



Fèisean nan Gàidheal

A' toirt ar dualchas do ar n-òigridh

Coinneamh a' Bhùird-Stiùiridh
Meeting of the Board of Directors

Taigh-Òsda Ramada Jarvis
Ramada Jarvis Hotel
Inbhir Nis
Inverness

Dimàirt 6 An Dùbhlachd 2005
Tuesday 6 December 2005

Fèisean nan Gàidheal
Taigh a' Mhill
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Fèisean nan Gàidheal

Coinneamh a' Bhùird-Stiùiridh

Meeting of the Board of Directors to be held in

The Ramada Jarvis Hotel, Inverness, on Tuesday 6 December 2005 from 2.30pm

Clàr Chùisean ~ Agenda

4.2005.01 GNOTHAICHEAN TÒISEACHAIL ~ PRELIMINARIES

(a) An Làthair ~ Present

(b) Leisgeulan ~ Apologies

(c) Geàrr-Chunntas na coinneimh mu dheireadh ~ Confirmation of Minutes of the previous Board meeting

Minutes of the meeting of the Board held on 22 September 2005 are circulated. Board members are asked to approve these as a true record of the meeting.

(d) Gnothaichean ag èirigh ~ Matters arising

Board members are invited to raise any issues from the minutes not covered elsewhere on the agenda.

(e) Aithisg nam Fèisean ~ Fèis Reports

Board members are asked to give verbal reports on developments and events within their own, and other, Fèisean.

4.2005.02 FIOSRACHADH AIRSON BUILL ÙRA ~ INTRODUCTION FOR NEW BOARD MEMBERS

The Director will brief all members on the current work of the organisation, and outline the expected role of Board members, for the benefit of the new members in particular.

4.2005.03 GNOTHAICHEAN IONMHAIS ~ FINANCIAL ISSUES

(a) Aithisg Ionmhais ~ Financial Report

Fèisean nan Gàidheal's budget for 2005-06, with performance against budget is circulated. Also circulated is a note of the grants pledged by Fèisean nan Gàidheal to that date, and because there has been no Executive Group meeting, all the individual project budgets are included. Board members are asked to note the contents of the report, and discuss any points they wish to raise.

(b) Suimean airgid anns a' bhanca agus fiosrachadh as ùire ~ Bank Balances and up to date information

These will be tabled at the meeting.

(c) Cunntasan Bhliadhnail ~ Approval of Audited Accounts

Members will recall that the accounts presented at the previous meeting had not been accepted as final. Angus Nicolson of Nicolson CA, Fèisean nan Gàidheal's auditor, has prepared amended accounts, which Board members are asked to approve.

4.2005.04 GNOTHAICHEAN POILEASaidH ~ POLICY ISSUES

(a) Crannchur nam Fèisean ~ National Raffle

Anne Willoughby has prepared a short report on how the first national raffle operated. Board members are asked to decide if they want to run a raffle again in 2006, based on the information available on its viability as a method of fund-raising.

4.2005.05 GNOTHAICHEAN LEASACHAIDH ~ DEVELOPMENT ISSUES

(a) Adhartas a-rèir Phlana-Leasachaidh Fèisean nan Gàidheal 2005-10 ~ Progress against Fèisean nan Gàidheal Development Plan 2005-10

A report by the Director is circulated, outlining progress with the implementation of the Fèisean nan Gàidheal Development Plan. Board members are asked to note the progress to date, and are invited to discuss any relevant items.

(b) Prògram Trèanaidh ~ Training Programme

Fèisean nan Gàidheal's current funding for training has come to an end, but the Training Development Officer, has been working hard at securing further funding to continue a programme, with success. In addition, an independent evaluation of the previous SAC lottery-funded training programme was carried out by SBWorks, which has been circulated for information. Iona MacDonald will update members on the future training plan.

4.2005.06 GNOTHAICHEAN OBRACHAIDH ~ OPERATIONAL ISSUES

(a) Aithisgean Luchd-Obrach ~ Staff Progress Reports

Progress Reports from staff are circulated. Board members are asked to note the content of these, and are invited to discuss relevant points.

(b) Taghadh a' Bhùird-Stiùiridh ~ Election of Board members

A paper is circulated with the results of the election to fill the places on the Board which became vacant this year. Board members are asked to note that 3 new members were elected to the Board.

(c) Taghadh Oifigearan a' Bhùird ~ Election of Office Bearers

Since this is the first meeting following the election of new Board members, the Board requires to elect, from amongst themselves, or by co-option, a Chair, Secretary and Treasurer.

4.2005.07 EILE ~ OTHER

(a) G I S B E ~ A O C B

(b) Brath Naidheachd air a sgaoileadh le Iomairt na Gàidhealtachd agus nan Eilean ~ Press Release issued by Highlands & Islands Enterprise

(c) Ceann-làithean nan coinneamhan ri thighinn ~ Dates and venues of subsequent meetings

Board members are asked to decide on dates for meetings over the next year.

Fèisean nan Gàidheal

Geàrr-Chunntas na coinneimh a chaidh a chumail ann an Taigh-Òsta na Cùirte Mhalpais, Inbhir Nis, Diardaoin 22 An t-Sultain 2005 bho 2.30f

Minutes of the meeting of the Board of Directors held in The Maple Court Hotel, Inverness on Thursday 22 September from 2.30pm

3.2005.01 GNETHAICHEAN TÒISEACHAIL ~ PRELIMINARIES

(a) An Làthair ~ Present

In keeping with Fèisean nan Gàidheal's new Gaelic policy, the meeting was conducted in Gaelic.

Catriona MacIntyre (Chair), Katie Adam (Vice Chair), Ken Houston (Secretary), Kate Kerr, Joan Robertson, Peggy Nicolson, Arthur Cormack (Attending), David Boag (Attending), Mairi Kidd (Translating)

(b) Leisgeulan ~ Apologies

Ken MacKenzie, Fiona Johnston, Carolyn Paterson, Alasdair MacLeod, Anne Willoughby

(c) Geàrr-chunntas na coinneimh mu dheireadh ~ Confirmation of Minutes of the previous Board meeting

Minutes of the meeting of the Board held on 17 May 2005 had been circulated. Board members approved these as a true record of the meeting.

(d) Gnethaichean ag èirigh ~ Matters arising

Joan Robertson enquired as to when the Western Isles Cèilidh Trail might happen. David Boag explained that while it had been hoped to get the Cèilidh Trail going in the summer, this had not been possible because of the preparations for the Fèis Bharraigh celebrations. LEADER+ were happy to fund it and would carry forward money to next year, but Comhairle nan Eilean Siar had not yet responded to a request to them.

(e) Aithisg nam Fèisean ~ Fèis Report

Board members were asked to give verbal reports on developments and events within their own, and other, Fèisean.

Ken Houston reported that Fèis Chataibh had taken place with 87 participants, and that had been followed with the 4th year of their Cèilidh Trail. An autumn and winter programme of classes was due to start and Ken thanked David Boag and Nicola Marshall for the considerable support Fèis Chataibh had received from both.

Joan Robertson reported that Fèis Tìr an Eòrna had taken place with 148 participants and that they had launched their newly-recorded CD, which was selling well. Classes in chanter, accordion, Gaelic song and fiddle would be starting after Christmas.

Fèis Tìr a' Mhurain had taken place with around 110 participants in Iochdar. The Fèis was to use Iochdar and Daliburgh schools year about. Classes in Gaelic song and accordion were to take place, and they were also looking at video workshops.

Ceòlas had changed its dates for 2006, and the event would clash with Fèis Tìr an Eòrna.

David Boag reported on his visit to Fèis na h-Òige and reported that they had had their largest number of participants yet at their event held in Inverness High School.

Kate Kerr reported on the activity of Fèis Dhùn Bhreatainn an Iar. They had a 6-week block of tuition in basic Gaelic and Gaelic song, as well as workshops in bodhran, whistle, accordion, fiddle and clàrsach.

Katie Adam reported that Fèis a' Bhaile would be taking place in Inverness the same week as the National Mòd, in Charleston Academy, Inverness. This year they were having the G-Team and Katie hoped that this would increase the amount of Gaelic used at the Fèis. Katie also reported that the PA equipment owned by the Fèis was generating some income through hires.

Peggy Nicolson reported on Fèis an Earraich's activity, particularly the fact that they had held their first ever Cèilidh Trail during the summer. The Cèilidh Trailers had taken part in events at the Celtic Congress and Fèis Bharraigh, and then Blas, in addition to the planned activity. Peggy also reported that the first 4-week block of Youth Music Initiative visits had already taken place in Skye & Lochalsh.

Catriona MacIntyre reported that Fèis nan Garbh Chrìochan had gone well this year, although with smaller numbers, possibly due to it having been held at Ardnamurchan High School, rather than in Acharacle.

Fèis Eige had taken place also, and Catriona also outlined the Lochaber Fèisean Cèilidh Trail that had gone extremely well this year.

Arthur Cormack reported on his flying visit to Fèis Eilean an Fhraoich, which had been very successful, and especially highlighted the resultant Radio nan Gàidheal *Aileag* programme.

3.2005.02 COINNEAMH NAM BUIDHNE-GHNIOMH ~ EXECUTIVE GROUP REPORT

Minutes from the meeting of the Executive Group held on 1 September 2005 had been circulated, and the full papers provided or the meeting were also included as Appendix 1 to the Board papers. Board members noted these.

3.2005.03 IONMHAS ~ FINANCIAL ISSUES

(a) Aithisg Ionmhais ~ Financial Report

Fèisean nan Gàidheal's budget for 2005-06, with performance against budget to 20 August 2005, had been circulated. Also circulated was a note of the grants pledged by Fèisean nan Gàidheal for 2005-06.

Board members noted the contents of the report.

(b) Suimean airgid anns a' bhanca ~ Bank Balances

The bank balances were given as follows:
£2,105.74 in the Current Account; £69,320.01 in the High Interest Account;
£101,389.17 in Deposit Account 1; £219,511.00 in Deposit Account 2

3.2005.04 GNETHAICHEAN POILEASaidh ~ POLICY ISSUES

(a) Taic leis a' Phoileasaidh Gàidhlig ~ Gaelic Policy Guidance

Màiri Kidd has prepared an easy guide to the implementation of the recently adopted Gaelic language policy for the benefit of the Fèisean, which had been circulated.

Board members welcomed the guide and agreed that it should accompany the policy document when sent out to the local Fèisean.

Ken Houston raised the issue of additional support being necessary to fully implement the policy, and it was agreed that hands-on help in the shape of the G-Team and other resources would be necessary. It was also reiterated that it was not expected that all Fèisean would be able to deliver the whole of the policy at the same time, and what we are looking for was incremental growth in the use of Gaelic from year to year. This was backed up by David Boag who cited the example of how Fèis Obar Dheathain, with very little change to their timetable, had been able to utilise the tutors they had, to offer 4 classes through the medium of Gaelic.

Catriona MacIntyre suggested that training in how to implement the policy could be offered at the regional Fèis meetings.

(b) Litir bho Fhèis sa Mheadhan ~ Letter from Fèis sa Mheadhan regarding Grants Scheme

A letter from Chas MacDonald of Fèis sa Mheadhan had been circulated to the Board.

Chas MacDonald had been invited to address the Board on this issue, but was unable to attend the meeting.

Board members discussed the issues and were unanimously of the opinion that Fèisean nan Gàidheal's policy of weighting its support towards work with young people was still the correct way to proceed.

3.2005.05 GNOTHAICHEAN LEASACHAIDH ~ DEVELOPMENT ISSUES

(a) Adhartas a-rèir Phlana-Leasachaidh Fèisean nan Gàidheal ~ Progress against Fèisean nan Gàidheal Development Plan

A report by the Director had been circulated, outlining progress with the implementation of the current Fèisean nan Gàidheal Development Plan to 31 March 2010.

Board members noted the progress to date.

(b) Plana-Leasachaidh Fèisean nan Gàidheal 2005-10 ~ Fèisean nan Gàidheal Development Plan 2005-10

The Development Plan had been finalised and copies were available to members at the Board meeting.

(c) Iarrtas do Chomhairle nan Ealan ~ Scottish Arts Council Application

A copy of the Scottish Arts Council review process pertaining to core-funded organisations had been enclosed for information.

A verbal update was given to the meeting, and members approved a process, whereby they would have sight of the submission by e-mail, to enable it to be with the Scottish Arts Council by 30 September.

3.2005.06 GNOTHAICHEAN OBRACHAIDH ~ OPERATIONAL ISSUES

(a) Aithisgean luchd-obrach ~ Staff Reports

Progress Reports from staff were circulated.

Board members noted the content of these, and various points were discussed.

Arthur Cormack indicated that he was unhappy with the accounts and did not feel that they reflected the true financial position of Fèisean nan Gàidheal, particularly in relation to the reserve deficit. Ken Houston agreed with this.

It was agreed that the annual audited accounts could not be signed off as they were, and that Ken Houston and the Director should meet with the accountant, Angus Nicolson, along with Anne Willoughby, at an early date.

The Director also outlined the recent Blas festival, and while acknowledging that a lot had been learnt, and that subsequent years' festivals could be improved, there was no doubt that the first full festival had been a success.

Arthur also paid tribute to David Boag and Fiona MacInnes for the work they had carried out in organising the 25th anniversary celebrations with Fèis Bharraigh, which had been hugely successful.

David Boag gave a verbal report on the success of the recently run radio project, which had resulted in 4 x 30 minute programmes having been broadcast on Cuillin FM, and recorded for posterity.

The Director stated that Meanbh-Chuileag were working under very difficult circumstances, with a very tight budget and that he hoped discussions between Bòrd na Gàidhlig and the Scottish Arts Council might result in something concrete being done to develop Gaelic drama, in all its facets, as soon as possible.

(b) Aithisg Bhliadhnail ~ Annual Report

Fèisean nan Gàidheal's Annual Report had been e-mailed to members prior to the meeting and hard copies were available at the meeting.

The Director thanked David Boag for his considerable input to the Annual Report.

(c) Coinneamh-Bhliadhnail agus Co-labhairt ~ AGM and Conference

The programme for the conference had been circulated for information, and the Director gave a verbal update on arrangements for the event, which included presentations on the implementation of our Gaelic Policy, the Youth Music Initiative and the research done by the RSAMD to examine the attitudes of former Fèis participants.

(c) Taghadh luchd-stiùiridh ~ Election of Directors

The Board agreed to the process for electing new members, outlined in a paper that had been circulated, which was to be put in place immediately following the AGM.

3.2005.07 EILE ~ GENERAL

(a) G I S B E ~ A O C B

There was no further business.

(b) Ceann-latha agus àite na h-ath choinneimh ~ Date and venue of next meeting

Board members noted that the date for the next meeting had been set for Tuesday 6 December 2005, at which the dates for all subsequent meetings would be agreed.

Fèisean nan Gàidheal

Financial Report

Àireamh air a' Chlàr Gnothaich: 4.2005.03(a)

The financial report consists of the following:

- 1 Budget to 31 March 2006, with performance to 28 November 2005, which shows a deficit for the period of £140,100.56. However, the following claims have been made for funding due, and are outstanding as at 28 November:

Highlands & Islands Enterprise (3 rd year of 3-year funding)	£ 45,000.00
SAC Lottery (Training)	£ 7,046.00
ESF (Training)	£ 10,309.00
SAC Lottery (ICT)	£ 17,093.00
Feis Bharraigh 25th Anniversary	£ 13,500.00
Radio Project	£ 2,454.24
LEADER+ (Lochaber Development)	£ 10,000.00
Bòrd na Gàidhlig (Meanbh Chuileag - 3rd quarter)	£ 15,000.00
SLTMP	£ 24,000.00
Total due to Fèisean nan Gàidheal at 28 November 2005	£ 144,402.24

- 2 Budget with performance in relation to Blas Festival
- 3 Budget with performance in relation to Fèis Bharraigh 25th Anniversary Celebrations
- 4 Budget with performance in relation to Highland Council Youth Music Initiative
- 5 Budget with performance in relation to Lochaber Fèisean Development
- 6 Budget with performance in relation to Meanbh-Chuileag and Gaelic Development
- 7 A list of funding outstanding to the Fèisean from Fèisean nan Gàidheal for 2005-06

Agenda item 4.2005.03(b)

- 1 Current bank balances will be tabled at the meeting

Agenda item 4.2005.03(c)

- 1 Amended audited accounts to 31 March 2005 are included for approval by the Board members, before submission to Companies House and the Inland Revenue.

Anne Willoughby
Oifigear Ionmhais agus Rianachd
An t-Samhain 2005

Budget to 31 March 2006, with performance to 28 November 2005

Àireamh air a' Chlàr Gnothaich: 4.2005.03(a)1

INCOME	Budget for Year	Budget for Period	Actual to 28.11.05
Core Grants	£137,012.00	£91,341.33	£102,249.50
Fèis Support Workers	£21,500.00	£14,333.33	£7,768.00
Grants Scheme	£109,000.00	£72,666.67	£102,749.50
Training Programme	£105,390.00	£70,260.00	£31,474.65
Meanbh-Chuileag	£158,147.45	£105,431.63	£66,244.00
Highland Youth Music Initiative	£164,633.00	£109,755.33	£170,222.08
Annualised Hours	£25,000.00	£16,666.67	£10,000.00
Locaber Development Officer	£29,500.00	£19,666.67	£7,281.31
Fèis Development Fund	£15,000.00	£10,000.00	£10,000.00
Earned Income	£29,030.96	£19,353.97	£6,646.35
Tracking Exercise	£5,000.00	£3,333.33	£0.00
Blas Music Festival	£248,679.77	£165,786.51	£175,000.00
Archiving	£20,000.00	£13,333.33	£0.00
Feis Bharraigh 25 Years Celebration	£27,772.50	£18,515.00	£3,000.00
25 Anniversary Book	£44,000.00	£29,333.33	£0.00
Still to be raised	£10,000.00	£6,666.67	£0.00
TOTAL INCOME	£1,149,665.68	£766,443.79	£590,385.89
EXPENDITURE			
Running Costs			
Core Staff Salaries	£134,484.00	£89,656.00	£99,586.32
NIC Contributions	£9,850.00	£6,566.67	£6,489.82
Pension Contributions	£2,000.00	£1,333.33	£653.31
Core Staff Travel	£17,000.00	£11,333.33	£10,155.38
Office Rent & Rates	£14,000.00	£9,333.33	£7,915.39
Stationery, Printing & Postage	£6,000.00	£4,000.00	£5,249.02
Telephone, Fax, Email, Heat & Light	£8,000.00	£5,333.33	£5,160.24
Board Expenses	£3,000.00	£2,000.00	£1,499.64
Implementation of Child Protection policy	£8,000.00	£5,333.33	£5,269.38
Insurance	£6,000.00	£4,000.00	£4,785.12
Sundry Expenses	£2,000.00	£1,333.33	£1,134.45
Accountancy & Bank Charges	£2,000.00	£1,333.33	£298.55
Instrument Bank Repairs	£1,000.00	£666.67	£1,382.84
Additional Support Needs	£3,000.00	£2,000.00	£134.00
Capital Expenses	£1,500.00	£1,000.00	£307.57
Programme Costs			
Grants Paid Out	£169,185.00	£112,790.00	£86,298.00
Annualised Hours	£30,720.00	£20,480.00	£8,483.00
Feis Development Expenditure	£15,000.00	£10,000.00	£5,039.36
Lochabair Fèisean Development	£29,500.00	£19,666.67	£21,438.82
Training Programme/Expenditure on Lottery Training	£99,140.00	£66,093.33	£42,608.27
Meanbh Chuileag/Expenditure on Lottery Project	£153,147.45	£102,098.30	£64,264.92
Highland Council Youth Music Initiative	£135,733.00	£90,488.67	£137,131.75
National Raffle Expenditure	£2,000.00	£1,333.33	£1,417.86
Showcases	£3,000.00	£2,000.00	£0.00
25 Anniversary/Book	£44,000.00	£29,333.33	£3,648.47
Directory of Fèis Tutors/Newsletter	£500.00	£333.33	£167.00
Publications	£3,000.00	£2,000.00	£316.00
Annual Conference	£8,500.00	£5,666.67	£6,690.54
Inter Fèis activities	£1,000.00	£666.67	£0.00
Tracking Exercise	£6,000.00	£4,000.00	£5,000.00
Blas Festival Development	£186,590.00	£124,393.33	£165,757.58
Archiving Project	£16,000.00	£10,666.67	£0.00
Feis Bharraigh 25 Years Celebration	£24,150.00	£16,100.00	£26,436.42
Contingency	£5,000.00	£3,333.33	£5,767.43
TOTAL EXPENDITURE	£1,149,999.45	£766,666.30	£730,486.45
SURPLUS/DEFICIT	-£333.77	-£222.51	-£140,100.56

Blas Festival 2005

Àireamh air a' Chlàr Gnothaich: 4.2005.03(a)2

Blas Festival Year Two (2005)

INCOME	Budget	Actual to 28.11.05
Highland Council (Millennium Commission)	£ 127,000.00	£ 137,200.00
Youth Music Initiative	£ 12,000.00	£ 7,000.00
Additional money for Cèilidh Trails (includes earned income)	£ 5,000.00	£ 0.00
Box Office	£ 28,800.00	£ 18,028.00
Sponsorship	£ 5,000.00	£ 0.00
Merchandise Sales	£ 4,000.00	£ 377.00
Carried forward from 2004 events	£ 19,879.77	£ 19,879.77
Funding to be raised (Bòrd na Gàidhlig/Gàidhlig sa Choimhearsnachd)	£ 10,000.00	£ 0.00
Total Income	£ 211,679.77	£ 182,484.77
EXPENDITURE		
Programme		
Fèis Chataibh Cèilidh Trail	£ 15,000.00	£ 15,150.00
PA & Lighting (assumes 15 gigs will have in-house PA/Lighting)	£ 15,600.00	£ 16,879.37
Main Events		
Main Artists' Fees (based on 4-member groups) including travel	£ 27,500.00	£ 26,445.16
Support Act fees	£ 8,800.00	£ 4,000.00
Smaller Events		
Main Artists' Fees (based on 4-member groups) including travel	£ 8,400.00	£ 8,000.00
Support Act fees	£ 5,600.00	£ 2,000.00
Accommodation for Artists	£ 12,150.00	£ 16,721.43
Cèilidh Trailers/Other local performers	£ 10,800.00	£ 8,270.00
Accommodation & Travel Expenses for Cèilidh Trailers	£ 12,600.00	£ 1,047.46
Stage/Concert Management/Fear or Bean-an-Taighe	£ 4,500.00	£ 2,058.96
Venue Hire/Commission to Promoters	£ 8,640.00	£ 4,573.45
International Artists' Expenses	£ 4,000.00	£ 3,841.05
Rehearsals	£ 3,000.00	£ 0.00
Gaelic Music in Schools Week	£ 12,000.00	£ 4,500.00
Marketing		
Branding/Logo/Website	£ 5,000.00	£ 7,357.97
Joint marketing of Cèilidh Trails 2005	£ 2,500.00	£ 448.52
Publicity Materials including printing	£ 6,000.00	£ 11,409.31
Advertising	£ 9,000.00	£ 11,885.89
Merchandise Purchase	£ 2,500.00	£ 2,049.27
Administration		
Project Manager	£ 15,000.00	£ 16,666.66
Telephone/Fax/E-mail/Postage & Stationery	£ 1,200.00	£ 2,170.81
Artistic Director/Booker	£ 5,000.00	£ 7,500.00
Action Group Costs	£ 2,000.00	£ 1,756.30
Press & PR	£ 3,000.00	£ 4,739.87
Additional Insurance	£ 3,000.00	£ 724.75
Royalties	£ 1,000.00	£ 0.00
Fèisean nan Gàidheal Management Fee/Contingency	£ 7,500.00	£ 7,500.00
TOTALS	£ 211,290.00	£ 187,696.23
Left to be carried forward for 2006 events	£ 389.77	-£ 5,211.46

Fèis Bharraigh 25th Anniversary Celebrations

Àireamh air a' Chlàr Gnothaich: 4.2005.03(a)3

25th Fèis Bharraigh Celebrations

Income	Budget	Actual
Box Office	£ 3,000.00	£ 3,000.00
Feisean nan Gaidheal	£ 5,622.50	£ 3,622.50
Scottish Arts Council	£ 5,000.00	£ 3,000.00
WIE / CED	£ 7,500.00	£ 0.00
Comhairle nan Eilean Siar	£ 5,000.00	£ 0.00
Sponsorship	£ 1,650.00	£ 0.00
TOTAL	£ 27,772.50	£ 6,622.50

Expenditure	Budget	Actual
Marquee Hire	£ 6,750.00	£ 9,292.30
Toilets	£ 3,350.00	£ 0.00
PA Hire	£ 1,500.00	£ 1,398.25
PA Expenses	£ 1,000.00	£ 0.00
Cathy Ann MacPhee Band Fee	£ 1,000.00	£ 1,000.00
Cathy Ann MacPhee Concert Expenses	£ 1,500.00	£ 1,310.00
Fr Colin MacInnes Expenses	£ 1,500.00	£ 0.00
CnamF Participants Travel	£ 3,200.00	£ 5,580.65
CnamF Part. Accom. and Meals	£ 3,200.00	£ 2,815.90
Contingency	£ 1,150.00	£ 1,416.77
Administration	£ 3,622.50	£ 3,622.55
Total	£ 27,772.50	£ 26,436.42

Surplus/Deficit **-£ 19,813.92**

Highland Council Youth Music Initiative

Àireamh air a' Chlàr Gnothaich: 4.2005.03(a)4

Highland Council YMI year 2

Budget

Actual

INCOME

Formula Funding Allocation

£ 219,511.00

£ 219,511.00

EXPENDITURE

Partnership costs

£ 38,000.00

£ 39,580.89

Musical Instruments

£ 6,000.00

£ 7,382.33

Training costs

£ 3,000.00

£ 358.50

Teaching Resources

£ 6,000.00

£ 5,744.79

Fèisean nan Gàidheal tuition programme

£ 166,511.00

£ 178,032.50

TOTAL

£ 219,511.00

£ 231,099.01

Tutor Fees

£ 124,414.41

Tutor Meals Accommodation

£ 19,140.84

Tutor Travel

£ 34,477.25

TOTAL

£ 178,032.50

Lochaber Fèisean Development

Àireamh air a' Chlàr Gnothaich: 4.2005.03(a)5

Fèisean nan Gàidheal Lochaber Development (Year 3)

01 August 2005 - 31 July 2006

INCOME	BUDGET	ACTUAL to 24.11.05
Main Project Income		
Fèisean nan Gàidheal - Highland Council	£ 10,000.00	£ 10,000.00
Lochaber Enterprise	£ 6,138.52	£ 0.00
Wheik LEADER+	£ 13,050.00	£ 0.00
Sub-Total	£ 29,188.52	£ 10,000.00
Cape Breton Visit Fees		£ 240.00
Total	£ 29,188.52	£ 10,240.00
Main Project Expenditure		
Salary	£ 19,545.00	£ 6,515.00
NI Contributions	£ 1,857.00	£ 625.04
Travel Expenses	£ 1,586.00	£ 292.45
Postage, Stationery, Telephone, Printing	£ 1,200.52	£ 238.85
Development Budget	£ 5,000.00	£ 2,753.04
Sub-Total	£ 29,188.52	£ 10,424.38
Total	£ 29,188.52	£ 10,184.38
Surplus/Deficit	£ 0.00	£ 55.62
Development Budget activity	£ 5,000.00	
Fiona Ironside (Uist)	£ 513.60	
Ingrid Henderson (Cape Breton)	£ 1,558.15	
Iain MacFarlane	£ 70.00	
Marion MacDonald	£ 72.50	
Ingrid Henderson (Cape Breton)	£ 468.79	

Gaelic Language Development and Meanbh-Chuilleag

Àireamh air a' Chlàr Gnothaich: 4.2005.03(a)6

Gaelic Language Development Strategy 2005/06

Income	Budget	Actual
Bòrd na Gàidhlig	£60,000.00	£ 30,000.00
Scottish Arts Council	£20,000.00	£ 18,000.00
Fèisean	£4,200.00	£ 379.00
Trusts, local contributions etc	£8,000.00	£ 1,750.00
Fèisean nan Gàidheal	£10,064.24	£ 5,032.12
Performance Fees	£18,750.00	£ 3,615.00
HIE	£15,000.00	
Comhairle nan Leabhraichean	£2,000.00	
Total Income	£138,014.24	£ 58,776.12
Surplus c/fwd from 2004/05		£ 127.20
FnG Gaelic Language Officer		
Officer (SCP29)	£22,512.00	£ 13,492.29
Employer Contributions	£2,476.32	£ 1,485.60
Expenses	£1,200.00	
4 Seasonal Gaelic language support workers	£11,160.00	£ 4,071.20
Employer Contributions	£1,227.60	£ 253.96
Expenses	£0.00	
Travel Costs	£2,000.00	
Contingency	£1,500.00	£ 748.47
Gaelic language training support	£5,000.00	
Drama Development Budget	£4,200.00	
Theatre-in-Education		
Director (SCP 29)	£22,512.00	£ 13,482.29
Employers Contributions	£2,476.32	£ 1,485.60
Expenses	£1,200.00	
3 Additional Theatre in Education actors for 15 weeks	£12,500.00	£ 700.00
3 Additional TIE Actors rehearsals for 2 weeks	£2,100.00	
Expenses	£11,250.00	£ 8,451.79
Vehicle Hire	£4,500.00	
Petrol Costs	£1,500.00	
Additional Travel e.g Ferries	£1,500.00	
Properties	£500.00	£ 249.65
Contingency	£1,000.00	£ 148.35
Shared Administrative Costs		
Office Rental	£6,000.00	£ 6,000.00
Photocopier	£200.00	
Telephone, post and printing	£2,500.00	£ 791.90
Printing of support & marketing materials	£3,500.00	£ 403.82
New Office Equipment	£1,000.00	
Fèisean nan Gàidheal Management Fee	£12,500.00	£ 12,500.00
Total Expenditure	£138,014.24	£ 64,264.92

