fèisean
NAN GÀIDHEAL

Fèisean nan Gàidheal

Meeting of the Board of Directors
11.30am on Friday 27 September 2024
Leonardo Hotel, Inverness

Fèisean nan Gàidheal

Meeting of the Board of Directors to be held from 11.30am on Friday 27 September 2024 in the Leonardo Hotel, Millburn Road, Inverness

Agenda

3.2024.01 PRELIMINARIES

(a) Present
(b) Apologies
(c) Minutes of the previous meeting of the Fèisean nan Gàidheal Board — For Agreement
(d) Matters arising

3.2024.02 DEVELOPMENT ISSUES

(a) Progress in implementing Fèisean nan Gàidheal's Programme of Work — For Discussion and Noting
(b) Staff Progress Reports — For Discussion and Noting
(c) Review of programme from May and a look ahead — Verbal for Discussion and Agreement
(d) Amplify — For Discussion and Agreement

3.2024.03 FINANCIAL ISSUES

(a) Income and Expenditure 2024-25 — For Discussion and Noting
(b) Bank balances and up-to-date information — Verbal for Noting
(c) Management Accounts to 30 June 2024 — For Discussion and Noting
(d) Grants to Fèisean 2024-25 — For Noting
(e) Annual Accounts to 31 March 2024 — For Agreement
(f) Confirmation of Auditors — For Agreement
(g) Funding Agreements — For Discussion and Noting

3.2024.04 STAFFING ISSUES

(a) Up to date information — Verbal for Noting
(b) Fair Work First — Verbal for Discussion and Noting

3.2024.05 OPERATIONAL ISSUES

(a) Programme for the 2024 Gathering of the Fèisean — For Noting
(b) Annual Report 2024 — For Agreement
(c) Creative Scotland Funds: Tasgadh and Maoin nan Ealan Gàidhlig — For Noting

3.2024.06 OTHER

(a) A O C B
(b) Date for the next meeting: 06.12.2024 online — For Information

Fèisean nan Gàidheal

Minutes of the meeting of the Board of Directors held via Zoom on Friday 24th May 2024 from 2pm

2.2024.01 PRELIMINARIES

(a) Present

Carola MacCallum (Chair), Tommy MacDonald, Katie MacInnes, Muriel MacKaveney, Gwen MacQuarrie, Alistair Paul, Siobhan Anderson (Creative Scotland), Steven Kellow (Bòrd na Gàidhlig), Cllr John A MacIver (CnES), Arthur Cormack (Attending), Eilidh Mackenzie (Attending), Anne Willoughby (Attending), Calum Alex Macmillan (Attending) and Luke Slater (Attending).

Simultaneous translation was provided by Angus Macleod.

(b) Apologies

Kirsty MacDougall (Vice Chair), Iain MacAskill, Krisell MacDonald and Rachel Lincoln.

(c) Minutes of the previous meeting of Fèisean nan Gàidheal Board

Minutes of the meeting held on 8 March 2024 had been circulated.

The minutes were approved as a true record of the meeting, proposed by Tommy MacDonald, and seconded by Alasdair Paul.

(d) Matters Arising

There were none.

2.2024.02 DEVELOPMENT ISSUES

(a) Progress in implementing Fèisean nan Gàidheal's Programme of Work

A report by Arthur Cormack on progress to the end of March 2024 had been circulated.

Arthur was pleased to report that almost all agreed outputs were on target, or with a plan to complete the few highlighted in orange, which were not fully achievable due to budget restraints.

Board members noted the report.

(b) Staff Progress Reports

Progress Reports from staff had been circulated.

Arthur Cormack noted that Fèis an Iar Thuath and Fèis Chataibh had been re-established and that Fèis an Tàirbeirt and Fèis Ìle had recently secured significant funding. He also wanted to acknowledge the wide range of work undertaken through Fèisgoil.

Board members noted the content of the reports and the Chair thanked everyone for the range of work in which they were involved.

(c) Review of programme since March and a look ahead

Arthur Cormack, Eilidh Mackenzie and Calum Alex Macmillan gave an overview of the current and upcoming programme of work delivered by Fèisean nan Gàidheal:

- Arthur outlined progress with local authority agreements, the multi-year funding bid as well as the 2024-25 Programme Plan and EDI Plan submitted to Creative Scotland.
- Calum reported on assessment of Fèis grant applications, Easter and Summer Fèisean, Ceilidh Trails, Fuaran, 5 Latha, Training and Blas 2024. Calum was pleased to report that Fèisean attendance numbers have returned to pre-COVID levels.
- Eilidh reported on Blasad Gàidhlig, Glasgow City Council evening classes, Hùb Hàb, Cliabh – The Creel Collective, Gaelic Awareness training, Dìleab, Neart – UNCRC project with e-Sgoil, Mod Academy, SSD – Drama Summer School, Gaelic Month in Nova Scotia, Meanbh Chuileag, YMI and additional work in schools.

Board members noted the content of the presentation and priorities for the months ahead.

(d) Programme agreed with Creative Scotland and 2024-25 EDI Plan

A paper, prepared by Arthur Cormack, was circulated with information on the 2024-25 programme and new EDI Plan submitted to Creative Scotland.

Board members noted the programme and EDI Plan submitted to Creative Scotland and agreed their content.

(e) Revised Programme Plan

A revised Programme Plan was circulated by Arthur Cormack ahead of the meeting.

To comply with the multi-year funding guidance received from Creative Scotland, amendments had been made to the Programme Plan. Minor points that were previously raised had been addressed, while other sections had been strengthened and elements of the plan had been numbered throughout.

Board members approved the revised Programme Plan as the foundation for the organisation's work between 2024 and 28.

2.2024.03 FINANCIAL ISSUES

(a) Income and Expenditure 2024-25

A report prepared by the Executive Manager, Anne Willoughby, had been circulated showing income and expenditure with transactions to 10th May 2024.

Board members noted the up-to-date financial position.

(b) Bank balances and up-to-date information

The current balances were:

- Current Account: £16,905.78
- High Interest Account: £260,454.86
- Blas Account: £5,201.16
- Development Account: £8,749.31
- CAF deposits: £230,505.41

Anne Willoughby reported that funds transferred from the CAF deposits account at the end of the financial year, while we awaited several sums due, have now been deposited again.

Board members noted the balances.

(c) Balancing finance to 31 March 2024

It had been agreed at the previous meeting that any funds remaining towards the end of the 2023-24 financial year could be redistributed at the discretion of the CEO, within the limits of the agreed Financial Procedures and conditions attached to any funding, with a report being made available to Board members for information.

Arthur Cormack outlined the report circulated on the reallocation of funds, which had been used to fund a number of the 2024 Easter Fèisean. This would allow us to reduce the budget for grants which would help close the gap in the 2024-25 budget.

(d) Management Accounts to 31 March 2024

Management Accounts to 31 March, prepared by Mann Judd Gordon, had been circulated in advance of the meeting.

It was confirmed the annual audit would take place on the 10 July in Portree.

Board members noted the content of the accounts.

(e) Grants to Fèisean 2024-25

A list of the proposed grants for 2024-25 Fèisean had been circulated and Board members were asked to approve them to ensure letters of offer could be issued at the earliest opportunity.

Board members approved the grants unanimously.

(f) Funding Agreements

Fèisean nan Gàidheal is in regular contact with the bodies which fund our programme and a report, by Arthur Cormack, had been circulated to update Board members on the status of our agreements with them.

John A MacIver (CnES) reported that cuts within the Comhairle had caused difficulty but that the Gaelic Team continued to fund the local Fèisean at previous levels.

The report was noted by Board members.

2.2024.04 STAFFING ISSUES

(a) Up to date information

A staff meeting had been held on Tuesday 21 May to discuss priorities for the year and the coming months. Requirements and expectations of funding bodies in 2024-25, and Fair Work, were discussed in some depth.

Faye Smith will begin a 10-week short contract to throughout the summer supported by Comhairle nan Eilean Siar's student placement scheme.

Board members noted the up-to-date information on staffing.

2.2024.05 OPERATIONAL ISSUES

(a) Conference 2024: Venue and Guests

Anne Willoughby shared a paper with options for this year's AGM and Conference.

A shortlist was agreed with the final choice, depending on availability and final pricing, left to the discretion of the Executive Manager.

New names for the event were also considered, with 'Gathering/Cruinneachadh' being the preferred option.

It was suggested that Tobar an Dualchais could be invited to take part. A session on new OSCR changes could also be beneficial. Suggestions were invited for guest speakers and if Board members e-mail suggestions, the CEO would follow those up.

(b) Grant Funds: Tasgadh and Maoin nan Ealan Gàidhlig

Information on the two Creative Scotland funds administered by Fèisean nan Gàidheal had been circulated in advance of the meeting.

Confirmation of funding has been received for both Tasgadh and Maoin nan Ealan Gàidhlig, with additional support for Maoin nan Ealan Gàidhlig provided by Bòrd na Gàidhlig. Guidelines for both funds have been updated and circulated online, with advertisements and news articles also distributed.

Board members noted the current situation relating to Tasgadh and Maoin nan Ealan Gàidhlig.

(c) Annual Report on Risk Management

A report on Risk Management was circulated to Board members outlining the top risks facing the organisation and steps taken to mitigate these.

Arthur Cormack gave an overview of how risk is assessed and managed for the benefit of new Board members. He noted that while there are more potential risks, only the top ten are addressed in the report.

Board members agreed the content of the report confirming they were content with the management of risk on a day-to-day basis.

(d) **Report on implementation of 2023-24 EDI Plan**

A report, prepared by Arthur Cormack, on the implementation of 2023-24 EDI Plan was circulated ahead of the meeting.

Overall, delivery of the plan has been satisfactory with several targets exceeded and only two not delivered, one due to budgetary pressures and another due to a delay in putting together a new questionnaire.

Although a new pan had been agreed for 2024-25, the CEO thought future EDI plans should run over a three-year period, rather than annually.

Board members confirm they were content with the implementation of the 2023-24 EDI Plan.

2.2024.06 **OTHER**

(a) **A O C B**

Arthur Cormack shared a short presentation on the Scottish Census results regarding Gaelic usage. While promising, some more work could be done to promote and support the language. This was also raised as a potential debate topic for this year's conference.

The Chair thanked all Board members and staff for their input and Angus Macleod for offering simultaneous translation of the meeting.

(b) **Date for next meeting: 27.09.2024**

It was confirmed that the date of the next meeting would be 27.09.2024 at the venue for the AGM and Gathering.

Fèisean nan Gàidheal

Progress in implementing Fèisean nan Gàidheal's Programme of Work

Agenda Item: 3.2024.02(a)

Reason for paper

To update members on progress with Fèisean nan Gàidheal's Programme of Work for the first quarter of 2024-25 to 30 June 2024.

Background

This report covers the period above, and outlines progress against the performance indicators - or outputs/milestones - set against work areas in Fèisean nan Gàidheal's (FnG) Programme Plan in agreements with our main funders - Creative Scotland (CS), Bòrd na Gàidhlig (BnG), The Highland Council (THC) and Argyll & Bute Council (ABC).

We use a 'RAG' system - Red, Amber & Green - the status of each of which is as follows:

Red	Not presently on track, and measures to restore progress not yet in place - danger that targets may be missed
Amber	Not presently on target, but with measures in place to restore progress
Green	On target

The colour coding links each output to Fèisean nan Gàidheal's Programme Plan 2024-28.

Support and Development of Fèisean	Enhancement of Skills & Creative Talent	Enhancement of Gaelic Arts & Culture in Creative Learning	Audience Development and Engagement	Governance and Staffing

A tick (√) in CS1 to CS60 under Quality & Ambition (QA); Engagement (E); Equality, Diversity & Inclusion (EDI); Environmental Sustainability (E); Fair Work (FW) and International (I) indicates where a milestone in our programme delivers those priorities in Creative Scotland's Strategic Framework.

Ref		Programme Plan Priorities	Progress	CS Strategic Priorities Status					
Creative Scotland Milestones				QA	E	EDI	ES	FW	I
CS1	Grants of approximately £190k agreed for 45 Fèisean by May 2024.		Grants totalling £218,213 were agreed by Fèisean nan Gàidheal's Board at its May meeting.	√	√	√	√	√	
CS2	Annualised hours funding allocated with grants by May 2024.		Annualised hours grants totalling £11,004 were agreed by Fèisean nan Gàidheal's Board at its May meeting.	√	√	√	√	√	
CS3	Insurance in place for all member Fèisean by April 2024.		Comprehensive insurance has been agreed and is part of the membership package from which Fèisean benefit. Questions were raised about the viability of this benefit as some insurers look upon separately constituted bodies, and standalone charities, as unique entities which may require to make their own arrangements for insurance.	√	√	√	√	√	

CS4	If funding allows, additional financial support offered to Fèisean involved in new projects or strategic developments agreed on an ongoing basis, particularly where support is needed to cope with increasing costs.		There is no designated fund in 2024-25 although there could be flexibility later in the year, but there were no awards made in Q1.	√ √ √ √ √ √
CS5	Ongoing engagement with Fèisean throughout the year and at our annual conference to take place in September 2024.		Fèis Development Officers are in regular contact with Fèis organisers. There are online opportunities to engage with local Fèisean on specific matters, the latest one of which dealt with charity registration and regulation. Fèisean nan Gàidheal's 2024 Annual Conference is due to take place on 27 and 28 September.	√ √ √
CS6	Instruments made available on an ongoing basis during the year with peaks expected at times the Fèisean normally operate.		Instruments are distributed to Fèisean as and when required and rented to individuals at other times. We are replacing/renewing instruments as funding allows.	√ √ √ √
CS7	Ensure young people are involved in summer work, the Blas Festival Programming Group and Fèisean nan Gàidheal's Board.		We have young people involved at Board level and expect to have a student with us on summer placement. We expect to recruit other young people as projects progress.	√ √ √ √
CS8	Further new digital resources for *Oide* to be in place by December 2024 if funding allows.		We expect to be able to commission six new series during Q2 to make up for the inability to invite new work in 2023-24.	√ √ √ √ √ √
CS9	Recruit a new cohort of singers for the Fuaran project by February 2025.		We expect to deliver this within the given timescale.	√ √ √ √
CS10	At least 10 tutors will be trained in teaching skills during 2024-25.		We expect to run a session on teaching skills in Q2.	√ √ √ √
CS11	10 tutors will undertake Gaelic language learning during 2024-25.		Online Gaelic classes were organised in Q1, led by Ingrid Henderson, for which 20 tutors registered.	√ √ √ √
CS12	At least 10 training sessions for Fèis organisers will be delivered as and when requested and at our Annual Conference in September 2024.		17 organisers took part in training workshops in Q1. Further opportunities will be organised during the year.	√ √ √ √
CS13	2 training days for all staff will be arranged during 2024-25 and individual needs will also be assessed through appraisals and provision made.		There was no all-staff training in Q1. Individual staff members undertook training identified by them including 'Supporting LGBTQ+ children and young People'.	√ √ √ √ √
CS14	Continuation of work with young people to involve them meaningfully in decision-making.		Through Fèisgoil we undertook workshops, in collaboration with e-Sgoil, to collect ideas and feedback from young people in relation to implementing the United Nations Convention on the Rights of the Child (UNCRC). 266 pupils were involved in 28 sessions for 4 schools in the Western Isles.	√ √ √ √ √
CS15	Provide digitisation, collecting and transcribing skills for up to 8 young singers involved in Fuaran.		This will form part of work with a new cohort of Fuaran singers later on in the year.	√ √ √ √
CS16	Provide performance skills and music business skills training for around 10 young people involved in Cèilidh Trails.		It is expected this will be delivered in advance of Cèilidh Trails touring in July and August.	√ √ √

CS17	Offer opportunities for artists to develop writing skills through a new commission at Blas and in other situations if funding allows.		Due to funding constraints there will not be a new commission at Blas 2024. However, newly composed music will feature in the programme and one particular series of concerts includes a suite of 10 Gaelic poems newly set to music.	√ √ √
CS18	As and when opportunities arise, participate in initiatives that will lead to employment for young people in the arts and creativity, such as schools careers events and participation in seminars promoting youth employment as well as supporting the provision of young people in employment as tutors.		There have been no opportunities in Q1.	√ √ √ √
CS19	Promotion of Fèisgoil throughout the year to local authorities and public bodies as well as attendance at the Scottish Learning Festival, if applicable.		Fèisgoil continues to be promoted in many ways and this will proceed as we strive to attract new work to the service.	√ √ √ √ √
CS20	Delivery of at least 8 traditional music tuition sessions in 166 Highland primary schools through a YMI contract with High Life Highland.		We expect to continue delivering YMI classes in Highland schools in the 2024-25 school session. We have been delivering Gaelic singing in Uist and Barra for Comhairle nan Eilean Siar during Q1 with 200 sessions for 310 pupils in 4 schools. 36 pupils in Ullapool Primary School took part in 8 sessions for the Cliabh project.	√ √ √ √ √
CS21	In collaboration with An Comunn Gàidhealach and Argyll & Bute Council, undertake work in schools to prepare children to participate in singing and instrumental competitions at the 2024 Mòd in Oban.		This work began in Q1, with 93 children taking part in 196 sessions in 16 schools. These figures do not include Oban schools for which there is a different, long-standing arrangement but statistics for the whole programme will be available later in the year.	√ √ √ √ √
CS22	Beairteas and/or Dìleab sessions to be delivered through a dedicated programme in schools and, perhaps, with e-Sgoil or Comhairle nan Eilean Siar.		Not progressed in Q1 but we hope to make progress in the new school session from Q2.	√ √ √ √ √
CS23	5 Latha 2024 to be held in April with around 15 participants.		A successful 5 Latha event was held in Lewis at Easter 2024 with 16 participants.	√ √ √ √ √
CS24	A week-long Gaelic Drama Summer School in July with around 12 participants.		The annual Sgoil-shamhraidh Dràma will be held in Portree in early July.	√ √ √ √ √

CS25	Secure at least one new Fèisgoil contract and, if funding is available, continuation of current work with the consortium of local authorities plus awareness training as and when commissioned.		We completed the final part of Tabhaich, Gaelic language work in Tiree, Coll and Bute, with workshops led by Prof Donald Meek. 24 Blasad Gàidhlig sessions were offered to 93 pupils in 2 South Ayrshire schools during Q1. It is expected the Gaelic language work in schools with the consortium of local authorities will continue from August for the 2024-25 school session once funding is confirmed. In collaboration with Comhairle nan Eilean Siar, we contracted 18 tutors to deliver 299 sessions in 15 Western Isles schools for the 2024 Dìleab project which involved 423 pupils. We hosted a singing session to mark Mìos nan Gàidheal in Nova Scotia with Taigh-sgoile na Drochaide in Mabou. Gaelic Awareness training was developed for HIE and delivered by 4 presenters over 9 sessions for 62 members of staff.	√ √ √ √ √ √
CS26	Provision of a minimum of 90 Gaelic drama workshops or performances for schools during 2024-25.		Preparation has been undertaken for school performances and workshops in the 2024-25 school session beginning in August.	√ √ √ √ √
CS27	Delivery of at least one mini-Fèis in secondary schools during 2024-25 if there is demand.		No opportunities in Q1.	√ √ √ √ √
CS28	Development of creative writing skills as an element of the Gaelic Drama Summer School.		To be delivered in Q2.	√ √ √ √ √
CS29	Ongoing support for Gaelic use at Fèisean offered by our team of Development Officers and others as appropriate.		Our team offers support to Fèisean with Gaelic translations and the creation of bilingual promotional materials, as needed, and through conditions of grant Gaelic use at Fèisean is ensured, in line with our Gaelic Language Policy.	√ √ √ √ √
CS30	Around 30 Fèis performances to be supported during 2024-25.		8 Fèis performances were supported in Q1.	√ √ √ √ √
CS31	Support for 3 Cèilidh Trails accounting for around 50 performances during July and August 2024.		It is expected there will be 3 Cèilidh Trails in 2024 including support for the Fèis Spè Cairngorm Cèilidh Band.	√ √ √ √ √ √
CS32	Around 24 events as part of Blas 2024, wholly dependent on local authority funding.		It has been agreed with The Highland Council that a limited festival will be delivered in 2024, with standstill funding, which will take place from 6 to 14 September.	√ √ √ √ √ √
CS33	A Colmcille-funded project with Ireland will be developed and delivered by March 2025.		We will be hosting a return visit from young Irish musicians in July as part of the Turas project run in collaboration with Ealaín na Gaeltachta.	√ √ √ √ √
CS34	After an open competition, the Blas commission will be awarded with three performances at the festival.		See CS17 above.	√ √ √ √ √ √
CS35	There will be ongoing work on gathering, managing and utilising data from audiences to promote further work.		This is ongoing and our marketing is becoming more targeted but there is always more to do.	√ √ √ √ √
CS36	Content will be added continuously to our website to feed Fèisean nan Gàidheal's app.		This is ongoing work with a calendar of events added to our website.	√ √ √ √ √ √

