

BÒRD NA GÀIDHLIG**Coinneamh a' Bhùird-stiùiridh****Diardaoin 09/03/2023 09.30-13.00****AL3 Lecture Theatre (Rm 110), An Lòchran****Geàrr-chunntas****Board Meeting****Thursday 09/03/2023 09.30-13.00****AL3 Lecture Theatre (Rm 110), An Lòchran****Minute****1.0 SEISEAN FOSGAILTE****Buill an làthair:**

Donald MacAoidh (DMA) [Cathraiche]
 Jennifer Gilmour (JG)
 Nicola NicThòmais (NNT)
 Seonaidh Charity (SC)
 Stewart MacLeòid (StML)

An làthair:

Shona NicIllinnein, Ceannard/Oifigear Cunntachail (SNI)
 Nicola Pearson, Ceann an Ionmhas is Cùisean Corporra (NP)
 Jennifer McHarrie, Stiùiriche Foghlaim (JMH)
 Steven Kellow, Oifigear Maoineachadh is Phròiseactan (SK)
 Karen Nic a' Ghobhainn, Manaidsear Gnìomhan (KNG)
 Orla MacDonald, A' clàradh a' gheàrr-chunntais (OMD)

1.1 Fàilte bhon Chathraiche

Ghabh Dòmhnall MacAoidh a' Chathair leis nach robh Màiri NicAonghais an làthair. Thug a' Chathraiche fàilte air a h-uile duine don choinneamh.

1.2 Leisgeulan

Màiri T NicAonghais (MTNA)
 Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh (IMM)

1.3 A' nochdadh chom-pàirtean

JG – Riaghaltas na h-Alba

OPEN SESSION**Members present:**

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

In attendance:

Shona MacLennan, Ceannard/Accountable Officer (SML)
 Nicola Pearson, Head of Finance & Corporate Affairs (NF)
 Jennifer McHarrie, Director of Gaelic Education (JMH)
 Steven Kellow, Funding & Projects Officer (SK) –
 Karen Smith, Operations Manager (KS)
 Orla MacDonald, Recording Minute (OMD)

Welcome

Donald MacKay took the place of Chair in Màiri MacInnes' absence. The Chair welcomed everyone to the meeting.

Apologies

Màiri T MacInnes (MTMI)
 Iain MacMillan, Director of Development (IMM)

Declarations of interest

JG – Scottish Government

2.0 IONMHAS**2.1 Aithisg Ionmhais gu 31/12/2022**

Thug NP geàrr-chunntas seachad air an Aithisg Ionmhais gu deireadh na Dùbhlachd 2022. Aig deireadh na treas ràithe bha fo-chosgais de £156k ann. Mhìnich NP na h-adhbharan airson seo agus thugadh fios gun robh seo fada nas fhaisge air a' bhuidseit na bha e aig an aon àm ann an 2021.

Bhathar an dùil gum biodh ro-chosg taobh a-staigh na bliadhna de £72k aig deireadh na bliadhna, ach nuair a thathar a' gabhail a-steach maoinachadh a chaidh a thoirt air ais agus airgead a chaidh a thoirt air adhart bhon bhliadhna an-uiridh, steach bhathar an dùil ri fo-chosgais de £93k.

Bhathar air cead iarraidh bho Riaghaltas na h-Alba airson fo-chosgais sam bith a thoirt air adhart chun na h-ath bhliadhna ionmhais. Chaidh seo aontachadh agus leig seo leinn cumhnantan teirm stèidhichte a leudachadh. Chaidh tuilleadh fiosrachaidh a thoirt seachad mu na cumhnantan teirm stèidhichte agus chaidh toirt fa-near gum biodh deagh bhuaidh aca air prìomh raointean libhrigidh.

Dh'fhaighnich Buill dè a' bhuaidh a bh' aig an fho-chosgais air tuarastalan air fastadh. Mhìnich NP gun robh a'

FINANCE**Finance Report to 31/12/2022**

NP provided an overview of the Finance Report to the end of December 2022. At the end of the third quarter spending was £156k behind budget. NP explained the reasons for this and advised that this was much more closely aligned to the budget than at the same time in 2021.

An in year overspend of £72k was projected for the year-end, but when reclaimed funding and cash carried forward from the previous year was considered this gave a projected underspend of around £93k.

Permission had been sought from the Scottish Government for any underspend to be carried forward to the next financial year. This was granted and had allowed fixed-term contracts to be extended. Further information was provided on the fixed-terms contracts, and it was noted that these would impact positively on key delivery areas.

