

BÒRD NA GÀIDHLIG

Coinneamh a' Bhùird-stiùiridh
Diciadain 15/12/2022 09.30-13.00
Air-loidhne tro MS Teams
Geàrr-chunntas

Board Meeting
Wednesday 15/12/2022 09.30-13.00
Online via MS Teams
Geàrr-chunntas

1.0 SEISEAN FOSGAILTE**Buill an làthair:**

Màiri T NicAonghais (MTNA) [Cathraiche]
 Dòmhnall MacAoidh (DMA)
 Jennifer Gilmour (JG)
 Nicola NicThòmais (NNT)
 Seonaidh Charity (SC)
 Stewart MacLeòid (StML)

In attendance:

Shona NicIlinnein, Ceannard/Oifigear Cunntachail (SNI)
 Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh (IMM)
 Nicola Pearson, Ceann an Ionmhas is Cùisean Corporra (NP)
 Jim Whannel, Stiùiriche Foghlaim (JW)
 Jennifer McHarrie, Stiùiriche Foghlaim (JMH)
 Orla NicDhòmhnaill, A' clàradh a' gheàrr-chunntais (OND)
 Dòmhnall Caimbeul, MG ALBA (DC) - *Taisbeanadh*

1.1 Fàilte bhon Cathraiche

Chuir an Cathraiche fàilte air a h-uile duine don choinneamh. Thug i taing do Sheumas Whannel a tha a' leigeil dheth a dhreuchd, airson na h-obair sònraichte a rinn e gus foghlaim Gàidhlig a leasachadh aig Bòrd na Gàidhlig. Às a leth fhèin agus às leth a h-uile duine aig a' Bhòrd ghuidh i sonas dha. Chur i fàilte air Jennifer McHarrie mar Stiùiriche Foghlaim ùr agus ghuidh i gach soirbheachas dhith san dreuchd.

1.2 Leisgeulan

Cha robh gin ann.

1.3 A' nochdadh chom-pàirtean

JG – Riaghaltas na h-Alba

OPEN SESSION**Members present:**

Màiri T MacInnes (MTMI) [Chair]
 Donald MacKay (DMK)
 Jennifer Gilmour (JG)
 Nicola Thomson (NT)
 Seonaidh Charity (SC)
 Stewart MacLeod (StML)

In attendance:

Shona MacLennan, Ceannard/Accountable Officer (SML)
 Iain MacMillan, Director of Development (IMM)
 Nicola Pearson, Head of Finance & Corporate Affairs (NP)
 Jim Whannel, Director of Gaelic Education (JW)
 Jennifer McHarrie, Director of Gaelic Education (JMH)
 Orla MacDonald, Recording Minute (OMD)
 Donald Campbell, MG ALBA (DC) - *Presentation*

Welcome

The Chair welcomed everyone to the meeting and thanked Jim Whannel for the impressive work he has done for the development of Gaelic education at Bòrd na Gàidhlig. On behalf of everyone at Bòrd na Gàidhlig, the Chair wished JW a happy retirement. The Chair welcomed Jennifer McHarrie as the new Director of Education and wished her all the best in her role.

Apologies

There were none.

Declarations of interest

JG – Scottish Government

2.0 IONMHAS**2.1 Aithisg Ionmhais gu 30/09/2022**

Thug NP iomradh air an aithisg ionmhais gu deireadh na Sultain. Thug i fa-near gun robh fo-chaitheachas de £200,000 ann aig àm na h-aithris ach gun robhar an dùil gum biodh làn chaitheachas ann.

Dh'fhaighnich Buill mu dheidhinn dreuchdan bàna sa gheàrr-ùine. Thug NP am fios às ùire seachad mu dheidhinn seo. Dh'innis an Ceannard do bhuill mu bhuaidh gainnead ghoireasan a thaobh a bhith a' deisleachadh tuairisgeulan obrach agus gu bheil buaidh aig seo air lìonadh dhreuchdan ùra. Thog buill a' Bhùird dragh nach robh e comasach dreuchd Oifigear Poileasaidh is Cùisean a lìonadh. Thug an Ceannard fa-near do na draghan aca agus thug i seachad am fiosrachadh às ùr mun obair a bhathas a' dèanamh agus leis na dùbhlain mu

FINANCE**Finance Report to 30/09/2022**

NP presented the finance report to the end of September. She noted that there was a £200,000 underspend at the time of reporting but that a full spend was predicted.

