

BÒRD NA GàIDHLIG

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

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

1.0 SEISEAN FOSGAILTE**Buill an làthair:**

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

An làthair:

Shona NicIlinnein, Ceannard/Oifigear Cunntachail (SNI)
 Nicola Pearson, Ceann an Ionmhas is Cùisean Corporra (NP)
 Jennifer McHarrie, Stiùiriche Foghlaim (JMH)
 Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh (IMM)
 Christie NicIlleathain, Manaidsear Planaidh (CNI) – *Puing 3.3*
 Karen Nic a' Ghobhainn, Manaidsear Gnìomhan (KNG) – *Puing 6.1, 6.2*
 Orla NicDhòmhnaill, A' clàradh a' gheàrr-chunntais (OND)

1.1 Fàilte bhon Cathraiche

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

1.2 Leisgeulan

Cha robh gin ann.

1.3 A' nochdadh chom-pàirtean

MTNA – Ceòlas
 JG – Riaghaltas na h-Alba
 SC – Comhairle nan Leabhraichean, Stòrlann

2.0 IONMHAS**2.1 Airson Fiosrachadh***

Aithisg Ionmhais gu 31/03/2023
 Thug NP geàrr-chunntas do Bhuill air an aithisg ionmhais. Chaidh innse do Bhuill gun robh ro-chosg de £112,000 mu choinneamh a' bhuidseit iomlan airson na bliadhna. Aon uair 's gun robh balans air a thoirt air adhart agus airgead air fhaighinn air ais air a ghabhail a-steach, bha fo-chosgais de £98,000 air fhàgail gus a thoirt air adhart gu 2023/24. Mhìnich NP gun robh an t-suim a bha ri thoirt air adhart a' leigeil le Bòrd na Gàidhlig dreuchdan teirm-stèidhichte a chumail suas gu deireadh na bliadhna ionmhais.

Thug NP fa-near ged nach biodh aithris air aithris ionmhasail agus coileanadh gu deireadh a' chiad ràithe den bhliadhna ionmhais, thug i barantas do Bhuill gun robh cosgaisean a rèir ìre a' bhuidseit chun na h-ìre seo.

Co-dhùnadh:

OPEN SESSION**Members present:**

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

In attendance:

Shona MacLennan, Ceannard/Accountable Officer (SML)
 Nicola Pearson, Head of Finance & Corporate Affairs (NP)
 Jennifer McHarrie, Director of Gaelic Education (JMH)
 Iain MacMillan, Director of Development (IMM)
 Christie MacLean, Planning Manager (CML) – *Point 3.3*
 Karen Smith, Operations Manager (KS) – *Point 6.1, 6.2*
 Orla MacDonald, Recording Minute (OMD)

Welcome

The Chair welcomed everyone to the meeting.

Apologies

There were none.

Declarations of interest

MTMI – Ceòlas
 JG – Scottish Government
 SC – Comhairle nan Leabhraichean, Stòrlann

FINANCE**For Information***

Finance Report to 31/03/2023
 NP provided Members with an overview of the finance report. Members were told that there was an overspend of £112,000 against the total budget for the year. However, once balances brought forward and reclaimed funding was considered, an underspend on £98,000 was left to carry forward to 2023/24. NP explained that the balance to be carried forward allowed Bòrd na Gàidhlig to maintain fixed-term posts through to the end of the financial year.

NP noted that although financial reporting and performance would not be reported on until the end of the first quarter of the financial year, she assured Members that spending up to this point was in line with the phase budget.

Decision:

Thug Buill fa-near don Aithisg Ionmhais.

Members noted the Finance Report.

3.0 PLANA CORPORRA IS COILEANADH

CORPORATE PLAN AND PERFORMANCE

3.1 Sgeama taic-airgid Buidhnean Libhrigidh Com-pàirteach 2024-29

Funding scheme for Key Delivery Bodies 2024-29

Thug IMM fiosrachadh do Bhuill mun chuspair leis gun robh seo gu bhith ga fhoillseachadh gu poblach. Thugadh fios gun robh tòrr obair ri dhèanamh air an sgeama fhathast agus gum bithear a' toirt taic do na buidhnean a tha an sàs. Thathar an dùil gun toir seo buaidh mhòr air leasachadh na Gàidhlig sa chòig bliadhna ri thighinn. Dh'innis IMM gun tèid fios mun sgeama a-mach sa chiad seachdain den luchar agus gum bithear an dùil ri iartasan às dèidh seo.