Members asked what impact the underspend on salaries had had on staffing. NP explained that this

bhuaidh seo air a bhith na bu fhollaisiche aig toiseach na bliadhna ionmhais mus robh na cùmhnantan teirm stèidhichte air an lìonadh agus bha maoineachadh a bharrachd bho Riaghaltas na h-Alba a' fàgail gun robh a' bheàrn seo a' coimhead na bu mhotha.

Dh'fhaighnich Buill an robh dreuchdan bàn sam bith aig Bòrd na Gàidhlig agus chaidh innse dhaibh gun robhar a' sanasachadh aon dreuchd ri linn atharrachadh a-staigh. Chaidh innse dhaibh cuideachd nach deach aon dreuchd a' lìonadh agus gun robhar a' sireadh maoineachadh a bharrachd airson seo tron chùis ghnothachais.

Thug NP seachad beagan fiosrachaidh a bharrachd air an fho-chosgais ann an Ionnsachadh Gàidhlig agus thugadh fios gu bheil a' coimhead ris a' bhuidseit leasachaidh gu h-iomlan gus dèanamh cinnteach gu bheil ga chleachdadh gu lèir. Bhiodh NP a' cuairteachadh tuilleadh fiosrachaidh gu Buill.

Co-dhùnadh:

Thug Buill fa-near don aithisg.

2.2 Iarrtasan Taic-airgid £100,000+

Thug an Ceannard fa-near, ged a bha ainm IMM a' nochdadh air a' phàipear-aghaidh, nach biodh IMM air bruidhinn air a' phàipear leis gun robh e a' nochdadh com-pàirt.

Thug SK iomradh air a' phàipear. Thugadh fios gur ann airson an 3s bliadhna de maoineachadh aig SpeakGaelic a bha seo agus thug e fios air na leudachaidhean ris an robhar an dùil sa bhliadhna agus gun robh deagh adhartas air a bhith ann don ìre sa.

Thug SK mìneachadh a bharrachd do Bhuill air mar a bhios na h-aontaidhean ann am prionnsapal ag obair. Thugadh fios cuideachd air an obair ullachaidh a chaidh a dhèanamh airson sealltainn dè an obair a thèid a dhèanamh leis a' bhuidhinn.

Dh'iarr Buill fios a bharrachd air mar a tha am pròiseact a' coileanadh nan amasan aige. Thug SK fios gu bheil glè thoilichte leis na tha iad air dèanamh, ach gu bheil fathast aig ìre thràth agus mar sin gum biodh e doirbh tomhais cheart a dhèanamh.

Dh'iarr Buill fios nas doimhne air mar a thèid an t-airgead a chleachdadh agus thug SK fios gu bheil seo ri fhaighinn sa bhuidseat shlàn agus gum b' urrainn dha seo a cho-roinn, ach gun robh na h-oifigearan riarachta gun tèid an t-airgead a chleachdadh mar a tha clàraichte sa cùmhnant.

Gnìomh:

SK ris am buidseat slàn a cho-roinn le Buill.

impact had been more evident at the start of the financial year before the fixed-term contracts were filled and additional funding from Scottish Government made the underspend seem larger.

Members asked whether there were any vacancies in Bòrd na Gàidhlig and they were advised that one post was being advertised due to internal change. They were also advised that one planned post had not been filled and that additional funding was being sought for this through the Business Case.

NP provided some further information on the underspend in Learning Gaelic budget and advised that the overall development budget is monitored to ensure that it is fully utilised. NP would circulate further information to Members.

Decision:

Members noted the report.

Funding Applications £100,000+

The Ceannard noted that, although IMM's name appeared on the cover paper, that IMM would not have spoken on the paper due to a conflict of interest.

SK gave an overview of the paper. Members were informed that approval was being sought for the 3rd year of funding for SpeakGaelic and he provided information on the developments that were planned for the year and that there had been good progress to this stage.

SK provided further explanation to Members on how agreements in principle operate. Information was also provided on the preparatory work undertaken to evidence what work will be undertaken by an organisation.

Members asked for further information on whether the project is achieving its goals. SK informed Members that officers are satisfied with work undertaken, that the overall project was still at a relatively early stage so it was difficult to provide an accurate measure of success.

Members asked for more detailed information on how the funding would be used and SK informed Members that this information was available in the full budget and that he could share this, and that officers were satisfied that the money would be used as set out in the contract.