CS37	Events will be streamed throughout the year, including Blas, and further online lessons added to Oide if funding allows.		There are plans for livestreams from Blas and we will assess the potential for other events during the year. See CS8 above for Oide.	√ √ √ √ √ √
CS38	3 rounds of Tasgadh grants will be delivered during 2024-25.		Grants from the first round of Tasgadh will be agreed in July 2024 with successful applicants published on our website.	√ √
CS39	2 rounds of Maoin nan Ealan Gàidhlig grants will be delivered during 2024-25.		Grants from the first round of Maoin nan Ealan Gàidhlig will be agreed in July 2024 with successful applicants published on our website.	√ √ √ √ √ √
CS40	Hold 4 Board meetings – in May, September and December 2024 and March 2025, to which funders will be invited and for which papers will be published on our website to ensure transparency.		Our first Board meeting of the year was held on 24 May with paper published a week before that date. Papers were circulated and invitations sent to funding bodies to attend.	√ √ √ √ √ √
CS41	Publish Fèisean nan Gàidheal's revised Programme Plan 2024-28 when finalised.		Our Programme Plan was approved at the May Board meeting and will be published once it is translated.	√ √ √ √ √ √
CS42	Report quarterly on performance to all funding bodies.		This report and subsequent quarterly reports will be made available to all funding bodies in addition to any specific reports they require.	√ √ √ √
CS43	Report at each Board meeting on how funding agreements are being fulfilled.		Funding Agreements is a standing item on the agenda of Board meetings to keep members up to date on the current situation with each of our funders.	√ √ √ √
CS44	Maintain an overview of risk and ensure an annual progress report is considered by the Board in May 2024.		Assessing and managing risk is a daily task for all staff. Board members were given an annual report on how the main risks are managed and mitigated at their May meeting.	√ √ √ √ √ √
CS45	Continue our work with Creative Carbon Scotland and ensure carbon use is considered in relation to all aspects of Fèisean nan Gàidheal's programme.		Carbon use is a consideration in all our work and we have developed a draft Adaptation Plan which will be presented to the Board in September 2024 for agreement.	√ √ √ √
CS46	Produce a revised EDI plan and ensure an annual progress report on the previous one is considered by the Board in May 2024.		A revised EDI Plan for 2024-25 was agreed by Board members at their May meeting when they also approved an annual report on the implementation of our 2023-24 EDI Plan.	√ √ √ √
CS47	Ensure Fair Work First is implemented for all staff with increments mirroring local authority pay settlements.		Fèisean nan Gàidheal is fully committed to Fair Work First with considerable progress over the past year.	√ √ √ √ √
CS48	Ensure fair pay, in line with industry standards, is implemented for all contractors engaged by Fèisean nan Gàidheal.		All contractors engaged by Fèisean nan Gàidheal are paid at least relevant union rates. It is condition of funding that Fèisean work towards paying those rates too. All projects funded by Tasgadh and Maoin nan Ealan Gàidhlig must include pay at union rates.	√ √ √ √ √
CS49	Ensure staff are offered any training identified through the annual review programme.		Training is available to staff as and when required and, as far as possible, in line with their identified needs.	√ √ √ √ √

CS50	Ensure returns are submitted on time to Companies House and OCSR.			This is normal for Fèisean nan Gàidheal which has been no history of overdue returns.				√	√			√	
CS51	Publish an Annual Report in September 2024 featuring highlights of activities undertaken in 2023-24, statistics and a financial statement.			Our 2024 Annual Report will be published, as normal, to coincide with our Annual Conference, now to be called Annual Gathering.				√	√	√	√	√	√
Quantitative Information													
Jobs created/retained FTE		14.8	Inward investment/public sector leverage to Highland	£265,906	Increase in turnover	£22,488	Number of volunteers	47					
Grants to Fèisean		£37,328	Other Grants	£2,761	Participants/Learners in Fèis Activities	720	Participants/Learners in other Fèisean nan Gàidheal Activities	1,878					
Audience at Fèis concerts		465	Audience at other events (online audiences)	90 (11,659)	Participants in training	99	International Work	2					
Bòrd na Gàidhlig Outcomes								**Status**					
Support is provided for Fèisean to develop and maintain their work, and, through them, to give increased recognition to Gaelic													
BnG1.1.1	Support provided for 46 local Fèisean annually and Gaelic encouraged in the work of Fèisean, dependent on sufficient funding from Creative Scotland.			See CS1-7, CS10-14, CS29-31, CS33, CS36, CS40-51 above for details on support to Fèisean.									
BnG1.1.2	Year-on-year progress in the amount of Gaelic used at Fèisean.			See CS29 above. Fèisean nan Gàidheal team is vigilant in ensuring Gaelic is used as much as possible in local Fèisean.									
BnG1.1.3	Feedback from Fèisean participants that the work of the Fèisean has encouraged them to use Gaelic more often or to learn it.			Gathering of evidence is ongoing and will be available to Bòrd na Gàidhlig through specific reporting.									
Confidence is built in Gaelic communities with more opportunities provided to use Gaelic in social settings													
BnG1.2.1	30 events held by local Fèisean annually that promote the Gaelic language.			See CS30 above.									
BnG1.2.2	Year-on-year increase in the number of people attending events hosted by Fèisean.			We will be able to report on this in more detail once returns are received from Fèisean.									
BnG1.2.3	Feedback from attendees of Fèis events that they are more confident about Gaelic and take opportunities to use it.			Gathering of evidence is ongoing and will be available to Bòrd na Gàidhlig through specific reporting.									
Training is provided to Fèisean instructors to increase competence, ensuring Fèisean provide instruction at a high level													
BnG2.1.1	Annual training programme delivered, including Gaelic training, with at least 12 sessions delivered.			See CS11 above for initial sessions.									
BnG2.1.2	Year-on-year increase in the number of instructors who have received Gaelic training support.			We will be able to report on this in more detail once Gaelic sessions are completed.									
BnG2.1.3	Feedback from participants in Gaelic training that it has improved their language skills.			Gathering of evidence is ongoing and will be available to Bòrd na Gàidhlig through specific reporting.									

Opportunities are given to young people to encourage speech skills and confidence in Gaelic through residential and intergenerational events				
BnG2.2.1	Sgoil-shamhraidh Dràma and 5 Latha events held with increasing participation numbers year on year, if this is possible in the locations where the events take place.		A very successful 5 Latha was held in April 2024 with a full complement of 16 participants. Promotion of the Sgoil-shamhraidh Dràma was undertaken in Q1 and 18 participants were expected, an increase on 2023. Mairi Morrison will be the director.	
BnG2.2.2	Beairteas scheme run, with increased participation numbers year on year.		See CS22 above.	
BnG2.2.3	Feedback from participants in residential and Beairteas events that these have increased their speaking skills and confidence in using Gaelic.		No progress in Q1.	
Music and teaching resources are put online so that they are more accessible, and more people can use them				
BnG2.3.1	A programme of collection and digitisation of Gaelic songs run, and recordings made available to the public, if funding is available from other sources.		See CS9 above.	
BnG2.3.2	Advertising and distribution work undertaken to bring the songs to a wider audience.		Previous Fuaran collections have been widely promoted on social media and recordings were also made available to BBC Radio nan Gàidheal who play them regularly. We will continue to promote those and newly-recorded songs at every opportunity.	
BnG2.3.4	Feedback from participants that Fuaran and other projects increase their knowledge of Gaelic songs and encourage them to use Gaelic more often.		Gathering of evidence will be undertaken and will be available to Bòrd na Gàidhlig through specific reporting.	
BnG2.4.1	Links built with Tobar an Dualchais, and other relevant people and organisations in this field, through a project to collect and digitise Gaelic songs.		We fully expect Gaelic singers in the Fuaran project will wish to utilise Tobar an Dualchais to which we have established links.	
Learners and non-Gaelic speakers are encouraged to use and learn Gaelic through Fèisgoil				
BnG3.1.1	Fèisgoil programme delivered with 100 drama sessions/workshops, 150 Gaelic Taster sessions (more if funding available from other sources) and 20 early-years sessions (Hùb-Hàb or other)		See CS19-28 above. 20 Hùb-Hàb sessions were delivered by Kit Rodman-Orr in May, for 457 children in early years settings. We expect to meet the targets set in full for 2024-25.	
BnG3.1.2	If there is an increase in this work, a year-on-year increase in the number of instructors with Gaelic involved in delivering sessions on behalf of Feisgoil		Apart from this involved in YMI, tutors involved in delivering Fèisgoil work are Gaelic speakers and whether or not there is an increase this year will depend on the opportunities for delivery. We will be able to expand of this through specific reporting	
BnG3.1.3	Feedback from Fèisgoil instructors that the work has been enjoyable, and they have had additional opportunities to use Gaelic.		Gathering of evidence is ongoing and will be available to Bòrd na Gàidhlig through specific reporting.	
Additional opportunities are available for Gaelic-speaking artists to gain employment and expand their skills				
BnG3.2.1	Opportunities for Gaelic instructors to deliver Fèisgoil sessions and benefit from training and other professional development opportunities.		A number of training opportunities will be available to Fèisgoil tutors during the year tied to individual streams of work and resources produced for them.	

BnG3.2.2	If there is an increase in this work, a year- on-year increase in the number of instructors with Gaelic involved in delivering sessions on behalf of Feisgoil.		See BnG3.1.2 above.	
BnG3.2.3	Feedback from Fèisgoil instructors that the work has been enjoyable, and they have had additional opportunities to use Gaelic,		Gathering of evidence is ongoing and will be available to Bòrd na Gàidhlig through specific reporting.	
Additional opportunities are for artists to organise projects and reach audiences to promote Gaelic				
BnG4.1.1	Gaelic Arts Fund scheme run twice a year in conjunction with Creative Scotland as an open opportunity for organisations and individuals to apply for funding.		See CS39 above.	
BnG4.4.1	A representative of Bòrd na Gàidhlig to be a member of the Gaelic Arts Fund application assessment panel.		Steven Kellow has been invited to replace Brian Ó hEadhra as a member of panel.	
BnG4.1.2	Depending on which projects receive support, aim for year-on-year progress in the number of people/audiences that benefit from Gaelic Arts Fund projects.		Demand for Maoin nan Ealan Gàidhlig has grown significantly over the past year and we expect, therefore, that the project funded, as well as the impact of additional funds from Bòrd na Gàidhlig, will lead to increases in beneficiaries.	
BnG4.4.3	Feedback from Gaelic Arts Fund projects that they have encouraged people to use Gaelic or have showcased Gaelic to the public.		This is explicit within the guidelines with priority given to work delivered in Gaelic, so we expect to be able to evidence this.	
Gaelic cultural tourism and the public's appreciation of the traditional arts is strengthened through authentic events during the Blas festival				
BnG4.2.1	Subject to sufficient funds, Blas held in conjunction with The Highland Council and other participating organisations with at least 25 events.		See CS32 above. Despite the impact of standstill funds, through partnership working we expect to deliver around 21 live events. There will be several online events also.	
BnG4.2.2	Year-on-year growth in the number of artists and audiences participating in or attending Blas events, depending on the number of events and the extent to which financial support keeps pace with costs.		We expect a smaller audience this year, unfortunately, since there will be fewer events.	
BnG4.2.3	High level of satisfaction shown by the audiences of Blas events in terms of enjoyment of the events and the use of Gaelic at the festival.		Regular evidence is gathered through our evaluation processes and we hope to maintain the high levels attained in the past.	
Work internationally to raise the profile of Gaelic culture and build links with Gaelic speakers around the world				
BnG4.3.1	5 live events streamed via FèisTV (more if funds allow) and add to recordings of events available online.		See CS37 above.	
BnG4.3.2	Year-on-year growth in international FèisTV viewer numbers or involved in other Fèisean nan Gàidheal projects.		This will depend on an ongoing ability to stream an increasing number of events.	
BnG4.3.3	Feedback from international FèisTV viewers or participants in projects with international links that they have developed a greater understanding of the Gaelic language.		We will gather feedback and information will be available to Bòrd na Gàidhlig through specific reporting.	
Fèisean nan Gàidheal maintains good governance practices				
BnG5.1.1	Fèisean nan Gàidheal produces an annual report and annual accounts.		See CS51 above.	

BnG5.1.2	Returns are provided to OSCR and Companies House in good time as required.		See CS50 above.	
BnG5.1.3	There are regular meetings of the organisation's Board.		See CS40 above.	
BnG5.1.4	The organisation has appropriate corporate policies and these are updated from time to time.		This is part of ongoing work for Fèisean nan Gàidheal's Board, supported by staff.	
Fèisean nan Gàidheal staff are properly supported				
BnG5.2.1	The real living wage is paid to all staff, artists, tutors, contractors or others working on behalf of the organisation, in accordance with the Scottish Government's Fair Work First policy		See CS47 and CS48 above. Fèisean nan Gàidheal is accredited as a Living Wage Employer and pay is in line with local authority settlements for staff and industry standard rates for artists.	
BnG5.2.2	Support and communication channels are provided to individual staff, in accordance with the Scottish Government's Fair Work First policy		A statement of our approach to Fair Work First is available in the policies section on our website. Fair Work First is a standing item on the agenda of team meetings, offering a communication channel and another is available through the appraisal procedures. Staff have so far resisted collective representation but they are encouraged to consider options.	
Fèisean nan Gàidheal remains financially secure				
BnG5.3.1	The board of Fèisean nan Gàidheal monitors the level of unrestricted assets and its reserves policy according to the organisation's needs.		This is ongoing work for Fèisean nan Gàidheal's Board, supported by staff. Fèisean nan Gàidheal has maintained a reasonable reserve for a number of years now.	
BnG5.3.2	That good relations are maintained with local authorities and Creative Scotland.		See CS43 above. Reports are provided on relationships with all funders at each Board meeting and staff work as collaboratively and successfully as possible with a range of local authorities and with Creative Scotland through various streams of our work.	
BnG5.4.1	Bòrd na Gàidhlig are updated as soon as there is a change in the Board membership or staff of the organisation.		Given the scale of changes to the Board in 2023, we do not envisage further changes in 2024-25. The Board make-up and the current membership is available at feisean.org/en/feisean-nan-gaidheal-board/.	
BnG5.4.2	Minutes of the organisation's Board meetings are prepared and sent to Bòrd na Gàidhlig after they are approved.		Bòrd na Gàidhlig is sent copies of all Board papers regularly which include the minutes from meetings.	
BnG5.4.3	The organisation maintains a risk register which is reviewed at least once a year by the organisation's Board		See CS44 above.	
Greater public awareness and familiarity with the work of Fèisean nan Gàidheal				
BnG6.1.1	That the number of followers for the organisation on social media grows each year.		This has been the case but we will monitor this and report further using the 2023-24 figures as a baseline.	

BnG6.1.2	At least 6 news releases and/or newsletters are published and distributed each year on the work of the organisation.		At least 5 press releases were issued in Q1 acknowledging Bòrd na Gàidhlig's support. 3 press releases were issued in Q1 for which quotes were invited since the work related to work directly supported by Bòrd na Gàidhlig.	
Gaelic groups work more closely together				
BnG6.2.1	There is regular communication between Fèisean nan Gàidheal development officers and Comunn na Gàidhlig Iomairtean officers in their area.		There is regular communication, and collaboration, between individual CnaG and Fèisean nan Gàidheal officers and we hope this will be strengthened further through the work of the network of Gaelic Officers. We have been discussing with CnaG an event to celebrate the organisation's 40th anniversary as part of Blas 2024. One of our Development Officers, Abi Reid, presented to the fourth Argyll Gaelic Gathering where there was an opportunity to network with other officers.	
BnG6.2.2	Collaboration is encouraged between local Fèisean and local Mòds under the direction of An Comunn Gàidhealach.		We have a very good relationship with An Comunn Gàidhealach and we promote each other's work through social media channels. We work with An Comunn Gàidhealach on Mòd Academy (See CS21 above) and we know from research the impact of the Fèisean on the musical abilities of young people taking part in mòds. Two of our Development Officers presented on Engaging Volunteers at the Local Mòd Conference run by An Comunn Gàidhealach at Eden Court in Inverness. At least two Fèisean have established Gaelic choirs which take part in mòds and Fèis Phàislig, for example, was heavily involved in the promotion of the 2023 National Mòd in Paisley.	
BnG6.3.1	Fèisean nan Gàidheal complies with Bòrd na Gàidhlig's Acknowledgment Guidance, as updated from time to time.		This is on-going, daily work and Bòrd na Gàidhlig's support is acknowledged at every appropriate opportunity.	
Highland Council Outcomes				
HC1	Service Level Agreement not received by end of Q1.		We are unable to report on specific targets in the absence of a Service Level Agreement. Funding for 2024-25 has been made available and paid out to us to support local Fèisean and the 2024 Blas Festival.	
Argyll & Bute Council Outcomes				
ABC1	Service Level Agreement not received by end of Q1.		We are unable to report on specific targets in the absence of a Service Level Agreement. It has been indicated that funding for 2024-25 would be at the same level as 2023-24, no sum was paid in Q1 and an agreement is awaited.	

Action Required
Board members are asked to:
1. Discuss any issues arising from the report and
2. Note the progress with our programme of work.

Arthur Cormack
Chief Executive
September 2024

Fèisean nan Gàidheal

Staff Progress Reports
Agenda Item: 3.2024.02(b)

Name	**Arthur Cormack**
Position	**Chief Executive**

Engagement activity since the previous Board meeting

24.05.24 Meeting of Fèisean nan Gàidheal's Board
27.05.24 Meeting with Ionad Thròndairnis (Iomairtean)
30.05.24 Participation in HIE Gaelic Awareness training
12.06.24 Meeting with Tobar an Dualchais
09.07.24 Meeting of Tasgadh Panel
06.07.24 Meeting of Maoin nan Ealan Gàidhlig Panel
10.07.24 Meeting with James MacIver, auditor
21.07.24 Visit to Fèis Thròndairnis
29.07.24 Meeting with Bryan Beattie about National Gaelic Youth Choir
29.07.24 Meeting with Ionad Thròndairnis (Iomairtean)
30.07.24 Participation in Lottery Game Changer seminar
06.08.24 Meeting with Argyll & Bute Council
08.08.24 Meeting with Jesse Scott researching Gaelic loss and revival
08.08.24 Meeting with Kathleen O'Neill of CHARTS
09.08.24 Unsuccessful effort to visit Fèis Lochabair and Fèis na h-Òige
04.08.24 Meeting of Scottish Government Gaelic Communications Group
20.08.24 Meeting of Fèisean nan Gàidheal team
23.08.24 Meeting of trustees of Donald John MacKay Education Trust
26.08.24 Meeting with Ionad Thròndairnis (Iomairtean)
27.08.24 Meeting of Creative Scotland Traditional Arts Working Group
06.09.24 Attended a Blas Festival event in Dunvegan
09.09.24 Attended a Blas Festival event in Portree
10.09.24 Assisted Alec MacDonald with his online Blas event
11.09.24 Meeting with Frank Strang, Scottish Government regarding festivals strategy
11.09.24 Meeting of Scottish Government Gaelic Communications Group
11.09.24 Attended a Blas Festival event in Plockton
12.09.24 Assisted Ewen Henderson with his online Blas event
13.09.24 Attended a Blas Festival event in Staffin
14.09.24 Attended a Blas Festival event in Inverinate
25.09.24 Attending CnaG's Youth Strategy initial meeting
26.09.24 Meeting with Carola MacCallum to finalise Board/AGM plans
27.09.24 Meeting of Fèisean nan Gàidheal's Board
28.09.24 Annual Gathering of the Fèisean

I have agreed that we should continue to sponsor the Hall of Fame at the forthcoming Traditional Music Awards to be held in Inverness on 30 November. We will have two seats at the awards as part of the £700 package and can purchase additional seat for those who may wish to attend. Board members may wish to consider who, from the Board, should attend.

I have also agreed, in principle, to support a category at the FilmG awards. This will be confirmed once the categories are known and if there is an appropriate award for a young person/young people to which our support could be attached. This will cost £500.

Name	Anne Willoughby
Job Title	Executive Manager

Support and development of Fèisean

These are the tasks that were covered up until now working from home.

- Grant Letters for 2024/25 were sent out after Board approval & grants totalling £219,213 have been pledged with £110,842 paid out to date.
- All Fèisean must supply a Claim Form 1 which has a tutor list, before the grant is released. This is processed and it is cross-referenced by our Child Protection Officer to ensure they have a current PVG. If not, the relevant form is sent to the Tutor. Grants to Fèisean are not issued until all tutor PVGs are in place. The Development team liaise with Luke Slater who took over this roll to ensure this is the case.
- Funding was paid out to Fèis Eilean na Hearadh & Fèis Rois for carers and/or additional tutors to ensure access for young people with individual support needs last year.
- I am organising the Annual Conference 2024 on 27/28 September, which takes place in the Leonardo Hotel, Inverness.
- Ceòl nam Fèis 1 & 2 are now available in digital form. Royalties are still being paid out.
- I processed all offer letters for Cèilidh Trails 2024 and all payments have been made.
- Luke is looking after the instrument bank now and some instruments have recently been repaired. The bank of instruments is getting old and needs more upkeep.
- Insurance is provided for all Fèisean as part of their membership package and has been revised and renewed in February 2024. There was a delay because of incorporated legal status and groups requiring cover in their own name and entity. The policy is in place now. Events insurance cover was organised for Blas Festival this year. I also organise Death in Service Insurance benefit for all staff annually, this was renewed on 12 February.
- Luke will send out membership fee invoices for this year after the AGM, most of last year's invoices have been paid now.
- I support all staff & Fèisean on a day-to-day basis with different queries and needs.

Enhancement of skills & creative talent

- Training is made available to Fèis Organisers as and when required. 8 Committee members have taken part in Child Protection Training. 4 staff took part in Gaelic translation training with Morag Stewart in December. Calum Fraser took part in Food Hygiene & First Aid Courses. Angus took part in Youth Theatre Arts Scotland & Stonewall LGBTQ Courses. Luke did a WordPress course. 3 x Sessions Gaelic Training with Ingrid Henderson took place in February 2024, Cothrom Còmhraidh for Fèisean in March 2024. Monica Hayes, Fèis Obar Dheathain took part in First Aid training in March 2024. 9 Fèis organisers took part in First Aid Training on 19/05/24, 19 participants took part in tutor training with Ingrid in June 2024. Abi will soon take part in Creating Fundraising Appeals training.
- All staff are encouraged to and have completed an ACAS Equality & Diversity online training course.
- Fèis Alba 2024 took place with training offered locally to 10 participants. There are only 3 Cèilidh Trails this year so the format was different and cost-saving.
- Various training sessions for Fèis committee members are organised for the Annual Conference, such as Digital Resources available, Climate Action, & Autism & Neurodiversity.
- We ensure through Gaelic Development Plans and Grant funding restrictions that Fèisean adhere to our Gàidhlig policy. All our current policies are all now updated and available on the website. I also put together a Safe Place Policy last year.

