

THE ECONOMIC AND SOCIAL IMPACTS OF THE FÈISEAN

Final Report

for

Highlands and Islands Enterprise

by

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Contents:	Page No:
Section 1 : Introduction and Background	1
Section 2 : Summary of Previous Research	4
Section 3 : The Survey of Fèisean	9
Section 4 : Fèisean-Related Projects	10
Section 5 : 2008 Impacts from the Fèisean	14
Section 5a : Impacts in Scotland	17
Section 5b : Impacts in the Highlands and Islands	21
Section 5c : Impacts in Fragile Areas	25
Section 5d : Impacts in Local Areas	27
Section 6 : Overall Impacts from the Fèisean and Fèisean-Related Projects in the Highlands and Islands	28
Section 7 : Longer Term Impacts on the Creative & Cultural Industries	29
Section 8 : Case Studies	33
Section 9 : The Role of the Fèisean & Fèisean nan Gàidheal in the Delivery of the Government Economic Strategy in the Highlands and Islands	52
Section 10 : Summary	53

1. INTRODUCTION AND BACKGROUND

The Brief

- 1.1 This report was commissioned by Highlands and Islands Enterprise (HIE) principally to quantify the economic impact of Fèisean activity in Scotland, and particularly within the HIE area.
- 1.2 The study's objectives were to measure:
 - Direct employment and earnings impacts, including Fèisean assistants, tutors and trainers, Fèisean nan Gàidheal staff, fèis performers (e.g. Cèilidh Trails) and project staff.
 - Indirect employment and earnings impacts, including employment associated with the Youth Music Initiative and the Blas Festival and employment related to supplies and services provided to the Fèisean and Fèisean nan Gàidheal.
 - Longer term impacts in the creative and cultural industries – in particular through the employment of former Fèis students in the media, Gaelic development and music industries, or as Blas performers, tutors, etc.
 - The role of the Fèisean in sustaining employment and creating income opportunities in fragile areas.
- 1.3 HIE also asked for the report to set out recommendations for the role of Fèisean and Fèisean nan Gàidheal in the future delivery of the Government Economic Strategy in the Highlands and Islands.

Background

- 1.4 A Fèis is a traditional arts tuition festival, usually run as a week-long event during school holidays for young people by local voluntary groups.
- 1.5 Since the first Fèis in Barra in 1981, the number of Fèisean in Scotland has grown to 42 in 2008, of which 35 were held in the Highlands and Islands. This continuity and growth has generated cumulative annual impacts (i.e. impacts tend to grow from year to year), with many former Fèisean students becoming tutors and providing the next generation in turn with future earning opportunities – although, in contrast with some summer festivals held in Scotland for a largely tourist market, economic impact is not the principal purpose of the Fèisean. Social, artistic and linguistic benefits are the prime motivations of those who organise Fèisean in local communities.
- 1.6 Fèisean nan Gàidheal (FnG), established in 1991, has provided both an infrastructure for individual Fèisean – supporting their continuity and fostering new Fèisean – and a mechanism (or channel) for “added value” activity, including Highland Council's delivery of the Scottish Government's Youth Music Initiative (YMI) and the Blas Festival. With annual funding from HIE and other sources, FnG is an important employer in its own right, as is Fèis Rois in Ross and Cromarty.

1.7 In round figures, around 13,000 young people participate annually in activities supported by Fèisean nan Gàidheal. Around 5,000 young people participate in local Fèisean, 5,500 are involved in the Youth Music Initiative, and a further 2,500 attend performances by the Meanbh-chuileag touring theatre company.

Methodology

1.8 The research and analysis carried out for the study included:

- Reviewing previous research on the impacts of the Fèisean.
- Obtaining information on individual Fèisean and their activities directly from their organisers and from FnG.
- Discussions with local Fèisean organisers, FnG staff, the staff of support agencies, employers of former Fèisean students, and others to help assess the extent and geographical location of impacts and to obtain supplementary information.

1.9 Information was obtained through e-mail contact, telephone discussions, and visits to Fèisean communities to interview a broader range of contacts and gain first hand experience of the Fèisean, with a focus on the Western Isles as a case study area. Other case studies included Fèis Rois and Fèis Spè.

1.10 We are particularly grateful to FnG for providing a wide range of information throughout the study and to Fèisean organisers for the time that they found to speak to us and provide financial and other information from their records.

1.11 The aggregated impacts assessed in the study relate principally to the Fèisean held in 2008 and the annual information for 2008/09 provided by FnG. Other useful historical information was also obtained and, since we were gathering evidence during 2009, material for this year also features in our report.

1.12 In order to produce robust impact figures, we spent a high proportion of our study time in liaising with the individual Fèisean to obtain data on employment and income impacts by area for 2008, and we were thus able to produce aggregate impacts for Scotland, the HIE area, the Fragile Areas of the Highlands and Islands (as defined in HIE's Operating Plan) and the local areas in which the 2008 Fèisean were held largely from actual information, i.e. without over-reliance on grossing up from a limited sample.

1.13 We have included anecdotal evidence in this report as well as hard data, and this has been selected from the vast amount of information with which we were provided as representative of wider characteristics and trends.

1.14 Impacts are aggregated in terms of full time equivalent employment (fte's) and earnings from this employment – although the large number of people who earn a part time living from the Fèisean and Fèisean-related activity is also an important aspect of the role of the movement in sustaining remote, rural and fragile communities.

- 1.15 Indirect impacts, i.e. the spending of Fèisean and related activities covered by this study on supplies and services, were mainly calculated from evidence on sources of supply provided by our contacts – although the other component of the employment and income multipliers, induced impacts, were estimated using ratios derived from other studies, including, for example, the Regional Accounts for the Western Isles, and from evidence that we obtained of the place of normal residence of those earning income from direct employment, including development officers and tutors.
- 1.16 The principal economic impact findings from the study are set out in Sections 4 and 5, and summarised in Section 9.
- 1.17 Our evidence from contacts with local fèisean groups and case studies confirms that the fèisean are important in encouraging the use of the language by young people who might already be Gaelic speakers, encouraging others to learn the language, and generally strengthening Gaelic culture across the Highlands and Islands. This in turn encourages young people to take courses at Sabhal Mòr Ostaig and other institutions offering Gaelic-related subjects, which – as shown in other studies – generates a significant impact in the Highlands and Islands and more widely in Scotland. Thus there are Gaelic-related impacts from fèisean participation that are additional to those assessed in this report, which focus on immediate fèisean and Fèisean nan Gàidheal-related impacts and professional music or media related work that former fèisean participants have later taken up.

2. SUMMARY OF PREVIOUS RESEARCH

2.1 The principal published reports relevant to this impact study are:

- *Northern Lights – The Social Impact of the Fèisean* – Commedia, 1986.
- *Interim Assessment of Fèisean nan Gàidheal* – Ekos Limited, 2001 (for HIE).
- *25 Years of the Fèisean – Attitudinal Research on the Fèis Movement in Scotland* – RSAMD National Centre for Research in the Performing Arts, 2006 (funded by HIE and Scottish Arts Council).
- *Fèis, the first twenty-five years of the Fèis movement, 2006* – ed. Kate Martin (published by FnG).

2.2 The key findings from these studies from the economic impact perspective are summarised below.

Northern Lights

2.3 Although the report focused on social impact, the following economic benefits were identified. *“The fèisean:*

- *attract substantial resources to the Highlands and Islands*
- *support musicians who might otherwise not be able to sustain freelance employment*
- *put money into the pockets of small local businesses and people*
- *secure a vast resource of voluntary labour*
- *create the equivalent of at least 10 full-time jobs*
- *provide training and employment which keep people in the area*
- *contribute to the atmosphere which brings wealthier tourists to the region*

These impacts, in relation to the extent of public subsidy with which they are secured, are desirable, cost-effective and sustainable.”

2.4 At the time of the study, the total cost of the fèisean was a little over £200,000 and the report concluded that *“In proportion to its cost, the fèisean are a tremendously valuable mechanism for local authorities, LECs, HIE, etc.”*

2.5 The report recommended that *“Attention needs to be given to supporting individual fèisean and to maximising their social and economic impact. There is considerable potential, for example, to link fèisean activities with tourism, though good work is already happening in some areas (for instance Fèis Rois’s summer programme aimed at tourists). While there has been some involvement already, there remains much potential in developing the relationship between the fèisean, the business sector, and public agencies like Enterprise Companies.”*

2.6 The levels of support now provided to the Fèisean from FnG through the funding that it receives from HIE and other agencies has helped realise this potential – as discussed later in this report.

2.7 In relation to social impacts, Northern Lights assessed: increasing confidence, skill-building and educational benefits, bringing people together, intergenerational contact, building organisational capacity, empowerment, co-operation between communities, developing creativity, and encouraging risk taking. These all strengthen the capacity of communities and individuals living within remote and rural communities to achieve economic benefits (e.g. through social enterprise and personal initiative) and encourage people to stay in or return to local communities – with potential population and employment impacts.

Interim Assessment of Fèisean nan Gàidheal

2.8 At the time of this study (October 2000-January 2001), there were around 30 fèisean in Scotland, including Edinburgh, Aberdeen and Glasgow outwith the Highlands and Islands. The report notes that the principles under which the first (Barra) fèis was founded addressed social inclusion, community participation, and the importance of the link between culture / heritage and economic development. The success of the Barra fèis inspired other communities, although it was five years before the second fèis, Fèis Rois, was established. Fèis Rois (see ___ below) generates substantial economic impact, but Fèis Bharraigh remains, in essence, the model for most other fèisean.

2.9 The fèisean were regarded as contributing towards the economic well-being of communities by emphasising the role of local culture as a driver of economic development and through attracting families to “*come home*” during the fèis season.

2.10 Around this time, the role of FnG in funding fèisean was more limited than currently. In 1999/2000 the total value of grants from FnG’s main scheme was £46,488, and grants totalling £14,620 were provided towards workshop sessions. FnG’s overall funding in 1999 was £152,429. The growth in funding to an increasing number of fèisean for an expanding range of activities (as illustrated in this impact report) has been the prime source of the growth in annual economic impact that has been achieved.

2.11 Based on survey responses, the contribution of 370 volunteers to the work of the fèisean in 1999/2000 was estimated as follows:

	Hours Worked per annum
Fèis organisers	4,400
Committee members	7,300
Local volunteers	9,800
	21,500

- 2.12 This volunteer time is equivalent to approximately 3,000 days (at 7 hours per day) and 13 full-time equivalent job years (at 230 working days per year).
- 2.13 At the time of the study, Fèis Rois had a full time administrator and a number of part-time staff, and ___ fte regional fèis workers had been appointed by FnG, while some of the larger fèisean, such as Fèis Lochabair, had some part-time staff.

25 Years of the Fèisean – The Participant’s Story

- 2.14 Respondents to a survey of fèis participants were very positive about the experience of participating in fèisean. In particular:
- 76% of respondents reported a positive influence on their motivation to learn Gaelic.
 - 79% of respondents reported a positive influence on their attitude to Gaelic.
 - 87% of respondents reported a positive influence on their motivation to play or learn a musical instrument or take part in Gaelic singing, drama or traditional dance.
 - 50% of respondents reported a positive influence on their choice of study or career.
 - 61% of respondents reported a positive influence on their intention to stay in, return or relocate to the Highlands and Islands.
 - 86% of respondents reported a positive influence on their attitude towards the arts in general.
 - One in five learners go on to take part in the Fèisean in another role.
 - 42% of those who had attended only one or two fèisean said that their relatively limited engagement with the fèis had influenced their choice of career or study.
- 2.15 The report included a number of case studies of fèis participants, and the following quotes were highlighted:

Lauren MacColl – Titleholder of the BBC Radio 2 Young Folk Award

“Without the Fèis I wouldn’t have carried on the violin ...I wouldn’t have any Gaelic ... I wouldn’t have known traditional music as I do. I would always say the Fèis is my main thing ... the thing that I always think of when I think of my childhood or my exposure to music.”

Lindsay Dunbar & Laura Green – Full time employees of Fèis Rois

Laura is sure the Fèis encouraged her to improve her musical skills and was a springboard for other activities, including doing higher advanced music at school, playing in bands and entering competitions. “I think I probably would have given up the pipes and maybe even music if I hadn’t been involved in the Fèis.”

Lindsay feels the movement is “probably central” to the future of Gaelic culture and music in Scotland. “You want to start young with good education, so teaching young children about the language and the music and the culture is how to get it planted in their minds as something they might want to explore as they get older ... I think definitely the Fèis movement is central to that”.

**Eoghan Stiubhart – Working for Bòrd na Gàidhlig
after graduating in Celtic Studies & Politics at Glasgow University**

“I made all these decisions about what I was going to do ... but these would never have happened without the Fèis.”

Julie Fowles – Acclaimed Gaelic Singer

“I don’t know if I’d be playing music at all (without the Fèis) ... maybe not so much in my younger years, but if I hadn’t had those years of experience ... when I was 20 years old, helping behind the scenes ... and getting back into the scene ... I would still be playing pipes and singing a bit but I wouldn’t be making a career out of it, certainly.”

Jennifer Port – Full time musician

“I would say that certainly a large percentage of what I’ve done is as a direct result of the Fèis because I can remember it being really good fun as well as educational ...”.

Lauren Tait – Taking a BA Scottish Music Degree at the RSAMD

“When I went to the Fèis I didn’t even know what a clàrsach was ... the Fèis ... has brought me where I am now ...”.

- 2.16 The survey response and case studies establish a very strong link between participation in fèisean and the subsequent careers of many people from rural and remote communities in the Highlands and Islands.

The First 25 Years of the Fèis Movement

- 2.17 The report expressed the wider impacts of the Fèisean movement as follows:

“Twenty-five years ago, there were no fèisean, nor were there opportunities to study traditional music in further or higher education in Scotland. From one initiative in Barra, there are now over forty community-based organisations developing high standards of Gaelic music and arts tuition across the country. The fèis movement has helped to influence the development of a National School of Excellence in Traditional Music; several further education courses and the BA / BA (Hons) in Scottish Traditional Music at the Royal Scottish Academy of Music and Drama. There are traditional arts projects in Scotland, Canada and the USA, all based on the model of the fèisean.”

- 2.18 By 2005, FnG had grown to employ a director, two development officers (one in Argyllshire and one in the Western Isles) and a training officer. Some 5,000 young people were participating in fèisean. The majority of these were not in Gaelic medium education, and Arthur Cormack, director of FnG, was quoted as follows:

“They will get a taste of Gaelic, they will be immersed in the Gaelic culture and I think that they will be more positive about Gaelic and perhaps they’d be more positive about taking the language forward.”

“I believe that interest in traditional music in Scotland has grown over the past 25 years. I am sure that the success of so many fèisean throughout the land has helped to raise awareness of an interest in traditional music.”

