



Fèisean nan Gàidheal

Meeting of the Board of Directors

11.30am on Friday 14 March 2025

Online via Zoom

Fèisean nan Gàidheal

Meeting of the Board of Directors to be held online from 11.30am on Friday 14 March 2025

Agenda

1.2025.01 PRELIMINARIES

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

1.2025.02 DEVELOPMENT ISSUES

- (a) Progress in implementing Fèisean nan Gàidheal's Programme of Work For Discussion and Noting
- (b) Staff Progress Reports For Discussion and Noting
- (c) Review of programme since December 2024 and a look ahead Verbal for Discussion and Agreement
- (d) Discussion Groups at 2024 Gathering For Discussion and Noting

1.2025.03 FINANCIAL ISSUES

- (a) Income and Expenditure 2024-25 For Discussion and Noting
- (b) Bank balances and up-to-date information Verbal for Noting
- (c) Management Accounts to 31 December 2024 For Discussion and Noting
- (d) Grants to Fèisean 2024-25 For Noting and Agreement
- (e) Draft budget for 2025-26 For Discussion and Agreement
- (f) Funding Agreements For Discussion and Noting
- (g) Balancing finance to 31 March 2025 Verbal for Agreement

1.2025.04 STAFFING ISSUES

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

1.2025.05 OPERATIONAL ISSUES

- (a) 2025 Gathering of the Fèisean Verbal for Discussion and Agreement
- (b) Creative Scotland Funds: Tasgadh agus Maoin nan Ealan Gàidhlig For Noting

1.2025.06 OTHER

- (a) A O C B
- (b) Date for next meeting: 23.05.2025 For Agreement

Fèisean nan Gàidheal

Minutes of the meeting of the Board of Directors held online from 11.30am on Friday 6 December 2024.

4.2024.01 PRELIMINARIES

(a) Present

Carola MacCallum (Chair), Rachel Lincoln, Krisell MacDonald, Tommy MacDonald, Katie MacInnes, Muriel MacKaveney, Gwen MacQuarrie, Alistair Paul, Arthur Cormack (Attending), Anne Willoughby (Attending), Calum A Macmillan (Attending) and Eilidh Mackenzie (Attending).

Simultaneous translation was provided by Calum Macmillan.

(b) Apologies

Kirsty MacDougall (Vice Chair), Iain MacAskill, Siobhan Anderson (Creative Scotland) and Steven Kellow (Bòrd na Gàidhlig).

Condolences were extended to the family of Donnie 'Leody' Macleod, a former tutor at Fèis Eilean an Fhraoich, who had passed away recently.

Deepest sympathies were also extended to Ian Johnston and his family and the Board were deeply saddened to hear of Fiona Johnston's passing. Fiona was a former Board member and a valued committee member of Fèis Obar Dheathain and Fèis Fhoirt.

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

Minutes of the meeting held on 27 September 2024 had been circulated.

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

(d) Matters Arising

Rachel Lincoln thanked the team for organising the Gathering of the Fèisean and all members agreed it had been a successful event. Everyone enjoyed the inclusion of the 'Tac an Teine' singing session in the evening.

Arthur Cormack reported at the last meeting that we required to buy new instruments and repair existing ones and the Board had agreed to allocate earned interest towards this. We have now purchased 4 Starfish harps from Lochaber Music School and sent accordions for repair.

4.2024.02 DEVELOPMENT ISSUES

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

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

Arthur was pleased to note that most items were on target but wanted to highlight item CS18 for the benefit of newer Board members. Fèisean nan Gàidheal administers the Donald John MacKay Educational Trust and had promoted an opportunity to bid for an award of £750 in a project promoting Gaelic education or entrepreneurialism. The successful applicant would be decided in the week following the meeting.

Board members noted the report.

(b) Staff Progress Reports

Progress Reports from staff had been circulated.

Krisell & Katie thanked Calum Fraser for organising the First Aid Course they took part in.

Congratulations were extended to Fèis Phàislig Gaelic Choir on winning the unison singing competition at the Royal National Mòd and Fèis Air an Oir for winning Community Project of the Year at the MG ALBA Scots Trad Music Awards 2024.

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

(c) Blas 2024 & 2025

Calum Macmillan had prepared a more in-depth report on Blas 2024 which had been circulated in advance.

The delay in funding confirmation had an adverse effect on the festival which was necessarily delivered in-house by staff, notably Calum Macmillan who was thanked by the CEO for his work. Katie Mackenzie prepared a small number of press releases. Fewer communities were able to receive Blas events and fewer artistes and contractors gained employment.

While the festival was smaller, it was successful through work with a range of partners. Some events were also streamed online, free of charge, with healthy viewing numbers. There had been very good feedback from audiences and a healthy overall high satisfaction rating of 94%.

Board members noted the report and were pleased the 2024 festival had been a success despite the challenges.

(d) AMPLIFY

Calum Macmillan gave a verbal update on the Barcelona conference he attended along with Calum Fraser. He outlined the different aspects of the project and that we would be working with a group in Portugal on the trials in which we would be involved.

It is very much a developing project and the groups involved want to come to Scotland in May for their next face-to-face conference.

Board members discussed the project further and noted the information provided.

(e) Review of programme from October and a look ahead

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

- Arthur discussed planning on receipt of decision from Creative Scotland
- Calum reported on autumn Fèisean, Fuaran & Oide, action points from the Gathering of the Fèisean, winter Fèisean and the Grants Scheme, Seachdain na Gàidhlig, Turas and Training
- Eilidh reported on Blasad Gàidhlig, Gaelic Awareness Training with CMAL, YMI, Neart UNCRC project with e-Sgoil, Panto, Seinn in Uist & Barra, Mod Academy in Lochaber Schools, Hùb-Hàb & Meanbh-chuileag and Gaelic night classes with Glasgow City Council.

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

4.2024.03 FINANCIAL ISSUES

(a) Income and Expenditure 2024-25

A report prepared by the Executive Manager, Anne Willoughby, had been circulated showing income and expenditure with transactions to 25 November 2024.

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

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

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

The current balances were:

- Current Account: £71,906.66
- High Interest Account: £264,758.04
- Blas Account: £7,647.43
- Development Account: £8,847.46
- CAF deposits: £398,160.16

Board members noted the balances in the bank accounts and on deposit through Flagstone.

(c) Management Accounts to 30 September 2024

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

Board members noted the content of the accounts.

(d) Grants to Fèisean 2024-25

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

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

(e) 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.

The Chair thanked our funding partners for their continued support of the organisation.

4.2024.04 STAFFING ISSUES

(a) Up to date information

Arthur Cormack reported that Maria MacCaskill would be starting in the new year as Administrator in place of Luke Slater who left in October.

It was noted staff appraisals were currently underway.

(b) Fair Work First

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

In relation to the 2024-25 pay settlement, Unison had agreed increases of £1,292 or 3.6% whichever was the greater. The agreed increase would be paid to all staff in December, backdated to 1 April 2024.

Board members noted the update.

4.2024.05 OPERATIONAL ISSUES

(a) Carbon Reduction Annual Report

A report by Anne Willoughby, had been circulated, in which the difficulty of drawing comparisons in carbon reduction year-to-year was highlighted. Fèisean nan Gàidheal's work often involved new or one-off projects which, in turn, led to different levels of carbon use.

Although cutting down dramatically on travel is highlighted as Fèisean nan Gàidheal's biggest challenge, the substantial progress to date was highlighted and welcomed by Board members.

Board members noted the content of the report and the steps taken to reduce carbon use.

(b) Climate Change Adaptation Plan

Approval was sought from Board members for a Climate Change Adaptation Plan, a draft of which had been circulated in advance of the meeting.

Creative Carbon Scotland (CCS) had reviewed the plan and, while they made a few recommendations for areas of improvement, were generally happy with it. If approved CCS would like to share it as an example of best practice on their website.

Board members approved the Adaptation Plan.

(c) Creative Scotland Funds: Tasgadh and Maoin nan Ealan Gàidhlig

Information on the two devolved funds administered by Fèisean nan Gàidheal on behalf of Creative Scotland and Bòrd na Gàidhlig had been circulated in advance of the meeting.

Board members noted the grants approved by the independent panels for both funds.

4.2024.06 OTHER
(a) A O C B

The Chair thanked Calum for his translation services and she thanked all for attending and for their participation in the meeting.

There was no other business.

(b) Dates of 2025 meetings

Dates of the 2025 Board meetings were confirmed as:

- 14th March (online)
- 23rd May (in-person)
- 26th September (in-person) + Annual Gathering
- 5th December (online)

Fèisean nan Gàidheal

Progress in implementing Fèisean nan Gàidheal's Programme of Work

Agenda Item: 1.2025.02(a)

Reason for paper

To update members on progress with Fèisean nan Gàidheal's Programme of Work for the third quarter of 2024-25 to 31 December 2024.

Background

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

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

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

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

Support and Development of Fèisean	Enhancement of Skills & Creative Talent	Enhancement of Gaelic Arts & Culture in Creative Learning	Audience Development and Engagement	Governance and Staffing
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A tick (✓) in CS1 to CS60 under Quality & Ambition (QA); Engagement (E); Equality, Diversity & Inclusion (EDI); Environmental Sustainability (E); Fair Work (FW) and International (I) indicates where a milestone in our programme delivers those priorities in Creative Scotland's Strategic Framework.

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

CS4			make their own arrangements for insurance. This may become an issue in future.	
	If funding allows, additional financial support offered to Fèisean involved in new projects or strategic developments agreed on an ongoing basis, particularly where support is needed to cope with increasing costs.		There is no designated fund in 2024-25 although there could be flexibility later in the year. There were no awards made in Q3. Not directly relevant to financial assistance, but to support for Fèisean, Fèisean nan Gàidheal is a member of a consortium of 12 European organisations which has secured almost €4m to engage in a project which will benefit Fèisean and offer additional employment to tutors.	✓ ✓ ✓ ✓ ✓ ✓
CS5	Ongoing engagement with Fèisean throughout the year and at our annual conference to take place in September 2024.		Fèis Development Officers are in regular contact with Fèis organisers. There are online opportunities to engage with local Fèisean on specific matters, the latest one of which dealt with charity registration and regulation. Fèisean nan Gàidheal's 2024 Annual Gathering took place on 27 and 28 September with a range of sessions including climate change actions, making use of digital archives for local Fèisean and sessions on catering for young people with additional needs with a special focus on autism.	✓ ✓ ✓
CS6	Instruments made available on an ongoing basis during the year with peaks expected at times the Fèisean normally operate.		Instruments are distributed to Fèisean as and when required and rented to individuals at other times. We are replacing/renewing instruments as funding allows and have agreed that around half of interest earned from deposited funds may be spent on this. We have had several donations of instruments in the first half of the year.	✓ ✓ ✓ ✓
CS7	Ensure young people are involved in summer work, the Blas Festival Programming Group and Fèisean nan Gàidheal's Board.		We have young people involved at Board level and had a student with us on summer placement. We expect to recruit other young people as projects progress.	✓ ✓ ✓ ✓
CS8	Further new digital resources for <i>Oide</i> to be in place by December 2024 if funding allows.		We promoted a tender opportunity for new lessons during Q2 and expected to commission at least three series and put out an additional tender during Q3.	✓ ✓ ✓ ✓ ✓ ✓
CS9	Recruit a new cohort of singers for the Fuaran project by February 2025.		We expect to deliver this within the given timescale with work beginning in Q4 once the outcome of an application to the Heritage Lottery Fund is known.	✓ ✓ ✓ ✓
CS10	At least 10 tutors will be trained in teaching skills during 2024-25.		16 tutors took part in two sessions on teaching skills during Q2.	✓ ✓ ✓ ✓
CS11	10 tutors will undertake Gaelic language learning during 2024-25.		Online Gaelic classes were organised in Q1, led by Ingrid Henderson, for which 20 tutors registered. A further series will be offered in R4.	✓ ✓ ✓ ✓

CS12	At least 10 training sessions for Fèis organisers will be delivered as and when requested and at our Annual Conference in September 2024.		144 Fèis organisers took part in 31 training session to the end of Q3.	✓	✓	✓	✓
CS13	2 training days for all staff will be arranged during 2024-25 and individual needs will also be assessed through appraisals and provision made.		11 staff training sessions were available to the end of Q2. Individual staff members undertook training identified by themselves.	✓	✓	✓	✓
CS14	Continuation of work with young people to involve them meaningfully in decision-making.		Through Fèisgoil we undertook workshops, in collaboration with e-Sgoil, to collect ideas and feedback from young people in relation to implementing the United Nations Convention on the Rights of the Child (UNCRC). 266 pupils were involved in 28 sessions for 4 schools in the Western Isles.	✓	✓	✓	✓
CS15	Provide digitisation, collecting and transcribing skills for up to 8 young singers involved in Fuaran.		This will form part of the work with a new cohort of Fuaran singers later in the financial year.	✓	✓	✓	✓
CS16	Provide performance skills and music business skills training for around 10 young people involved in Cèilidh Trails.		Joint training was delivered in advance of Cèilidh Trails touring in July and August.	✓	✓	✓	
CS17	Offer opportunities for artists to develop writing skills through a new commission at Blas and in other situations if funding allows.		Due to funding constraints there was no new commission at Blas 2024. However, one particular series of concerts included the premiere of a suite of 10 Gaelic poems newly set to music by Mairi Callan and this was streamed on Scottish Folk Day which coincided with European Folk Day.	✓	✓	✓	
CS18	As and when opportunities arise, participate in initiatives that will lead to employment for young people in the arts and creativity, such as schools careers events and participation in seminars promoting youth employment as well as supporting the provision of young people in employment as tutors.		In Q2, we provided materials for a careers day at Tobermory High School and participated in a Jobs Fair in Edinburgh for Bun-sgoil Taobh na Pàirce & James Gillespie High School on 26 September. We were involved in the Siuthad careers event at Eden Court. Fèisean nan Gàidheal administers the Donald John MacKay Educational Trust and has promoted an opportunity to bid for an award of £750 to engage in a project promoting Gaelic education and/or entrepreneurialism. The successful bid came from Ailsa Morgan.	✓	✓	✓	✓
CS19	Promotion of Fèisgoil throughout the year to local authorities and public bodies as well as attendance at the Scottish Learning Festival, if applicable.		Fèisgoil continues to be promoted in many ways and this will continue as we strive to attract new work to the service. We plan to talk to other local authorities and public bodies about the services we offer during Q4.	✓	✓	✓	✓
CS20	Delivery of at least 8 traditional music tuition sessions in 166 Highland primary schools through a YMI contract with High Life Highland.		We have begun delivering YMI classes in Highland schools in the 2024-25 school session, following renewal of our agreement with High Life Highland. We delivered Gaelic singing in Uist and Barra for Comhairle nan Eilean Siar during Q1 with 200 sessions for 310 pupils in 4 schools. We have been asked to continue this with £25k set aside for the work.	✓	✓	✓	✓

CS21			36 pupils in Ullapool Primary School took part in 8 sessions for the Cliabh project.	
	In collaboration with An Comunn Gàidhealach and Argyll & Bute Council, undertake work in schools to prepare children to participate in singing and instrumental competitions at the 2024 Mòd in Oban.		This work began in Q1, with children taking part in 384 sessions in 17 schools. These figures do not include Oban schools for which there is a different, long-standing arrangement in place. As several schools in Argyll & Bute did not express an interest, or withdrew from the initiative, we got permission from Bòrd na Gàidhlig to approach other schools and worked with Goodlyburn Primary School, Bun-sgoil Ghàidhlig Ghleann Dail, Sgoil Ghàidhlig Ghlaschu and West Primary School. Statistics for the programme will be available once compiled.	✓ ✓ ✓ ✓ ✓
CS22	Beairteas and/or Dileab sessions to be delivered through a dedicated programme in schools and, perhaps, with e-Sgoil or Comhairle nan Eilean Siar.		Beairteas not progressed in Q2 but we hope to make progress in Q4 if funding allows. Fèisean nan Gàidheal staff organised Gaelic 'come and try' sessions at The Gathering in Inverness and Belladrum Festival.	✓ ✓ ✓ ✓ ✓
CS23	5 Latha 2024 to be held in April with around 15 participants.		A successful 5 Latha event was held in Lewis at Easter 2024 with 16 participants.	✓ ✓ ✓ ✓ ✓
CS24	A week-long Gaelic Drama Summer School in July with around 12 participants.		The annual Sgoil-shamhraidh Dràma was held in Portree early in July with 18 secondary school aged Gaelic speakers taking part under the artistic direction of Mairi Morrison with assistance and supervision provided by Fergus Munro, Kit Rodman-Orr and Angus Macleod.	✓ ✓ ✓ ✓ ✓
CS25	Secure at least one new Fèisgoil contract and, if funding is available, continuation of current work with the consortium of local authorities plus awareness training as and when commissioned.		We completed the final part of <i>Tabhaich</i> , Gaelic language work in Tìree, Coll and Bute, with workshops led by Prof Donald Meek. 24 Blasad Gàidhlig sessions were offered to 93 pupils in 2 South Ayrshire schools during Q1. The Gaelic language work in schools with the consortium of local authorities is continuing in the 2024-25 school session although there was a delay in confirming funding. To date, 647 sessions have been delivered in 17 schools for 2,002 pupils, with 13 tutors employed. In collaboration with Comhairle nan Eilean Siar, we contracted 18 tutors to deliver 299 sessions in 15 Western Isles schools for the 2024 <i>Dileab</i> project which involved 423 pupils. We hosted an online singing session to mark Mìos nan Gàidheal in Nova Scotia with Taigh-sgoile na Drochaide in Mabou. Gaelic Awareness training was developed for HIE and delivered by 4 presenters over 9 sessions for 62 members of staff.	✓ ✓ ✓ ✓ ✓ ✓
CS26	Provision of a minimum of 90 Gaelic drama workshops or performances for schools during 2024-25.		To date, 88 drama sessions have been delivered. An interactive drama workshop aimed at P5-P7 pupils learning Gaelic as an additional language - 'O mo chlach!' - based on the	✓ ✓ ✓ ✓ ✓

			Stone of Scone story was delivered to 220 pupils in 8 schools in Argyll & Bute and 2 schools in Highland between the 9th and 13th of September. Following the recruitment of two Gaelic speaking actors to deliver the tour, 'Cà deach a' Chlach?' with Claire Frances MacNeil and Fergus Munro undertook a 15-day tour of 28 schools performing to 636 pupils. Gaelic drama workshops were also delivered in Ullapool and Portree High Schools, the latter involving 26 pupils from Greenfaulds High School who were on a visit to Skye. The 2024 Gaelic panto, "Seocan agus am bogsa-ciùil", performed in 20 schools to a total of 1,487 and a film of the panto was made available to schools we were unable to visit. There was also a public performance in Cultarlann Inbhir Nis.	
CS27	Delivery of at least one mini-Fèis in secondary schools during 2024-25 if there is demand.		No opportunities to advance this to the end of Q3.	✓ ✓ ✓ ✓ ✓
CS28	Development of creative writing skills as an element of the Gaelic Drama Summer School.		Participants were introduced to a wide variety of acting skills and opportunities which developed their creative skills, including writing and scripting for three short films.	✓ ✓ ✓ ✓ ✓
CS29	Ongoing support for Gaelic use at Fèisean offered by our team of Development Officers and others as appropriate.		Our team offers support to Fèisean with Gaelic translations and the creation of bilingual promotional materials, as needed, and through conditions of grant Gaelic use at Fèisean is ensured, in line with our Gaelic Language Policy.	✓ ✓ ✓ ✓ ✓
CS30	Around 30 Fèis performances to be supported during 2024-25.		37 Fèis performances were supported to the end of Q3. These included Tutors' Cèilidhs and end of Fèis concerts.	✓ ✓ ✓ ✓ ✓
CS31	Support for 3 Cèilidh Trails accounting for around 50 performances during July and August 2024.		Two Cèilidh Trails - from Argyll and Lochaber – toured in the summer and Fèis Spe's senior band, Monadh Ruadh, spent a week touring round Badenoch & Strathspey.	✓ ✓ ✓ ✓ ✓ ✓
CS32	Around 24 events as part of Blas 2024, wholly dependent on local authority funding.		The 20th Blas Festival was delivered between 6 and 14 September by Fèisean nan Gàidheal for The Highland Council. The programme included a range of 25 cèilidhs and concerts as well as 5 online events and a music and drama programme in Highland schools. Much of the programme was delivered through collaboration with local promoters who organised events in their own communities. In addition to financial support from The Highland Council, Fèisean nan Gàidheal was able to augment the festival budget with funds from Creative Scotland and Bòrd na Gàidhlig. Additional funding from Comhairle nan Eilean Siar offered an opportunity to mark a significant birthday of Harris singer, Chrissie MacVicar, and the 40th anniversary of Gaelic development organisation Comunn na Gàidhlig.	✓ ✓ ✓ ✓ ✓ ✓

