fèisean
NAN GÀIDHEAL

Image: Fèis Spè by Sophia McLeod and David Lintern

Fèisean nan Gàidheal

Meeting of the Board of Directors
SGL Board Room, Eden Court, Inverness
from 11.30am on Friday 8 December 2023

Fèisean nan Gàidheal

Meeting of the Board of Directors to be held in the Eden Court SGL Board Room, Inverness, from 11.30am on Friday 8 December 2023

Agenda

4.2023.01 PRELIMINARIES

(a)	Present	
(b)	Apologies	
(c)	Minutes of the previous meeting of the Fèisean nan Gàidheal Board	For Agreement
(d)	Matters arising	
(e)	Welcome to new Board members and election of office bearers	For Agreement

4.2023.02 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 2023 and 2024	For Discussion and Noting
(d)	Review of programme since October and a look ahead	Verbal for Discussion and Agreement

4.2023.03 FINANCIAL ISSUES

(a)	Income and Expenditure 2023-24	For Discussion and Noting
(b)	Bank balances and up-to-date information	Verbal for Noting
(c)	Management Accounts to 30 September 2023	For Discussion and Noting
(d)	Grants to Fèisean 2023-24	For Noting
(e)	Funding Agreements	For Discussion and Noting

4.2023.04 STAFFING ISSUES

(a)	Up to date information	Verbal for Noting
(b)	Fair Work First and Salaries 2023	For Discussion and Noting

4.2023.05 OPERATIONAL ISSUES

(a)	Carbon Reduction: Annual Report	For Discussion and Noting
(b)	Creative Scotland Funds: Tasgadh and Maoin nan Ealan Gàidhlig	For Noting

4.2023.06 OTHER

(a)	A O C B	
(b)	Date for the next meeting all 2024 meetings	For Agreement

Fèisean nan Gàidheal

Minutes of the meeting of the Board of Directors held at Muthu Newton Hotel, Nairn on Friday 29 September 2023 from 2pm

3.2023.01 PRELIMINARIES

(a) Present

Anna Murray (Chair), Colin Sandilands, Anne Macaulay, Carola MacCallum, Alistair Paul, Katie MacInnes, John A MacIver (CnES), Arthur Cormack (Attending), Anne Willoughby (Attending), Calum Alex Macmillan (Attending), Eilidh Mackenzie (Attending), Luke Slater (Attending).

Angus Macleod was unwell so simultaneous translation was provided by Iain MacIlleChiar. The Board wished Angus a speedy recovery.

The Board recorded their condolences to George Stoddart and Anne Macaulay who had both lost loved ones recently.

The Board also congratulated Dougie Pincock on the news of his retirement as Director of Sgoil-chiùil na Gàidhealtachd.

(b) Apologies

Kirsty MacDougall (Vice Chair), George Stoddart, Angela Mack, Sarah-Jayne Shankland, Lena Walker (Highland Council), Steven Kellow (Bòrd na Gàidhlig), Siobhan Anderson (Creative Scotland), Duncan MacNeil (Argyll & Bute Council), Morag Anna Macleod Mitchell (Highland Council).

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

Minutes of the meeting held on 26 May 2023 had been circulated.

The minutes were approved as a true record of the meeting, proposed by Anne Macaulay and seconded by Alistair Paul.

(d) Matters Arising

There were none.

3.2023.02 DEVELOPMENT ISSUES

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

A report by Arthur Cormack on progress with the programme of work to the end of March 2023 had been circulated.

Board members were happy with the progress which was noted.

(b) Staff Progress Reports

Progress Reports from staff had been circulated.

Anna Murray was pleased to hear that Calum Fraser and Nicola Simpson will be working together on the Colmcille project. Calum Alex Macmillan gave a brief outline of the project.

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

(c) Review of summer programme 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 reported on Creative Scotland and Bòrd na Gàidhlig applications. Calum gave a verbal update on Tac an Teine, summer Fèisean, Cèilidh Trails, Fèis Alba and Fuaran. Eilidh reported on the Gaelic Drama Summer School, Mod Academy, Tabhaich and Sporan.

The Board members noted the update and priorities for the months ahead.

(d) Programme Plan 2023-28

An update of the previously agreed programme plan has been circulated for review.

Alasdair Paul praised the plan stating it clearly outlined the aims and vision for Gaelic within the organisation. He raised a question about the wording of point 8 in Work Theme 1, which would be addressed in the final draft.

Board members were happy to agree the updated plan.

3.2023.03 FINANCIAL ISSUES

(a) Income and Expenditure 2023-24

A report prepared by the Executive Manager, Anne Willoughby, had been circulated showing income and expenditure with transactions to 19 September 2023.

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

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

The current balances were:

- Current Account - £7,853.96
- High Interest Account - £210,983.48
- Blas Account - £11,169.04
- Development Account - £8,590.76
- CAF deposits - £304,088.53

The sums were noted by Board members.

(c) Management Accounts to 30 June 2023

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

Board members noted the content of the accounts.

(d) Grants to Fèisean 2022-23

A list of grants agreed for Fèisean had been circulated 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 2023

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

The Chair had met with Mann Judd Gordon regarding the accounts and Anne Willoughby and Arthur Cormack were thanked by the auditors for their ongoing work in keeping sound financial records and Anne for her cooperation during the audit and in the preparation of management accounts.

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

(f) Auditors: Confirmation of Mann Judd Gordon

A letter from Mann Judd Gordon has been circulated regarding VAT on box office sales to Blas Festival Ltd.

A response to the letter had been drafted and the wording was agreed by the Board.

Board members had agreed a 2-year contract last year with Mann Judd Gordon and were, therefore, content to propose their reappointment at the AGM.

(g) Virgin Money: Outcome of complaint to Financial Services Ombudsman

Arthur Cormack gave a verbal update on the complaint sent to the Financial Services Ombudsman regarding Virgin Money. A further £200 compensation had been paid for the poor service experienced.

The Board now regarded the complaint as closed.

(h) 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.

Slight concern was raised regarding the recent messages coming from Creative Scotland, with 350 bodies looking for regular funding from them. It is also expected Creative Scotland will not receive the full funding agreed by the Scottish Government this year.

Arthur Cormack will submit an increased funding request in February 2024 if the first-round October submission is approved.

It was noted by the Board that the organisation had maintained good relationships with funding bodies. The Board thanked our funding partners for their continued confidence in the organisation.

3.2023.04 STAFFING ISSUES

(a) Up to date information

After returning from maternity leave, Peigi Ann Shields left the organisation. The Board and staff thanked Peigi Ann for her diligent work during her time at Fèisean nan Gàidheal.

The Board also welcomed Calum Fraser, who has started as full-time Development Officer in the Western Isles.

(b) Fair Work First

A report, by Arthur Cormack, had been circulated in advance of the meeting regarding the Scottish Government's Fair Work First initiative.

It was reported that Fèisean nan Gàidheal is already doing a lot of what is required of the scheme and it was noted that a questionnaire had been circulated to staff members regarding various issues which would give us a foundation for further discussion.

The Board noted progress to date.

3.2023.05 OPERATIONAL ISSUES

(a) Board election

It was intimated that 5 Board members have reached the end of their permitted term and the CEO confirmed that, in line with election procedures, an election for new members would take place after the 2023 AGM with new members in place, hopefully, for the December Board meeting.

It was agreed by the Board that the Board elections process would be outlined at the AGM.

(b) Programme for AGM and Conference

The programme for the AGM and Annual Conference, prepared by Anne Willoughby, had been circulated in advance.

It was confirmed that around 50 participants were expected to attend the Conference and it was also 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 conference.

(c) Annual Report 2023

The Annual Report had been shared with the Board ahead of the meeting. The report has been posted to the website, social media and sent to all attendees of the AGM and conference.

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.

The Board were happy to approve the 2023 Annual Report for presentation at the AGM.

(d) 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 current situation relating to Tasgadh and Maoin nan Ealan Gàidhlig.

3.2023.06 OTHER

(a) A O C B

There was no other business.

(b) Date of the next meeting: 8 December 2023

The date of the next board meeting was confirmed as 8 December 2023.

It was agreed the next meeting would be in-person at a venue in Inverness to welcome the new Board members.

The Chair thanked Iain MacIlleChiar for translating the meeting.

Arthur Cormack thanked the Board members who are leaving and confirmed there would be an opportunity to acknowledge their role properly when their terms come to an end at the next Board meeting.

Fèisean nan Gàidheal

Welcome to new Board members and election of officers
Agenda Item: 4.2023.01(e)

Reason for Paper
To confirm new Board members and to offer guidance to all members regarding the office bearers required to serve on the Board.

Background
In line with Fèisean nan Gàidheal's Scheme for the Election of Board Members, five members were required to stand down this year having served the full term permitted on Fèisean nan Gàidheal's Board.

Another member chose to stand down early in favour of a candidate from the Fèis she represented.

Nominated Candidates
Following the AGM in September, nominations were sought and the accompanying paper 4.2023.01(e)-1 was circulated to Board members after the closing date to outline options.

Board members agreed unanimously that Option 2 would be their preference and the following should be offered a place on Fèisean nan Gàidheal's Board:

- Rachel Lincoln (Fèis Lochabair)
- Iain MacAskill (Fèis an Rubha)
- Krisell MacDonald (Fèis Eilean an Fhraoich)
- Tommy MacDonald (Fèis Tìr a' Mhurain)
- Muriel MacKaveney (Fèis an Tairbeirt)
- Gwen MacQuarrie (Fèis an Earraich)

An online induction session was organised for new Board members.

Office Bearers
The Board must have a Chair and Secretary. There is an option to have a Vice Chair and/or Treasurer.

The current Vice Chair is Kirsty MacDougall, who will be continuing as a member of the Board, but the other officer posts will be vacant.

At their meeting, Board members will be asked to elect members willing to take on those responsibilities. Some further information about the roles is included in the following page.

Action Required
Board members are invited to:

1. Note the information provided
   and
2. With the guidance of retiring Chair, Anna Murray, elect members to the posts outlined above.

Arthur Cormack
CEO
December 2023

The **Chair** should:

- Be elected by the Board from within the membership
- Ensure that Board Members have a proper knowledge of their roles and responsibilities
- Keep fully abreast of all that is going on within Fèisean nan Gàidheal
- Meet regularly and develop an effective working relationship with the CEO
- Set the agenda along with the CEO
- Chair meetings of the Board and ensure that all Board members participate
- Take responsibility for external representation
- Speak for the Board publicly, if necessary, and should ideally be a Gaelic speaker
- Ensure that the Board carries out its essential functions efficiently and effectively
- Be delegated to take essential decisions between meetings when necessary.

The **Secretary** should:

- Be elected by the Board from within the membership
- Ensure that all necessary returns are made on time to Companies House
- Ensure that accounts are lodged annually with Companies House
- Ensure compliance with OSCR regulations
- Ensure that a list of all members is up to date and available at all times
- Ensure that copies of the minutes of all meetings are available to anyone who asks
- If the Vice Chair is not present, deputise for the Chair.

While there is no legal requirement for a **Vice Chair** or **Treasurer**, it is good practice to have someone who can deputise in the Chair's absence and oversee finances. In the past, Fèisean nan Gàidheal has had a Vice Chair rather than a Treasurer at various times.

Fèisean nan Gàidheal

4.2023.01(e)-1

New Board Members

Reason for Paper
To seek approval from Board members to appoint new members to the Board of Fèisean nan Gàidheal.

Background
Board members will recall that, at their Board meeting in September 2023, it was agreed an election would be called following the AGM to elect new Board members. This would be in line with the Scheme for Election of Board Members, included in Annex 1, which regulates proceedings and the term permitted for members to serve on Fèisean nan Gàidheal's Board.

Board members will recall that those due to stand down in 2023 were as follows:

- Anna Murray
- George Stoddart
- Sarah-Jayne Shankland
- Colin Sandilands
- Anna MacAulay

It was hoped the following members would continue to serve on the Board until 2025 to ensure some stability:

- Carola MacCallum
- Kirsty MacDougall
- Katie Macinnes
- Angela Mack
- Alistair Paul

Angela Mack has indicated she wishes to stand down in favour of a new nominee from Fèis Lochabair.

Election
Having updated the role description to suit current needs, following the AGM a notice was sent to all Fèisean asking for nominations by Friday 10 November, as follows:

- Three nominees from Fèisean in the area served by The Highland Council
- Two nominees from Fèisean in the area served by Comhairle nan Eilean Siar
- One nominee from Fèisean in the area served by Argyll & Bute Council
- One nominee from Fèisean in all other areas (outwith Highland, the Western Isles and Argyll & Bute).

We have received the following nominations:

- Tommy MacDonald (Fèis Tìr a' Mhurain)
- Krisell MacDonald (Fèis Eilean an Fhraoich)
- Iain MacAskill (Fèis an Rubha)
- Gwen MacQuarrie (Fèis an Earraich)
- Rachel Lincoln (Fèis Lochabair)
- Muriel MacKaveney (Fèis an Tairbeirt)

The personal statements from each candidate are included in Annex 2.

Options
Adhering to the Scheme for Election of Board Members, an election would be required to elect two members from the Western Isles, while two places in Highland would be vacant meantime, as would one place from Fèisean in all other areas.

Acknowledging how difficult it can be to attract new Board members, we should be encouraged by the interest shown by those who have been nominated.

Taking a pragmatic approach, I wanted to outline options before proceeding with an election, as follows:

Option 1 would be to run the election in line with the existing procedures for two members from the Western Isles, while considering the co-option of a representative from two Highland Fèisean and one from Other Areas at a later date.

Option 1 should ensure two new representatives from the Western Isles are elected but runs the risk of losing the interest and expertise of one of the three candidates put forward.

Option 2 would be to accept all three nominees from the Western Isles. I would suggest the first two to come in, Tommy MacDonald and Krisell MacDonald, be considered as Fèis candidates. I would suggest co-opting the third nominee, Iain MacAskill. This would leave one place for a nominee, either from Highland or Other Areas, vacant meantime.

If this is the preference of the Board, the representation by area would be as follows:

- Two members, rather than four, from Fèisean in the area served by The Highland Council
- Three members, rather than two, from Fèisean in the area served by Comhairle nan Eilean Siar
- One member, as required, from Fèisean in the area served by Argyll & Bute Council
- Two members, rather than three, from Fèisean in all other areas.

Option 2 would remove the need for an election at this time and would leave us with the same number of members we currently have on the Board. The Board would have the ability to co-opt another two representatives anytime opportunities arise, or at the time of the next election.

Recommendation

Both options would be in line with the agreed Scheme for Election of Board Members. I would recommend Option 2 to Board members as the best way to harness the interest shown by nominees and to allow a smooth transition in membership of the Board.

Action Required

Board members are asked to:

(1) Approve the recommendation being Option 2
or
(2) Revert to Option 1 and instruct an election to be run.

Board members are further asked to note that this paper will be included in the documentation for the next Board meeting in December, when the decision will be recorded formally in the minutes.

Arthur Cormack
Chief Executive
14 November 2023

Annex 2: Personal statements from nominees

Tommy MacDonald (nominated by Fèis Tìr a' Mhurain)

Tha mi à Uibhist a Deas. Tha mi air a bhith sàs ann an obair Fèisean ann an diofar dhòighean bho thòisich Fèis Tìr a' Mhurain – teagasg, ball comataidh, agus nam cathraiche airson treis. Bha mi air Bòrd Stiùiridh Fèisean nan Gàidheal bliadhnaichean mòr air ais. Tha ar cànain, ceòl agus cultur cudthromach dhomh agus ni mi mo dìcheall obrachadh gu bi seo beò, fallain aig na ginealaich tha ri tighinn.

I am from South Uist. I have been involved in the work of Fèisean since Fèis Tìr a' Mhurain was established – as a tutor, committee member and as chair for a period. I served on the Board of Fèisean nan Gàidheal many years ago. Our language, music and culture are important to me and I will do my best to ensure they are alive and healthy for generations to come.

Krisell MacDonald (nominated by Fèis Eilean an Fhraoich)

My passion for the Gaelic language, new technology and the media combined have pushed me to achieve my goals and fulfil a successful career in the Gaelic media industry. I was immersed in the Gaelic language from an early age and have been playing the accordion and singing in choirs all my life. Feisean nan Gàidheal have played an important role in my personal development having attended numerous Fèisean and volunteered as an adult. I fully understand and appreciate the importance of the Fèis movement and if elected, I would endevour to make sure the next generation benefit in the same way I did.

Iain MacAskill (nominated by Fèis an Rubha)

I have held several Board positions over the years and bene involved in community companies all on a voluntary basis. I have served on the board of directors for the Scottish Building Federation for over 8 years now. Until recently I was employed as a company director for construction company, but I have taken the decision to start my own company. Having benefitted from many Fèis/community initiatives as a kid, I want to help see others get the same opportunity.

Gwen MacQuarrie (nominated by Fèis an Earraich)

Tha roghainn farsaing do sgilean agus feartan agam a bhiodh iomchaidh gus a bhith nam Bhall, nam measg, tha deagh sgilean conaltraidh air loidhne agus aghaidh-ri-aghaidh. Tha min dùil gu bheil e cudromach a bhith dearbhach, dealasach agus cruthachail le iomairtean no innleachdan agus gu dearbh nad obrach agus dòigh-beatha. Tha ùidh mhòr agam ann an cànan, cultair, ealain is ceòl Gàidhlig, agus tha e air a bhith na thlachd mhòr dhomh a bhith an sàs len dà chuid thar mo bheatha phroifeasanta mar neach teagaisg agus ceannard na bun-sgoile, agus gu dearbh le diofar ghnìomhan le fèisean thar na bliadhnaichean cuideachd. Tha mi an sàs le dà fhèis gu h-ionadail agus cuideachd ag obair gu saor-thoileach airson SkyeFugees as leth The Highlands Support Refugees a bharrachd air m' obair ann am Foghlam Thidsearan aig Sabhal Mòr Ostaig far a bheil farsaingeachd de dh'eòlas agam air sgoiltean, teagasg, clann agus poileasaidh.

I have a wide range of skills and qualities which would make me suitable as a Member, including communication skills, online and face-to-face. I believe it is important to be positive, enthusiastic and creative in initiatives and strategies and indeed in work and way of life. I have a great interest in Gaelic language, culture, arts and music, and it has been a pleasure to be involved both in my professional life as a teacher and head of a primary school, as well as through various Fèis activities over the years. I am involved in two Fèisean locally and volunteer for SkyeFugees on behalf of The Highlands Support Refugees in addition to my work in Teacher Education at Sabhal Mòr Ostaig, through which I have wide knowledge of schools, teaching, children and policies.

Rachel Lincoln (nominated by Fèis Lochabair)

Tha ùidh mhòr agam mun taic a chumail ris na h-oigridh agus Gàidhlig a bhrosnchadh. Tha mi air am buaidh aig na Fèisean fhaicinn agus an uair sin gu bheil daoine òga nas toilichte Gàidhlig a chleachdadh fad am beatha. Bha mi a' teagasg aig Fèisean agus tha mi a-nis nam rùnaire aig Fèis Lochabair. Bha mi an sàs le Fèisean agus

cuairt cèilidh mi fhìn fhad 's a tha mi nas òige agus bu toigh leam taic a chumail ris na pròiseactan aig Fèisean nan Gàidheal. Gu h-àraidh bhiodh ùidh agam air cothroman cothromach a chruthachadh airson daoine òga ge be feumlachdan taic a bharrachd no bacaidhean eile aca.

I am passionate about working with young people while promoting and encouraging the use of Gaelic. I have seen the impact that Fèisean can have on creating positivity for young people to continue using the Gaelic language throughout all aspects of their lives. I have experience tutoring at Fèisean as well as now being secretary for Fèis Lochabair. Having attended Fèisean and ceilidh trails myself while younger I am keen to be involved in sustaining the successes of Fèisean nan Gàidheal. In particular I would like to use some of my experience with young people with additional support needs or other barrier to ensure equitable access to Gaelic culture and language.

Muriel MacKaveney (nominated by Fèis an Tairbeirt)

Having been a ceilidh trail organiser with Fèis Latharna for a number of years (2014/2016), I knew of the work of Fèisean nan Gàidheal, so when a small group of interested parents in the South Argyll area were keen set up a Fèis here in Tarbert in 2016 I became treasurer and have been part of the Fèis here since then, in person, online and events as well as many fundraisers. I have recent first-hand experience of the rollercoaster being part of a Fèis involves, and I am so aware of how impactful the work of Fèisean nan Gàidheal can be. I recently graduated with an MLitt in Scottish Heritage for UHI. My dissertation focused upon "The Social Impact of Traditional Music within the North Kintyre Community". Since Feb 2022 I have been using my previous project management experience working as a freelance project facilitator with CHARTS Argyll and Isles: across many heritage, arts and Gaelic projects.

Fèisean nan Gàidheal

Progress in implementing Fèisean nan Gàidheal's Programme of Work

Agenda Item: 4.2023.02(a)

Reason for paper

To update members on progress with Fèisean nan Gàidheal's Programme of Work for the second quarter of 2023-24 to 30 September 2023.

Background

This report covers the period above, and outlines progress against the performance indicators - or outputs – agreed with our main funders - Creative Scotland (CS), Bòrd na Gàidhlig (BnG), Highland Council (HC) and Argyll & Bute Council (ABC) - against measures within Fèisean nan Gàidheal's (FnG) Programme Plan.

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 2023-28.

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 £210k agreed for 45 Fèisean by May 2023.		Grants totalling £213,104 were agreed by Fèisean nan Gàidheal's Board at its May meeting.	√	√	√	√	√	
CS2	Finance for at least 3 development projects during 2023-24 with a focus on specific priorities.		£1,00 was awarded in Q2. See CS5 below.	√	√	√	√	√	√
CS3	Annualised hours funding allocated with grants by May 2023.		Annualised hours grants totalling £10,998 were agreed by Fèisean nan Gàidheal's Board at its May meeting.	√	√	√	√	√	
CS4	Insurance in place for all member Fèisean by April 2023.		Comprehensive insurance has been agreed and is part of the membership package from which Fèisean benefit.	√	√	√	√	√	

CS5	Additional financial support for Fèisean involved in strategic developments agreed on an ongoing basis, particularly where funding is needed to aid recovery from Covid or cope with increasing costs.		Fèis an Iar Thuath was re-established after a few years in abeyance and funds were granted to ensure it could begin its activities again successfully.	√ √ √ √ √ √
CS6	Ongoing engagement with Fèisean throughout the year and at our annual conference to take place in September 2023.		Fèis Development Officers are in regular contact with Fèisean and there are online opportunities to engage on specific matters. Most Fèisean have gone well this year with numbers of participants reaching those who attended prior to covid, with some Fèisean reporting record attendances. This is very encouraging and we will continue to ensure the volunteer effort is minimised as much as possible. Fèisean nan Gàidheal's Annual Conference took take place on 29 and 30 September with Jenny Gilruth MSP, Cabinet Secretary for Education and Skills as guest speaker. Topics covered included increasing use of Gaelic at Fèisean, ways in which more could be done to tackle climate change and a look at the new regulations relating to the PVG scheme.	√ √ √
CS7	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 looking at adding some instruments to our bank in response to demand, but our ability to do so will depend on cost.	√ √ √ √
CS8	Ensure young people are involved in *Beairteas*, summer employment, the Blas Festival programming group and Fèisean nan Gàidheal's Board.		We have young people involved at Board level and in summer employment. We expect to recruit other young people as projects progress but this will likely be in the latter part of the year.	√ √ √
CS9	Further new digital resources for *Oide* to be in place by February 2024 if funds allow.		At the moment we expect to be able to commission three new series.	√ √ √ √ √ √
CS10	New recordings of traditional songs will be undertaken and available through the Fuaran project by January 2024.		A new cohort of singers recorded the songs on which they had been working in September and videos will be made by the end of November.	√ √ √ √
CS11	Administer a central PVG scheme ensuring protection for children and vulnerable adults.		This is ongoing and 65 new disclosures were processed to the end of Q2.	√ √ √ √
CS12	Training will be offered on demand for tutors to ensure they take all precautions necessary, while Covid persists, to ensure work is offered in a safe environment.		Covid risk is still a consideration in all we do and will form part of tutor training and programme delivery.	√ √ √ √
CS13	At least 20 tutors will be trained in teaching skills during 2023-24.		19 tutors took part in a training event in Inverness in May 2023. There will be further opportunities during the year.	√ √ √ √

CS14	20 tutors will undertake Gaelic language learning during 2023-24.		1 session was held in Q1 with 11 participants and more sessions will be offered in Q4.	√ √ √ √ √
CS15	At least 10 training sessions for Fèis organisers will be delivered as and when requested and at our Annual Conference in September 2023.		15 sessions have been offered to organisers with 80 participants to the end of Q2.	√ √ √ √ √
CS16	4 training days for all staff will be arranged during 2023-24 and individual needs will also be assessed through appraisals and provision made.		10 staff took part in a Gaelic language training day in June.	√ √ √ √
CS17	Collaboration with West Highland College UHI to provide 12 young people an opportunity to gain accreditation for their performance and sound engineering work.		8 participants took the opportunity to work towards an NPA with UHI through their activities at Fèis Alba, held in Plockton in July.	√ √ √
CS18	Provide digitisation, collecting and transcribing skills for 6 young people involved in Fuaran.		See CS10. This work has been ongoing with the singers' videos due to be available by the end of the year.	√ √ √
CS19	Provide performance skills and music business skills training for around 12 young people involved in Fèis Alba.		Participants benefitted from sessions in performance skills and music business training at in Fèis Alba in Plockton in July.	√ √ √ √
CS20	Offer opportunities for artists to develop writing skills through a new commission at Blas and in other situations as funding allows.		The 2023 Blas commission opportunity was openly advertised and we received the largest number of bids to date. Ewen Henderson's bid was successful and his new work, *Lèirsinn*, was performed three times at Blas in Q2 and will be reprised at Celtic Connections in January 2024.	√ √ √ √ √ √
CS21	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.		We have been approached by a couple of schools and have expressed our willingness to get involved in sessions to talk about careers in Gaelic and the arts, but activity is likely to happen later in the school year. Please see ABC9 below for information on work in some Argyll schools to promote Gaelic use in business and work. A lot of our programme provides young people with employment and an experience of the opportunities available and that has been true through the work of Fèisgoil and teaching opportunities at Fèisean during Q2.	√ √ √ √ √
CS22	Promotion of Fèisgoil throughout the year to local authorities and public bodies as well as attendance at An t-Alltan – the Gaelic education CPD festival.		Fèisgoil is promoted in many ways. Its services have been mentioned in presentations to Comhairle nan Eilean Siar and Bòrd na Gàidhlig its output highlighted in a Gaelic education conference at Sabhal Mòr Ostaig.	√ √ √ √ √
CS23	Delivery of 10 traditional music tuition sessions in 178 Highland primary schools through a YMI contract with High Life Highland.		We are continuing to deliver YMI classes in Highland schools in the 2023-24 school session. Each pupil is being taught a part of	√ √ √ √ √

			a song by Duncan Bàn MacIntyre to commemorate 300 years since the bàrd's birth. We have also been delivering YMI singing classes in Uist and Barra for Comhairle nan Eilean Siar and 418 children took part in 142 lessons in 6 schools during Q1 with further classes planned throughout the school year.	
CS24	In collaboration with An Comunn Gàidhealach and Renfrewshire Council, undertake work in schools to prepare children to participate in singing and instrumental competitions at the 2023 Mòd in Paisley.		This work began in Q1, with funding from Renfrewshire Council, and continued in Q2 in the run-up to the National Mòd. Altogether, 979 children took part in 300 sessions in 16 schools with 5 tutors involved.	√ √ √ √ √
CS25	*Café Bheairteis* sessions to be re-established with a new cohort of young people and further *Beairteas* sessions through a dedicated programme in schools and, perhaps, with e-Sgoil.		*Café Bheairteis* has not progressed as yet, but we have agreed to a partnership with a group in Bragar to work on a project strengthening Gaelic language among primary-age children using the art of storytelling as a tool. This project will centre on dialect and there is a team of three working in three schools in the west side of Lewis.	√ √ √ √ √
CS26	5 Latha in April 2023 to be held in April with around 15 participants.		A successful 5 Latha event was held in Lewis at Easter 2023 with 15 participants.	√ √ √ √ √
CS27	A week-long Gaelic Drama Summer School in July with around 15 participants.		The annual Sgoil-shamhraidh Dràma was held in Portree in early July with 10 participants.	√ √ √ √ √
CS28	A Fèis Spòrs with the possibility of further one-off Gaelic arts/sports opportunities in collaboration with Spòrs Gàidhlig and Fèis Lochabair.		A joint event was held with Spòrs Gàidhlig and Fèis Lochabair at Easter 2023.	√ √ √ √ √
CS29	Securing of at least one new Fèisgoil contract and, if funding is available, continuation of current work with the consortium of local authorities plus Gaelic awareness training as and when commissioned.		We bid for, and secured, an openly tendered contract for Gaelic language work in Tiree, Coll and Bute. Delivery of this programme, entitled *Tabhaich*, has been ongoing and should be completed by the end of the calendar year. It is expected the Gaelic language work in schools with the consortium of local authorities will continue in the 2023-24 school session. However, there has been a delay in confirming the level of funding available. There is to be a reduction and this has caused a delay in starting the classes. A Gaelic Awareness session was delivered in Thornliebank Primary School where a new Gaelic medium provision has been established and we delivered a bespoke session for the William Grant Foundation in Dundee in September.	√ √ √ √ √
CS30	Provision of a minimum of 90 Gaelic drama workshops or performances for schools during 2023-24.		21 drama workshops have been delivered to date but we expect to achieve this target in full during the year.	√ √ √ √ √
CS31	Delivery of at least one mini-Fèis in secondary schools during 2023-24.		No progress to the end of Q2.	√ √ √ √ √

CS32	Development of creative writing skills as an element of the Gaelic Drama Summer School.		This was offered as part of the activities at the Gaelic Drama Summer School with the opportunity to prepare scripts for short films.	√ √ √ √ √
CS33	Ongoing support for Gaelic use 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. A session was held at the conference in September about the support available with the presentation also made available to those who could not attend.	√ √ √ √ √
CS34	Around 30 Fèis performances to be supported during 2023-24.		There has been support for 22 Fèis performances to the end of Q2.	√ √ √ √ √
CS35	Support for 4 Cèilidh Trails accounting for around 80 performances during July and August 2023.		Financial support and training was offered to 4 Cèilidh Trail groups which played at 72 events in their own localities, as well as having the opportunity to participate in the official opening of the Edinburgh International Festival in August. The Fèis Spè Cairngorm Cèilidh Band played at a further 6 events during their summer tour. Fèisean nan Gàidheal supported Fèis Rois to offer places for young people with additional needs in their Cèilidh Trails.	√ √ √ √ √ √
CS36	Around 34 events as part of Blas 2023 dependent on local authority funding.		Blas 2023 took place from 1 to 9 September with 55 events, including concerts, school performances and online streaming. The Highland Council was the principal funder of the festival with additional support from Comhairle nan Eilean Siar which allowed us to organise three events in Lewis. Feedback and statistics are being complied at present and we will offer a fuller report on the festival later on in the year.	√ √ √ √ √ √
CS37	A Colmcille-funded project with Ireland will be developed and delivered by March 2024 with other international work as opportunities arise.		We hosted a special singing session to mark Mìos nan Gàidheal in Nova Scotia between Sgoil an Ìochdair and Taigh-sgoile na Drochaide in Mabou. Peigi MacVicar led the session and children from both sides of the Atlantic enjoyed the event. In partnership with the Black Isle and Highland Refugee Support Network, in June we supported the organisation of a family afternoon tea event in Munlochy for Ukranian families at which local Fèis participants played. Our application was successful for Colmcille funding to develop *Turas*, a new project in partnership with Ealaín na Gaeltachta. We look forward to bringing together young Gaelic and Irish speaking musicians in Connemara in November.	√ √ √ √ √ √

			We took part in the inaugural European Folk Day on 23 September, with a range of archive videos shown on our social media channels during the day.	
CS38	Include a *Ceòl nam Fèis* showcase concert at Blas featuring young people from Fèisean across Scotland.		This was the finale of Blas 2023, held on 9 September in Fort William also marking the 30th anniversary of Fèis Lochabair. Over 50 young people took part in the event.	√ √ √ √ √
CS39	After an open competition, the Blas commission will be awarded with three performances at the festival.		Ewen Henderson's bid was successful and his new work was showcased in three performances at Blas in September.	√ √ √ √ √ √
CS40	There will be ongoing work on gathering, managing and utilising data from audiences to promote further work.		This is ongoing and our marketing is becoming more targeted but there is always more to do.	√ √ √ √ √ √
CS41	Content will be continuously added to our website to feed Fèisean nan Gàidheal's app.		This is ongoing work and a new calendar of events was added to our website and kept updated during Q2.	√ √
CS42	Events will be streamed throughout the year, including Blas, and further online lessons added to *Oide* if funding allows.		4 events were livestreamed from Blas with some others repeated. We will assess the potential for other events during the year and hope to commission new lessons for *Oide*.	√ √ √ √ √ √
CS43	3 rounds of Tasgadh grants will be delivered during 2023-24.		Grants from the first round of Tasgadh were agreed in May 2023 with successful applicants published on our website. It was agreed that a video walk-through of the form would be useful to applicants and there will be an online 'surgery'. This will be organised early in October.	√ √ √ √ √ √
CS44	Following agreement with Bòrd na Gàidhlig to contribute additional funds, 2 rounds of Maoin nan Ealan Gàidhlig grants will be delivered during 2023-24.		Grants from the first round of Maoin nan Ealan Gàidhlig were agreed in May 2023 with successful applicants published on our website.	√ √ √ √ √ √
CS45	Hold 4 Board meetings – in May, September and December 2023 and March 2024, to which funders will be invited and for which papers will be published on our website to ensure transparency.		Our first Board meeting of the year was held on 26 May with paper published a week before that date. Invitations were sent to funding bodies and we had a representative from Bòrd na Gàidhlig for the first time. Our second meeting of the year was held on 29 September, just prior to our AGM.	√ √ √ √
CS46	Invite potential members to experience meetings in May and September to encourage them to consider standing for election to the Board later in 2023.		An open invitation was issued for the May meeting but nobody came forward. It has been agreed that a range of initiatives will be required to attract new Board members. It was confirmed at the organisation's AGM that an election would be held to attract new members.	√ √ √ √
CS47	Invite views from the membership on Fèisean nan Gàidheal's Programme Plan 2023-28.		Views were invited on completion of the draft plan, agreed by the Board in September.	√ √ √ √ √ √
CS48	Publish Fèisean nan Gàidheal's Programme Plan 2023-28 when finalised.		The plan will be published once a final version is agreed by the Board.	√ √ √ √

CS49	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.	√ √ √ √
CS50	Report at each Board meeting on how funding agreements are being delivered.		Funding Agreements is a standing item on the agenda of Board meetings to keep members up to date on the current situation with each of our funders.	√ √ √ √ √
CS51	Maintain an overview of risk and ensure an annual progress report is considered by the Board in May 2023.		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 at their May meeting. Risks associated with our 2023-28 Programme Plan will need to be assessed if we are invited to apply for funding from Creative Scotland.	√ √ √ √ √
CS52	Produce a revised Equality, Diversity and Inclusion (EDI) Plan and ensure an annual progress report is considered by the Board in May 2024 once relevant statistics are available.		A revised EDI Plan for 2023-24 was agreed by Board members at their May meeting when they also approved an annual report on the successful implementation of our 2022-23 EDI Plan.	√ √ √ √
CS53	Ensure staff are paid fairly with increments mirroring local authority pay settlements in line with the principles of Fair Work First.		Fèisean nan Gàidheal strives to pay all staff in line with local authority settlements and will aim to do that in 2023-24 depending on the level of settlement reached. Our website includes as statement on our approach to Fair Work First and we are on the right track with some additional work to be carried out on providing an effective voice for staff. An initial questionnaire was distributed to staff in September and the outcomes will give us a basis for further discussion.	√ √ √
CS54	Ensure Fair Work First is implemented for all contractors engaged by Fèisean nan Gàidheal in line with rates established nationally by relevant unions.		All contractors engaged by Fèisean nan Gàidheal are paid at least relevant union rates. It is condition of funding that Fèisean work towards paying those rates too. It is a condition of funding that all projects funded by Tasgadh and Maoin nan Ealan Gàidhlig must include pay at union rates.	√ √ √
CS55	Ensure staff are offered any training identified through the annual review programme.		Staff are offered training as required and those enrolled in external courses are offered time during their working hours to undertake course work.	√ √ √ √ √
CS56	Ensure returns are submitted on time to Companies House and OCSR.		This will be the case and there have been no issues in the past.	√ √
CS57	Publish an Annual Report in September 2023 featuring highlights of activities undertaken, statistics and a financial statement.		Our 2023 Annual Report was published in September ahead of our AGM and Conference. It is available to download, in Gaelic or English, from our website.	√ √ √ √ √ √
CS58	Provide statistics for Creative Scotland Annual Statistical Survey.		These were provided when required in July.	√ √ √ √ √ √
CS59	Continue to work with Creative Carbon Scotland to reduce carbon use in all areas of our programme delivery.		We have agreed further measures with Creative Carbon Scotland to reduce carbon use in 2023-24 having steadily reduced our tCO2 year-on-year.	√ √ √ √ √

				We also held discussions on carbon reduction with Fèis representatives at our conference.			
Quantitative Information							
Jobs created/retained FTE	35.7	Inward investment/public sector leverage to Highland	£747,651	Increase in turnover	£39,524	Number of volunteers	308
Grants to Fèisean	£125,334	Other Grants	£49,780	Participants/Learners in Fèis Activities	2,457	Participants/Learners in other Fèisean nan Gàidheal Activities	6,104
Audience at Fèis concerts	1,980	Audience at other events (online audiences)	6,200 (20,893)	Participants in training	109	International Work	4

Bòrd na Gàidhlig Outcomes				**Status**
BnG1.1	Support at least 46 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills training.		This work is Fèisean nan Gàidheal's priority and is progressing as planned. Increased costs are providing a challenge to the Fèisean, especially in relation to the costs of using schools for activities. Some are having to find alternative premises but, in other cases, that is not possible. Our Development Team works closely with the Fèisean to offer a range of assistance in helping to organise events and deliver new developments. See CS1-7, CS9-15, CS33-34, CS38, CS41, CS45-48, CS51-52, CS54, CS57 and CS59 above for details on support to Fèisean.	
BnG1.2	Deliver at least 150 Blasad Gàidhlig sessions for pupils in schools where Gaelic Learner Education is available with an increase if funding is secured from usual sources with an aim to deliver 750 sessions.		Between April and the end of June we delivered over 400 sessions to 870 pupils in schools in South Ayrshire and Falkirk, employing 5 tutors to visit 7 schools. See CS29 above for more information on school year 2023-24.	
BnG1.3	Deliver at least 4 Gaelic training sessions for tutors and staff.		Our team attended a Gaelic grammar course in June and there will be others organised later on in the year. We will be organising Gaelic lessons for tutors in the new year and we have continued to support a tutor undertaking a course through Sabhal Mòr Ostaig. See CS14 and CS16 above.	
BnG1.4	Aim to attract at least 15 participants to 5 Latha or other residential events.		See CS26 above.	
BnG1.5	Deliver at least 20 sessions for early years groups.		We intend this to be progressed in Q4 although preparation of a suitable new play/story is underway.	
BnG1.6	Retain a Western Isles Development Officer at 0.6 FTE to encourage collaboration between Fèisean and other arts organisations in the area and employ others on short-term contracts to offer additional support to Western Isles Fèisean.		A new, full-time Western Isles Development Officer has been recruited following a decision by the previous post-holder to leave the post.	
BnG2.1	Deliver at least 20 school sessions as part of the Blas Festival with at least 300 pupils attending.		Over 50 sessions were offered to over 800 pupils between drama (Sporan) and music (An Gineal Òg) performances as well as workshops.	

BnG2.2	Deliver at least 25 events during Blas Festival 2023		See CS36 above. Although we are still gathering feedback through attendee questionnaires, the following outcomes are very supportive of Blas (out of 10): Enjoyment of event/s: average 9.9 Value for money: average 9.8 Gaelic use at the festival: average 9	
BnG2.3	Offer a new commission to musicians which will be performed at 3 venues during Blas Festival 2023.		See CS20 and CS39 above.	
BnG3.1	Organise at least 80 Gaelic drama sessions in schools.		See CS30 above. It is anticipated this will be delivery fully.	
BnG3.2	Organise a Gaelic Drama Summer School with an aim of attracting 15 participants.		See CS27 above.	
BnG3.3	Develop a Gaelic pantomime with a tour round 16 Gaelic medium schools and deliver one live-stream online.		To be progressed in Q3.	
BnG3.4	Deliver a new play for schools which offer Gaelic to learners, with a tour of 20 schools (or offered online to 20 schools).		A new play, marking 300 years since the birth of Duncan Bàn MacIntyre, toured schools in September where Gaelic is taught as a second language. 21 performances and workshops were offered to 479 pupils.	
BnG4.1	Stream at least 12 live events on Fèis TV (including 3 non-Blas events).		See CS42 above.	
BnG4.2	Develop 3 new series of videos for the *Oide* service and increase users by 5% increase from 2022-23 figures.		See CS42 above.	
BnG5.1	The organisation will implement its Gaelic Policy, with Gaelic as the daily working language in the workplace and the language of governance.		This is ongoing, daily work. Fèisean nan Gàidheal operates through the medium of Gaelic as is apparent through, for example, papers prepared for Board and other meetings, internal and external communications as well as our social media activity and print materials.	
BnG5.2	The organisation must inform Bòrd na Gàidhlig as soon as possible of any changes to membership of the organisation's board or staff.		There were no further changes in the Board make-up in Q2 and the current membership is available at feisean.org/en/feisean-nan-gaidheal-board/. We will be holding an election to attract new Board members in October, since 5 members have come to the end of their permitted term on the Board. We will keep Bòrd na Gàidhlig up to date on the new membership. As noted in BnG1.6 we have a new Western Isles Development Officer and this was communicated to Bòrd na Gàidhlig officers as soon as an appointment was made.	
BnG5.3	Bòrd na Gàidhlig will be invited to send a representative to attend Fèisean nan Gàidheal Board meetings as an observer and minutes of the organisation's board meetings to be submitted to Bòrd na Gàidhlig once prepared and agreed.		Bòrd na Gàidhlig is sent copies of all Board papers regularly which include the minutes from meetings. We were pleased to welcome a Bòrd na Gàidhlig representative to the May Board meeting and to our AGM in September.	

BnG5.4	A copy of the organisation's annual report and accounts to be sent to Bòrd na Gàidhlig once it has been published.		Our 2023 annual report and accounts were published in September and submitted to Bòrd na Gàidhlig.	
BnG5.5	The organisation must follow the Scottish Government guidance on Fair Work First.		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. A statement of our approach to Fair Work First is available in the policies section on our website. See CS53 above.	
BnG5.6	The organisation must implement a policy to reduce its impact on the environment.		See CS59 above.	
BnG6.1	The organisation must acknowledge the Bòrd's funding support in each project to which the grant relates in accordance with the Acknowledgement Guidance (which may be amended from time to time) with evidence provided in each report of how this is being implemented.		Evidence has been made available to Bòrd na Gàidhlig separately, but the Bòrd's support is acknowledged in all our printed materials and in social media activity.	
BnG6.2	Publish at least 6 press releases each year which highlight the work of the organisation and acknowledge Bòrd na Gàidhlig's support.		At least 11 press releases were issued to the end of Q2 acknowledging Bòrd na Gàidhlig's support.	
BnG6.3	Prior notice of press releases provided to the Bòrd's communications team with an opportunity to comment before publication.		8 press releases were issued to the end of Q2 for which quotes were invited since the work related to work funded directly by Bòrd na Gàidhlig.	
BnG6.4	The organisation's website and social media accounts will be updated regularly with the latest news of the organisation's work, with appropriate acknowledgement of the Bòrd's funding support.		This is on-going, daily work and Bòrd na Gàidhlig's support is acknowledged at every appropriate opportunity.	
BnG6.5	There will be regular communication between development officers and Comunn na Gàidhlig's Iomairtean officers.		There is regular communication, and collaboration, between individual CnaG and Fèisean nan Gàidheal officers and we hope this will be strengthened through the Network of Gaelic Officers.	
BnG6.6	The recipient body will participate in and provide appropriate information, for any research undertaken by, or on behalf of, the Bòrd relating to the Delivery Partners.		Fèisean nan Gàidheal is happy to comply with this and has been in communication with Tom Mathew and Douglas Chalmers regarding various topics.	
BnG7	Responses will be collected from participants in your work whether they agree or disagree with the following statements, based upon measures in Bòrd na Gàidhlig's Corporate Plan 2023-28, and a summary of the response are provided in each progress report: • More people use, and benefit from, Gaelic at work, at home and in the community • More accessible opportunities for people to develop their Gaelic skills.		Regular evidence is gathered through our evaluation processes and feedback forms/questionnaires will be amended to support the new information required.	

