BÒRD NA GÀIDHLIG

Coinneamh a' Bhùird-stiùiridh
Diciadain 04/10/2023 15.00-16.30
Air-loidhne tro MS Teams
Geàrr-chunntas

Board Meeting
Wednesday 04/10/2023 15.00-16.30
Online via MS Teams
Minutes

SEISEAN FOSGAILTE / OPEN SESSION

Buill Bùird an làthair:
Màiri T NicAonghais (MTNA) [Cathraiche]
Dòmhnall K Mac a' Phì (DKM)
Donald MacAoidh (DMA)
Jennifer Gilmour (JG)
John Neil Dòmhnallach (JND)
Michelle NicLeòid (MNL)
Nicola NicThòmais (NNT)
Rob Dunbar (RD)
Seonaidh Charity (SC)
Stewart MacLeòid (StML)

Members present:
Màiri T MacInnes (MTMI) [Chair]
Donald K MacPhee (DKM)
Donald MacKay (DMK)
Jennifer Gilmour (JG)
John Neil MacDonald (JNM)
Michelle MacLeod (MML)
Nicola Thomson (NT)
Rob Dunbar (RD)
Seonaidh Charity (SC)
Stewart MacLeod (StML)

Buill Co-thaghte an làthair:
Coinneach MacÌomhair (CMI)
Rob MacFhionghuin (RMF)

Co-opted Members present:
Kenneth MacIver (KMI)
Rob MacKinnon (RMK)

An làthair:
Ealasaid Dhòmhnallach, Ceannard/Oifigear Cunntachail (ED)
Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh (IMM)
Jennifer McHarrie, Stiùiriche Foghlaim (JMH)
Nicola Pearson, Ceann an Ionmhais is Cùisean Corporra (NP)
Orla NicDhòmhnaill, A' clàradh a' gheàrr-chunntais (OMD)

In attendance:
Ealasaid MacDonald, Ceannard/Accountable Officer (EMD)
Iain MacMillan, Director of Development (IMM)
Jennifer McHarrie, Director of Education (JMH)
Nicola Pearson, Head of Finance & Corporate Affairs (NP)
Orla MacDonald, Recording Minute (OMD)

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

Welcome
The Chair welcomed everyone to the meeting.

1.2 Leisgeulan
Cha robh gin ann.

Apologies
There were none.

1.3 A' nochdadh chom-pàirtean
JG – Riaghaltas na h-Alba

Declarations of interest
JG – Scottish Government

2.0 IONMHAS / FINANCE

2.1 Aithisg Ionmhais gu 31/07/2023

Thug NP geàrr-chunntas do Bhuill air an aithisg ionmhais. Chaidh innse do Bhuill, ged a bhathar £168,000 air cùl a' bhuidseit aig àm na coinneimh, gun robh cosgais a' bhuidseit shlàn ri fhaicinn tro ghealltanasan. Chaidh aithris labhairteach a thoirt seachad gu deireadh na Sultaine agus chaidh innse gun robh BnG a-nis beagan air thoiseach air a' bhuidseit.

Dh'fhaighnich Buill an e suidheachadh fallain a bha seo aig an ìre seo agus dhearbh NP gun robh seo taobh a-staigh a' bhuidseit agus a' dol mar as còir.

Dh'iarr Buill barrachd fiosrachaidh mu airgead air fhaighinn air ais. Mhìnich NP gu bheil airgead air fhaighinn air ais air a thilleadh nuair nach eil luchd-faighinn a' cleachdadh na taic air fad a fhuair iad, agus gun tèid seo a thoirt air ais don t-sruth maoineachaidh às an tàinig e.

Finance Report to 31/07/2023

NP provided Members with an overview of the finance report. Members were told that, while £168,000 behind budget at the time of the meeting, a full spend of the budget was reflected through commitments. A verbal update to the end of September was given and it was reported that BnG were now slightly ahead of budget.

Members asked if this was a healthy position to be in at this stage and NP confirmed that this was within budget and going in the correct direction.

Members asked for further information on reclaimed funding. NP explained that reclaimed funding is returned when recipients do not use their full award, and that this would subsequently be re-allocated to its original funding stream.