Funding to the Fèisean from Fèisean nan Gàidheal for 2005-06

Àireamh air a' Chlàr Gnothaich: 4.2005.03(a)7

Name	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Other Grants	Development Fund	Total Grant Offered	Balance Paid	Outstanding Balance
The Highland Council									
Fèis an Earraich	£ 5,553.34	£ 2,776.66	£ 3,232.00	£ 1,440.00	£ 0.00	£ 0.00	£ 13,002.00	£ 6,248.00	£ 6,754.00
Fèis Lochabair	£ 1,833.33	£ 916.67	£ 3,500.00	£ 1,440.00	£ 0.00	£ 0.00	£ 7,690.00	£ 2,750.00	£ 4,940.00
Fèis Innis an Uillt	£ 0.00	£ 0.00	£ 442.00	£ 360.00	£ 0.00	£ 0.00	£ 802.00	£ 0.00	£ 802.00
Fèis nan Garbh Chrìochan	£ 3,955.33	£ 1,977.67	£ 3,800.00	£ 1,440.00	£ 0.00	£ 0.00	£ 11,173.00	£ 0.00	£ 11,173.00
Fèis Chataibh	£ 2,598.00	£ 1,299.00	£ 1,764.00	£ 1,440.00	£ 0.00	£ 0.00	£ 7,101.00	£ 2,923.00	£ 4,178.00
Fèis na Comraich	£ 0.00	£ 0.00	£ 1,560.00	£ 360.00	£ 0.00	£ 0.00	£ 1,920.00	£ 0.00	£ 1,920.00
Fèis Thròdairnis	£ 968.00	£ 484.00	£ 1,175.00	£ 1,020.00	£ 0.00	£ 0.00	£ 3,647.00	£ 0.00	£ 3,647.00
Fèis Rois nan Deugairean	£ 6,733.33	£ 3,366.67	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 10,100.00	£ 0.00	£ 10,100.00
Fèis Chille Mhòraig	£ 1,224.67	£ 612.33	£ 726.00	£ 1,440.00	£ 0.00	£ 0.00	£ 4,003.00	£ 0.00	£ 4,003.00
Fèis Eige	£ 427.33	£ 213.67	£ 0.00	£ 120.00	£ 0.00	£ 0.00	£ 761.00	£ 0.00	£ 761.00
Fèis Rois Òigridh	£ 8,472.67	£ 4,236.33	£ 4,880.00	£ 0.00	£ 0.00	£ 0.00	£ 17,589.00	£ 9,532.00	£ 8,057.00
Fèis Srath Fharragaig	£ 0.00	£ 0.00	£ 644.00	£ 120.00	£ 0.00	£ 0.00	£ 764.00	£ 0.00	£ 764.00
Fèis na h-Oige	£ 1,887.33	£ 943.67	£ 2,558.00	£ 900.00	£ 0.00	£ 0.00	£ 6,289.00	£ 2,123.00	£ 4,166.00
Fèis Air an Oir	£ 498.67	£ 249.33	£ 2,775.00	£ 396.00	£ 0.00	£ 0.00	£ 3,919.00	£ 1,388.00	£ 2,531.00
Feis Ghlinn Albainn	£ 0.00	£ 0.00	£ 2,380.00	£ 120.00	£ 0.00	£ 0.00	£ 2,500.00	£ 750.00	£ 1,750.00
Fèis Ratharsaidh	£ 1,947.33	£ 973.67	£ 0.00	£ 480.00	£ 0.00	£ 0.00	£ 3,401.00	£ 0.00	£ 3,401.00
Fèis a' Bhaile	£ 1,962.67	£ 981.33	£ 420.00	£ 720.00	£ 0.00	£ 0.00	£ 4,084.00	£ 0.00	£ 4,084.00
Fèis Spè	£ 2,312.00	£ 1,156.00	£ 1,650.00	£ 0.00	£ 0.00	£ 0.00	£ 5,118.00	£ 0.00	£ 5,118.00
Other Areas									
Fèis Dhun Eideann	£ 2,100.00	£ 0.00	£ 4,768.00	£ 3,000.00	£ 0.00	£ 873.00	£ 10,741.00	£ 698.40	£ 10,042.60
Fèis Chille Conbhal	£ 898.00	£ 0.00	£ 2,405.00	£ 0.00	£ 0.00	£ 0.00	£ 3,303.00	£ 0.00	£ 3,303.00
Fèis Arainn	£ 2,471.00	£ 0.00	£ 560.00	£ 0.00	£ 0.00	£ 0.00	£ 3,031.00	£ 1,853.00	£ 1,178.00
Fèis Obair Dheathain	£ 2,238.00	£ 0.00	£ 460.00	£ 1,200.00	£ 0.00	£ 0.00	£ 3,898.00	£ 0.00	£ 3,898.00
Feis Dhun Bhreatainn	£ 369.00	£ 0.00	£ 2,277.00	£ 600.00	£ 0.00	£ 0.00	£ 3,246.00	£ 0.00	£ 3,246.00
Fèis Òigridh Ghlaschu	£ 0.00	£ 0.00	£ 840.00	£ 300.00	£ 0.00	£ 0.00	£ 1,140.00	£ 0.00	£ 1,140.00
Fèis Lannraig a Tuath	£ 271.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 271.00	£ 0.00	£ 271.00
Fèis 'sa Mheadhan	£ 1,097.00	£ 0.00	£ 1,770.00	£ 600.00	£ 0.00	£ 500.00	£ 3,467.00	£ 1,223.00	£ 2,244.00

Western Isles Council

Fèis Tìr a' Mhurain	£ 2,703.00	£ 1,500.00	£ 1,184.00	£ 1,368.00	£ 0.00	£ 0.00	£ 6,755.00	£ 3,527.00	£ 3,228.00
Fèis Eilean an Fhraoich	£ 1,760.00	£ 2,000.00	£ 450.00	£ 600.00	£ 0.00	£ 0.00	£ 4,810.00	£ 3,320.00	£ 1,490.00
Fèis Tìr an Eòrna	£ 2,897.00	£ 1,500.00	£ 528.00	£ 900.00	£ 0.00	£ 0.00	£ 5,825.00	£ 3,673.00	£ 2,152.00
Fèis Bharraigh	£ 5,770.00	£ 1,500.00	£ 446.00	£ 1,800.00	£ 0.00	£ 0.00	£ 9,516.00	£ 5,828.00	£ 3,688.00
Fèis Eilean na Hearadh	£ 1,175.00	£ 1,500.00	£ 0.00	£ 300.00	£ 0.00	£ 0.00	£ 2,975.00	£ 2,381.00	£ 594.00
Fèis Taigh Dhonnchaidh	£ 0.00	£ 0.00	£ 1,500.00	£ 720.00	£ 0.00	£ 0.00	£ 2,220.00	£ 0.00	£ 2,220.00

Argyll & Bute Council

Fèis Latharna	£ 1,833.00	£ 1,500.00	£ 0.00	£ 1,440.00	£ 0.00	£ 0.00	£ 4,773.00	£ 2,875.00	£ 1,898.00
Fèis Mhuile	£ 0.00	£ 1,500.00	£ 0.00	£ 300.00	£ 0.00	£ 0.00	£ 1,800.00	£ 0.00	£ 1,800.00
Fèis Thiriodh	£ 1,725.00	£ 1,500.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 3,225.00	£ 0.00	£ 3,225.00
Fèis Ile	£ 445.00	£ 1,500.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 1,945.00	£ 0.00	£ 1,945.00
Feis Glaschu	£ 2,367.00	£ 0.00	£ 0.00	£ 600.00	£ 0.00	£ 0.00	£ 2,967.00	£ 1,775.00	£ 1,192.00
Fèis Inbhir Narann	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00

	Total Main Fèis	Total LA Grants	Total Follow-on	Total Ann. Hours	Total Other Grants	Total Dev.	Total pledged	Total paid out	Total still to pay out
Totals	£ 70,493.00	£ 34,187.00	£ 48,694.00	£ 25,524.00	£ 0.00	£ 1,373.00	£ 179,771.00	£ 52,867.40	£ 126,903.60

FÈISEAN NAN GÁIDHEAL
REPORT OF THE DIRECTORS AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2005

Nicolson
Chartered Accountants
& Registered Auditors
34 Church Street
Stornoway
Isle of Lewis
HS1 2JE

www.nicolsonCA.co.uk



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for the Year Ended 31 March 2005**

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COMPANY INFORMATION
for the Year Ended 31 March 2005

DIRECTORS: Catriona MacIntyre
 Ken Houston
 John Joe MacNeil
 Ken Mackenzie
 Fiona Johnston
 Kate Kerr
 Katie Adam
 Peggy Nicolson
 Joan Robertson

SECRETARY: Ken Houston

REGISTERED OFFICE: Meall House
 Portree
 Isle of Skye
 IV51 9BZ

REGISTERED NUMBER: 130071 (Scotland)

AUDITORS: Nicolson
 Chartered Accountants
 & Registered Auditors
 34 Church Street
 Stornoway
 Isle of Lewis
 HS1 2JE

**REPORT OF THE DIRECTORS
for the Year Ended 31 March 2005**

The directors present their report with the financial statements of the company for the year ended 31 March 2005.

PRINCIPAL ACTIVITY

The principal activity of the company in the year under review was that of the provision of support to Community Arts Festivals promoting Gaelic.

DIRECTORS

The directors during the year under review were:

Rita Hunter	- resigned 7.12.04
Kirsteen Graham	- resigned 7.12.04
Jessie Newton	- resigned 7.12.04
Christy Ann Skivington	- resigned 7.12.04
Catriona MacIntyre	
Ken Houston	
John Joe MacNeil	
Ken Mackenzie	
Fiona Johnston	
Kate Kerr	
Katie Adam	- appointed 7.12.04
Peggy Nicolson	- appointed 7.12.04
Joan Robertson	- appointed 7.12.04

The directors of the charity are its trustees for the purposes of charity law.

RESERVES POLICY AND RISK MANAGEMENT

The directors continually review the charity's activities and the risks to which it is exposed. This involves the identification of potential risks and the design of policies to manage and mitigate risk.

The directors also monitor the level of free reserves, and ensure that these are sufficient to sustain operations over the coming year.

It is the view of the directors that the level of reserves are satisfactory for the coming year.

STATEMENT OF DIRECTORS' RESPONSIBILITIES

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing those financial statements, the directors are required to

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUDITORS

The auditors, Nicolson, will be proposed for re-appointment in accordance with Section 385 of the Companies Act 1985.

FÈISEAN NAN GÁIDHEAL

**REPORT OF THE DIRECTORS
for the Year Ended 31 March 2005**

This report has been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies.

ON BEHALF OF THE BOARD:

.....
Ken Houston - Secretary

Date:

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
FÈISEAN NAN GÁIDHEAL**

We have audited the financial statements of Fèisean nan Gàidheal for the year ended 31 March 2005 on pages five to nine. These financial statements have been prepared in accordance with the Financial Reporting Standard for Smaller Entities (effective June 2002), under the historical cost convention and the accounting policies set out therein.

This report is made solely to the company's members, as a body, in accordance with Section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditors

As described on page two the company's directors are responsible for the preparation of financial statements in accordance with applicable law and United Kingdom Accounting Standards.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and United Kingdom Auditing Standards.

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you if, in our opinion, the Report of the Directors is not consistent with the financial statements, if the company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding directors' remuneration and transactions with the company is not disclosed.

We read the Report of the Directors and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of audit opinion

We conducted our audit in accordance with United Kingdom Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements give a true and fair view of the state of the company's affairs as at 31 March 2005 and of its loss for the year then ended and have been properly prepared in accordance with the Companies Act 1985.

Nicolson
Chartered Accountants
& Registered Auditors
34 Church Street
Stornoway
Isle of Lewis
HS1 2JE

Date:

**STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
for the Year Ended 31 March 2005**

		31.03.05		31.03.04	
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
Notes		£	£	£	£
INCOMING RESOURCES					
	Grants	356,028	382,988	739,016	547,019
	Income from events etc.	102,585	9,669	112,254	46,613
	Interest received	5,150		5,150	242
	Total incoming resources	463,763	392,657	856,420	593,874
DIRECT CHARITABLE EXPENDITURE					
	Staff costs	135,333	180,706	316,039	188,388
	Establishment and office expenses	22,175		22,175	19,641
	Grants awarded	159,722		159,722	127,022
	Staging of events etc.	64,035	71,783	135,818	77,979
		381,265	252,489	633,754	413,030
OTHER EXPENDITURE					
	Administration	47,051	63,129	110,180	44,806
	Fundraising	20,741		20,741	13,076
	Depreciation	6,361		6,361	9,339
	Capital expenditure		21,785	21,785	
		74,153	84,914	159,067	67,221
	Total resources expended	455,418	337,403	792,821	480,251
	Net incoming resources	8,345	55,254	63,599	113,623
	Transfers between funds	2,241	-2,241		
	Fund balances brought forward	15,067	129,742	144,809	31,186
	Fund balances carried forward	25,653	182,755	208,408	144,809

The notes form part of these financial statements

FÈISEAN NAN GÁIDHEAL

**BALANCE SHEET
31 March 2005**

	Notes	31.3.05 £	£	31.3.04 £	£
FIXED ASSETS					
Tangible assets	4		1,074		7,435
CURRENT ASSETS					
Stocks		2,306		2,571	
Debtors	5	70,171		36,860	
Cash at bank		267,650		167,427	
			340,127		206,858
CREDITORS					
Amounts falling due within one year	6	132,793		69,484	
NET CURRENT ASSETS			207,334		137,374
TOTAL ASSETS LESS CURRENT LIABILITIES			208,408		144,809
RESERVES					
<i>Restricted reserves:</i>					
Blas Festival	7		8,087		-
Training project	7		27,246		4,804
Lochaber development fund	7		(5,292)		(1,271)
Instrument bank	7		-		(3,547)
Schools project	7		152,714		129,756
<i>Unrestricted reserves:</i>					
Profit and loss account	7		25,653		15,067
			208,408		144,809

These financial statements have been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies and with the Financial Reporting Standard for Smaller Entities (effective June 2002).

ON BEHALF OF THE BOARD:

.....
Catriona MacIntyre - Director

Approved by the Board on

NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2005

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice, Accounting and Reporting by Charities ("SORP") issued in October 2000, applicable accounting standards and the Companies Act 1985.

Grants received and receivable

Turnover represents net invoiced sales of goods and services, excluding VAT, grant income, membership fees and other earned income.

Income from grants, including capital grants, is included in incoming resources when these are receivable, except as follows: -

- When grants must be used in future accounting periods, the income is deferred until those periods.
- When conditions are applied, the income is deferred until such time as the conditions are met.

When grants, including capital grants, are for particular restricted purposes, but which do not amount to pre-conditions regarding entitlement, the income is included in incoming resources when receivable.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery	- 25% on cost
Fixtures and fittings	- 20% on cost
Computer equipment	- 12.5% on reducing balance

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Pensions

The company operates a defined contribution pension scheme. Contributions payable for the year are charged in the profit and loss account.

2. OPERATING (LOSS)/PROFIT

The operating loss (2004 - operating profit) is stated after charging:

	31.3.05	31.3.04
	£	£
Depreciation - owned assets	6,361	9,339
Auditors remuneration	934	1,074
Pension costs	<u>1,420</u>	<u>-</u>
Directors' emoluments and other benefits etc	<u>-</u>	<u>-</u>

3. TAXATION

Analysis of the tax charge

No liability to UK corporation tax arose on ordinary activities for the year ended 31 March 2005 nor for the year ended 31 March 2004.

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2005

4. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST				
At 1 April 2004 and 31 March 2005	<u>26,500</u>	<u>73,712</u>	<u>3,196</u>	<u>103,408</u>
DEPRECIATION				
At 1 April 2004	23,955	70,695	1,323	95,973
Charge for year	<u>2,545</u>	<u>3,017</u>	<u>799</u>	<u>6,361</u>
At 31 March 2005	<u>26,500</u>	<u>73,712</u>	<u>2,122</u>	<u>102,334</u>
NET BOOK VALUE				
At 31 March 2005	<u>-</u>	<u>-</u>	<u>1,074</u>	<u>1,074</u>
At 31 March 2004	<u>2,545</u>	<u>3,017</u>	<u>1,873</u>	<u>7,435</u>

Fixed assets represent those assets acquired by the company which were not funded by restricted funds, and consequently the full value of some assets utilised by the company is not reflected in these accounts.

5. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.05	31.3.04
	£	£
Other debtors	<u>70,171</u>	<u>36,860</u>

Other debtors represent grants awarded but not received at the year ended, together with those retrospective claims for grant assistance which can be reasonably quantified.

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.05	31.3.04
	£	£
Bank loans and overdrafts	79,331	-
Trade creditors	-	1,078
Taxation and social security	5,206	4,693
Other creditors	<u>48,256</u>	<u>63,713</u>
	<u>132,793</u>	<u>69,484</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2005

7. RESERVES

	Profit and loss account £	Blas Festival £	Training project £	Lochaber development fund £	Instrument bank £	Schools project £	Totals £
At 1 April 2004	15,067	-	4,804	(1,271)	(3,547)	129,756	144,809
Deficit for the year	8,345	-	-	-	-	-	8,345
Transfer between funds	2,241	-	-	-	(2,241)	-	-
Grants received	-	50,568	91,732	21,177	-	219,511	382,988
Earned income	-	-	-	-	5,788	3,881	9,669
Salaries and expenses	-	-	(28,665)	(22,082)	-	(126,843)	(180,706)
Administrative costs	-	(30,406)	-	(3,116)	-	(32,723)	(63,129)
Other costs	-	(3,000)	(40,625)	-	-	(28,158)	(71,783)
Capital expenditure	-	-	-	-	-	(12,710)	(21,785)
At 31 March 2005	<u>25,653</u>	<u>8,087</u>	<u>27,246</u>	<u>(5,292)</u>	<u>-</u>	<u>152,714</u>	<u>208,408</u>

8. TRANSACTIONS WITH DIRECTORS

The directors of the company are members of organisations which receive grants from the company, and supply services to the company. Some directors also provide professional services - such as tutoring - to the company. The benefit from disclosing these transactions is, in the opinion of the directors, disproportionate to the cost involved.

**PROFIT AND LOSS ACCOUNT
for the Year Ended 31 March 2005**

	31.3.05		31.3.04	
	£	£	£	£
Turnover				
Grant income	356,028		547,019	
Membership fees	3,910		2,430	
Bank interest	5,150		242	
Management fees & other income	33,919		8,452	
Sale of books	2,087		2,705	
Instrument bank revenue	-		5,469	
Meanbh Chuileag	56,396		19,153	
Feis Alba	<u>6,273</u>		<u>8,404</u>	
		463,763		593,874
Expenditure				
Rent, rates and water	11,239		11,147	
Insurance	3,700		3,746	
Light and heat	1,921		1,144	
Telephone and fax	5,315		3,604	
Lochaber development	-		5,520	
Youth music initiative	600		881	
Cèol nam Fèis concerts	-		1,124	
Meanbh Chuileag	63,435		23,365	
Training	-		47,089	
Core salaries	125,353		182,398	
National Insurance	8,560		5,990	
Pensions	1,420		-	
Staff expenses	20,741		13,516	
Grants awarded	159,722		127,022	
Stationery and printing	11,989		8,930	
Publications	6,568		9,792	
Annual Conference	8,551		6,037	
Board expenses	3,298		3,633	
Other expenses	2,374		4,722	
Tracking project	5,473		-	
Child Protection costs	7,864		10,002	
Consultancy fees	-		176	
Auditors remuneration	934		1,074	
Depreciation of tangible fixed assets				
Plant and machinery	2,545		2,543	
Fixtures and fittings	3,017		6,529	
Computer equipment	<u>799</u>		<u>267</u>	
		455,418		480,251
NET (LOSS)/PROFIT		<u>8,345</u>		<u>113,623</u>

Fèisean nan Gàidheal

Crannchur nam Fèisean

Àireamh air a' Chlàr Gnothaich: 4.2005.04(a)

Background

Fèisean nan Gàidheal's second National Raffle draw took place at the Meall House, Portree, Isle of Skye on Friday 9 September 2005. The prize-winners are listed below:

Prize	Winner
£2,500	Alasdair Morrison
Macmeanmna CDs	Lena Gillies
CnF Books 1	Kelsie O'Brien
CnF Books 2	J Thomson
21 pce Spanner Set	Robbie MacDonald
Electric Kettle	Petrea Cooney
Stunt Kite	Sandra Morrison
R/C Plane	"Jamie"
Tir a'Mhurain Sweatshirt	Lena Walker
Picnic bag	Avril Fraser
An Drochaid CD	M Shannon
An Drochaid CD	Felicia Green
An Drochaid CD	Dr Fenton
An Drochaid CD	Calum MacKay
Bottle Whisky	Lindsay Dunbar

The Fèisean sold 10,454 tickets (compared to 11,868 last year), and a total of £5,227 was raised. The Fèisean kept 80% of ticket sales, therefore £4,181.60 was retained, and £1,045.40 was paid back to Fèisean nan Gàidheal, towards the costs of the first prize, and the printing of tickets.

The first prize was increased to £2,500 and an additional prize off £500 was offered to the Fèis who sold the most tickets, on top of the 80% profit they retained. This was awarded to Fèis Eilean an Fhraoich who were delighted. The total cost of running the raffle was £4,199.98 and Fèisean nan Gàidheal's main office raised an additional £667.60 through newsletter mailing sales. However, a loss of £2486.98 has to be carried by Fèisean nan Gàidheal although the prize was nearly doubled in terms of the money retained by the Fèisean.

The Fèisean needed to sell 25,000 tickets to cover the prize money, and if that had happened, they would have raised £10,000 for themselves. Sales at 50% of those needed have been achieved and we should, therefore, not be discouraged by this but one Fèis alone achieved 25% of total sales. Fèisean nan Gàidheal also have to cover staffing costs and time in running the National Raffle.

Board members are asked discuss whether to proceed with a third National Raffle.

Anne Willoughby
Oifigear Ionmhais agus Rianachd
An t-Samhain 2005

Fèisean nan Gàidheal

Adhartas a-rèir Phlana Leasachaidh Fèisean nan Gàidheal 2005-10

Àireamh air a' Chlàr Gnothaich: 4.2005.05(a)

Enclosed is a summary of the main developments recommended in the Development Plan, along with progress to date, which should aid Board members in monitoring progress.

1	Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities	Progress	2005-06	2006-07	2007-08
4.1.1	Grants Scheme for Fèisean	Ongoing and grants paid out as per agreements.	*	*	*
4.1.2	Reducing the burden on volunteers	Support workers in place and a range of support services that will be further developed. Policies which require to be implemented are made as easy as possible for volunteers.	*	*	*
4.1.3	Annual Conference	Held on 23 and 24 September in Aberdeen.	*	*	*
4.1.4	Insurance	Renewed and enhanced.	*	*	*
4.1.5	Musical instrument Bank	Ongoing and well used.	*	*	*
4.1.6	Disclosure checking	Ongoing – all tutors and volunteers now checked.	*	*	*
4.1.7	Maintenance of a Fèis Tutors database	Ongoing.	*	*	*
4.1.8	Developing, distributing and selling publications	Ongoing. New bilingual Fèis Fiddle Tutor Book published	*	*	*
4.1.9	Production and distribution of regular news and other information	<i>Faileas</i> still distributed as well as a wide range of other information.	*	*	*
4.1.10	Support for new Fèisean	New Fèisean given assistance with set-up and funding, if appropriate, from the New Developments Fund.	*	*	*
4.1.11	Supporting the development of Fèisean, or collectives of Fèisean, wishing to become more independent	Supporting Lochaber Fèisean and Fèis Spè.	*	*	*
4.1.12	Extending support for the Fèisean outwith the 'traditional' Fèis local authority areas	Looking at viability of an officer to cover these areas, following conference in Aberdeen, and submission to SAC.		*	*
2	Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves				
4.2.1	Prepare a Gaelic Language Policy for Fèisean nan Gàidheal, which will be adopted by members of the organisation	Policy prepared and adopted by Board. Has still to be issued formally, along with guidance.	*		
4.2.2	Develop a Gaelic Language Development Team	Dougie Beck in place and Sgioba-G project running. Looking at further developments with Bòrd na Gàidhlig funds	*		

4.2.3	Develop mechanisms for the delivery of our Gaelic Language Policy within Fèisean nan Gàidheal	Sgioba-G, Gaelic policy implementation and Fèis Gaelic plans.		*	*
4.2.4	Develop wholly Gaelic-medium Fèisean and Gaelic-medium tuition at existing and new Fèisean	6 Fèisean now GM, and GM tuition being developed. No new Fèisean admitted for membership without Gaelic commitment.		*	*
4.2.5	Development of Gaelic Drama	Meanbh-Chuilleag looking at this at present. Drama Fèis being investigated for Argyll and Drama summer school idea being mooted. Bòrd na Gàidhlig and SAC carrying out Gaelic drama review.		*	*
3	Develop the work of the Fèisean within the formal education sector				
4.3.1	Youth Music Initiative contract in Highland	Ongoing, and running successfully.	*	*	*
4.3.2	Potential for Youth Music Initiative contract work in other areas	Work ongoing in East Lothian also, with Fèis Dhùn Eideann.	*	*	*
4.3.3	Gaelic Language work in schools	Various small-scale projects have been carried out but scope for many more.	*	*	*
4.3.4	Other formal educational work	Gaelic Radio Project involving school pupils and local radio.		*	*
4	Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean				
4.4.2	Development of Blas – Celebrating Highland Music	First Blas ran successfully. Plans well advanced for 2006 and beyond, but funding needs to be resolved.	*	*	*
4.4.3	Continuing support for Fèis Cèilidh Trails	Within Blas budget, so dependent on this running.	*	*	*
4.4.4	Encourage local Fèisean to archive material which could be utilised in teaching situations in their area	Archiving project to be carried forward, but radio project a good first step.		*	*
4.4.5	Gaelic Arts Strategic Development – GASD	Ongoing work and FnG involved as a partner and as a deliverer of certain elements. Second round of applications being invited now.	*	*	
4.4.6	Inter-Fèis activities	Visits to other Fèisean carried out by Lochaber Fèisean this year, plus Fèis Bharraigh celebrations drew on other WI and mainland Fèisean.	*	*	*
4.4.7	Traditional Music Tutor Training Network – TMTTN	Ongoing work, and now looking at promotion of PDA and development of an advanced certificate.	*		
5	Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement				
4.5.1	Retain a Training Development Officer	Retained for now and pulling funding together, with success.	*	*	*
4.5.2	Annual Training Programme	Programme will be run as soon as funding is secured, but some workshops are happening as of now.	*	*	*

4.5.3	Teenage provision within the Fèis movement	Will continue to support Fèis Rois nan Deugairean, and will support other Fèisean wanting to make specific provision.	*	*	*
6	Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities				
4.6.1	Networking	Ongoing – various presentations at events and presence at open days/PR –based events.	*	*	*
4.6.2	Advocacy	Always ongoing.	*	*	*
4.6.3	International Links	Lochaber Fèisean visited Celtic Colours this year. Links through Blas to Cape Breton and Ireland.		*	*
4.6.4	Promotion and Marketing	Will be part of Chris Deplano’s remit to raise profile and issue press releases more regularly than in the past.		*	*
4.6.5	Information	Information of all kinds disseminated.	*	*	*
4.6.6	Website and ICT	Will look at moving website to a content management system such as Sitekit. Part of SAC submission as a one-off cost.	*	*	*
4.6.7	Showcasing opportunities	Fèis Bharragh Ceòl nam Fèis concert a great success, and we used Blas to showcase Fèis participants.		*	*

Arthur Cormack
Stiùiriche
An t-Samhain 2005



Fèisean nan Gàidheal Training Plan Evaluation of Training Programme

Final Report



November 2005

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SECTION 1 Executive Summary

This training programme evaluation report examines the delivery and outcomes of Fèisean nan Gàidheal's Training Plan for the period February 2003 to February 2005. Section 2 describes the evaluation exercise brief, future plans and the requirements of the report.

Section 3 provides an analysis of the training information and data provided by Fèisean nan Gàidheal's Training Officer and summarises the key aspects of and comments about the training programme as provided by course participants on their course evaluation forms (Appendix A). 30 individual courses were planned and 27 took place during the period covered by the evaluation. A total of 230 individuals were involved in receiving training through the programme and the total number of actual course participant places was 263 (27 participants having attended one or more courses on 60 occurrences across 20 courses).

The majority of individual training course places were taken by females (70%) and the main participant age group was from the 25 to 49 age group (54%) with the next most prominent age group being the 50+'s (21%). Of the younger age groups, the most prominent was in the 16 to 24 age range (12%).

The majority of individual training course places were filled from mainland Highland (39%) with the Highland, Western Isles and Argyll and Bute Islands contributing (33%) and the remainder coming from the rest of mainland Scotland (28%). 54 individual training course participants (23%) indicated that they had previously tutored at one or more Fèis and 66 individuals (29%) had a specific musical discipline with 29 of these (44%) being 'multi-disciplined'. A total of 69 participants (26%) indicated that they were pursuing Level 1 and/or Level 2 Tutor Training during the period.

During the training programme period, a total of 797 comments were received from course participants on their course feedback forms, with the overall majority being entirely positive of the Fèisean nan Gàidheal training experience. Of those that provided constructive criticism, the key aspects for future consideration include:

- reach of the training programme into the Fèisean movement and encouragement/incentive to attend;
- information about courses, widening the appeal, providing structured, clear course agenda;
- timing and duration of courses and course segments;
- quality of venues as they impact on the training/learning experience;
- ensure a balance between generic training and training directed more specifically at individual Fèis requirements;
- ensure a balance of information covered/provided on courses and consideration of other methods of dissemination to avoid overload;
- reported need for more 'technical' training, covering the specifics of the language, the individual disciplines/artforms, teaching techniques, IT.
- information about pathways for future learning.

Section 4 presents the results of a follow-up survey carried out throughout September/October 2005 in which we contacted a total of 216 individuals (82%), including participants, tutors and Fèis nan Gàidheal staff. Of these contacts by e-mail and telephone, we received 79 responses (37%) (Appendix B).

Of those respondents who answered the range of questions asked (Appendix C), the overwhelming majority (98%) said that the training course they attended had met their expectations. More than half (59%) said that they still receive information about Fèis courses and most (79%) wanted to be kept informed. Slightly less than half (44%) said that they tutored at Fèis and a further 14 (52%) said that they would like to tutor.

Less than a third (30%) said that they had attended a Level 1 Tutor Training induction course for new tutors and 14 (45%) said that they would be willing to attend an induction course.

More than half (54%) said that they were Gaelic speakers and used Gaelic in their tutoring (56%). A further 33 (72%) said that they would consider taking an assisted course in Gaelic language to improve their fluency.

The benefits of meeting and sharing ideas, opinions and experience with other like-minded people were appreciated and remarked upon by many. The call for more and similar courses and training opportunities also featured strongly, especially on the Western Isles and generally by taking training to communities rather than people having to travel distances to courses. Key aspects for future consideration also include:

- finding ways of encouraging higher levels of uptake of training courses, especially amongst Fèis volunteers, supervisors and committee members;
- providing more specific training opportunities on areas such as Gaelic language, IT (generic and specific), technical and tutoring skills;
- structuring future training opportunities to match skills levels of trainees, e.g. beginner, intermediate, advanced, refresher;
- providing a suite of training routes to enable trainees to pick ones that match their availability of time and can be accessed around their other life and work commitments.

Section 5 describes the complementary Teenage Programme of training opportunities, covering Teenage Groupwork weekends in Inverness, Sutherland and the Western Isles as well as a summary of the annual professional development summer school, Fèis Alba, 2003, 2004 and 2005. From the information supplied by Fèisean nan Gàidheal, the evaluation shows that the Teenage Programme delivered during the period covered was very successful, reaching 63 participants including secondary school pupils and individuals in the age group 16 – 25,

Section 6 assesses the training programme outcomes against the original Training Plan objectives and targets and uses the Learning Evaluation and Planning (LEAP) model to present the information in a manner that ought to enable Fèisean nan Gàidheal to identify what future changes are required in order to maintain, develop and continue an effective training programme.

Section 7 presents the overall findings of the evaluation study across the Training Plan's four identified priority areas for action with regards to training:

- Business (Festival) Development Skills;
- IT and Communications Skills;
- Gaelic Language;
- Music Tuition Training for Tutors.

This is summarised in the following table:

Training Plan Priority Area	Planned (Training Plan)	Delivered
Business Developmental Skills	8 x one-day Fèis Development for Organisers courses	8 courses delivered – reaching 50 participants (10 planned, 2 did not take place)
IT & Communications Skills	4 x IT for Fèis Organisers courses	1 course delivered – reaching 8 participants (elements of IT training included in Business Development Skills courses)
Gaelic Language	Offer a maximum of 30 places on SMO "Access to Gaelic distance learning course; 2 x Gaelic Song Writing Workshops; Support and develop the Màiri Mhòr Gaelic song writing Fellowship	7 courses delivered – reaching 67 participants, including 12 "Access to Gaelic" distance learners
Music Tuition Training for Tutors	1 x two-day Level 1 Tutor Training Workshop per annum; 1 x two-day Level 2 Tutor Training Workshop per annum; 8 x Fèis Tutor (discipline specific) Workshops; Plan & develop SQA accredited tutor training course (Level 3)	11 courses delivered – reaching 138 participants (12 planned, 1 did not take place); SQA accredited tutor training course – the Certificate in Music Tuition - validation took place in June 2004 and was launched in Perth in August 2004
Total Training Opportunities:	28 courses	27 courses – reaching 263 course place participants (30 planned, 3 did not take place)

The feedback from the participants to the individual training courses and the comments received to the follow-up survey all portrays a picture of success for the Training Plan and Programme.