Members asked about short term vacancies. NP gave an update on this. The Ceannard told members about the impact of lack of resources in being able to develop new roles and job descriptions. Board members raised concern that it has not been possible to recruit for the Policy and Affairs Officer post. The Ceannard noted their concerns and gave an update on the work being done with the challenges of being limited to spend being within year only.

bhith cuingichte ri caitheamh taobh a-staigh bliadhna a-mhàin.

Dh'fhaighnich Buill mu adhartas pàighidh agus ciamar a dh'fhaodadh seo buaidh a thoirt air a' bhalans.

Thug IMM fa-near gum biodh aonta bho Riaghaltas na h-Alba air a' Phlana Ionmhais Mheadhan-ùine na chuideachadh don bhuidhinn gus am biodh i comasach air planadh nas fheàrr, gu sònraichte thairis air trì bliadhna.

Co-dhùnadh:

Thug Buill fa-near don Aithisg Ionmhas.

Members asked about pay progression and how this could affect the balance.

IMM noted that an agreement from Scottish Government on the Medium-term Financial Plan would be helpful for the organisation in being able to plan, ideally over a three-year time frame.

Decision:

Members noted the Finance Report.

3.0 PLANA CORPORRA IS COILEANADH

3.1 PCCan 2022/23 - Sgrùdadh

Mhìnich IMM gun robh am pàipear a' toirt seachad fios às ùr air adhartas leis na gnìomhan. Thug e fios gun robh 60 gnìomhan ann, le 19 air an coileanadh, 33 a' dol air adhart agus 8 nach robh air tòiseachadh. Bha cuid den fheadhainn nach robh air tòiseachadh a' buntainn ris a' Phlana Corporra is cha tèid an coileanadh gus am bi an ath Phlana Corporra deiseil.

Ann a bhith a' planadh airson na h-ath-bhliadhna, dh'innis IMM do Bhuill gur e an dùbhlann as motha gu bheil tòrr den obair a' crochadh air na bhios sa Phlana Nàiseanta dheireannach a thèid aontachadh ann an 2023.

Thuirt Buill cho luachmhor 's a bha am Plana Gnìomh a thaobh cliù is ìomhaigh na Gàidhlig.

Co-dhùnadh:

Thug Buill fa-near don phàipear.

CORPORATE PLAN AND PERFORMANCE

KPIs 2022/23 – Monitoring

IMM informed Members that the paper gave an update on the progress of the actions. He informed that there were 60 actions, with 19 completed, 33 in progress and 8 that had not been started, and that some of these not started related to the Corporate Plan and will be completed once the next Corporate Plan is in place.

In planning for next year IMM told Members that the biggest challenge is that much of the work depends on what will be in the final National Plan which will be completed in 2023.

Members highlighted the value that came from the Operational Plan on the reputation and image of Gaelic.

Decision:

Members noted the paper.

3.2 Prionnsabalan a' Phlana Chorporra 2023-28

Thug an Ceannard fios seachad gun robh iad air tòrr ionnsachadh bho Phlana Corporra Bhòrd na Gàidhlig 2018-2023, gu sònraichte a thaobh ciamar a bu chòir targaidean agus PCCan a tha freagarrach do Bhòrd na Gàidhlig a sgrìobhadh.

Thug an Ceannard fios seachad gun robh i airson 's gum beachdaicheadh Buill air prionnsabalan a' Phlana Chorporra agus an uair sin gun rachadh dreachd Phlana don Chomataidh Poileasaidh is Ghoireasan san Fhaoilleach, an uair sin air adhart don Bhòrd-stiùiridh sa Mhàrt.

