fèisean
NAN GÀIDHEAL

Fèisean nan Gàidheal

Meeting of the Board of Directors
11.30am on Friday 6 December 2024
Online via Zoom

Fèisean nan Gàidheal

Meeting of the Board of Directors to be held online from 11.30am on Friday 6 December 2024

Agenda

4.2024.01 PRELIMINARIES

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

4.2024.02 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)	Blas 2024 and 2025	For Discussion and Noting
(d)	AMPLIFY	Verbal for Discussion and Noting
(e)	Review of programme from October and a look ahead	Verbal for Discussion and Agreement

4.2024.03 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 September 2024	For Discussion and Noting
(d)	Grants to Fèisean 2024-25	For Noting
(e)	Funding Agreements	For Discussion and Noting

4.2024.04 STAFFING ISSUES

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

4.2024.05 OPERATIONAL ISSUES

(a)	Carbon Reduction: Annual Report	For Discussion and Noting
(b)	Climate Change: Adaptation Plan	For Agreement
(c)	Creative Scotland Funds: Tasgadh and Maoin nan Ealan Gàidhlig	For Noting

4.2024.06 OTHER

(a)	A O C B	
(b)	Dates for 2025 meetings	For Agreement

Fèisean nan Gàidheal

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

4.2024.01 PRELIMINARIES

(a) Present

Carola MacCallum (Chair), Kirsty MacDougall (Vice Chair), Rachel Lincoln, Iain MacAskill (online), Krisell MacDonald, Tommy MacDonald, Katie MacInnes, Muriel MacKaveney, Gwen MacQuarrie, Alistair Paul (online), Siobhan Anderson (Creative Scotland), Arthur Cormack (Attending), Eilidh Mackenzie (Attending), Anne Willoughby (Attending), Calum Alex Macmillan (Attending), Luke Slater (Attending)

Simultaneous translation was provided by Angus Macleod.

(b) Apologies

Steven Kellow (Bòrd na Gàidhlig), Lena Walker (Highland Council), Kirsty Moyes (Argyll & Bute Council), John A MacIver (CnES), Duncan MacNeil (Argyll & Bute Council), Morag Anna Macleod Mitchell (Highland Council).

Condolences were extended to the family of Sandra MacLeod, a former employee of Fèisean nan Gàidheal, who had passed away recently.

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

Minutes of the meeting held on 24 May 2024 had been circulated.

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

(d) Matters Arising

It was reported that two tickets were available for the Scots Traditional Music Awards to be held in Inverness on St Andrews Day, as Fèisean nan Gàidheal is sponsoring the Hall of Fame.

It was noted Maggie Frame was retiring as Chair of Fèis Arainn and thanks were extended to her from the Board and staff.

Arthur Cormack reported that we required to buy new instruments and repair existing ones. He suggested up to 50% of the interest earned on CAF accounts could be allocated towards this.

The Board agreed.

4.2024.02 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.

Board members were happy with the progress and the report was noted.

(b) Staff Progress Reports

Progress Reports from staff had been circulated.

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 May 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 discussed the Adaptation Plan, retaining teenagers in Fèis activities, Amplify, drama tutors and the Annual Gathering of the Fèisean.
- Calum reported on Summer and October Fèisean, Ceilidh Trails, Blas, Turas, Fuaran and Oide.

- Eilidh reported on Blasad Gàidhlig, Mod Academy, YMI, Seinn, Meanbh-chuileag, Sporan, Gaelic Awareness Training and Neart – UNCRC project with e-Sgoil.

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

(d) Amplify

A paper, prepared by Arthur Cormack, had been circulated in advance of the meeting with information regarding the proposed Amplify project.

It was noted Fèisean nan Gàidheal was a partner in the consortium which bid, successfully, for €4m of EC Horizon funds.

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

Board members noted the content of the report and the potential benefits to Fèisean and tutors and confirmed their agreement to proceed as partners in the project.

4.2024.03 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 16 September 2024.

The budget deficit at the start of the year had now been reduced due to some savings and extra funding from the William Grant Foundation. Funding secured from Amplify will reduce this further.

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

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

The current balances were:
- Current Account: £9816.18
- High Interest Account: £245,998.83
- Blas Account: £4,833.79
- Development Account: £8,793.87
- CAF deposits: £397,557.49

Board members noted the balances in the bank accounts and on deposit with CAF/Flagstone.

(c) Management Accounts to 30 June 2024

Management Accounts to 30 June, prepared by Mann Judd Gordon, had been circulated in advance of the meeting.

Board members noted their content.

(d) Grants to Fèisean 2024-25

A list of grants agreed for Fèisean had been circulated in advance of the meeting and it was reported that payments have been made to Fèisean at the point of need.

The report was noted by the Board.

(e) Annual Accounts to 31 March 2024

Annual accounts to 31 March, prepared by Mann Judd Gordon, had been circulated in advance of the meeting. Immediately prior to the Board meeting, Andy Cumming from Mann Judd Gordon had joined the meeting online to go over the audited accounts with all Board members present.

A letter had been circulated to Board members explaining a number of points that had come to light while Mann Judd Gordon were working on the audit. Proposed responses to the recommendations were shared with Board members.

Board members agreed to the responses and that a letter outlining the Board's response would be sent by the Chair to Mann Judd Gordon, copied to other office bearers.

The accounts were duly approved by the Board and recommended to be put forward to the AGM.

(f) Confirmation of Auditors

A 2-year contract had been agreed in 2022 with Mann Judd Gordon, which had now come to an end. Board members had received a quote from Mann Judd Gordon for continuance of the work over a proposed 3-year period.

Board members were content to confirm to the AGM re-appointment of Mann Judd Gordon as auditors for up to three years.

(g) 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.

It was noted by the Board and, in particular, that the organisation had maintained good relationships with funding bodies.

4.2024.04 STAFFING ISSUES

(a) Up to date information

Arthur Cormack reported that Luke Slater would be leaving Fèisean nan Gàidheal at the end of October and that the post would be advertised as soon as practical.

Faye Smith had a ten-week student placement over the summer, based in the Western Isles, which had now come to an end.

The Chief Executive also raised the need for the Board to be mindful of succession planning and this was noted.

(b) Fair Work First

Arthur Cormack gave an update on the Scottish Government's Fair Work First initiative.

Fèisean nan Gàidheal is already doing a lot of what is required of the scheme. Staff are given the opportunity to raise any concerns or ask any questions at work meetings.

In relation to the 2024-25 pay settlement, it was noted that Unison was seeking an increase of 7% to wages, though it was expected the finally agreed figure would be less than that.

Board members noted the update.

4.2024.05 OPERATIONAL ISSUES

(a) Programme for the 2024 Gathering of the Fèisean

The programme for the AGM and Gathering of the Fèisean, prepared by Anne Willoughby, had been circulated in advance of the meeting.

It was confirmed that around 50 participants were expected to attend the gathering.

It was agreed that Fèisean nan Gàidheal membership fees should remain at £150 per annum.

Board members noted the programme and were looking forward to a successful Gathering.

(b) Annual Report 2024

The Annual Report had been circulated digitally in advance of the meeting. The report has been posted to the website, social media and sent to all attendees of the AGM and Annual Gathering.

Arthur Cormack thanked Calum Macmillan for his work in preparing the text for the report, Luke Slater for his design work and Iain MacIlleChiar for his translation work.

Board members were happy to approve the 2024 Annual Report which would be presented at the AGM.

(c) **Creative Scotland 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.

Board members noted the grants approved by independent panels.

4.2024.06 OTHER

(a) **A O C B**
The Chair thanked Angus Macleod for his translation.

There was no other business.

(b) **Date for next meeting: 06.12.2024**
It was confirmed that the next meeting would be on 6 December 2024, to be held online.

Fèisean nan Gàidheal

Progress in implementing Fèisean nan Gàidheal's Programme of Work

Agenda Item: 4.2024.02(a)

Reason for paper

To update members on progress with Fèisean nan Gàidheal's Programme of Work for the second quarter of 2024-25 to 30 September 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. There were no awards made in Q2. Not directly relevant to financial assistance, but to support for Fèisean, Fèisean nan Gàidheal is a member of a consortium of 12 European organisations which has secured almost €4m to engage in a project which will benefit Fèisean and offer additional employment to tutors.	√ √ √ √ √ √
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 Gathering took place on 27 and 28 September with a range of sessions including climate change actions, making use of digital archives for local Fèisean and sessions on catering for young people with additional needs with a special focus on autism.	√ √ √
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 and have agreed that around half of interest earned from deposited funds can be spent on this. We have had several donations of instruments in the first half of the year.	√ √ √ √
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 had 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 promoted a tender opportunity for new lessons during Q2 and will commission at least three series and put out an additional tender during Q3.	√ √ √ √ √ √
CS9	Recruit a new cohort of singers for the Fuaran project by February 2025.		We expect to deliver this within the given timescale with work beginning in Q4 once the outcome of a funding application is known.	√ √ √ √
CS10	At least 10 tutors will be trained in teaching skills during 2024-25.		16 tutors took part in two sessions on teaching skills during 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.		185 Fèis organisers took part in 10 training session to the end of Q2.	√ √ √ √

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.		9 staff training sessions were available to the end of Q2. Individual staff members undertook training identified by themselves.	√ √ √ √ √
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 the work with a new cohort of Fuaran singers later in the financial year.	√ √ √ √
CS16	Provide performance skills and music business skills training for around 10 young people involved in Cèilidh Trails.		Joint training was 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 was no new commission at Blas 2024. However, one particular series of concerts included the premiere of a suite of 10 Gaelic poems newly set to music by Mairi Callan and this was streamed on Scottish Folk Day.	√ √ √
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.		In Q2, we provided materials for a careers day at Tobermory High School and participated in a Jobs Fair in Edinburgh for Bun-sgoil Taobh na Pàirce & James Gillespie High School on 26 September. We expect to be involved in the Siuthad careers event at Eden Court in Q3. Fèisean nan Gàidheal administers the Donald John MacKay Educational Trust and has promoted an opportunity to bid for an award of £750 to engage in a project promoting Gaelic education and/or entrepreneurialism.	√ √ √ √
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. We plan to talk to other local authorities and public bodies about the services we offer during Q3 or Q4.	√ √ √ √ √
CS20	Delivery of at least 8 traditional music tuition sessions in 166 Highland primary schools through a YMI contract with High Life Highland.		We have begun delivering YMI classes in Highland schools in the 2024-25 school session, following renewal of our agreement with High Life Highland. We delivered Gaelic singing in Uist and Barra for Comhairle nan Eilean Siar during Q1 with 200 sessions for 310 pupils in 4 schools. We have been asked to continue this with £25k set aside for the work. 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		This work began in Q1, with 93 children taking part in 196 sessions in 16 schools. These figures do not include Oban	√ √ √ √ √

	to participate in singing and instrumental competitions at the 2024 Mòd in Oban.		schools for which there is a different, long-standing arrangement in place. As several schools in Argyll & Bute did not express an interest, or withdrew from the initiative, we got permission from Bòrd na Gàidhlig to approach other schools and worked with Goodlyburn Primary School, Bun-sgoil Ghàidhlig Ghleann Dail, Sgoil Ghàidhlig Ghlaschu and West Primary School. Statistics for the programme will be available once compiled.	
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.		Beairteas not progressed in Q2 but we hope to make progress in Q3 if funding allows. Fèisean nan Gàidheal staff organised Gaelic 'come and try' sessions at The Gathering in Inverness and Belladrum Festival.	√ √ √ √ √
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 was held in Portree early in July with 18 secondary school aged Gaelic speakers taking part under the artistic direction of Mairi Morrison with assistance and supervision provided by Fergus Munro, Kit Rodman-Orr and Angus Macleod.	√ √ √ √ √
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. The Gaelic language work in schools with the consortium of local authorities is continuing in the 2024-25 school session although there was a delay in confirming funding. There will be further information in the Q3 report. 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 an online 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.		To date, 57 drama sessions have been delivered. An interactive drama workshop aimed at P5-P7 pupils learning Gaelic as an additional language -'O mo chlach!' - based on the Stone of Scone story was delivered to 220 pupils in 8 schools in Argyll & Bute and 2 schools in Highland between the 9th and 13th of September.	√ √ √ √ √

			Following the recruitment of two Gaelic speaking actors to deliver the tour, 'Cà deach a' Chlach?' with Claire Frances MacNeil and Fergus Munro undertook a 15-day tour of 28 schools performing to 636 pupils. Gaelic drama workshops were also delivered in Ullapool and Portree High Schools, the latter involving 26 pupils from Greenfaulds High School who were on a visit to Skye.	
CS27	Delivery of at least one mini-Fèis in secondary schools during 2024-25 if there is demand.		No opportunities to advance this to the end of Q2.	√ √ √ √ √
CS28	Development of creative writing skills as an element of the Gaelic Drama Summer School.		Participants were introduced to a wide variety of acting skills and opportunities which developed their creative skills, including writing and scripting for three short films.	√ √ √ √ √
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.		32 Fèis performances were supported to the end of Q2. These included Tutors' Cèilidhs and end of Fèis concerts.	√ √ √ √ √
CS31	Support for 3 Cèilidh Trails accounting for around 50 performances during July and August 2024.		Two Cèilidh Trails - from Argyll and Lochaber – toured in the summer and Fèis Spe's senior band, Monadh Ruadh, spent a week touring round Badenoch & Strathspey.	√ √ √ √ √ √
CS32	Around 24 events as part of Blas 2024, wholly dependent on local authority funding.		The 20th Blas Festival was delivered between 6 and 14 September by Fèisean nan Gàidheal for The Highland Council. The programme included a range of 25 cèilidhs and concerts as well as 5 online events and a music and drama programme in Highland schools. Much of the programme was delivered through collaboration with local promoters who organised events in their own communities. In addition to financial support from The Highland Council, Fèisean nan Gàidheal was able to augment the festival budget with funds from Creative Scotland and Bòrd na Gàidhlig. Additional funding from Comhairle nan Eilean Siar offered an opportunity to mark a significant birthday of Harris singer, Chrissie MacVicar, and the 40th anniversary of Gaelic development organisation Comunn na Gàidhlig.	√ √ √ √ √ √
CS33	A Colmcille-funded project with Ireland will be developed and delivered by March 2025.		In July, the second leg of the Colmcille-funded *Turas* project, run in collaboration with Ealaín na Gaeltachta, brought twelve young people from Scotland and Ireland together to explore their shared Gaelic heritage through stories, music, song and dance, while being immersed in a Gaelic community. Participants enjoyed a residential weekend at Gearrannan	√ √ √ √ √

			Blackhouses in Lewis in July and performed in a Family Cèilidh at Grinneabhat.	
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. We have developed a generic form which will be used across all our events to gather evidence required by funders and feedback on participants' experiences of events.	√ √ √ √ √
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 and kept updated.	√ √ √ √ √ √
CS37	Events will be streamed throughout the year, including Blas, and further online lessons added to Oide if funding allows.		Six events were livestreamed during, or shortly after, Blas in September. See CS8 above for Oide.	√ √ √ √ √ √
CS38	3 rounds of Tasgadh grants will be delivered during 2024-25.		Grants from the first round of Tasgadh were agreed in July 2024 with successful applicants published on our website. The second deadline for applications is 25 October.	√ √
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 were agreed in July 2024 with successful applicants published on our website. A final round for 2024-25 has a closing date of 15 November.	√ √ √ √ √ √
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 online on 24 May with papers published a week before that date. Papers were circulated and invitations sent to funding bodies to attend. Our second meeting was held in person in Inverness on 27 September.	√ √ √ √ √ √
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 main 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 December 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. We await the outcome of negotiations between Unison and COSLA before increasing staff pay.	√ √ √ √ √
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 a 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 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 was published in September to coincide with our Annual Conference, now called Annual Gathering, with links sent to our funders and distributed more widely.	√ √ √ √ √ √

Quantitative Information

Jobs created/retained FTE	45.3	Inward investment/public sector leverage to Highlands	£376,809	Increase in turnover	£52,488	Number of volunteers	320
Grants to Fèisean	£111,910	Other Grants	£45,439	Participants/Learners in Fèis Activities	3,100	Participants/Learners in other Fèisean nan Gàidheal Activities	5,125
Audience at Fèis concerts	2,720	Audience at other events (online audiences)	2,290 (26,941)	Participants in training	128	International Work	4

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 diligent 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.	

			There have been 25 main Fèisean so far this year, which held events between 2 and 5 days in length. They all organise events where Gaelic is used by young people and where Gaelic is prominent in advertising etc. In addition there are extensive programme of ongoing classes and workshops taking place every week in communities across the country. Drama and singing in Gaelic is a big part of what the Fèisean offer, and the language and its culture are at the heart of those artforms	
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 Fèisean 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. See C24 above for the Sgoil-shamhraidh Dràma.	
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.		Gathering of evidence is ongoing and will be available to Bòrd na Gàidhlig through specific reporting.	
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 were involved in discussions with Tobar an Dualchais about the re-establishment of the Bliadhna nan Òran website. Floraidh Forrest from Tobar an Dualchais presented at our Annual Gathering to demonstrate to Fèis organisers the value of the content of the archive and how it could be better utilised by Fèisean wishing to source material local to their area. We fully expect Gaelic singers in the Fuaran project will wish to utilise Tobar an Dualchais.	
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 some involved in YMI delivery, all tutors involved in delivering Fèisgoil work are Gaelic speakers. Whether or not there is an increase this year will depend on the opportunities available to expand. We will be able to comment further in subsequent reports.	
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. 33 applications were received in the first round for 2024-25 seeking £170,735 against projects worth £602,914. £39,464 was offered, leaving £35,536 in the final round for 2024-25.	
BnG4.4.1	A representative of Bòrd na Gàidhlig to be a member of the Gaelic Arts Fund application assessment panel.		Steven Kellow has replaced 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 projects 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 delivered a range of live and online events.	
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. More responses are still expected but, so far, a satisfaction level of 97% regarding how well the festival was enjoyed by attendees, value for money and praise for the use of Gaelic has emerged through the questionnaire.	
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 CS39 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 regularly 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/. Staff vacancies are advertised and Bòrd na Gàidhlig is made aware of those through tags in social media posts and in reports for our 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 10 press releases were issued to the end of Q2 acknowledging Bòrd na Gàidhlig's support. 7 press releases were issued for which quotes were invited since the subject matter 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.		Communication continues regularly across the different areas between our officers, the Fèisean and Iomairtean officers with very good cooperation at Fèis and other events. Fèisean nan Gàidheal officers are involved in the discussions with Comunn na Gàidhlig about the Gaelic Youth Strategy and in advocacy work with the government regarding more funds for Gaelic.	

			We promoted two events at Blas 2024 in collaboration with Comunn na Gàidhlig to celebrate the group's forty years. 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 mow take part in mòds.	
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 opportunity.	
Highland Council Outcomes				
HC1	Service Level Agreement not received by end of Q2.		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 Q2.		We are unable to report on specific targets in the absence of a Service Level Agreement. Funding for 2024-25 has been made paid to us and we have regular meetings with council officers.	