Table 9 in Section 6 (pages 55-56) sets the observations and comments received through the course feedback forms and from the follow-up survey against the 4 Training Plan Priority Areas.

In order to build on and progress the delivery and achievements arising from the first Training Plan, Fèisean nan Gàidheal faces 4 key challenges:

1. securing ongoing funding in order to maintain and develop the training programme;
2. encouraging a more consistent uptake of training places across the range of courses offered;
3. continuing to identify the real training and development needs of its staff, tutors, Fèis organisers, committees, supervisors and participants;
4. putting in place a more robust system for the collection and management of training records.

Section 7 concludes with recommendations to address these challenges, summarised as follows:

- The evaluation of the Training Plan and programme for 2003 to 2005 demonstrates a level of reach and success that merits ongoing investment in a manner that clearly puts training at the heart of everything the organisation does. Consideration should therefore be given to the 'mainstreaming' of training within Fèisean nan Gàidheal's core budget, removing training from the time-consuming and unpredictable processes of seeking project funding – it is recommended that this becomes a medium to long-term aim;
- While there is a reasonable awareness of the Fèisean nan Gàidheal Training Plan and programme amongst its intended audience and a general willingness by many to be kept informed of future training opportunities, there is a challenge in turning this awareness/willingness into actual attendance on courses. Some consideration should perhaps be given to structuring future training opportunities in line with the roll out of Individual Learning Plans (ILP's) for all those involved (see below) and taking a longer-term view of realising skills and personal development within the movement over a period of time. This would potentially allow for more targeted training where and when it is required. A menu of one-to-one, self-learning, distance learning, e-learning and group training/coaching/mentoring might also prove an effective way of providing training opportunities to suit the availability and readiness of the individual. Making more interactive use of Fèisean nan Gàidheal's own website for the dissemination of information about training needs, opportunities and successes should also be considered;
- Working to put in place a more structured system, as mentioned above, tailored to the training and development needs of the individual that in turn will support the needs of and add value to the organisation, would appear to be a logical next step and enhancement of the piloted training programme. Individuals involved with the Fèis movement, in whatever capacity, need to be working with Fèisean nan Gàidheal to work through some form of structured assessment of their learning needs in relation to their involvement (specific role/job). To do this, one model might be the development of Individual Learning Plans (ILP's) addressing the following:
 - think about and list your main Fèis activities, tasks and responsibilities;
 - think about and list your own current goals, objectives & targets in relation to the Fèis;
 - think about and list your own personal challenges faced and skills/knowledge gaps in relation to the Fèis mapped against your personal skills, strengths and qualities that you can build upon;
 - think about and list available local support mechanisms and what relevant courses might be available and prioritise your future actions in support of the Fèis and take action;
 - monitor and review the benefit to the individual and the Fèis of this training and development action.
- In order to more efficiently collect information about training needs; identify mutually beneficial opportunities (to the organisation and the individual); organise relevant and appropriately delivered courses; record and disseminate information on course attendance, feedback on benefit, experience and performance; and plan an effective future training programme, Fèisean nan Gàidheal needs to make better use of technology to build an information rich training database based on the data collected during the pilot Training Plan period.

SECTION 2 Evaluation Brief

Introduction

As an integral part of its development, Fèisean nan Gàidheal has been committed to providing training for its staff, tutors, organisers and volunteers throughout its existence, and in order to progress this and provide a comprehensive training programme, it was decided to appoint a dedicated Training Officer. The Training Officer (Iona MacDonald) was appointed and began work in May 2002. The post was funded by the Scottish Arts Council and Highlands & Islands Enterprise.

SAC Lottery Funding for the plan was approved in July of that year, but was dependent on successful applications for match funding. Application was made to the European Social Fund in September 2002, and to a variety of other funders. The ESF funding was awarded on a multi-annual basis (Jan 2003–December 2004) and following completion of that period, and the SAC lottery funded plan, an evaluation of the effectiveness of the programme as a whole is now required to satisfy the terms of the funding offers.

The Training Plan

Funding for the plan was agreed on the basis of the following outcomes:

- One FnG accredited Level 1 entry-level 2-day workshop annually
- One FnG accredited Level 2 tutors 2-day workshop annually
- 8 One-day FnG accredited discipline-specific workshops annually in at least 4 locations and disciplines within the Highlands and Islands
- 2 Weekend Gaelic Song-writing workshops
- Working with partners to develop an SQA-approved course for delivery from Autumn 2003 onwards
- Working with partners to develop training for Gaelic drama tutors
- Supporting up to 20 tutor places on SMO's Access to Gaelic distance learning course
- Various other complementary workshops.

Additional Training

In addition to those training topics included under the plan, a number of other training initiatives have also taken place. Teenage Group Workshops have taken place in Sutherland and in Lewis, in addition to Fèis Alba, held at Plockton High School in July 2003. This 4-day school was for young musicians (16–25) and included workshops on the key elements of Performance, Recording, Composition and Tutoring with experts in the particular fields. A number of Regional Training Sessions have been run throughout the Highlands for Fèis organisers. These have dealt with topics such as Funding, Special Needs, Risk Assessment, Child Protection and Disclosure Scotland, as well as internal management issues specific to Fèisean nan Gàidheal and its membership. For the past two years, 20 additional places have been funded at Fèis Rois nan Deugairean to enable teenagers who could not otherwise afford the expense, to attend this Fèis at Gairloch and to benefit from the additional classes and mixing with like-minded young people.

In order to support the funding offered by the HIE Network and Comunn na Gàidhlig, successful applications were also made to the Scottish Arts Council and to the European Social Fund, under their Measure 3.4 Developing Adaptability and Entrepreneurship. The application submitted to the SAC also included an element of training for Fèis participants, and for support of the Màiri Mhòr Fellowship. SAC funding runs from July 2002–July 2005 and supports an application for £378,000 worth of training (SAC granted £94,000). The application to the European Social Fund covers the period from January 2003 to December 2004 and supports an application for £201,466 worth of training over that period (of which they have granted £98,000). Approximately 150 participants have benefited from the training plan, with a further 50+ benefiting from the ‘teenage’ workshops and Fèis Alba professional development for 16-24 year old participants.

Future Plans

With available funding, the training programme is set to continue through 2005-06. Evaluations of each individual event have been/will be carried out, and modifications to the plans are made based on this information from participants and tutors. With the SQA-validated Certificate in Music Tuition expected to come onstream in various colleges shortly, it is likely that Fèisean nan Gàidheal will be at the forefront in the pilot phase. Discipline-specific workshops will continue in various locations, providing existing tutors with additional repertoire and placing the material in context, as well as the chance of a “masterclass” experience from foremost performers in the Gaelic traditional genre, and a rolling programme of training events is in development. It is anticipated that applications for further funding to see the project through to its completion will be favourably received.

Purpose of the report

The purpose of the report is to provide an independent evaluation of the training programme carried out so far, outlining its benefits to the trainees and to the organisation. We also require the report to make recommendations for further training within the Fèis movement, for the benefit of staff, tutors and Fèis organisers, and to investigate potential sources of funding for a continuing programme of training.

SECTION 3 Analysis of Training Information and Data provided

In this Section we specifically report on the analysis of the data provided by Fèisean nan Gàidheal and summarise the key aspects of and comments on the training programme as provided by course participants on their course evaluation forms. The qualitative comments provided by the individual course participants are contained in Appendix A to this report.

Fèisean nan Gàidheal provided information about the training courses held during the period February 2003 to February 2005. This included a MS Excel spreadsheet detailing information about the training participants and tutors and hard-copy information about the individual courses, feedback forms and supporting paperwork.

In total, during the training period, 30 courses were scheduled with documented evidence of 27 having taken place [see Table 1]. The total number of individuals participating in the training programme was 230. The supplied paperwork showed that the actual number of training course participants was 263, (including those undertaking a distance learning course), with 27 participants attending one or more training course (on 58 occurrences across 20 courses). Of the 263 participants, there is no course paperwork for 12 ('Access to Gaelic/Distance Learning' course, although 3 had consent forms). According to the supplied paperwork, during the training period a total of 11 Tutors were employed. 13 of the individual training course participants indicated that they were unemployed at the time of undertaking the specific course; 165 indicated that they held an educational qualification of some description. Under the funding conditions of the Training Programme, a total of 180 of the individual training course participants were ESF Eligible.

Table 1: Training Courses Held and Participants Attending

Name of Course		Name of Course	
Access for All/special needs*	0	Playing for Ceilidh Dancing*	0
Access to Gaelic (D/L)	12	Regional Training FW	7
Collecting Culture FW	7	Regional Training (Harris)	9
Dance in the Highlands	14	Regional Training (Inveraray)	8
Drama/Fèis Supervision	3	Regional Training (Oban) A&S	8
Elementary Food Hygiene*	0	Regional Training (Uist)	9
Fiddle-Glenfinnan (HFT)	10	Song Writing (Making songs)	6
First Aid for Child Carers	2	Theatre Tech (Glasgow)	19
Gaelic Short Course (SMO) G6	3	Tutor Training (Inverness)	6
Gaelic Song & Story (SMO)	23	Tutor Training (SMO) 2003	22
Gaelic Song (Uist) - The Stories	6	Tutor Training (SMO) 2004	22
Gaelic with Ailig (GBC)	4	Tutor Training (SMO) 2005	20
Gesto Weekend	13	Tutor Training (WI) (3 locations)	18
Glenfinnan - Piping-W/end	8		
Highland Regional Training	4	Total Participants:	263
30 courses scheduled; * denotes 3 courses not held = 27 courses held			

The following charts show the gender, age group and location of the individual course participants.

Chart 1: Fèis Trainees - Gender

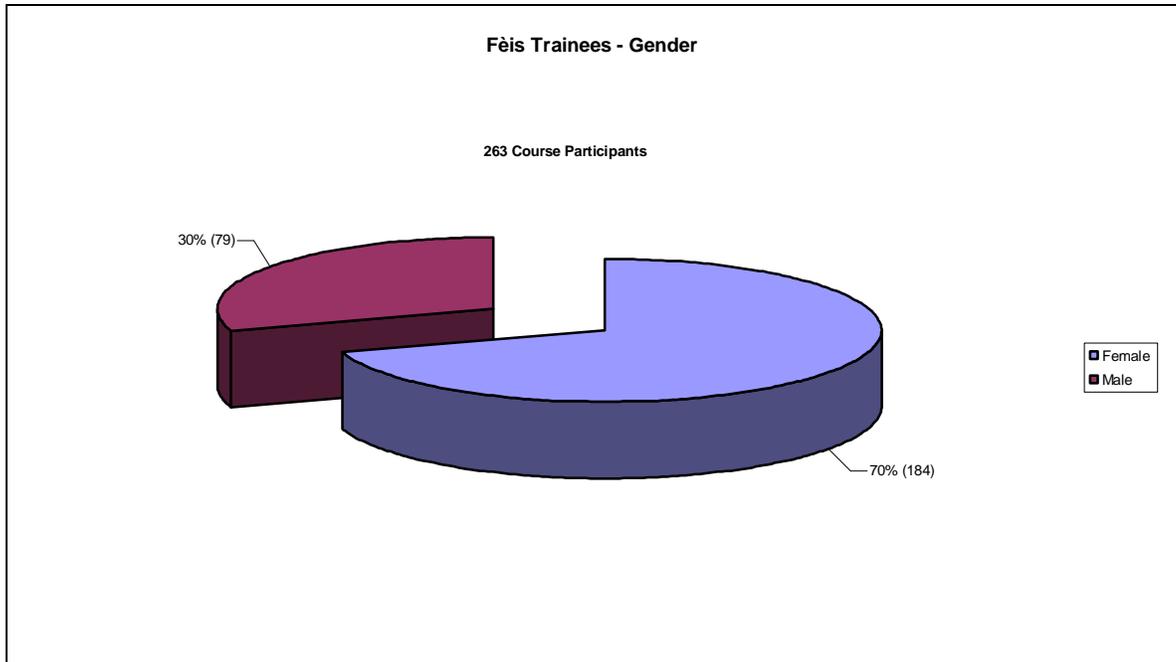


Chart 2: Participant Age Group

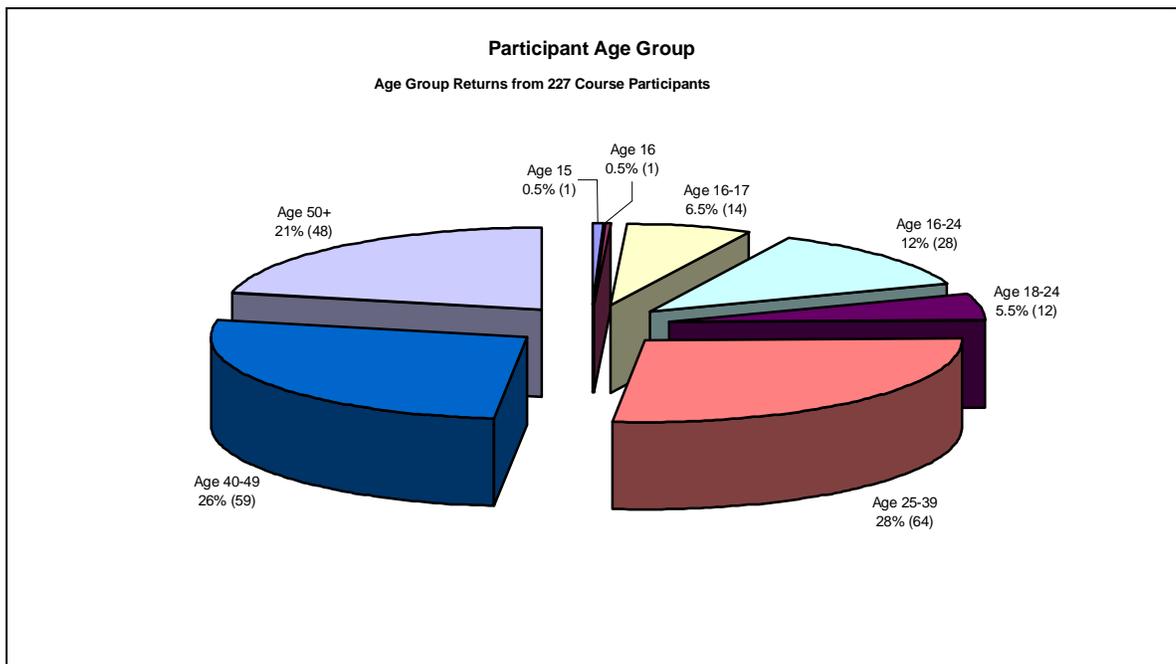


Chart 3 – Mainland Highlands – Participant Location

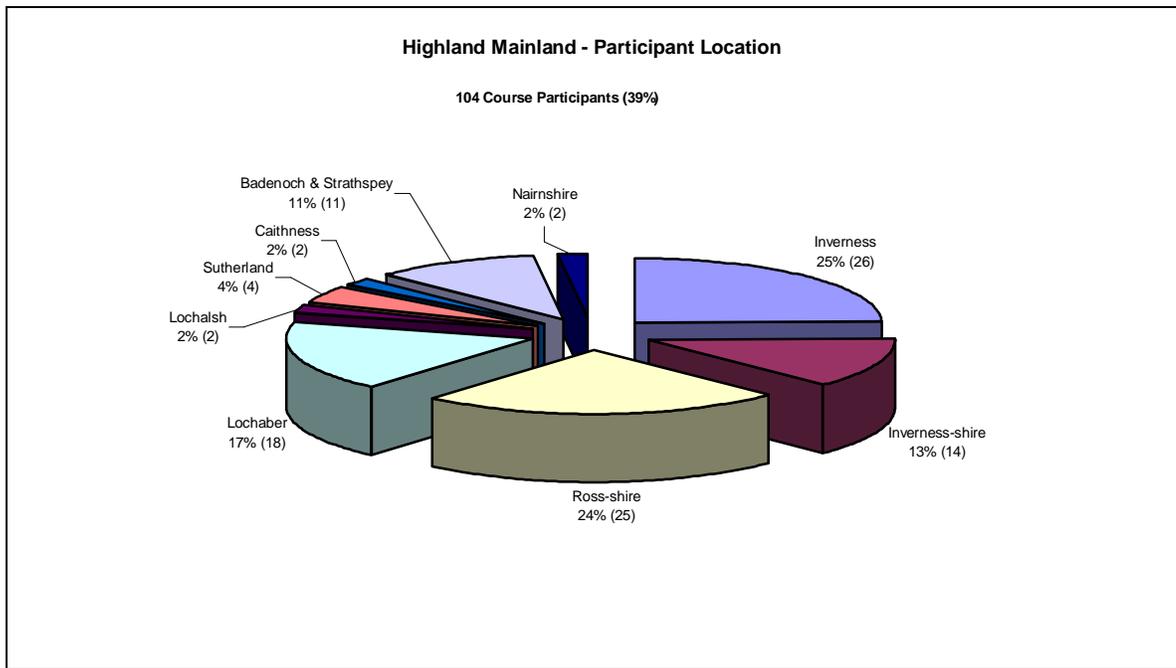


Chart 3 – Islands – Participant Location

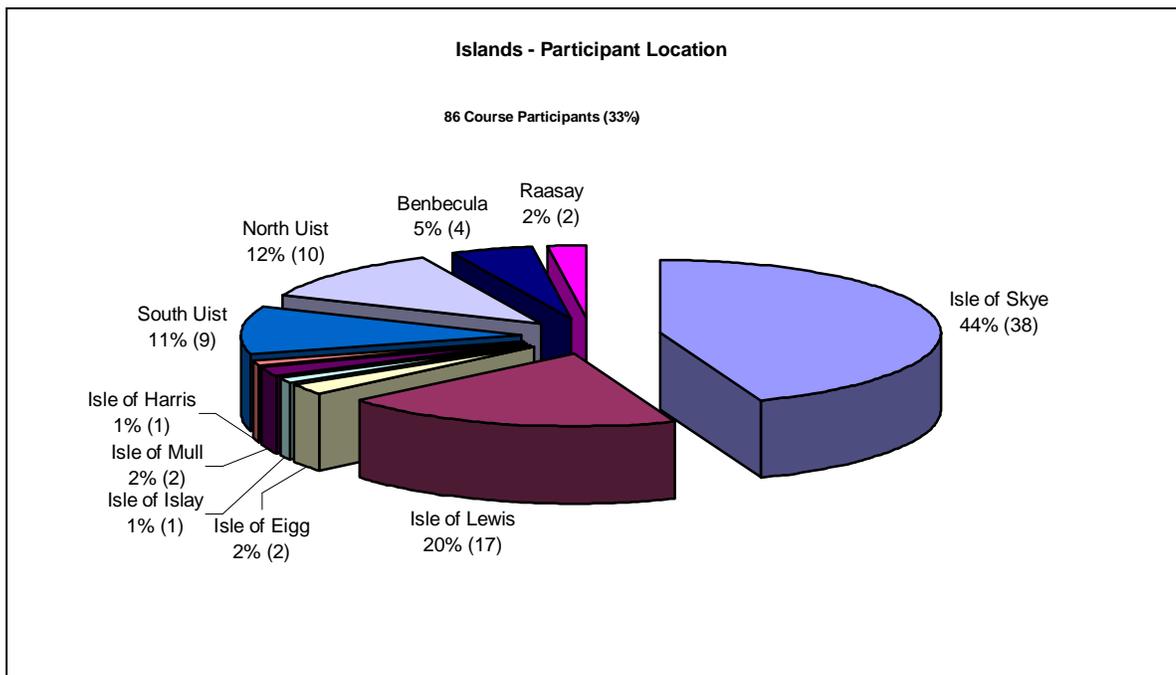
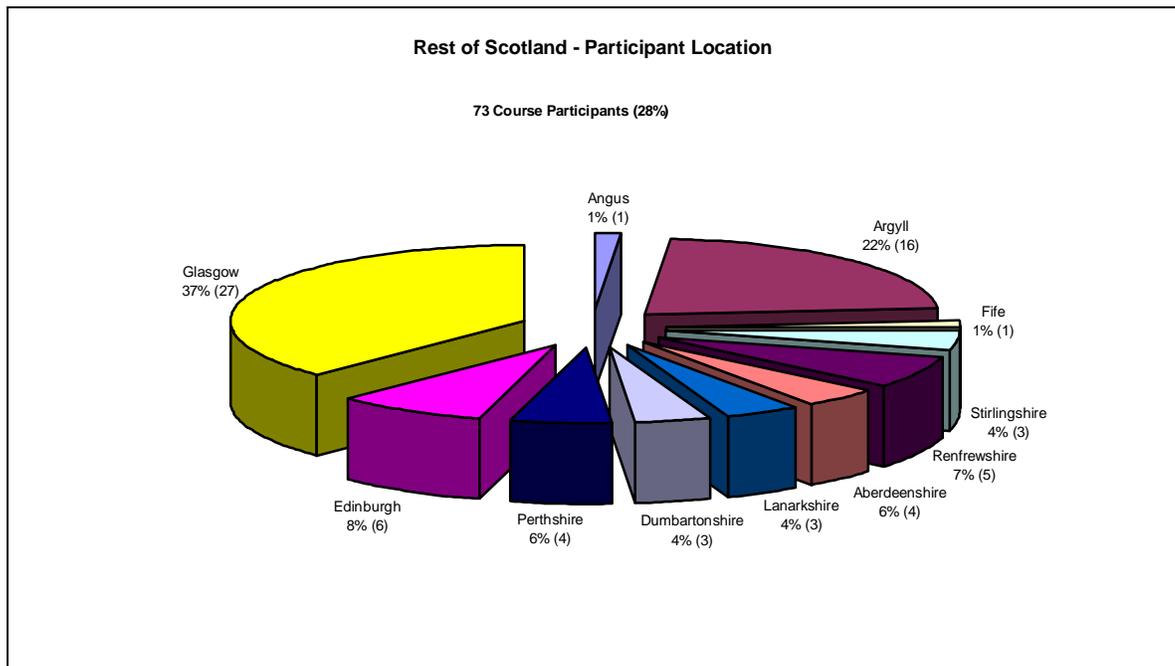


Chart 3 – Rest of Scotland – Participant Location



54 of the individual training course participants had previously tutored at one or more Fèis. [see Table 2]:

Table 2: Fèis Tutored at

Fèis Tutored at		Fèis Tutored at	
Fèis a Bhaile	7	Fèis Lochabair	4
Fèis Acharacle	2	Fèis Mhuile	2
Fèis Air an Oir	1	Fèis na Comraich	2
Fèis Alba	1	Fèis na h-Oige	2
Fèis an Earraich	8	Fèis Obar Dheathain	1
Fèis an Eilean (not FnG)	1	Fèis Ratharsaidh	2
Fèis an Sabhail (not FnG)	1	Fèis Rois	10
Fèis Arainn	1	Fèis Rois Oigridh	2
Fèis Bharraigh	3	Fèis Spe	5
Fèis Chataibh	5	Fèis Strath Fharragaig	3
Fèis Chille Mhoraig	3	Fèis Thiriodh	1
Fèis Dhun Bhreatuinn	1	Fèis Tir a' Mhurain	4
Fèis Dhun Eideann	2	Fèis Tir an Eorna	4
Fèis Ghlinn Albainn	2	Fèis Trotternish	2
Fèis Inbhir Narann/Strathnairn	4		
Fèis Latharna	4	Total tutored at:	90

Of the total number of individual training course participants, only 2 indicated that they had attended the Level 1 Induction Course. 6 of the individual training course participants indicated that they intended to tutor following the training. 41 of the individual training course participants indicated that they were pursuing Level 1 training; 26 indicated that they were pursuing Level 2 training; and 2 indicated that they were pursuing Levels 1 & 2 training.

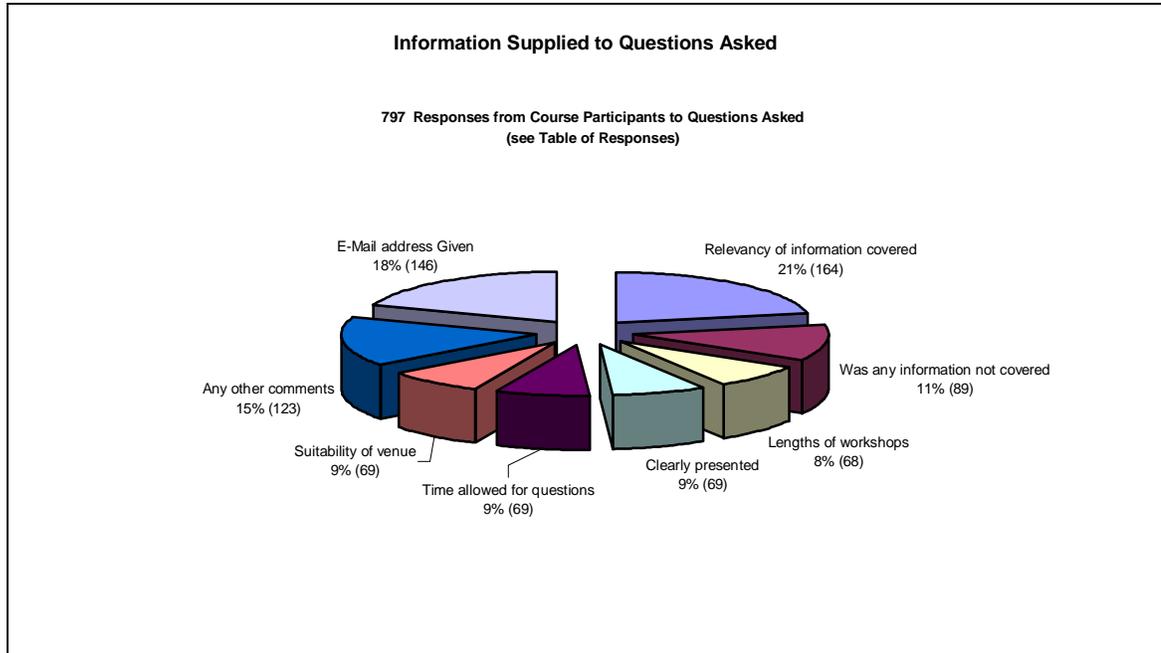
A total of 18 individual training course participants indicated that they had been awarded a Certificate of Course Completion and 95 individual training course participants indicated their musical discipline, with 29 being 'multi-disciplined' and 66 being 'single instrument disciplined'. The range of musical disciplines is outlined in Table 3.

Table 3: Musical Disciplines of Training Participants

Musical Disciplines of Training Participants	
Accordion	10
Bagpipes	7
Bodhran	2
Button Box	1
Cello	1
Clarsach	1
Drums	1
Fiddle	26
Gaelic Song	7
Guitar	2
Keyboard	1
Piano	2
Step Dancing	1
Whistle	4
Accordion & Drums	1
Cello & Piano	1
Clarsach & Song	1
Clarsach, Fiddle & Gaelic Song	1
Fiddle - learning whistle & Guitar	2
Fiddle & Accordion	1
Fiddle & Pipes	2
Goose, Fiddle & Keyboard	1
Guitar & Whistle	1
Keyboard & Accordion	2
Keyboard & Fiddle	1
Multi	3
Piano & Accordion	3
Pipes & Chanter	1
Pipes & Guitar	1
Pipes & whistle	1
Violin & Fiddle	1
Whistle & Flute	3
Whistle, guitar & bodhran	1
Whistle, Keyboard, Guitar (decreasing proficiency)	1

Chart 4 shows the number of individual training course participants who provided feedback on the training received.

Chart 4: Information Supplied to Questions Asked



Summary of the key aspects/comments on individual courses from participants' feedback forms

Course Name	Date of Course	Location of Course
Access for All - Seminar on Special Needs: awareness, legal and funding aspects of Special Needs	21 August 2004 – half-day	Culloden – no uptake, to be re-run.

Course Name	Date of Course	Location of Course
Access to Gaelic (Distance Learning)	Sept 2003 - Oct 2004	Distance Learning/SMO – Candidates registered with Sabhal Mòr Ostaig, no comments. [SEE Section 4 for follow-up]

Course Name	Date of Course	Location of Course
Collecting Culture – 5 feedback forms on file	18 September 2004	Lochaber College, Fort William

Relevancy of information covered: Good guidelines and practical advice given.
 Was any information not covered: No.
 Length of workshop: Good, with one request for a week's course next time.
 Clearly presented: Very good presentation and delivery.
 Time allowed for questions: Yes.
 Suitability of venue: Excellent.
 Any other comments: 'Thank you for another well organised and well run course'.

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Course Name	Date of Course	Location of Course
Dance in the Highlands – 10 feedback forms on file	26 April 2003	Inverness

Relevancy of information covered: No comments.
 Was any information not covered: No comments.
 Length of workshop: No comments.
 Clearly presented: No comments.
 Time allowed for questions: No comments.
 Suitability of venue: No comments.
 Any other comments: Better than expected; right balance between talk and dancing; explanation to dancers about bars and music would be good if run this course again; tutor's knowledge of the history of dance is informative and interesting; advice on how dances should be planned was helpful; training should be offered to people outwith Fèisean who are involved in teaching ceilidh/step dancing; didn't know many of the old reels and this will be good for teaching the kids; not impressed with Hotel food.

Course Name	Date of Course	Location of Course
Drama/Fèis Supervision – 3 feedback forms on file	30 January 2004	Edinburgh

Relevancy of information covered: Very useful; learnt a lot; covered child protection; topics generally covered thoroughly – although more time on planning (specifically on supervision) would have been useful; lack of a structured timetable meant some activities (games/activities) were not covered fully.
 Was any information not covered: More information on qualification for tutors.
 Length of workshop: Felt day was a bit long – especially with the travelling.
 Clearly presented: No comments.
 Time allowed for questions: No comments.
 Suitability of venue: No comments.
 Any other comments: Informal atmosphere/small number of attendees meant ample time for discussion; useful to hear of experiences at other Fèisean (positive or negative); already aware of content of session and felt that all aspects were covered and learned some new information; we need more workshops like this.

Course Name	Date of Course	Location of Course
Elementary Food Hygiene	Various	Various – external course available, data sheet prepared to advise fèisean should they wish to attend, no uptake thus far

Course Name	Date of Course	Location of Course
Fiddle-Glenfinnan (Highland Fiddle Tunes) – 8 feedback forms on file	7 & 8 February 2004	Glenfinnan

Relevancy of information covered: Magic!; met all expectations; great tutors; we covered more tunes than I could have expected; taught in a way that made it the most enjoyable workshop I've been to; we learned great tunes that I have been able to use in classes and concerts; the essence of the tradition of the music was communicated in a unique and valuable way; improved my style and my feeling for 6/8!
 Was any information not covered: Maybe a bit more singing of tunes, to get a better feeling for timing and rhythm.

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Length of workshop: No comments.
 Clearly presented: No comments.
 Time allowed for questions: No comments.
 Suitability of venue: Great accommodation and setting; very relaxed and excellent laid back Highland hospitality.
 Any other comments: More weekends like this; when is the next one?; beautiful surroundings; would love to come again; can this be a regular event?; covering so many tunes gave us a chance to pick the ones we really liked and hold on to them and learn them properly.