CS33	A Colmcille-funded project with Ireland will be developed and delivered by March 2025.		In July, the second leg of the Colmcille-funded <i>Turas</i> project, run in collaboration with Ealaín na Gaeltachta, brought twelve young people from Scotland and Ireland together to explore their shared Gaelic heritage through stories, music, song and dance, while being immersed in a Gaelic community. Participants enjoyed a residential weekend at Gearrannan Blackhouses in Lewis in July and performed in a Family Cèilidh at Grinneabhat.	✓	✓	✓	✓	✓	
CS34	After an open competition, the Blas commission will be awarded with three performances at the festival		See CS17 above.	✓	✓	✓	✓	✓	✓
CS35	There will be ongoing work on gathering, managing and utilising data from audiences to promote further work.		This is ongoing and our marketing is becoming more targeted. We have developed a generic form which will be used across all our events to gather evidence required by funders and feedback on participants' experiences of events.	✓	✓	✓	✓	✓	
CS36	Content will be added continuously to our website to feed Fèisean nan Gàidheal's app.		This is ongoing work with a calendar of events added to our website and kept updated.	✓	✓	✓	✓	✓	✓
CS37	Events will be streamed throughout the year, including Blas, and further online lessons added to Oide if funding allows.		Six events were livestreamed during, or shortly after, Blas in September. See CS8 above for Oide.	✓	✓	✓	✓	✓	✓
CS38	3 rounds of Tasgadh grants will be delivered during 2024-25.		Grants from the first round of Tasgadh were agreed in July 2024 with successful applicants published on our website. The second deadline for applications was 25 October 2024 and there will be a final round with a deadline of 31 January 2025.	✓	✓				
CS39	2 rounds of Maoin nan Ealan Gàidhlig grants will be delivered during 2024-25.		Grants from the first round of Maoin nan Ealan Gàidhlig were agreed in July 2024 with successful applicants published on our website. A final round for 2024-25 has a closing date of 15 November.	✓	✓	✓	✓	✓	✓
CS40	Hold 4 Board meetings – in May, September and December 2024 and March 2025, to which funders will be invited and for which papers will be published on our website to ensure transparency.		Our first Board meeting of the year was held online on 24 May with papers published a week before that date. Papers were circulated and invitations sent to funding bodies to attend. Our second meeting was held in person in Inverness on 27 September and our third on 6 December 2024 online.	✓	✓	✓	✓	✓	✓
CS41	Publish Fèisean nan Gàidheal's revised Programme Plan 2024-28 when finalised.		Our Programme Plan was approved at the May Board meeting and will be published once it is translated.	✓	✓	✓	✓	✓	✓
CS42	Report quarterly on performance to all funding bodies.		This report and subsequent quarterly reports will be made available to all funding bodies in addition to any specific reports they require.	✓	✓	✓	✓		
CS43	Report at each Board meeting on how funding agreements are being fulfilled.		Funding Agreements is a standing item on the agenda of Board meetings to keep members up to date on the current situation with each of our main funders.	✓	✓	✓	✓		
CS44	Maintain an overview of risk and ensure an annual progress report is considered by the Board in May 2024.		Assessing and managing risk is a daily task for all staff.	✓	✓	✓	✓	✓	✓

CS45			Board members were given an annual report on how the main risks are managed and mitigated at their May meeting.				
	Continue our work with Creative Carbon Scotland and ensure carbon use is considered in relation to all aspects of Fèisean nan Gàidheal's programme.		Carbon use is a consideration in all our work and we have developed a draft Adaptation Plan which was approved by the Board at their meeting in December 2024.	✓	✓	✓	✓
	Produce a revised EDI plan and ensure an annual progress report on the previous one is considered by the Board in May 2024.		A revised EDI Plan for 2024-25 was agreed by Board members at their May meeting when they also approved an annual report on the implementation of our 2023-24 EDI Plan.	✓	✓	✓	✓
	Ensure Fair Work First is implemented for all staff with increments mirroring local authority pay settlements.		Fèisean nan Gàidheal is fully committed to Fair Work First with considerable progress over the past year. The outcome of negotiations between Unison and COSLA was known in December and staff received a pay increase in line with that agreement.	✓	✓	✓	✓
	Ensure fair pay, in line with industry standards, is implemented for all contractors engaged by Fèisean nan Gàidheal.		All contractors engaged by Fèisean nan Gàidheal are paid at least relevant union rates. It is a condition of funding that Fèisean work towards paying those rates too. All projects funded by Tasgadh and Maoin nan Ealan Gàidhlig must include pay at union rates.	✓	✓	✓	✓
	Ensure staff are offered any training identified through the annual review programme.		Training is available to staff as and when required and, as far as possible, in line with their identified needs.	✓	✓	✓	✓
	Ensure returns are submitted on time to Companies House and OCSR.		This is normal for Fèisean nan Gàidheal which has no history of overdue returns.	✓	✓		✓
	Publish an Annual Report in September 2024 featuring highlights of activities undertaken in 2023-24, statistics and a financial statement.		Our 2024 Annual Report was published in September to coincide with our Annual Conference, now called Annual Gathering, with links sent to our funders and distributed more widely.	✓	✓	✓	✓
Quantitative Information							
Jobs created/retained FTE	69.9	Inward investment/public sector leverage to Highlands	£722,246	Increase in turnover	£110,341	Number of volunteers	370
Grants to Fèisean	£132,813	Other Grants	£100,100	Participants/Learners in Fèis Activities	3,954	Participants/Learners in other Fèisean nan Gàidheal Activities	6,725
Audience at Fèis concerts	3,230	Audience at other events (online audiences)	3,496 (79,061)	Participants in training	144	International Work	5
Bòrd na Gàidhlig Outcomes							Status
Support is provided for Fèisean to develop and maintain their work, and, through them, to give increased recognition to Gaelic							
BnG1.1.1	Support provided for 46 local Fèisean annually and Gaelic encouraged in the work of Fèisean, dependent on sufficient funding from Creative Scotland.		See CS1-7, CS10-14, CS29-31, CS33, CS36, CS40-51 above for details on support to Fèisean.				
BnG1.1.2	Year-on-year progress in the amount of Gaelic used at Fèisean.		See CS29 above.				

			Fèisean nan Gàidheal team is diligent in ensuring Gaelic is used as much as possible in local Fèisean.	
BnG1.1.3	Feedback from Fèisean participants that the work of the Fèisean has encouraged them to use Gaelic more often or to learn it.		Gathering of evidence is ongoing and will be available to Bòrd na Gàidhlig through specific reporting.	
Confidence is built in Gaelic communities with more opportunities provided to use Gaelic in social settings				
BnG1.2.1	30 events held by local Fèisean annually that promote the Gaelic language.		See CS30 above. There have been 30 Fèisean so far this year, which held events between 2 and 5 days in length. They all organise events where Gaelic is used by young people and where Gaelic is prominent in advertising etc. In addition there are extensive programme of ongoing classes and workshops taking place every week in communities across the country. Drama and singing in Gaelic is a big part of what the Fèisean offer, and the language and its culture are at the heart of those artforms. Most also offer one or more public events, such as end-of-Fèis cèilidhs, in which Gaelic is used in introductions and in the music.	
BnG1.2.2	Year-on-year increase in the number of people attending events hosted by Fèisean.		We will be able to report on this in more detail once returns are received from Fèisean.	
BnG1.2.3	Feedback from attendees of Fèisean events that they are more confident about Gaelic and take opportunities to use it.		Gathering of evidence is ongoing and will be available to Bòrd na Gàidhlig through specific reporting.	
Training is provided to Fèisean instructors to increase competence, ensuring Fèisean provide instruction at a high level				
BnG2.1.1	Annual training programme delivered, including Gaelic training, with at least 12 sessions delivered.		See CS11 above for sessions to date.	
BnG2.1.2	Year-on-year increase in the number of instructors who have received Gaelic training support.		We will be able to report on this in more detail once Gaelic sessions are completed.	
BnG2.1.3	Feedback from participants in Gaelic training that it has improved their language skills.		Gathering of evidence is ongoing and will be available to Bòrd na Gàidhlig through specific reporting.	
Opportunities are given to young people to encourage speech skills and confidence in Gaelic through residential and intergenerational events				
BnG2.2.1	Sgoil-shamhraidh Dràma and 5 Latha events held with increasing participation numbers year on year, if this is possible in the locations where the events take place.		A very successful 5 Latha was held in April 2024 with a full complement of 16 participants. See C24 above for the Sgoil-shamhraidh Dràma.	
BnG2.2.2	Beairteas scheme run, with increased participation numbers year on year.		See CS22 above.	
BnG2.2.3	Feedback from participants in residential and Beairteas events that these have increased their speaking skills and confidence in using Gaelic.		Gathering of evidence is ongoing and will be available to Bòrd na Gàidhlig through specific reporting.	
Music and teaching resources are put online so that they are more accessible, and more people can use them				
BnG2.3.1	A programme of collection and digitisation of Gaelic songs run, and recordings made available to the public, if funding is available from other sources.		See CS9 above.	

BnG2.3.2	Advertising and distribution work undertaken to bring the songs to a wider audience.		Previous Fuaran collections have been widely promoted on social media and recordings were also made available to BBC Radio nan Gàidheal who play them regularly. We will continue to promote those and newly-recorded songs at every opportunity.	
BnG2.3.4	Feedback from participants that Fuaran and other projects increase their knowledge of Gaelic songs and encourage them to use Gaelic more often.		Gathering of evidence will be undertaken and will be available to Bòrd na Gàidhlig through specific reporting.	
BnG2.4.1	Links built with Tobar an Dualchais, and other relevant people and organisations in this field, through a project to collect and digitise Gaelic songs.		We were involved in discussions with Tobar an Dualchais about the re-establishment of the Bliadhna nan Òran website. Floraidh Forrest from Tobar an Dualchais presented at our Annual Gathering to demonstrate to Fèis organisers the value of the content of the archive and how it could be better utilised by Fèisean wishing to source material local to their area. We fully expect Gaelic singers in the Fuaran project will wish to utilise Tobar an Dualchais.	
Learners and non-Gaelic speakers are encouraged to use and learn Gaelic through Fèisgoil				
BnG3.1.1	Fèisgoil programme delivered with 100 drama sessions/workshops, 150 Gaelic Taster sessions (more if funding available from other sources) and 20 early-years sessions (Hùb-Hàb or other)		See CS19-28 above. 20 Hùb-Hàb sessions were delivered by Kit Rodman-Orr in May, for 457 children in early years settings. We expect to meet the targets set in full for 2024-25.	
BnG3.1.2	If there is an increase in this work, a year-on-year increase in the number of instructors with Gaelic involved in delivering sessions on behalf of Fèisgoil.		Apart from some involved in YMI delivery, all tutors involved in delivering Fèisgoil work are Gaelic speakers. Whether or not there is an increase this year will depend on the opportunities available to expand. We will be able to comment further in subsequent reports.	
BnG3.1.3	Feedback from Fèisgoil instructors that the work has been enjoyable, and they have had additional opportunities to use Gaelic.		Gathering of evidence is ongoing and will be available to Bòrd na Gàidhlig through specific reporting.	
Additional opportunities are available for Gaelic-speaking artists to gain employment and expand their skills				
BnG3.2.1	Opportunities for Gaelic instructors to deliver Fèisgoil sessions and benefit from training and other professional development opportunities.		A number of training opportunities have been available to Fèisgoil tutors during the year, tied to individual streams of work, and resources produced for them.	
BnG3.2.2	If there is an increase in this work, a year-on-year increase in the number of instructors with Gaelic involved in delivering sessions on behalf of Fèisgoil.		See BnG3.1.2 above.	
BnG3.2.3	Feedback from Fèisgoil instructors that the work has been enjoyable, and they have had additional opportunities to use Gaelic,		Gathering of evidence is ongoing and will be available to Bòrd na Gàidhlig through specific reporting.	
Additional opportunities are for artists to organise projects and reach audiences to promote Gaelic				
BnG4.1.1	Gaelic Arts Fund scheme run twice a year in conjunction with Creative Scotland as an open opportunity for		See CS39 above.	

	organisations and individuals to apply for funding.		33 applications were received in the first round for 2024-25 seeking £170,735 against projects worth £602,914. £39,464 was offered. There were 34 applications in the second round seeking support of £204,281 towards projects worth a total of £331,849. £35,536 was offered.	
BnG4.4.1	A representative of Bòrd na Gàidhlig to be a member of the Gaelic Arts Fund application assessment panel.		Steven Kellow replaced Brian Ó hEadhra as a member of panel.	
BnG4.1.2	Depending on which projects receive support, aim for year-on-year progress in the number of people/audiences that benefit from Gaelic Arts Fund projects.		Demand for Maoin nan Ealan Gàidhlig has grown significantly over the past year and we expect, therefore, that the projects funded, as well as the impact of additional funds from Bòrd na Gàidhlig, will lead to increases in beneficiaries.	
BnG4.4.3	Feedback from Gaelic Arts Fund projects that they have encouraged people to use Gaelic or have showcased Gaelic to the public.		This is explicit within the guidelines with priority given to work delivered in Gaelic, so we expect to be able to evidence this.	
Gaelic cultural tourism and the public's appreciation of the traditional arts is strengthened through authentic events during the Blas festival				
BnG4.2.1	Subject to sufficient funds, Blas held in conjunction with The Highland Council and other participating organisations with at least 25 events.		See CS32 above. Despite the impact of standstill funds, through partnership working we delivered a wide range of live and online events.	
BnG4.2.2	Year-on-year growth in the number of artists and audiences participating in or attending Blas events, depending on the number of events and the extent to which financial support keeps pace with costs.		While we expected a smaller audience for Blas, since there were fewer events, in the end we attracted 55,922 through a combination of live and, especially, online events.	
BnG4.2.3	High level of satisfaction shown by the audiences of Blas events in terms of enjoyment of the events and the use of Gaelic at the festival.		Regular evidence is gathered through our evaluation processes and we hope to maintain the high levels attained in the past. A satisfaction level of 94% regarding how well the festival was enjoyed by attendees, value for money and its use of Gaelic was recorded through responses to the questionnaire.	
Work internationally to raise the profile of Gaelic culture and build links with Gaelic speakers around the world				
BnG4.3.1	5 live events streamed via FèisTV (more if funds allow) and add to recordings of events available online.		See CS39 above.	
BnG4.3.2	Year-on-year growth in international FèisTV viewer numbers or involved in other Fèisean nan Gàidheal projects.		This will depend on an ongoing ability to stream an increasing number of events.	
BnG4.3.3	Feedback from international FèisTV viewers or participants in projects with international links that they have developed a greater understanding of the Gaelic language.		We will gather feedback and information will be available to Bòrd na Gàidhlig through specific reporting.	
Fèisean nan Gàidheal maintains good governance practices				
BnG5.1.1	Fèisean nan Gàidheal produces an annual report and annual accounts.		See CS51 above.	
BnG5.1.2	Returns are provided to OSCR and Companies House in good time as required.		See CS50 above.	
BnG5.1.3	There are regular meetings of the organisation's Board.		See CS40 above.	

BnG5.1.4	The organisation has appropriate corporate policies and these are updated from time to time.		This is part of ongoing work for Fèisean nan Gàidheal's Board, supported by staff.	
Fèisean nan Gàidheal staff are properly supported				
BnG5.2.1	The real living wage is paid to all staff, artists, tutors, contractors or others working on behalf of the organisation, in accordance with the Scottish Government's Fair Work First policy		See CS47 and CS48 above. Fèisean nan Gàidheal is accredited as a Living Wage Employer and pay is in line with local authority settlements for staff and industry standard rates for artists.	
BnG5.2.2	Support and communication channels are provided to individual staff, in accordance with the Scottish Government's Fair Work First policy		A statement of our approach to Fair Work First is available in the policies section on our website. Fair Work First is a standing item on the agenda of team meetings, offering a communication channel and another is available through the appraisal procedures. Staff have so far resisted collective representation but they are regularly encouraged to consider options.	
Fèisean nan Gàidheal remains financially secure				
BnG5.3.1	The board of Fèisean nan Gàidheal monitors the level of unrestricted assets and its reserves policy according to the organisation's needs.		This is ongoing work for Fèisean nan Gàidheal's Board, supported by staff. Fèisean nan Gàidheal has maintained a reasonable reserve for a number of years now.	
BnG5.3.2	That good relations are maintained with local authorities and Creative Scotland.		See CS43 above. Reports are provided on relationships with all funders at each Board meeting and staff work as collaboratively and successfully as possible with a range of local authorities and with Creative Scotland through various streams of our work.	
BnG5.4.1	Bòrd na Gàidhlig are updated as soon as there is a change in the Board membership or staff of the organisation.		Given the scale of changes to the Board in 2023, we did not envisage further changes in 2024-25. Current Board members are listed at feisean.org/en/feisean-nan-gaidheal-board/ . Staff vacancies are advertised openly and Bòrd na Gàidhlig is made aware of those through tags in social media posts and in reports for our Board.	
BnG5.4.2	Minutes of the organisation's Board meetings are prepared and sent to Bòrd na Gàidhlig after they are approved.		Bòrd na Gàidhlig is sent copies of all Board papers regularly which include the minutes from meetings.	
BnG5.4.3	The organisation maintains a risk register which is reviewed at least once a year by the organisation's Board		See CS44 above.	
Greater public awareness and familiarity with the work of Fèisean nan Gàidheal				
BnG6.1.1	That the number of followers for the organisation on social media grows each year.		This has been the case but we will monitor this and report further using the 2023-24 figures as a baseline.	
BnG6.1.2	At least 6 news releases and/or newsletters are published and distributed each year on the work of the organisation.		At least 14 press releases were issued to the end of Q3 acknowledging Bòrd na Gàidhlig's support. 10 press releases were issued for which quotes were invited since the subject matter related to work directly supported by Bòrd na Gàidhlig.	

Gaelic groups work more closely together				
BnG6.2.1	There is regular communication between Fèisean nan Gàidheal development officers and Comunn na Gàidhlig Iomairtean officers in their area.		Communication continues regularly across the different areas between our officers, the Fèisean and Iomairtean officers with very good cooperation at Fèis and other events. Fèisean nan Gàidheal officers are involved in the discussions with Comunn na Gàidhlig about the Gaelic Youth Strategy and in advocacy work with the government regarding more funds for Gaelic. We promoted two events at Blas 2024 in collaboration with Comunn na Gàidhlig to celebrate the group's forty years. One of our Development Officers, Abi Reid, presented to the fourth Argyll Gaelic Gathering where there was an opportunity to network with other officers.	
BnG6.2.2	Collaboration is encouraged between local Fèisean and local Mòds under the direction of An Comunn Gàidhealach.		We have a very good relationship with An Comunn Gàidhealach and we promote each other's work through social media channels. We work with An Comunn Gàidhealach on Mòd Academy (See CS21 above) and we know from research the impact of the Fèisean on the musical abilities of young people taking part in mòds. Two of our Development Officers presented on Engaging Volunteers at the Local Mòd Conference run by An Comunn Gàidhealach at Eden Court in Inverness. At least two Fèisean have established Gaelic choirs which now take part in mòds.	
BnG6.3.1	Fèisean nan Gàidheal complies with Bòrd na Gàidhlig's Acknowledgment Guidance, as updated from time to time.		This is on-going, daily work and Bòrd na Gàidhlig's support is acknowledged at every opportunity.	
Highland Council Outcomes				
HC1	Service Level Agreement not received by end of Q3.		We are unable to report on specific targets in the absence of a Service Level Agreement. Funding for 2024-25 has been made available and paid out to us to support local Fèisean and the 2024 Blas Festival.	
Argyll & Bute Council Outcomes				
ABC1	Provision of financial support for Argyll & Bute Fèisean.		Argyll & Bute Council has provided £18,450 to support activities in 2024-25. Argyll & Bute Fèisean have been offered £39,704 through the main Grants Scheme, with a contribution of £12,000 from the council allocation.	
ABC2	Provision of support to run regular Fèis events throughout the year.		Grants to Argyll & Bute Fèisean in ABC1 include an allocation of £12,545 for regular Fèis events throughout the year.	

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.	
ABC4	Support for Argyll Cèilidh Trail including staff time and training (Argyll and Bute beneficiaries).		The Argyll Cèilidh Trail, run by Fèis Latharna in Oban, went ahead in July and participants underwent joint training with Fèis Lochabair Cèilidh Trail prior to their tour. See also CS16 and CS31 above. £8,100 was granted to Fèis Latharna for its Cèilidh Trail and the group played at 21 events in Argyll & Bute.	
ABC5	Development Officer support equivalent to 0.6 FTE in Argyll and Bute.		Our Development Manager and Development Officer 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 CS1-5, CS31 and CS36 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 CS3 and CS6 above.	
ABC8	Access to training for Fèis committee members and tutors (Argyll and Bute beneficiaries).		See CS12 above.	
ABC9	Gaelic drama work delivered in Argyll & Bute schools (education specific).		Schools in Argyll & Bute benefitted from Meanbh-chuileag drama workshops and our Hùb Hàb tour for early years. The Gaelic panto tour included visits to a number of schools in Argyll. Several Argyll schools are included in the Gaelic language provision delivered through the local authority consortium with which Fèisgoil works. See CS25 above.	