- The annual drama summer school took place 01-06 July 2024 in Portree.
- Luke assists with the additional grant schemes, Tasgadh & MEG.

Enhancement of Gaelic arts & culture in creative learning

All invoices have been paid. I process all payments relating to Còig Latha, Fuaran, Drama Summer School, Hùb-Hab, Meanbh Chuileag tour, Meanbh-fhèis, Blàsad Gàidhlig sessions, Mòd Academy, Fèisgoil, Panto, Dìleab, Gaelic Awareness training, Feis TV, YMIS payments & Blas Festival normally. Luke assists in processing payments too.

Audience development and engagement

Blas Festival took place 6-14 September 2024. I was a Blas rep in Plockton & Staffin this year. I give financial support to Blas Festival Ltd, payment processing, budget monitoring, preparation of Vat returns and HMRC quarterly returns. In 2024 there were 3 Ceilidh Trails, I have processed grant offer letters. Fèis Alba went ahead with training available in local areas.

Governance, finance and staffing

- I am responsible for General day-to-day management of Fèisean nan Gàidheal's Portree office. I manage the Administrator/Child Protection Officer. We have all been home-working but Luke works from the office in Portree most days. I am in the office at least 1 day a week. We are all in touch by Skype and attend Zoom meetings as required.
- I am responsible for keeping accounting and payroll records on behalf of Fèisean nan Gàidheal and its associated activities and projects. I ensure Pension payments are recorded and processed. I ensure the OSCR Return and Companies House Return are submitted in time.
- I produce all necessary financial reports and ensure claims for funding are submitted on time.
- I am responsible for Management of all HR records, staff contracts and staff training records. I organised job descriptions and attended interviews. I send out and update contracts to the successful applicants. Calum Fraser joined us in August 2023 as full-time Western Isles Development Officer.
- I ensure that all management account preparation is in place and management accounts, which form part of this report, are received in good time. I will be working with Seumas MacIver for the Annual accounts Audit this year on 10/11 July. Management accounts for the last quarter to 30 June 2024, have been prepared.
- Luke compiled the minutes for this Board meeting with support. I have produced all the financial reports for the upcoming Board meeting.
- We are required to report on carbon emissions for Creative Scotland and I have been nominated as a Green Champion. I have been recording carbon emissions since April 2015 for staff, board members and tutors. I updated our Carbon Management Plan in July 2024. I submitted our Carbon Management Plan for 21/25 actuals and pathways to zero action. I completed Climate Emergency Training offered through the Wm Grant Foundation and certified as carbon literate now. I took part in SPRINGBOARD and was working on a Green Arts Charter as part of a cohort which launched on 30 November 2023. I have been working on lowering carbon emission Guidelines for Fèisean and an Adaptation Plan for Climate Change for Creative Carbon Scotland RFO reporting. I took part in 2 Climate Adaptation training sessions in January.
- The Risk Register has to be reviewed and updated annually, this has been done this financial year and included in the May 2024 Board papers for agreement.

Name	**Calum Alex Macmillan**
Job Title	**Development Manager**

Support and development of Fèisean

Fèisean

It was a very busy summer for Fèisean with 17 of them holding their main tuition weeks during the school holidays. I assisted Fèisean with online forms, translations, searching for tutors, extra assistance for participants, timetables and more. I was pleased that I was able to visit several Fèisean which I really enjoyed. The numbers taking part were very encouraging across the Fèisean and the committees are very pleased with their events.

Over the next period, I will be assisting the Fèisean I work with directly with their follow-on programmes, training and looking at funding opportunities. I continue to work with the development team daily, offering support and guidance with the work they are doing.

Enhancement of skills & creative talent

Blas 2024 (6-14 September)

The 20th Blas Festival took place at the beginning of September with events taking place in communities across the Highlands and also in Lewis and Harris. As a result of no increase in funding, we were only able to run a smaller festival with 16 core events. In addition to this we were able to include a further 9 events which were delivered in partnership with other organisations, venues and artists. We also offered an online programme with Facebook Live performances, Gaelic song and language workshops.

The last few months were particularly busy for me with Blas, including programming the festival in a short period of time due to the delay in notification of funding, co-ordinating events and partnerships, contracts, accommodation, liaising with artists, technical aspects of the festival, the website, ticketing and more. I will prepare a report which will appear in the board papers ahead of the next meeting in December.

Staff Training

We haven't had much opportunity for training as a team in recent months. We will look at doing. Gaelic sessions and public speaking training over the next few months and there will also be opportunities for individuals to undertake training which will be useful to them in their roles.

Committee and Tutor Training

There will be a number of useful sessions for Fèisean volunteers at our annual conference at the end of September. The development team will also be looking at identifying training opportunities for committees and we will draw up a plan to make sure that we are meeting the needs of the volunteers. There has been requests from Fèisean for treasurer and administrator training and we hope to deliver this after the October holidays.

We will be delivering a further series of Gaelic lessons for tutors, and we will also look to develop online training for new tutors which will be accompanied by a tutor support pack.

Fuaran

Unfortunately, the application I submitted to the 'Digital Accelerator Fund' Bloomberg Philanthropies to support Fuaran, Oide, FèisTV and website developments was unsuccessful.

I have been assisting Abi with a first-stage application for the Fuaran project to the Heritage Lottery Fund which will be submitted shortly.

Enhancement of Gaelic arts & culture in creative learning

5 Latha

5 Latha 2025 will be held between 7-12 April. In the coming weeks I will putting plans together for the week with the hope of advertising the event ahead of the October holidays.

Audience development and engagement

FèisTV

In June we advertised an opportunity for tutors to create new series of lessons to add to the Oide service. We will be considering the applications received and organising recording of the new lessons in the coming weeks.

We recorded two events at Blas which will be stream through FèisTV in the near future. Norrie MacIver, Iain MacIver and Ewen & Ingrid Henderson delivered Facebook Live sessions during the festival with great audience figures and feedback.

Governance, finance and staffing

Staff

I aim to work two days at the office and three from home at the present time. I continue to support Fèisean in Lochaber and the majority of Fèisean in Argyll with assistance from colleagues. I have been looking at how the Fèisean are currently assigned to the development officers, and we are currently considering whether any changes are required.

We were pleased to support Faye Smith on a summer placement with funding assistance from Comhairle nan Eilean Siar. Over the 10 weeks Faye was with us she worked on several projects and gave good support to Western Isles Fèisean and the Fèisean nan Gàidheal team.

Meetings

Meeting with Lesley-Ann Smith at Live Music Now (23/5)
Meeting with Fèis Rois and the Dingwall Provincial Mod committee (24/6)
Meeting with Fiona MacDougall, Tracs (15/7)
Meeting with Marina Murray, CnaG (16/7)
Visiting Fèis Eilean an Fhraoich events (24/7 & 26/7)
Visit to Fèis an Rubha (31/7)
Visit to Fèis Lochabair (6/8)
Visit to Fèis na h-Òige (9/8)
Meeting with Jesse Scott (8/8)
Staff meeting (20/8)
Meeting with Glasgow University regarding a new project based on Oysters (2/8 & 5/9)
Attending Blas concert in Croy (6/9)
Attending Blas concert in Newtonmore (10/9)
Attending Blas concert at Inverness, Cathedral (12/9)
Attending Blas concert in Golspie (13/9)
Attending Blas cèilidh in Roybridge (14/9)

Name	Eilidh Mackenzie
Job Title	Fèisgoil Manager

NOTE: Details on all Fèisgoil projects for this quarter to be found in Eilidh C's report

Enhancement of skills and creative talent

Online training for YMI tutors, led by Eilidh Mackenzie, 10.08.2024

Presenters	Sessions	Participants
1	2	16

Online training for Blasad Gàidhlig tutors, led by Eilidh Cormack, 10.08.2024

Presenters	Sessions	Participants
1	1	6

Face to face training for Blasad Gàidhlig tutors, led by Eilidh Cormack, 23.09.2024

Presenters	Sessions	Participants
1	2	Tbc – info available in next report

Enhancement of Gaelic arts and culture in creative learning

DRAMA

Sgoil Shamhraidh Dràma 2024, Portree; delivered by Màiri Morrison with Fergus Munro, Kit Rodmann-Òrr and Angus Macleod, Drama Officer with FnG.

Tutors	Sessions	Participants
4	12	18

Meanbh chuileag Cà' deach a' Chlach? 09.2024 delivered by Fergus Munro and Claire Frances MacNeil; written and directed by Angus MacLeod

Performers	Schools	Sessions	Schoolchildren
2	28	28	636

Sporan O mo chlach! 09-13.09.2024 developed and delivered by Angus Macleod

Workshop lead	Schools	Sessions	Schoolchildren
1	11	11	220

LANGUAGE

Blasad Gàidhlig: Gaelic as an additional language – see report from EC – paused
Gaelic Awareness Training: For **HIE staff** 2/3delivered during previous quarter and one delivered during this quarter, 30.05.2024. Numbers related to the full service for HIE below:

Presenters	Sessions	Participants
4	9	115

MUSIC

Mod Academy:– numbers available in next report

UNIQUE PROJECTS:

Neart (UNCRC) – Gaelic departments in the 4 secondary schools within CNES

Presenters	Schools	Sessions	Schoolchildren
3	4	28	266

+ Café Neart online 20.09.24 – the first of 4 planned online cafes to take place 20.09.24

Tabhaich – **Tiree** – in partnership with Tiree Trust led by Donald Meek.

Presenters	Sessions	Participants
1	7 (extended)	21

Eisirean – along with Calum Ailig I have been in conversation with Alasdair Whyte, Anna MacGregor and Claire Ramjan from the University of Glasgow about a heritage project on oysters and Gaelic based in Mull in the hope that Fèis Mhuile and Fèisgoil will get involved.

Specific support for individual schools:
BS Taobh na Pairce – Gaelic Jobs Fair –delivered by Eilidh Cormack

Tutors	Schools	Sessions	Schoolchildren
1	1	4	tbc

Audience development and engagement

Blas -attending as part of the FnG Blas rep team at three different concerts - 07, 10 & 12.09.24

Mìos nan Gàidheal –delivered online with Peigi MacVicar, 28.05.2024

Tutors	Schools	Sessions	Schoolchildren
1	2	1	27

Governance, finance and staffing

In addition to meetings with the Fèisgoil team, Eilidh Cormack (EC) agus Angus Macleod (AM):
28.05.2024: Mìos nan Gàidheal; MA MacLeod Mitchell, Mod Academy 2025
30.05.24: Lorgan alongside Arthur, EC and Agnes Rennie delivering to HIE staff
02.06-06.06: Neart – Cnoc Soilleir and Talla na Mara with EC and CF
06.06.2024: online with Arthur, Calum Ailig and Anne
17.06.2024: a smaller group of FnG staff, with Anne steering us towards 'Adaptation Plan'
25.06. & 28.08.2024: UNCRC: Education Scotland panel and creative partners (EC/CF among them)
29.07.2024: interviewed four people for the post of YMI Lochaber schools coordinator; post offered to and accepted by Rebecca Skeoch.
02.08 & 05.09.2024: Eisirean: Alasdair Whyte, Anna MacGregor and Calum Ailig.
07.08.2024: Jesse Scott, Arthur, Calum Ailig
08.08.2024: Eoghan Stiùbhart, Education Scotland, Neart (UNCRC)
10.08.2024: YMI online tutor training session; BG online tutor training session
15.08.2024 & 11.09.2024: Becca Skeoch, new Lochaber schools YMI coordinator
20.08.2024:FnG staff meeting; Chris Kane, about a new GAT session for CMAL staff

21.08.2024: Liam Ross, YMI shared song discussion; MA MacLeod Mitchell, Mod Academy 2025
28.08.2024: D MacLeod, The Nicolson Institute, Neart; MA Macleod Mitchell Mod Academy, 2025
03.09.2024: EC and Calum Fraser – Neart update and development plan
04.09.2024: Joy Dunlop, Gaelic Awareness Training – preparing a new session for CMAL staff scheduled for November
06.09.2024: Evelyn Coull Macleod at CnES about Seinn 2024/25 – funding confirmed
07, 10 & 11.09.2024: Blas – attending concerts; 10.09 – Alice Parkin, UNCRC; Ruth Green – sustainable set design
11.09.2024: Noelle Gilbert – Paul Hamlyn Foundation – advice sought ahead of completing funding application (not yet started)
20.09.2024: Café Neart online (1/4) with Mirren Ward and Rae Maciver as special guests, SES as host school and delivered through FnG MSTeams account.

Eilidh Cormack has requested her hours are reduced from 4 days to 3 and this will come into effect at the beginning of October.

Name	**Eilidh Cormack**
Job Title	**Fèisgoil Administrator**

NOTE: Stats for all projects mentioned in this report can be found in Eilidh MB's report.

Enhancement of skills & creative talent

YMI Training Session (Online) 10.08.2024 – 1030-1230
Delivered by Eilidh MB with tech support from me. A look at latest info and guidance, a plan for shared songs across YMI Highland 2024-25 and a mixture of songs and games suitable for P5.

Blasad Gàidhlig Training Session (Online) 10.08.2024 – 1400-1500
Supporting tutors in teaching online, delivered by myself. We looked at presenting on Teams and good practice, using Whiteboard and other apps and discussions surrounding ensuring lessons are lively and active and building rapport with the pupils despite tutors delivering online.

A face-to-face training session will be delivered at An Lòchran in Glasgow on Monday 23.09.24.

Enhancement of Gaelic arts & culture in creative learning

DRAMA
See Angus' report for information on our drama projects. I have been supporting Angus in co-ordinating timetables for the tours and creating supporting resources for performances/workshops.

LANGUAGE
Blasad Gàidhlig
We are still waiting for information from the government regarding funding before we can contact teachers or schools to arrange timetables. Discussions have been going on with the Paul Hamlyn Foundation to about funding in 2025-26 for Blasad Gàidhlig.

Gaelic Awareness Sessions – Lorgan HIE
Eilidh MB, Arthur, Agnes Rennie and I delivered a series of three sessions to HIE staff on 16, 23 and 30 May 2024. We received very positive feedback both from participants and organisers at HIE.

Gaelic Awareness Sessions – CMAL
Joy Dunlop to deliver a face-to-face session with CMAL on 14.11.24 in Glasgow – 50 participants intending to take part. Angus Rennie is working on a video to be played as part of the session as they wanted to take a particular look at crofting.

Gaelic Awareness Sessions – HIAL
HIAL are looking to hold another session at the beginning of 2025. Iain MacIlleChiar has been asked to deliver but still awaiting confirmation.

MUSIC

Youth Music Initiative
YMI sessions have begun for 2024-25. Becca Skeoch has taken on the role of Fèis Lochabair YMI Co-ordinator. FnG are once again organising YMI sessions on behalf of Fèis Inbhir Narainn and Karen Oakley, Sandra Mackay, Rubén Bejarano-Gonzalez and Màiri Thérèse Gilfedder are involved as tutors in Nairn.

Seinn Uibhist & Barraigh | Uist & Barra
We received confirmation of £25k funding to deliver Seinn in Uist and Barra for Comhairle nan Eilean Siar. We are currently recruiting new tutors in both area this year and have been in touch with several potential tutors – still awaiting confirmation.

Acadamaidh a' Mhòid | Mòd Academy
Sessions have begun this term in preparation for Mòd an Òban 2024 in October. Tutors are working both online and face-to-face. As many schools in Argyll & Bute did not express an interest or have since pulled out of the initiative, we got permission from Bòrd na Gàidhlig to approach other schools and are working with Goodlyburn Primary School, Bun-sgoil Ghàidhlig Ghleann Dail, Sgoil Ghàidhlig Ghlaschu and West Primary School on their pieces.

We are already in touch with Highland Council about Mòd Lochabair 2025.

UNIQUE PROJECTS

Tabhaich – Tiree
Prof. Dòmhnall Meek delivered drop-in sessions and progressive conversation sessions in Tiree this summer, in partnership with the Tiree Development Trust.

Neart – UNCRC Project with e-Sgoil
Following our initial sessions with all pupils S1-3 in CnES at the beginning of May, Eilidh MB, Calum Fraser and I returned in June to deliver sessions with focus groups, this time including S4-6. We met with Lewis & Harris pupils at Talla na Mara on 03.06 and Uist & Barra pupils on 04.06 at Cnoc Soilleir.

We have had varying degrees of success with this project so far and have shared a questionnaire with pupils to hear more of their thoughts. We have had more than 100 responses so far. We now enter the next phase of online cafés, similar in structure to Café Bheairteis, where pupils will have the opportunity to speak to young Gaelic-speaking adults who use Gaelic day to day and/or at work.

Jobs Fair, Bun-sgoil Taobh na Pàirce & James Gillespie High School 26.09.24

I will be delivering four workshops (25 mins each) at the Gaelic jobs fair in Edinburgh to give pupils an insight into what they can do with their Gaelic in the world of work and to discuss the opportunities I have had through the Fèisean movement/FnG.

Audience development and engagement

Mìos nan Gàidheal, Alba Nuadh – 28.05.24
Peigi MacVicar delivered a Seinn session online with Sgoil an Iochdair and Taigh-sgoile na Drochaide in Cape Breton to celebrate Mìos nan Gàidheal.

Blas 2024
I was involved in three events as a participant and two as a Blas rep. I held a short Q&A with Fèis Spè participants at the event in Newtonmore on 10.09.24 to advertise the work of the Fèis.

Governance, finance and staffing

As well as regular meetings with Eilidh MB and Angus, I have been involved in the following meetings/events:

Monthly:	Neart (UNCRC) – meeting with Education Scotland, e-Sgoil and Creative Catalysts
30.05.24:	Lorgan delivered to HIE by Agnes Rennie, Arthur, Eilidh MB and I
02.06-06.06:	Neart (UNCRC) focus groups – Cnoc Soilleir is Talla na Mara with EMB and Calum F
10.08.2024:	Blasad Gàidhlig training session delivered, present at YMI training session
20.08.24:	FnG Team Meeting
03.09.24:	Planning session with Eilidh MB and Calum F for Neart
08-10.09.24:	Blas – involved as a participant for three event and as Blas rep for two

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Name	**Angus Macleod**
Job Title	**Drama Officer**

Support and development of Fèisean

Gaelic translation and proof-reading service for the Fèisean
I provided simultaneous translation at the online Fèisean nan Gàidheal board meeting on the 24th of May 2024.

Enhancement of skills & creative talent

Gaelic Drama Training Initiatives
I supported colleagues and Fèis Tìr a' Mhurain, Fèis Lochabar, Fèis na h-Òige and Fèis a' Bhaile in the sourcing of drama tutors with Gaelic.

Enhancement of Gaelic arts & culture in creative learning

Hùb Hàb 2024 - Aig an t-siorcas (At the Circus)
At the end of May I provided administrative support for Kit Rodman-Orr who was employed to deliver 'Hùb Hàb aig an t-Siorcas' (Hùb Hàb at the Circus) between 13th and 24th May.

Theatre-in-education Tours for Gaelic medium schools
In May, a registration form was sent to schools providing Gaelic medium education to confirm the level of interest in the theatre in education tours we'll be offering in the 2024 – 2025 school year.

Gaelic Drama Days at Ullapool Primary School
Through a partnership project organised by Eden Court I delivered two days of Gaelic drama workshops for Gaelic medium pupils at Ullapool primary on Tuesday 28th of May and Tuesday 18th June. Drama provision for mainstream pupils was provided on the same dates by a drama worker employed by Eden Court. Staff at the school provided Eden Court with very positive feedback about our workshops and would love to have us back.

Gaelic Drama at Portree High School for Greenfaulds High School Pupils
On Thursday 13th June, I provided a series of Gaelic medium drama workshops at Portree High School. The workshops featured as part of a day long event organised by staff from Portree High School's Gaelic department for Greenfaulds High School's Gaelic department as part of their week-long visit to the Isle of Skye. Twenty-six pupils from the Cumbernauld secondary, aged between 12 and 16, attended the event. Portree High School pupils also participated in these sessions.

Sgoil-shamhraidh Dràma 2024 (Gaelic Drama Summer School)
18 secondary school aged Gaelic speakers attended this year's residential School which was held between the 1st and 6th July in Portree. Artistic direction during the week was provided by Mairi Morrison with assistance and supervision provided by Fergus Munro and Kit Rodman-Orr. Photographs of participants taken by Willie Urquhart and news about the school featured in the West Highland Free Press the following week. The dates for next year's School are currently scheduled to take place between the 7th and 12th of July 2025. Further information about the School is available at our website at feisean.org/en/gaelic-drama-summer-school/

Meanbh-chuileag 2024 – Cà deach a' Chlach?
Following the recruitment of two Gaelic speaking actors to deliver the tour, a development day with a draft script of Cà deach a' Chlach? with Claire Frances MacNeil and Fergus Munro was held at Perth Theatre on Monday 24th June.

I produced a final draft of the script in August. The organisation of the set, props and costume also took place during this period. I provided direction for the actors during four days of rehearsals between Wednesday 28th and Saturday 31st August at Hilton Parish Church. The 15-day tour began on Monday 2nd September and will end on Friday 20th of September in Tiree.

The play is based on the history the Stone of Scone and has a special focus on its 'liberation' from Westminster Abbey on Christmas day 1950. I assisted Eilidh Cormack with the educational resources she produced about the subject. These resources available on our website and a link to the Meanbh-chuileag webpage was forwarded to participating schools.

I assisted Eilidh Cormack in the production of a press release about the play.
In addition to news about the play and the tour on our website, a news report was featured on BBC An Là and Radio nan Gàidheal's Aithris na Maidne news programme on Monday 2nd September. This news was also featured on the BBC Naidheachdan's website and their Facebook page. Our press release about the play featured on The Herald website and Facebook page and in the Ross-shire Journal.

Sporan 2024 – O mo chlach!
In early September I finalised the plans for an interactive workshop aimed at P5-P7 pupils learning Gaelic as an additional language. The workshop 'O mo chlach!' (O my stone!) was based on the Stone of Scone and I delivered a tour of 8 schools in Argyllshire and 2 schools in Highland between the 9th and 13th of September.