Course Name	Date of Course	Location of Course
First Aid for Child Carers Course- external course run by Red Cross, booked via FnG	2 & 3 September 2004	Isle of Lewis - 1 participant, no comments
	29 & 30 September 2004	Glasgow & Renfrewshire Branch - 1 participant, no comments

Course Name	Date of Course	Location of Course
Gaelic Short Course (SMO) - Gaelic 6	12 - 16 July 2004	SMO - paperwork for 3 participants, no comments

Course Name	Date of Course	Location of Course
Gaelic Song & Story SMO – 11 feedback forms on file	17 September 2004	SMO – smaller venue booked, changed to main hall due to larger number of SMO students in attendance – acoustic problems for some participants

Relevancy of information covered: Very relevant, informative and interesting; a good insight into Gaelic songs and storytelling; I will be more able to disseminate acquired knowledge of songs and listening to Fèis participants; giving the background to where and how the songs I use were collected is always useful when explaining to young children who like technical 'stuff'.

Was any information not covered: I would have liked more songs and a little less background; both tutors did a great job; there is so much 'stuff', we could have numerous workshops on this.

Length of workshop: Mixture of comments between 'just right' and 'a bit long'; time was short!; interesting and useful to develop vocabulary, especially for Gaelic students.

Clearly presented: Very; although speakers spoke very fast and I had difficulty keeping up; I have a hearing problem and didn't catch a lot, but it looked well presented and the people around me seemed happy; 'PowerPoint' much easier to read than 'overheads'.

Time allowed for questions: Mainly yes; although some feeling that there was too much information to be covered in the sessions; participants need time to 'warm up!'; there wasn't enough time for all the subjects to be discussed – let alone the questions.

Suitability of venue: Excellent; although two participants felt that it wasn't so good for hearing – too much of an echo; good for singing, not for speaking – maybe speakers could be miked up?; may have been easier in a smaller venue.

Any other comments: Enjoyed, thanks, we want more!; I need more access to Gaelic tuition to enable me to make the most of a course delivered entirely in Gaelic.

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Course Name	Date of Course	Location of Course
Gaelic Song (Uist) - The Stories – 6 feedback forms on file	3 April 2003	Colaisde Bheinn na Faoghla - Benbecula

Relevancy of information covered: No comments.
 Was any information not covered: No comments.
 Length of workshop: No comments.
 Clearly presented: No comments.
 Time allowed for questions: No comments.
 Suitability of venue: No comments.
 Any other comments: Superb; more please for all subjects; tutors were great; a lot more interesting than expected; follow-up Stage 2 eagerly awaited.

Course Name	Date of Course	Location of Course
Gaelic with Ailig (Gaelic beginners course) – 3 feedback forms on file	25 & 26 September 2004	Inverness

Relevancy of information covered: Excellent introduction to Gaelic; presented by a very enthusiastic & knowledgeable teacher.
 Was any information not covered: No – it was comprehensive.
 Length of workshop: No comments.
 Clearly presented: No comments.
 Time allowed for questions: No comments.
 Suitability of venue: Good venue and catering facilities.
 Any other comments: It would be good to know the next step – evening classes, group, etc., to go to – to continue learning.

Course Name	Date of Course	Location of Course
Gesto Weekend – 7 feedback forms on file	20 & 21 November 2004	Aros Centre, Portree

Relevancy of information covered: Excellent; very informative; very well qualified tutors with good teaching style in relaxed atmosphere; found the session a fascinating piece of the Island's history dealt with by enthusiastic people in a well informed, pleasant and helpful manner.
 Was any information not covered: Maybe a small detail – referring to the historical context slotting in with the life and times of the mainland; there is so much we would need more weekends.
 Length of workshop: No comments.
 Clearly presented: No comments.
 Time allowed for questions: No comments.
 Suitability of venue: No comments.
 Any other comments: Course is well worth repeating – unfortunately it coincided with the 'Big Fiddle' event in Edinburgh; can we have more please.

Course Name	Date of Course	Location of Course
Glenfinnan-Piping – weekend - 8 feedback forms on file	27 & 28 November 2004	Glenfinnan

Relevancy of information covered: Learned lots of background to piping & pipe tunes; far exceeded expectation – great fun & great humour; stories and tunes were great; it was inspiring; was well presented, very

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interesting and thoroughly enjoyable; gained a little more insight into a huge topic and learned new tunes.
 Was any information not covered: Highland folk tales.
 Length of workshop: No comments.
 Clearly presented: No comments.
 Time allowed for questions: No comments.
 Suitability of venue: Great venue; excellent hotel; the setting & venue were really beautiful.
 Any other comments: It was really good.

Course Name	Date of Course	Location of Course
Highland Regional Training - 3 feedback forms on file	13 March 2004	Inverness

Relevancy of information covered: Very well – exceeded expectations; interesting & informative.
 Was any information not covered: Topics all covered – I know who to contact for the info. now; information wasn't too much, some courses can be overloaded.
 Length of workshop: No comments.
 Clearly presented: No comments.
 Time allowed for questions: No comments.
 Suitability of venue: No comments.
 Any other comments: Enjoyable and informative – good hand-outs!; it was good to hear other ideas and experiences.

Course Name	Date of Course	Location of Course
Playing for Ceilidh Dancing	5 June 2004	Farr, by Inverness – cancelled due to lack of take-up

Course Name	Date of Course	Location of Course
Regional Training (Harris) – 9 feedback forms on file	7-8 November 2003	Tarbert, Isle of Harris

Relevancy of information covered: Good quality, very interesting; very informative & enjoyable; relaxed discussion; information on funding, websites, H&S legislation, special needs most helpful; the session did – but would have preferred information on Fèis – specific H&S issues were useful; met them fully; felt that the H&S aspect was not what we required.
 Was any information not covered: More Fèis specific issues; more H&S directly related to Fèisean.
 Length of workshop: No comments.
 Clearly presented: No comments.
 Time allowed for questions: No comments.
 Suitability of venue: No comments.
 Any other comments: Good discussions; thanks; more of these conferences; I really enjoyed the weekend; it was especially good to share views with other Fèisean; felt it had been very productive and will help with business planning.

Course Name	Date of Course	Location of Course
Regional Training (INVY) – 8 feedback forms on file	1 November 2003	Inveraray, Argyll

Relevancy of information covered: I found the presentations very informative & would say the session exceeded my expectations; whilst not formal, it was very professional; very varied – useful exchange of ideas;

excellent ideas & info. on funding/sponsors/merchandising; good to get together with other Fèis organisers & sharing of experiences; excellent presentations from all speakers; found talk on special needs particularly useful & interesting.

Was any information not covered: Consider a more structured session on exchange of experiences/format, etc. at future events.

Length of workshop: No comments.

Clearly presented: No comments.

Time allowed for questions: No comments.

Suitability of venue: No comments.

Any other comments: Enjoyed session very much; should be an annual event; could we have more – very useful; really enjoyed session on children with special needs; minor point only – would have liked an agenda for the day.

Course Name	Date of Course	Location of Course
Regional Training (Oban) Argyll and South – 8 feedback forms on file	5 February 2005	Oban

Relevancy of information covered: Did very well, appreciated finding out more about FnG; well thought out and executed; excellent – very informative; passed my expectations, was informative and fun; as a new member of FnG, Fèis Latharna, this has given me many ideas & an opportunity to ask questions of experienced & qualified people.

Was any information not covered: No comments.

Length of workshop: No comments.

Clearly presented: No comments.

Time allowed for questions: More time for discussion on some subjects.

Suitability of venue: Room cold.

Any other comments: Very good; please continue.

Course Name	Date of Course	Location of Course
Regional Training (Uist) – 9 feedback forms on file	5 & 6 November 2004	N Uist WI

Relevancy of information covered: Useful, well run and organised; good to know how other Fèisean operate; good to get to know names and faces; enjoyed meeting folk from other Fèisean for first time; enjoyed the IT training; found the discussions on good practices and local Fèis very appropriate and helpful; some helpful IT tips.

Was any information not covered: Website editing; maybe a bit more of what can be done using MS Access.

Length of workshop: No comments.

Clearly presented: No comments.

Time allowed for questions: No comments.

Suitability of venue: No comments.

Any other comments: Good to meet up with other Fèis organisers; enjoyed the IT section.

Course Name	Date of Course	Location of Course
Regional Training FW – 7 feedback forms on file	15 November 2003	Lochaber College, Fort William

Relevancy of information covered: Very useful and easily applicable to any risk assessment; very good – expectations well met – disappointed in small number attending; fully met expectations – always learn something new from these sessions; sessions very interesting and enjoyed the

discussions, I felt it would have been better if more Committee Members had attended as the issues we discussed are very important to our Fèis; good session – useful reminders of good practice and new requirements – good for keeping going.

Was any information not covered: Computer training – desktop publishing/website – for the future; not in a one-day session.

Length of workshop: No comments.

Clearly presented: No comments.

Time allowed for questions: No comments.

Suitability of venue: No comments.

Any other comments: There was enough to talk about in one-day; inter-Fèis meetings very important – hope will continue and with training aspects covered; excellent day.

Course Name	Date of Course	Location of Course
Song writing (Making Songs) – 6 feedback forms on file	24 January 2004	Arainn Shuaineirt (Strontian)

Relevancy of information covered: Excellent; good to work through and share the process of making a song; useful sharing of experiences and ways of overcoming obstacles; stimulating material and subject matter and enough space to devote on a one-to-one basis; enjoyable and informative session covering every aspect of song writing I wanted to learn about, including excellent Gaelic tuition.

Was any information not covered: Quite enough to be getting on with!; more on appropriateness of tune to words.

Length of workshop: No comments.

Clearly presented: No comments.

Time allowed for questions: No comments.

Suitability of venue: No comments.

Any other comments: Very much enjoyed the day and would like to be kept informed on other workshops.

Course Name	Date of Course	Location of Course
Theatre Tech (Glasgow) – 18 feedback forms on file	4 October 2003	Glasgow

Relevancy of information covered: Excellent; excellent delivery and enjoyed practical participation; interesting to see how drama can be used on a daily basis within every-day lessons to stimulate children; practical session very good and can easily be used in the classroom; excellent strategies for improving voice production; practical suggestions that can be used to upgrade pupil drama skills.

Was any information not covered: Script writing.

Length of workshop: A day is never long enough for everything.

Clearly presented: No comments.

Time allowed for questions: No comments.

Suitability of venue: No comments.

Any other comments: Always hard to get pupils to 'speak-up' – this could be done in a fun way; very valuable; great opportunity to meet and work with other GME teachers; would welcome further sessions; good opportunity to work with drama tutors/lecturers.

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Course Name	Date of Course	Location of Course
Tutor Training (INVERNESS) – 6 feedback forms on file	7 & 8 August 2004	Inverness

Relevancy of information covered: Very relevant and useful information; very good information on the tutoring side; very useful and also useful techniques outside of music.

Was any information not covered: Workshop more than met my expectations.

Length of workshop: Covered all aspects – so amount of time was fine; nice balance between the two days; covered lots of areas without being overwhelmed; lengths roughly matched – diminishing attention span!

Clearly presented: Yes; presentations were excellent; professional and still informal; marker pen started to run out.

Time allowed for questions: Appreciated the opportunity for the students to ask questions as they arose.

Suitability of venue: It was OK but could be a little better; excellent location – thoroughly enjoyed course; very nice indeed; fantastic; very suitable.

Any other comments: Thanks for an inspirational weekend; particularly liked the way the tutors included everyone all the time, making the group work well together; the guiding on Sunday for the individuals to pull together and create music was very successful; thoroughly enjoyable and constructive; vocal exercises very useful – discovered I might actually be able to sing.

Course Name	Date of Course	Location of Course
Tutor Training (SMO) 2003 – 14 feedback forms on file	22 & 23 February 2003	SMO

Relevancy of information covered: Extremely relevant; 'codes of conduct' I've never covered before – now knowing this will make me more confident in teaching; lesson plans were very helpful; linking in with the new tutors who are going to be involved in years to come with the Fèisean; child protection and class skills workshops were extremely helpful – although there was focus on musical terms – many of these can apply to bodhran and step dancing; lots of new ideas with group teaching – this is a new area for me; the video on child protection was excellent.

Was any information not covered: Perhaps how/where – to find information mentioned to use while tutoring, e.g. a wide variety of Gaelic tunes or specific tunes to the particular Fèis area, and how/where to obtain this material; how to deal with misbehaviour in class; showing the tutors other ways to approach a problem that might occur within the clan situation.

Length of workshop: Not long enough; could have done with a few more hours; short bursts of masses of information work very well – didn't get snowed under and made the most of a short timescale; alternating rooms and tutors worked well and helped to remember it all; just the right length; weekend just went far too quickly; length was fine, not crammed into time slot; workshops about right – short enough to keep interest, but long enough to cover the material; timing was well thought out (first class).

Clearly presented: Delivered clearly and precisely; very clear, well structured and planned; a great example of what we should aim to achieve when tutoring; very well presented by both trainers; very easy to follow.

Time allowed for questions: Yes; all leaders were very approachable; maybe that was a bit tight – but the trainers did ask at the follow-on session with the same group if there were any questions unanswered.

Suitability of venue: Excellent; the travelling time was a bit long and slightly impractical – but the building and accommodation were ideal; great community spirit and good views; very comfortable for the course; is there a better venue in existence – I think not!; couldn't be better, I wish I had come to this College instead; travelled from Inverness to Skye – but it was well worth the journey.

Any other comments: Overall and excellent weekend; hand-outs were a great idea as they will let me continue learning at home and also allow me to find out how to get involved more in Fèis events; cheers for a grand weekend; this course was suitable to people who organise traditional music, it might be a good idea to possibly include some of them at future training events; you get the tutors points of view/experience on how to cope with problems, especially if you are new.

Course Name	Date of Course	Location of Course
Tutor Training (SMO) 2004 – 17 feedback forms on file	21 & 22 February 2004	SMO

Relevancy of information covered: Very relevant and useful; very helpful, especially the 'preparing for your first Fèis'; helpful for the future – child protection and preparing for a Fèis was especially useful; have taken lots away to use – especially physical and vocal warm ups; very useful and has opened doors and given me new ideas; as I never tutored before it has all been very useful and relevant; vocal and relaxation warm up session was particularly useful; I got what I was hoping to get from the course; tutor techniques were very relevant and some tips on how to handle misbehaviour; lots of ideas – things to take further oneself; very useful for group work; preparation lesson was good.

Was any information not covered: Child protection session should be more specific to tutor circumstances, e.g. dealing with disruptive/difficult children in the class environment; all covered, albeit some a bit brief, but would expect to get that on Level 2; materials – best tunes for each level of ability – although plenty of resources available; hoped for more time on extending or developing new skills, e.g. harmony work, techniques in developing a piece of music; teaching techniques – more with children (adults more biddable), e.g. pair work, group work with the class; hands-on teaching techniques, e.g. activities – more would be good.

Length of workshop: Spot on – not too long, not too short; child protection workshop was too long; all workshops were of appropriate length, perhaps the day could have started earlier on the Sunday and left more time for analysis at the end; you could go on forever on some of these subjects but one can only take in so much in a weekend; the whole course could be longer because it's enjoyable and the subjects covered are elastic – it would be good to have more time; excellent child protection information – concise/interesting and appropriate level; too short; covered quite a lot in time allocated; tutors were very informative.

Clearly presented: Excellent presentations; lots of good examples; generally yes – some confusion initially on expectations for the performance piece; in the main yes, presented clearly and very interesting, however I came away from Saturday's session feeling a wee bit

unclear about the group work on Sunday morning and what it should contain – maybe I was a bit phased by the Gaelic.

Time allowed for questions: Could do with more time for questions; Yes, but quite a lot of waiting around – could squeeze more in – but I did appreciate not having to get up at 7am; perhaps on ‘real situations’ and how to deal with them – Level 2?; not enough time at end of session but felt invited to interject questions if necessary; sessions were good but I do feel we may have come away with questions still unanswered because of the constraints of time; Yes, but tutors were there at other times and were willing to chat; not really – especially the forum at the beginning (time management was a bit lacking).

Suitability of venue: Very good, good food, good crack; excellent, although if all the tutors were staying in the same accommodation it would be better; superb; College building is an excellent venue for workshops; you could search the planet and fail to find anything as good; great venue, but the hall was a little cool and the smaller rooms a bit on the hot side; my first residential course here, it was very suitable for space, time and inspiration.

Any other comments: Warm and enjoyable; beds a bit short for my legs!; expected day two to differ, as it was the same as day two during Level 1 last year; looking forward to next year thank you; had a great time and learned lots – just what education should be like; tutors were well organised and informative, look forward to the next one; could do with more Gaelic training if we are expected to use Gaelic in the classroom; if there was more time it would be good to get into groups and teach the others your own instrument; always beneficial to share opinions and experience.

Course Name	Date of Course	Location of Course
Tutor Training (SMO) 2005 – 16 feedback forms on file	19 & 20 February 2005	SMO

Relevancy of information covered: Very relevant; brilliant; it also opened my eyes to aspects of tutoring which had not occurred to me; excellent advice on dealing with many class situations; it really helped me to prepare myself for teaching – there was a lot that I hadn’t thought about before.

Was any information not covered: No; I came with a number of questions which were specific to my instrument – they were all answered ‘off line’ in conversation with the tutors; can’t think of anything; some ideas on what can be covered in time available when tutoring.

Length of workshop: Just about right for time – long enough to cover topics in depth but not too drawn out; good, although 11/2 hours of ‘talk’, e.g. child protection, can be too long, however it was broken up with activity and class discussion; good length – not too long for concentration; felt child protection was a bit rushed, but then going on a full course in March – so not a problem; brilliant; started quite late, could have started earlier in the morning.

Clearly presented: Yes – good hand-outs, etc.

Time allowed for questions: Yes – this is very important as it allows the participants a chance to get some answers without being pressed for time.

Suitability of venue: Excellent; OK, although sound in main hall is not great for group work; brilliant; fantastic/beautiful venue; brilliant, except the big room was a tad cold.

Any other comments: My first impression with (tutor’s) warm-up was ‘I think I’m in the wrong place ...’, however I was taken by (all 3 tutors) sincerity, enthusiasm and warmth, thanks very much for a good weekend

and hope to see you all soon; excellent course – a good reminder and refresher; I was very pleased to be able to take part in the course, everyone was very constructive; just a quick note of appreciation to all involved with Skye weekend – thoroughly enjoyed experience and venue is stunning – hope to be back in not too distant future.

Course Name	Date of Course	Location of Course
Tutor Training (WI)	1 March 2003	Sgoil Lionacleit (WI) - paperwork for 11 participants, no comments/feedback forms

Course Name	Date of Course	Location of Course
Tutor Training (WI) – 2 feedback forms on file	22 March 2003	Stornoway - paperwork for 6 participants, comments from 2

Relevancy of information covered: No comments.
 Was any information not covered: No comments.
 Length of workshop: No comments.
 Clearly presented: No comments.
 Time allowed for questions: No comments.
 Suitability of venue: No comments.
 Any other comments: Very comprehensive afternoon; always beneficial to share opinions and experience

Course Name	Date of Course	Location of Course
Tutor Training (WI) – 1 feedback form on file	5 April 2003	Taigh Dhonnchaidh, Isle of Lewis

Relevancy of information covered: No comments.
 Was any information not covered: No comments.
 Length of workshop: No comments.
 Clearly presented: No comments.
 Time allowed for questions: No comments.
 Suitability of venue: No comments.
 Any other comments: Much as expected – but was disappointed that some of the tutors could not be present; Fèis Taigh Dhonnchaidh is an all-year round Fèis and I think there should be a requirement for the co-ordinator/tutors to be meeting on a regular basis.

Headline Feedback Results

Generally, feedback from course participants was extremely positive, with much praise for the quality, knowledge, enthusiasm and professionalism of the individual tutors. Almost without exception, the courses met the trainee's expectations in full and in some cases exceeded them, with many participants saying how much they enjoyed the training and learning experience – fun and inspirational and with the opportunity to interact with the tutors. Courses were well organised, well run and practical and venues were generally thought to be appropriate for the purpose. The benefits of meeting and sharing ideas, opinions and experience with other like-minded people were appreciated and remarked upon by many. The call for more and similar courses and training opportunities also featured strongly. The relevancy of the information covered on the individual courses was widely recognised as excellent, relevant, with good hand-outs and presented in an informative and relaxed/informal manner.

However, a few comments were made about certain aspects of some courses that need to be considered in order to make the training experience even better for some attendees. These include, in no particular order of priority, the following:

- more time for specific aspects, e.g. on planning for supervision;
- more information on qualifications for tutors;
- the timing and length of courses and course segments;
- maybe a bit more technical tutoring, e.g. singing of tunes, how dances should be planned, Highland folk tales, website editing, MS Access, desktop publishing, script writing, computer training;
- some participants commented on the quality of the acoustics and temperature in some venues;
- some participants commented on the quality of the food at some venues;
- the lack of numbers attending was commented on, e.g. more Fèis Committee members;
- not being fluent in Gaelic made it difficult for some to follow/keep up;
- some sessions contained too much information – need to avoid overload;
- some indication of how to keep up and pursue interest in specific topics, e.g. next steps/pathways to continued learning;
- some requests for more Fèis-specific content, e.g. address Fèis-specific H&S/Child Protection issues, behavioural problems;
- a more structured session on exchange of Fèis experiences/Fèis formats – ‘getting to know’ sessions;
- provide an Agenda for the day in advance, ensure that it is understood by all and ‘time managed’ on the day;
- provide follow-up sources list for information on topics discussed;
- how and where to find more information to use while tutoring, e.g. Gaelic tunes/specific tunes to particular Fèisean area;
- potential to open up training courses to others involved in traditional music, e.g. to those not necessarily involved directly in the Fèisean;
- more teaching techniques with children, e.g. working in pairs, group work, etc.;
- time available for asking questions;
- provide enough information to ensure that participants are clear about the course content and what their expectations are.

SECTION 4 Analysis of Follow-up Survey

Following discussion with the Training Development Officer, we conducted a follow up survey of training participants, tutors and Fèis Development and Support Workers to add to the data collected by Fèisean nan Gàidheal. There is a difference in the figures identified in this follow-up exercise from those previously recorded in Section 3 of the Evaluation. This can be accounted for by a number of factors: differences found between the supplied spreadsheet list and the actual course paperwork for individual courses and also those undertaking the distance learning course; an increase in the number of tutors identified as having been part of the training programme; and the inclusion of the Fèis Development and Support Workers (3 of whom were also course participants). The follow-up exercise was carried out by a mixture of telephone and e-mail surveys, including reminder e-mails and call-backs. This enabled a fuller picture to be established about the impact and effectiveness of the Training Plan and Programme of Courses.

In total we contacted 185 training participants during September and October 2005. Of these, 36 had attended one or more training course (on 80 occurrences across 23 courses). The total number of individual participant places on courses therefore amounted to 229. Of the 229, we received follow-up responses from 62 individuals about 76 courses attended (a response rate of 33%). 7 respondents did not attend the course they had booked on at all.

Of the 12 trainees who participated in the 'Access to Gaelic' distance learning course at Sabhal mor Ostaig, we contacted 9 and received follow-up responses from 6 individuals (a response rate of 67%).

Of the 18 identified tutors involved during the training period, we received follow-up responses from 8 individuals (a response rate of 44%).

We also contacted the two Fèis Development Officers and the two Fèis Support Workers for their views on the training programme. We received 3 responses out of 4 (a response rate of 75%).

Follow-up contact was made by a mixture of telephone and e-mails. Of the 62 telephone calls made to those for whom we had a telephone number, we had contact responses from 19 individuals (a response rate of 31%) and 7 left e-mail contact addresses. The remainder were either not available or we left messages/awaiting call-back.

Of the 155 e-mails sent out to those on the supplied list for whom we had e-mail addresses, 43 were not recognised and 'bounced back' undelivered and we received responses from 49 individuals (a response rate of 32%).

In summary, during the follow-up survey we contacted a total of 194 training participants, 18 tutors and 4 Fèis workers for whom we had contact details from the total pool of 263 possible participant places in the programme (whatever their role) (82% contact rate). Of the 216 contacts made, we received responses from 68 individuals about 82 course places attended and comments from 8 tutors and 3 Fèis workers (a response rate of 37%).

The following tables and charts show the results of the follow-up survey in more detail.

Table 4 shows the level of responses to the follow-up survey from course participants, tutors and Fèis Development Officers and Support Workers:

Name of Course		Name of Course	
Access for All/special needs*	0	Playing for Ceilidh Dancing*	0
Access to Gaelic (D/L)	6	Regional Training FW	5
Collecting Culture FW	3	Regional Training (Harris)	1
Dance in the Highlands	4	Regional Training (Inveraray)	1
Drama/Fèis Supervision	1	Regional Training (Oban) A&S	1
Elementary Food Hygiene*	0	Regional Training (Uist)	1
Fiddle-Glenfinnan (HFT)	4	Song Writing (Making songs)	3
First Aid for Child Carers	0	Theatre Tech (Glasgow)	1
Gaelic Short Course (SMO) G6	1	Tutor Training (Inverness)	3
Gaelic Song & Story (SMO)	9	Tutor Training (SMO) 2003	2
Gaelic Song (Uist) - The Stories	0	Tutor Training (SMO) 2004	8
Gaelic with Ailig (GBC)	3	Tutor Training (SMO) 2005	7
Gesto Weekend	3	Tutor Training (WI)	9
Glenfinnan - Piping-W/end	5	Course Tutors	8
Highland Regional Training	1	Fèis Development/Support Staff	3
Total Course Responses: 68 individuals about 82 course places (including 7 non-attenders); and responses from 8 tutors and 3 Fèisean nan Gàidheal development/support staff.			

Chart 5: Did the course meet your needs?

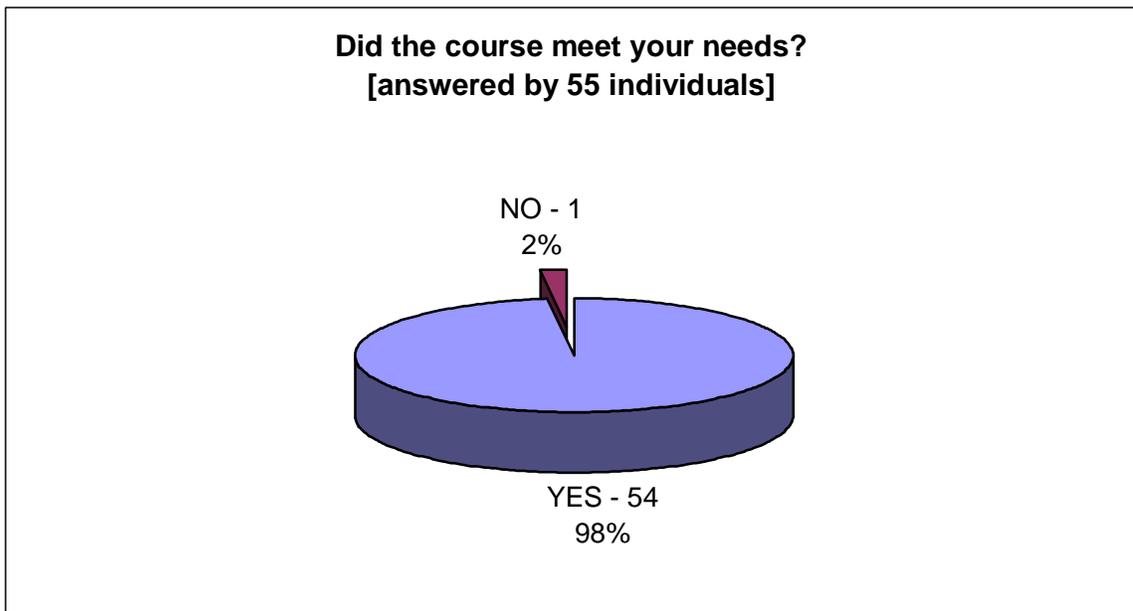


Chart 6: Do you still get information about Fèis courses?

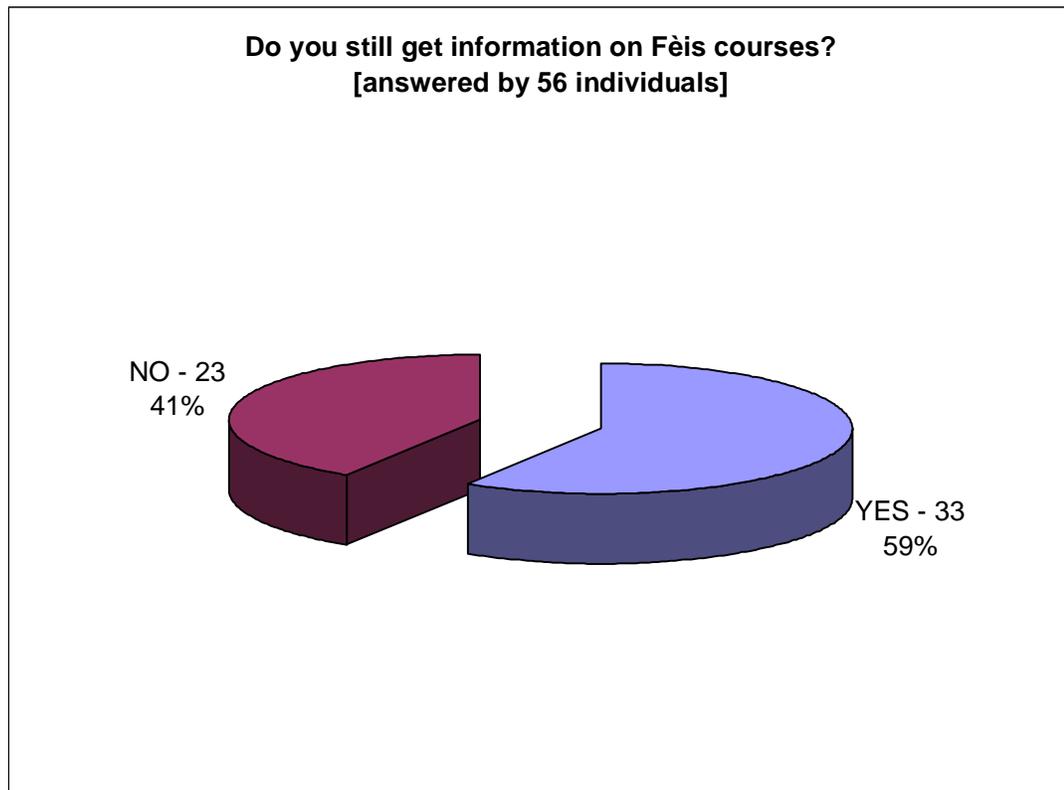


Chart 7: If no, would you like to be kept informed?

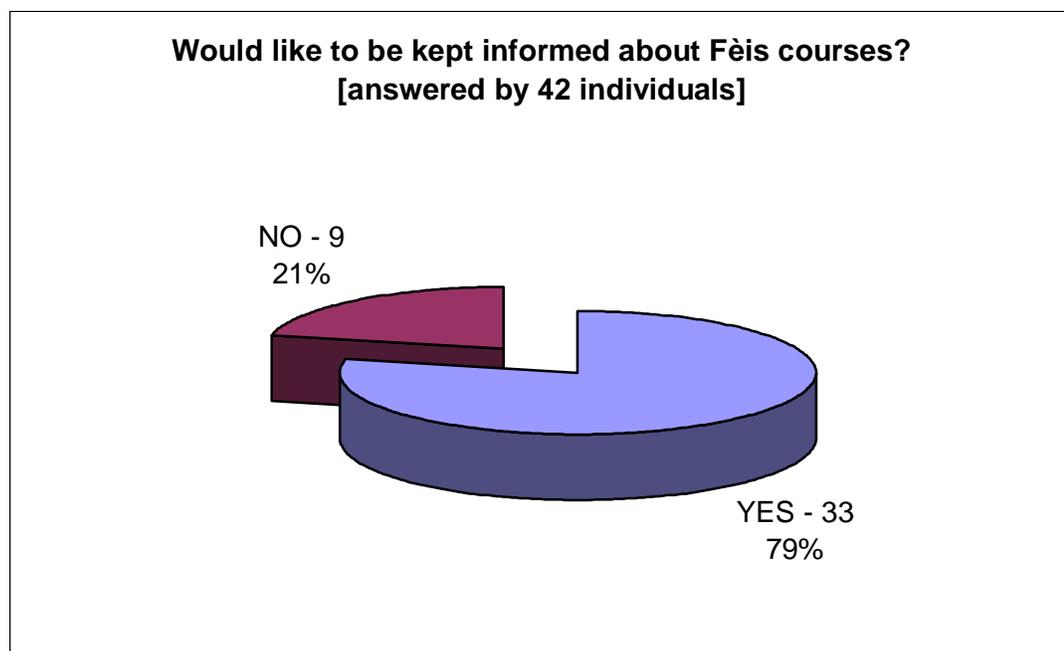


Chart 8: Do you tutor at any Fèis?