	Gàidhlig	English
	Chaidh ceist a thogail mu dheidhinn fo-chosgais ann an cosgaisean luchd-obrach agus mhìnich NP nach robh am poileasaidh pàighidh airson 2023/24 air a chur an sàs fhathast agus gun robh obair ga dèanamh le Riaghaltas na h-Alba gus àrdachadh sam bith a chur an sàs gu h-ath-sheallach agus gus adhartachadh tro ìrean pàighidh.	A question was raised around an underspend in staff costs and NP explained that the pay policy for 2023/24 had not been applied yet and that work was being done with Scottish Government to backdate any inflationary rises and to progress through pay grades.
	Co-dhùnadh: Thug na Buill fa-near don aithisg ionmhais.	Decision: Members noted the finance report.
2.2	**Ùghdarras Ionmhais Tiomnaichte.**	**Delegated Financial Authority**
	Dh'innis NP do Bhuill gun robh seo air a thaisbeanadh gus am biodh na pàipearan iomchaidh air an ùrachadh às dèidh don Cheannard ùr tòiseachadh san dreuchd.	NP told Members that this was being presented so that relevant paperwork could be updated following the new Ceannard coming into post.
	Co-dhùnadh: Thug na Buill fa-near don phàipear.	Decision: Members noted the paper.
2.3	**Aonta Frèam-obrach**	**Framework Agreement**
	Dh'fhàg JG a' choinneamh	*JG left the meeting*
	Thug an Ceannard geàrr-chunntas do Bhuill air a' phàipear agus air atharrachaidhean sam bith a chaidh a dhèanamh.	The Ceannard provided Members with an overview of the paper and any changes that had been made.
	Co-dhùnadh: Thug Buill fa-near don phàipear. *Thill JG chun na coinneimh*	Decision: Members noted the paper. *JG returned to the meeting*
3.0	**PLANA GNÌOMH IS COILEANADH**	**OPERATIONAL PLAN AND PERFORMANCE**
3.1	**PCCs 2023/24 – Sgrùdadh**	**KPIs 2023/24 – Monitoring**
	Dh'aithris IMM do Bhuill gun robh am pàipear a' sealltainn adhartas le obair Bhòrd na Gàidhlig, ged nach robh Plana Nàiseanta na Gàidhlig 2023-28 no Plana Corporra 2023-24 aontaichte fhathast. Dh'innis e do Bhuill gun deach còmhradh mun chùis a chumail aig a' Chomataidh Poileasaidh is Ghoireasan.	IMM told Members that the paper showed the progress of the work of Bòrd na Gàidhlig, although the National Gaelic Language Plan 2023-28 and Corporate Plan 2023-24 had not yet been approved. He told Members that a discussion on this topic was held at the Policy and Resources Committee.
	Dh'fhaighnich Buill dè am beachd a bh' aig buidhnean com-pàirteachaidh air PCC 2. Dh'aithris IMM gun robh iad toilichte cluinntinn gum biodh seo a' tachairt. Chaidh innse mun àireimh de dh'iarrtasan a chaidh a chur a-steach agus mu chuid de na duilgheadas a dh'fhaodadh èirigh. Thuirt IMM cho cudromach 's a bhios e gun tig fianais bho buidhnean gus am faicear luach an airgid. Thathar an dùil gur e atharrachadh mòr a bhios ann agus gun dèan e diofar mòr do na buidhnean com-pàirticheachaidh. Dh'aithris IMM gur e pìos obrach duilich a bhios ann agus gu bheilear an dùil molaidhean a thaisbeanadh don Bhòrd-stiùiridh san Dùbhlachd.	Members asked how stakeholder groups felt about KPI 2. IMM indicated that they were pleased to hear that this would be happening. Information was given about the number of applications submitted and about some of the problems that may arise. IMM raised how important it would be that evidence is received from organisations so that the value of the money can be identified. It is expected that it will be a big change and that it will make a big difference for the partner organisations. IMM explained that it will be a difficult piece of work and that it is expected that recommendations would be presented to the Board in December.
	Dh'innis an Ceannard do Bhuill gum biodh cothroman anns a' phròiseas agus gum biodh beachdan làidir aig daoine. Dh'innis i do Bhuill gun robh i a' coimhead air adhart ri bhith ag obair leis an sgioba agus gun robhar an dùil gun tèid dreach Phlana Chorporra a thaisbeanadh don Bhòrd-stiùiridh às dèidh foillseachadh Plana Nàiseanta na Gàidhlig 2023-28.	The Ceannard told Members that it could be seen that there would be opportunities in the process and that people would have strong opinions. She told Members that she was looking forward to working with the team and that a draft Corporate Plan will presented to the Board following publication of the National Gaelic Language Plan 2023-28.
	Co-dhùnadh: Thug Buill fa-near don phàipear.	Decision: Members noted the paper.

3.2 Adhartas nas Luaithe

Thug JMH geàrr-chunntas do na Buill ùra air a' bhuidhinn Adhartas nas Luaithe, a tha air a stiùireadh le Riaghaltas na h-Alba agus cheartaich i ceann-latha ceàrr sa phàipear.

Chaidh beachdachadh air a' bhuaidh a bhiodh ann nan robh Gàidhlig na pàirt àbhaisteach de gach buidheann aig ìre Riaghaltais, agus mar a bheireadh seo taic do prìomhachasan Bhòrd na Gàidhlig ann a bhith a' toirt air adhart na Gàidhlig.

