

Bòrd na Gàidhlig

A' Chomataidh Poileasaidh is Ghoireasan
Coinneamh air Dimàirt 30/08/2022
09.30 – 12.30

Tro Teams

GEÀRR-CHUNNTAS

Buill Bùird an Làthair:

Màiri NicAonghais (Cathraiche) [MTNA]
 Dòmhnall MacAoidh [DMA]
 Nicola NicThòmais [NNT]

A' frithealadh:

Shona NicIlinnein, Ceannard [SNI]
 Seumas Whannel, Stiùiriche Foghlaim [SW]
 Louise NicIleathain, Manaidsear Gnìomhan [LNI] – *Puing 2*
 Steven Kellow, Oifigear Maoineachaidh is Phròiseactan [SK] – *Puing 3.1*
 Kenneth Fowler, Alba Cruthachail [KF] – *Puing 11*
 Orla NicDhòmhnaill, A' clàradh a' gheàrr-chunntais [OND]

Leisgeulan:

Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh [IMM]
 Christie NicIleathain, Manaidsear Phlanaidh [CNI]

Policy & Resources Committee
Meeting on Tuesday 30/08/2022
09.30 – 12.30

Via Teams

MINUTE

Board Members Present:

Màiri MacInnes (Chair) [MTMI]
 Donald MacKay [DMK]
 Nicola Thomson [NT]

In Attendance

Shona MacLennan, Ceannard [SML]
 Jim Whannel, Stiùiriche Foghlaim [JW]
 Louise MacLean, Operations Manager [LML] – *Point 2*
 Steven Kellow, Funding & Projects Officer [SK] – *Point 3.1*
 Kenneth Fowler, Creative Scotland [KF] – *Point 11*
 Orla MacDonald, Recording the Minutes [OMD]

Leisgeulan:

Iain MacMillan, Director of Development [IMM]
 Christie MacLean, Planning Manager [CML]

SEISEAN DÙINTE

1.0 CÙISEAN TÒISEACHAIDH

1.1 Fàilte is Leisgeulan

Chuir an Cathraiche fàilte air a h-uile duine don choinneimh.

1.2 A' Nochdadh Chom-pàirtean

NNT – Sabhal Mòr Ostaig

1.3 Geàrr-chunntasan na coinneamhan mu dheireadh

PT1 Geàrr-chunntas na coinneimh 10/05/2022

PT2 Geàrr-chunntas na coinneimh 12/07/2022

Co-dhùnadh:

Thug Buill fa-near do na geàrr-chunntasan mar a chaidh a thaisbeanadh.

1.4 Clàr-ghnìomhan

Co-dhùnadh:

Thug Buill fa-near don chlàr-ghnìomhan mar a chaidh a thaisbeanadh.

1.5 Gnothach Iomchaidh sam Bith Eile

Cha robh gin ann.

2.0 CÙISEAN HR

2.1 Suirbhìdh Luchd-obrach

Thug LNI iomradh air a' phàipear. Thug i fios gun robh na PCCan air sgòradh 2% nas àirde na a' bhliadhna an-uiridh. Chaidh na toraidhean a sgaoileadh air SharePoint. A bharrachd air seo, chaidh na modhan-obrach airson draghan a thogail a chur an cuimhne luchd-obrach. Thog LNI na diofar ghoireasan taic a tha ann airson luchd-obrach BNG agus gum bithear a' cumail sùil air toraidhean shuirbhìdhean san àm ri teachd.

CLOSED SESSION

OPENING ITEMS

Welcome & Apologies

The Chair welcomed everyone to the meeting.

Declaration of Interests

NT – Sabhal Mòr Ostaig

Minutes from previous meetings

PT1 Minutes from the meeting on 10/05/2022

PT2 Minutes from the meeting on 12/07/2022

Decision:

Members noted the minutes as presented.

Actions Listing

Decision:

Members noted the actions listing as presented.

