

Bòrd na Gàidhlig

A' Chomataidh Poileasaidh is Ghoireasan

Dimàirt 07/11/2023 09.30 – 12.05

Tro Teams

GEÀRR-CHUNNTAS

SEISEAN FOSGAILTE

1.0 CÙISEAN TÒISEACHAIDH

Chur an Cathraiche fàilte air a' Chomataidh. Chur i fàilte air a' Cheannard don chiad choinneamh Comataidh aice agus dh'innse i do Bhuill mu atharrachadh ann am ballrachd na Comataidh.

1.1 Fàilte is Leisgeulan

Buill Comataidh an Làthair:

Nicola NicThòmais (Cathraiche) [NNT]

Dòmhnall MacAoidh [DMA]

Michelle NicLeòid [MNL]

Iain N Dòmhnallach [IND]

A' frithealadh:

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]

Christie Nicilleathain, Manaidsear Planaidh [CNI] – *Puing 4*Steven Kellow, Manaidsear Maoineachaidh is Phròiseactan [SK] – *Puing 2*Karen Nic a' Ghobhainn, Manaidsear Gnìomhan [KNG] – *Puing 3*Joy Dunlop, Seachdain na Gàidhlig [JD] – *Puing 8*

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

Leisgeulan:

Seonaidh Charity [SC]

Coinneach MacIomhair [CMI]

1.2 A' nochdadh Chom-pàirtean

MNL – Pileat air Lionra nan Oifigearan Coimhearsnachd

1.3 GISBE

Cha robh gin ann.

2.0 IONMHAS

2.1 Aithisg Ionmhais gu 30/09/2023

Thug NP geàrr-chunntas do Bhuill air an fhiosrachadh a bha sa phàipear. Thug i fa-near, aig deireadh na leth-bhladhna, gun robh Bòrd na Gàidhlig £120,000 air thoiseach air a' bhuidseit agus gun robh dùil an làn bhuidseit airson 2023/24 a chosg. Mhìnich i mar a bha an £120,000 air a dhèanamh suas agus thug i fa-near gun robh dùil gun rachadh am buidseat iomlan a chosg airson na bliadhna seo.

Thug NP barrachd fiosrachaidh do Bhuill air an adhbhar gu bheil ro-chosg anns na cosgaisean leasachaidh, agus air an fho-chosg ann an cosgaisean ruith.

Dh'fhaighnich Buill dè cho tric 's a tha tabhartasan air an toirt seachad tron bhliadhna. Mhìnich NP gu bheil seo an urra ri diofar rudan leithid dè an sgeama thabhartasan, cuin a chaidh a chur air bhog agus dè na h-amannan aithris a chaidh a thoirt don luchd-faighinn.

Chaidh a thoirt fa-near, far a bheil claonadh mòr ann, gum bu chòir mineachadh goirid a thoirt seachad san aithisg.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

2.2 Prìomhachasan Sgeamaichean 2024/45

Policy & Resources Committee

Tuesday 07/11/2023 09.30 – 12.05

Via Teams

MINUTE

OPEN SESSION

OPENING ITEMS

The Chair welcomed the Committee. She welcomed the Ceannard to her first Committee meeting and informed Members of a change in Committee membership.

Welcome & Apologies

Committee Members Present:

Nicola Thomson (Chair) [NT]

Donald MacKay [DMK]

Michelle MacLeod [MML]

John N MacDonald [JNM]

In Attendance:

Ealasaid MacDonald, Ceannard/Accountable Officer [ED]

Iain MacMillan, Director of Development [IMM]

Jennifer McHarrie, Director of Education [JMH]

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

Christie MacLean, Plans Manager [CML] – *Point 4*Steven Kellow, Funding & Projects Manager [SK] – *Point 2*Karen Smith, Operations Manager [KS] – *Point 3*Joy Dunlop, World Gaelic Week [JD] – *Point 8*

Orla MacDonald, Recording the Minutes [OMD]

Apologies:

Seonaidh Charity [SC]

Kenneth MacIver [KMI]

Declarations of Interest

MML – Gaelic Community Officers Network Pilot

AOCB

There were none.