In the lead up to the tour I assisted Eilidh Cormack in the production of an educational resources related to a song used in the workshop and also provided assistance in the production of other resources. These resources are available on the Sporan page of our website. A link to this webpage was forwarded to participating schools. I also supported Eilidh in the production of a press release about the play.

Gaelic Pantomime 2024
Mid-September I started working on a final draft of the script for this year's Gaelic pantomime. Three Gaelic speaking performers confirmed their interest in delivering the tour in June.
The pantomime will be aimed at children in Gaelic medium education between P2 and P7 and a tour of schools in Argyllshire and the central belt is scheduled to take place between the 25th of November and 6th of December.

Governance, finance and staffing

Meetings:

- Inverness Office/ FnG Staff - Occasional meetings (Zoom/ Skype)
- I participated in a team meeting which took place via Skype on Tuesday 20th August 2024.
- Fèisgoil Team – Occasional meetings with Eilidh Mackenzie & Eilidh Cormack via Skype
- Line manager meetings - Meetings are arranged when assistance required face-to-face or via Skype.

Name	**Nicola Simpson**
Job Title	**Senior Development Officer**

Support and development of Fèisean

Fèis Air an Oir

- The on-going programme of weekly classes and monthly workshops continues with fifty participants attending each week
- A very successful Main Fèis took place at Farr School from 15th – 19th July with around one hundred participants. Once again, the week included a whole variety of additional activities, cèilidhs, community events and concerts.

Fèis Chataibh

- Weekly classes area on-going.
- The Main Fèis took place from 1st – 5th July at Golspie High School, welcoming children from across Sutherland and Easter Ross.
- A small group of participants will attend a residential, group-work weekend being held by Fèis Spè in November.

Fèis a' Bhaile

- Chanter, Accordion, Fiddle and Guitar clubs continue, running on a monthly basis.
- A successful pilot series of clarsach lessons started in May and a small group are continuing with lessons this term.
- The main Fèis will take place from 21st – 25th October at Bun Sgoil Ghàidhlig Inbhir Nis.

Fèis Inbhir Narainn

- A new term of weekly classes started earlier this month following a 'Come and Try session at the end of August.

Fèis Obar Dheathain

- Weekly classes are on-going as are the monthly Srubag events
- The Fèis will provide some activity sessions as part of the new local mòd taking place in Aberdeen at the end of September.

Fèis Spè

- The Fèis bands had a great day out in Edinburgh back in June when they performed at the SSPBT trad festival event in Edinburgh in June.
- The main Fèis will take place in October using the community facilities at Kincraig Hall.
- Then Fèis has been fortunate to secure financial support from Wildlands for their Fèis week.
- Sandra Mackay has recently taken of as Fèis Co-ordinator for the Fèis.
- A residential weekend will take place at Badaguish in November and it is hoped participants from both Golspie and Arran will attend.

Fèis Ghallaibh

- Fèis Ghallaibh monthly Fèis days will continue throughout the autumn term.

Fèis na h-Òige

- I continue to support Fèis na h-Òige with their commission project and the Fèis choirs are working hard to prepare for their competitions at the National Mòd.

Fèis a' Bhealaich

- Following an initial meeting in May. A two-day Fèis was held at the end of August when the schools returned from the summer holidays. On the first day, Applecross primary welcomed children from Sheildaig and they all participated in workshop sessions with tutors Deirdre Graham, Angus and Màili Mackenzie. The second day took place in Applecross Hall and was open to the whole community. As part of the Fèis a cèilidh was held in the hall on the Friday evening.
- The new Fèis committee are keen to explore the possibilities of offering chanter lessons in the school as Highlife Highland currently can't offer any provision in school.

Enhancement of skills & creative talent

Ceilidh Trails

- As planned Cèilidh Trail participants from Fèis Lochabair and Fèis Latharna participated in a week of training before heading out on tour in their own areas. The Trails played a wide variety of venues during July and August.
- Fèis Spè's senior band were out on tour in Badenoch and Strathspey during the first week of July
- Both Fèis Phàislig and Fèis Air an Oir are looking to run their Cèilidh Trails in 2025 and I will work with them to progress their plans to include Ceilidh Trail in their respective anniversary celebrations.

Colmcille

- Our first group of Turas participants welcomed their Irish counterparts to the Isle of Lewis back in July where they had a fantastic few days despite the long hours of travel to get there. The group took part in a range of cultural activities and were immersed in Gaelic language and culture.
- Calum and I are hoping to meet with our Irish partners soon to make arrangements for the next leg of the Turas project.

Training

- I continue to with Angus and Emily MacDonald, Gaelic Officer at Eden Court to create opportunities for trainee drama tutors.
- Our most recent Cothrom Còmhraidh event for Fèis organisers took place on Wednesday 29th May and was presented by guest speaker Christine Ross from Voluntary Groups Sutherland who shared some very helpful advice about charity registration and regulation.
- Prior to the summer Fèisean Ingrid Henderson delivered an online tutor training session.
- I have recently been in contact with the Highland Child Protection team regarding opportunities for Fèis tutors to undertake child protection training in the coming months.

Audience development and engagement

- I continue to participate in the Blas action group as appropriate.
- Over the summer, I attended The Gathering and Belladrum Festivals to assist with 'Come & Try' music sessions in partnership with Friends of Highland Music.

Name	**Abi Reid**
Job Title	**Development Officer**

Support and Development of Fèisean

Fèis an Iar Dheas

Fèis an Iar Dheas ran a Fèis day on the 8th of June and it went really well. They booked Emily Smith, Jamie McLennan, Leona Mason, Oliver Rigg, Clare Mann, David Bass, Dora Carter and Stuart MacPherson as tutors and the committee is currently seeking feedback from the participants.

Fèis an Tairbeirt

Fèis an Tairbeirt are running two come and try days throughout September on the 7th and on the 21st with financial support from Eilidh's Trust. The event on the 7th went well and ten took part in the come and try sessions in the morning and 9 Treòir participants attended in the afternoon for face-to-face classes with their tutors. The tutors were Alicia Chapple, Niamh MacKaveney, Mark McSporran and Ryan McGlynn. The remaining 12 Treòir participants will have their face-to-face classes on the 21st.

Fèis Arainn

Fèis Arainn held their main Fèis on the 23rd and 26th of July at Arran High School and it went well. They hired John Somerville, Heather MacLeod, Becky Hill, Angus Binnie, Artur Donald, Charlie Stewart, Gillian Frame, Deirdre Graham, Steve Fivey, Bobby Crowe and Calum McIlroy as tutors. This year the Fèis worked with Scott Figgins and Thomas Barnes who work with the local pipe bands and that worked well. I was at the Fèis to help the committee all week. Maggie Frame has decided to retire from her position as Chair of Fèis Arainn and we are all grateful for the many years of hard work she has contributed to the Fèis.

Fèis Fhoirt

Fèis Fhoirt were hoping to have a Fèis on the 14th and 15th of September but unfortunately, they did not have enough participants sign up. The school was going to cost£4,532 for the two days and they

only had 13 sign ups. The Fèis is now working towards a Fèis in March. The committee took the decision to pay all of the booked tutors.

Fèis Ghàidhlig Ghlaschu
Fèis Ghàidhlig Ghlaschu are beginning weekly classes and they have Isla Scott and Rae MacIver booked as tutors.

Fèis Lannraig a Tuath
Fèis Lannraig a Tuath held their Fèis on the 29th of July to the 2nd of August at Greenfaulds High School and they had 44 participants. I was planning to attend but was ill on the day I was due to travel.

Fèis Phàislig
Fèis Phàislig held their annual Fèis week on the 16th to the 19th of July and it went well. 176 participants took part and they also ran a cèilidh and a concert. I attended for the whole week. The weekly classes now have 103 participants and we are working on an application to Creative Scotland to support the plans for the tenth anniversary year in 2025.

Fèis Thatha
Fèis Thatha are starting their monthly classes in November, and they have hired two local musicians to run them. Plans for their Main Fèis in November are coming together. The *Sunday Sessions* at *Glen Lyon Coffee* are beginning in September and there will also be a concert with *The Lauren Collier Band* on the 28th of September.

Enhancement of Skills and Creative Talent

Training
I have been emailing Ingrid Henderson about running some more Gaelic Training for tutors and committee members. We are planning to start the training early in 2025.

Chaidh mi gu seminar *Rural SEN - Tackling Depopulation in Rural Communities* on the 17th of September led by Theona Morrison, Thomas Fisher (CoDel agus Uist Beò) and Emilia Pietka Nykaza (University of West Scotland).

I will take part in a *Creating Fundraising Appeals* workshop by *Triceratops Training* on the 10th of October.

Enhancement of Gaelic Arts and Culture in Creative Learning

Fuaran
I attended a seminar by the *Heritage Lottery Fund* on the 17th of July and I had a phone call with Lauren Arthur on the 4th of September about the application I'm working on for Fuaran. Lauren advised submitting an application for two years of the project, instead of five. I have restarted the funding proposal.

Blas
I've been running the Blas social media channels over the festival period. The posts were all scheduled beforehand using Metasuite and I kept up with reshares and stories as the festival was on.

Name	Calum Alasdair Fraser
Job Title	Development Officer (Na h-Eileanan an Iar)

Support and development of Fèisean

Fèis Eilean Na Hearadh

- This year's Fèis was especially successful, being the busiest Fèis Eilean Na Hearadh to date.

Fèis Bharraigh

- I attended both Fèis Bharraigh and Fèis Tìr a' Mhurain which took place in the same week.
- A productive conversation was had with the committee about plans for the coming year.
- They are very happy with their new administrator who is busy applying to funds and assisting in many ways.
- The committee plans to commemorate Fèis Bharraigh @ 45 with the funds that were awarded for Fèis Bharraigh @ 40 (which was cancelled due to Covid). Discussions are ongoing as to how this can be best achieved without putting undue stress on the small committee. A new project plan will be devised and discussed in the coming weeks.

Fèis Tìr a' Mhurain

- A very successful partnership with Ceòlas continued this year, with young people attending both Fèis and Ceòlas events.

Fèis Eilean an Fhraoich

- Fèis Eilean an Fhraoich enjoyed their busiest Fèis yet with about 175 in attendance each day.
- The committee were quoted a price of £3,400 for the hire of the school for the week. After discussions with the council, it came to light that FES (who are contracted to run the school) are permitted to let the school out at a community rate (about 50%) for 1 week per year. The council have confirmed that they will allow Fèis to occupy that week going forward.
- The Fèis teen group who meet weekly performed twice at this year's HebCelt Festival. They performed at the main site on Saturday afternoon, and at the family cèilidh on Friday with a group from Canada, the Lumber Jills, with whom they had shared tunes in the months leading up to HebCelt in order to perform together.

Fèis an Rubha

- Fèis an Rubha was also especially busy this year with about 73 in attendance, and the feedback forms received thus far show that it was a very successful week.

Enhancement of skills & creative talent

Lìonra nan Oifigearan Gàidhlig

After the previous meeting of the Gaelic Officers' Network (a network established by Bòrd na Gàidhlig in order to bring Gaelic Officers from throughout the country together to discuss various topics, once a quarter), which took place in Lewis especially for Officers working in Lewis and Harris, it was agreed that the officers would organise their own forum and meet once a month, in order to keep in touch about plans and events and identify opportunities of collaboration. The first meeting took place on the 26th of August, with representatives from CnaG, SQA, CnES, Historical Societies, community groups, An Taigh Cèilidh, UHI and more present, or sending apologies with the intention of coming to future meetings.

The aims of the new forum were discussed, along with opportunities, challenges and areas where development is most needed in the short-term, such as support for parents, engaging teenagers, 1-year contracts, a Gaelic high school etc.

It was a broad conversation that covered many topics, and it was agreed that the forum would meet once a quarter, and that the most important thing is that practical steps that can be achieved through our work are agreed upon and taken following these meetings.

Social Enterprise Academy

SEA organised a two-and-a-half-day course called *Gaelic Officers – Connections and Collaboration* at the end of August. This took place in Grinneabhat on the west side of Lewis and was a very useful event. Many of the same people as were at the first forum meeting attended, and as such there was an opportunity to progress the conversation. It was agreed that the aim of the course would be to develop a broader and more holistic vision for Gaelic development in the island, and so by the end of it, a list of actions for the group was drawn up to be completed by the next forum meeting, along with an explanation of how we might support the government in achieving their aims in terms of Gaelic and the support that we would expect from the government in order to be successful. This will be shared with Kate Forbes MSP.

Enhancement of Gaelic arts & culture in creative learning

UNCRC

This project has involved travelling throughout the islands' schools and speaking to pupils about what the UNCRC means for them, and how they would like to see the curriculum amended in order to embed their right to their culture in the curriculum. This project is ongoing.

Turas (Colmcille)

The second half of the project *Turas* took place in the middle of July with 12 young Gaels (as well as leaders and tutors) from Ireland and Scotland coming together for 2 days of music and culture in the Geàrrannan Blackhouse Village in Lewis. The group spent the first day sharing and learning tunes and songs as well as attending HebCelt's community concert in Breascleit with Sian. The second day was spent at the Calanais Standing Stones, visiting a Harris Tweed Weaver, performing at a cèilidh in Grinneabhat and listening to Gaelic psalm singing. As such, they received a rich and immersive cultural experience.

It was a very successful trip; the young people were very well behaved and had a lot of fun. There will be small lessons to learn and implement next year as we finesse the model.

Name	Luke Slater
Role	Administrator, Child Protection Officer

Support and Development of Fèisean

- Continued handling of Tasgadh and Maoin nan Ealan Gàidhlig administration
- Continued handling of instruments, hire contracts and repairs
- Invoicing and logging expenditure
- PVG administration, checks and applications
- Database updates

- Growing Fèisean nan Gàidheal's image bank
- Design work is carried out aiding other staff members where they need me
- Contact updates throughout internal systems
- Ongoing support of Oide and Fuaran websites

Enhancement of Skills and Creative Talent

- I am always learning new things when I use Mailchimp, Adobe or any other creative application

Enhancement of Gaelic Arts and Culture in Creative Learning

- Continuous updates to the website
- New Case Studies added to the site for Tasgadh and MEG
- Design work for Blas and the 2024 annual report

Fèisean nan Gàidheal

Amplify

Agenda Item: 3.2024.02(d)

Reason for paper

To provide Board members with information on a project in which we propose to engage with European partners which will offer opportunities to local Fèisean and employment for tutors.

Background

At the end of last year I was approached by François Matarasso, author of important research on the Fèisean in their early days, to take part in a conversation with Mikel Zorrilla Berasategui. They were working on a bid for European Horizon funding and seeking partners from other countries.

I did some initial work over the 2023 Christmas holidays to fit their schedule for submitting a bid, which was worth €4.3m with 13 partners from 8 European countries involved.

Confirmation was received in June that the application has been successful. Our share of the budget will be €284k (around £240k) with 100% of costs covered.

Amplify: What is it?

The consortium will develop, test and pilot two innovative suites of digital technologies empowered by Artificial Intelligence (AI) and Extended Reality (XR) for Cultural & Creative Industries (CCI). Fèisean nan Gàidheal's part of the project will involve using Amplify's technology in a pilot trialling remote learning and performance in Gaelic culture under the working title 'Renewing Tradition'. We will agree a Gaelic equivalent for this!

It will make use of:

- Amplify Portable - a cost-effective, easy-to-use tool to facilitate people in different places to play, learn and perform together, especially at community level.
- Amplify Immersive - to promote live performance experiences to distributed and remote audiences. Although focused on music, the equipment could be used across the spectrum of CCI sectors.

The creators of both the Amplify technologies to be tested claim to have eliminated the delay/lag which is apparent in existing programmes, meaning that it should be possible for ensembles to play together, or for a tutor to play along with a pupil in real time. The point of the testing is to ascertain the extent to which that is the case.

The project and benefits to the Fèisean, tutors and performers

We proposed a trial which will utilise Amplify in:

1) Individual tuition sessions engaging a tutor to work with around 10 participants in 6 sessions in each of 20 locations across Scotland;
2) Rehearsals, bringing together artists who will prepare for a live performance; and
3) Performance, bringing together musicians in a remote location with those in the Highlands of Scotland at the Blas Festival.

We expect to engage 20 artists in the tuition provision using Amplify Portable, paid at the rate of £42.50 per hour. It is anticipated that, with preparation and evaluation time, pay to artists will be around £15,300 for the small-scale pilot trials and between 10 and 20 Fèisean could participate.

We expect to engage around 15 artists in the performance element using Amplify Immersive, paid at a daily rate of £150 per day for rehearsals and £300 per day for performance. In addition, a musical director will be appointed on a commission worth around £5,000. With 3 days' rehearsal and 4 days' performance, pay to artists will be around £30,000 for the small-scale pilot trial.

Other costs to be incurred for both elements are travel, venue hire, accommodation, equipment purchase, transportation and insurance. Technical staff will be required for the performances. Costs will also be incurred in devising the performance and administering the two pilots, which will require pro-rata time from the Chief Executive, Finance Manager, Development Manager, Development Officer and Administrator.

Therefore, we expect to engage 35 artists altogether through the small-scale trials and all the time to be spent by our staff as well as other necessary contractors has been fully costed.

Amplify has the potential to bring together people from diverse communities, to share cultural experiences in as close to real time as is possible working remotely. All of the trial elements, if they prove successful, offer the potential to reduce travel expenses, ensuring more of Fèisean nan Gàidheal's funds go towards paying artists/tutors and will help with issues of financial sustainability.

A successful trial which leads to longer-term implementation of this mode of teaching, learning, performing and cultural sharing could put the Fèisean at the forefront of enabling regular access to cultural experiences for a more diverse range of people, overcoming rurality and helping to reduce carbon use.

It would also offer the potential to create better connections between Gaelic speakers in Scotland and the Gaelic and Celtic languages diaspora in places like Ireland, Isle of Man and Nova Scotia as well as with minority language communities in places like Wales, Guernsey, Brittany, Cornwall, Jersey, Galicia and Italy which share elements of our culture.

The project will kick off with a 3-day conference in Barcelona from 5 to 7 November with funding in the Amplify budget to cover participation.

Some further information is following in paper 3.2024.02(d)-1.

Action Required
Board members are asked to:
1. Note the funding secured and the potential benefits from the Amplify project
2. Discuss any elements of the Amplify project as proposed
   and
3. If content, agree that Fèisean nan Gàidheal should proceed as a partner.

Arthur Cormack
Chief Executive
September 2024

Technological approach

AMPLIFY in a **portable box**

- Intelligent mechanisms for an easy setup, plug and play
- No need for an operator
- (Almost) zero costs per concert
- Enables remote participation / interaction

- Enables automated and interactive video mixing for remote audience
- Enables automated spatial audio (automixing depending the perspective, audio event detection…)
- Enables multi-sensorial experiences

AMPLIFY in an **augmented stage**

- Create an immersive stage with eXtended Reality (mainly Augmented Reality with AR headsets or mobiles, but it could be also Virtual Reality)
- Extend visually real stages with a PA system and lightning and create stages where there is no infrastructure (e.g. a square of a town)

2D VIDEO 3D

- Enables volumetric and immersive video, according to the stage

AUDIO

- Spatial audio (automixing according to your location in the stage)
- Multi-sensory?

Small-scale pilot trials

AMPLIFY in a **portable box**

Musicalmente (PT)

Grassroots musicians attracting and engaging new audiences

- Affordable infrastructure / setup
- Automated audiovisual (2D video) mixing (event detection…)
- Automated spatial audio (event detection, automixing…)
- Interactive / remote participation

Connecting families through multi-sensorial musical experiences

- Affordable infrastructure / setup
- Multi-sensorial experience (IoT, digital musical instruments, sensors to gather babies' movements)
- Interactive / remote participation: no video but audio and visual effects
- Personalised spatial audio

AMPLIFY in an **augmented stage**

Toscana Produzione Musica(IT)

Liceu (ES)

Immersive augmented stage for big music festivals

- Augmented performance in the "immersive stage"
- Professional infrastructure: audio (PA sound) and lighting in the stage
- Augmented volumetric video in AR headsets

Bringing immersive musical experiences to a neighborhood

- Augmented performances around the neighborhood (no stage infrastructure)
- Augmented volumetric video in mobiles and affordable devices
- Audio in headphones
- Digital effects and personalized assets from the neighborhood

Fèisean nan Gàidheal

Financial Issues

Agenda Item: 3.2024.03

This report includes:

Agenda Item: 3.2024.03(a)	**Action Required**
Income and Expenditure 2024-25 with transactions to 16 September 2024.	For Noting and Discussion

Agenda item 3.2024.03(b)

Current bank balances will be confirmed at the meeting.	Verbal for Noting

See paper 3.2024.03(b)-1 for an update on funds deposited with Flagstone.

