

## Bòrd na Gàidhlig

## A' Chomataidh Poileasaidh is Ghoireasan

Dimàirt 09/05/2023 09.30 – 12.30

Tro Teams

## CLÀR-GNOTHAICH

## SEISEAN FOSGAILTE

## 1.0 CÙISEAN TÒISEACHAIDH

## Buill Bùird an Làthair:

Nicola NicThòmais (Cathraiche) [NNT]

Màiri NicAonghais [MTNA]

Dòmhnall MacAoidh [DMA]

## A' frithealadh:

Shona NicIllinnein, Ceannard [SNI]

Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh [IMM]

Nicola Pearson, Ceann an Ionmhas is Cùisean Corporra [NP]

Jennifer NicHarrie, Stiùiriche Foghlaim [JNH]

Steven Kellow, Oifigear Maoineachaidh is Phròiseactan [SK]

– *Puing 5.3, 5.4*

Karen Nic a' Ghobhainn, Manaidsear Gnìomhan [KNG] –

*Puing 6*Artair MacCarraig, Fèisean nan Gàidheal [AMC] – *Puing 10*

Orla NicDhòmhnail, A' clàradh a' Gheàrr-chunntais [OND]

## Leisgeulan:

Coinneach MacIomhair [CMI]

Christie NicIlleathain, Manaidsear Planaidh [CNI]

## 1.1 Fàilte is Leisgeulan

Chuir an Cathraiche fàilte air a h-uile duine don choinneimh agus thug i fa-near don naidheachd mun Cheannard a' leigeil dhìth a dreuchd.

## 1.2 A' nochdadh Chom-pàirtean

Cha robh gin ann.

## 1.3 GISBE

Cha robh gin ann.

## 2.0 IONMHAS

## 2.1 Aithisg Ionmhais gu 31/03/2023

Thug NP tar-sealladh seachad air an aithisg ionmhais a sheall geàrr-chunntas aig deireadh na bliadhna. Bha tar-chosgais de £112,000 ann mu choinneamh a' bhuidseit iomlan airson na bliadhna, ach nuair a thèid airgead air a thoirt air adhart agus maoineachadh ri thilleadh a thoirt fa-near, bha fo-chosgais de £98,000 ri thoirt air adhart gu 2023/24.

Chaidh pàirt de thar-chosgais taobh a-staigh leasachadh a chothromachadh leis an fho-chosgais ann an tuarastalan taobh a-staigh nan cosgaisean ruith, agus thàinig am maoineachadh ri thilleadh airson na bliadhna gu £80,000.

Faisg air deireadh na bliadhna chaidh cead a thoirt bho Riaghaltas na h-Alba gus an fho-chosgais iomlan a thoirt air adhart, a leig le Bòrd na Gàidhlig dreuchdan teirm-stèidhichte a chumail suas gu deireadh 2023/24.

Co-dhùnadh:

Thug na Buill fa-near don aithisg ionmhais.

## Policy &amp; Resources Committee

Tuesday 09/05/2023 09.30 – 12.30

Via Teams

## AGENDA

## OPEN SESSION

## OPENING ITEMS

## Board Members Present:

Nicola Thomson (Chair) [NT]

Màiri MacInnes [MTMI]

Donald MacKay [DMK]

## In Attendance:

Shona MacLennan, Ceannard [SML]

Iain MacMillan, Director of Development [IMM]

Nicola Pearson, Head of Finance and Corporate Affairs [NP]

Jennifer McHarrie, Direction of Education [JMH]

Steven Kellow, Funding &amp; Projects Officer [SK] –

*Point 5.3, 5.4*Karen Smith, Operations Manager [KS] – *Point 6*Arthur Cormack, Fèisean nan Gàidheal [AC] – *Point 10*

Orla MacDonald, Recording the Minutes [OMD]

## Apologies:

Kenneth MacIver [KMI]

Christie MacLean, Plans Manager [CML]

## Welcome &amp; Apologies

The Chair welcomed everyone to the meeting and noted the news that the Ceannard would be retiring.

## Declarations of Interest

There were none.

## AOCB

There were none.

## FINANCE

## Finance Statement to 31/03/2023

NP provided an overview of the finance report which showed a summary of the year end. There was an overspend of £112,000 against the total budget for the year, but when balances brought forward and reclaimed funding were considered, there was a cash underspend of £98,000 to carry forward into 2023/24.

An overspend within development was partially offset by the underspend in salaries within the running costs, and the reclaimed funding for the year amounted to £80,000.

