the start-date or the end-date.

It was raised that, although the Plan includes a lot about education, it does not include a lot about Gaelic usage outside of education. JW confirmed that education was a priority for the Authority, but that this did not mean that there was no progress with usage. It is intended that the Council will set up a 'Gaelic Implementation Group' which will provide assurance that the targets of the Council will be achieved.

Members commended the Plan, the amount of interest from stakeholders and how the Council has worked on it.

Decision:

Members approved the paper as presented.

7.0 IONNSACHADH

7.1 Adhartas air Foghlam Gàidhlig

Rinn SW aithris air a' phàipear. Dh'fhaighnich Buill a' bheilear ag obair gu dlùth ri e-Sgoil air foghlam Gàidhlig. Dhearbh SW gum bi an Sgioba Foghlaim agus eSgoil a' cumail coinneamhan-ceangail gu tric. Thèid fòcas a' chumail air libhrigeadh curraicealam ann an solar bun-sgoil agus àrd-sgoil aig an ath choinneimh-ceangail.

Chaidh fhaighneachd ciamar a thathar a' tomhas soirbheas na h-iomairt Dèan Diofair. Fhreagair SW gun tèid sgrùdadh a chumail air Dèan Diofar, air a stiùireadh leis an Oifigear Trusadh Thidsearan, a' coimhead air dàta bho na meadhanan sòisealta agus beachdan thidsearan is oileanaich. Thèid aithisg a chur ri chèile as t-Fhoghar 2022.

Dh'fhaighnich Buill a' bheil seirbheisean foghlam air an libhrigeadh le luchd-obrach saor-thoileach a' leantainn às dèidh Covid-19. Tha SW a' tuigsinn gu bheil Covid-19 fhathast a' bualadh air an t-siostam foghlaim ann an iomadh dòigh. Tha cothroman ann cuideachd leis mar a tha rudan air an libhrigeadh air-loidhne airson barrachd dhaoine a bhith an làthair, ach fhathast bithear a' cumail sùil air an t-suidheachadh.

Thogadh ceist mu dheidhinn na tha 'Planadh Ro-innleachdail Soilleir' a thaobh ionnsachadh airson inbhich a' ciallachadh. Thug SW fios gu bheil rudan leithid SpeakGaelic agus Duolingo a' fighe a-staigh dhan a seo. Bidh e cudromach builean de diofair sheòrsaichean bho iomairtean ionnsachadh inbhich a' ceangal ri chèile airson 's gu bheil dealbh soilleir ann air dè an t-adhartas a rinneadh.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

LEARNING

Progress with Gaelic Education

JW gave an overview of the paper. Members asked if they work closely with e-Sgoil on Gaelic education. JW confirmed that the Education Team and e-Sgoil team have regular liaison meetings. The next liaison meeting will focus on curriculum delivery in secondary and primary provision.

Members asked how the success of the Dèan Diofar campaign is measured. JW answered that a review of Dèan Diofar will be conducted, led by the Teacher Recruitment Officer, looking at data from social media and student teacher feedback. A report will be compiled in Autumn 2022.

Members asked if education services which are delivered by volunteers are still running after Covid-19. JW understands that Covid-19 is still having an effect on the education system in different ways. There are opportunities however, with people being able to attend more events when they are run online, but this will still be monitored.

Members asked what is meant by 'Clear Strategic Planning' with regard to adult learning. JW told them that such as SpeakGaelic and Duolingo tie together. It will be important to link various outcomes from adult learning initiatives together so that a clear picture of progress is developed.

Decision:

Members noted the information in the paper.

7.2 **Prìomhachasan Sgeamaichean Taic-airgid Foghlaim 2022/23**

Thug SK iomradh air a' phàipear. Tha na sgeamaichean seo gu math cudromach gu foghlam agus thathar toilichte taic a chumail ris na buidhnean seo às dèidh bliadhnaichean doirbhe.

Dh'fhaighnich Buill a bheilear a' clàradh na h-àireimh de dhaoine a fhuair cothrom gluasad gu trèanadh mar thidsear no cùrsa-teagaisg a' dhèanamh agus a bheilear a' dèanamh measadh air adhbharan nach eil daoine a' gluasad gu teagasg. Dhearbh SK gu bheil iad a' clàradh nan àireamhan agus a' faighinn fios air adhartas airson teagasg agus an aon rud leis na tràth-ìrean. A thaobh measadh air adhbharan nach eil daoine a' gluasad gu teagasg, tha atharraichean air a bith ann leis na sgeamaichean thar nam bliadhnaichean is mar sin chan eil measadh air a bhith ann ach dh'fhaodadh gun dèanar seo san àm ri teachd.

Thog Buill ceist mu cò às a tha na tagraichean a' tighinn. Dhearbh SK gu bheil e brosnachail fhaicinn gu bheil iarrtasan a' tighinn bho air feadh na dùthcha, coimhearsnachdan traidiseanta nan lùib.

Co-dhùnadh:

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

7.3 **Buaidh bho thaic BnG air obair òigridh**

Thug Buill moladh don fhiosrachadh air GrantNav. Thug an Ceannard aithne do SK airson tòiseachadh air a' bhathar-bhog a tha a' dèanamh diofar mòr do dh'obair na buidhne.

Dh'fhaighnich Buill dè am poileasaidh a th' ann airson co-dhùnaidhean a dhèanamh air dè na suimeannan a thèid a thoir do bhuidhnean airson oifigearan Gàidhlig. Thug SK soillearachadh air seo agus cuiridh e am fios seo san aithisg bho seo a-mach.