Agenda item 3.2024.03(c)

Management accounts for the period to 30 June 2024, prepared by Mann Judd Gordon.	For Noting and Discussion

Agenda item 3.2023.03(d)

Grants to Fèisean 2024-25 with payments to 16 September 2024.	For Noting

Agenda item 3.2023.03(e)

Annual Accounts to 31 March 2024.	For Agreement

Agenda item 3.2023.03(f)

A number of points came to light while Mann Judd Gordon were working on auditing our accounts which will be explained at the meeting with the response to them to be agreed. Having agreed a two-year contract with Mann Judd Gordon, which comes to an end this year, we asked them for costs to continue the work which we will share with Board members at the meeting. If content, confirmation will be sought from Board members to recommend to the AGM that Mann Judd Gordon be reappointed as auditors for up to three years. An alternative approach would be to put the work out to competitive tender.	For Agreement

Anne Willoughby
Executive Manager
September 2024

Fèisean nan Gàidheal Income and Expenditure 2024-25 with transactions to 16 September 2024

Agenda Item 3.2024.03(a)

INCOME	2024-25	PERIOD	ACTUAL	DIFFERENCE	
Core Grants	£446,147	£223,074	£249,814	-£26,741	1
Management Fees	£95,200	£47,600	£95,200	-£47,600	2
Grants Scheme	£163,837	£81,919	£78,837	£3,082	
Fèis Development Fund	£0	£0	£0	£0	
Annualised Hours	£10,160	£5,080	£10,160	-£5,080	
Devolved Funds	£120,000	£60,000	£92,850	-£32,850	3
Training	£3,000	£1,500	£3,000	-£1,500	
Fèisgoil	£351,750	£175,875	£230,444	-£54,569	4
Blas Festival	£99,869	£49,935	£79,324	-£29,389	5
Other Earned Income	£12,800	£6,400	£2,199	£4,201	
Support Cèilidh Trails	£6,000	£3,000	£6,000	-£3,000	
Gaelic Residential Events	£31,000	£15,500	£21,002	-£5,502	
Gaelic Song-writing & Archiving	£2,000	£1,000	£2,000	-£1,000	
Showcase & International Opportunities	£8,500	£4,250	£0	£4,250	
Resources & Digitisation Programme	£3,767	£1,884	£2,767	-£884	
Press/PR/Website Updates/Newsletter	£1,000	£500	£1,000	-£500	
FèisTV	£5,400	£2,700	£1,500	£1,200	
Income still to be Raised	£14,198	£7,099	£1,567	£5,532	
TOTAL INCOME	**£1,374,628**	**£687,314**	**£877,664**	**-£190,350**	
EXPENDITURE					
RUNNING COSTS					
Staff Salaries	£389,184	£194,592	£183,854	£10,738	
NIC Contributions	£46,702	£23,351	£18,533	£4,818	
Pension Contributions	£19,459	£9,730	£8,923	£807	
Staff Travel, Accommodation & Subsistence	£12,000	£6,000	£6,872	-£872	
Office Rent & Rates	£20,000	£10,000	£9,999	£1	
Stationery, Printing, Postage & Photocopiers	£11,000	£5,500	£5,040	£460	
Utilities and Communications	£18,000	£9,000	£8,067	£933	
Trustee Expenses	£3,000	£1,500	£1,043	£457	
PVG Service	£2,000	£1,000	£580	£420	
Insurance	£11,000	£5,500	£1,622	£3,878	
Sundry Expenses	£1,000	£500	£859	-£359	
Accountancy & Bank Charges	£7,500	£3,750	£456	£3,294	

Professional Fees	£3,000	£1,500	£1,307	£193	
Instrument Bank Maintenance	£2,500	£1,250	£5,204	-£3,954	
Access Fund (SEND)	£2,000	£1,000	£0	£1,000	
Capital Expenses	£2,000	£1,000	£0	£1,000	
PROGRAMME COSTS					
Grants to Fèisean	£163,837	£81,919	£90,596	-£8,678	
Annualised Hours	£10,160	£5,080	£4,046	£1,034	
Fèis Development Fund	£0	£0	£1,000	-£1,000	
Devolved Grants	£120,000	£60,000	£55,926	£4,074	
Devolved Grants Management Fee	-£8,500	-£4,250	-£8,500	£4,250	
Training Programme	£3,000	£1,500	£2,527	-£1,027	
Training Programme Management Fee	-£1,000	-£500	-£1,000	£500	
Fèisgoil	£351,750	£175,875	£133,900	£41,975	6
Fèisgoil Management Fee	-£60,000	-£30,000	-£60,000	£30,000	7
Annual Conference	£10,000	£5,000	£0	£5,000	
Blas Festival	£99,869	£49,935	£32,606	£17,328	8
Blas Festival Management Fee	-£15,000	-£7,500	-£15,000	£7,500	
Support Cèilidh Trails	£14,000	£7,000	£4,000	£3,000	
Cèilidh Trails Management Fee	-£4,000	-£2,000	-£4,000	£2,000	
Gaelic Residential Events	£31,000	£15,500	£22,385	-£6,885	
Gaelic Residential Events Management Fee	-£3,000	-£1,500	-£3,000	£1,500	
Gaelic Song-writing, Archiving etc	£2,000	£1,000	£1,834	-£834	
Gaelic Song-writing & Archiving Management Fee	-£200	-£100	-£200	£100	
Press/PR/Website Updates/Newsletter	£1,000	£500	£1,304	-£804	
Press/PR/Website Updates/Newsletter Management Fee	-£200	£0	£0	£0	
Showcase & International Opportunities	£8,500	£4,250	£4,607	-£357	
Showcase & International Opportunities Management Fee	-£1,000	-£500	-£1,000	£500	
Resources & Digitisation Programme	£3,767	£1,884	£1,000	£884	
Resources & Digitisation Management Fee	-£1,000	-£500	-£1,000	£500	
FèisTV	£5,400	£2,700	£2,304	£396	
FèisTV Management Fee	-£1,300	-£650	-£1,300	£650	
Contingency	£0	£0	£0	£0	
SUB-TOTAL EXPENDITURE	**£1,279,428**	**£639,714**	**£515,194**	**£124,520**	
Management Fees	£95,200	£47,600	£95,200	-£47,600	
TOTAL EXPENDITURE	**£1,374,628**	**£687,314**	**£610,394**	**£76,920**	
Transfer to Reserves	£9,520	£4,760	£9,520	-£4,760	
SURPLUS/(DEFICIT)	**£0**	**£0**	**£267,270**	**-£267,270**	

Notes:
1. Funding received from all local authorities but 50% of Creative Scotland and Bòrd na Gàidhlig funding still to come.
2. & 7. All Management Fees allocated across projects in August.
3. Devolved Grants Schemes funding received, paid out in line with agreements.
4. & 6. Fèisgoil funding received to be spent over the school year.
5. & 8. Blas funding received with the majority of costs in September and October.

You have **£397,557.49** invested and **£0.00** pending to your deposit account(s).
You do not have any funds in your holding account available to invest.

ADD FUNDS | WITHDRAW FUNDS

Hide more details

UPCOMING MATURITY DATE

14 Oct 2024

This is when your cash will arrive in your holding account

1 Fixed Term account will have reached maturity.

MY FUNDS

Total deposit accounts balance	£397,557.49
Holding account balance	£0.00
Total portfolio value	**£405,277.02**

My portfolio

Investec

Term	AER | Gross	Maturity date	Current balance	Interest at maturity	FSCS eligibility
Fixed 2 months	4.48% | 4.40%	14 Oct 2024	£80,636.75	£602.67	Yes

Hide more details

Opened	Initial deposit	Interest payment frequency	Fitch rating	Documents
13 Aug 2024	£80,636.75	Only at maturity	bbb+	Product summary T&Cs and FSCS sheet

Term	AER | Gross	Maturity date	Current balance	Interest at maturity	FSCS eligibility
Fixed 12 months	4.96% | 4.96%	2 Dec 2024	£80,505.41	£4,098.75	Yes

Hide more details

Opened	Initial deposit	Interest payment frequency	Fitch rating	Documents
1 Dec 2023	£80,505.41	Only at maturity	bbb-	Product summary T&Cs and FSCS sheet

standard chartered

Term	AER | Gross ?	Maturity date	Current balance	Interest at maturity ?	FSCS eligibility ?
Fixed 12 months	5.10% | 5.10%	2 Dec 2024	£75,000.00	£3,924.03	Yes

Hide more details

Opened	Initial deposit	Interest payment frequency	Fitch rating	Documents
1 Dec 2023	£75,000.00	Only at maturity	a-	Product summary T&Cs and FSCS sheet

HSBC

Term	AER | Gross ?	Maturity date	Current balance	Interest at maturity ?	FSCS eligibility ?
Fixed 3 months	4.65% | 4.58%	6 Dec 2024	£80,988.05	£924.77	Yes

Hide more details

Opened	Initial deposit	Interest payment frequency	Fitch rating	Documents
6 Sep 2024	£80,988.05	Only at maturity	a-	Product summary T&Cs and FSCS sheet

Nationwide Building Society

Term	AER | Gross ?	Maturity date	Current balance	Interest at maturity ?	FSCS eligibility ?
Fixed 12 months	4.00% | 4.00%	3 Jun 2025	£80,427.28	£3,217.09	Yes

Hide more details

Opened	Initial deposit	Interest payment frequency	Fitch rating	Documents
3 Jun 2024	£80,427.28	Only at maturity	a-	Product summary T&Cs and FSCS sheet

FSCS Protected

Your UK cash deposits are eligible for FSCS protection.

FIND OUT MORE

Fèisean nan Gàidheal

Management Accounts to 30 June 2024

Agenda Item: 3.2024.03(c)

Fèisean nan Gàidheal
Consolidated Management Accounts
Quarter ended 30 June 2024

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	William Grant Foundation - *designated fund*	Maoin nan Ealan Gàidhlig - *restricted fund*	Tasgadh Fund- *restricted fund*
				STATEMENT OF FINANCIAL ACTIVITIES					
INCOME AND ENDOWMENTS									
Creative Scotland	116,667	113,667		3,000					
Highland Council	100,663	37,794	62,869						
Highland & Islands Enterprise	4,038	0			4,038				
Bord na Gaidhlig	115,000	106,000				9,000			
Sale of publications	13	13							
Instrument bank revenue	763	763							
Fèisgoil - earned income	22,488				22,488				
Gaelic Residential Income	2,400					2,400			
Other income	3,926	3,926							
Bank interest received	612	612							
Total incoming respources	**366,569**	**262,775**	**62,869**	**3,000**	**26,526**	**11,400**	**0**	**0**	**0**
RESOURCES EXPENDED									
Charitable activities									
Wages	90,307	90,307							
Employer's National Insurance	4,220	4,220							
Pensions	4,461	4,461							
Child protection costs	272	272							
Training	1,527			1,527					
Resources	122				122				
Fèisgoil - delivery costs	17,946				17,946				
Archiving project	3,168	3,168							
Cleachiaigantaigh	109	109							
Meanbh-chuileag / Pantomime	984				984				
Tachartasan Comhnaidh	7,007					7,007			
Feis TV	561				561				
Devolved Fund - MEG	2,761							2,761	
Grants to Feisean	37,328	37,328							
Instrument bank costs	1,075	1,075							
	171,848	140,941	0	1,527	19,612	7,007	0	2,761	0
Support costs									
Office rent	5,000	5,000							
Insurance	811	811							
Light and heat	1,886	1,886							
Telephone	2,993	2,993							
Printing postage & stationery	1,154	1,154							
Sundries	1,315	1,315							
Website	468	468							
Staff travel and expenses	3,778	3,778							
Depreciation	2,555	2,555							
Audit & accountancy	2,506	2,219	288						
Committee expenses	1,043	1,043							
Legal & professional fees	1,092	1,092							
	24,601	24,314	288	0	0	0	0	0	0
Total resources expended	**196,449**	**165,255**	**288**	**1,527**	**19,612**	**7,007**	**0**	**2,761**	**0**
Net incoming / (outgoing) resources - for the quarter ended 30 June 2024	**170,120**	**97,520**	**62,582**	**1,473**	**6,913**	**4,393**	**0**	**(2,761)**	**0**
Funds at 1 April 2024 - unrestricted	349,029	349,029					0		
Funds at 1 April 2024 - restricted	47,730							37,290	10,439
Total funds at 30 June 2024	**566,879**	**446,549**	**62,582**	**1,473**	**6,913**	**4,393**	**0**	**34,530**	**10,439**

BALANCE SHEET AS AT 30 JUNE 2024

Fixed assets	
Computer equipment - cost	75,252
Computer equipment - depreciation b/fwd	(70,332)
Computer equipment - depreciation charge	(2,555)
	2,365
Current assets	
Grants receivable	13,625
	13,625
Bank accounts	
FnG current account	8,213
FnG high interest account	165,999
Flagstone deposit account	391,274
Blas Festival current account	5,496
Lochaber Development account	8,790
	579,771
Current liabilities	
PAYE & National Insurance	(8,848)
Accrued expenses	(20,034)
	(28,881)
Net assets as at 30 June 2024	**566,879**

Grants to Fèisean 2024-25 with payments to 16 September 2024

Agenda Item: 3.2024.03(d)

Fèis Name	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Annualised Hours Grant	Development Fund/Cèilidh Trails	Total Grant Offered	Balance Paid	Outstanding Balance
THE HIGHLAND COUNCIL									
Fèis an Earraich	£6,466	£2,965	£2,625	£40	£480	£0	£12,536	£9,431	£3,105
Fèis Lochabair	£3,149	£1,445	£3,347	£65	£780	£6,000	£14,721	£11,704	£3,017
Fèis nan Garbh Chrìochan	£2,709	£1,918	£5,570	£65	£780	£0	£10,977	£8,192	£2,785
Fèis Chataibh	£1,989	£3,222	£3,431	£15	£180	£0	£8,822	£5,759	£3,063
Fèis a' Bhealaich	£0	£0	£0	£0	£0	£0	£0	£0	£0
Fèis Eige	£1,894	£905	£518	£15	£180	£0	£3,497	£2,494	£1,003
Fèis Ghallaibh	£0	£645	£1,645	£0	£0	£0	£2,290	£823	£1,467
Fèis Farr	£513	£236	£0	£0	£0	£0	£749	£0	£749
Fèis na h-Òige	£2,376	£2,124	£0	£0	£0	£0	£4,500	£3,375	£1,125
Fèis Air an Oir	£3,130	£1,428	£2,506	£45	£540	£0	£7,604	£5,076	£2,528
Fèis Ghleann Albainn	£0	£0	£0	£0	£0	£0	£0	£0	£0
Fèis Rois	£0	£0	£0	£0	£0	£0	£0	£0	£0
Fèis a' Bhaile	£640	£835	£2,278	£0	£0	£0	£3,753	£0	£3,753
Fèis Òigridh na Mara	£0	£2,505	£7,370	£65	£780	£0	£10,655	£0	£10,655
Fèis Inbhir Narann	£623	£557	£6,643	£60	£720	£0	£8,543	£0	£8,543
Fèis Spè	£2,240	£2,209	£2,504	£42	£504	£2,100	£9,557	£3,730	£5,827
Fèis an Iar Thuath	£0	£0	£1,063	£0	£0	£0	£1,063	£0	£1,063
Fèis Thròndairnis	£2,407	£1,106	£0	£15	£180	£0	£3,693	£2,770	£923
Total Highland	**£28,136**	**£22,100**	**£39,500**	**£427**	**£5,124**	**£8,100**	**£102,960**	**£53,354**	**£49,606**
COMHAIRLE NAN EILEAN SIAR									
Fèis Tìr a' Mhurain	£4,354	£0	£813	£25	£300	£0	£5,467	£0	£5,467
Fèis Eilean an Fhraoich	£3,800	£0	£2,168	£45	£540	£0	£6,508	£4,339	£2,169
Fèis Tìr an Eòrna	£2,851	£0	£136	£40	£480	£0	£3,467	£2,566	£901
Fèis Bharraigh	£2,317	£0	£2,822	£40	£480	£0	£5,619	£3,509	£2,110
Fèis Eilean na Hearadh	£1,211	£0	£0	£15	£180	£0	£1,391	£0	£1,391
Fèis an Rubha	£1,335	£0	£0	£0	£0	£0	£1,335	£0	£1,335

Fèis Taigh Dhonnchaidh	£870	£0	£1,184	£25	£300	£0	£2,354	£1,687	£667
Total Comhairle nan Eilean Siar	**£16,738**	**£0**	**£7,123**	**£190**	**£2,280**	**£0**	**£26,141**	**£12,101**	**£14,040**
ARGYLL & BUTE COUNCIL									
Fèis Latharna	£3,425	£5,075	£5,138	£0	£0	£8,100	£21,738	£16,600	£5,138
Fèis Mhuile	£0	£925	£0	£0	£0	£0	£925	£0	£925
Fèis Thiriodh	£2,713	£2,000	£0	£15	£180	£0	£4,893	£3,670	£1,223
Fèis Ìle agus Dhùira	£381	£2,500	£6,078	£0	£0	£0	£8,959	£0	£8,959
Fèis na h-Apainne	£0	£0	£0	£0	£0	£0	£0	£0	£0
Fèis an Tairbeirt	£0	£1,500	£1,329	£30	£360	£0	£3,189	£1,685	£1,504
Total Argyll & Bute Council	**£6,519**	**£12,000**	**£12,545**	**£45**	**£540**	**£8,100**	**£39,704**	**£21,955**	**£17,749**
OTHER AREAS/COUNCILS									
Fèis Arainn	£3,404	£0	£2,327	£20	£240	£0	£5,971	£3,897	£2,074
Fèis Mhoireibh	£0	£0	£0	£0	£0	£0	£0	£0	£0
Fèis Dhùn Èideann	£2,534	£0	£10,105	£70	£840	£0	£13,479	£5,893	£7,586
Fèis Obar Dheathain	£1,313	£0	£717	£15	£180	£0	£2,210	£1,313	£897
Fèis Dhùn Bhreatainn an Iar	£0	£0	£1,700	£10	£120	£0	£1,820	£940	£880
Fèis Lannraig a Tuath	£1,310	£0	£204	£0	£0	£0	£1,514	£983	£531
Fèis Fhoirt	£1,921	£0	£3,244	£45	£540	£0	£5,705	£0	£5,705
Fèis Ghàidhlig Ghlaschu	£2,996	£0	£850	£20	£240	£0	£4,086	£2,996	£1,090
Fèis Chille Bhrìghde an Ear	£0	£0	£0	£0	£0	£0	£0	£0	£0
Fèis Innis an Uillt	£0	£0	£777	£0	£0	£0	£777	£0	£777
Fèis an Iar Dheas	£469	£0	£0	£0	£0	£0	£469	£0	£469
Fèis Phàislig	£4,250	£0	£7,365	£60	£720	£0	£12,335	£7,410	£4,925
Fèis Thatha	£1,112	£0	£750	£15	£180	£0	£2,042	£0	£2,042
Total Other Areas/Councils	**£19,309**	**£0**	**£28,039**	**£255**	**£3,060**	**£0**	**£50,408**	**£23,432**	**£26,976**
	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Annualised Hours Grant	Development Fund/Cèilidh Trails	Total Grant Offered	Balance Paid	Outstanding Balance
GRAND TOTALS	**£70,702**	**£34,100**	**£87,207**	**£917**	**£11,004**	**£16,200**	**£219,213**	**£110,842**	**£108,371**

Report of the Trustees and

Financial Statements for the Year Ended 31 March 2024

For

FÈISEAN NAN GÀIDHEAL

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Report of the Trustees for the Year Ended 31 March 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Fèisean nan Gàidheal's mission, as set out in its agreed Programme Plan for 2024-28, is to inspire young people to value our culture - a' toirt ar dualchais do ar n-òigridh.

The organisation's ambition is to develop the creative talent of young people by supporting opportunities for communities across Scotland to engage with and enjoy Gaelic arts and culture, promoting traditional arts and Gaelic language as unique and defining assets that contribute to Scotland's distinctiveness.

Fèisean nan Gàidheal operates across five areas of activity:
1. Support and Development of Fèisean
2. Enhancement of Skills & Creative Talent
3. Enhancement of Gaelic Arts & Culture in Creative Learning
4. Audience Engagement and Development
5. Maintain High Standards in Governance and Staffing

The organisation has an active Board of Trustees and regular assessment of risk and careful management ensure Fèisean nan Gàidheal’s work proceeds safely. The organisation aims to deliver equality, diversity and inclusion in all aspects of its programme while reducing carbon and ensuring Fair Work First is applied to all staff and freelance artists contracted by the organisation.

ACHIEVEMENT AND PERFORMANCE

Performance against objectives

During the year, staff delivered a programme of work which encompassed support for Fèisean in communities across Scotland, training for organisers and tutors, the organisation of events such as the Blas Festival and support for Fèis Cèilidh Trails as well as a wide range of educational initiatives delivered through Fèisean nan Gàidheal Fèisgoil service.

Fèisean nan Gàidheal’s 2024 Annual Report, published on its website, gives a detailed overview of work carried out, agreed with Creative Scotland and Bòrd na Gàidhlig for 2023-24.

As ever, Fèisean nan Gàidheal’s main focus was on supporting the Fèisean, then and into the future. We submitted a multi-year funding bid to Bòrd na Gàidhlig, the outcome of which was a modest increase in funding for 2024-28. We made an application to the first stage of Creative Scotland’s multi-year funding process and were permitted to apply, through its second stage, for three-year funding. The outcome of this is expected in October 2024.

Uncertainty remains about longer-term funding support for the arts. In common with all of Creative Scotland’s current regularly-funded organisations, Fèisean nan Gàidheal has been in receipt of standstill funding for 6 years. One-off sums from Covid recovery funds were extremely welcome, but the regular funding we receive from Creative Scotland is vital to supporting the work of a wide network of volunteers involved in running Fèisean across Scotland and the artists they employ. It is also important in enabling us to lever funds from elsewhere.

We now know what level of support to expect from Bòrd na Gàidhlig in the years ahead but acknowledge the uncertainty of local authority funding and the impact of standstill funding on the competitiveness in securing trust and philanthropic funds. The is keenly felt.

We are committed to Fair Work and contractually obliged to pay industry standard rates to artists. We have also agreed to reduce carbon use and put in place adaptations to cope with climate change. In order to deliver those initiatives, at the same time as managing rising operational costs, will require a significant uplift in funds from our main supporter, Creative Scotland. If the funding status quo prevails, prioritising those commitments will inevitably mean supporting fewer activities with a corresponding decrease in employment opportunities for freelance artists.

ACHIEVEMENT AND PERFORMANCE

Performance against objectives - continued

The high cost of living also impacted the ability of parents to afford Fèis activities for their children. We encouraged Fèisean, once again, to offer free, subsidised or 'pay what you can' places. Some of this activity was funded through our Grants Scheme for Fèisean which, in addition to support from our normal funders, benefitted from an additional grant awarded by the William Grant Foundation, to whom we are very grateful.