The Employment Impact of Fèisean nan Gàidheal, 2005/06

2.19 A report produced for HIE by economist Steve Westbrook in September 2006 estimated that the gross impacts of the Fèisean and FnG related activities in 2005/06 were 78.5 full time equivalent jobs (ftes) in Scotland and 56.2 ftes in the Highlands and Islands. Net figures were also produced that took into account contracts through FnG that could have been delivered in other ways (though without as much impact).

2.20 The employment impacts were assessed in detail as follows:

	Gross Impact (fte's)		Impact Attributable to FnG (fte's)	
	Scotland	HIE Area	Scotland	HIE Area
(1) FnG staff	11.0	9.0	11.0	9.0
(2) Fèisean assistants	2.6	2.2	2.0	1.7
(3) Fèisean tutors	22.0	16.5	16.5	12.4
(4) Performers (excl Blas)	1.1	1.0	1.1	1.0
(5) Trainers	0.2	0.2	0.2	0.2
(6) Other project staff	1.4	1.2	1.4	1.2
(7) Induced employment	11.5	6.0	9.7	5.1
(8) Indirect employment (FnG)	3.7	2.2	2.8	1.5
(9) YMI tutors	11.7	9.6	2.3	1.9
(10) Other YMI impacts	3.8	2.7	1.9	1.4
(11) Blas performers	2.5	2.0	0.6	0.5
(12) Other Blas impacts	3.1	1.8	0.8	0.5
(13) Other Fèisean impacts	3.8	1.8	2.9	1.4
Totals	78.4	56.2	53.2	37.8

2.21 The total earnings associated with the fte employment itemised above was estimated as follows:

	Scotland	HIE Area
Gross Impact	£1,385,000	£979,000
Impact Attributable to FnG	£950,000	£663,000

2.22 The above figures were calculated from actual pay where available, or from estimates of the appropriate rate of pay for the types of employment generated (taking £20,000 per fte for miscellaneous employment).

3. THE SURVEY OF FÈISEAN

- 3.1 The estimates of 2008 impacts given in Section 5 of this report were drawn largely from data provided by the fèisean that were contacted during 2009. In the main, for consistency, the data related to fèisean held in 2008 – although more up-to-date information from 2009 (or earlier) fèisean also informed the analysis in some cases.
- 3.2 Initially, accounts provided to FnG by the fèisean were used as evidence of the total expenditure of the fèisean on their 2008 fèis and other activities during the year (2008 or 2008/09). The liaison with the fèisean provided more accurate baseline figures in some cases, but the main purpose was to obtain breakdowns of the geographical impacts of the different categories of expenditure of the fèisean, as well as information that would inform our wider analysis of the impacts of the fèisean – including information on former Fèis students, other specific local economic impacts, recent trends and their development plans.
- 3.3 Almost all fèisean provided detailed data on their annual expenditures, although estimation was required in some cases to allocate impacts between areas.
- 3.4 Where full detail was not provided by the Fèisean we estimated figures from material provided by FnG through parallels with comparable Fèisean.
- 3.5 The impacts assessed for 2008 are representative of impacts from recent years, although there is an element of annual growth through new Fèisean and the development of new activities by existing Fèisean. As highlighted in Section 8, Fèis Spè is a good example of the latter.

4. FÈISEAN-RELATED PROJECTS

- 4.1 The impacts quantified in Section 5 below relate to the annual fèis (or fèisean) run by each of the fèisean, other related activity during the year and the Cèilidh Trails held by six of the fèisean in different parts of Scotland. As well as classes held during the year in a number of communities, the activities include teenage workshops, concerts, cultural trips abroad, archiving projects and training.
- 4.2 The Cèilidh Trails offer young people (approximately 50 in total in 2008) the opportunity to take part in a quality programme of training and touring during the summer. The events in different communities attract tourist audiences, and the Trails play a role in giving visitors a taste of genuine Gaelic culture and an opportunity to experience traditional music during their holiday. The first Western Isles Cèilidh Trail was held in 2008.
- 4.3 Other fèisean-related projects and impacts include the following:

The Blas Festival

- 4.4 Fèisean nan Gàidheal works in partnership with the Highland Council and Promoters Arts Network to deliver and develop the Blas Festival. The 2008 Festival took place in the first week of September, with performances across the Highland Council area. In addition, some 50 plus schools events gave young people in the area a good opportunity to engage with performers attending the festival, assisting with their cultural awareness of Gaelic culture and building audiences for the future.
- 4.5 Fèis na h-Òige and Fèis a' Bhaile performed on the same stage as the Chieftains at a packed Eden Court Theatre during the Festival with another youth group, featuring some Fèis participants, Canntaireachd, completing the line-up that evening.
- 4.6 Blas was initiated by Highland Council in 2005 following a visit to Celtic Colours in Nova Scotia by Councillors and staff.
- 4.7 Blas has grown in scale and impact year-on-year, and the following information on the 2008 festival was taken from a Post-Event Outcome Report produced for EventScotland, whose award of £25,000 to the festival was aimed at increasing the level of visitors from outwith the Highlands, and hence increasing economic impact from tourism.
- 5,620 people attended the main events (up 11% on 2007), with a further 3,849 participating in the education programme events that were part of Blas for the first time.
 - Participant / performer numbers totalled 330 (up 44% from 2007).
 - There were 380 volunteers involved.
 - The estimated “economic impact” of the event was £510,600 (up 11% from 2007), based on the same multipliers as used in Snedden Economics independent evaluation of the 2007 event. This overall impact will have supported c15 ftes in

the Highlands and Islands, inclusive of the multiplier (excluding the Cèilidh Trails whose impacts are covered in Section 5 below).

- The audience breakdown was 55% local, 13% from elsewhere in the Highlands, and 32% from elsewhere in Scotland, the rest of the UK and abroad.
- 7% of main concert audiences stayed an average of three nights specifically because of a Blas event.

4.8 Based on the methodology used in the 2007 Snedden Economics report, the tourism impact of Blas in 2008 will have been c£150,000 in additional visitor expenditure. This would support approximately 4fte jobs, inclusive of the multiplier.

4.9 There was further growth in 2009, with 7,142 people attending Blas events – a 27% increase on 2008.

4.10 The parallel Blas Schools & Community Programme, piloted in 2008, is now established as an integral part of Blas. It comprised 44 events and activities in 2009, and just short of 5,000, mostly school pupils, participated. Combined with the main programme, this took the total number of Blas attendances in 2009 to over 12,000.

4.11 An audience survey showed that:

55% of audience was local
14% was from elsewhere in the Highlands
31% were from elsewhere in Scotland, UK and abroad

4.12 These ratios are very similar to those for 2008, with a slight rise in audience from elsewhere in Scotland, UK and abroad.

4.13 A key objective is to increase the number of ‘fringe’ events around Blas events, e.g. food events, guided special interest walks, workshop sessions, etc. This is difficult for the Blas team to achieve at its own hand, and relationships have been established with the Highland Food & Drink Forum, National Trust for Scotland, Historic Scotland and Highland Council’s Ranger Service for Blas 2010. It is also hoped that local promoters can be encouraged and supported to initiate events and activities around Blas events.

Youth Music Initiative (YMI)

4.14 FnG works in partnership with the Highland Council to deliver YMI traditional music provision in all 183 of their primary schools, with funding through the Scottish Arts Council to meet the Scottish Government’s aim to “*ensure that every primary school pupil should have access to at least one year’s free music tuition by the time they reach Primary 6*”. The focus of the work is on providing one year of traditional music tuition to all pupils up to P6, but in many schools, wider class groups are benefiting from the provision. FnG offers training and ongoing support for all YMI tutors, organised by a dedicated part-time officer responsible for delivering the contract.

4.15 The YMI contract is between FnG and the Highland Council but the delivery is sub-contracted to a number of Highland Fèisean, which in 2008/09 comprised:

	£
Fèis Rois	130,201
Fèis Lochabair	20,466
Fèis Spè	14,407
Fèis an Earraich	16,104
Fèis Chataibh	20,176
Fèisean nan Gàidheal	31,926 (<i>no tuition</i>)
	£233,289

4.16 This was higher than the average annual contract budget of £219,511 utilising an underspend from the previous year. Tutor fees totalled £118,618, which, according to figures provided by Fèis Rois, would equate to 1,438 “days” of work at £82.50 (two hours of teaching plus one hour’s preparation time), or c4 ftes if actual working hours (plus travelling time) are taken into account.

4.17 Other YMI costs would support c1 fte over the year, and adding 0.2 for induced employment from these 5 ftes would give a total impact in the Highlands and Islands from YMI in Highland of 6 ftes.

4.18 Fèis Rois has 30 tutors on its database, all of whom are professional musicians. Most are Gaelic speakers (the others are learners) and most also tutor Fèisean residential weeks. Most YMI tutors live in the local area of the schools, although two regular Fèis Rois tutors have moved to Glasgow.

4.19 Fèis Rois has also been funded by the Scottish Arts Council to provide YMI in other parts of Scotland, which has provided some additional work for Highlands and Islands-based tutors (although most tutors live in the local areas).

4.20 FnG had previously delivered YMI in East Lothian, but East Lothian Council now employs an in-house officer to run the service.

Showcasing

4.21 The showcase highlight of 2008-09 was the staging of Dealbh Dùthcha as part of Liverpool’s European Capital of Culture Celebrations. Thirty young people from across Scotland performed in this specially commissioned piece composed by Blair Douglas. They also participated in a collaborative performance with the other 16 UK cities represented at the event.

Drama

4.22 The first Gaelic medium Drama Summer School for 15 years took place in Portree during the first two weeks of July 2008, with 18 young fluent Gaelic speakers gathering from all over Scotland. Other highlights of the year were the continued success of the Drama Fèisean, where FnG officers, in partnership with the Eden Court Theatre Out of Eden education outreach team, assist Gaelic medium schools to develop one-act plays. These are then performed at a Drama Fèis, with up to six

groups coming together for the day. The Gaelic medium theatre-in-education team Meanbh-Chuileag undertook a 10-week tour in the winter / early spring of 2008 “to great acclaim from teachers and pupils alike.” (FnG Annual Report 2009).

- 4.23 These initiatives could lead to professional drama opportunities for participants in the future if further built upon. The training and experience received by the young people will also facilitate their taking Gaelic speaking parts in film and TV productions (and indeed non-Gaelic parts).
- 4.24 In 2009, the cost of the Drama Summer School was £29,920, including £15,567 in tutor fees and £9,254 in accommodation and food for tutors and participants. This spending would support at least 1 fte.

Training

- 4.25 Fèisean tutor and staff training is an important aspect of the work of FnG, and this, in itself, generates employment impact.
- 4.26 22 Fèisean were represented at Fèis Trèanaidh 2009 in Strathpeffer. 85 tutors and organisers received training between the Fèis Trèanaidh plus the Level 1 and 2 tutor training courses. Staff took part in four Gaelic Language Training Days, plus job-specific training agreed during staff appraisals and throughout the year as opportunities arose. In 2008-09 this included staff attending British Sign Language and Gaelic script writing courses.
- 4.27 According to FnG’s annual return to the Scottish Arts Council, 699 people were supported through artistic development and professional training in 2008/09 – a reduction of 35% on the 2007/08 total of 1,071 due to ESF funding having expired.

Fèisean nan Gàidheal Staffing

- 4.28 In the 2008/09 financial year, FnG employed a total of 14.6 ftes, all within the Highlands and Islands. These employees included Blas management (1.4 ftes) and a YMI co-ordinator (0.2 fte). 4 fte FnG staff are based in Portree. Although Portree itself is not designated as a Fragile Area by HIE, North Skye (part of its travel-to-work area) is. These 14.6 FnG ftes earned c£393,000 in the year – £26,900 per fte, which is significantly higher than the average for the Highlands and Islands. Adding induced impacts at 0.2 would give a total impact from this employment of c17.5 ftes.
- 4.29 FnG’s other expenditure over the year that is not included as an impact elsewhere in this report totalled c£250,000. This would have supported c6 ftes within the Highlands and Islands – inclusive of indirect and induced impacts through the multiplier.

5. 2008 IMPACTS FROM THE FÈISEAN

- 5.1 The impacts for Scotland, the HIE area, the “fragile areas” within the Highlands and Islands, and local areas that are summarised in Sections 5a, 5b, 5c and 5d respectively below were calculated from survey information and data on economic linkages at the local, regional and Scottish levels. The “local areas” are those areas regarded by the fèisean as broadly their catchment areas, although participants can live outwith the area, and might participate in more than one fèis.
- 5.2 Staff salaries include payments for assistants through Fèisean nan Gàidheal’s “annualised hours” grant scheme and the remuneration of development officers and other administrators.
- 5.3 The impacts from tutor fees relate to the normal residence of the tutors. A number now resident for employment or family reasons elsewhere in Scotland originally lived in smaller Highlands and Islands communities are former Fèis students.
- 5.4 Accommodation and Subsistence relates to expenses incurred by the Fèisean for accommodating both tutors and participants (mainly children), plus a small degree of expenditure on volunteers. Other local expenditures by tutors and participants themselves in local areas during their stays for Fèisean are not included, but have been approximately estimated separately.
- 5.5 Other Fèisean Activities include Cèilidh Trails, classes held during the year and special events (e.g. a cèilidh at the end of a Fèis week). The figures include Fèis Alba (Plockton) organised by Fèisean nan Gàidheal.
- 5.6 The summary impacts were calculated from the expenditures tabulated in Sections 5a to 5c through applying:
 - Average rates of pay for tutors and Fèis staff to their total earnings. The actual rates of pay for tutors and staff varied, but averages derived from survey evidence were c£20,000 per fte for tutors and £15,000 per fte for other staff. The rates for tutors take preparation time into account and, to an extent, their travel time. Many who would have travelled a distance to tutor at the Fèisean, however, will have earned significantly less per hour were travel time fully costed – although, for some, tutoring at a fèis is to return home and they are happy to incur travel time and costs.
 - Representative turnover: full time equivalent (fte) employment ratios to convert expenditures on accommodation and subsistence into ftes. These ratios differed by area, and the assumptions used are given in 5a to 5c below.
 - Representative turnover: fte ratios to convert miscellaneous expenditure by the Fèisean into ftes. These also differed by area.
 - Ratios between these “direct” and “indirect” ftes and “induced” ftes derived from other impact studies and Input-Output tables to give estimates for overall employment. “Induced” employment is generated by the spending in the area of impact of people paid directly by the Fèisean and people benefiting from income

through providing supplies and services to the Fèisean (excluding Fèisean nan Gàidheal expenditures other than its grants to Fèisean).

