fèisean NAN GÀIDHEAL

Meeting of the Board of Directors
Ballachulish Hotel
Friday 22 September 2017 @ 2pm

Fèisean nan Gàidheal

Meeting of the Board of Directors to be held in the Ballachulish Hotel on Friday 22 September 2017 from 2pm

Agenda

3.2017.01 PRELIMINARIES

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

3.2017.02 DEVELOPMENT ISSUES

(a) Progress in implementing Fèisean nan Gàidheal's Programme of Work — For Noting and Discussion
(b) Summer Events — Verbal for Noting
(c) Blas 2017 — Verbal for Noting
(d) Fèisgoil — Verbal for Noting
(e) Tasgadh: Traditional Arts Small Grants Fund — For Noting
(f) Membership Application — For Agreement
(g) Equality, Diversity and Inclusion Plan: Progress Report — For Discussion and Noting

3.2017.03 FINANCIAL ISSUES

(a) Income and Expenditure 2017-18 — For Noting and Discussion
(b) Bank balances and up-to-date information — Verbal for Noting
(c) Management Accounts to 30 June 2017 — For Noting and Discussion
(d) Grants to Fèisean 2017-18 — For Noting
(e) Annual Accounts to 31 March 2017 — For Agreement
(f) Re-appointment of Mann Judd Gordon as auditors — Verbal for Agreement
(g) Funding Agreements — For Noting

3.2017.04 STAFFING ISSUES

(a) Up to date information — Verbal for Noting

3.2017.05 OPERATIONAL ISSUES

(a) Staff Progress Reports — For Noting and Discussion
(b) Programme for 2017 AGM and Conference — For Noting
(c) Annual Report 2017 — For Agreement
(d) Board Membership — Verbal for Noting and Agreement

3.2017.06 OTHER

(a) Date of next meeting: 8 December 2017 — For Agreement

Fèisean nan Gàidheal

Minutes of the meeting of the Board of Directors held at Palace Hotel, Inverness on Friday 19 May 2017 from 11.30am

2.2017.01 PRELIMINARIES

(a) Present

Duncan MacQuarrie (Chairman), Deirdre Beck, Kirsteen Graham, Bob MacKinnon, Elizabeth Bain, Seumas Campbell, Peigi MacLennan, Arthur Cormack (Attending), Calum Alex MacMillan (Attending), Anne Willoughby (Attending), Eilidh MacKenzie (Attending), Moreen Pringle (attending)

Also in attendance: Anne MacAulay, Anna Murray, Colin Sandilands.

Simultaneous translation by Angus MacLeod.

(b) Apologies

Uisdean Robertson, Elaine Spence, Brian Ó hEadhra (Creative Scotland), Morag Anna MacLeod (Highland Council), Jo Peteranna (HIE)

Duncan MacQuarrie welcomed everyone to the meeting.

- The Chair and Chief Executive had met, earlier in the day, with Claire Byers who is Creative Scotland's Interim Director of Arts and Engagement. Brian Ó hEadhra was also in attendance.
- It was noted that Katie Adam has left Fèis a' Bhaile after being involved for over 20 years. She had also chaired Fèisean nan Gàidheal's Board in the past. A gift from Fèisean nan Gàidheal has been organised to acknowledge all her efforts over the years.
- Condolences were offered following the death of Iain MacLean who had connections with Fèis Mhuile.
- Members were aware of the fire, which had destroyed a lot of instruments and other Fèis Eilean na Hearadh materials. A fundraising appeal had been launched and they had received tremendous support. Fèisean nan Gàidheal is also looking into whether any of the losses could be covered by our insurance.
- John A MacIver has been the CnES representative on our Board in recent years. We are waiting to see if he is re-appointed to this role following the recent council elections.

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

Minutes of the meeting held on 17 February 2017 had been circulated.

The Minutes were approved as a true record of the meeting, proposed by Seumas Campbell and seconded by Deirdre Beck.

(d) Matters Arising

With regard to item 2(f) Membership application, members had not approved the application from Fèis Ghleann Dail but instead officers were asked to get further information from the new Fèis including how it would work in collaboration with Fèis Ghàidhlig Ghlaschu should it get up and running again.

In this regard an EGM had been called and advertised in the Glasgow area. Following the well-attended meeting a new committee had been formed which had taken control of Fèis Ghàidhlig Ghlaschu funds. They are planning their first Fèis weekend at the end of May and the application for membership from Fèis Ghleann Dail had, therefore, been withdrawn.