Towards the end of the year permission was granted from the Scottish Government to carry forward the total underspend, which allowed Bòrd na Gàidhlig to maintain fixed term posts through to the end of 2023/24.

Decision:

Members noted the finance report.

**2.2 Aithisg Bhliadhnail air Solarachadh**

Thug NP tar-sealladh do Bhuill air an Aithisg Bhliadhnail air Solarachadh. Chaidh innse do Bhuill gun deach slighe aithris a stèidheachadh, a' leantainn air moladh sgrùdaidh ann an 2020, gus innse don Chomataidh mu ghnìomhachd solarachaidh a bha air tachairt thar na bliadhna ionmhais agus mar chuimhneachan air a' phròiseas solarachaidh a lean Bòrd na Gàidhlig. Chaidh fiosrachadh mu ghnìomhachd solarachaidh a ghabhail a-steach san aithisg a chaidh a thaisbeanadh.

Thug NP fiosrachadh do Bhuill mu dhòighean sgrùdaidh gus dèanamh cinnteach nach biodh gnothaichean tionalach a' briseadh poileasaidh solarachaidh.

Dh'fhaighnich Buill a bheil am pròiseas seo èifeachdach do Bhòrd na Gàidhlig agus thug NP comhairle do Bhuill nach robh mòran gnothaichean ann a bha feumach air pròiseas solarachaidh agus gu bheil an aithisg a' toirt misneachd don Chomataidh gu bheil a' leantainn a' phoileasaidh solarachaidh.

Co-dhùnadh:

Thug Buill fa-near don Aithisg Bhliadhnail air Solarachadh.

**Annual Report on Procurement**

NP provided Members with an overview of the Annual Procurement Report. Members were informed that following on from an audit recommendation in 2020 a reporting cycle had been established to inform the Committee of the procurement activity that had taken place over the financial year and a reminder of the procurement process followed by Bòrd na Gàidhlig. Information on the procurement activity was included in the report presented.

NP provided Members with information on checking mechanisms to ensure that even cumulative transactions did not breach procurement policy.

Members asked whether this process is effective for Bòrd na Gàidhlig and NP advised Members that there were few transactions which required the procurement process and that the report provides reassurance to the committee that the procurement policy is being followed.

Decision:

Members noted the Annual Report on Procurement.

**3.0 PLANA GNÌOMH****3.1 PCCan 2022/23 – Sgrùdadh**

Thug IMM fios do Bhuill gun robh naoi Prìomh Chomharran Coileanaidh ann tron bhliadhna 2022/23 agus thugadh fios mun adhartas a chaidh a dhèanamh mu choinneamh nan comharran. Bha e den bheachd gun robh gach comharra air a thoirt don ìre a bha comasach aig an àm. Thugadh fios gun robh 80 gnìomhan mionaideach taobh a-staigh seo, le ceithir nach robh coileanta aig deireadh na bliadhna ionmhas agus thug IMM fios às ùr air na gnìomhan seo.

Dh'fhaighnich Buill mu dheidhinn cuid de phuingeann air na gnìomhan nach deach crìochnachadh agus thug IMM seachad tuilleadh fiosrachadh orra.

Thugadh fios gun robh clàr-ama ùr ann airson Plana Nàiseanta na Gàidhlig fhoillseachadh agus gum biodh Buill a' faighinn cothrom aontachadh ris an ath dhreachd.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

**OPERATIONAL PLAN****KPIs 2022/23 – Monitoring**

IMM informed Members that there were nine Key Performance Indicators during the year 2022/23 and reported on the performance made against the indicators. He was of the opinion that all indicators were taken to the extent possible at the time. It was reported that there were 80 detailed actions within this, with four not completed by the end of the financial year and IMM provided Members with an update on these actions.

Members asked about some points within the incomplete tasks and IMM provided further information.

Members were informed that there was a new timetable for the publication of the National Gaelic Language Plan and that Members would be given the opportunity to approve the next draft.

Decision:

Members noted the information in the paper.

**4.0 CLEACHDADH****4.1 Aithisg Lèirmheas air pìleat Lìonra Oifigear Leasachaidh na Gàidhlig agus pìleat Fearann Coimhearsnachd na h-Alba**

Thug IMM fios gun robh an aithisg a' toirt lèirmheas air dà phròiseact a chaidh a libhrigeadh le Bòrd na Gàidhlig, aon dhiubh le taic-airgid bho Riaghaltas na h-Alba airson brosnachadh a thoirt do choimhearsnachdan Gàidhlig.