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
November 2024

Fèisean nan Gàidheal

Staff Progress Reports
Agenda Item: 4.2024.02(b)

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

Engagement activity since the previous Board meeting

27.09.24 Meeting of Fèisean nan Gàidheal's Board
28.09.24 Annual Gathering of the Fèisean
03.10.24 Attended William Grant Foundation Forum
08.10.24 Roundtable meeting with Angus Robertson MSP regarding Scotland's Festivals Strategy
11.10.24 Meeting with AMPLIFY to prepare for a presentation at their conference
11.10.24 Meeting with Social Enterprise Academy regarding Maoin nan Ealan Gàidhlig
26.10.24 Participation in the Traditional Music Forum's TradTalk conference
28.10.24 Meeting with Ionad Thròndairnis (Iomairtean)
29.10.24 Meeting of Gaelic Organisations
30.10.24 Meeting of Gaelic Organisations with Kate Forbes MSP
01.11.24 Meeting with Scottish Government regarding SLWG
06.11.24 Meeting with Comunn na Gàidhlig regarding the Gaelic Youth Strategy
12.11.24 Meeting of Creative Scotland Traditional Arts Working Group
13.11.24 Fèisean nan Gàidheal Team Meeting
13.11.24 Meeting with Argyll & Bute Council
13.11.24 Participation in Scottish Parliament Cross-party Group on Gaelic
19.11.24 Tasgadh Panel Meeting
21.11.24 Meeting of Seachdain na Gàidhlig grants panel
22.11.24 Launch of government response to report on economic opportunities for Gaelic
22.11.24 Ionad Thròndairnis (Iomairtean) meeting with HIE/THC/Scottish Government
25.11.24 Meeting with Ionad Thròndairnis (Iomairtean)
27.11.24 Meeting with Scottish Government regarding Scotland's Festivals Strategy
27.11.24 Meeting regarding Gaelic communications within the Scottish Government
30.11.24 Attended the Traditional Music Awards in Inverness
03.12.24 Maoin nan Ealan Gàidhlig Panel Meeting
04.12.24 Meeting with Comunn na Gàidhlig regarding the Gaelic Youth Strategy
06.12.24 Meeting of Fèisean nan Gàidheal's Board

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 £126,528 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 organised the Annual Gathering 2024 on 27/28 September, which took 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.
- Abi and Nicola are 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.
- I will send out membership fee invoices for this year in due course, 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. L3 x Sessions Gaelic Training with Ingrid Henderson took place in February 2024, Cothrom Comhradh 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. Recently, Nicola took part in Safeguarding training & Eilidh C took part in InDesign 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 36 Fèis committee members were organised for the Annual Gathering, 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 and additional Guidelines to our Environmental Policy. I have been working on an Adaptation Plan for Climate Change.
- The annual drama summer school took place 01-06 July 2024 in Portree.
- Arthur is responsible 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, Fèis TV, YMIS payments & Blas Festival normally.

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 the Administrator 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. A new Administrator will join us soon in place of Luke Slater.
- 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 was working with Seumas MacIver for the Annual accounts Audit this year on 10/11 July. Management accounts for the last quarter to 30 September 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

I continue to support Fèisean in the Isle of Skye, Lochabair and Argyll with online application forms, funding, PVGs for tutors, posters, Gaelic translations and various other tasks to support the programmes of tuition they deliver.

We had the opportunity to meet with representatives of Fèisean committees at the annual gathering in September. This was very useful with ideas been shared among those present regarding support with additional needs, new developments, funding, young leaders and more. The development team have been looking over all these points and new resources and information are being collated and will be shared with Fèisean in the new year.

At this time of year, Fèisean aren't perhaps as active but there are large programmes of weekly tuition, workshops and cèilidhs taking place. I took part, online, in Fèis an Earraich's AGM and I am

hoping to meet with the other Fèisean I directly support in the coming weeks and at the beginning of January.

Fèis Latharna celebrate their 30th anniversary in 2024 and they have special cèilidh with participants and tutors, past and present, performing.

I am currently updating the online form and guidelines for the Fèisean grant scheme which will be shared with Fèisean before Christmas.

Enhancement of skills & creative talent

Blas 2024

I have been carrying out several administrative tasks following the Blas festival to ensure that all invoices are sent to the Portree office for processing and that all monies are received from promoters. I have also prepared a report for this year's festival which are included in the board papers.

Staff Training

Staff members have been taking part in training, including first-aid, food hygiene, cultural assets and digital training which supports them in their roles. We will also come together and have staff training before the Christmas holidays.

Committee and Tutor Training

Those who attended the annual gathering of Fèisean in September had the opportunity to participate in workshops focussed on autism and additional support needs, the Tobar an Dualchais archives and climate change. These sessions were full of useful practical information which will be of great benefit to Fèisean in the future.

The Development Team continue to organise regular training for volunteers at a local level, covering subjects such as first-aid and child protection. We also hope to organise further sessions online for finance/budgets, additional support needs and will also look for suggestions from volunteers for further sessions during 2025. Gaelic training will be offered to tutors next year and volunteers will also have the opportunity to participate in these sessions.

Fuaran

I have been assisting Abi with a second-stage application for the Fuaran project to the Heritage Lottery Fund which will be submitted shortly, and it is hoped that we will know the outcome of this application in early 2025.

Amplify

As part of the initial stages of the Amplify project, the new European project we are involved to develop online tuition and performance capabilities, Calum Fraser and I attended a plenary meeting in Barcelona at the beginning of November to meet our partners. We had the opportunity to learn about the different roles and responsibilities of the different bodies from those managing Amplify, marketing and promotion officers, tech experts, pilot project leaders, experts on ethics as well as a range of subjects related to the delivery of the project.

We learned much during our time in Barcelona from our partners and the technology that is currently available and what may be developed over the course of the three years of the project. We continue to take part in regular online meetings to monitor progress and to ensure for continued collaboration. It is hoped that we can take the first steps with our pilot in early 2025.

Enhancement of Gaelic arts & culture in creative learning

5 Latha

5 Latha 2025 will be held between 7-12 April. We are now open for applications until the end of January. I will be finalising the timetable, activities, tutors and supervisors before the Christmas break.

Audience development and engagement

FèisTV

We will be creating new series of Oide in the new year.

As part of a collaboration with Live Music Now Scotland we were able to offer a recorded performance of Blas to care home across the Highlands following the festival. We will also be streaming the Meanbh-chuileag Pantomime nearer to Christmas.

Governance, finance and staffing

Staff

I currently split my time between the office working from home. Whilst I continue to support Fèisean in the Isle of Skye, 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 with some changes being considered for next year.

Meetings

Online meetings with the Amplify project (11/10, 20/11, 25/11 & 27/11)
Meeting with Fèis Bharraigh (28/10)
Siuthad Careers Day at Eden Court (30/10)
Attendance at Amplify initial plenary meeting (4-8/10)
Fèis an Earraich AGM (12/11)
FnG staff meeting (13/11)
Fèis Mhuile meeting (26/11)

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

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

Presenters	Sessions	Participants
1	1	6

Jobs Fair for P7 Taobh na Pàirce and James Gillespie pupils led by Eilidh Cormack, 26.09.2024

Presenters	Sessions	Participants
1	4	76

Enhancement of Gaelic arts and culture in creative learning

DRAMA

Dràma session as part of the SMO event Slighe gu Teagasg led by Angus Macleod 05.11.24

Tutors	Schools	Sessions	Schoolchildren

1	4	1	7

Panto – Seocan agus am bogsa-ciùil – written and directed by Angus MacLeod, on tour 25.11.24-06.12.24

Performers	Schools	Sessions	Schoolchildren
3	20*	21	1847**

**20 schools + one group of pàrant is pàisd and a public performance*
***1847+ pàrant is pàisd + audience at public performance + viewers of film at schools who did not receive live performance this year plus families viewing film during Facebook streaming session during Christmas week.*

LANGUAGE

Blasad Gàidhlig: Gaelic as an additional language Term 2, Oct-Dec; 7 local authorities and one additional LA next term, 8 altogether for the 2024-25 session.

Tutors	Schools	Sessions	Schoolchildren
13	17	647	2002+*

**still awaiting numbers of children involved at one school in Glasgow, St Constantines.*

Eòlas air a' Ghàidhlig: face to face sessions delivered for staff of **CMAL** in Glasgow by Joy Dunlop, including a specially prepared video case study presentation on crofting by Agnes Rennie, 14.11.24.

Presenters	Sessions	Participants
2	4	50

I am in communication with **HIAL** and **SDS** (Skills Development Scotland) about potential sessions to take place in the New Year.

MUSIC

Youth Music Initiative (YMI) – numbers only available at the end of the year.

Seinn Uist & Barra : funding secured through CnES and sessions to begin in the new year with numbers available in future report.

Mod Academy 2024:– Mòd an Òbain

Tutors	Schools	Sessions	Schoolchildren
6/7	17	384	Info not available

Mod Academy 2025 – Mòd Lochabair – in collaboration with An Comunn Gàidhealach, Meur Lochaber, THC and local schools. BnaG has already agreed funding with THC. Due to start February.

UNIQUE PROJECTS: see Eilidh Cormack's report for progress update on resources
Neart (UNCRC) – 4 online cafes to conclude the project 20.09.24, 27.09.24, 04.10.24 and 08.10.24

Guests	Schools	Sessions	Schoolchildren
7	4	4	20-40 each time

Schoolchildren- 266 involved in Neart altogether but with small groups of different classes participating at each of the cafes.

Audience development and engagement

Panto – public performance– numbers available in next report.

Gaelic Evening Classes for Glasgow City Council staff - in consultation with Cormac Quinn about a potential new series beginning in February once costs are agreed with an accompanying **Eòlas air a' Ghàidhlig** session embedded into the series.

Governance, finance and staffing

In addition to meetings with the Fèisgoil team, Eilidh Cormack (EC) and Angus MacLeod (AM) and Fèisgoil tutors and YMI administrators:
27.09; 04.10 & 08.10.24: hosting Café Neart.
27/28.09.24: Gathering of the Fèisean (AGM), Inverness.
02.10.24: Claire Macdonald (artist), and Louise Gregory (An Tobar, Mull) – advisory session on sustainable set design.
03.10.24: Floraidh Forrest, TanD and Heather Sparling, Cape Breton University – examining potential collaboration.
09.10.24: CnaG – Gaelic Youth Strategy.
10.10.24: Susanne Macdonald and AM – to discuss Panto public performance, Cultarlann, Inverness.
10.10.24, 31.10.24, 28.11.24: Neart - UNCRC e-sgoil, Education Scotland and creative artists.
28.10.24: Panto – Ava MacKinnon and AM.
28.10.24: Sarah Jane MacSween, Seinn – head of schools, Uist.
29.10.24: Emily Macdonald (Eden Court) &Angus Macleod, FnG office, Inverness.
04.11.24: Maria Cuthbert, panto costume designer, Inverness.
06.11.24: Mod Academy 2025 –James Graham and Morag Anna MacLeod Mitchell.
07.11.24: Hosting YMI online cèilidh with Rubén and Màiri T for Nairn schools, Inverness FnG office.
11.11.24: MEPG.
11.11.24: Joy Dunlop –preparing the GAT session for CMAL staff.
13.11.24: FnG staff meeting, online.
15.11.24: Cormac Quinn –Gaelic evening classes for staff of GCC, Glasgow.
27.11.24: Derek Mackenzie SDS – potential GAT session for staff.
27.11.24: Sutherland Community Meeting, Pier Café, Lairg
05.12.24: Panto –public performance, Cultarlann, Inverness.

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

Blasad Gàidhlig Training, An Lòchran, Glasgow 23.09.2024
I delivered a face-to-face training session for new and old tutors to look at admin, games and songs for groups and ASN. It was a good opportunity to meet the new tutors and provide them with support and confidence. Some of the games were recorded to share with other tutors who couldn't make the session.

Jobs Fair @ James Gillespie High School, Edinburgh 26.09.2024
I delivered four workshops with Clas 7 (Bun-sgoil Taobh na Pàirce) and S1-3 from JGHS. We only had 15-20 minutes with each group, but we played a matching game with Gaelic place-names in Edinburgh and spoke about the creative opportunities available to them now and when they are older through FnG.

Enhancement of Gaelic arts & culture in creative learning

DRAMA
See Angus' report for information on our drama projects. I have been supporting Angus in finalising the timetable and accommodation/travel for this year's panto which went on a fortnight-long tour on 25.11.24 as well as creating supporting resources, a poster and a press release for the performances.

LANGUAGE
Blasad Gàidhlig
We are delighted to say that Blasad Gàidhlig sessions started up again at the end of October/beginning of November across seven local authorities, with 12 tutors involved. Sessions are going well so far, and we are now working towards finding a tutor/tutors for South Ayrshire Council sessions after the Christmas holidays.

Gaelic Awareness Sessions – CMAL – 14.11.24
Joy Dunlop delivered a face-to-face session with CMAL on 14.11.24 in Glasgow with 50 participants. Angus Rennie also contributed a ten-minute video on crofting which was played as part of the session.

Gaelic Awareness Sessions – HIAL – date tbc
Gillebrìde MacMillan will deliver a session to HIAL in the new year – awaiting confirmation from HIAL on a suitable date.

MUSIC
Youth Music Initiative
YMI sessions are now up and running in each Fèisean area for 2024-25. Some tutors have been working on the shared song, Mhic Iarla nam Bratach Bàna, with pupils and supporting resources for this song have been shared amongst all schools and tutors.

In the Fèis Inbhir Narainn area, two schools' sessions have been rescheduled due to tutor bereavement but will take place instead after the February break. The other two schools' sessions are continuing as normal.

Seinn Uibhist & Barraigh | Uist & Barra
See Eilidh MB's report.

Acadamaidh a' Mhòid | Mòd Academy
Sessions finished up for Mòd an Òbain in the final week before the October holidays. We have already sent out a form to schools in the Lochaber area where they can register their interest ahead of Mòd Loch Abar 2025. We have heard from eight schools so far. We hope to start these sessions in April 2025.

Pasgan Nollaige | FnG's Christmas Song Resource
This resource, originally made in 2016, has been updated with a new design and several new songs as well as written music and midi mp3s of each Gaelic original. This was sent out to all schools at the beginning of November. We hope to expand on it next year with recordings/backing tracks for each song.

UNIQUE PROJECTS

Neart – UNCRC Project with e-Sgoil
All direct contact with the pupils involved in this project is now over following step four: a series of online cafés, similar to Café Bheairteis, where pupils had the opportunity to speak to Mirren Ward, Rae MacIver, Luke MacLeod, Finlay MacLennan, Calum McConnell, Kirsty McConnell and Ruairidh Gray. There were four cafés altogether and each school took the opportunity to 'host' the café, creating and asking questions of the guests. They had some very interesting questions for the guests.

We are now working towards completing a final audio-visual resource for the project which will be shared with CnES schools before the Christmas holidays.

The project leaders are hoping to hold a day in Glasgow on 13.12.24 to bring the project to a close. It is likely to be an opportunity to come together and hear from the other Creative Catalysts and reflect on the project as a whole.

Audience development and engagement

Panto 2024 – Public Performance 05.12.24
The public performance of this year's panto, Seocan agus Am Bogsa-ciùil, will be held at Cultarlann Inbhir Nis on 5th December. The performance will be recorded and streamed on Fèisean nan Gàidheal's Facebook page before Christmas as well as being shared with schools we were unable to visit this year.

Governance, finance and staffing

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

23.09.24	Blasad Gàidhlig training @ An Lòchran
26.09.24	Jobs Fair @ James Gillespie High School
27-28.09.24	Annual Gathering of the Fèisean @ Leonardo Hotel, Inverness
08.10.24	Café Neart with Luke MacLeod and Finlay MacLennan (online)
09.10.24	Meeting with CnaG on young Gaelic speakers' strategy (online)
09.10.24	Meeting with Luke for support with designing on InDesign (online)
13.11.24	Team Meeting (online)

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 for the Fèisean nan Gàidheal board meeting on the 27th of September and afterwards at Cruinneachadh nam Fèisean on the 27th and 28th of September 2024.

Enhancement of skills & creative talent

Drama Workshop at Slighe gu Teagasg 2024
On Tuesday 5th November at Sabhal Mòr Ostaig, I delivered a Gaelic medium drama workshop at Slighe gu Teagasg, Sabhal Mòr Ostaig's Teacher Education initiative. Seven participants from Inverness Royal Academy, Charleston Academy, Portree High School and Plockton High School attended.

Enhancement of Gaelic arts & culture in creative learning

Gaelic Pantomime 2024
In November I updated the script for Seocan agus am Bogsa-ciùil which was toured for the first time in 2018. The three Gaelic speaking performers required for the production were confirmed in November – Fergus Munro, Ava Mackinnon and Maggie Ross.

The organisation of the set, props and costume took place in October and November with support with the backdrop provided by Abi Reid and Eilidh Mackenzie and support with the production of costumes provided by Maria and Niamh Cuthbert.

I hosted two script reading sessions with the actors which were held via Zoom on Wednesday 13th and Thursday 14th of November before providing direction during five days of rehearsals between Monday 18th and Friday 22nd November at Hilton Parish Church.

The pantomime is aimed at children in Gaelic medium education between P2 and P7 and the ten-day tour which started at Bun-sgoil Taobh na Pàirce in Edinburgh on 25th November will conclude at Millbank Primary, Nairn on Friday 6th December. A public performance will take place at Cultarlann Inbhir Nis on Thursday 5th December at 7pm with doors opening at 6.30pm.

I assisted Eilidh Cormack with the educational resources she produced in relation to the pantomime. These resources are available on our website and a link to the Gaelic pantomime webpage was forwarded to participating schools. Plans are in place to film the public performance of the pantomime at Cultarlann Inbhir Nis on Thursday 5th December so that all Gaelic medium schools will have the opportunity to see it the following week. The film is then scheduled to be streamed via our Facebook page during the last week of term.

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 25th November. Interviews with the actors and me, recorded on Friday 22nd November featured in the report. This news was also featured on the BBC Naidheachdan's website and their Facebook page.

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 Wednesday 13th November 2024.

Fèisgoil Team – Occasional meetings with Eilidh Mackenzie & Eilidh Cormack via Skype

Line manager meetings - Meeting are arranged when assistance required face-to-face or via Skype.

On 22nd October, myself and Eilidh Mackenzie met with Susanne MacDonald at Cultarlann Inbhir Nis to see if it would be a suitable venue for a public performance of the Gaelic pantomime in Inverness.

A Teams meeting was held with Ava Mackinnon on Monday 28th October 2024 following her interest in work as an actor in our Gaelic pantomime.

On Tuesday 29th October at the Inverness office I met with Emily Macdonald, Gaelic Projects Manager at Eden Court and Eilidh Mackenzie to discuss a potential partnership opportunity in the delivery of a Gaelic youth theatre production as part of the Positive Stories for Negative times festival scheduled to take place on the 4th and 5th of June 2025 at An Lanntair, Stornoway.