Summary of All Fèisean Expenditures

5.7 For the purposes of aggregating expenditures consistently across the Fèisean, the expenditure categories below were used. These are aggregated into four summary categories in 5a to 5d to estimate employment and income impacts.

	Total in Local Areas (£)	Total in Fragile Areas (£)	Total in HIE Area (£)	Total in Scotland (£)	Total outwith Scotland (£)
Salaries	81,638	44,617	268,732	280,466	783
Administration (e.g. stationery, postage)	17,035	7,926	30,645	32,659	545
Tutors Fees	175,094	87,532	273,193	352,657	280
Tutors Travel	17,125	18,325	40,272	52,415	0
Tutors Accommodation/Subsistence	66,494	35,490	66,964	71,143	0
Volunteers Travel	152	152	182	182	0
Volunteers Accommodation/Subsistence	2,609	1,144	2,032	2,609	0
Participants Travel	11,989	8,449	14,224	15,178	80
Participants Accommodation/Subsistence	52,663	42,944	61,126	61,642	0
Artist Fees	13,846	2,803	22,968	23,943	0
Equipment	6,241	583	9,244	13,069	4,385
Advertising and Marketing	8,387	3,336	9,731	9,731	0
Venue/hall hire and costs	69,481	57,360	71,192	74,496	0
Merchandising (e.g. t shirts)	6,314	3,374	8,414	10,459	1,882
Instruments (purchase/repair/other costs)	10,993	2,532	16,827	18,809	0
Subscriptions/Grants to other bodies	5,536	1,740	6,541	7,011	0
Accountancy/book-keeping/ financial management	10,209	5,785	11,007	14,137	0
Gifts	639	0	639	639	0
Miscellaneous/Other	35,948	29,016	51,849	57,674	7,574
Totals	592,393	353,107	965,782	1,098,919	15,530

5.8 Compared with most other service sector and manufacturing activities, there is high “containment”, and hence impacts, within Scotland for all categories of expenditure, and within the Highlands and Islands from fèisean held within the region. The hire of venues, in some cases, will help in the annual viability of these community facilities.

5.9 The overall annual expenditures of the fèisean were funded as follows:

	Fèis Specific (£)	Cèilidh Trail Specific (£)	Other Activities (£)	Total (£)
Fèisean Nan Gàidheal	170,259	61,676	39,372	282,470
Other Grants	130,757	1,320	232,131	370,358
Fees	179,501	4,759	49,213	242,947
Earned Income	88,805	12,173	127,966	229,289
Totals	569,322	79,928	448,682	1,125,064

5.10 The fèisean contacts did not always correctly attribute grants to FnG, as FnG's annual grants expenditure for the year was c£300,000 (excluding Cèilidh trails).

5.11 Proportionately, funding received by the Fèisean was as follows:

	Fèis Specific %	Cèilidh Trail Specific %	Other Activities %	Total %
Grant Assistance	53	79	61	58
Participants Fees	32	6	11	22
Other Earned Income	16	15	29	20
	100	100	100	100

5.12 "Other Earned Income" included principally: tuition income for the fèisean that provide this (£43,106), donations and gifts (£35,319), fundraising (£18,172), merchandising (£11,705) and instrument and PA hire (£10,979). The fèisean are dependent on grant aid for more than half of their funding, although this financial analysis does not take volunteer time into account as "in-kind" funding (see 5.20-5.21 below).

5a. Impacts in Scotland

5.13 42 Fèisean were held in Scotland in 2008, including Fèis Alba. The seven held outwith the Highlands and Islands were:

Fèis Naomh Chonbhail – Inverclyde
 Fèis Dhùn Bhreatuinn – Dumbarton
 Fèis Dhùn Èideann – Edinburgh
 Fèis Ghlaschu – Glasgow
 Fèis Innis an Uillt – Bishopbriggs
 Fèis Lannraig a Tuath – North Lanarkshire
 Fèis Obar Dheathain – Aberdeen

5.14 Summary financial data and the impacts calculated for all of the 42 fèisean are provided below.

Total Expenditure by the Fèisean in Scotland

	Annual Fèisean (£)	Other Activities (£)	Totals (£)
Staff Salaries	75,457	205,009	280,466
Tutor Fees	218,873	133,783	352,657
Accommodation & Subsistence	110,795	24,599	135,395
Other Expenditure	153,111	177,291	330,402
Totals	558,237	540,682	1,098,919

Impacts in Scotland

	Ftes	Earnings (£)
Staffing	18.5	280,000
Tutors	17.5	353,000
Accommodation & Subsistence - related	3.5	68,000
Other Expenditures - related	6.5	145,000
Totals	46	846,000
Plus Induced Employment	57.5	1,099,000

5.15 The assumptions specific to impacts in Scotland as a whole were:

Expenditure on accommodation and subsistence (direct plus indirect)	1 fte: £40,000
Average earnings per fte	£20,000
Miscellaneous other expenditure (direct plus indirect)	1 fte: £50,000
Average earnings per fte	£22,000

Induced ftes: Direct plus Indirect ftes	0.25
Average earnings per fte	£22,000

5.16 Impacts in Scotland other than in the HIE area were as follows, and relate mainly to the seven fèisean held elsewhere in Scotland:

Total Expenditure by the Fèisean in the Rest of Scotland

	Annual Fèisean (£)	Other Activities (£)	Totals (£)
Staff Salaries	2,534	9,200	11,734
Tutor Fees	59,772	19,691	79,463
Accommodation & Subsistence	1,583	3,690	5,273
Other Expenditure	24,787	11,880	36,667
Totals	88,677	44,461	133,138

Impacts in the Rest of Scotland

	Ftes	Earnings (£)
Staffing	1	12,000
Tutors	4	79,000
Accommodation & Subsistence - related	-	3,000
Other Expenditures - related	1	16,000
Totals	6	110,000
Plus Induced Employment	7.5	143,000

5.17 The impact assumptions were the same as given above for Scotland as a whole (see 5.15 above).

5.18 A Fèis previously held in Central Scotland (Fèis sa Mheadhan) was not held in 2008, but was revived in Falkirk (as Fèis Fhoirt) in 2009 while a new Fèis (Fèis an t-Sratha) started in Blairgowrie in 2009.

5.19 The impacts from the average Fèis held outwith the Highlands and Islands are lower (approx 1.1 ftes per fèis) than for those within the area (approx 1.4 ftes per fèis – see 5.26 below), although the difference would be small if Fèis Rois were excluded.

5.20 The London fèis (Fèis Lunnainn) has been held since 2007, and the 2009 event was considered the most successful to-date. “By population, London is Scotland’s third largest city.” The fèis is held over a weekend in September, with weekly sessions in Kentish Town and other events during the year. More workshops are planned with leading fiddlers. The fèis has been held in Roehampton, but a more central location is being sought.

5.21 The sustainability and growth of individual Fèisean and of the Fèisean movement owes much to the support that has been provided to local volunteers through the financial assistance provided by Fèisean nan Gàidheal and other public agencies (principally Local Authorities) to enable people to be employed to help plan and organise Fèisean and to develop new activity. Nevertheless, the voluntary commitment of local people remains critical to the continuity and success of the individual Fèisean, and the survey responses showed the following annual voluntary commitment – although we believe that the information we were given on volunteer time understates the full time commitment of fèis organisers and others in local communities during the year.

	Fèis Specific	Cèilidh Trail Specific	Other Activities	Totals
Number of Volunteers	402	25	49	476
Annual Volunteer Hours	12,102	200	1,358	13,660

5.22 This total number of annual volunteer hours equates to approximately 8 ftes. At an average of £15,000 per fte, this input would have a value of £120,000.

5.23 According to Fèisean nan Gàidheal, more than 300 volunteers are involved in the Blas Festival, in addition to the above.

5.24 The number of participants in 2008 in Fèisean and Fèisean-related activities (excluding YMI) was approximately 5,382 (5,400 rounded). A precise count is not possible as the participation of particular individuals in activities such as follow-on classes varies. Some young people are involved in more than one Fèisean or Fèisean-related activity during the year, and many participate for a number of years, which gives them a foundation for future professional or amateur performance, tutoring and other employment.

Feedback from the non HIE-area Fèisean

5.25 The following points of interest were made by Fèisean contacts:

- Thirteen different tutors were paid a total of £5,700 for the 2009 fèisean – 7 from Edinburgh and the other 8 from Stirling or south of Stirling. The children meet every week as well as having the intensive week of the fèis, and the contact considers the fèis good for Edinburgh’s reputation for its music.
- Participation in the North Lanarkshire fèis has grown from 24 to 56 over its six years. All of the children are speaking Gaelic by the end of the week, even on stage. People from Canada and Ireland were expected to attend in 2009.
- The main Dumbarton Fèis is run as evening classes in a six week period throughout February and March, and has been highly successful. West Dumbartonshire Council run a similar programme providing classes throughout the year, and approximately 400 children participate between the two programmes.

The Fèis has been running since 1992, and has succeeded in keeping Gaelic alive in the area. There are currently 11 learners who have made significant progress in

the language, and two beginner classes with 15 children in each class were due to start. The Gaelic language is one of the main disciplines of the Fèis, with Song, Dance, Accordion, Bodhran, Clarsach, Whistle, Guitar, Drama and Felting and Weaving other subjects, and the Fèis is trying to get a chanter tutor for the future.

A few tutors were former Fèis participants (in Piping and Gaelic). The Fèis gets most of its tutors through the Royal Scottish Academy of Music and Drama, and has been happy with the quality of the tutors from there.

- The Bishopbriggs Fèis has close links with Meadowburn Primary School's Gaelic unit, and the majority of the Fèis participants are Gaelic speakers.

The Fèis organisation also runs weekly shinty training for 29 young people with a paid coach, and plays matches in a local league and away games in Oban and against Highland teams.

5b. Impacts in the Highlands and Islands

5.26 35 Fèisean were held in the Highlands and Islands in 2008, including Fèis Alba in Plockton. These were:

Fèis Arainn – Isle of Arran	Fèis Ghleann Albainn – Fort Augustus
Fèis Air an Oir – Strathy	Fèis Ile and Dura – Islay and Jura
Fèis Alba – Plockton	Fèis Inbhir Narann – Nairn
Fèis a’ Bhaile – Inverness	Fèis Latharna – Oban
Fèis Bharraigh – Isle of Barra	Fèis Lochabair – Fort William
Fèis a’ Bhealaich – Applecross	Fèis Mhoiribh – Elgin
Fèis a’ Chaolais – Bonar Bridge	Fèis Mhuile – Isle of Mull
Fèis Chataibh – Golspie	Fèis na h-Oige – Inverness
Fèis Cheann Loch Goibhie – Lochgoilhead	Fèis Oigridh na Mara – Mallaig
Fèis Choila – Isle of Coll	Fèis Ratharsaidh – Isle of Raasay
Fèis Dhun Omhain – Dunoon	Fèis Rois – Ullapool
Fèis an Earraich – Skye and Lochalsh	Fèis an Rubha – Point, Isle of Lewis
Fèis Eige – Isle of Eigg	Fèis Spe – Kingussie
Fèis Eilean an Fhraoich – Stornoway	Fèis Taigh Dhonnchaidh – Ness, Isle of Lewis
Fèis Eilean na Hearadh – Isle of Harris	Fèis Thiriodh – Isle of Tiree
Fèis Farr – Strathnairn	Fèis Tir a’ Mhurain – South Uist
Fèis nan Garbh Chriochan – Moidart	Fèis Tir an Eoma – North Uist
Fèis Ghailaibh – Caithness	

5.27 Summary financial data and the impacts calculated for these 35 fèisean are provided below.

Total Expenditure by the Fèisean in the Highlands and Islands

	Annual Fèisean (£)	Other Activities (£)	Totals (£)
Staff Salaries	72,923	195,809	268,732
Tutor Fees	159,101	114,092	273,193
Accommodation & Subsistence	109,213	20,909	130,122
Other Expenditure	128,324	165,411	293,735
Totals	469,561	496,221	965,782

Impacts in the Highlands and Islands

	Ftes	Earnings (£)
Staffing	18	269,000
Tutors	13.5	273,000
Accommodation & Subsistence - related	3	58,000
Other Expenditures - related	5.5	118,000
Totals	40	718,000
Plus Induced Employment	48	894,000

5.28 The assumptions specific to impacts for the Highlands and Islands were:

Expenditure on accommodation and subsistence (direct plus indirect)	1 fte: £45,000
Average earnings per fte	£20,000
Miscellaneous other expenditure (direct plus indirect)	1 fte: £55,000
Average earnings per fte	£22,000
Induced ftes: Direct plus Indirect ftes	0.2
Average earnings per fte	£22,000

5.29 The Fèisean spent a total of almost £1 million in the Highlands and Islands in 2008 and generated income from employment of almost £900,000. There were 4,129 participants in Fèisean activities, and 429 volunteers contributed a total of 10,843 hours – equivalent to approximately 6.5 ftes and with a value of c£100,000.

5.30 Other impacts, which would require visitor surveys to assess accurately, arise through spending by people who stay overnight in local areas because of their participation in fèisean, the spending of tutors who are not local, and expenditure by other visitors that can be related (at least in part) to the fèisean – including family members who might choose a fèis week as an occasion for a visit home. At the Scotland level, most such expenditure would normally be considered “displaced” within Scotland, i.e. people, for example, normally resident in Glasgow who might visit the Western Isles to tutor at the fèis or visit their family would otherwise have spent all or most of the money spent in the Western Isles elsewhere in Scotland. Within the Highlands and Islands, however, such expenditure would generate a positive impact.

5.31 Cèilidh Trails also have a tourism impact in as far as tourist visitors patronise events. The impact from Cèilidh Trails is perhaps more from encouraging repeat visits through visitors having enjoyed their stay and experienced authentic culture than through extending current stays.

5.32 Indicatively, if the 35 Highlands and Islands fèisean were to generate, on average, 35 additional bednights per year (i.e. bednights spent by people resident outwith the Highlands and Islands that would not otherwise have been spent during the year), at £30 average spend in the area per visitor night, this would total £36,750 additional visitor expenditure over the year. Such a level of expenditure would support c1fte and generate household income of c£20,000 within the Highlands and Islands, inclusive of the multiplier. This estimate might be over-conservative, but illustrates that immediate “tourism” impact is not a significant aspect of the economic impact generated by the fèisean as such – i.e. excluding related activities such as Blas, and the longer term role of the fèisean in nurturing traditional music talent. The tourism impact of the latter is demonstrated through events such as the Hebridean Celtic

· excluding the overnight expenses paid for by the fèisean.

Festival, although only a proportion of musicians at such events will be Fèisean “graduates”.