Highland Council Outcomes				
HC1	Service Level Agreement still to be received at end of Q1.		We are unable to report on specific targets in the absence of a Service Level Agreement. Although no agreement is in place, funding was received from The Highland Council in Q2 and applied towards support for Highland Fèisean and the 2023 Blas Festival.	
Argyll & Bute Council Outcomes				
ABC1	Provision of financial support for Argyll & Bute Fèisean.		Argyll & Bute Council has provided £18,450 to support activities in 2023-24. Argyll & Bute Fèisean have been offered £36,974 through the main Grants Scheme, with a contribution of £12,000 from the council allocation. Argyll Fèisean will also have the opportunity to access the Fèis Development Fund during the year.	
ABC2	Provision of support to run regular Fèis events throughout the year.		Grants to Argyll & Bute Fèisean in ABC1 include an allocation of £15,179 for regular Fèis events throughout the year. Some Argyll Fèis participants appeared in the *Ceòl nam Fèis* concert at Blas in September.	
ABC3	Targeted support to Fèisean to undertake initiatives to increase the use of Gaelic language in activities.		See CS14, CS29 and CS33 above for general support. We will engage directly with Argyll Fèisean to meet their needs in this regard. We had a session on Gaelic use at our conference and the presentation used is available online and will be brought to the attention of organisers.	
ABC4	Support for Argyll Cèilidh Trail including staff time and training (Argyll and Bute beneficiaries).		The Argyll Cèilidh Trail went ahead in July and participants underwent a week of training, prior to a tour, at the Centre of Excellence in Traditional Music in Plockton. See also CS17, CS19, CS35 and CS38 above. £8,000 was granted to Fèis Latharna for its Cèilidh Trail and the group played at 21 events in Argyll & Bute as well as the official opening of the Edinburgh International Festival.	
ABC5	Development Officer support equivalent to 0.6 FTE in Argyll and Bute.		Our Development Manager and Development currently support Argyll Fèisean - the equivalent of a 0.6 FTE post.	
ABC6	Additional staff time including administrative, financial and language support (pro-rata as per number of Fèisean).		See CS1-6, CS33, CS34, CS38, CS41, CS46 and CS54 above.	
ABC7	Provision of services to Argyll & Bute Fèisean including disclosure checks, insurance costs and musical instrument loans (pro-rata costs of membership benefits).		See CS7, CS11 and CS33 above.	

ABC8	Access to training for Fèis committee members and tutors (Argyll and Bute beneficiaries).		See CS12 and CS15 above.	
ABC9	Gaelic drama work delivered in Argyll & Bute schools (education specific).		Schools in Argyll & Bute will benefit from drama workshops, early years work through Hùb Hàb, Meanbh-chuileag tour and the Gaelic Panto later on in the year. Through a separately agreed contract, for which Fèisean nan Gàidheal prepared a successful bid, work will be undertaken in Argyll island schools to promote Gaelic in business. It is anticipated some Argyll schools will be included in the Gaelic language provision to be delivered through the local authority consortium with which Fèisgoil works.	

Action Required

Board members are asked to:

1. Invited to discuss any issues arising from the report and
2. Note the progress with our programme of work.

Arthur Cormack
Chief Executive
December 2023

Fèisean nan Gàidheal

Staff Progress Reports
Agenda Item: 4.2023.02(b)

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

Engagement activity since the previous Board meeting

30.09.23 Fèisean nan Gàidheal's Annual Conference
04.10.23 Meeting with Bòrd na Gàidhlig regarding Gaelic Hubs
04.10.23 Meeting with Donald Cameron MSP re report on Gaelic economic and social opportunities
04.10.23 Online session for Tasgadh & Maoin nan Ealan Gàidhlig applicants
11.10.23 Online session for XPO North about the report on Gaelic economic and social opportunities
31.10.23 Attended HES/SDS event on Gaelic skills needs
04.11.23 Participation online in TradTalk
07.11.23 Meeting of Tasgadh Panel
08.11.23 Fèisean nan Gàidheal Team meeting
14.11.23 Meeting with Fèis Phàislig
14.11.23 Meeting of Creative Scotland Traditional Arts Working Group
16.11.23 Attended the Ceangal Conference in Connemara
17.11.23 Attended the Ceangal Conference in Connemara
22.11.23 Meeting with Bòrd na Gàidhlig to discuss our multi-year funding bid
22.11.23 Meeting with HIE to discuss Gaelic Awareness Training
23.11.23 William Grant Foundation online forum
23.11.23 Meeting with Morag Anna Macleod to discuss Blas report for THC Gaelic Committee
27.11.23 Meeting with Ionad Thròndairnis (Iomairtean)
28.11.23 Meeting with The Highland Council
28.11.23 Meeting of the Maoin nan Ealan Gàidhlig panel
04.12.23 Online introduction for new Fèisean nan Gàidheal Board members
06.12.23 Participation in HES Gaelic tourism event
07.12.23 Meeting of the Seachdain na Gàidhlig grants panel
07.12.23 Dinner for new and departing Fèisean nan Gàidheal's Board members
08.12.23 Meeting of Fèisean nan Gàidheal's Board

Over the past quarter, a lot of time has been spent on preparing applications and reports to funders. An application was prepared for four-year funding from Bòrd na Gàidhlig and the first stage of an application for multi-year funding from Creative Scotland was submitted. Both are referred to in 4.2023.04(e).

Fèisean nan Gàidheal is sponsoring the Hall of Fame at the Traditional Music Awards to be held in Dundee on 2nd December, at a cost of £840, and Eilidh Mackenzie will represent the organisation at the event.

I have also agreed that Fèisean nan Gàidheal will sponsor the category for Best Youth Performer in FilmG 2024, at a cost of £500. The awards ceremony will be at the SECC in Glasgow on Friday 23rd February.

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 2023/24 were processed & grants totalling £224,612.73 have been pledged with £131,022.13 paid out to date.
- A new round of the Fèis Development Grant Scheme is in place this year and £1,509 has been paid out.
- 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
- I organised the Annual Conference 2023 on 29/30 September, which was is in the Muthu Newton Hotel, Nairn. I compiled a Guest List & Luke sent out invites by email.
- 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 and payments relating to Fèis Alba this year.
- Luke is looking after the instrument bank now.
- Insurance is provided for all Fèisean as part of their membership package and has been revised and renewed in February 2023. Events insurance cover was organised for Blas Festival this year. I also organised Death in Service Insurance benefit for all staff which is renewed annually on 12 February.
- Luke will soon be sending out membership fee invoices for this year, same as last year as agreed at the AGM.
- 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. We are also supporting Grant McFarlane, Fèis Phàislig, with An Cùrsa Adhartas at SMO. A staff Gàidhlig session was organised on 07 June 2023 with Iain MacIlleChiar. Various organisers and staff have taken part in First Aid and Emergency at Work First Aid training. Nicola took part in a Food Hygiene course before Fèis Alba. 4 staff are going to take part in Gaelic translation training with Morag Stewart in December.
- All staff are encouraged to and have completed an ACAS Equality & Diversity online training course.
- Fèis Alba 2023 took place 3-7 July 2023 in Plockton with the usual training sessions offered.
- Various training sessions for Fèis committee members were organised for the Annual Conference, such as Use of Gaelic at Fèisean, Climate Action Projects, Changes to PVG Scheme.
- We ensure through Gaelic Development Plans and Grant funding restrictions that Fèisean adhere to our Gàidhlig policy. All our current policies are all now updated and available on the website. I also put together a Safe Place Policy last year.
- The annual drama summer school took place 03-08 July 2023 in Portree.
- Luke now assists with the additional grant schemes, Tasgadh & MEG.

Enhancement of Gaelic arts & culture in creative learning

All invoices have been paid. I process all payments relating to Còig Latha, Cleachdiaigantaigh, Guth nan Gael activities, Fuaran, Drama Summer School, Hùb-Hab, Meanbh Chuileag tour, Meanbh-fhèis, Blàsad Gàidhlig sessions, Mòd Academy, Fèisgoil, Panto, Gaelic Awareness training, Fèis TV, YMIS payments, Treòir (Fèisean), Treòir|Voar|Virr & Blas Festival normally. Luke assists in processing payments.

Audience development and engagement

- Blas Festival took place 1-9 September 2023. I give financial support to Blas Festival Ltd, payment processing, budget monitoring, preparation of Vat returns and HMRC quarterly returns. In 2023 there were 5 Cèilidh Trails, I have processed grant offer letters. Fèis Alba went ahead in Plockton and I issued invoices to Fèisean taking part.

Governance, finance and staffing

- I am responsible for General day-to-day management of Fèisean nan Gidhabal's Portree office. I manage the Administrator/Child Protection Officer. We have all been home-working but Luke works from the office in Portree most days. I am in the office at least 1 day a week. We are all in touch by Skype and attend Zoom meetings as required.
- I am responsible for keeping accounting and payroll records on behalf of Fèisean nan Gàidheal and its associated activities and projects. I ensure Pension payments are recorded and processed. I ensure the OSCR Return and Companies House Return are submitted in time.
- I produce all necessary financial reports and ensure claims for funding are submitted on time.
- I am responsible for Management of all HR records, staff contracts and staff training records. I organised job descriptions and attended interviews. I send out and update contracts to the successful applicants. Calum Fraser joined us in August 2023 as full-time Western Isles Development Officer to replace Peigi Ann Shields who had returned on a part-time basis.
- 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 2023, 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 2023. 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 is due for launch on 30 November. I have been working on lowering carbon emission Guidelines for Fèisean too.
- The Risk Register has to be reviewed and updated annually, this has been done this financial year and included in the May 2023 Board papers for agreement.

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

Support and development of Fèisean

Fèisean

I support the Development Officers daily and support Fèisean in the Isle of Skye, Lochaber and Argyll.

I am in regular contact with Fèisean and although some of them aren't as active over the winter months there are many classes, workshops and various sessions taking place.

In early October I met with Fèis an Earraich and Fèis na Linne to discuss current activity, proposed developments and the potential for establishing a Fèis co-ordinator post. Since then I have been drafting a three-year development plan and researching funding opportunities.

Fèis Lochabair held a special 30th anniversary cèilidh in November.

Fèis nan Garbh Chrìochan will shortly start a series of Gaelic drama workshops.

Fèis Latharna are in the process of applying for charitable status for the Fèis.

Fèis Thiriodh have secured support from the Local Co-op Community Fund.

We had the opportunity to hold sessions with Fèisean present at the annual conference in Nairn and we were able to discuss their support needs and their interest in developing new projects and ideas.

Development Fund
The Development Fund for 2023/24 is open for applications. To date we have awarded the following: Fèis an Iar Thuath £1,000 (Fèis Day), Fèis Lochabair £636 (Groupwork classes), Fèis nan Garbh Chrìochan £200 (Drama workshops) and Fèis Air an Oir £623 (Clàrsach classes).

Enhancement of skills & creative talent

Blas 2023
I have prepared a report about this year's festival which can be seen under 4.2023.02(c) in these papers. I also prepared a funding report to the Colmcille fund for the support they awarded to us for 'An Gineal Òg'.

I will be organising a meeting of the Blas Programming Group to discuss this year's festival and to make a start at planning for next year.

Staff Training
We will have a Gaelic grammar session together in December.

Committee and Tutor Training
In the coming weeks we will be meeting with Fèisean to discuss grant form applications and we will identify committee training needs and after this organise relevant training opportunities for volunteers.

Nicola and I met with Emily MacDonald from Eden Court to discuss training for drama tutors in particular which we hope to hold in early 2024. I am also looking at organising an event for existing tutors to undertake sessions with experienced tutors and tradition bearers.

There has also been a number of requests from Fèisean for training for new tutors and we will look at how best to deliver this type of training in the coming weeks with the aim of holding an event(s) in the new year.

Fuaran
Abi has done a great deal of work with participants in recent months to get all the recordings completed and they will be published on the Fuaran website in early 2024. Abi and I will begin looking at the next stage of the Fuaran project for 2024 and beyond.

Enhancement of Gaelic arts & culture in creative learning

5 Latha
5 Latha 2024 will be held between 1-6 April. We recently opened our applications and to date we have 13 participants.

Audience development and engagement

FèisTV
We livestreamed 4 Blas events which were available to view for free, with an option to donate, at tv.feisean.org.

In the coming months we will also look to develop further series of online Oide lessons.

Governance, finance and staffing

Staff
I mainly work two days at the office and three from home.

We haven't filled the vacant role of Development Officer and so I continue to act as main contact for Fèisean associated with this post and they will receive support from myself and colleagues when necessary.

Meetings
AGM and Conference (29-30/9)
Meeting with Fèis an Earraich and Fèis na Linne (3/10)
Meeting of Fèisean nan Gàidheal managers (2&21/11)
Staff meeting (8/11)
Siuthad – Careers fair at Eden Court (9/11)
Staff Appraisals (13&14/11)
Ceangal – conference in Connemara (15-18/11)
Meeting with Bòrd na Gàidhlig (22/11)
Meeting with Highland Council (28/11)
Fèis an Earraich – Meeting and AGM (28/11)
Meeting with Fèis Dhùn Èideann (28/11)
Meeting with Fèis na h-Òige (29/11)
Meeting with Emily MacDonald (29/11)
Meeting with Chrissie MacRae (30/11)
Meeting with Josh Dixon from the RCS (30/11)

Name	**Eilidh Mackenzie**
Position	**Fèisgoil Manager**

A' leasachadh sgilean is thàlantan

Training for Fèisgoil tutors: Eilidh Cormack organised an in-person training event for Blasad Gàidhlig tutors which took place in Glasgow on Friday 27.10.23. Please see the Fèisgoil administrator's report for further details.

Training for Fèisgoil staff: I attended an online training event on Monday 14.11.23 organised by Early Years Music Scotland. The topic Developing Confidence in Language Through Music was led by Nana Welsh. This session is now available as a recording.

A' toirt ealain is cultar na Gàidhlig air adhart an lùib oideachadh cruthachail

DRAMA

Meanbh-chuileag: The Mystery of the Flannan Isles 03.10.23-03.11.23; written by Angus Macleod, Drama Officer, FnG, and performed by Artair Donald and Rachel Kennedy.

Performers	Schools	Performances	workshops	Schoolchildren
2	29	31	40	845

Panto 2023: Calum Anndra of the Red Coat 27.11.23-08.12.23 written and directed by Angus Macleod and performed by Fergus Munro, Rachel Kennedy and Artair Donald.

Performers	Schools	Performances	Schoolchildren
3	22	19	1158 (+public audience)

I spent a morning with the Panto team going over the songs in the show.
See Drama Officer, Angus Macleod's report for further details on drama projects, including new developments with Eden Court.

LANGUAGE

Blasad Gàidhlig: Gaelic as an additional language.

After receiving news of the funding cut of more than 50% to Blasad Gàidhlig 2023/24 through the Consortium of Local Authorities we submitted an application to the Scottish Government for direct support. We were delighted that this request was successful and we look forward to delivering again in Term 3.
Term 2 2023/24

Tutors	Schools	Sessions	Schoolchildren
13	21	618	2273

Beairteas: Telling Tales: West Side schools, Isle of Lewis (Breasclete and Shawbost), devised and delivered by Christine Macleod with support from Donna Barden, on behalf of the West Side Historical Society. The aims of the project are to strengthen childrens' language skills while introducing them to local dialect. Both schools learned riddles and different stories and they met and told these stories to each other. Each school also met with parents and local elderly people and re-told them these stories as well as listening to tales of days when the older folk were young.

Tutors	Schools	Sessions	Schoolchildren
2	2	18	42

Tabhaich: Argyll & Bute: Three projects run under the Tabhaich banner:
1. Face to face Gaelic language and culture sessions on the islands of Tiree, Coll and Bute for people already learning Gaelic
2. Face to face drop-in sessions for locals and visitors keen to engage with the history and connections of their island to Gaelic
3. School sessions on the three islands for primary and secondary-age young people led by Gaelic speakers working across a range of industries.

These sessions were led by Gail Sutherland, Joy Dunlop, Rhoda Meek, Ian Smith and Mary Ann Kennedy and final numbers for the community part of the project will be available in my next report.

Tabhaich in Schools: Bute: St Andrews Primary, North Bute Primary, Rothesay Primary, Rothesay High School (23 &24.10.23); **Tiree:** Tiree Primary and Tiree Secondary (30.11.23) **Coll**: Arinagour Primary (06.11.23) We are very grateful to Coll Hotel for supporting the project.

Gaelic Evening Classes: Glasgow City Council: Mary Ann Kennedy delivered a Gaelic Awareness Session for all/any staff (see below) with a new series of progressive sessions early in the New Year.

MUSIC
YMI: more than half of the 2023/24 sessions have been delivered, this year marking the 300-year anniversary of the birth of Duncan Bàn Macintyre.
Seinn: Uist & Barra: In partnership with CnES. Due to her work commitments as lecturer at the University of Glasgow our Uist Seinn tutor, Peigi MacVicar has had to delay delivering some of the provision. All schools have agreed to the Term 4 timetable in which she will deliver 10 weeks to all 4 schools. Terms 1&2 2023/24

Tutors	Schools	Sessions	Schoolchildren
2	6	97	413

Unique Projects:
Cliabh – The Creel Collective – we hope to deliver in April 2024. This is a multi-arts project looking to increase the understanding of Ullapool youngsters of their fishing heritage and hoping to result in a new percussion opportunity for the classes involved. Seonag Buxton is on board to deliver and we await news of final funding through Tesco Stronger Starts.

A' tarraing luchd-èisteachd is a' meudachadh nan àireamhan aca

Gaelic Awareness:
Staff of **Glasgow City Council** and Family of Arms' Length Organisations 14.11.23, delivered by Mary Ann Kennedy

Presenter	Participants
1	23*

*+FnG staff (x2)and GCC staff (x1)

East Renfrewshire Council employees: the Local Authority has requested two sessions to senior staff to take place on 07.12.23 and 05.02.24.

Ceangal 23: I had the opportunity to visit Connemara as part of the FnG team alongside Arthur Cormack and Calum Alex Macmillan after receiving an invitation from Údarás na Gaeltachta to take part in the international Ceangal conference, along with workshops, marking the launch of Ealain25, as well as a concert. The workshops and concert included a group of 5 young Fèis participants, accompanied by Western Isles Fèis Development Officer, Calum Fraser.

Paul Hamlyn Foundation: I applied to the Paul Hamlyn Foundation for a new project idea, Upon my Word. We should hear by the middle of December whether or not we can proceed to the next round of application.

Na Trads 23: I represented FnG at Na Trads, handing out awards donated by FnG during the Hall of Fame ceremony at the Caird Hall, Dundee on Saturday 02.12.23.

Riaghladh, ionmhas agus luchd-obrach

FnG AGM 29.09.23

Online meetings with Fèisgoil tutors
FnG staff (particularly the Fèisgoil team) – regular occurrence
Eilidh Cormack's appraisal 16.10.23 | Angus Macleod's appraisal 23.10.23
Zalina Dzhatieva and James Paterson, Argyll and Bute Council 23.10.23 & 29.11.23
DK MacPhee, Glasgow City Council 07.11.23
Evelyn Coull Macleod CnES 10.11.23 | Early Years Music Scotland 13.11.23
FnG managers 02.11.23 & 21.11.23 | FnG's climate crisis group 14.11.23
Údarás na Gaeltachta - An Spidéal, Conamara 15-18.11.23 | Panto Team 2023: 21.11.23
Bòrd na Gàidhlig 22.11.23 | HIE 22.11.23
Highland Council 28.11.23 | East Renfrewshire Council 07.12.23

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.
- A new pilot block of clarsach lessons will run between January and March.
- I recently met with Carol-Anne Farquhar to complete a number of grant claim forms and we will meet again in the coming weeks to complete their FnG grant application.

Fèis Chataibh

- An application to the local wind farms to support a new series of follow-on classes was successful and these will start in the new year.
- The Fèis recently ran a successful groupwork workshop with fiddle player Graham Mackenzie.
- The Fèis welcomed forty-five participants to their recent Fèis day on 18th November.
- The AGM will take place early in the new year.

Fèis a' Bhaile

- Accordion and Chanter clubs continue to run on a monthly basis.
- A successful Main Fèis took place from 9th to 13th October at BSGI and the week included a cèilidh to celebrate the 30th anniversary of the Fèis.
- I recently met with the Fèis committee to discuss feedback from the Fèis week and to look at plans and funding opportunities for the coming year.
- The AGM will take place on Saturday 10th February.

Fèis Inbhir Narainn

- Weekly classes are on-going.
- The Fèis has been represented at a number of community events in Nairn to promote Fèis activities and encourage new participants.

Fèis Obar Dheathain

- Weekly classes in fiddle and clarsach are on-going. The Fèis is also offering an arts and crafts and a choir session at their monthly 'Strupag' which is run in partnership with Club Gàidhlig Obar Dheathain.
- The Fèis have applied to Maoin na Ealan Gàidhlig for funding to run a couple of drama days for teenage and adult Gaelic learners in the new year.

- The committee are looking to run a fundraising cèilidh early in the new year, before their main Fèis at Easter.
- The main Fèis will take place from 8 – 11th April.

Fèis Spè

- Face to face weekly classes and band sessions are on-going
- The main Fèis week went ahead from 9th – 13th October in Aviemore Primary School.
- The committee have been busy applying to various funds to support their activities and relieve the pressure on their current budget.
- Band members recently took part in a residential weekend at Badaguish outdoor centre.
- At the recent AGM, committee member Mairi Brown took over the role of Chairperson and a number of new parent volunteers joined the wider committee.

Fèis Ghallaibh

- Fèis Ghallaibh have just finished their last series of workshops for this year and they will resume in the new year.

Fèis Mhoireibh

- Weekly clarsach and accordion lessons are on-going.
- I will meet with Steph Christie in early December to discuss plans for a Fèis event in April 2024.

Fèis an Iar Thuath

- I hope to meet with the committee soon to discuss the possibility of starting piano lessons and a cèilidh club in the new year.

Fèis na h-Òige

- Following a successful application to Tasgadh earlier in the year, I have been supporting Fèis na h-Òige to get their commission project up and running.

Enhancement of skills & creative talent

Ceilidh Trails

- I have now received reports from all the Cèilidh Trails and will be using these to update the guidance for Fèisean wishing to run a cèilidh trail in 2024.

Colmcille

- Over the past few months, I have been working with Calum Fraser to organise the first stage of the Turas project, funded by Colmcille. Calum, a group five participants and additional supervisor (and Fuaran participant) Mirren Ward on a trip to Connemara where they participated in workshops with young Irish musicians and had the chance to learn more about their shared language culture. We will be planning for a return visit from the Irish group in spring next year.

Training

- I will attend an online training session on Engaging Youth Volunteers on 7th December.
- Abi and I assisted Calum to run a session at the recent Gaelic Careers Day at Eden Court.

Audience development and engagement

I continue to participate in the Blas action group as appropriate.

Name	Abi Reid
Job Title	Development Officer

Support and Development of Fèisean

Fèis an Tairbeirt
FanT held their AGM on the 16th of November and there are now ten people on the committee. Alison MacBride is still chair, Muriel MacKaveney is staying on as treasurer and Amber Blake is remaining as the Gaelic Officer. We are going to submit an application to the FnG Development Fund to apply for a group of young musicians to travel over to Islay for their Fèis in February 2024.

Fèis an Iar Dheas
We had a meeting on the 6th of November and started making plans for a Fèis on the 8th of June 2024. There was a new face at the meeting and the Fèis committee feel confident enough now to continue with some additional support.

Fèis Arainn
FA received £9,000 from the Co-op but unfortunately, we didn't get anything from the Peoples Postcode Lottery. We are looking at additional ways to raise money for the Fèis and will submit an application to Taic Freumhan Coimhearsnachd as well. The Shinty Club is running well.

Fèis Dhùn Èideann

I met with Gillian on the 7th of November to chat over some concerns she has for running the Fèis at the start of next year. She is concerned there is not as much money in the account to run the Fèis as there is as normal (due to a few different factors) but myself and Calum are working with her to develop a plan.

Fèis Fhoirt
I had a meeting with Hazel and Eilidh on the 20th of November and we put a plan together for the weekly classes for next year. We are returning to an instrument-based class format and I'm working to get the classes up and running while Hazel and Eilidh work on redeveloping the committee and numbers have grown extremely low. The next meeting is on the 27th of November.

Fèis Innis an Uillt
The weekly classes have started at FIU and they are very busy. 46 young musicians are attending weekly and taking part in classes with Martin Skene, Fiona MacAskill and Evie Waddell. They are also going to run a Come and Try Day on the 2nd of December and there are 38 participants registered.

Fèis Òigridh Ìle is Diùra
We have an online meeting on the 21st of November to put plans in place for the February Fèis. Megan Henderson, Ewen Robertson, Sìleas Sinclair, Anna MacDonald, Seonaidh MacIntyre, Jane Douglas and Mairi MacGillivray are all booked as tutors. We ran a competition to design the new Fèis Logo and Shian Muir (Jura), Lola Hall (Bowmore) and Alfie Lindsay (Bowmore) all won free entry to the Fèis.

Fèis Phàislig
Grant applied to Creative Scotland to be one of their regularly funded organisations. We are working on a project with a group of musicians that are coming to Scotland from Saritoga Springs in the US and we will run a workshop with them alongside some Fèis Phàislig participants in April 2024.

Fèis Thatha
Fèis Thatha took place on the 18th and 19th of November and it went really well. They ran workshops all day on the Saturday and there was a cèilidh in the evening. On the Sunday there was an open music session in the Birks Cinema and there was around 50 adults and young people there.

Fèis Chille Bhrìde an Iar
I attended a meeting in Cawdor High School on the 21st of November to discuss getting the Fèis up and running again. They are aiming for a Fèis in May 2024.

Enhancement of Skills and Creative Talent

Trèanadh Gàidhlig
A new course will be starting for tutors and Fèis volunteers with Ingrid Henderson in January 2024 and bookings will be open in December.

Latha Dhreuchdan na Gàidhlig
I helped Calum with an event at Eden court for young people to learn more about Gaelic careers.

Enhancment of Gaelic Arts and Culture in Creative Learning

Fuaran
I was in Glasgow on the 14th of October and the 4th of November to film the Fuaran videos with the singers and John McDiarmaid. The videos are now finished and I'm working on the information that is needed to be uploaded to the website.

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

Support and development of Fèisean

Fèis Taigh Dhonnchaidh

- I have been helping Mary look for funding to pay a tutor to go into the school and do preparation for the Mòd with the kids
- They have been running evening-classes this term (guitar, fiddle, melodeon, accordion, drumming and piping)
- Their Christmas Concert will be on the 8th of December

Fèis Tìr a' Mhurain

- I attended the Fèis Tìr a' Mhurain AGM on the 10th of October at Cnoc Soilleir
- Their committee has a healthy number of members (15 at the AGM, 4 sending apologies) and a good range of ages, with Ceiteag's daughter, Catriona, now secretary
- They are beginning to work in partnership more with Cnoc Soilleir
- There have been evening classes this term (singing, drama, chanter, fiddle and whistle), with 45 children taking part, most of whom taking more than one class
- I have been assisting them with various other tasks- issues with Stripe, buying whistles, Jotforms, updating their Gaelic plan and constitution etc

Fèis Eilean an Fhraoich

- Their band of teenagers still practices weekly and I hope to speak to them soon about possible opportunities for the band

Fèis An Rubha

- I attended the Fèis An Rubha AGM on the 25th of September
- They have a small but busy committee and they have evening workshops running through the winter for the kids to work on a project for FilmG using the money they received towards a drama project
- They are going to try to get funding and raise money to buy more melodeons

Fèis Bharraigh

- I met with Fèis Bharraigh to discuss tutor wages as they had a new run of classes starting, and they agreed that they are going to start paying the MU rate
- They are struggling with hire costs, like most Fèisean
- Calum Alex and I are aiming to meet with the committee in the near future to discuss the funding they received towards celebrating 40 years of Fèis Bharraigh and getting the ball rolling on that
- They had evening classes running this term with fiddle classes being delivered online
- They had a weekend of music over the 3rd and 4th of November, with Seonaidh MacIntyre (pipes & chanter), Michael Garvin (accordion) and Joanie Garvin (fiddle) delivering classes
- They also had a cèilidh that weekend to raise funds towards purchasing new accordions

Fèis Tìr an Eòrna

- Their evening classes for young people between primary 4 and secondary 6 have begun, with classes being delivered at beginner and advanced levels
- Classes in guitar, accordion and fiddle are being offered
- I have been assisting them with looking for funding
- They had a successful application to the Co-op Community Fund

Enhancement of skills & creative talent

In terms of my own skills:

- My studies continue part-time at UHI (BA Gaelic Language and Culture)
- I have registered for a course through the Social Enterprise Academy, for Young Gaelic Leaders

In terms of skills at the Fèisean:

We are going to move ahead with a training course for tutors in the coming months in response to a request from Tìr a' Mhurain, who have a large number of people interested in becoming tutors but who lack training

Enhancement of Gaelic arts & culture in creative learning

The main project I've been working on this quarter has been organising the exchange trip to Ireland, supported by the Colmcille fund and in partnership with Ealaín na Gaeltachta. It involved a lot of work but it was a great success and our partners in Ireland were very accommodating.
We took 5 young people between the ages of 14 and 15 to Conamara- two from Harris, two from Glasgow and one from Àird nam Murchan.

They spent the Friday in workshops with young musicians from the local area, led by top Irish traditional musicians, and then performing the tunes they learned at a concert in the evening. The Saturday was spent in Galway seeing the sights and at the museum learning about the area, followed by an informal music session in the evening with the local musicians, playing tunes and singing songs from both traditions.

They stayed with a local Bean an Taighe who normally hosts Irish students through the summer to provide an immersive environment. As such, our young people had a thoroughly immersive cultural weekend of speaking Gaelic the whole time and hearing Irish and Gaelic being spoken together.
It was uplifting to see the effort most of the young people made to speak Gaelic the whole time and to see them start an impromptu session after the concert on the Friday unprompted.

I have since received messages from parents saying how much their children enjoyed the trip and I will be asking them for more in-depth feedback in the coming days.

Audience development and engagement

Given the success and appealing nature of that project I hope that we'll see more and more people showing an interest in such projects the more we do. We can share images and stories from the trip on social media and in our newsletter in the coming weeks.

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

Support and development of Fèisean

Gaelic translation and proof-reading service for the Fèisean
I provide simultaneous translation service at board meetings and support Fèisean with proof reading when required.

Enhancement of skills & creative talent

Participation in initiatives that will lead to employment for young people in the arts and creativity.
Employment and skills development opportunities are provided for Gaelic speaking actors through the Hùb Hàb, Meanbh-chuileag, Sporan, Gaelic Pantomime and Gaelic Drama Summer School projects. Employment opportunities for new actors in upcoming productions in the 2023-2024 school year were advertised on our website and social media. The poster and link to the form can be found at feisean.org/en/opportunities/. A young person was employed as a performer in the Gaelic pantomime

'Calum Anndra a' Chòta Dheirg' which will be toured between the 27th of November and 8th of December.

Slighe gu Teagasg/ Pathway to Teaching
On the afternoon of Wednesday, 8th November, I delivered a Gaelic medium drama workshop for a group of 12 secondary school pupils participating in Sabhal Mòr Ostaig's Slighe gu Teagasg 2023/ Pathway to Teaching course.

Eden Court Gaelic Drama Days
I delivered Gaelic Drama Days at Eden Court on 23 September and 11 November and each day a Gaelic speaking teenager was employed to assist me during the day and was given the opportunity to deliver a drama session.

Enhancement of Gaelic arts & culture in creative learning

Meanbh-chuileag 2023 – 2024
In October, we delivered a Meanbh-chuileag tour with the play 'Rùn Dìomhair nan Eilean Flannach' (The Flannan Isles Mystery) aimed at P5-P7 pupils in Gaelic medium education. The play featured two performers, Rachel Kennedy and Artair Donald. Following six days of rehearsals in Inverness between the 25th and 29th of September and 1st of October, a tour of school in the Highlands and the Central Belt took place between the 2nd and 13th of October. This included a performance at Sgoil Thiriodh in Tiree on the 6th of October. The second leg of the tour was held between the 23rd of October and 3rd November for schools in Skye and Lochalsh and the Western Isles. A feedback form was sent to participating schools following the completion of the tour.

Gaelic Drama Days at Eden Court
Working in partnership with Emily MacDonald, Gaelic Project Manager at Eden Court I delivered two Gaelic Drama days at Eden Court on Saturday 23rd September and Saturday 11th November. Both days were aimed children in P6, P7, S1 and S2. Each day a Gaelic speaking teenager was employed to assist me during the day and was given the opportunity to deliver a drama session. Eden Court plan on delivering similar Gaelic Drama Days in the New Year.

Gaelic Pantomime 2023 – Calum Anndra a' Chòta Dheirg
In November I developed a new version of a play I'd written previously based on the Little Red Riding Hood story. The pantomime is aimed at children in Gaelic medium education between P2 and P7. Three performers were employed to deliver the tour, Fergus Munro, Rachel Kennedy and Artair Donald. After a series of Zoom rehearsals sessions and then five days of rehearsals in Inverness between the 20th and 24th November the tour began at Millbank Primary, Nairn on Monday 27th November. The ten-day tour of schools will include performances for Highland Council between the 27th of November and 1st of December and a tour of Comhairle nan Eilean Siar schools will take place between the 27th of November an 8th of December. Public performances of the play will take place at Eden Court on Thursday 30th November and at Cnoc Soilleir, Dalburgh on Wednesday 6th December. The public performance in Inverness is to be filmed and made available online for schools in early December.

Audience development and engagement

News of drama projects delivered through the Fèisgoil service is regularly promoted online via our website and social media accounts.

News about the tour of the play Rùn Dìomhair nan Eilean Flannach/ The Flannan Isles Mystery was released on 5th October 2023.

News about the Gaelic panto 'Calum Anndra a' Chòta Dheirg' was circulated on Monday 20th November. This news was featured in the Ross-shire Journal, West Highland Free Press, Stornoway Gazette and Inverness Courier and the public peformances were promoted on Radio nan Gàidheal.

Governance, finance and staffing

Meetings:
Inverness Office/ FnG Staff - Occasional meetings (Zoom/ Skype)
Team meeting (Zoom) – 8th November 2023

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

Appraisal – I had an appraisal meeting with my line manager Eilidh Mackenzie on 23rd October 2023.

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

Enhancement of skills & creative talent

Training Session – Blasad Gàidhlig 27.10.23
We had the opportunity before sessions began to get all the new tutors (and some returning tutors) together at An Lòchran in Glasgow for a training session. We looked at the resources available, how to plan out a lesson, feedback from last year and games and songs which could be used from Pasgan BG. I led the session and Iona Mercer, a former tutor, came to speak to the tutors about Additional Support Needs.

Tutors	Sessions	Participants
2	1	9

Enhancement of Gaelic arts & culture in creative learning

LANGUAGE

Blasad Gàidhlig
Blasad Gàidhlig sessions are now well underway, and we have 13 tutors working across 20 schools this year. We are continuing our work in the 8 local authorities in which we worked last year. Due to uncertainty with funding, we had initially only timetabled for sessions in Term 2. However, following news of funding from the Scottish Government, we have now begun to contact the schools again to organise for Term 3.

Teirm 2 2023/24:

Tutors	Schools	Sessions	Pupils
13	20	614	1383+ (pupil numbers still tbc)

Tabhaich – Tiree, Coll & Bute

1. Face to face Gaelic language and culture sessions on the islands for people already learning Gaelic

2. Face to face drop-in sessions for locals and visitors keen to engage with the history and connections of their island to Gaelic

3. School sessions on the three islands for primary and secondary-age young people led by Gaelic speakers working across a range of industries.

1/2 – All sessions in Bute are now complete, drop-in sessions in Coll are finished and the progressive conversational sessions will finish on 16.12.23. Mary Ann Kennedy will be delivering sessions in Tiree and we hope to timetable these in in the new year.

3 – Three tutors were involved in sessions in our island schools, educating the children on the opportunities available to them through Gaelic and how they all use Gaelic in their businesses/self-employment.

Joy Dunlop	Bute, Tiree
Rhoda Meek	Bute, Tiree, Coll
Ian Mac a' Ghobhainn	Tiree, Coll

See Eilidh MB's report for more information on Tabhaich.

Glasgow City Council

I supported Mary Ann Kennedy and Eilidh in a Eòlas air a' Ghàidhlig session for GCC employees on 14.11.23. We hope to start timetabling more progressive Gaelic language and culture sessions for them in the new year.

MUSIC

ICO|YMI

YMI sessions are now underway in all local Fèisean areas for this year.

In Nairn, where Fèisgoil is the local organiser, the second block has begun with a focus on Gaelic song. 03.11.23 saw it start with a cèilidh featuring Peter MacPherson with Gaelic song and piano. Sandra MacKay was ill with Covid on the day and so I supported with a couple of songs.

ICO Fèis Inbhir Narainn 2023/24:

Tutors	Schools	Classes	Pupils	Sessions
4	4	7	179	56 (+ 4 online cèilidhs)

DRAMA

Meanbh-chuileag 2023/24 – Rùn-dìomhair nan Eilean Flannach

I supported Angus in arranging travel, accommodation, speaking to some schools and sending out invoices at the end of the tour. I also created accompanying school resources which can now be accessed via our website.

Actors	Schools	Performances/Workshops	Pupils
2	29	31 (+ 40 workshops)	845

Panto 2023 – Calum Anndra a' Chòta Dheirg

This year's panto is an adaptation of the 2017 Panto and is titled *Calum Anndra a' Chòta Dheirg*, on tour 27/11 - 08/12/23 in Highland and CnES. I contacted all schools and confirmed the timetable, as well as booking all accommodation and travel, sending out invoices and making accompanying school resources.

Actors	Schools	Performances	Pupils
3	22	19	1158

See Angus MacLeod's report for more detailed info.

SPECIAL PROJECTS

Cliabh – the Creel Orchestra: see Eilidh M/B's report for more info.

Audience development and engagement

I have been working on posters for Tabhaich and sharing those on our social media platforms and in local Facebook groups etc. I have also prepared social media posts and press releases for Meanbh-chuileag and the Panto.

Moray Council CLD Winter Learning Festival

On 30.10.23, I was involved (with several other Gaelic organisations) in a session on Gaelic for Moray Council's Winter Learning Festival. I gave an overview of FnG/Fèisgoil's work in general and in the local area, as well as teaching them a short song at the end. A very enthusiastic group and hope we can work with them more in the future.

Governance, finance and staffing

Meetings:

- Regular meetings with the Fèisgoil team
- FnG AGM 29-30.09.23
- Annual personal review with Eilidh MB 16.10.23
- Blasad Gàidhlig training 27.10.23
- Moray Council CLD Winter Learning Festival 30.10.23 (+ planning meeting 03.10.23)
- FnG Team Meeting 08.11.23
- Meeting about FnG's carbon emissions with Anne, Abi, Nicola and Eilidh MB 14.11.23
- Eòlas air a' Ghàidhlig session for GCC with Mary Ann Kennedy 14.11.23

Name	**Luke Slater**
Position	**Administrator, Child Protection Officer**

Support and Development of Fèisean

- Continued handling of Tasgadh and Maoin nan Ealan Gàidhlig administration
- Continued handling of instruments, hire contracts and repairs
- Invoicing and logging expenditure
- PVG administration, checks and applications
- Database updates
- Growing Fèisean nan Gàidheal's image bank
- Design work is carried out aiding other staff members where they need me

Enhancement of Skills and Creative Talent

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

Enhancment of Gaelic Arts and Culture in Creative Learning

- Design work completed for multiple projects, Fèisgoil and Panto
- Continued updates to website, new Case Studies added to the site for Tasgadh & MEG
- FèisTV website up and running, now has some paid subscribers.

Fèisean nan Gàidheal

Blas 2023 and 2024

Agenda Item: 4.2023.02(c)

Reason for Paper

To provide information to Board members regarding the outcomes of Blas 2023 and plans for 2024.

Blas 2023

A verbal summary of how Blas had gone was provided at the previous Board meeting in September, 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, which is provided in the following pages.

Blas 2024

By the time the Board meets, a meeting with have been held with representatives of The Highland Council at which, among other things, the future of the Blas Festival will be explored.

Officers will be able to offer a verbal update from that meeting to the Board.

Action Required

Board members are asked to:

1. Raise any questions they have in relation to the 2023 festival
2. Note the outcomes of Blas 2023
   and
3. Comment on future plans.

Calum A Macmillan
Development Manager
December 2023

Blas Festival

Report on outcomes of the Blas Festival held between 1-9 September 2023

Background

The Blas Festival is a partnership between The Highland Council and Fèisean nan Gàidheal and 2023 marked its 19th year.

Over those 19 years the outputs from Blas include:

- Employment of 5,184 musicians and singers
- Promotion of over 1,330 events throughout the Highlands
- Physical audiences of over 128,000
- A growing online audience since the establishment of FèisTV
- Economic benefit of at least £8m
- 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 2023

This year's festival took place between Friday 1st and Saturday 9th September 2023 with events in communities across the Highlands and also in the Isle of Lewis.

The Highland Council's financial contribution enabled Fèisean nan Gàidheal to lever additional funding from Creative Scotland, Bòrd na Gàidhlig, Comhairle nan Eilean Siar and, this year, Colmcille.

With a reduced budget, and in the face of rising costs, this year's festival was smaller in size in comparison to previous years, but was once again a celebration of our rich Gaelic language, culture, music and heritage with leading traditional musicians, Gaelic singers and tradition bearers performing in communities across the Highlands and Islands.

Festival Programme

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

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

- 25 concerts and cèilidhs
- 2 Gaelic song sessions
- An online Gaelic workshop for all
- 2 school performances from festival artists
- 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

- Our annual commission was awarded to Ewen Henderson, who performed 'Lèirsinn' across 3 evenings.
- The 70th birthday of Dr Angus MacDonald, the renowned piper, was celebrated with a sell-out concert in Glenuig Hall.
- We celebrated the 80th birthday of celebrated Gaelic singer and melodeon player Murdo John Mackenzie with a special concert featuring artists chosen by himself at the Clan MacQuarrie Centre, Borve, Isle of Lewis. Among those who appeared in front of a capacity audience were Donald Black

and Donnie MacKenzie, Christine Primrose, Seonaidh Beag Macmillan, The Ness Melodeon Band and Calum Murdo MacLean.

- We also celebrated the 70th birthday of Calum Martin with a cèilidh in his home village of Breasclete and an additional concert in An Lanntair, Stornoway to a full house.
- With support from Bòrd na Gàidhlig's Colmcille fund we were able to invite Irish siblings, Séamus and Caoimhe Uí Fhlatharta, to collaborate with Highland siblings, Donald and Peigi Barker as part of 'An Gineal Òg'. They performed alongside Binneas and Jenna Cumming as part of the festival opening night and then again in Lairg before going on to concerts in Portree and Gairloch.
- The Charlie McKerron Band, featuring Charlie, Ross Ainslie, Tim Edey and Marc Clement performed in Acharacle and Ballachulish.
- The reworked Gaelic song collection of Frances Tolmie, 'Gun Sireadh Gun Iarraidh' was performed by Kenna Campbell, Mary Ann Kennedy, Deirdre Graham, Eilidh MacKenzie & Family and Fèis Thròndairnis youngsters at a community cèilidh in Kilmuir organised in collaboration with Ionad Thròndairnis.
- Anne Martin's 'An Tinne', a reimagination of a collection of Trotternish songs mainly written by women was performed in Resolis, Croy and Inverinate.
- Four community cèilidhs were held during the festival featuring Robert Nairn, Iain MacMaster, Ruairidh Gray, Mairi Callan and Darren MacLean.
- The Graham MacKenzie trio and Deirdre Graham appeared in Roybridge and Applecross.
- This year's festival finale was a 'Ceòl nam Fèis' concert, featuring over 50 young musicians from across the Fèis movement who performed under the musical direction of Lochaber accordionist, Màrtainn Skene. This was held at Lochaber High School to mark the 30th anniversary of Fèis Lochabair.
- Local Fèis participants were able to feature alongside some of the finest traditional musicians at concerts throughout the festival.
- We livestreamed 4 free-to-view concerts from the festival and showed an additional 2 shows from previous festivals.

Commission

Following an open call process, which saw a record number of submissions, Lochaber fiddler, piper and Gaelic singer Ewen Henderson was awarded this year's commission. Ewen devised 'Lèirsinn', a suite of entirely new music and Gaelic song based on imagined and real journeys he took to areas of the Highlands. Additional funding from Maoin nan Ealan Gàidhlig enabled Ewen to produce visual backdrops for the performances.

Online Workshops

We offered 3 free workshops/session during the festival which were open to all and attended by an international audience of over 100 people.