A Teams meeting with Hunter Martin was held on Thursday 31st October following their interest in costume work for our Gaelic pantomime.

On Monday 4th November at the Inverness office, I met with freelance journalist and film maker Seonaidh Mackenzie following his interest in work filming and editing the public performance of Seocan agus am Bogsa-ciùil on Thursday 5th December at Cultarlann Inbhir Nis. Plans and requirements in terms of filming equipment and lighting were discussed and the opportunity to interview the cast during rehearsals on Friday 22nd November at Hilton Church and again on Thursday 5th December at Cultarlann.

I arranged PAT testing for electrical equipment at our Inverness office including equipment used during the pantomime while on tour. This was carried out by AHPAT on 7th November.

A Zoom meeting was held with Rachel Kate Macleod on Friday 8th November following her interest in work as an actor in our Gaelic pantomime and other touring projects.

I hosted two script reading sessions with the Gaelic pantomime actors via Zoom on Wednesday 13th and Thursday 14th November.

On Saturday 23rd November, I met with David Boag and Emily MacDonald, committee members of Cultarlann Inbhir Nis, to recce the venue during a community event held that afternoon, view the staging and lighting and confirm requirements plans for the public performance of the Gaelic pantomime on Thursday 5th December.

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
- The committee and participants were delighted to be nominated in the 'Community Project of the Year' category at the 2024 Scots Trad Music Awards. The award ceremony will take place in Inverness at the end of November.

Fèis Chataibh

- Weekly classes area on-going.

- A small group of participants attended a residential, group-work weekend being held by Fèis Spè in early November.
- The Fèis recently ran a workshop with visiting band Tripp who were being hosted by Sutherland Sessions.
- I will meet with the committee in December, prior to their AGM which will take place on 14th January.

Fèis a' Bhaile

- Chanter, Accordion, Fiddle and Guitar clubs continue, running on a monthly basis.
- After a successful pilot, clarsach lessons will continue in the new year.
- The main Fèis took place from 21st – 25th October at Bun Sgoil Ghàidhlig Inbhir Nis with approximately 70 participants.
- The committee are working in partnership with Highlife Highland on a new project which will deliver keyboard classes for children at Inshes Library.

Fèis Inbhir Narainn

- The programme of weekly classes continues at Nairn Community Arts Centre.

Fèis Obar Dheathain

- Weekly classes are on-going as are the monthly Srùbag events
- Plans are underway for the Main Fèis in April which will once again take place in the MacRobert building at the University of Aberdeen.

Fèis Spè

- The main Fèis will took place in October using the community facilities in Kincraig and was deemed a great success by participants and the committee.
- A residential weekend took place at Badaguish in November and the Fèis welcomed participants from Fèis Chataibh and Fèis Arainn, all of whom had a brilliant time.
- Thanks to a generous donation from a local trust, the Fèis are going to run a new series of accordion classes. The donation will allow them to purchase four new instruments which can be hired out to participants.
- The Fèis Spè AGM will take place on the evening of 6th December

Fèis Ghallaibh

- Fèis Ghallaibh monthly Fèis days continued throughout the autumn term with the final workshop of the year taking place in October
- Long serving committee member and Fèis support Alice MacDonald has recently stood down as treasurer.

Fèis na h-Òige

- Fèis na h-Òige concluded their commission project with their teenage group performing the commissioned arrangement at the Royal National Mòd in Oban in October.
- I continue to work with Calum Alex to support the Fèis as appropriate.

Fèis a' Bhealaich

- The committee have recently submitted funding applications with a view to running another weekend Fèis event.

Enhancement of skills & creative talent

Ceilidh Trails

- I am currently looking at potential sources of funding for the Cèilidh Trails. We hope that Fèis Air an Oir, Fèis Phàislig and Fèis an Earraich Trails will all come back on board for summer 2025.
- On 2nd December, myself and Calum Alex will meet with staff from NTS to discuss the possibility of Ceilidh Trail participants being involved in the re-opening of Canna House in spring 2025.

Colmcille

- Following an initial meeting regarding the continuation of Turas in 2025, myself and Calum are hoping to meet with our Irish partners again soon to make arrangements for the next leg of the project. This year we hope to link with a group from Donegal.

Training

- I continue to with Angus and Emily MacDonald, Gaelic Officer at Eden Court to create opportunities for trainee drama tutors.
- I have recently attended a training day with the BIT Collective on EDI & Safeguarding in the Scottish Trad and Folk Community.
- I have also recently met with the Highlife Highland Young Leaders Co-ordinator to discuss the potential for Fèis participants to participate in the Highland Young Leaders programme and I will be looking at ways in which FnG can engage with this opportunity.

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

Support and Development of Fèisean

Fèis an Tairbeirt

FanT received two new clàrsachs with support from the Treòir Participants who took part in a six hour 'Harpathon' and played at the MacDougall International Gathering in Dunolly Castle. Support was also received from the *FERN Community Fund* and *Nadara A' Chruach* Wind Farm Community Fund. They ran two successful Fèis Days on the 7th and the 21st of November.

Fèis Arainn

Fèis Arainn's EGM took place on Tuesday the 7th of October to replace Maggie Frame as chair. Gillian Frame is now the Fèis Arainn chair and Findlay Napier is the secretary. The committee is starting to plan for their 2025 Fèis. 13 of their Trad Band participants joined Fèis Spè on their residential weekend in November in Badaguish.

Fèis Dhùn Èideann

I had a meeting with Sarah from FDE on the 12th of November and they are starting to plan their February Fèis Days. They are creating their budgets and assessing their tutor fees for their weekly classes.

Fèis Fhoirt

Fèis Fhoirt are working towards running a Fèis in March and they are looking at venues in Falkirk. They would like more volunteers to join their committee.

Fèis Ghàidhlig Ghlaschu
FGG started weekly music classes in October at An Lochran but they had to stop them early due to low attendance. Seven participants signed up but on average only three attended each week. They are currently running their Teenage Fèis, with the taster workshop taking place on the 12th of November. The full weekend of workshops will be part of Celtic Connections. They held their AGM on Thursday 21st of November.

Fèis Òigridh Ìle is Dhiùra
FOID is planning for their 2025 Fèis in February. Their AGM is taking place on Monday the 25th of November.

Fèis Innis an Uillt
I will be working with Amanda MacDonald as FIanU have plans to run another block of weekly classes, starting in February 2025 and running for 6 weeks. They will be running accordion, fiddle and guitar classes.

Fèis Phàislig
FP applied to the *YMI Access to Music Making* fund for their ASN project that they run in Riverbrae and Mary Russel School. They are still waiting to hear back from Creative Scotland about their application. The FP Gaelic Choir won the unison singing competition at the Royal National Mòd in Oban, under the direction of Mairi McGillivray.

Fèis Thatha
FT's Main Fèis took place on the 16th of November and I was there for the whole weekend. There was a nursery group for children aged 0-5 (with a parent accompanying them), Wee Fèis for participants in P1-P3 and Fèis classes for children in P4 – S6. There was a Gaelic Café for adults and an opportunity to go on a guided walk with Calum MacLean. There was a Cèilidh in the evening and a music session on Sunday in the Birks Cinema.

Argyll and Bute Council
I attended a meeting with Arthur Cormack, Suzanne Mason and Mairi MacLennan on the 13th of November to keep them up to date with what has been happening in Argyll.

Gathering of the Fèisean 2024
I helped out at the 2024 Gathering of the Fèisean in Inverness on the 27th and 28th of September.

Instruments
I have been working to create an inventory of instruments now held in the Inverness office and making sure they are delivered in time for Fèisean.

Enhancement of Skills and Creative Talent

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

I took part in the *Intangible Cultural Heritage in Scotland* Conference on the 1st of November. Unfortunately, I had a cold on the day and so couldn't attend in person but I was able to watch all of the presentations via Zoom.

I attended a *Digital Asset Management in Heritage* seminar run by *Xpo North Digital* on the 20th of November to learn more to help me with delivering Fuaran.

I ran an art workshop for Fèis a' Bhaile on the 22nd of October where we made small pieces out of air-dry clay.

I helped Angus with a set design for the 2024 Pantomime and made him a backdrop on Canva.

Enhancement of Gaelic Arts and Culture in Creative Learning

Fuaran
I'm working on an application to the National Lottery Heritage Fund with Calum Ailig. I got some good feedback from the original project proposal and they were happy for us to proceed and submit a formal application.

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

Support and development of Fèisean

Fèis Taigh Dhonnchaidh

- Evening classes have been running throughout this school term.
- Mary Duff is keen to get support with organising Fèis events and going into the schools to prepare children for next year's Mòd. As such, a funding application has been submitted to the Hugh Fraser Foundation for funding to create a part-time position and we await a decision.

Fèis Eilean an Fhraoich

- The cèilidh group for teenagers continues to meet every week and perform at events all over the island.
- An application was made to Tesco Stronger Starts on behalf of Fèis Eilean an Fhraoich for general support for Fèis activities.

Fèis Bharraigh

- Support is being given to Fèis Bharraigh as they struggle with the cost of evening classes and the plans they had to commemorate Fèis Bharraigh @ 40.
- The committee currently only consists of 4 members.
- A meeting was held with the committee in which Chloe (the annualised-hours employee) was asked to compile the running costs of their evening classes and Fèis. With this we'll have a better idea of their financial situation and will make recommendations to ensure that the ring-fenced money to commemorate Fèis Bharraigh @ 40 is not spent, whether they need to increase the price of classes, find tutors on the island to save money. A few recommendations were made on transport and delivering classes in groups.

Fèis Tìr a' Mhurain

- Evening classes continue to be very popular
- There has been significant interest from teenage boys especially in learning the accordion
- *Nuair a bha a' Ghàidhlig aig na h-Eòin, a day of s*inging and art workshops with Màiri Nic a' Mhaoil and Cashlin NicCoinnich, were delivered earlier in November and were well attended.
- Their AGM took place the same afternoon and their committee remains strong following that, with one new member, although they do expect to lose 2 members in the coming months.

- The committee are currently debating whether they should continue the practice of moving the Fèis between An Ìochdar in the North and Daliburgh in the South each year. All committee members are from the South end, however Ceiteag does not want children at the North end of the island to lose out on an all-Gaelic Fèis, and also that all events would be centred around Cnoc Soilleir instead of spread throughout the communities. Word will be sent to parents of pupils at Sgoil an Ìochdair to let them know that the Fèis may continue in Daliburgh alone if support isn't received from parents in the North of the island.

Fèis Tìr an Eòrna

- The date of Fèis Tìr an Eòrna's AGM had to be moved due to too small an attendance to form a quorum. As such, the date has been moved to 26th of November and an effort has been made to spread the word via radio, social media and direct contact with schools and local businesses.

Enhancement of skills & creative talent

Lewis and Harris Fèisean

A first aid training course will be delivered in Stornoway at the start of December for Fèisean in Lewis and Harris.

Buain

Creative Scotland's Gaelic arts conference, *Buain,* came to Grinneabhat this year. It was interesting to hear how local artists' Gaelic identity impacts their work and to get better acquainted with local artists and people working within the arts sector, although there haven't been practical steps to come out of the meeting.

Enhancement of Gaelic arts & culture in creative learning

Turas

There will be a meeting with Ealaín na Gaeltachta and Scoil na Crannóige on 26th of November to start making plans for Turas. The current plan is to visit Scoil na Crannóige in Kerry this time, as opposed to Galway. It is hoped that the exchange will take place over the two long weekends in February and May this time, but this will be dependent on Scoil na Crannóige's plans. This would allow us to avoid hosting during the summer holidays when there are Fèisean every week and when travel and accommodation is more difficult and expensive.

AMPLIFY

The 2.5-day meeting in Barcelona that I attended earlier this month was the first step in this fascinating project. It is a huge opportunity to work with experts from across many fields and from throughout Europe, who will be developing technology specifically aimed at addressing our needs at Fèisean nan Gàidheal as well as tackling some of the issues we aim to tackle through our work- such as unreliable ferry services, loneliness and a lack of opportunities in rural locations, and a lack of tutor in some communities- by improving (or designing from scratch) technology that will allow remote classes to be delivered much more efficiently and effectively. I have been involved in discussions following the initial meeting in Barcelona.

Fèisean nan Gàidheal

Blas 2024 and 2025

Agenda Item: 4.2024.02(c)

Reason for Paper

To provide information to Board members on the outcomes from Blas 2024 and offer a look ahead to Blas 2025.

Background

A summary of how Blas had gone was provided at the September Board meeting, shortly after the festival had taken place. It was agreed a more in-depth report would be provided to the Board at its December meeting.

That report is following and outlines some of the challenges as well as the outcomes from Blas 2024. There is also an overview of audience feedback and a look ahead to Blas 2025 should The Highland Council wish to continue commissioning Fèisean nan Gàidheal to deliver the contract on its behalf.

Action Required

Board members are asked to:

1. Note the outcomes of Blas 2024
   and
2. Raise any questions or points they have in relation to the 2024 festival or planning for Blas 2025.

Calum A Macmillan
Development Manager
November 2024

Fèisean nan Gàidheal

Blas Festival 2024 and 2025

Background

The Blas Festival is delivered by Fèisean nan Gàidheal through a contract for The Highland Council and 2024 marked its 20th year.

Over those 20 years the outputs from Blas include:

- Employment of 5,353 musicians and singers
- Promotion of over 1,350 events throughout the Highlands
- Physical audiences of over 130,000
- A growing online audience since the establishment of FèisTV
- Economic benefit of at least £8.4m, which we consider to be a conservative estimate
- The featuring of Gaelic in all publicity materials and at every event
- Access for audiences to Gaelic promotional materials including online
- The provision of a mechanism for The Highland Council to be involved in Scotland's themed years
- Delivery of strategic commitments in The Highland Council's Gaelic Language Plans.

Blas 2024

Blas 2024 took place between Friday 6th and Saturday 14th September with events in communities across the Highlands and also in the Isle of Lewis and Isle of Harris.

In addition to receiving the agreed contract sum from The Highland Council, Fèisean nan Gàidheal was able, once again, to lever additional funding at its disposal from Creative Scotland and Bòrd na Gàidhlig. Comhairle nan Eilean Siar were asked, and agreed, to contribute towards some events more appropriate to promote in the Western Isles.

There was a significant delay in reaching agreement on The Highland Council's contribution, and the amount offered to deliver the contract was at the same level as it has been since 2016. With costs increasing year-on-year, the programme we were able to offer was more limited than what we would have liked in a special anniversary year.

Despite this, the programme we delivered, and partnerships we created, gave Gaelic language, culture, music and our heritage a platform in communities across the Highlands and Islands as well as giving a worldwide audience to participants in Blas through our online offering.

Festival Programme

We were pleased to welcome artists from communities across the country as well as leading artists from Ireland and England.

Over the 9 days of the festival the following was offered:

- 16 core concerts and cèilidhs
- 9 partnership events
- 3 Facebook live concerts
- 2 Gaelic song sessions
- An online Gaelic workshop for all
- A theatre in education tour of Highland schools where Gaelic is taught as an additional language
- Music and Gaelic song sessions in Highlands primary schools.

Selection of programme Highlights

- The 70th birthday of Chrissie MacVicar, the Gaelic singer from the Isle of Harris, was celebrated with a sell-out concert in Leverburgh community hub. The concert was recorded for BBC Radio nan Gàidheal and will be broadcast during the festive period.
- We also celebrated the 80th birthday of Gaelic poet Maoilis Caimbeul with an afternoon of poetry and storytelling from celebrated Gaelic writers along with performances from younger members of the community in Staffin, Isle of Skye.
- We were delighted to welcome back Julie Fowlis, Éamon Doorley, Zoë Conway & John Mc Intyre to Blas for two concerts.
- We worked in partnership with Commun na Gàidhlig to celebrate their 40th anniversary with a concert and cèilidh in the Isle of Lewis.
- Additional partnerships with Eden Court, Cala, Yellow Door Events, Sian, Fèis Rois and The Raasay | The Restitution piping competition allowed us to extend our programme offering.
- Mairi Callan's 'Slighe Fonn na Bàrdachd', a newly arranged suite of Gaelic songs written by some of our most celebrated poets, was performed by Màiri alongside Ruairidh Gray and Alice Macmillan.
- Six community cèilidhs were held during the festival featuring Robert Nairn, The Glenfinnan Cèilidh Band, Andrew MacDonald Iain Cormack, Emma MacLeod, Claire Frances MacNeill and Calum MacColl.
- An important feature of the Blas Festival is the involvement of younger Fèis participants in our concerts and cèilidhs and we were pleased to see this across our programme once again this year.

Online Offering

We offered 2 free online workshops and 3 Facebook live sessions during the festival:

- Alec MacDonald delivered a workshop on Gaelic idiom and proverbs.
- Mary Ann Kennedy led a session on the Gaelic songs of Lochaber.
- Norrie MacIver and Iain 'Costello' MacIver each delivered an hour of Gaelic songs.
- Ewen Henderson & Ingrid Henderson performed the songs of Duncan 'Bàn' MacIntyre, commemorating 300 years since his birth.
- Two concerts were recorded for streaming and one, 'Slighe Fonn na Bàrdachd', was broadcast online during European Folk Day.

Schools visits

Fèisean nan Gàidheal's Theatre-in-Education service Meanbh-Chuileag, visited schools in the Highland region with a play about the history of the Stone of Scone with a special focus on its 'liberation' from Westminster Abbey on Christmas Day 1950. A second bilingual play was performed in Highland school during the festival with a similar theme.

As part of our YMI programme delivery, tutors visited Highland schools during Blas week delivering music and Gaelic song sessions.

Partnerships

We continued to work closely with a network of local promoters for all events that took place across the Highlands with three additional events in Lewis and Harris.

We were pleased to work again with Live Music Now Scotland with performers visiting a care home in Inverness and care home residents across the Highlands having the opportunity to watch a recording of a concert from this year's festival.

As stated previously, our collaborations with fellow Gaelic organisations, Fèisean, venues, bands and existing events allowed us to extend our programme delivery.

A list of all the concerts and cèilidhs is available here with a list of workshops and livestreams offered here.

Ticketing and Audiences
For the second year running we used TicketSource as our main ticketing platform and local sales were offered through our network of event promoters. We used Facebook Live for 3 online concerts and Zoom was used for online workshops. We also recorded two events for broadcast through FèisTV.

Our ticket prices were increased slightly, with options priced between £14-£20 depending on the event with concession prices available, group discounts for families and for the first time a 'pay-what-you-can' option was offered for main Blas events. We also continued our offer of a £5 ticket to young people. Our online programme of Facebook Live concerts and workshops were all free with the option to make a donation.

Blas Team
This year's festival was necessarily delivered largely in-house by Fèisean nan Gàidheal staff. Katie MacKenzie was contracted to create a small number of news releases and organised some press coverage.