Feedback from HIE Area Fèisean

5.33 The following points of interest were made by Fèisean contacts (not including the Case Studies reported in Section 8):

- In Tiree, the Fèis was well attended with 67 participants, but with numbers swelling to 850 through associated activities, including a township walk, Gaelic film night, children’s dance, tutors’ cèilidh and final dance.
- Fèis Arainn holds 28 workshops annually as well as the 4 day fèis. Gillian Frame – an RSAMD graduate – formed her own band and is also now a Fèis tutor.
- Fèis Air an Oir (Strathy) holds classes every two weeks during school term instead of a once a year event. There is a core of six specialist tutors, with instrument, song and language tuition.
- Fèis a Bhealaich (Applecross) also runs Gaelic classes and a Croileagan (nursery).
- The Lochgoilhead Fèis is a branch of Lochgoilhead Fiddle Workshop, which is funded by a range of agencies. A new Gaelic medium fèis for secondary pupils was introduced in 2009 which combines musical workshops with outdoor activities – an interesting diversification.
- Tutors for the Dunoon Fèis are all from the Central Belt (mainly Glasgow).
- Around 30 children attend Fèis Oigrioh Ile is Dhiura (Islay and Jura). The children generally don’t speak Gaelic, but there is a half hour lesson every morning, Gaelic song and an emphasis on Gaelic throughout lessons.
- The Stornoway Fèis attracted 25 of 198 participants from the mainland in 2009, and 18 families came to stay in Lewis. CNAG organised Ulpan Gaelic classes while the fèis was on that some parents attended. Weekly group work sessions during term time led to 6-8 youngsters playing at cèilidhs who have now formed their own cèilidh band.
- From the Farr fèis, Heather Forbes has gone on to be a whistle tutor for Highland Council and to study Gaelic and traditional music at SMO. Ali Forbes was going to university to study Gaelic and has been working at Inverness Gaelic School with his sister. Peter Scott has given fiddle performances and has appeared with a band.
- The Nairn Fèis takes place over a weekend in February with a cèilidh, and during the year also runs weekly traditional music classes and cèilidhs. Over the year, activity comprised the fèis weekend (90 participants), 30 weeks of classes (77 participants), 4 groupworks, 7 slow slow jams, and 30 tutors / training days for classes. Personal tuition is also offered.

- Fèis Latharna (Oban) has increasingly used local tutors, which builds up a relationship between the children and tutors. Hiring out musical instruments is considered important as Local Authority provision has declined. Rona Wilkie is now a Gaelic medium unit teacher in Tain, Claire Jordan is studying music at SMO, and Tia Files is now a full time musician. Parents have credited their progression mainly to the Fèis.
- Fèis na h-Oige has run a week long main Fèis in Inverness High School since 2000. There are also workshops, weekly classes, group work and teenage Gaelic drama classes (c35 per year). Canntaireachd (teenage Gaelic song workshops take place weekly in term time (c35 per year), and a Canntaireachd song group and a joint group of over 40 youngsters from Fèis a'Bhaile (also Inverness) and Fèis na h-Oige appeared in the Blas festival at Eden Court. Several fèis participants have gone on to work in Gaelic arts, broadcasting, drama and tutoring. A regular current tutor was a former fèis participant and was in her 4th year of an RSAMD classical music degree. Fèis a'Bhaile also includes drama classes.

5c. Impacts in the Fragile Areas

5.34 17 of the 35 fèisean held in the Highlands and Islands in 2008 were held within areas designated by HIE as Fragile. Other fèisean, e.g. Fèis Dhùn Omhain (Dunoon), had catchment areas that included fragile areas (e.g. Cowal in the case of Dunoon). The 17 fragile areas fèisean were:

Fèis Air an Oir – Strathy
 Fèis Bharraigh – Isle of Barra
 Fèis a’ Bhealaich – Applecross
 Fèis Choila – Isle of Coll
 Fèis an Earraich – Skye and Lochalsh
 Fèis Eige – Isle of Eigg
 Fèis Eilean na Hearadh – Isle of Harris
 Fèis nan Garbh Chriochan – Moidart
 Fèis Ile and Dura – Islay and Jura
 Fèis Mhuile – Isle of Mull
 Fèis Oigridh na Mara – Mallaig
 Fèis Ratharsaidh – Isle of Raasay
 Fèis Rois – Ullapool
 Fèis Taigh Dhonnchaidh – Ness, Isle of Lewis
 Fèis Thiriodh – Isle of Tiree
 Fèis Tir a’ Mhurain – South Uist
 Fèis Tir an Eorna – North Uist

Total Expenditure by the Fèisean in the Fragile Areas

	Annual Fèisean (£)	Other Activities (£)	Totals (£)
Staff Salaries	24,486	20,131	44,617
Tutor Fees	51,281	36,250	87,532
Accommodation & Subsistence	76,836	2,741	79,577
Other Expenditure	70,921	70,460	141,381
Totals	223,524	129,583	353,107

Impacts in the Fragile Areas

	Ftes	Earnings (£)
Staffing	3	45,000
Tutors	4.5	88,000
Accommodation & Subsistence - related	1.5	30,000
Other Expenditures - related	2.5	47,000
Totals	11.5	210,000
Plus Induced Employment	13	240,000

5.35 The assumptions specific to impacts in the fragile areas were:

Expenditure on accommodation and subsistence (direct plus indirect)	1 fte: £50,000
Average earnings per fte	£19,000
Miscellaneous other expenditure (direct plus indirect)	1 fte: £60,000
Average earnings per fte	£20,000
Induced ftes: Direct plus Indirect ftes	0.15
Average earnings per fte	£20,000

5.36 Although the main Fèis Rois events are held in Ullapool (a fragile area), staffing based in Dingwall was allocated to the rest of the Highlands and Islands.

5.37 Total fèisean expenditure in the fragile areas represents 37% of the fèisean expenditure in the Highlands and Islands, 27% of the fte employment generated, and 27% of the earnings generated. Average job creation per fèisean is 0.8 fte, which is not insignificant for a small relatively remote community – although our research indicates that the social and Gaelic language value of the fèisean is of greater importance than this economic impact.

5.38 There were 2,242 participants in Fèisean activity, and 170 volunteers contributed a total of 4,708 hours – equivalent to approximately 3 ftes and with a value of c£45,000.

5d. Impacts in Local Areas

5.38 The impacts of the 42 fèisean held in Scotland in their local areas were estimated as follows:

Total Expenditure by Fèisean in their Local Areas

	Annual Fèisean (£)	Other Activities (£)	Totals (£)
Staff Salaries	42,446	39,192	81,638
Tutor Fees	116,761	58,332	175,094
Accommodation & Subsistence	110,447	11,320	121,767
Other Expenditure	115,593	98,302	213,894
Totals	385,247	207,146	592,393

Local Area Impacts

	Ftes	Earnings (£)
Staffing	5.5	82,000
Tutors	9	175,000
Accommodation & Subsistence - related	2.5	49,000
Other Expenditures - related	3.5	75,000
Totals	20.5	381,000
Plus Induced Employment	22.5	423,000

5.39 The assumptions specific to impacts in local areas were:

Expenditure on accommodation and subsistence (direct plus indirect)	1 fte: £50,000
Average earnings per fte	£20,000
Miscellaneous other expenditure (direct plus indirect)	1 fte: £60,000
Average earnings per fte	£21,000
Induced ftes: Direct plus Indirect ftes	0.1
Average earnings per fte	£21,000

5.40 The expenditures by the fèisean in their local areas represented 54% of all fèisean expenditure in Scotland, the employment generated was 39% of all employment generated in Scotland, and the household income 38% of all household income generated in Scotland.

6. OVERALL IMPACTS FROM THE FÈISEAN AND FÈISEAN-RELATED PROJECTS IN THE HIGHLANDS AND ISLANDS

- 6.1 The summary of impacts below draws together the impact estimates for 2008 given in Sections 4 and 5(b) above. The total figure can be regarded as the approximate annual impact of the Fèisean movement in the Highlands and Islands, although the aspects of impact are based on differing methodologies for accounting for additionality and displacement.
- 6.2 The assumptions below on average earnings per fte are consistent with the evidence obtained for the study and average earnings in the Highlands and Islands for the types of jobs involved.

	Fte Impact	Earnings Impact (£)
Fèisean	48	894,000
Cèilidh Trails	1	20,000
Blas	15	330,000
YMI	6	168,000
Drama	1	22,000
FnG Staff plus Training	18	468,000
Miscellaneous FnG Spending	6	120,000
Totals	95	2,022,000

- 6.3 These total 2008 impacts of 95 ftes and c £2 million in related earnings from employment do not include the cumulative longer term impacts in the Highlands and Islands in 2008 generated by Fèisean and Fèisean-related activity prior to 2008 that is assessed in Section 7 below.

7. LONGER TERM IMPACTS ON THE CREATIVE AND CULTURAL INDUSTRIES

- 7.1 As shown at 5.24 above, fèisean participants totalled an estimated 5,400 in 2008. Allowing for individuals being included more than once in this total, the number of different young people might have totalled around 4,000. Taking into account the increase in fèisean activity year-on-year, we estimate that some 15-20,000 young people will have attended at least one fèis class since 1981 – virtually all of whom will still be of working age.
- 7.2 Many of these people will be in employment or self-employment for which their fèisean experiences might have been relevant (to a greater or lesser extent), although their career progression will not necessarily have been due to their fèisean participation. From a Scottish economic impact perspective, these jobs would generally otherwise have been filled by non-Fèis graduates, while the individuals holding these jobs would otherwise generally have been contributing to the Scottish economy in other ways. Assessing the net economic impact attributable to Fèisean participation, inclusive of market and labour supply displacement, is therefore very difficult (indeed impossible with any accuracy).
- 7.3 However, as the creative industries are one of Scotland’s key sectors – i.e. a sector in which Scotland has a potential competitive advantage over other UK regions or internationally – a simplistic displacement analysis is not appropriate. Also, in the Highlands and Islands (a priority region for employment growth within Scotland), certain creative industries jobs support the critical tourism economy and offer work opportunities in fragile and other rural or remote areas in which work is otherwise limited.
- 7.4 Examples of progression by fèisean participants are given elsewhere in this report, and examples from particular fèisean where organisers have been able to take a medium to longer term view of this progression are given below.

Fèis Eilean an Fhraoich

- 7.5 A summary is given below of young people who had been regular fèis attendees through the years and are known to have progressed into training and careers connected with music.

Alasdair White

By age 13, Alasdair had won an award for his fiddle playing. He then played with local bands like ‘Face the West’ and at 18 got the opportunity to join the Battlefield Band as fiddle player. As well as fiddle, Alasdair plays Whistle, Banjo, Bazouki, Highland and Small Pipes and Bodhran. He tutors at the Fèis each year, focusing now on the Teen Fèis.

Norrie Maciver

Norrie Maciver has just completed studies at RSAMD and plays and sings with a number of bands: Bodega, Skipinnish, Skerryvore and Na Seoid. He was Musical Director of the Heb Celt Festival *Ar Dachaigh* Inter Fèis Project in 2009.

Catriona Watt

Catriona is currently studying at RSAMD. In 2007, she won BBC Young Traditional Music Award with her Gaelic song performance. While at school she was one of a group that formed the all girls band Teine, singing and playing fiddle. She is singer in the Catriona Watt Band.

Calum Alex Macmillan

At 18, Calum Alex won the Mod Gold Medal and is with the band Dàimh. Since completing university in Aberdeen, he has worked as Gaelic Officer with Fèisean nan Gàidheal.

Andrew Yearley

Coming to live in Lewis at a young age, as a Vietnamese orphan, Andy excelled through primary school years in piano and keyboards and gained a place at Broughton High music school in Edinburgh. He then went on to the Royal Academy of Music in London. Returning to Lewis, he tutors throughout the year and is a mainstay of many musical events that take place.

Lindsey Macritchie and Judy Morrison

Both studying at RSAMD, Glasgow.

Alasdair Maclean

Band member of Face the West and BBC journalist.

Anna Fraser

Now with the Anna Fraser Dance Band.

Michelle Macpherson

Going to Plockton Music School next term.

Marie Macleod and Colin Macleod (sister and brother) from Edinburgh

Their father is originally from Carloway and they have come to Lewis and attended the Fèis every year. Marie is now at Northern College of Music and Calum at Edinburgh City Music School.

Impact

- 7.6 As shown above, the fèis identified seven former participants now earning a living from work that can be related back to their fèisean background, and others who might go into related work once they have finished their courses.

Other Fèisean

- 7.7 Fèis Lochabair identified 13 former participants (over the past 15 years) who have gone on to earn money from playing music, including two studying at RSAMD, one studying music in Newcastle and one studying Gaelic at SMO. A further two former participants are Gaelic medium primary teachers and two are studying Gaelic at SMO.
- 7.8 Fèis an Earraich identified more than 20 former participants who went on to teaching, performing, etc – i.e. making money from their artistic talents.

- 7.9 At least five former Fèis Rois Cèilidh trail participants have gone on to related careers, and Fiona Dalgetty, director of Fèis Rois, is also a fèis graduate. This is a summary of her career:

Fiona Dalgetty from Nigg began playing the fiddle at the age of 11, studying under local violin instructor Debbie Ross.

At school, Fiona was a member of traditional music group Gizenbriggs as well as participating in Fèis Rois.

Fiona developed an interest in the Gaelic language through her involvement with the Fèisean and she graduated MA (Hons) Celtic Studies from the University of Edinburgh.

Prior to her appointment as Ceannard (Director) of Fèis Rois, Fiona spent several years living and working in Edinburgh where she spent two years at the City of Edinburgh Council as a Cultural Co-ordinator.

Her freelance contracts have included heading up the development of the Edinburgh Youth Gaitherin and working as principal fiddle tutor for Lochgoilhead Fiddle Workshop.

Fiona continues to be in popular demand as a fiddle tutor and performer. She is a member of the band, Or.

Fiona has performed as far afield as the USA, China and Eastern Europe and recorded for radio and television.

Employment Impact

- 7.10 We contacted a number of creative industry employers to probe the impact of Fèisean participation in preparing people for employment, but our contacts found it difficult to identify clear links. Inevitably, given the large number of people from Gaelic speaking areas and other communities who participated in Fèisean while at school, many will have found their way into creative industry and media employment even if this participation had been of no importance. Similarly, a correlation would be expected between young people from communities that have held Fèisean and those in jobs where Gaelic speaking is required or an advantage.
- 7.11 There is a consensus, however, that Fèisean participation encourages young people to pursue an interest in traditional music that enhances the number and quality of those able to make a living from music. For example, MG ALBA has for the last two years sponsored and recorded for broadcast programmes based on the Scottish Traditional Music Awards, and “*it is striking how often winners are recorded thanking the Fèis in this area or that area for their support and assistance*”. “*Offering opportunities for young people through the Fèisean and other events has increased the number of young people with the confidence to put themselves forward as artists*”. This has been more evident in music than in Gaelic speaking, and the drama initiatives being

pursued by FnG should eventually increase the number of young people keen to take up Gaelic speaking film, video and television work.