Action Required

Board members are asked to:

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

Arthur Cormack
Chief Executive
March 2025

Fèisean nan Gàidheal

Staff Progress Reports

Agenda Item: 1.2025.02(b)

Name	Arthur Cormack
Position	Chief Executive

Engagement activity since the previous Board meeting

06.12.24 Meeting of Fèisean nan Gàidheal's Board
09.12.24 Attended Culture Counts seminar
10.12.24 Attended William Grant Foundation Forum
12.12.24 Roundtable meeting with Angus Robertson MSP regarding Scotland's Festivals Strategy
12.12.24 Two meetings regarding AMPLIFY
16.12.24 AMPLIFY meeting
17.12.24 Fèisean nan Gàidheal Team Meeting and Training Session
19.12.24 Meeting with Siobhan Anderson, Creative Scotland
19.12.24 Meeting of Donald John MacKay Trust
13.01.25 Meeting with Morag Anna MacLeod regarding Blas
13.01.25 Meeting with Eoin Cumming regarding Oide contract
15.01.25 Appraisals with Calum Macmillan and Eilidh Mackenzie
17.01.25 Appraisals with Anne Willoughby
23.01.25 Meeting with Comunn na Gàidhlig regarding the Gaelic Youth Strategy
24.01.25 Meeting of Donald John MacKay Trust with Ailsa Morgan
03.02.25 AMPLIFY meeting
05.02.25 Meeting with Argyll & Bute Council
06.02.25 Meeting with Mairi Buchanan, HIE
06.02.25 Meeting with Carola MacCallum, Fèisean nan Gàidheal Chair
11.02.25 Fèisean nan Gàidheal Team Meeting
11.02.25 Ionad Thròndairnis (Iomairtean) meeting with HIE/Scottish Government
12.02.25 Meeting with Morag Anna MacLeod regarding presentation to THC Gaelic Committee
13.02.25 Meeting with Jo Wheeler regarding AMPLIFY
14.02.25 Meeting with Gillebrìde Macmillan regarding BBC Radio nan Gàidheal Òran Ùr initiative
18.02.25 Tasgadh Panel Meeting
20.02.25 Attended Òraid an t-Sabhail at Sabhal Mòr Ostaig
24.02.25 AMPLIFY technical test for pilot performance
25.02.25 AMPLIFY pilot remote performance
26.02.25 Presentation at Gaelic Committee of The Highland Council
27.02.25 Attended CnaG Conference online
03.03.25 Meeting with Ionad Thròndairnis (Iomairtean)
11.03.25 Meeting with Natalie Perks regarding staff pay and conditions
14.03.25 Meeting of Fèisean nan Gàidheal's Board

Name	Anne Willoughby
Job Title	Executive Manager

Support and development of Fèisean

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

- Grant Letters for 2024/25 were sent out after Board approval & grants totalling £219,213 have been pledged with £203,490 paid out to date.

- All Fèisean must supply a Claim Form 1 which has a tutor list, before the grant is released. This is processed and it is cross-referenced by our Child Protection Lead 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 Maria who took over this roll to ensure this is the case.
- Funding was paid out to Fèis Eilean na Hearadh & Fèis Rois for carers and/or additional tutors to ensure access for young people with individual support needs last year.
- I organised the Annual Gathering 2024 on 27/28 September, which took place in the Leonardo Hotel, Inverness.
- Ceòl nam Fèis 1 & 2 are now available in digital form. Royalties are still being paid out.
- I processed all offer letters for Cèilidh Trails 2024 and all payments have been made.
- Abi and Nicola are looking after the instrument bank now and some instruments have recently been repaired. The bank of instruments is getting old and needs more upkeep.
- Insurance is provided for all Fèisean as part of their membership package and has been revised and renewed in February 2025. There was a delay because of incorporated legal status and groups requiring cover in their own name and entity. The policy is in place now but not adequate, we are still working on cover for Fèisean. Events insurance cover was organised for Blas Festival this year. I also organise Death in Service Insurance benefit for all staff annually, this was renewed on 04 February.
- We have sent out membership fee invoices for 24/25, most of which have been paid now.
- I support all staff & Fèisean on a day-to-day basis with different queries and needs.

Enhancement of skills & creative talent

- Training is made available to Fèis Organisers as and when required. 8 Committee members have taken part in Child Protection Training. 4 staff took part in Gaelic translation training with Morag Stewart in December. Calum Fraser took part in Food Hygiene & First Aid Courses. Angus took part in Youth Theatre Arts Scotland & Stonewall LGBTQ Courses. L3 x Sessions Gaelic Training with Ingrid Henderson took place in February 2024, Cothrom Còmhraidh for Fèisean in March 2024. Monica Hayes, Fèis Obar Dheathain took part in First Aid training in March 2024. 9 Fèis organisers took part in First Aid Training on 19/05/24, Participants took part in tutor training with Ingrid in June 2024 & February 2025. Recently, Nicola took part in Safeguarding training & Eilidh C took part in InDesign training. More First Aid and Child Protection training was organised in February & March 2025.
- All staff are encouraged to and have completed an ACAS Equality & Diversity online training course.
- Fèis Alba 2024 took place with training offered locally to 10 participants. There are only 3 Cèilidh Trails this year so the format was different and cost-saving.
- Various training sessions for 36 Fèis committee members were organised for the Annual Gathering, such as Digital Resources available, Climate Action, & Autism & Neurodiversity.
- We ensure through Gaelic Development Plans and Grant funding restrictions that Fèisean adhere to our Gàidhlig policy. All our current policies are all now updated and available on the website. I also put together a Safe Place Policy last year and additional Guidelines to our Environmental Policy. I have been working on an Adaptation Plan for Climate Change.
- The annual drama summer school took place 01-06 July 2024 in Portree.
- Arthur is responsible with the additional grant schemes, Tasgadh & MEG.

Enhancement of Gaelic arts & culture in creative learning

I process all payments relating to Coig Latha, Turas, Drama Summer School, Hùb-Hab, Meanbh Chuileag tour, Meanbh-fhèis, Blasad Gàidhlig sessions, Mòd Academy, Fèisgoil, Panto, Dileab, Gaelic Awareness training, FèisTV, YMI payments & Blas Festival normally, with assistance from Maria.

Audience development and engagement

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

Governance, finance and staffing

- I am responsible for General day-to-day management of Fèisean nan Gàidheal's Portree office. I manage the Administrator/Child Protection Lead. We have all been home-working but the Administrator works from the office in Portree. I am in the office at least 2 days a week now. 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. Maria MacCaskill joined us in January 2025 in place of Luke Slater.
- I ensure that all management account preparation is in place and management accounts, which form part of this report, are received in good time. I was working with Seumas MacIver for the Annual accounts Audit this year on 10/11 July. Management accounts for the last quarter to 31 December 2024, have been prepared.
- I compiled the minutes for this Board meeting. I have also produced all the financial reports for the upcoming Board meeting.
- We are required to report on carbon emissions for Creative Scotland and I have been nominated as a Green Champion. I have been recording carbon emissions since April 2015 for staff, board members and tutors. I updated our Carbon Management Plan in July 2024. I submitted our Carbon Management Plan for 21/25 actuals and pathways to zero action. I completed Climate Emergency Training offered through the Wm Grant Foundation and certified as carbon literate now. I took part in SPRINGBOARD and was working on a Green Arts Charter as part of a cohort which launched on 30 November 2023. I produced carbon emission Guidelines for Fèisean and an Adaptation Plan for Climate Change for Creative Carbon Scotland RFO reporting. I took part in 2 Climate Adaptation training sessions in January.
- The Risk Register has to be reviewed and updated annually, this has been done this financial year and included in the May 2024 Board papers for agreement.

Name	Calum Alex Macmillan
Job Title	Development Manager

Support and development of Fèisean

Fèisean

In recent months I have been working closely with Fèisean in Skye, Lochaber and Argyll with a particular focus on Grant forms for 2025-26 and Grant claims for 2024-25, in addition to ongoing regular support.

I have been working closely with the development team in recent weeks as we review the Grant applications. The recent good news of an uplift in funding from Creative Scotland will allow us to offer more support to Fèisean with their costs and as they aspire to offer industry standard rates to tutors. The development team have been making progress with the action points that arose from the discussions we held at the Annual Gathering of the Fèisean in September, with more work to be done in the coming months.

Fèis Mhuile took place in mid-February with over 60 participants attending.

I assisted Fèis an Earraich with their online form for their Easter Fèis. There was great demand for the Fèis with over 150 participants signed up.

Enhancement of skills & creative talent

Blas 2025

This year's festival will take place between 5-13 September. We advertised a commission opportunity at the beginning of February which attracted a lot of interest from musicians. Our programming group will meet on Monday 10th March to consider commission proposals and to begin planning for our 21st Blas.

The Chief Executive and I gave a short presentation to The Highland Council Gaelic Committee at the end of February. We gave details of the work of Fèisean nan Gàidheal, a history of Blas with more in-depth information about Blas 2024 and a look ahead to 2025.

Staff Training

Staff members came together for a team building session in December which was very useful and good fun for all. Since then, all staff have received appraisals and further training opportunities will be offered and arranged over the course of the year.

Committee and Tutor Training

We are currently running a series of online Gaelic sessions for tutors and committees. In addition to this we continue to arrange regular training opportunities for volunteers with First Aid and Child Protection. In our recent Grant Forms we included a question regarding the training needs of committees and we will now look to arrange suitable training for them.

Fuaran

I assisted Abi with a second-stage application for the Fuaran project to the Heritage Lottery Fund with the outcome expected in mid-March.

Amplify

We have been kept busy with the Amplify project with regular meetings taking place between the organisations involved. Progress is being made as we get to know the personnel involved from the various organisations and the steps we need to take in the early stages of Amplify.

The first test performance was held at the end of February. The Chief Executive and I gave a short performance of music and song to our Amplify colleagues over the Zoom platform. We have also been working closely with colleagues from the Norwegian University of Science and Technology (NTNU) to consider ethical matters and the human centric approach of the project as we look to work with tutors, participants and committee members to allow them to share their experiences, opinions and suggestions as we take Amplify forward. It is hoped to have discussions with these groups over the Easter period.

All the groups will come together in Lewis between 19-22 May for the second face-to-face plenary meeting. Calum and I are working together to arrange this event.

Enhancement of Gaelic arts & culture in creative learning

5 Latha

5 Latha 2025 will be held between 7-12 April. We have 18 participants this year and I am currently finalising our timetable for the event.

Audience development and engagement

FèisTV

We will soon have a new series of accordion lessons available through Oide. We also recently advertised a further opportunity for tutors to offer lessons through this service.

The Meanbh Chuileag Pantomime was filmed and subsequently streamed before Christmas.

Governance, finance and staffing

Staff

I continue to support Fèisean in the Isle of Skye, Lochaber and the majority of Fèisean in Argyll with assistance from colleagues, I will be discussing the current allocation of Fèisean with the development team shortly.

From mid-February, a student has been with us in Inverness on a 3-week placement as part of their course at Sabhal Mòr Ostaig.

Meetings

Meetings with the National Trust (2/12 and 20/2)

Online Amplify meetings (12/12, 16/12, 13/1, 22/1, 27/1, 3/2, 10/2, 11/2, 17/2, 19/2, 24/2, 25/2, 3/2) *

There is often more than one meeting in the day

Meeting with The Gathering (10/1)

Meetings with Morag-Anna MacLeod Mitchell regarding Blas (13/1 and 12/2)

Consultation regarding the proposed National Scottish Music Centre (20/1)

Meeting with Emily MacDonald, Eden Court (29/1)

Meeting with Jo Wheeler (Amplify) 13/2

Online attendance at Comunn na Gàidhlig's conference (27/2)

Blas Programming group (10/3)

Name	Eilidh Mackenzie
Job Title	Fèisgoil Manager

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

Enhancement of skills and creative talent

Developing my personal work skill set:

- For 15 mins each week, I meet with Eilidh Cormack to run over a particular grammar point.
- I attended an online workshop, Bucket Drumming, delivered through the Benedetti Foundation.
- I will take part in a training course 'Speaking in Public' on 19.03.25 in Glasgow

Enhancement of Gaelic arts and culture in creative learning

DRAMA this quarter has been used mainly for script development. School tours resume next quarter.

LANGUAGE

Blasad Gàidhlig: Gaelic as an additional language Term 3, Jan-Mar; 8 local authorities involved

Tutors	Schools	Sessions	Schoolchildren
15	26	1098	2473

Beairteas – Fighe le Faclan 03-05.25 – information to come in the May report

Eòlas air a' Ghàidhlig: online presentation to HIAL staff delivered by Gillebrìde MacMillan with a specially prepared updated video by Luke Macleod 10.01.25

Presenters	Sessions	Participants
2	1	6tbc

We were successful in our bid to BnaG for the delivery of 6 Gaelic Awareness Training Sessions March-June for Gaelic Officers and other public body employees. More information to come in May.

MUSIC

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

Seinn Uist & Barra : Term 3 delivery by Dorothy MacVicar, Catherine Tinney, Linda Macleod & Seonaidh MacIntyre.

Tutors	Schools	Sessions	Schoolchildren
4	6	227*	422

*144 DM; 27 LM; 7 SM; 49 CT

Mod Academy 2024:– Mòd Lochabair – starting in March – these are the projected numbers March - June with confirmation in the next report.

Tutors	Schools	Sessions	Schoolchildren
6	18	297	493+

UNIQUE PROJECTS:

Seachdain na Gàidhlig (SnaG) – World Gaelic Week

- Turas le Tosgaire:** open to all GME schools with a separate session for schools learning Gaelic as an additional language. Delivered by Luke Macleod on 24.02.25

Presenters	Classes	Sessions	Schoolchildren
1	39	2	c800

- The Voice: Singing and Drama sessions at Bun-sgoil Ghàidhlig, Inverness;** delivered by myself and Angus Macleod with specially prepared resources to share with all GME schools; 26.02.25

Session leaders	Schools	Sessions	Schoolchildren
2	1	18	220

- Supporting Muirtown Primary School in sourcing a tutor, Angela MacMillan, for their specific week-long marking of SnaG.

Audience development and engagement

Gaelic Evening Classes for Glasgow City Council staff - 04.03.25-14.05.25 – being delivered by Gillebrìde MacMillan, Fiona Dunn, Linda Macleod, Pàdruig Morrison and Angela MacMillan.

Session leaders	Sessions	Participants
5	50*	103**

**49 progressive sessions across 7 weeks plus an introductory one-off session for all on Glasgow and its particular relationship with the language and culture*

*** 103 with a waiting list*

Governance, finance and staffing

In addition to meetings with the Fèisgoil team, Fèisgoil tutors and YMI administrators:

08.01.25 & 11.02.25: FnG staff meetings.

10.01.25: Gaelic Awareness Training session – HIAL – Gillebride MacMillan.

14.01.25: Mòd Academy 2025 – Morag Anna Macleod Mitchell.

14.01.25 & 04.02.25: Inverness team, CF and EC – drama development discussions – Fèisean & Fèisgoil

15.01.25: Appraisal with Arthur

20.01.25: Consultation on National Centre for Music – Eden Court

21.02.25: Mod Academy 2025 – Iain Robertson, Chair Local Branch ACG

23.01.25: UNCRC – Articulate – Laura Froom – evaluation and end of project resources

23.01.25: Consultation Group on Gaelic and Literacy – online

29.01.25: Gaelic Awareness Training – successful application – Bòrd na Gàidhlig

29.01.25: World Gaelic Week – support for Muirtown Primary – Janice Macrae, HT

30.01.25: Mod Academy catch up

07.02.25: Consultation Group on Gaelic and Literacy – in person, Glasgow

10.02.25: Interview with an SMO student in support of their research towards their dissertation

13.02.25: MEPG online

18.02.25: Mod Academy online meeting of tutors and Local Branch ACG

18.02.25: YMI – shared song video discussion with Hamish Macleod

20.02.25: NTS, Balnain – Canna Archives – potential collaboration

24.02.25: World Gaelic Week – Turas le Tosgaire – with Luke Macleod

26.02.25: World Gaelic Week – BSGI – singing sessions – the Voice

04.03.25 Evening Classes – introductory session – Gillebride MacMillan

06.03.25 Benedetti Foundation course – Bucket Drumming

10.03.25 Blas steering group

11.03.25 & 12.03.25 online evening classes, Glasgow City Council

Name	Eilidh Cormack
Job Title	Fèisgoil Administrator

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

Enhancement of skills & creative talent

Fèisgoil has not delivered any training since the last meeting but we are in discussion with the Development Team about drama at Fèisean and in schools and how we can encourage it further.

I have been working through a course online via Udemy – Adobe InDesign CC: Advanced Training Course. I have also been working on simultaneous translation, putting 15 mins to one side each fortnight to develop this.

I am helping EMB with an aspect of Gaelic grammar each week for 15 minutes.

Enhancement of Gaelic arts & culture in creative learning

DRAMA

See Angus MacLeod's report for information on our drama projects.

LANGUAGE

Blasad Gàidhlig

Blasad Gàidhlig delivery is going well and all sessions, apart from in South Ayrshire, will be finished by Easter. Kaitlin Ross, a tutor for the service for several years, returned to the team this term to teach in Falkirk Council. Sessions in South Ayrshire have begun online this term with nine schools involved and two new tutors on board.

Gaelic Awareness Sessions – HIAL 10.01.25

We had another successful GAT session with HIAL at the beginning of the year delivered by Gillebride MacMillan. Luke MacLeod also put together a brilliant video on his links to HIAL, his passion for flying and Gaelic, and how Hong Kong manage and represent three official languages in their city.

Gaelic Awareness Sessions – Brìgh/Essence – Bòrd na Gàidhlig

See EMB's report.

Beairteas: Air Bhioran

Flòraidh Forrest and Marion MacKay will be delivering a project on knitting in Skye primary schools from mid-March. As well as teaching simple knitting patterns, they will be delivering on vocabulary, phrases and Gaelic songs connected to knitting and resources will be made up to support them in this. More information to follow.

MUSIC

Youth Music Initiative

YMI sessions are continuing this term and most sessions will be complete by Easter.

We have received videos from 25 classes involved singing our shared song for this year 'Mhic Iarla nam Bratach Bàna'. We are still expecting a few more videos by the end of term but we are grateful to the tutors and teachers for getting involved in delivering the song. Hamish MacLeod is currently working to put a video together of the recordings to celebrate the song at the end of the sessions.

Seinn Uibhist & Barraigh | Uist & Barra

Linda MacLeod and Seonaidh MacIntyre have delivered special one-off sessions delivering to every primary school in Uist and Barra to teach some songs and hold a Q&A with Seonaidh. Seonaidh still needs to deliver to Barra as this was put off due to bad weather at the beginning of the year.

Dorothy MacVicar (Uist) and Catherine Tinney (online for Barra) are now on board as regular tutors. for the schools.

Acadamaidh a' Mhòid | Mòd Academy

Funding from Highland Council has been received through Bòrd na Gàidhlig (£13,000) and we have received a further £2,000 from the council itself. The local Lochaber branch of An Comunn is currently looking for further funding to ensure tuition continues after the summer holidays. We have six tutors on board and sessions are due to start w/b 10.03.25.

UNIQUE PROJECTS

Seachdain na Gàidhlig

1. Turas le Tosgaire – we delivered two online sessions (one for GME and one for GLE) with Luke MacLeod on 24.02.25 and we were delighted with the numbers who came to hear from Luke and ask him questions.

2. Guth/The Voice: Drama and Singing Sessions at Bun-sgoil Ghàidhlig Inbhir Nis

EMB and Angus MacLeod delivered sessions to each class in BSGI on 26.02.25 about the voice and how we make sound. I have been working on interactive resources which will be shared with all GME schools to enable them to teach about the voice too.

3. Sessions in Muirtown

Angela MacMillan delivered Gaelic and Gaelic song sessions throughout the week to the school.

Audience development and engagement

Evening Classes with Glasgow City Council

Classes begin on Tuesday 11.03.25 for a seven-week block on Tuesday and Wednesday evenings. Gillebrìde MacMillan, Fiona Dunn, Pàdruig Morrison, Angela MacMillan and Linda MacLeod are on board as tutors and places for Levels 1 and 2 were filled in just 15 hours.

A special one-off session was delivered by Gillebrìde on 04.03.25 to all participants in order to give them a taste of Gaelic in Glasgow and what is to come in the classes.

Governance, finance and staffing

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

08.01.25 & 11.02.25 – FnG Team Meeting

10.01.25 – Gaelic Awareness Training – HIAL

14.01.25 – Meeting with Development Team & Fèisgoil to discuss drama at Fèisean/in schools

29.01.25 – Gaelic Awareness Training – meeting with Steven Kellow to discuss Brìgh/Essence

30.01.25 – Mòd Academy – meeting with James Graham, the local branch of An Comunn and THC

04.02.25 – Meeting with Development Team & Fèisgoil to discuss drama at Fèisean/in schools 10.02.25

– Interview with SMO student Eilidh MacDonald for a dissertation on music in schools

18.02.25 – Mòd Academy – Meeting with tutors and Iain from the local branch of An Comunn

24.02.25 – Seachdain na Gàidhlig – online sessions with Luke MacLeod

04.03.25 – GCC Evening Classes – one-off introductory session with Gillebrìde MacMillan

Name	Angus Macleod
Job Title	Drama Officer

Enhancement of skills & creative talent

Drama Workshops at Bun-sgoil Ghàidhlig Inbhir Nis

On Wednesday 26th February, I delivered a series of Gaelic medium drama workshops for all classes at Bun-sgoil Ghàidhlig Inbhir Nis. The workshops were organised as part of a timetable of events at the school that week to mark World Gaelic Week.