Some discussion took place on Creative Scotland's proposal that all tutors be paid at Musicians' Union rates. Fèisean nan Gàidheal do pay these rates to tutors and, up until now, we had only been able to advise Fèisean to pay these rates.

2.2017.02 DEVELOPMENT ISSUES

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

A report on implementing the Programme of Work for the last quarter of 2016-17 had been circulated and was noted.
Members were happy with the breadth of work being delivered by the organisation and the support and opportunities afforded to young people.

Arthur Cormack noted that, in addition to the initiatives listed in the report, new song writing is also taking place through Fèisgoil, for which Eilidh Mackenzie and Angus Macleod had written some songs. It was noted that we have also received funding to enable the Colmcille exchange programme, Guth na nGael, to continue.

(b) Fèisgoil

A report by Eilidh MacKenzie updating Board members on the developments in Fèisgoil over the last quarter had been circulated.

It was noted that a two-week Hùb-Hàb tour is currently underway in the Western Isles being funded by CnES.

Board members noted the report and were pleased with all the activities taking place through the Fèisgoil service.

(c) 5 Latha 2017

Calum Alex Macmillan gave a verbal update on 5 Latha 2017 which took place in the Easter holidays.

There had been 18 participants, with the uptake being so good he had to secure additional accommodation to allow them all to attend. The weather had not been very good and this had had an effect on the activities they could undertake, with some of the outdoor work having to be cancelled. Suitable alternative arrangements were made.

The feedback from all involved was excellent.

(d) 2017 Cèilidh Trails

Calum Alex Macmillan gave a verbal update on the Cèilidh Trail projects, which offers support for 8 groups across Scotland.

Applicant numbers for places on the Cèilidh Trails had reduced. The Fèis an Earraich and Western Isles Cèilidh Trails were joining together this year and doing a tour covering both areas.

Rachel Harris has been busy helping plan the tours, putting together a Resource Pack and organising Fèis Alba, which takes place during the first two weeks in July.

(e) Blas 2017

Arthur Cormack gave a verbal update on the Blas 2017. We were behind our normal schedule this year, as we had been awaiting confirmation of funding from The Highland Council.

6 Applications had been received for the Project Manager's contract and Chrissie Macrae from Lewis had been contracted. She is doing all the administrative work and has been busy putting the programme together following decisions by the Programming Group.

We will be in a position to launch the programme by the end of June as normal.

(f) Tasgadh: Traditional Arts Small Grants Fund

A report by Arthur Cormack updating members on the Tasgadh Scheme had been circulated.

The final closing date had been 3 February and 34 applications had been received. The panel met on 21 February to discuss the applications and awarded grants totalling £12,533 to 23 applicants.

Creative Scotland had now advised they wish us to continue to offer the Scheme in 2017-18 but wish more statistical information to be gathered on the applicants etc. We are clarifying what this entails before agreeing to run the scheme.

(g) FèisTV

Arthur Cormack gave a verbal report updating Board members on the FèisTV project. Equipment has been ordered and training in its use will require to be arranged.

We had advertised for tutors to tender for the delivery of online classes but only 3 tenders had been received. It was intended to re-advertise this opportunity in the hope of attracting more.

It is hoped to get a Graduate Placement to help establish FèisTV.

(h) Programme Plan and Creative Scotland Funding 2018-21

A report by Arthur Cormack providing Board members with a copy of the final version of the Programme Plan and application to Creative Scotland for Regular Funding for 2018-21 had been circulated.

This was a very thorough and progressive application and plan and the Board thanked Arthur and the rest of the staff involved in putting it together.

The Board noted the content of the plan and application and that an outcome is expected towards the end of 2017.

2.2017.03 FINANCIAL ISSUES

(a) Income and Expenditure 2017-18

A report prepared by the Executive Manager, Anne Willoughby, had been circulated and was noted showing income and expenditure with transactions to 30 April 2017.

The notes at the end of the report detailed funding received, still to come in and also carried forward from the previous financial year.

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

The current balances were:

- Current Account - £7,218.70
- High Interest Account - £359,402.14
- Blas Account - £1,984.76

(c) Management Accounts to 31 March 2017

Management Accounts to 31 March 2017, verified by Mann Judd Gordon, had been circulated and were noted.