- 7.12 Participation in Fèisean and the subsequent development of their musical instrument skills has provided the Fèisean with a pool of tutors, which has supported further growth of the movement and provided income for the tutors. In some cases, this supplementary income is important in enabling them to pursue musical / teaching careers – especially where they can obtain work through the year (by tutoring Fèisean and YMI classes). For others, however, the income is not an important reason for their keenness to pass their skills on to a new generation, and an opportunity to return to their local area can be an important motivation. The average rate of pay over a week, once travelling time is allowed for, will not be on a par with the normal earnings of many tutors – and tutoring at a Fèis for a week might be regarded more as a working holiday.
- 7.13 Tutors who are Fèis “graduates” will often be Gaelic speakers, and this will help to achieve the objective of FnG to increase the Gaelic language content of the Fèisean. Also, the more tutors that can be obtained locally, the less expensive it is for local committees to run their Fèisean, enhancing their sustainability.
- 7.14 From the evidence we have obtained, we estimate that perhaps 50 people currently working in the Highlands and Islands in jobs or self-employment were influenced by their Fèisean participation, with many more based elsewhere in Scotland in or closer to centres of population where there are bigger audiences for traditional music and a wider range of part-time work options.
- 7.15 Each year, the cumulative employment impact of the Fèisean increases, enhanced by the experience and employment opportunities provided through growing associated activities such as Blas and the Cèilidh Trails.
- 7.16 It is clear from feedback from tourists in the western Highlands and Islands that the demand for live traditional music is not being met – although the economics of provision in relatively small communities without public sector support for initiatives such as the Cèilidh Trails are difficult. Where musicians can include a degree of Gaelic in their performances, the authentic experience for a visitor is even higher.

8. CASE STUDIES

8.1 Through visiting the local areas, more detail was obtained on selected fèisean than from the wider survey of all fèisean. Case studies are provided below for Fèis Rois, Fèis Spè, fèisean in the Western Isles – Fèis Bharraigh, Fèis Tir a’Mhurain (South Uist), Fèis Tir An Eòrna (North Uist) and Fèis Eilean na Hearadh (Harris) – and Fèis Lochabair. Because the fèisean were visited in 2009 to obtain feedback from organisers and others involved in the fèisean the information generally relates to 2009 rather than 2008, which was the focus for the impact analysis in Section 5 above.

Fèis Rois

8.2 Fèis Rois is an important part of the fèisean movement. It began in Ullapool in 1986, the first fèis in mainland Scotland. It has since grown to become a substantial arts organisation in its own right, with a total annual budget of around £400,000.

8.3 The base for Fèis Rois is in Dingwall where it employs six people:

Director
Business Manager
Programme Manager
Education Officer (Formal sector)
Education Officer (Informal sector)
Arts & Education Support Officer

8.4 In addition the organisation supports placements such as a 12 week student contract to manage the annual Cèilidh Trail and a summer graduate placement.

8.5 Fèis Rois is currently in transition, with its Director for 20 years having stepped down in autumn 2008 and a new Director appointed in 2009.

8.6 Three separate annual residential fèisean are organised, all of which take place in Ullapool.

Fèis Rois Oigridh is the Junior fèis which runs over 5 days in the Easter holidays. It is aimed at pupils in the primary 5-7 age group, with primary 6 and 7 pupils being offered residential places and primary 5 attending as non-resident. 134 children took part in 2008, and 16 tutors were involved for the week. In addition 10 supervisors were employed to ensure the young people were properly cared for. The standard fee for residential places is around £180 and non residential £80. The Junior fèis budget is around £30,000.

Fèis Rois nan Deugairean is the Senior fèis aimed at secondary school pupils. It runs over 5 days in the October holidays, and 176 young people attended in 2008. 19 tutors were appointed for the week along with 16 supervisors. The Senior fèis has a budget of around £40,000.

Fèis Rois Inbhich is the Adult fèis which runs over a long weekend in May. 335 people attended in 2008, each paying around £100. Participants make their own arrangements for accommodation. 38 tutors were involved over the 3 days, and the

majority are paid £450 plus expenses. In addition, 9 support staff were employed for the event. The adult fèis budget is around £34,000. The adult fèis is not conducted through Gaelic, but the junior and senior fèisean are.

- 8.7 Fèis Rois also organises a year round programme of tuition including:
- Weekly traditional music classes in fiddle, guitar, clarsach and accordion held in a variety of locations across Ross-shire. 406 people took part in the sessions.
 - Monthly masterclasses in fiddle, clarsach, guitar and Gaelic song (mostly held in Strathpeffer and the Black Isle). Five classes were delivered in 2008 over 8 monthly sessions, each attended by 8 participants.
 - Teenage Groupwork workshops for secondary pupils. One session was held in 2008, with 7 participants.
- 8.8 This tuition through the year is an important part of Fèis Rois, and the annual budget is some £32,000.
- 8.9 Fèis Rois provides the Youth Music Initiative (YMI) through FnG's contract with Highland Council to 104 schools across Inverness, Nairn, Ross-shire and Caithness. In all, 2,315 pupils in Primary 5 participated in Fèis Rois YMI classes in 2008, each receiving 12 hours of tuition. Payments related to YMI are channelled through Fèisean nan Gàidheal, and the cost of this activity is thus not reflected in Fèis Rois annual budget.
- 8.10 In addition, Fèis Rois has funding from the Scottish Arts Council, through the Youth Music Initiative, to deliver Traditional Music in Schools outside the Highland area, offering blocks of workshops in primary schools in areas across Scotland, including Aberdeenshire, Edinburgh, Midlothian and Dundee. This involves tutors from the Fèis Rois area as well as some tutors local to the schools. This has become a regular part of Fèis Rois activity, although the classes due in 2008 were postponed until the following year at the request of the Local Authorities concerned.
- 8.11 Fèis Rois operates an instrument hire service, with harps, guitars, fiddles and accordions available for a monthly fee.
- 8.12 Fèis Rois also acts as a traditional music agency service, maintaining a directory of performers and responding to enquiries to arrange musicians for a wide range of events and occasions. It also creates youth concert performances for major festivals such as Celtic Connections and Tartan Heart, and promoted its third Ceòlraidh concert and showcase in the Strathpeffer Pavilion. Annual training days for tutors are also organised, covering good practice in teaching and working with young people.
- 8.13 A Cèilidh Trail is organised each summer, bringing traditional music to a variety of locations through the main tourist season. In 2008 the Cèilidh Trail involved 9 young musicians and a project co-ordinator. 17 performances were given across Ross-shire – in halls, hotels and tourist venues. There was also a performance at the Edinburgh Festival Fringe. The Cèilidh Trail budget has been around £16,000. In 2010, in addition to a Ross-shire Cèilidh Trail, a second Fèis Rois Cèilidh Trail will take in the

Hebridean Celtic Festival, Carrbridge Folk Festival, Edinburgh Festival Fringe, Aras Eanna Arts Centre in Inis Oirr (Ireland), and the National Eisteddfod in Wales.

8.14 This was the 10th Cèilidh Trail organised by Fèis Rois. The first was co-ordinated by Julie Fowles, who has gone on to win awards such as BBC Radio 2 Folk Singer of the Year in 2008 and Gaelic Singer of the Year and Album of the Year at the Scots Trad Music Awards in 2007. She was also the first Scottish Gaelic artist to appear on the legendary show 'Later...with Jools Holland' in 2007. Previous participants have also gone on to take up careers in music, including:

Mairearad Green - Originally from Achiltibuie, Mairearad is becoming well known as a performer and composer. She plays regularly with The Anna Massie Band, Box Club and The Poozies, and has often been seen on stage with The Unusual Suspects, Karine Polwart and Eddi Reader (who has recorded one of her tunes). She wrote *Passing Places* as a New Voices Commission for Celtic Connections in 2009,

Fraya Thomsen is now a graduate of RSAMD and plays in The Duplets, a well known Scottish harp and song duo.

John Somerville is now a musician and composer fusing elements of accordion with new, traditional and original sounds. Bands and musicians he has played and recorded with include Croft No. Five, Salsa Celtica, Session A9, Franz Ferdinand, David Byrne. He currently performs with accordion supergroup Box Club and The Treacherous Orchestra.

Rachel Newton gained a BMus(Hons) in Folk and Traditional Music from the University of Newcastle-upon-Tyne. In 2005, Rachel was a finalist in the BBC Scotland Young Traditional Musician of the Year and won a Critics Award for Theatre in Scotland for Best Use of Music in 2009. She plays with The Shee, nominated in the BBC 2 Folk Awards best emerging artist category in 2009.

Also, **Alpha Munro** teaches for Fèis Rois and other fèisean and is a founder of Kiltarn Fiddlers, which emerged from the Fèis Rois traditional fiddle classes. Alpha works as a freelance community musician with community arts groups, plays with local bands, writes her own music, and uses music as an aid to help children with physical and learning difficulties. Kiltarn Fiddlers have competed and performed at the Highland Festival, Blas Festival and Llangollen International Eisteddfod, and individual performers have played at Celtic Connections, Glasgow and the Cambridge Folk Festival. Abroad, the Kiltarn Fiddlers have played at the Festival of Cornouaille, Brittany, Brideswell Festival, Ireland and Falun Folk Festival, Sweden.

8.15 Fèis Rois attracts income from a number of sources, including:

- fees from participants in the three fèisean
- fees from participants in the ongoing classes
- fees for delivery of the Traditional Music in Schools project
- box office from concerts related to the fèisean or separately organised
- fees from musicians gaining work through the traditional music agency
- sale of CDs, DVDs, and other merchandising

- grants from the Scottish Arts Council and Local Authorities and through Fèisean nan Gàidheal.
- business sponsorship
- fundraising

Fèis Spè

Background

- 8.16 Fèis Spè was formed by a group of local musicians and volunteers in 1990 to provide access to, and participation in, Gaelic music and arts tuition and performance for young people in Badenoch & Strathspey. From its inception it has been a member of Fèisean nan Gàidheal, and since the formation of the Cairngorms National Park Authority in 2003, Fèis Spè has gradually developed its reach to encompass the wider Park area, including communities in Aberdeenshire, Moray and the Angus Glens.
- 8.17 For many years, Fèis Spè's main activity was limited to a residential week of tuition in the schools' October holiday, with only occasional additional day workshops. Research showed that many participants returned to the October event each year as beginners in all their subjects, as there was very little opportunity for continued learning and playing during the year.
- 8.18 For the first five years, the annual residential Fèis was held at the Abernethy Trust Outdoor Activity Centre at Nethybridge. From 1996 it moved location several times, firstly to the Loch Insh Water Sports and Outdoor Activity Centre, near Kinraig, followed by short residencies at Bagaduish Outdoor Centre, near Aviemore, Loch Insh again and then as a non-residential Fèis at Kingussie High School. Since 2006, the Fèis has been run as residential for secondary school pupils and non-residential for primary school pupils and has been held at Grantown Primary School. The October week still runs and celebrated its '19th birthday' in 2009.
- 8.19 Since 2001, Fèis Spè has organised a series of pilot schemes, with regular afterschool workshops in a wide range of subjects, and performance and training opportunities for more experienced players.
- 8.20 In 2003, a survey was commissioned to assess the level of musical activity and demand for increased provision amongst school aged residents in the area.
- 8.21 These pilot schemes were funded through small grant applications to various bodies, and whilst they were individually very successful, short term projects had a number of disadvantages in terms of continuity and the amount of time spent sourcing funds as a proportion of the total money attracted.
- 8.22 To resolve this difficulty, Fèis Spè sourced funding through the Scottish Arts Council and the Cairngorms LEADER+ Programme in 2005 to establish a part-time development officer post and develop a series of opportunities for participation in traditional music locally. This activity is summarised below.
- 8.23 In 2006, the organisation became a Company Limited by Guarantee with charitable status. It has a Board of six directors and a wider group of volunteer supporters.

Activities

8.24 During the past three years, Fèis Spè Ltd has provided activities, either directly or indirectly, for well over 2,000 young people aged five to twenty two and has sustained the following level of activity:

- Continued employment of a part-time development officer (17.5 hours per week).
- Annual main Fèis Week in October - A week-long event open to children aged 5 to 18, which takes place in the October school holidays. Participants have the opportunity to try out or improve their skills in a number of musical instruments, drama, song and dance disciplines, as well as improving their Gaelic language skills. This event normally attracts around 65 participants in the 8-18 age group and around 30 under 8's in their own programme of activities, known as Fèis Bheag. Secondary pupils are offered a residential option. Approximately 20 tutors and supervisors are employed for the week, assisted by a number of volunteers.
- Youth Music Initiative (YMI) – traditional music in primary schools. Fèis Spè has managed YMI provision in Badenoch and Strathspey on behalf of Fèisean nan Gàidheal since 2003, delivering a range of traditional music sessions to 10 primary schools and providing part-time employment for up to 6 local tutors. Funding for this project has now been confirmed by the Scottish Government for a further 3 years.
- Fiddle tuition - Fèis Spè provides fiddle tuition for 50 young people in 6 local primary schools. This provides part-time employment for 2 tutors and is run in conjunction with Highland Council's instrumental service. Weekly lessons are supplemented with occasional weekend workshops with guest tutors.
- Cairngorms Cèilidh Trail - established in 2007, the Cairngorms Cèilidh Trail has been part-funded by the Cairngorms National Park Authority (CNPA) from its inception and attracted audiences of c.800 during 2007. The Cèilidh Trail provides employment and professional development opportunities for up to ten young musicians aged between 16 and 22 per year until 2009. A co-ordinator and supervisor set up and accompany the tour, with some administration handled centrally by the Fèis Spè Development Officer. Participants undertake intensive training and then tour to perform at venues throughout the National Park. This project has raised awareness of the Fèis movement in the eastern part of the National Park, with participants hailed as great ambassadors for both traditional music and young people in general. The programme for the 2009 Cairngorms Cèilidh Trail held in July shows the pan-Park nature of the event in the calendar of CNPA activities:

CAIRNGORMS CEILIDH TRAIL

JULY 2009



CÈILIDHEAN AIR CHUAIRT SA MHONADH RUADH

Traditional Music, Song and Dance
in and around the Cairngorms National Park presented by
some of Scotland's best young performers

Ceòl traidiseanta air a chluich leis an òigridh asfhèarr bho fhèisean air feadh na Gàidhealtachd. Na caill iad!

