

BÒRD NA GÀIDHLIG

Coinneamh a' Bhùird-stiùiridh
Diardaoin 22/06/2023 09.30-13.00
Air loidhne tro MS Teams
CLÀR-GNOTHAICH

Board Meeting
Thursday 22/06/2023 09.30-13.00
Online via MS Teams

AGENDA

1.0	SEISEAN FOSGAILTE	OPEN SESSION	09.30
1.1	Fàilte bhon Chathraiche	Welcome	
1.2	Leisgeulan	Apologies	
1.3	A' nochdadh chom-pàirtean <i>Bu chòir do Bhuill com-pàirt ionmhasail no neo-ionmhasail a th' aca ann an cùis sam bith air am bithear a' beachdachadh a chlàradh, le bhith a' comharrachadh na puinge buntainnich agus an t-seòrsa com-pàirt a th' aca</i>	Declarations of interest <i>Members should declare any financial and non-financial interest they have in the items of business for consideration, identifying the relevant agenda item, and the nature of their interest</i>	
2.0	IONMHAS	FINANCE	09.35-10.00
2.1	Airson Fiosrachadh* Aithisg Ionmhais gu 31/03/2023 <i>Nicola Pearson, Ceann an Ionmhais & Chùisean Corporra</i>	For Information* Finance Report to 31/03/2023 <i>Nicola Pearson, Head of Finance & Corporate Affairs</i>	d.4
3.0	PLANA CORPORRA IS COILEANADH	CORPORATE PLAN AND PERFORMANCE	10.00-10.40
3.1	Airson Fiosrachadh* Sgeama taic-airgid Buidhnean Com-pàirteach Lìbhrigidh 2024-29 <i>Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh</i>	For Information* Funding scheme for Key Delivery Bodies 2024-29 <i>Iain MacMillan, Director of Development</i>	d.6
3.2	Airson Fiosrachadh* Adhartas nas Luaithe <i>Jennifer NicHarrie, Stiùiriche Foghlaim</i>	For Information* Faster Rate of Progress <i>Jennifer McHarrie, Director of Education</i>	d.11
3.3	Airson Fiosrachadh* Aithisg air Planaichean Gàidhlig PT1 Clàr-dàta Aithisgean Dearnachaidh <i>Christie NicIleathain, Manaidsear Planaidh</i>	For Information* Gaelic Language Plans Report PT1 Monitoring report data table <i>Christie MacLean, Planning Manager</i>	d.15 d.20
4.0	RIANACHD MHÌ-CHINNTEAN	RISK MANAGEMENT	10.40-10.50
4.1	Ri Aontachadh Clàr mhì-chinntean Ro-innleachdail PT1 Clàr mhì-chinntean ro-innleachdail <i>Nicola Pearson, Ceann an Ionmhais is Chùisean Corporra</i>	For Decision Strategic Risk Register PT1 Strategic risk register <i>Nicola Pearson, Head of Finance & Corporate Affairs</i>	d.21 d.23
5.0	AITHISGEAN BHLIADHNAIL NA COMATAIDHEAN	COMMITTEE ANNUAL REPORTS	10.50-10.55
5.1	Ri Aontachadh Aithisg Bhliadhnail na Comataidh Sgrùdaidh is Dearbhachd 2022/23 <i>Stewart MacLeod, Cathraiche na Comataidh Sgrùdaidh is Dearbhachd</i>	For Decision Audit & Assurance Committee Annual Report 2022/23 <i>Stewart MacLeod, Audit & Assurance Committee Chair</i>	d.27
5.2	Ri Aontachadh Aithisg Bhliadhnail na Comataidh Poileasaidh is Ghoireasan 2022/23 <i>Nicola NicThòmais, Cathraiche na Comataidh Poileasaidh is Ghoireasan</i>	For Decision Policy & Resources Committee Annual Report 2022/23 <i>Nicola Thomson, Policy & Resources Committee Chair</i>	d.32
6.0	CÙISEAN CORPORRA	CORPORATE MATTERS	10.55-11.15
6.1	Ri Aontachadh Plana Trèanaidh <i>Karen Nic a' Ghobhainn, Manaidsear Gnìomhan</i>	For Decision Training Plan <i>Karen Smith, Operations Manager</i>	d.37
6.2	Airson Fiosrachadh* Aithisg Slàinte is Sàbhailteachd <i>Karen Nic a' Ghobhainn, Manaidsear Gnìomhan</i>	For Information* Health and Safety Report <i>Karen Smith, Operations Manager</i>	d.42
6.3	Ri Aontachadh Gnàth Riaghailtean <i>Shona NicIlinnein, Ceannard</i>	For Decision Standing Orders <i>Shona MacLennan, Ceannard</i>	d.45

7.0	PLANA OBRACH A' BHÙIRD-STIÙIRIDH	BOARD WORK PLAN	11.15-11.20
7.1	Ri Aontachadh Plana-obrach a' Bhùird-stiùiridh PT1 Plana-obrach a' Bhùird-stiùiridh 23/24 <i>Shona NicIllinnein, Ceannard</i>	For Decision Board Workplan PT1 Board workplan 23/24 <i>Shona MacLennan, Ceannard</i>	d.65
8.0	GISBE	AOCB	11.20-11.25
	SEISEAN DÙINTE	CLOSED SESSION	11.40

Pàipearan Fiosrachaidh

- Tha pàipearan '*Airson Fiosrachadh*' airson toirt-fa-near agus chan eil ùine deasbaid no còmhraidh air a chur mun coinneamh sa chlàroghnothaich.
- Far a bheil cothrom ann deasbad is còmhradh a chumail air pàipearan '*Airson Fiosrachadh*', bidh na pàipearan sin air an comharrachadh le rionnag * air a chlàr-gnothaich.
- Bidh cothrom aig Buill deasbad iarraidh air pàipearan '*Airson Fiosrachadh*' air nach eil rionnag * le bhith a' leigeil fios do Chathraiche a' Bhùird-stiùiridh co-dhiù latha ron choinneimh.
- Far a bheil ceistean aig Buill co-cheangailte ri leithid clàr-ghnìomhan, poileasaidhean, planaichean no cùisean ionmhais a th' anns na pàipearan, thathar gam brosnachadh gus na ceistean sin a chur air post-d gu oifis@gaidhlig.scot co-dhiù dà latha obrach ron choinneimh. Cuiridh an sgioba rianachd a' cheist sin air adhart chun an oifigeir iomchaidh airson freagairt, agus airson a bhith cothromach thèid an fhreagairt a' sgaoileadh air na Buill gu lèir gus am bi an aon thuigse an uair sin aig a h-uile neach.

For Information Papers

- 'For Information' papers are for noting and time for debate or discussion is not allocated in the agenda.
- Where there is an opportunity to debate and discuss 'For Information' papers, these papers will be marked with an asterisk * on the agenda.
- Members will have the opportunity to request a discussion on unstarred 'For Information' papers * by notifying the Chair of the Board at least one day in advance of the meeting.
- Where Members have questions related to items such as agendas, policies, plans, or financial matters contained in the papers, they are encouraged to email these questions to oifis@gaidhlig.scot at least two working days in advance of the meeting. The administrative team will forward that question to the appropriate officer for an answer, and in the interests of fairness, the answer will be circulated to all Members so that everyone has the same understanding



For	Board Meeting
Date of Meeting	22/06/2023
Location:	Online
Item on Agenda	2.1

Paper Title		Finance Report																			
Recommendation		For Information *																			
Spokesperson		Nicola Pearson, Head of Finance & Corporate Affairs																			
Governance Route		Date of Meeting	Decision																		
Policy & Resources Committee		09/05/2023	For Information																		
Leadership Team		27/04/2023	For Information																		
Appendices:		N/a																			
1.0	Purpose																				
1.1	To give information to the Board on the financial position as at 31 st March 2023. The paper is in English as it will be presented by the Head of Finance and Corporate Affairs.																				
2.0	Background																				
2.1	<p>Bòrd na Gàidhlig has a total budget of £5,779k for the financial year 2022/23.</p> <p>This is the baseline Grant in Aid (GiA) of £5,179k plus additional GiA for this year of £500k and £100k for Commun nam Parant from the Corra Foundation.</p> <p>The adjusted high level income and expenditure budgets are detailed below:</p> <table border="0" style="width: 100%;"> <tr> <td>Income:</td> <td style="text-align: right;">£m</td> </tr> <tr> <td>Grant-in-aid</td> <td style="text-align: right;">5.679</td> </tr> <tr> <td>Other income (CnaP)</td> <td style="text-align: right;">0.100</td> </tr> <tr> <td>Total</td> <td style="text-align: right;">5.779</td> </tr> <tr> <td> </td> <td></td> </tr> <tr> <td>Expenditure:</td> <td style="text-align: right;">£m</td> </tr> <tr> <td>Development</td> <td style="text-align: right;">3.845</td> </tr> <tr> <td>Running Costs</td> <td style="text-align: right;">1.934</td> </tr> <tr> <td>Total</td> <td style="text-align: right;">5.779</td> </tr> </table>			Income:	£m	Grant-in-aid	5.679	Other income (CnaP)	0.100	Total	5.779	 		Expenditure:	£m	Development	3.845	Running Costs	1.934	Total	5.779
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3.0	Main Points																				
3.1	<p>At the end of the financial year, total spend was 1.9% over budget. This was primarily driven by an overspend in development costs of £260k which was offset by an underspend of £149k in the running cost spend.</p> <p>The running costs underspend is against the budget for salaries. This was as a result of additional funding that was received for fixed term posts, the majority of which were filled part of the way through the year.</p> <p>When the cash carried forward from the previous financial year is included there is an overall cash underspend of £98k for the year and we were granted permission from the Sponsor Division to carry forward this cash to allow us to maintain the fixed term posts to the end of the 23/24 financial year.</p>																				

The summary end of year position is below:

Bòrd na Gàidhlig Aithisg Ionmhais			
31 March 2023	BUDGET	ACTUAL	VAR %
Using Gaelic	1,839,180	2,325,686	26%
Learning Gaelic	1,665,320	1,445,024	-13%
Promoting Gaelic	340,500	334,706	-2%
DEVELOPMENT SPEND	3,845,000	4,105,416	7%
Salaries	1,467,247	1,271,555	-13%
Other Costs	466,753	513,648	10%
RUNNING COSTS	1,934,000	1,785,203	-8%
TOTAL SPEND	5,779,000	5,890,619	1.93%

4.0 Recommendation

4.1 Members are requested to consider the report and note the information.

5.0 Main Strategic Impacts

5.1 Impact on Finance

As described above.

5.2 Impact on Staff

N/a

5.3 Impact on Training

N/a

5.4 Links to Strategic and Corporate Aims

This paper supports the Board in fulfilling the aims for the year.

5.5 Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta/ Links to the National Performance Framework

Our Purpose		Our Values	
To focus on creating a more successful country with opportunities for all of Scotland to flourish through increased wellbeing, and sustainable and inclusive economic growth		We are a society which treats all our people with kindness, dignity and compassion, respects the rule of law, and acts in an open and transparent way	
AR LUACHAN BUILEAN NÀISEANTA			
Human Rights	<input type="checkbox"/>	Children & Young People	<input type="checkbox"/>
Culture	<input type="checkbox"/>	Communities	<input type="checkbox"/>
Environment	<input type="checkbox"/>	Poverty	<input type="checkbox"/>
Health	<input type="checkbox"/>	International	<input type="checkbox"/>
Learning	<input type="checkbox"/>	Economy	<input checked="" type="checkbox"/>
Successful innovative businesses	<input checked="" type="checkbox"/>		

5.6	Buaidhean air Cliù/Impacts on Reputation
	It is important the BnG continues to demonstrate effective management of its finances.
5.7	Buaidhean air Slàinte is Sàbhailteachd/Impacts on Health and Safety
	N/a
5.8	Buaidhean Laghail/Legal Impacts
	N/a
5.9	Buaidhean air Co-ionannas/Impacts on Equality
	N/a
5.10	Buaidhean air Àrainneachd/Impacts on the Environment
	N/a



Bòrd na Gàidhlig

A' freagairt ri	Am Bòrd-stiùiridh
Ceann-latha na Coinneimh	22/06/2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	3.1

Tìotal a' Phàipeir	Sgeama taic-airgid Buidhnean Com-pàirteach Lìbhrigidh 2024-29		
Moladh do Bhuill	Airson fiosrachadh		
Neach labhairt:	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh		
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris	
Sgioba Stiùiridh		Ri Aontachadh	
A bheil pàipear-taice na chois?	Chan eil		
1.0	Adhbhar		
1.1	Gus fios a chumail ri Buill air pròiseas is clàr-ama airson sgeama taic-airgid ioma-bhliadhnach do Bhuidhnean Com-pàirteach Lìbhrigidh.		
2.0	Cùl-fhiosrachadh		
2.1	Chaidh clàr-ama airson sgeama taic-airgid fad-ùineach aontachadh leis a' Bhòrd-stiùiridh sa choinneimh air Dùbhlachd 2022, is fios ann am pàipearan BNG-05-2223-12.2 – Maoineachadh nam Buidhnean Gàidhlig 2023-24 air adhart.		
2.2	Chaidh rannsachadh a choimiseanadh le DC Research airson buaidh nan aontaidhean trì-bhliadhnach 2019-2022 a shealltainn, is bha seo a' daingneachadh gur e seo an dòigh-obrach as fhreagarraiche do na buidhnean fhèin agus do Bhòrd na Gàidhlig.		
3.0	Prìomh Aithris/Fiosrachadh		
3.1	Thathar an dùil aig an ìre seo gun tèid cuireadh a thoirt do Bhuidhnean Com-pàirteach Lìbhrigidh làithreach uile a chur a-steach airson taic, is iad: <ul style="list-style-type: none"> • Acair • Ainmean-Àite na h-Alba • An Comunn Gàidhealach • Ceòlas Uibhist • Comhairle nan Leabhraichean • Comunn na Gàidhlig (is Comann nam Pàrant) • Faclair na Gàidhlig • Fèisean nan Gàidheal • Ionad Chalum Chille Ìle • Stòrlann Nàiseanta na Gàidhlig • Theatre Gu Leòr • Tobar an Dualchais 		
3.2	Thèid cuireadh a thoirt cuideachd do Giglets, aig a bheil cùmhnant trì-bhliadhnach gus 2024, agus MG ALBA, gus taic-airgid iarraidhoirnn airson SpeakGaelic & LearnGaelic.		

3.3	<p>Bidh cothrom fosgailte air a thoirt do bhuidhnean eile bruidhinn ri Bòrd na Gàidhlig mu dheidhinn taic-airgid leantainneach fhaighinn, ach dh' fheumadh iad a bhith:</p> <ul style="list-style-type: none"> • Air taic-airgid fhaighinn bho Bhòrd na Gàidhlig ann an co-dhiù 3 de na 5 bliadhnaichean a dh'fhalbh • Na bhuidheann le luchd-obrach làn-thìde • Na bhuidheann le Gàidhlig am measg na h-obrach làitheil
3.4	<p>Faodaidh buidhnean a chur a-steach airson suas ri 5 bliadhna (bhon Ghiblean 2024 gu Màrt 2029), agus ruithidh seo tro bheatha an ath-Phlana Ghàidhlig Nàiseanta. Bidh taghadh aig buidhnean am faid a tha iad airson taic-airgid iarraidh.</p>
3.5	<p>Mar phàirt den phròiseas iarrtais, thèid iarraidh air buidhnean am fiosrachadh a leanas a chur a-steach:</p> <ul style="list-style-type: none"> • Plana Gnìomhachais • Buidseat airson gach bliadhna-ionmhais far a bheilear a' sireadh taic • Iomradh mionaideach air na diofar phìosan-obrach a bhios na buidhnean an dùil cur an gnìomh gach bliadhna • Fios air a' bhuaidh a tha iad an dùil a bhios aig gach pìos-obrach mu choinneamh Plana Corporra Bòrd na Gàidhlig 2023-28 • Fios air mar a bhios iad a' tomhais na buaidhe a tha iad a' toirt (le prìomh-chomharran-coileanadh/KPIs airson seo) • Fios air mar a bhios am buidheann ag obair le coimhearsnachdan is a' sireadh beachdan bho luchd-ùidh air an obair aca • Diofar phoileasaidhean aig a' bhuidheann a thaobh barantachadh (safeguarding), an àrainneachd, co-ionannachd msaa.
3.6	<p>Leis na h-iarrtasan, bhitheamaid ag iarraidh air buidhnean a bhith a' beachdachadh air na ghabhas dèanamh ann an dà shuidheachadh eadar-dhealaichte. 'S iad:</p> <ol style="list-style-type: none"> 1) Gum bi airgead ri fhaighinn an ìre mhath coltach ris na fhuair iad sna bliadhnaichean a dh'fhalbh 2) Gum bi cothrom ann tuilleadh airgid iarraidh airson barrachd a chur an gnìomh
3.7	<p>Thathar an dòchas le seo, ma tha buidhnean a' cur air adhart planaichean freagarrach is adhartach, gum bi seo na bhunait do chòmhradh le Riaghaltas na h-Alba airson tuilleadh airgid a thabhann do Bhòrd na Gàidhlig airson taic a chumail ris an leithid. Bidh seo cudromach, oir ma tha aontaidhean fad-ùine ann le suimean taic-airgid 2023/24, bidh sin a' ciallachadh nach bi fàs air comasan nam buidhnean seo – is luach an t-suim a tha air a thoirt seachad a' dol sìos air sgath na h-atmhorachd.</p>
3.8	<p>Tron mheasadh air iarrtasan, bidh oifigearan a' coimhead air diofar chuspairean, leithid:</p> <ul style="list-style-type: none"> • Freagarrachd nam planaichean aig a' bhuidheann • Luach an airgid ri fhaighinn bho gach buidheann is na tha iad an dùil a dhèanamh • Cho dlùth is a tha am buidheann a' freagairt air prìomhachasan air a chur an cèill ann am Plana Corporra Bòrd na Gàidhlig 2023-28 • Adhartas a tha air a chomharrachadh sna planaichean bho na tha na buidhnean a' coileanadh an-dràsta, agus adhartas a thathar an dùil a dhèanamh rè an aonta ioma-bhliadhach • Seasmhachd na buidhne a thaobh riaghladh, feachd-obrach is ionmhais • Mar a tha am buidheann mothachail air, is a' dèiligeadh ri, na dleasan orra a thaobh Obair Choithromach, an Àrainneachd, Co-ionannachd is Pàrantan Corporra

3.9	Aig an ìre sa, thathar a' moladh gum bi clàr-ama ann de na leanas airson na sgeama: <ul style="list-style-type: none"> Seachdain a' tòiseachadh 5 Iuchar – Sgeama air fhoillseachadh 29 Sultain 2023 – Iarrtas a-steach Dàmhair / Samhain – Measadh air iarrtas is còmhraidhean le luchd-iarrtais 14 Dùbhlachd 2023 – Molaidhean air a chur air beulaibh a' Bhòrd-stiùiridh Faoilleach 2024 – Còmhraidhean le buidhnean air na molaidhean Màrt 2024 – Molaidhean deireannaich air aontachadh Giblean 2024 – Aontaidhean taic-airgid ùire a' tòiseachadh 			
3.10	Tron obair air na measaidhean air na h-iarrtas, bidh oifigearan cuideachd a' beachdachadh air buidseat leasachaidh Bòrd na Gàidhlig san fharsaingeachd is atharraichean a mholadh airson an slighe air adhart. Bidh seo air a dhèanamh gus am bi Bòrd na Gàidhlig tro na buidhnean a tha sinn maoinachadh no na sgeamaichean a tha sinn a' cur air dòigh a' coileanadh amasan sa Phlana Chorpóra againn aig an ìre as motha.			
3.11	Thathar an dùil le seo gum bi e nas fhasa do dhaoine tuigsinn dè an taic-airgid a tha ri fhaighinn bho Bhòrd na Gàidhlig agus na dòighean anns a bheil am maoinachadh againn a' cur ris na prìomhachasan ro-innleachdail againn.			
4.0	Moladh			
4.1	Thathar ag iarraidh air Buill toirt fa-near am fiosrachadh sa phàipear, is molaidhean no beachdan sam bith a thogail le oifigearan.			
5.0	Prìomh Bhuidhean Ro-innleachdach			
5.1	Buidhean air Ionmhas			
5.1.1	Thathar an dùil gum bi leitheach den bhuidseat-leasachaidh aig Bhòrd na Gàidhlig air a chosg air taic a chumail ris na Buidhnean Com-pàirteach Libhrigidh.			
5.1.2	Mur eil àrdachadh ann am buidseat Bòrd na Gàidhlig, cha bhith e comasach àrdachadh a thoirt seachad do na Buidhnean Com-pàirteach Libhrigidh gun chron a dhèanamh air sgeamaichean taic-airgid a' Bhùird is gnìomhan eile anns a bheil am Bòrd an sàs.			
5.2	Buidhean air Luchd-obrach			
5.2.1	Bidh an Stiùiriche Leasachaidh os cionn a' phròiseis, le taic làitheil bhon Oifigear Maoineachaidh is Phròiseactan.			
5.2.2	Bidh beachdan air a shireadh le stiùirichean is oifigearan eile sa bhuidheann air na h-iarrtas far a bheil sin iomchaidh.			
5.3	Buidhean air Trèanadh			
	Cha bhith gin ann.			
5.4	Ceanglaichean ri Amasan Ro-innleachdail agus Corpóra			
	'S e aon de na prìomh shlatan-tomhais sa mheasadh mar a bhios na buidhnean a' cur ris na h-amasan aig Bòrd na Gàidhlig, mar a thathar ga chur an cèill sa Phlana Chorpóra.			
5.5	Ceanglaichean ri Frèam-obrach Coileanadh Nàiseanta			
	AR N-ADHBHAR	AR LUACHAN		
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar slugh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		
	AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean daonna	<input type="checkbox"/>	Clann	<input checked="" type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>

	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-Nàiseanta	<input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
5.6	Buidhean air Cliù			
5.6.1	Bidh e a' cur ri cliù na buidhne gu bheil cothroman leantainneach ann taic-airgid fhaighinn bho bhuidhnean.			
5.6.2	Tha e cudromach do chliù na buidhne gu bheil am pròiseas seo follaiseach dhan phoball is gu bheil a leithid de thaic ri fhaighinn. Mar seo thathar cuideachd den bheachd gu bheil e cudromach gu bheil cothrom aig buidhnean freagarrach cur a-steach airson an taic.			
5.6.3	Dh'fhaodadh gum bi buaidh air cliù na buidhne mur eil e comasach taic-airgid a bharrachd a thoirt seachad tro na h-aontaidhean ùra, oir ma tha buidhnean air am maoineachadh sna bliadhnaichean a tha romhainn aig an aon ìre ri 2023/24, le atmhorachd bidh seo a' ciallachadh gu bheil lùghdachadh air comasan bhuidhnean an obair aca a chur an gnìomh.			
5.7	Buidhean air Slàinte is Sàbhailteachd			
	Cha bhi buaidh ann.			
5.8	Buidhean Laghail			
	Cha bhi gin ann.			
5.9	Buidhean air Co-ionannachd			
	Bidh ceist san fhoirm-iarrtais air mar a bhios am buidheann a' cur ri co-ionannachd tron obair aca, is thèid seo a mheasadh mar phàirt den phròiseas.			
5.10	Buidhean air Àrainneachd			
	Bidh ceist san fhoirm-iarrtais air mar a bhios am buidheann a' feuchainn ri a' bhuidhean aca air an àrainneachd a lùghdachadh tron obair aca, is thèid seo a mheasadh mar phàirt den phròiseas.			