Dh'fhaighnich Buill an robh na bursaraidhean STEM air a bhith soirbheachail. Thuirt JMH gun robh ùidh air a bhith ann, agus gum bithear ag obair le co-obraichean airson beachdachadh air mar as urrainn don sgeama obrachadh san dòigh as fheàrr. Thugadh fa-near cho cudromach 's a bhios e gum bi obraichean rim faighinn às dèidh làimh. Bha Buill den bheachd gu bheil cothrom ann do Bhòrd na Gàidhlig agus Riaghaltas na h-Alba fios a sgaoileadh air an àireimh de dhaoine a tha a' faighinn bursaraidh STEM.

Chaidh còmhradh a chumail mu dè am fiosrachadh a bhios Bòrd na Gàidhlig a' faighinn mu dheidhinn oileanaich a tha a' trèanadh gu bhith nan tidsearan. Thug JMH fios gu bheil e mar phàirt de obair Bhòrd na Gàidhlig dàimhean a thogail eadar oilthighean is buidhnean a tha an sàs ann am foghlam thidsearan. Cha bhi oilthighean ag aithris air àireamhan oileanaich gu dìreach do BnG.

Dh'iarr Buill geàrr-chunntas air na bhiodh a dhìth gus am biodh teagasg na Gàidhlig soirbheachail agus thuirt JMH gu bheil tòrr de na duilgheadasan a th' aig foghlam Gàidhlig aig teagasg sa Bheurla cuideachd ach gum b' urrainn do seo buaidh nas miosa a thoirt air Foghlam tro Mheadhan na Gàidhlig air sgàth 's gu bheil àireamh nas lugha de thidsearan aca an taca ri foghlam tro mheadhan na Beurla. Thugadh beachdan seachad mu dhuilgheadasan agus fuasglaidhean, mar eisimpleir cùmhnantan agus a bhith a' faighinn obair às dèidh na bliadhna pròbhaidh.

Dh'fhaighnich Buill an robh adhartas ri fhaicinn bho obair Adhartas na Luaithe. Fhreagair IMM nach robh mòran cruinneachadh fiosrachaidh air a bhith ann ach gu bheilear am beachd gu bheil adhartas air a bhith ann ach gum feumar fòcas a chumail air na duilgheadasan a tha a' nochdadh.

Gnìomh:
An cuspair seo ri chur ri clàr-gnothaich coinneamh na Dùbhlachd.

Co-dhùnadh:
Thug Buill fa-near don fhiosrachadh.

Faster Rate of Progress

JMH gave background information to the new Members on the Faster Rate of Progress group led by Scottish Government and clarified a date error in the document.

The effects that would be seen if Gaelic was a normalised part of every organisation at Government level and how this would support the priorities of Bòrd na Gàidhlig in promoting the Gaelic language was discussed.

Members asked if the STEM bursaries had been successful. JMH told Members that there had been interest, and that work with colleagues would continue to discuss how the scheme could work in the best way possible. It was noted how important it would be for jobs to be made available for those who qualify. Members considered that there was an opportunity for Bòrd na Gàidhlig and Scottish Government to share information on the number of people receiving STEM bursaries.

A discussion was held about what information Bòrd na Gàidhlig receives about students who are training to become teachers. JMH explained that it was a part of Bòrd na Gàidhlig's work to build relationships between universities and organisations involved in teacher education. Universities do not report on student numbers direct to BnG.

Members asked for an overview on what would be required for the success of Gaelic teaching and JMH told them that many of the problems faced are the same in the teaching of English but that the effects can be worse in Gaelic Medium Education due to lower number of teachers compared to English medium. Opinions were provided about some problems and solutions, for example contracts and finding work after probationary years.

Members asked if there was progress to be seen from the work of Faster Rate of Progress. IMM replied that information on this had not been collected but it is believed that there has been progress, and he noted that it is necessary to focus on the problems that are emerging.

Action:
Add this topic to the agenda of the meeting in December.

Decision:
Members noted the information.

4.0 RIANACHD MHÌ-CHINNTEAN / **RISK MANAGEMENT**

4.1 Clàr mhì-chinntean Ro-innleachdail

Dh'innis NP do Bhuill gur e seo a' chiad taisbeanadh den Chlàr mhì-chinntean Ro-innleachdail don Bhòrd-stiùiridh sa chruth seo agus gun robh a' Chomataidh Sgrùdaidh is Dearbhachd air moladh gun tèid a thaisbeanadh don Bhòrd-stiùiridh. Mhìnich

Strategic Risk Register

NP told Members that this was the first presentation of the Strategic Risk Register to the Board in this format and that the Audit & Assurance Committee had recommended its presentation to the Board. NP explained to new Members

NP do Bhuill ùra gun tàinig an cruth ùr den chlàr bho mholadh a thàinig à trèanadh air mì-chinntean do Bhuill agus don Sgioba-stiùiridh sa Mhàrt 2023.

that the new presentation of the register came from a recommendation following risk training for Board Members and Leadership Team in March 2023.