Andy Cumming from Mann Judd Gordon would be visiting the Portree Office on 20 and 21 June to audit the accounts and would also be in touch with the Chair.

(d) Grants to Fèisean for 2017-18

A list of grants pledged to Fèisean for 2017-18, with amounts paid out to 30 April, had been circulated and was noted.

As it is early in the financial year not many have been claimed as yet. However the Easter Fèisean have all had the first instalment of their grants.

(e) Balancing Finance to 31 March 2017

A note detailing additional payments to Fèisean made at the end of the financial year was circulated at the meeting and noted.

(f) Funding Agreements

A report by Arthur Cormack updating members on the status of the organisation's main funding agreements had been circulated.

The Board Members noted the position in relation to all the funding agreements.

2.2017.04 STAFFING ISSUES

(a) Up to date Information

Rowan Paterson our Development Officer who currently works with the Lochaber and Argyll area Fèisean has moved to Glasgow.

Following her move the Development Officers are looking at changing the lead officer allocations of the Fèisean. Once it has been decided who will be looking after which Fèis they will write advising the Fèisean of any change in Lead Officer.

We hope to have someone on a summer work placement through the ScotGrad scheme.

2.2017.05 OPERATIONAL ISSUES

(a) Staff Progress Reports

Progress Reports from staff had been circulated and Board members noted their content and thanked everyone for their hard work.

Duncan MacQuarrie asked that it be recorded that he considered it an honour to chair an organisation with such a hard-working, dedicated team of employees.

(b) 2017 Conference

At the last meeting it had been agreed that, as there was no suitable availability in Lochaber, we would look at the Ballachulish area as a venue for the 2017 Conference.

Anne Willoughby has now booked the Ballachulish Hotel for 22 and 23 September for the AGM and Conference. Everything will take place there but some additional accommodation has been booked in the Loch Leven Hotel as an overspill. Transport will be arranged between the two hotels.

Fèis Lochabair are celebrating 25 years and they will provide the musical entertainment after the AGM.

(c) Annual Report on Risk Assessment

A report by Anne Willoughby updating Board members on the management of risk within Fèisean nan Gàidheal had been circulated.

Our Risk Register contains 67 risks but it was agreed previously that the top 10 risks would be brought before the Board annually.

The Board Members were happy with the way those potential risks were being handled.

A reminder was to be sent to all Fèisean to ensure they update their computers regularly and ensure that proper firewalls are in place to protect from viruses. They were also to be reminded of the importance of ensuring that all Fèis tutors and committee members put PVGs in place with us in accordance with our Child Protection procedures and to be aware of safety at events they run.

2.2017.06 OTHER

(a) Date of next Meeting

The next meeting is due to take place in Ballachulish Hotel on Friday 22 September.

Fèisean nan Gàidheal

Progress in implementing Fèisean nan Gàidheal's Programme of Work

Agenda Item: 3.2017.02(a)

Reason for paper

To update members on progress with Fèisean nan Gàidheal's Programme of Work for the first quarter of 2017-18.

Background

This report covers the period above, and outlines progress against the performance indicators - or outputs - set against measures within Fèisean nan Gàidheal's (FnG) Programme Plan by our main funders - Creative Scotland (CS), Highlands & Islands Enterprise (HIE), Bòrd na Gàidhlig (BnG), Highland Council (HC), Comhairle nan Eilean Siar (CnES) and Argyll & Bute Council (ABC) - in agreements with those bodies.

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

In addition, the following colour coding links each output to Fèisean nan Gàidheal's Programme Plan 2015-20:

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**

Ref		Programme Plan Measure	Progress	Status
Creative Scotland Ambition				
Excellence and experimentation across the arts, screen and creative industries is recognised and valued				
CS1	Funding for new developments through a Fèis Development Fund		There have been two awards in Q1: one to Fèis Spè and the other to Fèis Ghallaibh	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work		Fèis Spè has been offered £29,333 this year to support employment of a Development Officer to deliver an agreed programme of work. This will be the third year of a 3-year agreement.	
CS3	Support for new and experimental work in the Gaelic arts		No activity in Q1.	
CS4	Support for new Gaelic song writing		No activity in Q1.	
CS5	Opportunities for artists to develop writing skills through new		This year's Blas new commission will offer a Gaelic writer the opportunity to tell	