A' freagairt ri	Am Bòrd-stiùiridh
Ceann-latha na Coinneimh	22/06/2023
Àite:	Air-loidhne
Nì a' chlàr-ghnothaich	3.2

Tìotal a' Phàipeir	Adhartas nas Luaithe		
Moladh do Bhuill	Airson fiosrachadh *		
Neach-labhairt:	Jennifer McHarrie, Stiùiriche Foghlam na Gàidhlig		
Air ullachadh le:	Jennifer McHarrie, Stiùiriche Foghlam na Gàidhlig		
Cùrsa Riaghlaidh airson na h-Aithris	Ceann-latha na Coinneimh	na	Seòrsachadh na h-Aithris
Sgioba-stiùiridh	08/06/2023		Airson aontachadh
Pàipear-taice air a cheangal ris			
1	Adhbhar		
1.1	Airson am fiosrachadh as ùire a thoirt do Bhuill a' Bhùird-stiùiridh mu dheidhinn na h-iomairt Adhartas nas Luaithe.		
2.	Cùl-fhiosrachadh		
2.1	<p>'S e meadhan air leth cudromach a th' ann an Adhartas nas Luaithe gus amasan a' Phlana Nàiseanta a choileanadh. Chaidh an iomairt Adhartas nas Luaithe a stèidheachadh aig Riaghaltas na h-Alba, gus na prìomhachasan ann am Plana Nàiseanta na Gàidhlig 2018-23 a thoirt air adhart.</p> <p>Tha am pìos seo ann am Plana Nàiseanta na Gàidhlig 2018-23:- "Fàs nas luaithe is buaidh nas fharsainghe Tha sinn riaraichte gu bheil prìomhachasan a' Phlana seo freagarrach airson fàs a thoirt air a' Ghàidhlig aig ìre nas luaithe ann an Alba."</p>		
2.2	Bha a' chiad choinneamh "Adhartas nas Luaithe" ann am Battleby, faisg air Peairt anns an Lùnastal 2018, le riochdairean bho còrr is 20 ùghdarras poblach an làthair agus le Iain Swinney, Leas-phrìomh Mhinistear na h-Alba sa chathair. Bha coinneamh Adhartas nas Luaithe eile anns an Lùnastal 2019 agus ceithir eile air-loidhne on uair sin.		
2.3	Tha na buidhnean a tha an sàs sna sruthan-obrach a' coinneachadh eadar nan coinneamhan leis a' Mhinistear gus an obair a thoirt air adhart.		
2.4	A bharrachd air co-obrachadh eadar diofar ùghdarrasan poblach, tha co-obrachadh taobh-a-staigh na buidhne a' dol air adhart cuideachd, le fòcas air na 6 sruthan-obrach seo.		
3	Prìomh Aithris/Fiosrachadh		
3.1	Tha obair Adhartas nas Luaithe a' dol air adhart le diofar bhuidhnean a' gabhail uallach airson sruthan-obrach.		

	Trusadh agus glèidheadh Thidsearan	Comhairle Choitcheann Teagaisg na h-Alba (GTCS) agus Comhairle Maoineachaidh na h-Alba (SFC)
	Ionnsachadh is Cleachdadh (air an robh ionnsachadh didseatach agus meadhanan roimhe)	MG ALBA is Comhairle nan Eilean Siar (CnES)
	Eaconamaidh agus margaid-obrach	Leasachadh Sgilean na h-Alba (SDS) is Iomairt na Gàidhealtachd is nan Eilean (HIE)
	Ceanglaichean coimhearsnachd	Comhairle nan Eilean Siar (CnES)
	Com-pàirteachadh agus tionnsgalachd sna Meadhanan Didseatach	MG ALBA
	Turasachd is Cultar	VisitScotland le Alba Chruthachail is Àrainneachd Eachdraidheil Alba
3.2	<p>Tha Rùnaire ùr a' Chaibineit airson Foghlaim, Jenny Gilruth, air dearbhadh gum bi i na cathraiche air coinneamhan Adhartas nas luaithe.</p> <p>Thèid an ath choinneamh a chumail air 30mh Lùnastal.</p>	
3.3	<p>Tha Bòrd na Gàidhlig air a bhith an sàs ann an cuid de na gnìomhan a leanas:</p> <p>Sruth-obrach air Turasachd is Cultar</p> <p>Thèid a' chiad choinneamh den bhuidhinn-stiùiridh airson na ro-innleachd ùir a chumail air Diluain 12 An t-Ògmhios 2023. Bidh riochdairean air a' bhuidhinn bho VisitScotland, Iomairt na Gàidhealtachd 's nan Eilean, Àrainneachd Eachdraidheil na h-Alba, Alba Chruthachail, Bòrd na Gàidhlig, Comhairle nan Eilean Siar agus Seachdain na Gàidhlig.</p> <p>Tha VisitScotland a' cur buidheann nas fharsainge (buidheann-gnìomh) air dòigh le riochdairean bho iomadh buidheann a tha an sàs ann an turasachd.</p> <p>Trusadh agus glèidheadh Thidsearan</p> <p>Tha deasbaid air a bhith ann mun fheum air barrachd thidsearan tro mheadhan na Gàidhlig gus fàs ann am FtG a comasachadh agus gus coinneachadh ri iarrtasan nam pàrantan air feadh Alba. Tha e soilleir gu bheil adhartas a dhìth air dà thaobh – a' trusadh thidsearan ùra agus a' glèidheadh nan tidsearan a tha comasach a bhith ag obair ann am FtG. Tha còmhraidhean gu bhith ann le COSLA agus le GTCS air mar a thèid adhartas a dhèanamh gu sònraichte a thaobh a bhith a' glèidheadh thidsearan. Thèid coinneamh a chumail le COSLA air 12 Ògmhios 2023. Bha ceann-là ann airson coinneimh le GTCS airson a' mhìos seo ach b' fheudar sin a chur air ais dhan ath mhìos.</p> <p>Ceanglaichean coimhearsnachd</p> <p>Tha coinneamhan air a bhith ann le Comhairlean, Buidhnean Libhrigidh agus Coimhearsnachdan a tha a coimhead air Planaichean Gàidhlig Coimhearsnachd a chur air dòigh ach tha sin air a bhith na phàirt dhen obair àbhaisteach aig Bòrd na Gàidhlig. Bith BnG a' coimhead sna mìosan a tha romhainn air ceanglaichean nas làidire a chur air dòigh leis an t-sruth-obrach seo. Bidh seo a neartachadh na h-obrach farsaing a tha na buidhnean san t-sruth-obrach seo a' dèanamh.</p>	

4.	Moladh		
4.1	Gum bi Buill a' Bhùird-stiùiridh a' gabhail fa-near dhan fhiosrachadh anns a' phàipear seo.		
5.	Prìomh Bhuaidhean Ro-innleachdach		
5.1	Buaidhean air Ionmhas		
	Chan eil gin ann.		
5.2	Buaidhean air Luchd-obrach		
	Tha e follaiseach gu bheil buaidh aig seo air obair taobh a-staigh na buidhne, le fòcas às ùr air na sruthan-obrach a' dèanamh diofar agus gu bheil seo a' còrdadh ri daoine. Tha dlùth cheangal eadar an obair seo agus a bhith a' cur phlanaichean reachdail aig na h-ùghdarrasan poblach an gnìomh, agus tha Adhartas nas Luaithe a' cruthachadh cothrom an ceangal eadar leasachadh na Gàidhlig agus planaichean reachdail a neartachadh am measg an sgioba.		
5.3	Buaidhean air Trèanadh		
	Chan eil gin ann.		
5.4	Ceanglaichean ri Amasan Ro-innleachdail agus Corporra		
	Tha am fiosrachadh seo a' cur ri: Amas 1. Gum bi barrachd dhaoine a' cleachdadh Gàidhlig agus a' faotainn bhuannachdan bhon chànan nan obair, aig an taigh agus sna coimhearsnachdan aca Amas 2. Gum bi barrachd cothroman ann do dhaoine aig aois sam bith na sgìlean Gàidhlig aca a thoirt air adhart agus gum bi e nas fhasa dhaibh na cothroman sin a ghabhail Amas 3. Gum bi barrachd dhaoine ann an Alba taiceil is bàidheil do chànan is cultar na Gàidhlig.		
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta		
AR N-ADHBHAR			
AR LUACHAN			
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar slugh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		
AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	<input type="checkbox"/>	Clann agus Òigridh	<input checked="" type="checkbox"/>
Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
Àrainneachd	<input type="checkbox"/>	Bochdainn	<input checked="" type="checkbox"/>
Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input checked="" type="checkbox"/>
Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
5.6	Buaidhean air Cliù		
	Tha e cudromach gum bi Bòrd na Gàidhlig ag obair le sruthan-obrach Adhartas nas Luaithe agus buidhnean ro-innleachdail eile. Bidh seo a' neartachadh cliù na buidhne.		
5.7	Buaidhean air Slàinte is Sàbhailteachd		
	Chan eil gin ann.		
5.8	Buaidhean Laghail		
	Chan eil gin ann.		

5.9	Buidhean air Co-ionannachd
	Chan eil gin ann.
5.10	Buidhean air an Àrainneachd
	Chan eil gin ann.



A' freagairt ri	Bòrd-stiùiridh
Ceann-latha na Coinneimh	22/06/2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	3.3

Tìotal a' Phàipeir	Adhartas nam Planaichean	
Moladh do Bhuill	Airson Fiosrachadh *	
Neach-labhairt:	Christie NicIleathain – Manaidsear Planaidh Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh	09/06/2023	Airson Fiosrachadh *
Pàipear-taice air a cheangal ris	PT1 – Clàr-dàta 2022-2023	
1.0	Adhbhar	
1.1	Airson fiosrachadh a thoirt do Bhuill a' Bhùird-stiùiridh mu adhartas le bhith a' cur nam planaichean Gàidhlig aontaichte an gnìomh.	
2.0	Cùl-fhiosrachadh	
2.1	Thòisich pròiseas dearcnachaidh ùr anns a' Mhàrt 2019. Thòisich an siostam seo gus cothrom a thoirt do Bhòrd na Gàidhlig tomhas a dhèanamh air buaidh nam planaichean Gàidhlig, an dà chuid aig ìre gach ùghdarras agus aig ìre nàiseanta.	
2.2	Tha am Foirm Dàta Bliadhna mar bhunait air a' phròiseas seo, le bhith a' tionail dàta àireamhail (quantitative) agus dàta càileachdail (qualitative) mar a tha air a mhìneachadh anns na leanas: - <ul style="list-style-type: none"> • Prìomh Dhàta Measaidh le fòcas air dàta co-cheangailte ri buaidh nam planaichean aig ìre ro-innleachdail. • Prìomhachasan a' Phlana Cànain Nàiseanta Gàidhlig le fòcas air ciamar a tha a' bhuidheann a' toirt fàs air cleachdadh na Gàidhlig, ionnsachadh na Gàidhlig agus cur air adhart na Gàidhlig. • Fiosrachadh dearcnachaidh eile co-cheangailte ri dleastanasan reachdail eile aig na buidhnean, a' gabhail a-steach dleastanasan airson foghlam Gàidhlig a bhrosnachadh fo Achd an Fhoghlaim 2016, dleastanasan mar phàrantan corporra agus dleastanasan airson co-ionannachd. • Fiosrachadh mu bhith a' cur Amasan airson Seirbheisean Corporra an gnìomh le siostam solais-trafaig mar thomhas air adhartas. 	
2.3	Ged a tha an siostam seo stèidhichte gu mòr air an fhiosrachadh a tha am Bòrd a' faighinn bho na h-ùghdarrasan poblach, tha an t-Oifigear Buileachaidh cuideachd a' dèanamh rannsachadh air-loidhne mar as trice, airson fianais a lorg.	
2.4	Bidh an t-Oifigear Buileachaidh ag ullachadh litir gus aithisg dearcnachaidh iarraidh bho gach buidheann, a thèid a sgaoileadh do na Ceannardan aig na buidhnean poblach. Chaidh an t-siostam seo a chur air dòigh ann an 2021 gus aire air pròiseas nam planaichean a thoirt dhan ìre as àirde anns gach buidheann. Thèid na litrichean a-mach air ceann-latha aonta a' phlana agus gheibh na buidhnean 3 mìosan airson an aithisg a chur air ais thugainn.	
2.5	Bidh Oifigear Buileachaidh nam Planaichean ag ullachadh litrichean mar fhreagairt airson gach aithisg dearcnachaidh, le fòcas air deagh chleachdadh far a bheil sin iomchaidh, a' toirt aire do ghnìomhan far a bheil barrachd adhartas a dhìth agus a' togail cheistean far bheil fiosrachadh a dhìth.	
3.0	Prìomh Aithris/Fiosrachadh	

3.1	<p>Chithear an Clàr-dàta airson 2022/23 ann am PT1 leis an fhiosrachadh àireamhail a fhuair Bòrd na Gàidhlig gu ruige seo. Chithear gu bheil Oifigear Buileachaidh nam planaichean air na leanas a chomharrachadh gus an t-eadar-dhealachadh a shealltainn eadar dàta 2021-22 agus 2022-23.</p> <ul style="list-style-type: none">• fàs ann an uaine• crìonadh ann an gorm• dubh far nach robh atharrachadh ann <p>Fo sgèith riaghailtean GDPR – Thathar air na h-àireamhan co-cheangailte ri luchd-obrach aig a bheil sgilean Gàidhlig a dhubhadh a-mach far an robh sin iomchaidh. Tha an dàta comharraichte anns an dath fhreagarrach a rèir nan roinnean gu h-àrd.</p>
3.2	<p>Tha 61 ùghdarrasan poblach air a’ chlàr uile-gu-lèir. Fhuaras aithisgean bho 37 buidhnean (60.7%). Tha crìonadh air a bhith ann an 2022-23 an taca ri 2021-2022 nuair a fhuair sinn 77.9% de na h-aithisgean dearcnachaidh. Fhuair 20 buidhnean na litrichean airson aithisg iarraidh eadar am Màrt 2023 agus an t-Ògmhios 2023, agus thèid 1 litir eile a-mach san Ògmhios airson aithisg iarraidh agus le sin tha sinn an dùil ris na h-aithisgean sin eadar an t-Ògmhios 2023 agus an Dàmhair 2023. Tha oifigearan a’ Bhùird ann an conaltradh ris na 3 buidhnean eile airson na h-aithisgean aca a chur a-steach.</p>
3.4	<p>Tha am Bòrd air a bhith air dheireadh le bhith a’ sgaoileadh nan litrichean airson aithisgean iarraidh air sàilleibh atharrachadh luchd-obrach anns an sgioba, tha sin air dàil adhbharachadh ann a bhith a’ faighinn aithisgean bhon bhuidhnean.</p>
3.4	<p>Tha an clàr-dàta air a bhriseadh sìos ann an 5 prìomh roinnean, le ceistean a bhios a’ toirt seachad gèarr-iomradh air na thachair mar na leanas: -</p> <ul style="list-style-type: none">• Fios bhon Phoball – cia mheud brath sgrìobhte anns a’ Ghàidhlig a thàinig a-steach bhon phoball?• A’ sgaoileadh fiosrachaidh – cia mheud pìos sa Ghàidhlig a chur an t-ùghdarras poblach a-mach air na meadhanan sòisealta agus cia mheud fios-naidheachd Gàidhlig a sgaoil iad?• Luchd-obrach – cia mheud neach-obrach a fhuair trèanadh sa Ghàidhlig, cia mheud dreuchd le Gàidhlig riatanach a th’ aig an ùghdarras agus cia mheud luchd-obrach le sgilean Gàidhlig a tha ag obair dhan ùghdarras?• Foillseachaidhean – cia mheud foillseachadh dà-chànanach a sgoil an t-ùghdarras?• Inbhe – cia mheud soidhne dà-chànanach a chur an t-ùghdarras an àird?
3.5	<p>Ged a tha beàrnan fhathast anns an dàta seo leis gu bheil fiosrachadh fhathast a dhìth bho 24 ùghdarrasan agus nach robh e comasach dhan a h-uile ùghdarras an dàta air fad a thoirt seachad, thathas den bheachd gu bheil an clàr-dàta (PT1) a’ toirt seachad dealbh feumail aig ìre gach ùghdarras agus aig ìre nàiseanta. Tha e follaiseach ge-tà, leis nach eil an dàta againn bhon a h-uile buidheann gu bheil sin air crìonadh adhbharachadh thar nan roinnean aig ìre nàiseanta. B’ e an aon roinn dàta far a robh fàs aig an ìre seo soidhnichean dà-chànanach, adhartas a tha gu math cudromach ann an faicsinneachd na Gàidhlig.</p>
3.6	<p>Thathas an dùil an siostam seo a leasachadh gus dealbh nas fheàrr fhaighinn air adhartas le planaichean. Thathar air a bhith ga chleachdadh fad 4 bliadhna a-nis agus thathas ag aithneachadh gu bheil deagh adhartas air a bhith ann agus gu bheil leasachaidhean a bharrachd a dhìth. Mar phàirt den phròiseas seo, bithear a’ coimhead às ùr air na ceistean anns a’ phrìomh dàta measaidh. Thèid ath-sgrùdadh a dhèanamh air mar a tha am fhoirm air an sgrìobhadh agus thèid stiùireadh nas mionaidiche a cruthachadh airson taic a chumail ris na h-ùghdarrasan le bhith a’ lìonadh an fhoirm.</p>

Seo gèarr-iomradh air na prìomh phàtranan a nochd ann an dàta 22-23:

3.7 Oifigearan Gàidhlig

Airson na ceathramh bliadhna, thathas a’ faicinn gu bheil e nas fhasa do bhuidhnean aig a bheil Oifigear Gàidhlig no Oifigear le sgilean Gàidhlig adhartas a dhèanamh le conaltradh gu sònraichte anns an dàta airson sgaoidh fiosrachaidh dhan phoball (fios air na meadhanan sòisealta agus fiosan-naidheachd). Tha sinn mothachail gu bheil na h-ùghdarrasan seo a’ conaltradh leis a’ phoball tro mheadhanan na Gàidhlig nas trice agus nas cunbhalaiche na buidhnean eile. Tha seo follaiseach anns an àrdachadh a chunnacas am-bliadhna le Oilthigh na Gàidhealtachd is nan Eilean agus Buidheann Chorporra Pàrlamaid na h-Alba.

Tha na h-àireamhan fhathast gu math àrd a thaobh conaltradh leis a’ phoball aig Comhairle na Gàidhealtachd, Comhairle nan Eilean Siar agus Oilthigh Ghlaschu ged a tha crìonadh air a bhith ann bhon bhliadhna an-uirdh. Tha seo a’ cur ris an fhianais gu bheil Oifigearan Gàidhlig air no Oifigearan aig a bheil sgilean Gàidhlig a’ cur gu mòr ri adhartas le conaltradh.

Thathar an dùil gun lean an t-àrdachadh seo a-rithist an ath-bhliadhna leis gu bheil cleachdadh nam meadhanan sòisealta a’ fàs nas cudromaiche is nas cumanta.

3.8 Gàidhlig mar sgil riatanach

Chithear am fiosrachadh mu dhreuchdan far a bheil Gàidhlig air ainmeachadh mar sgil riatanach. Ged a tha beagan crìonaidh air a bhith anns an dàta aig Comhairle nan Eilean Siar agus Comhairle na Gàidhealtachd ann an 2022-2023, tha an àireamh de dhreuchdan le Gàidhlig mar sgil riatanach fhathast àrd an taca ri buidhnean eile. Tha e cudromach a bhith ag aithneachadh ge-tà gu bheil gu leòr den dreuchdan seo co-cheangailte ri Foghlam tro Mheadhan na Gàidhlig.

Tha e follaiseach gu bheil buaidh eaconamach aig na dreuchdan seo. Tha e follaiseach gu bheil dreuchdan teagaisg mar chnap mhòr de na h-àireamhan seo.

3.8 Trèanadh Luchd-obrach

Tha àrdachadh air a bhith aig Comhairle Baile Dhùn Èideann, Àrainneachd Eachdraidheil Alba agus Comhairle Mhoireibh ann an 2022-23. Ge -tà, tha crìonadh air a bhith an aig ìre nàiseanta anns an àireamh de luchd-obrach a fhuair trèanadh ann an Gàidhlig. Tha na h-àireamhan seo a’ gabhail a-steach an dà chuid trèanadh ann an sgilean Gàidhlig agus seiseanan mothachaidh Gàidhlig.

Thathar mothachail gu bheil buidhnean air modalan Gàidhlig agus toolkits Gàidhlig a cruthachadh don luchd-obrach mar thrèanadh air mothachadh Gàidhlig. Tha an t-adhartas air a bhith a’ cur ri eòlas agus sgilean luchd-obrach mun Ghàidhlig.

3.9 Conaltradh leis a’ Phoball

Thathar mothachail gu bheil duilgheadasan aig cuid de na buidhnean fhathast fiosrachadh a chruinneachadh dhuinn co-cheangailte ri conaltradh sa Ghàidhlig bhon phoball.