Buaile: Gathering of Artists

On the afternoon of Thursday 27th February, I provided simultaneous translation at the Buaile Artists' Gathering held at Wasps, Inverness Creative Academy.

Enhancement of Gaelic arts & culture in creative learning

Gaelic Pantomime 2024

Before Christmas, we had a successful national tour with our Gaelic pantomime Seocan agus am Bogsa-ciùil (Jock and the Accordion). 20 schools from 14 local authorities participated in the tour which took place between 25th November and 6th December giving more than 1800 pupils in Gaelic

medium education the opportunity to see it. A public performance was held at Cultarlann Inbhir Nis' new premises at 68 Academy Street, Inverness on Thursday 5th December 2024. This performance was filmed by FèisTV and made available to all Gaelic medium schools the following week. The film was also streamed on our Facebook page before the Christmas holidays.

Hùb Hàb 2025

In January, I wrote a draft script for our Hùb Hàb project which is aimed at P1-P3 pupils in Gaelic medium education. A tour with this play is scheduled to take place in May and an actor interested in delivering the project was confirmed at the beginning of February.

Gaelic Drama Summer School 2025

The dates for the School have been confirmed with it scheduled to take place between the 7th and 12th of July in Portree. The School will take place at the Venue at Portree High School and accommodation for participants will be provided at the Elgin Hostel. The online application form has been published on our website at www.feisean.org/en/gaelic-drama-summer-school/. The tuition team for the school was confirmed in February and the school will be publicised with a poster later in the month.

Meanbh-chuileag 2025/ 2026

In February I started working on a script based on the work of John Lorne Campbell and Margaret Fay Shaw and plan to have a final draft of the script completed in early March. Two Gaelic speaking actors will be employed to tour the play and hope to confirm them before the end of March.

Governance, finance and staffing

Meetings:

Inverness Office/ FnG Staff - Occasional meetings (Zoom/ Skype)

I participated in a team meeting which took place via Skype on Tuesday 11th February 2025.

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

Line manager meetings - Meetings are arranged when assistance required face-to-face or via Skype. On 10th December I had an appraisal meeting with Eilidh Mackenzie.

A Zoom meeting was held with Tanya MacDonald on 29th November 2024, after she let me know of her interest in work as Artistic Director at this year's Gaelic Drama Summer School.

On the 28th of January 2025 and 4th February 2025 meetings with colleagues to look at the opportunities to develop drama tuition at Fèisean.

A Zoom meeting was held with Mirren Ward on 7th February with a view to employ her as an actor in the next Hùb Hàb play which we plan to deliver in May 2025.

On Thursday 20th February, I attended a meeting with Rosalyn Goulding and Angus Murray from National Trust for Scotland along with Eilidh Mackenzie, Calum Alex MacMillan and Nicola Simpson where we looked at partnership opportunities.

Name	Nicola Simpson
Job Title	Senior Development Officer

Support and development of Fèisean

Fèis Air an Oir

- The on-going programme of weekly classes continues but the committee are looking at re-structuring their current set-up to offer group lessons which will be more cost effective and easier to manage in the longer term.
- The Fèis is looking forward to celebrating its 25th anniversary year and plans are underway for the annual Fèis week, a Cèilidh Trail and a special anniversary concert.
- Over the coming year, the Fèis are also looking to run an inter-generational project which will take music into local care homes.

Fèis Chataibh

- Weekly classes area on-going and fiddle, guitar, mandolin and keyboard will all be on offer from April onwards.
- I attended the AGM which will took place on 14th January and was pleased to note that the committee have resolved a number of administrative issues which will allow them to move forward on a more solid footing.
- A Piping Day is scheduled to take place in Golspie on 29th March and the Fèis has extended a special welcome to members of the Sutherland Schools Pipe band as well as other pipe-bands in the area.
- The main Fèis will take place from 7th – 11th July at Golspie High School.

Fèis a' Bhaile

- Chanter, Accordion, Fiddle and Guitar clubs continue, running on a monthly basis and the committee are looking to promote these opportunities to increase participant numbers.
- A block of clarsach lessons will run for four weeks in March and if successful will continue after Easter.
- Keyboard taster sessions for children at Inshes Library have proved very popular and a series of weekly classes will take place from April. Due to the success of this project, the library have purchased their own keyboards and are looking to extend the project to Culloden library.
- A family Gaelic Day to encourage Gaelic learners is scheduled to take place at the end of March.

Fèis Inbhir Narainn

- The programme of weekly classes continues at Nairn Community Arts Centre.
- The Fèis is looking to develop monthly groupwork sessions over the coming year.

Fèis Obar Dheathain

- The Main Fèis will once again take place in the MacRobert building at the University of Aberdeen from 7th – 10th April.
- Fiddle and clarsach lessons will resume after the Easter holidays.

Fèis Spè

- On-going classes continue and the new accordion classes are now up and running.
- The Fèis Spè AGM took place on 6th December and Mairi Brown continues as Chair
- A successful Fèis Day at Badaguish and family cèilidh in Carrbridge took place on 22nd February with more than seventy children taking part.

Fèis Ghallaibh

- Fèis Ghallaibh are currently looking to recruit a new committee but they are hoping to re-start their monthly workshops on 15th March.

Fèis na h-Òige

- The Main Fèis will take place from 7th – 10th July at BSGI
- A group of Còisir and Ceòl participants will perform at Eden Court as part of a special event to celebrate Seachdain na Gàidhlig.
- I attended the AGM which took place on 12th February.
- The Fèis were successful in securing some Tasgadh funding to run an event with 'Aon Ghuth' the Gaelic Makaton Choir, this will take place later in the year.
- The committee are awaiting the outcome of an application to Taic Freumhan Coimhearsnachd to establish a new Gaelic youth club.

Fèis a' Bhealaich

- I recently assisted the Fèis to complete their FnG grant application with a view to running a Fèis weekend again this year.

Enhancement of skills & creative talent

Ceilidh Trails

- Fèis Latharna, Fèis Lochabair, Fèis Phàislig and Fèis Air an Oir, will all be running Cèilidh Trails in summer 2025 and I am currently looking at training opportunities.
- On 2nd December, myself and Calum Alex had a very productive meeting with staff from NTS to discuss the possibility of Ceilidh Trail participants being involved in the re-opening of Canna House in June 2025.

Colmcille

- Over the weekend of 15th February, a group of six Irish and six Scottish participants visited the Isle of Lewis as part of our Turas project. After a lot of work from Calum Fraser to sort out the logistics of travel and accommodation, the group had a fantastic weekend together, playing music, sightseeing and getting to know each other and they are all very much looking forward to a return visit to Donegal.

Training

- I have recently organised a First Aid Training session for Fèis Latharna which will take place in Oban on 2nd March. Fèis Air an Oir committee members will also attend First Aid Training in March as part of a community initiative in their local area.

Name	Abi Reid
Job Title	Development Officer

Support and Development of Fèisean

Grants Scheme

I've been working with all of the Fèisean to get their Grant Forms in for 2025/26. They were all in before the deadline and some of the Fèisean are looking to run more events, or longer events this year.

Fèis an Iar Dheas

FanID held an AGM on the 17th of February and they were discussing new formats for the Fèis this year which would work better.

Fèis an Tairbeirt

I had a meeting with Muriel and Alison from FanT on the 10th of February and they're developing more opportunities for the young musicians to work together face to face as the lessons still take place on Zoom.

Fèis Arainn

We have submitted an application to the *Arran Society of Glasgow* to support the Main Fèis and are planning to submit an application to the *Beinn an Tuirc* Windfarm to support the weekly classes and Trad Band. I made a new pop-up banner so that young musicians playing at events can be clearly identified as part of the Fèis.

Fèis Dhùn Èideann

I went to Edinburgh to meet FDE on the 28th of January and they held a Fèis Day for teenagers on the 8th of February and two days for children in Primary School. We're working on a plan and a budget for a school's tour to advertise the weekly lessons.

Fèis Dhùn Omhain

I had a meeting with Rachel Kellow on the 21st of January to discuss the possibility of starting a Fèis in the Dunoon area.

Fèis Fhoirt

FF will have their Main Fèis on the 15th and 16th of March at St Mungo's High School in Falkirk. The numbers are looking low but the committee have been working hard to advertise it and Eilidh and Hazel performed a live set on the radio to raise interest. I made a banner for Fèis Fhoirt as well as some leaflets to use at their events.

Fèis Ghàidhlig Ghlaschu

I had a meeting with FGG's Annualised Hours Worker Rae MacIver on the 27th of January in Glasgow. We went through the grant form together and talked over plans for 2025/26. Their Main Fèis will take place between the 14th and 17th of April.

Fèis Òigridh Ìle is Dhiùra

FOID's Main Fèis took place between the 11th and 13th of February and it went well. 64 young people took part and because it was so successful, the committee have decided to move to a four-day Fèis from next year.

Fèis Innis an Uillt

The classes at FlanU went really well with 33 participants taking part. Unfortunately, due to the situation with Fèisean nan Gàidheal's insurance the weekend needed to be cancelled but I'm working with the committee to find another date and reschedule.

Fèis Phàislig

I had a meeting with FP on the 27th of January and plans are coming together for their ten-year anniversary celebrations. They have a new logo and branding style for 2025. They are running a Cèilidh Trail in 2025 and they are open to applications now.

Argyll and Bute Council

I attended a meeting with Arthur Cormack, Suzanne Mason and Mairi MacLennan on the 5th of February to keep them up to date with the Fèisean in the Argyll Area.

Instruments

I'm sorting out instruments that need to be delivered to Fèisean from the Inverness Office.

Enhancement of Skills and Creative Talent

InDesign Training

I've started an InDesign training course as I spend a lot of time making posters and advertising materials for Fèisean.

Gaelic Training

I organised a series of Gaelic Training with Ingrid Henderson for tutors and committee members. Ingrid delivered four classes over a month and 12 people registered to take part.

Fuaran

I applied to the National Lottery Heritage Fund on the 22nd of January and I'm expecting to hear the outcome the week of the 17th of January. I'll begin to develop a plan for Fuaran either with the National Lottery money or with our own funding, depending on the result of the funding round.

Music Sector Consultation Roadshow

I went to an event on the 20th of February to find out more about a new music centre that is being built in Edinburgh and to find out more about opportunities for local community groups to use it. It could be useful for Fèis Dhùn Èideann.

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

Support and development of Fèisean

Fèis Taigh Dhonnchaidh

- We have been gauging whether there would be interest in a keyboard class with Alasdair Caplin and it seems that there is and it will be held on Monday afternoons after school. There will be a half-hour class for children on P1-3 and another half-hour class for children on P4-7.
- An application was submitted to the Taic Freumhan Coimhearsnachd fund, with the aim of employing someone to help organise a wide range of cultural events for the entire community, to encourage intergenerational transmission, from ceilidhs to classes, and more. I received word on 4/3/25 that £7k has been awarded.

Fèis Tìr a' Mhurain

- An application was submitted to Taic Freumhan Coimhearsnachd on behalf of Fèis Tìr a' Mhurain as well, for a very similar project to the one Fèis Taigh Donnchaidh are planning, but with most events taking place in Beinn na Faoghla so that people from all over Uist & Benbecula could attend. I received word on 4/3/25 that £6.5k has been awarded.
- Classes are ongoing and in high demand. Accordion classes have been full for the last several series of classes, with an interest especially among teenage boys. The new instruments purchased with money received from the Local Action Group will be useful.

Fèis Eilean an Fhraoich

- The application made to Tesco Stronger Starts was successful and the blue tokens are piling up at the Stornoway Tesco. Unfortunately, Fèis Eilean an Fhraoich are up against stiff competition in two primary schools.
- The teenage band continues to meet weekly and perform at events. They have been invited to play at HebCelt again this year and are looking forward to meeting Donny Dòtaman there! Koren at CnaG (who support the band) and I are planning to meet soon to talk about how we can organise more opportunities for them to encourage them to continue to play together more and more and make progress.

Fèis Tìr an Eòrna

- The AGM was well attended after a campaign to encourage people to come along, due to the first effort at an AGM being cancelled as a result of low turnout. There is now a healthy committee and there has been much more communication as they look forward to this year's Festival.

Fèis Bharraigh

- The £4,734 received from the Local Action Group was spent on 7 accordions, 8 fiddles and a shinty set (with 14 shinty sticks and 6 balls) which will be shared between Fèis Bharraigh and Fèis Tìr a' Mùrain. Fiddle and accordion are the two most popular instruments at these Fèisean currently, and Fèis Tìr a' Mùrain wants to test a shinty class to establish how sustainable and successful that would be.
- A solution for the unsustainable nature of the weekly classes has been agreed by the committee, community and tutors. The MU rate was being paid, with very little money being generated from participant fees, while classes were being delivered 1-to-1. This has been discussed over months and several sustainable proposals and models were put before the committee for them to discuss. An Excel was drawn up that showed how much participants would have to pay depending on how many were in the class and the length of the class. After discussions with parents and tutors, they have agreed to continue with 1-to-1 classes while increasing the price from £7.50 for half an hour to £15, as this was the preferred option of most. Classes are delivered online.
- It has been agreed that plans to commemorate Fèis Barraigh@40 will not go ahead as originally planned and will be scaled back. The committee feel it is too much for them given their small size. They will be supported to organise a plan to celebrate Fèis Barraigh@40 in a way that they are comfortable handling.

Fèis Eilean Na Hearadh

- Fèis Eilean Na Hearadh's AGM will take place on 4th March 2025.

Enhancement of skills & creative talent

CnaG Conference

The conference organised as part of CnaG's 40th anniversary celebrations provided a good opportunity for people involved in Gaelic development to come together and discuss the proposals put forward. In addition, it was an opportunity to learn from young people as the results of CnaG's survey were presented, and the results are worth discussing as a team.

ASN

I took part in a training course regarding additional support needs called "Distressed not difficult-Supporting distressed behaviour in children" online. It was a very useful course with good practical advice. All the Festivals in the Islands were invited to attend and Marina from Fèis Eilean an Fhraoich was also in attendance.

Enhancement of Gaelic arts & culture in creative learning

Turas

The first stage of Turas took place between 14 - 17 February, and - surprisingly - we had beautiful, sunny weather. Six people from Gaoth Dobhair and six people from all over Scotland came to Na Geàrrannan for 2 days and 3 nights. They spent the first day in a workshop with Rae McIver learning tunes and songs from each tradition, and at a cèilidh in the evening where the Scottish participants taught ceilidh dancing and we also had some step dancing and Highland dancing. They spent the second day seeing more of the place and doing other activities, including a visit to Tursachan Chalanais, Dùn Chàrlabhaigh and Na Geàrrannan beach, baking and playing music, as well as playing hide and seek among the blackhouses. It was an opportunity to learn from each other again, not only about our shared culture, but also about how the project can be improved again next year.

Name	Maria MacCaskill
Role	Administrator, Child Protection Lead

Support and Development of Fèisean

- Taking on Child Protection Lead through Volunteer Scotland for disclosure checks, applications and administration
- Preparing PVG administration for implementation of new Disclosure Act from April 1st 2025 onwards.
- Tracking and recording the carbon emissions produced by the delivery of the organisation's programme.
- Updating database for tutors, members, instruments and PVG status.
- Handling of Tasgadh and Maoin nan Ealan Gàidhlig (MEG) administration
- Handling of instruments, hire contracts and repair
- Grant payment letters for Fèisean grant scheme
- Invoicing, logging expenditure and completing banking reconciliation
- Issuing 2024/25 membership letters to each Fèis

Enhancement of Skills and Creative Talent

- Attended PVG Disclosure Training; Recruitment and Referral Training; Regulated Work Training
- Completed modules: Awareness of Child Protection; Introduction to the National Guidance for Child Protection (Scotland) 2021
- Introduction training for InDesign and MailChimp

Enhancement of Gaelic Arts and Culture in Creative Learning

- Continuous updates to the website
- FAILEAS issue 81 ready for release.

Fèisean nan Gàidheal

Discussion Groups at 2024 Gathering

Agenda Item: 1.2025.02(d)

Reason for Paper

To provide information to Board members regarding action points arising following the discussion groups that were held as part of the Annual Gathering of the Fèisean in September 2024. The paper also offers those who were present, and Fèisean representatives who were unable to attend, a detailed account of the topics discussed.

Annual Gathering of the Fèisean

Following the success of the discussion groups held at the Annual Gathering in 2023 and the positive feedback received, we once again provided an opportunity for Fèisean to come together in an informal setting to discuss a variety of topics related to the work they carry out.

Since then, the development team has taken time to consider all the points that were raised in the discussion groups and identified several action points and have made progress with implementing several of them.

Points of Action

The following paper provides a detailed summary of the discussions under clearly defined headings with relevant action point to ensure that progress is made.

To date the following actions have been taken:

- Resources are being updated and conversations are taking place to ensure that they are easily accessible, and all relevant parties are made aware of them.
- Monthly emails are sent out to Fèisean by Lead Officers with a summary of latest news and opportunities.
- Initial discussions have taken place with colleagues at High Life Highland regarding Youth Leadership Awards and at least one Fèis has begun working with young volunteers.
- Fèisean have been offered guidance and support in preparing budgets and ensuring Fair Work First is considered and steps taken towards industry standard payments for tutors.
- Online Gaelic training for tutors and committees has been taking place in recent weeks.

Action Required

Board members are asked to:

1. Note the topics discussed by the groups
2. Approve the action points in general
and
3. Comment on the steps towards progress

Calum A Macmillan
Development Manager
March 2025

(1) Resources

- Make the website more user friendly:
 - e.g. MG Alba website, simple and easy to navigate.
 - Once you're on the Fuaran page, there is no easy way back to the FnG homepage.
- *Scottish Tech Army* – a group which helps charities sort out their websites for free
- Social Media campaign to advertise the resources.
- Emails to headteachers often don't reach due to going through secretaries, other staff who decide what is and isn't important. Some emails may end up in spam.
- General support for an email network with regular updates on funding rounds, what Fèisean are taking place, useful resources etc.
- A promotional leaflet about *Oide* would be good for Fèisean to hand/send out to parents.

Action/s

- Review online resources and make improvements, with advice from an external organisation if necessary.
- Information regarding available resources, including *Oide*, to be circulated to Fèisean, schools, tutors and parents/participants
- A monthly email circulated to the Fèisean with latest news and forthcoming opportunities.

(2) Teenagers

- Newer and different subjects from the younger participants help such as shinty/sound engineering/videography etc.
- Sound engineering is successful but need small groups for it to work well.
- Really important for teenagers to see a progression through the Fèis for them e.g. Main Fèis > Teenage Fèis > Assistant tutor > Tutor.
- Buddy system has been a success at one Fèis and has provided them with future, e.g. a teenager looking after a younger child.
- They have now started engaging late-stage high school pupils as helpers, thus giving them responsibility and treating them more as an adult which they enjoy. Could this be adopted more broadly, maybe as a choice for Teenage Fèisean (helper/assistant tutor/shadow tutors)?
- A more concerted effort required to communicate with schools and teens about volunteering at Fèis for Duke of Edinburgh Award for example.
- Another Fèis has a teen room, with tea and coffee facilities, pastries etc. 2 volunteers hang around but they're largely left to their own devices at break times etc.
- Covid left a gap that is now being felt at Teenage Fèis, with older ones going off to university and younger ones who missed Fèis not coming through.
- Lunchtime activities for teens organised by one Fèis were very successful: photo booth, talent show, cèilidh dancing - for those who don't want to do sport/go outside or just if the weather is poor.
- Teen music sessions at lunch time, where they largely just go off on their own for a session, have worked well for one Fèis.
- Information sharing amongst Fèisean, particularly regarding opportunities for teens to get together would be helpful.
- Combining outdoor activities with groupwork has proved effective.

Action/s

- Support Fèisean to sustain pathways through funding from within and outwith Fèisean nan Gàidheal, including the reintroduction of the Fèis Development Fund.
- Support Fèisean to put in place initiatives which retain teenagers in Fèis activities.
- Explore opportunities for collaboration between Fèisean, exchanges, best practice etc.
- Fèisean nan Gàidheal to ensure its role in pathways/progression is clarified, e.g. opportunities for young people to acquire skills through Fèisgoil and as members of the Board and planning groups within the organisation.
- Explore additional young leadership award opportunities e.g. High Life Highland Saltire Awards etc

(3) Tutors

- Sgioba-G resource needs to be optimised for mobile phone use – if it is being utilised at a Fèis to fill a gap/needed last minute it needs to be really easy to access and understand.
- Tutor Hub/page on the FnG website with resources in one easy to access space.
- Include the info on resources in tutor contracts.
- Develop the app so it is useful on site at Fèisean.
- Hire a digital content creator to share all the info on social media etc.
- Separate zone for lunches and breaks.
- Briefings for tutors every morning, remind them about Gaelic usage etc.
- Run a social media campaign targeted at Fèis tutors to make them aware of FnG & local Fèis resources.