Dh'innis IMM fiosrachadh don chomataidh mun obair a chaidh a dhèanamh air pìleat Lìonra nan Oifigearan Gàidhlig, agus gun robh an lèirmheas feumail airson sealltainn cho riatanach 's a tha taic do dh'oifigearan Gàidhlig. Thugadh seachad fios air na tha tachairt a' leantainn air an fhianais san lèirmheas.

**USAGE****Review Report of the Gaelic Development Officer Network pilot and Scottish Community Land pilot**

IMM provided information on the report which reviewed two projects delivered by Bòrd na Gàidhlig, one with additional financial support from the Scottish Government to support Gaelic communities.

IMM shared information about the work carried out on the Gaelic Officers' Network pilot, and that the review was useful in showing how essential support for Gaelic officers is. An account was given on what has happened as a result of the evidence in the report.

Thug IMM fios gum biodh e deònach fiosrachadh a thoirt don Chomataidh air a' chuspair aig gach coinneamh.

IMM told the Committee that he would provide information on the subject at each meeting.

Dh'innis IMM cuideachd do Bhuill mu phileat Fearann Coimhearsnachd na h-Alba agus thugadh fios gun robh e ri fhaicinn san lèirmheas cho riatanach 's a bha a' phròiseact. Thugadh fios gur e an duilgheadas as motha nach eil gu leòr maoineachadh ann airson gach pròiseact math.

IMM also told Members about the Community Land Scotland pilot and told Members that it was evident in the review how necessary the project was. It was reported that the most significant problem is the lack of funding for all good projects to go ahead.

Chur IMM cuideam air cho feumail 's a bha an lèirmheas gus sealltainn cho soirbheachail 's a bha na pròiseactan, agus beachdaich e air cothroman san àm ri teachd airson seo a leudachadh san dòigh as èifeachdaiche.

IMM emphasised the usefulness of the review in identifying how successful the projects had been and considered future opportunities to develop in the most effective way.

Thuir Buill gun robh a' mhòr-chuid de na h-oifigearan coimhearsnachd air cùmhnantan pàirt-ùine agus dh'fhaighnich iad an robh cothrom ann seo a leasachadh. Chaidh còmhradh a chumail mu dheidhinn nan diofar sheòrsaichean oifigeir a bh' ann agus nam feumalachdan eadar-dhealaichte ann an diofar shuidheachaidhean.

Members pointed out that many of the community officers were on part-time contracts and asked if there was an opportunity for this to be developed. A discussion was held about the different types of officers and the different needs in different contexts.

Thog Buill cho cudromach 's a bhios co-obrachadh eadar na buidhnean agus thugadh fa-near do na cothroman a bhios ann mar thoradh air seo.

Members highlighted the importance of collaboration between the organisations and noted the opportunities that will arise from this.

Thug IMM fios do Bhuill gun tàinig aithisg dheireannach gu math brosnachail air ais bhon bhuidhinn agus gum b' urrainn dha a sgaoileadh do Bhuill.

IMM informed Members that a very encouraging final report had been received from the organisation which he would distribute to Members.

Dh'fhaighnich Buill mun bhuidseat agus thuir IMM gum biodh aige ri thilleadh leis an fhios seo. Thugadh fios air na h-ath cheumannan agus dòighean san urrainnear an taic seo a chumail do na bhuidhnean a bha an lùib a' phileit.

Members asked about the budget and IMM said he would revert with this information. The next steps and the ways in which support could be given to the organisations involved in the pilots were discussed.

#### Gnìomh:

- Cuir ri plana obrach na Comataidh gun tèid fios a thoirt seachad air Lionra nan Oifigearan Gàidhlig aig gach coinneamh Comataidh.
- IMM gus an aithisg dheireannach a sgaoileadh do Bhuill.
- IMM gus fios mun bhuidseat a sgaoileadh do Bhuill nuair a bhios e ri fhaighinn.

#### Actions:

- Add to the Committee work plan information on the Network of Gaelic Language Officers at each Committee meeting.
- IMM to distribute the final report to Members.
- IMM will provide Members with information on the budget when it is available.

#### Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh san aithisg.

#### Decision:

Members noted the information in the report.

4.2

#### **Planaichean Gàidhlig**

##### **PGR057 E02 Seirbheis Ambaileans na h-Alba**

Thug IMM geàrr-chunntas seachad air an dàrna eagra den Phlana Ghàidhlig aig Seirbheis Ambaileans na h-Alba agus fios mun adhartas a rinneadh sa chiad eagra.