Action:

SK to share the full budget with Board Members.

Co-dhùnadh:

Dh'aontaich Buill ris an iarrtas mar a chaidh a thaisbeanadh.

Decision:

Members approved the application as presented.

3.0 PLANA CORPORA IS COILEANADH**3.1 PCCan 2022/23 - Sgrùdadh**

Thug an Ceannard fios gun deach am fiosrachadh sa phàipear a thaisbeanadh don Sgioba-stiùiridh agus don Chomataidh Poileasaidh is Ghoireasan mar phàirt den phròiseas riaghlaidh. Thugadh cuideachd fios gu bheil na PCCan air an sgrùdadh le oifigearan aig ìre nas dlùithe

Bhathar an dùil gum biodh gach PCC air a choileanadh ro dheireadh na bliadhna ionmhas, far an robh e taobh a-staigh comasan Bhòrd na Gàidhlig a choileanadh. Thugadh eisimpleir de gnìomhan far an robh Bòrd na Gàidhlig air na b' urrainn dhaibh a dhèanamh agus far an robh an còrr den dleastanas a' tuiteam air buidhnean eile. Thèid beachdadh air seo nuair a thathar ag ullachadh an ath Phlana Chorporra agus Plana Gnìomh.

Dh'iarr Buill am fios as ùire air PCC 4 agus thug an Ceannard fios gun robh coileanadh a' ghnìomh seo an urra ri buidheann eile agus thugadh fios mun obair ullachaidh a rinn Bòrd na Gàidhlig.

Dh'fhaighnich Buill an robh an aithisg air ainmeachadh ann an PCC 7 ri faicinn agus thug an Ceannard fios gun robh IMM ag obair air seo.

Thogadh a' cheist cuideachd am bu chòir PCC 8 a bhith san ath Phlana Corporra.

Co-dhùnadh:

Thug Buill fa-near don aithisg.

3.2 Plana Nàiseanta na Gàidhlig 2023-28

Thug an Ceannard fa-near don fhiosrachadh a chaidh a sgaoileadh do Bhuill sa Ghearran. Thugadh fios gun robhar ann an conaltradh le Riaghaltas na h-Alba mu atharraichean agus gun robhear an dùil coinneachadh riutha a dh'aithghearr airson aonta fhaighinn, ged nach b' urrainnear clàr-ama cruaidh a thoirt seachad.

Co-dhùnadh:

Thug Buill fa-near don fhios às ùr mun Phlana Nàiseanta na Gàidhlig 2023-28.

3.3 Adhartas nas Luaithe

Thug JNH iomradh air an obair a bha a' dol sna sruthan-obrach anns a' bheil Bòrd na Gàidhlig an sàs agus na prìomhachasan a bhios a' tighinn mar thoradh air seo.

Thugadh fios gun robh Seumas Whannel air obair a dhèanamh leis na h-Ùghdarrasan Ionadail nuair a bha e san dreuchd Stiùiriche Foghlaim agus gun tèid an Aithisg air Trusadh is Glèidheadh Thidsearan gu Riaghaltas na h-

CORPORATE PLAN AND PERFORMANCE**KPIs 2022/23 – Monitoring**

The Ceannard explained that the information in the paper had been presented to the Leadership Team and the Policy and Resources Committee as part of the governance process. It was also explained that the KPIs are monitored in more detail by officers.

It was anticipated that each KPI would be completed by the end of the financial year, where these were within Bòrd na Gàidhlig's control to complete. An example was given of actions where Bòrd na Gàidhlig had completed what work they could and where the remaining responsibility fell on other organisations. This would be considered when preparing the next Corporate Plan and Operational Plan.

Members asked for an update on KPI4 and the Ceannard informed Members that the completion of this task was the responsibility of another organisation and information was provided on the preparatory work done by Bòrd na Gàidhlig.

Members asked if the report mentioned in KPI7 could be seen and the Ceannard informed Members that IMM was working on this.

A question was also raised whether KPI8 should be included in the next Corporate Plan.

Decision:

Members noted the report.

National Gaelic Language Plan 2023-28

The Ceannard noted the information that was distributed to Members in February. Members were informed that discussions were being held with the Scottish Government about changes and that a meeting was to be held with the intention of agreeing these changes, although a set timeline could not be given.

Decision:

Members noted the update on the National Gaelic Language Plan 2023-28.

Faster Rate of Progress

JNH gave an overview of the workstreams in which Bòrd na Gàidhlig is involved and the priorities that have emerge through this work.