Thogadh gum biodh e feumail suim iomlan gach pròiseict fhaicinn gus faicinn na tha air tighinn bho BnG. Bha còmhradh ann mu dheidhinn nan diofar chùisean a tha a' toirt buaidh air maoineachadh agus air buaidh na maoinne.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

Priorities of 2022/23 Education Grant Schemes

SK gave an overview of the paper. He noted that the schemes are very important to education, and officers are happy to be able to provide support to these groups after a difficult couple of years.

Members asked if the number of people who have had the opportunity to move to teacher training/teaching courses is noted, and whether reasons for people not moving to teaching are assessed. SK confirmed that they record the numbers, and they receive information on how students are progressing, and the same with the early years. Regarding assessment, there have been changes to the scheme over the years, therefore this is not assessed but this could be done going forward.

Members asked where applicants are from, SK confirmed that it is encouraging to see that applications come from all over the country, including native communities.

Decision:

Members approved the paper as presented.

Effect of BnG support on youth work

Members commended the information available on GrantNav. The Ceannard gave recognition to SK for introducing this software, which has made a huge difference to the work of the organisation.

Members asked what policy there is for making decisions on what sum of funding organisations receive for Gaelic Officers. SK clarified the decision-making process and he will include this information in the report going forward.

It was raised that it would be useful to see the full sum of each project to be able to see how much of it is from BnG. There was a conversation about the different circumstances which can influence the level of funding, and about the impact of the funding.

Decision:

Members noted the information in the paper.

8.0 DEAGH RIAGHLADH

8.1 Gnàth-riaghailtean na Comataidh

Thug a' Cheannard iomradh air a' phàipear. Tha moladh ann gum bi MTNA mar Chathraiche eadar-amail airson beagan mhìosan agus gum bi NNT an uair sin mar

GOOD GOVERNANCE

Terms of Reference

The Ceannard gave an overview of the paper. There was a recommendation that MTMI would be the Chair on an interim basis while NT becomes more knowledgeable about the work of the Committee.

Chathraiche. Bhiodh seo a' toirt beagan ùine dhi eòlas fhaighinn air obair na Comataidh.

Co-dhùnadh:

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

Decision:

Members approved the paper as presented.

8.2 Còd Giùlan

Rinn an Ceannard aithris air a' phàipear. Thuir i nan deach aontachadh ris a' phàipear, gum biodh e an uair sin a' dol air adhart dhan Bhòrd-stiùiridh agus às dèidh sin gu Ministearan na h-Alba airson aonta deireannach.

Co-dhùnadh:

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

Code of Conduct

The Ceannard gave an overview of the paper. She noted that if it were approved, it would then be presented to the Board and onwards to Scottish Ministers for final approval.

Decision:

Members approved the paper as presented.

8.3 Aithisg Bhliadhnail na Comataidh

Bha an Aithisg seo a' coimhead air obair na Comataidh thairis air 2021/22 agus bhiodh e mar phàirt den obair a dh'ionnsaigh na h-Aithisg Bhliadhnail is Cunntasan.

Co-dhùnadh:

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

Committee Annual Report

This Report gave an overview of the work of the Committee for the year 2021/22 and it would form part of the work towards the Annual Report and Accounts.

Decision:

Members approved the paper as presented.

9.0 PLANA OBRACH NA COMATAIDH

COMMITTEE WORK PLAN

9.1 **Plana Obrach na Comataidh Poileasaidh is Ghoireasan**
Bhathar a' moladh dà atharrachadh. Bha dàil air a bhith ann le aithisg 'Èifeachdas na Comataidh' ach tha companaidh air a bhith ag obair air seo agus thathar an dùil gun tig i dhan ath choinneimh.

Policy & Resources Committee Work Plan

Two changes were recommended. There has been a delay with the 'Committee Effectiveness' Report, however a company has been working on this and it is expected that this will be presented at the next meeting.

Thàinig an Còd-giùlan mar phuing air nach robh sinn an dùil, mar sin tha seo air comharrachadh air a' Phlana Obrach.

The Code of Conduct was not part of the original Work Plan and this has been noted on the Work Plan.

Chaidh puing a thogail mu bhith a' cumail coinneamhan ann an coimhearsnachdan. Dhearbh an Ceannard gum biodh seo a' tachairt leis na coinneamhan airson a' Phlana Nàiseanta, agus nuair a tha seo dèante bu chòir beachdachadh air prògram cunbhalach gus seo a dhèanamh.

A point about the Board having meetings in communities was raised. The Ceannard confirmed that this would be happening as part of the consultation on the National Gaelic Language Plan and that once this is completed a more regular programme for meeting with communities should be established.

Co-dhùnadh:

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

Decision:

Members approved the paper as presented.

10.0 GNOTHACH IOMCHaidh SAM BITH EILE

ANY OTHER BUSINESS

Cha robh dad ann ach dhearbhadh an Cathraiche am pròiseas airson GISBE a thogail airson fios do Bhuill ùra.

There were none but the Chair confirmed the process for raising a point under AOCB for new members' information.

Ceann-latha na h-ath choinneimh: 30/08/2022

Date for the next meeting: 30/08/2022

Lèirmheas den choinneimh às dèidh làimh

Post-meeting Review of meeting

Ceann-là na coinneimh	10/05/2022
Dearbhte le Sgioba Stiùiridh	24/05/2022
Air adhart gu Cathraiche na Comataidh airson dearbhadh/atharrachadh	24/05/2022
Dearbhte le Cathraiche na Comataidh	01/06/2022
Air falbh airson dearbhadh/eadar theangachadh	02/06/2022

	Dearbhte le Buill an CPG	02/06/2022
	Dearbhadh air atharraichean a bharrachd le ET	10/06/2022
Dearbhadh air co-ionannachd eadar a' Ghàidhlig is a' Bheurla san dreach dheireannach		10/06/2022