#### **Gaelic Language Plans**

##### **PGR057 Scottish Ambulance Service E02**

IMM introduced the second edition of the Scottish Ambulance Service's Gaelic Language Plan and information on progress made in the first edition.

Thog Buill gun robh am Plana Gàidhlig aig Seirbheis Smàlaidh is Teasairginn na h-Alba ag ainmeachadh targaidean co-cheangailte ri bhith ag obair gu dlùth le Poileas Alba agus Seirbheis Ambaileans na h-Alba, agus chaidh a ràdh gum biodh e iomchaidh na h-aon targaidean a bhith aig na buidhnean seo eile.

Members noted that the Scottish Fire and Rescue Service's Gaelic Language Plan stated targets related to working closely with Police Scotland and the Scottish Ambulance Service, and it was pointed out that it would be appropriate for the other organisations to have these same targets.

Chaidh puing a thogail mu 'first-responders' le comasan Gàidhlig agus mhol Bhuill gum bu chòir targaid a bhith ann airson seo. Thuir IMM gum faodadh seo a bhith duilich, ach gun gabhadh a' phuuing a thogail.

A point about 'first-responders' with Gaelic abilities was raised and Members suggested that there should be a target. IMM stated that this could be difficult, but that the point could be raised.

Gnìomh:

A bhith a' togail mholaidhean mu cho-obrachadh agus targaidean airson 'first-responders' leis na buidhnean iomchaidh.

Co-dhùnadh:

Dh'aontaich Buill ris a' Phlana Gàidhlig leis na molaidhean a chaidh a thogail.

Action:

To raise recommendations on collaboration and targets for 'first responders' with the relevant organisations.

Decision:

Members approved the Gaelic Language Plan with the suggestions raised.

4.3 **PGR058 E03 Seirbheis Smàlaidh is Teasairginn na h-Alba**

Thug IMM geàrr-chunntas seachad air an treas eagra den Phlana Ghàidhlig aig Seirbheis Smàlaidh is Teasairginn na h-Alba agus fios mun adhartas a rinneadh san dàrna eagra.

Thog Buill a' cheist am biodh cunnart ann gum faodadh an t-amas àrd-ìre air soidhnichean droch bhuaidh a thoirt air sgaoileadh shoidhnichean dà-chànanach nan robh e a rèir taic coimhearsnachd. Thug an Ceannard fios gu bheil gnìomh gu math soilleir ann gum bi soidhnichean dà-chànanach ann agus gun lùghdaicheadh seo an cunnart.

Thuirt Buill gum biodh e feumail faicinn cia mhead den luchd-obrach sa cheud aig a bheil sgilean Gàidhlig.

Co-dhùnadh:

Dh'aontaich Buill ris a' Phlana Gàidhlig leis na molaidhean a chaidh a thogail.

**PGR058 Scottish Fire and Rescue Service E03**

IMM introduced the third edition of the Scottish Fire and Rescue Service's Gaelic Language Plan and information on progress made in the second edition.

Members asked if there could be a risk of the high-level objective on signage having a negative impact if the distribution of bilingual signs was subject to community support. The Ceannard explained that there is a very clear action that there will be bilingual signs thereby reducing the risk.

Members raised that it would be useful to find out the percentage of staff who have Gaelic skills.

Decision:

Members approved the Gaelic Language Plan with the suggestions raised.

4.4 **PGR040 E03 Gaileiridhean Nàiseanta na-h-Alba**

Thug IMM fios don chomataidh gun robh cùl-fhiosrachadh agus geàrr-iomradh air adhartas a' Phlana Ghàidhlig aig Gaileiridhean Nàiseanta na-h-Alba ri fhaicinn sa phàipear. Thugadh fios seachad gun robh aon duilleag ann leis na prìomhachasan ro-innleachdail gus comharrachadh dè am fòcas agus dè na prìomhachasan a bhios aca. Ma thèid aontachadh ris na prìomhachasan seo, bithear a' sireadh fianais air ciamar a bhios iad a' coileanadh seo airson ceangal a dhèanamh ris an obair.

Thug an Ceannard fios seachad gum bi i a' coinneachadh ri ceannardan nan ùghdarrasan uile aig a bheil na prìomhachasan ro-innleachdail agus thugadh fios air na bhios iad a' bruidhinn mu dheidhinn airson co-theacs a thoirt don bhuidhinn air obair leasachaidh Gàidhlig. Bidh seo a' toirt buaidh mhath air a' phròiseas agus a' togail ceangal eadar buidhnean.