Image by Richard Cross

14th TUES	TOMINTOUL Richmond Memorial Hall	8pm	CONCERT	£3.50 £10 family (2 a, 2 c)
15th WED	GLENLIVET Distillery	2-4pm	SESSION	FREE
15th WED	GLENLIVET Hall	7.30pm	FAMILY CEILIDH DANCE/CONCERT	£3 (£2) conc 01807 590247
16th THURS	BRAEMAR Village Hall	8pm	CONCERT	£4 (£2) under 16 Braemar Pharmacy and Newsagent
17th FRID	BOAT OF GARTEN Community Hall	8pm	FAMILY CONCERT + CEILIDH DANCE	£5 (accompanied under 16's free)
18th SAT	TOMINTOUL GAMES	2.30-4.30 6-7 + 8-9	SESSION GAMES FIELD TOMINTOUL SQUARE	Gate cost for Games FREE
21st TUES	NEWTONMORE Leanach Church in Folk Museum	2-2.45pm 3-3.45pm	CONCERT + CEILIDH DANCE	FREE
21st TUES	AVIEMORE CairnGorm Hotel	8-8.45pm 9-9.45pm	SESSION	FREE
22nd WED	LAGGAN Village Hall	8pm	FAMILY CONCERT + CEILIDH DANCE	£6 adults (under 16 free)
23rd THURS	GLENESK The Retreat	2-4pm 8pm	SESSION CEILIDH DANCE	FREE £6.50 (£3 under 14) (incl. stovies) 01356 648070 12-6pm
24th FRID	GLENISLA HALL	7.30pm	FAMILY CEILIDH + STOVIE SUPPER	£5 (£2.50 under 12) (incl. stovies) 01575 582281/582207

Tickets for all events also available on the door



CAIRNGORMS
NATIONAL PARK AUTHORITY



- Junior Cèilidh band – Bear Creek Reelers. This band provides group playing experience and performance opportunities for children aged up to 15 and have played at a number of public and private functions to great acclaim. They have a local mentor, and visiting tutors are employed occasionally for additional training days.
- Participation in the Blas festival through events and school visits. Since 2006, Fèis Spè tutors have presented short, varied programmes of traditional music, song and dance in all local primary schools as part of ‘Gaelic Music in Schools’ week in the run up to Blas, reaching approx. 1,000 pupils each year. Also, a number of young Fèis Spè musicians have been invited to play as support to other groups in local Blas concerts. In the future, schools in the eastern part of the Cairngorms National Park will be included in the programme.
- Music days - These are one-off workshops, which concentrate on specific subjects for a whole day, usually with guest tutors. Subjects offered during the last three years include fiddle, accordion, groupwork and accompaniment, clarsach, cello, song and vocal techniques, keyboard and guitar. A number of these have targeted secondary pupils through funding for a pilot project from the Scottish Arts Council.
- Weekly music clubs.
- Teenage weekends and secondary school workshop days.
- Special events for Highland 2007.
- Maintenance and development of an instrument / equipment bank - Fèis Spè has been building up a stock of instruments and equipment available for hire to local residents. This includes 4 clàrsaich, 3 accordions, small and highland pipes, numerous fiddles and a sound system. In addition to providing an opportunity for youngsters to ‘try before they buy’, the equipment bank provides a source of annual income from hire charges which can be re-invested in additional purchases and repairs. Equipment not out on hire is stored in a secure rented space.

Current and Planned Developments

8.25 Building on its past successes, Fèis Spè Ltd is in the process of implementing a new Development Plan for the three years April 2009 to March 2012 that aims to consolidate the work carried out over the last eighteen, and in particular the last three years and sets out areas of expansion of its activities.

8.26 The key development areas include:

- To enhance the developmental capacity of the organisation through additional development / support worker hours in order to continue to support and develop the activities summarised above currently being undertaken by Fèis Spè.
- An additional part-time Development Officer has recently been appointed to job-share what is now a full-time equivalent post (35 hours per week).

- To set-up and seek continued funding for a range of additional projects, including:
 - A musician in residence post to develop and deliver projects focussing on the heritage and natural environment of the Cairngorms National Park. It is proposed to offer a contract of 2 days per week over 40 weeks per year. This is seen as an important step in developing and sustaining new activities, whilst offering valuable employment opportunities to the post holder(s). The main focus of work for the musician in residence is to work with the Integrated Learning Communities (ILCs), i.e. the secondary schools and their feeder primaries.
 - Joint projects with other local Fèisean and other groups within the Park. Fèis Spè will work with the Fèisean nan Gàidheal Area Development Officer to create a link with other neighbouring Fèisean and participate in at least one joint event per year. By linking with Fèisean and other groups in the same geographical area it is hoped to create a support network for one another and share resources and ideas. The Cèilidh Trail project, which covers the whole of the Cairngorms National Park, has already raised awareness of traditional music throughout the area. The increase in the Fèis Spè Development Officer's hours will allow for development and support of new initiatives in this area. Fèis Spè will work closely with Aberdeenshire Council's recently appointed peripatetic Teacher of Gaelic and the Association of Cairngorms Communities to explore areas of common heritage and interest.
 - Enhancement of the role of Gaelic within Fèis Spè, which has a Gaelic action plan based on three principles – acceptance, normalisation and opportunity. Fèis Spè intends to develop the use of Gaelic throughout its main activities and seek additional opportunities for increased language awareness and learning. Advice will be sought from appropriate agencies, for example Bord na Gàidhlig, CnaG, 'Gàidhlig anns a Phàirc' and Cli, from whom additional support and funding for activities may be accessed. Discussions have also taken place to establish an Iomairt Gàidhlig a' Mhonaidh Ruaidh (Cairngorms Gaelic Language Initiative) and setting up an umbrella Fèis a' Mhonaidh Ruaidh supporting the strengths, successes and experience of Fèis Spè alongside a newly created Fèis Dhè operating in the eastern communities of the National Park. Opportunities for joint events with the Badenoch & Strathspey Gaelic action group – Sinne – will be explored as a way of delivering activities through the medium of Gaelic. With the support of Fèisean nan Gàidheal it is proposed to establish a Gaelic-speaking residential Fèis to draw together fluent speakers from across the Highlands to enjoy traditional music and outdoor activities. Fèis Spè will continue to engage Gaelic speaking tutors where possible and offer support to tutors and volunteers wishing to extend their own opportunities to learn and use the language. Fèis Spè also acknowledges the importance of Doric within some areas of the National Park and is keen to promote the use and awareness of all languages where appropriate.
 - Development of volunteer and work experience opportunities. As much Fèis Spè work is carried out by volunteers, it is intended to extend the range of opportunities available to volunteers and to offer access to appropriate training

to allow for volunteers' personal development. Links with secondary schools' enterprise departments will be established, and, where appropriate, work experience placements will be offered. Fèis Spè will renew links with Voluntary Action in Badenoch & Strathspey (VABS), with a view to renting office space in its proposed new building. Contact will also be made with the CNPA's newly appointed Cultural Development Officer.

Development Plan Funding

8.27 The Fèis Spè Ltd Development Plan April 2009-March 2012 was costed at £420,744, with the following categories of expenditure:

Development Officer	103,109
Fèis week	49,817
Fiddle classes	34,618
Musician in Residence	117,238
IT Project	7,931
Cairngorms Cèilidh Trail	63,739
Junior Cèilidh Band	6,815
Inter-Fèis activities	17,000
Gaelic Developments	20,475
Total	420,744

8.28 The main funding and income sources identified within the Development Plan were as follows:

Cairngorms LEADER Programme	161,361
Cairngorms National Park Authority	81,920
Fèisean nan Gàidheal	52,115
Bòrd na Gàidhlig	10,951
Comunn na Gaidhlig	3,000
YMI Informal sector	3,524
Heritage Lottery	6,345
Local Authorities	6,000
Earned income - events	18,382
Promoter fees	1,500
Participants fees	47,818
Fund-raising& sponsorship	7,361
In-kind support	5,239
Scottish Arts Council informal YMI}	
HC 2007 Legacy Fund }	15,229
Awards for All }	
Total	420,744

Sustainability

8.29 The Fèis Spè Ltd Development Plan is a mechanism to sustain and develop an already successful community-based organisation. In terms of sustainable development, some of the identified benefits are:

- Full-time equivalent employment for development officer(s)
- Part-time employment for a musician in residence
- Part-time employment for a wide range of nationally acclaimed tutors
- Continued strengthening of arts participation and the social element of arts within the community
- Assistance with various different communities within the Cairngorms National Park in developing their own cultural heritage projects
- Identification of, and opportunities to develop, local skills in the arts
- Promotion of community management for a local project
- Increased participation for young people in the traditional arts, leading to improvement of quality of life, social and cultural skills in local rural areas
- Increased understanding, through access to the traditional Gaelic arts, by young people of their area, history, environment and surroundings
- Encouragement of spend through cultural tourism initiatives
- Raised awareness of Fèis Spè through visits to local schools, leading to increasing participation and the associated benefits
- Development of ongoing tuition and introductory tuition in areas where there is demand, leading to an increase in the numbers of culturally aware young people, and the number of professional and semi-professional traditional musicians and tutors supported in the area
- Creation of links between Fèis Spè and other music and arts activity in the area thus increasing inter-community interaction and sharing of experiences linking into tourism initiatives in the area relating to the traditional arts throughout the Cairngorms National Park

Impacts

- Of c45 tutors, 35 would typically be local, 6 from other parts of the Highlands and Islands and 4 from the Central Belt (all with local connections).
- At least five former participants have gone on to become professional musicians, while others play regularly in an amateur capacity and tutor / mentor younger

players. Two young people attend the Centre of Excellence in Traditional Music in Plockton – a direct result of Fèis Spè experiences.

Fèis Bharraigh – Barra

- 8.30 Fèis Bharraigh, now having completed its 29th year, was the first Fèis and the origin of the Fèis movement. The Fèis has a large presence in the community throughout the year with evening classes, two cèilidhs, an extensive programme of evening events running in the Fèis week and Barra Fest, a weekend event taking place two weeks after the Fèis which brings well-known bands to Barra to perform. Evening events run for over a week during the Fèis, with a Family Licensed Dance, Children's Dance, Family Cèilidh/Dance with the Vatersay Boys, Piping Evening at Kismul Castle, the Tutor's Cèilidh, Secondary Dance, Children's Concert, Closing Mass, Highland Dancing Competition and the Final Fling.
- 8.31 There were 139 participants in 2009, split between four different groups, Fèis Bheag (4-5 year olds), Fèis Mheadhan (6-7 year olds) Fèis Mhor (8-13 year olds) and Fèis Deugairean (13-18 year olds), although the Fèis Mhor/ Fèis Deugairean split depends on musical ability as well as age. Classes on offer were Accordion, Art, Chanter, Clarsach, Drama, Drums, Fiddle, Guitar, Highland Dance, Keyboard, Singing, Tin Whistle and Group Work. Participant numbers were down from 147 in 2008, although five teenagers were performing in the Hebridean Celtic Festival and other regulars were unable to attend. The primary school roll on Barra was 94 at the start of the 2008/2009 year, an increase from 87 the previous year, and the secondary school role was 103, at the start of the 2008/2009 year, a decrease from 108 the previous year. A number of children also came from outwith Barra. Many former Fèis Bharraigh participants are now well known in their fields, including Duncan Johnson and Donna MacLean.
- 8.32 Emphasis is put on Gaelic, with Gaelic time for younger participants and many tutors Gaelic speakers. Isobel MacLean, a Gaelic speaking Media Studies tutor said that whilst the Fèis movement has proven itself in terms of the resurgence of traditional music, it has not been as successful with Gaelic.
- 8.33 There were 28 tutors and 3 supervisors involved in the year's Fèis. Organisers could only source a third of the tutors locally, bringing the rest in at a higher cost. The Fèis ran for two weeks until three years ago when they had to reduce its length after difficulties in sourcing tutors. For the tutors it is a great opportunity to gain teaching experience and a source of enjoyment and income. Sileas Sinclair, accordion tutor and full-time piano and accordion teacher in Connel benefited greatly from the tutor training course provided by Fèisean nan Gàidheal. After participating in the Fèis in Oban she feels it is important to give something back and pass it on. She enjoys the social aspect of tutoring, meeting other tutors and sharing tunes. She appreciates the income and filling up her summer break but the teaching is always the greatest motivation for participation. The Media Studies tutor, Isobel MacLean, also believes it is important to give something back. After spending a few years on the committee for Fèis Bharraigh she tutored the Media Studies class, in which older children created a short film which was displayed at the Children's Cèilidh.

- 8.34 For the past three years, Fèis Bharraigh has organised Barra Fest, which have been the biggest events on Barra. Proceeds raised by Barra Fest are invested back into music tuition for the Fèis. This year, the line up consisted of The Vatersay Boys, Celtic Spirit, the Raggaels, Technocelt, Skerryvore, the Moonshiners, Nollie & Co, Face the West and Barra Fiddles/Pipes, which is made up from Fèis participants. The event attracts many people to the island – the accommodation is booked up months in advance and tents are everywhere on the island. The marquee where Barra Fest takes place has capacity for 1,000 people each night. Not only does it indirectly benefit business on Barra through increased footfall and tourism, many other charities organise their fundraising activities around Barra Fest, generating an estimated 90% of their fundraising income. The Cobhair Bharraigh Daycare Centre for elderly citizens runs the burger stand, the Pre-School group runs events for children, and the football team receives a donation from Fèis Bharraigh to clean up the site.
- 8.35 The Fèis week itself also increases trade for local businesses, including church halls, cafes, shops, B&Bs, hotels and self catering accommodation. A parent said that the local shops ran out of milk and bread during the Fèis week and another parent said that trade increased in her business, the Market Garden Centre and there is higher demand for local produce. She added, *“The Fèis creates a year round culture of music on the island and is extremely beneficial to the children in terms of music tuition and mixing with other members of their peer group.”*
- 8.36 Fèis Bharraigh is continually growing and improving, with Group Work, Media Studies and evening classes all recently introduced. Organisers have also kept an eye on what other Fèisean are doing in order to take any successful ideas and apply them to Fèis Bharraigh.

Fèis Tìr a’ Mhurain – South Uist

- 8.37 Fèis Tìr a’ Mhurain was celebrating its 20th anniversary in 2008, with special events and merchandise to mark the occasion. The participant numbers were the highest ever, with 116 local children and 24 children from outwith the islands, including one from as far as Seattle. The 116 participants compares with an average of 103 for the previous four years. The higher numbers were due to an effort to encourage secondary school pupils to participate in the Fèis, with Shinty and Media Studies on offer. 36 secondary aged children attended, comprising 31% of all participants.
- 8.38 To celebrate the 20th anniversary of the fèis, organisers put on a special Cèilidh in March and invited all past tutors to attend. Photographs from the 20 years of the Fèis were put on display and archived on the website. There were special events running throughout the Fèis week, including a Fun Run and Welcome Buffet. Evening classes ran alongside the term in three 6-weeks blocks (October-Christmas, January-Easter, and Easter-June) with a charge of £2 per class. All tutors are local and paid £15 per hour.
- 8.39 Gaelic is widely spoken in the Fèis, with many of the tutors fluent in the language. One resident of North Uist remarked that she sent her children to the South Uist Fèis for increased opportunities for her children to speak Gaelic.