Chaidh còmhradh a chumail le Riaghaltas na h-Alba far an deach moladh gun tèid am Plana Corporra a sgrìobhadh stèidhichte air a' Phlana Nàiseanta mar a chaidh e thuca agus ma bhios atharraichean a dhìth thèid sin a' dhèanamh nuair a thig fios mun deidhinn.

Principles of Corporate Plan 2023-2028

The Ceannard told Members that many lessons had been learnt from Bòrd na Gàidhlig's Corporate Plan 2018-2023, particularly how targets and KPIs should be written to be compatible with the work of Bòrd na Gàidhlig.

The Ceannard recommended to Members that they consider the principles of the Corporate Plan and that a draft Plan would then be submitted to the Policy and Resources Committee in January, then onwards to the Board in March.

A discussion was held with the Scottish Government where it was suggested that the Corporate Plan be written based on the agreed draft National Plan submitted to Scottish Ministers and if there are changes that will be dealt with as and when the information is available.

Gnìomh:

Achd na Gàidhlig (Alba) 2005 ri ainmeachadh sna prionnsapalan.

Co-dhùnadh:

Dh'aontaich Buill ri prionnsabalan a' Phlana Chorporra mar a chaidh an taisbeanadh.

Action:

Gaelic Language (Scotland) Act 2005 to be named in the principles.

Decision:

Members approved the principles of the Corporate Plan.

3.3 Plana Nàiseanta na Gàidhlig 2023-28

Thug an Ceannard fios gun robh iad a' feitheamh air fios bho Riaghaltas na h-Alba.

Co-dhùnadh:

Thug Buill fa-near don phàipear.

National Gaelic Language Plan 2023-28

The Ceannard informed Members that they are awaiting information from Scottish Government.

Decision:

Members noted the paper.

3.4 Adhartas nas Luaithe

Dhearbh SW gur ann aig Riaghaltas na h-Alba a tha an dleastanas airson Adhartas nas Luaithe agus gu bheil Bòrd na Gàidhlig ann airson taic a thoirt dhaibh. Thug e fios air na sruthan obrach agus coinneamhan a bha air tachairt mu deidhinn.

Thug SW seachad fiosrachadh às ùr air a' Phròiseact Curraicealam Àrd-sgoile FtG eadar-ùghdarras a tha air a stiùireadh le Comhairle Baile Ghlaschu: fiosrachadh às ùr air a' choinneimh a bharrachd den t-Sruth-obrach Trusadh is Glèidheadh Thidsearan den Iomairt Adhartas Nas Luaithe air a cumail san t-Samhain 2022; chaidh fiosrachadh a thoirt seachad mun aithisg a bheir Bòrd na Gàidhlig seachad san Dùbhlachd 2022, do Roinn na Gàidhlig agus Albais, air cùisean sònraichte co-cheangailte ri solar is glèidheadh thidsearan FtG ann an Ùghdarrasan Ionadail na Gàidhealtachd, Earra-Ghàidheal is Bhòid agus Baile Obar Dheathain.

Co-dhùnadh:

Thug Buill fa-near don aithisg labhairteach.

Faster Rate of Progress

JW confirmed that the responsibility for Faster Progress of Progress lies with the Scottish Government and that Bòrd na Gàidhlig works to support the initiative. He provided information on the workstreams and meetings which have been held.

JW provided an update on the inter-authority GME Secondary Curriculum Project being led by Glasgow City Council: an update on the additional meeting of the Teacher Recruitment and Retention Workstream of the Faster Rate of Progress Initiative held in November 2022; information was provided on the report which Bòrd na Gàidhlig will provide in December 2022, for the Gaelic and Scots Division, on specific issues relating to GME teacher supply and retention in Highland, Argyll and Bute and Aberdeen City Local Authorities.

Decision:

Members noted the verbal report.