Co-dhùnadh:

Dh'aontaich Buill ris na Prìomhachasan Ro-innleachdail mar a chaidh a thaisbeanadh.

**Strategic Priorities****PGR040 E03 National Galleries of Scotland**

IMM told Members that background information and a summary of the progress of the National Galleries of Scotland's Gaelic Language Plan was provided in the paper. It was reported that there was one page with the strategic priorities to identify what their focus and priorities will be. If these priorities are agreed, evidence of how they achieve this will be sought to link the work.

The Ceannard advised Members that she meets with the CEOs of authorities which have Strategic Priorities. Information was provided on what is discussed at these meetings to provide the authorities with a context for Gaelic development work. This has a positive impact on the process and builds a connection between organisations.

Decision:

Members approved the Strategic Priorities as presented.

4.5 **PGR037 E02 Comhairle Siorrachd Rinn Friù an Ear**

Thug IMM geàrr-chunntas seachad air a' phàipear anns an robh cùl-fhiosrachadh agus geàrr-chunntas air adhartas Plana Gàidhlig Comhairle Siorrachd Rinn Friù an Ear. Bha na duilgheadasan agus cothroman aig a' Chomhairle ri fhaicinn sa phàipear cuideachd, agus chaidh iad seo a chur a-steach do na Prìomhachasan Ro-innleachdail aca.

Mhol Bhuill a' Chomhairle airson a bhith ag aithneachadh nan cothroman a th' aca agus an adhartas a thathar air dèanamh.

**PGR037 E02 PGR037 East Renfrewshire Council**

IMM introduced the paper which included background information and a summary of the progress of East Renfrewshire Council's Gaelic Language Plan. Challenges and opportunities for the Council were also reflected in the paper, and these had been incorporated into their Strategic Priorities.

Members praised the Council for recognising the opportunities they have and the progress that had been made.

Co-dhùnadh:

Dh'aontaich Buill ris na Prìomhachasan Ro-innleachdail mar a chaidh a thaisbeanadh.

Decision:

Members approved the Strategic Priorities as presented.

4.6 **PGR062 E03 Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh**

Thug IMM geàrr-chunntas seachad air a' phàipear anns an robh cùl-fhiosrachadh agus geàrr-chunntas air adhartas Plana Gàidhlig Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh. Chaidh innse do Bhuill gun robh barrachd chothroman leasachaidh anns na Prìomhachasan Ro-innleachdail.

**PGR062 E03 Cairngorms National Park Authority**

IMM introduced the paper which included background information and a summary of the progress of Cairngorms National Park Authorities Gaelic Language Plan. Members were advised that the Strategic Priorities included further opportunities for development.

Thug IMM fios gum bithear, san àm ri teachd, a' sireadh fios nas mionaidiche air targaidean is prìomhachasan anns na Planaichean Gàidhlig airson pròiseas nam Prìomhachasan Ro-innleachdail a neartachadh.

IMM explained that, in the future, more detailed information on targets and priorities in Gaelic Language Plans would be sought to strengthen the Strategic Priorities process.

Co-dhùnadh:

Dh'aontaich Buill ris na Prìomhachasan Ro-innleachdail mar a chaidh a thaisbeanadh.

Decision:

Members approved the Strategic Priorities as presented.

**5.0 IONNSACHADH****LEARNING****5.1 Adhartas air Foghlam Àrd-sgoile**

Rinn JNH geàrr-chunntas air an fhiosrachadh sa phàipear. Thug i fios seachad mu na beachdan a chur Bòrd na Gàidhlig a-staigh don co-chomhairleachaidh air sgìre-sgoile airson foghlam tron Ghàidhlig ann an Comhairle Baile Obar Dheathain.

**Progress with Gaelic Secondary Education**

JMH gave an overview of the information in the paper. Information was provided on the response that Bòrd na Gàidhlig submitted to the consultation on a school catchment area for Gaelic Medium Education in Aberdeen City Council.

Mhol Buill a' cho-iomairt eadar Bòrd na Gàidhlig is Foghlam Alba gus sgrùdadh a dhèanamh air na dùbhlain is cothroman a tha an lùib a bhith a' cruthachadh clàran-ama Foghlam tro Mheadhain na Gàidhlig aig ìre àrd-sgoile agus thug JMH fios seachad air na cothroman a thathar a' faicinn.

Members praised the collaboration between Bòrd na Gàidhlig and Education Scotland to examine timetabling challenges and opportunities in Gaelic Medium Education at secondary and JMH provided information on opportunities that have been identified.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

Decision:

Members noted the information in the paper.