AOCB

There were none.

HR MATTERS

Staff Survey

LML gave an overview of the paper. She informed members that the KPIs scored 2% higher than last year. The results were shared by the Ceannard on SharePoint. In addition, employees were reminded of the range of procedures for raising concerns. LML highlighted the resources available to BNG staff for support and she informed members that results of future surveys will be monitored.

Mhol Buill an ìre de dh'fhreagairtean a thàinig a-staigh.

Members praised the response rate of the survey.

Thogadh ceist mun bhuidseat airson trèanadh agus thug LNI fios gu bheil i comhfhurtail le mar a tha am buidseat airson trèanadh is leasachadh aig an ìre seo.

A question was raised around the budget for training and LML informed members that she is comfortable with the level of the training and development budget at this stage.

Co-dhùnadh:

Thug Buill fa-near don t-suirbhidh luchd-obrach mar a chaidh a thaisbeanadh.

Decision:

Members noted the staff survey as presented.

2.2 Ro-innleachd ICT

Thug LNI iomradh air adhartas leis an ro-innleachd. Tha iomadh cothrom air tighinn mar thoradh air Covid-19 agus obair bhon taigh a tha a' ciallachadh gu bheil a' bhuidheann ann an deagh shuidheachadh a thaobh ICT.

ICT Strategy

LML gave an overview of progress with the strategy. The situation arising from Covid-19 had created opportunities to develop better practices for working from home which meant that the organisation was in a strong position in terms of ICT.

Chaidh bruidhinn air cosgaisean ICT agus gu bheil luach an airgead airson a' bhuidseit seo gu math cudromach dhan bhuidhinn.

ICT costs were discussed and it was highlighted that value for money for this budget is very important to the organisation.

Co-dhùnadh:

Thug Buill fa-near don aithisg air adhartas a thaobh ro-innleachd ICT mar a chaidh a thaisbeanadh.

Decision:

Members noted the update on the ICT strategy as presented.

3.0 IONMHAS

FINANCE

3.1 Tabhartasan eadar £50,001-£100,000

Thug SK iomradh air an tabhartas a thathar a' moladh airson aonta dhan Chomataidh, mar a chaidh a thaisbeanadh sa phàipear. Thathar a moladh gum bi aonta aon bhliadhna ann an-dràsta ach gum biodh barrachd obair a dhith airson aonta nas leantainniche.

Grant Applications between £50,001-£100,000

SK gave an overview of the funding request which was proposed for approval by the Committee. It was recommended that there would be a one-year agreement for now, but that there would be further development required for any future grant.

Thog Buill na cumhaichean agus am bu chòir dha puing a bhith ann mu chothroman leasachaidh dhan luchd-obrach. Dhearbh SK gu bheil e riarachaidh seo a chur ris na cumhaichean.

Members questioned the conditions and whether there should be a point about development opportunities for employees included. SK accepted this addition to the conditions.

Dh'iarr na Buill barrachd fios air mar a tha am buidseat GLAIF ga chleachdadh agus thug SK agus NP fios seachad air seo.

Members requested more information on how the GLAIF budget is used and SK and NP provided this.

Co-dhùnadh:

Dh'aontaich Buill ris an tabhartas.

Decision:

Members approved the grant.

SEISEAN FOSGAILTE

OPEN SESSION

Fàilte is Leisgeulan

Chuir an Cathraiche fàilte air a h-uile duine don choinneimh.

Welcome & Apologies

The Chair welcomed everyone to the meeting.

A' Nochdadh Chom-pàirtean

NNT – Sabhal Mòr Ostaig

Declaration of Interests

NT – Sabhal Mòr Ostaig

3.0 IONMHAS

FINANCE

3.2 Aithisg Ràitheil air Ionmhas 30/06/2022

Thug NP iomradh air an fhiosrachadh san aithisg. Leis gun robh am fiosrachadh seo mìos air dheireadh, thug

Quarterly Finance Report 30/06/2022

NP gave an overview of the information in the report. As the written report was for the first quarter, NP gave a verbal update on the position at the end of July.