FINANCE

Finance Report to 30/09/2023

NP provided Members with an overview of the information in the paper. She noted that at the end of the half year, Bòrd na Gàidhlig was £120,000 ahead of budget and that a full spend of the budget for 2023/24 was expected. She explained how this £120,000 was made up and noted that a full spend of the budget for this year was expected.

NP provided Members with some more detail on the reason for development costs being ahead, and for the underspend in running costs.

Members asked how frequently grants are given throughout the year. NP explained that this is dependent on a number of factors such as which grant scheme, when it was launched and what reporting periods were set for recipients.

It was noted that where there is a significant deviation a short explanation should be included.

Decision:

Members noted the information in the paper.

2024/25 Funding Scheme Priorities

Thug SK fios a bharrachd do Bhuill mu na sgeamaichean air an deach iomradh a thoirt sna pàipearan. Thugadh fios nach robh cus atharraichean ann leis na sgeamaichean ach gun robh atharrachadh air a bhith ann leis na riaghailtean.

Mhol Buill an dòigh-obrach airson iarrtasan Colmcille a mheasadh agus dh'fhaighnich iad a a bheil luchd-obrach Bhòrd na Gàidhlig a' gabhail pàirt ann am measadh nan iarrtasan aig Foras na Gaeilge. Dh'innis SK gun robh e an dùil gun tachradh seo san àm ri teachd.

Dh'innis Steven do Bhuill gu bheil a' toirt taic do mu 60-80 buidhnean airson Sgeama Taic Freumhan Coimhearsnachd mar as àbhaist. Chaidh barrachd fìorachadh a thoirt seachad mu na planaichean a th' aca son an sgeama san àm ri teachd.

Co-dhùnadh:

Dh'aontaich Buill ris na Prìomhachasan airson Sgeamaichean Maoineachaidh 2024/25.

2.3 Aithris labhairteach air Lìonra nan Oifigearan Coimhearsnachd Gàidhlig

Dh'aithris IMM do na Buill ùra mun Lìonra Oifigearan agus mun obair a tha a' dol air adhart mar phàirt de seo.

Dh'aithris IMM gun robh coinneamhan air a bhith ann leis na h-oifigearan agus bheachdaich e air na leasan a chaidh ionnsachadh bho na coinneamhan seo.

Chaidh an diofar eadar Oifigearan Phlanaichean agus Oifigearan Choimhearsnachd a mhìneachadh agus chaidh mìneachadh mar a bhios iad ag obair còmhla.

Bheachdaich Buill am b' urrainnear cur sa chùmhnan aig dreuchdan a tha air am maoineachadh le Bòrd na Gàidhlig gum biodh aig an neach ris na coinneamhan a fhrithéaladh. Dh'aontaich IMM gur e deagh bheachd a bhiodh seo agus gum bi e cudromach dèanamh cinnteach gu bheil fios aig Oifigearan gu bheil taic ann dhaibh.

Mhìnich IMM na duilgheadasan eadar-dhealaichte a bhios a' bualadh air na h-Oifigearan Gàidhlig agus mar a b' urrainn don Lìonra cuideachadh gus na duilgheadasan seo a lasachadh.

Co-dhùnadh:

Thugadh fa-near don aithris labhairteach.

3.0 RIAGHLADH

3.1 Poileasaidhean Daonna

Dh'innis KNG do Bhuill nach robh atharraichean mòra sna poileasaidhean agus mhìnich i am pròiseas gus an ullachadh.

Dh'fhaighnich Buill ciamar a thathar a' cumail fios do luchd-obrach air atharraichean ri poileasaidhean agus thug KNG iomradh air dòighean-obrach ceangailte ri seo.

Dh'innis KNG do Bhuill mu dheidhinn trèanadh airson luchd-obrach Bhòrd na Gàidhlig a thaobh tèarainteachd.

Mhol Buill gum bu chòir puing a chur a-staigh mu stiùireadh beus-eòlas agus thug KNG fios gum faigheadh i comhairle bhon Oifigear Dion-Dàta air a' phuing seo.