- Deirdre Graham led an interactive Gaelic song session
- Alec MacDonald delivered a workshop on Gaelic idiom and proverbs
- Mary Ann Kennedy led a Gaelic song session on puirt-a-beul.

Schools visits

Our 'An Gineal Òg' project, visited primary school children in Bun-sgoil Ghàidhlig Inbhir Nis and Bun-sgoil Ghàidhlig Port Righ where they performed and also taught Gaelic and Gaeilge songs to over 200 pupils in total.

Fèisean nan Gàidheal's Theatre-in-Education service for Gaelic learners, Sporan, performed a newly written Gaelic play based on Donnchadh Ban MacIntyre's poetry on the theme of rewilding. The play was performed on 21 occasions in 9 schools to a total of 489 pupils.

As part of our YMI programme delivery, tutors visited Highland schools during Blas week delivering music and Gaelic song sessions. This year Donnchadh Ban MacIntyre's song 'Hoireann o ho hi ri dhiù o' will be taught to all pupils as we commemorate 300 years since the birth of the bard. Over 20 workshops were delivered to 330 pupils in Highland schools.

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

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.

Ticketing and Audiences
We utilised Ticketsource for the first time as our main ticketing platform and local sales were offered through our network of event promoters. We took the decision to offer our Livestreamed concert through YouTube and the Zoom platform was used to deliver our online workshops.

With the cost-of-living crisis still affecting many people we maintained our ticket prices at the same levels, with options priced between £14-18 depending on the event with concession prices available and group discounts for families. We also continued our offer of a £5 ticket to young people. Our online programme of Livestreamed concerts and workshops were all free with the option to make a donation.

Blas Team
In addition to the Fèisean nan Gàidheal staff who worked on delivering Blas, Chrissie Macrae was engaged to assist with a number of administrative tasks including contracting artists and liaising with local promoters. Katie MacKenzie looked after news releases, press coverage and social media content.

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	10
Volunteers	102
Contractors	72
Performers	240
Audience	6,791
Tutors	3
Total	**7,218**

Audience Satisfaction	**Rating**
Value for Money	99%
Enjoyment of the event	98%
Use of Gaelic	90%
Overall rating	**96%**

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

"Tachartasan agus fèis sònraichte math is sònraichte cudromach. Mealaibh ur naidheachd air program air leth agus airson a chur air dòigh a dh'aindeoin nan duilgheadasan an cois iomairt mar sin san latha an-diugh".

"Bha an oidhche sin mìorbhalach dhomhsa. B' urrainn dhomh mo Ghàidhlig cleachadh. Chaidh mi dhan chuirm-ciùil airson seann sgoilearan agamsa a chluinntinn. B' e sònraichte a bh' ann luchd-ciùil ùr a chluinntinn cuideachd. Mòran taing airson cothroman còltach ri seo a thachairt."

"Wonderful evening, lovely community vibe. Felt really welcomed despite being from far away. Learnt some dancing."

"The Rita Hunter Ceilidh was just wonderful and very very special. Thank you Blas, Brilliant show"

"The 3 events I attended were fantastic, the Ceòl na Fèis was particularly good giving our young people a great opportunity. I hope this will be replicated next year. Tapaidh leibh."

"Love that the young and learning musicians are supported and perform along with or as well as the professional musicians."

"All the singers and musicians were excellent on the night. The harmony of both the brother's and sisters' acts was a delight to experience."

"World class, virtuoso performances in tiny village halls clinging to the land on the edge of the harsh Atlantic ocean. The Blas festival brought performances that would comfortably compare with anything in Albert hall, Sydney Opera house or Covent gardens."

"The fact that all of the performers on the stage that night are working members of our communities rather than remote superstar Prima Donnas is the true testament of the Fèis movement."

"Excellent ceilidh and venue, would love to see more like it."

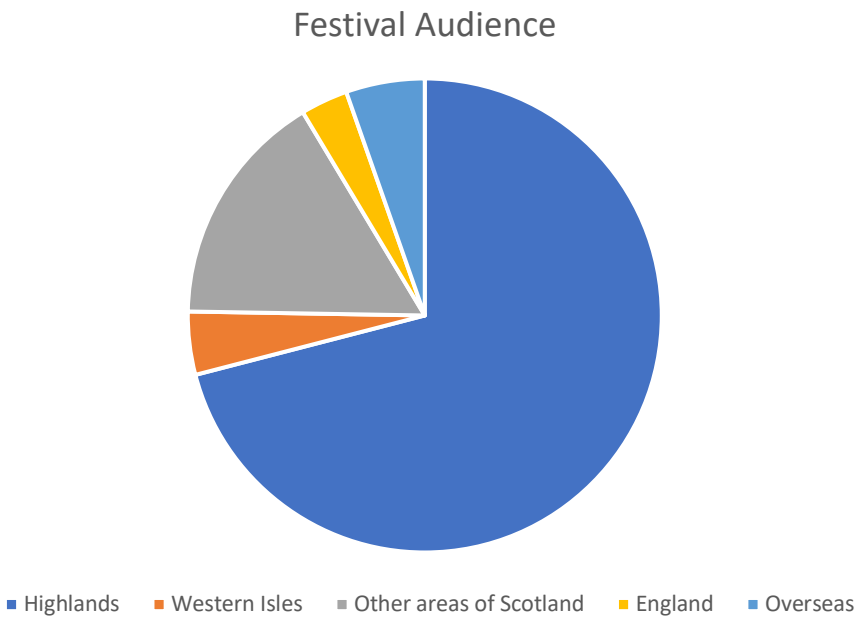
"Superb events which my friends and I enjoyed immensely."

"We were visiting from Australia . Can't remember exactly the date but it was the An Tinne show at Croy. We loved it. Feel very privileged to be in the audience. Keep up the good work!"

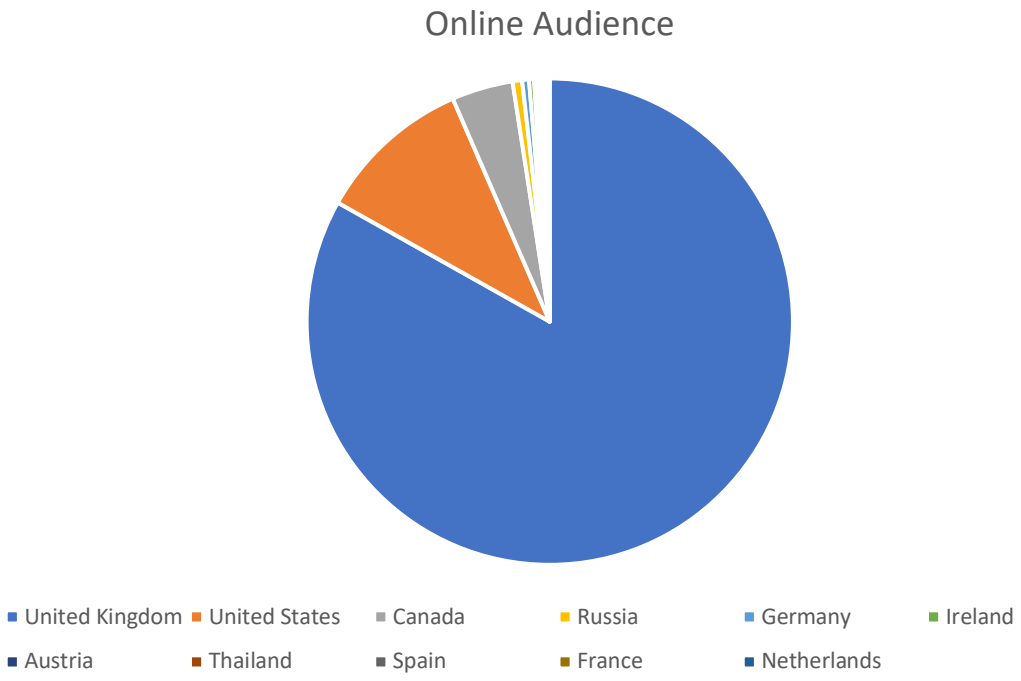
"The online option is great for those of us who do not live nearby. Keep it up!"

"It was a fantastic and very moving evening; thank you"

As with previous years, a significant majority of our audience members came from within the Highlands as reflected in the chart below, but we were pleased to welcome more international visitors this year from France, America, Germany, Ireland, Austraila, America and Canada.



Our online audience was international in its reach, with people watching the livestreams from the UK, USA, Canada, Russia, Germany , Ireland, Austria, Thailand, Spain, France and The Netherlands



Conclusion
Despite having a smaller festival in 2023, we are delighted with audience levels achieved and the feedback received shows us that the festival was enjoyed by attendees.

We had reduced funding available to us this year and our regular funding from other sources has decreased greatly in real terms. With the impact of greatly increased costs it means we are unable to deliver a festival programme with the same number of events, or artists, that was achievable in previous years.

Although we are happy to hold the festival in its traditional September slot, it is presenting challenges to us in terms of costs, particularly in sourcing affordable accommodation.

We arranged a meeting with The Highland Council to discuss how we move forward and we will raise the Blas Festival in discussions with other funders and stakeholders.

It is no longer sustainable to run the festival in its current format with the present levels of funding. To allow us to maintain the festival we need increased funding and timely notice of this to plan the festival and allow us to secure accommodation, travel and other items of high expenditure as early as possible as these costs increase greatly the closer we get to the festival.

With an overall satisfaction rating of 96% with the cultural and linguistic outcomes, this year's festival was clearly a resounding success and the feedback, as evidenced above, shows a great demand for Blas and the programme of events we offer. The Blas Festival is a real feast, allowing communities across the Highlands, and visitors, to celebrate our rich cultural heritage, Gaelic language, music and song and we are grateful to our funders and partners; The Highland Council, Creative Scotland and Bòrd na Gàidhlig for their continued support which allows us to organise this very special event.

Fèisean nan Gàidheal

Financial Issues

Agenda Item: 4.2023.03

This report includes:

Agenda Item: 4.2023.03(a)	**Action Required**
Income and Expenditure 2023-24 with transactions to 28 November 2023.	For Noting and Discussion

Agenda item 4.2023.03(b)

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

See paper 4.2023.03(b)-1 for update on funds deposited with Flagstone.

Agenda item 4.2023.03(c)

Management accounts for the period to 30 September 2023, prepared by Mann Judd Gordon. — For Noting and Discussion

Agenda item 4.2023.03(d)

Grant to Fèisean 2023-24. — For Noting

Anne Willoughby
Executive Manager
December 2023

Fèisean nan Gàidheal Income and Expenditure 2023-24 with transactions to 28 November 2023

Agenda Item 4.2023.03(a)

INCOME	**2023-24**	**PERIOD**	**ACTUAL**	**DIFFERENCE**	
Core Grants	£335,494	£223,663	£221,828	£1,835	
Management Fees	£119,500	£79,667	£119,500	-£39,833	1
Grants Scheme	£200,000	£133,333	£202,300	-£68,967	2
Fèis Development Fund	£10,000	£6,667	£10,000	-£3,333	
Annualised Hours	£11,000	£7,333	£11,000	-£3,667	
Traditional Arts Small Grants Scheme	£121,783	£81,189	£62,658	£18,531	3
Training	£3,000	£2,000	£3,000	-£1,000	
Fèisgoil	£339,500	£226,333	£304,562	-£78,228	4
Blas Festival	£143,069	£95,379	£153,000	-£57,621	5
Other Earned Income	£16,150	£10,767	£5,041	£5,726	
Support Cèilidh Trails	£42,500	£28,333	£43,500	-£15,167	6
Gaelic Residential Events	£27,000	£18,000	£25,000	-£7,000	
Gaelic Song-writing, Archiving, Innovations	£2,000	£1,333	£2,000	-£667	
Showcase and International Opportunities	£8,500	£5,667	£7,300	-£1,633	
Resources and Digitisation Programme	£5,767	£3,845	£5,767	-£1,922	
Press/PR/Website Updates/Newsletter	£1,000	£667	£1,000	-£333	
FèisTV	£13,800	£9,200	£11,000	-£1,800	
Income still to be raised	£25,242	£16,828	£1,189	£15,639	
TOTAL INCOME	**£1,425,305**	**£950,203**	**£1,189,645**	**-£239,441**	
EXPENDITURE					
RUNNING COSTS					
Staff Salaries	£374,965	£223,618	£225,893	-£2,275	
NIC Contributions	£30,188	£20,125	£22,757	-£2,632	
Pension Contributions	£16,771	£11,181	£11,240	-£59	
Staff Travel, Accommodation & Subsistence	£11,000	£7,333	£9,548	-£2,215	
Office Rent & Rates	£18,000	£12,000	£10,877	£1,123	
Stationery, Printing, Postage & Photocopiers	£19,000	£12,667	£11,395	£1,272	
Utilities and Communications	£15,000	£10,000	£13,918	-£3,918	
Board Expenses	£2,000	£1,333	£1,470	-£137	
PVG Service	£4,500	£3,000	£850	£2,150	
Insurance	£10,000	£6,667	£2,874	£3,793	
Sundry Expenses	£3,500	£2,333	£2,069	£264	
Accountancy & Bank Charges	£7,500	£5,000	£7,714	-£2,714	
Professional Fees	£4,000	£2,667	£2,382	£285	

Instrument Bank Maintenance	£1,500	£1,000	£1,910	-£910	
Additional Support Needs	£3,000	£2,000	£3,160	-£1,160	
Capital Expenses	£1,500	£1,000	£160	£840	
PROGRAMME COSTS					
Grants to Fèisean	£200,000	£133,333	£96,170	£37,163	7
Annualised Hours	£11,000	£7,333	£7,992	-£659	
Fèis Development Fund	£10,000	£6,667	£1,509	£5,158	
Creative Scotland Grants Schemes	£121,783	£81,189	£61,399	£19,790	8
Creative Scotland Grants Schemes Management Fee	-£8,500	-£5,667	-£8,500	£2,833	
Training Programme	£3,000	£2,000	£1,635	£365	
Training Programme Management Fee	-£1,000	-£667	-£1,000	£333	
Fèisgoil	£339,500	£226,333	£236,296	-£9,963	
Fèisgoil Management Fee	-£80,000	-£53,333	-£80,000	£26,667	9
Annual Conference	£13,500	£9,000	£9,098	-£98	
Blas Festival	£143,069	£95,379	£138,985	-£43,606	10
Blas Festival Management Fee	-£15,000	-£10,000	-£15,000	£5,000	
Support Cèilidh Trails	£42,500	£28,333	£36,385	-£8,052	
Cèilidh Trails Management Fee	-£4,000	-£2,667	-£4,000	£1,333	
Gaelic Residential Events	£27,000	£18,000	£29,416	-£11,416	11
Gaelic Residential Events Management Fee	-£3,000	-£2,000	-£3,000	£1,000	
Gaelic Song-writing, Archiving etc	£2,000	£1,333	£3,797	-£2,464	
Gaelic Song-writing, Archiving etc Management Fee	-£2,000	-£1,333	-£2,000	£667	
Press/PR/Website Updates/Newsletter	£1,000	£667	£2,714	-£2,047	
Press/PR/Website Updates/Newsletter Management Fee	-£1,000	£0	£0	£0	
Showcase & International Opportunities	£8,500	£5,667	£8,845	-£3,178	
Showcase & International Opportunities Management Fee	-£2,000	-£1,333	-£2,000	£667	
Resources and Digitisation Programme	£5,767	£3,845	£9,905	-£6,060	
Resources and Digitisation Management Fee	-£1,000	-£667	-£1,000	£333	
FèisTV	£13,800	£9,200	£5,034	£4,166	
FèisTV Management Fee	-£2,000	-£1,333	-£2,000	£667	
Contingency	£0	£0	£0	£0	
SUB-TOTAL EXPENDITURE	**£1,305,805**	**£870,537**	**£857,897**	**£12,640**	
Management Fees	£119,500	£79,667	£119,500	-£39,833	
TOTAL EXPENDITURE	**£1,425,305**	**£950,203**	**£977,397**	**-£27,193**	
Transfer to Reserves	£11,950	£7,967	£0	£7,967	
SURPLUS/(DEFICIT)	**£0**	**£0**	**£212,248**	**-£212,248**	

Notes:

1. & 9. Management fees charged in August
2. & 7. All funding received for Grant Schemes, paid out on request
3. & 8. Devolved Grant Schemes funding to come in yet, paid out at per set deadlines
4. Fèisgoil funding received from Highlife Highland for YMI
5. & 10 Blas Festival took place in September but some bills are still to be paid
6. Cèilidh Trails have taken place
11. Gaelic Residentials have taken place

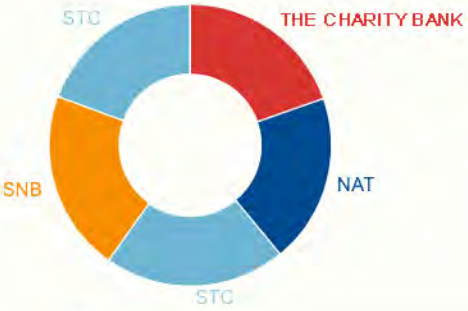
MY FUNDS

Total funds invested	£311,085.78	?
Accrued interest	£3,916.09	?
Holding account	£75,967.63	?
Total portfolio value	**£390,969.50**	?
Available to invest	**£0.00**	?

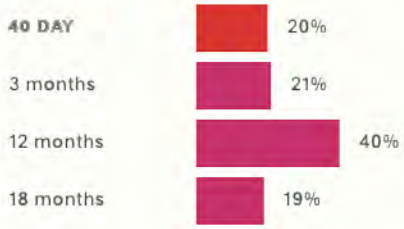
PORTFOLIO PERFORMANCE

Gross interest rate	4.04%	?
Management fee	0.25%	?
Net interest rate	**3.79%**	?
Eligible for FSCS Protection FSCS website	100%	?
Next deposit maturity	28 Dec 2023	?

PORTFOLIO DISTRIBUTION



ACCOUNT TYPES



	Rate		Balance	Accrued interest	Fitch Solutions FICS	Other ratings
Nationwide Building Society	**4.20%**	in 29 Nov 2022 out 29 May 2024 **18m FTD**	**£75,000.00**	**£3,167.25**	**a-** More	**n/a**
Standard Chartered Bank	**5.30%**	in 28 Sep 2023 out 28 Dec 2023 **3m FTD**	**£80,580.37**	**£748.84**	**a-** More	**n/a**
Sainsburys Bank plc	**5.21%**	in 01 Dec 2023 out 02 Dec 2024 **12m FTD**	**£80,505.41**	**£0.00**	**bbb-** More	**n/a**
Standard Chartered Bank	**5.35%**	in 01 Dec 2023 out 02 Dec 2024 **12m FTD**	**£75,000.00**	**£0.00**	**a-** More	**n/a**
The Charity Bank	**3.26%**	in 01 Dec 2023 out 11 Jan 2024 **40-day FTD**	**£75,000.00**	**£0.00**	**bb+** More	**n/a**

Fèisean nan Gàidheal

Management Accounts to 30 September 2023

Agenda Item: 4.2023.03(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	233,334	225,334		3,000		5,000			
Highland Council	128,038	37,794	62,869						27,375
Comhairle nan Eilean Siar	6,250				6,250				
Argyll & Bute Council	23,954	23,954							
Bord na Gaidhlig	144,235	33,435	31,800		35,000	20,000		24,000	
Donations	250	250							
William Grant Foundation	30,000						30,000		
High Life Highland	155,000				155,000				
Membership fees	250	250							
Sale of publications	97	97							
Instrument bank revenue	1,406	1,406							
Ceilidh Trails - earned income	5,000	5,000							
Fèisgoil - earned income	9,524	54			9,470				
Management charges	111,000	111,000							
Box office / concerts	17,512		17,512						
Other income	8,173	1,406	6,767						
Bank interest received	1,666	1,666							
Total incoming respources	**875,689**	**441,646**	**118,948**	**3,000**	**205,720**	**25,000**	**30,000**	**24,000**	**27,375**
RESOURCES EXPENDED									
Charitable activities									
Wages	168,303	168,303							
Employer's National Insurance	12,053	12,053							
Pensions	10,675	10,675							
Development officers & tutors	1,100	1,100							
Child protection costs	775	775							
Training	635			635					
Resources	4,927				4,927				
Fèisgoil - delivery costs	60,287				60,287				
Archiving project	5,573	5,573							
Sgoil Shamhraidh	6,749					6,749			
Cleachiaigantaigh	721	721							
Meanbh-chuileag / Pantomime	1,398				1,398				
Treòir (Fèisgoil)	7,930				7,930				
Tachartasan Comhnaidh	11,878					11,878			
Inter Feis activities	160	160							
Feis TV	912				912				
SG - Support for Feisean	225	225							
Devolved Fund - MEG	39,221							39,221	
Management charges	111,000	10,000	15,000	1,000	82,000	3,000		0	0
Blas - Artistes costs	41,002		41,002						
Blas - Travel and support	22,321		22,321						
Blas - PA & Lighting	21,696		21,696						
Blas - Venue hire	1,183		1,183						
Blas - Promotion	7,764		7,764						
Blas - Commissions	3,000		3,000						
Blas - Filming for Online	2,884		2,884						
Blas - recording & photography	150		150						
Grants to Feisean	92,957	92,957							
Grants for Tasgadh Fund	10,559								10,559
Grants for Ceilidh trails	32,377	32,377							
Instrument bank costs	1,712	1,712							
	682,125	336,630	115,000	1,635	157,454	21,626	0	39,221	10,559
Support costs									
Office rent	9,544	9,544							
Insurance	2,488	2,236	252						
Light and heat	5,072	5,072							
Telephone	5,205	5,205							
Printing postage & stationery	7,747	7,747							
Sundries	667	667							
Website	1,580	1,580							
Staff travel and expenses	5,415	5,415							
Depreciation	5,110	5,110							
Bank charges and interest	75	75							
Audit & accountancy	4,295	3,720	575						
Committee expenses	953	953							
Legal & professional fees	1,644	1,644							
	49,795	48,968	827	0	0	0	0	0	0
Total resources expended	**731,920**	**385,598**	**115,827**	**1,635**	**157,454**	**21,626**	**0**	**39,221**	**10,559**
Net incoming / (outgoing) resources - for the six months ended 30 September 2023	**143,769**	**56,048**	**3,121**	**1,365**	**48,266**	**3,374**	**30,000**	**(15,221)**	**16,816**
Funds at 1 April 2023 - unrestricted	362,235	332,235					30,000		
Funds at 1 April 2023 - restricted	44,399							34,394	10,006
Total funds at 30 September 2023	**550,404**	**388,283**	**3,121**	**1,365**	**48,266**	**3,374**	**60,000**	**19,173**	**26,822**

Fèisean nan Gàidheal
Consolidated Management Accounts
Six months ended 30 September 2023

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 2023									
Fixed assets									
Computer equipment - cost	75,252								
Computer equipment - depreciation b/fwd	(60,112)								
Computer equipment - depreciation charge	(5,110)								
	10,030								
Current assets									
Other debtors	3,005								
Grants receivable	18,125								
Prepayments & accrued income	3,731								
VAT	(3,503)								
	21,358								
Bank accounts									
FnG current account	12,376								
FnG high interest account	211,596								
Deposit receipt	304,806								
Blas Festival current account	12,507								
Lochaber Development account	8,610								
	549,896								
Current liabilities									
PAYE & National Insurance	(8,348)								
Pensions creditor	(2,260)								
Accrued expenses	(20,273)								
	(30,881)								
Net assets as at 30 September 2023	**550,404**								

Grants to Fèisean 2023-24 with payments to 28 November 2023

Agenda Item: 4.2023.03(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	£6,465.53	£2,965.47	£5,225.00	45	£ 490.50	£ 0.00	£ 15,146.50	£ 12,412.50	£ 2,734.00
Fèis Lochabair	£3,148.50	£1,445.50	£0.00	70	£ 763.00	£ 509.00	£ 5,866.00	£ 4,527.00	£ 1,339.00
Fèis nan Garbh Chrìochan	£4,101.50	£1,917.50	£4,200.00	70	£ 763.00	£ 200.00	£ 11,182.00	£ 7,387.00	£ 3,795.00
Fèis Chataibh	£3,472.01	£3,221.99	£4,037.00	20	£ 218.00	£ 0.00	£ 10,949.00	£ 7,203.00	£ 3,746.00
Fèis a' Bhealaich	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Eige	£1,894.53	£904.47	£609.00	20	£ 218.00	£ 0.00	£ 3,626.00	£ 2,568.00	£ 1,058.00
Fèis Ghallaibh	£0.00	£645.00	£1,935.00	0	£ 0.00	£ 0.00	£ 2,580.00	£ 1,452.00	£ 1,128.00
Fèis Farr	£513.24	£235.76	£0.00	0	£ 0.00	£ 0.00	£ 749.00	£ 0.00	£ 749.00
Fèis na h-Òige	£2,376.00	£2,124.00	£0.00	0	£ 0.00	£ 0.00	£ 4,500.00	£ 3,375.00	£ 1,125.00
Fèis Air an Oir	£3,129.83	£1,428.17	£2,949.00	0	£ 0.00	£ 0.00	£ 7,507.00	£ 4,892.50	£ 2,614.50
Fèis Ghleann Albainn	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Rois	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis a' Bhaile	£640.15	£834.85	£2,680.50	0	£ 0.00	£ 0.00	£ 4,155.50	£ 2,446.25	£ 1,709.25
Fèis Òigridh na Mara	£0.00	£2,505.23	£8,670.00	74	£ 806.60	£ 0.00	£ 11,981.83	£ 6,819.83	£ 5,162.00
Fèis Inbhir Narann	£623.04	£556.96	£7,815.00	65	£ 708.50	£ 0.00	£ 9,703.50	£ 0.00	£ 9,703.50
Fèis Spè	£2,240.45	£2,209.55	£2,946.00	45	£ 490.50	£ 0.00	£ 7,886.50	£ 5,178.50	£ 2,708.00
Fèis an Iar Thuath	£0.00	£0.00	£0.00	0	£ 0.00	£ 800.00	£ 800.00	£ 800.00	£ 0.00
Fèis Thròndairnis	£2,407.46	£1,105.54	£0.00	0	£ 0.00	£ 0.00	£ 3,513.00	£ 2,635.00	£ 878.00
Fèis a' Chaolais	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Total Highland	**£31,012.23**	**£22,100.00**	**£41,066.50**	**409**	**£4,458.10**	**£1,509.00**	**£100,145.83**	**£61,696.58**	**£38,449.25**
Comhairle nan Eilean Siar									
Fèis Tìr a' Mhurain	£4,354.40	£0.00	£956.00	30	£ 327.00	£ 0.00	£ 5,637.40	£ 3,989.40	£ 1,648.00
Fèis Eilean an Fhraoich	£3,800.00	£0.00	£2,550.00	50	£ 545.00	£ 0.00	£ 6,895.00	£ 4,534.00	£ 2,361.00
Fèis Tìr an Eòrna	£2,850.40	£0.00	£823.50	50	£ 545.00	£ 0.00	£ 4,218.90	£ 2,958.15	£ 1,260.75
Fèis Bharraigh	£2,317.60	£0.00	£6,629.00	50	£ 545.00	£ 0.00	£ 9,491.60	£ 0.00	£ 9,491.60
Fèis Eilean na Hearadh	£1,211.20	£0.00	£0.00	20	£ 218.00	£ 0.00	£ 1,429.20	£ 911.20	£ 518.00
Fèis an Rubha	£1,334.40	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 1,334.40	£ 1,000.40	£ 334.00
Fèis Taigh Dhonnchaidh	£870.40	£0.00	£1,393.00	30	£ 327.00	£ 0.00	£ 2,590.40	£ 1,813.40	£ 777.00
Total Comhairle nan Eilean Siar	**£16,738.40**	**£0.00**	**£12,351.50**	**230**	**£2,507.00**	**£0.00**	**£31,596.90**	**£15,206.55**	**£16,390.35**
Argyll & Bute Council									
Fèis Latharna	£5,666.40	£5,075.00	£6,464.00	0	£ 0.00	£ 0.00	£ 17,205.40	£ 13,973.40	£ 3,232.00
Fèis Mhuile	£0.00	£925.00	£0.00	10	£ 109.00	£ 0.00	£ 1,034.00	£ 0.00	£ 1,034.00

Fèis Thiriodh	£2,713.00	£2,000.00	£0.00	20	£ 218.00	£ 0.00	£ 4,931.00	£ 3,699.00	£ 1,232.00
Fèis Ìle agus Dhùira	£381.00	£2,500.00	£7,151.00	30	£ 327.00	£ 0.00	£ 10,359.00	£ 0.00	£ 10,359.00
Fèis na h-Apainne	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Cheann Loch Goibhle	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis an Tairbeirt	£0.00	£1,500.00	£1,564.00	35	£ 381.50	£ 0.00	£ 3,445.50	£ 2,193.50	£ 1,252.00
Total Argyll & Bute Council	**£8,760.40**	**£12,000.00**	**£15,179.00**	**95**	**£ 1,035.50**	**£0.00**	**£36,974.90**	**£19,865.90**	**£17,109.00**
Other Area/City Councils									
Fèis Arainn	£3,404.00	£0.00	£2,738.00	25	£ 272.50	£ 0.00	£ 6,414.50	£ 4,126.50	£ 2,288.00
Fèis Mhoireibh	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
TOTAL HIE	**£59,915.03**	**£0.00**	**£71,335.00**	**759**	**£ 8,273.10**	**£1,509.00**	**£168,717.63**	**£100,895.53**	**£74,236.60**
Fèis Dhùn Èideann	£2,534.40	£0.00	£11,888.00	75	£ 817.50	£ 0.00	£ 15,239.90	£ 8,457.90	£ 6,782.00
Fèis Obar Dheathain	£1,312.80	£0.00	£844.00	20	£ 218.00	£ 0.00	£ 2,374.80	£ 1,898.80	£ 476.00
Fèis Dhùn Bhreatainn	£0.00	£0.00	£2,000.00	10	£ 109.00	£ 0.00	£ 2,109.00	£ 1,082.00	£ 1,027.00
Fèis Lannraig a Tuath	£1,310.40	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 1,310.40	£ 982.20	£ 328.20
Fèis Fhoirt	£1,920.80	£0.00	£4,785.00	50	£ 545.00	£ 0.00	£ 7,250.80	£ 4,242.80	£ 3,008.00
Fèis Ghàidhlig Ghlaschu	£2,996.00	£0.00	£0.00	25	£ 272.50	£ 0.00	£ 3,268.50	£ 3,200.50	£ 68.00
Fèis Chille Bhrìghde an Ear	£0.00	£0.00	£225.00	0	£ 0.00	£ 0.00	£ 225.00	£ 113.00	£ 112.00
Fèis Innis an Uillt	£0.00	£0.00	£1,267.00	0	£ 0.00	£ 0.00	£ 1,267.00	£ 634.00	£ 633.00
Fèis an Iar Dheas	£468.80	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 468.80	£ 0.00	£ 468.80
Fèis Phàislig	£4,250.40	£0.00	£9,841.00	70	£ 763.00	£ 0.00	£ 14,854.40	£ 8,681.40	£ 6,173.00
Fèis Thatha	£1,112.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 1,112.00	£ 834.00	£ 278.00
Total Other Areas/City Councils	**£19,309.60**	**£0.00**	**£33,588.00**	**275**	**£2,997.50**	**£0.00**	**£55,895.10**	**£34,253.10**	**£21,642.00**
	Main Fèis Grant	**Local Authority**	**Follow-on Grants**	**Annualised Hours**	**Annualised Hours Grant**	**Development Fund**	**Total Grant Offered**	**Balance Paid**	**Outstanding Balance**
GRAND TOTALS	**£ 75,820.63**	**£ 34,100.00**	**£ 102,185.00**	**1,009**	**£ 10,998.10**	**£ 1,509.00**	**£ 224,612.73**	**£ 131,022.13**	**£ 93,590.60**

Fèisean nan Gàidheal

Funding Agreements

Agenda Item: 4.2023.03(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 first three instalments of our regular funding from Creative Scotland for 2023-24 have been paid win line with our agreement. The final payment for the financial year is due on 12 January 2024.

I reported at the last meeting that we had our annual review meeting with our lead officer, Siobhan Anderson, on 15 June. However, I omitted to draw the attention of Board members to the feedback from that meeting which I have included again at 4.2023.03(e)-1.

I took part in a Multi Year Funding briefing session on 25 September and we submitted an application by the 25 October deadline, the text of which is included in 4.2023.03(e)-2 for information. We shall know by the end of February 2024 whether or not our stage 1 application has been successful. If so, we will be able to submit a stage 2 application from 6 March 2024.

2. Bòrd na Gàidhlig

Both payments due from Bòrd na Gàidhlig for 2023-24 have now been received.

An application to Bòrd na Gàidhlig for multi-year funding was submitted by the 29 September deadline date, the text of which is included in 4.2023.03(e)-3 for information.

A meeting was held on 22 November between representatives of Bòrd na Gàidhlig and Fèisean nan Gàidheal to discuss our application in more depth. We expect an indication of the level of support likely to be available before the end of the year.

3. The Highland Council and High Life Highland

The Highland Council has paid the same sum for 2023-24 as has been available for a number of years now.

A meeting was held on 28 November between representatives of Bòrd na Gàidhlig and Fèisean nan Gàidheal to discuss a range of issues, the background paper for which is included in 4.2023.03(e)-4 for information.

Those present were broadly supportive of our work and seemed willing to find ways to solve some of the issues raised, but we will have some further work to do with the hope of a favourable outcome.

YMI sessions in all Highland primary schools are ongoing, through an agreement with High Life Highland, and further information on delivery is available in the Fèisgoil Manager's report.

4. Argyll & Bute Council

Argyll & Bute Council agreed a service level agreement with funding of £18,450, which has been paid to us in full.

I have yet to catch up with Aileen Cameron, but I look forward to speaking with her soon.

The Fèisgoil Manager will be reporting on progress with delivery of the contract for Gaelic learning services and some engagement in schools for which tendered earlier this year.

5. Comhairle nan Eilean Siar
There is nothing new to report on our relationship with Comhairle nan Eilean Siar but we were grateful for the authority's support of Blas events in the Western Isles this year.

Our YMI contract with Comhairle nan Eilean Siar, to provide Gaelic singing classes in Uist and Barra schools, is ongoing with further information on delivery in the Fèisgoil Manager's report.

6. Scottish Government
The Treòir | Voar | Virr programme came to an end following a series of programmes broadcast on BBC Radio nan Gàidheal over the summer featuring the community plays developed by Western Isles schools to commemorate the emigration of people on the Metagama and Marloch.

More recently an episode of 'Trusadh', made by MacTV, was broadcast on BBC ALBA with many of the people involved in the Dìleab project talking about their experiences of writing and producing the plays. Unfortunately, our support of the project was not acknowledged, but it was a very enjoyable television programme nonetheless.

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 issues where clarification is required.

Arthur Cormack
Chief Executive
December 2023

Review of 22/23 Plans

Throughout 2022/23 Fèisean nan Gàidheal have continued to deliver excellent provision of Gaelic arts, language and cultural activity to a wide range of participants across Scotland.

The volunteer-run branches and the tutors and staff employed by these smaller organisations have been offered unwavering support from the Fèisean nan Gàidheal staff team, allowing activity in these communities to restart and build back after a difficult period. While some have sustained their output throughout the pandemic, others have only just been reinvigorating their efforts in the past year and re-establishing volunteer committees has been challenging in many areas. However, the support offered, both in time and finance, has allowed for activity to flourish.

Additional activity beyond the branches has continued to provide young people with aspirational opportunities to be part of such as 5 Latha, the Cèilidh Trails and Blas Festival. All have continued to offer excellent education for participants and high-quality entertainment for audiences.

Delivery in school settings has continued to be highly regarded, with much value being placed on this by both pupils and teachers, and a wide bank of expert tutors have continued to engage participants. Excellent resources are acutely valued, and the creation of new content through Hùb Hàb, Blasad Gàidhlig and the annual Gaelic pantomime are clearly appreciated by participants and educators alike.

Gaelic language has continued to be nourished by the organisation, with opportunities for participants to use the language through drama, music and conversation. Fèisean nan Gàidheal's now 40+ years of delivery has resulted in former participants embedded across Scotland's creative sector, many of whom are now renowned performers and tutors, but also many who have

taken the skills they have learned through the organisation and gone on to fruitful careers in the wider creative industries and beyond.

Planning For 23/24

The additional programme plan for 2022-2027 clearly proposes how the organisation will continue to deliver their aims across five key work themes. This will be building on areas they know they can deliver well and have the knowledge and expertise within the organisation in order to do so.

Having sustained delivery well throughout the difficult period of 2020-2023, Fèisean nan Gàidheal are evidently looking to the future in how they can continue to celebrate Gaelic arts, language and culture, sharing traditions with participants and audiences alike while creating opportunities for communities to come together in celebration.

Continuation of projects such as Fuaran ensure that traditions are nourished and respected by the next generation while new commissions through Blas, new drama pieces through Meanbh-Chuileag and digital innovation through projects such as the Café Bheartais podcast ensure that this is done in an innovative and forward-thinking way.

Strong continued delivery in formal education settings formalises and ensures that these traditions are delivered to a wide range of participants, while support of branch activity allows young people to engage with their passions with experienced tutors.

Wider support for the sector will continue to be offered through devolved funding from Creative Scotland via the Tasgadh and Maoin nan Ealan Gàidhlig funds. Fèisean nan Gàidheal are an excellent partner to continue this delivery

given their standing in the sector, and it is positive that Bòrd na Gàidhlig have boosted their input for Maoin nan Ealan Gàidhlig, allowing for wider support.

Current Position

Fèisean nan Gàidheal uphold high governance standards, with an active and engaged Board who are able to represent branches across the country and contribute their lived experiences when delivering activity on the ground in communities, as well as some who grew up learning through the organisation's activities and now hold prominent roles in Scotland's Creative sector.

Although there will be a number of Board members coming to the end of their term in the coming year, the organisation have demonstrated solid plans to recruit new members and ensure appropriate training and experience is provided.

Financial management is secure, and the organisation have dealt well through the first year without longer-term HIE financial support, though a good relationship remains in place. However, securing new income from the William Grant Foundation has provided hope that trusts and foundations can help the organisation in the coming years.

The staff team continue to offer a range of expertise and excellent understanding in a number of areas including the current position of branches across the country, how the organisation's work fits in a formal education setting and high-quality programming. Although there have been some staff changes, this has been an opportunity to make some savings and allow staff members to work on other areas within the organisation.

The organisation has a strong suite of policies to ensure safe and fair delivery of all activity, and the areas of work highlighted in the EDI Action Plan seem pertinent for the organisation's work.

Budget & Risk Management

Relationships with local authorities continue to be challenging, particularly around the increasing costs of venue hire. Affordable use of schools and community centres has always been crucial to allow for delivery of the organisation's activity within small and remote communities where often a local authority owned building is the best or only possible venue. In-kind agreements would be beneficial, and can still sometimes be reached, but this is becoming an increasingly difficult area.

Board recruitment could be an issue in the future with five members coming to the end of their term. However, the organisation has good forward-planning measures in place and it is positive to see the level of Board training offered and ability for potential members to attend meetings in advance.

Increasing Musician's Union Tutor rates continue to put pressure on budgets alongside the amount of activity the organisation can deliver while ensuring Fair Work commitments are met.

The upcoming Creative Scotland Multi-Year Funding application process was discussed.

SCOTLAND ALBA

4.2023.03(e)-2

BETA This is a new service. Your feedback will help us to improve it.

Home Funding Your account Help and support Currently logged in as **Arthur Cormack** - Logo

Multi-Year Funding Programme

Your Submission

Applicant name: Arthur Cormack

Submission created on: 06/09/2023 20:06:35

Submission Reference Number: CS-MYFP-23021-5907

Submission status on 01/11/2023 15:46:47: Application Submitted

Last updated: 24/10/2023 18:46:33

Review your submission

Lottery Funding

The National Lottery supports this fund through Creative Scotland. Do you object to receiving National Lottery funding? If you object, you will be funded through another route.

Your answer: No

Page 2

Your Programme - Locations

Where does your activity take place?
Where possible, specify the postcodes of any places where your activity will take place. If you don't know exact locations, you can specify local authority areas in Scotland or specify a location outside of Scotland.

Activity Locations

Local Authority

Highland

Postcode

IV51 9BZ

Location outside of Scotland

Local Authority

All of Scotland

Postcode

Location outside of Scotland

Page 3

Your Programme - Main Artform or Specialism

What do you consider to be the primary artform or specialism represented by your programme?
Art Forms

Select one Art Form

Multi-disciplinary

If 'Other', please specify.

Page 4

Your Programme - Other Artforms or Specialisms

What other artforms or specialisms have an explicit focus in your programme?
Art Forms

Select Art Forms

Theatre, Music, Equalities, Diversity and Inclusion, Gaelic Culture, Gaelic Language, Education, Audience Development, Sector Development, Children and Young People, Traditional Arts, Place and Communities

If 'Other', please specify.

Page 5

Quality and Ambition 1

Purpose and Aims

Describe the aims of your organisation, the context you work in and the outcomes you seek from your activity. (approx 500 words)

Your answer: Fèisean nan Gàidheal's mission is A' toirt ar dualchais do ar n-òigridh – inspiring young people to value our culture. Its ambition is to develop the creative talent of young people by supporting opportunities for communities across Scotland to engage with and enjoy Gaelic arts and culture, promoting traditional arts and Gaelic language as unique and defining assets that contribute to Scotland's distinctiveness.

Although it has several definitions, the Gaelic word Fèis is synonymous with a network of 47 community groups through which young people engage with traditional music, traditional dance, Gaelic song and Gaelic drama.

Established in 1991, Fèisean nan Gàidheal offers a range of services to local Fèisean and has consistently delivered high-quality support to ensure the largely voluntary Fèis committees are enabled to provide cultural experiences in their communities.

Building on the network of local Fèisean, Fèisean nan Gàidheal itself delivers a programme of arts activities and cultural events. Some of the work - such as the annual Blas Festival and Cèilidh Trails - involves collaboration between local Fèisean, networks of community promoters and other bodies. The education work Fèisean nan Gàidheal delivers is income generating, delivered through contracts with local authorities, and supports the engagement of young people in cultural activities which promote Scotland's traditional music and song at the same time as vastly extending the employment opportunities for freelance artists who are engaged as tutors.

Fèisean nan Gàidheal has developed a set of outcomes which, in turn, support the delivery of National Outcomes in the Scottish Government's Performance Framework as well as some of those to be delivered by organisations with which we work seek to work regularly. They include:

• Full support for Fèisean to recover from the pandemic and weather the cost-of-living increases, resuming their activities and returning to previous levels of engagement.
• The creative talent, life skills and wellbeing of young people are enhanced through participation and experimentation in the Gaelic arts.
• Equality of treatment and opportunity is assured in widening access to Gaelic arts and culture ensuring diverse groups of people participate and enjoy creative experiences.
• Employment opportunities are created for artists with a commitment to Fair Work and maximising economic benefits across Scotland.
• In planning, promoting and participating in activities our responsibility to protect the environment and reduce carbon use is discharged.
• The use of Gaelic is increased in creative activities.
• Creativity is used as a means of attracting people across Scotland to Gaelic.

• The public has a better understanding and appreciation of Scotland's traditional arts through creative work inspired by the Gaelic language.
• Community confidence is strengthened and cultural development enhanced particularly, though not exclusively, in areas of low economic activity.
• Digital technologies are utilised to bring our work to a wider, more diverse and dispersed audience.
• Commitment to Fair Work shall help retain a skilled workforce which uses Gaelic in the workplace and provides strong leadership and advocacy in the Gaelic arts sector.

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Quality and Ambition 2

Your Programme
Tell us about the programme of activity you are applying for (referencing the outline programme that you will be providing as part of this application). How will it deliver public benefit? (approx 500 words)

Your answer: Fèisean nan Gàidheal has developed a Programme Plan to ensure delivery of the outcomes it seeks and will operate across five work themes, detailed further in the outline programme submitted:

1. Support and Develop Fèisean
2. Enhance Skills and Creative Talent
3. Enhance Gaelic Arts and Culture in Creative Learning
4. Engage and Develop Audiences
5. Maintain High Standards in Governance and Staffing

Support and development of local Fèisean remains at the core of the organisation's activities. Everything the organisation does is aimed at supporting the Fèisean, or the communities and individuals involved in them, directly or indirectly. All staff support the work of local Fèisean. Events are organised to give Fèis participants valuable performance opportunities.

In a normal year, to which we are returning after the pandemic, the Fèisean engage between 5,000 and 6,000 young people annually in regular traditional arts tuition and performance. Another 7,000 attend performances promoted by local Fèisean, the income from which is used to subsidise the costs of young people's participation.

Fèisean nan Gàidheal offers a range of opportunities for young people, Fèis organisers, tutors and artists to undertake training relevant to their work with the organisation some of which leads to accreditation through the University of the Highlands & Islands.