<p>3.10</p> <p>3.11</p> <p>3.12</p> <p>3.13</p>	<p>Bhiodh barrachd oidhirp feumail aig ìre nàiseanta gus dèanamh cinnteach gu bheil na cothroman airson Gàidhlig a chleachdadh air am brosnachadh aig gach ùghdarras poblach air-loidhne nas trice agus nas cunbhalaiche.</p> <p><u>Dùbhlain</u></p> <p>Tha obair ri dhèanamh fhathast aig na buidhnean gus siostaman làidir a chur air dòigh airson an dàta seo a chruinneachadh.</p> <p>Tha e soilleir gu bheil Covid-19 air buaidh a thoirt air adhartas le planaichean, le tòrr bhuidhnean a' cur stad air cuid den na programan a bh' aca. Tha seo follaiseach gus sònraichte le trèanadh don luchd-obrach, adhartas le soidhnichean dà-chànanach, susbaint air na meadhanan sòisealta agus tachartasan. Tha e follaiseach nach deach gu leòr tachartasan air adhart air no nach robh mòran dhaoine gan fhrithealadh.</p> <p>A dh'aindheoin sin, thathar mothachail leis a' ghluasad gu teicneolas, gun tig piseach air seo, gu sònraichte le trèanadh don luchd-obrach leis gu bheil trèanadh air gluasad air-loidhne gus na seiseanan seo a chumail a' dol, rud a tha air a bhith brosnachail agus rud a tha air leantainn bho àm a' ghlaisidh-sluaigh.</p> <p>Tha e fhathast gu math follaiseach aig amannan gu bheil tòrr taic agus comhairle a dhìth aig cuid de na h-ùghdarrasan poblach airson na planaichean Gàidhlig a chur an gnìomh. Leis gu bheil àireamh nan oifigearan planaichean beag, tha barrachd goireasan, taic agus dòighean-obrach ùra a dhìth gus an obair seo a choileanadh gu soirbheachail.</p> <p>Chan eil cumhachd gu leòr aig Bòrd na Gàidhlig gus dèiligeadh ri dìth adhartais ann am Planaichean Gàidhlig.</p>								
<p>4.0</p>	<p>Moladh</p>								
	<p>Gum bi na buill a' toirt fa-near dhan fhiosrachadh anns a' phàipear seo.</p>								
<p>5.0</p>	<p>Prìomh Bhuaidhean Ro-innleachdach</p>								
<p>5.1</p>	<p>Buaidhean air Ionmhas</p>								
	<p>Chan eil buaidh air ionmhas.</p>								
<p>5.2</p>	<p>Buaidhean air Luchd-obrach</p>								
	<p>Leis gu bheil obair nam planaichean a' sìor-fhàs fad na h-ùine, tha e gu math cudromach gu bheil luchd-obrach gu leòr aig Bòrd na Gàidhlig gus an obair seo a choileanadh gu soirbheachail.</p>								
<p>5.3</p>	<p>Buaidhean air Trèanadh</p>								
	<p>Chan eil aig an ìre seo.</p>								
<p>5.4</p>	<p>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</p>								
	<table border="1" data-bbox="204 1675 1390 1888"> <tr> <td data-bbox="204 1675 496 1843"> <p>A' toirt fàs air cleachdadh na Gàidhlig</p> </td> <td data-bbox="496 1675 788 1843"> <p>A' toirt fàs air ionnsachadh na Gàidhlig</p> </td> <td data-bbox="788 1675 1080 1843"> <p>A' cur deagh ìomhaigh air adhart airson na Gàidhlig</p> </td> <td data-bbox="1080 1675 1390 1843"> <p>Gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige</p> </td> </tr> <tr> <td data-bbox="204 1843 496 1888"> <p style="text-align: center;">☒</p> </td> <td data-bbox="496 1843 788 1888"> <p style="text-align: center;">☒</p> </td> <td data-bbox="788 1843 1080 1888"> <p style="text-align: center;">☒</p> </td> <td data-bbox="1080 1843 1390 1888"> <p style="text-align: center;">☒</p> </td> </tr> </table> <p>Bidh na planaichean reachdail a' cur air adhart nam prìomh amasan anns a' phlana chorporra aig Bòrd na Gàidhlig gu sònraichte mar a leanas:-</p> <p><i>“A' dèanamh cinnteach gum bi buaidh nas motha aig Planaichean Gàidhlig air cùisean agus a' toirt taic do dh'Ùghdarrasan Poblach gus sanasachd a dhèanamh air an obair a nì iad don Ghàidhlig</i></p>	<p>A' toirt fàs air cleachdadh na Gàidhlig</p>	<p>A' toirt fàs air ionnsachadh na Gàidhlig</p>	<p>A' cur deagh ìomhaigh air adhart airson na Gàidhlig</p>	<p>Gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige</p>	<p style="text-align: center;">☒</p>	<p style="text-align: center;">☒</p>	<p style="text-align: center;">☒</p>	<p style="text-align: center;">☒</p>
<p>A' toirt fàs air cleachdadh na Gàidhlig</p>	<p>A' toirt fàs air ionnsachadh na Gàidhlig</p>	<p>A' cur deagh ìomhaigh air adhart airson na Gàidhlig</p>	<p>Gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige</p>						
<p style="text-align: center;">☒</p>	<p style="text-align: center;">☒</p>	<p style="text-align: center;">☒</p>	<p style="text-align: center;">☒</p>						
<p>5.5</p>	<p>Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta</p>								

AR N-ADHBHAR		AR LUACHAN	
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	<input checked="" type="checkbox"/>	Clann	<input checked="" type="checkbox"/>
Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
Àrainneachd	<input checked="" type="checkbox"/>	Bochdainn	<input type="checkbox"/>
Slàinte	<input checked="" type="checkbox"/>	Eadar-Nàiseanta	<input type="checkbox"/>
Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
5.6	Buidhean air Cliù		
	Leis nach eil dàta coileanta 19-20, 20-21, 2021-2022 agus 2022-2023 ann mar a bhathas an dùil, dh'fhaodadh gum biodh seo a' toirt buaidh air cliù na buidhnean aig a bheil planaichean Gàidhlig.		
5.7	Buidhean air Slàinte is Sàbhailteachd		
	Chan eil gin ann.		
5.8	Buidhean Laghail		
	Tha dleastanas dearcnachaidh aig Bòrd na Gàidhlig fo sgèith Achd na Gàidhlig (Alba) 2005		
5.9	Buidhean air Co-ionannas		
	Ged nach eil fiosrachadh mu dheidhinn co-ionannas mar phàirt den aithisg seo, tha Bòrd na Gàidhlig a' trusadh fiosrachadh co-cheangailte ri co-ionannas gach bliadhna nuair a tha sinn a' tional dàta nam planaichean.		
5.10	Buidhean air Àrainneachd		
	Chan eil buaidh ann.		

Ainm na Buidhne	Fiosrachadh	Aithisgean Dearcnachaidh 2022-2023 (2021-22)							
		Prìomh Dhata Measaidh							
		Fios bhon Phoball	A' sgaoleadh fiosrachadh		Luchd-obrach			Foilseachaidhean	Inbhe
Brath sgrìobhte / Written communication	Pìos air na meadhanan soisealta / Posts on social media	Fios-naidheachd / News releases	Luchd-obrach a fhuair treanadh / Staff who have received training	Dreuchdan le Gaidhlig riatanach / Posts where Gaelic is essential	Luchd-obrach le sgilean Gaidhlig / Staff with Gaelic skills	Foilseachaidhean da-chananach / Bilingual publications	Soidhnichean da-chananach / Bilingual signage		
PGR001 Alba Chruthachail		5	30	2	Fios ri tighinn 23/24	1	10	10	Fios ri tighinn 23/24
PGR002 Àrainneachd Eachdraidheil na h-Alba		3	6	2	68	2	89	0	62
PGR007 Comhairle Aonghais		0	0	0	7	1	14	0	1
PGR008 Comhairle Baile Dhùn Dè		0	0	0	1	0	18	1	0
PGR009 Comhairle Baile Dhùn Èideann		Fios ri tighinn 23/24	Fios ri tighinn 23/24	4	135	49	115	0	26
PGR013 Comhairle Dhùn Phrìs is Gall-Ghàidhealaibh		0	32	0	6	0	31	1	0
PGR015 Comhairle Fhìobha		50	17	0	5	0	Fios ri tighinn 23/24	3	10
PGR016 Comhairle Inbhir Chluaidh		1	102	3	5	10	29	2	10
PGR017 Comhairle Lodainn an Ear		0	1	0	1	0	9	0	0
PGR018 Comhairle Lodainn an Iar		0	3	0	24	0	88	0	0
PGR019 Comhairle Lodainn Mheadhanaich		0	0	0	1	0	6	0	0
PGR020 Comhairle Maoineachaidh na h-Alba		0	5	2	0	0	34	2	0
PGR021 Comhairle Mhoireibh		0	4	3	74	0	12	2	0
PGR022 Comhairle na Gàidhealtachd		15	59	27	46	152	Fios ri tighinn 23/24	290	334
PGR024 Comhairle nan Eilean Siar		20	101	7	47	131	1200	Fios ri tighinn 23/24	Fios ri tighinn 23/24
PGR027 Comhairle Siorrachd Àir a Deas		0	0	3	6	2	19	1	26
PGR030 Comhairle Siorrachd Chlach Mhanann		0	0	0	0	0	Fios ri tighinn 23/24	1	0
PGR032 Comhairle Siorrachd Dhùn Bhreatainn an Iar		9	Fios ri tighinn 23/24	0	12	6	21	0	5
PGR033 Comhairle Siorrachd Lannraig a Deas		0	0	0	50	11.4	68	1	0
PGR034 Comhairle Siorrachd Lannraig a Tuath		Fios ri tighinn 23/24	135	1	21	32	33	5	0
PGR035 Comhairle Siorrachd Obar Dheathain		0	7	0	10	2	Fios ri tighinn 23/24	0	1
PGR036 Comhairle Siorrachd Rinn Friù		0	1	1	0	0	0	0	0
PGR038 Nàdar Alba		2	51	4	0	1	51	4	24
PGR040 Gailearaidhean Nàiseanta na h-Alba		0	0	0	0	0	11	0	0
PGR041 Iomairt na Gàidhealtachd is nan Eilean		1	102	16	3	3	50	3	0
PGR042 Leabharlann Nàiseanta na h-Alba		30	50	1	1	2	28	3	17
PGR043 Leasachadh Sgìlean na h-Alba		564	39	6	5	3	39	10	0
PGR045 NHS Eileanan Siar		1	3	2	8	0	520	0	1
PGR046 NHS na Gàidhealtachd		0	0	2	0	1	282	0	300
PGR048 Oilthigh Ghlaschu		0	100	0	0	18	104	0	0
PGR049 Oilthigh na Gàidhealtachd is nan Eilean		3	227	13	17	2	10	2	90
PGR050 Oilthigh Obar Dheathain		0	6	1	0	5	31	1	1
PGR052 Buidheann Chorporra Pàrlamaid na h-Alba		78	597	67	1	2	49	9	Fios ri tighinn 23/24
PGR054 Puirt-adhair na Gàidhealtachd is nan Eilean Eta		0	7	0	19	0	24	12	fios ri tighinn 23/24
PGR059 Spòrs Alba		0	8	0	8	0	7	4	0
PGR061 Taighean Tasgaidh Nàiseanta na h-Alba		0	3	1	1	0	19	2	0
PGR067 Coimisean Fearrain na h-Alba		0	16	1	2	0		1	Fios ri tighinn 23/24
PGR006 Colaisde a' Chaisteil/UHI Innse Gall	An duil ri aithisg 2021-2022 30/06/2023								
PGR010 Comhairle Baile Ghlaschu	An duil ri aithisg 2021-2022 16/06/2023								
PGR014 Comhairle Earra-Ghàidheal is Bhòid	An duil ri aithisg 2021-2022 03/07/2023								
PGR023 Comhairle na h-Eaglaise Brice	An duil ri aithisg 2021-2023 09/2023								
PGR025 Comhairle Pheairt is Cheann Rois	An duil ri aithisg 2021-2023 08/06/2023								
PGR026 Comhairle Shruighlea	An duil ri aithisg 2020-2021 21/06/2023								
PGR029 Comhairle Siorrachd Àir a Deas	An duil ri aithisg 2021-2023 05/09/2023								
PGR031 Comhairle Siorrachd Dhùn Bhreatainn an Ear	An duil ri aithisg 2021-2023 21/07/2023								
PGR037 Comhairle Siorrachd Rinn Friù an Ear	An duil ri aithisg 2021-2022 30/06/2023								
PGR039 Foghlam Alba	An duil ri aithisg 2021-2023 12/10/2023								
PGR053 Poileas Alba	An duil ri aithisg 2021-2022 14/09/2023								
PGR055 Riaghaltas na h-Alba	An duil ri aithisg 2022-2023 03/07/2023								
PGR056 Sabhal Mòr Ostaig	An duil ri aithisg 2021-2022 14/09/2023								
PGR057 Seirbheis Ambaileans na h-Alba	An duil ri aithisg 2021-2022 03/07/2023								
PGR058 Seirbheis Smàlaidh is Teasairginn na h-Alba	An duil ri aithisg 2022-2023 14/09/2023								
PGR060 Stòras Mara Cailleannach Eta	An duil ri aithisg 2021-2022 03/07/2023								
PGR062 Ùghdarras Pairc Nàiseanta a' Mhonaidh Ruaidh	An duil ri aithisg 2021-2022 30/06/2023								
PGR063 Ùghdarras Pairc Nàiseanta Loch Laomainn is nan Tròisichean	An duil ri aithisg 2020-2021 22/08/2023								
PGR064 Ùghdarras Poilis na h-Alba	An duil ri aithisg 2020-2021 03/07/2023								
PGR065 Ùghdarras Theisteanas na h-Alba	An duil ri aithisg 2021-2022 22/08/2023								
PGR066 Visit Alba	An duil ri aithisg 2021-2022 01/09/2023								
PGR005 Coimisean na Croitearachd	Aithisg a dhìth								
PGR011 Comhairle Baile Obar Dheathain	Aithisg a dhìth								
PGR028 Comhairle Siorrachd Àir a Tuath	Aithisgean a dhìth								
Buaidh Naiseanta		782	1712	169	584	436.4	3025	370	908

Clàr-samhla Data	
■	Fàs
■	Crìonadh
■	Gun atharrachadh



For	Board Meeting
Date of Meeting	22/06/2023
Location:	Online
Item on Agenda	4.1

Title	Risk Management	
Request	For Decision	
Spokesperson	Nicola Pearson, Head of Finance and Corporate Affairs	
Governance route for the report	Date	Type of Treatment
Audit & Assurance Committee	23/05/2023	For approval
Leadership Team	09/05/2023	For approval
Appendices	PT1 – Strategic Risk Register	
1.0	Purpose	
1.1	<p>The paper presents the strategic risk register. This was reviewed and approved by the Leadership Team on 19th May and approved by the Audit and Assurance Committee on the 23rd May 2023.</p> <p>The paper is in English as it is presented by the Head of Finance and Corporate Affairs and will be reviewed by the internal and external auditors as part of their audit work.</p>	
2.0	Background	
2.1	n/a	
3.0	Main points	
	<p>A facilitated session was held on March 8th with board members and the senior management team to discuss and review the Strategic Risk Register.</p> <p>It was anticipated that following on from this session and further work by the facilitator that a new risk register would be presented at this meeting. Work on this revised risk register is progressing but is not yet at the stage where presentation would be useful.</p> <p>To ensure that the Board continue to have the opportunity to review and discuss the current strategic risk register I have appended the existing register.</p>	
4.0	Recommendation	
4.1	<p>The Board requested to:</p> <ul style="list-style-type: none"> - Discuss the register and summary - Make recommendations around additions and removal of risks ; and - Approve the register. 	
5.0	Key Strategic Impacts	
5.1	Impact on Finance	

	No direct impact but ensures that financial risks are considered by the organisation.			
5.2	Impact on Staff			
	The strategic risk register has an impact on the work that staff deliver in terms of ameliorating risks to the organisation or utilising opportunities.			
5.3	Impact on Training			
	Risk management training for board members and SMT took place in March 2023. A follow up discussion for CSD has been arranged.			
5.4	Links to Corporate Aims			
	The register contributes to the corporate aim that BnG continues to develop how it works, and to the achievement of the three other corporate aims.			
5.5	Links to the National Performance Framework			
	OUR PURPOSE		OUR VALUES	
	To focus on creating a more successful country with opportunities for all of Scotland to flourish through increased wellbeing, and sustainable and inclusive economic growth		We are a society which treats all our people with kindness, dignity and compassion, respects the rule of law, and acts in an open and transparent way	
	NATIONAL OUTCOMES			
	Human Rights	<input type="checkbox"/>	Children & Young People	<input type="checkbox"/>
	Culture	<input type="checkbox"/>	Communities	<input type="checkbox"/>
	Environment	<input type="checkbox"/>	Poverty	<input type="checkbox"/>
	Health	<input type="checkbox"/>	International	<input type="checkbox"/>
	Learning	<input type="checkbox"/>	Economy	<input type="checkbox"/>
	Successful innovative businesses	<input checked="" type="checkbox"/>		
5.6	Impact on Reputation			
	Managing risk has a significant impact on the organisation. The regular review of the strategic risk registers ensure the organisation focuses on this.			
5.7	Impact on Health and Safety			
	n/a			
5.8	Legal Impact			
	n/a			
5.9	Impact on Equality			
	n/a			
5.10	Impact on Environment			
	n/a			

STRATEGIC RISK REGISTER

Ref	Description	Consequence	Mitigation	Unmitigated risk rating	Actions: tolerate/ treat/ transfer/ terminate/ take the opportunity	Movement	Current impact	Current probability	Current rating	Risk owner	Date reviewed
1.1	Insufficient support to address decline of Gaelic in island and rural areas	Opportunities for intergenerational transmission and usage are lost	Ensuring that BnG advises Ministers and other stakeholders on how to address this issue	20	Treat: *Include Gaelic language in development of policies and contribute to public consultations. Take the Opportunity: *Support initiatives aimed at retaining and attracting people to Gaelic speaking communities including encourage organisations to see current home-working as an opportunity for young people to live in the islands. *Use existing consultations to engage further with traditional communities. *Continue to emphasise the messages of the current National Plan on the impact of socio-economic issues. *Support communities which want to develop area-wide community language plans * Engage with Ministers on issues with impact on communities such as ferry services * Continue to promote Gaelic within COHI and REP * Review and update the Statutory Guidance for Gaelic language plans.	↔	4	4	16	Ceannard	Cèit-23
						↔	4	4	16	Ceannard	Cèit-23
1.2	Economic conditions	Reduced funding for public bodies will result in less spending on Gaelic	Cooperating with public bodies to encourage maintainance of support for Gaelic	20	Treat: *Make the case for Gaelic as an economic asset. *Develop Gaelic Plans which progress essential priorities. *Use Gaelic Plans to encourage public bodies to normalise Gaelic spending in key areas such as education Take the Opportunity: *Continue to make the case that was made at CoHI that Gaelic be part of its work. *Continue working on the Faster Rate of Progress delivery and explore expansion opportunities. *Use positive results from SSAS and number of adult learners to emphasise support and demand for Gaelic. *Maximise the positive messages on adult learning and the economy. *Engage with DCMS inquiry into indigenous minority languages.	↔	4	4	16	Ceannard	Cèit-23
2.1	As consequence of budgetary pressures-LAs do not prioritise extending Gaelic Education.	Number of children with Gaelic skills is insufficient to maintain speaker numbers	Ensuring that there is enough people and financial resources to meet demand	25	Transfer: *Working with local authorities to support their work to ensure that staff are available where they are needed. *Working with colleges, universities, and training providers to ensure that their courses are delivering enough staff to meet demand. *Providing professional advice and support for the teacher recruitment workstream in Faster Rate of Progress. Treat: *Continuing support for LAs on Gaelic Plan commitments and through engagement with national networks (GLAN, ADES etc.) * Engage with COSLA and GTCS on issues of GM teacher retention Take the Opportunity: *Use the work underway to review the implementation of the Statutory Guidance to increase understanding of it and its use. *Provide advice for the development of the SG Programme for Government commitments for education.	↔	4	4	16	Director of Gaelic Education	Cèit-23
						↔	4	3	12	Director of Gaelic Education	Cèit-23
						↔	4	3	12	Director of Gaelic Education	Cèit-23
2.2	Local authorities unwilling to grow Gaelic Education	Number of children with Gaelic skills is insufficient to maintain speaker numbers	Making the case (financial, economic and educational) for Gaelic education.	20	Treat: *Working with Scottish Government and local authorities to ensure there is robust supporting information for a strong case. *Continuing support for LAs on Gaelic Plan commitments and through engagement with national networks (GLAN, ADES etc.) and the developing work with the Gaelic teacher recruitment officer e.g. projects such as Dèandiofar. *In addition, working with a variety of LAs on developing GME services using Statutory Guidance. Take the opportunity: *Continue to promote the positive news about research into bilingualism. *Continue to promote the needs and opportunities of GME within ongoing education reform consultations * Review and update Statutory Guidance for Gaelic Education	↔	4	3	12	Director of Gaelic Education	Cèit-23
2.3	Opportunities to learn Gaelic are not provided. (GME, GLE and adult learning.)	People do not feel confident in their Gaelic skills, leading to reduced use	Ensuring that Gaelic education remains a choice. Ensuring that all children starting Gaelic education can follow it through to secondary level. Ensuring that all adults who aim to develop their Gaelic skills have the opportunity to do so.	15	Transfer: *Continuing support for LAs on Gaelic Plan commitments and through engagement with national networks (GLAN, ADES, GLAD etc.) Education team have agreed education priorities with planning team which are now impacting upon development of plans. *Continuing partnership work with LearnGaelic, SpeakGaelic and national organisations such as Education Scotland and the SQA. *Dialogue with LAs to ensure that as many young people as possible who learn Gaelic at primary school can continue this at secondary school. *Maximise the opportunities for GME in Professor Hayward review. *Ensure that there is strategic lead to ensure that learning resources are in place to fulfil needs and ambitions. Take the Opportunity: *Work with all partners to promote access to online resources for all stages and types of learning needs and support resource expansion to ensure continued growth on online learning for all types of learning needs, particularly SpeakGaelic. *Make use of data provided by LearnGaelic and SpeakGaelic.	↔	4	3	12	Director of Gaelic Education	Cèit-23