SK provided additional information to Members about the schemes mentioned in the papers. He informed Members that there were not too many changes within the schemes but that there had been a change with the rules.

Members commended the procedure for assessing Colmcille applications and asked if Bòrd na Gàidhlig staff participate in the assessment of applications at Foras na Gaeilge. SK told them that he expected this to be the way of working going forward.

Steven informed Members that approximately 60-80 organisations are supported through the Community Grants Scheme on a regular basis. More information was given about their plans for the scheme in the future.

Decision:

Members approved the 2024/25 Funding Scheme Priorities.

Verbal report on the Gaelic Community Officers Network

IMM provided the new Members with information about the Officers Network and the work that is ongoing as part of this. IMM told Members that there had been meetings with the officers and he discussed the lessons learned from these meetings.

Information was given about the difference between Plans Officers and Community Officers and how they work together.

Members considered whether it would be possible to include in the contract for positions funded by Bòrd na Gàidhlig that Officers Network meetings would have to be attended. IMM agreed with this idea and noted that it will be important to ensure that Officers know that there is support for them.

IMM explained the different problems that the Gaelic Officers could face and how the Officers Network could help in mitigating these.

Decision:

Members noted the verbal report.

GOVERNANCE

HR Policies

KStold Members that there were no material changes in the policies and explained the preparation process to them.

Members asked how employees are kept informed of policy changes and KNG explained working practices related to this.

KNG informed Members about security training for Bòrd na Gàidhlig staff.

Members suggested that a point should be included about managing ethics and KNG noted that she would seek advice from the Data Protection Officer on this.

Co-dhùnadh:

Dh'aontaich Buill ris na poileasaidhean.

Decision:

Members approved the policies.

4.0 CLEACHDADH**USAGE****4.1 Planaichean Gàidhlig****PGR024 E04 Comhairle nan Eilean Siar**

Dh'aithris CNI do Bhuill mun cheathramh eagraan den Phlana Ghàidhlig aig Comhairle nan Eilean Siar agus adhartas a rinneadh sna h-eagrain roimhe sin. Chaidh measadh a dhèanamh air an dreachd phlana seo le Bhòrd na Gàidhlig agus ghabh Comhairle nan Eilean Siar ris na molaidhean. Thug oifigearan a' Bhùird taic seachad far an robh soilleireachadh a bharrachd a dhìth air cuid de na molaidhean agus chaidh rèiteachadh a dhèanamh orra.

Thuirt Buill gun robh àireamh an luchd-obrach le comasan Gàidhlig air lùghdachadh agus dh'aithris CNI gu bheil e cumanta seo fhaicinn nuair a bhios luchd-obrach a' gluasad dreuchdan.

Bheachdaich Buill an urrainn slat-tomhais a bhith mar phàirt de chùmhnanntan cunnraidhean agus dh'aontaich CNI gum b' urrainn dhi seo a thogail leotha.

Co-dhùnadh:

Dh'aontaich Buill ris a' Phlana Ghàidhlig.

Gaelic Language Plans**PGR024 E04 Comhairle nan Eilean Siar**

CML told Members about the fourth edition of Comhairle nan Eilean Siar's Gaelic Language Plan and the progress made in previous editions. This draft plan was assessed by Bòrd na Gàidhlig and Comhairle nan Eilean Siar accepted the recommendations. Bòrd na Gàidhlig officers provided assistance where additional clarification was needed on some of the recommendations and they were resolved.

Members pointed out that the number of workers with Gaelic skills had decreased and CML explained that it is common to see this when staff move roles.

Members discussed the possibility of a criteria being included in contractors' contracts and CML agreed that she could raise this with them.

Decision:

Members approved the Gaelic Language Plan.

4.2 PGR052 E04 Buidheann Chorporra Pàrlamaid na h-Alba

Dh'aithris CNI do Bhuill mun cheathramh eagraan den Phlana Ghàidhlig aig Buidheann Chorporra Pàrlamaid na h-Alba agus air adhartas a rinneadh sna h-eagrain roimhe sin. Chaidh measadh a dhèanamh air an dreachd phlana seo le Bòrd na Gàidhlig agus ghabh Buidheann Chorporra Pàrlamaid na h-Alba ris na molaidhean. Thug oifigearan a' Bhùird taic seachad far an robh soilleireachadh a bharrachd a dhìth air cuid de na molaidhean agus chaidh rèiteachadh a dhèanamh orra.