Thuirt Buill nach robh e soilleir an robh an sgòr iomlan a' nochdadh ro no às dèidh nan smachdan a chaidh a chur an sàs. NP ri ath-sgrùdadh a dhèanamh agus gus tilleadh gu Buill le freagairt.

Members raised that it was not clear whether the gross score was reflecting before or after current controls were put in place. NP to review and return to Members with an answer.

Bheachdaich Buill air dè cho tric 's a bu chòir 'cunnartan ris nach gabhar' a bhith air an taisbeanadh don Bhòrd-stiùiridh. Dh'innis NP do Bhuill gum bi iad sin gan ath-sgrùdadh a h-uile naoi seachdainean leis an Sgioba-stiùiridh agus mhol i gun tèid cunnartan dearg is orains a thaisbeanadh don Bhòrd-stiùiridh. Dhaingnich StML, Cathraiche na Comataidh Sgrùdaidh is Dearbhachd, do Bhuill gun robh a' Chomataidh air bruidhinn air dè bha iomchaidh no neo-iomchaidh a thaobh mhì-chinntean agus mar a ghabhadh iad sin a mhìneachadh. Thugadh fa-near gun robh a' Chomataidh air moladh colbh 'miann mhì-chinnt' a chur ris gus co-theacs miann mhì-chinnt na buidhne a shealltainn seach a bhith a' cleachdadh tuilleadh smachdan. Chaidh a ràdh gum faodadh e a bhith air a shoilleireachadh anns a' ghnìomh a chaidh a mholadh gun rachadh sgrùdadh a dhèanamh air a' chunnart aig ìre a' Bhùird-stiùiridh nas trice.

Members discussed how often 'unacceptable risks' should be presented to the Board. NP told Members that these are reviewed every nine weeks by the Leadership Team and suggested that red and orange risks be presented to the Board. StML, Chair of the Audit & Assurance Committee, assured Members that the Committee had discussed what was acceptable or unacceptable in terms of risk and how these could be defined. It was noted that the Committee had suggested the addition of a 'risk appetite' column to reflect the context of the organisations risk appetite rather than applying further controls. It was suggested that it could be clarified in the proposed action that the risk would be reviewed at Board level more frequently.

<u>Gnìomh:</u>
NP ri ùrachadh agus sgaoileadh do Bhuill tro post-d ro dheireadh na Dàmhair.

<u>Action:</u>
NP to update and circulate to Members via email by the end of October.

<u>Co-dhùnadh:</u>
Buill ri aontachadh ris a' Chlàr mhì-chinntean Ro-innleachdail le ùmhlachd do na h-atharrachaidhean a chaidh a thogail.

<u>Decision:</u>
Members to approve the Strategic Risk Register subject to changes raised.

5.0 PLANA OBRACH A' BHÙIRD-STIÙIRIDH / BOARD WORK PLAN

5.1 Plana Obrach a' Bhùird-stiùiridh

Board Workplan

Thug an Ceannard fios do Bhuill mu atharrachaidhean don Phlana Obrach agus dh'innis i gun robh dùil ri Plana Corporra aig coinneamh Bòrd-stiùiridh às dèidh foillseachadh Plana Nàiseanta na Gàidhlig 2023-28.

The Ceannard provided Members with information on any changes to the Workplan and told them that it was expected that a new Corporate Plan would be presented at the Board meeting following the publication of the National Gaelic Language Plan 2023-28.

Mhìnich an Ceannard gu bheil sgrìobhadh dearg a' sealltainn far an robh atharraichean ann bhon choinneimh mu dheireadh.

The Ceannard explained that red type indicates where changes were made since the last meeting.

<u>Co-dhùnadh:</u>
Dh'aontaich Buill ris a' Phlana Obrach.

<u>Decision:</u>
Members approved the Workplan.

6.0 GISBE / AOCB

Cha robh gin ann.

There were none.

Ceann-latha na h-ath coinneimh 14/12/2023

Date of next meeting 14/12/2023

Dùnadh na coinneimh

Close of meeting

Lèirmheas air a' choinneimh

Review of meeting

Geàrr-chunntas dearbhte

Approved Minutes

Dearbhte le Cathraiche	08/11/2023
Air falbh airson dearbhadh/eadar theangachadh	18/11/2023
Dearbhte le Buill a’ Bhùird	18/11/2023
Dearbhadh air atharraichean a bharrachd le ET	26/11/2023