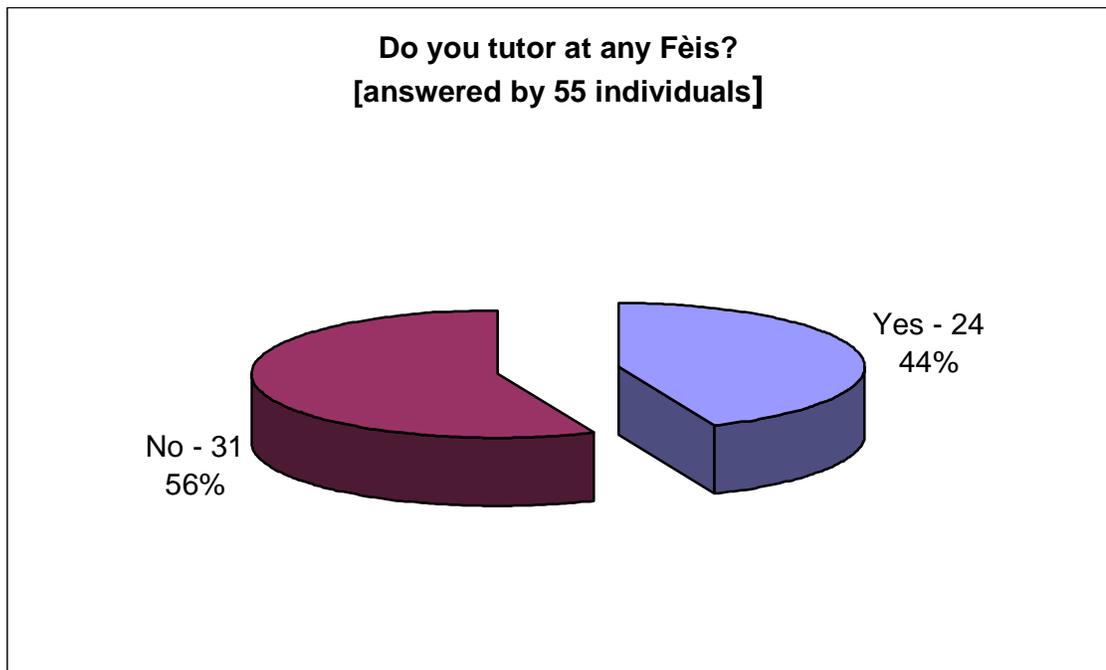


Table 5: Fèis tutored at

Fèis Tutored at	
Fèis a Bhaile	2
Fèis Acharacle	1
Fèis Chataibh	1
Fèis Chille Mhoraig	1
Fèis Eilean Fhraoich	1
Fèis Eilean Na Hearadh	1
Fèis Latharna	3
Fèis Lochabair	5
Fèis Rois	3
Fèis Sa Mheadhan	3
Fèis Tiagh Dhonnchaidh	1
Fèis Tir a' Mhurain	3
Fèis Tir an Eorna	2
Total tutored at:	27

Chart 9: If no, would you like to?

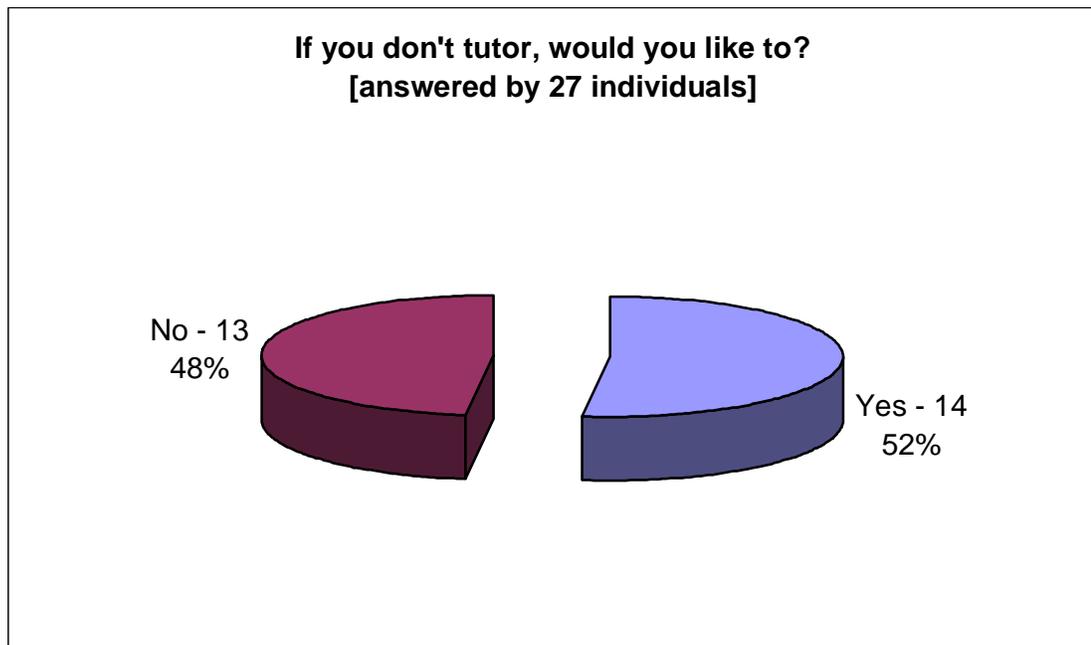


Chart 10: Have you attended a Level 1 induction course for new tutors?

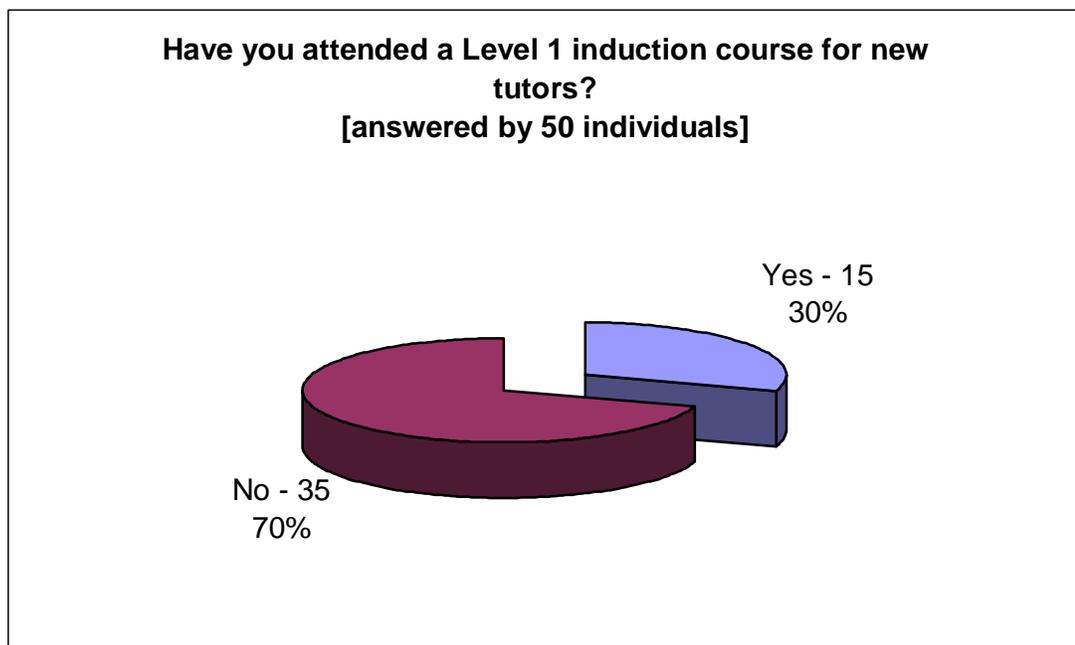


Chart 11: If no, are you willing to do so?

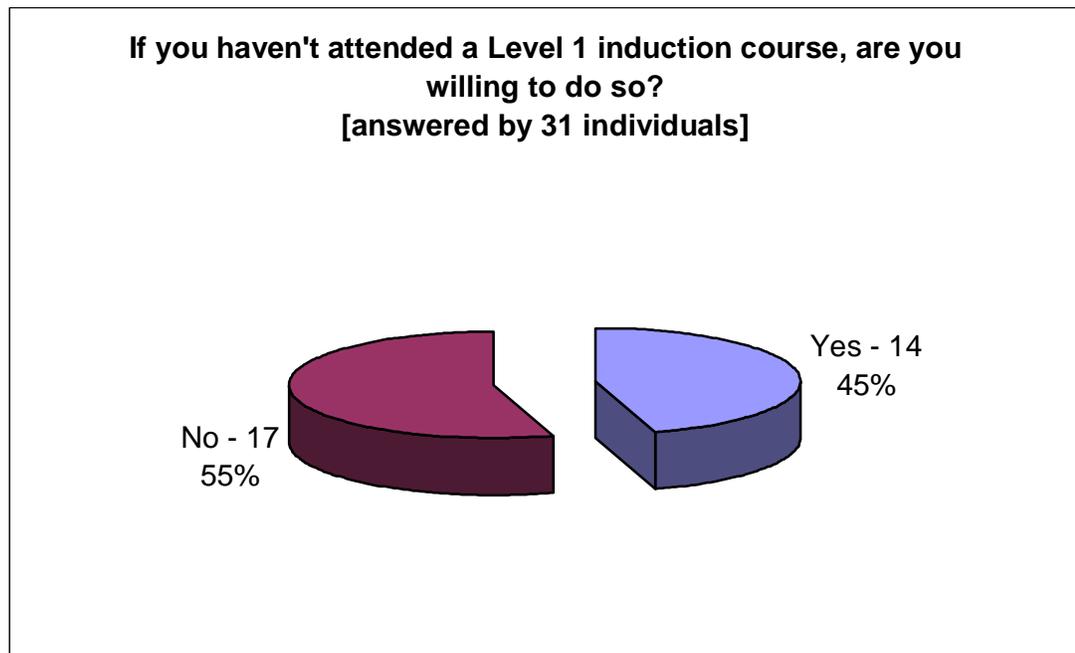


Chart 12: Are you a Gaelic speaker?

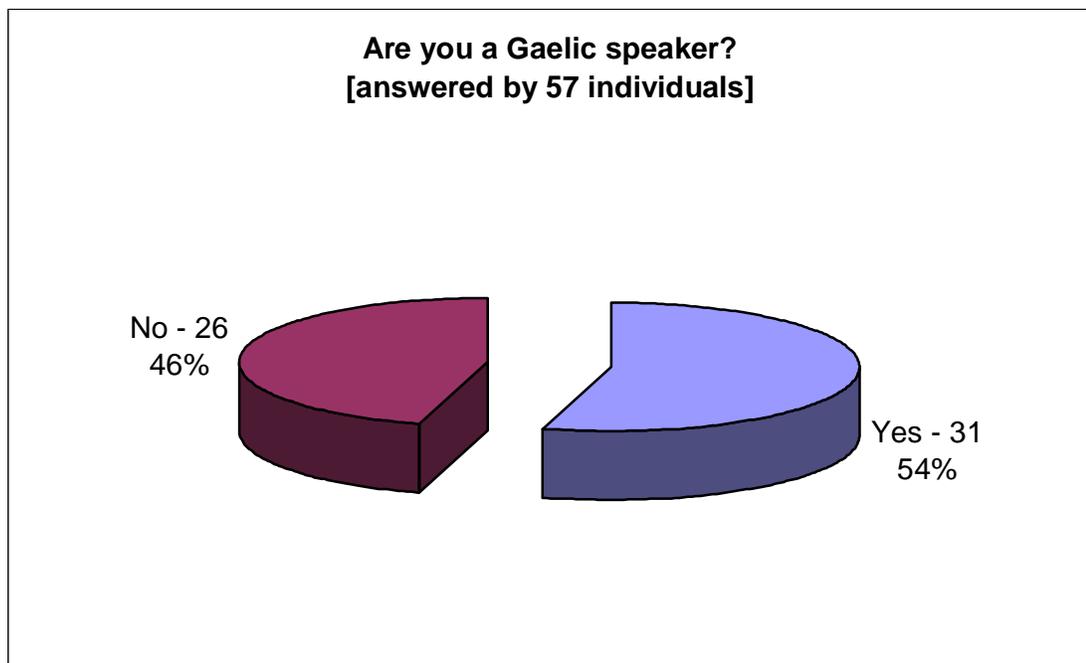


Chart 13: Do you use Gaelic in your teaching?

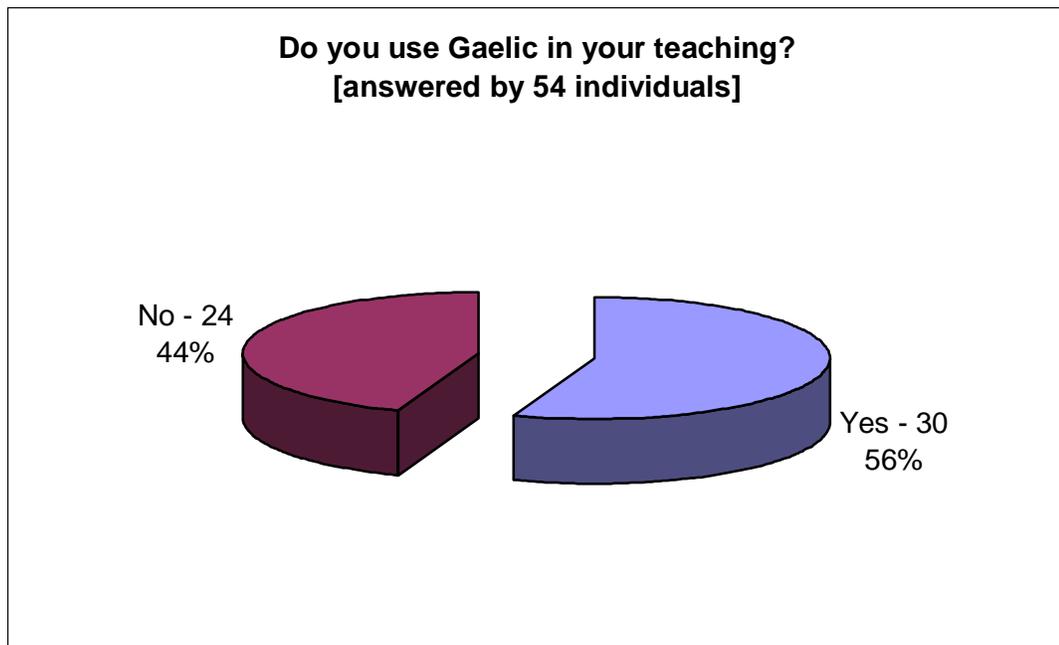


Chart 14: Would you consider taking an assisted course in Gaelic to improve your fluency?

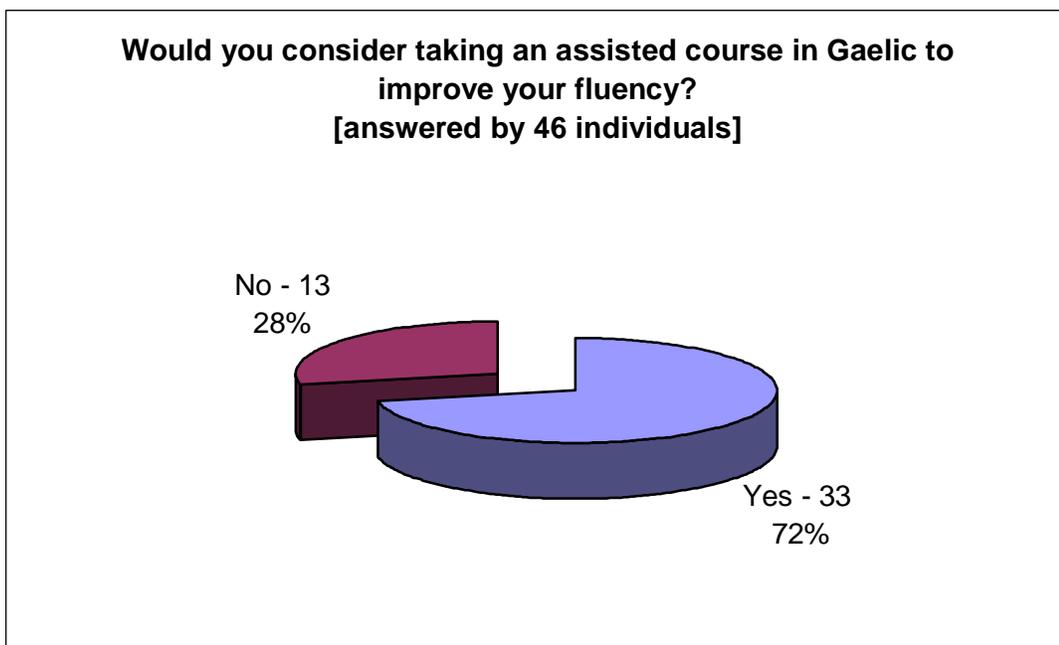


Table 6: Musical Disciplines of Training Participants

Musical Disciplines of Training Participants	
Accordion	3
Art	2
Bagpipes	1
Dance	1
Drama	1
Gaelic Song	4
Gaelic Language	4
Guitar	2
Harp	1
Melodeon	5
Music Therapy	1
Shinty	2
Song Writing	1
Step Dancing	3

Summary of the follow-up information supplied by Training Participants

Course Name	Date of Course	Location of Course
Collecting Culture FW – contacted 7, responses from 3	18 September 2004	Lochaber College, Fort William

How found out about the Training Course(s):
 What benefits did you get from attending:

FnG Leaflet; on Fèis Board, e-mail.

Better knowledge of the history of music and song; how to collect and manage research data legally; raised skills and awareness; mix with people doing similar work and technical aspects (e.g. programmes for user friendly collections material).

Other Fèis Training needs:

1st aid, Child Safety Officer; anything similar to this course (need to keep up with technological changes, e.g. always used DAT tapes, now mini disks is a standard).

Any other comments:

Courses not used enough, volunteers are so busy, no time. Maybe we should be going into the areas, rather than them coming to us.

Course Name	Date of Course	Location of Course
Dance in the Highlands – contacted 14, responses from 4 (1 non-attender)	26 April 2003	Inverness

How found out about the Training Course(s):
 What benefits did you get from attending:

Can't remember, too long ago x 2; through the Fèis.

Wanted to learn new dances and did, but retaining them is a challenge, keep in touch with tutor and can ask questions.

Other Fèis Training needs:

No comments.

Any other comments:

They are ideal for right person who has knowledge, patience, experience and time, I have gained a lot from many tutors over the years and hope the training carries on for the sake of all those children and adults who want to try out a new experience.

Course Name	Date of Course	Location of Course
Drama/Fèis Supervision – contacted 3, responses from 1	30 January 2004	Edinburgh

How found out about the Training Course(s):
 What benefits did you get from attending:

Newspaper article.

As regards drama tuition, but needed a lot more practice and by the time an opportunity came up to practice what I had learned it was a year later – too long, I need more courses to make me confident.

Other Fèis Training needs:

Not sure.

Any other comments:

Very valuable, I'd like to be more involved in the future.

Course Name	Date of Course	Location of Course
Fiddle-Glenfinnan (Highland Fiddle Tunes) – contacted 9, responses from 4	7 & 8 February 2004	Glenfinnan

How found out about the Training Course(s):
 What benefits did you get from attending:

Fèis leaflet x 3, e-mail from FnG x 1.

The tunes, social side, the location and a quiet time of year x 2; insight into the evolution of tunes and listening to the tutor's views and musical, historical and linguistic approaches to the material; a better understanding of the rhythm of 6/8 marches.

Other Fèis Training needs:

Any teacher training would be good.

Any other comments:

No comments.

Course Name	Date of Course	Location of Course
First Aid for Child Carers Course - No Responses	2 & 3 September 2004	Isle of Lewis

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Course Name	Date of Course	Location of Course
Gaelic Short Course (SMO) - Gaelic 6 – contacted 2, responses from 1	12 - 16 July 2004	SMO

How found out about the Training Course(s): From FnG.
 What benefits did you get from attending: Learned about the story behind the song.
 Other Fèis Training needs: No comment.
 Any other comments: No comment.

Course Name	Date of Course	Location of Course
Gaelic Song & Story SMO – contacted 15, responses from 9 (3 non-attenders)	17 September 2004	SMO

How found out about the Training Course(s): FnG leaflet x 3; advertised at College x 3; 3 applied but did not attend course.
 What benefits did you get from attending: I am an academic in the field so not much was new to me – this is not a criticism – I was there because of our students attending, enjoyed the photos used in the powerpoints, some of which I hadn't seen before, and also hearing things from a slightly different angle and hearing what the students were experiencing; better knowledge of the history of music and song; how to collect and manage research data legally; learned about the story behind the song; new material and in depth study; learned more about the Gaelic song and story telling tradition, for Gaelic story telling in particular there is very little available in the way of other courses or material, so this was particularly useful; greater understanding of the history behind the songs.
 Other Fèis Training needs: Constant need for new material – particularly material suitable for teaching to children with a very basic level, if any, of Gaelic, teaching games, etc.
 Any other comments: This is off the top of my head... I wonder if it would be useful to consult a single fèis or small group of fèisean on a one or two day package for them in general principles of the fèis running process. This could include items such as data protection, child protection tutor and steward training, Gaidhlig teaching and principles, health & safety and environments and a range of other soft issues. Things like first aid need specialised courses, day long and dedicated so probably could not be well covered in these courses unless the course was a long weekend and a one-day first aid could be run at the same time on one of the three days. Some of this could be offered to other groups in the area such as croileagain, sradagain etc which might help ameliorate some of the high costs; excellent and very helpful; seem very good – keep up the good work (person not normally involved with the Fèisean).

Course Name	Date of Course	Location of Course
Gaelic Song (Uist) - The Stories - No Responses	3 April 2003	Colaisde Bheinn na Faoghla - Benbecula

Course Name	Date of Course	Location of Course
Gaelic with Ailig (Gaelic beginners course) – contacted 3, responses from 3	25 & 26 September 2004	Inverness

How found out about the Training Course(s): Inverness Courier; FnG leaflet; Inverness Fèisean.
 What benefits did you get from attending: A bit too basic, but in general very good; I just love Gaelic proverbs and want to learn more Gaelic now; increased vocabulary.
 Other Fèis Training needs: I need more confidence in speaking Gaelic, especially conversing with fluent speakers, when Gaelic speakers speak

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Any other comments: it's too fast and I feel out of my depth; I would like to be better at the whistle, keyboard and singing.
 I probably need something more advanced, maybe because time is difficult when in employment is there any chance of courses nearer home; they are all good and I would like to be kept informed.

Course Name	Date of Course	Location of Course
Gesto Weekend – contacted 9, responses from 3	20 & 21 November 2004	Aros Centre, Portree

How found out about the Training Course(s): FnG mailing x 2; FnG website x 1.
 What benefits did you get from attending: Vey good, but too short, needed longer; new material and in depth study;; more knowledge of Keith MacDonald's works.
 Other Fèis Training needs: Really too old for this caper!; constant need for new material – particularly material suitable for teaching to children with a very basic level, if any, of Gaelic, teaching games, etc.
 Any other comments: Tutors were excellent and very helpful.

Course Name	Date of Course	Location of Course
Glenfinnan-Piping - weekend– contacted 8, responses from 5	27 & 28 November 2004	Glenfinnan

How found out about the Training Course(s): FnG leaflet x 3; FnG website x 1; direct phone call from FnG x 1.
 What benefits did you get from attending: Practical tips, safety issues, inspirational group music and informed sessions; a great bonding session with the others on the Fèis committee; interesting stories and background to tunes I have known for years, time to ask questions and to speak to the MacDonald brothers from Glenuig; I'm not a piper, so it gave me a lot of background & useful information.
 Other Fèis Training needs: No comment.
 Any other comments: I have enjoyed them all, not only for the training aspect but also for the meeting others in the same situation as myself - with similar ideas and questions. All have been very well run and informative.

Course Name	Date of Course	Location of Course
Highland Regional Training – contacted 4, responses from 1	13 March 2004	Inverness

How found out about the Training Course(s): FnG e-mail discussed at a committee meeting and it was decided that I should go.
 What benefits did you get from attending: I was familiarising myself with the Fèis movement, met people from other Fèisean and listened to their ideas and experience.
 Other Fèis Training needs: Health & Safety, Child Protection.
 Any other comments: No comment.

Course Name	Date of Course	Location of Course
Regional Training (Harris) – contacted 9, responses from 1	7-8 November 2003	Tarbert, Isle of Harris

How found out about the Training Course(s): The organisation I work for is funded by FnG.
 What benefits did you get from attending: Meeting others working in the same field for the first time.
 Other Fèis Training needs: Would be interested in a spoken course.
 Any other comments: No comment.

Course Name	Date of Course	Location of Course
Regional Training (INVY) – contacted 8, responses from 1	1 November 2003	Inveraray, Argyll

How found out about the Training Course(s): Through FnG, Glasgow Fèis.
 What benefits did you get from attending: Feel we are on the right track.
 Other Fèis Training needs: Desktop publishing and video prodcution skills (editing, etc.).

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Any other comments:

Could be a bit more structured and a bit more assertive, refresher courses would be good as things change all the time, also better training sessions for development strategy.

Course Name	Date of Course	Location of Course
Regional Training (Oban) Argyll and South – contacted 8, responses from 1	5 February 2005	Oban

How found out about the Training Course(s):
 What benefits did you get from attending:

Through local Fèis committee.
 General from other Argyll Fèisean and more information on policies and child protection.

Other Fèis Training needs:
 Any other comments:

No comment.
 I have enjoyed them all, not only for the training aspect but also for the meeting others in the same situation as myself - with similar ideas and questions.

Course Name	Date of Course	Location of Course
Regional Training (Uist) – contacted 9, responses from 1	5 & 6 November 2004	N Uist WI

How found out about the Training Course(s):
 What benefits did you get from attending:

Can't remember.
 Learned lots of really useful things.

Other Fèis Training needs:
 Any other comments:

No comment.
 Usually very useful and professionally done.

Course Name	Date of Course	Location of Course
Regional Training FW – contacted 7, responses from 5	15 November 2003	Lochaber College, Fort William

How found out about the Training Course(s):

Fèis Development Officer x 1; through Fèis x 1; through work x 1; on Fèis Board and is widely published x 1; word of mouth x 1.

What benefits did you get from attending:

Awareness of health & safety; it covered important points on Risk Assessment, applicable to the Fèis model; little skills really so I obtained more and helped awareness raising; encouragement and very practical awareness of health & safety issues.

Other Fèis Training needs:

Administration and finance issues for committee members, training specifically for supervisors and their responsibilities; more experience in IT, work with Publisher and using pictures in documents would be good.

Any other comments:

Just great; my involvement with Fèisean and Fèis training events has been entirely positive.

Course Name	Date of Course	Location of Course
Song writing (Making Songs) – contacted 6, responses from 3	24 January 2004	Arainn Shuaineirt (Strontian)

How found out about the Training Course(s):
 What benefits did you get from attending:

FnG leaflet; advert; word of mouth.
 Helped by teaching different ways to write songs; wanted to construct music to a poem – mind you there was only three folk there – but is was so very good; encouragement and further insight into song writing process.

Other Fèis Training needs:
 Any other comments:

None at this stage x 2; none – now a pensioner.
 Really good, came away having learned a lot and it is always good to learn something new; course was very good.

Course Name	Date of Course	Location of Course
Theatre Tech (Glasgow) – contacted 19, responses from 1	4 October 2003	Glasgow

How found out about the Training Course(s):
 What benefits did you get from attending:
 Other Fèis Training needs:
 Any other comments:

FnG, Glasgow Fèis and through Drama classes.
 No Comment.
 No comment.
 No comment.

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Course Name	Date of Course	Location of Course
Tutor Training (INVERNESS) – contacted 6, responses from 3	7 & 8 August 2004	Inverness

How found out about the Training Course(s):
 What benefits did you get from attending:

FnG website, FnG leaflet, Nairn Fèis.
 Practical tips, safety issues, inspirational group music and informed sessions; I love Gaelic proverbs and want to learn more Gaelic now, also learned more about the history and was intrigued by Piobearochd, it was a fabulous setting; how to keep kids interested and more relaxed.

Other Fèis Training needs:
 Any other comments:

Just would like to know what all courses are available to us.
 They are all good – and I would like to be kept informed.

Course Name	Date of Course	Location of Course
Tutor Training (SMO) 2003 – contacted 21, responses from 2 (1 non-attender)	22 & 23 February 2003	SMO

How found out about the Training Course(s):
 What benefits did you get from attending:

Perth College; applied and intended to go but took ill.
 Learned about teachers rights, etc., how to deal with difficult situations, got ideas for fun things to do in group teaching and had a good laugh doing the group exercises.

Other Fèis Training needs:
 Any other comments:

No comment.
 No comment.

Course Name	Date of Course	Location of Course
Tutor Training (SMO) 2004 – contacted 21, responses from 8	21 & 22 February 2004	SMO

How found out about the Training Course(s):

Through Fèis x 3; via Glasgow Fiddle workshop as I tutor there and they were keen to train up more tutors; Perth College; e-mail; word of mouth; ALP Scots Music Group.

What benefits did you get from attending:

Good groups, tips on how to teach and even how to set up a room; great ideas on warm up exercises, excellent introduction to Gaelic, tips on group working which came from direct experience at being in a group; teachers rights, etc.; spending time with and mixing with other tutors, swapping techniques and warm up sessions; got to meet people and learn to cope with teaching; learnt how to deal with problems children may have; how to keep kids interested and more relaxed; it gave me some useful teaching tools, built my confidence and had useful information on child protection.

Other Fèis Training needs:

Child Protection Certificate (sports, shirty, etc.), disclosure; advice on teaching children would be great as normally I teach adults, ideas on how to make classes fun for kids; I'm ok with smaller groups but could do with more training for larger classes; would just like to know what courses are available to us; want to do Level 2 Tutor Training.

Any other comments:

Vey good; just great; I have enjoyed them all, not only for the training aspect but also for meeting others in the same situation, with similar ideas and questions, all have been very well run and informative; just fine; extremely helpful and well recommended; keep it going, it's invaluable.

Course Name	Date of Course	Location of Course
Tutor Training (SMO) 2005 – contacted 17, responses from 7 (1 non-attender)	19 & 20 February 2005	SMO

How found out about the Training Course(s):

FnG website; through a friend who works for FnG; by Margo MacLennan of THC; my high school music teacher was a tutor on the course; local Fèis; FnG; applied but didn't attend.