Dh'iarr Buill tuilleadh fiosrachadh mu dheidhinn trèanadh agus seiseanan mothachaidh aig a' bhuidhinn agus dh'innis CNI dhaibh mu chothroman airson adhartas san eagraan ùr.

Mhol Buill an obair a thathar a' dèanamh airson òigridh agus sgoiltean.

Co-dhùnadh:

Dh'aontaich Buill ris a' Phlana Ghàidhlig.

PGR052 Scottish Parliament Corporate Body

CML told Members about the fourth edition of Visit Scotland's Gaelic Language Plan and the progress made in previous editions. This draft plan was assessed by Bòrd na Gàidhlig and the Scottish Parliament Corporate Body accepted the recommendations. Bòrd na Gàidhlig officers provided assistance where additional clarification was needed on some of the recommendations and they were resolved.

Members asked for more information about training and awareness sessions and CML told them about opportunities for development in the new edition.

Members praised the work being done with young people and schools.

Decision:

Members approved the Gaelic Language Plan.

4.3 PGR066 E04 VisitScotlandj

Dh'aithris CNI do Bhuill mun cheathramh eagraan den Phlana Ghàidhlig aig VisitScotland agus mu adhartas a rinneadh sna h-eagrain roimhe sin. Chaidh measadh a dhèanamh air an dreachd phlana seo le Bòrd na Gàidhlig agus ghabh VisitScotland ris na molaidhean. Thug oifigearan a' Bhùird taic seachad far an robh soilleireachadh a bharrachd a dhìth air cuid de na molaidhean agus chaidh rèiteachadh a dhèanamh orra.

Mhol Buill na targaidean sa Phlana mu luchd-obrach ag ionnsachadh na Gàidhlig.

Co-dhùnadh:

Dh'aontaich Buill ris a' Phlana Ghàidhlig.

PT1 PGR066 E04 VisitScotland

CML told Members about the fourth edition of Visit Scotland's Gaelic Language Plan and the progress made in previous editions. This draft plan was assessed by Bòrd na Gàidhlig and Visit Scotland accepted the recommendations. Bòrd na Gàidhlig officers provided assistance where additional clarification was needed on some of the recommendations and they were resolved.

Members praised the targets in the Plan relating to employees learning Gaelic.

Decision:

Members approved the Gaelic Language Plan.

4.4 PGR002 E02 Àrainneachd Eachdraidheil Alba

Dh'aithris CNI do Bhuill mun dàrna eagraan den Phlana Ghàidhlig aig Àrainneachd Eachdraidheil Alba agus air adhartas a rinneadh sa chiad eagraan. Chaidh measadh a dhèanamh air an dreachd phlana seo le Bòrd na Gàidhlig. Ghabh Àrainneachd Eachdraidheil Alba ris a' mhòr cuid de na molaidhean aig an Sgioba-stiùiridh agus far nach do ghabh, tha oifigearan a' Bhùird riarachta leis a' bhriathrachas a chleachd iad. Thug oifigearan a' Bhùird taic seachad far an robh soilleireachadh a bharrachd a dhìth air cuid de na molaidhean agus chaidh rèiteachadh a dhèanamh orra.

Co-dhùnadh:

Dh'aontaich Buill ris a' Phlana Ghàidhlig.

PGR002 E02 Historic Environment Scotland

CML told Members about the second edition of the Scottish Historical Environment Gaelic Plan and the progress made in the first edition. This draft plan had been assessed by Bòrd na Gàidhlig. Historic Environment Scotland accepted most of the recommendations of the Leadership Team and where they did not, Bòrd na Gàidhlig officers are satisfied with the wording they used. Bòrd na Gàidhlig officers provided assistance where additional clarification was needed on some of the recommendations and they were resolved.

Decision:

Members approved the Gaelic Language Plan.