**5.2 Adhartas air Trusadh is Glèidheadh Thidsearan**

Rinn JNH geàrr-chunntas air an fhiosrachadh sa phàipear. Chaidh fiosrachadh a thoirt seachad cuideachd mu na seiseanan fiosrachaidh air-loidhne a bha air tachairt agus mu cho soirbheachail 's a bha iad.

**Progress on Teacher Recruitment and Retention**

JMH gave an overview of the information in the paper. Information was also provided on the online information sessions that had taken place and how successful they were.

Dh'aithris an Ceannard gun robh coinneamh air a bhith ann le Comhairlichean Comhairle na Gàidhealtachd san Eilean Sgitheanach far an deach bruidhinn air an àireimh de thidsearan aig a bheil Gàidhlig nach eil a' teagasg tro mheadhan na Gàidhlig agus na cothroman a th' ann dhaibh.

The Ceannard advised Members that a meeting had been held with the Highland Council Councillors in Skye where discussion took place around the number of teachers with Gaelic skills who do not teach in Gaelic Medium Education and the opportunities that exist for them.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

Decision:

Members noted the information in the paper.

5.3	<p><b>Buaidh bho thaic Bhòrd na Gàidhlig air obair òigridh</b> Rinn SK geàrr-chunntas air an fhiosrachadh sa phàipear do Bhuill.</p> <p>Chaidh còmhradh a chumail mun taic a bha a dhìth air sgìrean far nach eil mòran phròiseactan Gàidhlig. Thug SK fios gun robh e comasach do sgioba nan Tabhartasan a bhith a' mothachadh far a bheil taic a dhìth tro na siostaman aca agus gum bithear a' dèanamh leasachadh a bharrachd air seo.</p> <p>Mhol Buill an obair air leth a tha SK a' dèanamh leis na buidhnean agus coimhearsnachdan leis am bi e ag obair.</p> <p><u>Co-dhùnadh:</u> Thug Buill fa-near don fhiosrachadh sa phàipear.</p>	<p><b>Effect of Bòrd na Gàidhlig support on youth work</b> SK provided an overview of the information in the paper to Members.</p> <p>A discussion was held about the level of support needed in areas where there are not many Gaelic projects. SK advised Members that the Grants team was able to identify where support is needed through their systems and that this will be improved further.</p> <p>Members praised the outstanding work SK does with the organisations and communities he works with.</p> <p><u>Decision:</u> Members noted the information in the paper.</p>
5.4	<p><b>Prìomhachasan Sgeamaichean Foghlam is Tràth-bhliadhnaichean 2023/24</b> Thug SK fios seachad gun robh an dà sgeama sa phàipear air an lìbhrigeadh gach bliadhna agus thugadh barrachd fios seachad mu adhbharan nan tabhartasan. Chaidh innse do Bhuill gun robh atharrachadh san sgeama Tabhartasan Tràth-bhliadhnaichean is gur e Bòrd na Gàidhlig a-mhàin a bha ga maoineachadh ann an 2023/24. Chaidh innse mu na cothroman a bh' ann gus sgeama nan Tabhartasan Foghlam a dhèanamh nas simplidh do thagraidhean. Bhathar an dùil cuideachd luach granntaichean an sgeama àrdachadh agus thugadh fios do Bhuill air na molaidhean sa phàipear.</p> <p>Dh'fhaighnich Buill mun gheàrradh ann am maoineachadh bho bhuidhnean nan tràth-bhliadhnaichean. Mhìnich SK na h-adhbharan airson seo agus na dòighean anns a bheilear an dùil faighinn seachad air. Chaidh còmhradh a chumail mu dhàimhean le Ùghdarrasan Ionadail.</p> <p><u>Co-dhùnadh:</u> Dh'aontaich Buill ris na prìomhachasan sgeamaichean taic-airgid.</p>	<p><b>Priorities of 2023/24 Education and Early Years' Grant Schemes</b> SK advised that the two schemes in the paper were delivered every year and provided more information on the rationale for them. Members were informed that there was a change in the Early Years Grants scheme and that only Bòrd na Gàidhlig was funding it in 2023/24. Information was given about the opportunities available to make the Education Grants scheme more accessible. SK also advised that it was intended to increase the value of grants in the scheme and Members were informed of the recommendations outlined in the document.</p> <p>Members asked about a reduction in funding from early years organisations. SK explained the reasons for this and the ways in which they plan to overcome these. A discussion was held on relations with Local Authorities.</p> <p><u>Decision:</u> Members approved the funding scheme priorities.</p>
<b>6.0</b>	<b>CÙISEAN HR</b>	<b>HR MATTERS</b>
6.1	<p><b>Dàta HR</b> Thug KNG iomradh air an fhiosrachadh sa phàipear. Thug i fios seachad mu àrdachadh sna làithean-tinneis agus dh'innis i do Bhuill gun robh seo coimeasach ri atharrachaidhean aig ìre na RA. Rinneadh geàrr-chunntas air na dreuchdan a chaidh a shanasachadh sa bhliadhna 2022/23.</p> <p><u>Co-dhùnadh:</u> Thug Buill fa-near don dàta HR.</p>	<p><b>HR Data</b> KS gave an overview of the information in the paper. She provided information on an increase in absence and told Members that this was comparable to changes at UK level. An overview of roles advertised in 2022/23 was provided.</p> <p><u>Decision:</u> Members noted the HR Data.</p>
6.2	<p><b>Slàinte is Sàbhailteachd</b> Thug KNG tuilleadh fiosrachadh do Bhuill air na puingean sa phàipear. Thugadh fios seachad air mar a bha obair measgaichte a' toirt buaidh air slàinte is sàbhailteachd sa bhuidhinn.</p> <p><u>Co-dhùnadh:</u> Dh'aontaich Buill ris an aithisg Slàinte is Sàbhailteachd.</p>	<p><b>Health and Safety</b> KS provided Members with further information on the points outlined in the paper. Information on how hybrid-working has affected health and safety in the organisation was provided.</p> <p><u>Decision:</u> Members approved the Health and Safety report.</p>