What benefits did you get from attending:

Learnt new ideas for classes and generally how to handle common situations which can often arise; some insight into basic teaching methods; I gained certification on child

protection and on tutor training and I also learnt about tutoring, the evening session was also beneficial because I heard some great tunes; learning how to deal with specific situations and the warm up exercises; an opportunity to work with and learn from people of a similar ilk and aspirations.

Other Fèis Training needs: Would like to complete certificate in Traditional Music, keen to use skills in a practical way, classes in arranging and accompaniment would be good; further tutor training; I am comfortable teaching beginners/intermediate, I would not be able to take advanced pupils – however, I don't think the Fèis movement is about advanced pupils.

Any other comments: I don't wish to belittle Gaelic, however, Scotland has many other indigenous dialects and cultures, however, the classes have generally been good fun and informative. Andy Thorburn is an inspirational teacher; very well run and enjoyable; I was very pleased about the course and felt that I had gained quite a lot from it although it was very short; the course I attended was very well organised and the input from the tutors was excellent.

Course Name	Date of Course	Location of Course
Tutor Training (WI) – contacted 11, responses from 5	1 March 2003	Sgoil Lionacleit (WI)

How found out about the Training Course(s): Can't remember x 2, word of mouth; Fèis committee x 2; on a course at Benbecula – they recommended tutor training.

What benefits did you get from attending: Support, encouragement and a few ideas; a lot of very relevant information; one or two reservations – not enough Gaelic but the music side was excellent; learned lots of really useful things; just excellent.

Other Fèis Training needs: I think it would be good to pool ideas about games, workshop ideas, 'Plan B's' for when the unexpected happens; methodology – guidance.

Any other comments: It's a bit of a long time since this course so details are not really accessible, nifty procedure on Q5; all very good, but could do with bringing more training to the Islands; quite enlightened; usually very useful and professionally done; it's a good thing to involve youngsters.

Course Name	Date of Course	Location of Course
Tutor Training (WI) – contacted 6, responses from 3 (1 non-attender)	22 March 2003	Stornoway

How found out about the Training Course(s): Can't remember – too long ago x 2; through Fèis Support Worker.

What benefits did you get from attending: Can't remember; quite good – a chance to view your opinion.

Other Fèis Training needs: None – too old; none at moment - is a qualified dance teacher, from traditional and international to tap and ballet.

Any other comments: I don't do so much tutoring or teaching now – just help now and then – I think my methods are a bit outdated now, all courses are very useful and it gets folk together which is a real benefit; haven't been on many courses – but it's good to meet other tutors.

Course Name	Date of Course	Location of Course
Tutor Training (WI) – contacted 1, responses from 1	5 April 2003	Taigh Dhonnchaidh, Isle of Lewis

How found out about the Training Course(s): Can't remember – too long ago.

What benefits did you get from attending: Very good and informative.

Other Fèis Training needs: None I can think of.

Any other comments: Would like to see or have more training courses on or in the Island, travelling is difficult and expensive, should go round the communities.

Summary of the follow-up information supplied by Distance Learning (Access to Gaelic) Participants

Course Name	Date of Course	Location of Course
Access to Gaelic (Distance Learning) – 6 sets of responses	Sept 2003 - Oct 2004	Distance Learning/SMO (SMO had no records/paperwork)
Did you take part in the D/L course?:	6 respondents took part in the D/L course.	
Did you complete the course?:	2 respondents completed the course, 1 received a Certificate; 1 will receive it in November 2005.	
If you didn't take part or didn't complete – why?:	Dropped out due to work pressures; still one more assessment to be marked so not finished yet; dropped out after about 5 weeks, naive about the time commitment and also course very difficult if have no Gaelic.	
How found out about the Training Course:	Word of mouth; FnG Newsletter and local publicity; through the Fèis Committee; teach at SMO in summer; a friend did it the year before.	
Did the D/L course meet your needs?:	4 respondents said that the D/L course met their needs.	
What benefits did you get from attending:	Able to learn in a flexible way; better understanding of grammar, tenses, etc. – improving correctness of conversational abilities; very good, but a change of tutor didn't help; greater/faster spoken skills, overall revision and constant practice; I spoke a lot more Gaelic, met a lot of folk with similar interests as myself, I'm able to use Gaelic in the work that I do.	
If no benefit, why was this?:	I did learn a bit., still have CD's and notes.	
Do you still get information about Fèis courses?:	1 respondent said they still get information about courses, 1 said they weren't sure how often it came out and 2 said No.. 3 respondents said that they would like to be kept informed and supplied contact details (see separate list).	
Attended/intend to attend other Fèis training:	No comments	
If you have tutored at a Fèis, please name:	3 respondents said that they had tutored at the following Fèis: Fèis Rois (2); Fèis Bharraich, Fèis 'sa Mheadhan, Fèis an Earraich, Fèis Latharna, Fèis Lannraig a 'Tuath, Fèis Dhum Eideann, Fèis Spe (1) – and would like to tutor at other fèisean, especially those who use more Gaelic.	
Have you attended Level 1 Induction?:	4 respondents said No, and of these 1 would like to if it was not too basic and would be interested in tutor training; 1 said No; and 1 was not sure what was involved.	
What is your instrument/discipline?:	3 respondents answered: traditional Scottish & Irish flute and whistle; piano & guitar; clarsach & whistle.	
Are you a Gaelic speaker?:	2 respondents said Yes; 1 said just a learner; and 2 said just a little/basic. 3 respondents said they used Gaelic in their teaching.	
Consider taking assisted Gaelic course?:	3 respondents said Yes and left contact details (see separate list).	
Other Fèis Training needs:	Perhaps something on educational methodologies, e.g. Kodaly.	
Any other comments:	Have to be very disciplined, working from home is very difficult – reviewing and may try again; I think in a year or two when I have more time – I intend to get on with it then; there is a bit of a feeling that the course is really only for new or younger tutors – perhaps a session for more experienced or older tutors could be targeted.	

Summary of follow-up information supplied by Tutors – 8 sets of responses

1. How were you approached to Tutor?

5 respondents were approached directly by FnG staff.

2. Did you put yourself forward and why?

2 respondents were FnG employees and 1 respondent was a FnG training consultant.

3. Was there some form of selection process? And was it based on experience?

Mainly based on knowledge and experience matched against training needs fed back from Fèisean; limited number of people with particular skills, e.g, Gaelic speaking, song writing; training consultant used for generic skills training.

4. What was your experience of the course(s) you tutored at?

Excellent, enjoyable, useful, covered a lot of ground, motivational, appropriate to Fèisean and Fèis personnel; well organised, well run and very valuable; tutors & organisers collaborated in planning, delivery, evaluating & future planning.

5. Were they well attended?

Varied between small numbers (Saturday seemed to be a problem for some) to very well attended, between 12 and 15 people and with the following comments: easier to tutor small numbers; well attended for dance – but it varies as it is physical and there are no short cuts, so some young people find it too much like hard work.

6. Were they productive?

Varied from: Very productive; tailored to clients needs FnG); highlight any communications glitches, Collecting Culture was highly successful; all learn a skill nobody can take away from them; to: relatively; hope so; very productive – participants enjoyed courses and feedback was very positive. Most participants (if not all) have gone on to be Fèis tutors.

7. Were they well organised by Fèisean nan Gàidheal? Was it: poor, adequate, good, very good?

Good to very good.

8. Was there remuneration? Was it: poor, adequate, good, very good?

3 respondents linked directly with FnG tutored as 'in-kind' support to the programme by FnG; 4 respondents said the remuneration was very good; (one general comment regarding remuneration for week's tutoring at local Fèis – not applicable to FnG Training Plan tutoring).

9. Do you get any feedback about Fèisean nan Gàidheal training courses from the participants or about your Tutoring or on the movement in general?

Varied from: Yes, generally very positive, the bringing together of like-minded people is almost as important as the actual courses, locations & timings have seemed to suit most people, but given our geographical spread we can't satisfy all requirements all of the time given the funds available; to: not really, newsletters mainly, maybe informal, thank you letter from FnG but nothing from participants; some formal, but much informal - many students continue to keep in touch to ask advice or discuss ideas & strategies - feedback is positive.

10. Would you Tutor again if asked?

All 8 respondents said that they would tutor again if asked.

11. Do you feel that any improvements can be made?

More funding for a further 3 years, so that a diary of events can be published well in advance & circulated widely; some thoughts as to how people can be encouraged to attend/incentives?; just right; maybe we need to try contemporary musicians and open arms wider to children with special needs; improvements can always be made! I believe that FnG works continually to maintain & improve quality of courses, they seek active feedback from tutors & participants and take this and new ideas on board.

12. What benefits do you think the Training Programme has had for the organisation and for the trainees?

Very positive – training must be of mutual benefit to FnG, local Fèis and the individual – in this way volunteers in particular can see real personal developmental advantages of getting involved & will hopefully assist in future recruitment & retention of volunteers; training programme helps to provide people involved in Fèisean at all levels with the tools required for a professional approach by tutors, volunteers and organisers, also helpful to show external funders & supporters the effort being made to provide the best possible experience for Fèis participants; keeping people up to date with organisational, legislative & other changes, developing skills & personal development; up the level of awareness of various issues regarding standards & how to teach in a modern environment; that the Fèisean is helping to develop a whole generation of youngsters with good social skills and camaraderie; enhancing skills & widening musical & Gaelic community through transmission of knowledge & the social interaction which is entailed; change to meet different people & be able to discuss things more fully; it is ensuring a progression from learner to tutor through continuing learning & development, while encouraging & maintaining a high standard of tutoring, and constant communication between organisers & tutors.

[see separate list of contacts – Appendix D]

Summary of follow-up information supplied by Fèis Development and Support Workers – 3 sets of responses

1. Have you participated in any training?

All 3 respondents had participated in Fèis training.

2. What were the courses?

Regional training x 2; Child Protection; Web site design; tutor training; Committee training; Dance; 1 x at SMO and supervised at teenage group-work events; Theatre Techniques.

3. How effective was the course or courses?

All were very informative and provided relevant information; courses have generally been effective, tutor training seems to have been the most effective across the board also the most publicised - teenage group-work events have also been very effective; Very - got us thinking - and that we were on the right track.

4. Was the course of Benefit and How?

They helped me learn about topics I need to know about to do my job. In the Web-site training I acquired new skills which have been off benefit in subsequent Fèis work; Gaelic courses have been of great benefit in improving my language skills in-line with my personal development plan and the new FnG Gaelic policy, tutor training has given a lot of people the confidence to be assistant tutors or to tutor follow-on and youth music classes in their own areas, Fèis Spe have taken on their new roles and working with much less support than this time last year, teenage events have brought together young people from different areas with similar interests; Very beneficial.

5. What is your overall perception of the Training programme?

It seems fairly good - open to suggestions and willing to help you gain skills which help us do our work better; the training programme has generally been effective and good quality but I believe some courses were not well attended - not quite sure why, I think people's perceptions of the training programme are that it provides tutor training and Gaelic courses but they are not really aware of other opportunities, there is a need for actively promoting opportunities.

6. Any training gaps you can think of for folk on the ground and for yourselves. If so what would they be?

Maybe more specific training for IT pertaining to Fèis tasks would be good rather than offering people to go on general IT courses; not personally - will have more of an idea after our regional training day in January 2006; would like specifically things like desktop publishing.

7. Do you get any feedback about Fèisean nan Gàidheal training courses from the participants or about your support work or on the movement in general?

We hear from committees how they felt about certain training days; I am constantly in touch with the Fèisean in my area (14 at present); periodically.

8. What benefits do you think the training programme has had for the organisation and for the trainees?

It's a good way to help people improve themselves and work better for the company; Trainees have increased confidence and are being inspired and perhaps doing things they wouldn't otherwise do - just because the opportunity has been put in front of them, this is generally good for the organisation as it keeps people interested, tutor training also helps to fulfil the constant demand for tutors.

9. Any other comments about FnG's Training Programme/Courses?

Keep it going!; training seems to work best when it is targeted at specific groups or training needs that are identified by individuals, there is also the problem with committees, tutors and participants all continually changing which means there is need to repeat courses but also provide new ideas for those who have participated in courses already, not easy to find a balance; FnG could be a bit more structured and more assertive.

Headline Follow-Up Survey Results

During the course of the follow-up survey period, we had responses from 68 training participants. Response rates to individual questions varied from 27 (40%) to 57 (84%). The breakdown of the results for the individual questions asked follows.

Almost without exception, the courses met the trainee's expectations in full with 54 (98%) of the 55 individuals who responded, giving a positive response. More than half, 33 (59%) of the 56 who responded said that they still get information on Fèis courses and 33 (79%) of the 42 who responded said they would like to be kept informed. 24 (44%) of the 55 who responded said that they tutored at Fèis and 14 (52%) of the 27 who responded said that they would like to tutor. Only 15 (30%) of the 50 who responded said that they had attended a Level 1 induction course for new tutors and 14 (45%) of the 31 who responded said that they would be willing to attend an induction course. 31 (54%) of the 57 who responded said that they were Gaelic speakers and 30 (56%) of the 54 who responded said that they used Gaelic in their teaching/tutoring. Finally, 33 (72%) of the 46 who responded said that they would consider taking an assisted course in Gaelic to improve their fluency.

The benefits of meeting and sharing ideas, opinions and experience with other like-minded people were appreciated and remarked upon by many. The call for more and similar courses and training opportunities also featured strongly, especially on the Western Isles and generally by taking training to communities rather than people having to travel distances to courses.

However, a few comments were made about certain aspects of some courses that need to be considered in order to make the training experience even better for some attendees. These include, in no particular order of priority, the following:

- courses not used enough – volunteers too busy, no time – consider going into the areas, rather than them coming to us;
- time between course and an opportunity to practice what learnt was too long (a year) – [completion of training course is not a guarantee of employment, and tutors are hired by individual Fèisean, often by word of mouth and often by using established tutors];
- course follow-up could be better, e.g. after doing Fèis Supervision course and getting Disclosure Scotland training, respondent was not sent FnG registration form –

completed one more than a year later [registration form for inclusion on tutor database is available on the FnG website];

- more courses in Gaelic language and more use of Gaelic during courses;
- consult a single Fèis or small group of Fèisean on a two or three day training package for them, to include generic training on items such as data protection, child protection, tutor and steward training, Gaelic teaching and principles, health and safety and a range of other 'soft' issues [covered within the Regional Training sessions]; and include one day dedicated to a specialist course such as 1st Aid [run by the Red Cross and available all around the country] – some or all of this could be offered to other groups in the immediate area, such as croileagain and sradagain to help keep costs down;
- the level of the course needs to be clearly stated and understood by trainees, e.g. beginner, intermediate, advanced;
- training on desktop publishing, video production/editing, administration/finance for committee members, responsibilities of Supervisors, more IT training (e.g. general IT skills and more specific such as using pictures in documents/Publisher), child protection, disclosure, advice on teaching children, training larger groups, classes in arranging and accompaniment, games and workshop ideas resource pool, 'Plan B's' for when the unexpected happens, methodology – guidance, sourcing appropriate material for teaching different skills abilities in classes;
- a more structured training programme, e.g. including refresher courses to keep up with changes and training on development strategies.

Feedback from the participants on the 'Access to Gaelic' distance learning course held at SMO in 2003-2004 was varied. Of the six people who responded to the follow-up, a couple dropped out of the course due to the time commitment involved and one has still to complete an assignment [this has been recognised by FnG and assistance is now offered for attendance at a one week short courses and other learning methods]. The two people who responded that they had completed the course found that it was a flexible way to learn, improved understanding of grammar and tenses and helped with more confident conversational Gaelic. One respondent asked that consideration be given to including something on educational methodologies, e.g. Kodaly music education [FnG has paid for tutors to attend Kodaly courses]; and one respondent highlighted the need for discipline in doing the course and that working from home was very difficult. A comment was also made about ensuring that the benefits of undertaking this course perhaps needs to be made clearer to all tutors and not just the new or younger tutors. When contacted, SMO were unable to provide any course paperwork or follow-up contact details for the participants [possibly due to Data Protection issues].

Eight Tutors responded to the follow-up survey and were mostly very positive about the experience of working with Fèisean nan Gàidheal and tutoring at their courses. They found the courses to be well organised, generally well attended, very productive and beneficial to both trainees and the organisation as a whole by way of raising awareness of relevant issues, improving skills and providing a pathway for personal development while raising and maintaining the quality, experience and impact of tutoring at Fèisean. Improvements identified included:

- more funding for next three years so that a diary of training events can be published well in advance and circulated widely;

- some thought as to how people can be encouraged to attend/incentives?;
- what about widening the appeal to take in contemporary music, not just traditional, and also children with special needs.

The two Fèisean nan Gàidheal Development Officers and the one Support Worker who responded to the follow-up survey were likewise generally very positive about the training programme, having taken part in a range of courses from regional training, child protection, website design, tutor and committee training, to dance and theatre techniques. Some comments for possible improvements included:

- more specific IT training related directly to Fèis tasks (including desktop publishing);
- attendance issues at some courses needs addressing – perhaps more active promotion of training opportunities across the board;
- balance between offering repeat courses to address the need for addressing ever changing personnel (committee members, tutors, participants) and providing new ideas for those who have participated in courses already;
- training seems to work best when it is targeted at specific groups or training needs that have been identified by individuals.

SECTION 5 Teenage Programme

Fèisean nan Gàidheal's Teenage Programme included a number of Teenage Groupwork weekends, of which we received feedback on those held on Lewis in June 2003 and in Sutherland in March 2004.

The weekend workshop on Lewis was designed to provide further teenage provision within the Western Isles and was open to secondary school pupils with existing skills in Gaelic music and song. The emphasis was on groupwork and in particular encouraging instrumentalists to work alongside singers. 12 teenagers attended along with 3 experienced tutors. Between them they covered the disciplines of singing, tin whistle, clarsach, accordion and piping. Feedback from participants and tutors was very positive, with a call for future opportunities to meet again for similar groupwork sessions.

The weekend workshop in Sutherland was jointly organized with Fèis Chataibh and attracted 12 young people, including a small group from North Uist. 2 experienced tutors were present and the aim of the weekend was to give young people at secondary school a chance to get together in an event more suited to their needs, both in terms of their skill levels and also working with their peers. In addition to tuition there was an open cèilidh evening where both participants and tutors performed. The feedback was very positive and it is hoped to hold similar future events in Sutherland.

In addition, we received feedback on the annual professional development summer schools, Fèis Alba, held at the National School of Excellence in Traditional Music at Plockton High School in July 2003, 2004 and 2005. This 4-day school was for young musicians (16–25) aimed at developing 'excellence' and included workshops on the key elements of Composition, Tutoring, Recording and Performance and with experts in the particular fields.

The nature of these summer schools is such that they are open to 16 – 25 year olds with proven traditional music skills at the upper-intermediate or advanced levels. A total of 39 participants took part over the three summer schools and were managed by an experienced tutor, supervisor and staff team each year.

Feedback from the participants in each of the three years was extremely positive, rating accommodation, food, value for money and overall quality of the tutoring as 'good' or 'very good'. It is clear from the participants' feedback that the annual summer schools held at Plockton were extremely successful in identifying and delivering the key skills identified as crucial to professional development. Over and above this, quality in the delivery of the programme, the tutoring, supervision and organisation was identified by the participants as first class, along with a highly suitable venue.

Although the 2005 summer school fell outwith the timescale of the evaluation study, over the three summer schools it was noted that the number of Gaelic speakers had increased along with level of musicianship amongst the participants. These are highly positive signs and set the developing standard for future summer schools.

SECTION 6 Assessment of the Programme Outcomes against the original Training Plan objectives and targets

The Fèisean nan Gàidheal Training Plan during the period February 2003 to February 2005 provided a range of vocational and pre-vocational training opportunities to develop the paid and volunteer workforce of the organisation across a range of training needs identified as being of benefit to Fèisean nan Gàidheal and meeting demand locally. In total, during the training period, 30 courses were scheduled with documented evidence of 27 having taken place. The training records supplied by Fèisean nan Gàidheal show that a total of 230 individuals participated in the training programme covering between them a total of 263 course places. During the follow-up survey period in September and October 2005, a total of 194 individuals covering 229 course places between them were contacted for their assessment of the training they received. 18 tutors and 4 Fèisean nan Gàidheal Development/Support staff were also contacted for their opinion of the training programme. Of the 216 individuals contacted during the follow-up period, responses were received from 68 individuals covering 82 course places and comments from 8 tutors and 3 Fèis workers (a response rate of 37%).

To complement the training assessments recorded by the trainees themselves in their feedback forms and the assessments received during the follow-up survey, an assessment has been made of the training programme outcomes against the original training plan objectives and targets. This is recorded in Table 7 below using the Learning Evaluation and Planning (LEAP) model (Chart 15):

Chart 15

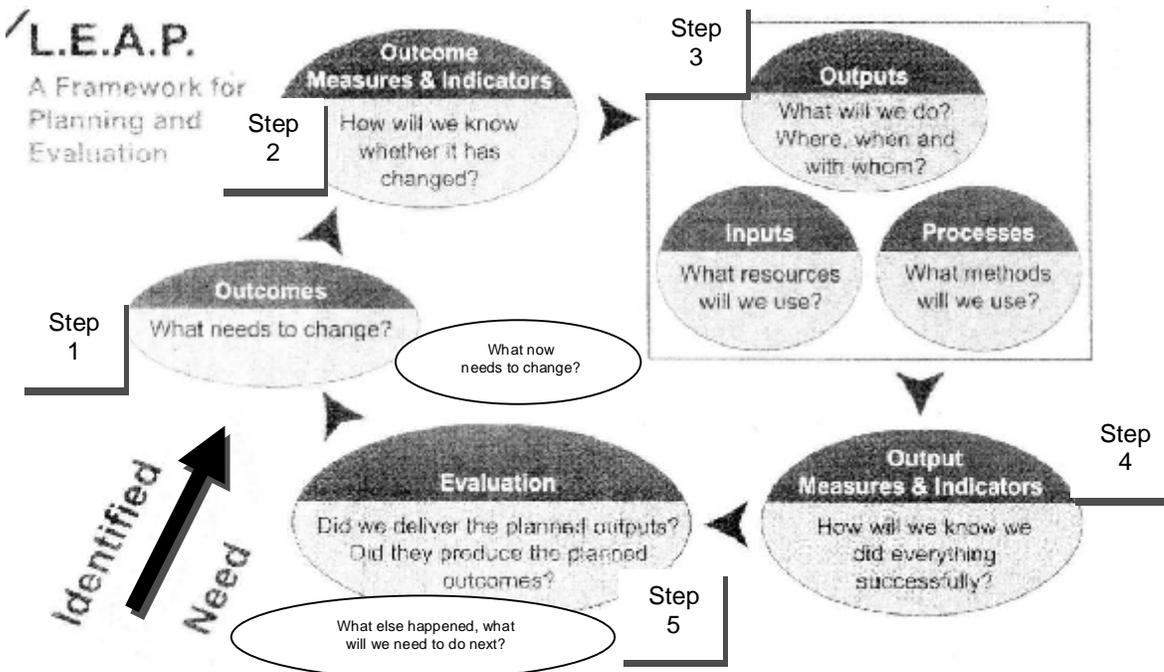


Table 7

Fèis nan Gàidheal Training Programme Evaluation – Benefits Analysis						
Training Plan Priority Area	<i>What needs to change?</i> Outcomes	<i>How will you know whether it has changed?</i> Outcome Indicators	<i>How will you go about it – what with?</i> Inputs – resources, etc.	<i>Methods you will use?</i> Processes	<i>What will be done, by whom & when?</i> Output Targets	<i>How will you know you have acted the way you planned – evidence?</i> Output Indicators
Business Developmental Skills	Participants will receive training in running their individual Fèisean along more professional lines and will include child protection policy implementation, increasing use of Gaelic language at Fèisean, funding and sponsorship, long term development planning, developing inter-Fèis activities, maximising opportunities for performance, maximising cultural tourism opportunities and sharing key experiences, in addition to general business skill.	Course uptake; training assessment by practitioner feedback and independent training programme evaluation; anecdotal and identified improvements in Fèis organisation and development.	Organise and run 8 one-day Fèis Development for Organisers Courses.	Regional Training (INVY) – 1 November 2003; Regional Training (Harris) – 7 & 8 November 2003; Regional Training FW – 15 November 2003; Drama/Fèis Supervision - 30 January 2004; Highland Regional Training – 13 March 2004; Access for All - Seminar on Special Needs: awareness, legal and funding aspects of Special Needs - 21 August 2004 – half-day; Elementary Food Hygiene – various dates; First Aid for Child Carers Course – 2 & 3 and 29 & 30 September 2004; Regional Training (Uist) – 5/6 November 2004; Regional Training (Oban) – 5 February 2005.	Improved training opportunities for volunteer organisers and paid staff on aspects such as fund raising/ funding applications, development planning, child protection, health & safety, risk assessment, IT skills.	‘Access for All’ and ‘Elementary Food Hygiene’ courses did not appear to take place – no paperwork; ‘First Aid for Child Carers’ – 2 participants, record of 1 Certificate awarded; ‘Drama/Fèis Supervision’ – 3 participants, 3 feedback forms and 1 follow-up response; 45 Regional Training courses participants – 44 feedback forms and 10 follow-up responses. A total of 8 courses were held within this priority area.

Training Plan Priority Area	<i>What needs to change?</i> Outcomes	<i>How will you know whether it has changed?</i> Outcome Indicators	<i>How will you go about it – what with?</i> Inputs – resources, etc.	<i>Methods you will use?</i> Processes	<i>What will be done, by whom & when?</i> Output Targets	<i>How will you know you have acted the way you planned – evidence?</i> Output Indicators
IT and Communications Skills	Participants will receive training in the use of computer technology to expedite communication both within the Fèis movement and outwith; range will include e-mail, internet, website design, as well as basic IT skills, such as keyboard skills, use of word processing packages, spreadsheets and databases.	Course uptake; training assessment by practitioner feedback and independent training programme evaluation; anecdotal and identified improvements in Fèis organisation and development.	Organise and run 4 IT for Fèis Organisers Courses.	Collecting Culture – 18 September 2004; various Regional Training courses also contained an element of IT training (unspecified).	IT element involved use of editing software to process voice recordings, also basic use of minidisk recorders, folklore and song collection, technical recording and digitisation, including ethical & legal aspects.	8 'Collecting Culture' course participants – 5 feedback forms and 3 follow-up responses. A total of 1 course held within this priority area, with elements of IT training included in Regional Training courses.

Training Plan Priority Area	<i>What needs to change?</i> Outcomes	<i>How will you know whether it has changed?</i> Outcome Indicators	<i>How will you go about it – what with?</i> Inputs – resources, etc.	<i>Methods you will use?</i> Processes	<i>What will be done, by whom & when?</i> Output Targets	<i>How will you know you have acted the way you planned – evidence?</i> Output Indicators
Gaelic Language	Use of the “Access to Gaelic” course via distance learning, offered by Sabhal Mòr Ostaig; Gaelic song-writing, particularly to address the lack of new material coming into the Gaelic song tradition.	Course uptake; training assessment by practitioner feedback and independent training programme evaluation; anecdotal and identified increase in the use of Gaelic language within Fèis.	In partnership with SMO, offer a maximum of 30 places on the “Access to Gaelic” distance learning course; Organise and run 2 Gaelic Song Writing Workshops; support and develop the Màiri Mhòr Gaelic song writing Fellowship	Access to Gaelic (Distance Learning) - Sept 2003 - Oct 2004; Gaelic Song (Uist) - The Stories - 3 April 2003; Song writing (Making Songs) – 24 January 2004; Gaelic Short Course (SMO) - Gaelic 6 - 12 - 16 July 2004; Gaelic Song & Story (SMO) - 17 September 2004; Gaelic with Ailig (Gaelic beginners course) – 25 & 26 September 2004; Gesto Weekend – 20 & 21 November 2004; active participation by the Màiri Mhòr Gaelic song writing Fellow.	SMO ran “Access to Gaelic” D/L Courses yearly starting 2003; FnG organised and ran 6 Gaelic Language and Song courses.	12 “Access to Gaelic” D/L Course participants (1 in 2004-05) – no feedback forms and 6 follow-up responses; 55 ‘Gaelic Language and Song’ Course participants – 33 feedback forms and 16 follow-up responses; Màiri Mhòr Gaelic song writing Fellow participated in 2 training courses. Follow-up revealed only 1 D/L course certificate awarded with 1 due November 2005. A total of 7 courses held within this priority area.

Training Plan Priority Area	What needs to change? Outcomes	How will you know whether it has changed? Outcome Indicators	How will you go about it – what with? Inputs – resources, etc.	Methods you will use? Processes	What will be done, by whom & when? Output Targets	How will you know you have acted the way you planned – evidence? Output Indicators
Music Tuition training for tutors	Participants will have access to 3 levels of training: Level 1 for new/young tutors; Level 2 for more experienced tutors of music, song and dance; Level 3 SQA accredited Traditional Music Tuition course.	Course uptake; training assessment by practitioner feedback and independent training programme evaluation; anecdotal and identified improvements in Tutoring standards.	Organise and run 1 two-day Level 1 Workshop each year; Organise and run 1 two-day Level 2 Workshop each year; Organise and run 8 Fèis Tutor (discipline specific) Workshops; develop the National Traditional Music Training Network (TMTN); plan and develop SQA accredited tutor training course.	Tutor Training (SMO) 2003 – 22 & 23 February 2003; Tutor Training (WI) – 1 & 22 March & 5 April 2003; Dance in the Highlands – 26 April 2003; Theatre Tech (Glasgow) – 4 October 2003; Fiddle-Glenfinnan (Highland Fiddle Tunes) – 7 & 8 February 2004; Tutor Training (SMO) 2004 – 21 & 22 February 2004; Playing for Ceilidh Dancing – 5 June 2004; Tutor Training (Inverness) – 7 & 8 August 2004; Glenfinnan-Piping weekend – 27 & 28 November 2004; Tutor Training (SMO) 2005 – 19 & 20 February 2005.	FnG organised and ran 11 courses covering generic tutor training for Levels 1 & 2 and discipline specific courses; SQA accredited Traditional Music Tuition course validated in June 2004 and commenced in August 2004.	'Playing for Ceilidh Dancing' course did not take place due to lack of take-up; 14 'Dance in the Highlands' participants – 10 feedback forms and 4 follow-up responses; 19 'Theatre Tech (Glasgow)' participants – 18 feedback forms and 1 follow-up response; 10 'Fiddle-Glenfinnan (Highland Fiddle Tunes)' participants – 8 feedback forms and 4 follow-up responses; 8 'Glenfinnan-Piping weekend' participants – 8 feedback forms and 5 follow-up responses; 85 'Tutor Training' participants – 56 feedback forms and 29 follow-up responses. All completers of Level 1 & 2 tutor training receive a Certificate. A total of 11 courses held within this priority area.

SECTION 7 Findings and Recommendations

The Fèisean nan Gàidheal Training Plan for the period February 2003 to February 2005 was a very ambitious programme of courses designed to meet the training needs of Fèisean nan Gàidheal staff, Fèis organisers and committees, Fèis tutors and Fèis participants.

The Training Plan was designed to encourage the acquisition of new skills and/or the upgrading of prior learning and in this respect the evaluation of the course feedback forms and follow-up survey shows a successful outcome. The Training Plan has delivered a planned programme of relevant training at both induction level for new participants and through ensuring pathways for progression for more experienced participants. The training has been delivered as locally as possible, using local facilities and training personnel achieving a balance between cost/value for money and the optimum training experience for the individual.