Statistics and Audience Feedback
The following tables show the main statistics for this year's festival along with audience ratings and a selection of comments.

Attendance	**Number**
Staff	9
Volunteers	105
Contractors	31
Performers	169
Audience	3,496
Online Viewers	52,110
Tutors	2
Total	**55,922**

Audience Satisfaction	**Rating**
Value for Money	97%
Enjoyment of the event	97%
Use of Gaelic	89%
Overall rating	**94%**

The following is a selection of comments, reproduced as they appeared in the online questionnaire:

"Cumaibh romhaibh is mìle taing!".

"Bha an consart aig a' chathair eaglais an Inbhir Nis aon do na cuirmean as fhearr a chunnaic mi riamh."

"Se sin an Cuirm ciùil as fheàrr a chunnaic mi airson bliadhnaichean! Measgachadh de innealan-ciùil, luchd-ciùil, cultaran 's bàrdachd (Bha na sgeulachd mu'n deidhinn uabhasach inntinneach)….Se togail-inntinn a bh'ann - Oidhche miorbhalach!"

"A truly excellent concert of the highest standard. Loved it."

"Blas festival is outstanding in quality. There's nothing as good as it in our area. To hear fantastic music in a local community is so special."

"We were staying in Acharacle on holiday and checked for live music in the area, discovered the event with the Glenfinnan Ceilidh Band and the young people in the area and were most impressed with the musical ability of the young people who performed. As visitors from West Lothian we are more used to listening to school concert band music and pipe band performances. It made a lovely change. Catering was a bonus - excellent cakes. Tapadh leibh!."

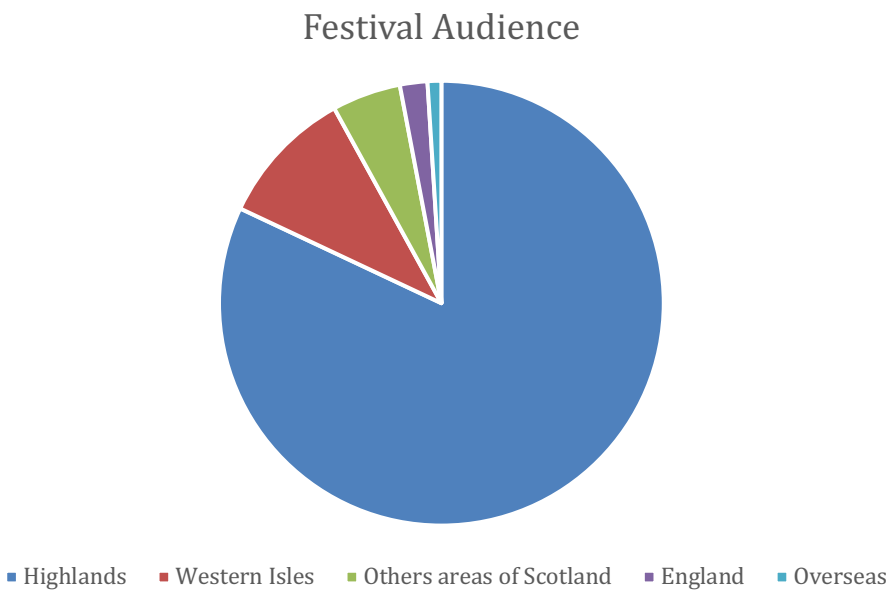
"Wonderful music and great atmosphere."

"Thank you so much for putting these events on, it's so essential to have music events and opportunities to get out the house, especially in the highlands. You had some great line ups this year."

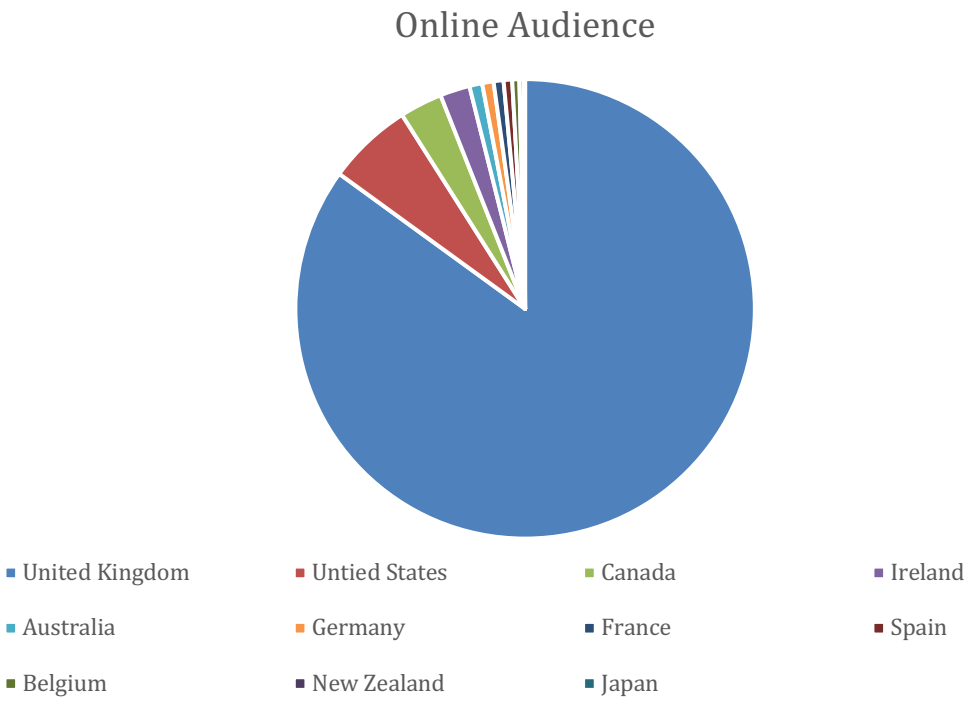
"Fantastic concert, such talented performers and a beautiful atmospheric venue. Thanks!"

"It was absolutely wonderful, such a privilege to attend, and would love to have more opportunities next year."

As expected, the vast majority of our audience members came from within the Highlands as shown in the chart below. We were delighted to welcome international visitors once again from America, Canada, Germany, Ireland, Italy and India. It is very likely that audience members who did not provide feedback came from several other countries.



Our online audience was international in its reach, with people watching the livestreams from the UK, USA, Canada, Ireland, Germany, Australia, Spain, France, Belgium, Japan and New Zealand.



Conclusion

The 20th Blas Festival was a successful celebration of our language, culture and heritage. The feedback received from those who attended our events is overwhelmingly positive with a 94% satisfaction rating for cultural, linguistic and value-based outcomes.

We were pleased with the audience figures that attended Blas events and we are indebted to the communities and promoters that continually support the festival and work tirelessly, not only for our concerts and cèilidhs, but throughout the year to support live music in venues across the Highlands.

The delay in confirmation of funding for Blas from the Highland Council had an adverse impact on our ability to organise and promote the festival within a suitable timescale, with a knock-on effect on the timing of marketing. Standstill funding in the face of ever-increasing costs means the programme we are able to offer will continue to diminish and this has an impact on audience numbers. Fewer communities are able to receive Blas events with fewer artists and contractors gaining employment.

Blas 2025

We are grateful to our funders and partners The Highland Council, Creative Scotland and Bòrd na Gàidhlig for their continued support of the Blas Festival. We acknowledge, too, the additional support from Comhairle nan Eilean Siar. We sincerely hope that this will continue and be strengthened to ensure that we can continue to organise this special festival, the biggest non-competitive celebration of Gaelic culture in Scotland.

The outputs of the Blas Festival since it began in 2005 can be seen clearly at the beginning of this report. The economic, social, linguistic and cultural impacts are significant across Highland communities and confirmed through independent research.

As we look ahead to 2025, by the end of January Fèisean nan Gàidheal will know whether or not it has been successful in securing multi-year funding from Creative Scotland. This decision will determine the ability of the organisation to continue delivering a contract for The Highland Council and, if successful, the level of funds it can apply towards Blas events in delivering its wider programme.

Once we have that result we will be in a position to begin organising Blas 2025 but, to ensure the legacy of the first 20 years of Blas can be built upon, it is imperative that funding for delivery of the contract is confirmed at a much earlier date and that the aims and ethos of the festival are strengthened through improved dialogue and closer collaboration with The Highland Council. Certainty of funding at an earlier stage would allow us to plan more effectively, secure more favourable deals on accommodation and travel and market events much earlier, giving us a better chance of increasing audience numbers.

The opportunities Blas offers to musicians, professionals working within the arts and the young people of the Fèisean are considerable. The rural and urban communities of the Highlands have the opportunity to host high quality music events through Blas and it is evident through attendances, informal and formal feedback and the continued high satisfaction rating for the festival, that there is strong, widespread support for the event.

Fèisean nan Gàidheal

Financial Issues

Agenda Item: 4.2024.03

This report includes:

Agenda Item: 4.2024.03(a)	**Action Required**
Income and Expenditure 2024-25 with transactions to 25 November 2024.	For Noting and Discussion
Agenda item 4.2024.03(b)	
Current bank balances will be confirmed at the meeting.	Verbal for Noting
See paper 4.2024.03(b)-1 for an update on funds deposited with Flagstone.	
Agenda item 4.2024.03(c)	
Management accounts for the period to 30 September 2024, prepared by Mann Judd Gordon.	For Noting and Discussion
Agenda item 3.2023.03(d)	
Grants to Fèisean 2024-25 with payments to 25 November 2024.	For Noting

Anne Willoughby
Executive Manager
November 2024

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

Agenda Item 4.2024.03(a)

INCOME	**2024-25**	**PERIOD**	**ACTUAL**	**DIFFERENCE**	
Core Grants	£446,147	£297,431	£312,831	£15,400	1
Management Fees	£95,200	£63,467	£95,200	£31,733	2
Grants Scheme	£163,837	£109,225	£193,837	£84,612	3
Fèis Development Fund	£0	£0	£0	£0	
Annualised Hours	£10,160	£6,773	£10,160	£3,387	
Devolved Funds	£120,000	£80,000	£120,000	£40,000	4
Training	£3,000	£2,000	£3,000	£1,000	
Fèisgoil	£351,750	£234,500	£261,915	£27,415	5
Blas Festival	£99,869	£66,579	£102,213	£35,634	6
Other Earned Income	£12,800	£8,533	£4,664	-£3,869	
Support Cèilidh Trails	£6,000	£4,000	£6,000	£2,000	
Gaelic Residential Events	£31,000	£20,667	£31,002	£10,335	
Gaelic Song-writing & Archiving	£2,000	£1,333	£2,000	£667	
Showcase & International Opportunities	£8,500	£5,667	£6,800	£1,133	
Resources & Digitisation Programme	£3,767	£2,511	£3,767	£1,256	
Press/PR/Website Updates/Newsletter	£1,000	£667	£1,000	£333	
FèisTV	£5,400	£3,600	£3,490	-£110	
Income still to be Raised	£14,198	£9,465	£2,297	-£7,168	
TOTAL INCOME	**£1,374,628**	**£916,419**	**£1,160,176**	**£243,757**	
EXPENDITURE					
RUNNING COSTS					
Staff Salaries	£389,184	£259,456	£243,822	-£15,634	7
NIC Contributions	£46,702	£31,135	£24,821	-£6,314	
Pension Contributions	£19,459	£12,973	£11,922	-£1,051	
Staff Travel, Accommodation & Subsistence	£12,000	£8,000	£8,887	£887	
Office Rent & Rates	£20,000	£13,333	£11,332	-£2,001	
Stationery, Printing, Postage & Photocopiers	£11,000	£7,333	£6,920	-£413	
Utilities and Communications	£18,000	£12,000	£10,468	-£1,532	
Trustee Expenses	£3,000	£2,000	£1,718	-£282	
PVG Service	£2,000	£1,333	£657	-£676	
Insurance	£11,000	£7,333	£2,176	-£5,157	
Sundry Expenses	£1,000	£667	£1,127	£460	

Accountancy & Bank Charges	£7,500	£5,000	£456	-£4,544	
Professional Fees	£3,000	£2,000	£2,031	£31	
Instrument Bank Maintenance	£2,500	£1,667	£11,060	£9,393	
Access Fund (SEND)	£2,000	£1,333	£0	-£1,333	
Capital Expenses	£2,000	£1,333	£0	-£1,333	
PROGRAMME COSTS					
Grants to Fèisean	£163,837	£109,225	£104,382	-£4,843	8
Annualised Hours	£10,160	£6,773	£4,946	-£1,827	
Fèis Development Fund	£0	£0	£1,000	£1,000	
Devolved Grants	£120,000	£80,000	£59,172	-£20,828	9
Devolved Grants Management Fee	-£8,500	-£5,667	-£8,500	-£2,833	
Training Programme	£3,000	£2,000	£2,571	£571	
Training Programme Management Fee	-£1,000	-£667	-£1,000	-£333	
Fèisgoil	£351,750	£234,500	£184,862	-£49,638	10
Fèisgoil Management Fee	-£60,000	-£40,000	-£60,000	-£20,000	
Annual Conference	£10,000	£6,667	£14,522	£7,855	
Blas Festival	£99,869	£66,579	£94,803	£28,224	11
Blas Festival Management Fee	-£15,000	-£10,000	-£15,000	-£5,000	
Support Cèilidh Trails	£14,000	£9,333	£4,106	-£5,227	
Cèilidh Trails Management Fee	-£4,000	-£2,667	-£4,000	-£1,333	
Gaelic Residential Events	£31,000	£20,667	£23,195	£2,528	
Gaelic Residential Events Management Fee	-£3,000	-£2,000	-£3,000	-£1,000	
Gaelic Song-writing, Archiving etc	£2,000	£1,333	£1,834	£501	
Gaelic Song-writing & Archiving Management Fee	-£200	-£133	-£200	-£67	
Press/PR/Website Updates/Newsletter	£1,000	£667	£1,870	£1,203	
Press/PR/Website Updates/Newsletter Management Fee	-£200	£0	£0	£0	
Showcase & International Opportunities	£8,500	£5,667	£4,607	-£1,060	
Showcase & International Opportunities Management Fee	-£1,000	-£667	-£1,000	-£333	
Resources & Digitisation Programme	£3,767	£2,511	£1,468	-£1,043	
Resources & Digitisation Management Fee	-£1,000	-£667	-£1,000	-£333	
FèisTV	£5,400	£3,600	£2,896	-£704	
FèisTV Management Fee	-£1,300	-£867	-£1,300	-£433	
Contingency	£0	£0	£1,938	£1,938	
SUB-TOTAL EXPENDITURE	**£1,279,428**	**£852,952**	**£750,369**	**-£102,583**	
Management Fees	£95,200	£63,467	£95,200	£31,733	12
TOTAL EXPENDITURE	**£1,374,628**	**£916,419**	**£845,569**	**-£70,850**	
Transfer to Reserves	£9,520	£6,347	£9,520	£3,173	
SURPLUS/(DEFICIT)	**£0**	**£0**	**£314,607**	**£314,607**	

Notes:

1	All funding received from local authorities and Bòrd na Gàidhlig but 25% of Creative Scotland funds still to be received, due in January 2025.
2 & 10	All Management Fees were allocated across projects in August.
3 & 8	Grants paid to Fèisean at point of need and on submission of claims.
4 & 9	Funding for Devolved Grants Schemes received and paid out in line with agreements.
5 & 10	Some Fèisgoil funding still to be received which will be spent over the school year to the end of June 2025.
6 & 11	Blas funding received with the majority of costs incurred in September and October but with some invoices and returns still to be received.
7	Salaries underspend is due to staff changes, some reduced hours and annual pay increments not having been paid to date.

CAF

Available to invest
£0 GBP

AC

My summary | Place deposits | Statements

4.2024.03(b)-1

Please use only our updated bank details to fund your holding account. LEARN MORE

You have £398,160.16 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

UPCOMING MATURITY DATE

2 Dec 2024

This is when your cash will arrive in your holding account

2 Fixed Term accounts will have reached maturity.

Hide more details

MY FUNDS

Total deposit accounts balance	£398,160.16 ?
Holding account balance	£0.00 ?
Total portfolio value	£408,725.45 ?

SET UP ROLLOVER ?

Sainsburys Bank

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

See more details

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

CAF

Available to invest
£0 GBP

AC

My summary | Place deposits | Statements

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

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

See more details

Charity Bank

Term	AER | Gross ?	Maturity date	Current balance	Interest at maturity ?	FSCS eligibility ?
Fixed 12 months	4.21% | 4.21%	24 Oct 2025	£81,239.42	£3,420.17	Yes

See more details

fscs Protected

Your UK cash deposits are eligible for FSCS protection.