	commissions		the story of Rev William Matheson and incorporate the songs he collected sung by a range of Gaelic singers.	
CS6	The organisation of an annual Gaelic Drama Summer School		The annual Gaelic Drama Summer School is set to take place in Portree from 3 to 14 July. 14 participants are anticipated.	
Everyone can access and enjoy artistic and creative experiences				
CS7	Enhanced regular funding for Fèis activities through a Grants Scheme for Fèisean that allows for tutor fees to be increased as close to MU rates as possible		45 Fèisean have been offered a total of £211,000 through the Grants Scheme and we have ensured Fèisean are aware of MU rates and that they should be working towards paying those rates over time.	
CS8	The lending of instruments for free use at the Fèisean from our Musical Instrument Bank		Demand is still high during the time of the Fèisean and we a large number of instruments hired out at other times of the year.	
CS9	The central administration of a PVG scheme to ensure protection for children and vulnerable adults		This continues to be done centrally and we continue to carry out disclosure checks for individual Fèisean with 33 in Q1.	
CS10	Provision of financial assistance to ensure access for those with additional support needs		Additional funding is available on demand for carers and/or additional tutors to ensure access for young people with additional support needs. Only one Fèis required support in Q1.	
CS11	Drama workshops and programmes with Meanbh-Chuileag (Gaelic medium or Gaelic related)		The 11th Fèis Dràma Earra Ghàidheal took place in May with two Argyll schools participating, showcasing three plays. We also supported a tutor in Uist schools to prepare young people for performances at Fèis Dràma Uibhist.	
CS12	Gaelic language work at Fèisean with Sgioba G		There were no requests for support in Q1.	
CS13	Development and delivery of a series of early years Gaelic medium arts activities including music, song, drama and puppetry		Our Early Years initiative, Hùb Hàb, toured 23 schools in the Western Isles delivering a contract for Comhiarle nan Eilean Siar with around 700 children involved.	
CS14	Continuation of support for local Fèis performances		Each Fèis has at least one public performance - most have two – costs of which are supported through the Grants Scheme.	
CS15	If funding becomes available, run a Traditional Arts Small Grants Scheme		Fèisean nan Gàidheal is running the Tasgadh fund again in 2017-18 with an additional £35k from Creative Scotland, £31.5k of which will be distributed in grants. The first of three deadlines for applications is 14 July.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity				
CS16	Continue support for local organisers paid through Annualised Hours as part of our Grants Scheme for Fèisean		£13k has been offered to Fèisean to employ local administrators, equating to 1.0FTE.	
CS17	Assistance for community groups wishing to establish new Fèisean		We had an application for a new Fèis in Glasgow but considerable effort was put into ensuring Fèis activities were re-established in Glasgow utilising the existing structure of Fèis Ghàidhlig Ghlaschu and the first event took place in May.	
CS18	Participation as a partner in the activities of the Highland Youth Arts Hub		Our Senior Development Officer attends HYAH Steering Group meetings and we are working with the Hub on a project for the 2018 Year of Young People.	
CS19	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas		The 2017 Blas Festival programme was launched at the end of June and the festival will take place from 1 to 9 September. A commission has been awarded to	

			Jo MacDonald this year and the festival will take in venues in the Western Isles for the first time.	
CS20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic		5 Latha took place in April and the Gaelic Drama Summer School will take place in July, both of which are Gaelic medium residential events.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce				
CS21	The continuation of strategic and practical support through a network of Development Officers each with a portfolio of Fèisean		Each of our Development Officers has a portfolio of Fèisean they support. The team is flexible and they assist each other at peak times as well as taking the lead on certain projects such as Cèilidh Trails and Fuaran. They are involved in a wide range of developments for individual Fèisean.	
CS22	Development of policies that should be adopted across the Fèis movement to ensure high quality organisation and provision of arts activities		Fèisean nan Gàidheal continues to develop, revise and deliver a range of policies, most of which are available for adoption by individual Fèisean. We are delivering our Equalities, Diversity and Inclusion Plan.	
CS23	Provision of insurance giving Fèisean public liability cover and cover for all aspects of their arts activities		Insurance is provided for all Fèisean as part of their membership package.	
CS24	Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible		12 Fèis organisers were involved in 20 training sessions. Support will continue to be available as required.	
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean		There have been 32 training sessions involving 10 members of staff.	
CS26	Participation in cooperative working to offer further progression to individual young people		Fèisean nan Gàidheal support local Fèisean to run a variety of year-round classes, workshops and one-off masterclasses. Collaborative work is going on through the HYAH and the Traditional Music Forum. We are hoping to guide young people through Arts Awards once they offer UCAS points in Scotland.	
Scotland is a distinctive creative nation connected to the world				
CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy		We offer help to Fèisean with translations, training and bilingual publicity materials on demand, as well as Gaelic language activities organised for them by Sgioba G.	
CS28	Support for an increased number of summer Fèis Cèilidh Trails		In summer 2017 there will be 7 Fèis Cèilidh Trails funded by Fèisean nan Gàidheal including a joint one between Fèis an Earraich and the Western Isles Fèisean. Fèis Rois will run a further 3 Cèilidh Trails, funded independently.	
CS29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas		Blas will take place from 1 to 9 September 2017. See CS19 above.	
CS30	Promoting Fèis participation in national events and themed years		We hope to work towards delivering a signature event for the 2018 Year of Young People but the funding available is a lot less than we had expected.	