More people using and benefitting from Gaelic at work, home and

Opportunities to develop Gaelic skills at any age increased and more accessible

STRATEGIC RISK REGISTER

	Ref	Description	Consequence	Mitigation	Unmitigated risk rating	Actions: tolerate/ treat/ transfer/ terminate/ take an opportunity	Movement	Current impact	Current probability	Current rating	Risk owner	Date reviewed
More people in Scotland positive about Gaelic	3.1	Gaelic does not maintain a positive image	People less inclined to be involved with or learn the language	Promote widely the positive messages from Scottish Social Attitudes Survey. Ensuring the success of Gaelic in Scotland's towns and cities is highlighted. Highlighting the value of the language to traditional Gaelic-speaking communities. Countering negative messages and misinformation.	12	Treat: *Having an active communication strategy to publicise the successes and counter misinformation. Transfer: *Encourage others to maximise good news stories about Gaelic Take the Opportunity: *Continue to promote the statistics from SpeakGaelic, Duolingo, LearnGaelic and online activities. *Provide leadership on the interdependence of all Gaelic communities and the importance of collaboration and mutual support.	↔	3	3	9	Ceannard	Cèit-23
	3.2	Politicisation of the language	More difficult to maintain support for the language at national and particularly local authority levels	Continuing dialogue with all political parties on a non-partisan basis.	16	Take the Opportunity: *Continue communication with MSPs who are involved with and supportive of Gaelic to support national developments using SSAS results and growth in learning. Communicate with MPs who are supportive of Gaelic and involved in UK level developments.	↔	4	3	12	Ceannard	Cèit-23
	3.3	Gaelic not seen as important	Public and political support for Gaelic eroded	Normalising Gaelic within Scottish life	16	Treat: *Emphasise the social and economic worth of Gaelic to the whole of Scotland. Take the Opportunity: *Use the very positive results from the Scottish Social Attitudes Survey and YoungScot's survey to strengthen Gaelic's positive image.	↔	4	3	12	Ceannard	Cèit-23
Developing how BnG works	4.1	Financial concerns leading to reducing public funds and greater need for financial interventions leading to static or reduced public funding for Gaelic.	Reduction in the level of Gaelic activity being undertaken leading to a decline in its use, learning and visibility	Programme of awareness raising and messaging that in order to achieve ambitions for Gaelic, a positive outcome from the Strategic Spending Review is critical to growth of Gaelic.	20	Take the opportunity: *Provide key messages on the opportunities and challenges for Gaelic and support SG to deliver its Programme for Government commitments for Gaelic; including normalising Gaelic within other commitments. Continue to contribute to working groups and policy consultations to ensure opportunities for Gaelic are normalised within other bodies' delivery. Commission research on links between Gaelic and wellbeing as evidence base.	↔	4	4	16	Ceannard	Cèit-23
	4.2	Insufficient staff capacity	Bòrd na Gàidhlig is unable to fulfil its commitments and staff morale and productivity is reduced.	Business case for more staff. Increased number of posts established and filled	20	Treat: *Continue to make a business case to Scottish Government. *Attention given in the workforce plan to ensure that enough staff resource is in place to successfully deliver GLPs and policy functions in the short and long term. *Review organisational priorities and/or identify alternative routes to delivering functions. *Ensure wellbeing is a priority for staff and board.	↔	4	4	16	Ceannard	Cèit-23
	4.3	Reputation of the organisation	Negative aspects of reputation affect Bòrd na Gàidhlig's ability to deliver its role due to need to counter inaccurate information.	Communications Strategy to highlight Bòrd na Gàidhlig's role in promoting and funding Gaelic development	12	Treat: * Ensuring organisations which receive funding publicly acknowledge BnG's contribution. *Continue to publish internal and external audit reports demonstrating effective governance. Take the Opportunity: *Use the results of stakeholder survey and new stakeholder strategy to strengthen positive reputation. Ensure publication on the next corporate plan clearly articulates BnG's ambitions, responsibilities and relationships.	↔	4	2	8	Ceannard	Cèit-23

Very High	Risk Score 20-25	Unacceptable level of risk exposure that requires immediate mitigating action and monthly monitoring
High	Risk Score 12-19	Unacceptable level of risk which requires controls to be put in place to reduce exposure and monthly monitoring
Medium	Risk Score 6-11	Controls can be put in place or the risk accepted. Subjected to quarterly monitoring.
Low	Risk Score 1-5	Acceptable level of risk subject to six monthly monitoring

Once a risk has been assessed it is necessary to determine the most appropriate response to managing it. There are five potential ways to manage risks. These are:

- Tolerate** - Accept the consequences of the risk should it occur. If the risk is tolerated no control measures require to be implemented and therefore the risk only requires to be monitored on quarterly basis.
- Treat** - Take action to reduce the probability and/or impact of the risk.
- Transfer** - Remove part of the risk to someone else
- Terminate** - Cease the action/activity that is causing the risk to occur if this is appropriate
- Take an opportunity** - Share the risk with a partner involved in the area of work.



A' freagairt ri	A' Bhòrd-stiùiridh
Ceann-latha na Coinneimh	22/06/2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	5.1

Tìotal a' Phàipeir	Aithisgean Bhliadhnail nan Comataidhean	
Moladh do Bhuill	Ri Aontachadh	
Neach labhairt:	Shona NicIllinnein, Ceannard	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha	Seòrsachadh na h-Aithris
Comataidh Poileasaidh is Goireasan Comataidh Sgrùdaidh is Dearbhachd	09/05/2023 23/05/2023	Airson Aontachadh
Pàipear-taice air a cheangal ris	PT1 - Aithisg Bhliadhnail na Comataidh Sgrùdaidh is Dearbhachd 2022/23 PT2 - Aithisg Bhliadhnail na Comataidh Poileasaidh is Goireasan 2022/23	
1.0	Adhbhar	
1.1	Gus na h-aithisgean seo a chur air beulaibh a' Bhùird-stiùiridh airson an aonta	
2.0	Cùl-fhiosrachadh	
2.1	Tha na h-aithisgean seo a' toirt fiosrachadh dhan Cheannard agus bidh iomradh orra sa Governance Statement san Aithisg Bhliadhnail 2022/23.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Tha an aithisg bhliadhnail agus na cunntasan nam prìomh sgrìobhainnean gus sealltainn gu bheil modhan-riaghlaidh èifeachdach gan cur an sàs.	
3.2	Tha Pàipearan-taic 1 agus 2 a toirt fiosrachadh air obair a' Chomataidh Sgrùdaidh agus Dearbhachd (PT1) agus a' Chomataidh Poileasaidh agus Ghoireasan (PT2) tron bliadhna.	
4.0	Moladh	
4.1	Thathas ag iarraidh air a' Bhòrd-stiùiridh: <ul style="list-style-type: none"> • beachdachadh air Aithisg a' Chomataidh Sgrùdaidh agus Dearbhachd (Pàipear-taic 1) agus Aithisg a' Chomataidh Poileasaidh agus Ghoireasan (Pàipear-taic 2) • aonta foirmeil a thoirt dhaibh. 	
5.0	Prìomh Bhuidhean Ro-innleachdach	
5.1	Buidhean air Ionmhas	
	Tha an dà chomataidh a' dèiligeadh ri ionmhas ann an dòighean eadar-dhealaichte agus tha iomraidhean air sin sna h-aithisgean.	
5.2	Buidhean air Luchd-obrach	
	Tha Comataidh Poileasaidh is Ghoireasan a' dèiligeadh ri cùisean sgiobachd agus tha iomradh air sin san aithisg aice.	
5.3	Buidhean air Trèanadh	
	Tha Comataidh Poileasaidh is Ghoireasan a' dèiligeadh ri cùisean trèanaidh is leasachaidh agus tha iomradh air sin san aithisg aice.	
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra	
	Tha am pàipear seo a toirt taic dhan Bhòrd-stiùiridh ann an coileanadh nan uallaichean co-cheangailte ri na cunntasan agus an aithisg bhliadhnail.	

5.5	Buaidhean air Cliù			
	AR N-ADHBHAR		AR LUACHAN	
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean daonna	<input checked="" type="checkbox"/>	Clann	<input checked="" type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input checked="" type="checkbox"/>	Eadar-Nàiseanta	<input checked="" type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
5.6	Buaidhean air Cliù			
	Tha na h-aithisgean seo a' sealltainn cho cudromach agus farsaingeachd 's a tha obair an dà chomataidh.			
5.7	Buaidhean air Slàinte, Sàbhailteachd is Sunnd			
	Tha Comataidh Poileasaidh is Ghoireasan a' dèiligeadh ris na cuspairean seo agus tha iomradh air sin san aithisg aice.			
5.8	Buaidhean Laghail			
	Tha an Aithisg Bhliadhnail is Cunntasan a dhith gus na dleastanasan ann an Schedule I, Achd na Gàidhlig (Alba) 2005, an coileanadh. Tha na h-aithisgean seo a' cur ris an aithisg sin.			
5.9	Buaidhean air Co-ionannachd			
	Chan eil gin ann.			
5.10	Buaidhean air an Àrainneachd			
	'S e an aon buaidh a tha air an àrainneachd nach robh aig buill no oifigear a bhith a' siubhal airson nan coinneamhan is tha sin math a thaobh na h-àrainneachd.			

Annual report to the Board from the Audit and Assurance Committee

Background

The Audit and Assurance Committee (AAC) is required to report annually to the full Board on its activities over the year, and on the reports presented to the Committee by the organisation's internal and external auditors.

This Annual Report is presented on behalf of the Audit and Assurance Committee to cover the period of its operations from April 2022 to March 2023.

Overview

- The period of this Annual Report covers consideration of final accounts for 2021/22, together with associated reports from the organisation's external auditors.
- The Committee has also continued to have oversight of the work of the organisation's internal auditors and consider reports issued by them.
- The Committee met four times over the period covered by this report.

Work of the Committee

Meetings of the AAC

Annex A lists the membership of the Committee over the period and the regular attendees from the Leadership Team, Deloitte LLP, Audit Scotland and internal auditors, Wylie & Bisset.

The AAC held meetings on 24 May 2022, 6 September 2022, 15 November 2022, and 7 February 2023. In accordance with good practice, the Committee met privately with the internal and external auditors at the end of committee meetings when required. The Chair held meetings with officers and the Chair of the Board during the year and presented the minutes of each Committee meeting to the following Board meeting. The Chair provides information to Board on reports that have been through AAC and then presented to Board for approval or noting.

Key Activities

In addition to reports from the organisation's Internal and external auditors, considered in further detail below, the Committee also considered a number of other issues throughout the year:

- The Committee continued to take a strategic oversight of the organisation's risk management strategy and considered the strategic risk register at every meeting in 2022/23. The Committee has considered the appropriateness of coverage of the strategic risk register throughout the year, and adequacy of mitigation action, in periods between full Board considerations of risk management.
- Members of the Committee undertook Risk Management training in 2023.
- The Committee reviewed and updated its Terms of Reference, and prepared and considered a Committee Work Plan which was reviewed at every meeting
- The Committee reviewed a report on Data Protection at two meetings
- The Committee reviewed and discussed a Cyber Resilience Report.
- The Committee reviewed and approved the Governance Statement as part of its consideration of final accounts, prior to recommending the accounts to the Board and their signature by the Accountable Officer.
- The Committee gave consideration and agreement to forward audit activity plans. The Committee agreed the plan of internal audit activity for 2022/23 as part of the Audit Needs Assessment by the internal auditors Wylie & Bisset. The Committee also agreed the plan for the 2022/23 external audit and oversaw progress in delivery of the external audit.
- The Committee considered the draft letter of representation from the organisation to Deloitte LLP, the external auditor, prior to its signature by the Accountable Officer as an appropriate reflection of the

organisation’s position for preparation of the accounts for 2021/22 and conduct of the financial and wider control procedures over the course of the year.

Internal Audit

Over the course of the period of this report, eight management reports were presented to the Committee. A further report on Internal Audit Recommendations Follow-up was also reviewed during the period. The findings and consequent recommendations for action are graded according to the internal auditors’ assessment of the significance of the underlying weakness to the effective management of the organisation.

The Internal Audit opinion for the year 2022/23 is that “Bòrd na Gàidhlig did have adequate and effective risk management, control and governance processes to manage its achievement of the Organisation’s objectives at the time of our audit work. In our opinion, the Organisation has proper arrangements to promote and secure for money.”

Table One below presents the overall conclusion and a summary of the number of internal audit recommendations, classified according to the degree of risk assessed by the internal auditors, for the reports set out in the Internal Audit Plan 2022/23.

Table One: Summary of 2022/23 Internal Audit Findings

Summary of Internal Audit Findings					
Audit Area	Overall Conclusion	Recommendation grading			Areas of good practice
		High	Medium	Low	
Budgetary and Financial Reporting	Strong	0	0	0	8
Governance	Strong	0	0	0	7
Performance Management	Strong	0	0	0	7
Grants to Gaelic Organisations	Strong	0	0	0	4
Risk Management	Strong	0	0	0	9
Cyber Security	Substantial	0	1	0	13
Review of Financial System *	Strong	0	0	1	3
External Organisations Performance Management *	Strong	0	0	1	4
Annual follow-up *	Strong	0	0	0	n/a
Total		0	1	2	55
2021/22 Total for comparison		0	1	4	75

* Audit findings reported in 2023/24

Internal Control Effectiveness Categories

In many organisations, only high priority recommendations which are typically considered to have strategic importance are brought to the attention of the Committee. In line with transparency and best practice the Committee is made aware of all recommendations made by the internal auditors, through consideration of full management reports following each audit review.

The Committee has agreed management responses to all recommendations made and continues to monitor progress made.

External Audit

The Audit & Assurance Committee considered Deloitte's report to those charged with governance on the audit of the 2021/22 accounts at its meeting of 6 September 2022.

The accounts and external auditor's report for 2021/22 were considered and approved by the Committee and recommended to the Board. The accounts were signed by the Chief Executive as Accountable Officer and Deloitte LLP on 24th October 2022, submitted to the Auditor General, and laid before the Scottish Parliament on 9th November 2022.

The verbal report on the Annual Audit Plan for 2022/23 was given to the Committee by the external auditors at the February 2023 meeting and was approved by the Committee via email in March 2023.

Strategic Risk Management

The organisation's strategic risk register has been reviewed during the year by the Committee and full Board, ensuring it reflects the delivery priorities and strategic environment of the organisation in its delivery of the Corporate Plan 2018-23. The Board has sight of the strategic risk register and is able to comment on it quarterly, while considering wider corporate performance reports.

Committee Members and Leadership Team all attended training on Risk Management in March 2023 and a revised format for the Strategic Risk Register is being considered.

Conclusions

The Audit and Assurance Committee considers that it has been successful in progressing the Board's governance and internal control priorities during the period covered by this annual report.

The Committee has engaged through the year with issues identified by the organisation's internal and external auditors, and also by the organisation's officers. The Committee has received reports on issues raised, considered recommendations made, and approved responses and actions. The Committee has shaped and approved the overall audit plan, and has guided the direction and approach of the internal auditors and their programme of work. The Committee has also monitored delivery against approved action plans.

The Committee will continue to address key issues of internal control and the development of appropriate processes within the organisation.

The Committee will continue to have oversight of the organisation's approach to and handling of risk management, and of wider aspects of corporate governance. In particular, members will seek to ensure that lessons are learned from operational experience and that wherever possible reviews of working practices and learning from them lead to improvements in BnG's systems.

I would like to thank my fellow Board members and co-opted members who served on the Committee for their contribution. I would also like to thank the leadership team and the administration team for their support in facilitating and in their preparation of papers for the Committee meetings and in their willingness and determination to implement improvements in the way we work.

I also want to thank our internal and external auditors who have attended the meetings throughout the period reported to present reports and provide effective advice.

Stewart MacLeod
Audit and Assurance Committee Chair
May 2023

Annex A

Membership of the Bòrd na Gàidhlig Audit and Assurance Committee April 2022 to March 2023

Members:

Stewart MacLeod (Chair)

Jennifer Gilmour

Seonaidh Charity

Robert MacKinnon (co-opted Member from 07/02/2023)

Attendance:

Member	Number of meetings 2022/23	Attendance
Stewart MacLeod (Chair)	4	4
Seonaidh Charity		4
Jennifer Gilmour		4
Robert MacKinnon	1	1

Regular Attendees:

Leadership Team

Shona MacLennan, Ceannard

Nicola Pearson, Head of Finance & Corporate Affairs

Deloitte LLP

Karlyn Watt, Senior Manager Audit & Assurance

Audit Scotland

Brian Battison, Audit Manager

Wylie & Bissett LLP

Scott McCready, Internal Audit Manager

Susan Brook, Senior Internal Audit Manager

TKM Consulting

Liz Taylor, Data Protection Officer

Occasional Attendees:

Bòrd na Gàidhlig

Louise MacLean, Operations Manager

Wylie & Bissett LLP

Kevin McDermott, Senior IT Auditor

Deloitte LLP

Pat Kenny, Director

AITHISG BHLIADHNAIL NA COMATAIDH POILEASaidh IS GHOIREASAN DHAN BHÒRD-STIÙIRIDH	ANNUAL REPORT TO THE BOARD FROM THE POLICY AND RESOURCES COMMITTEE
<p>1. CÙL-FHIOSRACHADH</p> <p>1.1 Bidh a’ Chomataidh Poileasaidh is Ghoireasan (CPG) a’ dèanamh aithris gach bliadhna dhan Bhòrd-stiùiridh air a h-obair thar na bliadhna, agus air na h-aithisgean a chaidh a thoirt dhan Chomataidh le luchd-rannsachaidh is eile.</p> <p>1.2 Tha an Aithisg Bhliadhnail seo air a toirt seachad às leth na Comataidh Poileasaidh is Ghoireasan agus i a’ coimhead air a h-obair eadar an Giblean 2022 agus am Màrt 2023.</p> <p>2. TAR-SHEALLADH</p> <p>2.1 Tha ùine na h-Aithisg Bliadhnail seo a' gabhail a-steach beachdachadh air na cunntasan deireannach airson 2022/23.</p> <p>2.2 Tha a’ Chomataidh air a bhith a’ cumail sùil air obair oifigearan agus luchd-rannsachaidh a chaidh a chur air bhonn leis a’ bhuidhinn.</p> <p>2.3 Choinnich a’ Chomataidh sia tursan rè àm na h-aithisg seo.</p> <p>3. OBAIR NA COMATAIDH</p> <p>Coinneamhan CPG</p> <p>3.1 Tha Leas-phàipear A a’ liostadh ballrachd na Comataidh thar na h-ùine cho math ri luchd-frithealaidh cunbhalach bhon Sgioba-stiùiridh.</p> <p>3.2 Chùm CPG coinneamhan air 10 Cèitean 2022; 12 Iuchar 2022; 19 Lùnastal 2022; 30 Lùnastal; 1 Samhain 2022 agus 24 Faoilleach 2023. Chaidh na coinneamhan uile a chraoladh beò air Teams Live. Thug Cathraiche na CPG seachad dreachd de na geàrr-chunntasan airson sia de na coinneamhan aig CPG dhan ath choinneimh Bùird-stiùiridh.</p>	<p>1. BACKGROUND</p> <p>1.1 The Policy and Resources Committee (PRC) reports annually to the Board on its activities over the year, and on the reports presented to the Committee by researchers and others.</p> <p>1.2 This Annual Report is presented on behalf of the Policy and Resources Committee to cover the period April 2022 to March 2023.</p> <p>2. OVERVIEW</p> <p>2.1 The period of this Annual Report covers consideration of final accounts for 2022/23.</p> <p>2.2 The Committee has continued to have oversight of the work of officers and external research commissioned by the organisation.</p> <p>2.3 The Committee met six times during the period covered by this report.</p> <p>3. WORK OF THE COMMITTEE</p> <p>Meetings of the PRC</p> <p>3.1 Annex A lists the membership of the Committee over the period and the regular attendees from the Leadership Team.</p> <p>3.2 The PRC held meetings on 10 May 2022; 12 July 2022; 19 August 2022; 30 August 2022; 1 November 2022; and 24 January 2023. All of these meetings were broadcast live via Teams Live. The PRC Chair presented a draft of the minutes of six meetings to the following Board meeting.</p>

Prìomh ghnìomhan	Key Activities
<p>4. A bharrachd air aithisgean bhon luchd-stiùiridh air adhartas air plana gnìomh 2022-23, aithisgean ionmhais is buaidh COVID-19 air BnG fhèin agus air na buidhnean is pròiseactan air am maoinichadh le BnG, bheachdaich a' Chomataidh air grunn chùisean eile tron bhliadhna.</p>	<p>4. In addition to management reports on progress with the operational plan 2022-23, financial reports and the impact of COVID-19 on BnG itself and the organisations and projects funded by BnG, the Committee also considered a number of other issues throughout the year.</p>
<p>4.1.1 Tha dleastanas air a' Chomataidh gus planaichean Gàidhlig a sgrùdadh agus aontachadh. Thèid na planaichean seo a sgrùdadh le Pannal nam Planaichean mus tèid iad air adhart dhan Chomataidh. Tron ùine Giblean 2022 gu Màrt 2023, dh'aontaich a' Chomataidh ri Amasan Àrd-ìre aig coig buidhnean (Comhairle Mhoireibh, NHS na Gàidhealtachd, Ùghdarras Pàirc Nàiseanta Loch Laomainn agus nan Tròisichean, Sabhal Mòr Ostaig agus Comhairle Pheart is Ceann Rois) agus ri 10 Planaichean Gàidhlig (Comhairle Siorrachd Lannraig a Tuath, Foghlam Alba, Comhairle Dhùn Phrìs is Ghall-Ghàidhealaibh, Riaghaltas na h-Alba, Leasachadh Sgìlean na h-Alba, Oilthigh Shrath Chluaidh, Coilltearachd is Fearann Alba, Iomairt na h-Alba, Ùghdarras Poilis na h-Alba, Stòras Mara Cailleannach Earranta).</p>	<p>4.1.1 The Committee has responsibility for scrutinising and approving Gaelic language plans. These are considered in detail by the Plans' Panel before being submitted to the Committee. During the period April 2022 – March 2023, the Committee agreed the High Level Aims for five organisations (Moray Council, NHS Highland, Loch Lomond and Trossachs National Park Authority, Sabhal Mòr Ostaig and Perth and Kinross Council) and 10 Gaelic Language Plans (North Lanarkshire Council, Education Scotland, Dumfries and Galloway Council, Scottish Government, Skills Development Scotland, University of Strathclyde, Forestry and Land Scotland, Scottish Enterprise, Scottish Police Authority and Caledonian Maritime Assets).</p>
<p>4.1.2 Dh'aontaich CPG ris an dreachd buidseat airson 23/24 agus mhol iad dhan Bhòrd-stiùiridh e.</p>	<p>4.1.2 The Committee approved the draft budget 23/24 and recommended it to the Board.</p>
<p>4.1.3 Dh'aontaich CPG grunn iarrtasan taic-airgid. Dh'aontaich a' Chomataidh ris na Prìomhachasan is Bun-riaghailtean aig Sgeamaichean Taic-airgid ùra 2023/24.</p>	<p>4.1.3 The Committee agreed a number of funding applications. The Committee agreed the new Priorities and Rules for 2023/24 Funding Schemes.</p>
<p>4.1.4 Fhuair a' Chomataidh aithisg air buaidh taic BnG air obair òigridh is chuir iad fàilte air an adhartas.</p>	<p>4.1.4 The Committee received a report on the impact of BnG support on youth work and welcomed the progress.</p>
<p>4.1.5 Fhuair a' Chomataidh aithisgean cunbhalach air cuspairean co-cheangailte ri ionmhas agus adhartas le Plana Ghnìomh 22/23. Fhuair iad cuideachd aithisgean air feachd-obrach, a' gabhail a-staigh aithisg bheachdan</p>	<p>4.1.5 The Committee received regular reports on finance and progression of the Operational Plan for 22/23. They also received reports on staffing including the staff survey, training and</p>