FIND OUT MORE

Fèisean nan Gàidheal

Management Accounts to 30 September 2024

Agenda Item: 4.2024.03(c)

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	306,684	230,334		3,000				40,500	32,850
Highland Council	255,663	37,794	62,869		155,000				
Argyll & Bute Council	18,450	18,450			0				
Highland & Islands Enterprise	4,038	0			4,038				
Bord na Gaidhlig	115,000	95,000				20,000			
William Grant Foundation	30,000						30,000		
Sale of publications	95	95							
Instrument bank revenue	1,900	1,900							
Fèisgoil - earned income	25,927				25,927				
Gaelic Residential Income	2,400					2,400			
Management charges	86,700	86,700							
Box office / concerts	13,927		13,927						
Other income	5,515	5,486	29						
Bank interest received	1,441	1,441							
Total incoming respources	**867,740**	**477,200**	**76,825**	**3,000**	**184,965**	**22,400**	**30,000**	**40,500**	**32,850**
RESOURCES EXPENDED									
Charitable activities									
Wages	184,169	184,169							
Employer's National Insurance	13,533	13,533							
Pensions	8,923	8,923							
Child protection costs	580	580							
Training	1,527			1,527					
Resources	932				932				
Fèisgoil - delivery costs	39,254				39,254				
Archiving project	5,241	5,241							
Sgoil Shamhraidh	7,734					7,734			
Cleachiaigantaigh	249	249							
Meanbh-chuileag / Pantomime	8,522				8,522				
Tachartasan Comhnaidh	9,990					9,990			
Feis TV	1,079				1,079				
Devolved Fund - MEG	33,987							33,987	
Management charges	86,700	5,400	15,000	1,000	62,300	3,000		0	0
Blas - Artistes costs	20,700		20,700						
Blas - Travel and support	7,883		7,883						
Blas - PA & Lighting	4,248		4,248						
Blas - Venue hire	1,455		1,455						
Blas - Promotion	4,790		4,790						
Blas - Commissions	552		552						
Grants to Feisean	95,642	95,642							
Grants for Tasgadh Fund	11,542								11,542
Grants for Ceilidh trails	16,448	16,448							
Instrument bank costs	6,108	6,108							
	571,788	336,293	54,628	2,527	112,086	20,724	0	33,987	11,542
Support costs									
Office rent	9,999	9,999							
Insurance	1,952	1,636	316						
Light and heat	3,233	3,233							
Telephone	5,801	5,801							
Printing postage & stationery	3,847	3,847							
Sundries	3,715	3,715							
Website	1,220	1,220							
Staff travel and expenses	6,480	6,480							
Depreciation	4,545	4,545							
Bank charges and interest	97	97							
Audit & accountancy	5,065	4,325	740						
Committee expenses	720	720							
Annual conference	12,273	12,273							
Legal & professional fees	1,737	1,737							
	60,684	59,629	1,056	0	0	0	0	0	0
Total resources expended	**632,472**	**395,921**	**55,684**	**2,527**	**112,086**	**20,724**	**0**	**33,987**	**11,542**
Net incoming / (outgoing) resources - for the six months ended 30 Sept 2024	**235,267**	**81,279**	**21,141**	**473**	**72,878**	**1,676**	**30,000**	**6,513**	**21,308**
Funds at 1 April 2024 - unrestricted	351,715	351,715					0		
Funds at 1 April 2024 - restricted	47,730							37,290	10,439
Total funds at 30 September 2024	**634,712**	**432,994**	**21,141**	**473**	**72,878**	**1,676**	**30,000**	**43,803**	**31,747**

Fèisean nan Gàidheal
Consolidated Management Accounts
Six months ended 30 September 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*
BALANCE SHEET AS AT 30 SEPTEMBER 2024									
Fixed assets									
Computer equipment - cost	75,252								
Computer equipment - depreciation b/fwd	(70,707)								
Computer equipment - depreciation charge	(4,545)								
	0								
Current assets									
Other debtors	2,000								
VAT	1,971								
	3,971								
Bank accounts									
FnG current account	9,837								
FnG high interest account	246,758								
Flagstone deposit account	391,274								
Blas Festival current account	5,620								
Lochaber Development account	8,812								
	662,301								
Current liabilities									
PAYE & National Insurance	(8,609)								
Accrued expenses	(22,951)								
	(31,560)								
Net assets as at 30 September 2024	**634,712**								

Grants to Fèisean 2024-25 with payments to 25 November 2024

Agenda Item: 4.2024.03(d)

Fèis Name	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Annualised Hours Grant	Additional/Dev Fund	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	£7,000	£15,721	£12,704	£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	£2,245	£1,508
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	£3,862	£4,681
Fèis Spè	£2,240	£2,209	£2,504	£42	£504	£2,100	£9,557	£7,067	£2,490
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**	**£9,100**	**£103,960**	**£63,798**	**£40,162**
COMHAIRLE NAN EILEAN SIAR									
Fèis Tìr a' Mhurain	£4,354	£0	£813	£25	£300	£0	£5,467	£3,898	£1,569
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**	**£15,999**	**£10,142**

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	£1,344	£698
Total Other Areas/Councils	**£19,309**	**£0**	**£28,039**	**£255**	**£3,060**	**£0**	**£50,408**	**£24,776**	**£25,632**
	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Annualised Hours Grant	Development Fund	Total Grant Offered	Balance Paid	Outstanding Balance
GRAND TOTALS	**£70,702**	**£34,100**	**£87,207**	**£917**	**£11,004**	**£17,200**	**£220,213**	**£126,528**	**£93,685**

Fèisean nan Gàidheal

Funding Agreements

Agenda Item: 4.2024.03(e)

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

At the last meeting, I reported on the uncertainty surrounding Creative Scotland funding and included the letter I had written, with the Chair's agreement, to the Cabinet Secretary for the Constitution, External Affairs and Culture. His reply is available in 4.2024.03(e)-1.

It had been expected that the outcome of our application for multi-year to Creative Scotland would be known sometime in October. However, as previously intimated to Board members, the decisions were delayed until January, until Creative Scotland had clarity on its budget for 2025-26 onwards. Updates from Creative Scotland, issued on 3 October and 28 November, are included in 4.2024.03(e)-2.

We continue to deliver Tasgadh and Maoin nan Ealan Gàidhlig, funded by Creative Scotland, with staff members on the respective panels. We are also a member of its Traditional Arts Working Group which met in November when EDI issues within the sector were discussed.

2. Bòrd na Gàidhlig

Following submission of a satisfactory progress report for the first six months, the second instalment of 2024-25 funds from Bòrd na Gàidhlig was received in November.

We were pleased to have Ealasaid MacDonald, Ceannard of Bòrd na Gàidhlig, contribute to our Annual Gathering in September.

Bòrd na Gàidhlig has funded Comunn na Gàidhlig to devise a Gaelic youth strategy and we are working with their officers and those from other organisations, including Bòrd na Gàidhlig, on this.

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.

Steven Kellow from Bòrd na Gàidhlig, Joy Dunlop and I were on a panel to reach decisions on small grants for Seachdain na Gàidhlig (Gaelic Week) 2025, a scheme funded by Bòrd na Gàidhlig.

3. The Highland Council and High Life Highland

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

Summer and October Fèisean seemed to be very successful this year and the majority 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.

A separate report on Blas is included in the Board papers and, if funding continues to be available for the festival, early in the new year we will be looking to agree a sustainable model for its delivery before agreeing a contract with The Highland Council.

We were delighted to have confirmation from High Life Highland that our YMI contract is to be continued and this is 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.

A further update meeting was held with Suzanne Mason and Mairi MacLennan from the council on 13 November attended by Abi Reid and me.

5. Comhairle nan Eilean Siar
In September, I reported on an application we had made to Comhairle nan Eilean Siar's Crown Estates Revenues Fund. Although the project would have been of great benefit to the local Fèisean and to employment for tutors, the bid was unsuccessful. It is not clear if any Gaelic and/or cultural projects were funded.

We were pleased to receive assistance from the Comhairle for two Blas events in the Western Isles and equally happy that our agreement to deliver singing support in Uist and Barra schools is to continue.

6. Scottish Government
We are delivering Blasad Gàidhlig sessions in the 2024-25 school year through the consortium of local authorities funded by the Scottish Government. Despite an intervention by government officials, the funds have still not been released. However, we are going ahead in good faith and further information on delivery is included in the Fèisgoil Manager's report.

Kate Forbes MSP, Deputy First Minister and Cabinet Secretary for Economy and Gaelic, held a meeting with Gaelic organisations on 30 October to discuss challenges in delivering Gaelic initiatives.

Responding to a call for a 'reset' of Gaelic funding, she asked all the organisations present to submit a paper outlining their current 'shortfall' and their 'ask' should additional funds become available in the forthcoming budget.

The paper I submitted on behalf of Fèisean nan Gàidheal is available in 4.2024.03(e)-3 along with the Deputy First Minister's acknowledgement dated 26 November.

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 have been used to reduce the deficit identified at the start of the financial year.

The Foundation holds regular online forums, or fora, and I am due to attend one on 10 December.

Action Required
Board members are asked to:
1. Note the current position in relation to funding agreements and the information in the accompanying papers and
2. Raise any questions or points they wish in relation to our ongoing agreements.

Arthur Cormack
Chief Executive
November 2024

Cabinet Secretary for Constitution, External Affairs and Culture
Rùnaire a' Chaibineit airson a' Bhun-reachd, Cùisean an Taobh A-Muigh agus Cultar
Angus Robertson MSP/BPA

T : 0300 244 4000
E : scottish.ministers@gov.scot

Scottish Government
Riaghaltas na h-Alba
gov.scot

Arthur Cormack
arthur@feisean.scot

Our Reference: 202400431780
Your Reference: Support for Culture

3 October 2024

Dear Arthur,

Thank you for writing to me in your letter of 29 August 2024 which also copied the First Minister, Deputy First Minister and Cabinet Secretary for Education and Skills. Your letter raises points regarding support for Scotland's culture sector. As this falls within my remit as Cabinet Secretary for Constitution, External Affair and Culture, I will be responding directly.

Allow me to be clear that the Scottish Government values the importance of traditional music especially the significant contribution freelance Gaelic artists and creatives make, not only to wellbeing but to the cultural, social and economic life in communities across Scotland.

In the recent Programme for Government 2024-25: Serving Scotland, the Scottish Government sets out its key priorities for culture in the coming year including a review of the way the culture sector is supported. As the main distributor of culture funding in Scotland, a review of Creative Scotland will be a key component of that work as part of our commitment to ensuring excellence in Scotland's public services and to ensure that the additional funding made available as part of the Scottish Government's commitment to increasing culture funding by £100m annually by 2028/2029 is distributed in a way that achieves the maximum impact for the sector. I am pleased to confirm that spending on culture has gone up by more than £15m in this financial year, as a first step towards that annual increase.

This commitment to additional funding despite the challenging budget situation signals our confidence in the Scottish culture sector and is the starting point of a journey of three phases – sustain, develop, and innovate. Through this increased investment we want to drive up opportunities for participation in creative pursuits, support the production of new works, and ensure that Scotland's cultural output has

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Tha Ministearanna h-Alba, an luchd-comhairleachaidh sònraichte agus Rùnaire Maireannach fo chumhachan Achd Coiteachaidh (Alba) 2016. Faicibh www.lobbying.scot

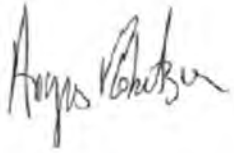
platforms at home and abroad.

Further information about the announcement of the planned review of Creative Scotland is available here. Details on the review process will be set out in due course, including proposed timings and how the culture sector and other interested parties can input into the review.

With regards to your point on developing a Gaelic Arts Strategy, I am grateful to you Arthur as the Chair of the Short Life Working Group on Economic and Social Opportunities for Gaelic. The Scottish Government's response is due to be published imminently. It offers a proactive response to the recommendation relating to a Gaelic Arts Strategy and recognises the importance of Gaelic to Scotland's cultural sector.

I hope this information is helpful.

Yours sincerely



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Issued 3 October 2024 4.2024.03(e)-2

Dear Arthur

Important Update on the decision date for Multi-Year Funding

CS-MYFP-23021-5907	Fèisean nan Gàidheal

As you will be aware, Creative Scotland has been working on delivering the results of the Multi-Year Funding application process, with final decisions to be issued to all applicants by the end of this month, October 2024.

Following discussions with the Scottish Government as regards budget clarity for 2025/26 and beyond, we have now received confirmation that Creative Scotland's budget will not be confirmed until the overall Scottish Government budget announcement, which is scheduled for 4 December 2024.

As a result, the outcome from the Multi-Year Funding programme has necessarily been postponed until the end of January 2025. This is a revision to the published guidance.

Applications to the programme are currently being assessed as part of Stage 2 of the published process, and final decisions on the level of support we will be able to provide to successful organisations will be made once we have budget clarity.

The National Lottery reserves that we hold, currently £11m, continue to be allocated to Transition Funding from April 2025 for organisations currently in receipt of ongoing funding from Creative Scotland but who are unsuccessful in their application for Multi-Year Funding. Further information and guidance for this funding will be issued to all applicant organisations in November, for information, and prior to decisions being communicated by the end of January 2025.

We are aware of the difficult environment and challenging operating conditions that organisations face across the sector currently and apologise for the delay to the timelines for decisions. Please be assured that we have been proactively seeking budget clarity for this programme throughout the process, and on future budgets for culture more broadly, and will continue to do so alongside colleagues from across Scotland's cultural and creative sector.

We will be in touch with you again in November to confirm when information on Transition Funding is available, ahead of Multi-Year decisions being issued by the end of January 2025.

Creative Scotland

Issued 3 October 2024

Dear Regularly Funded Organisation

Multi Year Timings and Current RFO Funding Arrangements

We wrote to all applicants for Multi Year funding this morning confirming that the decisions for this programme will now be announced by the end of January 2025.

We understand however that existing Regularly Funded Organisations may have specific questions regarding how this new timing interacts with current RFO funding arrangements coming to an end.

As this is specific to RFOs, we are writing separately to those existing RFOs with Multi Year applications, to clarify and hopefully cover those questions you may have.

For clarity, all existing RFOs which have applied for MYF will either:

- Receive new Multi Year funding MYF from 1 April 2025 when their RFO contract completes **OR**
- Receive Transition Funding from 1 April 2025 - the details and application process for which will be shared next month

If my organisation is successful and offered funding by the end of January, when will my new Multi Year funding begin? Will there be a gap between my existing funding agreement ending and the new Multi Year funding agreement being in place?
Our expectation is that for those organisations that are successful, their new Multi-Year funding agreement will be in place from 1st of April, and there will be no "gap" in the funding schedule. This means that there should be no need for organisations to make arrangements for additional bridging funding between their RFO and Multi Year agreements.

If my organisation is unsuccessful in its Multi Year application, the new date for decisions will mean that there will be just two months before the current RFO funding comes to an end in March 2025, what support will there be available to us? Will contracts be extended? Will additional support be provided?
We have allocated up to £11m in National Lottery reserves to provide transition support for organisations (including any RFO's) which are unsuccessful in their application to the Multi-Year Funding programme.

Our intention is that decisions on transition support will be made in time for organisations that are unsuccessful in their MY application to be able to access this funding from 1st April 2025 and details of the support will be made available shortly. Organisations will then be able to understand how Transition support can work for them should they be unsuccessful in their MY application and our aim will be for this support to provide some certainty for the first months of the next financial year 2025/26.

At this stage, until our budget is known and we can conclude the MY process, we cannot know how many organisations will require Transition support, so we continue to protect up to £11m of reserves for this purpose.

We will not extend existing RFO agreements, we will instead put in place these new transition agreements. These will be aligned with the end of current RFO agreements.

The timing of the new decision means that my organisation won't have funding certainty when we reach certain parts of our governance process. This may lead to us having questions regarding our "going concern" status. What help can you offer where this is a concern?

Current RFO funding is not guaranteed beyond the current year of any award and is only confirmed annually following the confirmation of our budgets from the Scottish Government. In this sense, the new timing for Multi Year decisions is similar to the timing we have every year for confirmation of the RFO contracts for the next financial year. RFOs have existing approaches to managing this risk and uncertainty. The availability of transition support funding should help to mitigate some of the perceived risk associated with this.

However, we recognise that financial resilience is extremely low across the sector and every organisation has different circumstances. Assessment of risk and matters such as going concern status are a matter for organisations' Executive and Board teams. If, once you have taken all of this information into account, you are concerned about your organisation's status please get in touch with your Lead Officer and the Creative Scotland finance team to discuss.

Creative Scotland

Issued 28 November 2024

Multi-Year Programme Update

Dear Applicant,

We are close to, and eagerly awaiting, the announcement on 04 December of the Scottish Government's draft budget for 2025/26 which will enable us to put in place all the necessary plans to complete our Multi-Year Funding process and announce our decisions at the end of January.

The Scottish Government's draft budget announcement will help determine how many organisations we are able to support through the Multi-Year Funding programme.

In advance of this, we are writing to all Multi-Year Funding applicants to provide an update, including further information on the Transition support for any eligible organisations which may be unsuccessful in their application for Multi-Year Funding.

The level of Transition funding we will be able to provide to individual organisations will depend on the number of organisations that are unsuccessful in the Multi-Year Funding process. With that in mind, we will be refining and finalising the details of Transition Support once we have more budget clarity.

Detailed guidance for Transition Support will be made available in January, once we have a better idea of the extent of such support that may be required, and further communication on this will be issued at that time.

In the meantime, we are working to the following principles for Transition Support (noting that these may be refined, depending upon the Multi-Year Funding budget and outcomes):

- The Transition Support Programme aims to provide a short, fixed period of funding to eligible organisations previously funded by Creative Scotland on a regular ongoing basis but unsuccessful in their Stage 2 Multi-Year Funding application.
- There will also be the opportunity for unsuccessful applicants to access specialist advice to support their transition plans.
- Transition funding will be able to support a range of activities, including business plan remodeling; programmes of change; support towards existing programming commitments; cost-reduction solutions; identifying new income streams; fees for specialist services; winding down of activities; contributions towards redundancy costs and transfers of assets.
- This support will be available to existing Regularly Funded Organisations (RFOs) and eligible non-RFOs. Full eligibility criteria will be included in the guidance but, subject to budget and affordability, we will aim for Transition funding to be available to organisations that have previously received funding averaging at least £50,000 per annum in the period since October 2019 (excluding COVID emergency funding).
- Transition funding will be non-competitive and will be accessed by a simple application process.
- Applications for Transition funding will be assessed promptly with decisions confirmed within 4 weeks of receipt of application.
- The Transition support application process will open once Multi-Year Funding decisions have been announced at the end of January 2025, and the process will remain open until early May 2025.

- Receipt of Transition funding will not stop organisations applying to other Creative Scotland funds. We will require organisations to have completed their Transition funded work before being able to receive any other funding applied for through other routes.

As always, if you have any questions on this, or any other aspect of Multi-Year Funding, please contact our Enquiries Service atenquiries@creativescotland.com.

Creative Scotland

Fèisean nan Gàidheal

4.2024.03(e)-3

Submission to the Deputy First Minister and Cabinet Secretary for Economy & Gaelic

SUMMARY

In a half page, Fèisean nan Gàidheal's view is that an increase in funding for Gaelic activities is long overdue if the Scottish's Language Bill is to be impactful and the recommendations of the Short Life Working Group on Economic and Social Opportunities for Gaelic delivered.

An ongoing **cutbacks scenario**, which is what we are experiencing currently, would be extremely damaging to Fèisean nan Gàidheal's ability to deliver its wide programme.

To achieve a **standstill scenario**, to get back to where were four years ago, would require an additional £85,350 from Bòrd na Gàidhlig as well as a significant uplift from Creative Scotland and ongoing, though standstill, funding from the local authorities with which we work regularly. None of this is guaranteed at present.

An optimal **growth scenario** would involve success in our bid to Creative Scotland, achieving the level of funds requested, as well as an additional £333,525 from Bòrd na Gàidhlig. This would allow us to secure development of the Fèisean, enhance Gaelic enrichment activities, protect the Blas Festival and expand our work in schools. All of those activities would support Gaelic language use in communities while contributing to the economy.

The three scenarios are explored in more detail below.

BACKGROUND

In preparing this paper, we are mindful of the need for significant expansion in Gaelic community activities and better support for Gaelic education if the radical ambition the Deputy First Minister articulated for the Scottish's Language Bill, in her letter to the ECYP Committee Convener dated 24 October, is to be realised. We are mindful, too, of previous correspondence with the Cabinet Secretary for Education & Skills and the Cabinet Secretary for Constitution, External Affairs & Culture outlining challenges in our sector. We also note the clear view of the Short Life Working Group on Economic and Social Opportunities for Gaelic that "direct spend by the Scottish Government and an enhanced budget for Bòrd na Gàidhlig will be needed to stimulate economic growth and realise fully the social and wellbeing potential of Gaelic."

As requested, we focus on the 'shortfall' in funding from Bòrd na Gàidhlig against that for which we bid in the multi-year process it introduced last year. Important though Bòrd na Gàidhlig funding undoubtedly is to Fèisean nan Gàidheal it should be noted that, if we are unsuccessful in our bid for multi-year funding from Creative Scotland, the extent to which we will be able to continue delivering Gaelic arts activities will be impacted. In such a scenario, if our work is valued, there may be a need for further intervention from Bòrd na Gàidhlig or the Scottish Government.

