

I omradh:

A-rithist, tha e doirbh na freagairtean seo a sheòrsachadh a thaobh tèaman agus bhiodh e nas fheàrr beachdachadh air gach fear leis fhèin.

### Faclan Deireannach

Tha meud an t-**seata dàta glè chudromach nuair a thathar a' feuchainn ri freagairtean cainneachdail a sgrùdadh**, mar a tha ann an ceistean 2, 4 agus 6. **Aig a' chiad sealladh**, tha coltas ann nach eil luchd-ùidh Bhòrd na Gàidhlig cho toilichte leis an taic a fhuair iad am-bliadhna na bha iad ann an 2022, ach tha na freagairtean **a' toirt sealladh eadar-dhealaichte sa cho-theacsa cheart agus leotha fhèin**.

Tha na freagairtean **a' dearbhadh gu bheil Bòrd na Gàidhlig air adhartas mhòr a dhèanamh thar na bliadhnaichean a dh'fhalbh agus gu bheil a' mhòr-chuid den luchd-ùidh againn toilichte leis an taic a fhuair iad bhuainn**, ach gu bheil obair ri dhèanamh fhathast gus coinneachadh **ris na feumalachdan a th' aig cuid de na daoine agus na buidhnean leis a bheil sinn ag obair**.

Tha ceist ann mu carson nach deach an aon àireamh de fhreagairtean a chuir a-steach am-bliadhna agus ann an 2022 an taca ri 2021. **Dh'fhaodadh gur e** sgìos a thaobh **lìonadh ceisteachain a th' ann** – tha buidhnean air feadh na dùthcha a' ruith barrachd dhiubh na bha iad riamh **is sinn uile a' feuchainn ri fios air ais agus beachdan fhaighinn** bho ar luchd-ùidh nas trice. Tha conaltradh a bharrachd bhon luchd-ùidh a dhith airson a bhith cinnteach.

Ma tha am beachd gu h-àrd ceart, **is dòcha gum biodh e na b' fheàrr an sgrùdadh seo a ruith a h-uile dhà no trì bliadhna seach a h-uile bliadhna**. Beachdaichidh an Sgioba-stiùiridh agus Sgioba Conaltraidh air seo sna mìosan ri thighinn.



<b>For</b>	Board Meeting
<b>Date of Meeting</b>	14/12/2023
<b>Location:</b>	Online
<b>Item on Agenda</b>	4.1

<b>Title</b>	Risk Management	
<b>Request</b>	For Decision	
<b>Spokesperson</b>	Nicola Pearson, Head of Finance and Corporate Affairs	
<b>Governance route for the report</b>	<b>Date</b>	<b>Type of Treatment</b>
Audit & Assurance Committee	21/11/2023	For approval
Leadership Team	25/10/2023	For approval
<b>Appendices</b>	PT1 – Strategic Risk Register	
<b>1.0</b>	<b>Purpose</b>	
1.1	<p>The paper presents the strategic risk register. This was approved by the Leadership Team on 25 October and the Audit &amp; Assurance Committee on 21 November 2023.</p> <p>The paper is in English as it will be reviewed by the internal and external auditors as part of their audit work.</p>	
<b>2.0</b>	<b>Background</b>	
2.1	The strategic risk register records and assesses the major risks faced by Bòrd na Gàidhlig. It also records the mitigating actions and progress on these undertaken to reduce or control the level of the risk faced.	
2.2	Risks are assessed to assert the significance of the threat and at what level the risk should be treated. Each risk is scored as very high, high, medium or low based on the risks Impact x Likelihood. Detailed information on scoring can be found in the Risk Management Strategy.	
<b>3</b>	<b>Main points</b>	
3.1	The register aims to focus on the risks (uncertainties, opportunities, and negative impacts) which most directly impact of BnG's priorities. It is challenging to maintain a focus solely on what is within BnG's responsibilities and duties. However, in order to be an effective system, this has to be achieved.	
3.2	The function and systems underlying the register are described in the Risk Management Strategy which is reviewed and approved by the Audit and Assurance Committee annually.	
3.3	The Risk Appetite shows the level of risk that Bòrd na Gàidhlig is prepared to accept for the identified risk and follows the colour coding from the Strategy shown in the table below.	