One measure of the success of the Fèisean is the way in which they support people, teach them skills, often transferable to other community initiatives, before welcoming their return as tutors, performers and organisers. Three generations of Fèis participants have evolved as a positive force benefitting their communities and culture is considered essential to wellbeing

and in contributing towards the social and economic prosperity of their places.

The majority of education work Fèisean nan Gàidheal delivers through its Fèisgoil service is income generating. It encompasses traditional music tuition, through YMI, and Gaelic language teaching, through the arts, plus a range of Gaelic enrichment opportunities supporting the engagement in cultural activities of all young people in any school class setting at the same time as vastly extending the employment opportunities for freelance artists who are engaged as tutors. Drama and other music work in communities and schools provides young people with meaningful engagement with the Gaelic language. Management fees charged for contract and project delivery are reinvested in the Fèis support structure.

Established annual events organised directly by Fèisean nan Gàidheal - such as the Blas Festival and Fèis Cèilidh Trails - involve collaboration between local Fèisean, networks of community promoters and other bodies. Further development of our online tuition platform, Oide, will enable participants anywhere in the world to access courses in traditional Scottish arts while our FèisTV livestreaming service enables us to bring Scottish culture to a wider audience at home and abroad.

We also provide a valuable source of funding, as well as support for a range of artists through the two devolved funds we manage on behalf of Creative Scotland, Tasgadh and Maoin nan Ealan Gàidhlig, the latter to which we have attracted additional funding from Bòrd na Gàidhlig.

It is envisaged the combined turnover of Fèisean nan Gàidheal and the Fèisean will increase to c £4m pa if our funding bid is successful and the sum sought should be seen in that context.

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Quality and Ambition 3

Developing Ideas
How will you create the conditions to generate and develop your ideas and explore innovative practice? (approx 500 words)

Your answer: Fèisean nan Gàidheal's support of local Fèisean and the organisation's work is ever developing. While we offer a range of essential services to which Fèisean have access, we are responsive to needs at particular times and ready to capitalise on new opportunities.

We are in constant touch with our membership through one-to-one conversations and online sharing sessions as well as an annual conference which offers sessions in relevant topics and an opportunity for the membership to tell us how we are doing and how we can do better.

We have a modest Development Fund to which Fèisean can apply for unusual or innovative

initiatives. There is significant demand for a small amount of money and we would like to be able to increase this.

Fèisean nan Gàidheal keeps abreast of the strategic priorities of funders such as Creative Scotland, Bòrd an Gàidhlig and HIE as well deliverables in the National Gaelic Language Plan, National Islands Plan and A cultural Strategy for Scotland. The organisation engages with stakeholders when developing new ideas or services, be that its skilled workforce, Board members, arts practitioners, Fèis organisers or collaborators. Our current Programme Plan was drawn up with input from a range of interests including, importantly, the Fèisean. Within each work theme, there are a number of projects which will be delivered collaboratively, but our focus is on continuing the work of local Fèisean in engaging young people in traditional arts.

Our Fèisgoil programme will develop through engagement with the tutors who will be involved and the schools in which we deliver. In our drama work, for example, we ask schools if there are particular subjects they will be covering and, where applicable, new plays are written to support the work teachers are doing while enriching the Gaelic language skills of pupils. In YMI work, we collaborate with the tutors on suitable material on which to base work in the schools. This extends beyond simply teaching music and song to putting tunes and songs in context within the communities where they are delivered.

Each year a new music commission is awarded for the Blas Festival, based on bids received following an open call. A panel assesses bids and works collaboratively with the successful artist to develop new music to be performed at the festival and beyond. We work with a large number of freelance artists who have opportunities to explore new song-writing as well as producing new pieces of work through commissions other than those available through Blas.

Where opportunities arise to develop new, bespoke projects to meet a specific need, we would work closely with stakeholders to agree the activities to be delivered. This was the case with the Musicians in Residence programme we created during the pandemic to keep musicians in work and to engage harder to reach groups of young people in traditional music. Similarly, the Scottish Government funded Treòir | Voar | Virr programme was developed to offer primary schools in all Scottish islands engagement in artistic work rooted in their communities. Schools, communities and artists were all involved in developing the programme.

We anticipate being able to take advantage of opportunities such as these although it is unknown at this stage to what extent that will be possible as they are funding dependent. We also hope to pilot a national, traditional music ensemble, having established there is demand for such an initiative.

Page 8

Engagement 1

Who

Who will you engage through your programme of work and how will your activity be relevant to their needs or interests? (approx 500 words)

Your answer: There are six groups which account for the majority of our engagement:

1. Fèis participants, tutors and organisers (around 6,500 individuals)
2. School pupils and teachers (around 13,000 pupils)
3. Audiences (including online social media attendees) at Fèis, Cèilidh Trail, Blas Festival and other events (around 40,000 people)
4. Online learners and audiences through our FèisTV platform which includes online traditional music lessons (around 20,000 people)
5. The wider traditional and Gaelic arts community through the Tasgadh and Maoin nan Ealan Gàidhlig devolved funds we manage (around 70 artists or groups of artists annually generating activity for thousands of people)
6. International groups such as Amateo, European Folk Network, HIMRA, Celtic Colours and Ealain na Gaeltachta.

Around 5,500 - 6,000 young people take part in Fèis activities annually and the level of demand suggests the local Fèisean are meeting their needs in providing a starting point for them in engaging with learning in traditional music, dance and Gaelic drama.

Fèisean are required to adhere to Fèisean nan Gàidheal's Access Policy and, aware of the current impact of the cost-of-living, Fèisean do their very best to promote inclusion by offering free, subsidised, or 'pay what you can' places to young people to ensure they can participate.

We engage regularly with our local Fèis organisers, which number around 400, and aim to make their job, mostly carried our voluntarily, as enjoyable and burden-free as possible through the provision of a range of support services and training opportunities.

We provide annual employment for nearly 700 freelance musicians and singers who tutor and perform. Around 2/3 of those are employed by local Fèisean with the rest employed through Fèisean nan Gàidheal's own programme, with some crossover. We offer training opportunities, experience-sharing sessions and help with preparation to all tutors.

Liaison with schools and teachers is a regular occurrence in order to ensure efficient delivery of our Fèisgoil education work.

The general interest and ability in traditional music in Scotland has grown exponentially since the Fèisean began and shows no sign of abating. Fèisean have also been a successful driver in raising awareness of the Gaelic language, contributing to community and social cohesion in the process.

A report published by the Traditional Music Forum found that Fèisean nan Gàidheal's work represented over a third of all traditional music tuition for young people in Scotland. Many of

our former participants go on to further study at the Centre of Excellence in Traditional Music, the RCS, Sabhal Mòr Ostaig and UHI North, West & Hebrides.

We anticipate fairly modest engagement with international audiences through work in Ireland and Canada, where there are communities where the Gaelic language is used, as well as through initiatives such as Seachdain na Gàidhlig, European Folk Day and St Andrew's Fair Saturday. We will continue to engage with refugee communities through HIMRA and the Scottish Refugee Festival.

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Engagement 2

How

How will you ensure you have been able to engage effectively through your programme? (approx 500 words)

Your answer: In whatever way it manifests itself, support for Fèisean nan Gàidheal's 2025-28 programme will enable the continuation of work built up through incremental development over a period of four decades. The programme will sustain activities organised by 40+ voluntary-run Fèisean as well as work in over 300 communities across Scotland delivering cultural, educational, social, economic, linguistic and wellbeing outcomes. Fèisean nan Gàidheal has never stood still and will always look for innovative ways to further support the core cohort of Fèisean and the young people, artists and volunteers on whom they rely.

We keep in touch with current participants and alumni, many of whom return as tutors, offering further opportunities from time-to-time. We can track the number of Fèis participants who go on to study music further, undertake Gaelic studies or who become professional musicians or get involved in Gaelic arts, education or media in all its forms.

We use online solutions to communicate regularly with Fèis contacts and committee members and rely on them to pass relevant information to their local participants. We use EDI data and data harvested from tickets sales, to communicate more widely with audiences and widen our reach.

The data allows us to seek feedback from organisers on a regular basis to ensure the services we offer, and the way in which they are delivered, meet their needs. We also host a series of online sessions for organisers throughout the year to discuss new initiatives, implementation of new policies and any needs they have. Members are invited to attend an annual conference which, in 2023, covered the use of Gaelic at Fèisean, how Fèisean as community groups could contribute further to achieving net zero and changes to disclosure checking through the PVG scheme.

A 2022 report outlined the many Cultural, Social, Economic, Linguistic and Wellbeing Impacts of Fèisean nan Gàidheal.

Researchers found that the Blas Festival, for example, reached an audience of around 83,000 live and online over the 4 years they looked at. During the period, just over 1,700 performers and tutors were engaged in Blas activities. On average, audiences rated festival events at 94% in relation to value for money, 94% in relation to enjoyment and 88% in relation to the use of Gaelic at Blas events.

An evaluation of the Tasgadh grants fund was undertaken as part of the same report in which 87% of all respondents thought the application process was straightforward, 96% thought the guidelines were clear and 92% were satisfied with the transparency of decision-making. There has been further engagement with potential applicants to Tasgadh and Maoin nan Ealan Gàidhlig, through an online seminar to explain the application process and a resulting video which offers a walk-through the guidance and application forms.

It is anticipated we would use the 2022 report, and earlier studies done by HIE and others, as a basis for a further impact report to be undertaken towards the end of the multi-year funding timeframe, most likely sometime in 2027.

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Engagement 3

Impact
Tell us about the value that your work will bring to individuals, groups and communities? (approx 500 words)

Your answer: A Culture Strategy for Scotland (Scottish Government 2020) highlights the importance of recognising “each community’s own local cultures in generating a distinct sense of place, identity and confidence”. It also calls for the adoption of the Place Principle stating that: “Place - community, landscape, language and geography - is important and reflects the creativity of the past and provides inspiration for cultural expression today”.

The Fèis Movement has been working on a place principle for decades having spanned three generations who have engaged in Gaelic culture with many having gone on to employment, full or part time, in the creative industries. Others have gained valuable linguistic and social skills through participation and enjoy being a part of Gaelic culture as audience members, parents, viewers of television and listeners of radio and recordings. There has never been a time when more young people have been skilled in playing traditional music and singing traditional songs, nor the opportunities so plentiful.

The Fèis Movement has successfully generated economic benefits for Scotland, including rural and urban communities which experience socioeconomic challenges. The total employment generated in Scotland by Fèisean nan Gàidheal activities equates to around 115 FTE jobs contributing over £2.95m to the economy. This could grown to £4m+ if our funding bids are successful.

A 2022 report highlights The Cultural, Social, Economic, Linguistic and Wellbeing Impacts of Fèisean nan Gàidheal. The findings include:
• 84% said their involvement with Fèisean activities encouraged them to use Gaelic more often
• 85% said that involvement has enhanced their Gaelic skills
• 87% said that it has made them believe more strongly that Gaelic is important to Scotland.

Among tutors and performers:
• 73% scored highly the influence of the Fèisean on their musical/artistic development
• 66% felt the Fèisean had helped them gain skills which have been of use to them in their chosen career
• 98% of respondents agreed that their involvement with Fèisean has made them believe more strongly that the traditional arts are important to Scotland
• 90% also believed that the Fèisean had improved their well-being.

Asked to estimate the proportion of their total income coming through all their tutoring or performing work, 11% answered that more than half of their annual income came from working as a tutor or performer in Fèisean nan Gàidheal's programme. 74% rated whether pay from Fèisean nan Gàidheal is fair at 7 or above, on a 10-point scale, with 26% rating it as 10 or extremely good.

The creative industries benefit greatly from our work while accommodation providers, eating establishments, car and bus hire companies, insurance brokers, travel agencies and Gaelic translators, often operating in rural, more fragile areas, also benefit.

The impact of the Fèisean can be seen, too, in the skills and confidence participants gain being put to good use in other aspects of community life and demonstrates the life-enhancing potential of participation in culture, its contribution to wellbeing and the social and environmental prosperity of places. With sufficient financial support, our programme can continue delivering those benefits in future and pay can be improved within the local Fèisean.

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Equalities, Diversity and Inclusion 1

Planning for EDI
What are your aims around equalities, diversity and inclusion and how will you achieve them? (approx 500 words)

Your answer: In our view, participation in the arts and creativity promotes equality and diversity, contributes to wellbeing and to the economy of Scotland. Fèisean nan Gàidheal is committed to equality, diversity and inclusion across the organisation and among its member Fèisean. The organisation has been delivering EDI Plans successfully for some years and will continue to do so, but we hope our programme demonstrates these responsibilities are

embedded in our activities and the ways in which we approach their delivery. Our Access Policy goes into further detail about our commitments on the removal of discrimination and physical barriers to participation.

We have a specific fund in place, for example, to cover any additional costs in employing carers to accompany young people with disabilities, or additional needs, to ensure access to creative work. Fèisean nan Gàidheal has been accredited as a Living Wage employer and is fully committed to Fair Work First for staff and freelance artists. Physical access is catered for in the venues we utilise. One of the reasons local Fèisean use schools for their activities is because they offer a range of spaces and are fully accessible. It is disappointing that local authorities are creating barriers to access through the imposition of unaffordable fees for the use of schools, something we have been opposing for years.

The data we have collected over the past years, and continue to collect, confirms that Fèisean nan Gàidheal's Board and staff demonstrates gender equality, there are marginally more women than men engaged as tutors and performers while there are significantly more women than men involved in organising and running Fèisean in communities across Scotland.

Diversity is more problematic since our own EDI data confirms that the majority of people who engage with Gaelic culture identify as being of White Scottish ethnicity. However, we are proactive in trying to tackle this through our work in communities and schools. One notable, recent example was the production of a Gaelic film - Eliza – to mark B:M 2020. Things are changing and as young people from more diverse ethnic backgrounds go through Gaelic medium education, for example, we are seeing a more diverse range of young people taking part in Fèisean. The Fèisean have also been very welcoming of refugees and other migrants, helping them integrate within their new home communities.

While it might appear Gàidheil - Gaelic speakers – are not specifically protected under the Equality Act 2010, in his Independent Review of Hate Crime Legislation in Scotland, Lord Bracadale stated "there is a fairly strong argument that Gaelic speaking Gaels belong to an 'ethnic group' within the meaning of the current race aggravation."

While not excluding others, Fèisean nan Gàidheal believes it is right to focus on their needs, as a minoritised section of society, which are different from the needs of people who do not speak the language. Fèisean nan Gàidheal promotes Gaelic language and culture to those who have not experienced it before and facilitates the learning about, and celebration of, a unique aspect of Scotland's diverse culture.

Given the commitment in its Gaelic Language Plan that all multi-year funded organisations will be required to report annually on their support for Gaelic Language, Creative Scotland's support for our work delivers, in part, the equality, diversity and inclusion it seeks from organisations it funds.

Equalities, Diversity and Inclusion 2

Ensuring Inclusion

How will you advance inclusivity and accessibility in your programme? (approx 500 words)

Your answer: The work of Fèisean nan Gàidheal has done much to promote a sense of place, linking young people with their culture, language and heritage. Many of the places in which Fèis activities take place are considered important for a variety of reasons – the environment, the extent of provision of arts in the community, the economic circumstances of an area or the health of the Gaelic language.

Inclusion is a hallmark of the Fèis movement welcoming, as it does, everyone who wishes to participate in Scottish traditional arts activities. We will continue to ensure engagement with people from all backgrounds and abilities in communities across Scotland, some of which suffer from socio-economic and access challenges which the Fèisean have played a part in overcoming.

Fèisean nan Gàidheal will remain responsive to removing any barriers to access for young people wishing to take part in its activities. Organisational barriers are reduced by ensuring local community groups are supported to offer cultural activities, for which there is a demand, with funding and quality services.

The Tasgadh and Maoin nan Ealan Gàidhlig devolved grants enable us to engage with a wider cross-section of artists and groups, using organisational and sectoral knowledge to support access to work in traditional and Gaelic arts. Constructive feedback is offered to unsuccessful applicants but encouragement also, through the availability of online resources, to help them make a better application next time.

Specific funding is available to aid inclusion at Fèisean of children who may require specialist care or one-to-one tuition. We make provision in our Cèilidh Trails for inclusion of young people with additional needs. Physical barriers are removed as much as possible through the kinds of venues used to run events and also through our online programme of activities.

We will support cultural engagement for harder-to-reach groups. This will include Intergenerational work between young people and older people, touring drama performances relating to Gaelic culture for schools where Gaelic is taught as a second language, continuation of Mòd Academy in collaboration with An Comunn Gàidhealach and Youth Music Initiative work in schools, free to access and open to all. A number of Fèisean have welcomed refugee children to their regular activities and Fèisean nan Gàidheal will build on previous work with the Highland Migrant and Refugee Action (HiMRA) project and Scottish Refugee Festival. We will organise the participation of traditional musicians in ‘welcome’ events to bring together people who identify as migrants and refugees to strengthen community integration and social inclusion. The work will enable them to experience Gaelic culture while sharing their culture with others, leading to a better appreciation and respect for

one another.

Through our Fèis Development Fund, we will support access to Fèis activities where affordability is an issue for families and Fèisean will, where required, offer free or reduced cost classes in areas of socio-economic deprivation across Scotland. Streaming of concerts, free events and community engagement events, as well as online music tuition, will help address equality of provision for those on low incomes or experiencing rural isolation. More people should be able to access and enjoy Fèisean nan Gàidheal events in their own communities rather than having to travel to more densely populated areas.

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Equalities, Diversity and Inclusion 3

Equalities Responsibilities
How will your commitment to equalities, diversity and inclusion inform the way you manage your organisation, in relation to areas such as recruitment, training or finance? (approx 500 words)

Your answer: Gaelic speakers are a minoritised community within Scotland. By providing more people with access to the Gaelic language, through arts activities, we aim to foster a better understanding of the language, change attitudes towards Gaelic and encourage positive associations with the language among participants in our activities. This should help remove some of the prejudices which still exist against Gaelic. That does not mean, however, that we will work only with people who are Gaelic speakers. Rather, Fèisean nan Gàidheal wants to engage a wide cross-section of Scottish society in Gaelic culture, while demonstrating respect and support for other cultures.

The organisation takes seriously its responsibility to ensure there is no discrimination in delivering its programme of work and that a positive attitude prevails towards ensuring equality, inclusion and diversity. This is supported by a range of policies, many of which are also adopted by local Fèisean.

At present, EDI data shows:
• Marginally more women than men employed as Fèis tutors
• Significantly more women than men involved as Fèis organisers
• No gender pay gap among Fèisean nan Gàidheal staff
• All artists engaged by Fèisean nan Gàidheal are paid industry standard rates
• Opportunities for commissions and contracts are open to all
• Gender balance is evident in programming

There is a good track record on which to build and Fèisean nan Gàidheal's work practices will seek to ensure opportunities for all. The Board is ultimately responsible but, on a day-to-day basis, the Chief Executive shall ensure EDI is considered in daily decisions and is discussed regularly at Fèisean nan Gàidheal staff meetings to ensure monitoring of

performance.

We would look to recruitment Board members, staff and tutors through open advertising and, as has always been the case, offer a range of training opportunities to ensure they are aware of EDI issues and equipped to undertake the work for which they have been elected or hired.

We will increase opportunities for young people to be involved in decision-making within Fèisean nan Gàidheal and develop and keep under review policies and procedures to ensure equality, inclusion and diversity ensuring all new staff, volunteers and contractors are aware of them through induction on engagement, contracts and conditions of funding.

Fèisean nan Gàidheal's commitment to Fair Work will continue for all staff as will the maintenance of payments in line with industry standards for all contracted artists.

We are seeking increased funding to enable us to ensure member Fèisean are also able to offer fair pay. There has never been enough funding in previous settlements from Creative Scotland to impose such a condition on local Fèisean. While most of them have been working towards paying industry standard rates, there is still a variety of range of pay evident. We want this to change but that can only happen if more money is made available through our Grants Scheme for Fèisean, or activities are reduced significantly.

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Environmental Sustainability 1

Actions Towards Net Zero

How do you intend to reduce carbon emissions in line with Scotland's pathway to Net Zero? (approx 500 words)

Your answer: In common with other RFOs, Fèisean nan Gàidheal has been working with Creative Carbon Scotland to develop and deliver carbon reduction plans over the past few years. The two years of disruption due to Covid resulted in a larger reduction, but Fèisean nan Gàidheal reduced its carbon emissions in 2022-23 by 20% on the previously high base level recorded in 2019-20.

Fèisean nan Gàidheal is responsible for 0.25% (a quarter of 1%) of the emissions of the current cohort of RFOs which, on average, generate emissions over three times those generated by our activities. Given the scope of our work and the geographical area we cover, on the face of it we seem to be doing reasonably well.

However, we do recognise that even more needs to be done by us to achieve Net Zero as our current trajectory will not be sufficient.

The biggest source of our emissions is travel. This is hardly surprising given the geographical areas the Fèisean cover and which we exist to serve, but we are working on reducing staff and Board travel by 20% before 2026, which is within our control.

Travel by artists, performers and Fèis participants remains high, but that has to be considered in the context of programming work in rural areas in an attempt to reduce the need for people to travel to urban areas to experience culture. We need to examine the level of offsetting in that context.

We are a small organisation with limited resources but will explore:
• The use of public transport such as trains or buses although those modes of transport are not always viable in all communities in which we operate
• Carpool and link up journeys to reduce the number of single passenger journeys
• Purchasing hybrid or electric vehicles that can be used by staff although these can be expensive and the charging infrastructure is not sufficiently developed in the Highlands and Islands to make this viable at present.

As a sector support organisation, we have sought to bring the climate crisis into conversations with Fèis organisers and tutors. We had a session at our 2023 conference with Sheila Wickens from the Highlands and Islands Climate Hub and there were many suggestions for small things that a lot of people could do which would, collectively, help reduce carbon use further.

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Environmental Sustainability 2

Sustainability in Your Programme

How will the climate emergency be considered in your programme and the ways it is delivered? (approx 500 words)

Your answer: We will aim to reduce carbon use in delivering our programme through a variety of initiatives. During the pandemic, all meetings were held digitally and it is likely that at least some future meetings will be held online or in hybrid format, cutting down on travel.

While Fèisean nan Gàidheal is committed to operating in an environmentally sustainable manner, the practice is somewhat frustrated by the quality of communications available to some of our members. Many are based in rural areas with poor mobile phone or broadband connections. 3G or 4G mobile connectivity, or superfast broadband, remains an unrealistic prospect for some. The same is true of public transport in rural areas, the quality and quantity of which often necessitates travel by car where an alternative form of transport might be more environmentally friendly.

We have been 'greening' our office premises, installing LED lighting, insulation and ensuring windows and doors are as draft free as is possible in older buildings. We discourage unnecessary paper use, encourage active and green travel where and when appropriate.

We aim to ensure as much of our work is delivered as locally as possibly, with locally-based artists and tutors to cut down on travel distances. The ethos of the Blas Festival is to bring quality events to small, rural venues ensuring people can experience the arts in their own community rather than scores of people travelling to centres of population, such as Inverness, to access performances. Our Cèilidh Trail groups tend to tour in their own localities and generally travel together.

One creative offsetting initiative we are considering is the planting, by each Fèis which can, of the trees which signify each letter of the Gaelic alphabet. If land could be secured for this purpose, local Fèisean would have a topic around which to base further creative activities and a great resource for outdoor learning, since the trees would have to be cared for. Practicalities would need to be investigated further but, if 50% of Fèisean planted 18 trees each, our carbon footprint could be reduced by a further third which would help us considerably on our way to net zero.

We will promote meat-free catering, where appropriate, and ban single use plastic at all events organised by Fèisean nan Gàidheal. In line with our Environmental Policy, local Fèisean will be encouraged to do likewise.

Environmental Sustainability 3

Adaption and Mitigation

How will you manage the impact of the climate emergency on your organisation to ensure long-term business sustainability? (approx 500 words)

Your answer: We have already gone some way to reducing our carbon use without affecting delivery of our programme too much. The steps we have taken have been significant for the size of our organisation but, as indicated previously, we realise we need to do more.

There is no doubt we are already seeing more extreme weather which causes disruption to communities and, therefore, cultural activities. Having had a recent session on climate action at our annual conference, it is clear many of our Fèisean are already very aware of what they can do and are doing quite a lot in their own communities to provide activities in a sustainable manner.

Alongside concerted efforts to reduce emissions, other offsetting activities will be investigated and we will also be looking at good practice and working to put in place a number of suggestions for replication across the Fèis network.

Through our programme, we will promote work which influences young people, organisers and teachers to consider climate change, particularly through drama and song-writing. We will promote sustainable working practices while maintaining, as far as possible, in person delivery of work to live audiences. This will require a closer look at the potentially positive effects of localisation in delivering our programme, with less audience travel perhaps offsetting the emissions created by a smaller number of artists travelling to a community to lead cultural activities. We will do all we can to encourage our membership and tutors to do more ‘small things’ at a local level to reduce carbon use.

At present we have not developed an adaptation plan but we recognise that in order to be socially, environmentally and financially resilient to a warmer, wetter and wilder climate, we must be ready to adapt our programme. As in all it does, Fèisean nan Gàidheal take this responsibility seriously and, as a resilient organisation, we will be looking at the Adapting our Culture toolkit provided by Creative Carbon Scotland and will create an adaptation plan for Fèisean nan Gàidheal. Our Executive Manager is Fèisean nan Gàidheal’s Green Champion and is Certified Carbon Literate. She will lead on this work. We have taken out membership with the recently-established Highlands and Islands Climate Hub and will seek advice from them as appropriate.

We will also consider and score climate change risks and add them to the organisation’s risk register for regular monitoring and mitigation, where needed, to maximise our efforts.

Fair Work 1

Fair Work Principles
(respect; opportunity; effective voice; security; and fulfilment)

What commitments to Fair Work will you be making in your policies and processes and how will these be communicated within your organisation and to the people you work with? (approx 500 words)

Your answer: Fèisean nan Gàidheal's Board has fully committed the organisation to the principles of Fair Work First and there is a statement to this effect in the policies section of our website. The organisation is accredited as a Living Wage Employer and no employee is, therefore, paid less than the Real Living Wage.

Fèisean nan Gàidheal staff pay is based on local authority settlements, embedded in contracts of employment, most often following Unison guidance. Fèisean nan Gàidheal has consistently applied pay rises agreed by appropriate unions. Staff are, of course, free to join a trade union but we have not been asked at any point so far to recognise any trade union. Fèisean nan Gàidheal would respond appropriately should that be the case in future.

Fair Work First is a regular item on the agenda of staff meetings at which anyone can raise points or concerns. Since the inception of Fair Work First, staff have been encouraged to appoint a representative whose remit would include raising issues with management around pay and conditions on behalf of their co-workers. Staff also have a voice through the organisation's appraisal process with conversations about such matters encouraged during formal appraisals.

A recent questionnaire circulated seeking the views of staff on pay and conditions confirmed that the vast majority get fulfilment from their work while all feel respected and secure in their jobs. This has given us information on which to base future, regular conversations with staff about pay and conditions.

There is more work to be done on enacting effective voice but, as a small organisation, we believe the initial steps we have taken to date are proportionate and procedures meet the needs of staff at this time. As with many issues, they remain under constant review.

All contractors and freelance artists are paid in line with industry standard rates set by the Scottish Artists' Union, the Musicians' Union and Equity as appropriate.

The extent to which we are able to maintain our good practice in future will rely on an enhanced settlement from Creative Scotland and Bòrd na Gàidhlig, or a reduction in our programme delivery to accommodate pay increases with a consequent decrease in engagement opportunities for freelance artists.

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Fair Work 2

Fair Work in Your Programme

How will you reflect and support the principles of Fair Work within your programme? (approx 500 words)

Your answer: With the right levels of financial support, delivering Fair Work First within Fèisean nan Gàidheal is within our control. The only barrier is the funding available to us.

Fèisean nan Gàidheal will continue to value the contribution of some of Scotland's foremost musicians, singers, dancers and drama practitioners who tutor at Fèisean by offering fair pay for their work directly for us.

Holders of posts funded directly by Fèisean nan Gàidheal, such as local administrators funded through our Grants Scheme for Fèisean, must be paid the Real Living Wage as a minimum.

Through conditions of grant, Fèisean nan Gàidheal promotes fair pay to its membership, the extent to which individual Fèisean are able to comply fully being determined by their financial own circumstances. Funding available between 2018 and 2023 did not allow us to insist that Fèisean pay industry standard rates. We would like to rectify this as we recognise there is a risk that, without adequate pay, the Fèisean may lose tutor expertise. To enable the Fèisean to ensure all contractors and freelance artists are paid in line with industry standard rates will require additional, sustained funding over the period of the multi-year funding.

Industry standard rates are also promoted through the devolved funds - Tasgadh and Maoin nan Ealan Gàidhlig – which Fèisean nan Gàidheal disburses on behalf of Creative Scotland and Bòrd na Gàidhlig.

We do a lot to nurture our volunteer base and do our best to ensure they feel valued and supported to do the great work evident through the Fèisean at community level. We also give voluntary organisers a voice through regular engagement and involvement in planning and delivering new initiatives, as well as seeking to reduce the burden of their core work of organising local Fèis activities.

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Fair Work 3

Workforce Development
How will your organisation support workforce, talent, and leadership development? (approx 500 words)

Your answer: Fèisean nan Gàidheal has benefitted from the strong leadership of successive Chairs and the Board of Trustees.

We recognise the role of the Fèisean in encouraging participation in the arts and in nurturing talent. Thousands of young participants in Fèis activities over 40+ years have gained

knowledge and appreciation of Gaelic culture as well as additional skills which are put to use in their communities. Several hundred have gone on to be outstanding musicians, singers or actors and now make their living through performance and/or teaching and we acknowledge the central role Fèis organisers and artists have played in that process. Former Fèis participants play in bands that sustain the programmes of festivals across the country and abroad. Our work has had an influence on the creative, linguistic and social skills of the young people who participate in Fèisean.

We recognise the need to continue investing in development the skills of those delivering our programme so we can achieve the best possible outcomes for them. We have capacity to develop the talent of young Fèis participants and offer pathways towards further study through collaboration with others such as Sgoil Chiùil na Gàidhealtachd, the RCS, Sabhal Mòr Ostaig and UHI. We also undertake a range of training opportunities for artists and some of the work undertaken gives tutors valuable experiences which assist them in making a living from their creative skills.

We take seriously our ability to contribute towards increasing numbers of Gaelic speakers and promote greater use of the language in Scotland through the positive policies we implement. We offer Gaelic language training to tutors and organisers to increase the use of Gaelic at Fèisean and we offer additional Gaelic training to those tutors teaching the language in schools through our Fèisgoil activities.

Fèisean nan Gàidheal's CEO has been with the organisation for a long period and has always sought to give other managers the freedom to make decisions and run their part of the operation.

Fèisean nan Gàidheal's staff team is highly motivated and manages to deliver a wide programme of activities with a relatively small number. They are generally content to set aside their job descriptions, when required, and to roll up their sleeves and put their talent to use in getting involved in any aspect of the organisation's work.

Training for staff is identified through appraisals, at a formal level, and more informally through conversations at team meetings. There is a great degree of trust in the staff team and all are supported to improve their skills through various training opportunities they may wish to undertake, or further studies in which they wish to be involved.

While the current team structure is fit for purpose, there is a need for succession planning and an opportunity exists, depending on the outcome of funding bids, to reassess the make-up of the workforce.

We will continue to work closely with organisations which promote the Gaelic language, culture and traditional arts. We will engage regularly with our funders and staff will remain involved in advocacy and promotional work collaborating with networks and organisations such as Creative Scotland's Traditional Arts Working Group, the Gaelic Development Officer's Network, the Highland Youth Music Forum, Hands Up for Trad and the Music Education

Partnership Group.

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Fair Work Confirmation

Do you confirm that from 1st April 2025 you will be paying all staff at least the Real Living Wage and that Effective Voice for workers will be in place in your organisation, in line with Scottish Government Guidance?

Your answer: Yes

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International

Are you planning to undertake International working as part of your programme?

Your answer: Yes

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International 1

International Working
Tell us about your intentions and rationale for international working and how it will enhance your programme? (approx 500 words)

Your answer: International work will be confined to mostly online engagement with networks such as Amateo and the European Folk Network although some opportunities for performance and tuition may arise from those networks.

There will be limited face to face interaction with groups which have aims similar to Fèisean nan Gàidheal. These will be mainly in Ireland and Nova Scotia, where the opportunity exists to work together in common Gaelic.

It has been normal for Cape Breton musicians to participate in Blas each year and young people from the Fèisean have occasionally taken part in Celtic Colours. We would aim to keep this level of engagement going.

There have been some long-standing exchanges with youth music groups in various parts of Ireland, and in Wales, both with Fèisean nan Gàidheal and individual Fèisean. Again, we would aim to maintain those cultural connections.

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International 2

International Impact

What will the impact of your international activity be for you and your international partners, and how will you measure this? (approx 500 words)

Your answer: We believe that the engagement we have with Amateo and the European Folk Network is worthwhile in ensuring a Gaelic dimension to the activities of both. We have benefitted from learning how similar organisations operate in other countries.

This interaction, and that with Celtic Colours, helps deliver on the aspirations of the Scottish Connections Framework. Engagement between artists from various countries has always resulted in interesting creative collaborations and mutual respect for cultures.

Quantifying impacts is difficult, other than to ask artists how they feel about it. In a minority language context, language planners would say it is vitally important that young people see and hear their language being used by others in order to facilitate their placing a value on it. Enabling them to experience that first hand is exceptionally fulfilling. International collaborations are useful in creating positive associations with a minority language and creating the prestige they need to encourage further use.

In addition to supporting cultural tourism and the Scottish Connections Framework, the exchange of musicians between Fèisean nan Gàidheal/Blas and Celtic Colours will help deliver on a Memorandum of Understanding between the main funders of Blas, The Highland Council, and the Provincial Government of Nova Scotia.

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International 3

Mitigation

How have you considered your commitments to environmental sustainability in planning your international working? (approx 500 words)

Your answer: As with all travel to support cultural activities, the effects on the environment have to be considered. That is why we only engage in a very limited range of international activities and, as detailed in previous sections, would strive to ensure our carbon emissions are minimised. It is likely that our participation in the likes of Celtic Colours would be once in a 2 to 3-year period. Ireland has options other than flights and we would look to transport young people by the least damaging method possible, perhaps by rail and ferry rather than plane.

It is hoped that, in the future, more sustainable air travel will be an option. Already, some flights are more sustainable than others and we would seek, if making use of air travel, to use airlines which offer the most sustainable travel possible.

Ultimately, as with all carbon use, efforts will be made to reduce and offset any emissions.

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Governance & Management 1

Governance
What are the governance arrangements of your organisation and why is this model appropriate? (approx 500 words)

Your answer: It is essential to have an engaged Board of Trustees to set strategy for the organisation and maintain an overview of funding agreements and to monitor Fèisean nan Gàidheal's performance in delivering required outcomes. The Board must also ensure compliance with all requirements of Companies House, OCSR and other contractual and legal obligations.

The Board understands its duty to assess risk and to develop and review robust and relevant policies 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.

The Board recognises its role in appointing senior staff, its duty of care over all staff and ensuring they are adequately supported to deliver the work required of them.

The Board is also committed to ensuring succession, both within the staff and at Board level, undertaking various initiatives to ensure new Board members are interested in standing for election. Members of Fèisean nan Gàidheal's Board are selected through an open process of nomination and election that ensures Fèis representatives continue to have overall responsibility for the organisation's strategic direction. The Board reflects the community it serves and has the power to co-opt members should specific additional skills be required.

At their first meeting newly elected Board members will undergo an induction workshop outlining the principles of corporate responsibility, roles as directors of Fèisean nan Gàidheal and trustees of a charity with a comprehensive overview of the organisation's programme.

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 EDI plan.

The Board of Trustees will normally meet four times annually. Observers from key funders, namely Creative Scotland, Bòrd na Gàidhlig, The Highland Council and Argyll & Bute Council are entitled to attend Board meetings.

Board papers are available online a week in advance of each meeting, produced in a digital format only and members utilise iPads at meetings to access them. This eradicates the cost, financially and environmentally, of producing and distributing papers and their distribution is instant. There is a commitment to having 50% of Board meeting online to meet travel reduction obligations.

Fèisean nan Gàidheal will strive to ensure excellent management of resources to the maximum benefit of the Fèis movement and funders. All policies were revised in 2021-22 to reflect changes in legislation and to promote best practice. In light of allegations of abuse which emerged early in 2022, a new Safe Place Policy was developed and agreed, followed by the 'Bruidhinn Rium' initiative which identifies individuals young people can talk to in the event they feel uncomfortable or threatened.

The range of policies, procedures and guidance documents in place ensure participants in our activities as well as the people we work with, and who work for us, are protected and they help maintain Fèisean nan Gàidheal's reputation as a good employer.

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Governance & Management 2

Operational Management
How does your organisation ensure that your internal structures for financial and operational management support your aims? (approx 500 words)

Your answer: Although they cover the whole of Scotland, the majority of our officers are based in the Highlands & Islands, retaining jobs in the region. Our team takes seriously its responsibility to serve all the Fèisean with issues of cost as well as carbon reduction targets considered. Travel is limited in instances where an alternative, digital method of meeting exists.

As with all areas of our operation, our staff complement must always remain under review to

ensure we have a staffing structure in place that can deliver the outcomes expected of this plan. We must also be ready to adapt to change and alter our staffing structure appropriately in light of feedback, research, changes in funding or priorities in order to ensure delivery of our programme as fully as possible. While we encourage Fèisean to use their Lead Officer from our development team as the first point of contact with Fèisean nan Gàidheal we recognise, for various reasons, this may not always be practical. The structure allows for any member of the team to assist local Fèisean.

Quarterly management accounts, prepared by our external auditors, will be available to the Board and funders allowing them to ensure that income and expenditure is on-track for each period. Given their external examination, trustees and funders should have some added comfort as to the accuracy of the figures presented.

Having devised a quarterly reporting model which outlines progress against the deliverables set against measures within Fèisean nan Gàidheal's own plan and the agreements in place with all our main funders, we will continue to offer such reports to the Board and funders. Funders will also receive all papers for meetings of the Board of Trustees.

Having worked with a budget of at least £1.3m annually over the past decade, sometimes as much as £1.8m, with funding from multiple sources, Fèisean nan Gàidheal has demonstrated sound financial management. It has regularly operated with an annual surplus to maintain a reserve sufficient to sustain the organisation for 3 months in the event of withdrawal of funding to the extent that would necessitate the organisation closing down and redundancy settlements having to be met.

The organisation shall deal timeously with any new PAYE or pension regulations and, at all times, remain fully up to date with PAYE and VAT payments to HMRC and ensure returns to Companies House and OSCR are filed on time.

All Board papers will be published on Fèisean nan Gàidheal's website and an Annual Report will be made available to the public on our website along with our full Audited Accounts.

Fèisean nan Gàidheal operates a wholly owned subsidiary, Blas Festival Ltd, the Board of which consists of three nominees of Fèisean nan Gàidheal. Separate accounts shall be kept for Blas Festival Ltd, which is VAT-registered, and consolidated audited accounts produced for the activities of it and Fèisean nan Gàidheal.

In order to maintain our commitments to Fair Work, and offer fair pay to staff and freelance artists, a substantial increase in funding will be required, particularly to equip the Fèisean to comply. We have already made a case to Bòrd na Gàidhlig for an increase and will do so to Creative Scotland should be get through to the next round of the application process.

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Governance & Management 3

Risk Management

How does your organisation identify and manage risk? (approx 500 words)

Your answer: A Risk Register was developed some years ago and has been maintained and regularly updated ever since. Assessment and management of risks is undertaken by staff on a day-to-day basis, but the Board acknowledges its ultimate responsibility for risk, maintains a regular overview of risks and will receive an annual report on the highest risks and the ways in which these are mitigated. Risk management is taken very seriously by management and is a consideration in everything they do.

A number of new risks were added to the register in response to the pandemic to try and ensure the organisation is able to cope with any similar event in the future. Additional risks may need to be added to monitor the effects of climate change and outline our actions to mitigate these within our programme of activities.

Fèisean nan Gàidheal always looks to lever funds and maximise benefit for funding bodies and has sought to reduce its reliance on public funding by earning additional income. At present it earns around 40% of its required funding from delivering contracts for local authorities and public bodies, primarily to assist in the delivery of their Gaelic Language Plans.

Any surpluses generated from contract delivery are used to support Fèisean nan Gàidheal's core work. Although we have been successful to date, this carries risks as the income and, therefore, management fees are dependent on the extent to which Gaelic Plans are delivered. We are hopeful that Gaelic Language Plans are strengthened and more specific in future and that there will a mechanism introduced to better ensure their delivery.

Partnership working is essential and Fèisean nan Gàidheal will strive to maintain a mix of funders and partners in delivering its Programme Plan during 2025-28.

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Diversity-led

Do you consider your organisation to be 'diversity-led', in line with Creative Scotland's definition in our EDI Funding Criteria?

Information on our EDI Funding Criteria is on the Creative Scotland website.

Your answer: Yes

Tell us why this is the case, explaining which of the four indicators of a 'diversity-led' organisation you meet, and why. (approx 300 words)

Your answer: According to Creative Scotland's definition, Fèisean nan Gàidheal could be regarded as diversity-led since the majority of our staff and Board are Gaelic speakers (indicator 1), work for whom is under-represented in the creative and other sectors (indicator 2).

Although we welcome the participation of people from all social backgrounds and, indeed, want to promote engagement with Gaelic culture to a more diverse range of people, our programme is to a great extent designed around the needs of staff, artists, audiences and participants who are Gaelic speakers or learners (indicator 3). On that basis, while the impact of Fèisean nan Gàidheal's work could be measured in many ways to do with supporting communities and traditional arts more widely, its impact will be, to some extent at least, measured in terms of its benefit to Gaelic speakers and learners (indicator 4).

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Access Costs

Project Access Costs

All other project access costs should be added in the Budget Expenditure page later in this application form, using the "Project Access Costs" category.

For example, costs for making your activity accessible to audiences, participants and artists, and costs related to childcare and other caring responsibilities.

Further information on Personal and Project Access Costs is available in the Fund Guidance.

Do you require personal access costs for Year 1 of the Multi Year Funding Programme?

Your answer: No

What are the total personal access costs you are requesting for Year 1 of the Multi Year Funding Programme?

Provide a breakdown of these personal access costs. (approx 200 words)

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Budget

This budget outline is intended to provide us with enough detail to help us understand the structure of your programme and the resources required to deliver it.

If you are successful at Stage 1, we will expect to see more detailed budget information within the Business Plan you

submit for Stage 2.

What is the planned total expenditure for your organisation over the 3 years 1/4/25 - 31/3/28? (not including personal access costs)

Your answer: 5188798

How much money are you requesting in total from the Multi-Year Fund over the 3 years 1/4/25 - 31/3/28? Applications to the Multi-Year Funding Programme must be for £50,000 or more per year (not including personal access costs)

Your answer: 2141575

How much money are you requesting for Year 1 of the Multi Year Funding Programme? Applications to the Multi-Year Funding Programme must be for £50,000 or more per year (not including personal access costs)

Your answer: 705650

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Budget Income Table 2025/26

Provide estimated financial information for Year 1 of the Multi-Year Programme 2025/26.

This budget outline is intended to provide us with enough detail to help us understand the structure of your programme and the resources required to deliver it.

If you are successful at Stage 1, we will expect to see more detailed budget information within the Business Plan you submit for Stage 2.

Budget Income Table

Your answer:

Category	Details	Type	Amount	Status
Creative Scotland (including personal access costs)	Multi-Year Funding Programme	Cash	£705650.00	Pending
Other Public	Bòrd na Gàidhlig/HIE	Cash	£264350.00	Pending
Creative Scotland other	Devolved Funds (Tasgadh/Maoin nan Ealan Gàidhlig)	Cash	£90000.00	Pending
Activity/programme related (e.g. ticket, entrance, classes, membership)	Membership/Contract Income/Management Fees/Participant Fees	Cash	£419300.00	Pending
Local Authority	Highland/Argyll/CnES grants to Fèisean	Cash	£141302.00	Pending
Private: Donations, Gifts and Legacies	Various trust funds we adminsiter	Cash	£2738.00	Pending
Trusts and Foundations	William Grant Foundation/Others	Cash	£70000.00	Pending
Total Income			£1,693,340.00	

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Budget Expenditure Table 2025/26

Provide estimated financial information for Year 1 of the Multi-Year Programme 2025/26.

This budget outline is intended to provide us with enough detail to help us understand the structure of your programme and the resources required to deliver it.

If you are successful at Stage 1, we will expect to see more detailed budget information within the Business Plan you submit for Stage 2.