During the year, Fèisean nan Gàidheal engaged in advocacy work to ensure support for the Gaelic language and traditional arts. This included providing written evidence to the Scottish Parliament's Constitution, Europe, External Affairs & Culture Committee's inquiry on Culture in Communities and pre-budget scrutiny of the spend on culture. Our Chief Executive gave oral evidence to the committee at one of its sessions. We made a submission in response to a call for views on the Scottish Languages Bill. We contributed to discussions held with the UK government regarding ratification of the 2003 UNESCO Convention for the Safeguarding of Intangible Cultural Heritage and met with the Council of Europe committee of experts to discuss UK support for the Gaelic language.

International work was supported with some of Fèisean nan Gàidheal's team participating, in November 2023, in a conference in Connemara marking 25 years of Ealaín na Gaeltachta, joined by young Fèis musicians visiting through the Colmcille-funded Turas project. In partnership with the Black Isle and Highland Refugee Support Network, we supported the organisation of a family afternoon tea event in Munlochy for Ukranian families at which culture - local Fèis participants - was the medium to welcome refugees to the Highlands. We also organised an event with Taigh Sgoile na Drochaide in Cape Breton during Mìos nan Gàidheal and continued our membership of Amateo and the European Folk Network. We had early discussions with a consortium putting together a bid for EC Horizon funding and agreed to participate in the proposed project.

Demand was high for Fèisgoil services. Blasad Gàidhlig sessions were offered to schools in a number of areas through a contract with a consortium of local authorities. YMI lessons continued in Highland schools, in collaboration with High Life Highland. Fèisgoil was contracted by Comhairle nan Eilean Siar to organise singing lessons in Uist and Barra schools and work was undertaken with An Comunn Gàidhealach and Renfrewshire Council in delivering Mòd Academy. The service bid successfully for a contract with Argyll & Bute Council and went on to deliver the Tabhaich programme.

5 Latha was held in Lewis, Fèis Alba in Plockton and the Sgoil Shamhraidh Dràma ran in Portree for one week, rather than the normal two, due to budgetary constraints. A range of drama work was undertaken in schools, for learners and Gaelic medium pupils, along with our annual pantomime, to which schools look forward each year.

The Blas Festival took place in September 2023; a contract delivered for The Highland Council by Fèisean nan Gàidheal. The programme included three performances of a new commission, *Lèirsinn*, by Ewen Henderson and a *Ceòl nam Fèis* showcase concert among a wide range of events in communities across the Highlands, Western Isles and online.

There was unprecedented demand for both Tasgadh and Maoin nan Ealan Gàidhlig, through which we continued to disburse grants with funds devolved from Creative Scotland, the latter scheme augmented by funding from Bòrd na Gàidhlig for the first time.

Our Annual Conference was held in Nairn at the end of September 2023 to which we were delighted to welcome Jenny Gilruth MSP, Cabinet Secretary for Education & Skills, as our principal speaker. Sessions were held on the use of Gaelic at Fèisean, climate change and new PVG legislation. There was ample time for Fèis organisers to converse on a range of issues in discussion groups. Subsequently, guidance was issued to the Fèisean on climate actions and maintaining good relationships with their local authorities.

A new cohort of singers was recruited for our Gaelic song collecting project and their recordings made available on the Fuaran website which houses a useful collection of songs, indexed by Fèis area, which could be used by singing tutors in teaching local material in various communities. The Fuaran recordings also featured regularly on BBC Radio nan Gàidheal programmes.

Thanks are extended to all the volunteers who continue to support the local Fèisean. It is hugely encouraging to see committees so committed to Fèis activities. Along with artists, volunteers are the lifeblood of the Fèis movement.

ACHIEVEMENT AND PERFORMANCE

Fundraising activities

Fèisean nan Gàidheal carried out its programme of work agreed with Creative Scotland and Bòrd na Gàidhlig. The organisation continued to deliver a range of activities for The Highland Council, Argyll & Bute Council, High Life Highland as well as a number of other local authorities and public bodies.

While the organisation was pleased that some of its longer-term funding agreements were extended, leaving staff free from bidding processes, the impact of standstill core funding has begun to impact the ability to deliver as full a programme as Fèisean nan Gàidheal would like.

The Fèisgoil service again contributed significantly to Fèisean nan Gàidheal's income through the delivery of contracts for third parties, the management fees from which were reinvested to ensure funding for Fèisean is protected as much as possible in straitened times.

While local authority funding remained challenging a contract was secured with Argyll & Bute Council for the Fèisean in that area and also to part-fund the Development Officers who support them. The Highland Council continued to fund local Fèisean in its area and the 2023 Blas Festival. Comhairle nan Eilean Siar supported some Blas events in the Western Isles.

Fèisean nan Gàidheal was pleased to have support from the William Grant Foundation for another year.

Internal and external factors

There were changes in staffing during the year with one Development Officer leaving to take up a post elsewhere to be replaced by a new member of staff who is working full-time for the organisation. Fèisean nan Gàidheal staff continued to spend time between home and offices.

Contractors augmented the core staff team during the year, in particular Chrissie Macrae (Blas Coordinator) and Katie Mackenzie (Press/PR).

During the year Fèisean nan Gàidheal welcomed support from young people in decision-making within the organisation. Katie MacInnes and Kirsty MacDougall continued to make valuable contributions at Board meetings.

Staff worked flexibly across the range of services and projects in which Fèisean nan Gàidheal was involved. As a result, a very full programme was again delivered in challenging circumstances with a relatively small team.

The principal external factors which affected Fèisean nan Gàidheal's programme were the rise in the cost of living, increases in venue hire charges and the difficulties experienced in delivering a full programme on standstill core funding. This may continue to affect our work in the forthcoming year with 2024-25 expected to be even more challenging. Fèisean nan Gàidheal is acutely aware of its responsibilities and may need to revise its support of Fèisean to ensure access to cultural activities continues for young people.

FINANCIAL REVIEW

Financial position

Given the difficult financial circumstances in which the organisation was operating, the 2023-24 outturn is satisfactory and sums have been accrued for several projects which will be undertaken in 2024-25.

Principal funding sources

Fèisean nan Gàidheal received grant-aid from a variety of bodies notably Creative Scotland, Bòrd na Gàidhlig and the William Grant Foundation. Contract income was secured from The Highland Council, Argyll & Bute Council, Comhairle nan Eilean Siar, Renfrewshire Council, High Life Highland, An Comunn Gàidhealach, Colmcille, HIE and a number of other bodies for which we delivered services.

Reserves policy

Having achieved its aim of maintaining at least 3 months' operating costs in reserve at all times, Fèisean nan Gàidheal has again retained a healthy sum, with its unrestricted reserve having decreased very slightly.

Management fees received for delivering contracts such as Blas and Fèisgoil activities enabled the organisation to reinvest in the activities of local Fèisean.

Reserves are principally to enable the organisation to fulfil contractual obligations in the event it requires to be wound up. The only likely scenario in which this would occur would be if funding from its major stakeholder, Creative Scotland, were to be withdrawn. It is likely there would be around 6 months' notice if that were to happen and, if reorganisation proved impossible, reserves would enable Fèisean nan Gàidheal to cover redundancy payments, grants to Fèisean, other liabilities and obligations, currently estimated to cost a maximum of £296k. It is likely the company could be wound up with lower costs but, with unrestricted funds in excess of £350k, it should cope with such a scenario.

FUTURE PLANS

In common with all organisations across Scotland, the cost-of-living increases have added new challenges. The future remains unpredictable but Fèisean nan Gàidheal's Board agreed a new Programme Plan for 2024-28, on which our funding bids to Bòrd na Gàidhlig and Creative Scotland were based. Plans may need to be revised once the outcome of the organisation's applications to Creative Scotland is known.

Uncertainty over cultural funding has highlighted the precarious nature of working as a freelance artist but it has also confirmed the extent to which the Gaelic language and participation in associated cultural activities contributes to wellbeing. Fèisean nan Gàidheal will continue to identify as many ways as possible in which to engage artists in work which contributes to their livelihoods and their wellbeing as well as that of Fèis participants.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

There were significant changes in the make-up of the organisation's Board of Trustees during the year. Carola MacCallum took over as Chair in December 2023, following in the footsteps of Anna Murray who stood down at the end of her permitted term as a member of Fèisean nan Gàidheal's Board. Other Board members whose terms came to an end during the year also stood down: Anne MacAulay, Colin Sandilands, Sarah-Jayne Shankland and George Stoddart. All gave time voluntarily to Fèisean nan Gàidheal's Board and their stewardship of the organisation through difficult times in the past few years is acknowledged.

Following an open call for nominations, Angela Mack stood down early in favour of a new candidate from Fèis Lochabair and Rachel Lincoln, Iain MacAskill, Krisell MacDonald, Tommy MacDonald, Muriel MacKaveney and Gwen MacQuarrie joined the Board.

Organisational structure
Fèisean nan Gàidheal is governed by a Board of Trustees consisting of up to 10 Fèis representatives and 2 youth representatives elected by the membership, along with observers from the main funding bodies which support the organisation. The Board met 4 times during the year to review the work of the organisation, monitor finance, agree forward plans and receive reports on risk, Fair Work First and the implementation of our EDI and Carbon Reduction plans. All Board papers are published routinely on the organisation's website, as is its Annual Report and Financial Statements.

Induction and training of new trustees
New trustees were offered an induction session in December 2023 prior to taking up their place on the Board.

Wider network
Fèisean nan Gàidheal continued its sponsorship of the Traditional Music Hall of Fame at the 2023 Scots Trad Music Awards as well as FilmG early in 2024.

The organisation continued to collaborate with a wide range of organisations and individuals through Creative Scotland's Traditional Arts Working Group and the Music Education Partnership Group as well as the panels assembled to agree grants through Tasgadh and Maoin nan Ealan Gàidhlig. Fèisean nan Gàidheal's staff were involved in formulating submissions to parliamentary inquiries and consultations on Gaelic Language Plans.

Related parties
The trustees are members of local Fèisean which receive grants from the charity from time to time. The sums which were paid for each year were as follows:

It should be noted that the grants scheme operated allocates funding on the basis of a formula under powers delegated to the Chief Executive. Board members do not, therefore, discuss the level of grant aid for individual Fèisean although they approve the overall sums involved annually.

Name	Status	Fèis	2024	2023
Alistair Paul	Trustee	Fèis Arainn	£6,415	£12,932
Rachel Lincoln	Trustee	Fèis Lochabair	£12,793	£13,641
Krisell MacDonald-Gillies	Trustee	Fèis Eilean an Fhraoich	£6,895	£7,120
Iain MacAskill	Trustee	Fèis an Rubha	£1,334	£3,730
Carola MacCallum	Trustee	Fèis Obar Dheathain	£2,375	£3,375
Tommy MacDonald	Trustee	Fèis Tir a' Mhurain	£5,637	£9,218
Muriel MacKaveney	Trustee	Fèis an Tairbeirt	£4,946	£7,368
Katie MacInnes	Trustee	Fèis Eilean an Fhraoich	£6,895	£7,120
Kirsty MacDougall	Trustee	Fèis an Earraich	£15,147	£24,328
Gwen MacQuarrie	Trustee	Fèis na Linne/Fèis an Earraich	£15,147	£24,328
Colin Sandilands	Trustee	Fèis Farr	£0	£92
Sarah-Jayne Shankland	Trustee	Fèis nan Garbh Chrìochan	£10,299	£9,858
Anne Catherine Macaulay	Trustee	Fèis an Rubha	£1,334	£3,730
Anna Murray	Trustee	Fèis Eilean an Fhraoich	£6,895	£7,120
Angela Mack	Trustee	Fèis Lochabair	£12,793	£13,641
George Keiller Stoddart	Trustee	Feis Fhoirt	£7,529	£14,934

Risk management
The trustees acknowledge their duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud, error and other circumstances.

Risk is a day-to-day consideration in delivering Fèisean nan Gàidheal's programme. The organisation maintains a comprehensive risk register and the Board receives an annual report on mitigation of the top risks which could affect its work.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
SC130071 (Scotland)

Registered Charity number
SC002040

Registered office
Meall House
Portree
Isle of Skye
IV51 9BZ

Trustees

Katie Macinnes	
Carola MacCallum	
Kirsty MacDougall	
Alistair Ian Paul	
Colin Sandilands	(resigned 8.12.23)
Sarah-Jayne Shankland	(resigned 8.12.23)
Anne Catherine Macaulay	(resigned 8.12.23)
Anna Murray	(resigned 8.12.23)
Angela Mack	(resigned 8.12.23)
George Keiller Stoddart	(resigned 8.12.23)
Tommy MacDonald	(appointed 8.12.23)
Rachel Lincoln	(appointed 8.12.23)
Muriel Jean MacKaveney	(appointed 8.12.23)
Krisell MacDonald	(appointed 8.12.23)
Iain Macaskill Trustee	(appointed 8.12.23)
Gwen Campbell MacQuarrie	(appointed 8.12.23)

Company Secretary
Alistair Ian Paul

Auditors
Mann Judd Gordon Ltd
Registered Auditors &
Chartered Accountants
26 Lewis Street
Stornoway
Isle of Lewis
HS1 2JF

Chief Executive
Arthur Cormack

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Fèisean nan Gàidheal for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Mann Judd Gordon Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 27 September 2024 and signed on its behalf by:

.....
Carola MacCallum - Chair

Report of the Independent Auditors to the Trustees and Members of Fèisean nan Gàidheal

Opinion

We have audited the financial statements of Fèisean nan Gàidheal (the 'parent charitable company') and its subsidiaries (the group) for the year ended 31 March 2024 which comprise the group and parent charitable company's Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 March 2024 and of the group's and parent charitable company's incoming resources and application of resources, including the group's and parent charitable company's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the group's and parent charitable company's in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 22 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Should future funding arrangements from Creative Scotland reduce significantly, the charity has a record of maintaining sufficient unrestricted reserves to enable an orderly change to its scale of the activities and operations and therefore the going concern basis of accounting is appropriate, even if this scenario should arise.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group’s and parent charitable company’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group’s and parent charitable company’s or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach was as follows:
We obtained an understanding of the legal and regulatory frameworks that are applicable to the entity and determined that the most significant is the Protection of Children (Scotland) Act 2003 and 2011 PVG Scheme, to ensure the safety and well-being of all participants, members, organisers and tutors. In addition, those that relate to employment matters and those relating directly to the preparation of the financial statements; that is FRS102, Charities SORP and the Companies Act 2006. Fèisean nan Gàidheal are also subject to data protection laws (GDPR) and health and safety within the workplace.

We assessed the risks of material misstatement in respect of fraud as follows:
As part of our audit team discussion, we identified if any particular area was more susceptible to misstatement. A list of the known related parties was compiled along with an expectation of transactions between them. We then made fraud enquires of those charged with governance and confirmed our related party list.

Based on the results of our risk assessment we designed our audit procedures to identify non-compliance with such laws and regulations identified above. We corroborated our enquiries of those charged with governance by a review of the board minutes to date, a review of the bank statements to date and a review of legal fees charged in the year for any evidence of legal or regulatory issues. Our considerations at planning were corroborated and no further legal or regulatory issues were noted.

We considered the risk of fraud through management override and, in response, we incorporated testing of manual journal entries throughout the year into our audit approach. A review of the year of bank statements was undertaken, to identify any large or unusual transactions. No transactions outside the normal course of business were identified.

Given the size of the entity, segregation of duties is limited, so we designed our audit procedures to identify and to address any material misstatements arising from this. Appropriate approval controls were found to be in place.

As the parent charitable company of Blas Festival Ltd, we have considered any instance of non-compliance by the subsidiary company and subsequent effect on the group. We are auditors for all entities within the group.

The engagement partner's assessment of whether the engagement team collectively had the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations concluded that the overall risk was of fraud and misstatement was low and the experience of the audit team assigned was sufficient and no specialists were required. An appropriate level of materiality has been calculated in consideration of the inherent difficulty in detecting irregularities along with the perceived level of risk.

There are inherent limitations in the audit procedures described above that result in an unavoidable risk that some material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with International Standards on Auditing (UK). The further removed non-compliance with laws and regulations is from the events and financial transactions in the financial statements, the less likely the auditor is to become aware of it or recognise non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment through forgery, collusion, omission or misrepresentation. The primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and management.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Report of the Independent Auditors to the Trustees and Members of Fèisean nan Gàidheal

Use of our report

This report is made solely to the group's and parent charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the group's and parent charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the group's and parent charitable company's members and the trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the group and parent charitable company and the group's and parent charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

A Cumming CA (Senior Statutory Auditor)
for and on behalf of Mann Judd Gordon Ltd
Registered Auditors &
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Chartered Accountants
26 Lewis Street
Stornoway
Isle of Lewis
HS1 2JF

Date: 27 September 2024

FÈISEAN NAN GÀIDHEAL

Statement of Financial Activities - Group
for the Year Ended 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	449	-	449	100
Charitable activities	5				
Core activities		638,721	114,000	752,721	897,465
Training		5,000	-	5,000	5,500
Blas Festival		154,439	-	154,439	231,508
Fèisgoil		371,159	-	371,159	525,253
Gaelic residential		23,000	-	23,000	24,749
Other trading activities	3	122,987	-	122,987	175,638
Investment income	4	9,346	(1)	9,345	5,617
Total		1,325,101	113,999	1,439,100	1,865,830
EXPENDITURE ON					
Raising funds	6	3,595	-	3,595	2,307
Charitable activities	7				
Core activities		789,188	110,670	899,858	975,753
Training		4,962	-	4,962	5,238
Blas Festival		153,585	-	153,585	235,376
Fèisgoil		362,146	-	362,146	528,931
Gaelic residential		22,145	-	22,145	23,978
Total		1,335,621	110,670	1,446,291	1,771,583
NET INCOME/(EXPENDITURE)		(10,520)	3,329	(7,191)	94,247
RECONCILIATION OF FUNDS					
Total funds brought forward		362,235	44,400	406,635	312,388
TOTAL FUNDS CARRIED FORWARD		351,715	47,729	399,444	406,635

FÈISEAN NAN GÀIDHEAL

Statement of Financial Activities – Charity Only
for the Year Ended 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	449	-	449	100
Charitable activities	5				
Core activities		638,721	114,000	752,721	897,465
Training		5,000	-	5,000	5,500
Fèisgoil		371,159	-	371,159	525,253
Gaelic development		23,000	-	23,000	24,749
Other trading activities	3	122,987	-	122,987	175,638
Investment income	4	9,346	(1)	9,345	5,617
Total		1,170,662	113,999	1,284,661	1,634,322
EXPENDITURE ON					
Raising funds	6	3,595	-	3,595	2,307
Charitable activities	7				
Core activities		789,188	110,670	899,858	975,753
Training		4,962	-	4,962	5,238
Fèisgoil		362,146	-	362,146	528,931
Gaelic development		22,145	-	22,145	23,978
Total		1,182,036	110,670	1,292,706	1,536,207
NET INCOME/(EXPENDITURE)		(11,374)	3,329	(8,045)	98,115
RECONCILIATION OF FUNDS					
Total funds brought forward		366,103	44,400	410,503	312,388
TOTAL FUNDS CARRIED FORWARD		354,729	47,729	402,458	410,503

FÈISEAN NAN GÀIDHEAL

Balance Sheet - Group
31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
FIXED ASSETS					
Tangible assets	16	4,545	-	4,545	15,140
CURRENT ASSETS					
Debtors	17	81,173	54,125	135,298	21,856
Cash at bank		323,116	4,966	328,082	454,551
		404,289	59,091	463,380	476,407
CREDITORS					
Amounts falling due within one year	18	(57,119)	(11,362)	(68,481)	(84,912)
NET CURRENT ASSETS		347,170	47,729	394,899	391,495
TOTAL ASSETS LESS CURRENT LIABILITIES		351,715	47,729	399,444	406,635
NET ASSETS		351,715	47,729	399,444	406,635
FUNDS	20				
Unrestricted funds				351,715	362,235
Restricted funds				47,729	44,400
TOTAL FUNDS				399,444	406,635

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 27 September 2024 and were signed on its behalf by:

.....
Carola MacCallum - Chair

FÈISEAN NAN GÀIDHEAL

Balance Sheet – Charity Only
31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
FIXED ASSETS					
Tangible assets	16	4,545	-	4,545	15,140
Investments		1	-	1	1
		4,546	-	4,546	15,141
CURRENT ASSETS					
Debtors	17	83,305	54,125	137,430	31,425
Cash at bank		322,846	4,966	327,812	444,884
		406,151	59,091	465,242	476,309
CREDITORS					
Amounts falling due within one year	18	(55,968)	(11,362)	(67,330)	(80,947)
NET CURRENT ASSETS		350,183	47,729	397,912	395,362
TOTAL ASSETS LESS CURRENT LIABILITIES		354,729	47,729	402,458	410,503
NET ASSETS		354,729	47,729	402,458	410,503
FUNDS	20				
Unrestricted funds				354,729	366,103
Restricted funds				47,729	44,400
TOTAL FUNDS				402,458	410,503

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 27 September 2024 and were signed on its behalf by:

.....
Carola MacCallum - Chair

FÈISEAN NAN GÀIDHEAL

Cash Flow Statement - Group
for the Year Ended 31 March 2024

	Notes	31.3.24 £	31.3.23 £
Cash flows from operating activities			
Cash generated from operations	1	(135,814)	251,531
Net cash (used in)/provided by operating activities		(135,814)	251,531
Cash flows from investing activities			
Purchase of tangible fixed assets		-	(1,499)
Interest received		9,345	5,617
Net cash provided by investing activities		9,345	4,118
Change in cash and cash equivalents in the reporting period		(126,469)	255,649
Cash and cash equivalents at the beginning of the reporting period		454,551	198,902
Cash and cash equivalents at the end of the reporting period		328,082	454,551

FÈISEAN NAN GÀIDHEAL

Notes to the Cash Flow Statement - Group
for the Year Ended 31 March 2024

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.24	31.3.23
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(7,191)	94,247
Adjustments for:		
Depreciation charges	10,595	10,221
Interest received	(9,345)	(5,617)
(Increase)/decrease in debtors	(113,442)	162,263
Decrease in creditors	(16,431)	(9,583)
Net cash (used in)/provided by operations	(135,814)	251,531

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23	Cash flow	At 31.3.24
	£	£	£
Net cash			
Cash at bank	454,551	(126,469)	328,082
	454,551	(126,469)	328,082
Total	454,551	(126,469)	328,082

FÈISEAN NAN GÀIDHEAL

Cash Flow Statement – Charity Only
for the Year Ended 31 March 2024

	Notes	31.3.24 £	31.3.23 £
Cash flows from operating activities			
Cash generated from operations	1	(126,417)	246,077
Net cash (used in)/provided by operating activities		(126,417)	246,077
Cash flows from investing activities			
Purchase of tangible fixed assets		-	(1,499)
Interest received		9,345	5,617
Net cash provided by investing activities		9,345	4,118
Change in cash and cash equivalents in the reporting period		(117,072)	250,195
Cash and cash equivalents at the beginning of the reporting period		444,884	194,689
Cash and cash equivalents at the end of the reporting period		327,812	444,884

FÈISEAN NAN GÀIDHEAL

Notes to the Cash Flow Statement – Charity Only
for the Year Ended 31 March 2024

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.24	31.3.23
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(8,045)	98,115
Adjustments for:		
Depreciation charges	10,595	10,221
Interest received	(9,345)	(5,617)
(Increase)/decrease in debtors	(106,005)	155,492
Decrease in creditors	(13,617)	(12,134)
Net cash (used in)/provided by operations	(126,417)	246,077

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23	Cash flow	At 31.3.24
	£	£	£
Net cash			
Cash at bank	444,884	(117,072)	327,812
	444,884	(117,072)	327,812
Total	444,884	(117,072)	327,812

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The presentation currency of the financial statements is the Pound Sterling (£).