In the letter from the Gaelic organisations which led to the recent discussion with the Deputy First Minister, and in correspondence with her and other Ministers, we have been clear about the impact of Gaelic funding not having kept pace with inflation, or even close. While there may be various ways to calculate the 'deficit' which now exists, the figures Fèisean nan Gàidheal produced in relation to the 2023-24 budget are in Annex 1.

CUTBACKS SCENARIO

In reality, we have been in a situation of cutbacks for a number of years. Fèisean nan Gàidheal has three fewer members of staff than it had in 2020. This affects our ability to fully support the Fèisean which are surviving, currently, on the minimum of regular funding. In order to preserve the breadth of Fèisean nan Gàidheal's programme, we have been operating on the basis of scaling back delivery while resisting withdrawal altogether from certain activities.

This is not a sustainable position and, although not a scenario we relish contemplating, any reduction in funding either from Bòrd na Gàidhlig or Creative Scotland, would lead to further diminution of our programme.

Our priority, always, is to secure the work of the local Fèisean. Therefore, potential areas for cutbacks would likely to be in relation to supporting Gaelic community events through Blas and Cèilidh Trails, and reductions in the time we spend in schools engaging young people in traditional music and Gaelic learning. Our language enrichment activities would be reduced and there would be fewer commissions for freelance artists who provide online lessons through our Oide service which must be kept fresh to ensure ongoing engagement from subscribers. Opportunities for community use of Gaelic would be diminished significantly.

STANDSTILL SCENARIO

In preparing figures for our future plans to both Creative Scotland and Bòrd na Gàidhlig, in light of expectation management, we aimed to work towards reinstating our staffing and programme, i.e. reversing the cutbacks we have been forced to institute over the past few years in the face of rising costs, standstill funding and delivering on initiatives such as Fair Work First and carbon reduction. Our ask of Bòrd na Gàidhlig was as follows, the 'shortfall' being the gap between the sum applied for and that expected. Note, though, that we have also assumed a significant increase in funding from Creative Scotland and ongoing, standstill funding from the local authorities with which we work regularly. Neither of those sums is guaranteed.

2025/26 Budget Standstill	BnG Bid 2025/26	Sum currently expected for 2025/26	Present shortfall	BnG percentage of expenditure
£1,699,825	£315,350	£230,000	£85,350	13.5%

GROWTH SCENARIO

Were we invited to bid for additional funds to promote growth in our work, our priorities would be to:

(i) Ensure local Fèisean have sufficient funds to continue to operate to their fullest potential in the face of rising venue and tutor costs, supporting the employment of a larger cohort of freelance artists on a more regular basis while ensuring they are paid in line with industry standards within the principles of Fair Work First, thereby increasing opportunities for young people to engage in Gaelic cultural activities.

(ii) Expand our out-of-school Gaelic enrichment activities such as 5 Latha and the Gaelic Drama Summer School and work in schools through our Beairteas initiative.
(iii) Secure the annual Blas Festival - the biggest non-competitive celebration of Gaelic culture in Scotland - which engages a large number of performers and contributes considerably to the Highland economy
and
(iv) Expand the Gaelic learning programmes in schools delivered through our Fèisgoil service, offering regular employment to tutors and the opportunity for young people to engage in learning Gaelic over a longer period to strengthen acquisition and retention.

2025/26 Budget Growth	BnG Revised Bid 2025/26	Sum currently expected for 2025/26	Projected shortfall	BnG percentage of expenditure
£1,950,000	£563,525	£230,000	£333,525	29%

The foregoing would deliver priorities within the current National Gaelic Language Plan and support Gaelic language use with many of the opportunities available in communities which could end up being designated as areas of linguistic significance. All those activities would contribute to economic growth and wellbeing.

CONCLUSION

We welcome, and share, the Deputy First Minister's aspiration that the 2025/26 budget should deliver meaningfully for Gaelic. This is long overdue and the opportunity to consider what could be done with increased funding is refreshing, while we acknowledge the less palatable outcomes which may yet prevail. We appreciate, too, the Deputy First Minister's assurance to the Scottish Parliament's ECYP Committee that "Symbolism is not a priority for Gaelic development nor for this (Scottish Languages) Bill."

We hope this will lead to a reset of funding applied towards Gaelic activities of all kinds so that we, and the other Gaelic organisations, can play a greater part in achieving the economic outcomes the language and culture could generate while ensuring Gaelic's regular use.

We trust the foregoing is useful and look forward to continuing the dialogue.

Arthur Cormack
CEO
Fèisean nan Gàidheal
30.10.2024

arthur@feisean.scot
07702 674143

ANNEX 1 DIMINISHING FUNDING FOR GAELIC & SCOTS

The Financial Memorandum (FM) to the Scotland's Language Bill confirmed the 2023-24 Gaelic & Scots budget as £29m.

In 2010-11, Scottish Government's total managed expenditure was £34.6 billion. £25m was spent on Gaelic & Scots, so the share of expenditure was 0.072% of the overall budget – less than a tenth of one percent. Bòrd na Gàidhlig's budget was £5.4m which was 0.016% of overall Scottish Government expenditure and 21.6% of the Gaelic & Scots budget.

In 2023-24, Scottish Government's total managed expenditure was £59.7 billion – growth of 72% from 2010-11. £29m was allocated to Gaelic & Scots, so the share of expenditure has decreased to 0.049% of the overall budget – less than half of a tenth of one percent.

Bòrd na Gàidhlig's baseline budget in 2023-24 was £5.179m - 0.009% of overall Scottish Government expenditure and 17.9% of the Gaelic & Scots budget.

Scottish Government Gaelic & Scots Funding	**2010-11**	**2023-24**
Scottish Government Budget	**£34,600,000,000**	**£59,700,000,000**
Gaelic & Scots Budget	**£25,000,000**	**£29,000,000**
Percentage of Scottish Government Budget	0.072%	0.049%
Bòrd na Gàidhlig	**£5,400,000**	**£5,180,000**
Percentage of Scottish Government Budget	0.016%	0.009%
Percentage of Gaelic & Scots Budget	21.600%	17.862%
Applying inflationary increases (2010-11 baseline)		
Standstill Gaelic & Scots Budget in 2023-24 would have been		**£36,959,033**
"Deficit"		£11,959,033
Standstill Bòrd na Gàidhlig Budget in 2023-24 would have been		**£7,983,151**
"Deficit"		£2,803,151

Deputy First Minister and Cabinet Secretary for Economy and Gaelic
Leas Phrìomh Mhinistear agus Rùnaire a' Chaibineit airson Eaconamaidh agus Gàidhlig
Kate Forbes MSP/BPA

T : 0300 244 4000
E : scottish.ministers@gov.scot

Scottish Government
Riaghaltas na h-Alba
gov.scot

Arthur Cormack
arthur@feisean.scot

Our Reference: 202400438885
Your Reference: Fèisean nan Gàidheal

26 November 2024

Arthur chòir,

Thank you for meeting with me and for the financial information that has now been submitted by Fèisean nan Gàidheal.

Officials in the Gaelic and Scots Division will continue working with you on this issue and supporting me in budget processes with a view to next years funding settlement supporting the Gaelic community as effectively as possible in the current climate.

Le dùrachd

KATE FORBES

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot
Tha Ministearanna h-Alba, an luchd-comhairleachaidh sònraichte agus Rùnaire Maireannach fo chumhachan Achd Coiteachaidh (Alba) 2016. Faicibh www.lobbying.scot

St Andrew's House, Regent Road, Edinburgh EH1 3DG
www.gov.scot

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Fèisean nan Gàidheal

Carbon Reduction: Annual Report

Agenda Item: 4.2024.05(a)

Reason for Paper

To provide Board members with an update on implementation of our agreed Carbon Reduction Plan and our Pathways to Zero Report for 2023-24.

Progress in delivering the plan

We agreed a Carbon Reduction Plan with Creative Scotland in September 2018 with the aim of monitoring our carbon emissions and, where possible, reducing them.

We have received the report in paper 4.2024.05(a)-1 from Creative Carbon Scotland providing an overview of our carbon emissions in 2023-24 and showing the progress we have made in implementing our annual plan.

In 2022-23, we emitted 23.99 tonnes C02e. In 2023-24 our emissions fell to 21.63 tonnes C02e from our previous, pre-COVID peak of 29.90 tonnes C02e in 2019-20. So, progress has been substantial.

There was an increase to 10,188 tonnes C02e emitted in total (up from 9,588 tonnes C02e in 2022-23) among organisations receiving regular funding from Creative Scotland.

This means that we were responsible for 0.21% (around a fifth of 1%) of the total carbon emissions of organisations receiving regular funding from Creative Scotland, down from 0.25% (a quarter of 1%) in 2022-23.

The report provides feedback and suggests further steps we could take to reduce carbon use (page 5).

We have focussed on Board and staff travel as this was something we could control and try to reduce from one year to the next. We have already exceeded our reduction target. Artist/tutor travel is harder to compare year on year as variations occur with opportunities additional funding bring to run new projects. We are not ignoring artist travel and have explored and encouraged car sharing and public transport use where this is available.

Cutting down dramatically on travel is highlighted as Fèisean nan Gàidheal's biggest challenge, and that of the arts sector more generally. We are aware that our largest source of emissions is paid-for mileage.

Suggestions to address this include:

a. Exploring the use of car sharing and public transport such as trains and buses if viable
b. Introducing a higher mileage rate to encourage car sharing
c. Requesting sustainability policies from suppliers and organisations with which we collaborate to ensure our approaches are aligned
   and
d. If feasible, sharing hybrid or electric vehicles with other local organisations.

Progress up to the 2024 Annual Gathering

Creative Carbon Scotland invited us to partner with them and other arts bodies in creating a Green Arts Charter which was published in November 2023.

We prepared and agreed additional guidance to our Environmental Policy to assist Fèisean nan Gàidheal staff, Fèis organisers and tutors to help cut carbon use.

We secured funding from Highland Climate Hub for reusable eco cups to discourage the use of one-off use disposable cups. These were distributed to staff and Board members and are also for sale on our website.

We organised a session at this year's Annual Gathering with Johnathan Angell, Keep Scotland Beautiful Gaelic Education and Learning Officer, to keep the importance of Climate Action and Climate Justice to the fore.

As can be seen in 4.2024.05(b), we have been working on an Adaptation Plan.

Action Required
Board members are asked to:
1 Discuss any relevant points
and
2 Note the progress in implementing Fèisean nan Gàidheal's Carbon Reduction Plan.

Anne Willoughby
Executive Manager
November 2024

Fèisean nan Gàidheal

Environmental reporting 2023-24 feedback report

creative carbon scotland

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Thank you for submitting your environmental reporting this year. This report summarises your response and offers feedback on the information you submitted. It also gives suggestions of actions that you could take to further progress your environmental action. This feedback is based on your reporting. Please read our advice and recommendations, but we also encourage you to do your own research; you know what works best for your organisation!

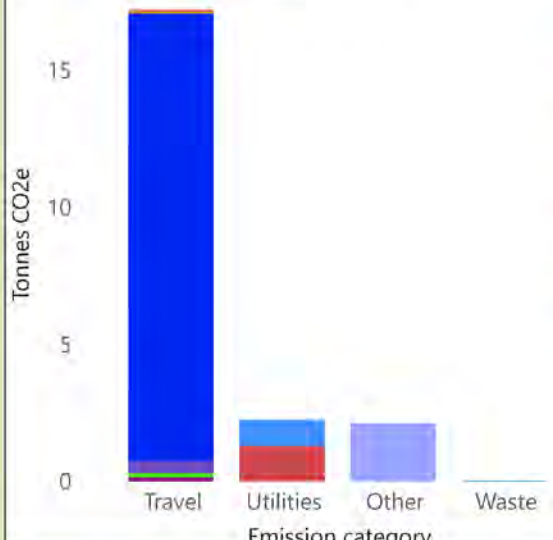
If you have reported before, you will notice that this report is a bit longer than in previous years. This is an attempt to provide feedback on all aspects of your reporting and also to spread out the information in more digestible chunks. If you require any support in accessing or understanding any of this information, please get in touch.

Environmental reporting 2023-24 feedback report

Fèisean nan Gàidheal – Emissions summary

The graph below shows your core emissions broken down by source. We have removed home working, commuting and audience travel values from this graph. These values, where notable, are highlighted on the next page. It might be useful to compare your footprint to the whole cohort and organisation type summaries at the end of this report to understand how you contribute and compare to the overall picture.

Your total 2023/24 core emissions



Emissions (tonnes CO2e)	
Bus travel	0.14
Electricity	1.30
Ferry travel	0.16
Freight	0.43
Gas	0.96
Hotel stays	2.13
Landfill	0.02
Paid for mileage	16.33
Plane travel	0.05
Taxi travel	0.04
Train travel	0.07

2023/24 core emissions (tonnes CO2e)

21.63

Data accuracy
All reported data appears accurate and you have used consistent methods to collate them.

Data completeness
The majority of relevant emissions are reported. Look at emissions from digital and procurement.

Main source of emissions
Your main source of emissions is paid for mileage.

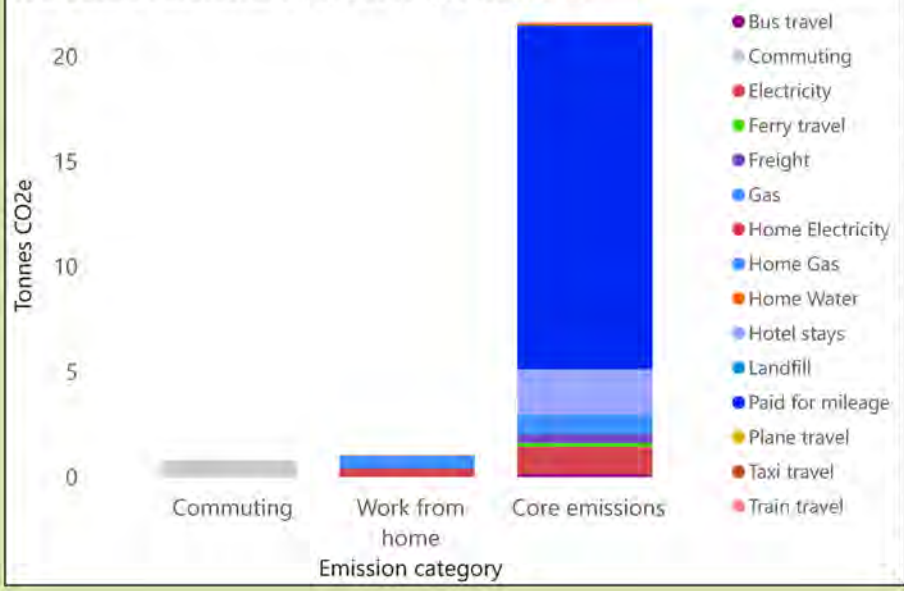
Suggested action(s)
Work with other organisations who work in rural settings to explore options for sustainable travel.

Environmental reporting 2023-24 feedback report

Fèisean nan Gàidheal – Additional emissions and beyond

In addition to the core emissions on the previous page, you were asked to report on commuting, energy from homeworking and audience travel emissions. These emissions are usually outside an organisation's direct control so can be trickier to act on, which is why we have separated them in this way. The graph here summarizes these and allows you to compare this to your core emissions.

Your 2023/24 additional emissions vs core emissions



Additional emissions
You have low homeworking/commuting emissions, and core emissions are greater. How would audience travel emissions impact this?

Suggested action(s)
Explore how you could develop audience surveys or work with venues to collect audience travel information. We will release more support around audience travel this year.

Circular economy, digital and biodiversity
You don't track digital or procurement emissions, but you have provided insight into your biodiversity work. CCS will use this to inform our approach to biodiversity.

Suggested action(s)
Use https://carbon.considerate.digital/ to track website emissions. For procurement, track materials you purchase, recording whether they are new, recycled, second-hand etc to reduce the new items from your supply chain.

Environmental reporting 2023-24 feedback report

Fèisean nan Gàidheal – Reported carbon management actions

This page contains a summary of your reported actions. For your full answers, see your full response. Your specific feedback is on the next page.

Your reported carbon management actions completed in the past year

As most of our organisation's emissions are from travel we were proposing that Board and staff reduce their travel by at least 20% before 2026. 2 out of our 4 annual Board meetings were held online reducing the need for travel. We were not able to reduce our emissions this year compared to last year as our organisation is not static and the number of projects or additional funding impacts on this. Travel emissions were higher in general due to this but we were able to reduce other emissions substantially. However, based on our baseline figure of 5710 kgC02e we have reduced our travel by 1751 kgC02e and our target was 1142 kgC02e by 2025 therefore we have already achieved our target.

Your reported carbon management plan for the next three years

Year	Actions	Emission reductions
2024/25	*Continue with all proposed actions in 10.4 above but will encourage staff and Board members to reduce their travel by 20% before 2027 - Reduce a further 6% from baseline.*	*343.00*
2025/26	*Continue with all proposed actions in 10.4 above but will encourage staff and Board members to reduce their travel by 20% before 2027 - Reduce a further 7% from baseline.*	*457.00*
2026/27	*Continue with all proposed actions in 10.4 above but will encourage staff and Board members to reduce their travel by 20% before 2027 - Reduce a further 6% from baseline.*	*343.00*

Environmental reporting 2023-24 feedback report

Fèisean nan Gàidheal – Carbon management plan feedback

This page contains Creative Carbon Scotland's feedback on your proposed carbon management plan.

Carbon management plan feedback

Through regular monitoring of your emissions, you clearly identify that travel is your main source. In fact, mileage represents 75% of your emissions. You have decided to focus on staff and board travel and have already met your reduction target here. That is great to see. However, then in your plan you outline how you will reduce this further. It's great that you think you will be able to exceed this target however it means you are ignoring artist travel which makes up 68% of your travel emissions. We would encourage you to explore what can be done with artist travel, not by reducing the amount of artist travel, but by supporting artists to travel in different ways. Perhaps there are options to car share or public transport options that might take a bit longer but with planning, could still work.

Beyond travel, you are doing some great work, using your influence and acting on your building energy emissions. Keep up this good work and do a bit more exploration into the impact you can have on artist travel.