Action/s

- See (1) above for improvements to resources.
- Consider a social media campaign for tutors.
- Dedicated support pack/website section for tutors

(4) Inclusion

- Specific volunteer who is there to support children with additional needs.
- Committees need specific children's First Aid instead of general.
- Need more specific questions about children's needs in the Jotform and make it really clear that needs/additional support needs must be disclosed beforehand and in good time before the Fèis starts.
- Could FnG have a standard form that could be shared with all Fèisean?
- Keep in mind that a Fèis may never be the right setting for a child, no matter how many adaptations you make:
 - What is involved in attending a Fèis needs to be made really clear to the parents before they sign their children up.
 - Make sure they need to read through what's involved before they begin to fill out the jotform/code of conduct etc?
- Can begin more quest Fèis days if you feel you have enough children in your community who would benefit from that or offer flexi/half days where parents can select what part of the Fèis from which their children might benefit.
- Activities for lunchtime and quiet art spaces so children can choose what they prefer.
- Guidelines for the Fèisean on inclusion/dealing with learning difficulties.
- Having a quiet/less brightly-lit space can be very beneficial, such as the library. One child wanted to sit under a table at times and so they went along with it, included them in the class and eventually when the child was comfortable made games incorporating the table/den area.

- Communication is very important - letting parents know when registration is and other busy/noisy times can be helpful. One parent found this helpful and waited in the car with their child until registration was nearly finished.
- May be worth meeting /having a discussion with parents who flag that ASN required and asking them to come along, even on the 1st day.
- Include parents of ASN children who agree to attend as part of the wider team/committee so that they feel involved.
- Flexibility where possible. One child didn't want to be in the class and wanted to be on his own. They reached a compromise of them sitting at the back of the hall where there were band rehearsals, as it was a bit quieter but there was still supervision (the committee hadn't been told in advance of ASN).
- Can parallel timetable be run for children with additional needs which supports their levels of needs and ability to engage.
- Emphasising the importance of disclosing ASN in JotForm, particularly in cases of flight-risks and if the school won't have locked doors.
- It was suggested that it would be helpful if something came up immediately when someone selected "yes" to ASN in Jotform, with a description of what will be involved and warning about various stimulants. This may need to be thought up by/ a collaboration with an Autism/Neuro-divergent charity. As much detail to be provided as possible so that parents can make an informed decision.
- It was also suggested that this information might be beneficial at the start of the form before parents have to complete any of it.
- Training needed for dealing with severe allergies & autism (especially non-verbal). In the latter case, some volunteers have found it hard to know if they're helping or harming and how to deliver a lesson that is beneficial to them. A lack of trained people, rather than funds, is often the problem.
- Explaining *Bruidhinn Rium* to kids at the start of the week made a big difference at one Fèis, with kids seeking out the *Bruidhinn Rium* leaders with any issues.
- If ASN are not flagged up before event, and you don't have an ASN worker or spare staff, then what? Where does responsibility lie?
- ASN cèilidh trail was, of course, expensive, but very successful and worth replicating if funding can be sourced.
- It was noted how by doing ASN-specific events, such as autism friendly events, can be worth far more than the sum of their parts by making venues and other staff better equipped and more aware of peoples' needs and how to be more inclusive.
- One Fèis has collaborated with a local ASN group to put events on together which have been successful.
- Leaving enough time between Fèis application deadlines and start of Fèis week to sort out ASN is important.
- One Fèis has a hardship fund subsidised by local groups, which has been helpful.
- One Fèis offers free spaces to people from official "areas of deprivation".
- Could there be an opportunity for Fèisean to engage with Drake Music Scotland to run an ASN project?
- Tutors need to be briefed before the Fèis so they are prepared to deal with all additional needs. This may mean closing bookings earlier so the committee has time to deal with requests/situations that arise appropriately.

Action/s

- Prepare and issue guidance for Fèisean on inclusion (based on our inclusion policies with connections to our EDI Plan), covering what needs to be put in place by committees and

reinforcing the importance of clear communication regarding what information must be provided, and when, by parents/carers.

- Contract external providers, to provide specific training needed to facilitate successful inclusion.
- See (3) above for potential social media campaign and dedicated resource pages/pack for tutors with guidance and examples of best practice.

(5) Parents and carers

- Can be issues when having to remove children from lessons for poor attendance, poor behaviour in lessons etc.
- Suggestion of briefing for parents/ carers when they first sign up, to be taken through the code of conduct and rules about missing classes, explain if there is a waiting list for classes and that tutors still need to be paid even if the child doesn't show up.
- Communication & information gathering is key, but also an understanding on the part of parents that they are dealing with voluntary (and often small) committees. If parents and volunteers are informed then informed decisions and provisions can be made. However, it would be good to have official guidance on refusing when parents are making unreasonable demands or accusing the committee of not making reasonable adjustments despite best efforts.
- Communicating and sharing the Fèis ethos with parents is important, so they understand what it's all about, the effort that is made and that it's not a big, faceless organisation.

Action/s

- Please see (4) above.

(6) Costs

- One Fèis is pitched at £50 with free spaces for people from official areas of deprivation. They are reluctant to increase prices, but understand tutors need fair pay and school prices are going up.
- One suggestion was that they (and other Fèisean struggling with school lets) get in touch with the person who wrote that council's Gaelic plan, who can help apply pressure from within.

Action/s

- Support Fèisean to understand that they have to work within available funding while meeting newly-introduced objectives, for example Fair Work First. Fèisean offer quality experiences for young people and there is no imperative for them to be delivered free, or cheaply, so long as inclusion is considered and there are mechanisms for supporting those young people, and their families, for whom cost is an issue.
- Support Fèisean with the preparation and ongoing monitoring of realistic budgets, with costs of participation considered against costs of delivery.
- While certainly not exhaustive, Guidance on Working with Local Authorities, prepared in 2024, covers points raised about tackling costs of school lets, for example, at local level. This will be updated, if required, and circulated to Fèisean again.

(7) Gaelic

- One Fèis has a *Gaelic for All* session first and last thing each day, which is mostly a song session.
- Another Fèis said the amount of Gaelic they can offer fluctuates depending on tutors, but even when they have Gaelic tutors it is delivered bilingually.

- One Fèis got money from BnG to upskill tutors.
- Top up sessions of common phrases every morning with tutors, so that it is fresh in their minds that they're to create a Gaelic environment, thus forcing themselves to be consistent.
- Asking Gaelic-speaking tutors to help those without can be useful.
- One Fèis had a parent doing *SpeakGaelic* sessions on their own while their child was at Fèis and encouraged other parents to join them as a *SpeakGaelic* group.
- One Fèis has found success with being consistent, if not fluent, and keeping on using the basic phrases all the time.

Action/s

- Continue to support Fèisean to deliver a Gaelic experience for all young people attending Fèisean.
- Training in the use of Gaelic and sharing of best practice to be arranged for tutors and committee members.
- Continue to offer translation support for Fèisean.
- See (3) above for Tutors resource pack/website section.

(8) Climate

- A list of practical steps all Fèisean can take would be a helpful resource (water bottles, buses, free spaces for those who help at a local clean up, encouraging a clean-up as a way of raising funds etc).
- Reinforcement of Green card - 10 easy steps to take.

Action/s

- Additional guidance on our environmental policy, prepared in 2024, covers existing good practice among Fèisean and a range of measures other Fèisean could adopt. Fèisean may need to be reminded that this resource exists.
- Further work could certainly be done on this and a 'pocket' or 'phone app' guide is worth considering.
- Making sure that the Green card is widely available to committees, tutors, parents and participants.
- Encourage engagement with local climate action/community resilience groups

Fèisean nan Gàidheal

Financial Issues

Agenda Item: 1.2025.03

This report includes:

Agenda Item: 1.2025.03(a)

Income and Expenditure 2024-25 with transactions to 4 March 2025.

Action Required

For Noting and Discussion

Agenda item 1.2025.03(b)

Current bank balances will be confirmed at the meeting.

Verbal for Noting

See paper 1.2025.03(b)-1 for an update on funds deposited with Flagstone.

Agenda item 1.2025.03(c)

Management accounts for the period to 31 December 2024, prepared by Mann Judd Gordon.

For Noting and Discussion

Agenda item 3.2023.03(d)

Grants to Fèisean 2024-25 with payments to 4 March 2025

For Noting and Agreement

Agenda item 3.2023.03(e)

Draft budget 2025-26
(note from the CEO)

For Discussion and Agreement

Board members are asked to note that our forecast budget for 2025-26 is much healthier than the 2024-25 budget approved at this time last year.

This is due to: (a) increased funding secured from Creative Scotland for 2025-28, (b) additional funding from the William Grant Foundation with £30k available to us again in the next financial year, (c) funding secured from Bòrd na Gàidhlig for 2024-28 and (d) funds to be realised from our participation in AMPLIFY.

There are assumptions made about continuation of funding from local authorities and we have reasonable expectations that Fèisgoil activities will continue to be in demand over the coming year.

Although we do not yet have a firm steer from Creative Scotland, our bid and the feedback from it suggests that the following should be prioritised:

- A meaningful uplift in funding for Fèisean, primarily to enable them to cope with Fair Work (including paying industry rates to tutors) as well as increases in accommodation, food, venue and other costs
- An increase in the funding available for Annualised Hours enabling payment to be made to a local individual to carry out some administrative tasks for Fèisean and
- Reinstatement of the Fèis Development Fund making available grants for new, additional projects to expand the work of the Fèisean.

Those priorities are subject to approval from the Board but are reflected in the draft budget circulated.

The CEO will take a more in-depth look at the draft budget with the Board and Board members will be asked to:

- Discuss the budget and the priorities identified
- Propose any changes they wish to the budget and
- Subject to any changes, approve the budget for 2025-26.

Anne Willoughby
Executive Manager
March 2025

Fèisean nan Gàidheal Income and Expenditure 2024-25 with transactions to 4 March 2025

Agenda Item 1.2025.03(a)

INCOME	2024-25	PERIOD	ACTUAL	DIFFERENCE	
Core Grants	£446,147	£408,968	£446,147	£37,179	1
Management Fees	£95,200	£87,267	£95,200	£7,933	
Grants Scheme	£163,837	£150,184	£163,837	£13,653	2
Fèis Development Fund	£0	£0	£0	£0	
Annualised Hours	£10,160	£9,313	£10,160	£847	
Devolved Funds	£120,000	£110,000	£108,350	-£1,650	
Training	£3,000	£2,750	£3,000	£250	
Fèisgoil	£351,750	£322,438	£338,574	£16,137	3
Blas Festival	£99,869	£91,547	£106,801	£15,255	4
Other Earned Income	£12,800	£11,733	£11,912	£178	
Support Cèilidh Trails	£6,000	£5,500	£6,000	£500	
Gaelic Residential Events	£31,000	£28,417	£32,602	£4,185	
Gaelic Song-writing & Archiving	£2,000	£1,833	£2,000	£167	
Showcase & International Opportunities	£8,500	£7,792	£8,415	£623	
Resources & Digitisation Programme	£3,767	£3,453	£3,767	£314	
Press/PR/Website Updates/Newsletter	£1,000	£917	£1,000	£83	
FèisTV	£5,400	£4,950	£3,913	-£1,037	
Income still to be Raised	£14,198	£13,015	£1,597	-£11,418	
TOTAL INCOME	£1,374,628	£1,260,076	£1,343,275	£83,199	
EXPENDITURE					
RUNNING COSTS					
Staff Salaries	£389,184	£356,752	£352,670	-£4,082	
NIC Contributions	£46,702	£42,810	£36,694	-£6,116	
Pension Contributions	£19,459	£17,838	£17,322	-£516	
Staff Travel, Accommodation & Subsistence	£12,000	£11,000	£11,451	£451	
Office Rent & Rates	£20,000	£18,333	£22,202	£3,869	
Stationery, Printing, Postage & Photocopiers	£11,000	£10,083	£10,862	£779	
Utilities and Communications	£18,000	£16,500	£20,808	£4,308	
Trustee Expenses	£3,000	£2,750	£2,981	£231	
PVG Service	£2,000	£1,833	£1,853	£20	
Insurance	£11,000	£10,083	£3,504	-£6,579	
Sundry Expenses	£1,000	£917	£1,540	£623	
Accountancy & Bank Charges	£7,500	£6,875	£7,901	£1,026	

Professional Fees	£3,000	£2,750	£2,202	-£548	
Instrument Bank Maintenance	£2,500	£2,292	£10,030	£7,738	
Access Fund	£2,000	£1,833	£0	-£1,833	
Capital Expenses	£2,000	£1,833	£0	-£1,833	
PROGRAMME COSTS					
Grants to Fèisean	£163,837	£150,184	£152,113	£1,929	
Annualised Hours	£10,160	£9,313	£6,677	-£2,636	
Fèis Development Fund	£0	£0	£1,000	£1,000	
Devolved Grants	£120,000	£110,000	£107,458	-£2,542	
Devolved Grants Management Fee	-£8,500	-£7,792	-£8,500	-£708	
Training Programme	£3,000	£2,750	£3,903	£1,153	
Training Programme Management Fee	-£1,000	-£917	-£1,000	-£83	
Fèisgoil	£351,750	£322,438	£272,792	-£49,646	5
Fèisgoil Management Fee	-£60,000	-£55,000	-£60,000	-£5,000	
Annual Conference	£10,000	£9,167	£14,593	£5,426	
Blas Festival	£99,869	£91,547	£83,005	-£8,542	
Blas Festival Management Fee	-£15,000	-£13,750	-£15,000	-£1,250	
Support Cèilidh Trails	£14,000	£12,833	£10,597	-£2,236	
Cèilidh Trails Management Fee	-£4,000	-£3,667	-£4,000	-£333	
Gaelic Residential Events	£31,000	£28,417	£26,904	-£1,513	
Gaelic Residential Events Management Fee	-£3,000	-£2,750	-£3,000	-£250	
Gaelic Song-writing, Archiving etc	£2,000	£1,833	£1,834	£1	
Gaelic Song-writing & Archiving Management Fee	-£200	-£183	-£200	-£17	
Press/PR/Website Updates/Newsletter	£1,000	£917	£2,315	£1,398	
Press/PR/Website Updates/Newsletter Management Fee	-£200	£0	£0	£0	
Showcase & International Opportunities	£8,500	£7,792	£7,017	-£775	
Showcase & International Opportunities Management Fee	-£1,000	-£917	-£1,000	-£83	
Resources & Digitisation Programme	£3,767	£3,453	£1,468	-£1,985	
Resources & Digitisation Management Fee	-£1,000	-£917	-£1,000	-£83	
FèisTV	£5,400	£4,950	£4,922	-£28	
FèisTV Management Fee	-£1,300	-£1,192	-£1,300	-£108	
Contingency	£0	£0	£1,969	£1,969	
SUB-TOTAL EXPENDITURE	£1,279,428	£1,172,809	£1,105,387	-£67,423	
Management Fees	£95,200	£87,267	£95,200	£7,933	
TOTAL EXPENDITURE	£1,374,628	£1,260,076	£1,200,587	-£59,489	
Transfer to Reserves	£9,520	£8,727	£9,520	£793	
SURPLUS/(DEFICIT)	£0	£0	£142,688	£142,688	

Notes:

1. Funding received from all local authorities in advance of need
2. All Grant Schemes funding received, paid out at to Fèisean at point of need
3. & 5. Fèisgoil funding received to be utilised over the school year to 30.06.25
4. Blas funding received and paid out to date.

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

LEARN MORE

UPCOMING MATURITY DATE

10 Mar 2025

This is when your cash will arrive in your holding account

1 Fixed Term account will have reached maturity.

You have **£492,700.12** invested and **£0.00** pending to your deposit account(s).

You do not have any funds in your holding account available to invest.

ADD FUNDS

WITHDRAW FUNDS

 Hide more details

MY FUNDS

 Total deposit accounts balance	£492,700.12	?
Holding account balance	£0.00	?
Total portfolio value	£499,123.96	?

Portfolio performance

FSCS PROTECTION



99%

of your funds are FSCS protected*

*This calculation only includes funds in your holding account and savings accounts. We don't include any funds outside of the platform.

FSCS protection is subject to eligibility.

PORTFOLIO AVERAGE INTEREST

4.23%

Annual Equivalent Rate (AER)

My portfolio

Sort savings accounts by

Upcoming maturity date

 HSBC

SET UP ROLLOVER

Term	AER Gross ?	Maturity date	Current balance	Interest at maturity ?	FSCS eligibility ?
Fixed 3 months	4.42% 4.35%	10 Mar 2025	£81,912.82	£878.59	Yes

 See more details

 investec

Investec

Term	AER Gross ?	Maturity date	Current balance	Interest at maturity ?	FSCS eligibility ?
Fixed 1 month	4.12% 14.05%	18 Mar 2025	£85,592.41	£265.92	Yes

 See more details



Nationwide

Term	AER Gross ?	Maturity date	Current balance	Interest at maturity ?	FSCS eligibility ?
Fixed 12 months	4.00% 14.00%	3 Jun 2025	£80,427.28	£3,217.09	Yes

 See more details

Sainsburys Bank

Term	AER Gross ?	Maturity date	Current balance	Interest at maturity ?	FSCS
Fixed 6 months	4.45% 14.41%	5 Jun 2025	£78,528.19	£1,726.80	Yes

 See more details

Charity Bank

Term	AER Gross ?	Maturity date	Current balance	Interest at maturity ?	FSCS eligibility ?
Fixed 12 months	4.21% 14.21%	24 Oct 2025	£81,239.42	£3,420.17	Yes

 See more details



Standard Chartered Bank

Term	AER Gross ?	Maturity date	Current balance	Interest at maturity ?	FSCS eligibility ?
Fixed 12 months	4.20% 14.20%	5 Dec 2025	£85,000.00	£3,570.00	Yes

 See more details

Fèisean nan Gàidheal

Management Accounts to 31 December 2024

Agenda Item: 1.2025.03(c)

Description	Total	Core activities	Bias Festival	Training	Feisgoil	Gaelic Residentials	William Grant Foundation - designated fund	Maoin nan Ealan Gàidhlig - restricted fund	AMPLIFY Fund- restricted fund	Tasgadh Fund- restricted fund
STATEMENT OF FINANCIAL ACTIVITIES										
INCOME AND ENDOWMENTS										
Creative Scotland	433,351	356,001		4,000				40,500		32,850
Highland Council	255,663	37,794	62,869		155,000					
Comhairle nan Eilean Siar	3,105		3,105							
Argyll & Bute Council	18,450	18,450								
Highland & Islands Enterprise	4,038				4,038					
Bord na Gàidhlig	230,000	210,000				20,000				
Donations	700	700								
William Grant Foundation	30,000						30,000			
Amplify (Europe)	57,853								57,853	
Sale of publications	161	161								
Instrument bank revenue	3,220	3,220								
Ceilidh Trails - earned income	8,240	8,240								
Feisgoil - earned income	108,709				108,709					
Gaelic Residential Income	2,400					2,400				
Management charges	86,700	86,700								
Box office / concerts	14,575		14,575							
Other income	6,084	6,084	0							
Bank interest received	2,400	2,400								
Total incoming resources	1,265,647	729,749	80,549	4,000	267,747	22,400	30,000	40,500	57,853	32,850
RESOURCES EXPENDED										
Charitable activities										
Wages	291,173	291,173								
Employer's National Insurance	25,371	25,371								
Pensions	14,543	14,543								
Development officers & tutors	517	517								
Child protection costs	805	805								
Training	2,347			2,347						
Resources	3,037				3,037					
Feisgoil - delivery costs	126,326				126,326					
Archiving project	5,709	5,709								
Sgoil Shamhraidh	7,734					7,734				
Cleachiaigantaigh	343	343								
Meanbh-chuileag / Pantomime	11,865				11,865					
Tachartasan Comhnaidh	10,800					10,800				
Feis TV	1,734				1,734					
Devolved Fund - MEG	73,023							73,023		
Amplify project expenses	1,970								1,970	
Management charges	86,700	5,400	15,000	1,000	62,300	3,000				
Blas - Artistes costs	33,484		33,484							
Blas - Travel and support	11,004		11,004							
Blas - PA & Lighting	5,906		5,906							
Blas - Venue hire	1,630		1,630							
Blas - Promotion	8,231		8,231							
Blas - Commissions	552		552							
Blas - recording & photography	1,323		1,323							
Grants to Fèisean	116,365	116,365								
Grants for Tasgadh Fund	22,077									22,077
Grants for Ceilidh trails	16,448	16,448								
Instrument bank costs	11,847	11,847								
	892,864	498,521	77,130	3,347	205,262	21,534	0	73,023	1,970	22,077
Support costs										
Office rent	15,838	15,838								
Insurance	2,493	2,177	316							
Light and heat	6,105	6,105								
Telephone	7,664	7,664								
Printing postage & stationery	6,463	6,463								
Sundries	5,304	5,304								
Website	1,896	1,871	25							
Staff travel and expenses	9,179	9,179								
Depreciation	4,545	4,545								
Bank charges and interest	106	106								
Audit & accountancy	7,598	6,660	938							
Committee expenses	1,469	1,469								
Annual conference	14,552	14,552								
Legal & professional fees	1,832	1,832								
	85,042	83,764	1,278	0	0	0	0	0	0	0
Total resources expended	977,907	572,285	78,408	3,347	205,262	21,534	0	73,023	1,970	22,077
Net incoming / (outgoing) resources - for the nice months ended 31 Dec 2024	287,740	157,464	2,140	653	62,484	866	30,000	(32,523)	55,883	10,773
Funds at 1 April 2024 - unrestricted	351,715	351,715					0			
Funds at 1 April 2024 - restricted	47,730							37,290		10,439
Total funds at 31 December 2024	687,185	509,179	2,140	653	62,484	866	30,000	4,767	55,883	21,212