<p>3.4</p>	<table border="1" data-bbox="432 203 718 414"> <tr> <td style="background-color: red; color: white; text-align: center;">Very High</td> <td>Risk Score 20-25</td> <td>Unacceptable level of risk exposure that requires immediate mitigating action and monthly monitoring</td> </tr> <tr> <td style="background-color: orange; text-align: center;">High</td> <td>Risk Score 12-16</td> <td>Unacceptable level of risk which requires controls to be put in place to reduce exposure and monthly monitoring</td> </tr> <tr> <td style="background-color: yellow; text-align: center;">Medium</td> <td>Risk Score 6-10</td> <td>Controls can be put in place or the risk accepted. Subjected to quarterly monitoring.</td> </tr> <tr> <td style="background-color: green; text-align: center;">Low</td> <td>Risk Score 1-5</td> <td>Acceptable level of risk subject top six monthly monitoring</td> </tr> </table> <p>Going forward, Risk Appetite will be updated to include scores and a narrative on what the score represents.</p> <p>The full risk register is presented to this meeting for approval. Members are also to consider what, going forward, they would like to receive at Board meetings to give the necessary assurance that the strategic risks are being reviewed and addressed by the Audit and Assurance Committee.</p>	Very High	Risk Score 20-25	Unacceptable level of risk exposure that requires immediate mitigating action and monthly monitoring	High	Risk Score 12-16	Unacceptable level of risk which requires controls to be put in place to reduce exposure and monthly monitoring	Medium	Risk Score 6-10	Controls can be put in place or the risk accepted. Subjected to quarterly monitoring.	Low	Risk Score 1-5	Acceptable level of risk subject top six monthly monitoring																								
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<p><b>4.0</b></p>	<p><b>Recommendation</b></p>																																				
<p>4.1</p>	<p>The Board is requested to:</p> <ul style="list-style-type: none"> <li>- Discuss the register</li> <li>- Approve the register</li> <li>- Suggest what they would like presented to future board meetings</li> </ul>																																				
<p><b>5.0</b></p>	<p><b>Key Strategic Impacts</b></p>																																				
<p><b>5.1</b></p>	<p><b>Impact on Finance</b></p>																																				
<p></p>	<p>No direct impact but ensures that financial risks are considered by the organisation.</p>																																				
<p><b>5.2</b></p>	<p><b>Impact on Staff</b></p>																																				
<p></p>	<p>The risk register provides direction on controls and actions which are put in place by staff.</p>																																				
<p><b>5.3</b></p>	<p><b>Impact on Training</b></p>																																				
<p></p>	<p>Risk management training to board members and leadership team regularly.</p>																																				
<p><b>5.4</b></p>	<p><b>Links to Corporate Aims</b></p>																																				
<p></p>	<p>The strategic risk register contributes to Corporate Aim 4:</p> <ul style="list-style-type: none"> <li>- Bòrd na Gàidhlig continues to develop how it works.</li> </ul>																																				
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<p><b>5.6</b></p>	<p><b>Impact on Reputation</b></p>																																				
<p></p>	<p>Effective risk management is core to maintaining a positive reputation as an effective and efficient public organisation.</p>																																				
<p><b>5.7</b></p>	<p><b>Impact on Health and Safety</b></p>																																				

Seisean Fosgailte | Open Session  
Cuspair 4.1

	n/a
<b>5.8</b>	<b>Legal Impact</b>
	It is a requirement of the Scottish Public Finance Manual that a public body maintains risk management processes <a href="https://www.gov.scot/publications/scottish-public-finance-manual/risk-management/risk-management/">https://www.gov.scot/publications/scottish-public-finance-manual/risk-management/risk-management/</a>
<b>5.9</b>	<b>Impact on Equality</b>
	n/a
<b>5.10</b>	<b>Impact on Environment</b>
	n/a