NP cunntas labhairteach seachad air an t-suidheachadh aig deireadh an Iuchair.

Sheall seo gun robh am buidseat aig deireadh an Iuchair air ais mar bu chòir agus gun robh dùil fhathast ri làn chaitheamh den tabhartas gus cuideachadh.

Aig deireadh an Iuchair bha balans aig a' bhanca a rèir pròifeil a' bhuidseit nas dlùithe na bha e aig an ìre seo sa bhliadhna ionmhais roimhe.

Mhol Buill co-thaobhadh pròifil a' bhuidseit aig an ìre seo agus thug iad fa-near gu bheil e feumail gu bheil am fiosrachadh seo air a thaisbeanadh dhaibh.

Co-dhùnadh:

Thug Buill fa-near don Aithisg Ràitheil mar a chaidh a thaisbeanadh.

This showed that at the end of July the spend was in line with budget and still projected a full spend of grant in aid.

At the end of July the balance at the bank matched the budget profile more closely than at this stage in the previous financial year.

Members commended the budget profile alignment at this stage and noted that it is useful to be presented with this information.

Decision:

Members noted the Quarterly Report as presented.

4.0 PLANAICHEAN GÀIDHLIG

4.1 PT1 PGR055 E03 Riaghaltas na h-Alba

Thug SW geàrr-chunntas seachad air a' Phlana.

Chuir Buill fàilte air a' Phlana agus thuirt iad cho cudromach 's a tha am Plana dhan dùthaich. Thuirt Buill gun robh iad an dùil am Plana fhaicinn ann an cruth dà-chànanach.

Co-dhùnadh:

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

PT2 PGR043 E03 Leasachadh Sgilean na h-Alba

Thug SW geàrr-chunntas seachad air a' Phlana agus thuirt e cho cudromach 's a tha am Plana do dhaoine òga.

Mhol Buill mar a thathar a' cur air adhart na Gàidhlig taobh a-staigh na buidhne agus thuirt iad gur e Plana misneachail a th' ann. Mhol iad cruth na plana cuideachd.

Co-dhùnadh:

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

PT3 PGR051 E01 Oilthigh Shrath Chluaidh

Thug SW geàrr-chunntas seachad air a' Phlana agus thuirt e cho cudromach 's a tha am Plana dhan Ghàidhlig agus foghlam Gàidhlig.

Dh'fhaighnich Buill ciamar a tha an co-obrachadh eadar oilthighean is sgoiltean ann an Glaschu. Fhreagair SW gu bheil tòrr chothroman ann airson co-obrachadh agus gu bheil còmhraidhean air a bhith ann eadar Comhairlean agus Oilthigh Srath Chluaidh.

GAELIC LANGUAGE PLANS

PT1 PGR055 E03 Scottish Government

JW gave an overview of the Plan.

Members welcomed the Plan and highlighted the importance of the Plan to the country. Members raised that they hoped to see the Plan in bilingual form.

Decision:

Members approved the Plan as presented.

PT2 PGR043 E03 Skills Development Scotland

JW gave an overview of the Plan and its importance the plan is to young people.

Members praised how Gaelic is being promoted within the organisation and said that the contents of the plan are very encouraging, and they commended the format.

Decision:

Members approved the Plan as presented.

PT3 PGR051 E01 University of Strathclyde

JW gave an overview of the Plan and its importance to Gaelic and Gaelic education.

Members asked about cooperation between universities and schools in Glasgow. JW told them that there are many opportunities for collaboration and discussions have been held between Councils and the University of Strathclyde.