Fèisean nan Gàidheal
Consolidated Management Accounts
Nine months ended 31 December 2024

Description	Total	Core activities	Bias Festival	Training	Feisgoil	Gaelic Residentials	William Grant Foundation - <i>designated fund</i>	Maoin nan Ealan Gàidhlig - <i>restricted fund</i>	AMPLIFY Fund- <i>restricted fund</i>	Tasgadh Fund- <i>restricted fund</i>
BALANCE SHEET AS AT 31 DECEMBER 2024										
Fixed assets										
Computer equipment - cost	75,252									
Computer equipment - depreciation b/fwd	(70,707)									
Computer equipment - depreciation charge	(4,545)									
	<u>0</u>									
Current assets										
Other debtors	2,000									
VAT	1,115									
	<u>3,115</u>									
Bank accounts										
FnG current account	7,936									
FnG high interest account	220,651									
Flagstone deposit account	476,274									
Bias Festival current account	5,091									
Lochaber Development account	8,864									
	<u>718,818</u>									
Current liabilities										
PAYE & National Insurance	(17,854)									
Accrued expenses	(16,894)									
	<u>(34,748)</u>									
Net assets as at 31 December 2024	<u>687,185</u>									

Grants to Fèisean 2024-25 with payments to 4 March 2025

Agenda Item: 1.2025.03(d)

Fèis Name	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Annualised Hours Grant	Additional/Dev Fund	Total Grant Offered	Balance Paid	Outstanding Balance
THE HIGHLAND COUNCIL									
Fèis an Earraich	£6,466	£2,965	£2,625	40	£480	£0	£12,536	£12,536	£0
Fèis Lochabair	£3,149	£1,445	£3,347	65	£780	£6,000	£14,721	£14,721	£0
Fèis nan Garbh Chrìochan	£2,709	£1,918	£5,570	65	£780	£0	£10,977	£10,977	£0
Fèis Chataibh	£1,989	£3,222	£3,431	15	£180	£0	£8,822	£8,822	£0
Fèis a' Bhealaich	£0	£0	£0	0	£0	£0	£0	£0	£0
Fèis Eige	£1,894	£905	£518	15	£180	£0	£3,497	£3,497	£0
Fèis Ghallaibh	£0	£645	£1,645	0	£0	£0	£2,290	£2,290	£0
Fèis Farr	£513	£236	£0	0	£0	£0	£749	£0	£749
Fèis na h-Òige	£2,376	£2,124	£0	0	£0	£0	£4,500	£4,500	£0
Fèis Air an Oir	£3,130	£1,428	£2,506	45	£540	£0	£7,604	£7,604	£0
Fèis Ghleann Albainn	£0	£0	£0	0	£0	£0	£0	£0	£0
Fèis Rois	£0	£0	£0	0	£0	£0	£0	£0	£0
Fèis a' Bhaile	£640	£835	£2,278	0	£0	£0	£3,753	£3,753	£0
Fèis Òigridh na Mara	£0	£2,505	£7,370	65	£780	£0	£10,655	£8,150	£2,505
Fèis Inbhir Narainn	£623	£557	£6,643	60	£720	£0	£8,543	£3,862	£4,681
Fèis Spè	£2,240	£2,209	£2,504	42	£504	£2,100	£9,557	£9,557	£0
Fèis an Iar Thuath	£0	£0	£1,063	0	£0	£0	£1,063	£0	£1,063
Fèis Thròndairnis	£2,407	£1,106	£0	15	£180	£0	£3,693	£3,693	£0
Total Highland	£28,136	£22,100	£39,500	427	£5,124	£8,100	£102,960	£93,962	£8,998
COMHAIRLE NAN EILEAN SIAR									
Fèis Tìr a' Mhuraìn	£4,354	£0	£813	25	£300	£0	£5,467	£3,898	£1,569
Fèis Eilean an Fhraoich	£3,800	£0	£2,168	45	£540	£0	£6,508	£4,339	£2,169
Fèis Tìr an Eòrna	£2,851	£0	£136	40	£480	£0	£3,467	£3,467	£0
Fèis Bharraigh	£2,317	£0	£2,822	40	£480	£0	£5,619	£5,619	£0
Fèis Eilean na Hearadh	£1,211	£0	£0	15	£180	£0	£1,391	£1,391	£0
Fèis an Rubha	£1,335	£0	£0	0	£0	£0	£1,335	£1,335	£0
Fèis Taigh Dhonnchaidh	£870	£0	£1,184	25	£300	£0	£2,354	£2,354	£0
Total Comhairle nan Eilean Siar	£16,738	£0	£7,123	190	£2,280	£0	£26,141	£22,403	£3,738

ARGYLL & BUTE COUNCIL									
Fèis Latharna	£3,425	£5,075	£5,138	0	£0	£8,100	£21,738	£21,738	£0
Fèis Mhuile	£0	£925	£0	0	£0	£0	£925	£925	£0
Fèis Thiriodh	£2,713	£2,000	£0	15	£180	£0	£4,893	£4,893	£0
Fèis Ìle agus Dhùira	£381	£2,500	£6,078	0	£0	£0	£8,959	£8,959	£0
Fèis na h-Apainne	£0	£0	£0	0	£0	£0	£0	£0	£0
Fèis an Tairbeirt	£0	£1,500	£1,329	30	£360	£0	£3,189	£3,189	£0
Total Argyll & Bute Council	£6,519	£12,000	£12,545	45	£540	£8,100	£39,704	£39,704	£0
OTHER AREAS/COUNCILS									
Fèis Arainn	£3,404	£0	£2,327	20	£240	£0	£5,971	£5,971	£0
Fèis Mhoireibh	£0	£0	£0	0	£0	£0	£0	£0	£0
Fèis Dhùn Èideann	£2,534	£0	£10,105	70	£840	£0	£13,479	£13,479	£0
Fèis Obar Dheathain	£1,313	£0	£717	15	£180	£0	£2,210	£1,313	£897
Fèis Dhùn Bhreatainn an Iar	£0	£0	£1,700	10	£120	£0	£1,820	£1,820	£0
Fèis Lannraig a Tuath	£1,310	£0	£204	0	£0	£0	£1,514	£983	£531
Fèis Fhoirt	£1,921	£0	£3,244	45	£540	£0	£5,705	£5,705	£0
Fèis Ghàidhlig Ghlaschu	£2,996	£0	£850	20	£240	£0	£4,086	£2,996	£1,090
Fèis Chille Bhrìghde an Ear	£0	£0	£0	0	£0	£0	£0	£0	£0
Fèis Innis an Uillt	£0	£0	£777	0	£0	£0	£777	£777	£0
Fèis an Iar Dheas	£469	£0	£0	0	£0	£0	£469	£0	£469
Fèis Phàislig	£4,250	£0	£7,365	60	£720	£0	£12,335	£12,335	£0
Fèis Thatha	£1,112	£0	£750	15	£180	£0	£2,042	£2,042	£0
Total Other Areas/Councils	£19,309	£0	£28,039	255	£3,060	£0	£50,408	£47,421	£2,987
	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Annualised Hours Grant	Development Fund	Total Grant Offered	Balance Paid	Outstanding Balance
GRAND TOTALS	£70,702	£34,100	£87,207	917	£11,004	£16,200	£219,213	£203,490	£15,723

Draft Budget 2025-26

Agenda Item 1.2025.03(e)

INCOME

	2024-25	2025-26
Core Grants	£446,147	£434,293
Retained Management Fees	£95,200	£129,700
Fèis Grants Scheme	£163,837	£330,000
Fèis Development Fund	£0	£13,500
Annualised Hours	£10,160	£22,500
Devolved Grants Schemes	£120,000	£120,000
Training & Workforce Development	£3,000	£6,000
Fèisgoil	£351,750	£341,000
Blas Festival	£99,869	£163,000
Miscellaneous Income	£12,800	£21,650
Cèilidh Trails	£6,000	£45,000
Gaelic Residential Events	£31,000	£33,000
Gaelic Song-writing/Collecting	£2,000	£10,000
Showcasing and International	£8,500	£68,000
Resources and Digitisation	£3,767	£9,000
Social Media/News/Digital	£1,000	£2,000
FèisTV	£5,400	£10,500
Income still to be raised	£14,198	£0
TOTAL INCOME	£1,374,628	£1,759,143

EXPENDITURE

RUNNING COSTS

Staff Salaries	£389,184	£371,337
NIC Contributions	£46,702	£55,701
Pension Contributions	£19,459	£18,567
Staff Travel, Accommodation & Subsistence	£12,000	£13,000
Office Rent & Rates	£20,000	£21,000
Stationery, Printing, Postage & Photocopiers	£11,000	£13,000
Utilities and Communications	£18,000	£15,000
Board Expenses	£3,000	£5,000
PVG Service	£2,000	£2,000
Insurance	£11,000	£12,500
Sundry Expenses	£1,000	£2,000
Accountancy & Bank Charges	£7,500	£7,850
Professional Fees	£3,000	£3,000
Instrument Bank Maintenance	£2,500	£3,000
Access Fund	£2,000	£4,000
Capital Expenses	£2,000	£7,000

PROGRAMME COSTS

Grants to Fèisean	£163,837	£330,000
Annualised Hours	£10,160	£22,500
Fèis Development Fund	£0	£13,500
Devolved Grants	£120,000	£120,000
Devolved Grants Management Fee	-£8,500	-£8,500
Training Programme	£3,000	£6,000
Training Programme Management Fee	-£1,000	-£4,000
Fèisgoil	£351,750	£341,000
Fèisgoil Management Fee	-£60,000	-£65,000
Annual Conference	£10,000	£15,000
Blas Festival	£99,869	£163,000
Blas Festival Management Fee	-£15,000	-£18,000
Cèilidh Trails	£14,000	£45,000
Cèilidh Trails Management Fee	-£4,000	-£7,000

Gaelic Residential Events	£31,000	£33,000
Gaelic Residential Events Management Fee	-£3,000	-£4,000
Gaelic Song-writing/Collecting	£2,000	£10,000
Gaelic Song-writing/Collecting Management Fee	-£200	-£4,000
Social Media/News/Digital	£1,000	£2,000
Social Media/News/Digital Management Fee	-£200	£0.00
Showcasing & International Opportunities	£8,500	£68,000
Showcase & International Opportunities Management Fee	-£1,000	-£14,000
Resources and Digitisation	£3,767	£9,000
Resources and Digitisation Management Fee	-£1,000	-£3,000
FèisTV	£5,400	£10,500
FèisTV Management Fee	-£1,300	-£2,000
Contingency	£0	£16,689
SUB-TOTAL EXPENDITURE	£1,279,428	£1,629,443
Management Fees	£95,200	£129,700
TOTAL EXPENDITURE	£1,374,628	£1,759,143
SURPLUS/(DEFICIT)	£0	£0

Fèisean nan Gàidheal

Funding Agreements

Agenda Item: 1.2025.03(f)

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 last of four instalments of regular funding for 2024-25 was paid in January.

Board members will already be aware of the outcome of our multi-year bid to Creative Scotland. We requested £2,394,259 and Creative Scotland is offering us £2,204,973 (£734,991 for 2025-26). This is 92% of the funds requested and represents an increase of around 57.5% on sums received from Creative Scotland in the past few years (£466,666 annually).

Creative Scotland's assessment of our bid was circulated to Board members at the time we received news of the outcome. It is pleasing that Fèisean nan Gàidheal is to continue receiving annual funding from Creative Scotland and, given budget constraints in the public sector as well as the management of expectations over the past couple of years, it seems like a good outcome.

We have already sent required evidence of our compliance with Fair Work First and confirmation of our bank details. We will be required to provide an update of our programme as well as a revised budget, in light of the offer from Creative Scotland, before contracts are signed in May, but the first instalment of funding for 2025-26 is due to be paid in April.

We continue to deliver Tasgadh and Maoin nan Ealan Gàidhlig, funded by Creative Scotland, with staff members on the respective panels. It is expected that both funds will continue in 2025-26 but this is subject to confirmation at the time of preparing this paper.

2. Bòrd na Gàidhlig

Following submission of a satisfactory progress report for the first six months, the second instalment of 2024-25 funds from Bòrd na Gàidhlig was received in November. A further progress report, for the second half of the year, will be required by 30 April.

I reported at the last Board meeting on discussions between Kate Forbes MSP, Deputy First Minister and Cabinet Secretary for Economy and Gaelic, and the Gaelic organisations and included the paper I had submitted in response to her agreement to consider a 'reset' of Gaelic funding.

It seems likely that any additional funding which may be agreed for 2025-26 will come via Bòrd na Gàidhlig and we have submitted information to them on what could be done with more money, as well as the likely effect the rise in National Insurance charges will have on us as an employer.

We continue to work with Comunn na Gàidhlig on the development of a Gaelic youth strategy along with other organisations, including Bòrd na Gàidhlig which is funding the work.

Maoin nan Ealan Gàidhlig is now part-funded by Bòrd na Gàidhlig and, as far as we are aware at the time of preparing this report, there will be an allocation towards the fund in our 2025-26 funding agreement.

3. The Highland Council and High Life Highland

We received an e-mail from The Highland Council some time ago to inform us that it was anticipated there would be no change in 2025-26 to the funding going to Gaelic organisations. At the time of preparing this report, The Highland Council has still to agree its budget, so we hope to receive confirmation soon.

The Development Manager and I were invited to deliver a presentation to a meeting of The Highland Council Gaelic Committee on 26 February. This was primarily about Blas, but we took the opportunity to talk about Fèisean nan Gàidheal's wider work to put the delivery of the festival into context, i.e., that it is one of a number of contracts we deliver on behalf of other organisations. We alluded to the need for a better partnership but there was little conversation about that from council members, although they expressed a lot of support for the work in which we are engaged.

The uplift in funding from Creative Scotland, and the contribution from Bòrd na Gàidhlig, makes the organisation of the festival a bit easier. We, therefore, advertised a new commission opportunity and the first Blas programming meeting will be held on 10 March, by which time we hope to have confirmation of funding for the festival which, all being well, will take place from 5-13 September.

School letting charges are set to rise by 2.3% in 2025-26 with no expected uplift in the contribution The Highland Council makes to our Grants Scheme for Fèisean. Therefore, those costs will continue to put pressure on local Fèisean many of which can no longer afford to use council premises.

Our YMI contract with High Life Highland is being delivered with traditional music lessons in all Highland primary schools during the school year 2024-25.

The Highland Council is to host a Gaelic conference on 1 May and it is expected that Fèisean nan Gàidheal will be represented.

4. Argyll & Bute Council

A further update meeting was held with Suzanne Mason and Mairi MacLennan from the council on 5 February attended by Abi Reid and me. Abi looks after most of the Fèisean in the Argyll & Bute area and we were able to update council officers on their plans and also our wider work in the area.

It is hoped funding for 2025-26 from Argyll & Bute Council will remain at the same level - £18,450 - as in the previous few years but this is subject to confirmation.

5. Comhairle nan Eilean Siar

Board members will recall that it was the intention of Comhairle nan Eilean Siar to reduce funding to Fèisean, and other arts organisations, incrementally over a number of years.

Although we no longer have an agreement with them, we have been keeping an eye on the Comhairle's budget proposals but it is not clear what funding will be available for the Western Isles Fèisean in 2025-26. It appears that the Gaelic budget is being increased very slightly. There is a proposal to "continue to fund the Creative Industries exit strategy of £71k from Crown Estate funding in 2025/26."

This may mean that the Comhairle's own funding will be replaced by Crown Estate funding, perhaps mitigating cuts, but we expect the Fèisean will receive confirmation of the Comhairle's intentions in due course.

6. Scottish Government

We continue to deliver Blasad Gàidhlig sessions in the 2024-25 school year through the consortium of local authorities, funded by the Scottish Government, the payment for which was received just before Christmas.

7. William Grant Foundation

We are pleased that the William Grant Foundation will provide a further unrestricted grant of £30k towards Fèisean nan Gàidheal's programme in 2025-26.

Action Required

Board members are asked to:

1. Note the current position in relation to funding agreements and
2. Raise any questions or points they wish in relation to our ongoing agreements.

Arthur Cormack
Chief Executive
March 2025

Fèisean nan Gàidheal

Fair Work First

Agenda Item: 1.2025.04(b)

Reason for Paper

To provide Board members with further information on our implementation of the Scottish Government's Fair Work First initiative.

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.

2024-25 Pay Settlement

Board members will be aware that Fèisean nan Gàidheal's salaries have always mirrored those agreed for Unison members working in local authorities.

All Fèisean nan Gàidheal staff received their annual pay award in December, backdated to April, following the conclusion of protracted negotiations between Unison and COSLA. As outlined at the last Board meeting, Unison agreed an increase of £1,292 or 3.6%, whichever was greater. That agreement was reached by Unison, in part, on condition that a realistic settlement could be agreed for 2025-26 at a much earlier stage in the year. It remains to be seen if this will be the case.

Staff Questionnaire

The following pages contain the results of the latest staff survey, in which everyone was asked to give their impression as to whether the situation was improving in relation to a range of issues we are required to consider as part of the Fair Work First initiative.

It should be remembered that there have been changes in staffing and this would have meant at least one staff members filling in a questionnaire for the first time.

When the team discussed the results, some staff members felt that responses of 'not changed' might come across as negative when, in fact, some felt things were very positive the last time they were asked and 'not changed' did not necessarily mean situations had deteriorated, just not improved.

It was perhaps surprising that the announcement of increased funding from Creative Scotland did not lead to more staff feeling their jobs were more secure but, on the whole, the results were positive and the majority of staff seem content with their conditions.

Action Required

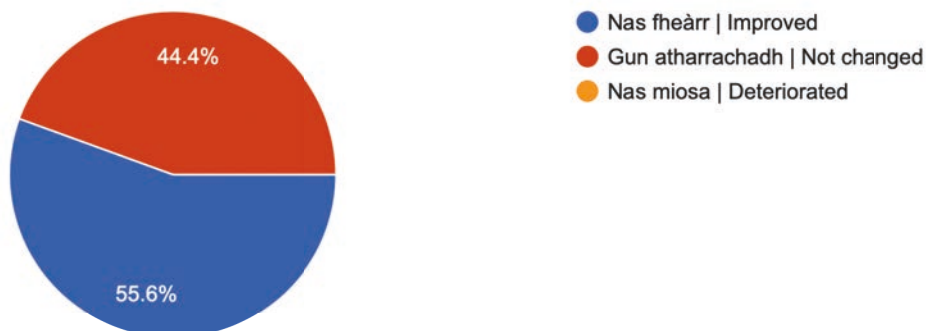
Board members are asked to:

1. Discuss any matters they feel relevant
2. Note implementation of the pay settlement for 2024-25
and
3. Note the results of the recent staff questionnaire.