## BnG Strategic Risk Register

**Untreated risks** [what has to be borne with no mitigating actions or controls]: None currently

### Scoring

I/L/S = Impact (max 5) x Likelihood (max 5) = Score

refer to Section 4 of Risk Management Strategy for detailed information [2023-05-23-Risk-Management-Strategy.docx](#)

<b>Very High</b>	Risk Score 20-25	Unacceptable level of risk exposure that requires immediate mitigating action and monthly monitoring
<b>High</b>	Risk Score 12-16	Unacceptable level of risk which requires controls to be put in place to reduce exposure and monthly monitoring
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<b>Low</b>	Risk Score 1-5	Acceptable level of risk subject top six monthly monitoring

### Acronyms of people responsible:

DoD – Director of Development

DoE – Director of Education

HoF&CS – Head of Finance and Corporate Services

Ref	Risk description	Cause	Impact	Gross score [prior to current controls]  (I/L/S)	Current controls [systems already in place]	Net score [including current controls]  (I/L/S)	Proposed actions and controls [tasks being undertaken to deal with arising risk]	Risk owner
1	Lack of resources	<p>Medium and longer-term finances are not increased therefore Gaelic development is constrained</p> <p>[BnG baseline funding has remained static since 2007/08; this is a real-terms decrease of approx 45%]</p>	<p>BnG's contribution to Gaelic development ceases to grow in line with demand</p> <p>We have insufficient staff capacity and/or capability to deliver our Corporate Plan</p> <p>Impact on wellbeing of staff and board</p> <p>Reputation is negatively impacted</p>	<p>20</p> <p>(4x5)</p>	<p>Business case presented to SG which has resulted in annual but not consolidated uplifts</p> <p>MFTP updated annually and presented to Board</p> <p>Effective recruitment, induction, training and development and performance management systems in place</p> <p>Budget management in place to comply with SG GiA requirements for running costs</p>	<p>16</p> <p>(4x4)</p>	<p>Implementation of multi-year funding agreements for main delivery partners which encourage collaboration</p> <p>New corporate plan to be developed in line with new NGLP</p> <p>Programme for development of middle managers skills and knowledge</p> <p>Continue to make the case for increased funding for BnG or amendment to running costs cap</p>	Ceannard

Ref	Risk description	Cause	Impact	Gross score [prior to current controls]  (I/L/S)	Current controls [systems already in place]	Net score [including current controls]  (I/L/S)	Proposed actions and controls [tasks being undertaken to deal with arising risk]	Risk owner
<b>Risk Appetite</b>								
2	<p>Failure to deliver through partnerships and network organisations</p> <p>[BnG has effectively increased its partnership development and advisory function and this needs to be maintained]</p>	<p>Minimal control over direction and impact of third-party delivery</p> <p>BnG strategies for engagement and/or relationships do not respond to stakeholders' needs</p> <p>Quality and reach of communication is insufficient to engage</p> <p>Failure to adapt to changes in primary or secondary legislation</p>	<p>Difficult to achieve anticipated impacts</p> <p>Support for Gaelic is undermined</p> <p>Willingness to collaborate and engage with BnG is reduced</p>	<p>12</p> <p>[4x3]</p>	<p>Increased communication with key delivery bodies</p> <p>Change in GLP processes leading to engagement between BnG and public authorities</p> <p>Framework agreement with SG</p>	<p>8</p> <p>[4x2]</p>	<p>New stakeholder strategy being developed</p> <p>New corporate and operational plans will focus on outcomes with effective performance metrics thereby providing clearer direction internally and externally</p>	DoD