CS31	Participating in showcasing opportunities in Scotland and abroad		There has been no activity in Q1 but we expect that there will be opportunities through Guth nan Gael as well as festivals such as Belladrum, Blas and Celtic Connections later in the financial year. A number of former Fèis participants, some of our tutors and Fèis Rois participants are expected to take part in a Scottish showcase at Festival Interceltique de Lorient in August.	
CS32	Ensuring our work is available to a wide audience through various media		More and more of our work is featured on social media and there is now a good number of events on our YouTube channel. Live streaming and online lessons will be a feature of the FèisTV digital channel.	
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**				
CS33	Regular training in teaching skills for tutors allowing them to progress through various levels		3 Fèis tutors have been involved in 10 training sessions in Q1. A training workshop is being organised for music tutors in August. The development of a new tutor training course has been completed.	
CS34	Regular Gaelic language training for Fèis tutors to ensure Gaelic policy implementation		A series of Gaelic language training sessions for Fèis tutors has yet to be organised.	
CS35	Provision of digitisation, collecting and transcribing skills for young people		We hope to continue the Furan project, which will develop those skills among the young people involved. We are currently exploring funding sources.	
CS36	Provision of performance skills training for young people		Cèilidh Trail participants will undergo a week of intensive training at Fèis Alba in July, preceded by some weekend training events organised in their own localities.	
CS37	Provision of music business skills training for young people		Elements of this will be built in to Fèis Alba in July and we will offer further training, as necessary.	
CS38	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms		Fèisgoil has been busy in Q1 with Blasad Gàidhlig language classes in Falkirk and Highland schools as well as Mòd preparation in Skye and through the Mòd Academy in Lochaber. One-day Mini-Fèisean were held in Culloden Academy and Portree High School at the end of June.	
CS39	Traditional Music classes in schools though the Youth Music Initiative (YMI) and other programmes		Traditional Music tuition in all Highland Council primary schools will continue in school year 2017-18 but with a reduced number of sessions due to cuts in YMI funding.	
CS40	Programmes of Gaelic classes in schools along the lines of GLPS		See CS38.	
CS41	Residential opportunities for community activities delivered in Gaelic		5 Latha took place in April with 16 Gaelic speaking participants who undertook a range of activities in Gaelic. The Gaelic Drama Summer School in July will provide further residential opportunities. We also hope to run 5 Latha nan Oileanach for students at a suitable time of the year.	
CS42	CPD in Gaelic arts and culture for school teachers		No activity in Q1.	
Equalities and Diversity: We aim to put equalities and diversity at the heart of all our activity enabling people from different backgrounds, from diverse communities and of all ages to access increased opportunity through access to arts and culture				