<p>6.3 <b>Poileasaidhean HR</b> Rinn KNG geàrr-chunntas air a' Phoileasaidh Rianachd Coileanaidh.</p> <p><u>Co-dhùnadh:</u> Dh'aontaich Buill ris a' phoileasaidh mar a chaidh a thaisbeanadh.</p>	<p><b>HR Policies</b> KS gave an overview of the Performance Management Policy.</p> <p><u>Decision:</u> Members approved the policy as presented.</p>
<p><b>7.0 DEAGH RIAGHLAIDH</b></p>	<p><b>GOOD GOVERNANCE</b></p>
<p>7.1 <b>Bun-Riaghailtean na Comataidh</b> Thug an Ceannard iomradh air na Bun-riaghailtean. Thugadh fios gun robhar an dùil ri Buill ùra ann an 2023 agus mar sin gun tig atharrachadh ann am ballrachd. Thug an Ceannard fios gun robh i an dùil lèirmheas a dhèanamh air na cuspairean a thèid a thaisbeanadh don Chomataidh airson a bhith nas èifeachdaiche.</p> <p>Thug MTNA fios ùrachadh seachad air a' phròiseas fastaidh airson Buill ùra.</p> <p><u>Co-dhùnadh:</u> Dh'aontaich Buill ris na Bun-riaghailtean.</p>	<p><b>Committee Terms of Reference</b> The Ceannard gave an overview of the Terms of Reference. She explained that new Members were expected to join the Board in 2023 and therefore there would be a change in membership. The Ceannard explained that she intended to review the topics that will be presented to the Committee for it to be more effective.</p> <p>MTMI gave an update on the recruitment process for new Members.</p> <p><u>Decision:</u> Members approved the Terms of Reference.</p>
<p>7.2 <b>Aithisg Bhliadhnail na Comataidh</b> <u>Co-dhùnadh:</u> Dh'aontaich Buill ri Aithisg Bhliadhnail na Comataidh.</p>	<p><b>Committee Annual Report</b> <u>Decision:</u> Members approved the Committee Annual Report.</p>
<p><b>8.0 PLANA OBRACH NA COMATAIDH</b></p>	<p><b>COMMITTEE WORK PLAN</b></p>
<p>8.1 <b>Plana Obrach na Comataidh Poileasaidh is Ghoireasan</b> Dh'fhaighnich Buill carson a bha sràc tro na h-Amasan Àrd-ìre son na coinneimh san Dàmhair, agus fhreagair an Ceannard gun till i le fios air a' phuuing seo.</p> <p>Thugadh fios don chomataidh mu pròiseas aithisg Èifeachdas na Comataidh agus carson nach rachadh a thaisbeanadh don Chomataidh.</p> <p><u>Gnìomh:</u> An Ceannard ri tilleadh do Bhuill le fios mun adhbhar airson sràc tro na h-Amasan Àrd-ìre san Dàmhair.</p> <p><u>Co-dhùnadh:</u> Dh'aontaich Buill ris a' Phlana Obrach.</p>	<p><b>Policy &amp; Resources Committee Work Plan</b> Members asked why the High Level Aims in the October meeting had been removed, and the Ceannard answered that she would return with information on this point.</p> <p>Information was provided to the Committee Effectiveness Report process and the reason why it would not be presented to the Committee.</p> <p><u>Action:</u> Ceannard to return to Members with information on why the High Level Aims in the October meeting had been removed.</p> <p><u>Decision:</u> Members approved the Work Plan.</p>
<p><b>9.0 GNOTHACH IOMCHAIDH SAM BITH EILE</b> Cha robh gin ann.</p>	<p><b>ANY OTHER BUSINESS</b> There were none.</p>
<p><b>10.0 TAISBEANADH</b></p>	<p><b>PRESENTATION</b></p>
<p><b>Fèisean nan Gàidheal</b> Chuir an Cathraiche fàilte air AMC, Ceannard Fèisean nan Gàidheal.</p> <p>Thug AMC cùl-fhiosrachadh seachad air obair Fèisean nan Gàidheal agus air na prìomhan amasan a th' aig a' bhuidhinn. Thugadh figearan seachad a' sealltainn na h-àireimh mhòir de dhaoine is bhuidhnean air a bheil obair Fèisean nan Gàidheal a' toirt buaidh a bharrachd air fiosrachadh air an obair mhòir a tha a' bhuidheann a' dèanamh.</p> <p>Thugadh fios mu aithisg neo-eisimeileach a chaidh a dhèanamh a bha a' sealltainn buaidh iomairt nam Fèisean agus thugadh taing do Bhòrd na Gàidhlig airson a bhith a' toirt 9.8% de bhuidseit Fèisean nan Gàidheal dhaibh.</p>	<p><b>Fèisean nan Gàidheal</b> The Chair welcomed AC, Chief Executive of Fèisean nan Gàidheal.</p> <p>AC provided background information on the work of Fèisean nan Gàidheal and the main objectives of the organisation. Figures were given showing the large number of people and organisations that the work of Fèisean nan Gàidheal affects and on the great work that the organisation does.</p> <p>An independent report was carried out which showed the impact of the Fèis campaign and thanks were given to Bòrd na Gàidhlig for providing them with 9.8% of their budget.</p>