Ref	Risk description	Cause	Impact	Gross score [prior to current controls]  (I/L/S)	Current controls [systems already in place]	Net score [including current controls]  (I/L/S)	Proposed actions and controls [tasks being undertaken to deal with arising risk]	Risk owner
<b>Risk Appetite</b>								
3	Supporting growth in Gaelic education is ineffective	<p>BnG advisory input is not of sufficient quality and impact</p> <p>Political decisions are taken which address the majority, not the minority</p> <p>Statutory Guidance on Gaelic education is not sufficiently strong</p>	<p>Advice provided by BnG on Education Reform and other legislation is ignored or not implemented</p> <p>Gaelic education is not normalised within Scotland, leading to reduced uptake, attainment and impact</p> <p>Gaelic is not normalised across Scottish society, increasing</p>	<p>20</p> <p>[5x4]</p>	<p>Consistent advice provided to the ongoing processes for Education Reform and Scottish Languages Bill</p> <p>Engagement with SG Gaelic and Scots Division in collaborative work</p> <p>Participation in regional and other fora to promote Gaelic</p>	<p>15</p> <p>[5x3]</p>	<p>Revision and renewal of Statutory Guidance on Gaelic Education and Guidance on Gaelic Language Plans</p> <p>Increased engagement with political parties on the importance of Gaelic education for normalising and growing Gaelic</p> <p>Input to the Scottish Languages Bill process on a new national GM Education strategy</p>	DoE



Ref	Risk description	Cause	Impact	Gross score [prior to current controls]  (I/L/S)	Current controls [systems already in place]	Net score [including current controls]  (I/L/S)	Proposed actions and controls [tasks being undertaken to deal with arising risk]	Risk owner
			language loss and disaffection					
<b>Risk Appetite</b>								
4	People don't understand the role and functions of BnG	BnG strategies for engagement and/or relationships are ineffective  Negative media - external/generally and internal to Gaelic communities  Insufficient communication on what BnG does to make a difference	Reduced support for Gaelic development  Reduced impact of BnG and  Gaelic speakers and learners lose confidence in the mission; and therefore negative effect on the community	12  [4x3]	Communications strategy refreshed and being implemented  Increased emphasis on organisations who receive funding clearly acknowledging BnG support	9  [3x3]	Develop role of board members as ambassadors for BnG  Use launch of new NGLP and BnG Corporate Plan to reinforce the key messages of what we do	HoF&CS
<b>Risk Appetite</b>								

Ref	Risk description	Cause	Impact	Gross score [prior to current controls]  (I/L/S)	Current controls [systems already in place]	Net score [including current controls]  (I/L/S)	Proposed actions and controls [tasks being undertaken to deal with arising risk]	Risk owner
5	We fail to maximise the benefits from the work undertaken by our key stakeholders and delivery partners	Communication strategy with our key stakeholders and delivery partners is ineffective  Insufficient capacity and/or capability among our key stakeholders and delivery partners	Damages the credibility and reputation of BnG. Ultimately this could lead to a reduction in support (financial and other) from Scottish Government, key partners and communities	16  [4x4]	Grant systems in place which provide monitoring  Gaelic language plans system in place  Increased social media and comms	12  [4x3]	New multi-year agreements being developed  Updated GLP Statutory Guidance being progressed	DoD
<b>Risk Appetite</b>								
6	The governance developments implemented in the organisation are not sustained	Insufficient capacity and/or capability  New responsibilities are allocated without	Organisation does not meet stakeholders' expectations leading to disillusion and criticism; ultimately impacting on	16  [4x4]	Continuous improvement planning system in place  Increasing use of technology enabling staff to	9  [3x3]	Engage fully in parliamentary process for new languages bill  Increased number of board members bringing additional skills and resilience	Ceannard

Ref	Risk description	Cause	Impact	Gross score [prior to current controls]  (I/L/S)	Current controls [systems already in place]	Net score [including current controls]  (I/L/S)	Proposed actions and controls [tasks being undertaken to deal with arising risk]	Risk owner
		commensurate resources  Widening field of operations due to external or internal pressure.	Gaelic development		focus on higher-level impact			
<b>Risk Appetite</b>								



<b>For</b>	Board Meeting
<b>Date of Meeting</b>	14/12/2023
<b>Location:</b>	Online
<b>Item on Agenda</b>	5.1