The Training Plan identified 4 Priority Areas for Action with regards to training:

- Business (Festival) Developmental Skills
- IT and Communications Skills
- Gaelic Language
- Music Tuition Training for Tutors

Table 8 provides a summary of the training programme's achievements mapped against the original plan:

Table 8

Training Plan Priority Area	Planned (Training Plan)	Delivered
Business Developmental Skills	8 x one-day Fèis Development for Organisers courses	8 courses delivered – reaching 50 participants (10 planned, 2 did not take place)
IT & Communications Skills	4 x IT for Fèis Organisers courses	1 course delivered – reaching 8 participants (elements of IT training included in Business Development Skills courses)
Gaelic Language	Offer a maximum of 30 places on SMO "Access to Gaelic distance learning course; 2 x Gaelic Song Writing Workshops; Support and develop the Màiri Mhòr Gaelic song writing Fellowship	7 courses delivered – reaching 67 participants, including 12 "Access to Gaelic" distance learners
Music Tuition Training for Tutors	1 x two-day Level 1 Tutor Training Workshop per annum; 1 x two-day Level 2 Tutor Training Workshop per annum; 8 x Fèis Tutor (discipline specific) Workshops; Plan & develop SQA accredited tutor training course (Level 3)	11 courses delivered – reaching 138 participants (12 planned, 1 did not take place); SQA accredited tutor training course – the Certificate in Music Tuition - validation took place in June 2004 and was launched in Perth in August 2004
Total Training Opportunities:	28 courses	27 courses – reaching 263 course place participants (30 planned, 3 did not take place)

The feedback from the participants to the individual training courses and the comments received to the follow-up survey all portrays a picture of success for the Training Plan and Programme.

Generally, feedback from course participants was extremely positive, with much praise for the quality, knowledge, enthusiasm and professionalism of the individual tutors. Almost without exception, the courses met the trainee's expectations in full and in some cases exceeded them, with many participants saying how much they enjoyed the training and learning experience – fun and inspirational and with the opportunity to interact with the tutors. Courses were well organised, well run and practical and venues were generally thought to be appropriate for the purpose. The benefits of meeting and sharing ideas, opinions and experience with other like-minded people were appreciated and remarked upon by many. The call for more and similar courses and training opportunities also featured strongly and follow-up comments highlighted the need for this particularly on the Western Isles, but also by taking training to communities rather than people having to travel distances to courses. The relevancy of the information covered on the individual courses was widely recognised as excellent, relevant, with good hand-outs and presented in an informative and relaxed/informal manner.

Comments received from the follow-up survey to specific questions show, almost without exception, that the courses met the trainee's expectations in full. More than half who responded said that they still get information on Fèis courses and nearly three-quarters who responded said they would like to be kept informed. Slightly less than half of those who responded said that they tutored at Fèis and just over half of those who responded said that they would like to tutor. Less than a third of those who responded said that they had attended a Level 1 induction course for new tutors and slightly less than half of those who responded said that they would be willing to attend an induction course. More than half of those who responded said that they were Gaelic speakers and slightly less than a third of those who responded said that they used Gaelic in their teaching/tutoring. Finally, a third of those who responded said that they would consider taking an assisted course in Gaelic to improve their fluency.

Participants on the 'Access to Gaelic' distance learning course held at SMO in 2003-2004 gave a varied report on their experience. Of the six people who responded to the follow-up survey, a couple dropped out of the course due to the time commitment involved and one has still to complete an assignment. The two people who responded that they had completed the course found that it was a flexible way to learn, improved understanding of grammar and tenses and helped with more confident conversational Gaelic. However, the number of people who took up the opportunity for this course falls short of the Training Plan target.

Eight Tutors responded to the follow-up survey and were mostly very positive about the experience of working with Fèisean nan Gàidheal and tutoring at their courses. They found the courses to be well organised, generally well attended, very productive and beneficial to both trainees and the organisation as a whole by way of raising awareness of relevant issues, improving skills and providing a pathway for personal

development while raising and maintaining the quality, experience and impact of tutoring at Fèisean.

The two Fèisean nan Gàidheal Development Officers and the one Support Worker who responded to the follow-up survey were likewise generally very positive about the training programme, having taken part in a range of courses from regional training, child protection, website design, tutor and committee training, to dance and theatre techniques.

The following list of observations and comments were received through the course feedback forms and also from the follow-up survey. They are presented here against the 4 Training Plan Priority Areas:

Table 9

Training Plan Priority Area	Observations/Comments
Business Developmental Skills	<ul style="list-style-type: none"> • more time for specific aspects, e.g. on planning for supervision; • the lack of numbers attending was commented on, e.g. more Fèis committee members; • some requests for more Fèis-specific content, e.g. address Fèis-specific health & safety/child protection issues and behavioural problems; • a more structured session on exchange of Fèis experiences/Fèis formats – ‘getting to know’ sessions; • courses not used enough – volunteers too busy, no time – consider going into the areas, rather than them coming to us; • course follow-up could be better, e.g. after doing Fèis supervision course and getting Disclosure Scotland training, respondent was not sent FnG registration form – completed one more that a year later; also travelling expenses claims; • consult a single Fèis or small group of Fèisean on a two or three day training package for them, to include generic training on items such as data protection, child protection, tutor and steward training, Gaelic teaching and principles, health & safety and a range of other ‘soft’ issues; and include one day dedicated to a specialist course such as 1st Aid – some or all of this could be offered to other groups in the immediate area, such as croileagain and sradagain to help keep costs down; • training on administration/finance for committee members, responsibilities of supervisors; child protection, disclosure, advice on teaching children, training larger groups; • ‘Plan B’s’ for when the unexpected happens; • more structured training programme, e.g. including refresher courses to keep up with changes and training on development strategies.
IT & Communications Skills	<ul style="list-style-type: none"> • maybe a bit more technical tutoring, e.g. website editing, MS Access, desktop publishing, computer training; • training on video production/editing; general IT skills and more specific, e.g. using pictures in documents/Publisher; • more specific IT training related directly to Fèis tasks.
Gaelic Language	<ul style="list-style-type: none"> • maybe a bit more technical tutoring, e.g. Highland folk tales, script writing; • not being fluent in Gaelic made it difficult for some to follow/keep up; more courses in Gaelic language and more use of Gaelic during courses; how and where to find more information to use while tutoring, e.g. Gaelic tunes/specific tunes to particular Fèisean area.

<p>Music Tuition Training for Tutors</p>	<ul style="list-style-type: none"> • more information on qualifications for tutors; • maybe a bit more technical tutoring, e.g. singing of tunes, how dances should be planned; • more teaching techniques with children, e.g. working in pairs, group work, etc.; • time between course and opportunity to practice what was learnt was too long (a year); • the level of the course needs to be clearly stated and understood by trainees, e.g. beginner, intermediate, advanced; • classes in arranging and accompaniment, games and workshop ideas resource pool; • methodology – guidance, sourcing appropriate material for teaching different skills abilities in classes; • what about widening the appeal to take in contemporary music, not just traditional, and also children with special needs; • one comment received regarding the level of tutoring fee – not comparable with professional freelance level.
<p>General comments</p>	<ul style="list-style-type: none"> • the timing and length of courses and course segments; • some participants commented on the quality of the acoustics, temperature and the food at some venues; • some sessions contained too much information – need to avoid overload; • some indication of how to keep up and pursue interest in specific topics, e.g. next steps/pathways to continued learning; • provide an agenda for the day in advance, ensure that it is understood by all and 'time managed' on the day; • provide follow-up sources list for information on topics discussed; • potential to open up training courses to others involved in traditional music, e.g. to those not necessarily involved directly in the Fèisean; • time available for asking questions; • provide enough information to ensure that participants are clear about the course content and what their expectations are; • more funding for next three years so that a diary of training events can be published well in advance and circulated widely; • some thought as to how people can be encouraged to attend/incentives?; • attendance issues at some courses needs addressing – perhaps more active promotion of training opportunities across the board; • balance between offering repeat courses to address the need for dealing with ever-changing personnel (committee members, tutors and participants) and providing new ideas for those who have participated in courses already; • training seems to work best when it is targeted at specific groups or training needs that have been identified by individuals.

In order to build on and progress the delivery and achievements arising from the first Training Plan, Fèisean nan Gàidheal faces 4 key challenges:

1. securing ongoing funding in order to maintain and develop the training programme;
2. encouraging a more consistent uptake of training places across the range of courses offered;
3. continuing to identify the real training and development needs of its staff, tutors, Fèis organisers, committees, supervisors and participants;
4. putting in place a more robust system for the collection and management of training records.

In order to address these challenges, the following Recommendations are made for consideration:

Recommendations

1. Securing ongoing funding in order to maintain and develop the training programme.

Fèisean nan Gàidheal's Training Plan and programme of courses was project funded through a funding package from sources including the Scottish Arts Council, The Highland Council, Skye & Lochalsh Enterprise, the European Social Fund, Western Isles Enterprise and Comunn na Gàidhlig. While working with such partners to put together a similar funding package in order to continue with a programme of training might well be the only short-term practical approach, consideration ought to be given to building and making a case to the organisation's core funders for the 'mainstreaming' of training within the organisation's core budget. The evaluation of the Training Plan and programme for 2003 to 2005 demonstrates a level of reach and success that merits ongoing investment in a manner that clearly puts training at the heart of everything the organisation does – it is recommended that this becomes a medium to long-term aim.

In the meantime, as well as from the bodies mentioned above, other additional potential sources of funding and support need to be considered. These could include the following:

- other Local Enterprise Companies within whose area training is taking place;
- other Local Authorities within whose area training is taking place;
- generating income from the 'sale' of FnG training courses to other similar bodies and/or working with other similar bodies to provide such training thus reducing costs to FnG;
- investigating the potential for funding support from Bòrd na Gàidhlig and Proiseact nan Ealan;
- private Trusts and Foundations, such as Esmee Fairbairn, Calouste Gulbenkian Foundation, The Foundation for Sport and the Arts;
- Grundvig: adult education and other educational pathways (EU Socrates programme for lifelong learning, needs 2 other European partners) see: http://europa.eu.int/comm/education/programmes/socrates/grundtvig/home_en.html
- the Young People's Fund Scotland (11 – 25 year olds) see: <http://www.thebiglotteryfund.org/programmes/ypfs/index.htm>

2. Encouraging a more consistent uptake of training places across the range of courses offered.

While there is a reasonable awareness of the Fèisean nan Gàidheal Training Plan and programme amongst its intended audience and a general willingness by many to be kept informed of future training opportunities, there is a challenge in turning this awareness/willingness into actual attendance on courses. Factors such as relevancy, timing, location and duration of courses are important,

particularly to volunteers, as is the need to achieve the right balance between maximising the trainee's time with not overloading them with information.

Some consideration should perhaps be given to structuring future training opportunities in line with the roll out of Individual Learning Plans (ILP's) for all those involved (see 3 below) and taking a longer-term view of realising skills and personal development within the movement over a period of time. This would potentially allow for more targeted training where and when it is required. A menu of one-to-one, self-learning, distance learning, e-learning and group training/coaching/mentoring might also prove an effective way of providing training opportunities to suit the availability and readiness of the individual.

Marketing and promotion of the Training Plan during the period of the evaluation consisted of brochure, web, e-mail, word-of-mouth and adverts routes. Given Fèisean nan Gàidheal's desire to communicate more with its audience using the technology it has invested in, perhaps more use could be made of e-mail lists marketing/promotion and the Fèisean nan Gàidheal's website. The latter, in particular, would benefit from a more pro-active and inter-active make-over with regards to training needs, opportunities and successes.

3. Continuing to identify the real training and development needs of its staff, tutors, Fèis organisers, committees, supervisors and participants.

Working to put in place a more structured system, as mentioned in 2 above, tailored to the training and development needs of the individual that in turn will support the needs of and add value to the organisation, would appear to be a logical next step and enhancement of the piloted training programme.

Learning is a continuous process, often seen as cyclical, and should be quantifiable, so that both the individual and the parent organisation can clearly see growth and development. Identifying training needs, plotting improvements and moving on to tackle new challenges lies at the core of this process.

Individuals involved with the Fèis movement, in whatever capacity, need to be working with Fèisean nan Gàidheal to work through some form of structured assessment of their learning needs in relation to their involvement (specific role/job). To do this, one model might be the one outlined in Chart 16. Here we see the cyclical progression of training needs analysis (TNA) as a continuous life-long process.

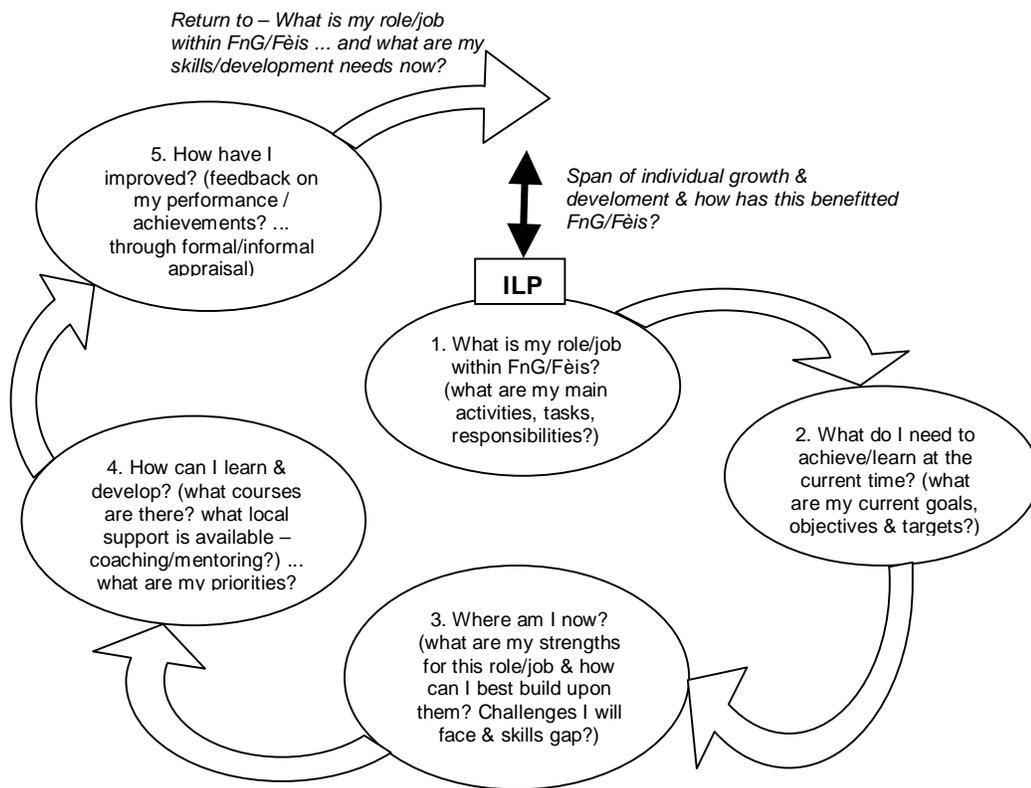
Each person with an involvement in the Fèis movement would be asked to address the following areas:

- think about and list their main Fèis activities, tasks and responsibilities;
- think about and list their own current goals, objectives & targets in relation to the Fèis;
- think about and list their own personal challenges faced and skills/knowledge gaps in relation to the Fèis mapped against their personal skills, strengths and qualities that they can build upon;

- think about and list available local support mechanisms and what relevant courses might be available and prioritise their future actions in support of the Fèis and take action;
- monitor and review the benefit to the individual and the Fèis of this training and development action.

This can be graphically described as follows:

Chart 16



4. Putting in place a more robust system for the collection and management of training records.

In order to more efficiently collect information about training needs; identify mutually beneficial opportunities (to the organisation and the individual); organise relevant and appropriately delivered courses; record and disseminate information on course attendance, feedback on benefit, experience and performance; and plan an effective future training programme, Fèisean nan Gàidheal needs to make better use of technology to build an information rich training database based on the data collected during the pilot Training Plan period. Encouraging training participants to complete course feedback forms is a key first step in building a culture of information and knowledge sharing and will positively impact on the progression of Fèisean nan Gàidheal's ongoing training programme.

Fèisean nan Gàidheal

Staff Reports

Àireamh air a' Chlàr Gnothaich: 4.2005.06(a)

Arthur Cormack, Director - Progress Report

Introduction

After an extremely busy period to the end of September, things have been, thankfully, a bit quieter and more controlled, and we have had the time to plan and prepare funding applications for the future, as well as catch up with funding claims.

I still intend looking at our staffing structure, and when we have a staff meeting in December, talk through with members of the team, how they might feel about their job descriptions being revised to ensure that work is distributed throughout the organisation.

Funding

Funding has remained extremely stable over the past year, coming in from various organisations more or less on time. As you will see from the main budget provided by Anne, we had a number of outstanding claims due to be done, that have now been done. We could not get round to these before now due, to other work being given priority.

We submitted an application to the Scottish Arts Council by the deadline of 30 September, and I had a meeting with Carolyn Paterson, our lead officer, late in November, to go over the projects and the budgets. We are still uncertain as to what the outcome will be, but Carolyn is going to try, at least, to get all our funding consolidated into one offer so that we do not have to make multiple applications annually. The case has still to be made within SAC for enhanced funding, and we have indicated that we really need around £500k per annum to operate effectively on an optimum budget.

Negotiations will start soon with Highlands & Islands Enterprise, to discuss a package of funding for the period from 1 April 2006 onwards, but in the meantime, as reported elsewhere, they have agreed additional funds for our training programme and Gaelic policy implementation.

Our cashflow has been helped considerably by having the Youth Music Initiative funds in the bank. Not only do we earn some interest, it takes the pressure off having to be on top of claims to ensure we always have enough cash in the bank.

Grants to Fèisean

Grants for 2004-05 have been paid on the basis of need to the Fèisean, in line with our grants scheme guidelines. Application forms for 2006-07 have been issued to all the Fèisean, with a deadline date of 24 January 2006 for all applications to be received.

Staffing

- There is a formal staff meeting planned for 7 December in Inverness.
- Met with David Boag at the office in Portree on 17 November.
- Met with Ingrid Henderson and David Boag in Inverness on 22 November to discuss the plans for Lochaber Fèisean post-August 2006, when the current plan comes to an end.
- There have been no problems with staffing over the last while, but Fiona MacInnes has taken up a teacher-training course, so is working hours that suit her school placements.

Youth Music Initiative

School visits are in full swing for this session and a meeting of the Youth Music Initiative providers in Highland has been scheduled for the morning of 6 December.

We are also running a contract with East Lothian Council at present, but Keith Graham of Fèis Dhùn Eideann has been carrying out this work on our behalf, very efficiently indeed, and the Council is very satisfied with the way the contract is going.

Blas Celtic Community Festival

We have already begun planning for Blas 2006, despite the fact that there are still some issues to be cleared up in relation to funding.

Highland 2007 are proposing to invest £50k per annum in the 2006 and 2007 festivals, and help us find sponsors from the private sector. The Highland Council is currently considering how much they can find from their own resources.

Gaelic Arts Strategic Development - GASD

There has been a further meeting of the GASD group, although I was not able to attend, and an additional meeting with Bòrd na Gàidhlig to discuss attitudinal research on the impact the Gaelic arts have on the attitudes of people towards Gaelic.

Fèisean nan Gàidheal continues to be involved in developing a Gaelic Arts certificated course for GASD, under our training programme.

A second round of grant applications has now been invited with a deadline date in the middle of December.

25 years of the Fèisean Research

The research done on our behalf by the RSAMD has been well received and has been a useful tool for funders also. I've included the press release sent out by HIE under 4.2005.07(b) for information.

25th Anniversary Book

Kate Martin, Cailean Maclean and Chris Deplano continue to work on this project, with the hope that the bulk of interviews and transcriptions will be ready prior to Christmas.

Kate will then be concentrating on writing the English sections of the book, and Cailean the Gaelic sections between January and March, and it is hoped that the book will be ready to publish in July 2006, as planned, perhaps at Fèis Bharraigh.

Fèis visits and direct contact with Fèisean

- As usual, have been in touch with all Fèisean through correspondence from the office, and have spoken to several on the phone
- Met with Rita Hunter of Fèis Rois on 8 November
- Assisted Ingrid Henderson with an application to SAC lottery for funds to allow Fèis nan Garbh Chrìochan to equip the hall in the new Acharacle Primary School

General representation and meetings attended

- Attended the Highland Council's Gaelic Education conference on 23 September, where I chaired a working group looking at culture in education
- Blas Action group met on 28 September for a feedback session and to begin planning ahead
- Met with Peter Peacock on behalf of the Traditional Music Forum at the Scottish Parliament on 4 October
- Attended the National Mòd in Stornoway from 17-21 October, while on holiday
- Made a presentation to Dundee Highland Society on the Fèis movement on 28 October
- Attended a meeting of the Traditional Music Forum in Pitlochry on 1 November
- Met with Calum MacPherson from Skye & Lochalsh Enterprise on 2 November, to discuss the winding up of An Drochaid
- Met with Donna Cunningham, Brian Ó hEadhra and Cailean Maclean on 4 November to discuss Blas contracts
- Spoke with Angus Nicolson CA regarding the annual accounts on 7 November
- Took part in a telephone survey to discuss services offered to Fèisean nan Gàidheal by the SAC on 15 November
- Attended a meeting in Glasgow on 16 November, called by Bòrd na Gàidhlig with the arts organisations, to discuss the content of the National Plan for Gaelic

- Met informally with Rae MacEachern, Peggy Nicolson and some of the YMI tutors on 21 November
- Blas Action Group met in Inverness on 22 November to discuss 2006 programme
- Attending a meeting on 30 November in Inverness with Highland 2007, as part of a consultative group
- Along with David Boag will be attending a meeting with Bòrd na Gàidhlig on 30 November, to discuss Fèisean nan Gàidheal's application for 2006-07
- Attending the Scots Traditional Music Awards in Edinburgh on 3 December
- Youth Music Initiative providers' meeting will be held in Inverness on 6 December
- I have been absent from work, unpaid, for the equivalent of five days in the period covered by this report, for Bòrd na Gàidhlig business

David Boag, Development Manager - Progress Report

Introduction

At my last annual appraisal it was agreed that I could incorporate some flexibility into my working hours to assist with childcare, whilst maintaining a 35-hour week. My wife, Janice, returned to work after the October holidays on a 0.5 job share basis, meaning that she works Monday, Tuesday and Monday to Wednesday on alternate weeks, whilst our son Lewis goes to a child minder Monday and Tuesday each week. As a result, I am at home every second Wednesday. Although I will only be working a couple of hours on these days, I have had broadband installed at the house, which means that I am contactable by email on these days. So far it has worked out is that I have been covering the 70 hours required of me per fortnight within the 9 working days, meaning that to date I haven't fallen short on my hours.

Over and above this, I took a week of leave/time off in lieu at the start of October and three days to attend the Mòd.

Development Fund

To date I have received 6 applications to the Development Fund with some others that I know of in the pipeline. Closing date for applications is 31st January and I would strongly encourage any Fèis that has project idea to get in contact either with their local worker or me directly if they want to discuss this prior to submission. I would also like to highlight the possibilities under Bòrd na Gàidhlig's Gaelic Initiatives Fund to provide match funding for this scheme (closing date 12 December).

Management of Development and Support Staff

Once again I have been in regular contact with all support and developmental staff. Fiona MacInnes is currently in the middle of a 4-week placement as part of her teacher-training course, due back in the office on 6th December. In the interim, Fèisean in the Western Isles are being encouraged to contact me directly if they have any urgent queries.

Bòrd na Gàidhlig Approved Contractor Bid

The deadline for this application was 28th October. The current Bòrd are due to stand down shortly as part of the new arrangements under the Gaelic Language Act, resulting in an earlier deadline than last year. An application for £65,000 was submitted, with the aim of employing two officers to assist with the development of Gaelic within Fèisean nan Gàidheal and the wider Fèis movement.

I am extremely proud of the work that has been undertaken on behalf of the Fèis movement by Meanbh-Chuileag over the last four years and as you all know, the feedback from participants across the country has been very positive. However, having examined the potential money available, I felt that it would be impossible to undertake both the work of the Gaelic Language team and Meanbh-Cuilleag in 2006/7. As reported previously this year's programme, although very much on target to achieve all its aims, has been made much more difficult by having to make excessive savings and undertake a series of compromises.

Bòrd na Gàidhlig and the Scottish Arts Council are currently undertaking a review of Gaelic Drama and I as part of this, I have submitted a paper to Bòrd na Gàidhlig outlining the resources we need in 2006/7 to ensure that Meanbh-Chuileag are able to undertake their work properly. Given the demand for and the outstanding success of Meanbh-Chuileag, I sincerely hope that additional resources can be found to ensure that this important work can continue and flourish at the level it deserves.

Meanbh-Chuileag

Meanbh-Chuileag under the direction of Mairi Kidd have had another busy period of time preparing productions, support materials and booking tours. The diary to the end of March 2006 has now been fully allocated and tour proposals have been sent out to a number of local authorities. As described previously, we are on target to fulfil all of the touring commitments agreed to in 2005/6 and the additional funding required is also coming in, although not all has as yet been fully committed.

Gaelic Language Officer

Douglas Beck has attended a number of Fèisean recently to deliver "Sgioba-G" and bookings to the end of March are healthy. I was able to sit in on a couple of sessions at Fèis Spè and I was really impressed with the programme of activity on offer, particularly as it can be tailored to suit a wide range of ability levels. It is very clear to me that in terms of developing the quality and use of Gaelic at Fèisean, the development of dedicated teams, trained in a programme tailored, high quality activities, is a very positive step forward. Some difficulties exist in the recruitment of additional Sgioba-G members and Douglas has begun a pro-active tour of colleges and universities to try and recruit more people. This will be done in conjunction with the training plan, to ensure that even if people show an interest but lack confidence and/or experience, we can assist in ensuring that they are "Fèis ready."

Originally it was envisaged that Douglas would be able to undertake his role as Gaelic Language Officer on a full-time basis, but because of the budget constraints placed on Meanbh-Cuileag, he has had to undertake 10 weeks worth of touring with the company. In addition, Douglas has been working with Christine MacIntyre and Arthur Donald (TOSG) to establish a youth Gaelic Drama festival in Oban before the end of March.

Celtic Community Festival – Blas

The 2005 event was an outstanding success and plans are now well underway for the 2006 event. I have attended a couple of meetings of the action group since the last board meeting and will continue to ensure that Fèis groups and other young people enjoy a high profile as part of this exciting new festival.

Fèis Bharraigh

As reported at the last meeting, I visited Barra in September as a follow-up to the success of the 25th Anniversary events. I have been assisting Fiona MacInnes to develop a number of projects that the committee are keen to progress. These include the purchase of new instruments, delivery of a series of master classes and the establishment of an island based support worker. In particular, I have been pursuing funding for the master classes, with a YMI informal sector application ready to go. However, we have also made contact with Comhairle nan Eilean Siar, which could potentially see some of their YMI money going into the project.

Fèisean Radio Project

This took place at Sabhal Mòr Ostaig, 19 – 21 September, with a total of 10 young people from Skye and Lochalsh, Argyll, Ross and Cromarty and Lochaber taking part. In addition, three additional adult trainees / supervisors took part in the course, led by Cailean MacLean entirely through the medium of Gaelic. Funding was secured from Sgeama Gàidhlig sa Choimhearsnachd and the Highlands and Islands Community Broadcast Federation to pay for the course and equipment. Four recording set-ups were purchased, including a hard disk recorder and quality microphone which will be useful for other projects in the future. The course was rounded off with a 1-hour live broadcast on Cuillin FM, which was very good. Feedback from participants was extremely positive and it is hoped that it can be repeated in the future.

School of Scottish Studies

I, along with other representatives from the Fèis movement attended a one-day event at the School of Scottish Studies, Edinburgh, 30 September to look at the archives and discuss possible ways in which young people could gain from access to, and use of the materials there. This proved to be a very interesting and worthwhile day and it is hoped that we can progress a new project sometime soon.

TMTTN

I attended a meeting of the Traditional Music Tutor Training Network on behalf of Fèisean nan Gàidheal in Glasgow, 10 November. There has been a great deal of progress since the last meeting I was able to attend, with a number of students undertaking the new music tuition professional development award. Discussions at this meeting looked at the next steps, which includes working with experienced tutors to translate their "prior" skills into a form that would allow them to achieve the award, and to develop an advanced level course.

Sorley MacLean Trust

I met with Rev. Archie Black of the Sorley MacLean Trust on three occasions to discuss their plans for a project in 2007 to celebrate the life and works of Sorley MacLean. This includes the commissioning of new pieces of music, set to Sorley's poetry and a residency within the Skye and Lochalsh area. Originally it had been hoped that the Highland Festival would undertake this work, but since this has ceased to exist, the trust were keen to involve new partners, including Fèisean nan Gàidheal. The Trust are currently undertaking initial work to apply for funds and progress the project, but it is hoped that Fèisean can participate somewhere along the line.

Grant Claims

This is usually a busy time of year for claiming back money spent on projects and to this end I spent a couple of days in Portree, 16th and 17th November. These included working on the claims and reports for the completion of the ICT project, Fèis Alba 2005, Fèis Bharraigh celebrations and the Radio Project.

Attendance at meetings and collaboration with other organisations

- Attended a conference celebrating 20 years of Gaelic Medium Education in Highland, 22 September.
- Blas action group meetings, 28 September and 22 November.
- School of Scottish Studies, 30 September
- Sorley MacLean Trust, Inverness, 10 October, 27 October and 8 November.
- TMTTN, Glasgow, 10 November

Fèis Visits

- FnG AGM and Conference, 22 – 23 September
- Fèis Spè, 13 October
- Fèis a Bhaile and Fèis Rois nan Deugairean, 17 October
- Fèis Obar Dheathain, 15 November
- Fèis Rois Classes Cèilidh, 24 November

Iona MacDonald, Training Development Officer - Progress Report

Fèisean nan Gàidheal Training Plan

With regard to the current ESF application, indications are that it will be approved in December 2005, having been recommended by the Advisory Board for approval. A calendar of events is currently in preparation. These will include music and cultural seminars, Gaelic language assistance, regional organiser training, child protection (including supervision) and special needs skills. Unfortunately, staff training is not allowable under this scheme in this application round.

TMTTN

The Group is moving forward again now towards the development of an Advanced Certificate in Music Tuition, the first students having registered on the Certificate course at Stow College.

GASD

A draft proposal for a possible professional development award has been drawn together for discussion by the working group. The proposals include cultural, administrative and technical units.

CHILD PROTECTION

There are still a number of Child Protection Pack receipts to be returned, the pack having been sent out in June this year.

UPCOMING & ONGOING

Lochaber and Western Isles have both moved the dates for their "autumn" training events –WI (and Highland, separately) on 27/28 January, and Lochaber to be decided. Argyll and South Fèisean will meet on December 10 in Glasgow. Stirling have also requested a training day, which could be shared with Aberdeen and Edinburgh, for example. A pilot workshop on the use of the School of Scottish Studies Archive was held in Edinburgh on 30 September, led by Dr Cathlin Macaulay. 6 Fèis personnel attended and the day was very successful. FnG and SSS look forward to a continued relationship, offering similar courses in the future.

Nicola Marshall, Development Officer – Progress Report

The last few months have been quiet in terms of Fèisean but this has allowed time for catching up with various things and I am looking forward to developing a number of new projects after Christmas. I started the Cùrsa-Inntrigidh in September and recently attended a residential weekend at Sabhal Mòr. I hope my Gaelic is progressing.

Fèisean

Fèis a 'Bhaile

The main Fèis took place from 17th – 21st October at Charleston Academy. With 72 participants it was a very successful week, feedback from both tutors and participants was very positive. There was increased Gaelic input at this year's Fèis due to input from the G-Team and Gaelic-speaking committee members. Since the Fèis week there have been two group-work workshops and weekly Gaelic drama classes. Fèis a' Bhaile will be teaming up with the other Fèisean in the Inverness area to hold a joint family Fèis day in February.