<p>luchd-obrach, trèanadh is leasachadh, slàinte is sàbhailteachd agus pàrantan corporra.</p> <p>4.1.6 Fhuair a’ Chomataidh aithisgean cunbhalach air cuspairean co-cheangailte ri foghlaim, mar eisimpleir Leasachadh Ìre as Àirde, Bogadh airson Tidsèaran, Leasachaidhean Foghlam Luchd-lonnasachaidh, agus àireamhan foghlaim.</p> <p>4.1.7 Dh’aontaich a’ Chomataidh ris na poileasaidhean a leanas: smachdachaidh; cùisean gearain; draghan fhoillseachadh agus urram sam àite obrach.</p> <p>4.1.8 Chaidh taisbeanaidhean a thoirt dhan Chomataidh bho Alba Cruthachail agus Theatre gu Leòr mun obair aca.</p> <p>4.1.9 Rinn Saffery Champness ath-sgrùdadh air èifeachdas na Comataidh Poileasaidh is Goireasan agus chaidh na co-dhùnaidhean aca ath-sgrùdadh agus a dheasbad.</p> <p>4.1.10 Dh’aontaich a’ Chomataidh ris an dreachd Phlana Corporra 2023-28.</p> <p>Co-dhùnaidhean</p> <p>5. Tha a’ Chomataidh Poileasaidh is Ghoireasan den bheachd gu bheil i air a bhith soirbheachail ann a bhith a’ toirt air adhart prìomhachasan corporra a’ Bhùird-stiùiridh rè ùine na h-aithisg bliadhna seo.</p> <p>6. Feuchaidh a’ Chomataidh ri sùil a chumail air dòigh-obrach agus dòigh-làimhseachaidh na buidhne a thaobh prìomhachasan corporra, eadar poileasaidhean, ro-innleachdan agus goireasan a chur gu feum anns an dòigh as èifeachdaiche.</p> <p>7. Bu toil leam taing a thoirt do Bhuill eile a’ Bhùird-stiùiridh a bha air a’ CPG. Bu mhath leam taing a thoirt dhan Sgioba-stiùiridh agus dhan Sgioba Rianachd cuideachd airson an cuid taice ann a bhith a’ cur coinneamhan comataidh air dòigh agus ag ullachadh phàipearan agus airson an deòin, agus an dìcheall a bhith daonnan a’</p>	<p>development, health and safety and corporate parenting.</p> <p>4.1.6 The Committee received regular reports on education topics, such as Senior Phase Development, Immersion for Teachers, Gaelic Learners Education developments and education data.</p> <p>4.1.7 The Committee agreed the following policies: disciplinary; grievance; whistleblowing; and dignity at work.</p> <p>4.1.8 The Committee received presentations from Creative Scotland and Theatre gu Leòr on their work.</p> <p>4.1.9 Saffery Champness carried out a review of the effectiveness of the Policy and Resources Committee and their findings were reviewed and discussed.</p> <p>4.1.10 The Committee agreed the draft Corporate Plan 2023-28.</p> <p>Conclusions</p> <p>5. The Policy and Resources Committee considers that it has been successful in progressing the Board’s corporate priorities during the period covered by this annual report.</p> <p>6. The Committee will seek to continue to have oversight of the organisation’s corporate priorities, through strategies, policies and the most effective use of resources.</p> <p>7. I would like to thank my fellow Board members who served on the PRC. I would also like to thank the Leadership Team and the Administration Team for their support in facilitating and in their preparation of papers for the Committee meetings and in their willingness,</p>
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<p>feuchainn ri piseach a thoirt air an dòigh sa bheil sinn ag obair.</p> <p>Nicola NicThòmais Cathraiche</p>	<p>and determination, to continually strive for improving the way we work.</p> <p>Nicola Thomson Chair</p>
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Eàrr-ràdh A

Annex A

<p>Ballrachd Comataidh Poileasaidh is Ghoireasan aig Bòrd na Gàidhlig Giblean 2022 gu Màrt 2023</p> <p>Buill: Nicola NicThòmais (Cathraiche bho 24/01/2023) Màiri T NicAonghais (Cathraiche eadar-amail gu 23/01/2023) Dòmhnall MacAoidh Coinneach MacIomhair (Ball co-thaghte bho 24/01/2023)</p> <p>Làthaireachd:</p> <table border="1"> <thead> <tr> <th>Ball</th> <th>Àireamh de choinneamhan 2022-23</th> <th>Làthaireachd</th> </tr> </thead> <tbody> <tr> <td>Nicola NicThòmais (Cathraiche)</td> <td>6</td> <td>5</td> </tr> <tr> <td>Màiri NicAonghais</td> <td>6</td> <td>6</td> </tr> <tr> <td>Dòmhnall MacAoidh</td> <td>6</td> <td>6</td> </tr> <tr> <td>Coinneach MacIomhair</td> <td>1</td> <td>1</td> </tr> </tbody> </table>			Ball	Àireamh de choinneamhan 2022-23	Làthaireachd	Nicola NicThòmais (Cathraiche)	6	5	Màiri NicAonghais	6	6	Dòmhnall MacAoidh	6	6	Coinneach MacIomhair	1	1	<p>Membership of the Bòrd na Gàidhlig Policy and Resources Committee April 2022 to March 2023</p> <p>Members: Nicola Thomson (Chair from 24/01/2023) Mary T MacInnes (Interim Chair until 23/01/2023) Donald MacKay Kenneth MacIver (co-opted Member from 24/01/2023)</p> <p>Attendance:</p> <table border="1"> <thead> <tr> <th>Member</th> <th>Number of meetings 2022-23</th> <th>Attendance</th> </tr> </thead> <tbody> <tr> <td>Nicola Thomson (Chair)</td> <td>6</td> <td>5</td> </tr> <tr> <td>Mary MacInnes</td> <td>6</td> <td>6</td> </tr> <tr> <td>Donald MacKay</td> <td>6</td> <td>6</td> </tr> <tr> <td>Kenneth MacIver</td> <td>1</td> <td>1</td> </tr> </tbody> </table>			Member	Number of meetings 2022-23	Attendance	Nicola Thomson (Chair)	6	5	Mary MacInnes	6	6	Donald MacKay	6	6	Kenneth MacIver	1	1
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<p>An Làthair gu cunbhalach: <u>Sgioba-stiùiridh</u> Shona NicIlinnein Nicola Pearson Iain Mac a' Mhaoilein Jim Whannel (gu Dùbhlachd 2022) Jennifer McHarrie (bho Dùbhlachd 2022)</p> <p>An Làthair gu neo-chunbhalach: <u>Oifigearan</u> Steven Kellow Christie NicIleathain Louise NicIleathain Karen Nic a' Ghobhainn</p> <p><u>Taobh a-muigh</u> Cha robh gin ann.</p>			<p>Regular Attendees: <u>Leadership Team</u> Shona MacLennan Nicola Pearson Iain MacMillan Jim Whannel (to December 2022) Jennifer McHarrie (from December 2022)</p> <p>Occasional Attendees: <u>Officers</u> Steven Kellow Christie MacLean Louise Maclean Karen Smith</p> <p><u>External Attendees:</u> There were none.</p>																																



Bòrd na Gàidhlig

A' freagairt ri	Am Bòrd Stiùiridh
Ceann-latha na Coinneimh	22/06/2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	6.1

Tìotal a' Phàipeir	Plana Trèanaidh	
Moladh do Bhuill	Airson Fiosrachadh	
Neach labhairt:	Karen Nic a' Ghobhainn, Manaidsear Gnìomhan	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba Stiùiridh	09/06/2023	Airson aontachadh
Pàipear-taice air a cheangal ris	PT1 – Aithisg Plana Trèanaidh	
1.0	Adhbhar	
1.1	Tha am pàipear seo airson na prìomhachasan airson trèanadh is leasachadh airson 2023/24 a thaisbeanadh.	
2.0	Cùl-fhiosrachadh	
	Thairis air na trì bhliadhna a dh'fhalbh, chaidh siostaman trèanaidh is leasachaidh a neartachadh gu mòr agus is e obair leantainneach a tha seo.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Is e am plana trèanaidh am prìomh dhòigh air dèanamh cinnteach gu bheil Bòrd na Gàidhlig a' planadh agus a' measadh trèanadh is leasachadh airson na buidhne, sgiobaidhean agus daoine fa leth. Tha am plana stèidhichte air feumalachdan aig na trì ìrean seo.	
3.2	Airson gach neach fa leth, thathar ag ath-sgrùdadh feumalachdan gu foirmeil a' cleachdadh plana leasachaidh pearsanta agus airson luchd-obrach bidh ath-sgrùdaidhean cunbhalach mar phàirt den t-siostam plana obrach pearsanta. Tha feumalachdan trèanaidh buill a' bhùird agus a' Cheannaird cuideachd air an ath-sgrùdadh mar phàirt den phròiseas measaidh bhliadhnail.	
3.3	Tha slighean neo-foirmeil ann cuideachd gus feumalachdan trèanaidh is leasachaidh a chomharrachadh, leithid atharrachaidhean ann an siostaman agus cleachdaidhean, a bharrachd air toirt a-steach poileasaidhean ùra no atharraichte agus dleasan atharraichte. Tha na pròiseasan sin air an gabhail a-steach sa Phoileasaidh Trèanaidh is Leasachaidh.	
3.4	'S e sgrìobhainn beò a th' anns a' phlana trèanaidh a leasaicheas tron bhliadhna le bhith cur ris na riatanasan ùra.	
4.0	Moladh	
4.1	Gun toir am Bòrd-stiùiridh fa-near don fhiosrachadh anns an aithisg seo.	
5.0	Prìomh Bhuaidhean Ro-innleachdach	
5.1	Buaidhean air Ionmhas	
	Tha am plana taobh a-staigh a' bhuidseit.	
5.2	Buaidhean air Luchd-obrach	
	Tha am plana trèanaidh air leth cudromach airson dèanamh cinnteach gum faigh luchd-obrach agus am bòrd-stiùiridh cothrom air an ionnsachadh a tha a dhìth gus an urrainn dhaibh uile an dreuchdan a choileanadh gu h-èifeachdach, agus le misneachd.	
5.3	Buaidhean air Trèanadh	
	Is e seo am prìomh inneal airson trèanadh a phlanadh agus a mheasadh.	
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra	
	Tha seo a' cur ris an t-amas gum bi Bòrd na Gàidhlig a' leasachadh na dòighean obrach aige.	
5.5	Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta	
	AR N-ADHBHAR	AR LUACHAN

	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus inghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		
AR LUACHAN BUILEAN NÀISEANTA				
	Còraichean daonna	<input type="checkbox"/>	Clann	<input type="checkbox"/>
	Cultar	<input type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-Nàiseanta	<input type="checkbox"/>
	Foghlam	<input type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
5.6	Buidhean air Cliù			
	Tha buaidh aig a' phlana air comas na buidhne an gnìomhan a libhrigeadh gu h-èifeachdach, agus mar sin a' toirt buaidh air a cliù.			
5.7	Buidhean air Slàinte is Sàbhailteachd			
	Tha gnìomhan anns a' phlana a bheir seachad deagh chleachdaidhean slàinte is sàbhailteachd agus sunnd.			
5.8	Buidhean Laghail			
	Bheir cuid den trèanadh agus leasachadh comas don bhuidheann dèanamh cinnteach gu bheil i ag obair a rèir dleastanasan reachdail.			
5.9	Buidhean air Co-ionannas			
	Tha trèanadh air co-ionannachd agus iomadachd mar phàirt den phlana.			
5.10	Buidhean air Àireannachd			
	N/a			



Plana Trèanaidh 2023-24

Ro-ràdh

Is e sgrìobhainn beò a th' anns a' phlana trèanaidh a tha a' toirt còmhla feumalachdan trèanaidh na buidhne, sgiobaidhean agus daoine fa leth gus am bi pròiseas soilleir ann a tha a' leantainn bho a bhith a' comharrachadh feumalachdan trèanaidh is leasachaidh gu luachadh.

Tha am plana a' mìneachadh na prìomh chuspairean airson na bliadhna 2023/24, còmhla ri buidseat agus cosgaisean trèanaidh san amharc. Bidh na cosgaisean sin ag atharrachadh mar a thèid gnìomhan eile a chomharrachadh tron bhliadhna.

Luachan

Ann an 2019, dh'aontaich sinn còig luachan, a tha sinn ag amas air an toirt a-steach anns gach nì a nì sinn. Is iad:

- 1) Taic
- 2) Atharrachadh
- 3) Conaltradh
- 4) Earbsa
- 5) Spèis

Poileasaidhean, Siostaman agus Pròiseasan

Tha am plana trèanaidh stèidhichte air a' phoileasaidh ionnsachaidh is leasachaidh. Tha seo a' mìneachadh amasan trèanaidh is ionnsachadh a bharrachd air na pròiseasan a thathar a' cleachdadh airson feumalachdan a chomharrachadh. Is iad na prìomh shiostaman foirmeil airson daoine fa leth:

- Planaichean leasachaidh pearsanta (luchd-obrach agus buill a' bhùird-stiùiridh)
- Planaichean obrach pearsanta (luchd-obrach)
- Measaidhean bhliadhnail (buill a' bhùird-stiùiridh)
- Measaidhean 6-mìosail (Ceannard)
- Foirmichean measaidh trèanaidh

A bharrachd orra sin, tha tachartasan ann a bhrosnaicheas feumalachdan trèanaidh is leasachaidh. Nam measg tha:

- Inntrigeadh (airson luchd-obrach ùr agus buill a' bhùird)
- Atharraichean ann an dreuchdan agus/no dleastanasan
- Ro-ràdh poileasaidhean, siostaman no reachdas ùra
- Atharraichean ann an cleachdadh teicneòlais

Prìomhachasan na Buidhne

Bidh Bòrd na Gàidhlig a' leasachadh plana gnìomh gach bliadhna a tha a' mìneachadh nan gnìomhan airson na bliadhna ri teachd gus am plana corporra 5 bliadhna aca a bhuileachadh. Seach gu bheil sinn a cumail ris am plana corporra agus am plana gnìomh a bh' againn bho 2022/23. Seo na prìomhachasan againn a tha fhathast ri chur an sàs:

- A' leasachadh sgilean SharePoint gus crìoch a chur air a' phròiseact airson rianachd chlàran
- Sgilean stiùireadh dhaoine, gus neartachadh sgilean taobh a-staigh na buidhne a thaobh a bhith a' libhrigeadh na h-obrach againn
- A' cruthachadh goireas trèanaidh sònraichte air am pròiseas fastaidh
- A' cleachdadh teicneòlas gus uallach obrach a lùghdachadh no siostaman a dhèanamh nas èifeachdach

Thèid ùrachadh air a' phlana seo ma tha prìomhachasan eadar-dhealaichte a' nochdadh nuair a thèid am Plana Corporra 2023-28 agus Plana Gnìomh 2023-24 aontachadh leis a' Bhòrd-stiùiridh.

A thuilleadh air na feumalachdan air an stiùireadh leis a' phlana gnìomh, tha feumalachdan leantainneach air an stiùireadh leis a' cho-theacsa obrachaidh againn. Nam measg tha:

- Leasachadh sgilean Gàidhlig
- Tèarainteachd fiosrachaidh
- Mothachadh saidhbear
- Pàrantan Corporra
- Gèilleadh ri riatanasan reachdail (Inbhean sa Bheatha Phoblaich, Saorsa an Fhiosrachaidh, Dleastanas Co-ionannachd san Roinn Phoblaich, Rianachd Chlàran, Dion Dàta, Reachdas Cosnaidh, Slàinte is Sàbhailteachd, Aithris Bith-iomadachd, Solarachadh, Pàrantan Corporra msaa)
- A' buileachadh Riaghaltas na h-Alba, Sgrùdadh Alba agus riatanasan co-cheangailte ris (Air Bòrd, Luach as Fheàrr, Obair Chothromach, Leabhar-làimhe Ionmhais Poblach na h-Alba, Leabhar-làimhe Aithrisean Ionmhais, msaa)

Am Plana Trèanaidh

Tha an sgrìobhainn Excel a' clàradh liosta den trèanadh a tha san amharc don luchd-obrach agus do bhuill a' bhùird-stiùiridh air fad. Tha clàr a' sealltainn dè an trèanadh a tha a' tachairt gach mìos ann; cosgaisean trèanaidh a chaidh a chosg agus a tha rin cosg fhathast; liosta den trèanadh a chaidh a dhèanamh sna trì mìosan mu dheireadh; agus measadh air gach foirm measaidh.

Buidseat agus Cosgaisean

Is e am buidseat iomlan airson 2023/24 £15,000. Mar a thachair anns na bliadhnaichean roimhe, tha coltas ann gun tèid a' mhòr-chuid de thrèanadh a chumail air-loidhne, a' lughdachadh gach cuid cosgaisean siubhail agus ùine siubhail. Tha seo a' leantainn an stiùireadh san Poileasaidh Àrainneachd agus cuideachd san Plana Siubhail Gnìomhachais aig Bòrd na Gàidhlig far a bheil seo iomchaidh.

Cothroman airson Trèanadh is Leasachaidh

Tha e riatanach dèanamh cinnteach gu bheil ùine ann airson ionnsachadh agus leasachadh a dhèanamh ma tha am plana trèanaidh gu bhith air a bhuileachadh. Tha dleastanas aig a' mhanaidsear-streatha ann a bhith a' dèanamh cinnteach nuair a thèid cothrom no tachartas trèanaidh aontachadh, gu bheil ùine ann airson an trèanadh a dhèanamh agus gu bheil seo mar phàirt den phròiseas airson aontachadh an gabh tachartas no cothrom ionnsachadh agus leasachadh a thoirt air adhart.

Chaidh an co-labhairt luchd-obrach 2023 a chumail aghaidh ri aghaidh thairis air dà là san Giblean ann am Peairt. Chaidh seiseanan a libhrigeadh thairis air a dà là a thaobh slàinte-inntinneil, co-ionannachdan, iomadachd agus in-ghabhail, agus rinn an sgioba conaltraidh seisean air stiùireadh do

luchd-obrach. Chaidh na seiseanan trèanaidh seo thaghadh a cleachdadh am fiosrachadh bho na planaichean leasachaidh pearsanta.

A bharrachd air gnìomhan foirmeil, tha grunn dhòighean neo-foirmeil ann a tha a' toirt a-steach ionnsachadh agus leasachadh annta, mar cleachdadh an eadra-lion air SharePoint airson treanadh feumail a roinn leis an sgioba air fad.

Tha e air fàs nas cunbhalaiche thar na bliadhnaichean a dh'fhalbh gus buaidh trèanaidh a ghlacadh, no a cheart cho cudromach, far nach deach am buaidh a dhìth a choileanadh. Mar sin, tha barrachd fios-air-ais air a bhith air a ghlacadh a' cleachdadh measaidhan gu cunbhalach mar phàirt den phlana trèanaidh.