IMM provided Members with further information on the scheme as it was to be published. He explained there was still a lot of work to be done on the scheme and that the organisations involved would be supported throughout. It was expected that this scheme would have a major impact on the development of Gaelic in the next five years. IMM said that notification of the scheme would go out in the first week of July and that applications would be expected after this.

Dh'fhaighnich Buill am feumadh luchd-obrach 'làn-thìde' no 'maireannach' a bhith ann gus an taic-airgid fhaighinn. Dhearbh IMM gur e seirbhis mhaireannach a bhiodh a dhìth.

Members asked for confirmation whether 'full-time' or 'permanent' staff were required to receive the funding. IMM confirmed that a permanent service would be required.

Dh'fhaighnich Buill dè na h-atharraichean a bhios a dhìth nuair a thèid Plana Corporra 2023-28 a chur an gnìomh. Thug IMM fios gu bheil e na dhuilgheadas nach robh Plana Corporra an sàs aig an àm a chaidh a chruthachadh ach thugadh fios gun tèid aithris a thoirt don Bhòrd-stiùiridh san Dùbhlachd air ciamar a thathar a tomhais PCCan a' Phlana Chorporra ùir airson an sgeama seo.

Members asked what changes would be required when the Corporate Plan 2023-28 came into place. IMM explained that it was a problem that there was no Corporate Plan in place at the time of creation but that a report would be provided to the Board in December on how KPIs are measured for this scheme in the new Corporate Plan.

Thuirt Buill gun robh iad airson dòigh-obrach fhaicinn a bhiodh a' ciallachadh gum biodh maoinachadh leantainneach an urra ri coileanadh PCCan.

Members expressed that they wanted to see a way of working which would mean that continued funding would depend on the performance of KPIs.

Dh'iarr Buill dearbhadh mun mhaoineachadh thar na còig bliadhna, agus an tèid àrdachadh a dhèanamh air ma thig àrdachadh air buidseat Bhòrd na Gàidhlig. Dh'innis IMM gun tèid co-dhùnaidhean mu ìrean maoinachadh a dhèanamh nuair a tha dearbhadh ann air buidseat gach bliadhna.

Members asked for confirmation about the funding over the five years, and whether it will be increased if there is an increase in Bòrd na Gàidhlig's budget. IMM explained that decisions on funding levels would be made when the budget is approved each year.

Thog Buill gun robh iad airson 's gun cuireadh buidhnean prìomhachas air co-obrachadh gus èifeachdas agus luach an airgid a leudachadh.

Members raised that they wanted groups to prioritise collaboration for efficiency and increasing value for money.

Dh'fhaighnich Buill dè na dleasan a th' aig Bòrd na Gàidhlig airson dèanamh cinnteach gu bheil poileasaidhean iomchaidh aig buidhnean libhrigidh a thaobh dìon. Thug IMM fios gu bheil e riatanach gun tèid na poileasaidhean a dhèanamh agus gu bheil Bòrd na Gàidhlig a' faighinn comhairle air a' chuspair. Thogadh fios mu duilgheadasan do bhuidhnean a thaobh nan dleasan seo.

Members asked what Bòrd na Gàidhlig's responsibilities were to ensure that delivery organisations have appropriate policies in relation to safeguarding. IMM told Members that it is essential that the policies are created and that Bòrd na Gàidhlig receive advice on the subject. Issues faced by organisations regarding these responsibilities were raised.

Chaidh còmhradh a chumail mu bhith a' roghainn nam poileasaidhean aig Bòrd na Gàidhlig mar eisimpleirean, agus chaidh co-dhùnadh a dhèanamh nach biodh

There was a discussion about sharing Bòrd na Gàidhlig policies as examples, and it was decided that the policies of a public body would not be suitable for all

poileasaidhean buidheann phoblach iomchaidh don a h-uile buidheann. Chaidh a ràdh gur e cothrom com-pàirteachaidh a bhiodh ann an seo eadar buidhnean libhrigidh.

Gnìomh:

Puing mu cho-obrachadh gu bhith air a chur ann aig 3.5.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

3.2 Adhartas nas Luaithe

Thug JMH tuilleadh fios do Bhuill air an fhiosrachadh sa phàipear air Adhartas nas Luaithe. Dh'innis i do Bhuill gun robh deagh choinneamh ann eadar Bòrd na Gàidhlig agus COSLA le cothrom airson bruidhinn mu dhleastanasan nam buidhnean. Chaidh aithris do Bhuill gun tèid coinneamh a chumail leis an GTCS san Lùnastal.