Fèis nam Bealach

As planned I attended a meeting with some of the committee on the 12th September and assisted them with plans for their Fèis which took place on the 30th September and 1st October. The first day was aimed at schools and there were a total of 20 participants the second day had only six participants but they benefited from high quality tuition. The committee hope to build on this event and investigate the possibilities of follow-on tuition.

Fèis Chataibh

The Fèis Chataibh AGM was held on 1st September and the new committee have now taken over the ropes. The Fèis also have a new support worker, Tassie McMorran. I have kept in regular contact with committee and support worker to offer assistance where necessary. The autumn workshops are up and running and plans are afoot for spring workshops and the main Fèis in the summer.

Fèis Chille Mhòraig

Fèis Chille Mhòraig took place on the 24th and 25th September in Glenurquhart High School, with 66 participants. Like Fèis a' Bhaile participants benefited greatly from input from the G-Team. The main issue surrounding the Fèis was the cost of hiring the venue. The committee have put their concerns in writing and are awaiting a response. Fèis Chille Mhòraig will also participate in the joint Fèis day in February. I plan to attend the Fèis AGM which will be held on Monday 28th November.

Fèis an Earraich

I have been working with Fèis an Earraich to complete claims for funding for the Cèilidh Trail and this is on-going. I attended the AGM along with Dougie Beck last week and the committee will continue as was. Plans are underway for the main Fèis which will take place from 3rd- 7th April in Portree. I will work with Dougie in the new year to establish a new Gaelic medium project for teenage Fèis participants.

Fèis Ghlinn Albainn

Fèis Ghlinn Albainn continue to run weekly follow-on workshops and participant numbers have been consistent. The committee have also undertaken to support the local traditional music group Pick 'n mix who have lost their tutor, the group is made up mainly of Fèis participants. Charlie McKerron will tutor monthly workshops for the group and the Fèis committee will support them on a weekly basis. The adult Fèis weekend will go ahead in February and the myself and Dougie hope to meet with the committee in the near future to look at ways of increasing Gaelic throughout Fèis activities.

Fèis Inbhir Narann

I continue tutor for Fèis Inbhir Narann at their weekly classes which are running throughout the year. The committee are hoping to introduce song & whistle in addition to the subjects already on offer.

Fèis na h-Òige

Prior to the AGM on 11th January Fèis na h-Òige will be holding a Fèis day and Fèis bheag on 3rd December which will focus on group-work this will be funded by Gàidhlig sa Coimhearsnachd. Fèis na h-Òige will participate in the joint Fèis day for Inverness Fèisean. The main Fèis will take place in the first week of the summer holidays as usual. At present I am assisting the committee with various funding applications.

Fèis Spè

I visited the main Fèis in October which was very successful and well attended despite a change of venue. The music club has been on-going and now runs in Kingussie, Grantown and Aviemore, this will continue in the new year. Various other projects are in the pipeline including a teenage group-work weekend in February, it is hoped to team-up with Fèis Obar Dheathain for the event.

Fèis Farr

Fèis Farr recently held their AGM and have a number of monthly classes planned for over the winter. Fèis Farr have also been invited to participate in the joint Inverness Fèisean day. I hope to meet with the committee in the new year.

Fèis Thròdairnis

I made contact with Fèis Thròdairnis last week and the committee are running regular classes in chanter, fiddle and Cèilidh dancing.

Fèis Ratharsaidh

I have not yet managed to meet with Fèis Ratharsaidh as a planned meeting had to be postponed. I hope that myself and Dougie Beck will meet with the committee in the near future to plan for this year's Fèis.

Fèis Rois

Fèis Rois are busy as ever with their new CD being launched this week. A group from the Fèis will be performing at the Celtic Connections festival.

Fèis Air an Oir

I have had no further contact with Fèis Air an Oir since my visit in September although classes are running regularly on a fortnightly basis.

Fèis Alba

I recently met with Ingrid and we will discuss possibilities for a joint Cèilidh trail training event following the success of Fèis Alba 2005.

New Projects

Inverness Fèisean – The joint activities day proposed for the 3rd December will now take place on Saturday 4th February. It had to be postponed due to the lack of a suitable, available venue.

It is hoped to put in a joint bid for annualised hours for the Inverness Fèisean in the new year in order to progress the possibilities of creating a development post for the area.

Fèis an Earraich – It is hoped to establish a Gaelic Medium project 'Seisean Sathairne'. A session would be held on a monthly basis in a pub-like environment in Skye, held together by a prominent, young, Gaelic-speaking musician and attended only by Gaelic-speaking teenagers, and supervised by young Gaelic-speakers. A purely non-alcoholic bar would be available through-out the session. Two rules would exist: that only Gaelic could be spoken, and that no smoking or drinking would be permitted. A zero-tolerance policy would apply here.

Fèis a' Bhealaich – The Applecross Heritage Society hope to undertake a multi-media heritage project and we are looking at ways for the Fèis to get involved.

The Annual Training Day for the North Highland Fèisean will take place at the Maple Court Hotel, Inverness on Saturday 28th January 2006.

Meetings etc attended in addition to regular committee meetings

September

14 – Meeting with Deirdre Graham
23-24 - FnG AGM
27th – Meeting with Judith & Elspeth
28th – Blas meeting

October

11- Meeting Suzanne Irvine
17th – Book launch , Effie Rankin
24th Inverness Fèisean

Nov

3 – Meeting of Gaelic Development Officers with Dougie Beck
11 – Meeting with Ingrid
11 – Meeting with Mairi Oakley
22 – Meeting with Dolly Grant and Mairi Oakley

Ingrid Henderson, Lochaber Fèisean Development Officer - Progress Report

This has been an exciting time for Fèis work in Lochaber with trips away to Nova Scotia in October and the new Blas festival brightening up the first week in September. After all the excitement and some holiday time off, the task of tying up 2005 projects and planning for 2006 looms closer.

Blas: The first week-long Blas Festival ran the first week in September and seemed to be a great success. During the week itself I was mainly involved in the Lochaber events and the Cèilidh Trail participation which were very well received. I remain part of the Festival Action Group and have attended evaluation and planning meetings in this period. My part involves creative input to the festival and local knowledge and contact with Lochaber venues and arts groups. Blas will run Sep 1-9 in 2006.

YMI School Visits: Feedback for this year's visits has been very positive so far. The Lochaber area is currently in its second school year of visits by traditional musicians. We use the first four weeks of every term to send in Gaelic song, whistle and group work tutors to work with P5/6 age group or wider if the school role is small. Fiona, our Youth Music worker has now been in the post since April and is doing a great job planning the visits and liaising with schools and tutors. The

mainland schools have just finished their second block of this year and the island schools are getting their visits at present with help from an inflatable rib!!

A Gaelic Song Resource, to accompany the song tuition is close to completion. The pack will include songs words and a CD with a basic vocabulary list for English medium and additional work sheets for Gaelic medium. Kathleen Graham, Anne Martin and I have put together the CD and words and Mary Ann Kennedy and Kenna Campbell have done the final editing and Gaelic work.

Cèilidh Trail: With the summer tour being a distant memory now, the Cèilidh Trail band have been kept fairly busy in this period with other projects. The youth focus in Blas meant good exposure for the Cèilidh Trail and four weekend performances in the Lochaber area. Three of the Cèilidh Trail performed at a 2007 event in the Scottish Parliament later in September and a lucky six of the eight youngsters got to visit Cape Breton and the Celtic Colours Festival (more information below).

The administrative work of tying up the Cèilidh Trail finances for the three funders is ongoing at the moment. The interim claim to Leader+ has already gone in and Lochaber Enterprise will be next. The Arts Council funding ends this year but since 'Blas' has a remit for supporting youth it will step as the third funder to support the project along with Lochaber Enterprise and Leader+ for next year.

Celtic Colours: In October six of the Lochaber Cèilidh Trailers had a very successful trip to Cape Breton, Canada and the Celtic Colours Festival. The participants were Olivia Bridge (Arisaig), Megan Henderson (Fort William), Andrew MacDonald (Inverlochy), Joanne McHale (Fort William), Iain MacMaster (Glenuig), Robert Nairn (Acharacle) accompanied by Ingrid Henderson, Lochaber Fèisean Development and Catriona MacIntyre, Early Education & Childcare Officer (Gaelic Medium). This trip was part of ongoing work, building on the unique connection that exists between the Gaelic speaking areas of the Highlands and Nova Scotia.

The young performers gave thirteen concert type performances in five days with the majority of these performances being for school pupils of all ages. The biggest concert they were involved in was aptly named "The Young and the Restless" showcasing young talent from Ireland, Cape Breton and the UK. They were the youngest musicians in the programme but they put on a truly fantastic show of Gaelic song, music and step dance which went down a storm with the 400 strong audience.

As Catriona MacIntyre commented "The youngsters demonstrated exceptional professionalism, commitment and behaviour. They were an impressive group and were enjoyed and well appreciated by the Cape Breton audiences. "

While visiting Cape Breton we also attended Fèis Mhabou and met with Frances MacEachen, Gaelic Cultural Officer in Cape Breton, to discuss ways to develop Gaelic language and cultural projects in each of our areas. With her help Catriona held workshops with pre-school children and parents interested in Gaelic pre-school education and had very positive discussions. In all we had an extremely successful trip in terms of the youngsters experience, knowledge sharing and relationship building for the future and we are already in discussions for a reciprocal visit in 2007.

Acharacle new school: I continue to be the Fèis contact for ensuring Fèis nan Garbh Chrìochan's place in the new build. Based on initial costings from Dave Martin, and with help from Arthur, I have put forward an application for hall enhancement equipment to the Scottish Arts Council. We should know the result in January 2006.

The logistics of the Fèis office are still being negotiated but a leased basis is being considered.

Fèis Oigridh na Mara: Fèis activities continue to develop for the Mallaig, Morar and Arisaig area. Ongoing classes set up last year are growing in numbers and through negotiations with Mallaig High School, Jim Hunter is teaching guitar during the school day with the school funding places for Standard Grade and Higher pupils. This is an important development in the area as the position of Music Teacher was vacant for most of last year and there has not been a history of visiting

Highland Council Music Instructors at the school. They ran their main Fèis in the November long weekend and feedback has been great. We are currently tying up the initial start up grant from Awards from All.

Northern Periphery Project/ Music Matters day: As one of the Lochaber Partners in this Scandinavian linked music project, I continue my input and help with advice on our Fèisean work and general sharing of information about our projects and events. Joint events are being planned for next year involving the different music organisations of Lochaber and the Scandinavian regions. A joint Music and Arts forum day happening on the 26th will help to raise the profile of arts in the area. The Fèisean and Blas will have a display stand and some of the Cèilidh Trail youngsters will be performing.

FnG Radio Project: Fèisean nan Gàidheal have been working with the Highlands and Islands Community Broadcast Federation looking at the possibility of working more closely with local community radio to create closer links with Fèisean, and increase the amount of Gaelic output particularly from young people. A training day, lead by Cailean MacLean, was run at Sabhal Mor Ostaig in September and Joanne McHale, Robert Nairn and Iain MacMaster took part. It is hoped we can use their knowledge to pass on skills to other youngsters in this area.

Disclosures: I continue to be the point of contact for checking forms for committee members, supervisors and tutors. The amount needing verified has decreased slightly since the main "Fèis Season" is over but the increased numbers of ongoing tutors and schools' tutors still creates demand.

Attended meetings/events:

- Sept 7—9th Attended and helped at Blas, Strontian, Ballachulish and Arisaig
- 12th Attended Fèis Lochabair meeting, Fort William
- 15th Steering Group meeting, Fort William
- 19th Lochaber Gaelic Development Group Meeting
- 23/24 Attended Fèisean nan Gaidheal AGM, Aberdeen
- 28th Blas Meeting, Inverness

October

- 5th Cèilidh Trail rehearsal, Camaghael
- 6th Working with Lesley, Acharacle
- 7th Arts Forum Meeting, Glenfinnan
- 9—15th Trip to Cape Breton, Canada
- 25th Meeting with Dick Mungin (Scotland Funds) Fort William
- 26 Meeting with Fèis Òigridh na Mara, Mallaig
- 26 Garbh Chrìochan Meeting, Acharacle

November

- 10th Whelk Leader+ meeting, Fort William
- 11th Meeting with Nicola Marshall, Inverness
- 14th Report to Lochaber Council, Fort William
- 15th Helped at Fèis Òigridh na Mara, Mallaig
- 17th Lochaber Music Network meeting, Fort William
- 21st Application tie up work with Niki Robertson, Mallaig
- 21st Attended Fèis Lochaber AGM, Fort William
- 22nd Blas Meeting, Inverness
- 22nd Meeting with Arthur, Inverness

Fiona MacInnes, Fèis Support Worker - Progress Report

Following the busy Summer period, the last few months of this year have not been so hectic. I took time off for the Mod and three weeks annual leave to coincide with my school experience teaching practice.

I have been assisting the Fèisean mainly with the organisation of their winter classes, and groupwork sessions. The Western Isles Regional meeting will be held in Stornoway on 27 and 28

January 2006. This is the third annual get together for WI Fèisean representatives and a good opportunity for training, exchange of ideas and any other matter for discussion.

Over the next few months, I will continue to assist the committee mainly with their new projects, fundraising and any help required in completing the 2006/07 grant forms. I will also continue to look at the WI teenage provision for 2006. Regular contact with the committee will continue by telephone, email and the attendance of meetings whenever possible.

Fèis Bharraigh

- Regular contact by telephone and email.
- Attended evening meeting in Castlebay on 27 October re winter and master classes and funding for new instruments.
- In FB office on 28 October.
- To attend and coordinate a basic local tutor training day in Barra on 3 December

Fèis Eilean an Fhraoich

- Regular contact by email and telephone.
- Met chairperson on 2 November re winter classes.
- To attend AGM on 29 November.

Fèis Eilean na Hearadh

- In contact with admin worker by telephone and email.

Fèis Taigh Dhonnchaidh

- In contact with admin worker by telephone and email.

Fèis Tìr a' Mhurain

- Regular contact with secretary and chairperson by email and telephone.
- Attended meeting in Benbecula re winter classes and FTAM and FTAE teenage groupwork on 26 October.

Fèis Tìr an Eòrna

- Regular contact with chairperson and secretary by email and telephone.
- Met committee in Benbecula on 26 October re FTAM and FTAE teenage groupwork.
- Initial worries re lack of chairperson and new committee members have now been rectified.

Other

- Attended AGM in Aberdeen on 23 and 24 September.

Christine MacIntyre, Fèis Support Worker – Progress Report

General

All major Fèisean now over. This period devoted to energising new projects and seeking various funding routes. In regular contact with all area Fèisean. Have done a little training in DTP and attended a workshop on sponsorship in Edinburgh.

Fèis Àrainn, Isle of Arran

- Quiet at the moment.
- Due to high summer numbers, there may have to be some restructuring. Next meeting not until Jan 06

Fèis Dhùn Bhreatainn an Iar, West Dumbarton

- Looking to sourcing new tutors
- Hoping to engage Meanbh-Chuilleag to go to Aitkenbar PS
- Seeking new funding initiatives
- AGM to be held on Wed 30th Nov

Fèis Innis an Uilt, Meadowburn Primary School, Bishopbriggs

- Held a one-day Fèis on 12th November. It was well attended as usual
- There are a few changes in this committee and with that comes new ideas and initiatives
- They are enquiring about seeking new funding and hope to add some new classes.
- They also hope to purchase some instruments
- Would like to start regular after school Fèis classes

Fèis Latharna, Oban

- They are committed to continuing with the usual variety of instrument classes to be held throughout the winter
- It is envisaged that it is high time new instruments were purchased
- A slight concern that Park primary school may be too small a venue in future if numbers continue to rise

Fèis Lannraig a Tuath, Condorrat

- Held a Gàidhlig open evening Wed 16th Nov. It was well attended and additional young people enlisted to assist with helping to run the next Fèis in 2006
- They looked at starting to provide regular shinty training sessions.
- The possibility of having extra music classes was also discussed.
- Lots of positive feedback here but meeting finished early as the Chairperson is about to have a baby and no-one wanted to be midwife!

Fèis Mhuile, Isle of Mull

- From a recent meeting in Mull, a new administrator was appointed.
- Lots of enthusiasm since the two day workshop
- A list of classes made
- An application to Awards for All to be followed up.
- New instruments to be purchased
- New singing/step-dancing project to follow
- Teenage weekend workshop 2/3/&4th Nov in Tobermory

Mull/Latharna Joint Project

- Now into its final year
- Lots of new events planned for 2006
- Need to look at securing further funding to build on what has been achieved over the past three years
- Argyll & Bute Council now more interested in providing possible funding assistance

Fèis Òigridh Ìle, Isle of Islay

- Looking to developing another two day event in 2006
- Fiddle classes about to begin under new project development
- Need to organise an AGM to attract more committee people

Fèis Òigridh Ghlaschu, Glasgow Drama Fèis

- Difficult to organise a meeting here as the committee almost entirely made up of teachers and hard to get them to the one place. Suggest a meeting in early Jan at the Oran Mòr may be more attractive!

Fèis Chille Chonbhail, Inverclyde, Renfrew and East Renfrew

- Awaiting a report from Alasdair Law
- Still examining ways to develop this Fèis within the three boundaries it covers

Fèis Ghlaschu, Glasgow City Fèis

- This Fèis is beginning to develop
- A visual storytelling course developed
- With the relocation of the Glasgow Gàidhlig School to Woodside next year, this Fèis will have much more room to develop and expand.

Fèis Thiriodh, Isle of Tiree

- Continuing with their usual high standards
- Developing a new drama based project
- Awaiting a fresh update

Fèis Ceann Loch Ghoile, Lochgoilhead

- Planning a two day Fèis in March 2006
- Looking to expanding beyond fiddle teaching
- Hoping to extend their Gàidhlig development

New Development

- **Argyll Drama Project.** Have held a series of meetings with various parties for more secure funding
- **Artair Donald** has begun the first round of school workshops.
- Feedback so far has been very positive
- Due to work commitments with Tosg, we have enlisted the help of D Beck and DW

Finally, I have been approached by someone from Carradale regarding assisting in organising a Fèis down in Kintyre. (From little acorns!!) It's nice to know that the work of Fèisean nan Gàidheal is being acknowledged more widespread in Argyll. All that remains now is to convince the Council that they need to invest more money into their Fèisean. With this in mind, it is hoped that with the assistance of CNAG and the local Gàidhlig partnerships, there will be a Gàidhlig Day soon in early 2006 so that Councillors may see what is developing and be made more aware of the good work the local Fèisean are doing.

Nollaig Chridheil to one and all!

Douglas Beck – Progress Report

Pròiseact G-Team

Fèis Chille Mhòraig's structure (held over two days, with participants studying only one instrument/discipline over that time) meant that an adapted approach was adopted for this, with the television theme abandoned in favour of useful phrases. The fact that the participants spent their entire Fèis time with the same tutor meant that the G-Team classes were a welcome break all round. In addition to learners' classes, the Team held a drama-style class for the six fluent speakers present. Feedback from the Fèis was excellent, with consensus that the Team had made a huge difference to the Fèis's Gaelic provision. Kenny Campbell again joined Douglas as the second member of the Team.

Difficulties in staffing the G-Team meant that Douglas had to attend **Fèis Spè** alone. It was decided that although the theme of a television programme would be followed, there would be no filming or video production due to workload considerations. The week was successful, with G-Team activities taking the place of a formal drama class. There were about six fluent participants, who were mixed through the classes with non-fluent participants due to timetabling considerations. This initially caused Douglas some concern, as it went against the G-Team recommendations, but a bilingual approach was adopted which meant that everyone benefited.

Fèis a' Bhaile followed on from Fèis Spe, and again staffing problems meant Douglas had to conduct the classes himself. Larger numbers of Gaelic-speakers meant that there were two separate Gaelic-medium classes. The experience of Fèis a' Bhaile suggested that while the Fèis itself was successful from the G-Team point of view, taking on large numbers of participants solo was not feasible due to workload considerations.

Douglas also held a Gaelic session at **Fèis a' Bhealaich** for children from Applecross and Sheildaig primaries which was attended by about 20 children.

Fèisean which have expressed an interest in the G-Team for next year include **Fèis Obar Dheathain, Fèis Lochabair** and **Fèis an Earraich**.

Co-Roinn Ghàidhlig Chomhghaill - Cowal Gaelic Partnership

Douglas and Domhnall Uilleam spent a day in Dunoon holding Gaelic-medium workshops in drama, song, storytelling and art for pupils from Sandbank Primary, Dunoon, and Highlanders' Academy, Greenock. This is the second year that Meanbh-chuileag has been involved in this event, which is organised by Cowal Gaelic Partnership.

Meanbh-chuileag

Meanbh-chuileag has continued its work with Historic Scotland/NTS, performing in Ullapool, Burghead and Inverness as part of the After the Battle project. The company has also carried out a day of performances in Aitkenbarr Primary School in Dumbarton on behalf of Fèis Dhùn Bhreatainn an-Iar, and two days of performances and workshops in Kaimes Special School. In addition to performing, Douglas has also been spending a considerable amount of time supporting Meanbh-chuileag in an admin/development capacity.

Douglas has spent time in the Inverness office recently, which has allowed him to work closely with David and Nicola on development matters (for example *Seisean Sathairne*), and has also allowed him to attend Gaelic-related meetings in Inverness.

Obair ri tighinn - Forthcoming work

Forthcoming work includes:

- visits to Aberdeen, Glasgow and Edinburgh University Celtic departments and University of the Highlands and Islands campuses to talk to students about G-Team work
- visits to member Fèisean to give presentations/hold workshops on Gaelic policy
- visits to schools in Argyll as part of the Argyll Drama Project
- a training day for Comunn na Gàidhlig on games, drama and other activities
- possible tour of the Small Isles with Meanbh-chuileag
- development of the *Seisean Sathairne* idea for Fèis an Earraich

Mairi Kidd - Progress Report

Tha Meanbh-chuileag air grunn diofar phròiseactan a choilionadh anns na trì mìosan a chaidh seachad. Tha a' chompanaidh air pàirt a ghabhail ann am pròiseact-sgeulachd aig Fèis Ghlaschu air a ruith le Rona Dhòmhnallach agus Anna Latharna NicIllIosa. Tha Màiri air pàirt a ghabhail ann an deireadh-sheachdain trèanaidh aig 'Tosg' ann an Sabhal Mòr Ostaig, ann an latha-trèanaidh aig Fèisean nan Gàidheil ann an Sgoil Eòlais na h-Alba, agus ann an seachdain de bhùthan-obrach chloinne do Shradagan aig a' Mhòd Nàiseanta. Tha a' chompanaidh air seachdain de thaisbeanaidhean a dhèanamh do dh'Alba Eachdraidheil agus Urras Nàiseanta na h-Alba ann an Inbhir Nis, Ulapul agus Burghead, agus air gearr-chunntas pròiseict a sgrìobhadh don Urras Nàiseanta airson seachdain de dh'Eachdraidh Bheò' tro mheadhan na Gàidhlig ann an Cuil-odair anns a' Mhàrt an ath-bliadhna. Thadhail a' chompanaidh air sgoil Aitkenbarr ann an Dùn Bhreatuinn as leth na Fèise a-sin le 'Eachdraidh na Gàidhealtachd', agus air sgoil shònraichte ann an Dùn Eideann le dealbh-chluich agus bùthan-obrach air chuspair nan Seumasach. Thadhail Douglas agus Dòmhnall Uilleam air Dùn Omhainn airson latha sònraichte de spòrs tro mheadhan na Gàidhlig air a chur air dòigh le Co-roinn Ghàidhlig a' Chomhghaill.

Aig an ìre seo den bhliadhna tha am pròiseact air an darna leth den £18K mu choinneamh gnìomh na bliadhna sa bhuidseat a chruinneachadh. Chaidh tagraidhean gu Comann na Gàidhlig agus gu Lloyds TSB mu choinneamh an £8K a bu chòir thighinn o urrasan a-rèir a' bhuidseit agus thathas a' feitheamh fios. Fhuair £2,500 o Chomhairle nan Leabhraichean mu choinneamh chosgaisean-foillseachaidh an leabhair ùir 'MacCodruim nan Ròn'. Thathas a' feitheamh fios o Dhualchas Nàdar na h-Alba mu thagradh a chaidh a chur thuca mu choinneamh an aon phròiseict; tha e coltach gu bheil dàil air a thighinn air a' ghnothach air sgàth 's nach eil a' bhuidheann

cleachdte ri bhith a' toirt seachad taice mu choinneamh foillseachaidh. Thathas an dòchas gum bi an leabhar aig a' chlà-bhualadair ro mheadhan na Dùbhlachd, no cho luath 's a thig fios o DNh-A.

Ri thighinn a dh'aithghearr:

- Latha-trèanaidh do ChnaG, 6 Dùbhlachd
- Deasachadh airson dealbh-chluich ùr 'Mar as Sìmplidh, 'sann as Fheàrr'
- Deasachadh agus foillseachadh an leabhair ùir 'MacCodruim nan Ròn'.

Fèisean nan Gàidheal

Taghadh a' Bhùird-Stiùiridh ~ Election of Board Members

Àireamh air a' Chlàr Ghnothaich 4.2005.06(b)

Following this year's AGM, several members of the Board were due to stand down.

Members of Fèisean nan Gàidheal were invited to submit nominations for election to the Board of Fèisean nan Gàidheal, for a fixed term of 3 years, as follows:

- The nominee from the Western Isles Fèisean who polls the highest number of votes
- The nominee from The Highland Council area Fèisean who polls the highest number of votes
- 2 nominees from all other areas in which Fèisean take place who poll the highest number of votes

Since there was only one nomination from the Western Isles area Fèisean, Jane MacNeil was automatically elected. Since there were only two nominations from 'all other areas', George Stoddart and Jessie Newton were automatically elected. These three appointments are for a period of three years.

With 3 nominations, an election was held to fill a vacancy for the nominee from The Highland Council area Fèisean who polled the highest number of votes. Alasdair MacDonald of Fèis Lochabair was subsequently elected, again for a period of three years.

The votes were counted on Friday 18 November 2005, and verified by an independent enumerator, Moreen Pringle, from The Highland Council. The Fèisean, and unsuccessful candidates, were notified of the result by e-mail the same day.

Arthur Cormack
Stiùiriche
An t-Samhain 2005

Press Release issued by Highlands & Islands Enterprise

Àireamh air a' chlàr-ghnothaich 4.2005.07(b)

THE FÈISEAN AT 25 – NEW STUDY SHOWS POSITIVE IMPACT OF GAELIC ARTS ON YOUNG PEOPLE

Results from a new study into the Fèis movement and its influence over a number of issues relating to Gaelic, the arts and the Highlands and Islands has been launched at Fèisean nan Gàidheal's annual conference.

The aim of the study, commissioned and paid for by Highlands and Islands Enterprise (HIE) and the Scottish Arts Council, was to map out the story of people who have taken part in a Fèis or Fèisean, and to ascertain how their participation has influenced their life, their career, and crucially, their attitude to the Gaelic language.

Its aim was to create a rounded picture of the movement and its people, 25 years on from its small beginnings on the Isle of Barra.

The results of the study have been very positive and show that Fèisean have provided a positive enriching experience for the majority of participants – indeed the evidence from the surveys is overwhelming in this regard:

- 61 per cent of respondents reported a positive or strong positive influence on their intention to stay in, return or relocate to the Highlands and Islands
- 50 per cent of respondents reported a positive or strong positive influence on their choice of study or career
- 76 per cent of respondents reported a positive or strong positive influence on their motivation to learn Gaelic
- 79 per cent of respondents reported a positive or strong positive influence on their attitude to Gaelic
- 87 per cent of respondents reported a positive or strong positive influence on their motivation to play or learn a musical instrument or take part in Gaelic singing, drama or traditional dance
- 86 per cent of respondents reported a positive or strong positive influence on their attitude towards the arts in general.

William Roe, chairman of HIE, said: "These results are extremely encouraging and are a testament to the work undertaken by those involved in the Fèis movement over the last 25 years.

"The 61 per cent of respondents who reported that the Fèisean had a positive influence on their decision to return to the Highlands and Islands is a particularly remarkable figure which demonstrates that Gaelic language and heritage are assets to the region, helping to retain population which is a key aim of the HIE network.

"This study shows that there are tangible economic and demographic benefits associated with our traditional heritage and we should look to build on the renewed sense of pride and of vibrancy amongst young people in the Highlands and Islands and help strengthen bonds between the people growing up in the area and their sense of place."

The survey makes a surprising point about the way the movement feeds and renews itself, it shows that one in five learners go on to take part in the Fèisean in another role, giving a very positive indication for the continuing sustainability and growth of the movement – and for Gaelic arts in general.

Increased confidence, interpersonal skills, community cohesion and economic benefits were all recurring themes from respondents when questioned on how the Fèisean affected them. In many replies, respondents highlighted increased confidence in speaking Gaelic, and explained how their participation in Fèisean had directly opened up new experiences, like wider travel.

It also highlighted the important social role Fèisean had played for participants. Many respondents mentioned the friends they had made at the Fèisean and some stated that their ability to deal with others had improved.

Many people also highlighted the direct and indirect social benefits that the Fèis had brought to their communities and referred to economic benefits that they perceived as resulting from the Fèisean, including a boost to tourism, especially in remoter areas.

Jim Tough, director of arts for the Scottish Arts Council, said: "The Scottish Arts Council is delighted to see this strong evidence of the powerful impact that the arts can have on the lives of young people. Beyond the sheer enjoyment and satisfaction of learning and playing, of singing and dancing, this research shows clearly how the arts play a huge part in other aspects of our lives.

"The contribution the Fèis has made to sustaining the Gaelic language and the local communities where they take place, and building the confidence of the young participants, is a story that we see repeated in so much of our cultural activities. We hope this gives encouragement to the Scottish Executive that its investment in the arts pays real dividends."

Lauren MacColl was 12 when she first attended a Fèis. At that point she was on the verge of giving up the classical violin. She is now the current titleholder of the BBC Radio 2 Young Folk Award and is studying fiddle and Gaelic song on the BA Scottish Music course at the Royal Scottish Academy of Music and Drama (RSAMD), as well as teaching fiddle to adults and children and teaching at Fèisean.

Her overriding memories of the Fèis are the traditional music tuition and exposure to Gaelic. Lauren said: "Without the Fèis I wouldn't have carried on the violin and I wouldn't have any Gaelic."

Lauren is in no doubt at all that the direction her life has taken – and will hopefully continue to take – is directly attributable to the Fèis. She feels the Fèis movement can only expand. She said: "It's great to see things going full circle, like myself and others teaching."

The original Fèis Bharraigh was held on the island of Barra in 1981 when a group of parents and other individuals became concerned that local traditions were dying out and that island children were not being taught traditional music in the context of formal education.

Inspired by the success of this first Fèis, many other communities throughout the Highlands and Islands established similar events. These individual Fèisean are now corporate members of Fèisean nan Gàidheal, the national development and support agency for Fèisean.

Fèisean nan Gàidheal estimates that more than 4,500 young people currently participate in the 37 Fèisean that take place each year and create more than 450 tutor posts for 132 individuals.

Arthur Cormack chief executive of Fèisean nan Gàidheal, said: "A Fèis is an opportunity for individuals to get together to develop skills in the Gaelic arts – song, dance, drama, and traditional music on a wide range of instruments. Tuition is accessible and fun, but professional and effective.

"The skills taught at Fèisean are a highly-valued aspect of the informal education of young people. Most importantly, the Fèis experience is valued by the young participants themselves, and they seem to use the skills learned in a practical way, and I am also encouraged by the large numbers who seem moved to progress to learning Gaelic. The Fèisean are seen by many as one of the most successful arts initiatives in Scotland."

Ends.



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