CS43	Begin addressing equalities issues in 2015		We are now implementing an Equalities, Diversity and Inclusion Plan agreed with Creative Scotland.
CS44	Development of Equalities and Diversity Plan by start of Year 2 of Regular Funding		See CS43.
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same			
CS45	Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)		Staff and Board members began recording carbon emissions from 1 April 2015. Tutors employed directly by Fèisean nan Gàidheal began recording emissions from April 2016.
CS46	Ensure local areas are well served in order to cut down on travel required to access quality events		We organise a large number of events in many localities, cutting down the need for people to travel to centres of population to access arts activity.
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland			
CS47	Dissemination of news through our website, to media contacts and through regular, digital newsletters		The majority of our communication is now carried out digitally. We have produced one newsletter to date in 2017-18, which was distributed electronically. We use our website, social media and Mailchimp to promote events and other initiatives.
CS48	Production of new Gaelic and traditional music resources		The Fuaran Gaelic song resource has been distributed widely and we are exploring options for the digitisation of other teaching resources.
CS49	Digitisation of existing teaching and other resources to ensure greater access to them		FèisTV is established and we have tendered commissions for new online teaching courses.
CS50	The collection and digitisation of traditional Gaelic songs		The Furan project is ongoing with the recorded songs from the first phase available widely. We hope to have a further cohort of young Gaelic singers carrying out similar work. The Cèilidh Trail groups are required to research and use Gaelic songs for their locality.
CS51	Ensuring our work is available to a wide audience through various media		See CS32.

Quantitative Information							
Jobs supported (created/retained) FTE	15.1	Leverage (HIE)	£300,825	Increase in turnover	£8,660	Number of volunteers	58
Grants to Fèisean	£70,426	Other Grants	£16,778	Participants/Learners in Fèis Activities	860	Improved Services	1
New Services in Fragile Areas	0	Trainees	15	Audience at Fèis concerts & other events	1,330	Blas Audience	0
Cèilidh Trail Audience	0	New Fèisean established	0	Community groups with increased capacity	1	Cultural Events	164
Blas Events	0	Cèilidh Trail Events	0	International opportunities for young people to	0	International Exchanges	0

				perform			
Commercialisation	0	Change Management Activities	0	Entrepreneurial Activities	2	Young people supported to take part in training programmes	0

HIE Deliverables				
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service				
HIE1	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms		See CS38 above.	
HIE2	Expand programmes of Gaelic services in schools including early years Gaelic medium arts activities and communities		See CS13 above.	
HIE3	Develop residential opportunities for community activities delivered in Gaelic		See CS41 above.	
HIE4	Continuous professional development in Gaelic arts and culture for school teachers		See CS42 above.	
HIE5	Gaelic Translation		Assistance with straightforward Gaelic translations is offered to Fèisean on a regular basis in pursuit of delivery of our Gaelic Language Policy.	
HIE6	Gaelic language tuition in schools as opportunities are tendered		See CS40 above.	
Support and development of Fèisean				
HIE7	Capacity building support to community groups to establish new Fèisean		See CS17 above. We are aware of a potential new Fèis in Jura.	
HIE8	Investment in Fèis development fund for new creative developments in communities that enable the obligant to lever in further investment		See CS1 above.	
HIE9	Strategic and practical Fèisean networking support		Our team of Development Officers each have a portfolio of around 11 Fèisean to which they offer regular support on a practical as well as a strategic level.	
HIE10	Strategic support for Fèisean wishing to expand and sustain communities programmes		With Fèis Rois having secured regular funding from Creative Scotland, Fèisean nan Gàidheal has undertaken to support Fèis Spè at a strategic level to realise its plans and potential for growth. This is continuing in 2017-18.	
HIE11	Skills development programmes including income generation, financial planning, First Aid, and Child Protection for Fèisean staff and volunteers		Such training is offered on demand and we have provided first aid training for 10 volunteers in Q1.	
Enhancement of skills and creative talent / youth employment				
HIE12	Provision of performance skills training for young people		See CS36 above.	
HIE13	Provision of accredited training courses for young people		Staff have undertaken training to enable them to guide young people through Arts Awards and we hope to make some progress with various methods of accreditation from Q2 onwards.	
HIE14	Provision of music business skills training for young people		See CS37 above.	
HIE15	Provision of further learning opportunities for Fèis staff, tutors		Staff have undertaken training in Gaelic, Equality & Diversity, Green Team, new	