The accounts are rounded to the nearest £1.

The Charity is a going concern and there are no material uncertainties casting significant doubt over its ability to continue as a going concern

Preparation of consolidated financial statements

The consolidated accounts incorporate the accounts of the parent charitable company, Fèisean nan Gàidheal and its wholly-owned subsidiary, Blas Festival Ltd. All inter-company transactions and year-end balances are removed on consolidation.

Critical accounting judgements and key sources of estimation uncertainty

Fixed asset net book value and depreciation charges are the areas of the accounts which are affected by significant judgements and estimates. The trustees exercise judgement in determining both the useful economic life and the likely residual value of the charity's assets. This judgement affects the rates of and charge for depreciation in the accounts for the year. It also therefore affects the net book value of the assets in the balance sheet.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether ‘capital’ grants or ‘revenue’ grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets

Fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life, which in the case of equipment and is four years. It is the policy of the charity not to capitalise expenditure unless the cost incurred is over £1,000.

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in profit or loss unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

1. ACCOUNTING POLICIES - continued

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors and creditors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

2. DONATIONS AND LEGACIES

	31.3.24	31.3.23
	£	£
Donations	449	100

3. OTHER TRADING ACTIVITIES

	31.3.24	31.3.23
	£	£
Sale of publications	255	224
Instrument bank revenue	3,232	6,655
Management charges	119,500	168,759
	122,987	175,638

4. INVESTMENT INCOME

	31.3.24	31.3.23
	£	£
Deposit account interest	9,345	5,617

5. INCOME FROM CHARITABLE ACTIVITIES

	Core activities	Training	Blas Festival
	£	£	£
Grants	738,821	5,000	128,069
Box office/concerts	-	-	21,603
Other income	6,400	-	4,767
Cèilidh Trails - earned income	1,500	-	-
Fèisgoil - earned income	-	-	-
Membership fees	6,000	-	-
Gaelic residentials	-	-	-
	752,721	5,000	154,439

	Fèisgoil	Gaelic residential	31.3.24 Total activities	31.3.23 Total activities
	£	£	£	£
Grants	284,596	23,000	1,179,486	1,483,048
Box office/concerts	-	-	21,603	18,205
Other income	-	-	11,167	9,604
Cèilidh Trails - earned income	-	-	1,500	1,350
Fèisgoil - earned income	86,563	-	86,563	163,519
Membership fees	-	-	6,000	6,900
Gaelic residentials	-	-	-	1,849
	371,159	23,000	1,306,319	1,684,475

Grants received, included in the above, are as follows:

	31.3.24	31.3.23
	£	£
Creative Scotland	556,667	798,601
Highland Council	100,663	255,663
Comhairle nan Eilean Siar	27,000	-
Argyll & Bute Council	36,796	18,450
Bòrd na Gàidhlig	244,610	168,600
Scottish Government	28,750	192,734
Perth & Kinross Council	-	14,000
Museums Galleries Scotland	-	5,000
William Grant Foundation	30,000	30,000
High Life Highland	155,000	-
	1,179,486	1,483,048

6. RAISING FUNDS

Other trading activities

	31.3.24	31.3.23
	£	£
Instrument bank costs	3,595	2,307

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 8)	Grant funding of activities (see note 9)	Support costs (see note 10)	Totals
	£	£	£	£
Core activities	366,541	258,163	275,154	899,858
Training	4,962	-	-	4,962
Blas Festival	152,133	-	1,452	153,585
Fèisgoil	362,146	-	-	362,146
Gaelic residential	22,145	-	-	22,145
	907,927	258,163	276,606	1,442,696

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.24	31.3.23
	£	£
Staff costs	265,830	261,077
Development officers / tutors	1,100	1,163
Child protection costs	942	4,253
Training	3,962	4,238
Resources	5,123	9,115
Treòir (Fèisgoil)	8,252	101,905
Fèisgoil - delivery costs	245,477	260,477
Archiving project	9,170	3,610
Sgoil Shamhraidh	6,749	5,219
Cleachiaigantaigh	1,469	2,676
Meanbh-chuileag/Pantomime	14,141	13,379
Tachartasan Còmhnaidh	12,396	16,280
Meanbh-Fhèis	-	715
Management charges	119,500	168,759
Gaelic language Development	5,537	-
Inter Feis activities	3,160	279
Devolved Fund	66,104	44,081
Research project	-	10,920
Blas - Artistes costs	49,452	92,290
Blas - Travel and support	33,045	54,500
Blas - PA and lighting	22,376	32,206
Blas - Venue hire	2,570	2,975
Blas - Promotion	14,778	10,261
Carried forward	891,133	1,100,378

8. DIRECT COSTS OF CHARITABLE ACTIVITIES - continued

	31.3.24	31.3.23
	£	£
Brought forward	891,133	1,100,378
Blas - Project manager	7,000	6,300
Blas - Commissions	3,000	9,481
Blas - Filming for Online	4,702	10,352
Blas - equipment	60	-
Blas - recording & photography	150	600
Fèis TV	1,657	6,759
SG - Support for Fèisean	225	4,351
	907,927	1,138,221

9. GRANTS PAYABLE

	31.3.24	31.3.23
	£	£
Core activities	258,163	349,304

The total grants paid to institutions during the year was as follows:

	31.3.24	31.3.23
	£	£
Grants to Fèisean	182,052	268,930
Tasgadh Fund	36,066	27,995
Cèilidh Trails grants	40,045	44,376
Treòir Grants	-	8,003
	258,163	349,304

10. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Core activities	250,043	796	24,315	275,154
Blas Festival	302	-	1,150	1,452
	250,345	796	25,465	276,606

11. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.24	31.3.23
	£	£
Auditors' remuneration	5,350	5,350
Auditors' remuneration for non-audit work	3,240	3,240
Depreciation - owned assets	10,595	10,221

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

During the year, £1,697 of expenses were repaid to 7 trustees (2023 - £334 repaid to 3 trustees).

13. STAFF COSTS

	31.3.24	31.3.23
	£	£
Wages and salaries	366,127	361,974
Social security costs	33,076	35,535
Other pension costs	18,306	18,688
	417,509	416,197

The average monthly number of employees during the year was as follows:

	31.3.24	31.3.23
Charitable activities	7	8
Support costs	3	3
	10	11

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.3.24	31.3.23
£60,001 - £70,000	1	1

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	100	-	100
Charitable activities			
Core activities	780,965	116,500	897,465
Training	5,500	-	5,500
Blas Festival	231,508	-	231,508
Fèisgoil	525,253	-	525,253
Gaelic residential	24,749	-	24,749
Other trading activities	175,638	-	175,638
Investment income	5,616	1	5,617
Total	1,749,329	116,501	1,865,830
EXPENDITURE ON			
Raising funds	2,307	-	2,307
Charitable activities			
Core activities	892,861	82,892	975,753
Training	5,238	-	5,238
Blas Festival	235,376	-	235,376
Fèisgoil	528,244	687	528,931
Gaelic residential	23,978	-	23,978
Total	1,688,004	83,579	1,771,583
NET INCOME	61,325	32,922	94,247
RECONCILIATION OF FUNDS			
Total funds brought forward	300,910	11,478	312,388
TOTAL FUNDS CARRIED FORWARD	362,235	44,400	406,635

15. SUBSIDIARY COMPANY

Fèisean nan Gàidheal owns 100% of the issued share capital of Blas Festival Ltd (SC308889), a company registered in Scotland. This company was incorporated to operate an annual arts festival of the same name.

Audited accounts have been filed with the Registrar of Companies and have been consolidated with those of Fèisean nan Gàidheal in the group accounts presented here.

A summary of the trading results, as extracted from the audited accounts, for the years to 31 March 2024 and 2023 are shown below.

	2024	2023
	£	£
Turnover	154,439	231,508
Cost of sales	137,133	218,980
Gross profit	17,306	12,528
Administrative expenses	16,453	16,395
Donation to Fèisean nan Gàidheal	-	-
Profit/(loss) for year	853	(3,867)
Interest receivable/(payable) for year	-	-
	-	-
Taxation	-	-
Profit/(loss) after taxation	853	(3,867)
Net (liabilities)/assets at 31 March	(3,013)	(3,866)

16. TANGIBLE FIXED ASSETS

	Group	Charity
	Computer equipment	Computer equipment
	£	£
COST		
At 1 April 2023 and 31 March 2024	75,252	75,252
DEPRECIATION		
At 1 April 2023	60,112	60,112
Charge for the year	10,595	10,595
As at 31 March 2024	70,707	70,707
NET BOOK VALUE		
As at 31 March 2024	4,545	4,545
As at 31 March 2023	15,140	15,140

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Company	
	31.3.24	31.3.23	31.3.24	31.3.23
	£	£	£	£
Amounts owed by group undertakings	-	-	2,358	9,569
VAT	226	-	-	-
Prepayments and accrued income	-	3,731	-	3,731
Prepayments	44,203	-	44,203	-
Grants receivable	90,869	18,125	90,869	18,125
	135,298	21,856	137,430	31,425

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Company	
	31.3.24	31.3.23	31.3.24	31.3.23
	£	£	£	£
Social security and other taxes	8,951	8,362	8,951	8,362
VAT	-	2,815	-	-
Grants awarded but unpaid	-	4,919	-	4,919
Accruals and deferred income	6,438	44,760	6,438	44,760
Accrued expenses	53,091	24,056	51,941	22,907
	68,480	84,912	67,330	80,948

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.24	31.3.23
	£	£
Within one year	28,033	28,033

20. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	332,235	19,480	351,715
William Grant Foundation (Designated Fund)	30,000	(30,000)	-
	362,235	(10,520)	351,715
Restricted funds			
Tasgadh Fund	10,006	433	10,439
Maoin nan Ealan Gàidhlig (formerly Creative Scotland Devolved fund)	34,394	2,896	37,290
	44,400	3,329	47,729
TOTAL FUNDS	406,635	(7,191)	399,444

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,295,101	(1,275,621)	19,480
William Grant Foundation (Designated Fund)	30,000	(60,000)	(30,000)
	1,325,101	(1,335,621)	(10,520)
Restricted funds			
Tasgadh Fund	39,999	(39,566)	433
Maoin nan Ealan Gàidhlig (formerly Creative Scotland Devolved fund)	74,000	(71,104)	2,896
	113,999	(110,670)	3,329
TOTAL FUNDS	1,439,100	(1,446,291)	(7,191)

20. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	300,910	31,325	332,235
William Grant Foundation (Designated Fund)	-	30,000	30,000
	300,910	61,325	362,235
Restricted funds			
Tasgadh Fund	-	10,006	10,006
Maoin nan Ealan Gàidhlig (formerly Creative Scotland Devolved fund)	11,478	22,916	34,394
	11,478	32,922	44,400
TOTAL FUNDS	312,388	94,247	406,635

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,719,329	(1,688,004)	31,325
William Grant Foundation (Designated Fund)	30,000	-	30,000
	1,749,329	(1,688,004)	61,325
Restricted funds			
Tasgadh Fund	41,501	(31,495)	10,006
Maoin nan Ealan Gàidhlig (formerly Creative Scotland Devolved fund)	75,000	(52,084)	22,916
	116,501	(83,579)	32,922
TOTAL FUNDS	1,865,830	(1,771,583)	94,247

20. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	300,910	50,805	351,715
Restricted funds			
Tasgadh Fund	-	10,439	10,439
Maoin nan Ealan Gàidhlig (formerly Creative Scotland Devolved fund)	11,478	25,812	37,290
	11,478	36,251	47,729
TOTAL FUNDS	312,388	87,056	399,444

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,014,430	(2,963,625)	50,805
William Grant Foundation (Designated Fund)	60,000	(60,000)	-
	3,074,430	(3,023,625)	50,805
Restricted funds			
Tasgadh Fund	81,500	(71,061)	10,439
Maoin nan Ealan Gàidhlig (formerly Creative Scotland Devolved fund)	149,000	(123,188)	25,812
	230,500	(194,249)	36,251
TOTAL FUNDS	3,304,930	(3,217,874)	87,056

21. RELATED PARTY DISCLOSURES

During the year Blas Festival Ltd paid management and administration charges to Fèisean nan Gàidheal of £15,000 (2023 - £15,000).

At the year-end date, Blas Festival owed Fèisean nan Gàidheal £2,358 (2023 - Blas Festival owed Fèisean nan Gàidheal £9,569). There are no repayment terms in place and interest is not charged on the balance.

22. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

23. ULTIMATE CONTROLLING PARTY

There is no ultimate controlling party.

FÈISEAN NAN GÀIDHEAL

Detailed Statement of Financial Activities
for the Year Ended 31 March 2024

	Unrestricted funds £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
INCOME AND ENDOWMENTS				
Donations and legacies				
Donations	449	-	449	100
Other trading activities				
Sale of publications	255	-	255	224
Instrument bank revenue	3,232	-	3,232	6,655
Management charges	119,500	-	119,500	168,759
	122,987	-	122,987	175,638
Investment income				
Deposit account interest	9,346	(1)	9,345	5,617
Charitable activities				
Grants	1,065,486	114,000	1,179,486	1,483,048
Box office/concerts	21,603	-	21,603	18,205
Other income	11,167	-	11,167	9,604
Cèilidh Trails - earned income	1,500	-	1,500	1,350
Fèisgoil - earned income	86,563	-	86,563	163,519
Membership fees	6,000	-	6,000	6,900
Gaelic residentials	-	-	-	1,849
	1,192,319	114,000	1,306,319	1,684,475
Total incoming resources	1,325,101	113,999	1,439,100	1,865,830
EXPENDITURE				
Other trading activities				
Instrument bank costs	3,595	-	3,595	2,307
Charitable activities				
Wages	229,532	-	229,532	222,991
Employer's National Insurance	17,992	-	17,992	19,398
Pensions	18,306	-	18,306	18,688
Development officers / tutors	1,100	-	1,100	1,163
Child protection costs	942	-	942	4,253
Training	3,962	-	3,962	4,238
Resources	5,123	-	5,123	9,115
Treòir (Fèisgoil)	8,252	-	8,252	101,905
Carried forward	285,209	-	285,209	381,751

FÈISEAN NAN GÀIDHEAL

Detailed Statement of Financial Activities
for the Year Ended 31 March 2024

	Unrestricted funds £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
Charitable activities				
Brought forward	285,209	-	285,209	381,751
Fèisgoil - delivery costs	245,477	-	245,477	260,477
Archiving project	9,170	-	9,170	3,610
Sgoil Shamhraidh	6,749	-	6,749	5,219
Cleachiaigantaigh	1,469	-	1,469	2,676
Meanbh-chuileag/Pantomime	14,141	-	14,141	13,379
Tachartasan Còmhnaidh	12,396	-	12,396	16,280
Meanbh-Fhèis	-	-	-	715
Management charges	111,000	8,500	119,500	168,759
Gaelic language Development	5,537	-	5,537	-
Inter Feis activities	3,160	-	3,160	279
Devolved Fund	-	66,104	66,104	44,081
Research project	-	-	-	10,920
Blas - Artistes costs	49,452	-	49,452	92,290
Blas - Travel and support	33,045	-	33,045	54,500
Blas - PA and lighting	22,376	-	22,376	32,206
Blas - Venue hire	2,570	-	2,570	2,975
Blas - Promotion	14,778	-	14,778	10,261
Blas - Project manager	7,000	-	7,000	6,300
Blas - Commissions	3,000	-	3,000	9,481
Blas - Filming for Online	4,702	-	4,702	10,352
Blas - equipment	60	-	60	-
Blas - recording & photography	150	-	150	600
Fèis TV	1,657	-	1,657	6,759
SG - Support for Fèisean	225	-	225	4,351
Grants to institutions	222,097	36,066	258,163	349,304
	1,055,420	110,670	1,166,090	1,487,525
Support costs				
Management				
Wages	136,595	-	136,595	138,983
Social security	15,084	-	15,084	16,137
Office rent	20,234	-	20,234	22,579
Insurance	11,397	-	11,397	10,727
Light and heat	11,074	-	11,074	6,719
Telephone	10,899	-	10,899	11,573
Printing, postage & stationery	15,604	-	15,604	17,501
Advertising	135	-	135	-
Sundries	2,478	-	2,478	2,397
Website	2,369	-	2,369	2,090
Staff travel and expenses	13,881	-	13,881	16,093
Depreciation of tangible and heritage assets	10,595	-	10,595	10,221
	250,345	-	250,345	255,020

FÈISEAN NAN GÀIDHEAL

Detailed Statement of Financial Activities
for the Year Ended 31 March 2024

	Unrestricted funds £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
Management				
Finance				
Bank charges	796	-	796	250
Governance costs				
Auditors' remuneration	5,350	-	5,350	5,350
Auditors' remuneration for non-audit work	3,240	-	3,240	3,240
Legal fees	3,243	-	3,243	2,996
Committee expenses	4,560	-	4,560	1,436
Annual conference	9,072	-	9,072	13,459
	25,465	-	25,465	26,481
Total resources expended	1,335,621	110,670	1,446,291	1,771,583
Net income	(10,520)	3,329	(7,191)	94,247

Fèisean nan Gàidheal

Funding Agreements

Agenda Item: 3.2024.03(g)

Reason for Paper

To update Board members on the status of the organisation's main funding agreements.

Background

As usual, we are in regular contact with the bodies which fund our programme and it is essential that Board members are aware of the status of our agreements with them.

Funding Agreements

1. Creative Scotland

The second of four instalments of regular funding for 2024-25 was paid in July and we expect the third tranche in October.

There has been controversy around funding for Creative Scotland, both in the current financial year and in future years. The Scottish Government has promised that, by 2028-29, its spend on culture will be £100m more than it is now, but doubts were raised about this promise when recent announcements were made about the overall tight fiscal position in which Scotland is operating. There is also no clarity as to where the first portion, an additional £25m in 2025-26, will be spent.

With the Chair's agreement, I wrote to the Cabinet Secretary for the Constitution, External Affairs and Culture on 29 August calling on the government to keep its promise and outlining the importance of Creative Scotland funding. The letter is available in 3.2024.03(g)-1.

Despite the challenging financial environment, it is expected the outcome of our application for multi-year to Creative Scotland will be known sometime in October.

We continue to deliver Tasgadh and Maoin nan Ealan Gàidhlig with funding from Creative Scotland, with staff members on the respective panels. We are also a member of its Traditional Arts Working Group.

2. Bòrd na Gàidhlig

The first instalment of 2024-25 funds from Bòrd na Gàidhlig was received in May and we expect the second tranche in November.

We have had discussions with Bòrd na Gàidhlig about the Scotland's Language Bill and added our signature to an open letter to the Scottish Government regarding funding for Gaelic organisations, including Bòrd na Gàidhlig.

Maoin nan Ealan Gàidhlig is now part-funded by Bòrd na Gàidhlig and we have a member of the Bòrd's staff on the panel which agrees grants.

3. The Highland Council and High Life Highland

Despite no uplift in funding for Highland Fèisean or the Blas Festival, we have supported both.

Summer Fèisean seemed to be very successful this year and most continued to use school premises for their main Fèis. Several have, however, decided to find cheaper alternative accommodation for regular classes since the costs of schools is prohibitive.

Blas went ahead from 6 to 14 September with significantly fewer events organised directly by Fèisean nan Gàidheal. However, through a range of partnerships we were able to offer 30 events between a live and online programme. The funding situation, however, did mean that much more of the work had to be done by our own team in-house rather than using an external contractor, with the weight of work falling on our Development Manager. This is not a sustainable model.

We are delighted to have confirmation from High Life Highland that our YMI contract is to be continued enabling us to continue delivering traditional music lessons in all Highland primary schools in 2024-25.

4. Argyll & Bute Council
Funding for 2024-25 of £18,450 was agreed by Argyll & Bute Council and this was paid in July.

An update meeting was held with Suzanne Mason and Mairi MacLennan from the council on 6 July attended by Abi Reid and me. There was discussion around further collaboration with the council.

Summer Fèisean in Argyll went very well this year and Fèis Latharna had a successful Cèilidh Trail.