Karen Nic a' Ghobhainn, Manaidsear Gnìomhan
7 An t-Ògmhios 2023



A' freagairt ri	Am Bòrd-stiùiridh
Ceann-latha na Coinneimh	22/06/2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	6.2

Tìotal a' Phàipeir	Slàinte is Sàbhailteachd	
Moladh do Bhuill	Airson Fiosrachadh*	
Neach labhairt:	Karen Nic a' Ghobhainn	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Comataidh Poileasaidh is Goireasan	09/05/2023	Airson Fiosrachadh*
Pàipear-taice air a cheangal ris		
1.0	Adhbhar	
1.1	Tha am pàipear seo airson fios a chumail ris Am Bòrd-stiùiridh air slàinte is sàbhailteachd aig Bòrd na Gàidhlig thairis air a' bhliadhna 2022/23.	
2.0	Cùl-fhiosrachadh	
2.1	Tha dleastanas air buill a' bhùird-stiùiridh a dhearbhadh gun tèid a h-uile oidhirp a dhèanamh gus dìon a thoirt dhan luchd-obrach tro phoileasaidh is siostaman airson slàinte is sàbhailteachd aig an ìre as àirde.	
2.2	Tha a' bhuidheann a' cleachdadh companaidh Peninsula gus taic a chumail rithe airson nan dleastanasan seo a choileanadh.	
2.3	Tha a' mhòr chuid de luchd-obrach Bòrd na Gàidhlig ag obair aig an taigh fhathast.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Cha robh tubaist aig ìre ' reportable ' aig Bòrd na Gàidhlig ann an 22/23.	
3.2	Cha deach tubaist sam bith a chlàradh aig Bòrd na Gàidhlig ann an 22/23.	
3.3	COVID-19 Bho Mhàrt 2020, bha an sgioba air fad ag obair bhon taigh làn ùine. Ann an 22/23, thòisich an sgioba air measgachadh eadar a bhith ag obair bhon taigh agus a' dol a-steach dhan oifis a rèir na suidheachaidhean diofraichte aig gach neach-obrach.	
3.4	Mar sin, tha a' bhuidheann air a bhith ag obair gu dìcheallach gus dèanamh cinnteach gu bheil goireasan iomchaidh aig gach neach-obrach airson an obair aca a dhèanamh gu h-èifeachdachd.	
3.5	'S e iad seo cuid de na gnìomhan:	

	<ul style="list-style-type: none"> • Stiùireadh – a’ cleachdadh stiùireadh bhon Riaghaltas agus NHSInform; • Oifis ùr - Chaidh oifis ùr a’ staidheachadh ann an Steòrnabhagh • Gheàrr sinn sìos air na deasgan a th’ againn aig oifisean Taigh a Ghlinne Mhòr • Conaltradh cunbhalach – an dà chuid, foirmeil – m.e. coinneamhan Dè tha Dol, co-labhairt luchd-obrach - is neo-foirmeil – Cupa Tì còmhla dà thuras gach seachdain; • Taic le uidheamachd, m.e. sgrionaichean, càballan ceangal anns na h-oifisean agus ann an dachaighean far an robh seo iomchaidh. • Taic le slàinte inntinn – fiosrachadh air goireasan taic, m.e. seirbhisean Employee Assistance Program. Fhuair manaidsearan trèanadh a thaobh taic slàinte inntinn a thoirt dha luchd-obrach bho ACAS. • Ceisteachan luchd-obrach air dòighean-obrach. • Stiùireadh air Aonta Còir Dì-cheangail (Right to Disconnect) 																																				
4.0	Moladh																																				
	Aire a thoirt don fiosrachadh sa phàipear seo.																																				
5.0	Prìomh Bhuidhean Ro-innleachdach																																				
5.1	Buidhean air Ionmhas																																				
	Bidh buaidh air ionmhas le ceannachd uidheamachd is taic a bharrachd is thèid clàr a chumail air dè chaidh a chosg air uidheamachd airson gach àite-obrach.																																				
5.2	Buidhean air Luchd-obrach																																				
	Leis na ceumannan a tha air an gabhail, thathar an dòchas gum bi deagh bhuidhean air an luchd-obrach.																																				
5.3	Buidhean air Trèanadh																																				
	Tha na ceumannan seo a’ toirt buaidh air trèanadh agus thèid trèanadh sam bith a tha a dhìth a thabhainn.																																				
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra																																				
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5.7	Buidhean air Slàinte is Sàbhailteachd
	Iomradh sa phàipear
5.8	Buidhean Laghail
	Tron obair seo, tha a' bhuidheann a' cumail ris an lagh.
5.9	Buidhean air Co-ionannas
	Cha bhi buaidh air co-ionannas.
5.10	Buidhean air an àrainneachd
	Cha bhi buaidh air an àrainneachd.

*Fosgailte airson deasbad aig a choinneamh



A' freagairt ri	Am Bòrd-stiùiridh
Ceann-latha na Coinneimh	22.06.2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	6.3

Tìotal a' Phàipeir	Gnàth-riaghailtean a' Bhùird-stiùiridh	
Moladh do Bhuill	Ri Aontachadh	
Neach labhairt:	Shona C NicIlinnein, Ceannard	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
-	-	-
Pàipear-taice air a cheangal ris	Tha PT 1 – Gnàth-riaghailtean	
1.0	Adhbhar	
1.1	'S e as adhbhar don aithisg seo, cothrom a thoirt do Bhuill a' Bhùird-Stiùiridh beachdachadh air atharrachadh ann an Gnàth-riaghailtean a' Bhùird-stiùiridh, agus molaidhean a thoirt seachad ma tha atharraichean sam bith a dhìth gus cuideachadh le bhith a' dèanamh cinnteach gum bi siostaman-riaghlaidh èifeachdach ann fhathast	
2.0	Cùl-fhiosrachadh	
2.1	Bheachdaich am Bòrd-stiùiridh orra aig a' choinneimh sa Dùbhlachd 2022.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Cha deach atharrachaidhean a dhèanamh.	
4.0	Moladh	
4.1	Thathar ag iarraidh air Buill a' Bhùird-stiùiridh: <ul style="list-style-type: none"> • Beachdachadh air na Gnàth-riaghailtean agus molaidhean a thoirt seachad, ma tha atharraichean eile a dhìth; agus • an aonta a chur ris na Gnàth-riaghailtean. 	
5.0	Prìomh Bhuidhean Ro-innleachdach	
5.1	Buidhean air Ionmhas	
	Chan eil buaidh ionmhasail dhìreach sam bith aig an aithisg seo.	
5.2	Buidhean air Luchd-obrach	
	Bidh buaidhean air dòighean-obrach sa bhuidhinn air sgàth seo.	
5.3	Buidhean air Trèanadh	
	Tha buaidhean air trèanadh aig buill ùra is luchd-obrach.	
5.4	Ceanglaichean ri Amasan Ro-innleachdail agus Corporra	
	Tha na gnàth-riaghailtean a' cur ris an amas corporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.	
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta	
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AR LUACHAN BUILEAN NÀISEANTA			
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Cultar	<input type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>
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Gnothachasan soirbheachail is ùr-ghnàthach		<input checked="" type="checkbox"/>	
5.6	Buidhean air Cliù		
	Bidh seo a' cur ri cliù na buidhne le a bhith nas fhosgailte.		
5.7	Buidhean air Slàinte is Sàbhailteachd		
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air Slàinte is Sàbhailteachd.		
5.8	Buidhean Laghail		
	Tha na gnàth-riaghailtean a' dèanamh cinnteach gum bi modh-obrach iomchaidh ann a rèir Achd na Gàidhlig, agus achdan eile a bhios a' bualadh air Bòrd na Gàidhlig.		
5.9	Buidhean air Co-ionannachd		
	Chan eil buaidh sam bith a bharrachd aig an aithisg seo air co-ionannachd.		
5.10	Buidhean air an Àrainneachd		
	Chan eil buaidh dhìreach sam bith air an àrainneachd.		



GNÀTH-RIAGHAILTEAN

AIRSON COINNEAMHAN FOIRMEIL

BÒRD-STIÙIRIDH BHÒRD NA GÀIDHLIG

STANDING ORDERS

FOR FORMAL MEETINGS OF

BÒRD NA GAIDHLIG'S BOARD

Air aontachadh le/Approved by: **Am Bòrd-stiùiridh – The Board**

Air aontachadh air/Approved on: **2022-12-15**

Ath-nuadhachadh a dhith/Review due on: 06-2023

A' Ghàidhlig is Beurla co-ionnan: AMC

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(Tha seo an sàs cuideachd airson coinneamhan Comataidh Bhòrd na Gàidhlig cuideachd mur a tèid an caochladh a ràdh ann am Bun-riaghailtean na Comataidh)

(Applies also to Bòrd na Gàidhlig's Committees unless stated otherwise in Committee Terms of Reference)

Ro-ràdh

Preamble

1 Chaidh Bòrd na Gàidhlig a stèidheachadh gus dleasan Achd na Gàidhlig (Alba) 2005 ("An Achd") a choileanadh

Bòrd na Gàidhlig was established to carry out the functions stated in the Gaelic Language (Scotland) Act 2005 ("the Act").

2 Tha am pàipear seo a' mìneachadh nan dòighean-obrach mionaideach airson a bhith a' ruith choinneamhan Bòrd-stiùiridh Bhòrd na Gàidhlig. Tha na dòighean-obrach an seo an sàs airson coinneamhan Comataidhean a' Bhùird cuideachd mar a bhios iomchaidh, ach a-mhàin ma bhios Comataidh a' cur a ghnàth-riaghailtean fhèin air dòigh. Ma nithear seo, feumaidh iad a bhith air an aontachadh leis a' Bhòrd-stiùiridh.

This paper sets out the detailed procedures that apply to the conduct of meetings of Bòrd na Gàidhlig's Board. The procedures also apply to meetings of the Committees of the Board as appropriate unless a Committee adopts its own standing orders, in which case they must be endorsed by the Board.

3 Tha na Gnàth-Riaghailtean seo a bharrachd air na riatanasan a tha air am mìneachadh ann an Achd na Gàidhlig (Alba) 2005 agus na h-ullachaidhean anns na sgrìobhainnean a leanas:

These Standing Orders are in addition to the requirements as set out in the Gaelic Language (Scotland) Act 2005 and the provisions set out in the following documents:

- Còd-giùlain airson Buill Bhòrd na Gàidhlig (2022)
- Achd Inbhean Eiticeil sa Bheatha Phoblach is msaa (Alba) (2000)
- Riaghailtean Fiosrachadh Àrainneachdail (Alba) (2004)
- Achd Saorsa an Fhiosrachaidh (Alba) (2002)
- Achd an Dìon Dàta (2018)

- Code of Conduct for Members of Bòrd na Gàidhlig (2022)
- The Ethical Standards in Public Life etc. (Scotland) Act (2000)
- Environmental Information (Scotland) Regulations (2004)
- The Freedom of Information (Scotland) Act (2002)
- The Data Protection Act (2018)

4 Thèid Buill Bòrd-stiùiridh Bhòrd na Gàidhlig a chur an dreuchd leis a' Mhinistear air a bheil Uallach agus bi ballrachd gun a bhith nas lugha na 5, no nas motha na 11, buill àbhaisteach. Thèid aon bhall a bharrachd a thaghadh leis a' Mhinistear air a bheil Uallach airson a bhith na C(h)athraiche.

Bòrd na Gàidhlig's Board members are appointed by the Responsible Minister, and the Board will consist of no fewer than 5, nor more than 11, ordinary members. An additional member is appointed by the Responsible Minister to be the Cathraiche (Chair).

Ballrachd a' Bhùird-stiùiridh

Board Membership

5 Nuair a bhios oifis a' Chathraiche bàn, feumaidh buill àbhaisteach cuideigin ainmeachadh airson a bhith ann an cathair a' Bhùird-stiùiridh gus an tèid cuideigin fhadastadh fo fho-pharagraf (1)(b) de dh'Achd na Gàidhlig (Alba) 2005.

Where the office of Cathraiche is vacant, the ordinary members must elect from amongst themselves a person to chair the Board until an appointment is made under sub-paragraph (1)(b) of the Gaelic Language (Scotland) Act 2005.

Faodaidh an Cathraiche iar-chathraiche ainmeachadh bho bhuill a' bhùird-stiùiridh gus a bhith na c(h)athraiche mas e is nach urrainn dhan Chathraiche an dreuchd a choileanadh fad ùine ghoirid. 'S e dreuchd pro-tem a tha seo agus cha tèid e an àite an ullachaidh gu h-àrd.

The Cathraiche can nominate a vice-chair from amongst the board members to act as chair in the event that the Cathraiche is unable to carry out the role for a limited term. This is a pro-tem role and will not replace the provision above.

- 6 Tha buill Bhòrd-stiùiridh Bhòrd na Gàidhlig uile air an taghadh mar dhaoine fa leth agus chan ann mar riochdairean aig buidhnean. Tha cho fad 's a bhios neach nam ball air a mhìneachadh ann an litir fastaidh a' bhuill.

All Bòrd na Gàidhlig Board members are appointed on an individual basis and not as representatives of organisations. Duration of appointments is as set out in a member's letter of appointment.

Cuòram

- 7 Is e cuòram Bòrd-stiùiridh Bhòrd na Gàidhlig mòr-chuid de bhuill a' Bhùird a tha comasach air co-dhùnadh a dhèanamh is aig nach robh ris a' choinneamh fhàgail mar thoradh air com-pàirt a nochdadh, a' gabhail a-steach an neach a tha na c(h)athraiche air a' choinneimh. Cha tèid co-dhùnadh sam bith a dhèanamh aig coinneamh aig Bòrd-stiùiridh Bhòrd na Gàidhlig mur eil cuòram ann. Thèid na daoine a tha an làthair agus nach robh an làthair a chlàradh ann an geàrr-chunntas gach coinneimh.

Quorum

The quorum of Bòrd na Gàidhlig Board is a majority of members able to make the decision, having not been obliged to withdraw as a result of declaring an interest, including the person chairing the meeting. No decisions will be made at a meeting of Bòrd na Gàidhlig's Board unless a quorum is present. All attendances and absences will be recorded in the minutes of any meeting.

- 8 'S urrainn coinneamhan slàn a chumail air-loidhne no air a' fòn, tro ghairmean co-labhairt no co-labhairt bhidio agus thèid am fòrmat aontachadh leis a' Chathraiche.

Complete meetings can be held online or through telephone, conference call or video conference facilities and the format shall be decided by the Chair.

Anns na suidheachaidhean seo, bhiodh na Buill sin air am meas an làthair agus mar phàirt den chuòram airson na coinneimh sin cho fad 's gu bheil e comasach dhaibh pàirt a ghabhail ann an deasbadan (m.e. nach eil trioblaidean teicnigich a' cur bacadh orra). Anns a h-uile suidheachadh, bhiodh an t-ùghdarras deireannach aig a' Chathraiche agus bhiodh e an urra ris a' Bhall rabhadh iomchaidh a thoirt seachad agus an teicneòlas iomchaidh a bhith ri fhaighinn aig àite na coinneimh. Ma tha Ball, gun adhbhar reusanta, air a bhith neo-làthaireach bho choinneamhan Bòrd-stiùiridh Bhòrd na Gàidhlig airson ùine nas fhaide na 4 mìosan às dèidh a chèile no airson 3 coinneamhan às dèidh a chèile agus nach deach cead a thoirt seachad leis a' Chathraiche airson seo, bheir an Cathraiche comhairle dhan Mhinistear.

In these circumstances, Members would be deemed to be present and to constitute part of the quorum for the purposes of that meeting so long as they are able to participate in discussions (eg unaffected by technical problems). In all circumstances, the Cathraiche would have the final authority and would be dependent on the Member providing suitable notice and the availability of the appropriate technology at the meeting location. If a Member, without reasonable justification, has been absent from meetings of Bòrd na Gàidhlig's Board for a period longer than 4 consecutive months or for 3 consecutive meetings and has not been given leave by the Cathraiche, the Cathraiche will advise the Minister.

9 Faodar cuireadh a thoirt do bhuill Comataidhean nach eil nam buill de Bhòrd-stiùiridh Bhòrd na Gàidhlig, le toil a' Chathraiche, a bhith an làthair aig pàirt no aig làn choinneamh de Bhòrd-stiùiridh Bhòrd na Gàidhlig no taisbeanaidhean a thoirt seachad dhan Bhòrd-stiùiridh. Cha bhi còir bhòtaidh aca ge-tà.

Cleachdadh na Gàidhlig

10 Thèid na h-ullachaidhean uile aig coinneamhan a' Bhùird-stiùiridh agus a chomataidhean a chumail sa Ghàidhlig mura h-aontaich am Bòrd-stiùiridh an caochladh. Bidh Bòrd na Gàidhlig a' cur ullachaidhean iomchaidh air dòigh mar as trice airson a bhith ag eadar-theangachadh ghnòthaichean dhan Bheurla agus cànanan sam bith eile a tha iad a' meas iomchaidh (ma tha e practaigeach gu teicnigeach a chur air dòigh) bho àm gu àm ann an coileanadh na h-obrach aige.

Tiomnadh cumhachdan

11 Dh'fhaodte gun tiomnaich Bòrd-stiùiridh Bhòrd na Gàidhlig cumhachdan do Chomataidhean a' Bhùird-stiùiridh, do bhuidhnean eile, no do dhaoine fa leth mar a bhios e a' meas iomchaidh. Co-dhùnaidh Bòrd-stiùiridh Bhòrd na Gàidhlig an raon-ùghdarrais, ullachaidhean a thaobh na Cathrach aig coinneamhan, ballrachd, ìre nan cumhachdan tiomnaichte, agus riaghailt sam bith eile a tha a' dol leis an tiomnadh chumhachdan. Mur a tèid an caochladh a chur an cèill, bidh Comataidhean, buidhnean agus daoine fa leth eile ag aithris gu dìreach gu Cathraiche Bhòrd na Gàidhlig.

Clàr nan Coinneamhan

12 Mus tòisich a' bhliadhna, aontaichidh Bòrd-stiùiridh Bhòrd na Gàidhlig cinn-latha agus àiteachan airson nan coinneamhan aca airson na bliadhna air thoiseach. Ruithidh an clàr-ama bhon Ghiblean gus am Màrt le coinneamh ann timcheall air aon uair gach trì mìosan. Thèid an clàr-ama airson coinneamhan a' Bhùird-stiùiridh fhoillseachadh air làrach-lìn Bhòrd na Gàidhlig agus thèid an clàr-gnòthaich agus na pàipearan a sgaoileadh do bhuill co-dhiù 10 làithean ro gach coinneimh (ach a-mhàin ma tha an Cathraiche den bheachd gum biodh e na b' fheàrr a bhith a'

Members of Committees who are not members of Bòrd na Gàidhlig's Board may, at the discretion of the Cathraiche, be invited to attend part or all of Bòrd na Gàidhlig Board meetings or to make presentations to Bòrd na Gàidhlig's Board. They will not however be entitled to vote.

Use of Gaelic

All proceedings of meetings of the Board and its committees shall be carried on in Gaelic unless the Board agrees otherwise. Bòrd na Gàidhlig shall normally make available (if technically possible) appropriate arrangements for the translation of any proceedings into English and such other languages they may from time to time consider appropriate in the conduct of its business.

Delegation

Bòrd na Gàidhlig's Board may delegate powers to Board Committees, other groups or individuals as it considers necessary. Bòrd na Gàidhlig's board shall decide the remit, Chair arrangements and membership, level of delegated authority, and any other rules which accompany the delegation. Unless otherwise directed, Committees, other groups and individuals will report direct to Bòrd na Gàidhlig's Cathraiche.

Schedule of Meetings

Bòrd na Gàidhlig's Board will approve in advance of each calendar year, dates and venues for its meetings for the following year. The schedule will be from April to March with a meeting frequency of approximately once every three months. The forward schedule of Board meetings is published on Bòrd na Gàidhlig's website, and the agenda and papers will be issued to members at least 10 calendar days in advance of each meeting (unless a later circulation is considered preferential by the Cathraiche for one or all of the papers).

sgaoileadh fear de na pàipearan no na pàipearan uile nas fhaisg air latha na coinneimh).

- 13 Faodaidh an Cathraiche coinneamh shònraichte de Bhòrd-stiùiridh Bhòrd na Gàidhlig a chur air dòigh nuair a tha e coltach gum feumar beachdachadh air cuspair gu luath. Faodaidh Ball sam bith iarraidh gun tèid coinneamh shònraichte a chumail. Bidh an co-dhùnadh mu dheireadh am bu chòir seo a dhol air adhart leis a' Chathraiche, no mur eile iad ri fhaighinn, bho Chathraiche na Comataidh Sgrùdaidh agus Dearbhachd, a bhios cuideachd a' dearbhadh cò an luchd-obrach a bu chòir a bhith an làthair.
- The Cathraiche may convene a special meeting of Bòrd na Gàidhlig's Board when it appears that an item of business requires urgent consideration. Any Member may request that a special meeting be convened. The final decision on whether this proceeds rests with the Cathraiche or, in their absence, the Chair of the Audit and Assurance Committee, who will also determine which members of staff should attend.
- Clàr-gnothaich agus Pàipearan a' Bhùird-stiùiridh**
- 14 Tha an clàr-gnothaich airson gach coinneamh de Bhòrd-stiùiridh Bhòrd na Gàidhlig air ullachadh agus air aontachadh leis an Sgioba-stiùiridh airson a dhol air adhart dhan Chathraiche airson aonta. Thèid clàr-gnothaich a' Bhùird-stiùiridh a phostadh air làrach-lìn Bhòrd na Gàidhlig às aonais nì sam bith airson seisean dùinte, seachdain ro choinneimh a' Bhùird-stiùiridh. Dh'fhaodte gun atharraich nithean air a' chlàr ron choinneimh, agus nochdaidh atharrachaidhean air a' chlàr-gnothaich air an làraich-lìn.
- Board Agenda and Papers**
- The agenda for each Bòrd na Gàidhlig Board meeting is prepared and cleared by the Leadership Team for approval by the Cathraiche. The Board agenda is posted on Bòrd na Gàidhlig's website minus any closed session items, one week prior to the Board meeting. Agenda items may change prior to the meeting, with any changes reflected on the website agenda.
- 15 Bu chòir àiteachan agus amannan nan coinneamhan feuchainn ris na rudan a leanas a lùghdachadh (far a bheil sin reusanta):
- cosgaisean dìreach dhan sporan phoblach.
 - an tìde a bheir e (agus mar sin cosgaisean neo-dhìreach) do na daoine a bhios a' gabhail pàirt sa choinneimh.
 - a' bhuidhe a bheireadh e air lorg àrainneachdail Bhòrd na Gàidhlig, gu sònraichte an lorg càrboin aige.
 - Bu chòir àiteachan agus amannan cuideachd ruigsinneachd dhan phoball a mheudachadh.
- Timings and locations of meetings should seek to minimise (within reason) the following:
- the direct financial costs to the public purse.
 - the time commitment (and so indirect financial cost) involved for all participants.
 - the impact on Bòrd na Gàidhlig's environmental footprint, and in particular its carbon footprint.
 - Timings and locations should also seek to maximise accessibility to the public.
- 16 Bidh Bòrd-stiùiridh Bhòrd na Gàidhlig ag amas air co-dhiù aon tadhal coimhearsnachd a chumail gach bliadhna. Thèid seo a thoirt fa-near air a' chlàr-ama airson coinneamhan ri teachd.
- Bòrd na Gàidhlig's Board will aim to have at least one community visit a year. This will be noted on the forward schedule.