JMH informed Members that the former Director of Education, Jim Whannel, had worked with the Local Authorities and that the report on Recruitment and Retention of Teachers would be presented to the

Alba. Bhiodh cothroman ann airson obair còmhla ri gach sruth-obrach agus cothroman cuideachd aig Ùghdarrasan Ionadail a bhith a' togail air fuasglaidhean air am moladh le Bòrd na Gàidhlig. Thugadh fios cuideachd air dè an taic as urrainn do Bhòrd na Gàidhlig toirt do na molaidhean aig na h-Ùghdarrasan Ionadail.

Thug an Ceannard fa-near gu bheil e cudromach cuimhneachadh dè an ròl a th' aig Bòrd na Gàidhlig sna sruthan-obrach seo agus gu bheil co-obrachadh riatanach gus adhartas a dhèanamh.

Dh'fhaighnich Buill mun phròiseas airson a bhith ag aithris air sruthan-obrach agus chaidh innse dhaibh gu bheil Bòrd na Gàidhlig a' gabhail pàirt ann an ùrachaidhean mu shruthan-obrach. Chaidh còmhradh a chumail an uair sin air buaidh na h-iomairt agus na cothroman gus libhrigeadh a chur am meud.

Chaidh còmhradh a chumail mu fhoghlam Gàidhlig agus na duilgheadasan na lùib. Thugadh fios do Bhuill mu dheidhinn nan sgeamaichean maoineachadh gus taic a thoirt do chothroman airson gluasad gu teagasg Gàidhlig. Chaidh bruidhinn air na ceanglaichean eadar Planaichean Gàidhlig aig Ùghdarrasan Ionadail agus planaichean adhartais aig na sgoiltean agus air na cothroman gus ceangal nas fheàrr a dhèanamh eadar an dà chuid.

Thug an Ceannard fios do Bhuill gun robh an Riaghaltas air co-chomhairleachadh a dhèanamh mar phàirt den Bile nan Cànan Albannach mu Ro-innleachd Ùr airson Foghlam Gàidhlig agus thuirt i cho cudromach 's a bhiodh atharrachadh san reachdas gus buaidh shusbainteach a thoirt air foghlam Gàidhlig.

Co-dhùnadh:

Thug Buill fa-near do na h-aithisgean.

Scottish Government. There would be opportunities to work together on each work stream and opportunities for Local Authorities to build on recommendations from Bòrd na Gàidhlig. Information was also given on how Bòrd na Gàidhlig can support Local Authorities' recommendations.

The Ceannard noted that it is important to remember what role Bòrd na Gàidhlig has in these work streams and that collaboration is essential to achieve progress.

Members asked about the process for workstream reporting and were informed that Bòrd na Gàidhlig participate in workstream updates. A discussion followed on the impact of the initiative and opportunities to increase delivery.

A discussion was held around Gaelic education and its challenges. Members were informed about funding schemes to support opportunities for moving into Gaelic teaching. The linkages between Local Authority Gaelic Language Plans and schools progress plans and the opportunities to connect the two were discussed.

The Ceannard informed Members that the Government had consulted as part of the Scottish Languages Bill on a new Strategy for Gaelic Education and raised how important a change in the legislation would be for a substantial impact on Gaelic education.

Decision:

Members noted the reports.

4.0 RIANACHD MHÌ-CHINNTEAN

4.1 Clàr mhì-chinntean Ro-innleachdail

Thug NP fa-near gun robh dùil ri atharrachaidhean san dòigh sa thèid na clàran mhì-chinnt a thaisbeanadh a' leantainn air trèanadh an latha roimhe, ach gun deach am pàipear ullachadh san dòigh àbhaistich airson na coinneimh seo air adhbharan leantailachd. Dh'innis NP do Bhuill nach robh atharrachadh sam bith air a bhith sna na h-ìrean cunnairt ach gun robh beagan ùrachaidhean san aithris, a chaidh aontachadh leis a' Chomataidh Sgrùdaidh is Dearbhachd.