4.0 RIANACHD MHÌ-CHINNTEAN**4.1 Clàr mhì-chinntean Ro-innleachdail**

Bha am pàipear a' gabhail a-steach atharrachaidhean a chaidh aontachadh leis a' Chomataidh Sgrùdaidh is Dearbhachd san t-Samhain. Mhìnich NP gun deach an ìre cunnairt aig dà chunnart àrdachadh agus gun deach dà chunnart a lùghdachadh agus thug i seachad adhbharan airson nan atharrachaidhean sin.

Dh'fhaighnich Buill mu thrèanadh air stiùireadh cunnairt agus thug NP seachad fiosrachadh às ùr air trèanadh a bhios air a sholarachadh.

Co-dhùnadh:

Dh'aontaich Buill ris a' Chlàr Mhì-chinntean.

RISK MANAGEMENT**Strategic Risk Register**

The paper included changes approved by the Audit & Assurance Committee in November. NP explained that the risk rating of two risks had been increased, and two risks had been reduced and she provided reasons for these changes.

Members asked about training on risk management and NP gave an update on training which will be provided.

Decision:

Members approved the Risk Register.

5.0 CORPORRA**5.1 Gnàth-riaghailtean a' Bhùird-stiùiridh**

Thug an Ceannard seachad cùl-fhiosrachadh air a' phàipear agus na h-atharraichean na lùib.

CORPORATE**Board Standing Orders**

The Ceannard gave a background on the paper and the changes included.

Chaidh còmhradh a chumail mu choinneamhan choimhearsnachdan agus am bu chòir seo a bhith sna gnàth-riaghailtean.

Chaidh aontachadh nach bu chòir na pàipearan a' sgaoileadh nas anmoiche mar a chaidh a mholadh sa phàipear, ach gun tèid an sgaoileadh 10 làithean ro choinneamhan.

Co-dhùnadh:

Dh'aontaich Buill ris na gnàth-riaghailtean leis na h-atharraichean a chaidh a thogail.

5.2 Prògram coinneamhan a' Bhùird-stiùiridh 2023/24

Thug NP fios seachad mun phàipear agus dh'iarr i gun leigeadh Buill fios thuice ro dheireadh na seachdain mura biodh gin de na cinn-latha iomchaidh.

Bheachdaich Buill air coinneamhan ann an coimhearsnachdan agus chaidh aontachadh gum bu chòir tuilleadh còmhraidh a chumail air seo agus gum bu chòir buidheann còmhraidh a bhith air a chruthachadh airson gum biodh Buill a' conaltradh air na puingean sin.

Chaidh a dhearbhadh nach eil an clàr a tha air a thaisbeanadh ach airson coinneamhan foirmeil agus gu bheil cothroman mòra ann do Bhuill coinneachadh ann an coimhearsnachdan taobh a-muigh seo. Thugadh fa-near gun gabhadh leasan ionnsachadh bho na coinneamhan a chaidh a chumail air co-chomhairle Plana Nàiseanta na Gàidhlig.

Co-dhùnadh:

Dh'aontaich Buill ris a' chlàr.

5.3 Plana-obrach a' Bhùird-stiùiridh

Thug an Ceannard geàrr-chunntas seachad air a' Phlana-obrach agus air na h-atharraichean a bhathar a moladh.

Co-dhùnadh:

Dh'aontaich Buill ris a' phlana-obrach mar a chaidh a thaisbeanadh.

6.0 GISBE

Cha robh gin ann.

Taisbeanadh air SpeakGaelic le MG ALBA

Chuir an Cathraiche fàilte air Dòmhnall Caimbeul aig MG ALBA. Thug DC fios mu dheidhinn na tha SpeakGaelic a' dèanamh agus thug e taing do Bhòrd na Gàidhlig agus Riaghaltas na h-Alba airson a' mhaoineachaidh. Thugadh fios air na diofar ìrean a tha ann airson luchd-ionnsachaidh agus dè na clasaichean a tha rim faighinn cuideachd.