Budget Expenditure Table

Your answer:

Category	Amount	Details
Artistic/Creative Programme	£756800.00	Support for Fèisean
Artistic/Creative Programme	£358000.00	Fèisgoil (schools work)
Administration	£506440.00	Wages, Ni, Pension, Travel, Training, Board, PVG
Building excluding Gas/Oil/Electric	£34000.00	Rent, equipment, phones, ICT
Gas/Oil/Electric	£14600.00	Gas/Electricity for two offices
Marketing and Communications	£6500.00	Digital platforms and Freelance PR Contractor
Project access costs	£17000.00	Funds to ensure inclusion
Total Cost	£1,693,340.00	

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Your Activity Programme

Upload an outline activity programme for 1st April 2025 – 31st March 2028.

This outline should provide us with enough detail to help us understand the structure of your programme and the resources required to deliver it.

It does not need to include names of artists or specific dates, but should just contain an outline structure, e.g Year 1, 3 exhibitions, plus an events programme including 6 talks and 6 performances etc.

We will not be assessing the content of your programme at this stage, merely considering the scope of your work in relation to the answers you have provided to other questions.

Maximum 4 pages A4

Your answer: FnGCSDraftProgrammePlan202528.pdf

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Fèisean nan Gàidheal

Fèisean nan Gàidheal

Delivery Partner Organisation 2024-29

ID: BCL-2024-01021
Art MacCarmaig
Draft

Request Status

Draft | With Applicant | Review | Active | Closed

Status Draft

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Fiosrachadh mun Bhuidheann / Organisation information

Buidheann / Organisation: Fèisean nan Gàidheal

***Prìomh Neach-conaltraidh / Primary Contact:** Art MacCarmaig

Prìomh Neach-dearbhaidh / Primary Signatory: Art MacCarmaig

Poileasaidhean is Faidhlichean Riatanach / Required Policies and Documents

Nach cuir sibh suas na faidhlichean riatanach a leanas às leth na buidhne agaibh.

Please upload the following required documents on behalf of your organisation.

Iomradh air a' Phròiseict / Project Summary

***Ainm a' phròiseict / Project name:** Fèisean nan Gàidheal

***Geàrr-iomradh air a' Phròiseact / Project Summary:**

‘S i buidheann ballrachd a th’ ann am Fèisean nan Gàidheal, na comunn airson iomairt nam Fèisean a tha a’ tairgse iomadh seirbheis don lìonra sin agus do bhuidhnean eile.

Tha an dòchas, beothalachd is bàidh a th’ ann do cheòl traidiseanta agus adhartachadh na Gàidhlig, gu ìre nach beag, mar thoradh air mar a tha na Fèisean air soirbheachadh.

Tha sinn ag amas, le taic fhreagarrach, air pròram farsaing a thoirt gu buil, a’ toirt chothroman do dh’òigridh blasad den Ghàidhlig fhaighinn aig ìre bhunaiteach agus na sgilean cainnt aca a bheairteachadh tro chothroman cleachdaidh aig ìre nas adhartaiche.

Tro lìbhrigeadh ar pròraim bi na mìltean de dhaoine òga an sàs ann an dualchas na Gàidhlig, bidh obraichean sa Ghàidhlig air an glèidheadh, gheibh na mìltean de luchd-ealain is luchd-cleachdaidh na Gàidhlig cosnadh, bidh coimhearsnachdan air an neartachadh agus bidh daoine air feadh na h-Alba agus thall thairis a’ cur eòlas air a’ Ghàidhlig.

Le aithris-rùn *A’ toirt ar dualchais do ar n-òigridh,* tha ar pròram stèidhichte air còig raointean:

- Taic do agus ag adhartachadh nam Fèisean
- A’ leasachadh sgilean is thàlantan
- A’ toirt ealain is cultar na Gàidhlig air adhart an lùib oideachadh cruthachail

- A' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca
- Riaghladh aig àrd ìre agus seirbheisean sàr-mhath a chur an sàs

Ged a tha dùbhlain romhainn, tha cothroman ann agus bidh sinn misneachail a' cuideachadh bhuidheann eile leudachadh a thoirt air an taic a tha iadsan a' toirt don Ghàidhlig.

***Ceann-là tòiseachaidh/ Start Date:**	1/4/2024
***Ceann-là crìochnachaidh / End date:**	31/3/2028
Cia mheud daoine a bhios fastadh agaibh ann an 2024/25? / How many people will you be employing in 2024/25? :	12
Cia mheud dreuchdan (ann an ìre làn-thìde) a bhios agaibh ann an 2024/25? / How many posts (in full-time equivalent) will your organisation have in 2024/25? :	10.8

Prìomhachasan Bòrd na Gàidhlig / Bòrd na Gàidhlig priorities

Gum bi barrachd dhaoine a' cleachdadh Gàidhlig agus a' faotainn bhuannachdan bhon chànan nan obair, aig an taigh agus sna coimhearsnachdan aca
More people are using and benefiting from Gaelic at work, at home and in the community

Gum bi barrachd chothroman ann do dhaoine aig aois sam bith na sgilean Gàidhlig aca a thoirt air adhart agus gum bi e nas fhasa dhaibh na cothroman sin a ghabhail
Opportunities for people to develop their Gaelic skills at any age have increased and are more accessible

Gum bi barrachd dhaoine ann an Alba taiceil is bàidheil do chànan is cultar na Gàidhlig
More people in Scotland are positive about Gaelic language and culture

***Ciamar a bhios am pròiseact agaibh a chur ri amasan Bhòrd na Gàidhlig gu h-àrd? / How will your project contribute to Bòrd na Gàidhlig's aims above?**

Tron phròg ram a tha Fèisean nan Gàidheal a' moladh bidh tòrr chothroman aig daoine a' Ghàidhlig ionnsachadh agus a chleachdadh agus buannachdan fhaotainn dhaibh fhèin is don eaconamaidh.

Bidh luchd-obrach Fèisean nan Gàidheal a' cleachdadh na Gàidhlig gu làitheil agus 's ann tro mheadhan na Gàidhlig a tha Fèisean nan Gàidheal ga ruith. Tha seo follaiseach sa chonaltradh againn taobh a-staigh agus taobh a-muigh na buidhne, anns na meadhanan sòisealta, mar eisimpleir, agus ann am pàipearan a' Bhùird is Aithisgean Bliadhnail agus a leithid a bhios air fhoillseachadh air làrach-lìn Fèisean nan Gàidheal.

Tha sàr sgioba aig a' bhuidhinn a tha a' lìbhrigeadh tòrr, an dàrna cuid tro mheadhan na Gàidhlig agus sa Bheurla, ann an obair le ceangal làidir ri dualchas na Gàidhlig a' tarraing dhaoine don chànan. Tha an dà chuid feumail.

An-dràsta tha co-ionnan ri 10.8 cosnaidhean làn-ùine aig Fèisean nan Gàidheal agus suas ri 116.5 air feadh na h-Alba tro obair Fhèisean nan Gàidheal. Ghabhadh an glèidheadh le taic chothromach.

Bu mhath leinn, cho mòr 's a ghabhas dèanadh, ar sgioba a ghlèidheadh ag obair ann an saoghal na Gàidhlig. Tha ar sgioba air a bhith gu math seasmhach agus nuair a tha daoine air ar fàgail aig diofar amannan, tha a' mhòr chuid aca air a dhol air adhart gu dreuchdan eile sa Ghàidhlig, cuid dhiubh nan luchd-teagaisg sgoile a-nise, mar eisimpleir.

Bidh sinne a' ruighinn mu 300 coimhearsnachd tro ar n-obair, nuair a bhios sgoiltean gan cunntais, ach is cinnteach gur ann tro na Fèisean ann an 46 coimhearsnachdan air feadh Alba a tha a' bhuaidh as motha bhon obair againn a thaobh cleachdadh na Gàidhlig agus bàidh don chànan a thogail am measg dhaoine.

Bidh sinn ag amas air gnìomhan airson sgilean cainnt òigridh a neartachadh agus a bheairteachadh tro chothroman cleachdaidh ann an suidheachaidhean neo-àbhaisteach – don mhòr-chuid – taobh a-muigh na sgoile.

Am measg na chaidh fhoillseachadh anns an rannsachadh le Steve Westbrook, Sandy Anderson is eile *Builean Cultarach, Sòisealta, Eaconamach, Cànaineach is Sunnd aig Fèisean nan Gàidhea*l (tha lethbhreac sa phasgan a chaidh a lùchdadh suas) bha iomradh air fiosrachadh a chaidh a thional bho oidean is luchd-taisbeanais an sàs ann an obair Fhèisean nan Gàidheal mun chuid sgilean Gàidhlig:

- Bha 34% den bheachd gun robh iad fileanta sa chànan.

- Bha 34% gam meas fhèin mar neach-ionnsachaidh
- Bha 19% gam meas fhèin mar neach-tòiseachaidh
- Bha 13% gam meas fhèin gun Ghàidhlig

Thuirt 84% gun robh còm-pàirt ann an obair nam Fèisean air am brosnachadh a' Ghàidhlig a chleachdadh nas trice. Dhearbhaich 85% gun deach an sgilean cainnt a neartachadh. Thuirt 87% gun robh com-pàirt air am beachd mu chudromachd na Gàidhlig do dh'Alba a neartachadh.

Bha sin ann an 2021-22 agus bha toraidhean làidir bhon phròram againn ann an 2022-23 cuideachd, le àrdachaidhean beaga sna ceudadan leis na freagairtean a leanas do na ceistean a chaidh a chur tro mheasaidhean:

Cleachdadh na Gàidhlig: Thuirt 86% gun robh pròiseactan is tachartasan Fhèisean nan Gàidheal air am brosnachadh gus Gàidhlig a chleachdadh nas trice

Ag ionnsachadh na Gàidhlig: Thuirt 88% gun robh pròiseactan is tachartasan Fhèisean nan Gàidheal air na sgilean Gàidhlig aca a thoirt air adhart

A' cur air adhart na Gàidhlig: Thuirt 89% gun robh pròiseactan is tachartasan Fhèisean nan Gàidheal air cur ri am beachd air cho cudromach sa tha a' Ghàidhlig do dh' Alba.

Tha am fiosrachadh seo na dhearbhadh gu bheil ar n-obair a' cur ri cothroman cleachdaidh agus a' toirt buaidh air beachdan dhaoine mu àite na Gàidhlig ann an Alba. Tha e air a' toirt dhuinn bunait airson gnothaichean adhartachadh barrachd tro chothroman ionnsachaidh agus trèanaidh do luchd-oide.

Bidh obair a' dol air adhart airson cleachdadh na Gàidhlig a leudachadh aig Fèisean ionadail tro thrèanadh, aire nan saor-thoilich a thogail agus faicsinneachd a' chànain a neartachadh.

Bidh tachartasan còmhnaidheach ann mar phàirt den phròram againn – 5 Latha, an Sgoil-shamhraidh Dràma - agus tha iad seo a' toirt cothrom air leth math do-chom-pàirtichean a' Ghàidhlig a chleachdadh bho mhoch gu dubh ann an àrainneachd far a bheil a leithid àbhaisteach. Ged nach eil a' Ghàidhlig na meadhan lìbhrigidh chun na h-aon ìre aig Fèis Alba, tha com-pàirtichean aig nach eil a' Ghàidhlig a' faighinn oideas air thoiseach air Cèilidhean air Chuairt a ghabhail os làimh, ag ionnsachadh Gàidhlig a bhios gu feum airson airson innse mu dheidhinn puirt agus òrain aig tachartasan poblach.

Ged a tha aig a' mhòr-chuid ri suim reusanta a phàigheadh airson com-pàirt, tha àitichean saor ann aig gu leòr de na Fèisean agus chuir sinn an sàs sgeama 'pàigh nas urrainn dhut', cho math ri taic maoin shònraichte do dh'òigrdh le feumalachdan a bharrachd, airson a dhèanamh cinnteach nach eil òganach san bith a' call chothroman.

Bidh obair Fèisgoil ann an sgoiltean an urra ri cùmhnantan fhaotainn bho ùghdarrasan ionadail ach bidh Blasad Gàidhlig, Acadamaidh a' Mhòid, Beairteas is eile an-asgaidh do sgoilearan agus gheibh na mìltean buannachd bhon obair sin a thaobh cànain, litreachais, eachdraidh is eòlas air dualchas na h-Alba.

Ged a bha obair dràma ann an sgoiltean – cho riatanach a thaobh beairteachadh cainnt nan sgoilearan – an asgaidh roimhe, bidh againn ri cosgais bheag a chur air sgoiltean nuair a bhios sinn a' tadhal orra airson ar cuideachadh le cuairtean den t-seòrsa seo a chur air dòigh. Tha sinn an dòchas nach bi seo a' ciallachadh nas lugha de sgoiltean a' faighinn chothroman air ar n-obair agus na buannachdan bhuaipe.

A rèir rannsachaidh Steve Westbrook, Sandy Anderson is eile: "With a strong commitment to the Gaelic language, the Fèisean encourage and motivate the use of the language; naturalising Gaelic in an enjoyable setting."

Tha obair Fhèisean nan Gàidheal, agus na h-ealain, a' cur gu mòr ri bàidh a thogail am measg dhaoine don Ghàidhlig. Tha seo follaiseach ann an rannsachaidhean a chaidh a dhèanamh thar nam bliadhnaichean agus anns na beachdan a thog sinn fhìn tro mheasaidhean.

Tha e cudromach beachdan dhaoine atharrachadh agus bidh sinn a' faighneachd mun ìre riarachais a th' aig luchd-èisteachd Blas, mar eisimpleir, mu chleachdadh na Gàidhlig aig an fhèis. Thairis air ceithir bliadhnaichean, bha sin aig 90% sa chumantas.

San rannsachadh aig Steve Westbrook, Sandy Anderson is eile, chaidh a ràdh: "Research carried out relating to the feasibility of Gaelic medium secondary education in Inverness found that a substantial proportion of parents who choose a primary or secondary school that uses Gaelic for education are not themselves Gaelic speakers; and it is likely that a number of these parents will have been influenced in these decisions by their own attendances at Fèisean, Cèilidh Trails or Blas events."

Tha pròram Fèisean nan Gàidheal a' coileanadh grunn thoraidhean, gu h-àraidh a thaobh a bhith a' toirt barrachd chothroman do dhaoine gus pàirt is tlachd a ghabhail sna h-ealain Ghàidhlig, a' brosnachadh obair far am faigh daoine tuigse is eòlas nas fheàrr air ealain thraidiseanta na h-Alba agus obair a tha ag èirigh às a' Ghàidhlig agus a tha anns a' Ghàidhlig.

Tha buaidh air coimhearsnachdan cuideachd agus iad air am misneachadh le piseach air saoghal dhaoine tro chom-pàirteachas nar n-obair. Glè thric bidh a' mhisneachd agus sgilean a thèid a thogail tro obair leis na Fèisean ga cur gu feum ann an gnìomhan is cur-seachadan eadar-dhealaichte ann an

coimhearsnachdan, gan neartachadh ann an iomadach dòigh.

Tha rannsachadh air dearbhadh uair is uair gu bheil ar n-obair a' toirt air iomadh duine a' Ghàidhlig a thogail is a chleachdadh agus bidh na ceudan de chunnradairean neo-cheangailte ag obair cuide rinn, a' faotainn buannachd a thaobh teachd a-steach, a bharrachd air an sgioba air fhastadh aig Fèisean nan Gàidheal.

Bidh feum, ge-tà, air dearbhadh leantainneach gu bheil iarrtas ann airson ar n-obair agus gu bheil i a' dèanamh feum a thaobh na Gàidhlig agus a thaobh ealain.

Bidh fianais air a thoirt còmhla ann an aithisgean do Bhòrd na Gàidhlig agus do Bhòrd Stiùiridh Fèisean nan Gàidheal agus tha tuilleadh san ath fhreagairt mun t-seòrsa conaltraidh a bhios a' dol air adhart gus fianais a thional.

***Dàimhean coimhearsnachd / Community engagement:**

"The Fèisean have strong local roots, with their annual events being a highlight of the year in communities around Scotland. Their organisation and delivery bring people together and promotes social cohesion." (*Builean Cultarach, Sòisealta, Eaconamach, Cànaineach is Sunnd aig Fèisean nan Gàidheal* – Steve Westbrook, Sandy Anderson is càch, 2022)

Tha Fèisean nan Gàidheal a' ruighinn mu 300 coimhearsnachd eadar Fèisean, sgoiltean, buidhnean a bhios gar cuideachadh tachartasan a chur air dòigh aig Blas agus tachartasan eile.

Bidh sinn ag amas air ar n-obair a chumail cho ionadail 's a ghabhas airson na h-àrainneachd a ghlèidheadh, cothroman obrach a chruthachadh agus coimhearsnachdan a neartachadh.

'S iad na coimhearsnachdan far a bheil Fèisean a bhios a' faotainn an ìre thaic as motha bhuainn, le Oifigear Leasachaidh ainmichte aig na buidhnean saor-thoileach ged a bhios luchd-obrach Fèisean nan Gàidheal air fad gan cuideachadh le seirbheisean eadar-dhealaichte. Tha barrachd fiosrachaidh fo Raon-obrach 1 nas fhaide air adhart.

Bidh sgoiltean, agus na coimhearsnachdan a bhios iad a' frithealadh a' faotainn tòrr taic tro ghnìomhan Fèisgoil eadar leasanan ciùil, dràma agus Gàidhlig a bharrachd air trèanadh agus obraichean do dh'oidean. Tha barrachd fiosrachaidh fo Raon-obrach 3 nas fhaide air adhart.

Bidh luchd-eagrachaidh thachartasan gar cuideachadh le Blas ach bidh sinn a' cumail taic riutha le cosgaisean cuirmean a ghiùlain, uidheamachd PA is solais le innleadair a chur thuca agus sanasachd dà-chànanach a dheasachadh dhaibh agus a sgaoileadh. Air a' cheann thall, bidh iadsan a' glèidheadh pàirt den airgead a thèid a thogail tro reicean a ghabhadh a chur gu feum airson tachartas/an eile sa choimhearsnachd aca.

Bidh àitichean-fuirich agus ithe ionadail a' faighinn buannachd tro ar n-obair cuideachd. A bharrachd air Blas, bidh sinn a' cur Na Gearrannan gu feum son 5 Latha, òstail a' Phluic son Fèis Alba agus ostail Phort Rìgh airson na Sgoile-samhraidh Dràma.

Tha 5 Latha cuideachd a' cur ri misneachd ann an coimhearsnachd an taobh siar Leòdhais, far a bheil daoine san sgìre daonnan taiceil a thaobh cur-seachadan a chur air dòigh às an togadh an òigridh briathrachas ùr dhaibh co-cheangailte ris na gnìomhan sam bi iad an sàs.

A thaobh feumalachdan nan coimhearsnachdan a choileanadh is beachdan fhaighinn air ais bhuapa, bidh sinn a' measadh gach pròiseact is raon-obrach, uaireannan gu foirmeil agus uaireannan gu neo-fhoirmeil. Bidh seo a' tachairt tro chòmhraidhean le buidhnean a tha an sàs agus tro cheisteachan air loidhne an dèidh dhuinn obair a chrìochnachadh. Bidh sinn cuideachd a' cumail àireamhan chom-pàirtichean is dhaoine eile a tha an sàs.

Bidh ar n-oifigearan leasachaidh a' dèiligeadh ris na Fèisean coimhearsnachd a' conaltradh riutha gu cunbhalach agus a' cumail taic sam bith riutha a tha a dhìth. Tron chonaltradh seo bidh sinn daonnan a' faighinn ais-mholaidhean bhon bhallrachd.

Ann an obair Fhèisgoil, bidh conaltradh ann gu math tric le luchd-teagaisg nuair a bhios sinn a' sireadh bheachdan mu chuspairean airson dràma. Bidh conaltradh ann leis na sgoiltean airson pròg ram freagarrach aontachadh riuthasan a thaobh ionnsachaidh ciùil is cànain.

Leis gu bheil sinn a' cleachdadh ghoireasan air loidhne airson tiogaidean a reic agus clàradh a dhèanamh, tha e comasach dhuinn fiosrachadh a sgaoileadh do dhaoine agus beachdan a shireadh bhuapa nuair a bhios sinn a' measadh thachartasan. Bidh sin a' dol air adhart gu cunbhalach agus bidh ceistean ann daonnan mu bhuaidh air cleachdadh agus togail na Gàidhlig. Tha sinn ag amas air seo a leantainn.

Bidh co-labhairt againn gach bliadhna far a bheil seiseanan ann a leigeadh le ar ballrachd beachdan a chur air adhart cho math ri molaidhean airson atharraichean is leasachaidhean.

Tha òigridh an sàs aig ìre a' Bhùird agus a' cur pròg ram air dòigh airson Blas agus tha sin a' toirt cothrom dhaibhsan am beachdan a chur an cèill mu obair Fhèisean nan Gàidheal cuideachd.

***Ur-gnàthachas / Innovation:**

Tha sinne an sàs ann an iomadach lìonradh agus ag ionnsachadh bho bhuidhnean eile ri linn sin. Tha sinn mothachail, cuideachd, air deasbadan is rannsachaidhean timcheall oirnn. Bidh sinn daonnan ag ionnsachadh mar bhuidhinn agus a' cur sgilean an luchd-obrach gu deagh fheum nar n-obair.

Bidh sinn tric a' gabhail pàirt ann an tachartasan trèanaidh feumail leis gu bheil sinn ag amas air deagh riaghladh taobh a-staigh na buidhne.

Tha seo air a bhith gu sònraichte fìor anns na beagan bhliadhnaichean a dh'fhalbh co-cheangailte ri co-ionnanachd, iomadachd agus in-ghabhaltas, lùghdachadh gualain agus obair chothromach a thug oirnn atharraichean a chur an sàs ann am modhan-obrach na buidhne.

Coltach ris a h-uile buidheann eile bha againn ri tòrr ionnsachadh fhad 's a bha covid bitheanta agus, leis nach eil an galar air falbh fhathast, tha againn fhathast a bhith nas faiceallaiche mu shàbhailteachd dhaoine agus cunnartan co-cheangailte ri tachartasan a chur air dòigh.

Tha am fiosrachadh a tha sinn a' tional tro ar plana Co-ionnanachd, Iomadachd agus In-ghabhail a' sealltainn gu bheil sinn ag obair le farsaingeachd de dhaoine ann an coimhearsnachdan air feadh na h-Alba, cuid dhiubh a tha a' fulang ri linn dith-chothroman agus eaconamaidh lag. Tha sinn cuideachd a' toirt cothrom do na buidhnean a tha gar maoineachadh a dhearbhadh gu bheil iadsan a' cumail taic a thaobh co-ionnanachd agus iomadachd co-cheangailte ris a' Ghàidhlig. Ged nach eil Gàidheil air an dìon fon lagh, 's e buidheann sa bheag-cuid a th' annta agus iad làn airidh air taic shònraichte ri linn sin.

Nar n-obair chruthachail, agus ann am Fèisgoil, bidh sinn tric a' gabhail ri beachdan bho oidean is luchd-ealain mu dhòighean nas fheàrr ar n-obair a choileanadh. Bha seo gu math follaiseach anns na pròiseactan Treòir: Luchd-ciùil air mhuinntireas agus Treòir I Voar I Virr, far an robh luchd-ealain gu mòr an sàs anns na pròghraman a dhealbhach. Tha sinn a' leudachadh ar n-obair le teagasg air loidhne tro Oide agus cuirmean a shruthadh air FèisTV agus tha sinn air oidhirp a dhèanamh cuid de na seann ghoireasan ath-nuadhachadh ann an cruth didseatach leis a' mhòr-chuid de ghoireasan ùra san cruth sin a-mhàin.

Nuair a nochd aithisg Shoillse bho chionn beagan bhliadhnaichean, chuir sinn air dòigh buidhnean-còmhraidh leis na Fèisean anns na sgìrean san deach an rannsachadh a dhèanamh airson faighinn a-mach am biodh barrachd a ghabhadh a dhèanamh leinne, còmhla, airson piseach a thoirt air cleachdadh na Gàidhlig anns na h-eileanan.

Tha deagh chleachdaidhean gan stèidheachadh taobh a-staigh Fèisean nan Gàidheal airson ionnsachadh leantainneach agus cothroman trèanaidh a thoirt do luchd-obrach, oidean agus saor-thoilich le rùn a leithid a chumail a' dol ma bhios na sgilean a' cur ri obair na buidhne. Tha sinn air grunn phoileasaidhean a chruthachadh agus tha sinn mothachail gu bheil buidhnean eile gan cur gu feum cuideachd.

***Co-obrachadh / Partnership working:**

Tha dùil gum bitheamaid a' co-obrachadh le buidhnean Gàidhlig air na leanas:

- Bidh sinn ag obair cuide ri Bòrd na Gàidhlig a' lìbhrigeadh cùmhnant, tha sinn an dòchas, agus air iomairtean eadar-dealaichte a leithid #cleachdi, gnothaichean co-cheangailte ri foghlam agus òigridh agus ann an tabhartasan a thoirt seachad tro Mhaoin nan Ealan Gàidhlig
- Bidh sinn ag obair leis a' Chomunn Ghàidhealaich air Acadamaidh a' Mhòid agus cèilidhean air loidhne fhad 's a chumas a leithid a' dol
- Bidh co-obrachadh a' dol air adhart le Comunn na Gàidhlig ann an sgìrean nan Iomairtean Gàidhlig agus tha eisimpleirean air a bhith ann de dh'Fhèisean agus Spòrs Gàidhlig co-obrachadh air tachartasan Gàidhlig a' toirt a-steach ceòl agus gnìomhan air a' bhlàr a-muigh, a ghabhadh a leudachadh.
- Bho àm gu àm bidh sinn ag obair còmhla ri Comhairle nan Leabhraichean airson bàird agus sgrìobhadairean a chur air adhart aig Blas
- Bidh sinn a' ceannach leabhraichean co-cheangailte ri dualchas na Gàidhlig bhon a leithid Acair is buidhnean foillseachaidh eile airson an sgaoileadh do na Fèisean
- Bidh uidheamachd FèisTV gan toirt do bhuidhnean eile airson sruthaidhean a dhèanamh bho thachartasan eadar-dhealaichte
- Bidh sinn a' tabhann uidheamachd eadar-theangachaidh do bhuidhnean eile gu cunbhalach, a leithid Sabhal Mòr Ostaig

Bha na h-oifigearan leasachaidh againn nam buill de Lìonra nan Oifigearan Gàidhlig agus bidh iad an sàs ann an lìonra ùr sam bith a thig na àite.Tha Fèisean nan Gàidheal air dàimh làidir a thogail le grunn lìonraidhean agus bhuidhnean air feadh na h-Alba leithid Buidheann-obrach Dual-ealain Alba Chruthachail, Fòram Ceòl Òigridh na Gàidhealtachd, Crubha Ealan Òigridh na Gàidhealtachd, Hands Up for Trad agus Buidheann Caidreachas Foghlam Ciùil. Tha obair eadar-nàiseanta a' dol air adhart cuideachd còmhla ri Amateo, Lìonradh Eadar-nàiseanta a' Mhith-chiùil, Colmcille agus Comhairle na h-Eòrpa.

Tha an co-obrachadh leinne a' toirt àite don Ghàidhlig ann an obair nam buidhnean sin, gu nàiseanta agus gu h-eadar-nàiseanta.

Tron t-seirbheis Fèisgoil tha sinn a' cuideachadh grunn bhuidhnean poblach agus ùghdarrasan ionadail am planaichean Gàidhlig a chur an gnìomh le ionnsachadh na Gàidhlig ga thabhann ann an sgoiltean agus trèanadh Eòlas air a' Ghàidhlig ri fhaighinn. Bha sinn an sàs cuid de dh'amasan na Gàidhlig ann am Plana Nàiseanta nan Eilean a thoirt gu buil tron phògram Treòir a ruith ann an 2021-23 agus bidh sinn a' sireadh tuilleadh chothroman den leithid san àm ri teachd.

Tha luach nach beag bhon obair anns a bheil Fèisean nan Gàidheal an sàs agus bho mhaoin a tha sinn a' toirt do leasachadh na Gàidhlig bho bhuidhnean eile a leithid Alba Chruthachail, HIE thar nam bliadhnaichean, EventScotland, na h-ùghdarrasan ionadail cho math ri urrasan agus bhon Chrannchur Nàiseanta aig amannan.

Raointean-obrach / Work areas

San earrann seo, bu mhath leinn iarraidh oirbh suas ri 5 raointean-obrach ainmeachadh, air mar a bhios an obair agaibh air a roinn. Airson gach raon-obrach, iarraidh sinn oirbh iomradh a thoirt seachad air dè air a bheil sibh ag amas air, dè na goireasan a bhios a dhìth oirbh air a shon, ciamar a bhios sibh a' meas gun robh sibh soirbheachail, is mar a bhios seo a' cur ri amasan Bhòrd na Gàidhlig. Tha na raointean-obrach seo comasach a bhith air am fosgladh is dùnadh fhad 's a tha sibh ag obair orra.

In this section, we will ask you to name up to 5 work areas that your work will be divided into. For each work area, we will ask you to provide a summary of what the work area will cover, what resources are needed to deliver the work, how you will assess that you were successful and how this will contribute to Bòrd na Gàidhlig's aims. These work area questions are grouped so that they can be collapsed and expanded as you are working on them.

▼ Raon-obrach 1 / Work-area 1

Tiotal na raoin-obrach / Work area title: Taic do agus adhartachadh nam Fèisean

Iomradh / Summary:

'S e prìomh adhbhar Fèisean nan Gàidheal, taic a thoirt do na Fèisean agus na Fèisean adhartachadh, agus e na amas dhuinn dèanamh cinnteach gum bi cothrom aig a h-uile duine pàirt is tlachd a ghabhail sna h-ealain thraidiseanta. Tha sinn a' toirt aithne do agus a' cur luach san obair fhìor mhòr a tha luchd-obrach saor-thoileach a' dèanamh agus iad a' cur air dòigh agus a' lìbhrigeadh nam prògraman teagaisg agus tha e mar phrìomhachas dhuinn dèanamh cinnteach gum faigh iad an taic a tha dhìth orra agus gum faigh iad cothrom air an taghadh farsaing de sheirbheisean a th' againn.

Tha sinn ag aithneachadh cho cudromach 's a tha an obair a nì luchd-obrach saor-thoileach agus tha e na amas dhuinn, tro bhith a' tabhann grunn sheirbheisean dhaibh, nach bi uiread uallaich a' tighinn orra agus gun còrd an obair riutha barrachd. Tha sinn gu math taingeil airson na h-obrach a nì feadhainn den luchd-chiùil is na seinneadairean as fheàrr ann an Alba mar oidean aig na Fèisean, agus bidh Fèisean nan Gàidheal a' dèanamh cinnteach gun tèid phàigheadh cothromach a thoirt dhaibh airson na h-obrach sin. Tro cho-obrachadh is obair chom-pàirteach, tha sinn airson dèanamh cinnteach gun tèid pròiseactan cruthachail a lìbhrigeadh.

Ann a bhith a' toirt taic do agus adhartachadh nam Fèisean, bidh maoineachadh cunbhalach ann do na Fèisean, maoineachadh airson leasachaidhean ùra agus maoineachadh gus dèanamh cinnteach gum bi cothrom aig daoine le feumalachdan taice a bharrachd air tachartasan.

Bidh taic ann do luchd-eagrachaidh ionadail, pàighte no ag obair gu saor-thoileach. Bidh iomairtean ann a tha a' toirt cothrom do bharrachd dhaoine òga a dhol an sàs ann a bhith a' dèanamh cho-dhùnaidhean airson nam Fèisean.

Bidh cothrom an-asgaidh do na Fèisean air ionnstramaidean ciùil. Bidh Fèisean nan Gàidheal a' stiùireadh sgeama PVG bho ar prìomh oifisean gus dèanamh cinnteach gu bheil dìon ga dhèanamh air clann is inbhich agus gheibh gach Fèis àrachas an-asgaidh. Bidh sinn a' cuideachadh Fhèisean ar Poileasaidh Gàidhlig a chu an gnìomh.

Tha sinn air grunn phoileasaidhean eile a chruthachadh, a bhios sinn a' moladh do na Fèisean uile a ghabhail òs làimh, a nì cinnteach gum bi cùisean air an cur air dòigh gu ceart agus gun tèid tachartasan ealain sàr-mhath a chumail. Bidh buidhnean eile gan cur gu feum cuideachd.
Bidh sinn a' sgaoileadh naidheachdan do na meadhanan àbhaisteach agus air na meadhanan sòisealta gu tric agus a' toirt do na Fèisean an aon rud a dhèanamh.

Cumaidh sinn romhainn a' cruthachadh ghoireasan Gàidhlig is ciùil thraidiseanta ùra agus gan cur ann an cruth didseatach feuch an gabh an cleachdadh le barrachd dhaoine. Bidh sinn a' cruinneachadh òrain dhualchasach Ghàidhlig tron phròiseact Fuaran agus gan glèidheadh mar ghoireas a ghabhas a chur gu feum le Fèisean ionadail is buidhnean eile. Bidh sinn cuideachd a' cumail taic do dh'òrain Ghàidhlig ùra a dhèanamh nuair a nochdas chothroman tro choimiseanan is eile.

Ma bhios maoineachadh gu leòr againn, bheirear taic ro-innleachdail do dh'Fhèisean a tha airson an obair aca a leudachadh agus a tha airson pròg ram obrach fad na bliadhna a chumail suas agus tha sinn ag amas air còmhlan nàiseanta le òigridh nam Fèisean a chruthachadh.

Bidh an raon-obrach seo a' cur ris na gnìomhan a leanas ann an dreach Phlana Nàiseanta na Gàidhlig 2023-28:
· Community networks will continue to be prioritised with the use of Gaelic a central part of their activity
· The availability and promotion of Gaelic events and activities for young people will be increased
· There will be continued support for on-line communities and the opportunities to use Gaelic in this context
· More Gaelic books and other resources will be available and promoted
· Support growth in digital content available for people to access through media
· More arts organisations, activities and festivals encouraged and supported to include Gaelic so that it is more widely heard and seen
· Increase support from public bodies for Gaelic arts bodies to create opportunities, access, skills, and participation
· Expand the Gaelic labour market through promoting careers which value Gaelic skills, apprenticeships, skills development and training programmes and strengthen career routes and succession planning for careers where Gaelic is deemed essential or desirable
· Support should be available for communities to create or acquire assets which offer spaces which would generate economic activity and enable greater social use of Gaelic
· Ensure Gaelic is included and prioritised in activity resulting from the Islands (Scotland) Act 2018 and Island Community Impact Assessments fulfil the requirements regarding assessing impact on Gaelic.

Goireasan / Resources:

Bidh an sgioba obrach air fad an sàs anns na diofar eileamaidean den raon-obrach seo ach le uallach gu sònraichte air Manaidsear Leasachaidh agus Oifigearan Leasachaidh na buidhne. Bidh buidseat a dhìth, a' toirt a-steach luchd-obrach agus stòras a ghabhadh a roinn ann an tabhartasan do na Fèisean.

Ainmich suas ri 3 builean a tha sibh ag amas a thèid a choileanadh gach bliadhna leis an raon-obrach seo. Chan eil sinn ag amas air àireamhan de rudan a thèid a choileanadh, ach am buaidh a thèid a' tomhais air sgath na h-obrach a thèid a choileanadh.

Name up to 3 outcomes that you are aiming to achieve each year with this work area. We are not looking for the number of something that is completed, but the impact that will be measured because of this work.

Buil 1.1 / Outcome 1.1:	Bidh taic iomchaidh ann airson dìon a thoirt air Fèisean an obair aca ath-thòiseachadh an dèidh chovid, dèiligeadh ri cosgaisean àrda bith-beò agus an ìre de chom-pàirteachas a bh' aca ro chovid a ruighinn a-rithist.
Buil 1.2 / Outcome 1.2:	Thig piseach air tàlantan cruthachail, sgilean beatha agus sunnd òigridh tro chom-pàirteachas agus obair ùr-ghnathach anns na h-ealain Ghàidhlig.
Buil 1.3 / Outcome 1.3:	Bidh misneachd coimhearsnachdan ga neartachadh agus beatha is sunnd dhaoine nas fheàrr tro thachartasan agus gnìomhan cruthachail agus cothroman a' Ghàidhlig a chleachdadh ann an suidheachaidhean sòisealta.

A' tomhas adhartais / Measuring progress:

1.1
Fiosrachadh àireameil mu chom-pàirteachas agus fiosrachadh tro bhuidnean còmhraidhean mun ìre de thaic a tha Fèisean a' faotainn.

1.2
Ceisteachain gan sgaoileadh air com-pàirtichean ag iarraidh orra fèin-mheasadh a dhèanamh mu na buannachdan a tha iad a' faotainn tro chom-pàirteachas agus an ìre dham bheil sin a' toirt orra a' Ghàidhlig a chleachdadh.

1.3
Ceisteachain gan sgaoileadh air luchd-frithealaidh a' faighneachd mu na faireachdainnean a th' aca agus na cothroman a tha ar n-obair a chruthachadh a' Ghàidhlig a chleachdadh.

Buaidh air a' Ghàidhlig / Impact for Gaelic:

Ma thèid leinn mar a tha sinn an dùil bidh fianais ga thogail gu bheil àireamhan com-pàirtichean fallain, gu bheil na tachartasan a tha sinn a' cur air dòigh a' toirt chothroman do dhaoine a' Ghàidhlig a chleachdadh agus faicsinneachd a thoirt don chànan ann an coimhearsnachdan agus gu bheil daoine – com-pàirtichean agus luchd-èisteachd – a' faotainn tlachd bhuapa.

▼ Raon-obrach 2 / Work-area 2

Tiotal na raoin-obrach / Work area title: A’ leasachadh sgilean is thàlantan cruthachail

Iomradh / Summary:

Tha na Fèisean air soirbheachadh gu mòr ann a bhith a’ brosnachadh dhaoine gu bhith dol an sàs sna h-ealain, agus ann a bhith a’ leasachadh thàlantan dhaoine. Tha an obair againn air buaidh a thoirt, agus bidh i a’ toirt buaidh fhathast, air na sgilean cruthachail, cànain is sòisealta aig an òigridh a ghabhas pàirt sna Fèisean.

Tha sinn a’ gabhail ris gum feum sinn a’ cumail oirnn a’ cosg airgead air a bhith a’ leasachadh sgilean nan daoine a tha lìbhrigeadh ar pròg raim feuch am faigh sinn na builean as fheàrr as urrainnear dhaibh. ‘S urrainn dhuinn tàlantan muinntir òg nam Fèisean a leasachadh, aithne a thoirt do mar a tha iad a’ soirbheachadh agus cothroman a thoirt dhaibh gus tuilleadh adhartais a dhèanamh agus nithean ùra ionnsachadh ann an com-pàirt le daoine eile. Tha e cudromach dhuinn gun urrainn dhuinn cuideachadh le bhith ag àrdachadh àireamh luchd-labhairt na Gàidhlig ann an Alba tro na poileasaidhean taiceil a tha sinn airson a thoirt gu buil.

Ann a bhith a’ leasachadh sgilean is thàlantan cruthachail, bidh trèanadh cunbhalach ann an sgilean teagaisg do dh’oidean a leigeas leotha teisteanasan fhaighinn mas e sinn am miann.

Bidh trèanadh cunbhalach ann an sgilean Gàidhlig do dh’oidean nam Fèisean gus dèanamh cinnteach gun tèid barrachd Ghàidhlig a chleachdadh gus ar Poileasaidh Gàidhlig a chur an gnìomh.

Bidh trèanadh cunbhalach ri fhaotainn do luchd-eagrachaidh nam Fèisean gus dèanamh cinnteach gu bheil na sgilean aca a tha dhìth gus na tachartasan aca a ruith ann an dòigh phroifeiseanta.

Bidh sgioba Fèisean nan Gàidheal a’ faighinn trèanadh cunbhalach, ann an Gàidhlig cho math ri cuspairean eile, a bhios gan cuideachadh an obair a thoirt gu buil.

Bidh sinn a’ dèanamh cinnteach gu bheil seòrsaichean ealain nach eil a’ nochdadh cho tric aig na Fèisean a’ nochdadh nas trice tro thachartasan sònraichte far am bi oidean is eòlaichean a’ tighinn còmhla gus sgilean is deagh mhodhan-obrach ionnsachadh do chàch a chèile.

Bidh sinn ag ionnsachadh sgilean do dhaoine òga a thaobh a bhith a’ cruinneachadh stuthan, tàr-sgrìobhadh agus clàraidhean a dhèanamh agus an glèidheadh ann an cruth didseatach. Bidh trèanadh ann an sgilean cleasachd do dhaoine òga, a bhith ag obair ann an gnìomhachas a’ chiùil agus comhairle ann do dh’òigridh a thaobh dreuchdan ann an saoghal nan ealan agus na Gàidhlig.

Bidh cothroman ann do luchd-ciùil, luchd-dràma is seinneadairean a bhith a’ leasachadh sgilean sgrìobhaidh ùra tro choimiseanan ùra agus cothroman aca ionnsachadh bho fhìor eòlaichean dualchas na Gàidhlig.

Bidh an raon-obrach seo a’ cur ris na gnìomhan a leanas ann an dreach Phlana Nàiseanta na Gàidhlig 2023-28:
· Community networks will continue to be prioritised with the use of Gaelic a central part of their activity
· Support, including continuous professional learning, for the network of Gaelic Officers to develop local programmes for all ages is increased
· Gaelic skills included and promoted in careers opportunities, routes to employment, skills training and apprenticeships
· Expand the Gaelic labour market through promoting careers which value Gaelic skills, apprenticeships, skills development and training programmes and strengthen career routes and succession planning for careers where Gaelic is deemed essential or desirable.

Goireasan / Resources:

Bidh Manaidsear Ghnìomh, Manaidsear Leasachaidh agus Manaidsear Fèisgoil, cho math ri rianadairean na buidhne an sàs anns na diofar eileamaidean den raon-obrach seo. Bidh buidseat a dhìth, a’ toirt a-steach luchd-obrach agus cuid de chosgaisean trèanaidh gu sònraichte co-cheangailte ri Gàidhlig a thogail.

Ainmich suas ri 3 builean a tha sibh ag amas air a thèid a choileanadh gach bliadhna leis an raon-obrach seo. Chan eil sinn ag amas air àireamhan de rudan a thèid a choileanadh, ach a' bhuaidh a thèid a' tomhais air sgàth na h-obrach a thèid a choileanadh.

Name up to 3 outcomes that you are aiming to achieve each year with this work area. We are not looking for the number of something that is completed, but the impact that will be measured because of this work.

Buil 2.1 / Outcome 2.1: Bidh cothroman obrach gan cruthachadh airson luchd-ealain le dealas do dh’Obair Chothromach agus buaidh air eaconamaidh na h-Alba.

Buil 2.2 / Outcome 2.2: Bidh goireasan didseatach gan cur gu feum airson ar n-obair a thoirt do shluagh eadar-mheasgte, farsaing.

Buil 2.3 / Outcome 2.3: Bidh Fèisean nan Gàidheal uidheamaichte airson dèiligeadh ri atharrachaidhean ris nach robh dùil agus comasach, gnìomhach ann an suidheachadh sam bith den t-seòrsa sin.

A' tomhas adhartais / Measuring progress:

2.1
Bidh sinn a' cumail fiosrachadh àireamheil mu chom-pàirtichean trèanaidh agus àireamhan dhaoine a tha ag obair dhuinn. Bidh buidhnean còmhraidh stèidhichte le sampal de dh'oidean is saor-thoilich airson fiosrachadh a thional mun ìre de Ghàidhlig a tha iad a' cleachdadh agus am feum a trèanadh eile a' dèanadh.

2.2
Tro ghoireasan didseatch cuiridh sinn ceisteachain air dòigh airson beachdan chom-pàirtichean a thogail mu na goireasan air loidhne againn.

2.3
Ma thèid atharraichean a chur an sàs bidh sinn an dòchas, tro trhèanadh, gum bi daoine againn a b' urrainn na modhan-obrach aca atharrachadh airson freagairt air suidheachaidhean den t-seòrsa sin.

Buaidh air a' Ghàidhlig / Impact for Gaelic:

Bidh daoine ullaichte airson obair a ghabhail os làimh agus air an trèanadh airson an cuid sgilean Gàidhlig a chur gu feum. Gheibheadh iad pàigheadh cothromach a' togail bàidh don Ghàidhlig agus bidh iad a' cur ris an eaconamaidh ri linn obair na Gàidhlig. Bidh barrachd sgilean aig òigridh a ghabhadh a chur gu feum ann an obair co-cheangailte ri dualchas na Gàidhlig agus saoghal nan ealan.