- | | | |
|----|---|--|
| 17 | Thèid òrdugh nan nithean air clàr-gnothaich a' Bhùird-stiùiridh aontachadh leis a' Chathraiche/Ceannard agus bheir iad aire do na h-ullachaidhean siubhail airson luchd-obrach agus buill a tha an dùil a bhith an làthair cho fad 's a ghabhas seo dèanamh. | The running order of items on the Board agenda will be agreed with the Cathraiche/Ceannard and as far as possible will take into account the travel arrangements for staff and members who plan to attend. |
| 18 | Bidh an Sgioba-stiùiridh a' beachdachadh air agus ag aontachadh phàipearan dhan Bhòrd mus tèid an cur gu Bòrd-stiùiridh Bhòrd na Gàidhlig ach a-mhàin ma tha pròiseasan riaghlaidh eile an sàs. | Board papers are considered and approved by the Leadership Team prior to submission to Bòrd na Gàidhlig's Board unless other governance processes are in place. |
| 19 | Bidh sgioba rùnaireachd a' Bhùird-stiùiridh, gu h-eileagtronaigeach, a' cur ri chèile, a' sgaoileadh, agus far a bheil sin a dhìth, a sgrìobhadh phàipearan airson nan nithean a chaidh aontachadh airson Clàr na coinneimh, ach a-mhàin ma chaidh aontachadh le Cathraiche na coinneimh nach eil pàipear sam bith a dhìth. | The Board secretariat team will electronically collate, circulate and, where necessary, provide papers for the agreed Agenda items at a meeting, unless it has been previously agreed with the Chair of the meeting that no paper is required. |
| 20 | Thèid pàipearan a chur gu na daoine a tha gu bhith an làthair aig a' choinneimh gu h-eileagtronaigeach co-dhiù 10 latha ron choinneimh. | Papers will be electronically sent to the meeting attendees at least 10 days prior to the meeting. |
| 21 | Mur eil na pàipeirean deiseil airson sgaoileadh 10 làithean ron choinneimh, às dèidh co-chomhairle le Cathraiche na coinneimh agus leis a' Cheannard, dh'fhaodte gum post sgioba rianachd a' Bhùird-stiùiridh na pàipearan nas anmoiche, gun tèid am pàipear no na pàipearan a chur sìos aig a' choinneimh fhèin, no gun tèid an nì/na nithean a thoirt far Clàr-gnothaich na coinneimh. Dh'fhaodte nach tèid cumail ris na clàran-ama sin ma thèid coinneamhan sònraichte aontachadh le rabhadh goirid, ach thèid a h-uile oidhirp a dhèanamh gus pàipearan a chur a-mach ron choinneimh | If papers are not available for dispatch 10 days prior to the meeting, the Board secretariat team may, after consultation with the Chair of the meeting and the Ceannard, make a late posting, or table the paper(s) at the meeting, or withdraw the item(s) from the Agenda of the meeting. Occasions when these timescales may not be adhered to are if Special meetings are agreed at short notice, every attempt however will be made to dispatch papers in advance of the meeting |
| 22 | Faodar nithean air clàr-gnothaichean a bhith air an comharrachadh mar Fhosgailte, Dùinte no Priobhaideach. Mar as trice, thèid coinneamhan a' Bhùird-stiùiridh a chumail ann an seisean Fosgailte. Ach dh'fhaodte gum bi nithean air a' chlàr a tha air an comharrachadh mar Dùinte no Priobhaideach. Dh'fhaodte gum tèid nithean seisean Fosgailte a chumail gu poblach. Chan fhaod am poball a bhith an làthair aig nithean seisean Dùinte agus dh'fhaodte gum bi | Board meeting agenda items may be categorised Open, Closed or Private. Board meetings will normally be held in Open session. However, there may be agenda items categorised as Closed or Private. Open session items may be considered in public. Closed session items will exclude the public and may also have a range of executive representation. The Ceannard will attend both open and closed sessions unless absence is agreed with |

farsaingeachd de dh'oifigearan air an riochdachadh cuideachd. Bidh an Ceannard an làthair an dà chuid aig seiseanan fosgailte agus dùinte ach a-mhàin ma thèid aontachadh leis a' Chathraiche nach bi i/e an làthair. Bidh buill a' Bhùird-stiùiridh a-mhàin an làthair airson seiseanan prìobhaideach agus far a bheil seo a dhìth, thèid ball a' Bhùird-stiùiridh ainmeachadh mar sgrìobhaiche.

the Chair. Private session items will be Board members only and where necessary, a Board member will be nominated as scribe.

23 Thèid an clàr foirmeil de choinneamh Bòrd-stiùiridh Bhòrd na Gàidhlig fhoillseachadh sa Ghàidhlig agus sa Bheurla, air làrach-lìn Bhòrd na Gàidhlig taobh a-staigh 8 seachdainean bhon choinneimh.

The formal record of Bòrd na Gàidhlig's Board meeting will be published, in Gaelic and English, on Bòrd na Gàidhlig's website within 8 weeks of the meeting-

24 Faodaidh buill a' Bhùird-stiùiridh iarraidh gun tèid nì sam bith a dheasbad ann an seisean dùinte; thèid seo a dheasbad leis a' Chathraiche agus bidh e a rèir toil a' Chathraiche. Mas e is gun tèid nì a ghabhail ann an seisean dùinte, feumaidh adhbhar iomchaidh a bhith air a thoirt seachad air a shon. Cha tèid geàrr-chunntasan seiseanan dùinte fhoillseachadh air an làraich-lìn.

Board members are permitted to request any item to be discussed in closed session; this will be discussed in conjunction with the Cathraiche and at their discretion. Should an item of business be taken in closed session, then a valid reason must be given. Closed session minutes will not be published to the website.

Pàipearan a' Bhùird-stiùiridh ann an Seiseanan Dùinte

Board Papers dealt with in Closed Session

25 Thathar a' gabhail ris gun tèid beachdachadh air pàipearan airson Bòrd-stiùiridh Bhòrd na Gàidhlig ann an Seisean Fosgailte ach a-mhàin ma tha adhbhar làidir ann airson dìomhaireachd. Tha stiùireadh bho Achd Saorsa an Fhiosrachaidh (Alba) 2002, a bharrachd air Riaghailtean Fiosrachaidh Àrainneachdail 1994 agus Achd Dìon Dàta 2018 ga chleachdadh airson a bhith a' co-dhùnadh dè na pàipearan ris am bu chòir dèiligeadh ann an seisean dùinte. Nì an Cathraiche co-dhùnadh air seo ann an conaltradh leis a' Cheannard.

There is a presumption that Bòrd na Gàidhlig's Board papers will be considered in Open Session unless there are strong grounds for confidentiality. The Freedom of Information (Scotland) Act 2002 is used, along with the Environmental Information Regulations 1994 and the Data Protection Act 2018, to guide which papers should be dealt with in closed session. Decisions on this are made by the Cathraiche in consultation with the Ceannard.

26 Am measg pàipearan a' Bhùird-stiùiridh a dh'fhaodadh a bhith air an deasbad ann an seiseanan dùinte (le ùmhlachd do bheachdan a' Chathraiche agus a' Cheannaird) tha pàipearan a thaobh ceistean sgiobachd agus luchd-obrach. Bidh na h-adhbharan airson a bhith a' dèiligeadh ri pàipearan anns an dòigh seo air a mhìneachadh anns a' phàipear-aghaidh airson a' phàipeir sin.

Board papers which may be dealt with in closed session (subject to the views of the Cathraiche and Ceannard) include papers relating to personnel and staffing issues. The reasons for papers being dealt with in this way will be included in the cover page of the appropriate paper.

- 27 Ron choinneimh, faodaidh an Cathraiche no Ball/Buill eile de Bhòrd-stiùiridh Bhòrd na Gàidhlig moladh gun tèid beachdachadh air nì no pàirt de nì air a' chlàr aig seisean dùinte den choinneimh. Tha seo a rèir toil a' Chathraiche agus cha ghabh a cheadachadh ach a-mhàin ann an suidheachaidhean air leth.
- Prior to the meeting the Cathraiche or other Bòrd na Gàidhlig Board member(s) can move that an item, or part of an item, should be considered in closed session of the meeting. This is at the discretion of the Cathraiche and will only be permitted in exceptional circumstances.

Òrdugh nan Gnothaichean

- 28 Thèid gnothach a' Bhùird-stiùiridh aig a h-uile coinneamh air adhart a rèir a' chlàir-ghnothaich a chaidh a thoirt a-mach airson na coinneimh sin ach a-mhàin ma tha an Cathraiche air an caochladh a chur an cèill; faodaidh an Cathraiche òrdugh nan gnothaichean atharrachadh aig àm sam bith a rèir a t(h)oil fhèin no às dèidh iarrais bho bhall/bhuill.
- Order of Business**
The business of the Board at all meetings will proceed in accordance with the agenda issued for that meeting unless otherwise directed by the Cathraiche who may at his/her discretion or at the request of a member(s), alter the order of business at any stage.

- 29 Aig a h-uile coinneamh àbhaisteach no sònraichte, cha tèid beachdachadh air gnothach sam bith ach a-mhàin gnothaichean air a' chlàr-ghnothaich ach a-mhàin far a bheil an Cathraiche den beachd gum bu chòir beachdachadh air nì aig a' choinneimh mar thoradh air suidheachadh sònraichte.
- At all ordinary or special meetings, no business other than that on the agenda will be considered except where by reason of special circumstances, the Cathraiche is of the opinion that the item should be considered at the meeting.

Làthaireachd aig coinneamhan

- 30 Bidh a' chòir aig a' Cheannard a bhith an làthair aig a h-uile coinneamh aig Bòrd-stiùiridh Bhòrd na Gàidhlig agus aig coinneamhan de na Comataidhean, ach a-mhàin airson pàirtean de choinneamhan nuair a thèid aontachadh le buill Bòrd-stiùiridh Bhòrd na Gàidhlig gum bu chòir a' chùis a bhith air a deasbad le buill a-mhàin, mar eisimpleir far am bithear a' bruidhinn air tuarastal no coileanadh a' Cheannard.
- Attendance at Meetings**
The Ceannard shall have the right to attend all Bòrd na Gàidhlig Board meetings and meetings of the Committees, except for parts of meetings when agreed by Bòrd na Gàidhlig's Board members that the matter under discussion should involve members only, for example where the Ceannard's remuneration or performance is being discussed.

- 31 A bharrachd air a' Cheannard, bidh gach ball den Sgioba-stiùiridh a' frithealadh coinneamhan Bòrd-stiùiridh Bhòrd na Gàidhlig ach a-mhàin ma thèid iarraidh orra gun a bhith an làthair leis a' Chathraiche no ma thèid an leisgeulan a ghabhail leis a' Chathraiche. Bidh luchd-obrach eile an làthair airson nithean sònraichte air a' chlàr-ghnothaich nuair a bhios seo iomchaidh.
- In addition to the Ceannard, all members of the Leadership Team will, except when requested or excused by the Cathraiche, attend Bòrd na Gàidhlig's Board meetings. Other members of staff will attend for particular agenda items as necessary.

- 32 Faodaidh Ministearan na h-Alba no an riochdairean a bhith an làthair aig coinneamhan Bòrd-stiùiridh Bhòrd na Gàidhlig no a chomataidhean agus pàirt a ghabhail annta, ach
- Scottish Ministers or their representatives may attend and take part in either full Board or committee meetings of Bòrd na Gàidhlig, but such representative is not entitled to vote.

chan fhaod riochdairean den t-seòrsa seo bhòtadh.

Ceistean a' Bhùird -stiùiridh

33 Faodaidh ball sam bith ceist a chur air a' Chathraiche aig coinneamh sam bith de Bhòrd-stiùiridh Bhòrd na Gàidhlig mu ghnòthach buntainneach agus iomchaidh sam bith a tha ag èirigh bhon chlàr-ghnòthaich.

34 Faodaidh buill fios a thoirt chun a' Chathraiche ron choinneimh mu cheistean a tha iad ag iarraidh a thogail nach eil co-cheangailte ri ceistean air a' chlàr-ghnòthaich. Bu chòir seo a dhèanamh ann an sgrìobhadh ma ghabhas seo dèanamh. Co-dhùnaidh an Cathraiche, ann an conaltradh leis a' Cheannard, am bu chòir dèiligeadh ris a' cheist aig a' choinneimh agus bheir iad fios air ais dhan bhall mun cho-dhùnadh.

Far an gabh a dhèanamh, thèid dèiligeadh ri ceistean ann an Seisean Fosgailte. Ann an suidheachaidhean air leth, nuair a tha ceist a' dèiligeadh ri cuspair dìomhair no doirbh, dh'fhaodte gun tèid dèiligeadh ris ann an Seisean Dùinte. Bidh seo a rèir toil a' Chathraiche ann an co-chonaltradh leis a' Cheannard.

35 Nuair a thèid puing òrdugh a thogail aig coinneamh aig Bhòrd-stiùiridh Bhòrd na Gàidhlig, 's e riaghladh a' Chathraiche an co-dhùnadh mu dheireadh.

A' stiùireadh choinneamhan

36 Aig coinneamh a' Bhùird-stiùiridh, bidh Cathraiche Bhòrd na Gàidhlig anns a' chathair mas e is gu bheil e/i an làthair. Mur eil an Cathraiche gu bhith an làthair, mar as trice, dh'innseadh e/i cò am ball eile a bhiodh anns a' chathair. Mur eil comhairle ann bhon Chathraiche, taghaidh na buill Bhùird-stiùiridh a tha an làthair aon de na buill airson a bhith an ceann na coinneimh tro bhòtadh mòr-chuid.

37 Nì an Cathraiche na leanas:

- cumar smachd agus nithear cinnteach gu bheil cothrom gu leòr aig buill a' Bhùird-stiùiridh na beachdan aca a chur an cèill mu chuspair sam bith a thathar a' deasbad;
- nithear co-dhùnaidhean air cùisean òrdugh, raon-ùghdarrais agus buntainneachd;

Board Questions

Any member may put a question to the Cathraiche at any meeting of Bòrd na Gàidhlig's Board concerning any relevant and competent business arising from the agenda.

Members can also notify the Cathraiche in advance of the meeting of questions that they wish to raise other than those relevant to agenda items. Wherever possible this should be done in writing. The Cathraiche, in consultation with the Ceannard, will determine whether the question should be dealt with during the meeting, and inform the member accordingly.

Wherever possible, questions will be dealt with in the Open Session. Exceptionally, where a question deals with a sensitive or confidential issue, it may be dealt with in Closed Session. This will be at the discretion of the Cathraiche in consultation with the Ceannard.

When a question of order is raised at a meeting of Bòrd na Gàidhlig's Board, the Cathraiche's ruling on it will be final.

Chairing of meetings

At a meeting of the Board, the Bòrd na Gàidhlig Cathraiche, if present, will preside. In the absence of the Cathraiche, he/she will normally indicate which other member should preside. If no advice from the Cathraiche is available, the Board members present will choose, by a majority vote of those present, one of their number to preside.

The Cathraiche will:

- preserve order and ensure that members of the Board have sufficient opportunity to express their views on any matter under discussion;
- determine all matters of order, competency and relevancy;

- co-dhùnair dè an t-òrdugh anns am bu chòir do bhuill a tha airson bruidhinn sin a dhèanamh;
- co-dhùnair a bheil bhòt a dhìth gus nach eil agus mar a nithear I; agus
- leanar poileasaidhean agus dòighean-obrach iomchaidh Bhòrd na Gàidhlig
- determine in which order members wishing to speak should do so;
- determine whether or not a vote is required and how it is to be conducted; and
- adhere to relevant Bòrd na Gàidhlig policy and procedure

Co-dhùnaidhean a' Bhùird-stiùiridh

38 Mar as trice, thèid co-dhùnaidhean Bòrd-stiùiridh Bhòrd na Gàidhlig a ghabhail le co-aontachd am measg nam ball a tha an làthair. Tha “ball a tha an làthair” a’ ciallachadh ball a tha an làthair aig a’ choinneimh fhèin no a tha a’ gabhail pàirt tro cheangail fòn no co-labhairt bhidio tron deasbad air an nì air a’ chlàr agus a chuala geàrr-chunntas sam bith a rinn an Cathraiche no ball ainmichte den Sgioba-stiùiridh.

Ma dh’fhàgas ball a’ choinneamh gu tràth, bidh iad air an comharrachadh mar neo-làithreach airson co-dhùnadh sam bith a chaidh a ghabhail às dèidh dhaibh falbh.

39 Tha uallach corporra air buill uile a’ Bhùird-stiùiridh airson co-dhùnaidhean a ghabh am Bòrd-stiùiridh. Mar sin, feumaidh buill gabhail ri co-dhùnadh coitcheann a’ Bhùird-stiùiridh (agus taic a chumail ri seo gu poblach), no feumaidh iad an t-àite air a’ Bhòrd-stiùiridh a leigeil seachad.

40 Faodaidh ball de Bhòrd-stiùiridh Bhòrd na Gàidhlig an t-eas-aonta aige/aice ri co-dhùnadh a’ Bhùird-stiùiridh a chlàradh cho fad’s a bha i/e an làthair aig a’ choinneimh far an deach beachdachadh air a’ chùis seo agus cho fad’s a dh’iarras am ball gun tèid an t-eas-aonta aige/aice a chlàradh gun dàil às dèidh dhan cho-dhùnadh a bhith air a dhèanamh. Ma tha ball sam bith ag iarraidh atharrachadh a mholadh air gluasad bhon Cathraiche no bho bhall/bhuill mus tèid co-dhùnadh a ghabhail, bu chòir dhaibh 1) neach-taic iarraidh airson an atharrachaidh fhoirmeil sin agus ma gheibhear sin, 2) bhòt fhaighinn bho mhòr-chuid de bhuill a’ Bhùird-stiùiridh.

41 Thèid beachdan sgrìobhte mu nithean air a’ chlàr-ghnothaich a thèid a chur a-steach le gach ball den Bhòrd-stiùiridh aig Bòrd na Gàidhlig nach eil an

Board Decisions

Decisions of Bòrd na Gàidhlig’s Board will usually be by consensus of attending members. An attending member is one who is either present in person or takes part by telephone or video conference link throughout the discussion of the agenda item and has heard any summing up by the Cathraiche, or a nominated member of the Leadership Team.

A member who leaves a meeting prematurely will be treated as a non-attending member for the purpose of any decision taken after the time of departure.

Board Members share corporate responsibility for decisions taken by the Board as a whole. Members must therefore either accept (and publicly support) the collective decision of the Board or resign.

A member of Bòrd na Gàidhlig’s Board may have his or her dissent recorded to a decision of the Board provided that she/he has attended the meeting at which the matter was considered and provided that the member asks to record his/her dissent immediately after the decision is concluded. Any member that wants to actually propose an adjustment to the Cathraiche or member(s) motion prior to a decision being taken should 1) seek a seconder for that formal amendment and if that is secured 2) thereafter secure a majority vote of Board members.

Written comments on agenda items submitted by all non-attending Bòrd na Gàidhlig Board members will be circulated to

làthair a chuirteachadh gu buill a' Bhùird-stiùiridh agus bidh an Cathraiche (no luchd-taic ainmichte mar eisimpleir rùnaireachd a' Bhùird-stiùiridh) a' toirt iomradh orra aig àm iomchaidh rè na coinneimh.

- 42 Ann an suidheachaidhean air leth, nuair a tha co-dhùnadh a dhìth bho Bhòrd-stiùiridh Bhòrd na Gàidhlig ann an cabhag agus far nach gabhadh coinneamh a chur air dòigh, thèid dèiligeadh ris a' chùis tro chonaltradh sgrìobhte. Thèid an co-dhùnadh gus seo a dhèanamh a ghabhail leis a' Chathraiche. Ann an suidheachaidhean mar seo, cuiridh na buill an cuid bheachdan chun a' Chathraiche ann an sgrìobhadh. Thèid an co-dhùnadh a dhaingneachadh aig an ath choinneimh de Bhòrd-stiùiridh Bhòrd na Gàidhlig agus thèid a chlàradh anns a' gheàrr-chunntas.

A' bhòtadh

- 43 Thèid co-dhùnadh a dhèanamh tro bhòt anns na suidheachaidhean a leanas:
- Nuair a tha an Cathraiche a' faicinn gu bheil cuid de na buill ag eas-aontachadh ri moladh no a tha air draghan a nochdadh mu dheidhinn agus nach eil co-aonta soilleir ann.
 - Nuair a dh'iarraas ball gun tèid bhòt a chumail agus nuair a bheir co-dhiù aon bhall eile à tha an làthair taic ris a' mholadh seo.
 - Ann an suidheachadh sam bith eile, far a bheilear den bheachd, a rèir toil a' Chathraiche, gum bu chòir bhòt a bhith ann mus tèid co-dhùnadh a ghabhail.

- 44 Cha bhi còir bhòtaidh ach aig buill a tha an làthair, mar a tha air a mhìneachadh ann an Co-dhùnaidhean a' Bhùird-stiùiridh. Bidh aon bhòt aig gach Ball, a' gabhail a-staigh a' Chathraiche, ach amhàin ann an suidheachadh far a bheil bhòt co-ionnan ann. Bidh bhòt-sheulachaidh a bharrachd aig a' Chathraiche anns an t-suidheachadh sin.

- 45 Mar as trice, bithear a' bhòtadh tro bhòt làimhe. Le cead a' Chathraiche, no ma tha ball sam bith a a' togail gearan mu bhòt a bhith air a ghabhail tro bhòt làimhe, agus ma tha mòr-chuid de na buill a tha an làthair a' toirt taic dhan ghearan, thèid a' bhòt a chumail tro bhaileat dìomhair. Anns na suidheachaidhean far an tèid baileat dìomhair a chumail, bidh am Manaidsear Gnìomhan a' cur a-

Board members and referred to by the Cathraiche (or designated support such as the Board secretariat) at the appropriate point in the meeting.

Exceptionally, when a Bòrd na Gàidhlig Board decision is required urgently and it would not be feasible to convene a meeting, the matter will be dealt with by correspondence. The decision to do this will be made by the Cathraiche. In such circumstances, members will send their views to the Cathraiche in writing. The decision will be ratified at the next Bòrd na Gàidhlig Board meeting and recorded in the minutes.

Voting

Decisions will be reached by vote on the following occasions:

- When the Cathraiche detects that there is a body of opinion among the members who either disagree with a proposal or have expressed reservations about it and no clear consensus has emerged.
- When a member requests a vote to be taken and this is supported by at least one other member in attendance.
- Any other circumstance where, at the Cathraiche's discretion, it is felt that a decision should be preceded by a vote.

Only attending members, as defined in Board Decisions, will be eligible to vote. Each Member, including the Cathraiche, will be entitled to one vote except in the case of an equality of votes when the Cathraiche will have an additional casting vote.

Votes will normally be taken by show of hands. At the discretion of the Cathraiche, or in the event of any member objecting to a vote being taken by a show of hands and a majority of attending members supporting the objection, the vote will be taken by secret ballot. In the circumstances where a secret ballot is to be held, the Operations Manager

mach agus a' cruinneachadh phàipearan baileit, a' cunntadh nam bhòtaichean agus às dèidh dhaibh sin a bhith air an dearbhadh le Ceann an Ionmhais is Cùisean Corporra, no mur eil iad an làthair, le bhall eile den Sgioba-stiùiridh, ainmichidh e/i an toradh dhan Bhòrd-stiùiridh.