5. Comhairle nan Eilean Siar
In June, we applied to Comhairle nan Eilean Siar's Crown Estates Revenues Fund for a project which would assist deliver outcomes in the Comhairle's Gaelic Language Plan, particularly (i) increasing use of Gaelic in projects and initiatives funded by the Comhairle, (ii) enriching the curriculum by offering opportunities which enhance learning about Gaelic culture, (iii) increasing support for Gaelic-related employment in the creative industries, aligned to other local improvement priorities and (iv) increasing Gaelic-related arts and heritage activities, particularly amongst young people.

To date, we have not heard the outcome of the application which could be of great benefit to the local Fèisean and to employment for tutors.

The summer Fèisean in the Western Isles were well attended this year and more information on all Fèis activities is available in the reports from Development Officers.

We are pleased that our agreement to deliver singing support in Uist and Barra schools is to continue.

We were also pleased to receive assistance from the Comhairle for two Blas events in the Western Isles.

6. Scottish Government
With funding from the Scottish Government, we expect to deliver Blasad Gàidhlig sessions in the 2024-25 school year through the consortium of local authorities. However, there is a delay in releasing funds.

Further information on delivery will be included in the Fèisgoil Manager's report once this is confirmed.

7. William Grant Foundation
We were delighted that the William Grant Foundation stepped in with an additional, unrestricted grant of £30k for 2024-25 and the promise of a further unrestricted £30k in 2025-26.

These funds are being used across a number of areas of our work, reducing the deficit identified at the start of the financial year.

Action Required
Board members are asked to:
1. Note the current position in relation to funding agreements and the information in the accompanying paper and
2. Raise any questions or issues where clarification is required.

Arthur Cormack
Chief Executive
September 2024

Arthur Cormack
Chief Executive

Art MacCarmaig
Ceannard

3.2024.03(g)-1

29 August 2024

Angus Robertson MSP
Cabinet Secretary for the Constitution, External Affairs and Culture
Scottish Government
The Scottish Parliament
Edinburgh
EH99 1SP

CabSecCEAC@gov.scot

Dear Mr Robertson

Scottish Government Support for Culture

Nobody doubts the challenging financial circumstances in which the Scottish Government is operating. We hope, nevertheless, it is the government's intention to keep its promise of increasing spend on culture by £100m before 2028-29 and maintain funding for the sector, thereafter, at least at that level.

For nearly 45 years, the Fèis movement has been transforming communities and young people's lives, through engagement with traditional music and Gaelic arts. It has created a generation of traditional musicians, some of whom are in the top-flight making a living, and promoting Scotland and its culture, across the globe. The Fèisean have played a part in building demand for traditional music, evident in the audiences which fill venues in Scotland and overseas and our music is viewed as a vital part of Scottish culture and heritage by 88% of those who responded to a recent VisitScotland survey.

Along with 280 other organisations, Fèisean nan Gàidheal applied to Creative Scotland for three-year funding through its recent process. At the same time, we were invited to apply for multi-year funding from Bòrd na Gàidhlig. The work involved was considerable particularly, in our case, since the two opportunities coincided. Already we know Bòrd na Gàidhlig is only able to offer a modest increase for 2024-28, contingent on it receiving funds from the Scottish Government. Those who were engaged in the Creative Scotland process will feel extremely let down should the funding status quo prevail.

The country's arts and cultural infrastructure will be much diminished if it is not possible for Creative Scotland's to break the 7 years, and counting, cycle of standstill funding for arts organisations. The same is true of the organisations which support Gaelic, reliant on Bòrd na Gàidhlig which has suffered from insufficient funding, and no inflationary increases, over a very long period.

Recognising it is a competitive process, and taking nothing for granted, the regular funding Fèisean nan Gàidheal receives from Creative Scotland is vital to supporting the work for young people organised by a wide network of volunteers involved in running Fèisean across Scotland and the artists they employ. It also enables us to lever funds from elsewhere and, in that, we don't stand still.

For example, we began this financial year with a budget gap of over £100k. We managed to secure additional funding from the William Grant Foundation to partly plug the gap. In addition, we engaged in a consortium, with 12 other European partners, which secured €4m of EC funds. Our share will support more work for tutors and further opportunities for young musicians.

The community Fèisean still need support. There is uncertainty over local authority funding and one impact of standstill public funding is vastly increased competition for trust and philanthropic funding.

The higher cost of living also impacts the ability of parents to afford Fèis activities for their children. We encourage Fèisean to offer free, subsidised or 'pay-what-you-can' places but the extent to which they, and we, can mitigate every situation is limited on the funding available.

More of our funding is being spent on accommodation, food, travel and venues. Last week, one of our local Fèisean was informed it will be charged £4,532 to use a school for a two-day series of Gaelic cultural activities for young people which, we would argue, is an opportunity to broaden their education. In organising the Blas Festival, the biggest non-competitive celebration of Gaelic culture in Scotland, we are encountering accommodation costs of £200 to £300 per person, per night in the Highlands.

While the purchase of such services benefits businesses, we want to enable artists to make a better living and a more substantial and sustainable contribution to the economy.

We are committed to Fair Work and contractually obliged to pay industry standard rates to artists. We have also agreed to reduce carbon use and put in place plans for adaptations to cope with climate change.

To continue delivering those initiatives, while managing increased operational costs, would require a significant uplift in funds from our main supporter, Creative Scotland. The alternative, while those commitments are prioritised, will be support for fewer cultural experiences with a corresponding decrease in employment opportunities for freelance artists.

In addition to offering thousands of young people access to traditional music and song our work also supports Gaelic, providing opportunities for language acquisition and use through the arts, contributing to linguistic confidence, supporting language enrichment for pupils in Gaelic education and access to the language for thousands who are not.

Funding for the arts and culture is an investment which generates significant economic, social, linguistic, wellbeing and educational benefits for the people of Scotland and those who visit our country. The Gaelic language and its related traditional arts are unique aspects of Scotland's culture. If they are not supported here, they won't be supported anywhere.

Acknowledging the difficult choices that may be coming, we call on you to give cultural bodies an early indication of the government's intentions for its promised additional spend in the sector. We call on the Scottish Government, too, to work with Creative Scotland, and others, in developing a Gaelic Arts Strategy, a recommendation of the Short Life Working Group on Economic and Social Opportunities for Gaelic and address the issue of the underfunding of Gaelic language initiatives, outlined in section 2.6 of the group's report.

I would be happy to discuss this further with you, or your colleagues, anytime if that would be helpful.

Leis gach deagh dhùrachd

Arthur Cormack
Chief Executive

cc John Swinney MSP
First Minister

Kate Forbes MSP
Deputy First Minister and Cabinet Secretary for Gaelic

Jenny Gilruth MSP
Cabinet Secretary for Education and Skills

Carola MacCallum
Chair, Fèisean nan Gàidheal

Claire Cullen
Gaelic & Scots Division, Scottish Government

Douglas Ansdell
Gaelic & Scots Division, Scottish Government

Fèisean nan Gàidheal

Programme for the 2024 Gathering of the Fèisean

Agenda Item: 3.2024.05(a)

Reason for Paper

To provide information to Board members on the programme for the Annual Gathering of the Fèisean and AGM which is included in the following page.

Action Required

Board members are asked to note the arrangements for the Gathering.

Anne Willoughby
Executive Manager
September 2024

Fèisean nan Gàidheal

Cruinneachadh nam Fèisean 2024

Annual Gathering of the Fèisean 2024

Taigh-òsta Leonardo, Inbhir Nis — Leonardo Hotel, Inverness

CLÀR — PROGRAMME

Dihaoine 27 Sultain		Friday 27 September
11:30	**Coinneamh den Bhòrd Stiùiridh**	Meeting of Board of Directors
15:00	**Seisean Fosgailte** – **Ion-ghabhaltas** – **Goireasan didseateach** **Ceistean/Còmhradh le na Fèisean**	Open Session – Inclusion – Digital resources Questions/Discussion with the Fèisean
18:30	**A' Choinneamh Bhliadhnail** **Carola NicChaluim, Cathraiche**	Annual General Meeting Carola MacCallum, Chair
19:00	**Tac an Teine** **Deoch ro-dhìnneir agus ceòl aig Fèis a' Bhaile, Fèis na h-Òige agus seinneadairean**	Tac an Teine Pre-dinner drink with music from Fèis a' Bhaile, Fèis na h-Òige and singers
20:00	**Dìnnear** **Aoigh: Fionnlagh MacIllinnein**	Dinner Guest Speaker: Finlay MacLennan
21:30	**Cèilidh le Còmhlan Cèilidh Monach Isles**	Cèilidh with The Monach Isles Cèilidh Band

Disathairne 28 Sultain		Saturday 28 September
09:15	**Fàilte: Art MacCarmaig**	Welcome: Arthur Cormack
09:20	**Atharrachadh na Gnàth-shìde agus Goireasan Sgoiltean** **Jonathan Angell, Keep Scotland Beautiful**	Climate Action and Schools Resources Jonathan Angell, Keep Scotland Beautiful
10:00	**Tobar an Dualchais: Sàr ghoireas** **Floraidh Forrest, Stiùiriche**	Tobar an Dualchais: Excellent resource Floraidh Forrest, Director
11:00	**Tì/Cofaidh**	Tea/Coffee
11:15	**Comann Òtasam Nàiseanta – Meur na Gàidhealtachd** **Carrie Watts, Cathraiche le Adam & Hannah**	National Autistic Society – Highland Branch Carrie Watts, Chair with Adam & Hannah
11:45	**Mi-fhìn agus Òtasam** **Nuala & Lisa NicDhòmhnaill**	Autism and Me Nuala & Lisa NicDhòmhnaill
12:15	**Cothrom cabadaich le na Fèisean**	Open discussion with the Fèisean
12:40	**Ealasaid Dhòmhnallach** **Ceannard, Bòrd na Gàidhlig**	Ealasaid Dhòmhnallach Chief Executive, Bòrd na Gàidhlig
13:00	**Lòn agus Dealachadh**	Lunch and Depart

Fèisean nan Gàidheal

Annual Report 2024

Agenda Item: 3.2024.05(b)

Background

Fèisean nan Gàidheal's Annual Report for 2024 will be sent out electronically, once ready, giving members the opportunity to read it in advance of the Board meeting.

Action Required

Board members will be asked to note the content of the Annual Report and approve it prior to the AGM.

Arthur Cormack
Chief Executive
September 2024

Fèisean nan Gàidheal

Creative Scotland Funds: Tasgadh and Maoin nan Ealan Gàidhlig

Agenda Item: 3.2024.05(c)

Reason for paper

To provide Board members with infomation on the Tasgadh and Maoin nan Ealan Gàidhlig funds Fèisean nan Gàidheal administers on behalf of Creative Scotland and Bòrd na Gàidhlig.

Tasgadh

£40,000 is available from Creative Scotland for Tasgadh grants in 2024-25. Fèisean nan Gàidheal receives £3,500 for administering this fund, leaving £36,500 to disburse.

In round one, 47 applications were received with requests totalling £43,036 towards projects with a total value of £130,050. Minutes from the meeting held on 9 July 2024 are in the following pages which confirm grants of £14,835 having been agreed by the panel at the first of three meetings for the year.

This leaves £21,665 available for two further rounds of grants, the application deadlines for which are 25 October 2024 and 31 January 2025.

Maoin nan Ealan Gàidhlig

£50,000 is available from Creative Scotland for Maoin nan Ealan Gàidhlig with an additional £30,000 from Bòrd na Gàidhlig. Fèisean nan Gàidheal receives £5,000 for administering this fund leaving £75,000 to disburse.

The first round for 2024-25 attracted 33 applications seeking funding of £170,735 towards projects worth £602,914. The minutes are following for the first of two meetings, held on 16 July 2024. At that meeting, £39,464 was offered in grants.

This leaves £35,536 available for the second and final round of 2024-25 grants, the application deadline for which is 15 November 2024.

Action Required

Board members are asked to note the decisions made in relation to Tasgadh and Maoin nan Ealan Gàidhlig grants.

Arthur Cormack
Chief Executive
September 2024

TASGADH
Traditional Arts Small Grants

Administered by fèisean NAN GÀIDHEAL

CREATIVE SCOTLAND
ALBA | CHRUTHACHAIL

LOTTERY FUNDED

Panel Meeting

Tuesday 9 July 2024 from 10.30 am via Zoom

MINUTES

T1-202425-01 Present

Arthur Cormack (AC), Catriona Hawksworth (CH), David Francis (DF), Fiona Campbell (FC), Iliyana Nedkova (IN), Joanne Urwin (JU) and Luke Slater (LS).

T1-202425-02 Apologies

Martin Hadden (MH).

Panel members recorded their best wishes to Martin who had been unwell.

T1-202425-03 Minutes from previous panel meeting

AC apologised for not having managed to circulate amended guidance to panel members in advance of the 2024-25 Tasgadh scheme being launched.

A point was raised regarding the environmental question which had been introduced to the application process and it was confirmed there was a link from the Tasgadh guidance to Creative Scotland's environmental sustainability guidelines. It was felt that, perhaps, this was too onerous for applicants to a light-touch funding scheme and it was agreed AC and CH would discuss this to see if there might be a way to offer applicants a simplified steer.

It was also agreed that a short project description should be introduced to the application form.

With those remarks, the minutes from the panel meeting held on 13 February 2024 were approved as a true record of the meeting.

T1-202425-04 Assessment of applications and agreement on grants

47 applications had been received for this funding round with requests totalling £43,036 towards projects with a value of £130,050. AC confirmed there was £36,500 available to allocate over three rounds of which this was the first.

Prior to the meeting the panel members had the opportunity to score the applications based on various criteria and average scores, following that exercise, had been provided to the panel as a guide in their

deliberations. Where interests were declared, those are noted in the table of decisions below. Those involved took no part in the decision-making relating to the corresponding applications.

Following careful consideration and discussion, the following grants were agreed:

Applicant Name	Project Summary	Decision	Interest (√)
Jenni Wren	Create a short duet performance incorporating traditional music and dance	£800.00	
Riddell Fiddles	Continuation of Newtown Youth Trad sessions	£850.00	DF
Bealach	Singing workshop and performance with Anne Martin	£500.00	AC
Dannsa	Create a new dance piece based on the Irish tradition	£1,000.00	
Alana MacInnes	Research, arrange and perform traditional songs from Uist and Colonsay	£760.00	
Daiva Ivanauskaitė-Brown	Dragon's Tale, a storytelling and music piece children	£990.00	JU
Friends of Wighton	12 weeks of classes, 64 total, with a Christmas performance	£1,000.00	DF
Clyne Heritage Society	Research to develop learning resources, workshops and visitor experiences	£450.00	
Màiri Callan	Showcasing and performing new compositions	£738.00	
Ailie Robertson	A book of clàrsach arrangements of tunes from the MacLean-Clephane Manuscripts	£998.00	
Bill Taylor	Six weekly clàrsach taster music lessons in Tore Primary School	£979.00	
Fèis Phàislig	Build on Weekly Lessons programme	£720.00	DF, AC
Chris Lyons	Pilot edition of the Cèilidh Plus event	£825.00	IN
Neil Wood	New Tune Hub project with a series of 6 x 90-minute workshops	£950.00	DF
Killin & Ardeonaig CDT	Research and exhibition project celebrating the 65th anniversary of Killin School	£700.00	
Inverness Acoustic Music Club	Four-month programme of acoustic music events	£750.00	DF
The Scots Fiddle Festival	"Trad Tunes for Bairns" concert in 2024	£300.00	DF
Iseabail Strachan	Accordion lessons for young people in the Skye & Lochalsh area	£1,000.00	
Inch Community Association	Three dance workshops with live music accompaniment	£525.00	
		£14,835.00	

T1-202425-05 AOCB

It was noted again how over-subscribed Tasgadh has become and how far the funds are having to stretch. It was agreed that, in the event of a large number of applications coming forward in future rounds, an initial sift might be necessary along the lines of the process followed in the last two rounds.

AC thanked the panel members for their time at the meeting and in assessing and scoring applications prior to it.

T1-202425-06 Next Meeting

It was confirmed the next two panel meetings would be on 19 November 2024 and 18 February 2025, giving members extra time to deal with application assessments.

COINNEAMH NA PANAIL
Dimàirt 16mh Iuchar 2024 aig 10.30m air Zoom

GEÀRR-CHUNNTAS

MEG-202425-1-01 An làthair
Magaidh Nic a' Ghobhainn (MN), Iain Mac a' Ghobhainn (IM), Steven Kellow (SK) [Bòrd na Gàidhlig], Anna NicGuaire (AN) [Alba Chruthachail] agus Art MacCarmaig (AM) [Fèisean nan Gàidheal].

Cha b' urrainn do dh'Anna NicGuaire a' choinneamh air fad a fhrithealadh ach nochd i aig 12.00.

Thug AM taing do Bhrian Ó hEadhra bho Bhòrd na Gàidhlig agus Sarah NicEachearn a b' fheudar na h-àitichean aca air a' phanail a leigeil seachad. Chuir an dithis aca gu mòr ri co-dhùnaidhean Maoin nan Ealan Gàidhlig.

Chuir AM fàilte air Steven Kellow a bhios a' riochdachadh Bòrd na Gàidhlig bho seo a-mach.

MEG-202425-1-02 Leisgeulan
Cha robh leisgeul sam bith ann.

MEG-202425-1-03 Geàrr-chunntas na coinneimh roimhe
Ghabh na bha an làthair ris a' gheàrr-chunntas air coinneamh a chaidh a chumail air 28mh Samhain 2023.

MEG-202425-1-04 A' nochdadh com-pàirt
Air thoiseach air a' choinneimh bha aig buill na panail ri dhearbhadh an robh com-pàirt aca ann an iarrtas sam bith. Ann an suidheachadh far an do nochd ball com-pàirt, tha sin comharraichte gu h-ìosal agus cha do ghabh an neach ainmichte gnothach ris a' cho-dhùnadh mun iarrtas buntainneach.

MEG-202425-1-05 Aonta ri tabhartasan
Bha 33 iarrtasan ann a' sireadh taic de £170,735 mu choinneamh phròiseactan luach £602,914 uile gu lèir. Chaidh a dhearbhadh gur e £75,000 a bha ri sgaoileadh tron dà chothrom ann an 2024-25.

An dèidh beachdachadh gu cùramach air na h-iarrtasan, cho math 's a fhreagair iad air prìomhachasan an stòrais agus na comharran a thug buill na panail dhaibh air thoiseach air a' choinneimh, chaidh aontachadh ris na tabhartasan a leanas:

Ainm an tagraiche	Gearr-chunntas air a' phròiseict	Buidseat slàn	Suim ga sireadh	Co-dhùnadh	Com-pàirt
Taigh Chearsabhagh	Arts club in the studio spaces at Taigh Chearsabhagh during the October holidays	£2,384	£1,784	£1,784	
Bealach	A weekend of Gaelic music workshops for local children in Applecross	£3,175	£1,550	£1,550	AM/AC

Bun-sgoil Ghàidhlig Ghlaschu	Funding to take over the School Choir at Bun Sgoil Ghàidhlig Ghlaschu	£4,145	£3,731	£2,545	
Kirsteen Ghrannd	Seinn Còmhla - buidheann a' seinn is a capadaich sa Ghàidhlig	£500	£440	£440	
Ionad Thròndairnis	Luaidh a dhèanamh air Maoilios Caimbeul agus e a' comharrachadh aois 80 a ruighinn	£8,546	£3,446	£3,000	AC
Còisir Ghàidhlig Sgoil Ghleann Dail	Continue the Còisir Ghàidhlig extra-curricular club for pupils	£3,295	£1,945	£1,945	
Gillebride Mac 'Ille Mhaoil	Sgeulachd a chruthachadh à tè de na h-òrain aig Gillebride	£9,608	£7,908	£5,000	
John Murdo MacAulay	"Seaforth" - a 15-minute Gaelic language film	£42,500	£10,000	£5,000	
Glasgow Life	Pilot event to support a new programme of Gaelic Cèilidhs in Glasgow	£6,800	£4,950	£2,000	AC
Comunn Eachdraidh Nis	Two 'Ceòl sa Chafaidh' events in September	£1,500	£600	£600	
Inverness Museum and Art Gallery	Create, present and showcase visual art from a Gaelic perspective	£13,935	£5,445	£5,000	
Teud: The Hebridean Fiddle Project	Teud - A' cruthachadh EP ùr	£7,820	£4,136	£3,000	
Iseabail Strachan	Recording first EP with connected to Breakish or people and places in Skye	£6,765	£3,900	£3,600	
Kim Carnie	Record and release a full-length album	£19,787	£7,747	£4,000	
IOMLAN		**£130,759**	**£57,580**	**£39,464**	

MEG-202425-1-06 Maoin nan Ealan Gàidhlig san àm ri teachd

Dh'fhàgadh co-dhùnaidhean na coinneimh £35,536 ri chosg tron chothrom eile ann air tabhartasan bho Mhaoin nan Ealan Gàidhlig le ceann-latha 15mh Samhain 2024 airson tagraidhean.

Chaidh a dhearbhadh gu bheil Bòrd na Gàidhlig air aontachadh taic a chumail ri Maoin nan Ealan Gàidhlig thairis air ceithir bliadhnaichean tro chùmhnant le Fèisean nan Gàidheal.

Chaidh aontachadh gum bu chòir fios a bhith san stiùireadh mun ìre de thaic a bu chòir do thagraichean soirbheachail a bhith dùileachadh agus thèid dèiligeadh ri sin le AM.

MEG-202425-1-07 G I S B E

Chaidh ceist a thogail an robh feum air ball eile air a' phanail an àite Sarah MhicEachearn agus chaidh aontachadh gum biodh sin feumail. Cuiridh buill na panail beachan gu AM.

Thugadh taing do bhuill na panail airson an cuid taic leis na co-dhùnaidhean agus an obair ullachaidh ro làimh, a bha gu math trom an turas seo.

MEG-202425-1-08 Ceann-latha na h-ath choinneimh

Chaidh a dhearbhadh gum bi an ath choinneimh a' dol air adhart Dimàirt 3mh Dùbhlachd aig 10.30m.

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