▼ Raon-obrach 3 / Work-area 3

Tìotal na raoin-obrach / Work area title: A' toirt ealain is cultar na Gàidhlig air adhart an lùib oideachaidh cruthachail

Iomradh / Summary:

Tha Fèisean nan Gàidheal, agus na Fèisean fhèin, fortanach gu bheil sinn ag obair còmhla ri buidheann de dh'oidean air leth sgileil a tha air feum a dhèanamh den deagh eòlas a th' aca air a bhith a' toirt seachad leasanan neo-fhoirmeil gus clasaichean a thoirt seachad an lùib foghlam foirmeil. Tha oidean nam Fèisean air feum a dhèanamh de na sgilean aca gus obair a dhèanamh an lùib nan ealain agus le Gàidhlig gus dèanamh cinnteach gun tèid cuid de na builean a choileanadh a tha dhìth air a' Churraicealaim airson Sàr-mhathais, Am Plana Cànain Nàiseanta Gàidhlig agus iomairtean Riaghaltas na h-Alba san fharsaingeachd, agus tha an obair aca a' cuideachadh le bhith a' cur cuid de na deagh mhodhan-obrach an sàs a thathar a' moladh san Stiùireadh Reachdail airson Foghlam Gàidhlig.

Tha sinn ag aithneachadh mar a dh'fheumas Fèisean nan Gàidheal airgead a dhèanamh bho bhith a' lìbhrigeadh sheirbheisean agus thairis air an deich bliadhna a dh'fhalbh tha sinn air taghadh de phròiseactan ionnsachaidh, cruthachail agus coimhearsnachd a thaobh nan ealain agus na Gàidhlig a thoirt còmhla fo sgèith aon seirbheis, Fèisgoil. Tha an t-seirbheis a' gabhail a-steach: cothroman gus ceòl ionnsachadh is a chluich, obair dràma is clasaichean Gàidhlig ann an sgoiltean agus trèanadh do bhuidhnean poblach gus am bi daoine nas mothachail air a' Ghàidhlig agus iomairtean eile.

Tha Fèisgoil cuideachd a' toirt cothrom dhuinn an àireamh dhaoine a bhios a' gabhail pàirt anns na Fèisean a leudachadh, agus cothrom do na Fèisean ionadail sealltainn mar as urrainn don obair a tha iadsan a' dèanamh taic a thoirt do dh'obair nan sgoiltean.

Cuideachd, tha an obair a nì sinn ann an sgoiltean, a' gabhail a-steach sgoiltean sònraichte, a' toirt cothrom don a h-uile duine òg a dhol an sàs ann an cànan is cultar às bith dè na freumhan cinneachail a th' aca, dè cho comasach 's a tha e dhaibh pàigheadh airson leasanan, dè na comasan ionnsachaidh no tàlantan cruthachail a th' aca, no càit' a bheil iad a' fuireach.

Ann a bhith a' toirt ealain is cultar na Gàidhlig air adhart an lùib oideachaidh cruthachail, bidh sinn a' cumail oirnn a' cur Fèisgoil air adhart mar sheirbheis iomlan a tha a' tabhann chothroman air ionnsachadh cruthachail tro dhiofar sheòrsaichean ealain. Bidh goireasan didseatach gan cur gu feum, co-dhiù ann an cuid de shuidheachaidhean, gus barrachd dhaoine a ruighinn agus lùghdachadh na tha sinn a' cosg de ghualain.

Lean clasaichean ann an ceòl traidiseanta tro Iomairt Ceòl na h-Òigridh (ICO) agus pròraman eile leithid Acadamaidhean a' Mhòid, a rèir chùmhnantan bho bhliadhna gu bliadhna. Bidh seo air a lìbhrigeadh tro mheadhan na Gàidhlig ann an sgoiltean/roinnean Gàidhlig.

Bidh barrachd a' dol air adhart tron sgeama Beairteas agus tachartasan còmhnaidh a leithid 5 Latha agus an Sgoil-shamhraidh Dràma airson sgilean cainnt òigridh a neartachadh tro chonaltradh le ginealach nas sine.

Ma bhios cùmhnantan ri fhaighinn bho ùghdarrasan ionadail bidh Blasad Gàidhlig a leantainn - pròraman do sgoiltean a tha ag iarraidh gum faigh na sgoilearan aca beagan eòlais air a' Ghàidhlig agus do

bhuidhnean poblach a tha ag iarraidh trèanadh a bheir barrachd mothachaidh air a' Ghàidhlig don luchd-obrach aca.

Bidh cothroman ionnsachaidh proifeiseanta ann an ealain is cultar na Gàidhlig do luchd-teagaisg nan sgoiltean agus oidean Fèisgoil.

Bidh taisbeanaidhean agus bùithtean-obrach dràma is prògraman cleasachd tron Ghàidhlig le Meanbh-Chuileag cho math ri prògram Sporan a tha ag èirigh às a' Ghàidhlig do luchd-ionnsachaidh na Gàidhlig no don fheadhainn aig nach eil Gàidhlig sam bith. Bidh obair ann do bhuidhnean tràth-bhliadhnaichean a dhol an sàs ann an seinn, ceòl is cleasachd Ghàidhlig tro Hùb Hàb.

Ma bhios iarrtas ann, thèid meanbh-fhèisean air adhart ann an sgoiltean is coimhearsnachdan gus dèanamh cinnteach gun cuir daoine eòlas air agus gun tèid iad an sàs ann an cultar na Gàidhlig.

Bidh sinn a' feuchainn sheòrsaichean obrach chruthachail nach fhaighear ann an Gàidhlig an-dràsta agus a' cuideachadh dhaoine le sgrìobhadh cruthachail tro obair dràma agus cùrsaichean a dh'aona-ghnothach.

Bidh sinn a' tabhann eadar-theangachadh mar-aon (Gàidhlig gu Beurla) aig coinneamhan is tachartasan.

Nam faigheamaid an cothrom, bhitheamaid ro dheònach a dhol an sàs ann an leasachadh agus lìbhrigeadh phròiseactan sònraichte coltach ri Treòir l Voar l Virr ann am barrachd sgoiltean.

Bidh an raon-obrach seo a' cur ris na gnìomhan a leanas ann an dreach Phlana Nàiseanta na Gàidhlig 2023-28:
· Community networks will continue to be prioritised with the use of Gaelic a central part of their activity
· The availability and promotion of Gaelic events and activities for young people will be increased
· There will be continued support for on-line communities and the opportunities to use Gaelic in this context
· Local Authorities support and grow Gaelic as a modern language in line with the 1+2 national policy
· Develop and extend an appropriate GME curriculum offer for both Broad General Education and Senior Phase in the secondary sector
· Increase the delivery of Gaelic (Learners) at L2, L3 and certification levels
· Gaelic skills included and promoted in careers opportunities, routes to employment, skills training and apprenticeships
· More Gaelic books and other resources will be available and promoted
· Support growth in digital content available for people to access through media
· Increase support from public bodies for Gaelic arts bodies to create opportunities, access, skills, and participation
· The Royal National Mòd will continue to be supported as the premier Gaelic language and cultural festival in Scotland
· Increase support from public bodies for Gaelic arts bodies to create opportunities, access, skills, and participation.
· Support for businesses to increase the use of Gaelic in services and products as well as in the workplace, and for expansion of services and products
· Build even greater impact from Gaelic Language Plans, the range of authorities, the provision, visibility, promotion, and uptake of the services offered in their individual communities and their effectiveness, based on an update to the Statutory Guidance on Gaelic Language Plans.

Goireasan / Resources:

Bidh Manaidsear agus Rianadair Fèisgoil an sàs anns na diofar eileamaidean den raon-obrach seo le taic bhon Mhanaidsear Leasachaidh (le 5 Latha) agus Oifigear Dràma (Sgoil-shamhraidh Dràma) na buidhne. Bidh rianadair agus Manaidsear Ghnìomh na buidhne an sàs cuideachd a' pàigheadh dhaoine airson nan seirbheisean a bhios iad a' toirt seachad.

Bidh a' mhòr-chuid de chosgaisean Fèisgoil stèidhichte air cùmhnantan far a bheil teachd a-steach ach tha obair chudromach ann a' cumail taic ri foghlam tron Ghàidhlig agus eòlas mun Ghàidhlig a thoirt do sgoilearan a tha ga h-ionnsachadh. Bidh buidseat a dhìth gu sòbraichte airson obair dràma anns na sgoiltean a' toirt a-steach luchd-obrach agus prògram nan sgoiltean.

Ainmich suas ri 3 builean a tha sibh ag amas air a thèid a choileanadh gach bliadhna leis an raon-obrach seo. Chan eil sinn ag amas air àireamhan de rudan a thèid a choileanadh, ach a' bhuaidh a thèid a' tomhais air sgàth na h-obrach a thèid a choileanadh.

Name up to 3 outcomes that you are aiming to achieve each year with this work area. We are not looking for the number of something that is completed, but the impact that will be measured because of this work.

Buil 3.1 / Outcome 3.1:	Thig piseach air tàlantan cruthachail, sgilean beatha agus sunnd òigridh tro chom-pàirteachas agus obair ùr-ghnathach anns na h-ealain Ghàidhlig.

Buil 3.2 / Outcome 3.2:	Bidh cothroman obrach gan cruthachadh airson luchd-ealain le dealas do dh'Obair Chothromach agus buaidh air eaconamaidh na h-Alba.
Buil 3.3 / Outcome 3.3:	Tha cruthachas ga chur gu feum a' tarraing dhaoine bho air feadh na h-Alba don Ghàidhlig le cothroman an cànan a thogail, a chleachdadh agus a leasachadh.

A' tomhas adhartais / Measuring progress:

3.1
Ceisteachain gan sgaoileadh air com-pàirtichean ag iarraidh orra fèin-mheasadh a dhèanamh mu na buannachdan a tha iad a' faotainn tro chom-pàirteachas agus an ìre dham bheil sin a' toirt orra a' Ghàidhlig a chleachdadh.

3.2
Bidh sinn a' cumail fiosrachadh mun àireamh de chothroman obrach a thèid a chruthachadh tro ar n-obair agus ghabhadh buidheann còmhraidh stèidhichte le taghadh de chunnradairean airson fiosrachadh mun ìre de Ghàidhlig a tha iad a' cleachdadh agus am beachdan mun Ghàidhlig a thional.

3.3
Cuiridh sinn ceisteachain air dòigh airson faighneachd do chom-pàirtichean mu na cothroman a fhuair iad a' Ghàidhlig a thogail agus a chleachdadh, am faigheadh iad cothroman eile den aon sheòrsa agus a bheil an toiseach tòiseachaidh a tha iad air fhaighinn a' toirt orra smaoineachadh air barrachd Ghàidhlig a thogail no a chleachdadh.

Buaidh air a' Ghàidhlig / Impact for Gaelic:

Tha dùil gun tig dearbhadh gu bheil òigridh a' faighinn tlachd bhon obair anns a bheil sinn an sàs agus gu bheil sin a' togail bàidh don Ghàidhlig. Bidh fianais nas fheàrr againn a bheil com-pàirt anns na h-ealain a' toirt air daoine barrachd Ghàidhlig ionnsachadh agus a cleachdadh nas trice. Bheireadh sinn dhuinn bunait airson na h-obrach a luachadh agus taic a chur mu choinneamh ghnìomhan a tha a' soirbheachadh.

▼ Raon-obrach 4 / Work-area 4

Tiotal na raoin-obrach / Work area title:	A' tarraing luchd-èisteachd is a' meudachadh nan àireamhan aca

Iomradh / Summary:

Tro ar pròram-obrach 's urrainn dhuinn cothrom a thoirt do choimhearsnachdan ionadail agus luchd-tadhail frithealadh air diofar thachartasan Gàidhlig is ealain agus pàirt a ghabhail annta. Gach bliadhna tha sinn a' dèanamh oidhirp gus luchd-èisteachd a thàladh, gus an àireamh dhiubh a chur an àirde agus gus taic a chumail ri coimhearsnachdan ann a bhith a' cur air dòigh iomairtean is tachartasan cultarach. Tha sinn ag aithneachadh nam buannachdan a gheibh daoine òga bho bhith faighinn cothrom cluich is seinn agus mar a tha sin a' leasachadh nan sgilean aca, a' brosnachadh sàr dhòighean-obrach. Tha na tachartasan againn a' sìneadh thar raon farsaing den dùthaich. Tha sin a' ciallachadh gun urrainn do choimhearsnachdan beaga tachartasan a chur air adhart sna sgìrean aca fhèin agus chan fheum iad siubhal do na bailtean-mòra airson leithid a thachartasan ach an cur air adhart ann an dòigh nas seasmhaiche don àrainneachd.

Ann a bhith a' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca, bidh sinn a' cumail oirnn a' toirt taic do chuirmean Fhèisean ionadail, Cèilidhean air Chuairt as t-samhradh agus Fèis Bhlas, a' gabhail a-steach choimiseanan ùra agus 's dòcha a' leudachadh na fèise gu sgìrean eile. Ma bhios lùghdachadh airgid a' ciallachadh nach buan Blas san riochd anns a bheil i an-dràsta, bidh sinn airson a chumail romhainn tachartasan ealain a chur air dòigh ann an coimhearsnachdan dùthchail.

Bidh Sgoil-shamhraidh Dràma ann gach bliadhna agus tachartasan còmhnaidheach eile, le taisbeanaidhean poblach de na h-ealain Ghàidhlig.

Bidh sinn a' sireadh com-pàirt do na Fèisean ann an tachartasan nàiseanta agus ann am bliadhnaichean a tha a' comharrachadh chuspairean sònraichte, mar a thachair am-bliadhna nuair a chluich buidheann aig fosgladh oifigeil Fèis Eadar-nàiseanta Dhùn Èidinn. Bidh cothroman cluiche gan sireadh aig tachartasan eile ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh, le sealladh air Canada agus Èirinn far an gabhadh a' Ghàidhlig a thuigsinn agus a bhruidhinn. Bidh com-pàirt againn cuideachd ann tachartasan a tha cudromach don Ghàidhlig, a leithid Seachdain na Gàidhlig agus Mìos nan Gàidheal ann an Alba Nuadh.

Tha ceangal eadar an t-amas seo ri stèidheachadh còmhlan nàiseanta nam Fèisean air a bheil iomradh ann an Raon-obrach 1. Bhitheadh seo tarraingeach do ghrunn fhèisean is thachartasan, agus bhiodh e a' toirt chothroman a bharrachd sgilean òigridh a thoirt air adhart agus taisbeanadh ealain na Gàidhlig a thaisbeanadh aig àrd ìre.

A’ cleachdadh ghoireasan didseatach, bidh sinn airson àireamh an luchd-èisteachd againn a leudachadh tro dhiofar thachartasan agus a’ cumail fios riutha ann an diofar dhòighean air loidhne.

Bu mhath leinn ar seirbheis FèisTV a leudachadh barrachd, a dhèanamh cinnteach gu bheil cothrom aig sluagh farsaing is eadar-mheasgte air an obair againn.

Tha feum air luchd-ealain agus coimhearsnachd air taic-airgid agus mas e rùn Alba Chruthachail agus Bòrd na Gàidhlig taic a chumail ri prògraman nan tabhartasan airson nan ealain traidiseanta agus nan ealain Gàidhlig, bhitheamaid gu math toilichte Tasgadh agus Maoin nan Ealan Gàidhlig a lìbhrigeadh às an leth. Tha sinn air suim a chur mu choinneamh Maoin nan Ealan Gàidhlig nar n-iarrtas aig an ìre seo co-dhiù.

Bidh an raon-obrach seo a’ cur ris na gnìomhan a leanas ann an dreach Phlana Nàiseanta na Gàidhlig 2023-28:
· Community networks will continue to be prioritised with the use of Gaelic a central part of their activity
· The availability and promotion of Gaelic events and activities for young people will be increased
· There will be continued support for on-line communities and the opportunities to use Gaelic in this context
· Support growth in digital content available for people to access through media
· Increase support from public bodies for Gaelic arts bodies to create opportunities, access, skills, and participation.
· Support for businesses to increase the use of Gaelic in services and products as well as in the workplace, and for expansion of services and products
· VisitScotland, in partnership with Creative Scotland and Historic Environment Scotland, will renew the Gaelic Tourism Strategy
· Build even greater impact from Gaelic Language Plans, the range of authorities, the provision, visibility, promotion, and uptake of the services offered in their individual communities and their effectiveness, based on an update to the Statutory Guidance on Gaelic Language Plans.

Goireasan / Resources:

S iad an Ceannard, Manaidsear Leasachaidh agus Àrd-oifigear Leasachaidh na buidhne as motha a bhios an sàs san raon-obrach seo ach bidh taic bho chàch san sgioba, mar eisimpleir ar n-Oifigear Dràma le taisbeanadh aig an Sgoil-shamhraidh Dràma.

Leis cho sùbailte ‘s a tha ar sgioba, bidh a h-uile duine a’ toirt taic aig tachartasan Blas is eile agus bhiodh Manaidsear Ghnìomh agus Rianadair na buidhne an sàs cuideachd a’ pàigheadh dhaoine airson nan seirbheisean a bhios iad a’ toirt seachad agus ag ullachadh shanasachd is eile.

Bidh buidseat a dhìth airson cuibhreann de chosgaisean na raon-obrach seo.

Ainmich suas ri 3 builean a tha sibh ag amas air a thèid a choileanadh gach bliadhna leis an raon-obrach seo. Chan eil sinn ag amas air àireamhan de rudan a thèid a choileanadh, ach a' bhuaidh a thèid a' tomhais air sgàth na h-obrach a thèid a choileanadh.

Name up to 3 outcomes that you are aiming to achieve each year with this work area. We are not looking for the number of something that is completed, but the impact that will be measured because of this work.

Buil 4.1 / Outcome 4.1:	Tha barrachd tuigse agus meas aig a’ phoball air na h-ealain thraidiseanta tro obair air a brosnachadh le dualchas na Gàidhlig.
Buil 4.2 / Outcome 4.2:	Bidh turasachd chulturach ga neartachadh tro thachartasan fìrinneach.
Buil 4.3 / Outcome 4.3:	Bidh obair eadar-nàiseanta ag adhartachadh riochdachadh de chultur a tha sònraichte do dh’Alba agus bidh ceanglaichean nas treasa ann le luchd-labhairt na Gàidhlig air feadh an t-saoghail.

A' tomhas adhartais / Measuring progress:

4.1
Iarraidh sinn fiosachadh tro cheisteachain a bheil luchd-frithealadh a’ faotainn tlachd bho thachartasan Gàidhlig agus a bheil iad a’ toirt beachd nas fheàrr aca air a’ chànan.

4.2
Gheibh sinn ais-mholaidhean tro cheisteachain mun bheachd a th’ aig luchd-turais a bhios a’ frithealadh thachartasan air a’ Ghàidhlig agus a bheil iad a’ faighinn chothroman gu leòr eòlas a chur oirre fhad ‘s a tha iad ann an Alba.

4.3
Thèid iarraidh air com-pàirtichean ann an obair eadar-nàiseanta sam bith bhideo làitheil a chumail, a’ dearbhadh an ìre de Ghàidhlig a tha iad a’ cleachdadh agus mar a tha sin a’ còrdadh ris an luchd-

èisteachd eadar-nàiseanta.

Buaidh air a' Ghàidhlig / Impact for Gaelic:

Bidh sinn an dùil fiosrachadh a shireadh a dhearbhas gu bheil tachartasan Gàidhlig a' togail bàidh don chànan agus gu bheil na h-ealain thraidiseanta tarraingeach do dhaoine a tha a' fuireach ann an Alba cho math ri luchd-turais. Tha sinn an dùil gun tèid fianais a thogail gu bheil com-pàirteachadh ann an obair eadar-nàiseanta tarraingeach do dhaoine òga le Gàidhlig agus gu bheil na cothroman sin am misneachadh a thaobh a bhith ga cleachdadh agus ag adhbharach dìlseachd don chànan.

▼ Raon-obrach 5 / Work-area 5

Tiotal na raoin-obrach / Work area title: Riaghladh aig àrd ìre agus seirbheisean sàr-mhath a chur an sàs

Iomradh / Summary:

Tha e deatamach gu bheil Bòrd Urrasairean ann a tha an sàs ann an ro-innleachdan na buidhne a stèidheachadh agus sealladh a chumail air mar a tha obair a' dol air adhart agus mar tha aontaidhean maoineachaidh gan cur an sàs ann a bhith a' lìbhrigeadh thoraidhean.

Tha dleastanas air a' Bhòrd a dhèanamh cinnteach gum bi Taigh nan Companaidhean agus OSCR a' faotainn an fhiosrachaidh a tha a dhìth orrasan ann an àm agus tha dleastanasan laghail eile orra cuideachd.

Tha tuigse aig a' Bhòrd mun dleastanas a th' orra clàr mionaideach cunnairt a chumail, a bhios ga ùrachadh gu cunbhalach agus gum bi raon farsaing de phoileaaidhean an sàs airson luchd-obrach, cunnradairean, saor-thoilich, com-pàirtichean agus luchd èisteachd a chumail sàbhailte.

Ann an oidhirp riaghladh aig àrd ìre agus seirbheisean sàr-mhath a chur an sàs bidh sinn ag amas air coinneamhan Bùird a chumail gu cunbhalach le pàipearan air am foillseachadh air loidhne ro làimh. Bidh coinneamhan eile ann ma bhios a leithid riatanach.

Bidh an sgioba obrach a' beachdachadh air cunnart anns gach obair làitheil agus gheibh Bòrd nan Urrasairean aithisg bhliadhnail air na cunnartan a dh'fhaodadh a bhith fa chomhair Fèisean nan Gàidheal.

Tha Plana Co-ionannachd, Iomadachd is In-ghabhaltach aig Fèisean nan Gàidheal ach tha sinn air a bhith a' dèanamh ar dìcheall deagh chleachdaidhean a dhèanamh follaiseach anns na raointean-obrach uile anns a bheil sinn an sàs.

Bidh sinn a' clàradh is a' toirt cunntas air cleachdadh gualain agus tha Plana Lùghdachaidh Gualain againn san toir sinn cunntas bliadhnail do Bhòrd nan Urrasairean is do Ghualan Cruthachail Alba. Ged a tha a' mhòr-chuid den obair air tilleadh gu teagasg an làthair a-chèile, bidh sinn fhathast a' dèanamh oidhirpean mòra airson siubhal nas lugha far an gabh a dhèanamh agus a bhith cho caomhnach air cumhachd 's a ghabhas nar n-oifisean gus dèanamh cinnteach gun tèid ar Plana Lùghdachadh Gualain a thoirt gu buil. Le bhith a' leantainn oirnn a' cur ghoireasan didseatach gu feum, bidh sinn an dùil gun a bhith a' siubhail cho tric san àm ri teachd.

'S e Fastaidhear an Tuarastail Bith-beò a th' ann am Fèisean nan Gàidheal agus tha am Bòrd air làn taic a thoirt do phrionnsabalan na-iomairt seo. Tha am Bòrd mothachail air mar bu chòir dhaibh cùram a shealltainn don a h-uile neach-obrach agus an t-àite a th' aca ann a bhith a' fastadh agus a' measadh dhaoine ann an àrd dhreuchdan.

Feumaidh am Bòrd a bhith mothachail, cuideachd, air am feum a th' ann planadh airson atharraichean ann an sgioba obrach agus anns a' Bhòrd Stiùiridh fhèin. Tha oidhirpean air a bhith ann buill ùra a bhrosnachadh airson stiùir a ghabhail air cùisean nuair a thig buill gu ceann na h-ùine a tha ceadaichte dhaibh a bhith air a' Bhòrd.

Bidh sinn a' cur cothrom air dòigh dhaibhsan aig a bheil ùidh coinneamh no dhà a fhrithealadh air thoiseach air co-dhùnadh a dhèanamh seasamh airson àite air a' Bhòrd. Ma bhios iad soirbheachail bidh làn-inntrigeadh ann dhaibh mun obair anns a bheil Fèisean nan Gàidheal an sàs. Bidh sinn cuideachd airson a dhèanamh cinnteach gu bheil òigridh a' faighinn chothroman a bhith an sàs ann an co-dhùnaidhean aig Fèisean nan Gàidheal.

Bidh am Bòrd Stiùiridh an sàs ann an còmhraidhean mu phlanaichean na buidhne agus bidh sinn a' sireadh bheachdan bhon bhallrachd – na Fèisean – air planaichean ùra. Bidh poileasaidhean air an cumail fo sgrùdadh agus ùraichte nuair bhios feum.

Bidh an Ceannard an urra ri gnothaichean làitheil agus a dhèanamh cinnteach gu bheil ar pròg ram ga lìbhrigeadh mar bu chòir agus gu bheil a' bhuidheann a' ruighinn nan targaidean a tha fo a comhair. Bidh e a' cumail ri manaidsearan eile an dleastanasan a choileanadh.

Bidh Fèisean nan Gàidheal ag obair ann an dòigh gu math fosgailte, deònach co-obrachadh le buidhnean eile agus a' dèanamh a làn dìcheall gach pròiseact no seirbheis a thoirt seachad aig ìre àrd. Bidh sinn a'

cur ri neartachadh suidheachadh na Gàidhlig tro ghnìomhan ach cuideachd tro chom-pàirt ann an co-chomhairlichean air planaichean Gàidhlig, rannsachaidhean pàrlamaid is eile agus tachartasan far a bheil còmhraidhean mu phlanaichean ionadail Gàidhlig no ionadan Gàidhlig a stèidheachadh.

Bidh a' bhuidheann a' foillseachadh phàipearan airson coinneamhan a' Bhùird, phoileasaidhean is iomadh goireas eile agus bidh Aithisg Bhliadhnail ga foillseachadh le iomradh air mar a chaidh dhuinn ar pròg ram a thoirt gu buil gach bliadhna. Bidh seo ga sgaoileadh fad is farsaing.

Bidh an raon-obrach seo a' cur ris na gnìomhan a leanas ann an dreach Phlana Nàiseanta na Gàidhlig 2023-28:
· Community networks will continue to be prioritised with the use of Gaelic a central part of their activity
· Community-based Gaelic Language Plans will be piloted to provide a focus for Gaelic development activities in specific communities
· Support, including continuous professional learning, for the network of Gaelic Officers to develop local programmes for all ages is increased
· Community trusts and third-sector organisations will be supported to appreciate and expand their important role in promoting the use of Gaelic
· The availability and promotion of Gaelic events and activities for young people will be increased
· More arts organisations, activities and festivals encouraged and supported to include Gaelic so that it is more widely heard and seen
· Increase support from public bodies for Gaelic arts bodies to create opportunities, access, skills, and participation
· Bòrd na Gàidhlig will review and update the Statutory Guidance on Gaelic Education, to strengthen understanding of best practice and work with education bodies to support its implementation
· Support for businesses to increase the use of Gaelic in services and products as well as in the workplace, and for expansion of services and products
· Extend research on the already established economic impact of Gaelic in Scotland
· Expand the Gaelic labour market through promoting careers which value Gaelic skills, apprenticeships, skills development and training programmes and strengthen career routes and succession planning for careers where Gaelic is deemed essential or desirable
· Support should be available for communities to create or acquire assets which offer spaces which would generate economic activity and enable greater social use of Gaelic
· Build even greater impact from Gaelic Language Plans, the range of authorities, the provision, visibility, promotion, and uptake of the services offered in their individual communities and their effectiveness, based on an update to the Statutory Guidance on Gaelic Language Plans
· Public Authorities in traditional Gaelic communities will develop plans which incorporate Gaelic development activities within their core business
· Ensure Gaelic is included and prioritised in activity resulting from the Islands (Scotland) Act 2018 and Island Community Impact Assessments fulfil the requirements regarding assessing impact on Gaelic.
· All relevant national public consultations will be provided with a response relating to Gaelic language and culture.

Goireasan / Resources:

Bidh a h-uile duine bhon sgioba ag obair air seirbheisean sàr-mhath a thoirt seachad agus bidh an Ceannard agus Manaidsearan a' cur ri deagh riaghlaidh. Chan eil buidseat sònraichte a dhìth airson na raon-brach seo leis gu bheil a' mhòr-chuid de chosgaisean co-cheangailte ri luchd-obrach.

Ainmich suas ri 3 builean a tha sibh ag amas air a thèid a choileanadh gach bliadhna leis an raon-obrach seo. Chan eil sinn ag amas air àireamhan de rudan a thèid a choileanadh, ach a' bhuaidh a thèid a' tomhais air sgàth na h-obrach a thèid a choileanadh.

Name up to 3 outcomes that you are aiming to achieve each year with this work area. We are not looking for the number of something that is completed, but the impact that will be measured because of this work.

Buil 5.1 / Outcome 5.1:	Tha co-ionnanachd chothroman follaiseach ann an leudachadh a thoirt air ealain agus cultur na Gàidhlig airson a dhèanamh cinnteach gum faigh sluagh eadar-mheasgte cothrom air tlachd fhaotainn à com-pàirteachas ann an tachartasan is gnìomhan cruthachail.
Buil 5.2 / Outcome 5.2:	Fhad 's a tha ullachadh, a' brosnachadh agus com-pàirteachas ann an tachartasan a' dol air adhart bidh sinn daonnan mothachail air ar dleastanasan a thaobh dìon a thoirt air an àrainneachd tro lùghdachadh na tha sinn a' cosg de ghualain.

Buil 5.3 / Outcome 5.3: Bidh dealas do dh'Obair Chothromach a' cuideachadh luchd-obrach sgileil a ghlèidheadh, a bhios a' cleachdadh na Gàidhlig san àit' obrach agus comasach stiùir làidir is tagradaireachd a thoirt do raon nan ealan Gàidhlig.

A' tomhas adhartais / Measuring progress:

5.1
Cumaidh sinn fiosrachadh àireamheil cho math ri beachdan a shireadh bho thaghadh chloinne mu cho fosgailte 's a tha na cothroman a bhios ri fhaotann agus na faireachdainnean a th' aca mun Ghàidhlig a tha iad a' togail agus a chleachdadh tro sheirbheisean Fhèisean nan Gàidheal. Bidh sinn a' cruinneachadh fiosrachaidh mu iomadachd agus in-ghabhaltas, cuideachd, tro cheisteachan a dh'fheumas tagraichan a lìonadh ma tha iad ag iarraidh thabhartas no a thighinn a dh'obair còmhla rinn.

5.2
Cuiridh sinn ceisteachain air dòigh gus beachdan a shireadh bho luchd-èisteachd a bheil tachartasan ann an sgìrean ionadail tarraingeach is a' lùghdachadh siubhail dhaibh agus cuiridh sinn ceistean orra aig aon àm mu na cothroman a tha iad a' toirt na coimhearsnachdan aca fhèin a neartachadh.

5.3
Bidh ceisteachain air an sgaoileadh air luchd-obrach Fèisean nan Gàidheal gu cunbhalach a' sireadh bheachdan air a' bhuidheann mar fhastaidhear agus bidh cothroman eile ann còmhraidhean aghaidh ri aghaidh a chumail, leis an sgioba air am brosnachadh an guthan a thogail mu phàigheadh is cumhaichean obrach.

Buaidh air a' Ghàidhlig / Impact for Gaelic:

Tha cothromachadh ri dhèanamh eadar obair air loidhne agus tachartasan ann an coimhearsnachdan agus gheibh sinn fiosrachadh nas fheàrr mu na dòighean anns a bheil tachartasan a' cur ri beatha choimhearsnachdan, cleachdadh na Gàidhlig agus an ìre dham bheil iad a' gearradh sìos air siubhail do luchd-frithealaidh. Chan eil teagamh nach bi sgioba a bhios a' faireachdainn gu bheil luach annta agus gu bheil an obair aca tèarainte a' lìbhrigeadh obair nas fheàrr. Tha sin gu math cudromach ann an saoghal na Gàidhlig far a bheil daoine gann agus e doirbh aig amannan dreuchdan a lìonadh.

Cosgaisean Bunaiteach / Core Costs

Goireasan bunaiteach / Core resources:

Ged a bhitheamaid ag atharrachadh a chruth bho àm gu àm, tha an sgioba a th' againn an-dràsta ag obrachadh gu math. Bidh an Ceannard a' stiùireadh mhanadsairean eile – Manadsear Ghnìomh, Manaidsear Leasachaidh agus Manadsear Fèisgoil. Tha sgioba Oifigearan Leasachaidh againn a bhios a' cumail taic ris na Fèisean a chuid as motha den ùine, fo stiùir Manaidsear Leasachaidh na buidhne. Tha dithis ag obair air rianachd - aonan le dleastanasan a thaobh Fèisgoil agus aonan le dleastanasan nas fharsainge le uallach airson deuchainnean sgrùdaidh a chur air dòigh agus a dhèanamh cinnteach à ballrachd sgeama PVG am measg luchd-obrach, saor-thoilich agus oidean. Tha Oifigear Dràma againn a' bhios a' cruthachadh sgriobtaichean agus a' cur dhealbhan-cluiche agus obair dràma eile air dòigh.

Ge-tà, tha sinn gann de dhithis aig an dearbh àm seo. Dh'fhàg dithis an-uiridh agus leis nach robh ionmhas againn dreuchdan a lìonadh ri linn cosgaisean pàighidh àrda a chaidh aontachadh don luchd-obrach, bidh aon Oifigear Leasachaidh a dhìth agus Oifigear Phròiseactan. Tha sinn air airgead a chur mun coinneamh nar n-iarrtas.

Ionmhais / Finance

Dè an t-sùim uile-gu-lèir a tha thu a' sireadh bho Bòrd na Gàidhlig thairis air na bliadhnaichean? / What is the total sum you are requesting from Bòrd na Gàidhlig over the total grant period? £1,298,400.00

Buidseat na buidhne / Organisational budget

Cuiribh an seo buidseat slàn airson na buidhne airson gach bliadhna-ionmhais dha bheil sibh a' sireadh taic. Faodaidh seo a bhith ann an cruth sam bith.

Please upload a full budget for your organisation for each financial year for which you are requesting support. This can be in any format you wish.
Cuiribh an seo am buidseat pro-forma (ri fhaighinn an seo) airson iomradh a thoirt air an teachd-a-steach is cosgaisean an dùil agaibh airson diofar raointean-obrach.

Please upload here your pro-forma budget (template available here) to provide a summary of your expected income and expenditure for different work areas.

Nòtaichean sam bith air a' bhuidseat (ma tha seo a dhìth) / Any notes on the budget (if required):

Chan eil cruth a' pro-forma ro fhreagarrach don t-suidheachadh againn, ach tha e co-dhiù a' sealltainn ar n-iarrtas do Bhòrd na Gàidhlig agus mar a thèid taic-airgid a chleachdadh thairis air na raointean-obrach. Tha buidseat slàn ann cuideachd agus bhitheamaid an dòchas gun till sibh thugainn ma bhios atharraichean a dhìth ris a' pro-forma.

Chan eil dol às againn ach taic-airgid a bharrachd iarraidh bho Bhòrd na Gàidhlig ma tha e gu bhith comasach dhuinn ann an dòigh sam bith susbainteach ar pròg ram a chumail a' dol anns na ceithir bliadhnaichean air thoiseach oirnn. Tha sinn a' sireadh taic thairis air ceithir bliadhnaichean gus am bi aonta sam bith le Bòrd na Gàidhlig a' tighinn gu ceann aig an aon àm ri aonta a tha sinn an dùil 's an dòchas fhaighinn le Alba Chruthachail airson 2025-28.

Tha Fèisean nan Gàidheal air deagh luach a thoirt do Bhòrd na Gàidhlig thar nam bliadhnaichean. Air a' bhliadhna a dh'fhalbh, mar eisimpleir, bha buidseat £1.8m againn, agus £182k bho Bhòrd na Gàidhlig a' ciallachadh gun deach £9 a tarraing do dh'obair na Gàidhlig leinne mu choinneamh gach £1 bhon Bhòrd.

Chan eil airgead cunbhalach againn bho HIE tuilleadh. Bha sinn fortanach maoin fhaighinn bho Fhonndas Uilleim Ghrannd a chuidich sinn air a' bhliadhna seo taic-airgid a chumail ri lìonra nam Fèisean. Chan eil sinn an dùil sin an ath bhliadhna, ge-tà, agus cha bhi àrdachadh sam bith ann bho Alba Chruthachail – ma bhios àrdachadh idir ann – chun Giblean 2025.

Tha buidseat airson tabhartasan nam Fèisean air a bhith aig an aon ìre airson mu dheich bliadhna a-nise. Ach san ùine sin, tha cosgaisean a h-uile càil air èirigh agus le uallachadh airson tuarastail nan aonaidhean a phàigheadh do dh'oidean cho math ri cosgaisean sgoiltean a ghiùlain, tha fìor dhùbhlan romhpa agus cruaidh fheum aca air àrdachadh san airgead a tha iad fhèin a' faighinn.

Chan eil lìonra eile den t-seòrsa seo ann an saoghal na Gàidhlig agus tha sinn an dòchas gum bi Bòrd na Gàidhlig mothachail air na tha iad a' cur ri togail is cleachdadh na Gàidhlig agus bàidh a thogail, gun ghuth air na cothroman cosnaidh a tha nan lùib.

Às aonais taic a bharrachd bidh sinn ann an staing ann an 2024-25. Dh'fhaodadh cùisean a bhith nas fhèarr anns na bliadhnaichean an dèidh sin, ach tha sin a' crochadh air maoin a bharrachd fhaighinn bho Alba Chruthachail agus chan eil na teachdaireachdan a tha a' tighinn bhuapasan – no bho Riaghaltas na h-Alba - ro dhòchasach.

Leis mar a tha cosgaisean a h-uile càil air èirigh agus sinn air a bhith a' faighinn an aon ìre de thaic thairis air sia bliadhnaichean a-nise bho Alba Chruthachail, tha buaidh ga thoirt air ar comas sgioba-obrach slàn a ghlèidheadh. Airson a dhèanamh cinnteach gu bheil an sgioba a' faighinn pàigheadh cothromach tha sinn gun dà dhreuchd a lìonadh rè ùine. Bidh seo a' ciallachadh lagachadh san taic a tha Fèisean ionadail a' faotainn agus tha sinn an dòchas nach bi buaidh ro mhòr air ar pròg ram nas fharsainge sa bhliadhna air thoiseach oirnn. Tha e dha-rìribh dùbhlanach a h-uile càil a chothromachadh an-dràsta agus tha sinn an dòchas nach lean an t-suidheachadh sin ro fhada.

Tha cosgaisean àrda bith-beò air buaidh a thoirt air nas urrainn dhuinn a choileanadh. Tha sinn mar thà ann an suidheachadh far an robh againn ri nas lugha thachartasan a chur air adhart aig Blas, an Sgoil-shamhraidh Dràma a ghiorrachadh gu seachdain an àite cola-deug agus tha nas lugha de chùmhnantan timcheall bho bhuidhnean poblach a dhèanadh feum de sheirbheisean Fèisgoil. Tha sin uile a' toirt buaidh air an ìre de Ghàidhlig a tha òigridh a chleachdadh agus, às aonais taic a bharrachd, bidh againn ri gearraidhean eile a chur an sàs.

Cùisean Corporra / Corporate Affairs

***Àrainneachd, Co-ionannachd, Iomadachd & In-ghabhalachd / Environment, Equalities, Diversity & Inclusion:**

Tha Poileasaidh Àrainneachd againn agus Plana Lùghdachadh Gualain. Tha sinn air soirbheachadh, thairis air na ceithir bliadhnaichean a dh'fhalbh, na tha sinn a' cosg de ghualain a lùghdachadh. Bidh sinn a' cumail romhainn le seo san am ri teachd, mar a tha air mhìneachadh ann an Raon-obrach 5.

Tha Fèisean nan Gàidheal air a bhith a' lìbhrigeadh Plana Co-ionnanachd, Iomadachd agus In-Ghabhail bho chionn beagan bhliadhnaichean agus tha ar Poileasaidh So-ruigsinneachd a' dearbhadh gu bheil sinn ag amas air suidheachadh far nach bi duine sam bith air an cumail a-mach às an obair againn.

Chan eil daoine òga fo chùram air an casg ann an dòigh sam bith bho bhith a' gabhail pàirt anns na Fèisean, no tachartasan Fèisean nan Gàidheal, ach cha bhi sinne a' cur phròiseactan air dòigh a dh'aona-ghnothach airson daoine òga san t-suidheachadh sin. Bidh sinn a' cumail taic ri Fèisean a tha a' ruith thachartasan còmhnaidheach agus gan comhairleachadh a thaobh pàrantachd corporra ma tha suidheachadh den t-seòrsa sin ag èirigh. Bidh sinn a' toirt tuilleadh taic-airgid dhaibh a leigeadh leotha daoine le sgilean freagarrach fhastadh a chumas taic ris an òigridh fhad 's a tha iad fo chùram na Fèise.

Obair Cothromach / Fair Work First

Tha e na dleastanas oirnn mar bhuidheann poblach a bhith leantainn stiùireadh Fair Work First aig Riaghaltas na h-Alba, is mar sin feumaidh sibh, ma tha sibh soirbheachail, a bhith:
- Pàigheadh Tuarastal Bìth-beòr fìor ri luchd-obrach (air ainmeachadh le Living Wage Scotland is air a chur an cèill aig https://scottishlivingwage.org/ agus air ùrachadh bho àm gu àm)
- A' toirt cothrom iomchaidh do luchd-obrach gus guth aca a thogail, m.e aithneachadh aonadh-ciùird

Feumaidh sibh fianais a thoirt seachad aig an ìre seo gu bheil sibh dèanamh seo agus gun cùm sibh oirbh leis a seo ma thèid tabhartas a thabhann dhuibh.

We are required as a public body to follow the Scottish Government's Fair Work First guidance, and as such you must, if you are successful in your application:
- Pay at least the real Living Wage (as determined by Living Wage Scotland and publicised at https://scottishlivingwage.org/ and updated from time-to-time)
- Provide appropriate channels for effective workers' voice, such as trade union recognition

You must provide evidence at this stage that you are doing this and confirm that you will continue to do so if awarded a grant.

*** Tha mi a' dearbhadh gu bheil am buidheann againn a' pàigheadh Tuarastal Bith-beò fìor ri luchd-obrach is cunnraidairean is toirt guth dhan luchd-obrach is gun tèid sin a dhèanamh airson na phròiseact seo. / I confirm that our organisation pays the real Living Wage to employees and contractors and provides a voice to staff and will do so for this project.**	Yes

Mar thoradh air poileasaidh Obair Cothromach aig Riaghaltas na h-Alba, tha e riatanach oirnn a bhith dearbhadh gu bheil sibh pàigheadh an Tuarastal Bìth-beò fìor agus gum bi sibh cumail oirbh leis a seo tro ùine an tabhartais.

Feumaidh sibh fianais a thoirt dhuinn gu bheil sibh pàigheadh Tuarastal Bìth-beò fìor, le bhith cur thugainn:

- Dearbhadh gu bheil sibh mar buidheann-fastaidh Tuarastal Bìth-beò fìor creideasaichte
- Teisteanas soidhnichte bho neach-cunntais a' dearbhadh gu bheil sibh air an Tuarastal Bìth-beò a phàigheadh
- Lethbhreac neo-ainmichte den ròla-phàighidh agaibh no pàighidhean do luchd-obrach/cunnraidairean/luchd-obrach neo-chenagailte gun deach an Tuarastal Bìth-beò fìor a phàigheadh

As a result of the Scottish Government's Fair Work First policy, we are required to ensure that you are currently paying the real Living Wage and will continue to do so throughout the grant period.

You must provide evidence to us that you are paying the real Living Wage, either by submitting:
- *Confirmation that you are an accredited Living Wage Employer*
- *A signed certificate from an accountant confirming that you have paid the real Living Wage over the last six months*
- *An anonymised copy of your payroll or payments to staff/contractors/freelancers confirming that the real Living Wage has been paid over the last six months*

Mar buidheann le luchd-obrach fastaichte, feumaidh sibh dearbhadh a thoirt dhuinn gu bheil sibh air cothroman a thoirt seachad don luchd-obrach airson guth aca a thogail san àite-obrach.

Feumaidh sibh aon pìos fianais a thoirt seachad a dhearbhadh gu bheil sibh air cothrom a thoirt don luchd-obrach fa-leth a ghuth aca a thogailLiquid error: undefined method `org_size' for #.

Tha fios air na tha ceadaichte mar fianais ri fhaighinn air an làrach-lìn againn an seo: https://www.gaidhlig.scot/gd/maoineachaidh/obair-cothromach/

As an organisation with employed staff, you must confirm that you will provide an effective workers' voice to staff.

You must provide one piece of evidence to show that this is provided to staff on an individualLiquid error: undefined method `org_size' for #.

Information on what evidence is permitted is available on our website: https://www.gaidhlig.scot/en/funding/fair-work-first/
Aithneachadh taic-airgid / Acknowledgement of funding:

Tha sinn ag aithneachadh taic Bhòrd na Gàidhlig le suaicheantas a' Bhùird ga chleachdadh ann an sanasachd sam bith a thèid a-mach, postairean, aig bonn puist-d, air an làrach-lìn, aithisgean bliadhnail is eile.

A bharrachd air sin tha sinn ag ainmeachadh Bòrd na Gàidhlig ann am brathan naidheachd mar bhuidheann a bhios gar maoineachadh agus a' cur beagan fiosrachadh ann an nòtaichean do luchd-deasachaidh mu bhuidhinn. Bidh cothrom aig Bòrd na Gàidhlig aithrisean a dhèanamh ann an naidheachdan a thathar a sgaoileadh airson tachartasan is pròiseactan a tha air am maoineachadh le Bòrd na Gàidhlig.