Mhol Buill an gluasad gus Gàidhlig a chur a-steach do na tabhartasan airgid STEM aig RnA, le suas ri £20,000 gus tidsearan a thàladh a-staigh.

Chaidh ceist a thogail mun Buidhinn-obrach Gheàrr-beatha air Cothroman Eaconamach is Sòisealta don Ghàidhlig agus dè an ìre is gu bheil conaltradh a' dol eadar na buidhnean bho na diofar sruthan-obrach, no an robh tuilleadh chothroman ann. Thuir JMH gun tig fios air na h-ath cheumanan nuair a thig freagairt bhon Riaghaltas agus thathar an dùil gum bi tuilleadh chothroman ann airson co-obrachadh.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

3.3 Aithisg air Planaichean Gàidhlig

Thug CNI fios gun robh am pàipear a' toirt fios mu ciamar a bha buidhnean a' cur nam Planaichean Gàidhlig aca an gnìomh, le fòcas air prìomh dhàta measaidh. Chaidh a mhìneachadh do Bhuill mar a thug atharrachadh ann an luchd-obrach buaidh air ullachadh na h-aithisg.

Thugadh fios gun robh an dàta a' sealltainn adhartas anns na buidhnean aig an robh Oifigear Gàidhlig. Thugadh fios mu na dùbhlain le bhith a' cur an gnìomh Phlanaichean agus ciamar a tha buidhnean air a bhith a' dèiligeadh ri seo. Dh'aithnich CNI gun robh leasachadh a dhìth air pròiseas Phlanaichean Gàidhlig agus thugadh fios do Bhuill air ciamar a ghabhadh dèiligeadh ris.

Thug Buill taing do CNI airson am fhiosrachadh sa phàipear a chruinneachadh agus chur iad fàilte air atharrachadh sa phròiseas ullachaidh.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

organisations. It was raised that this could be an opportunity for collaboration between delivery partners.

Action:

Point about collaboration to be included at 3.5.

Decision:

Members noted the information in the paper.

Faster Rate of Progress

JMH provided Members with further information on the points in the Faster Rate of Progress paper. She told Members that there was a positive meeting between Bòrd na Gàidhlig and COSLA with an opportunity to talk about the responsibilities of the groups. Members were told that a meeting would be held with the GTCS in August.

Members commended the move to include Gaelic in SG STEM funding, with up to £20,000 to encourage new teachers.

A question was raised about the Short Life Working Group on Economic and Social Opportunities for Gaelic and to what extent there is communication between the groups or were more opportunities available. JMH said that the next steps would be known once the Government responded and that it is expected that there would be more opportunities for collaboration.

Decision:

Members noted the information in the paper.

Gaelic Language Plans Report

CML told Members that the paper provided information about how organisations were implementing their Gaelic Language Plans, focusing on primary assessment data. It was explained to Members how a change in staffing had impacted the preparation of the report.

It was noted that the data showed progress in organisations that had a Gaelic Language Officer. Information was given on the challenges of implementing Plans and how organisations have managed this. CML recognised that the Gaelic Language Plans process needed to be improved and provided Members with information on how this could be dealt with.

Members thanked CML for the information in the paper and welcomed a change in the Plans' process.

Decision:

Members noted the information in the paper.

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

Mhìnich NP do Bhuill ged a chaidh aontachadh nach fhaigheadh am Bòrd an Clàr Mhì-chinntean anns a' chruth seo, gun deach co-dhùnadh gum bu chòir am fiosrachadh a thoirt seachad gus an tèid am pròiseas ùr aontachadh. Thugadh fa-near gum bu chòir am pàipear seo a bhith airson fiosrachadh agus deasbad.

Dh'innis NP do Bhuill gun robhar a' deasbad agus a' beachdachadh air Clàr Mhì-chinntean ath-sgrùdaichte. Choinnich a' Chomataidh Sgrùdaidh is Dearbhachd, an Ceannard agus NP airson seo a dheasbad an t-seachdain sa chaidh gus beachdachadh air na h-atharrachaidhean a bha a dhìth. Dh'innis NP do Bhuill gu bheil an dùil gum bi Clàr Mhì-chinntean ùr an sàs airson na h-ath choinneimh den Chomataidh Sgrùdaidh is Dearbhachd san t-Sultain 2023.