46 Clàraichidh geàrr-chunntas na coinneimh toraidhean a' bhòt, a' toirt fa-near àireamh agus ainmean nam ball a tha a' bhòtadh airson agus an aghaidh a' mholaidh agus ball sam bith nach do bhòt. Mas e is gun tèid baileit a chumail gu dìomhair, cha tèid na h-ainmean a chlàradh anns a' chlàr-gnothaich.

Co-dhùnaidhean air an cur dheth

47 Faodaidh am Bòrd-stiùiridh co-dhùnadh a chur dheth air nì air a' chlàr-gnothaich gus am faigh e barrachd fiosrachaidh, roghainnean eile airson co-dhùnaidhean, no airson adhbhar sam bith eile. Thèid an t-aonta gus dàil a chur air co-dhùnadh a chlàradh ann an geàrr-chunntas na coinneimh cho math ris an adhbhar airson seo, agus bidh dreachd clàr-ama ann airson a bhith a' toirt na cùise air ais dhan Bhòrd-stiùiridh airson deasbad a bharrachd agus airson co-dhùnadh.

Comhairle dhan Bhòrd-stiùiridh

48 Gus co-dhùnaidhean a ghabhail aig coinneamhan, gabhaidh am Bòrd-stiùiridh comhairle mar a bhios iomchaidh. Mar as trice, bidh seo bhon Cheannard no bho bhuill eile den Sgioba-stiùiridh no den luchd-obrach a tha an làthair. Anns an dreuchd aca mar an t-Oifigear Cunntachail aig Bòrd na Gàidhlig, tha dleastanas sònraichte aig a' Cheannard a bhith a' toirt comhairle dhan Bhòrd-stiùiridh air ceistean iomchaidheachd, eaconamaidh, tàbhachd agus èifeachdas. Faodaidh am Bòrd-stiùiridh comhairle a shireadh bho a Chomataidhean, no bho thùs sam bith eile air an taobh a-staigh no an taobh a-muigh mar a bhios e a' meas iomchaidh.

49 Ann an suidheachaidhean nuair a bhòtas am Bòrd-stiùiridh an aghaidh comhairle bhon Cheannard, a' gabhail a-steach comhairle bhon Cheannard na d(h)reachd mar Oifigear Cunntachail, agus far a bheil an Ceannard a' faireachdainn nach gabhadh an co-dhùnadh air a bheilear a' beachdachadh a dhìon air beulaibh Riaghaltas na h-Alba agus/no

will issue and collect ballot papers, count the votes and after these have been confirmed by the Head of Finance and Corporate Affairs, or in their absence another attending member of Leadership Team, announce the result to the Board.

The minutes of the meeting will record the results of voting, noting the number and names of members voting for and against the proposal and any abstentions. The minutes will not record the names in the event that a ballot is held in secret.

Deferred Decisions

The Board may decide to defer a decision on an agenda item so that it can be provided with more information, additional decision options or for any other reason. The decision to defer, with the reasons, will be recorded in the minutes of the meeting along with the indicative timescale for returning the matter to the Board for further discussion and decision.

Advice to the Board

In reaching decisions at meetings, the Board will take advice as appropriate. This will generally be from the Ceannard or such other serving member of the Leadership Team or staff present. The Ceannard in their capacity as Bòrd na Gàidhlig's Accountable Officer has a specific role in advising the Board on matters of propriety, economy, effectiveness and efficiency. The Board may also seek advice from its Committees, or any other internal or external source as it regards necessary.

In circumstances where advice from the Ceannard is overruled by the Board, or in their formal capacity as Accountable Officer, where the Ceannard feels that the action contemplated could not be defended before the Scottish Government and/or Scottish Parliament, the Ceannard may require the

Pàrlamaid na h-Alba, dh'fhaodte gun toir an Ceannard air a' Chathraiche stiùireadh sgrìobhte a thoirt dha/dhi air a' chuspair. Thèid stiùireadh mar seo a thoirt gu aire Àrd-neach-sgrùdaidh na h-Alba agus an t-Oifigear Cunntachail Roinneil ann an Riaghaltas na h-Alba.

Cathraiche to give him/her a written instruction on the matter. Such an instruction will be drawn to the attention of the Auditor General for Scotland and the Departmental Accountable Officer in the Scottish Government.

Clàr nan com-pàirtean - A' clàradh com-pàirt

Declarations of Interest - Making a Declaration

- 50 Feumaidh buill fa leth beachdachadh aig an ìre as tràithe a bheil com-pàirt aca ri nochdadh ann an cùis sam bith a tha gu bhith air a dheasbad.

Individual members must consider at the earliest stage possible whether they have an interest to declare in relation to any matter that is to be considered.

Bu chòir dhaibh beachdachadh air a bheil clàran-ghnothaichean airson coinneamhan a' togail ceist sam bith a thaobh nochdadh chom-pàirtean, agus mur eil iad cinnteach, faodaidh iad bruidhinn ri Oifigear nan Inbhean, no le Coimisean nan Inbhean. Feumar nochdadh com-pàirt a dhèanamh cho luath 's a ghabhas aig coinneamh nuair a tha a' chom-pàirt sin ag èirigh. Mas e is gum mothaichear gu bheil feum air com-pàirt a nochdadh nuair a thathar a' deasbad cùis, feumaidh am ball a' chom-pàirt aca a nochdadh cho luath is a bheir iad am aire gum feum iad sin a dhèanamh.

They should consider whether agendas for meetings raise any issue of declaration of interest, and if in doubt may consult with Standards Officer, or with the Standards Commission. A declaration of interest must be made as soon as practicable at a meeting where that interest arises. If the need for a declaration of interest is identified only when a particular matter is being discussed the member must declare the interest as soon as they realise it is necessary to do so.

- 51 Bu chòir an aithris bheòil a tha a' nochdadh com-pàirt a bhith a' comharrachadh de an nì air a' chlàr-ghnothaich ris a bheil i ceangailte. Bu chòir dhan aithris tòiseachadh leis na faclan "tha mi a' nochdadh com-pàirt". Feumaidh an aithris a bhith fiosrachail gu leòr gus an tuig na daoine an làthair aig a' choinneimh dè seòrsa com-pàirt a th' ann, ach chan fheumar cunntas mionaideach a thoirt seachad den chom-pàirt.

The oral statement of declaration of interest should identify the item or items of business to which it relates. The statement should begin with the words "I declare an interest". The statement must be sufficiently informative to enable those at the meeting to understand the nature of the interest but need not give a detailed description of the interest.

A' bhuidh aig nochdadh com-pàirt

Effect of Declaration

- 52 Le bhith a' foillseachadh com-pàirt ionmhasail tha e a' toirmeasg com-pàirteachadh sam bith ann an deasbad agus bhòtadh. Ann a bhith a' nochdadh com-pàirt neo-ionmhasail tha feum air breithneachadh a bharrachd leis a' bhall bhuntainneach. Feumaidh iad beachdachadh air a' cheangal eadar na com-pàirtean a chaidh ainmeachadh agus a' chùis shònraichte air a bheilear a' beachdachadh agus air suidheachaidhean fa leth mun chùis shònraichte a tha buntainneach.

Declaring a financial interest has the effect of prohibiting any participation in discussion and voting. A declaration of a non-financial interest involves a further exercise of judgement by the member concerned. They must consider the relationship between the interests that have been declared and the particular matter to be considered and relevant individual circumstances surrounding the particular matter.

53 Aig a' cheann thall, 's e an deuchainn as dearbhachaile, am biodh ball den phoball agus iad reusanta, le fios aca air an t-suidheachadh shònraichte agus leis an fhiosrachadh bhuntainneach uile aca, den bheachd gum faodadh com-pàirt a' bhuill buaidh a thoirt air an dreuchd aca mar bhall de Bhòrd-stiùiridh Bhòrd na Gàidhlig agus mar sin gum biodh e ceàrr pàirt a ghabhail ann an deasbad no co-dhùnadh sam bith. Ma tha ball, le cogais, den bheachd nach biodh an làthaireachd leantainneach aca a' fàiligidh na deuchainn seo, chan fheumadh nochdadh com-pàirt neo-ionmhasail stad a chur orra bho bhith an sàs ann an deasbad no bhòtadh. Mur eil iad cinnteach gun gabh an slat-tomhais neo-chlaon seo a chur an sàs, cha bu chòir dhaibh pàirt sam bith a ghabhail san deasbad agus bu chòir dhaibh an seòmair-coinneachaidh fhàgail gus am bi deasbad air an nì sin deiseil.

Ceadan sònraichte

54 Ann an glè bheag de shuidheachaidhean, gabhaidh cead sònraichte a thoirt seachad le Coimisean nan Inbhean a thaobh com-pàirtean ionmhasail no neo-ionmhasail a bhiodh a' cur casg air ball bho bhith a' gabhail pàirt air cùisean a' tighinn air beulaibh Bòrd-stiùiridh agus a Chomataidhean, mur a b' e an cead sònraichte seo. Beachdaichidh Coimisean nan Inbhean air iarrtasan airson ceadan sònraichte agus bu chòir iarrtasan a dhèanamh cho luath 's a ghabhas gus am bi tìde gu leòr beachdachadh gu ceart air an iarrtas ron choinneimh far a bheilear ag iarraidh cead sònraichte. Cha bu chòir ball pàirt a ghabhail ann am beachdachadh air a' cheist sin gus an tèid an t-iarrtas aontachadh.

Geàrr-chunntasan a' Bhùird-stiùiridh

55 Thèid na geàrr-chunntasan a ghabhail le rùnaireachd air a stiùireadh leis a' Mhanaidsear Gnìomhan; ach a-mhàin airson Seiseanan Prìobhaideach far an tèid geàrr-chunntasan fa leth a ghabhail le neach iomchaidh air a thaghadh leis a' Chathraiche. Leis na pàipearan a chaidh a thoirt dhan choinneimh, bu chòir na geàrr-chunntasan a bhith na chlàr firinneach den choinneamh, le fiosrachadh gu leòr gus a bhith mar phàirt den t-slighe sgrùdaidh a thaobh nan cùisean air an deach

In the final analysis the conclusive test is whether, in the particular circumstances of the item of business, and knowing all the relevant facts, a member of the public acting reasonably would consider that the member might be influenced by the interest in their role as a member of Bòrd na Gàidhlig and that it would therefore be wrong to take part in any discussion or decision-making. If a member, in conscience, believes that their continued presence would not fall foul of this test, then declaring a non-financial interest need not preclude their involvement in discussion or voting. If they are not confident about the application of this objective yardstick, they must play no part in the discussion and must leave the meeting room until discussion of the particular item is concluded.

Dispensations

In very limited circumstances dispensations can be granted by the Standards Commission in relation to the existence of financial and non-financial interests which would otherwise prohibit a member from taking part and voting on matters coming before Bòrd na Gàidhlig's Board and its Committees. Applications for dispensations will be considered by the Standards Commission and should be made as soon as possible in order to allow proper consideration of the application in advance of meetings where dispensation is sought. A member should not take part in the consideration of the matter in question until the application has been granted.

Board Minutes

Minutes of all meetings will be taken by a secretariat organised by the Operations Manager; the exception will be Private Sessions that will be minuted separately by an appropriate individual determined by the Cathraiche. Taken in conjunction with the papers presented to the meeting, the minutes should provide a correct record of the meeting, in sufficient detail to comprise an

beachdachadh agus na co-dhùnaidhean a rinn Bòrd-stiùiridh Bhòrd na Gàidhlig.

audit trail of issues discussed and decisions taken by Bòrd na Gàidhlig's Board.

Bidh uallach air an neach a tha na chathraiche air a' choinneimh dèanamh cinnteach gun tèid gnìomhan a chaidh aontachadh aig an t-Seisean Phrìobhaideach a thoirt dhan rùnaireachd taobh a-staigh còig latha obrach bhon choinneimh gus an tèid an clàradh mar phàirt den t-Seisean Phrìobhaideach (geàrr-chunntasan àbhaisteach).

The person chairing the meeting will be responsible for ensuring that actions agreed at the Private Session are passed on to the secretariat within five working days of the meeting so that they will be recorded as part of the Private Session (standard minutes).

56 Thèid dreachd geàrr-chunntas na coinneimh aontachadh airson cuairteachadh do bhuill mar 'Gheàrr-chunntasan neo-dhearbhte' leis a' Chathraiche is Ceannard taobh a-staigh 3 sheachdain bhon latha a chaidh coinneamh a' Bhùird-stiùiridh a chumail. Faodaidh Buill atharrachaidhean a mholadh ann an sgrìobhadh taobh a-staigh 10 làithean obrach. Bidh an Cathraiche agus an Ceannard ag eadar-bhreithneachadh air cùisean far a bheil eas-aonta ann.

The draft minutes of a meeting shall be approved for circulation as 'Unconfirmed Minutes' to members by the Cathraiche and Ceannard within 3 weeks of the date of the Board meeting. Members can propose amendments in writing within 10 working days. The Cathraiche and Ceannard will arbitrate over matters of dissent.

57 Thèid an geàrr-chunntas a 'Dhearbhadh' gu foirmeil leis a' Chathraiche, thèid a chuairteachadh do na buill, agus bidh geàrr-chunntas bhon t-Seisean Phoblach air làrach-lìn BnG taobh a-staigh 8 seachdainean às dèidh na coinneimh.

Minutes will be formally 'Confirmed' by the Cathraiche, circulated to members and minutes for the Open Session lodged on BnG website within 8 weeks of the meeting.

58 Foillsichidh Bòrd na Gàidhlig Geàrr-chunntasan anns a' Ghàidhlig, anns a' Bheurla agus ann an cànan sam bith eile a chuidicheadh le bhith a' coileanadh a obair gu h-èifeachdach.

Bòrd na Gàidhlig shall publish Minutes in Gaelic, English and such other languages as would assist in the efficient conduct of its business.

A' cur bhall à dreuchd rè ùine

59 Ma 's e is gun dèan ball sam bith de Bhòrd-stiùiridh Bhòrd na Gàidhlig dìmeas air òrdugh no ùghdarras a' Chathraiche aig coinneamh sam bith, no ma bhios e/i ri dol a-mach a bhios oilbheumach no a chuireas bacadh air a' choinneimh, agus ma bheir an Cathraiche seo gu aire na coinneimh, faodaidh am Bòrd-stiùiridh am ball a chur a-mach airson a' chòrr den choinneimh, às dèidh gluasad bho bhall sam bith, a gheibh neach-taic agus le taic bhon mhòr-chuid de na buill a tha an làthair.

Suspension of Members

In the event of any member of Bòrd na Gàidhlig's Board disregarding the order or authority of the Cathraiche at any meeting, or being guilty of obstructive or offensive conduct at any meeting, and the Cathraiche calling the attention of the meeting to the same, the Board, may on the motion of any member, duly seconded and supported by the vote of a majority of the members present and voting, suspend such member so offending for the remainder of the sitting.

Cha bhi deasbad ceadaichte air gluasad den t-seòrsa seo.

No debate shall be allowed on such a motion.

Dìomhaireachd

60 Faodaidh buill an roghainn fhèin a chleachdadh mu bhith a' beachdachadh air gnothaichean bòrd-stiùiridh Bhòrd na Gàidhlig le pàrtaidhean eile às dèidh na coinneimh.

61 Airson cùisean ris an tèid dèiligeadh ann an Seisean Dùinte chan fhaodar nàdar agus susbaint a' ghnòthaich fhoillseachadh, no a dheasbad le, neach sam bith ach buill eile de Bhòrd-stiùiridh Bhòrd na Gàidhlig agus luchd-obrach an bha an làthair gus an cur an Cathraiche an caochladh an cèill.

62 Bu chòir buill aonta fhaighinn bhon Chathraiche, no mur eil iad ri fhaighinn, bhon Ceannard mus dèan iad aithris phoblach sam bith (a' gabhail a-steach aithrisean do na meadhanan no agallamhan a thèid a chraoladh) às leth Bòrd-stiùiridh Bhòrd na Gàidhlig.

Fiachanas pearsanta buill a' bhùird-stiùiridh

63 Nan rachadh cùisean laghail a thogail le treas-phàrtaidh tha e buailteach gum biodh seo air a thogail an aghaidh Bòrd-stiùiridh Bhòrd na Gàidhlig gu h-ìomlan, ach ann an suidheachaidhean neo-àbhaisteach, dh'fhaodte gun rachadh cùisean a thogail an aghaidh a' Chathraiche no buill fa leth eile den Bhòrd-stiùiridh. Mar eisimpleir, dh'fhaodadh ball de Bhòrd-stiùiridh Bhòrd na Gàidhlig a bhith cunntachail gu pearsanta ma nì e no i aithris mheallta no dhearmadach a dh'adhbharaicheas call do threas-phàrtaidh.

64 Ach, a rèir a' bharantais-dìona choitchinn a tha an Riaghaltas a' moladh do bhuill NDPB, cha bhi aig ball de Bhòrd-stiùiridh Bhòrd na Gàidhlig a tha air a bhith ag obair gu h-onarach agus le deagh rùn ri pàigheadh airson buailteachd chatharra phearsanta sam bith a thig orra ann a bhith a' dèanamh obair a' Bhùird-stiùiridh, no aithris gun robh iad a' dèanamh obair a' bhùird-stiùiridh, bho na stòrasan pearsanta aice/aige fhèin, ach a-mhàin far a bheil am ball air a bhith dearmadach.

A' cur stad sealach air no ag atharrachadh nan Gnàth-riaghailtean

Confidentiality

Members may use their discretion in discussing items of Bòrd na Gàidhlig Board business with other parties following the meeting.

For issues dealt with in Closed Session, the nature and content of the business must not be divulged to, or discussed with, anyone other than fellow Bòrd na Gàidhlig Board members and staff in attendance until the Cathraiche states otherwise.

Members should get the prior approval of the Cathraiche, or in their absence, the Ceannard, before making public statements (including statements to the Press and broadcast interviews) on behalf of Bòrd na Gàidhlig's Board.

Personal liability of Board Members

While any legal proceedings initiated by a third party are most likely to be brought against Bòrd na Gàidhlig's Board as a whole, in exceptional cases proceedings may be brought against the Cathraiche or other individual Board members. For example, a Bòrd na Gàidhlig Board member may be personally liable if he or she makes a fraudulent or negligent statement that results in loss to a third party.

However, in accordance with the standard indemnity recommended for NDPB members by the Government, a Bòrd na Gàidhlig Board member who has acted honestly and in good faith will not have to meet out of his or her own personal resources any personal civil liability which is incurred in the execution or purported execution of his or her Board function, save where the member has acted recklessly.

Suspension and amendments of Standing Orders

- 65 Dh'fhaodte gun tèid na Gnàth-riaghailtean seo atharrachadh, ais-ghairm no gun tèid cuir riutha le Bòrd-stiùiridh Bhòrd na Gàidhlig a-mhàin agus dh'fheumadh atharrachadh sam bith den t-seòrsa seo aonta fhaighinn bhon mhòr-chuid de na buill a tha an làthair aig coinneamh. These Standing Orders may be varied, revoked or added to by only Bòrd na Gàidhlig's Board itself and any such alterations will require the consent of the majority of members present at a meeting.
- 66 Feumar comharrachadh aig a' choinneimh mu dheireadh den bhòrd-stiùiridh gu bheilear an dùil moladh gun tèid na gnàth-riaghailtean atharrachadh. A dh'aindeoin seo, chan fhaodar Gnàth-riaghailt sam bith atharrachadh no a chur dhan dàrna taobh mas e is gun rachadh seo an aghaidh ullachadh reachdail no stiùireadh sam bith bho Mhinistearan na h-Alba. Notice of the intention to bring forward proposed amendments to standing orders must be signified at the previous board meeting. Notwithstanding this provision, no Standing Order may be suspended or amended where this would contravene any statutory provision or direction made by Scottish Ministers.

Plana Obrach a' Bhùird-stiùiridh 2023/24		Ògmhios 22/06/2023	Damhair 05/10/2023	Dùbhlachd 14/12/2023	Màrt 07/03/2024
Puingean Stèidhichte	Cùisean Tòiseachaidh / Fàilte	√	√	√	√
	Nochdadh Com-pàirt	√	√	√	√
	Geàrr-chunntas	√	√	√	√
	Clàr-gnìomhan	√	√	√	√
	Aithisg air PCCan 23/24	√	√	√	√
	Aithisg Ionmhas	√	√	√	√
	Clàr Mì-chinntean	√	√	√	√
	Geàrr-chunntasan nan Comataidhean	√	√	√	√
	Aithisg a' Chathraiche	√	√	√	√
	Aithisg a' Cheannard	√	√	√	√
	Am Plana Obrach	√	√	√	√
	Iarrtasan Taic-airgid £100,000+	√	√	√	√
	Lèirmheas air a' choinneimh	√	√	√	√
Priomhachasan Ro-innleachdail	Plana Corporra	-	√	-	-
Puingean Cunbhalach Bliadhnail	Adhartas nas Luaithe	√	√	√	√
	Plana Gnìomh	✘	√	-	√
	Buidseat na Bliadhna	-	-	-	√
	Plana Ionmhas Meadhan-teirm	-	√	-	-
	Aithisg Bhliadhnail na Comataidh Sgrùdaidh is Dearbhachd	√	-	-	-
	Aithisg Bhliadhnail na Comataidh Poileasaidh is Ghoireasan	√	-	-	-
	Aithisg Bhliadhnail is Cunntasan	-	√	-	-
	Aithisg an Luchd-sgrùdaidh on Taobh a-muigh	-	√	-	-
	Aithisg Luchd-obrach	√	-	-	-
	Aithisg Slàinte is Sàbhailteachd	-	√	-	-
	Eifeachdas is Trèanadh a' Bhùird-stiùiridh	-	√	-	-
	Plana Feachd-obrach	✘	-	√	✘
	Plana Trèanaidh	√	-	-	-
	Gnàth-Riaghailtean	√	-	-	-
	Prògram coinneamhan a' Bhùird-stiùiridh	-	-	√	-
	Maoineachadh nam Buidhnean Gàidhlig	-	-	√	√
	Suirbhidh Luchd-ùidh	-	√	-	-
Puingean Ad Hoc	Aithisg air Planaichean Gàidhlig	√	-	-	-