<b>Title</b>	Board meeting schedule 2024/25	
<b>Request</b>	For approval	
<b>Spokesperson</b>	Nicola Pearson, Head of Finance and Corporate Affairs	
<b>Governance route for the report</b>	<b>Date</b>	<b>Type of Treatment</b>
Sgioba Stiùiridh	29/11/2023	For Approval
<b>Appendices</b>	PT 1 – Clàr-ama coinneamhan	
<b>1.0</b>	<b>Purpose</b>	
<b>1.1</b>	The purpose of this report is to agree a timetable for meetings of the Board and Committees over 2024 and the start of 2025.  This paper is in English as presented by the Head of Finance and Corporate Affairs.	
<b>2.0</b>	<b>Cùl-fhiosrachadh/Background</b>	
<b>2.1</b>	There will be the opportunity to make amendments if changes are required through the year.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh / Main points</b>	
<b>3.1</b>	This is a timetable for the year 2024/25 and it aims to integrate the work of the committees efficiently into that of the Board.  It is likely that the majority of meetings will continue to be held online.	
<b>4.0</b>	<b>Moladh /Recommendation</b>	
<b>4.1</b>	Members are asked to consider and approve the attached timetable.	
<b>5.0</b>	<b>Key Strategic Impacts</b>	
<b>5.1</b>	<b>Impact on Finance</b>	
	This report has no direct financial impact.	
<b>5.2</b>	<b>Impact on Staff</b>	
	There is a significant amount of work involved in the planning, preparation and completion of these meetings but this is part of the Corporate teams work plan for the year.	
<b>5.3</b>	<b>Impact on Training</b>	
	We are continuously working on ways to improve the processes involved in the meetings and this will be rolled out across the team.	
<b>5.4</b>	<b>Links to Corporate Aims</b>	
	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.	
<b>5.5</b>	<b>Links to the National Performance Framework</b>	
	<b>Our Purpose</b>	<b>Our Values</b>

	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.	
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>		
	Human Rights	<input type="checkbox"/>	Children & Young People
	Culture	<input type="checkbox"/>	Communities
	Environment	<input type="checkbox"/>	Poverty
	Health	<input type="checkbox"/>	International
	Learning	<input type="checkbox"/>	Economy
	Successful innovative businesses	<input checked="" type="checkbox"/>	
<b>5.6</b>	<b>Impact on Reputation</b>		
	Broadcasting meetings online contributes to openness and accountability.		
<b>5.7</b>	<b>Impact on Health and Safety</b>		
	n/a		
<b>5.8</b>	<b>Legal Impact</b>		
	n/a		
<b>5.9</b>	<b>Impact on Equality</b>		
	n/a		
<b>5.10</b>	<b>Impact on Environment</b>		
	n/a		