Suggested action(s)

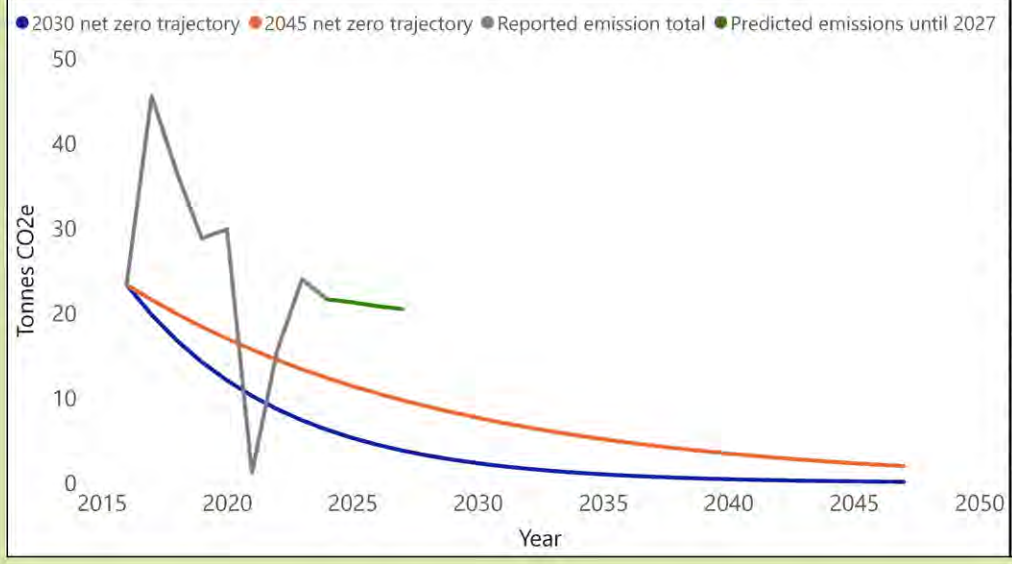
Speak to other local and rurally based organisations to share ideas on sustainable rural travel. For example, you might be able to share electric vehicles with other local organisations would get use out of them too.

Environmental reporting 2023-24 feedback report

Fèisean nan Gàidheal – Net zero trajectory

This graph shows your emissions trajectory since you started reporting. Additional emissions of homeworking, commuting and audience travel aren't included in these totals.

The grey line shows your emissions up to this point and the green line shows your reported reduction estimates. The blue and orange lines show the average paths for net zero by 2030 and 2045 from your baseline year.



Baseline

We compare your emission reductions from a baseline year. If you go through organisational change or report significant new sources of emissions, this baseline should be reset. We have set your baseline to 2015/16 since this is when you started reporting emissions to us.

Historical emissions

There is a general downward trend but you are currently not on track to reach net zero by 2045.

Trajectory

Current proposed reductions are going in the right direction, but still outside the ideal trajectory to reach net zero by 2045.

Suggested action(s)

Use our carbon budgeting tool to explore if any further savings could be made on your journey towards net zero, especially to mileage since this is historically your highest source of emissions.

Environmental reporting 2023-24 feedback report

Fèisean nan Gàidheal – Adaptation

This page outlines the actions in your adaptation plan and gives feedback based on the information you have provided.

Year	Your reported adaptation actions
2024/25	*Additional policies and procedures are implemented. Developing an Adaptation Plan with guidance from Creative Carbon Scotland, to address further climate change impacts and introduce a range of measures to ensure resilience in delivering our future programme. We will consider climate change actions and add them to our organisation's risk register for regular monitoring and mitigation. We will ensure that adaptation to climate change is considered in all planned activities and maintain an overview of the agreed Adaptation Plan and ensure an annual progress report is considered by the board.*
2025/26	*Ensure participants in our activities as well as the volunteers and tutors we work with are protected and provided with guidance to ensure their own personal safety in extreme weather conditions. Ensure a range of people can access our activities and ensure our audiences are protected as well.*
2026/27	*We will promote use of locally sourced food and provisions. In line with our Environmental Policy, Local Feisean will be encouraged to do likewise with all of us in the network engaging further in a range of carbon offsetting and in setting initiatives. Support community initiatives, community bakeries, tool libraries, zero waste shops, edible community gardens ensuring local sufficiency.*

Adaptation plan feedback

Your adaptation actions identify your key areas of vulnerability and outlines the key actions you are taking to combat this. It is clear, actionable and well thought through.

Suggested action(s)

Once your adaptation plan is fully signed off, share it publicly with other organisations to help them develop their own plan.

Adaptation resources

Check out these resources to further develop your adaptation plan:

- Guide to adaptation
- Adaptation toolkit
- Sniffer website

Environmental reporting 2023-24 feedback report

Fèisean nan Gàidheal – Influence and collaboration

This page outlines and gives feedback on your reported influence actions and highlights actions from another organisation that might be of interest.

Your reported influence and collaboration actions

We aim to ensure that those involved in our organisation are aware of climate change and what they can do to reduce emissions on an individual basis and community level. This was a topic which was covered at our Annual Conference last year by Highland Climate Hub. We work with public bodies and funders and take part in all climate change events/opportunities. I am Certified Carbon Literate and was involved in the Green Arts Charter set up.

Influence and collaboration feedback

You are clearly using your influence to support and inform those you work with around climate change as demonstrated through your work with CCS and the Highland Climate Hub. Continue this great work to support those you work with to make sustainable choices in their practice.

Suggested action(s)

Request sustainability policies/action plans from organisations you collaborate with or from any suppliers to ensure that your approaches are aligned.

Ideas from other organisations

Fèis Rois have introduced a slightly higher mileage payment for people who car share to encourage this more sustainable form of transport.

We encourage you to join the Green Arts Initiative and sign the Green Arts Charter if you haven't already. We continue to provide a range of tools, guidance and resources. If you have any questions about carbon management, adaptation, influence, or climate justice, head to our website or get in touch at matthew.belsey@creativecarbonscotland.com.

Environmental reporting 2023-24 feedback report

Creative Scotland RFO cohort overview

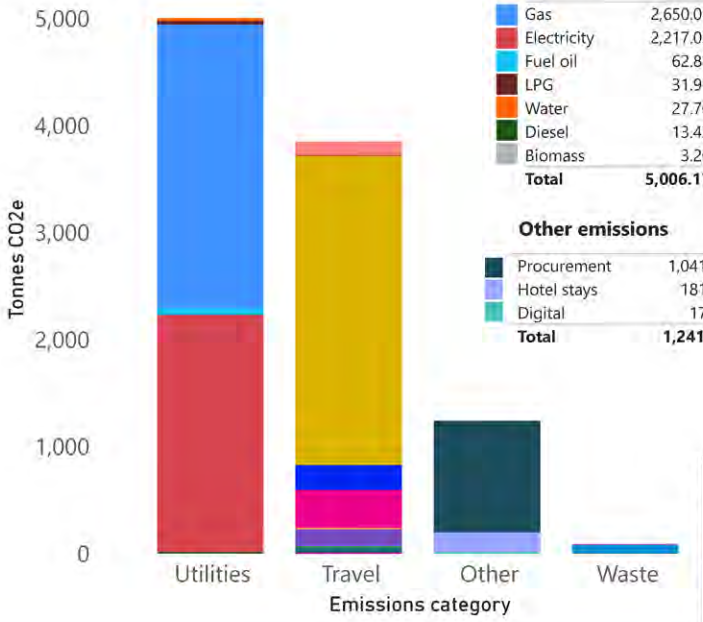
This page shows the total core emissions of all the Creative Scotland RFOs this year so that you can contextualise your own emissions. You can see below that the emissions total is greater this year. Despite reductions in Utilities, Waste and Other emissions, an increase of over 1000 tonnes in travel emissions is the cause of this increase. What can we do as a sector to reduce this and what support do we need?

2023/24 core emissions (tonnes CO2e)

10,188

2022/23 core emissions (tonnes CO2e)	2021/22 core emissions (tonnes CO2e)
9,588	5,696

Total 2023/24 core emissions of the RFO cohort



Utilities

Gas	2,650.01
Electricity	2,217.05
Fuel oil	62.88
LPG	31.91
Water	27.70
Diesel	13.42
Biomass	3.20
Total	**5,006.17**

Other emissions

Procurement	1,041.54
Hotel stays	181.94
Digital	17.66
Total	**1,241.14**

Travel

Plane travel	2,886.27
Other travel	354.20
Paid for mileage	230.65
Freight	158.91
Train travel	122.06
Company vehicles	48.97
Hired coach	16.71
Bus travel	14.63
Taxi travel	12.14
Ferry travel	5.93
Total	**3,850.46**

Waste

Landfill	82.03
Recycling	5.66
Energy from waste	1.67
Food waste	0.39
Waste Electricals	0.29
Total	**90.03**

On top of these, organisations also reported the following additional emissions:
Audience travel - **35152 tonnes CO2e**
Commuting - **767 tonnes CO2e**
Home working - **69 tonnes CO2e**

Environmental reporting 2023-24 feedback report

Festival and producing RFO cohort overview

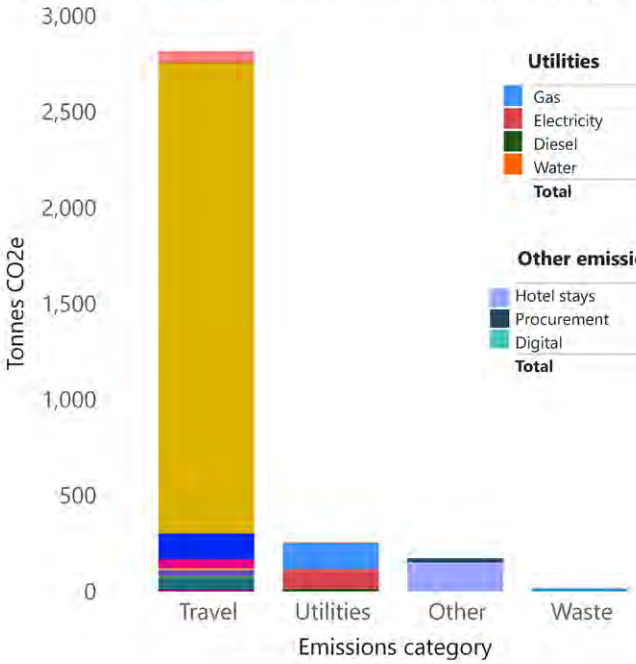
This page shows the total core emissions of the 51 Creative Scotland RFOs who are not building based (apart from possibly an office), instead focusing on programming or producing work. This includes festivals and producing organisations.
These organisations represent the majority of all travel emissions whilst energy emissions are a much lower percentage of the overall amount. Increasing plane travel is the driver of rising emissions.

2023/24 core emissions (tonnes CO2e)

3,258

2022/23 core emissions (tonnes CO2e)	2021/22 core emissions (tonnes CO2e)
3,030	979

Total 2023/24 core emissions of festival and producing RFOs



Utilities

Gas	134.94
Electricity	104.78
Diesel	13.41
Water	1.43
Total	**254.56**

Other emissions

Hotel stays	149.56
Procurement	20.80
Digital	1.78
Total	**172.15**

Travel

Plane travel	2,450.76
Paid for mileage	133.80
Company vehicles	62.24
Train travel	58.51
Other travel	47.26
Freight	34.39
Bus travel	10.72
Hired coach	9.50
Ferry travel	5.14
Taxi travel	4.78
Total	**2,817.11**

Waste

Landfill	13.66
Recycling	0.44
Food waste	0.04
Energy from waste	0.01
Total	**14.15**

On top of these, organisations also reported the following additional emissions:
Audience travel - **34142 tonnes CO2e**
Commuting - **66 tonnes CO2e**
Home working - **32 tonnes CO2e**

Fèisean nan Gàidheal

Climate Change: Adaptation Plan

Agenda Item: 4.2024.05(b)

Reason for Paper

Seek approval from Board members for a Climate Change Adaptation Plan.

Background

As indicated in 4.2024.05(a) Fèisean nan Gàidheal has worked for a number of years to reduce its carbon use but there is more to be considered.

With the support of Creative Carbon Scotland, and others, we have been discussing what more we, and Fèisean, could do at the same time as highlighting good practice. Board members will recall we produced and issued additional guidance on ways in which the Fèisean can play their part in reducing carbon use which augments our Environmental Policy.

As the climate continues to change, it is suggested that cultural organisations like Fèisean nan Gàidheal develop an Adaptation Plan to ensure the sustainability and resilience of our organisation, activities, communities and culture. A draft Adaptation Plan is following for consideration by the Board.

This is not particularly urgent work, but we have put together a plan based on three broad objectives with a range of actions, many of which revolve around risk assessment and management.

If approved, much of the implementation will be through the issuing of guidance, highlighting climate change adaptations in training events and ensuring our risk register reflects the threats to our work and suggests ways to mitigate them.

Action Required

Board members are asked to:

1. Note the content of the proposed Adaptation Plan
2. Suggest any amendments to the draft Adaptation Plan
   and
3. If they are content with it, subject to incorporation of any amendments from (2), approve the plan.

Anne Willoughby
Executive Manager
November 2024

Atharrachadh na Gnàth-shìde
Plana Freagarrachaidh 2024-28

Climate Change
Adaptation Plan 2024-28

Fèisean nan Gàidheal
Meall House
Portree
Isle of Skye
IV51 9BZ

www.feisean.org

Fèisean nan Gàidheal

Plana Freagarrachaidh 2024-28

Adaptation Plan 2024-28

Clàr-innse | Contents

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2	**Cinn-uidhe, cunnart agus ceangal ri pròg**ram | Objectives, risk and fit with programme	5
3	**Builean** | Outcomes	9
4	**Sùil air adhartas** | Monitoring	9

Fèisean nan Gàidheal works closely with Creative Carbon Scotland, has signed up to the Green Arts Charter and is a member of Highlands & Islands Climate Hub

Fèisean nan Gàidheal is a company limited by guarantee, registration number SC130071, registered with OSCR as a Scottish Charity, number SC002040, and gratefully acknowledges the support of its main funders

Creative Scotland | The Scottish Government | Bòrd na Gàidhlig

The Highland Council | Argyll & Bute Council | William Grant Foundation

as well as support from various other local authorities and public bodies with which it works

1 CÙL-FHIOSRACHADH | BACKGROUND INFORMATION

Tha atharrachadh na gnàth-shìde a' cur dùbhlain mòra ro gach roinn, a' gabhail a-s-each cultur. Tha e deatamach buaidh atharrachaidhean na gnàth-shìde aithneachadh agus ro-innleachd a leasachadh gus gabhail riutha. Tha am Plana Freagarrachaidh seo a' toirt cunntas air sreath ghnìomhan a chuireas Fèisean nan Gàidheal an sàs gus cunnartan a lasachadh agus seasmhachd a neartachadh taobh a-staigh na buidhne.

Tha Fèisean nan Gàidheal dealasach a thaobh dèiligeadh ri atharrachadh na gnàth-shìde a thuilleadh air ar sgaoilidhean a lùghdachadh. Bha againn roimhe ri ghabhail ri suidheachaidhean agus dùbhlain ùra. Thug an galar mòr-sgaoilte oirnn sgrùdadh a dhèanamh air prìomh amasan na buidhne, cho math ri sùbailteachd a thoirt a-steach agus ath-bhreithneachadh a dhèanamh air na rudan a tha riatanach dhuinn: tha na nithean sin uile cudromach nuair a thathar a' beachdachadh air mar a ghabhas sinn ri atharrachaidhean sa gnàth-shìde. Tha luchd-maoineachaidh a-nise a' sireadh dearbhadh gu bheil sinn a' dèiligeadh ris na cunnartan a tha an lùib fìor dhroch shìde agus atharrachaidhean sa gnnàth-shìde.

Coltach ris a h-uile roinn, feumaidh sinne aig Fèisean nan Gàidheal aithneachadh mar a bhios cunnartan a' toirt buaidh air ar n-obair, far a bheil sinn ag obair agus cò leis a bhios sinn ag obair. Ann an oidhirp cosgaisean is builean fìor dhroch aimsir a sheachnadh, feumaidh sinn planadh agus atharrachaidhean a chur an sàs aig ìre thràth gus dèanamh cinnteach gum bi sinn a' fàs nas seasmhaiche agus a' soirbheachadh eadhon le atharrachaidhean sa ghnàth-shìde.

Tro leasachadh agus a' cur an gnìomh ar Plana Freagarrachaidh, bidh cothrom againn tuigse fhaighinn air cho cugallach 's a dh'fhaodamaid a bhith le buaidh atharrachaidhean na gnàth-shìde. Ghabhadh cunnartan agus cothroman a chomharrachadh agus a mheasadh, agus b' urrainn dhuinn ceumannan a ghabhail gus na cunnartan sin a lùghdachadh cho math ri brath a ghabhail air cothroman. Bu chòir am plana seo a leughadh agus beachdachadh air an cois ar Poileasaidh Àrainneachdail agus planaichean leantaileachd.

Fèisean nan Gàidheal
An Dùbhlachd 2024

Climate change poses significant challenges to every sector, including culture. It is crucial to acknowledge the impacts of climate change and develop strategies to adapt to them. This Adaptation Plan outlines a series of actions Fèisean nan Gàidheal will undertake to mitigate risks and enhance resilience within the organisation.

Fèisean nan Gàidheal is committed to climate change adaption in addition to reducing our emissions. We are already skilled at adjusting to new circumstances and challenges. The pandemic forced us to examine the core function of our organisation, become more agile and refocus on the things essential to our existence: these are all important when considering how to adapt to climate change. Moreover, funders are now looking for reassurance that we can cope with the threats extreme weather and climate change present.

Like all sectors, we at Fèisean nan Gàidheal must recognise the risk to how we work, where we work and with whom we work. To help avoid the costs and consequences of extreme weather we must plan and adapt early to ensure that we become increasingly resilient and thrive even with changes to our climate.

Developing and implementing our Adaptation Plan allows us to understand our vulnerability to current and future climate changes. We can then identify and assess the risks and opportunities posed to our organisation and take action to mitigate these risks and exploit opportunities. This plan should be read and considered alongside our existing Environmental Policy and continuity plans.

Fèisean nan Gàidheal
December 2024

1.1 Fèisean nan Gàidheal's approach to climate change

Fèisean nan Gàidheal has worked for a number of years to reduce its carbon use.

While the pandemic had a positive impact on carbon emissions, as would be expected, in 2023-24 our emissions reduced to 21.63 tonnes C02e from 23.99 tonnes C02e the previous year, both down from a pre-COVID peak of 29.90 tonnes C02e in 2019-20. Progress has been substantial.

At the time of preparing this plan there had been an increase to 10,188 tonnes C02e emitted in total (up from 9,588 tonnes C02e in 2022-23) among organisations receiving regular funding from Creative Scotland. This means that Fèisean nan Gàidheal was responsible for 0.21% (around a fifth of 1%) of the total carbon emissions of organisations receiving regular funding from Creative Scotland, down from 0.25% in 2022-23 (a quarter of 1%).

Annual variations will occur since our programme, and where it is delivered, changes from year-to-year, so we are not complacent and will continue to examine ways to further reduce our carbon use which will include:

- exploring the use of car sharing and public transport such as trains and buses if viable
- introduction of a higher mileage rate for car sharing
- requesting sustainability policies from suppliers and organisations with which we collaborate to ensure our approaches are aligned
  and
- if feasible, sharing hybrid or electric vehicles with other local organisations.