Thuir Buill nach robh cuid de na h-amasan aca cho làidir a b' urrainn dhaibh a bhith ach gu bheil iad riarachta leis mar chiad eagra. Bha Buill toilichte gun robh cumhaichean iomraidh airson buidheann buileachaidh anns a' Phlana agus thuir iad gum bu choir seo a bhith mar deagh chleachdadh airson buidhnean eile.

Co-dhùnadh:

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

PT4 PGR055 Riaghaltas na h-Alba - Geàrr-iomradh air Adhartas le Eagra 2Co-dhùnadh:

Thog Buill fa-near don phàipear mar a chaidh a thaisbeanadh.

PT5 PGR043 Leasachadh Sgilean h-Alba –Geàrr-iomradh air Adhartas le Eagra 2Co-dhùnadh:

Thog Buill fa-near don phàipear mar a chaidh a thaisbeanadh.

Members commented that some of the aims could have been stronger but that they are satisfied with these as a first edition of the plan. Members were pleased to see the terms of reference for the implementation group within the Plan and noted that this could be used as good practice for other organisations.

Decision:

Members approved the Plan as presented.

PT4 PGR055 Scottish Government - Information of progress with E02Decision:

Members noted the paper as presented.

PT5 PGR043 Skills Development Scotland - Information of progress with E02Decision:

Members noted the paper as presented.

5.0 AMASAN ÀRD ÌRE**5.1 PT1 PGR063 Ùghdarras Pàirc Nàiseanta Loch Laomainn agus nan Tròisichean E02**

Thug SW geàrr-chunntas seachad air na h-Amasan Àrd-ìre.

Bha na Buill riarachta leis na h-amasan mu ionnsachadh na Gàidhlig.

Co-dhùnadh:

Dh'aontaich Buill ris na h-Amasan Àrd-ìre mar a chaidh a thaisbeanadh.

Dh'fhàg NNT na coinneimh aig 10.26

PT2 PGR056 Sabhal Mòr Ostaig E03

Thug SW geàrr-chunntas air na h-Amasan Àrd-ìre.

Dh'fhaighnich Buill mu phlanadh buidseatan airson oilthighean a tha a' cruthachadh chùrsaichean ùra. Fhreagair an Ceannard le fios mu dheidhinn maoinachadh airson cùrsaichean ùra agus nach e maoinachadh Bhòrd na Gàidhlig a tha ga chleachdadh airson seo.

Co-dhùnadh:

Dh'aontaich Buill ris na h-Amasan Àrd-ìre mar a chaidh a thaisbeanadh.

Thill NNT dhan choinneamh aig 10.30

HIGH LEVEL AIMS**PT1 PGR063 Loch Lomond and Trossachs National Park Authority E02**

JW gave an overview of the High-level Aims.

Members were satisfied with the aims regarding learning Gaelic.

Decision:

Members approved the High-level Aims as presented.

NT left the meeting at 10.26

PT2 PGR056 Sabhal Mòr Ostaig

JW gave an overview of the High-level Aims.

Members asked about budget planning for universities creating new courses. The Ceannard provided information about funding for new courses and that funding from Bòrd na Gàidhlig would not be used for this purpose.

Decision:

Members approved the High-level Aims as presented.

NT returned to the meeting at 10.30

6.0 RIAGHLADH

6.1 *Thugadh fa-near gun tèid am pàipear air Èifeachdas na Comataidh dhan Bhùird-stiùiridh aig a' choinneamh air 6mh Dàmhair mar aithisg air na Comataidhean agus a' Bhùird-stiùiridh.*

7.0 CUISEAN HR**GOVERNANCE**

It was noted that the paper on Committee Effectiveness would be submitted to the Board at 6th October meeting as a combined report on committees and the Board.

HR MATTERS

7.1 Poileasaidhean Daonna

Thug LNI iomradh air na poileasaidhean agus air a' phròiseas gus na poileasaidhean fhaighinn chun na h-ìre seo.