### Clàr-ama Coinneamhan | Meeting Schedule 2024/25

2024									2025		
Gibl April	Cèit May	Ògmh June	Iuch July	Lùna Aug	Sult Sept	Dàmh Oct	Samh Nov	Dùbh Dec	Faoi Jan	Gearr Feb	Màrt March
1 Dil		3 Dil	1 Dil		2 Dil			2 Dil		3 Dil	3 Dil
2 Dim		4 Dim	2 Dim		3 Dim	1 Dim		3 Dim		4 Dim	4 Dim
3 Dic	1 Dic	5 Dic	3 Dic		4 Dic	2 Dic		4 Dic	1 Dic	5 Dic	5 Dic
4 Diar	2 Diar	6 Diar	4 Diar	1 Diar	5 Diar	3 Diar		5 Diar	2 Diar	6 Diar	6 Diar
5 Dih	3 Dih	7 Dih	5 Dih	2 Dih	6 Dih	4 Dih	1 Dih	6 Dih	3 Dih	7 Dih	7 Dih
6 Dis	4 Dis	8 Dis	6 Dis	3 Dis	7 Dis	5 Dis	2 Dis	7 Dis	4 Dis	8 Dis	8 Dis
7 Did	5 Did	9 Did	7 Did	4 Did	8 Did	6 Did	3 Did	8 Did	5 Did	9 Did	9 Did
8 Dil	6 Dil	10 Dil	8 Dil	5 Dil	9 Dil	7 Dil	4 Dil	9 Dil	6 Dil	10 Dil	10 Dil
9 Dim	7 Dim	11 Dim	9 Dim	6 Dim	10 Dim	8 Dim	5 Dim	10 Dim	7 Dim	11 Dim	11 Dim
10 Dic	8 Dic	12 Dic	10 Dic	7 Dic	11 Dic	9 Dic	6 Dic	11 Dic	8 Dic	12 Dic	12 Dic
11 Diar	9 Diar	13 Diar	11 Diar	8 Diar	12 Diar	10 Diar	7 Diar	12 Diar	9 Diar	13 Diar	13 Diar
12 Dih	10 Dih	14 Dih	12 Dih	9 Dih	13 Dih	11 Dih	8 Dih	13 Dih	10 Dih	14 Dih	14 Dih
13 Dis	11 Dis	15 Dis	13 Dis	10 Dis	14 Dis	12 Dis	9 Dis	14 Dis	11 Dis	15 Dis	15 Dis
14 Did	12 Did	16 Did	14 Did	11 Did	15 Did	13 Did	10 Did	15 Did	12 Did	16 Did	16 Did
15 Dil	13 Dil	17 Dil	15 Dil	12 Dil	16 Dil	14 Dil	11 Dil	16 Dil	13 Dil	17 Dil	17 Dil
16 Dim	14 Dim	18 Dim	16 Dim	13 Dim	17 Dim	15 Dim	12 Dim	17 Dim	14 Dim	18 Dim	18 Dim
17 Dic	15 Dic	19 Dic	17 Dic	14 Dic	18 Dic	16 Dic	13 Dic	18 Dic	15 Dic	19 Dic	19 Dic
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20 Dis	18 Dis	22 Dis	20 Dis	17 Dis	21 Dis	19 Dis	16 Dis	21 Dis	18 Dis	22 Dis	22 Dis
21 Did	19 Did	23 Did	21 Did	18 Did	22 Did	20 Did	17 Did	22 Did	19 Did	23 Did	23 Did
22 Dil	20 Dil	24 Dil	22 Dil	19 Dil	23 Dil	21 Dil	18 Dil	23 Dil	20 Dil	24 Dil	24 Dil
23 Dim	21 Dim	25 Dim	23 Dim	20 Dim	24 Dim	22 Dim	19 Dim	24 Dim	21 Dim	25 Dim	25 Dim
24 Dic	22 Dic	26 Dic	24 Dic	21 Dic	25 Dic	23 Dic	20 Dic	25 Dic	22 Dic	26 Dic	26 Dic
25 Diar	23 Diar	27 Diar	25 Diar	22 Diar	26 Diar	24 Diar	21 Diar	26 Diar	23 Diar	27 Diar	27 Diar
26 Dih	24 Dih	28 Dih	26 Dih	23 Dih	27 Dih	25 Dih	22 Dih	27 Dih	24 Dih	28 Dih	28 Dih
27 Dis	25 Dis	29 Dis	27 Dis	24 Dis	28 Dis	26 Dis	23 Dis	28 Dis	25 Dis		29 Dis
28 Did	26 Did	30 Did	28 Did	25 Did	29 Did	27 Did	24 Did	29 Did	26 Did		30 Did
29 Dil	27 Dil		29 Dil	26 Dil	30 Dil	28 Dil	25 Dil	30 Dil	27 Dil		31 Dil
30 Dim	28 Dim		30 Dim	27 Dim		29 Dim	26 Dim	31 Dim	28 Dim		
	29 Dic		31 Dic	28 Dic		30 Dic	27 Dic		29 Dic		
	30 Diar			29 Diar		31 Diar	28 Diar		30 Diar		
	31 Dih			30 Dih			29 Dih		31 Dih		

CPG Air Dimairt	CSD Air Dimairt	Bòrd Stiùiridh Air Diardaoin	SS Air Diciadain	Laithean saor-poblach - Oifis Dùinte Public Holidays - Office Closed	Dil-Mon Dim-Tue Dic-Wed Diar-Thur Dih-Fri
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<b>A' freagairt ri</b>	Am Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	14/12/2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	5.2