Thug Stewart MacLeòid, Cathraiche na Comataidh Sgrùdaidh is Dearbhaidh taing do Bhuill agus luchd-obrach airson an cuid obrach air a' Chlàr agus thug e beagan fiosrachaidh a bharrachd do Bhuill mun phròiseas agus mu chruth na h-aithris. Dh'innis StML do Bhuill ged a tha am pròiseas air a thiomnadh don Chomataidh, tha iad fosgailte do mholaidhean bho Bhuill eile air dè bu chòir a bhith ann.

Chaidh barantas a thoirt do Bhuill gu bheil fhathast a' cumail sùil air cunnartan agus gu bheil maothadh ga chur an sàs fhad 's a tha an clàr fo sgrùdadh.

Co-dhùnadh:

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

5.0 AITHISGEAN BLIADHNAIL NA COMATAIDHEAN**5.1 Aithisg Bhliadhnail na Comataidh Sgrùdaidh is Dearbhachd 2022/23**

Thug StML, Cathraiche na Comataidh Sgrùdaidh is Dearbhachd, geàrr-chunntas seachad air an aithisg do Bhuill.

Chaidh a thogail nach robh an aithisg ann an cruth dà-chànanach.

Chaidh luchd-obrach Bhòrd na Gàidhlig a mholadh leis nach robh molaidhean ann bhon luchd-sgrùdadh.

Co-dhùnadh:

Dh'aontaich Buill ris an Aithisg Bhliadhnail.

5.2 Aithisg Bhliadhnail na Comataidh Poileasaidh is Ghoireasan 2022/23

Thug NNT, Cathraiche na Comataidh Poileasaidh is Ghoireasan, geàrr-chunntas seachad do Bhuill air an aithisg.

Co-dhùnadh:

Dh'aontaich Buill ris an Aithisg Bhliadhnail.

RISK MANAGEMENT**Strategic Risk Register**

NP explained to Members that although it had been agreed that the Board would not receive the Risk Register in this format, it was concluded that the information should be provided until the new process was approved. It was noted that this paper should be for information, discussion and approval.

NP told Members that a revised Risk Register was undergoing further discussion and reflection. The Audit and Assurance Committee, Ceannard and NP met to discuss this the week prior to discuss the changes required. NP told Members that it is expected that there will be a new Risk Register in place for the next Audit and Assurance Committee meeting in September 2023.

Stewart MacLeod, Chair of the Audit & Assurance Committee thanked Members and staff for their work on the Register and provided Members with some further information on the process and reporting format. StML told Members that although the process is delegated to the Committee, they are open to suggestions from other Board Members on what should be included.

Members were assured that risks are still being monitored and mitigations being put in place while the register is under review.

Decision:

Members approved the Strategic Risk Register.

COMMITTEE ANNUAL REPORTS**Audit & Assurance Committee Annual Report 2022/23**

StML, Chair of the Audit & Assurance Committee, provided Members with an overview of the report.

It was raised that the report was not available in a bilingual format.

Members commended Bòrd na Gàidhlig staff as there were no recommendations from auditors.

Decision:

Members approved the Annual Report.

Policy & Resources Committee Annual Report 2022/23

NT, Chair of the Policy & Resources Committee, provided Members with an overview of the report.

Decision:

Members approved the Annual Report.