Dhearbh LNI do Bhuill gu bheil cothrom aig luchd-obrach a' dol tro na pròiseasan seo tro mheadhan na Gàidhlig, ach a-mhàin ma tha feum air cuideigin bhon taobh a-muigh, gun Gàidhlig, a bhith an sàs ann.

Mhol Buill fiosrachadh conaltraidh a chur an lùib nam poileasaidhean far a bheil e iomchaidh, agus dhearbh LNI gun urrainnear seo a dhèanamh.

PT1 Poileasaidh SmachdachaidhCo-dhùnadh:

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

PT2 Poileasaidh airson Cùisean GearainCo-dhùnadh:

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

PT3 Poileasaidh Airson Draghan FhoillseachadhCo-dhùnadh:

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

HR Policies

LML gave an overview of the policies and the process involved in progressing the policies to this stage.

LML confirmed to Members that employees have the opportunity to use Gaelic in the application of policy procedures unless someone external to the organisation who is not a Gaelic speaker is required to be involved.

Members suggested that contact information be included in the policy where appropriate, and LML confirmed that this would be done.

PT1 Disciplinary PolicyDecision:

Members approved the policy as presented.

PT2 Grievance PolicyDecision:

Members approved the policy as presented.

PT3 Whistleblowing PolicyDecision:

Members approved the policy as presented.

8.0 PLANA GNIOMH**8.1 Sgrùdadh Ràitheil den Phlana Gnìomh 2022/23**

Thug an Ceannard geàrr-chunntas seachad air an aithisg agus mar a thathar a' dèanamh sgrùdadh air adhartas leis na PCCan. Thug i fios gu bheil i riarachtaiche leis an adhartas aig an ìre seo agus thug i barrachd fios seachad mu aon gnìomh nach deach tòiseachadh fhathast

Rinn SW aithris mu chùisean a thaobh buaidh air foghlam agus mu thachartasan cudromach a bha a' tighinn an àirde.

Dh'aithris an Ceannard gu bheil obair air a bhith a' dol gus siostaman Bòrd na Gàidhlig a leasachadh agus a bhith a' soillearachadh dleasan na buidhne.

Co-dhùnadh:

Thug Buill fa-near don Sgrùdadh Ràitheil den Phlana Gnìomh mar a chaidh a thaisbeanadh.

OPERATIONAL PLAN**Quarterly Operational Plan Monitoring 2022/23**

The Ceannard gave an overview of the report and the process for monitoring the progress of KPIs. She informed Members that she was satisfied with progress at this stage and provided more information on one task which had not yet been started.

JW informed Members of issues affecting education and also important upcoming events.

The Ceannard informed Members that work has been going on to develop Bòrd na Gàidhlig's systems and to clarify the responsibilities of the organisation.

Decision:

Members noted the Quarterly Operational Plan Monitoring as presented.

9.0 PLANA OBRACH NA COMATAIDH**9.1 PT1 Plana Obrach 2022/23**

Thug an Ceannard fios gun tèid Aithisg Èifeachdas na Comataidh a thaisbeanadh dhan Bhòrd-stiùiridh seach do Chomataidhean.

Co-dhùnadh:

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

COMMITTEE WORK PLAN**PT1 Work Plan 2022/23**

The Ceannard informed members that the Committee Effectiveness Report will be presented to the Board instead of the Committees.

Decision:

Members approved the Work Plan as presented.