<b>Tìotal a' Phàipeir</b>	Ballrachd nan Comataidhean	
<b>Moladh do Bhuill</b>	Airson Fiosrachadh	
<b>Neach labhairt:</b>	Ealasaid Dhòmhnallach	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
-	-	-
<b>Pàipear-taice air a cheangal ris</b>	Chan eil	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Tha am pàipear seo airson fiosrachadh às ùr a thoirt do Bhuill mu atharrachaidhean ann am Ballrachd Comataidhean o chionn ghoirid. Chaidh bruidhinn ri Buill gu lèir agus tha iad air am ballrachd aontachadh anns na comataidhean a leanas:  Comataidh Sgrùdaidh is Dearbhachd: Stewart MacLeòid (Cathraiche), Jennifer Gilmour, Raibeart Dunbar, Dòmhnall Mac a' Phì agus Rob MacFhionghuin (Ball Co-thaghte) Comataidh Poileasaidh is Ghoireasan: Seonaidh Charity (Cathraiche), Domhnall MacAoidh, Michelle NicLeòid, Iain Dòmhnallach agus Coinneach MacIomhair (Ball Co-thaghte)	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	-	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	-	
<b>4.0</b>	<b>Moladh</b>	
<b>4.1</b>	Thathar ag iarraidh air Buill a' Bhùird-stiùiridh: <ul style="list-style-type: none"> <li>• Na atharraichean a thoirt fa-near.</li> </ul>	
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>	
<b>5.1</b>	<b>Buidhean air Ionmhas</b>	
	Chan eil buaidh ionmhasail dhìreach sam bith aig an aithisg seo.	
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>	
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air trèanadh	
<b>5.3</b>	<b>Buidhean air Trèanadh</b>	
	Tha buaidh air buill ùra a thaobh trèanadh.	
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>	
	Tha na bun-riaghailtean agus gnàth-riaghailtean a' cur ris an amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.	
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>	
	<b>AR N-ADHBHAR</b>	<b>AR LUACHAN</b>
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar slugh le caoimhneas, urram agus co-fhaireachdainn, a' toirt

Seisean Fosgailte  
Cuspair 5.2

	soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach
<b>AR LUACHAN BUILEAN NÀISEANTA</b>		
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"/>
<b>5.6</b>	<b>Buidhean air Cliù</b>	
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air cliù na buidhne.	
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>	
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air Slàinte is Sàbhailteachd.	
<b>5.8</b>	<b>Buidhean Laghail</b>	
	Chan eil buaidh laghail dhìreach sam bith aig an aithisg seo.	
<b>5.9</b>	<b>Buidhean air Co-ionannachd</b>	
	Chan eil buaidh sam bith a bharrachd aig an aithisg seo air co-ionannachd.	
<b>5.10</b>	<b>Buidhean air an Àrainneachd</b>	
	Chan eil buaidh dhìreach sam bith aig an aithisg seo.	





<b>A' freagairt ri</b>	Am Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	14/12/23
<b>Àite:</b>	Air loidhne
<b>Nì a' Chlàir-ghnothaich</b>	5.3

<b>Tìotal a' Phàipeir</b>	Plana Obrach a' Bhùird-stiùiridh	
<b>Moladh do Bhuill</b>	Ri Aontachadh	
<b>Neach-labhairt:</b>	Ealasaid Dhòmhnallach	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
-	-	-
<b>Pàipear-taice air a cheangal ris</b>	PT 1 Plana Obrach a' Bhùird-stiùiridh 23/24	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Is e adhbhar na h-aithisge seo plana obrach a thoirt dhan Bhòrd-stiùiridh a tha a' mìneachadh nam prìomh nithean air am feumar beachdachadh mar phàirt den chlàr-obrach airson na bliadhna seo agus na h-ath-bhliadhna.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
	-	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Tha e cudromach gum bi plana obrach aontaichte aig a' Bhòrd-stiùiridh airson na bliadhna air thoiseach. Thèid sùil a chumail air a' phlana obrach tron bhliadhna.	
<b>3.2</b>	Leis nach eil am Plana Nàiseanta air fhoillseachadh fhathast tha seo air leantainn gu dàil ann am Plana Chorporra agus am Plana Gnìomh.	
<b>3.3</b>	Bidh trèanadh conaltraidh don Bhòrd na sheisean fosgailte le Morrison Media air 18 Faoilleach aig 1f.	
<b>3.4</b>	Bidh seisean bùird ann air Riaghladh Fiosrachaidh agus bidh tuilleadh fiosrachaidh mun seo ri fhaighinn a dh' aithghearr	
<b>4.0</b>	<b>Moladh</b>	
<b>4.1</b>	Thathar ag iarraidh air Buill beachdachadh air a' mholadh agus air am plana obrach an cois seo agus aontachadh.	
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>	
<b>5.1</b>	<b>Buidhean air Ionmhas</b>	
	Chan eil buaidh ionmhasail dhìreach sam bith aig an aithisg seo.	
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>	
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air trèanadh.	
<b>5.3</b>	<b>Buidhean air Trèanadh</b>	
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air trèanadh.	
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>	
	Amas Corporra 4: Gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.	
<b>5.5</b>	<b>Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta</b>	
	AR N-ADHBHAR	AR LUACHAN