Bidh sinn cuideachd ag aithneachadh taic a' Bhùird ann an agallamhan sam bith a nì sinn air Radio nan Gàidheal, BBC Alba agus ann am pàipearan naidheachd, irisean agus anns na meadhanan sòisealta, nuair a bhios cothrom ann sin a dhèanamh.

Fiosrachadh sam bith eile? / Any other information?

Tha sinn mothachail air co-dhiù dà theachdaireachd a thàinig air adhart bhon Bhuidheann-obrach Gheàrr-bheatha aig Riaghaltas na h-Alba a rinn aithisg mu chothroman eaconamach is an eaconamaidh a neartachadh tro bharrachd ghnìomhan co-cheangailte ris a' Ghàidhlig: "Bidh feum air tuilleadh maoineachaidh gus barrachd obrach a bhrosnachadh ach thig toraidhean sòisealta, eaconamach is maith às an ionmhas a thèid a chosg" agus "Feumaidh Planaichean Gàidhlig nas àrd-amasaiche a bhith ann, a tha ag amas air eadar-dhealachadh susbainteach a dhèanamh don Ghàidhlig is tha feum air dòigh nas fheàrr a bhith cinnteach gun tèid an lìbhrigeadh."

Tha sinn mothachail air earrann 2.6 a tha a' mìneachadh nach deach àrdachadh susbainteach a thoirt do Bhòrd na Gàidhlig fad iomadh bliadhna agus earrann 3.5 a tha a' mìneachadh nam buannachdan eaconamach a tha an cois ealain na Gàidhlig.

Tha sinn cuideachd mothachail air cuid de na molaidhean, nam measg:

(3.4.11) Gun tèid curraicealam Gàidhlig a leasachadh nach eil dìreach na eadar-theangachadh den churraicealam Bheurla. An lùib seo bidh leantainneachd ann an togail cànain, ionnsachadh mu eachdraidh na h-Alba, beartas cultar na Gàidhlig is dòighean-smaoineachaidh sònraichte ceangailte ris a' Ghàidhlig, mar an dàimh is dleastanas a thaobh na h-àrainneachd a tha an lùib *dùthchas*.

(3.5.1) … bu chòir gun tèid Ro-innleachd Ealain Ghàidhlig nàiseanta ullachadh a tha a' mìneachadh dhòighean son a bhith a' toirt taic is a' cur ris na cothroman eaconamach a th' ann dhaibhsan a tha ag obair anns na gnìomhachasan ealain is sgrìn far an i Gàidhlig am meadhan lìbhrigidh no far a bheil i ceangailte ris an obair a thathar a' dèanamh san t-seòrsa ealain aca.

Tha sinn an dòchas gum bi Bòrd na Gàidhlig a' cur na h-aithisg sin gu feum ann a bhith a' tagradh airson tuilleadh taic-airgid. Tha sinn an dòchas, cuideachd, gun tèid aithne a thoirt don obair againne a' neartachadh foghlam chloinne eadar sgoil agus coimhearsnachd agus gun dèan Bòrd na Gàidhlig an dìcheall obair Fhèisean nan Gàidheal a dhìon tro shiostam nam Planaichean Gàidhlig aig buidhnean poblach agus ùghdarrasan ionadail.

Bhitheadh ìmpidh air Alba Chruthachail gluasad air ro-innleachd ealain Ghàidhlig a chruthachadh gu math cuideachail dhuinne, mas eisimpleir, agus dearbhadh bho chuid de dh'ùghdarrasan ionadail gun leanadh taic shusbainteach airson obair nam Fèisean sna sgìrean aca.

Dearbhadh / Confirmation

Tha mi a' dearbhadh gu bheil mi air stiùireadh na maoine a leughadh agus gu bheil am fiosrachadh a thug mi seachad san fhoirm seo ceart cho fhad 's as aithne dhomh agus gu bheil cead agam às leth na buidhne agam an t-iarrtas seo a chur a-steach.

Tha mi a' tuigsinn gun cleachd Bòrd na Gàidhlig am fiosrachadh san fhoirm seo a rèir na h-Aithris Prìobhaideachd aige, agus gum faodadh seo a bhith a' gabhail a-steach fiosrachadh pearsanta (mar a tha air a mhìneachadh fo Achd Dìon Dàta 2018 agus fon Riaghailt Choitcheann airson Dìon Dàta (GDPR)), gus dèiligeadh ris an iarrtas seo airson tabhartas. Ma shoirbhicheas leis an iarrtas agaibh, dh'fhaodte cuideachd gun tèid am fiosrachadh a chleachdadh ann a bhith a' dèanamh cinnteach gun tèid teirmichean agus cumhachan a' chùmhnaint maoineachaidh a choileanadh agus gun tèid cumail ri dleastanasan laghail.

Tha mi a' tuigsinn gum feum Bòrd na Gàidhlig cumail ri Achd Saorsa an Fhiosrachaidh (Alba) 2002, agus mar sin dh'fhaodadh gum feum sibh fiosrachadh a tha co-cheangailte ris an iarrtas seo fhoillseachadh gu poblach mura h-eil bacadh sònraichte air.

Tha mi a' tuigsinn ma thèid aontachadh taic-airgid a thoirt dhan phròiseact gum faod Bòrd na Gàidhlig fios mun phròiseact a shealltainn an cois fiosrachaidh a thèid fhoillseachadh mu thabhartasan a thugadh seachad, a' gabhail a-steach ainm na buidhne agus an t-sùim a fhuair iad.

I confirm that I have read the fund guidelines and that the information provided on this form is correct to the best of my knowledge and that I am authorised on behalf of my organisation to make this application.

I understand that Bòrd na Gàidhlig will use information provided on this form in line with its privacy notice, which may include personal data (as defined by the Data Protection Act 2018 and the General Data Protection Regulation (GDPR)), for the purposes of processing this application for assistance. Where the application is successful, information may also be used to manage the funding contract terms and conditions as well as comply with legal obligations.

I understand that Bòrd na Gàidhlig is subject to the Freedom of Information (Scotland) Act 2002, and therefore may be required to make information relating to this application publicly available unless it is subject to an exemption.

I understand that if funding is agreed for this project that Bòrd na Gàidhlig may include this project in information published about grants awarded, including the organisation's name and the amount awarded.

***Tha mi a' dearbhadh gu bheil mi a' gabhail ri cumhaichean na maoine gu h-àrd / I confirm that I agree to terms of the fund as outlined above.**	Yes

Faidhlichean / Documents

FAIDHLICHEAN AN IARRTAS / APPLICATION DOCUMENTS

FnG-Pro-forma Buidseat 2024-29.xlsx
Pro-forma
Added by Art MacCarmaig at 8:08 PM on 28 September 2023

FnG-BuidseatSlàn202328.xlsx
Buidseat / Budget
Added by Art MacCarmaig at 8:08 PM on 28 September 2023

FAIDHLICHEAN NA BUIDHNE / ORGANISATION DOCUMENTS

FnG-EDIPlan202324.pdf
Poileasaidh Co-ionannachd Chothroman / Equal Opportunities Policy
Added by Art MacCarmaig at 8:30 PM on 28 September 2023

FnG-Aithris-Co-ionannachd.pdf
Poileasaidh Co-ionannachd Chothroman / Equal Opportunities Policy
Added by Art MacCarmaig at 8:26 PM on 28 September 2023

FnG-Poileasaidh-Àite-Dìonta.pdf
Poileasaidh Dìon Chloinne no Barantachaidh / Child Protection or Safeguarding Policy
Added by Art MacCarmaig at 8:23 PM on 28 September 2023

FnG-TuarastalBithBeò-Dearbhadh.pdf
Fair Work First - Real Living Wage evidence
Added by Art MacCarmaig at 8:21 PM on 28 September 2023

FnG-DraftProgrammePlan202328.pdf
Plana Gnìomhachais / Business Plan
Added by Art MacCarmaig at 7:40 PM on 28 September 2023

FnG-Aithisg Bhliadhnail-2023.pdf
An Aithisg Bhliadhnail mu dheireadh / Latest Annual Report
Current version added by Art MacCarmaig at 6:58 PM on 28 September 2023

FnG-Westbrook Report.pdf
Faidhle Eile / Other Document
Added by Art MacCarmaig at 6:57 PM on 28 September 2023

FnG-BnG-ObairChothromach-NeachObrach.pdf
Fair Work First - Worker Voice evidence - Individual
Added by Art MacCarmaig at 11:36 AM on 27 September 2023

FnG-BnG-ObairChothromach-Mainaidsear.pdf
Fair Work First - Worker Voice evidence - Individual
Added by Art MacCarmaig at 11:36 AM on 27 September 2023

FnG-Sgioba-Clàr-240823.pdf
Fair Work First - Worker Voice evidence - Collective
Added by Art MacCarmaig at 10:28 AM on 27 September 2023

FnG-Sgioba-Clàr-150323.pdf
Fair Work First - Worker Voice evidence - Collective
Added by Art MacCarmaig at 10:28 AM on 27 September 2023

FnG-Sgioba-Clàr-081122.pdf
Fair Work First - Worker Voice evidence - Collective
Added by Art MacCarmaig at 10:28 AM on 27 September 2023

FnG-ObairChothromach-Ceisteachan.pdf
Fair Work First - Worker Voice evidence - Individual
Added by Art MacCarmaig at 10:28 AM on 27 September 2023

FnG-LivingWage-Agreement.pdf
Fair Work First - Real Living Wage evidence
Added by Art MacCarmaig at 10:27 AM on 27 September 2023

FnG-Àrachas.pdf
Poileasaidh Àrachas / Insurance Policy
Added by Art MacCarmaig at 10:12 AM on 27 September 2023

FnG-Cunntasan-310323.pdf
Na Cunntasan Bliadhnail mu dheireadh / Most recent Annual Accounts
Current version added by Art MacCarmaig at 10:09 AM on 27 September 2023

FnG-Poileasaidh-Arainneachd.pdf
Poileasaidh no Aithris Àrainneachd / Environmental Policy or Statement
Current version added by Art MacCarmaig at 10:08 AM on 27 September 2023

FnG-Poileasaidh-DaoinefoDhìonSònraichte.pdf
Poileasaidh Dìon Chloinne no Barantachaidh / Child Protection or Safeguarding Policy
Current version added by Art MacCarmaig at 10:08 AM on 27 September 2023

FnG-Poileasaidh-Gaidhlig.pdf
Poileasaidh Gàidhlig / Gaelic Policy
Current version added by Art MacCarmaig at 10:08 AM on 27 September 2023

FnG-Poileasaidh-So-ruigsinneachd.pdf

Poileasaidh Co-ionannachd Chothroman / Equal Opportunities Policy

Current version added by Art MacCarmaig at 10:07 AM on 27 September 2023

FnG-Bòrd-2023.pdf

Liosta le Buill a' Bhùird no na Comataidh / List of Board or Committee Members

Current version added by Art MacCarmaig at 10:06 AM on 27 September 2023

FnG-MemoArticles.pdf

Bonn-stèidh no Meòrachan / Constitution or Memorandum and Articles of Association

Added by Steven Kellow at 3:50 PM on 3 October 2022

1 Overview of Fèisean nan Gàidheal's work

Fèisean nan Gàidheal's primary focus is supporting the network of 47 Fèisean across Scotland, 19 of which are in Highland, to enable young people to engage with Gaelic language and culture, provide employment opportunities for artists and to reduce the burden on the hundreds of volunteers involved. Wider work in which we engage, whether that be residential events, Cèilidh Trails, Blas, international exchanges or Fèisgoil activities, supports young people to strengthen their Gaelic or music skills and provides artists with work in addition to that available tutoring at Fèisean.

We would like to spend 15 minutes telling you about the breadth of our work and the benefits it generates for Highland communities. There is an overview in our response to The Highland Council's draft Gaelic Language Plan here and a PDF available here of a presentation to Sabhal Mòr Ostaig's recent education conference with links to examples of our work, which may also be useful.

2 Support for Highland Fèisean

The Highland Council has supported the 19 Highland Fèisean consistently over a long number of years by contributing to our Grants Scheme for Fèisean. Added to the council's contribution are funds from Creative Scotland, the William Grant Foundation and other local authorities. The Fèisean are guaranteed a portion of their costs through this scheme, for which they apply annually. Some of the council's funding was also used to employ one of two Fèis Development Officers tasked with working to assist Highland Fèisean.

There are many advantages to the council from this arrangement. Fèisean nan Gàidheal does all the administration in supporting 19 separate organisations across the Highland administrative area. The council gets due credit for its contribution in all published materials, social media and e-mail footers. We are able, through conditions of grant, to ensure delivery of key policies such as those relating to Gaelic language use, safeguarding and carbon reduction and ensure implementation of Fair Work. Our Fèis development team assists volunteers in many practical ways and offer a range of services including fund-raising for local Fèisean from other sources.

The Highland Council's contribution to our grants scheme has not increased for many years. We have been on standstill funding from Creative Scotland for 7 years. We no longer have regular funds from HIE and have had only modest increases from Bòrd na Gàidhlig over that period.

In common with all organisations, our costs have increased as have those of the Fèisean. To cope with staff salary increases last year, we left one Development Officer post vacant when the incumbent left. This has added pressure to the rest of the team which continues to deliver a wide programme.

We have had one-off funding this year from the William Grant Foundation to fill the gap left by the cessation of regular HIE funds. Although we have applied to Bòrd na Gàidhlig for additional support, we will not know the outcome until early next year. We have also applied for increased funding from Creative Scotland but, if successful, that will not be available until 2025 onwards.

To enable the Fèisean to pay tutors in line with Fair Work guidelines and cope with additional costs, such as venue hire, would require an additional £130k in the overall budget available for Fèis grants which is currently at £210k and has been for around 7 years. We would like to explore whether there would be the possibility of support from The Highland Council to protect the network of community Fèisean until we have some certainty about future funding.

3 Blas in the future

The Blas Festival is a Highland Council initiative. It was established by the council and Fèisean nan Gàidheal was invited, following consultation with local promoters at the time, to run the festival on the council's behalf on a contractual basis.

Over the years, Blas has been responsible for high-quality events in scores of Highland communities as well as a wide range of work in schools and has produced cultural, linguistic, educational and economic benefits consistently for the region. There is no other festival which uses the Gaelic language so extensively. With the need to reduce carbon, having a small number of people moving around the Highlands to provide entertainment in rural communities is much more sustainable than hundreds of people travelling long distances to centres of population to access such events. Therefore, the model has the potential to contribute toward carbon reduction.

Although we tried various models over the years, including a joint Board of Blas Festival Ltd and a steering group, the relationship with The Highland Council has become akin to a grant-giving/grant-recipient arrangement rather than contractor/deliverer. The latter would imply some negotiation and discussion around whether the festival can be delivered for the money available through the contract.

Fèisean nan Gàidheal has consistently offered added value to The Highland Council's contribution by attracting significant funding from other sources. Over the years this has included support from HIE, Colmcille, HES, sponsors such as MacLean Electrical, Clydesdale Bank and Saffery Champness and funding from other local authorities in areas where Blas has promoted a small number of events. Blas has often attracted funding from EventScotland giving The Highland Council a meaningful presence in various themed years. This is in addition to annual contributions from funding Fèisean nan Gàidheal receives through its agreements with Creative Scotland and Bòrd na Gàidhlig.

Fèisean have of course benefitted greatly from Blas, with young people involved in performances and local Fèis committees who promote events gaining modest income from their share of ticket sales.

The festival is normally run in September, but increased costs of accommodation in the Highlands at that time of year and charges for venues, including those owned by The Highland Council, have necessitated a reduction in the number of events we are able to organise as part of Blas. We have to book smaller ensembles – duos and trios rather than larger bands – to contain costs. We have run the festival in November a couple of times. Although the cost of accommodation is marginally lower at that time of year, we were forced to cancel at least two events when there was a power outage due to adverse weather.

Consistently run within budget over 18 years, Blas sustained a small loss in 2022 which Fèisean nan Gàidheal has to make good. There is nothing in our contract, which has not been renewed since 2016, which provides for compensation for any losses incurred. The risk is all ours.

The current model is not sustainable and will lead to the diminution of Blas, already in danger of becoming a handful of events rather than a pan-Highland festival. The current situation of having to wait until the council agrees its budget annually before having confirmation of availability and level of funds for Blas impacts on our ability to programme the festival.

It would seem, from comments at the Gaelic committee in March 2022, that councillors remain supportive of Blas. That being the case, we would like to explore how appropriate funding for the scale of event envisaged and a longer-term commitment to the festival may be secured. We would also like clarification around the relationship with, and level of support from, the council if we are to have a partnership/contractual arrangement rather than a grant-giving arrangement.

4 Opportunities for Highland pupils through Fèisgoil

Since its inception, Fèisean nan Gàidheal's Fèisgoil service has been extremely successful in delivering traditional music, Gaelic language and drama sessions in schools as well as Gaelic enrichment opportunities for young people and Gaelic awareness training for local authorities and public bodies.

The most significant regular interaction with The Highland Council is the delivery of traditional music lessons in all Highland primaries, which we have been delivering since the inception of the Youth Music Initiative (YMI). This has offered a cost-effective way of ensuring all Highland pupils involved in YMI engage with Highland culture. All pupils learn Gaelic songs and delivery of YMI sessions is in Gaelic within Gaelic medium settings. Our YMI agreement is now with High Life Highland.

Through our drama provision, Highland schools experience Gaelic medium work including an annual panto, plays for Gaelic learners and work with early years groups, very often at no cost to the council.

We feel these is room for much more collaboration in Gaelic learning and Gaelic cultural experiences which would benefit Highland pupils. We have an existing relationship with all Highland primary schools and many secondary schools. We have built up expertise in tailoring work to individual schools and we have an excellent relationship with hundreds of artists who work with us as tutors, many of whom have become superb at working in school settings, a different experience to community Fèisean.

Videos are available here on our *Treòir | Voar | Virr* programme and here on our *Blasad Gàidhlig* initiative, which utilises fluent speakers to teach Gaelic to learners. Language enriching *Café Bheairteis* podcasts are available here as well as videos of *Beairteas* sessions run with e-Sgoil here.

Further collaboration could deliver some of the education outcomes in The Highland Council's Gaelic Language Plan and we would like to explore whether or not this would be of interest.

5 How we can help deliver the Council's Gaelic Language Plan

We made clear our disappointment at there being no mention of Fèisean nan Gàidheal or Blas in The Highland Council's latest Gaelic Language Plan. There are a number of priorities we have the potential to, or already, contribute towards:

- Strategic Priority 1.1: Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate.
- Strategic Priority 2.1: Gaelic Media and Arts output – create opportunities for expression, skills, access, participation and creativity.
- Strategic Priority 3.1: Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.
- Strategic Priority 4.1: Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language, with 70% of primary schools providing Gaelic as an L2 and L3 to increase the provision of Gaelic across the authority.

6 A O C B

We are conscious that we have set the agenda for this joint meeting and there may be other topics The Highland Council would wish to cover. Hopefully, we will have time for that.

Arthur Cormack
Chief Executive, Fèisean nan Gàidheal
November 2023

Fèisean nan Gàidheal

Fair Work First and Salaries 2023

Agenda Item: 4.2023.04(b)

Reason for Paper

To provide Board members with further information on our implementation of the Scottish Government's Fair Work First initiative and the 2023-24 pay settlement for staff.

Background

Board members will recall that we have a responsibility through our funding agreements with Creative Scotland and Bòrd na Gàidhlig, and as a Living Wage employer, to adhere to the principles and practice of Fair Work First.

At their last meeting, the Board acknowledged that we were on-track with most elements but there was work to be done on giving an effective voice to staff.

Effective Voice

There is presently no trade union recognition within Fèisean nan Gàidheal and, as a small organisation with fewer than 21 staff, there is no requirement for a staff representative. However, since the inception of Fair Work First, staff have been encouraged to think about appointing a representative whose remit would include raising issues with management around pay and conditions on behalf of their co-workers. Fair Work First is a regular item on the agenda of staff meetings and staff also have a voice through the organisation's appraisal process.

As a first step in gauging the thoughts of staff, a questionnaire was circulated recently and the results discussed at our most recent team meeting. They are available in paper 4.2023.04(b)-1.

For the most part, staff seem fairly content with pay and conditions. To address some of the relatively few negative points raised, we are going to engage in a further exercise to look at pay in relation to similar organisations and assess the pay deficit experienced by staff with salaries not having kept pace with inflation over a long period of time.

I expect to bring a further paper to the Board at its next meeting.

2023-24 Pay Settlement

I do not normally involve Board members in issues regarding pay since it is a management issue and Fèisean nan Gàidheal's salaries have always mirrored those agreed for Unison members working in local authorities.

The sums sought last year, and this, are much higher than normal. It is important that staff incomes keep pace, as far as is possible, with inflation so they have a reasonable chance of coping with the increased cost of living. It is also important that Board members are appraised of any additional costs to be incurred.

The latest information we have would indicate that Unison members have voted to accept the 2023 pay offer. In the case of our staff, this would mean a minimum pay increase of £1,929 for full-time staff with a pro rata sum for others.

Since we are nine months into the financial year and still await final confirmation of the settlement reached between Unison and COSLA, the minimum increase will be applied from December, backdated to 1 April, with any further adjustments made when confirmation comes through.

We had budgeted for a more modest increase in salary costs but the agreed increases are going to cost around £17,000 more than anticipated.

Although that sum is around just 1.2% of Fèisean nan Gàidheal's income, we will seek to realise savings in the final quarter of the year to meet the costs. However, the use of reserves may be needed to make up any shortfall.

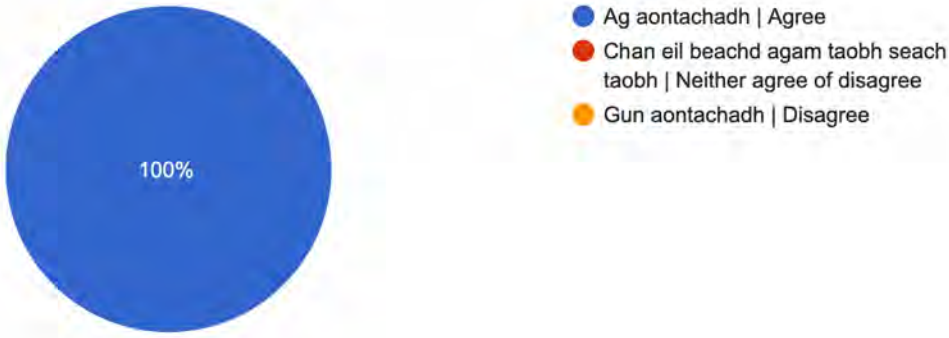
Reserves are fairly healthy so I do not expect the wage increases will have an adverse effect on Fèisean nan Gàidheal's overall finances.

Action Required
Board members are asked to:
1. Discuss any matters they feel relevant
2. Note the outcomes of the staff questionnaire
   and
3. Note the additional cost of meeting the pay settlement for 2023-24.

Arthur Cormack
Chief Executive
December 2023

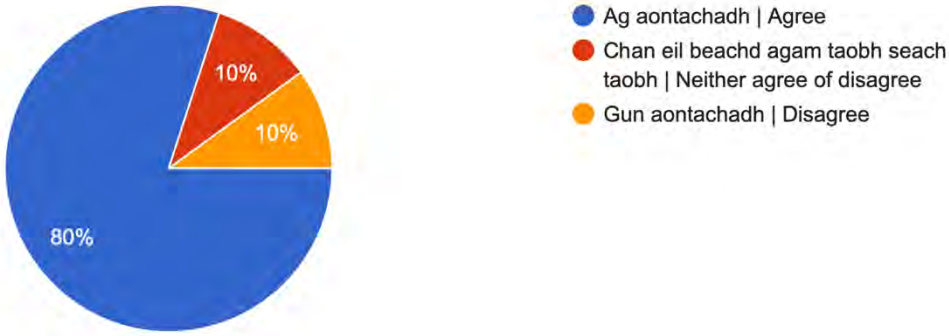
Tha Fèisean nan Gàidheal a' cur luach air m' obair Fèisean nan Gàidheal values my work

10 responses



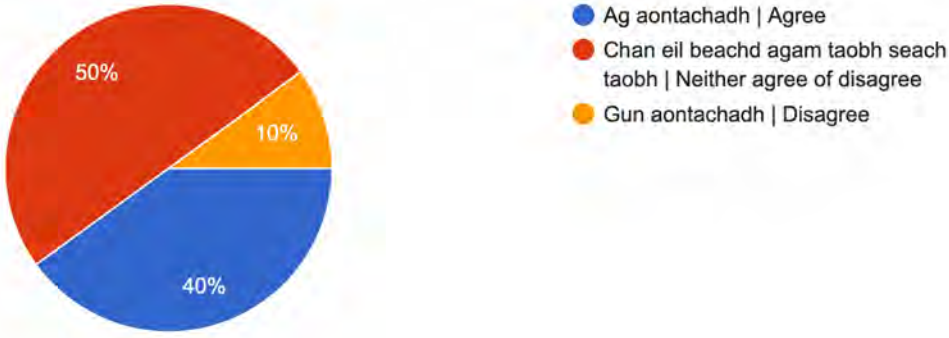
Tha mo thuarastal cothromach airson na th' agam ri choileanadh My pay is fair for what I am required to deliver

10 responses



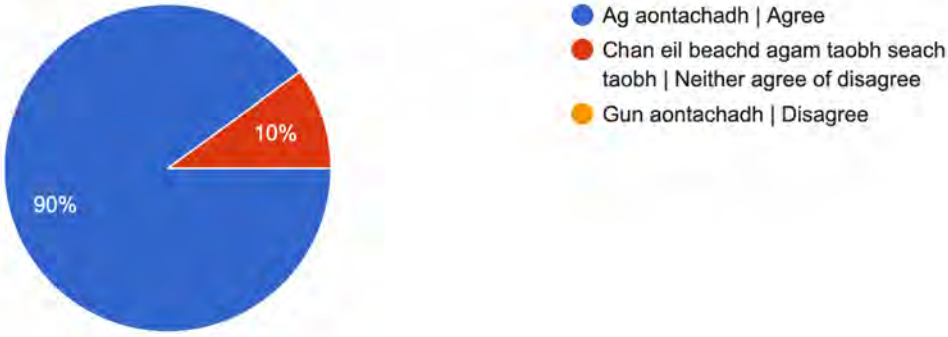
Tha mo thuarastal an ìre mhath co-ionnan ri càch an sàs san aon sheòrsa obrach My pay is more or less in line with others doing similar work

10 responses



Tha Fèisean nan Gàidheal a' dèiligeadh gu cothormach ri àrdachaidhean tuartstail bliadhnail Fèisean nan Gàidheal deals fairly with annual pay increases

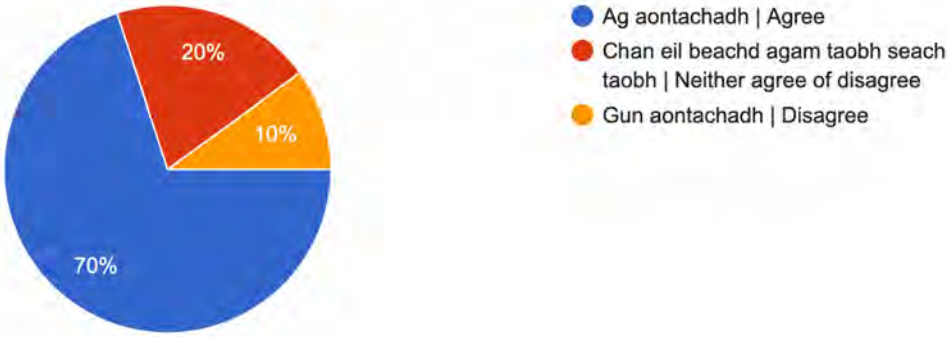
10 responses



Guth èifeachdach | Effectve voice

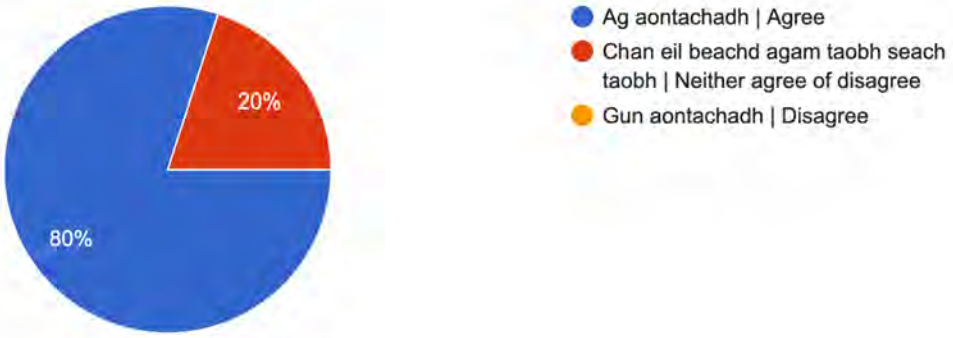
Tha mi a' faireachdainn cofhurtail puingean mu phàigheadh a thogail I feel comfortable raising issues about pay

10 responses



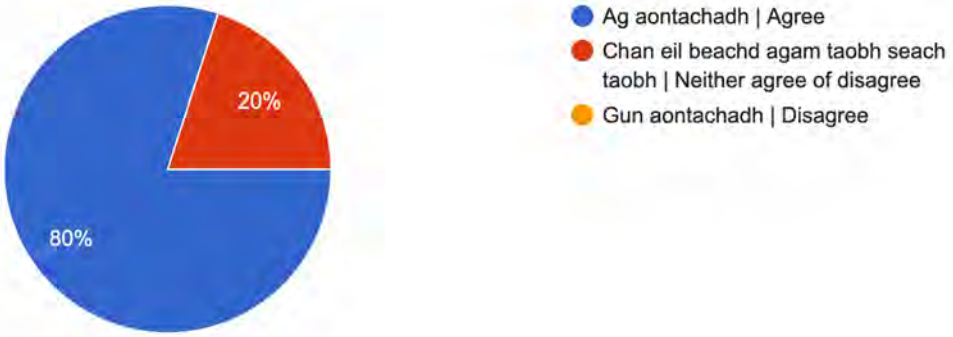
Tha am pròiseas measaidh a' toirt cothrom dhomh puingean a thogail mu pàigheadh is chumhaidhean. The appraisal process offers me an ...rtunity to raise issues about pay and conditions

10 responses



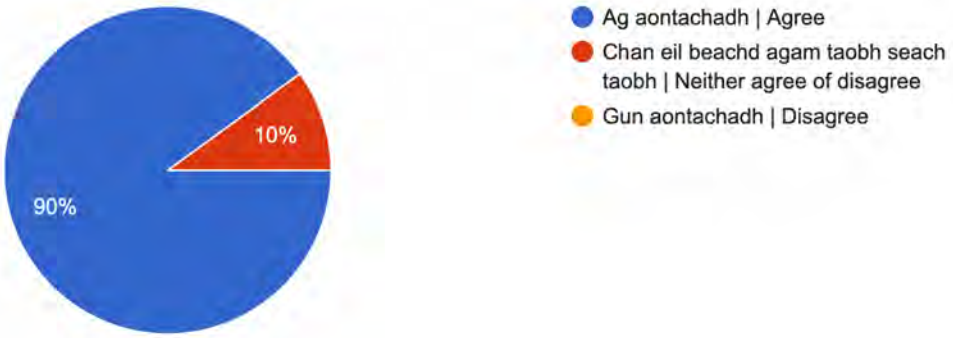
Tha mi a' faighinn èisteachd agus tha puingean aontaichte gan cur an gnìomh le stiùirichean My voice is heard and points raised and agreed are actioned by managers

10 responses



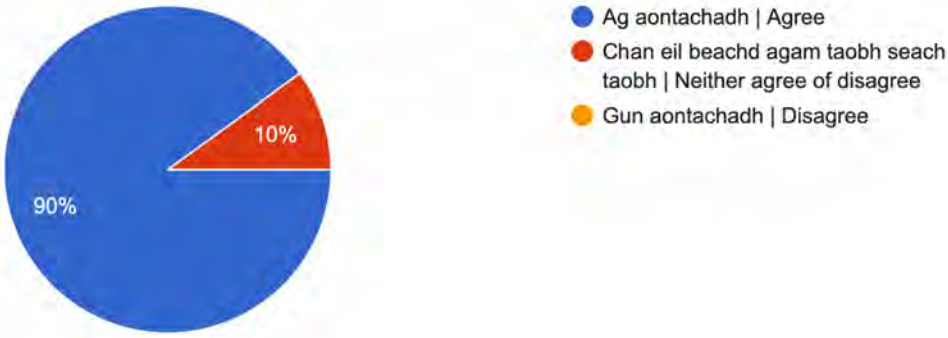
Tha conaltradh san sgioba obrach aig ìre fhreagarrach Communication within the team is at a suitable level

10 responses



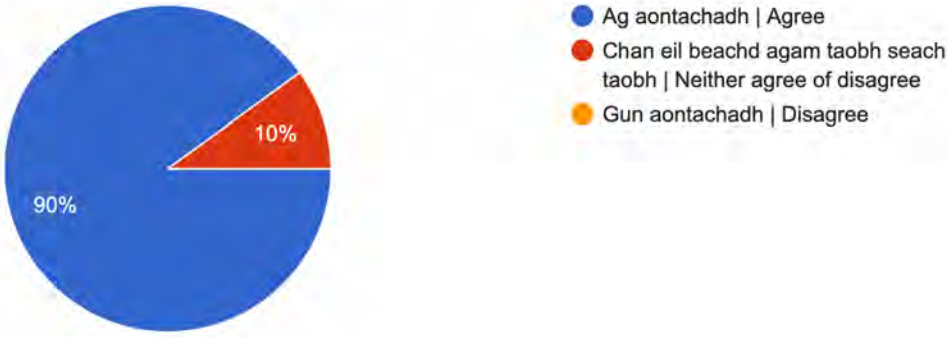
Tha cothrom agam mo bheachdan a chur an cèill mu obair a choileanadh agus planaichean I have the opportunity to put forward views on delivering work and plans

10 responses



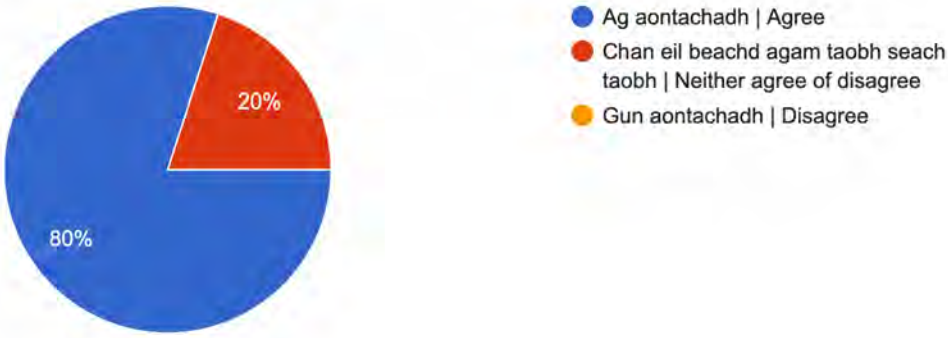
Tha cothroman ann coinneachadh mar sgioba There are opportunities to meet as a team

10 responses



Tha luchd-obrach air am brosnachadh bruidhinn mu thuarastail is cumhaichean cosnaidh Staff are encouraged to talk about pay and work conditions

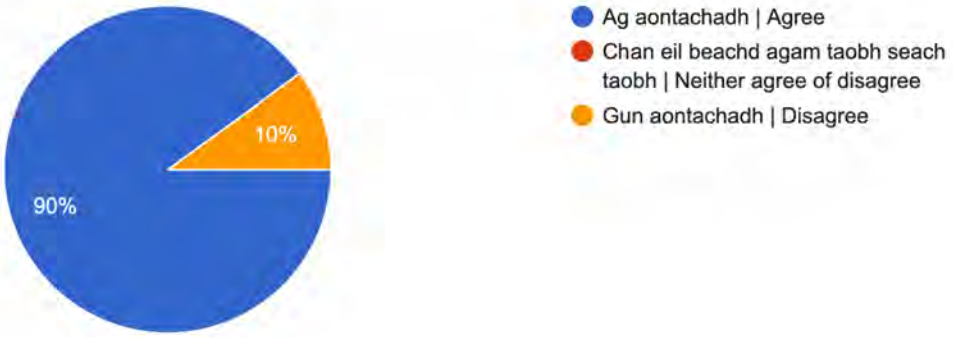
10 responses



Cothroman | Opportunities

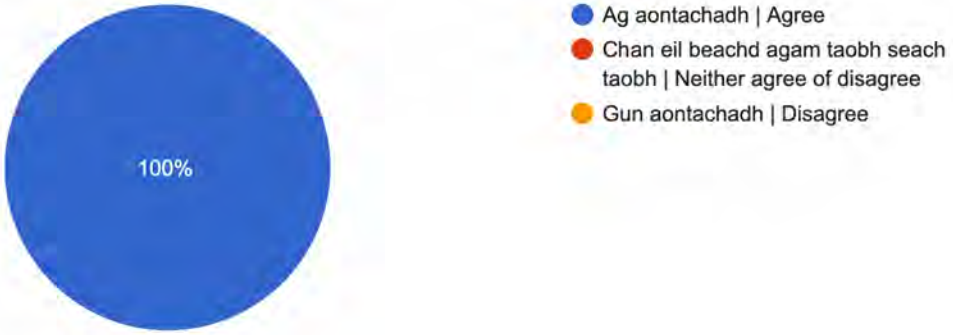
Chaidh m' fhastadh an dèidh sanasachd fhosgailte airson na dreuchd sa bheil mi I was employed following open advertisement of the post I now occupy

10 responses



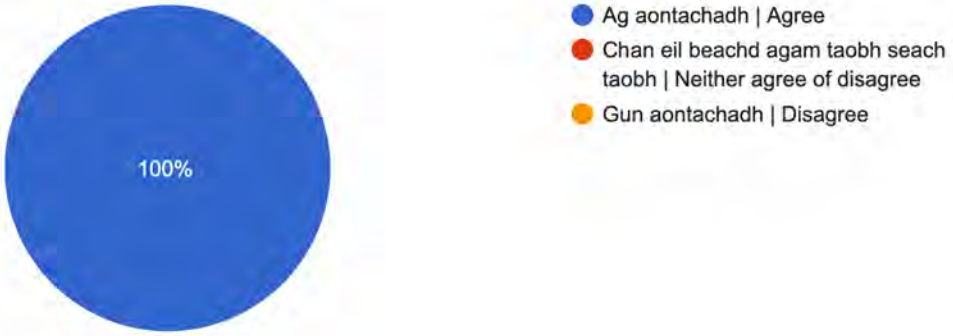
Bha an agallamh a fhuair mi mus deach m' fhastadh cothromach agus fosgailte The interview I was given in advance of being employed was fair and open

10 responses



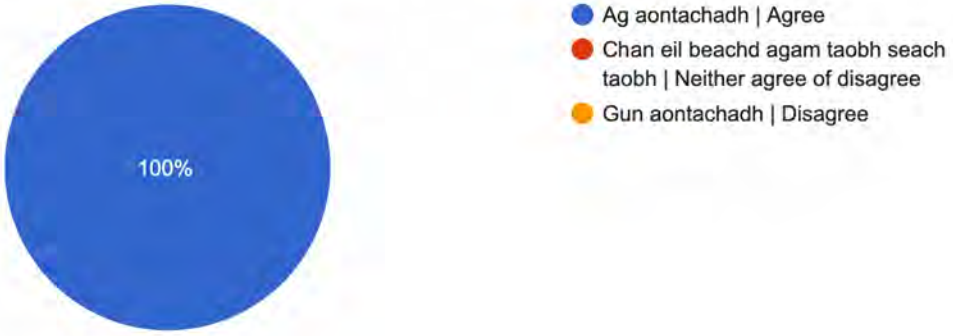
Tha cothroman agam trèanadh a ghabhail os làimh nam obair I have opportunities to undertake training in my work

10 responses



Tha daoine eile san sgioba a' toirt taic dhomh nuair a thèid sin iarraidh Others in the team help me when asked

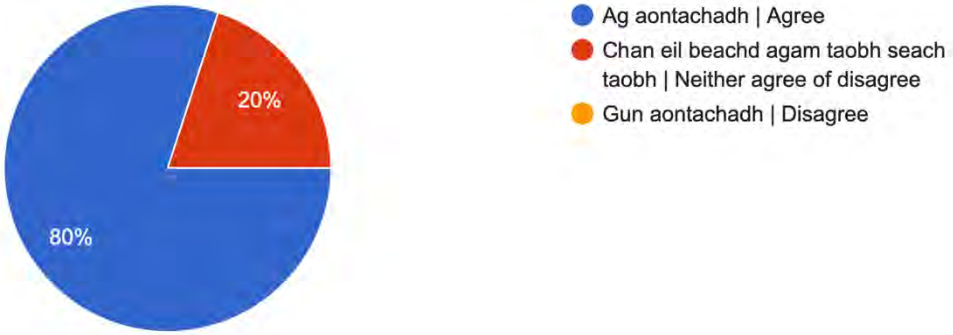
10 responses



Tèarainteachd | Security

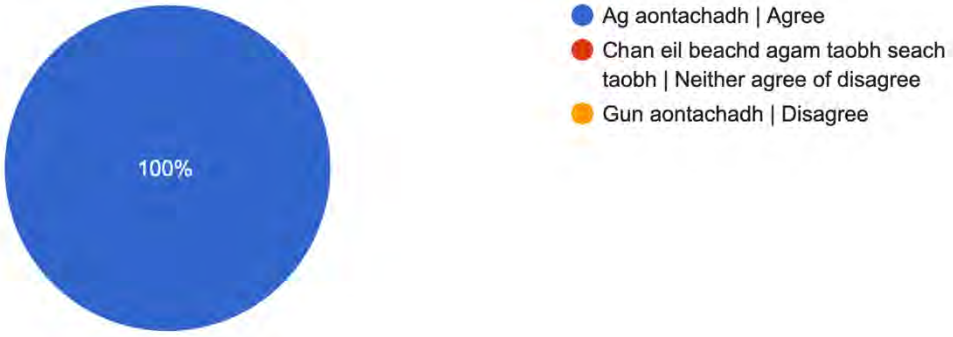
Tha mi a' faireachdainn gu bheil tèarainteachd nam dhreuchd I feel my job is secure

10 responses



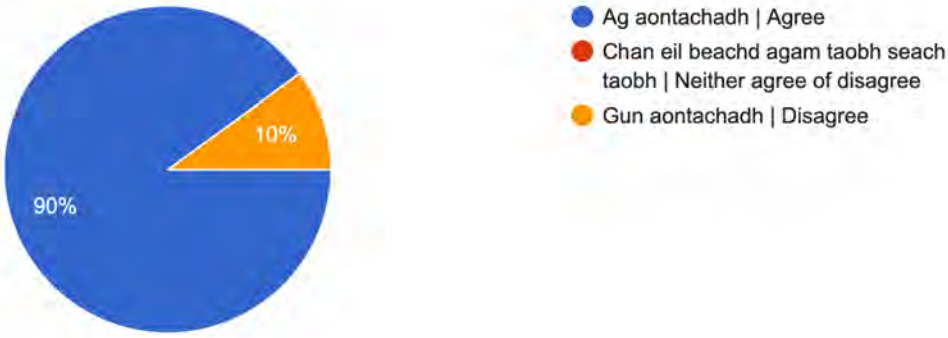
Tha sùbailteachd agam nam obair I have flexibility in my work

10 responses



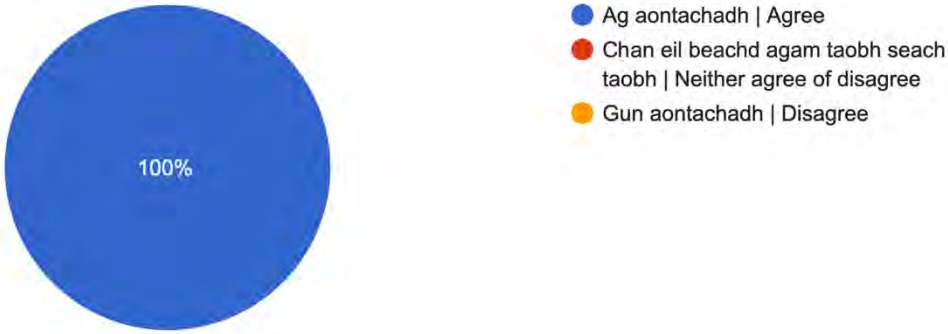
Tha mi a' faotainn ùine dheth nuair a bhios mi ag obair thairis air uairean àbhasiteach I get time off if I have worked more than normal hours

10 responses



Tha na saor-làithean a bhios mi a' faighinn cothromach The holidays I get are fair