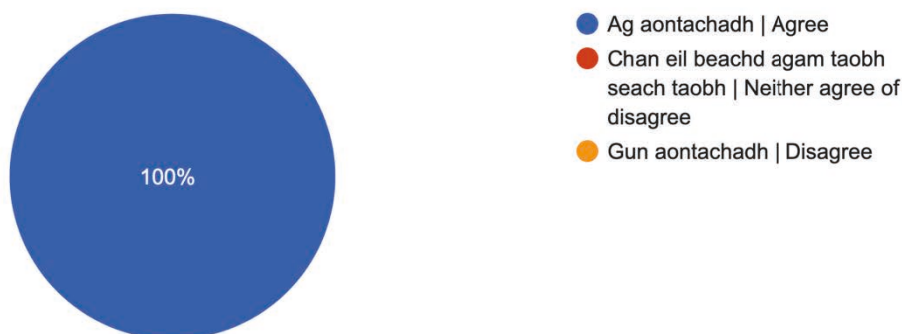
Arthur Cormack
Chief Executive
March 2025

Pàigheadh Cothromach | Fair Pay

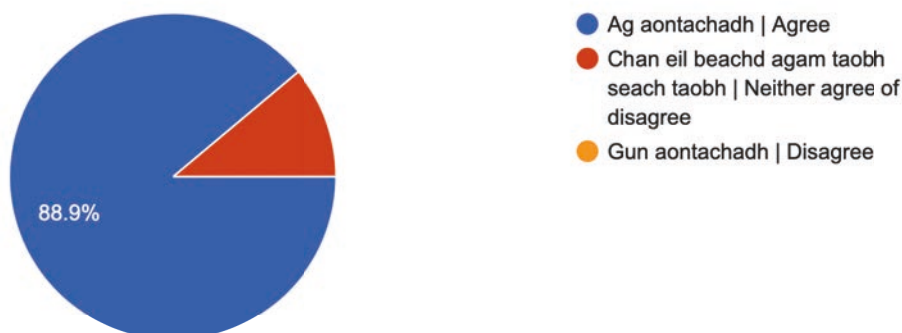
Bhon a chaidh rannsachadh a dhèanamh roimhe, san fharsaingeachd, tha cùisean a thaobh Obair Chothromach an Toiseach: Since the last time resear...general, matters relating to Fair Work First have:
9 responses



Tha Fèisean nan Gàidheal a' cur luach air m' obair Fèisean nan Gàidheal values my work
9 responses

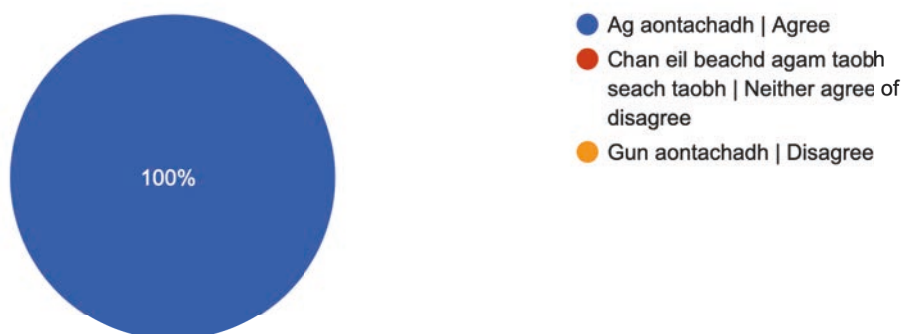


Tha àrdachaidhean air a bhith ann agus tha mo thuarastal cothromach airson na th' agam ri choileanadh There have been increases and my pay is fair for what I am required to deliver
9 responses



Tha Fèisean nan Gàidheal a’ dèiligeadh gu cothormach ri àrdachaidhean tuartstail bliadhnaile Fèisean nan Gàidheal deals fairly with annual pay increases

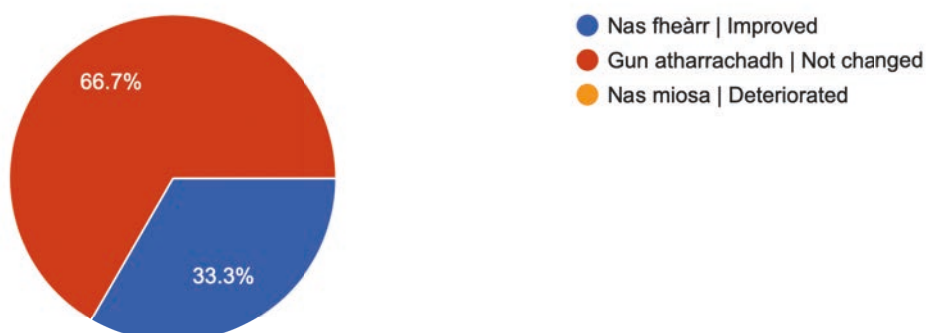
9 responses



Guth Èifeachdach | Effective Voice

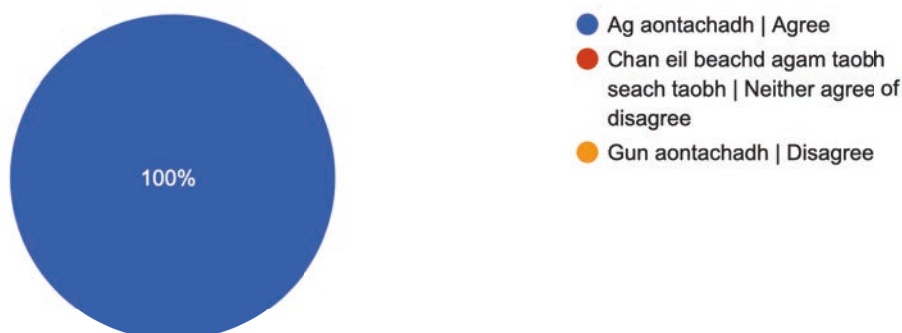
Bhon a chaidh rannsachadh a dhèanamh roimhe tha cùisean a thaobh guth èifeachdach: Since the last time research was carried out matters relating to effective voice have:

9 responses



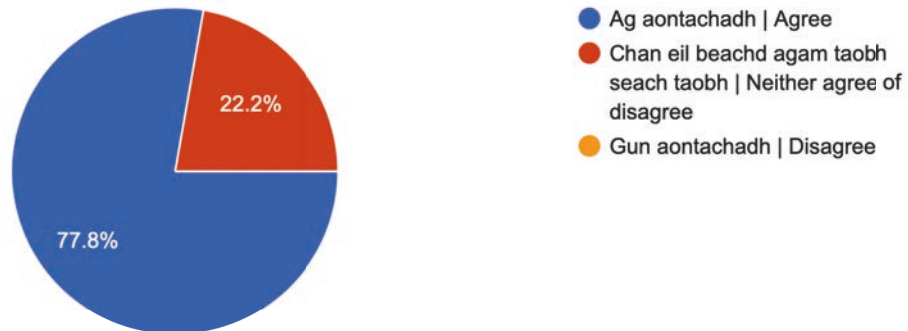
Tha cothroman ann coinneachadh mar sgioba There are opportunities to meet as a team

9 responses



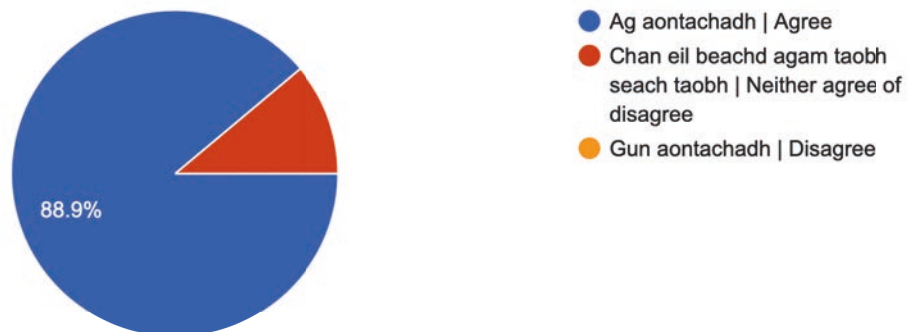
Tha luchd-obrach air am brosnachadh bruidhinn mu thuarastail is cumhaichean cosnaidh Staff are encouraged to discuss pay and work conditions

9 responses



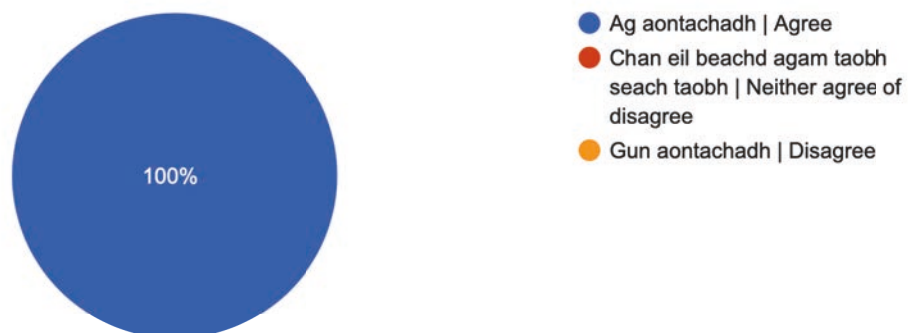
Tha mi a' faireachdainn cofhurtail puingean mu phàigheadh a thogail I feel comfortable raising issues about pay

9 responses



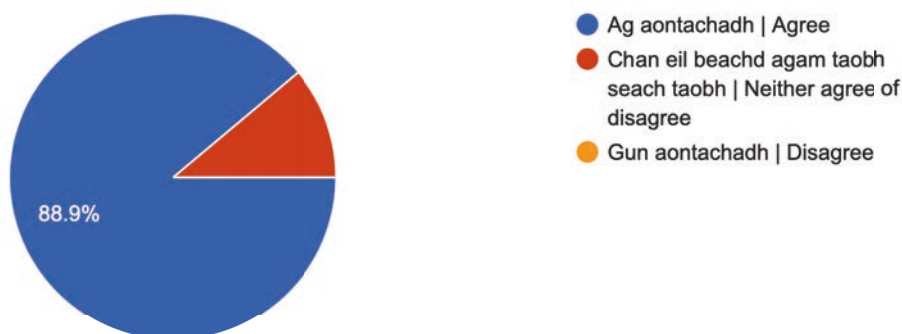
Tha am pròiseas measaidh a' toirt cothrom dhomh puingean a thogail mu phàigheadh is chumhaidhean. The appraisal process offers me an opportunity to raise issues about pay and conditions

9 responses



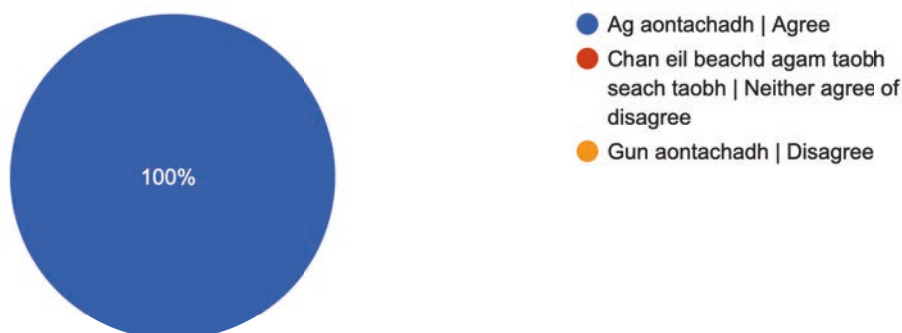
Tha mi a' faighinn èisteachd agus tha puingeann aontaichte gan cur an gnìomh le stiùirichean My voice is heard and points raised and agreed are actioned by managers

9 responses



Tha cothrom agam mo bheachdan a chur an cèill mu obair a choileanadh agus planaichean I have the opportunity to put forward my views on delivering work and plans

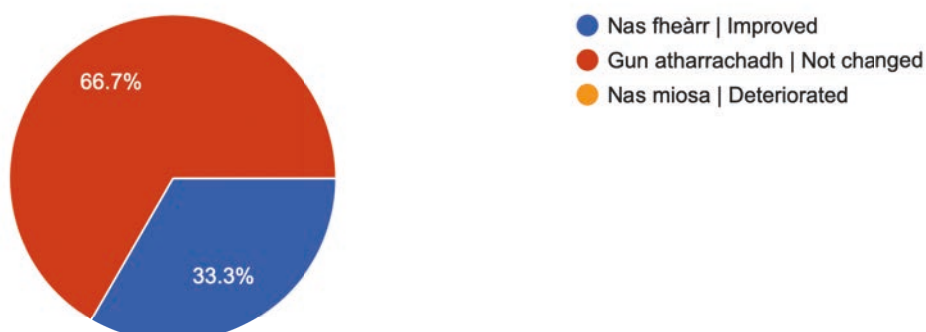
9 responses



Cothroman | Opportunities

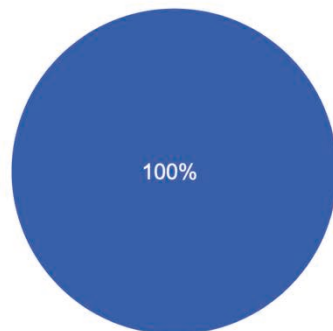
Bhon a chaidh rannsachadh a dhèanamh roimhe tha cùisean a thaobh cothroman: Since the last time research was carried out matters relating to opportunities have:

9 responses



Tha cothroman agam trèanadh a ghabhail os làimh nam obair I have opportunities to undertake training in my work

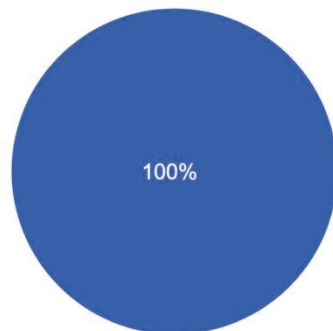
9 responses



- Ag aontachadh | Agree
- Chan eil beachd agam taobh seach taobh | Neither agree of disagree
- Gun aontachadh | Disagree

Tha daoine eile san sgioba a' toirt taic dhomh nuair a thèid sin iarraidh Others in the team help me when asked

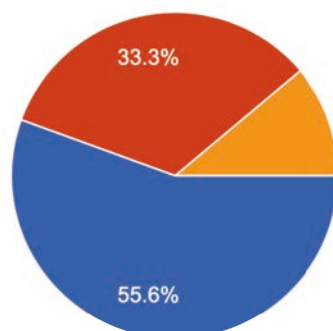
9 responses



- Ag aontachadh | Agree
- Chan eil beachd agam taobh seach taobh | Neither agree of disagree
- Gun aontachadh | Disagree

Tha mi a' faicinn cothroman adhartas a dhèanamh nam obair I see opportunities to advance in my work

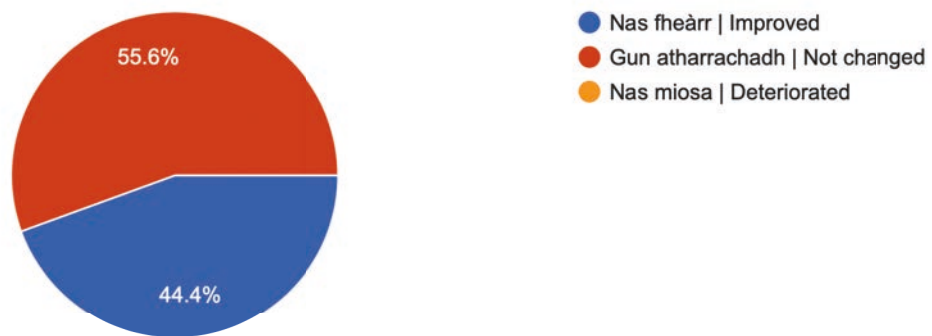
9 responses



- Ag aontachadh | Agree
- Chan eil beachd agam taobh seach taobh | Neither agree or disagree
- Gun aontachadh | Disagree

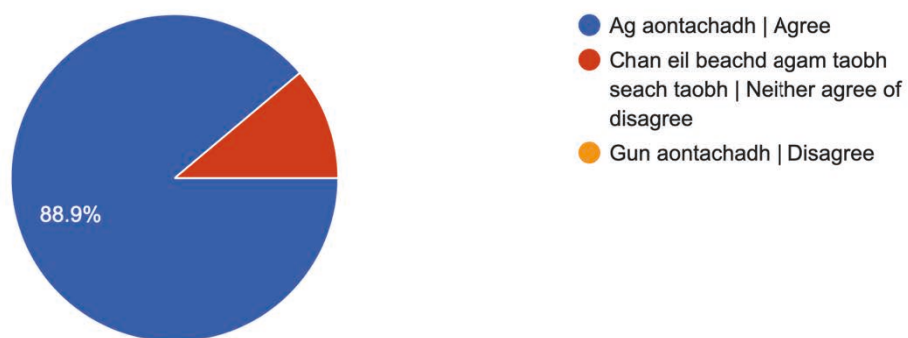
Bhon a chaidh rannsachadh a dhèanamh roimhe tha cùisean a thaobh tèarainteachd: Since the last time research was carried out matters relating to security have:

9 responses



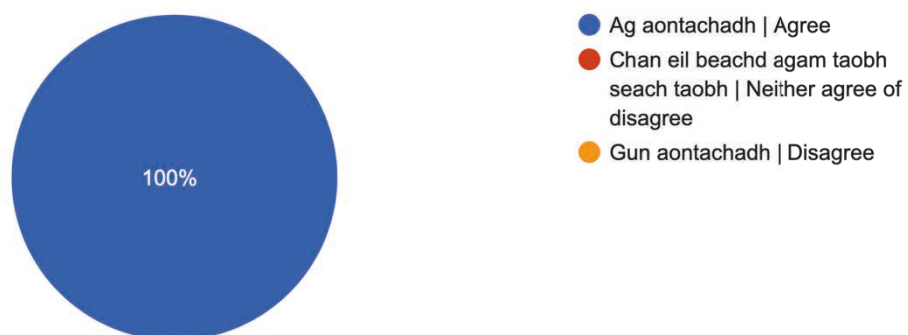
Tha mi a' faireachdainn gu bheil tèarainteachd nam dhreuchd I feel my job is secure

9 responses



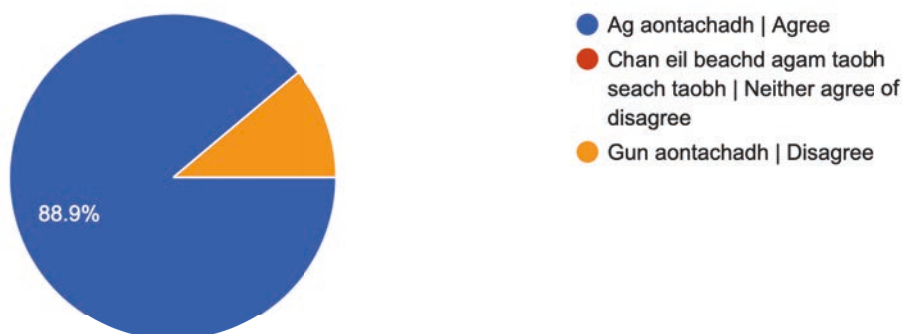
Tha sùbailteachd agam nam obair I have flexibility in my work

9 responses



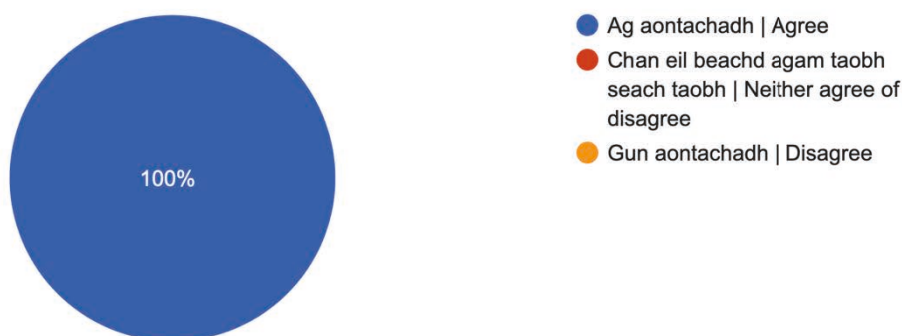
Tha mi a' faotainn ùine dheth nuair a bhios mi ag obair thairis air uairean àbhaisteach I get time off if I have worked more than normal hours

9 responses



Tha na saor-làithean a bhios mi a' faighinn cothromach The holidays I get are fair

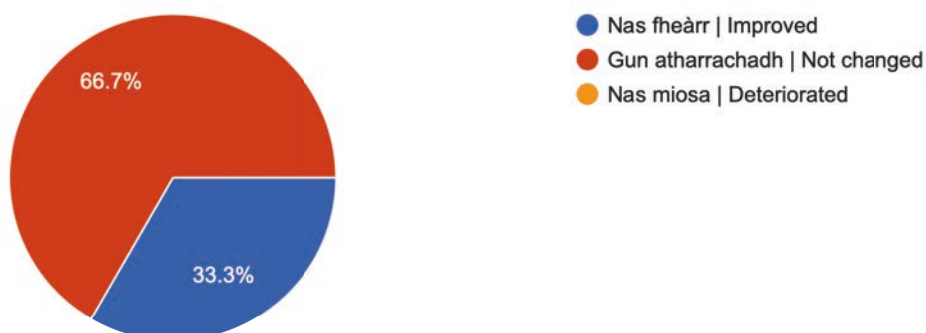
9 responses



Riarachas | Fulfilment

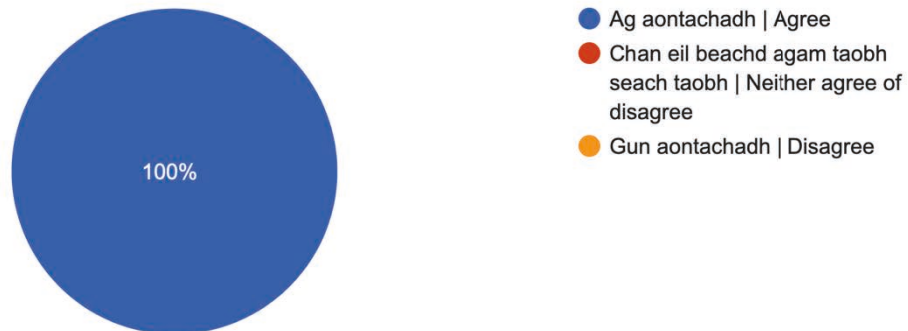
Bhon a chaidh rannsachadh a dhèanamh roimhe tha cùisean a thaobh riarachais: Since the last time research was carried out matters relating to fulfilment have:

9 responses



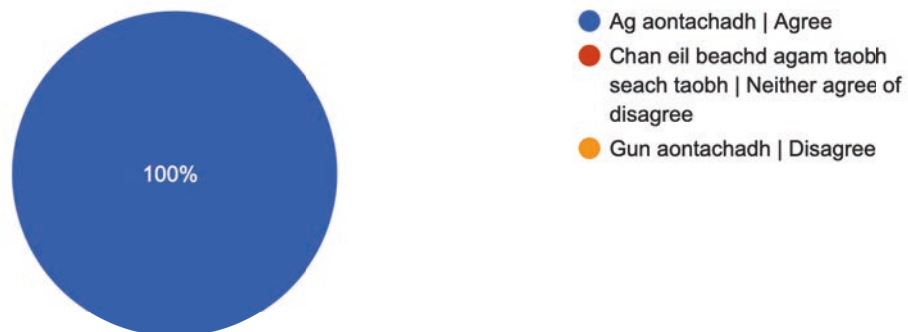
Tha mi a' faotainn tlachd bho m' obair anns a' mhòr-chuid de shuidheachaidhean I enjoy most aspects of my work

9 responses



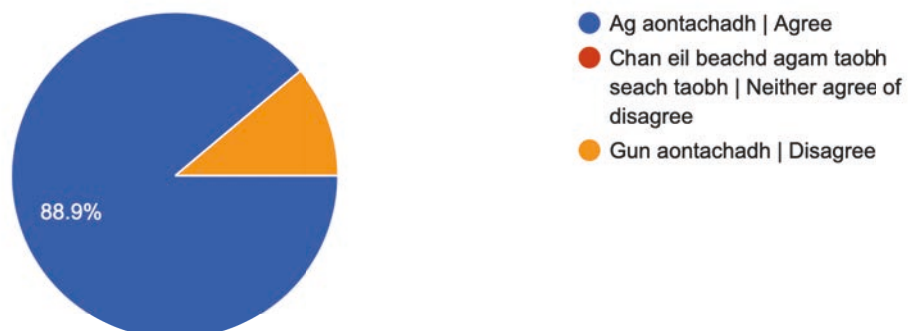
Tha mo dhealbh-obrach agus cùmhnannt a' mìneachadh na bu chòir dhomh a bhith coileanadh nam obair My job description and contract explains what I should be delivering in my work

9 responses



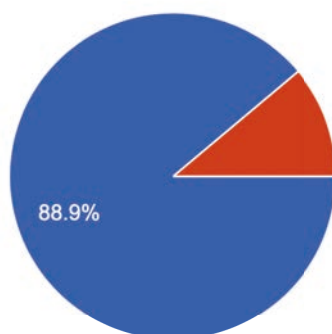
Tha mi a' faotainn ais-mholaidhean tro mheasadh agus puingean coileanaidh freagarrach I receive feedback through the appraisal system and appropriate targets to achieve

9 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

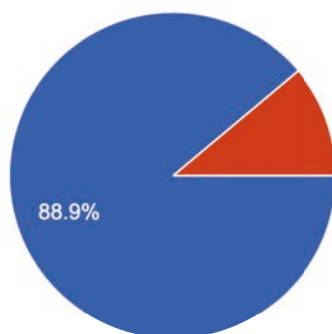
9 responses



- Ag aontachadh | Agree
- Chan eil beachd agam taobh seach taobh | Neither agree or disagree
- Gun aontachadh | Disagree

Bidh stiùirichean a' toirt taic a bharrachd dhomh m' obair a leasachadh Managers give me additional help to improve my work

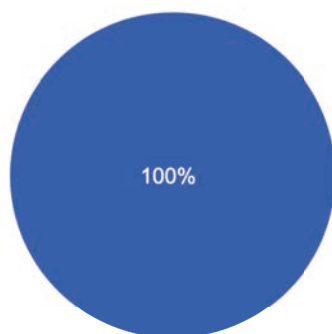
9 responses



- Ag aontachadh | Agree
- Chan eil beachd agam taobh seach taobh | Neither agree or disagree
- Gun aontachadh | Disagree

Tha mi toilichte taic a chumail ri mo cho-obraichean I am happy to assist my colleagues

9 responses

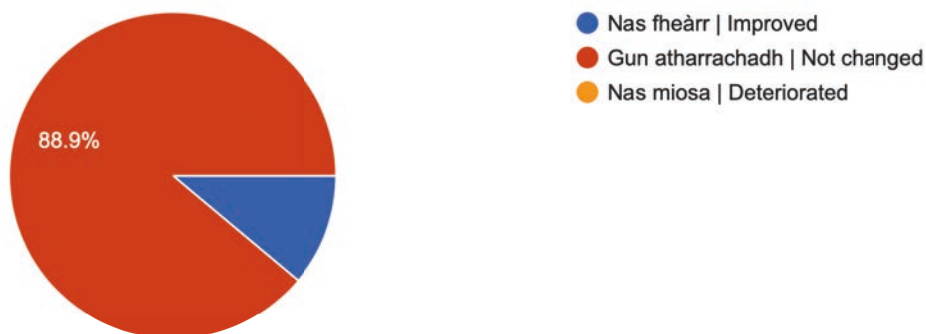


- Ag aontachadh | Agree
- Chan eil beachd agam taobh seach taobh | Neither agree or disagree
- Gun aontachadh | Disagree

Spèis | Respect

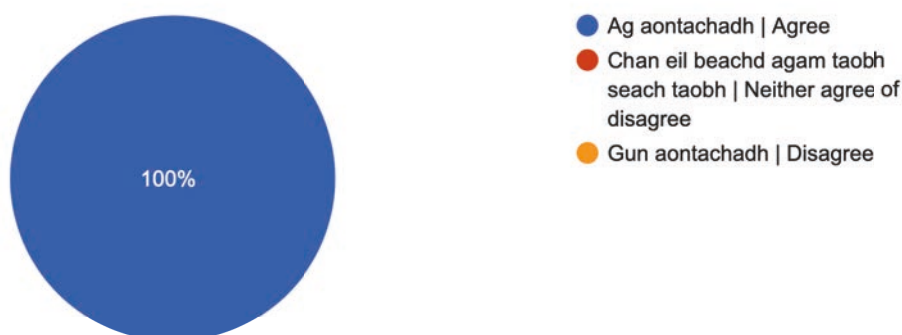
Bhon a chaidh rannsachadh a dhèanamh roimhe tha cùisean a thaobh spèis: Since the last time research was carried out matters relating to respect have:

9 responses



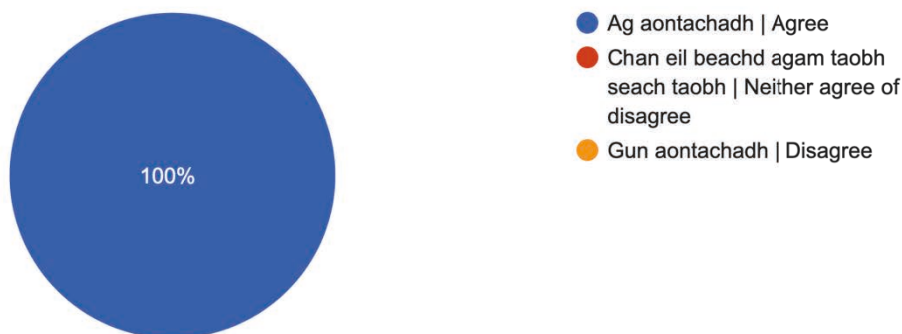
Tha mi a' faireachdainn gu bheil spèis aig mo cho-obraichean dhomh | I feel my colleagues respect me

9 responses



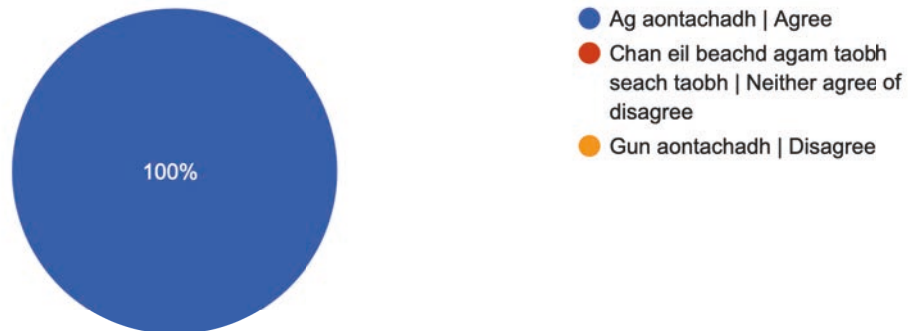
Tha mi a' toirt spèis do mo cho-obraichean | I respect my colleagues

9 responses



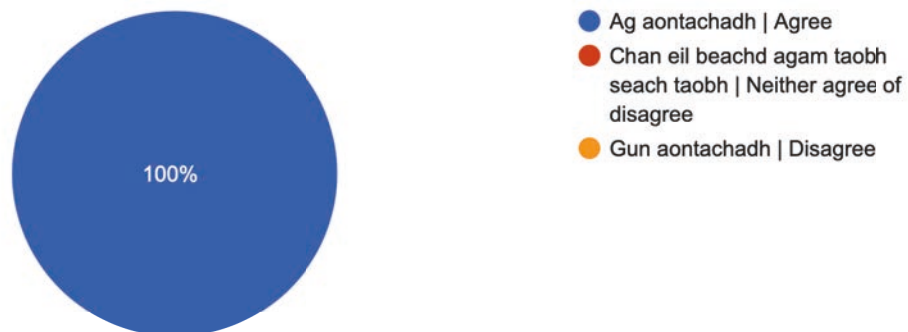
Bidh stiùirichean a' toirt taing dhomh nuair a bhios mi air obair mhath a choileanadh Managers thank me when I have achieved good results in my work

9 responses



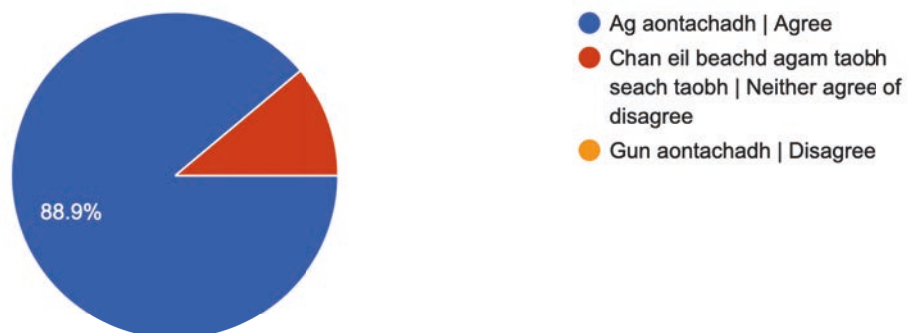
Tha moit agam san obair a tha Fèisean nan Gàidheal a choileanadh agus m' àite innte I take pride in the work Fèisean nan Gàidheal delivers and my contribution

9 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

9 responses



Fèisean nan Gàidheal

Creative Scotland Funds: Tasgadh and Maoin nan Ealan Gàidhlig

Agenda Item: 1.2025.05(b)

Reason for paper

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

Tasgadh

£40,000 was available from Creative Scotland for Tasgadh grants in 2024-25. Fèisean nan Gàidheal received £3,500 for administering this fund, which left £36,500 to disburse over three funding rounds.

As reported at the September Board meeting, grants totalling £14,835 were agreed following round one and, as reported in December, grants totalling £10,658 were agreed by the panel in round two.

The third and final round closed on 31 January. 38 applications were received with requests totalling £33,489 towards projects with a value of £172,772.

Minutes from the panel meeting held on 18 February are following confirming grants totalling £10,973 were agreed by the panel.

It is expected Tasgadh will continue in 2025-26 although confirmation is awaited from Creative Scotland.

Maoin nan Ealan Gàidhlig

£50,000 was made available by Creative Scotland for Maoin nan Ealan Gàidhlig with an additional £30,000 from Bòrd na Gàidhlig. Fèisean nan Gàidheal received £5,000 for administering this fund which left £75,000 to disburse over two funding rounds.

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

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

Minutes from the panel meeting held on 3 December are following, confirming grants totalling £35,536 were agreed.

As with Tasgadh, it is expected Maoin nan Ealan Gàidhlig will continue in 2025-26. Bòrd na Gàidhlig has included an allocation of £30,000 in Fèisean nan Gàidheal's annual funding agreement and confirmation is awaited from Creative Scotland about its contribution.

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
March 2025

Panel Meeting

Tuesday 18 February 2025 from 10.30 am via Zoom

MINUTES

T3-202425-01 Present

Arthur Cormack (AC), Catriona Hawksworth (CH), Brian Ó hEadhra (BohE), Fiona Campbell (FC), Iliyana Nedkova (IN), Joanne Urwin (JU) and Maria MacCaskill (MM).

AC welcomed BohE back to the panel in his new role as Director of the Traditional Music Forum.

AC also welcomed MM, Fèisean nan Gàidheal's new Administrator, to the meeting.

T3-202425-02 Apologies

Apologies were received from Martin Hadden.

T3-202425-03 Minutes from previous panel meeting

The minutes from the panel meeting held on 19 November 2024 were approved as a true record.

T3-202425-04 Assessment of applications and agreement on grants

38 applications had been received for this funding round with requests totalling £33,489 towards projects with a value of £172,772. AC confirmed there was £11,007 available to allocate in this final round for 2024-25. AC apologised for two applications having been sent to the panel late and thanked them for their additional time in scoring those.

Prior to the meeting the panel members had the opportunity to score the applications based on various criteria. Following that exercise, average scores had been provided to the panel as a guide in their deliberations. Where interests were declared, those are noted in the table of decisions below. Those who noted an interest took no part in the decision-making relating to any corresponding application.

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

Applicant Name	Project Summary	Decision	Interest (✓)
Luke Daniels	Composition and performance of Scottish traditional tunes for button accordion inspired by the fiddle tunes of Sean McGuire	£850.00	
Lochgailhead Fiddle Workshop	Developing traditional music skills in fiddle playing and in a mixed instrument group	£175.00	

Sarah Hobbs	Unmapped Places: Cairngorms Stories	£843.00	JU
Croy Live	Stage traditional concerts/workshops in a rural hall, Croy Village Hall, Croy Live	£1,000.00	
Ailie Finlay	Creating a sensory traditional tale for children who spend all/part of their day lying down because of their additional needs.	£1,000.00	JU
Fèis na h-Òige	Inclusive workshops and a collaborative performance with members of Còisir na h-Òige and Aon Ghuth/One Voice (Gaelic Makaton Choir)	£850.00	AC/BÓhE
Scots Music Group	Tutor Training Project	£920.00	
Franziska Droll	Research and development days for one hour storytelling & music long form performance	£900.00	JU
Scottish Storytelling Forum	Moonspinners - a new quarterly series of full-moon celebrations, with live storytelling, music and a rotating programme of incredible performers	£789.00	BÓhE/JU
TMSA Angus Branch	Weekend of musicmaking for 12-18 yr olds, introducing them to Scottish traditional music	£1,000.00	FC
Jess Rickenback	Residential music and performance workshop with Michael Alpert	£1,000.00	
Dougie Mackay	The proposed project will deliver four storytelling workshops in Inverness-shire (Beauly) and two storytelling cèilidhs	£846.00	JU
Iseabail & Ester Strachan	Music tour, workshops & ceilidh to celebrate World Down Syndrome Day & Down Syndrome Awareness Week 2025	£800.00	
		£10,973.00	

This left £34.00 unspent which would be carried forward to 2025-26.

T3-202425-05 Future Tasgadh Funds

CH said that she would advise Fèisean nan Gàidheal as soon as a decision on targeted funds had been made within Creative Scotland. It was hoped that Tasgadh would continue and AC had provided CH with statistics demonstrating the over-subscribed nature of the fund. CH said she would be advocating for more funds.

T3-202425-06 AOCB

Conflicts of interest was raised as an issue. JU made clear that she would wish to be able to assist applicants in her field of work with Tasgadh applications and felt this should be permissible given that she would be prohibited from scoring applicants in which she declared an interest and would have no role in reaching the decision on such applications.

It was agreed this was deserving of further discussion and it was proposed by CH that we leave this subject, and that of including craft applications in Tasgadh, to a separate meeting to be convened once the decision on future funding from Creative Scotland was known.

T3-202425-07 Next Meeting

FC raised the matter of the timing of the funding rounds and it was agreed we would look at scheduling the first round a bit earlier in the next financial year, should funding be confirmed.

The next meeting would be a separate one to discuss issues noted in T3-202425-06 above, to be held once it was known what funding might be available from Creative Scotland for Tasgadh in 2025-26. A date would be set once this is clarified. The deadline dates for 2025-26 applications and dates for panel meetings could also be set then.



COINNEAMH NA PANAIL

Dimàirt 3mh Dùbhlachd 2024 aig 2f air Zoom

GEÀRR-CHUNNTAS

MEG-202425-2-01 An làthair

Magaidh Nic a' Ghobhainn (MN), Iain Mac a' Ghobhainn (IM), Steven Kellow (SK) [Bòrd na Gàidhlig], Anna NicGuaire (AN) [Alba Chruthachail] agus Art MacCarraig (AM) [Fèisean nan Gàidheal].

MEG-202425-2-02 Leisgeulan

Cha robh leisgeul sam bith ann.

MEG-202425-2-03 Geàrr-chunntas na coinneimh roimhe

Ghabh na bha an làthair ris a' gheàrr-chunntas air coinneamh a chaidh a chumail air 16mh Iuchar 2024.

MEG-202425-2-04 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 sa chlàr iarrtasan agus a' nochdadh co-cheangailte ri tabhartas sam bith gu h-ìosal. Cha do ghabh an neach ainmichte gnothach ris a' cho-dhùnadh mun iarrtas buntainneach.

MEG-202425-2-05 Aonta ri tabhartasan

Bha 34 iarrtasan ann a' sireadh taic de £204,281 mu choinneamh phròiseactan luach £331,849 uile gu lèir. Chaidh a dhearbhadh gur e £35,536 a bha ri sgaoileadh tron chothrom mu dheireadh seo ann an 2024-25.

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

Ainm an tagraiche	Geàrr-chunntas air a' phròiseict	Co-dhùnadh	Com-pàirt
Tobar an Dualchais	Employment of a Gaelic song or music graduate to facilitate redevelopment of Bliadhna nan Òran website.	£3,000	
Kirsteen Ghrannnd	Buidheann seinn sa Gàidhlig freagarrach don a h-uile duine.	£777	
Simon Thaumire	Research into Gaelic bird song poetry to compose five new Highland bagpipe solos.	£2,300	
Eden Court	BANN: Cuirm-ciùil ùr a bhios a' taisbeanadh an ceangail eadar a' Ghàidhlig agus ceòl na pìoba air a chruthachadh le boireannaich.	£6,250	
Deiseil Airson Dannsa	Obair chruthachail ùr, a' rannsachadh cheanglaichean eadar dannsa-ceum, cànan is ceòl.	£3,723	

Comunn Gàidhealach Mhuile	To showcase and celebrate the Gaelic, musical and cultural learning of young people in Mull over the last 21 years .	£2,300	
déirdre ní mhathúna	The Deerhide Map-Drawing Series: A' Leantainn Slighe nan Dròbhar	£1,205	
Màiri Macmillan	Nuair a Bha Gàidhlig aig na h-Eòin a thoirt air cuairt.	£9,000	
Comunn na Gàidhlig Loch Abar	A' clàradh agus a' foillseachadh clàr le còmhlan-cèilidh òg à Àrd nam Murchan, Sealladh.	£3,600	
Refuweegee	Gaelic Song workshops at Refuweegee throughout 2025.	£2,781	
Eilidh Steel	Music and song workshops for the local community, to boost Gaelic language and music in the area.	£600	
		£35,536	

MEG-202425-2-06 Maoin nan Ealan Gàidhlig san àm ri teachd

Chaidh a dhearbhadh gu bheil Bòrd na Gàidhlig air aontachadh, ann am prionnsabail, an urra ri taic an riaghaltais don Bhòrd, taic-airgid a chumail ri Maoin nan Ealan Gàidhlig thairis air an ath thrì bliadhnaichean tro chùmhnan le Fèisean nan Gàidheal.

Ged a chaidh aontachadh gum bu chòir fios a bhith san stiùireadh mun ìre de thaic a bu chòir do thagraichean soirbheachail a bhith dùileachadh, bha AM den bharail gum biodh sin mì-chothromach ann am meadhan na bliadhna ach gun rachadh seo a dhèanamh mas e is gum bi MEG a' leantainn ann an 2025-26.

MEG-202425-2-07 G I S B E

Thugadh taing do bhuill na panail airson an an obair ullachaidh ro làimh agus an cuid taic leis na co-dhùnidhean a bha gu math dùbhlach leis an uiread de dh'iartras a th' ann airson an stòrais.

MEG-202425-2-08 Ceann-latha na h-ath choinneimh

Chaidh a dhearbhadh gum bi cinn-latha coinneamhan ann an 2025-26 aontachadh aon uair 's gum biodh soilleireachadh ann mu thaic bho na buidhnean maoineachaidh.



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