Seisean Fosgailte  
Cuspair 5.3

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 type="checkbox"/>	Clann agus òigridh	<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"/>		
<b>5.6</b>	<b>Buidhean air Cliù</b>			
	Tha plana-obrach a' Bhùird-stiùiridh a' neartachadh cliù na buidhne tro bhith fosgailte agus eagraichte a thaobh obair na buidhne.			
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air slàinte is sàbhailteachd.			
<b>5.8</b>	<b>Buidhean Laghail</b>			
	Tha am plana-obrach a' cur taic ri Bòrd na Gàidhlig ann an libhrigeadh nan dleastanasan reachdail aige.			
<b>5.9</b>	<b>Buidhean air Co-ionannachd</b>			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo.			
<b>5.10</b>	<b>Buidhean air an Àrainneachd</b>			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo.			

Seisean Fosgailte  
Cuspair 5.2 PT1

Plana Obrach a' Bhùird-stiùiridh 2023/24		Ògmhios 22/06/2023	Damhair 05/10/2023	Dùbhlachd 14/12/2023	Màrt 07/03/2024
<b>Puingean Stèidhichte</b>	Cùisean Tòiseachaidh / Fàilte	√	√	√	√
	Nochdadh Com-pàirt	√	√	√	√
	Geàrr-chunntas	√	√	√	√
	Clàr-gnìomhan	√	√	√	√
	Aithisg air PCCan 23/24	√	√	✘	√
	Aithisg Ionmhas	√	√	√	√
	Clàr Mi-chinntean	√	√	√	√
	Geàrr-chunntasan nan Comataidhean	√	√	√	√
	Aithisg a' Chathraiche	√	√	√	√
	Aithisg a' Cheannard	√	√	√	√
	Am Plana Obrach	√	√	√	√
	Iarrtasan Taic-airgid £100,000+	√	✘	✘	√
	Lèirmheas air a' choinneimh	√	√	√	√
<b>Prìomhachasan Ro-innleachdail</b>	Plana Corporra	-	✘	✘	√
<b>Puingean Cunbhalach Bliadhnail</b>	<b>Adhartas nas luaithe Fios as ùr air foghlam</b>	√	√	√	√
	Plana Gnìomh	✘	✘	✘	√
	Buidseat na Bliadhna	-	-	√	√
	Plana Ionmhas Meadhan-teirm	-	-	✘	√
	Riaghladh Ionmhas	-	√	-	-
	Aonta Frèam-obrach	-	√	-	-
	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	√	✘	-	-
	Èifeachdas is Trèanadh a' Bhùird-stiùiridh	-	✘	✘	√
	Plana Feachd-obrach	✘	-	✘	√
	Plana Trèanaidh	√	-	-	-
	Gnàth-Riaghailtean	√	-	-	-
	Prògram coinneamhan a' Bhùird-stiùiridh	-	-	√	-
	Maoineachadh nam Buidhnean Gàidhlig	-	-	√	√
	Suirbhidh Luchd-ùidh	-	✘	√	-
<b>Puingean Ad Hoc</b>	Aithisg air Planaichean Gàidhlig	√	-	-	-