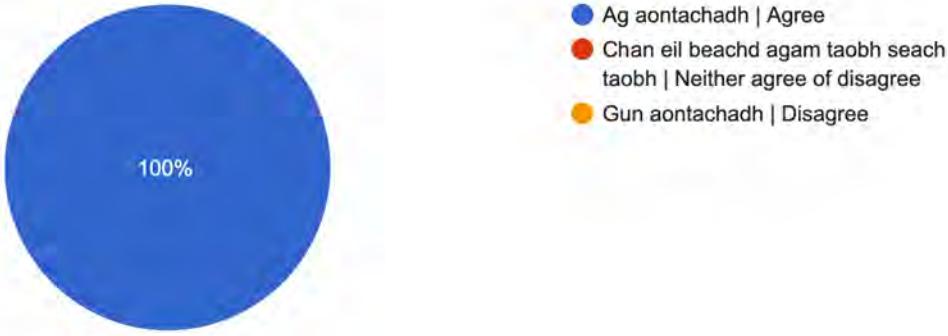
10 responses



Riarachas | Fulfilment

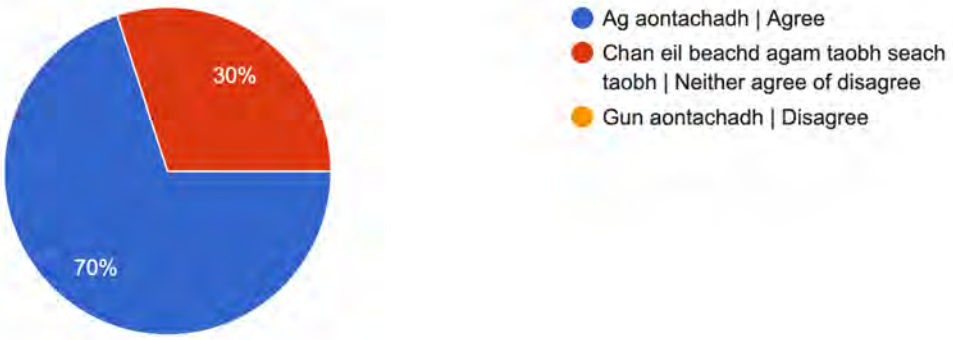
Tha dealbh-obrach agam a' mìneachadh na bu chòir dhomh a bhith coileanadh nam obair I have a job description which explains what I should be delivering in my work

10 responses



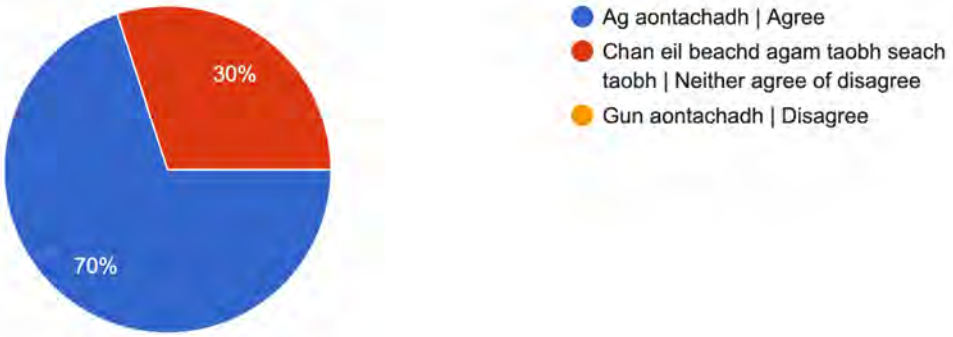
Nuair a thòisich mi nam dhreuchd fhuair mi inntrigeadh ann an obair na buidhne When I took up my post I was given an induction on the work of the organisation

10 responses



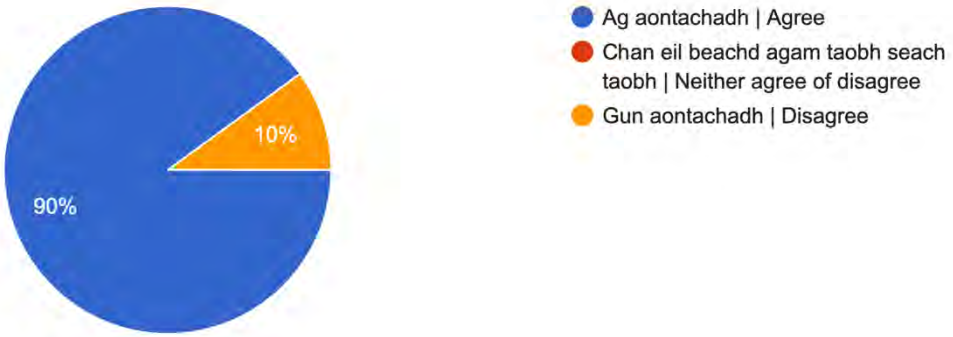
Tha mi a' faotainn ais-mholaidhean tro mheasadh agus puingean coileanaidh freagarrach I receive feedback through the appraisal system and appropriate targets to achieve

10 responses



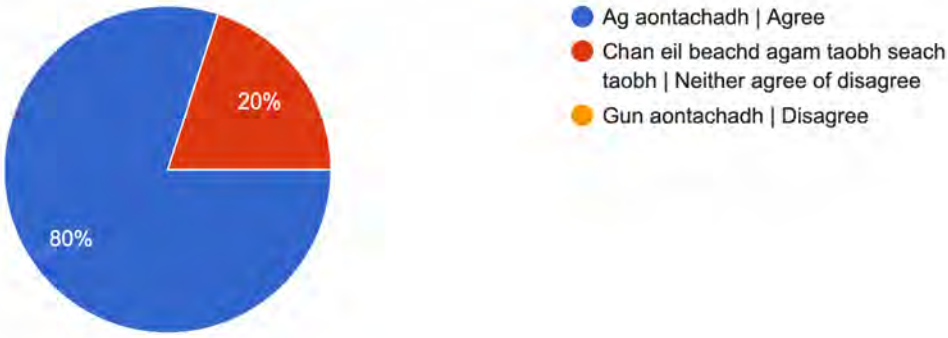
Tha mi a' faotainn tlachd bho m' obair anns a' mhòr-chuid de shuidheachaidhean I enjoy most aspects of my work

10 responses



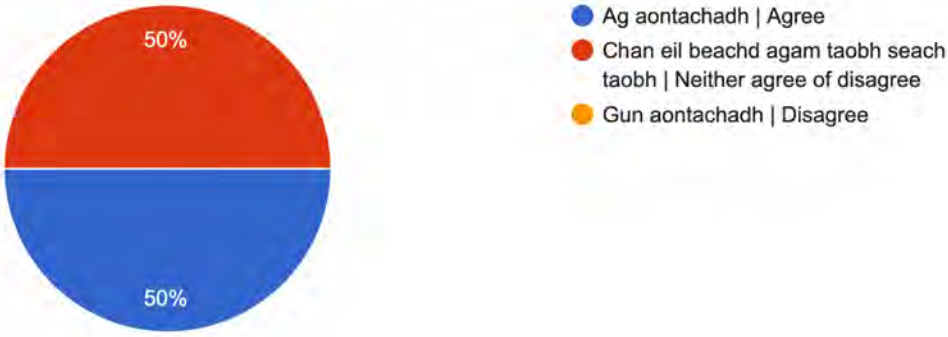
Bidh mi a' faighinn èisteachd chothromach nuair a bhios mi mì-riaraichte nam obair I get a fair hearing if I am unhappy about my work

10 responses



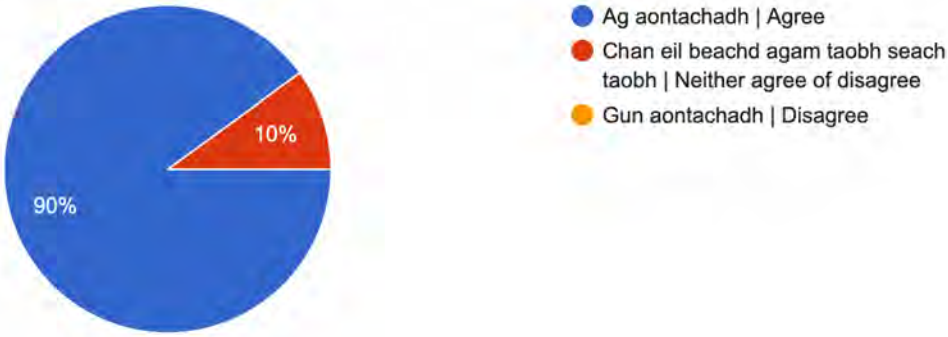
Bidh stiùirichean ag innse dhomh nuair nach eil cùisean a' dol mar bu chòir nam obair Managers tell me if my work I not progressing as it should

10 responses



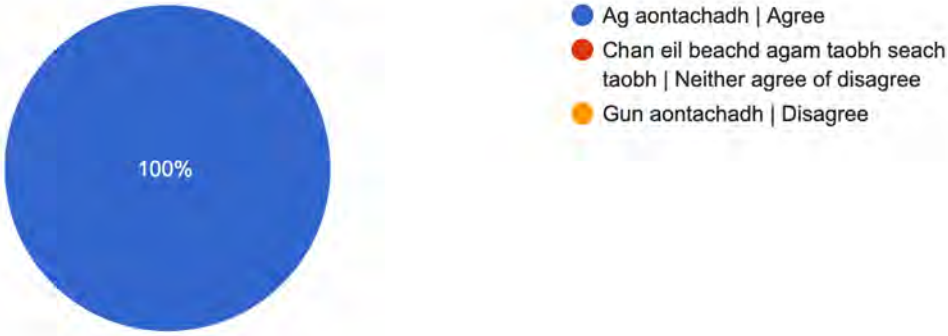
Bidh stiùirichean a' toirt taic a bharrachd dhomh m' obair a leasachadh Managers give me additional help to improve my work

10 responses



Tha mi toilichte taic a chumail ri mo cho-obraichean I am happy to assist my colleagues

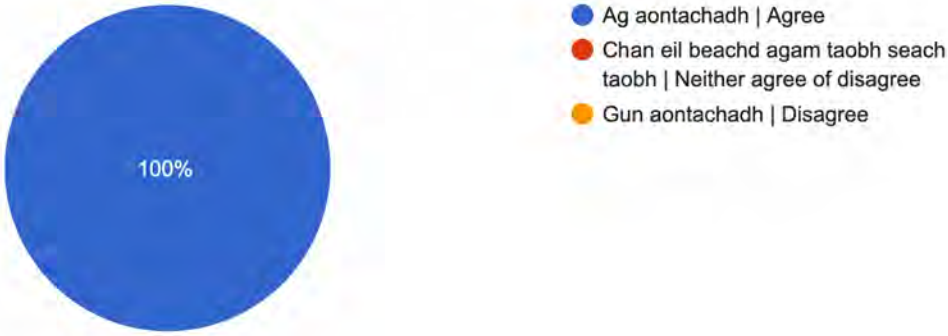
10 responses



Spèis | Respect

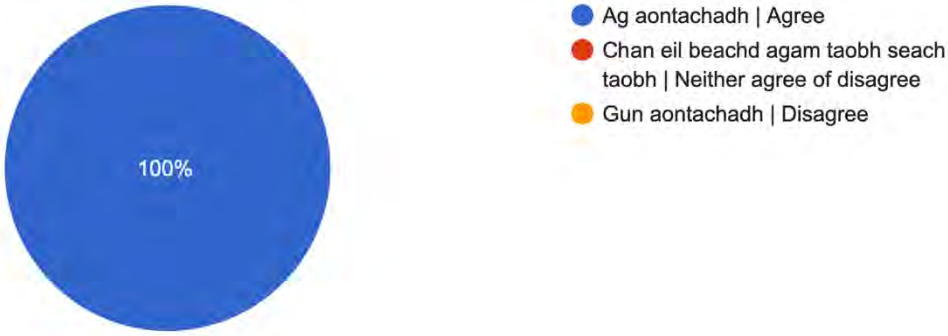
Tha mi a' faireachdainn gu bheil spèis aig mo cho-obraichean dhomh I feel my colleagues respect me

10 responses



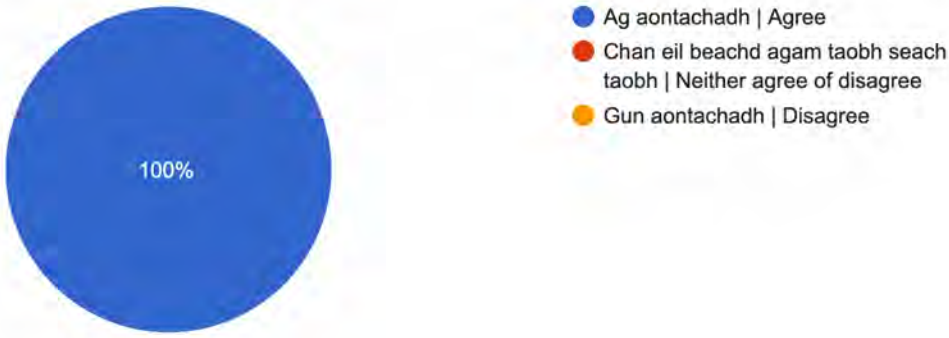
Tha mi a' toirt spèis do mo cho-obraichean I respect my colleagues

10 responses



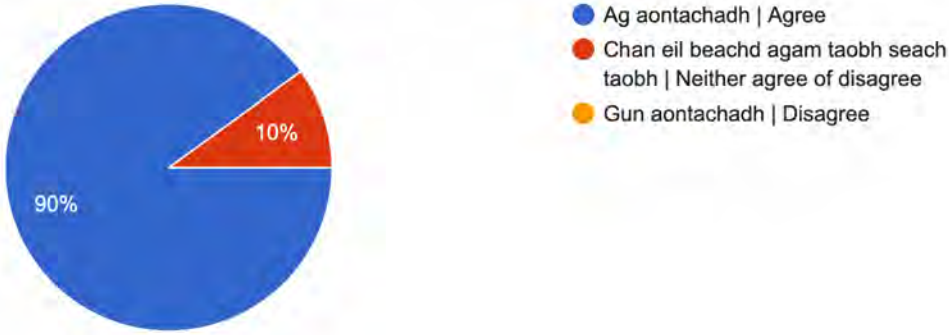
Bidh stiùirichean a' toirt taing dhomh nuair a bhios mi air obair mhath a choileanadh Managers thank me when I have achieved good results in my work

10 responses



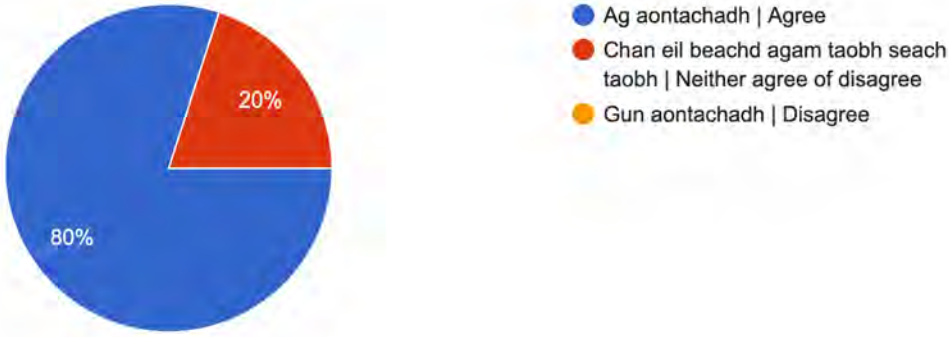
Tha moit agam san obair a tha Fèisean nan Gàidheal a choileanadh agus m' àite innte I take pride in the work Fèisean nan Gàidheal delivers and my contribution

10 responses



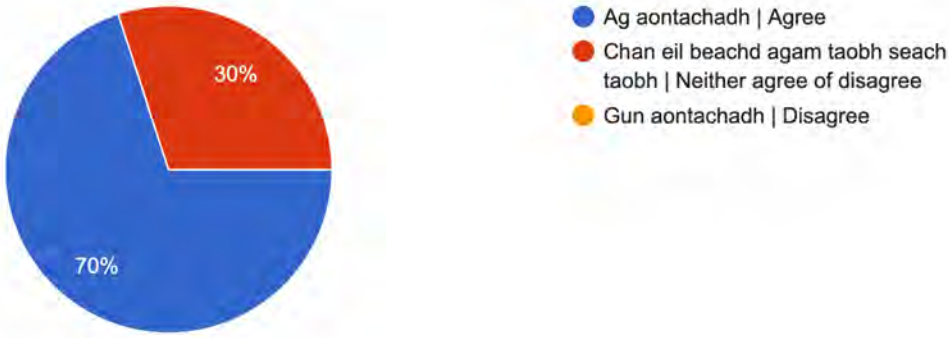
Tha cothrom agam puingean a thogail mu shlàinte is sunnd agus tha mi cofhurtail ga dhèanamh I have an opportunity to raise issues about health and wellbeing and feel comfortable doing so

10 responses



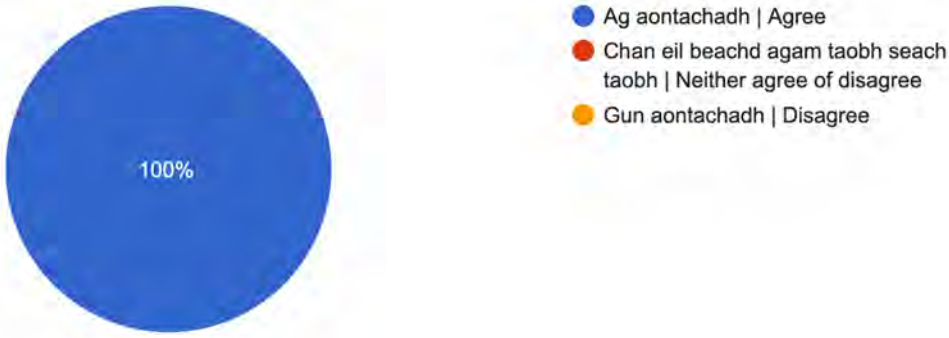
Bidh stiùireachan a' dèanamh cinnteach nach eil mi ag obair cus gun ùine dheth a ghabhail Managers ensure I do not work too much without taking time off

10 responses



Bidh stiùirichean a' sealltainn spèis don sgioba obrach agus deònach a dhol an sàs ann an obair aig ìre sam bith Managers show respect to the staff tea...d are willing to get involved in work at any level

10 responses



Fèisean nan Gàidheal

Carbon Reduction: Annual Report

Agenda Item: 4.2023.05(a)

Reason for Paper

To provide Board members with an update on implementation of our agreed Carbon Reduction Plan and Pathways to Zero Report 2022-23.

Progress in delivering the plan

We initially agreed a Carbon Reduction Plan with Creative Scotland in September 2018 which outlined actions we intended to take in order to monitor and, if possible, reduce carbon use.

We have received the report in 4.2023.05(a)-1 from Creative Carbon Scotland which contains an overview of our carbon emissions for 2022-23 and shows progress made in delivering our agreed annual plan.

The pandemic had a positive impact on carbon emissions. Our 2022-23 emissions were 23.99 tonnes C02e which is a decrease from a previous high, pre-covid, of 29.90 tonnes C02e in 2019-20.

We are responsible for 0.25% (a quarter of 1%) of carbon emissions produced by the cohort of organisations currently in receipt of regular funding from Creative Scotland.

Our annual figures are difficult to compare as variations occur with opportunities additional funding bring to run new projects. For example, our figures for 2021-22 included additional travel for the Treòir | Voar | Virr programme. Given this, our efforts to reduce emissions have been substantial.

The report suggests further steps we could take to reduce carbon use. Suggestions include:

- Explore the use of public transport such as trains and buses if viable in your area.
- If feasible, look into purchasing hybrid or electric vehicles that can be used by staff
- Carpool and link up journeys to reduce the number of single passenger journeys.

Cutting down dramatically on travel is highlighted as our biggest challenge and we are aware that our largest source of emissions is paid-for mileage..

Discussions at 2023 Conference

We organised a session at this year's conference to raise awareness among the Fèisean of climate change and discuss ways in which they could help reduce carbon use. It was clear they are already involved in a range of initiatives which is very encouraging.

At the same time, Creative Carbon Scotland had invited us to partner with them and other arts bodies in creating a Green Arts Charter.

From all those discussions came the thought that we should prepare guidance that would assist Fèisean nan Gàidheal staff, Fèis organisers and tutors. A draft is available in 4.2023.05(a)-2.

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 and the guidance we aim to circulate.

Anne Willoughby
Executive Manager
December 2023

Environmental reporting 2023 feedback report

Fèisean nan Gàidheal - Emissions summary

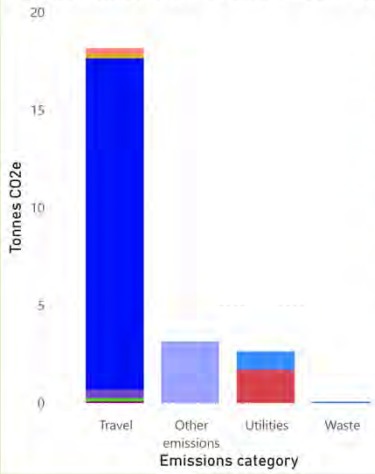
Fèisean nan Gàidheal

Monitoring your emissions is essential to managing them. Please use this page to learn about the largest parts of your footprint. It might be useful to compare your footprint to the whole cohort on the previous page for context. 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 in the text to the right where we also offer suggestions for reducing your main source of emissions. In the top right, we have also listed your emissions for this year and the three previous years, also with home working, commuting and audience travel values removed.

2022/23 core emissions (tonnes CO2e)

23.99

Your total 2022/23 core emissions (tonnes CO2e)



Emissions (tonnes CO2e)	
Bus travel	0.10
Electricity	1.71
Ferry travel	0.15
Freight	0.44
Gas	0.93
Hotel stays	3.15
Landfill	0.06
Paid for mileage	16.95
Plane travel	0.23
Recycling	0.01
Train travel	0.28

2021/22 core emissions (tonnes CO2e)	2019/20 core emissions (tonnes CO2e)	2018/19 core emissions (tonnes CO2e)
15.56	29.9	28.86

On top of these core emissions, you also have 1.13 tonnes of CO2e from home working and 0.89 tonnes of CO2e from commuting. This is equivalent to 8% of your core emissions.

Your largest source of emissions is paid for mileage. Here are some suggestions for how to reduce these emissions:
1. Explore the use of public transport such as trains or buses if viable in your area.
2. Carpool and link up journeys to reduce the number of single passenger journeys.
3. Look into purchasing hybrid or electric vehicles that can be used by staff.

These are our suggestions, based on your reporting. You know your organisation much better than us, so you will be able to determine their relevance and potential usefulness.

Environmental reporting 2023 feedback report

Creative Scotland RFO cohort overview

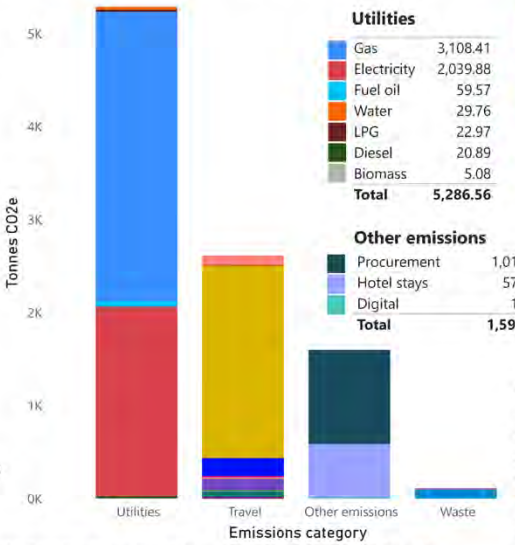
The climate crisis requires collective action. Though we all have individual plans and targets, working together to reach net zero should be our overall goal.
This page looks at the total reported footprint of the Creative Scotland RFO cohort, allowing you to contextualise your emissions.
The graph to the right shows total core emissions from all organisations. The figures below are the total core emissions reported this year and the three years before.
Emissions this year are up on last year, even when we exclude the new categories of procurement and digital. This is driven by a **five-fold increase in emissions from plane travel from last year**. This should be a call to action for the sector to make international work more sustainable.

2022/23 core emissions (tonnes CO2e)

9,514

2021/22 core emissions (tonnes CO2e)	2019/20 core emissions (tonnes CO2e)	2018/19 core emissions (tonnes CO2e)
5,707	7,996	9,949

Total 2022/23 core emissions of the RFO cohort (tonnes CO2e)



Utilities	
Gas	3,108.41
Electricity	2,039.88
Fuel oil	59.57
Water	29.76
LPG	22.97
Diesel	20.89
Biomass	5.08
Total	**5,286.56**

Other emissions	
Procurement	1,012.07
Hotel stays	574.64
Digital	11.92
Total	**1,598.63**

Travel	
Plane travel	2,067.34
Paid for mileage	192.69
Freight	129.46
Train travel	97.42
Company vehicles	62.88
Bus travel	15.43
Hired coach	15.18
Other travel	13.08
Taxi travel	10.38
Ferry travel	7.79
Total	**2,611.66**

Waste	
Landfill	101.15
Recycling	8.25
Energy from waste	1.40
Food waste	0.64
Waste Electricals	0.21
Total	**111.65**

On top of these emissions organisations also reported on the following additional emissions which are within their scope of influence:
Audience travel - **12161 tonnes CO2e**
Commuting - **432 tonnes CO2e**
Home working - **79 tonnes CO2e**
Reporting these emissions was not mandatory so they are likely to be unrepresentative of the whole cohort. We would, for example, expect audience travel to be considerably higher.

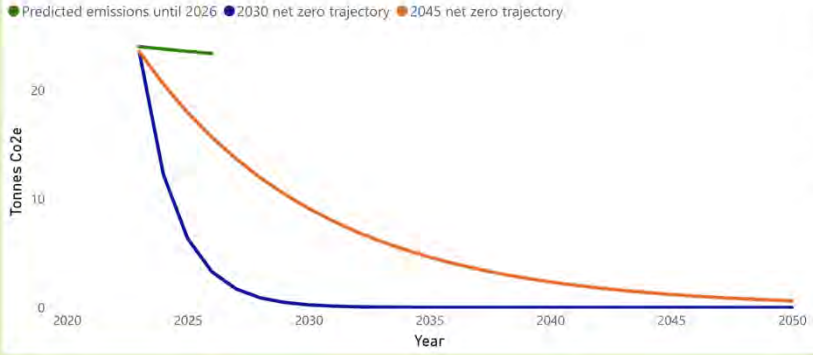
2020/21 is omitted since it is unrepresentative due to the pandemic. We have also removed audience travel, commuting, and home working from these values and this graph to focus on the emissions within organisation's control or that organisations directly or indirectly pay for.

Environmental reporting 2023 feedback report

Fèisean nan Gàidheal - Carbon management plans

Year	Your proposed actions	Estimated reduction (tonnes CO2e)
2023/24	Encourage our staff and board members to reduce their travel by 20% before 2026 - Reduce 7% from 2022-23 baseline	0.221
2024/25	Encourage our staff and board members to reduce their travel by 20% before 2026 - Reduce a further 7% from 2022-23 baseline	0.221
2025/26	Encourage our Staff & Board members to reduce their travel by 20% before 2026 - Reduce a further 6% from 2022-23 baseline	0.189

Net zero trajectory



The graph to the left shows your estimated trajectory from now until 2026 (green line) compared to a trajectory to get you to net zero by 2045 (orange line) and 2030 (blue line).
Based on your reported emission reduction values, you are currently not on track to reach net zero by 2045. As we head towards the middle of this most important decade for climate action, we urge you to be innovative and ambitious. Please carefully consider the feedback provided in this report and get in touch with us if you wish to discuss ideas further.

We have also removed audience travel, commuting, and home working from this graph to focus on the emissions within organisation's control or that organisations directly or indirectly pay for

Environmental reporting 2023 feedback report

Fèisean nan Gàidheal - Feedback

Feedback on your emissions and mitigation

It is good to see a complete reporting of all the core emissions that are relevant to your operations and the understanding that travel emissions are the main part of your carbon footprint. You are starting by targeting staff and board members which is sensible since these are most within your control. However, as you show in question 4.3, travel emissions from artists, performers and participants is almost four-times greater than staff and board members. To combat this largest part of your footprint, we would like to see actions in your carbon management plan specifically targeting the performers you work with. Some examples include support to help artists choose slower travel or encouraging lift sharing for rural journeys. As an organisation that works with communities, with many in rural areas, tackling travel emissions is often tricky. The best approach is through sharing ideas with other cultural organisations who work in similar settings to yourself, but also collaborations with local community groups who may have sustainable transport offerings or be able to help you with local coordination.

Feedback on your influence actions

As a sector support organisation, bringing the climate crisis into the conversation as you say in your report is really the best way you can have an impact outside your direct operations. It is great to hearyou will have a session on climate at your annual conference. One possibility here is to collaborate with a relevant climate organisation or another cultural organisation and run the session together to share different perspectives. Exploring collaboration across the sector to combat your main sources of emissions is also something worth exploring.

Feedback on your adaptation plan

You indicated that your organisation does not have an adaptation plan in place. The climate is already changing, so in order to be socially, environmentally and financially resilient to a warmer, wetter and wilder climate, culture must adapt. Before next year's reporting, please use the Adapting our Culture toolkit (linked below) to create an adaptation plan for your organisation and consider including climate risk in your organisations risk register (if it is not already included).

Thank you for spending time working on environmental reporting this year. 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!

CCS is looking to build the sector's resilience by offering more support around adaptation. We have the Adapting our Culture toolkit available already which you can find here. Additionally we will be running an Adaptation Learning Set. Please click here for more information and to sign up. You are also encouraged to join the Green Arts Initiative if you are not already a member which can help you connect and collaborate with other organisations. We continue to provide a range of tools, guidance and resources and Creative Scotland have their Environmental Sustainability funding criteria published here. We would also highlight their newly published guidance on carbon offsetting. If you have any questions about carbon management, adaptation, influence, or climate justice, head to our website or send me an email. You can contact me on matthew.belsey@creativecarbonscotland.com.

If you have any feedback on the environmental reporting process, please feel free to let us know here. We are always looking to improve the process to make it as useful and supportive for you as possible.

Environmental Policy Additional Guidance

4.2023.05(a)-2

1 GUIDANCE AND ADDITIONAL ACTIONS

Fèisean nan Gàidheal has an Environmental Policy and agreed a Carbon Reduction Plan with Creative Scotland in September 2018 which outlined actions to monitor and, if possible, reduce carbon emissions. We have been implementing carbon reduction measures since then and have succeeded in reducing our emissions, even allowing for the years when the pandemic had a positive effect on carbon use.

It has been estimated that one pathway will take us to zero by 2030 and the other, in line with Scottish Government targets, by 2045. We made improvements to our buildings and are now trying to reduce travel, which is our largest source of emissions generation and our biggest challenge. Travel is essential to Fèisean nan Gàidheal's work, particularly for face-to-face teaching and performance, but reducing the frequency of journeys and the way we travel, while utilising offsetting initiatives when we do, could generate positive outcomes.

We wish to encourage everyone involved in our work - Fèisean nan Gàidheal staff, members, tutors and participants - to get involved in reducing carbon emissions. Recently, Fèisean nan Gàidheal collaborated with Creative Carbon Scotland on the production of a Green Arts Charter and organised an information session at its 2023 Annual Conference to raise awareness of climate change.

Following that session and subsequent discussions, it has been decided to complement our policy by offering additional guidance in implementing our environmental policy, helping to reduce carbon emissions and working towards achieving our net zero commitment.

2 SOURCES OF CARBON EMISSIONS

Fèisean nan Gàidheal calculates total carbon emissions by gathering data relating to the following areas of its activities:

- Energy and Utilities
- Waste (Both Landfill and Recycling)
- Transport and Travel
- Other Sources

3 REDUCING CARBON EMISSIONS

Compiled under the above headings, the following is a non-exhaustive list of steps which could be taken to ensure we remain on course to maintain a reduction in emissions.

3.1 Energy and Utilities

Actively promoting the efforts to reduce the amount of energy consumption throughout the organisation, whether in the office, in the home or working in the wider community.

Examples:

- Switch off appliances/lights when not in use. Stand-by mode STILL wastes energy!
- Use low-energy light bulbs
- Set heating controls to appropriate level for conditions
- Upgrade heating systems, insulate and draught-proof where applicable
- Use energy efficient appliances
- Don't overfill your kettle, cook smart!

3.2 Waste (Both Landfill and Recycling)

Initially, the organisation recommends re-use as more economic and energy efficient than recycling. Where possible waste, such as paper, should be re-used before it's recycled. Avoid single use items - reduce, re-purpose, re-use, re-cycle.

Examples:

- Don't print out unnecessary documents, wasting paper and ink
- If a hard copy is necessary, print on both sides of the paper
- Re-use laminated class/door signs, avoid single-use items
- Encourage use of own water bottles by participants, tutors and organisers
- Offer a water dispenser or jugs for refills
- Re-use paper for scrap pads, etc
- Recycle plastic bottles, aluminium and steel cans, scrap paper, card
- Compost organic waste such as tea bags and fruit peelings
- Encourage "junk art" in classes using everyday waste products such as cardboard tubes, paper, egg boxes, textiles etc and combine with collected driftwood, pebbles, dried leaves, or sheep wool.

3.3 Transport and Travel

Travel is the highest generator of our emissions and a starting point in tackling this is to explore where a particular journey is necessary at all. Where possible, consideration should be given to using video or audio conference platforms. Where travel is necessary, although available services in some rural (and urban) areas is a challenge, Fèisean nan Gàidheal recommends alternatives to the use of a private car whenever possible.

Examples:

- Explore the use of public transport such as trains and buses
- Share a vehicle, if possible – participants/parents, tutors, organisers
- Use local tutors, if possible, to cut back on travel and accommodation
- Where tutors from outwith an area are needed, encourage carpool and link up journeys to reduce the number of single passenger journeys
- If feasible, look to using hybrid or electric vehicles
- Borrow or hire a car for the day or use pay-as-you-go community schemes such as Co Wheels
- Explore local cycle paths – consider Bike Bus – cycling with participants to get to and from a venue along a safe cycle path – also brings health benefits.
- Walk, run, cycle - consider local authority e-bike initiatives.

3.4 Other Sources (Purchasing, Digital, Community)

Fèisean nan Gàidheal encourages the support of local environmentally-friendly initiatives, where at all possible.

Examples:

- Merchandise – swap and re-use sweatshirts/t-shirts rather than buying new
- Shop local, eat seasonal foods, support local businesses, reduce the carbon footprint of food
- Consider ethical purchase at all times
- Discourage use of single use coffee cups etc, investigate eco reusable cups
- Explore digital practices, for example QR codes for application forms, evaluation forms and concert programmes to reduce the amount of printed materials
- Use of mobile phones, iPads, digital boards, for sharing practice resources although screen time should be limited
- Use of email for sharing documents and information such as registration forms
- Build strong relationships with local climate action groups
- Work with local groups on planting and composting initiatives
- Work with conservation charities such as Woodland Trust, Nature Scot
- Take advice from ,and work with, climate action groups such as Highlands & Islands Climate Hub and Keep Scotland Beautiful
- Explore the use of offsetting emissions through project management fees with perhaps 1% going to climate change charities.

4 IMPLEMENTATION

The future sustainability of the environment depends upon the active participation of us all.

It is acknowledged that staff and members of Fèisean nan Gàidheal have, at all times, a responsibility to adhere to the policy/additional guidelines and to carry out their work in such a manner as to safeguard the environment, where practically possible.

Appropriate elements of this guidance may be included as an annex to grant letters of offer and contracts of employment in order to raise awareness of the policy and ways in which all can have a hand in implementing it.

Check out Creative Carbon Scotland's website for resources to help you understand your carbon emissions and the Green Arts Charter for further initiatives to reduce emissions.

Fèisean nan Gàidheal

Creative Scotland Funds: Tasgadh and Maoin nan Ealan Gàidhlig

Agenda Item: 4.2023.05(b)

Reason for paper

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

Tasgadh

As reported previously, £41,783 was available for Tasgadh grants in 2023-24. Fèisean nan Gàidheal received £3.5k for administering this fund, which left £38,283 to disburse.

£11,621 was awarded by the panel in Round 1. Minutes from the Round 2 meeting, held on 7 November 2023, are in the following pages which confirm further grants of £12,790.

This leaves £14,872 available for the final rounds of grants, usually the busiest, the application deadline for which is 26 January 2024.

Demand has been fairly high for Tasgadh. 42 applications have been received so far with requests totalling £39k towards projects with a total value of £138k.

Maoin nan Ealan Gàidhlig

As reported previously, £50,000 was available from Creative Scotland for Maoin nan Ealan Gàidhlig with an additional £30,000 from Bòrd na Gàidhlig. Fèisean nan Gàidheal will receive £5k for administering this fund which left £75,000 to disburse.

£40,262 was awarded at the meeting held on 13 June 2023. Minutes from the meeting held on 28 November 2023 are in the following pages which confirm the remaining £34,738 has now been awarded.

Demand has been very high for Maoin nan Ealan Gàidhlig with 72 applications received seeking support of £378k towards project costs totalling £636k.

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
December 2023

TASGADH
Traditional Arts Small Grants

Administered by fèisean NAN GAIDHEAL with funding from CREATIVE SCOTLAND ALBA | CHRUTHACHAIL

Panel Meeting

Tuesday 7 November 2023 from 10.30 am via Zoom

MINUTES

T2-202324-01 Present

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

T2-202324-02 Apologies

There were no apologies.

T2-202324-03 Minutes from previous panel meeting

Minutes from the panel meeting held on 8 June 2023 were approved as a true record of the meeting.

T2-202324-04 Assessment of applications and agreement on grants

AC confirmed there was £26,662 available to allocate over the remaining two rounds for 2023-24.

23 applications had been received for this funding round with requests totalling £21,970 towards projects with a value of £84,801.

Prior to the meeting the panel members had the opportunity to score the applications based on various criteria and average scores had been provided to the panel as a guide in their deliberations. Where interests were declared, those are noted below in the table of decisions and those involved took no part in the decision-making relating to the relevant grants.

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

Applicant Name	Project Summary	Decision	Interest (√)
Gauri Raje	5 workshops for adults on Rosneath peninsula on the craft of creating and telling local stories	£985.00	JU
Lewis and Harris Piping Society	Winter series of solo piping recitals	£1,000.00	
Fiona Mackenzie	Multimedia performance commemorating 20 since Margaret Fay Shaw died	£915.00	
Sarah Northcott	Professional development project for two trainee tutors	£748.00	DF
Fraya Thomsen	New musical settings of traditional melodies from The Patrick MacDonald Collection	£991.00	
Fèill Dannsa @ Fèis Bharraigh	Host a weekend dance festival promoting Hebridean and Highland dance	£1,000.00	AC
Joss Cameron	Documentary video of a well-known Robertson Traveller ballad 'Bonnie Udny'	£935.00	DF
Ross Hull	Support for a weekend of preparation and rehearsals for the Capstan Quartet	£930.00	
Neil Macarthur	Evening musical tutoring programme for young people in Lewis	£700.00	
Fraser Fifield	Concert in the Piping Centre, Glasgow on Saturday March 9th, 2024	£686.00	
Mairi Campbell	Explore and stage a 10-minute performance featuring the traditional dance form Rebetiko	£1,000.00	DF, IN
Iseabail Strachan	Continuation and growth of the Seinn Còmhla sessions	£900.00	
TMSA - Kay Thomson	Continued support for distribution of the annual TMSA Event Calendar	£1,000.00	DF, FC
Sophie Stephenson	Professional development, to work with leading international percussive dance artists	£1,000.00	
	Percentage of applications awarded: 61%	**£12,790.00**	

The allocation of those grants left £13,872 available for the final Tasgadh round in 2024.

T2-202324-05 AOCB

It was agreed the next meeting would be on 13 February 2024.

COINNEAMH NA PANAIL
Dimàirt 28mh Samhain 2023 aig 2f air Zoom

GEÀRR-CHUNNTAS

MEG-202223-2-01 An làthair
Magaidh Nic a' Ghobhainn (MN), Sarah NicEachearn (SN), Brian Ó hEadhra (BoH) [Bòrd na Gàidhlig] agus Art MacCarmaig (AM) [Fèisean nan Gàidheal].

MEG-202223-2-02 Leisgeulan
Bha leisgeulan ann bho Iain Mac a' Ghobhainn (IM) agus Anna NicGuaire (AN) [Alba Chruthachail].

MEG-202223-2-03 Geàrr-chunntas na coinneimh roimhe
Ghabh na bha an làthair ris a' gheàrr-chunntas air coinneamh a chaidh a chumail air 13mh Ògmhios 2023.

MEG-202223-2-04 A' nochdadh com-pàirt
Air thoiseach air a' choinneimh bha aig buill na panail ri dhearbhadh an robh com-pàirt aca ann an iarrtas sam bith. Ann an suidheachadh far an do nochd ball com-pàirt, tha sin comharraichte gu h-ìosal agus cha do ghabh an neach ainmichte gnothach ris a' cho-dhùnadh mun iarrtas.

MEG-202223-2-05 Aonta ri tabhartasan
Bha 47 iarrtasan ann a' sireadh taic de £233k mu choinneamh phròiseactan luach £392k uile gu lèir. Chaidh a dhearbhadh gur e £34,738 a bha air fhàgail airson a sgaoileadh.

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

Ainm an tagraiche	Gearr-chunntas air a' phròiseict	Buidseat slàn	Suim ga sireadh	Co-dhùnadh	Com-pàirt (√)
Eilidh Steel	Bùithtean-obrach poblach air òrain is fuinn san sgìre ionadail	£2,368.00	£1,288.00	£500.00	AC
Eden Court	Taic airson 6 oidhcheannan 'Club Ciùil' eile a chur air dòigh ann an Inbhir Nis	£11,190.00	£6,190.00	£6,190.00	BoH
Fèis Phàislig	Còisir Ghàidhlig Fèis Phàislig (aois 8-18) agus Seiseanan Fèis Bheag (aois 5-7)	£20,075.00	£10,804.00	£6,000.00	AC
Urras Thiriodh	Cuir air dòigh sreath sheisean ciùil	£7,160.00	£3,530.00	£2,500.00	

Fèis Fhoirt	A' tabhann bùthan-obrach Gàidhlig is òrain an-asgaidh do chom-pàirtichean	£35,353.00	£2,592.00	£2,500.00	AC
Heebie Jeebies	Cruthaich companaidh theatar a bhios a' sgrùdadh sgeulachdan do luchd-èisteachd òga	£2,258.00	£2,018.00	£800.00	
Kirsteen Grant	Lean air adhart leis na seiseanan 'Seinn Comhla'	£693.00	£493.00	£493.00	
Lairg & District Learning Centre	Maoineachadh airson pròiseact 'Seinn'	£8,235.00	£5,715.00	£3,383.00	
Fèis Spè	Pròiseact cànain Gàidhlig stèidhichte air beanntan	£11,343.00	£3,758.00	£3,000.00	AC
Iain MacRath	Sgrìobhadh agus a' taisbeanadh comadaidh ùr Gàidhlig	£10,007.00	£5,920.00	£5,000.00	
Ionad Gàidhlig Dhùn Èideann	A' comharrachadh 300 bliadhna bho rugadh am bàrd Donnchadh Bàn Mac an t-Saoir	£2,905.00	£1,880.00	£1,500.00	
Croileagan Siorrachd Air a Tuath	Tachartas agus cèilidh le bùithtean-obrach, ciùil is dannsa airson clann òga	£672.00	£420.00	£400.00	
Alasdair Satchel	Leudachadh air pròiseact bàrdachd agus foghlam film 'Air Bàrr na Teanga'	£8,293.00	£1,472.00	£1,472.00	
Acair	Leabhar le Calum Aonghas Macaoidh fhoillseachadh	£6,100.00	£2,000.00	£1,000.00	
		£126,652.00	**£48,080.00**	**£34,738.00**	

MEG-202223-2-06 Maoin nan Ealan Gàidhlig san àm ri teachd

Chaidh innse le Art MacCarmaig gun robh a' tuigsinn gu bheil rùn aig Alba Chruthachail taic a chumail ri Maoin nan Ealan Gàidhlig a-rithist ann an 2024-25 ach gum biodh sin an urra ri buidseat na buidhne. Bidh aig Bòrd na Gàidhlig ri measadh a dhèanamh air cho math 's a dh'obraich com-pàirt dhaibhsan aon uair 's gu bheil iad air aithisg fhaotainn bho Fèisean nan Gàidheal.

MEG-202223-2-07 G I S B E

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

MEG-202223-2-08 Ceann-latha na h-ath choinneimh

Chaidh a dhearbhadh gum biodh an ath choinneimh stèidhichte aon uair 's gum faighear dearbhadh gum bi Maoin nan Ealan Gàidhlig ann a-rithist ann an 2024-25.

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