Over the last few decades it has become warmer and wetter, with an increase in total rainfall (especially in winter) and heavier downpours. We are experiencing:

- increasingly variable weather
- frost and snowfall and sea level rise
- milder and wetter average autumn and winter
- more frequent intense rainfall events and flooding
- more heatwaves, extreme temperatures and droughts.

While the impacts of severe weather and climate change on our organisation's activities have been fairly minor to date, we acknowledge and understand that trends point to those becoming more frequent and severe in future.

With the support of Creative Carbon Scotland and others, such as the Highlands & Islands Climate Hub, we have been discussing what we, and our members, can do and highlighting good practice. It is clear, through discussions, that our member Fèisean are very alert to environmental issues and already do a lot. To augment our Environmental Policy, after discussion with the Fèisean, we produced and issued additional guidance on ways in which they can play their part in reducing carbon use.

As the climate continues to change, it is essential for cultural organisations like Fèisean nan Gàidheal to develop and implement a robust Adaptation Plan to ensure the sustainability and resilience of our activities, communities and culture.

1.2 Adaptations

We can expect social, economic, political and legislative shifts as a result of climate change, and this will affect the cultural sector in several ways, for example:

- how audiences access and experience cultural events
- how funders and insurers work with cultural organisations
- how staff undertake their job in a safe working environment
- the threat of damage to our premises and interference with the systems we rely on for day-to-day business continuity
- the possibility of interruptions to transport, power and communications infrastructure

disrupting activities
- staff working conditions may become unacceptable
- the possibility of damage to equipment and stock.

Ultimately these impacts may have reputational and financial consequences. To help avoid the costs and consequences of extreme weather we must plan and adapt early to ensure we maintain resilience. Adaptation considerations must include:

1.2.1 A **strategy** which takes account of the possibility of a changing climate fundamentally affecting the organisation's ability to undertake activities and deliver its core purpose. Our Adaptation Plan articulates actions Fèisean nan Gàidheal can take to mitigate risks and ensure continuity.

1.2.2 Aiming to save **money** by adapting early to climate change before it causes physical damage to our workspaces and putting in place a contingency fund to deal with damage caused by climate and implementing measures such as installing air conditioning in our premises, when and if required.

1.2.3 Ensuring **compliance** with existing legal or contractual requirements in the face of climate change. Building resilience reduces the risks of penalties or disputes. Other consequences may include an increase in health and safety incidents leading to staff downtime and insurance claims contributing to loss of revenue.

1.2.4 The organisation's **reputation** by strengthening resilience in adapting to climate change and identifying any new opportunities which could arise.

1.2.5 Climate change and extreme weather could affect aspects of **operations**, from supply chains and transport to premises and performances. Potential eventualities must be considered, including:

1.2.5a Built premises with nearly all businesses using premises which can be damaged by weather-related impacts such as floods, high winds and subsidence. This is predicted to increase which may result in increased insurance premiums. There is also the risk that buildings cannot withstand rainfall and storm damage resulting in increased repair or refitting costs.

1.2.5a Transport and utilities on which all businesses depend. Travel and deliveries by rail, air, sea or road and critical. Equally, businesses cannot operate without energy and fuel, supplies of which could be affected by extreme weather and climate change.

1.2.5c International supply chains with many Scottish-based companies relying on manufacturing operations overseas which may be affected by climate change in different ways. Data servers are often hosted in overseas territories. Increases in tropical storm frequency and water scarcity could increase the cost and availability of goods and services to Scottish businesses.

1.2.5d Health and Safety is one driver for adapting to climate change. Extreme weather could pose a risk to staff in getting to and from work. Temperature rises could lead to unacceptable indoor and outdoor working conditions, causing the organisation to close for longer periods or leaving it unable to support activities in certain venues. This could lead to reduced productivity and revenue.

1.2.5e Stock and equipment which may need to be protected from flooding, subsidence, excessive temperatures or stormy weather with potential consequences for business continuity and sales.

1.2.6 With some industrial and agricultural **processes and materials** being climate sensitive and some equipment with operating requirements that could be affected by extreme weather and climate change. For example, the impact on agriculture might make food more expensive, which could lead to increased costs. The shift to more public spending on dealing with the impacts of climate change could lead to a **reduction in grant funding**; people moving to more rural areas could change audience demographics.

1.3 Turning risks into opportunities

It can be easy to see the impacts of climate change as exclusively limiting the scale of scope of our activities for the worse. Although climate change impacts might lead to changes in how we deliver our activities, our changing climate might also prompt us to change what we create. However, there may also be more opportunities which result from our physically changing climate. For example, warmer and drier weather in some places may provide a welcome opportunity to host outdoor performances, or reduced snowfall in winter might make venues more accessible in these months.

1.4 Implementing the plan

Our Adaptation Plan is a clear demonstration that we are prepared to contribute to Creative Carbon Scotland's commitments and to increase the resilience of our organisation. Adaptation is an ongoing process: as our climate continues to evolve, so will cultural organisations, and so will our adaptation plan.

Over the coming years we will communicate our progress to our Board and staff, artists, volunteers, our members, tutors and other interested stakeholders, and foster a sense of collective responsibility towards climate resilience. We will collaborate with other arts organisations, local environmental organisations, government agencies and support community-wide adaptation efforts to address the challenges posed by climate change.

This plan will be published on our website so that staff, organisers, artists and other stakeholders can access it easily. Through collaboration, innovation and engagement we should aim to navigate the challenges posed by climate change and continue to fulfil our mission of enriching the lives of young people, and people of all ages. through Gaelic culture.

2 CINN-UIDHE, CUNNART AGUS CEANGAL RI PRÒGRAM | OBJECTIVES, RISK AND FIT WITH PROGRAMME

During the lifetime of this initial plan, we shall focus on a range of tasks to deliver three objectives. The areas of work in our Programme Plan 2024-28 to which each objective relates are also indicated. The average risk score and status is shown against each group of tasks, assessed as follows:

	High (16 to 25)		**Medium (11 to 15)**		**Low (0 to 10)**

Objective One	**Risk Score**
Adaptations will include a range of measures to be considered in ensuring resilience in the face of further climate change impacts.	**6**

Area/s of Work in Fèisean nan Gàidheal's Programme Plan 2024-28 to which objective relates

- Maintain High Standards in Governance & Staffing

Outcomes to be delivered (see 3 below) **4, 5, 15**

Rationale

The Board understands its duty to assess risk and to develop and review robust and relevant policies and plans to support staff and ensure their safety, as well as that of volunteers, freelance artists and participants involved in activities organised, or funded, by Fèisean nan Gàidheal.

Tasks	**Lead**	**Measures of success**
1.1 Ensure delivery of policies and plans and ensure all new staff, volunteers and contractors are aware of them through engagement and conditions of funding.	Administrator/ Development Team	Staff, volunteers and contractors are comfortable with respective roles in implementing this plan.
Target and date	**Adaptation Plan to be agreed by Fèisean nan Gàidheal's Board in December 2024 and published thereafter**	
1.2 Ensure climate change is considered in all planned activities through strengthened commitments in our 2024-28 Programme Plan.	CEO	Fèisean nan Gàidheal's programme, and those of its members, reflect good practice in dealing with the challenges of climate change.
Target and date	**Publication of our 2024-28 Programme Plan by January 2025**	
1.3 Maintain regular overview of the Adaptation Plan and ensure a periodical progress report is considered by Fèisean nan Gàidheal's Board.	CEO/ Executive Manager	Better practice is evident in anticipating impacts and putting adaptations in place.
Target and date	**Progress Report on 2024-28 Adaptation Plan implementation at May 2026 Board Meeting**	
1.4 Ensure the Risk Register is updated to consider climate change impacts. These shall include: • The need to identify a temperature threshold for safe working • The need to agree alternative locations for working should dangerous weather make travel difficult	CEO/ Executive Manager Management Team/All Staff	Risks are identified and recommendations for mitigation are made and reviewed regularly. Maintenance checks are carried out annually, or as often as necessary, to assess building vulnerabilities.

• The need for installation of blinds on office windows to keep internal temperatures down • The need for installation of cooling units • The potential for heat damage to stock and musical instruments • The impact of increased presence of insects and pests which may impact on our health, animals, plants and ecosystems. • The impact of potential flooding in our offices in the event of persistent rainfall leading to rivers overflowing • The need for an evacuation plan for people and equipment in the case of an emergency • Use SEPA's free flood warning service.		A ring-fenced budget is developed for ongoing maintenance, mitigation and potentially increased insurance costs.
Target and date	**Annual Report on general risk management considered by the Board in May each year**	
1.5 Review staff handbook and produce new staff guidelines on staying safe in extreme weather, which will also be suitable for use by Fèis organisers, tutors, performers and promoters.	Executive Manager/ Management Team	Everyone involved in Fèisean nan Gàidheal activities is more aware of risks connected to climate change and better equipped to deal with a range of eventualities.
Target and date	**Initial review of staff handbook in 2025 with reviews as appropriate thereafter to ensure safety of personnel**	

Objective Two	**Risk Score**
Adaptations will ensure participants in our activities, and audiences, as well as the volunteers and tutors with whom we work, are provided with guidance and training to help ensure their safety in extreme weather conditions.	**8**

Area/s of Work in Fèisean nan Gàidheal's Programme Plan 2024-28 to which objective relates

- Support and Develop Fèisean
- Engage and Develop Audiences
- Maintain High Standards in Governance and Staffing

Outcomes to be delivered (see 3 below) **2, 4, 5, 9, 10, 11, 15**

Rationale

We acknowledge and value the role of volunteers and aim to make the work less onerous and more enjoyable for them through the provision of as range of services geared towards their specific needs.

We recognise the value of community events in enabling people settling in Scotland to experience Scottish culture and to integrate more readily. People should not have to travel to centres of population to access excellent events. Cultural events and activities in small communities are both desirable and a means of supporting more environmentally sustainable work.

Tasks	**Lead**	**Measures of success**
2.1 Train employees, tutors, organisers and volunteers on the health and safety considerations in heatwaves, to include the need to:	Executive Manager/All Staff	Guidelines are shared to raise awareness of climate change and extreme weather dangers and

• provide drinking water to avoid dehydration • use sun cream • wear hats and sunglasses • have access to insect bite cream • have light clothing • have umbrellas for shading.		people trained to prepare for dealing with their impact.
Target and date	**Update Fèis Support Pack and other guidance documents by 31 March 2026**	
2.2 Ensure databases and contacts are up-to-date so people can be reached in an emergency.	Executive Manager/All Staff	Contact information is available when needed.
Target and date	**Updating of records on an ongoing basis**	
2.3 Plan events accordingly and, where locations are considered vulnerable, take account of: • the impact of sea level rise and erosion on coastal communities and activities • seasonal climate patterns • cost implications • insurance needs • ways to ensure continuation of activities • the impact from failure of IT systems and electrical outages • the possibility of cancelling events due to storm damage, road network closures, disruption to transport, energy or communications networks.	Development Manager/All Staff	Guidelines are shared (as 2.1 above) Activities are developed in line with known climate patterns and dates of established events changed, If necessary. Adequate insurance cover is in place to support continuity and provide compensation for event cancellation. Sustainable generator power is sourced for larger events, if required, and local venues with such services are used when possible.
Target and date	**Guidance prepared and issued by April 2026 with awareness raising provided and assessments carried out on an ongoing basis before and thereafter**	
2.4 Online streaming of events with monitoring of viewer information.	CEO	Better access provided to our work for some through digital delivery. Enhance our ability to deliver digital events.
Target and date	**Ongoing programme provided with regular consideration of viewer data**	

Objective Three	**Risk Score**
Adaptations shall promote the use of locally sourced food and services and, in line with our Environmental Policy, local Fèisean will be encouraged to do likewise.	**12**

Area/s of Work in Fèisean nan Gàidheal's Programme Plan 2024-28 to which objective relates

- Maintain High Standards in Governance & Staffing

Outcomes to be delivered (see 3 below) **2, 4, 5**

Rationale

Board and staff must ensure policies are adhered to and that risk is managed in relation to all activities. Staff ensure that the principles of equality, diversity and inclusion (EDI) are embedded in the organisation's work and the Board has a role in monitoring delivery of Fèisean nan Gàidheal's plans for EDI, Carbon Reduction and Adaptation.

Tasks	Lead	Measures of success
3.1 Climate change may lead to interrupted deliveries of essential foods and other goods and services. Planning should take account of: • using local suppliers, where possible, but diversifying so that there is no reliance on just one option • encouraging Fèisean to get involved with local groups and environmentally friendly local initiatives to source services to promote local sufficiency • working with other community groups to allow networking and sharing of costs and knowledge • the implications of the inability to serve customers e.g. instrument non-delivery to Fèisean leading to unhappy organisers and participants.	All Staff	The Fèis network and Fèisean nan Gàidheal works with a diversity of suppliers and our plans reflect consideration of the impacts of climate change as well as ways in which local solutions can support reduction of impacts.
Target and date	**Guidance prepared and issued by April 2026 with awareness raising provided and assessments carried out on an ongoing basis before and thereafter**	

3 BUILEAN | OUTCOMES

The following are the outcomes we expect in delivering our 2024-28 Adaptation Plan (numbers and colour coding from our 2024-28 Programme Plan:

2	The creative talent, life skills and wellbeing of young people are enhanced through participation and experimentation in the Gaelic arts.
4	Employment opportunities are created for artists with a commitment to Fair Work First and maximising economic benefits across Scotland.
5	In planning, promoting and participating in activities our responsibility to protect the environment and reduce carbon use will be discharged.
9	Community confidence is strengthened and quality of life and wellbeing improved through creative activities and opportunities to use Gaelic in cultural contexts.
10	Community cultural development is enhanced particularly, though not exclusively, in areas of low economic activity.
11	Digital technologies are utilised to bring our work to a wider, more diverse and dispersed audience.
15	Commitment to Fair Work First shall help retain a skilled workforce which uses Gaelic in the workplace and provides strong leadership and advocacy in the Gaelic arts sector.

4 SÙIL AIR ADHARTAS | MONITORING

The Board is ultimately responsible but, on a day-to-day basis, the Chief Executive shall ensure tasks in the Adaptation Plan are carried out with support from the lead officers named against each one. The Adaptation Plan will be discussed regularly at Fèisean nan Gàidheal staff meetings to ensure monitoring of the tasks.

A progress report against each of the tasks will be presented for consideration by Fèisean nan Gàidheal's Board of Trustees periodically during the lifetime of this initial plan.

Implementation of our Adaptation Plan will be reported to Creative Carbon Scotland through the annual Environmental Reporting process.

Fèisean nan Gàidheal

Creative Scotland Funds: Tasgadh and Maoin nan Ealan Gàidhlig

Agenda Item: 4.2024.05(c)

Reason for paper

To provide Board members with information 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 over three funding rounds.

As reported at the September Board meeting, grants totalling £14,835 were agreed following round one.

30 applications were received in round two, with requests totalling £24,565 towards projects with a value of £75,195. Minutes from the meeting held on 19 November 2024 are in the following pages which confirm grants of £10,658 having been agreed by the panel.

This leaves £11,087 available for a final round of grants, the application deadline for which is 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 over two funding rounds.

As reported at the September Board meeting, £39,464 was offered in grants following the first round for 2024-25.

That left £35,536 available for the second, and final, round of 2024-25 grants, the application deadline for which was 15 November 2024. That round attracted 34 applications, with requests totalling £204,281 towards projects with a value of £331,849.

The panel is scheduled to meet on 3 December and minutes from that meeting, confirming the grants agreed, will be available to the Board at its next meeting in addition to being published on our website.

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
November 2024

TASGADH

Traditional Arts Small Grants

Administered by fèisean NAN GÀIDHEAL

CREATIVE SCOTLAND

ALBA | CHRUTHACHAIL

LOTTERY FUNDED

Panel Meeting

Tuesday 19 November 2024 from 10.30 am via Zoom

MINUTES

T2-202425-01 Present

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

T2-202425-02 Apologies

Everyone was present so there no apologies.

T2-202425-03 Minutes from previous panel meeting

The minutes from the panel meeting held on 9 July 2024 were approved as a true record of the meeting.

T2-202425-04 Assessment of applications and agreement on grants

30 applications had been received for this funding round with requests totalling £24,565 towards projects with a value of £75,195. AC confirmed there was £21,665 available to allocate over this and the final round for 2024-25.

Prior to the meeting the panel members had the opportunity to score the applications based on various criteria. Following that exercise, average scores 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 who noted an interest took no part in the decision-making relating to any corresponding application.

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

Applicant Name	Project Summary	Grant	Interest
Joss Cameron	Event marking the 50th Anniversary of Jeannie Robertson's passing	£1,000.00	DF
Dundee Gaelic Choir	Puirt workshop followed by a flash mob in the V & A Dundee	£327.00	AC
Beetroots Collective CIC	Storytelling and art workshops about Scottish folklore for migrants, asylum seekers and refugees	£750.00	
James Ross	Professional development: A residency to develop and create new music for piano and string ensemble	£1,000.00	
Cabraich Community Arts	Weekly traditional music and song ceilidh in Stornoway from January to March 2025	£720.00	DF

Mairi Therese Gilfedder	Funding for four Cèilidh Tots - Interactive Traditional Scottish Music Concerts for babies/toddlers and their families	£807.00	
Deiseil Airson Dannsa	The creation of new work in Scottish stepdance, and associated music for that work	£920.00	DF
Grampian Association of Storytellers	Joint storytelling development day at Glenesk Folk Museum	£700.00	JU
Katie Proven	Use storytelling in schools to improve skills and build confidence	£720.00	JU
Story Wagon	Develop & pilot a storytelling piece about history of trees and native rainforest in Argyll & Bute	£783.00	
Liza Mulholland	Research and development for a live show on Shackleton's Endurance expedition	£1,000.00	
Sangstream Scots Folk Choir	Course of Workshops for song leaders	£931.00	DF
TMSA	Support for artists fees and costs to take part in the TMSA Young Trad Tour Concert at Celtic Connections 2025	£1,000.00	FC
		£10,658.00	

This left £11,087 available to disburse in the final round of Tasgadh funding for 2024-25.

T2-202425-05 Amendments to the Tasgadh Application Form (sample included)
Following discussion on the form at the last meeting, CH and AC had agreed the question on environmental sustainability should remain along with the link to relevant Creative Scotland guidance, but that it should be made clear responses to that question would not be scored by the panel.

Some further amendments to the application form had been suggested by DF with the aim of simplifying the process and, hopefully, focussing the attention of applicants on the information it is important to provide.

Following discussion about word count, the panel indicated their approval for the changes to the application form.

T2-202425-06 AOCB
This was DF's last meeting before his retiral from his role as Director of the Traditional Music Forum.

AC thanked DF for his input to Tasgadh since the scheme's establishment and this was echoed by all panel members.

T2-202425-07 Next Meeting
It was confirmed the next meeting would be at 10.30 on Tuesday 18 February 2025.

Fèisean nan Gàidheal
Meall House
Portree
Isle of Skye
IV51 9BZ

Phone 01478 613355
E-mail brath@feisean.scot
www.feisean.org