5.0 IONNSACHADH**5.1 Adhartas air fòghlaim àrd-sgoile agus fastadh is taic do thidsearan**

Dh'aithris JMH gun tèid an fhreagairt shlàn aig Bòrd na Gàidhlig air a' Cho-chomhairle aig Comhairle na Gàidhealtachd air sgìrean-sgoile FtG airson Bun-sgoil Ghàidhlig Inbhir Nis, Acadamaidh Rìoghail Inbhir Nis, Bun-sgoil Inbhir Pheofharain, Acadamaidh Inbhir Pheofharain, Bun-sgoil Bruach na Muilne, Acadamaidh Inbhir Narann fhoillseachadh air làrach-lìn Bhòrd na Gàidhlig.

Dh'innis i do Bhuill mun choinneimh a chaidh a chumail leis na h-oifigearan bho Sgioba Ath-leasachaidh Foghlaim aig Riaghaltas na h-Alba san Dàmhair. Thug i fios mun Oifigear Leasachaidh (Tidsearan) ùra agus mun obair anns an robh i an lùib. Thug i fios do Bhuill cuideachd air an obair com-pàirteachaidh le buidhnean eile anns an robh an sgioba an sàs.

Thuirt Buill gu bheil e math gu bheil Bòrd na Gàidhlig ag obair le SCILT.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

LEARNING**Progress on secondary education and teacher recruitment and support**

JMH told Members that Bòrd na Gàidhlig's full response to Highland Council's Consultation on GME catchment areas for Inverness Gaelic Primary School, Royal Inverness Academy, Dingwall Primary School, Dingwall Academy, Millbank Primary School, Nairn Academy would be published on the Bòrd na Gàidhlig website.

She told Members about a meeting that was held with officers from the Scottish Government's Education Reform Team in October. She provided information on the new Development Officer (Teachers) in post and the work that she has been involved in. JMH also told Members about the work that had been ongoing with partner organisations.

Members commended Bòrd na Gàidhlig on working with SCILT.

Decision:

Members noted the information in the paper.

6.0 PLANA OBRACH NA COMATAIDH**6.1 Plana Obrach na Comataidh Poileasaidh is Ghoireasan**

Dhaingnich an Ceannard far nach tàinig pàipearan a thoirt don choinneimh seo, gun tèid an toirt seachad aig coinneamh san àm ri teachd agus dh'aithris i gur dòcha gun tigeadh atharraichean air cuid de phuingean sa Phlana Obrach.

Co-dhùnadh:

Dh'aontaich Buill ris a' Phlana Obrach.

COMMITTEE WORK PLAN**Policy & Resources Committee Work Plan**

The Ceannard confirmed that where papers were not presented at this meeting they would be presented at future meeting and noted that there may be changes to some points in the Work Plan.

Decision:

Members approved the Work Plan.

7.0 GNOTHACH IOMCHaidh SAM BITH EILE

Dh'aithris NP fios gun tèid an Còd-giùlain agus na gnàth-riaghailtean a sgaoileadh do Bhuill mar thoradh air an atharrachadh ann am ballrachd na Comataidh.

ANY OTHER BUSINESS

NP told Members that the Code of Conduct and Standing Orders would be distributed to Members to reflect changes in Committee Membership.

8.0 TAISBEANADH**Seachdain na Gàidhlig**

Chuir an Cathraiche fàilte air Joy Dunlop (JD), Stiùiriche Seachdain na Gàidhlig don choinneimh.

PRESENTATION**World Gaelic Week**

The Chair welcomed Joy Dunlop (JD), Director of World Gaelic Week, to the meeting.

Thug JD cùl-fhiosrachadh don Chomataidh air Seachdain na Gàidhlig, ciamar a thàinig i gu bith agus thug i iomradh air Seachdainean na Gàidhlig a chaidh seachad. Thugadh fios gu bheilear ag obair ann an co-bhann le Hands Up for Trad.

Tha Seachdain na Gàidhlig a' gabhail a-staigh prògram oifigeil de thachartasan, Maoin nan Tabhartasan Beaga agus goireasan ann an co-bhann le Twinkl do thidsearan.