Suas gu deireadh na Dàmhair bha 400,000 air na goireasan air na meadhanan a chleachdadh sa bhliadhna, bha 14,000 luchd-cleachdaidh air-loidhne, 1.8 millean air

There was a discussion about community meetings and if this should be included in the standing orders.

It was agreed that papers should not be distributed later as proposed in the paper, but that they will continue to be distributed 10 days before meetings.

Decision:

Members approved the standing orders with the outlined changes.

Board Meeting Schedule 2023/24

NP introduced the paper and requested that Members let her know by the end of the week if any dates did not suit.

Members discussed meeting in communities, and it was agreed that this should be discussed further and that a chat group should be created for Members to communicate on these points.

It was confirmed that the schedule presented only covers formal meetings and that there are significant opportunities for Members to meet in communities outwith this. It was noted that lessons could be learnt from the meetings held on the National Gaelic Language Plan consultation.

Decision:

Members approved the schedule.

Board Workplan

The Ceannard gave an overview Work Plan and the proposed changes.

Decision:

Members approved the work plan as presented.

AOCB

There were none.

Presentation on SpeakGaelic by MG ALBA

The Chair welcomed Donald Campbell from MG ALBA. DC told Members about the work that SpeakGaelic is doing and thanked Bòrd na Gàidhlig and the Scottish Government for their funding. Information was provided on the different levels for learners and what classes are available.

Up until the end of the October 400,000 had used the media resources over the year, there were 14,000

coimhead air an làraich-lìn agus tha iad a' fuireach air an làraich-lìn airson 20 mionaid.

Thug DC fios air na prìomhachasan airson na bliadhna ri tighinn, na lùib ro-innleachd ùrlaran dhìseatach ri cruthachadh agus obair air ìrean mothachaidh.

Chaidh fhaighneachd a bheil cothrom ann teisteanas oifigeil fhaighinn tro SpeakGaelic. Thug Dòmhnall fios gun robh iad airson 's gum biodh SpeakGaelic fèin-stiùirichte agus gun urrainn do oilthighean teisteanasan oifigeil a thoirt seachad.

Dh'fhaighnich Buill am bi barrachd chothroman ann airson clasaichean aghaidh-ri-aghaidh, agus fhreagair DC gu bheil iad airson fòcas a chur air cruthachadh goireasan agus thug e fios air na cothroman a th' ann.

Dhearbh DC dè na goireasan a bh' ann airson daoine thall-thairis a bha airson SpeakGaelic a chleachdadh.

Thugadh taing do DC airson an taisbeanadh inntinnich aige agus thugadh fa-near don cho-obrachadh èifeachdach eadar Bòrd na Gàidhlig agus MG ALBA.

Ceann-latha na h-ath coinneimh 09/03/2023
Dùnadh na coinneimh
Lèirmheas air a' choinneamh

online users, 1.8 million had viewed the website and the majority had stayed on the website for 20 minutes.

DC outlined the priorities for the coming year, including the development of a digital platforms strategy and working on awareness levels.

Members asked if there is an opportunity to gain official qualifications through SpeakGaelic. DC informed the Members that they wanted SpeakGaelic to be self-directed and that universities could provide official qualifications.

Members asked if there will be more opportunities for face-to-face classes, and DC replied that they want to focus on the creation of resources, and he went over some of the opportunities within this.

DC confirmed what resources there were for people overseas who wanted to use SpeakGaelic.

DC was thanked for his interesting presentation and the effective collaboration between Bòrd na Gàidhlig and MG ALBA was noted.

Date of next meeting 09/03/2023
Close of meeting
Review of meeting

Ceann-là na coinneimh	15/12/2022
Dearbhte le Sgioba-stiùiridh	06/01/2023
Air adhart gu Cathraiche airson dearbhadh/atharrachadh	12/01/2023
Dearbhte le Cathraiche	17/01/2023
Air falbh airson dearbhadh/eadar theangachadh	25/01/2023
Dearbhte le Buill a' Bhùird	27/01/2023
Dearbhadh air atharraichean a bharrachd le ET	01/02/2023