<p>10.0 GNOTHACH IOMCHaidH SAM BITH EILE Ceann-latha na h-ath choinneimh: 01/11/2022</p>	<p>ANY OTHER BUSINESS Date for the next meeting: 01/11/2022</p>																
<p>11.0 SEISEAN DÙINTE TAISBEANADH Alba Cruthachail Thug Kenneth Fowler fiosrachadh do Bhuill air obair Alba Chruthachail agus gu sònraichte air an obair a tha iad a' dèanamh a tha a toirt buaidh air a' Ghàidhlig. Mhìnich e buaidh Covid-19 air roinn a' chultair agus na dòighean anns an tug Alba Chruthachail taic do bhuidhnean air an tug Covid-19 buaidh.</p> <p>Thug e seachad iomradh air cò às a tha maoinachadh Alba Chruthachail a' tighinn agus na buidhnean/luchd-ealain fa-leth a gheibh maoinachadh bhuapa. Thug e fa-near gu bheil iad ag obair air maoinachadh iomabliadhna agus thug e beagan fiosrachaidh do bhuill mun phròiseas seo.</p> <p>Bha Buill toilichte cluinntinn mu àite Alba Chruthachail anns na h-ealain Ghàidhlig agus mun t-suim maoinachaidh a tha iad a' cur ri seo.</p> <p>Bha còmhraidhean ann mu mar a dh'fhaodas Alba Chruthachail agus Bòrd na Gàidhlig obrachadh còmhla ri buidhnean san àm ri teachd gus taic a thoirt do dh'obair luchd-ealain Gàidhlig agus do na h-amasan aig gach buidheann a tha an sàs ann.</p> <p>Thug an Cathraiche taing do dh'Alba Chruthachail airson na rinn iad agus thuirt i gu bheil i a' coimhead air adhart ri tuilleadh còmhraidhean.</p> <p><i>Lèirmheas den choinneimh às dèidh làimh</i></p>	<p>CLOSED SESSION PRESENTATION Creative Scotland Kenneth Fowler provided Members with information on the work of Creative Scotland and more specifically the work they do which impacts on Gaelic. He explained the impact of Covid-19 on the culture sector and the ways in which Creative Scotland provided support to affected organisations.</p> <p>He gave an overview of where Creative Scotland's funding comes from and those organisations/individual artists who receive funding from them. He noted that they are working on multi-year funding and provided members with some information on this process.</p> <p>Members were pleased to hear about Creative Scotland's role in Gaelic arts and the amount of funding that they contribute to this.</p> <p>There were conversations around how Creative Scotland and Bòrd na Gàidhlig could work together with organisations in the future to support the work of Gaelic artists and the aims of all organisations involved.</p> <p>The Cathraiche thanked Creative Scotland for their contribution and she looks forward to further discussions.</p> <p><i>Post-meeting Review of meeting</i></p> <table border="0"> <tr> <td>Ceann-là na coinneimh</td> <td>30/08/2022</td> </tr> <tr> <td>Dearbhte le Sgioba-stiùiridh</td> <td>08/09/2022</td> </tr> <tr> <td>Air adhart gu Cathraiche na Comataidh airson dearbhadh/atharrachadh</td> <td>08/09/2022</td> </tr> <tr> <td>Dearbhte le Cathraiche na Comataidh</td> <td>09/09/2022</td> </tr> <tr> <td>Air falbh airson dearbhadh/eadar theangachadh</td> <td>20/09/2022</td> </tr> <tr> <td>Dearbhte le Buill an CPG</td> <td>20/09/2022</td> </tr> <tr> <td>Dearbhadh air atharraichean a bharrachd le ET</td> <td>20/09/2022</td> </tr> <tr> <td>Dearbhadh air co-ionannachd eadar a' Ghàidhlig is a' Bheurla san dreach dheireannach</td> <td>20/09/2022</td> </tr> </table>	Ceann-là na coinneimh	30/08/2022	Dearbhte le Sgioba-stiùiridh	08/09/2022	Air adhart gu Cathraiche na Comataidh airson dearbhadh/atharrachadh	08/09/2022	Dearbhte le Cathraiche na Comataidh	09/09/2022	Air falbh airson dearbhadh/eadar theangachadh	20/09/2022	Dearbhte le Buill an CPG	20/09/2022	Dearbhadh air atharraichean a bharrachd le ET	20/09/2022	Dearbhadh air co-ionannachd eadar a' Ghàidhlig is a' Bheurla san dreach dheireannach	20/09/2022
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