Chaidh a thogail gun robh an seisean trèanaidh cunnairt air 8 Màrt air moladh gum biodh an clàr seo air a thaisbeanadh don Bhòrd dà thuras sa bhliadhna. Bhathar an dùil gum faodadh am Bòrd-stiùiridh sgrùdadh a dhèanamh air cunnartan aig àrd-ìre, agus ath-sgrùdadh nas mionaidiche a bhith ann le Comataidhean. Dh'iarr Buill gun tèid an clàr a thaisbeanadh aig gach coinneamh

RISK MANAGEMENT

Strategic Risk Register

NP noted that changes in the way that the risk register would be presented were expected following training undertaken the previous day, but that for continuity, the paper was prepared in the usual way for this meeting. NP advised Members that there were no changes in risk rating but some updates in the narrative which had been approved by the Audit & Assurance Committee.

It was raised that the risk training session on 8th March had recommended that this register be presented to the Board twice a year. It was intended that risks could be reviewed by the Board at a high level and reviewed in more detail by the Committee. Members requested that the register be presented at each meeting as an appendix and that questions could be raised as necessary.

mar phàipear-taic agus gun gabhadh ceistean a thogail mar a bha iomchaidh.

Thugadh fa-near gun robh cuid de bhuidhnean a' dèanamh sgrùdadh domhainn air aon chunnart nas trice a leigeas leotha tuigse nas fheàrr fhaighinn air a' chlàr mhì-chinntean.

Bha NP an dùil gun tèid an clàr mhì-chinntean ùraichte a thaisbeanadh aig an ath Choinneamh Bùird-stiùiridh.

Co-dhùnadh:

Dh'aontaich Buill ris a chlàr mhì-chinntean

It was noted that some organisations reviewed one risk in depth on a more regular basis which allows them to have a greater understanding of the risk register.

NP expected the revised risk register to be presented at the next Board Meeting.

Decision:

Members approved the risk register.

5.0 PLANA OBRACH A' BHÙIRD-STIÙIRIDH

5.1 Plana-obrach a' Bhùird-stiùiridh

Thug an Ceannard iomradh air na Planaichean Obrach. Dh'iarr Buill soillearachadh air dè a bhiodh san Aithisg Luchd-obrach agus thogadh ceist mun uiread de phàirearan air a' chlàr airson coinneamh an Ògmhios. Chaidh aontachadh gum bu chòir an Aithisg Slàinte is Sàbhailteachd gluasad gu coinneamh eile.

Co-dhùnadh:

Dh'aontaich Buill ris Plana-obrach 2023/24.

BOARD WORK PLAN

Board Workplan

The Ceannard provided an overview of the Work Plans. Members asked for clarification on what would be in the Staff Report and brought up the number of papers on the agenda for the meeting in June. It was agreed that the Health and Safety Report should be moved to another meeting.

Decision:

Members approved the Work Plan 2023/24.

6.0 GISBE

Chaidh co-fhaireachdainn a nochdadh do theaghlach an Àrd-ollaimh Tormod Dòmhnallach a bha air an sàs ann an grunn leasachaidhean cudromach airson na Gàidhlig.

Bhrosnaich an Ceannard na Buill agus luchd-amhairc na coinneimh freagairt a chur a-staigh don rannsachadh aig an DCMS air mion-chànanan. Thugadh fios mun fhreagairt a chur Bòrd na Gàidhlig a-steach agus na h-adhbharan a tha e na chùis cho cudromach don Ghàidhlig. Dh'iarr Buill gun tèid fios mu cothroman den leithid a sgaoileadh thuca le gu leòr ùine airson freagairt.

AOCB

Condolences were expressed to the family of Professor Norman MacDonald who had been responsible for significant developments for Gaelic.

The Ceannard encouraged Members and any watching the meeting to submit a response to the DCMS inquiry on minority languages. Information was provided about the response submitted by Bòrd na Gàidhlig and the reasons that it is such an important issue for Gaelic. Members requested that notice of such opportunities be distributed to them with sufficient time to respond.

SEISEAN DÙINTE

Ceann-latha na h-ath coinneimh 22/06/2023

Dùnadh na coinneimh

Lèirmheas air a' choinneamh

CLOSED SESSION

Date of next meeting 22/06/2023

Close of meeting

Review of meeting

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| Ceann-là na coinneimh | 09/03/2023 |
| Dearbhte le Sgioba Stiùiridh | 30/03/2023 |
| Air adhart gu Cathraiche airson dearbhadh/atharrachadh | 31/03/2023 |
| Dearbhte le Cathraiche | 05/04/2023 |
| Air falbh airson dearbhadh/eadar theangachadh | 20/04/2023 |
| Dearbhte le Buill a' Bhùird | 21/04/2023 |
| Dearbhadh air atharraichean a bharrachd le ET | 24/04/2023 |