- 8.40 There were 20 tutors at the Fèis – a mixture of older, regular tutors and many younger tutors who had come up through the Fèis. Donald MacDonald, the piping tutor, is a full-time piping teacher and travels up and down the Uists teaching his subject. He remarked that the Fèis is fantastic and he is happy to participate in it as “so much progress can be made with the opportunity to teach 5 days in a row.” As for many other tutors, money is not a motivating factor as he enjoys teaching in the Fèis and has been teaching for 20 years. He also commented that the Fèis is invaluable at helping the community stick together and bringing people to the islands for their holidays.
- 8.41 Ruairidh Nicolson, a Fèisean regular, previously taught Gaelic Drama in Lewis, Harris and North Uist Fèisean. He is a full-time Gaelic Drama teacher, travelling round schools in Highland as well as running after school Gaelic drama classes in Inverness. He remarked, “the Fèis is excellent to encourage children to use their Gaelic, which many have and don’t use.” The Fèis allows him to continue teaching in the summer break, although if he wasn’t participating in the Fèis he would be involved in other Gaelic drama youth projects.
- 8.42 Earnings from the Fèis are more important to the younger generation of tutors, many of whom do odd jobs to make a living whilst on a break from studying on the mainland. Many planned their summer trip home around participation in the Fèis. The Fèis and the Gaelic speaking community would influence their decision to return, and many plan to come back to the islands to work or retire in the future.
- 8.43 An advertising campaign was used to attract children from both the islands and the mainland, contributing to this year’s high participant numbers. Advertisements were placed on Gaelic radio (using recordings made at the evening classes), posters and leaflets were sent out to Gaelic schools on the mainland and the islands, and past attendees were mailed.
- 8.44 With six tutors put up in B&Bs and self-catering accommodation, and 24 children coming from the mainland to participate in the Fèis, accommodation providers benefit significantly from the event. The local supermarket, Lovats, noticed increased footfall throughout the Fèis week, and other local businesses directly benefited from the Fèis, such as local dressmakers, the community hall and local shops where food for the tutors’ lunches was purchased.
- 8.45 The organisers continue to volunteer a large amount of time (estimated to be around 775 hours between the main committee members) as they believe that the Fèis is extremely valuable in keeping the Gaelic culture alive and providing excellent opportunities to children. They wish to keep participant numbers high and increase their stock of instruments and shinty equipment but believe that continued support from Fèisean nan Gàidheal is more important than the overall growth in the Fèis movement.

Fèis Tìr an Eòrna - North Uist

- 8.46 The North Uist fèis, Tìr an Eòrna takes place in Paible School, Bayhead in the week before the South Uist and Barra Fèisean.
- 8.47 There was a notable drop in numbers in 2009, from 105 the previous year to 80. Organisers attributed this solely to falling school rolls. Despite the drop in attendance, organisers branded this year's event 'a great success', with full engagement and enjoyment from the participants. Activities included drumming, guitar, dance, singing/drama, shinty, traditional sports, accordion, art, clàrsach, fiddle and piping. Piping was by far the biggest class, which was ascribed to the strong teaching of piping currently in Uist schools.
- 8.48 The 2009 event also had wider community impact due to the cèilidh/party organised to celebrate the 20th anniversary of the Fèis movement in the Uists.
- 8.49 In common with the other local Fèisean, a great deal of goodwill and commitment characterises the North Uist Fèis. It relies very heavily on the unpaid work of its committee, and the dedication and passion of the tutors.
- 8.50 At £30 for the week (with a sliding scale for families with more than one child) income from Fèis participants and those attending evening classes in winter at £2 per session does not cover costs, and the committee were considering raising prices for 2010.
- 8.51 No fund-raising has been carried out for Tìr an Eòrna over the last two years, and the committee decided this be needed for the 2010 event. They are confident that the community will rally round quickly to support an event that is locally well-perceived and valued, if at times 'taken for granted.'
- 8.52 There were 13 full-time tutors this year, and four part-time. Parents also helped out through the week and at the tutors' concert and the special anniversary cèilidh.
- 8.53 The committee were pleased to have the support of 'graduates' of Tìr an Eòrna, in the shape of four youngsters returning home from University or college, and participating as tutors in the Fèis, in dancing, drama/singing, art and traditional sports. Committee treasurer Anne Hocine described the feeling she got from the young tutors as 'pride in having come up through the system and now being able to teach the next generation.'
- 8.54 Mrs Hocine also summed up the social importance of the Fèis on behalf of the committee. She said: 'It helps keep the children's culture alive, their awareness of it, and enables an atmosphere where Gaelic can be spoken.' (Tìr an Eòrna is not exclusively for Gaelic speakers.) She continued: 'They enjoy it and have lots of fun. The tutors make it, and you can see the fruits of their labours at the end of the week in the concert. We are always amazed at what the children have learned in such a short space of time. There is a real sense of achievement, and the younger ones look at the tutors who have gone through the system as role models.'
- 8.55 Economically, the benefits of the Fèis stay mainly on the island, through tutors' fees and accommodation, and food bought locally for lunches and related events. In 2009,

food was brought from the Co-op but the committee plan to buy provisions next year from Bayhead shop, which has been refurbished and is close to Paible school. Only four tutors come from outside North Uist – from Barra, Ullapool, Skye and Glasgow.

- 8.56 Some 20% of participants come from the mainland, but they tend to stay with family. In 2009, two families took self-catering accommodation on North Uist to attend the Fèis, paying £250-350 per house for the week.

Fèis Eilean na Hearadh – Harris

- 8.57 Fèis Eilean na Hearadh is a small Fèis with 53 participants and 9 tutors. Participant numbers were low in 2009 due to a change in the dates and clashes with other events such as Motivate (a Council initiative to encourage young people to get involved in sports), the Hebridean Celtic Festival and the Maritime Festival. Keyboard and Accordion, Dancing, Drumming, Fiddle, Clarsach, Shinty and Singing and Guitar were the seven classes offered, as well as the Fèis Club for 4-6 year olds.
- 8.58 Activities were focused around the Fèis week, with the shinty tournament and the Tutors' Cèilidh taking place on Thursday night, and the Children's Cèilidh on Friday night.
- 8.59 Although participation rates suffered due to timing, the average participation rate in the last few years has been around 60, with the majority of children attending primary school on Harris. More than a third of all primary school pupils attended the Fèis (42 children from a primary school roll of 113), although only 10 secondary pupils attended.
- 8.60 The Fèis is centred around the enjoyment of the children, providing a unique experience in a relaxed atmosphere. The organisers, tutors and children all enjoy the experience and learn new skills. There is a big music scene on Harris, and many musical opportunities for young people. Ian Angus MacLeod, a well-known young accordion player, came up through the Fèis and is now a professional making a living from the accordion. There are countless examples of Fèis participants involved in Highland Dancing competitions and singing in choirs, either for enjoyment or to help earn a living.
- 8.61 Six committee members organised the Fèis, putting in an estimated 300 volunteer hours between them. The committee is well established and runs smoothly as all members know their roles. The Fèis almost folded three years ago due to a lack of volunteers, but it was saved as parents saw the value of the Fèis and wanted it to continue.
- 8.62 The core of nine tutors are Fèis Eilean na Hearadh regulars, and many of them tutor at other Fèisean. The committee makes the effort to treat the tutors well, with lasagne for the last lunch and a restaurant meal on the final evening. This has resulted in a cohesive group of regular tutors, who know the children and can see their skills develop. The tutors' decision to participate in Fèis Eilean na Hearadh is generally not monetary, as they are paid less in Harris than at other Fèisean. Most of the tutors are local and are happy to be given the opportunity to develop their skill in the area. Eòghan Stewart, the shinty tutor, is delighted in be given the opportunity to bring

shinty back to Harris and came over from Skye to participate in the Fèis. Shinty on Harris died out 100 years ago and was brought back by the Fèis ten years ago. Although Gaelic was not passed on to Eòghan from his family, he now teaches Gaelic in Skye and was motivated to teach himself through participation in the Fèis in Inverness and his family roots in Lewis. The recovery of shinty in the Western Isles is extremely important to him, and he would be willing to tutor for just the petrol money.

Fèis Lochabair

Background

- 8.63 Fèis Lochabair was established in 1992 by a small group of local residents of Lochaber who shared an interest in traditional music. Its formation followed the success of Lochaber Bheò, a local folk music promotion event. This one-off event had made a profit and led to discussion and agreement to formulate a local fèis to build on its success rather than an annual festival.
- 8.64 Fèis Lochabair was a member of Fèisean nan Gàidheal from inception, illustrating its desire to encompass and promote the Gaelic language in all its activities, whether through music or wider activities such as drama and art.
- 8.65 The £1,000 profit from Lochaber Bheò was used to establish the Fèis, which focussed on 8-18 year olds initially. Membership was strong from the start with around 100 participants per year.
- 8.66 Fèis Lochabair has predominantly been held at Lochaber High School, and organisers have strongly felt this link with the school has been beneficial – from providing cost effective facilities to linking with a local education provider. Although the Fèis is not directly involved in the school (although the Youth Music Initiative is), the school has recognised the benefits for the children in accessing regular music activities and other tuition available through Fèis Lochabair.
- 8.67 The Fèis was started as a week long event held at Easter and developed to incorporate follow-on classes in 1998. These were considered important for those children and young adults who sought or required more intensive music tuition. It was important to the Fèis that there was no duplication of current instrument provision and that it plugged a gap and didn't compete with local tutors. The classes tended to focus on instrumental tuition in fiddle, clàrsach, piping, accordion (button and key), chanter and whistle. The range of instruments has increased with demand whilst some, e.g. piping, have recently been dropped with the advent of other local provision.
- 8.68 Since 2003, the Fèis week has been offered to 5-8 year olds as well as the older children, reflecting demand and a need to encourage participation from a younger age. Whilst numbers fluctuate, on average participation has been quite constant at around 120 children attending the fèis for 8-18 year olds and 40 the 5-8 year old fèis.
- 8.69 As it has developed through the past few years, Fèis Lochabair has widened activities to incorporate singing, step dancing, cèilidh dancing and shinty. Gaelic language and culture is imbued in these activities and organisers strongly feel that this has been an

important development and believe that access to and interest in the Gaelic language has increased through including other fun activities rather than purely focussing on music.

Lochaber Cèilidh Trail

- 8.70 The most recent development has been the creation of a Cèilidh Trail by Fèis Lochabair in 2004. Leading on from the experiences of Fèis Rois, the first area to have a Cèilidh Trail, local organisers wanted to provide young adults with a strong interest and aptitude an opportunity to further develop musicianship, access to more intensive tutoring and performance experience in a live setting. The Cèilidh Trail entered its 6th successful year in 2009.
- 8.71 A development officer was appointed for the first two years to develop the trail, with financial assistance from FnG, Lochaber Enterprise and LEADER.
- 8.72 The “real life” scenario encompassed not only performing at live gigs across the area, but setting up PA systems and being involved in the arrangements and organisation. The young participants are given intensive training, both locally and at Fèis Alba, to prepare them from the trail which takes them on the road for 3-4 weeks and usually concludes in a performance at the Blas Festival.
- 8.73 Whilst the trail accommodates an average of seven young people from 16 to 26 years of age, it has tended to be dominated by the 16-19 year old group. A wide range of skills are developed during the trail as detailed above, alongside wider skills such as organisational and presentation skills.
- 8.74 Throughout the past few years, the venues have changed and take in some of the most rural locations in Lochaber, including the Small Isles. The Lochaber Cèilidh Trail has been warmly welcomed by those who take part and those who attend the performances, from locals to a large number of tourists. The participants have also undertaken one-off performances, for example as a support act for the Battlefield Band in past years.
- 8.75 In 2005, a CD of the performances of the Cèilidh Trail was made and sold sufficient numbers to part fund future trails. Since 2006, co-ordinators have been appointed on an annual basis to organise the trail alongside volunteer support for organising travel, taking in money at venues etc. A charge is made for each venue of £50 and participants are paid a fee per performance. For 2009 this was £50 per trail performance and £60 for performing at the Blas Festival.
- 8.76 During 2009, the trail was co-ordinated by the FnG local development officer, with participants performing at the Fort William Mountain Bike World Cup. This provided them with a taste of a corporate gig and was well received; they hope to build on this in future years.
- 8.77 The current co-ordinator believes that the vast majority of Cèilidh Trail participants will have music as part of their working lives in their future.

8.78 In summary, the Lochaber Cèilidh Trail has galvanised the skills and experience from the regular term-time classes and week-long fèis and produced an experience almost akin to a short traditional music modern apprenticeship.

Future Development

8.79 The organisation recognises that there is a strong musical tuition base now in the Lochaber area, particularly strengthened in recent years by the fèis and the Lochaber Music School.

8.80 Rather than expanding significantly, the group wish to continue to consolidate the main Fèis week and term-time classes, with perhaps further development in areas that have been most successful, including the smaller group work and annual Cèilidh Trails.

Economic Impact

8.81 Whilst difficult to quantify, the activities undertaken by Fèis Lochabair have positive economic outcomes. In particular, the Cèilidh Trail and performances at events provide a direct tourism impact through local businesses operating as venues during the month long trail and income for the participants.

8.82 Although Fèis Lochabair does not provide regular employment for any staff, they have funded short term co-ordinators, and regularly use an average of 28 tutors a year, with 134 days of tutoring funded during 2007-2008.

8.83 The impact of involvement in the fèis on participants' future career choices is clearly evident. A number have progressed to studying music with a view to becoming full-time performers, e.g. Marianne Fraser. Participants such as Rona Cooper and Mhairi Mackinnon are playing more seriously with a view to becoming performers/tutors (and have already tutored for other fèisean in the Highland area). Ewan Henderson has become a musician and student at Sabhal Mòr Ostaig and also tutors now. Lauren Tait studied at RSAMD and is now teaching and performing.

8.84 These are just a sample of the participants who have progressed to use either Gaelic or music in their chosen careers or studies. The activities of Fèis Lochabair have provided access to training, performing experience and wider skills that have opened up opportunities for local young people.