Thugadh fios cuideachd mu na dùbhlain is cothroman aig Fèisean nan Gàidheal.

Information was also provided on the challenges and opportunities at Fèisean nan Gàidheal.

Thuirt an Cathraiche gun robh e misneachail is brosnachail a bhith a' cluinntinn mun obair aig Fèisean nan Gàidheal, gu h-àraidh na thathar a' dèanamh airson òigridh.

The Chair highlighted how encouraging and inspiring it was to hear about the work of Fèisean nan Gàidheal, especially what is being done for young people.

Dh'fhaighnich Buill an robh iomairt aig Fèisean nan Gàidheal airson cothrom ionnsachaidh a thoirt do dhaoine à coimhearsnachdan Gàidhlig aig nach robh sgilean Gàidhlig. Thug AMC fios seachad mu Fhèisean a tha ag obair gu dà-chànanach agus gur e cothrom a tha seo do dhaoine aig nach eil comasan Gàidhlig.

Members asked if there was an initiative at Fèisean nan Gàidheal to give learning opportunities to people from Gaelic communities who did not have Gaelic skills. AC told Members about Fèisean that work bilingually and told them that this is an opportunity for people who do not have Gaelic skills.

Chaidh ceist a thogail mu mhisneachd am measg òigridh agus fhreagair AMC gun robh e den bheachd gun robh misneachd ann ach gun robh dìth chothroman sna sgoiltean agus gu bheil feum air cothroman taobh a-muigh na sgoile gus an cuid sgilean Gàidhlig a chleachdadh.

A question was raised about confidence among young people and AC replied that he believed there was confidence but that there were a lack of opportunities in schools and that there is a need to provide young people with opportunities to use their Gaelic skills outside of school.

Chaidh còmhradh a chumail mu luchd-obrach saor-thoileach, is AMC ag aithris nach robh cus duilgheadasan ann agus gun robh iad soirbheachadh luchd-obrach saor-thoiliseach fhaighinn às dèidh Covid-19.

A discussion was held around voluntary workers, and AC advised that there were not too many problems and that they had had success recruiting volunteers after Covid-19.