	and participants		Data Protection regulations, Corporate Parenting and Puppetry. Fèis organisers have undertaken first aid and safeguarding training. Three potential Board members undertook induction training on the responsibilities of Board membership. Training will continue to be organised on demand.	
Audience development and engagement / cultural tourism				
HIE16	Support an increased number of Fèis Ceilidh Trails		See CS28 above. We do not expect an increase in 2017-18 having increased the number in 2016-17.	
HIE17	Organisation of and development of the annual Blas festival		See CS19 and CS29 above.	
HIE18	Annual Gaelic Drama Summer School		See CS41 above.	
HIE19	Residential opportunities for Gaelic arts and community activities delivered in Gaelic		See CS41 above.	
HIE20	Promoting Fèis participation in national events and themed years		See CS30 above.	
HIE21	Participating in showcasing opportunities in Scotland and abroad		See CS31 above.	
Bòrd na Gàidhlig Deliverables				
BnG1	Support Iomairtean Gàidhlig where a Fèisean nan Gàidheal officer is based, with evidence of practical help where support is being offered before 31.03.18		This work is on-going with regular interaction between relevant Iomairtean officers and Fèis Development Officers. Hours spent on Iomairtean areas are recorded by all staff.	
BnG2	A monthly Gaelic singing session in Inverness and Coffee and Conversation sessions held in the Fèisean nan Gàidheal offices in Portree/Inverness if demand exists.		The 'Tac an Teine' singing session takes place each month in the Waterside Hotel in Inverness, expect during the summer. Numbers attending are healthy and the next session will be held in September. Cofaidh is Còmhradh is held every fortnight in the Palace Hotel. Small numbers have attended to date but we hope to grow these once we restart them after the summer holiday break.	
BnG3	At least 4 language training sessions for staff before 31.03.18		The first session was held on 20 June and there are further sessions planned for the autumn.	
BnG4	At least 4 other training sessions for staff before 31.03.18		See CS25 and HIE15 above.	
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.18		See CS7 above. 46 Fèisean are now members of Fèisean nan Gàidheal.	
BnG6	6 Fèisean to run Fèis Bheag classes or early-years workshops before 31.03.18		See CS13 above. 4 Fèisean offered early years sessions in Q1 and we estimate around 20 will offer sessions during 2017-18.	
BnG7	A Gaelic medium panto to tour at least six areas before 31.03.18		This is expected to go ahead as planned in December (Q3).	
BnG8	Deliver 80 Gaelic drama workshops in communities across Scotland before 31.03.18		More than 20 drama workshops ran in Q1 between the Highlands and Argyll. We expect this number to increase greatly once the new school session begins in August.	
BnG9	At least 3 high school youth-theatre groups established in		Plans are in place and we have been running drama clubs in Tain Royal Academy,	

	partnership with another organisation before 31.03.18. if funding is available to the likes of Eden Court as part of the Drama Network Scheme.		Dingwall Academy and Inverness Royal Academy. There will be a showcase evening in September.	
BnG10	6-week drama tour of Gaelic schools before 31.03.18		Meanbh-Chuileag will be touring in September as well as later on in the year.	
BnG11	A 2-week tour of a bilingual play for schools that offer GLE before 31.03.2018		A lay will be touring GLE schools in September.	
BnG12	40 concerts at Blas 2017 with a schools and community programme as part of the festival, delivered in partnership with other organisations and where Gaelic is the main language on stage.		See CS19 above. Blas will take place between 1 and 9 September. The programme is published and there will be 36 main concerts as well as family events and music sessions across the Highlands and Argyll. For the first time, Blas will be visiting the Western Isles. A schools programme will also feature.	
BnG13	Concerts delivered bilingually by a fluent Gaelic speaking fear/bean an taighe. Musicians/artists encouraged to use their Gaelic at the festival.		Promotion of Gaelic is central to Blas and we expect the language to be seen and heard at every event. We expect to have a Gaelic-speaking Fear or Bean an Taighe at each event and it is a contractual obligation on artistes who have Gaelic to use the language in their introductions.	
BnG14	A newly written commission as part of Blas 2017, with at least 4 performances during the festival.		This year we have commissioned Jo MacDonald to produce a new show based on the Rev William Matheson's collection of songs and folklore. *Dìleab Uilleim* will include the performance of some of those songs by some of the foremost Gaelic singers. As well as that there will be two performances of 'The Seer', Lauren McColl's Fèis Rois commission based on the prophecies of Coinneach Odhar.	
BnG15	All information and advertising to be bilingual as an important feature of the festival, including the MC at each event.		All information and advertising is bilingual and, as per BnG13, we expect there will be a Gaelic-speaking MC at all events.	
BnG16	Aim to have 15 individuals aged 14-18 taking part in the 2017 Drama Summer School.		The Sgoil Shamhraidh Dràma will take place between 3 and 15 July. This year we are offering the opportunity to attend for one week or two. 14 have registered.	
BnG17	Aim to have 16 high-school pupils take part in a residential event at The Gearrannan Blackhouses, Isle of Lewis during Easter 2017.		5 Latha 2018 will take place between 2 and 7 April.	
BnG18	Implementation of the organisation's Gaelic Policy, with confirmation of Gaelic as the daily working language of the organisation.		Fèisean nan Gàidheal operates in Gaelic at staff and board level and in communications with the local Fèisean. We ensure that the Fèisean deliver the elements of our Gaelic Policy that refers to them.	
BnG19	Quarterly report on how the Bòrd na Gàidhlig funding has been spent.		This report refers, as does the separate one prepared for Bòrd na Gàidhlig by Fèisean nan Gàidheal's Development Manager.	
BnG20	Quarterly report on the up-to-date financial situation of Fèisean nan Gàidheal.		Management Accounts verified by external auditors form part of this report.	
BnG21	Risk register to be given to Bòrd na Gàidhlig at the beginning of the year and in addition to this a copy of papers with updates relating to this from Fèisean nan Gàidheal Board meetings with any relevant new information.		Bòrd na Gàidhlig receives all papers for Fèisean nan Gàidheal board meetings. A report on the organisation's Risk Register was considered by Fèisean nan Gàidheal's Board in May and a copy forwarded by the Development Manager to Bòrd na Gàidhlig.	
BnG22	Acknowledging the support of Bòrd na Gàidhlig in all projects,		Bòrd na Gàidhlig's logo is included in all printed materials and its support is	