Thug JD fios gun urrainn do dhaoine no buidheann sam bith tachartasan a chur air dòigh airson Seachdain na Gàidhlig agus seo a chur ris a' phrògram oifigeil de thachartasan airson fios a sgaoileadh mun deidhinn.

Dh'innis JD do Bhuill mu dheidhinn Maoin nan Tabhartasan Beaga a chaidh a ruith an uiridh airson cothrom a thoirt do dhuine tachartasan a ruith agus thug i taing do Bhòrd na Gàidhlig airson an cothrom gu seo a ruith.

Dh'aithris i do Bhuill cuideachd mu na goireasan a rinneadh ann an co-bhann le Twinkl airson taic a thoirt do thidsearan tachartasan a chur air dòigh son Seachdain na Gàidhlig gun a bhith a' cur barrachd uallaich orra.

Chaidh innse do Bhuill gur e an duilgheadas as motha aig Seachdain na Gàidhlig nach eil gu leòr airgead no ùine ann. Chaidh a ràdh gum biodh maoin eachadh ioma-bhliadhna a' dèanamh diofar mòr dhaibh. Bheachdaich JD air na rachadh a dhèanamh nan robh tuilleadh airgead agus ùine aca.

Dh'fhaighnich Buill mar a chumar suas dìleab Seachdain na Gàidhlig. Dh'aithris JD gum bi iad a' cleachdadh nam meadhan sòisealta gu seo a dheanamh agus dh'innis i dhaibh mu na rannsachaidhean-cùise a rinneadh air gach buidheann a fhuair taic-airgid. Thuirt i cuideachd gu bheil Seachdain na Gàidhlig leis a h-uile duine agus gu bheil e cudromach gum biodh seo air a dhèanamh soilleir. Thogadh a-rithist gu bheil dìth-airgid agus dìth-ùine a' toirt buaidh air dìleab a' phròiseict cuideachd.

Chaidh beachdachadh air mar as urrainn do Bhòrd na Gàidhlig a bhith ag obair le Seachdain na Gàidhlig airson fiosrachadh a sgaoileadh mu tachartasan.

Thug an Cathraiche taing do JD airson an taisbeanadh agus airson na h-obrach aig Seachdain na Gàidhlig.

JD provided the Committee with background information on World Gaelic Week, how it came about and information on the World Gaelic Weeks that had been held before. She told the Committee that they work in association with Hands Up For Trad.

World Gaelic Week comprises an official programme of events, the Small Grants Fund and resources made with Twinkl for teachers.

JD explained that any individual or organisation can arrange events for World Gaelic Week and these can be added to the official programme of events to inform people of them.

JD told Members about the Small Grants Fund that was run last year to provide people with the chance to run events, and she thanked Bòrd na Gàidhlig for allowing this to run.

She also provided Members with information on resources which were created in association with Twinkl to provide support to teachers in organising events for World Gaelic Week without putting further pressure on them.

Members were told that the biggest barrier for World Gaelic Week is a lack of money and time. It was raised that multi-year funding would make a big difference to their work. JD provided some insight into what they could achieve if they had more time and money.

Members asked how the legacy of World Gaelic Week could be maintained. JD told them that they use social media to do this and told them about case-studies that had been undertaken on those who received support through funding. She also noted that World Gaelic Week belongs to everyone and that it is important that this is made clear. It was raised again that a lack of time and money could affect the legacy of the project.

It was discussed how Bòrd na Gàidhlig can work with World Gaelic Week to share information about events.

The Chair thanked JD for the presentation and for the work of World Gaelic Week.

Ceann-là na coinneimh	07/11/2023
Dearbhte le Sgioba-stiùiridh	01/12/2023
Air adhart gu Cathraiche na Comataidh airson dearbhadh/atharrachadh	01/12/2023
Dearbhte le Cathraiche na Comataidh	04/12/2023
Air falbh airson dearbhadh/eadar theangachadh	28/11/2023
Dearbhte le Buill an CPG	14/12/2023
Dearbhadh air atharraichean a bharrachd le ET	01/12/2023
Dearbhadh air co-ionannachd eadar a' Ghàidhlig is a' Bheurla san dreach dheireannach	01/12/2023