6.0 CÙISEAN CORPORRA	CORPORATE MATTERS
<p>6.1 Plana Trèanaidh Thug KNG fios do Bhuill air na puingean sa Phlana Trèanaidh.</p> <p>Dh'fhaighnich Buill an robh cothroman ann airson seiseanan leasachaidh cànan a chur air dòigh do luchd-obrach Bhòrd na Gàidhlig. Thug KNG fios seachad air na cothroman a tha ri fhaighinn do luchd-obrach.</p> <p>Dh'fhaighnich Buill an robh am buidseit trèanaidh mòr gu leòr airson na h-ìre de thrèanadh ris a bheilear an dùil. Thug NP fios gun robh buidseit iomchaidh ann airson trèanaidh an-uiridh, agus gun tèid sùil a chumail air a bhuidseit thairis air a' bhliadhna gus faicinn a bheil seo fhathast iomchaidh.</p> <p>Dh'fhaighnich Buill ciamar a tha Bhòrd na Gàidhlig a' toirt nam prìomh luachan aca a-staigh don obair làitheil agus dh'aithris an Ceannard air mar a nì Bhòrd na Gàidhlig seo.</p> <p><u>Co-dhùnadh:</u> Dh'aontaich Buill ris a' Phlana Trèanaidh.</p>	<p>Training Plan KS provided Members with information on the points in the Training Plan.</p> <p>Members asked if there were opportunities to organise language development sessions for Bòrd na Gàidhlig staff. KS provided information on the opportunities available to staff.</p> <p>Members asked if the training budget was large enough for the level of training expected. NP confirmed that there was an adequate budget for training last year, and that the budget would be monitored over the year to confirm if this was still adequate.</p> <p>Members asked how Bòrd na Gàidhlig applies their core values to daily work and the Ceannard gave an overview on the ways Bòrd na Gàidhlig achieves this.</p> <p><u>Decision:</u> Members approved the Training Plan.</p>
<p>6.2 Aithisg Slàinte is Sàbhailteachd Dh'aithris KNG do Bhuill air na prìomh phuingean san Aithisg Slàinte is Sàbhailteachd.</p> <p>Dh'fhaighnich Buill dè an ìre is gun do dh'atharraich obair Slàinte is Sàbhailteachd leis a' ghluasad gu obair mheasgaichte. Thug KNG fios air na chaidh atharrachadh agus air na planaichean airson an àm ri teachd.</p> <p>Chomhairlich Buill gun robh e na b' iomchaidh gum biodh briathrachas nam molaidhean a rèir fòcas a' Bhùird air coimhearsnachdan Gàidhlig agus am feumalachdan agus am miannan, gu sònraichte às dèidh Covid.</p> <p><u>Co-dhùnadh:</u> Thug Buill fa-near don Aithisg Slàinte is Sàbhailteachd.</p>	<p>Health and Safety Report KS told Members of the main points in the Health and Safety Report.</p> <p>Members asked to what extent Health and Safety work has been changing with the move to hybrid work. KS told Members about any changes and plans for the future.</p> <p>Members advised that it was more appropriate that wording in recommendations reflected the Bòrd's focus on Gaelic communities and their needs and aspirations, particularly post-Covid.</p> <p><u>Decision:</u> Members noted the Health and Safety Report.</p>
<p>6.3 Gnàth Riaghailtean Thug an Ceannard fios nach deach atharraichean a dhèanamh do na Gnàth Riaghailtean bhon turas mu dheireadh a dh'aontaich am Bòrd-stiùiridh iad.</p> <p>Dhearbhaich an Ceannard gum bi na Gnàth Riaghailtean gan thaisbeanadh don Bhòrd-stiùiridh gach bliadhna.</p> <p><u>Co-dhùnadh:</u> Dh'aontaich Buill ris na Gnàth Riaghailtean.</p>	<p>Standing Orders The Ceannard told Members that no changes had been made to the Standing Orders since the last time the Board approved them.</p> <p>The Ceannard confirmed that the Standing Orders are presented to the Board every year.</p> <p><u>Decision:</u> Members approved the Standing Orders.</p>
7.0 PLANA OBRACH A' BHÙIRD-STIÙIRIDH	BOARD WORK PLAN
<p>7.1 Plana Obrach a' Bhùird-stiùiridh Thug an Ceannard fios do Bhuill mu atharraichean a chaidh a dhèanamh don Phlana Obrach.</p> <p><u>Co-dhùnadh:</u> Dh'aontaich Buill ris a' Phlana Obrach.</p>	<p>Board Workplan The Ceannard told Members of any changes made to the Work Plan.</p> <p><u>Decision:</u> Members approved the Work Plan.</p>
8.0 GISBE	AOCB

Cha robh gin ann.

SEISEAN DÙINTE

Ceann-latha na h-ath coinneimh 05/10/2023 (le seisean neo-fhoirmeil/trèanadh do Bhuill air 04/10/2023)

Dùnadh na coinneimh

Lèirmheas air a' choinneimh

There were none.

CLOSED SESSION

Date of next meeting 05/10/2023 (with an informal/training session for Members on 04/10/2023)

Close of meeting

Review of meeting

Ceann-là na coinneimh	22/06/2023
Dearbhte le Sgioba-stiùiridh	12/07/2023
Air adhart gu Cathraiche airson dearbhadh/atharrachadh	12/07/2023
Dearbhte le Cathraiche	17/07/2023
Air falbh airson dearbhadh/eadar theangachadh	19/07/2023
Dearbhte le Buill a' Bhùird	27/07/2023
Dearbhadh air atharraichean a bharrachd le ET	25/07/2023