9. THE ROLE OF THE FÈISEAN AND FÈISEAN NAN GÀIDHEAL IN THE DELIVERY OF THE GOVERNMENT ECONOMIC STRATEGY IN THE HIGHLANDS AND ISLANDS

9.1 The principal ways in which the Fèisean movement contributes to the Government's Economic Strategy are through:

- Generating output of well over £1 million per year. The individual Fèisean spent £1.1 million in 2008 and Fèisean nan Gàidheal's turnover in 2008/09 was £1.4 million.
- Equipping young people with the skills and practical experience to take up careers in the creative industries, one of the Highlands and Islands' and Scotland's target sectors for growth in output, productivity, and exports.
- Increasing participation in the labour force through providing full and part time work opportunities, often in areas with limited employment options.
- Improving equity across Scotland through the quality of work and tuition in remote and rural communities, with a relatively high impact, as demonstrated in Section 5c above, in fragile areas within the Highlands and Islands.
- Encouraging population retention and growth in small and remote communities through providing social activities (especially for young people), social and cultural inter-action, and a greater understanding of the Gaelic and cultural heritage of people's home areas. Return visits by tutors, performers, and family members during Fèisean weeks and for related special events encourage the retention of links and future return migration (as evidenced by other studies).

10. SUMMARY

- 10.1 The study has assessed the impacts of the 42 Fèisean that were held in 2008, the other activities carried out through the year by the individual Fèisean, the support and development assistance provided by Fèisean nan Gàidheal, and the longer term impacts from the Fèisean that have been held in different parts of Scotland since the first Fèis Bharraigh in 1981.
- 10.2 17 of the Fèisean in 2008 were held in areas designed by HIE as “fragile”, 18 in other Highlands and Islands locations, and 7 elsewhere in Scotland. A Fèis held in London was not included. Details were also obtained on Freumhan (Lochgoilhead), a new Gaelic-medium Fèis for secondary pupils, first held in 2009, which combines musical workshops with outdoor activities.
- 10.3 Information was obtained on their annual Fèis and other self-organised activities direct from the individual Fèisean through telephone and face-to-face contact, and almost all provided financial and other detail that enabled impacts to be assessed more precisely than previously, together with other information on former Fèis students, other specific local economic impacts, recent trends and their development plans. Where full detail was not provided by the Fèisean we estimated figures from material provided by Fèisean nan Gàidheal and through parallels with comparable Fèisean.
- 10.4 Supplementary information on ancillary activities and other aspects of impact was obtained from Fèisean nan Gàidheal and its staff, Highlands and Islands Enterprise and other organisations, former Fèis participants and previous reports on different aspects of the impacts of the Fèisean and related initiatives.
- 10.5 The impacts assessed for 2008 are representative of impacts from recent years, although there is an element of annual growth through new Fèisean and the development of new activities by existing Fèisean. As highlighted in Section 8, Fèis Spè is a good example of the latter.

Economic Impacts

- 10.6 The following impacts were calculated from survey information and data on economic linkages at the local, regional and Scottish levels.
- 10.7 The financial impacts in 2008 from the study were as follows:

Total Expenditure by the Fèisean in Scotland

	Annual Fèisean (£)	Other Activities (£)	Totals (£)
Staff Salaries	75,457	205,009	280,466
Tutor Fees	218,873	133,783	352,657
Accommodation & Subsistence	110,795	24,599	135,395
Other Expenditure	153,111	177,291	330,402
Totals	558,237	540,682	1,098,919

Total Expenditure by the Fèisean in the Highlands and Islands

	Annual Fèisean (£)	Other Activities (£)	Totals (£)
Staff Salaries	72,923	195,809	268,732
Tutor Fees	159,101	114,092	273,193
Accommodation & Subsistence	109,213	20,909	130,122
Other Expenditure	128,324	165,411	293,735
Totals	469,561	496,221	965,782

Total Expenditure by the Fèisean in the Fragile Areas

	Annual Fèisean (£)	Other Activities (£)	Totals (£)
Staff Salaries	24,486	20,131	44,617
Tutor Fees	51,281	36,250	87,532
Accommodation & Subsistence	76,836	2,741	79,577
Other Expenditure	70,921	70,460	141,381
Totals	223,524	129,583	353,107

Total Expenditure by Fèisean in their Local Areas

	Annual Fèisean (£)	Other Activities (£)	Totals (£)
Staff Salaries	42,446	39,192	81,638
Tutor Fees	116,761	58,332	175,094
Accommodation & Subsistence	110,447	11,320	121,767
Other Expenditure	115,593	98,302	213,894
Totals	385,247	207,146	592,393

- 10.8 Staff salaries include payments for assistants through Fèisean nan Gàidheal’s “annualised hours” grant scheme and the remuneration of development officers and other administrators. The main reason that the majority of staff salaries are not allocated to the local area is that Fèis Rois (Ullapool) permanent staff are based in Dingwall.
- 10.9 The impacts from tutor fees relate to the normal residence of the tutors. A number now resident for employment or family reasons elsewhere in Scotland originally lived in smaller Highlands and Islands communities and are former Fèis students.
- 10.10 Accommodation and Subsistence relates to expenses incurred by the Fèisean for accommodating both tutors and participants (mainly children), plus a small degree of expenditure on volunteers. Other local expenditures by tutors and participants themselves in local areas during their stays for Fèisean are not included, but have been approximately estimated separately.

10.11 Other Fèisean Activities include Cèilidh Trails, classes held during the year and special events (e.g. a cèilidh at the end of a Fèis week). The figures include Fèis Alba (Plockton) organised by Fèisean nan Gàidheal.

Employment and Earnings Impacts

10.12 The following summary impacts were calculated from the expenditures tabulated in Sections 5(a) to (c) through applying appropriate norms for rates of pay and turnover: full time equivalent employment (fte) ratios.

Impacts in Scotland

	Ftes	Earnings (£)
Staffing	18.5	280,000
Tutors	17.5	353,000
Accommodation & Subsistence - related	3.5	68,000
Other Expenditures - related	6.5	145,000
Totals	46	846,000
Plus Induced Employment	57.5	1,099,000

Impacts in the Highlands and Islands

	Ftes	Earnings (£)
Staffing	18	269,000
Tutors	13.5	273,000
Accommodation & Subsistence - related	3	58,000
Other Expenditures - related	5.5	118,000
Totals	40	718,000
Plus Induced Employment	48	894,000

Impacts in the Fragile Areas

	Ftes	Earnings (£)
Staffing	3	45,000
Tutors	4.5	88,000
Accommodation & Subsistence - related	1.5	30,000
Other Expenditures - related	2.5	47,000
Totals	11.5	210,000
Plus Induced Employment	13	240,000

Local Area Impacts

	Ftes	Earnings (£)
Staffing	5.5	82,000
Tutors	9	175,000
Accommodation & Subsistence - related	2.5	49,000
Other Expenditures - related	3.5	75,000
Totals	20.5	381,000
Plus Induced Employment	22.5	423,000

- 10.13 A large number of people share the aggregate earnings estimated above, and for many, this is an important part of their overall family income.
- 10.14 The sustainability and growth of individual Fèisean and of the Fèisean moment owes much to the support that has been provided to local volunteers through the financial assistance provided by Fèisean nan Gàidheal and other public agencies (principally Local Authorities) to enable people to be employed to help plan and organise Fèisean and to develop new activity. Nevertheless, the voluntary commitment of local people remains critical to the continuity and success of the individual Fèisean, and the survey responses showed the following annual voluntary commitment (although we believe that the information we were given on volunteer time understates community commitment during the year).

	Fèis Specific	Cèilidh Trail Specific	Other Activities	Totals
Number of Volunteers	402	25	49	476
Annual Volunteer Hours	12,102	200	1,358	13,660

- 10.15 This total number of annual volunteer hours equates to approximately 8 ftes. At an average of £15,000 per fte, this input would have a value of £120,000.
- 10.16 According to Fèisean nan Gàidheal, at least 200 volunteers are involved in the Blas Festival, in addition to the above.
- 10.17 The number of participants in 2008 in Fèisean and Fèisean-related activities (excluding YMI) was approximately 5,382 (5,400 rounded). A precise count is not possible as the participation of particular individuals in activities such as follow-on classes varies. Some young people are involved in more than one Fèisean or Fèisean-related activity during the year, and many participate for a number of years, which gives them a foundation for future professional or amateur performance, tutoring and other employment.

The Cèilidh Trails

- 10.18 The six Cèilidh Trails in different parts of Scotland, including an initial Western Isles Trail, involved approximately 50 young people in 2008. Cèilidh Trails and Showcases attracted total audiences of 14,170, including many tourists for whom (from feedback) the performance will have been a highlight of their visit.

Fèisean Income

- 10.19 Information obtained from Fèisean accounts, clarified through the survey, showed the following breakdown of income:

	Fèis Specific (£)	Cèilidh Trail Related (£)	Other Activities (£)	Totals (£)	%
Grant Assistance	301,016	62,996	271,503	652,828	58.0
Earned Income	268,306	16,932	177,179	472,236	42.0
Totals	569,322	79,928	448,682	1,125,064	

- 10.20 Fèisean nan Gàidheal was the principal source of funds, followed by the Scottish Arts Council, Local Authorities, Bòrd na Gàidhlig and other organisations. A substantial proportion of Fèisean na Gàidheal's contribution was provided by Highlands and Islands Enterprise – FnG being the mechanism that HIE uses to fund Fèisean and Fèisean-related development initiatives within its area. Earned income includes participants' fees, donations and fundraising.

Blas

- 10.21 The 2008 Blas Festival was held in the first week of September across the Highland Council area and comprised 45 events. More than 5,640 people attended the concerts (up 69% on 2007), rising to 9,469 including pupils from more than 50 schools who attended related education events, which gave them opportunities to engage with Blas performers. The Blas Festival is a partnership between Fèisean nan Gàidheal, Highland Council and the Promoters Arts Network. At least 30% of Blas audiences come from outwith the Highlands.

Youth Music Initiative

- 10.22 Fèisean nan Gàidheal worked with Highland Council to deliver YMI traditional music provision through a number of individual Fèisean in all 183 of its primary schools, with 3,761 participants in 2008/09.

Drama

- 10.23 Meanbh-Chuileag and Drama Fèisean audiences totalled 2,680, with good prospects of expansion. In time, drama participation through the new Summer School and performances should give young people the range of performing and other opportunities in drama and related work that the Fèisean have given musicians.

Fèisean nan Gàidheal

- 10.24 Fèisean nan Gàidheal directly employs 18 people (14.5 ftes), and its other activities that generate impact include tutor training, an archiving project, and one-off concerts. In 2008, the latter notably included staging *Dealbh Dùthcha* as part of Liverpool's year as European Capital of Culture, which involved thirty young people from across Scotland.

Case Studies

10.25 Fèisean whose recent and planned activities are highlighted in the report include:

Fèis Rois

10.26 Fèis Rois began in Ullapool in 1986 as the first Fèis in mainland Scotland, and has grown into a substantial arts organisation with an annual budget of around £400,000. It employs six full time staff and provides graduate and student placements to assist with specific activities. Junior, Senior and Adult Fèisean are held at different times of the year, with a substantial year-round programme of tuition, and a summer Cèilidh Trail. The first Trail was co-ordinated by Julie Fowlis, who has gone on to win awards including BBC Radio 2 Folk Singer of the Year in 2008 and Gaelic Singer of the Year and Album of the Year at the Scots Trad Music Awards in 2007.

Fèis Spè

10.27 Fèis Spè was formed by a group of local musicians and volunteers in 1990, and, since the formation of the Cairngorms National Park in 2003, it has gradually developed its reach from Badenoch and Strathspey into the wider Park area, including communities in Aberdeenshire, Moray and the Angus Glens.

10.28 Activities have included a main Fèis Week in October, incorporating Fèis Bheag for around thirty under 8's, delivery of YMI in Badenoch and Strathspey schools, fiddle tuition in six primary schools, the Cairngorms Cèilidh Trail, a junior Cèilidh band (Bear Creek Reelers), participation in Blas, music days (workshops on specific subjects), weekly music clubs, teenage weekends and secondary school workshop days, and managing an instrument / equipment bank.

10.29 An ambitious future development plan is costed at £421,000 over three years (2009-12), including a musician in residence post to develop and deliver projects focusing on the heritage and natural environment of the National Park, joint projects with neighbouring Fèisean and other groups in the Park area, and enhancement of the role of Gaelic within Fèis Spè.

Fèis Bharraigh

10.30 Fèis Bharraigh held its 29th Fèis in 2009, and has developed a major presence in the community throughout the year, with evening classes, two cèilidhs, an extensive programme of evening events during the Fèis week, and Barra Fest which brings well known bands to Barra to perform. There were 147 participants at the 2008 Fèis, split between four different groups: 4-5's, 6-7's, 8-13's and older children. Classes on offer in 2009 were accordion, chanter, clarsach, drums, fiddle, guitar, keyboard, tin whistle, singing, art, drama, Highland Dancing, and group work.

10.31 Twenty-eight tutors and three supervisors were involved in the 2009 Fèis, with two thirds of tutors brought to the island. These and visiting participants generate economic impact, while Barra Fest over the past three years has been a major attractor of visitors, with all available accommodation booked months in advance and tents

pitched around the island. The marquee can accommodate up to 1,000 people each night. Income raised through Barra Fest is invested in music tuition for the Fèis.

- 10.32 According to a parent *“The Fèis creates a year-round culture of music on the island and is extremely beneficial to the children in terms of music tuition and mixing with other members of their peer group.”*

Fèis Lochabair

- 10.33 The development of a Cèilidh Trail and performances at Blas and other events have helped give the keenest of the fèisean participants the equivalent of a Modern Apprenticeship in traditional music, with technical and administrative training as well as instrument tuition. In a popular tourism area, the Cèilidh Trail has given visitors opportunities to enjoy traditional music and absorb Gaelic culture.

The Scottish Government’s Economic Strategy

- 10.34 The principal ways in which the Fèisean movement contributes to the Government’s Economic Strategy are through:
- Generating output of well over £1 million per year. The individual Fèisean spent £1.1 million in 2008 and Fèisean nan Gàidheal’s turnover in 2008/09 was £1.4 million.
 - Equipping young people with the skills and practical experience to take up careers in the creative industries, one of the Highlands and Islands’ and Scotland’s target sectors for growth in output, productivity, and exports.
 - Increasing participation in the labour force through providing full and part time work opportunities, often in areas with limited employment options.
 - Improving equity across Scotland through the quality of work and tuition in remote and rural communities, with a relatively high impact, as demonstrated above, in fragile areas within the Highlands and Islands.
 - Encouraging population retention and growth in small and remote communities through providing social activities (especially for young people), social and cultural inter-action, and a greater understanding of the Gaelic and cultural heritage of people’s home areas. Return visits by tutors, performers, and family members during Fèisean weeks and for related special events encourage the retention of links and future return migration (as evidenced by other studies).