	with evidence each quarter.		acknowledged in all press releases, on our website and in e-mail footers.	
BnG23	Press releases concerning Bòrd na Gàidhlig to be submitted, before release as appropriate, to give an opportunity to the Bòrd to add quotes/information.		We do this, particularly in instances where the Bòrd is directly funding the work to which the press release relates, e.g. the Blas launch in June.	
Highland Council Deliverables				
HC1	SLA still to be received at end of Q1		n/a	
Comhairle nan Eilean Siar Deliverables				
CnES1	Pay at least £9,900 to Fèisean in the Western Isles through Fèisean nan Gàidheal's Grants Scheme for Fèisean		£9,900 of Comhairle funding has been utilised within a total of £35,493 pledged to the Western Isles Fèisean.	
CnES2	Utilise £2,900 toward the employment of a Development Officer based in the Western Isles		We have a full-time Development Officer based in Stornoway who supports all the Fèisean in the Western Isles.	
Argyll & Bute Council Deliverables				
ABC1	SLA still to be received at end of Q1		n/a	

Action Required
Board members are asked to note the progress with our programme of work and discuss any issues arising from the report.

Arthur Cormack
CEO
September 2017

Fèisean nan Gàidheal

Tasgadh: Traditional Arts Small Grants

Number on Agenda: 3.2017.02(e)

Reason for paper

To provide Board members with infomation on the Tasgadh grants scheme Fèisean nan Gàidheal is operating in 2017-18 with funding from Creative Scotland.

Background

Board members will recall that we are again running a grants scheme for Creative Scotland with £31.5k to distrbute in 2017-18.

First Round for 2017-18

The first deadline for 2017-18 grant applications was 14 July. At that date, we had received 14 applications seeking grants totalling £11,263 broken down by artform as follows:

Dance	1
Storytelling	0
Music	7
Multi-artform	6

The panel met on 28 July to make decisions on the applications. The following applicants were successful:

APPLICANT NAME	PROJECT SUMMARY	ARTFORM	TOTAL BUDGET	AMOUNT APPLIED FOR	DECISION
Fèis an Tairbeirt	Scottish Step Dance workshops	Dance	£1,527	£667	£667
Village Storytelling Centre	Sangs an' Clatter storytelling workshops	Multi	£1,420	£1,000	£800
Cultural Society Ltd	create show telling story of co-operation	Music	£3,200	£1,000	£700
Riddell Fiddles Ltd	"Voyage of the Hector"project	Music	£3,030	£1,000	£1,000
Way of the Village	The Keening Wake event	Multi	£1,045	£645	£645
Christina Stewart	research, record and share songs	Music	£1,520	£1,000	£1,000
Fèis Phaislig	Workshops/rehearsals re Trad awards Performance	Music	£2,000	£1,000	£1,000
Scots Music Group	parent & Child scots song classes for Under 5s	Music	£1,402	£418	£418
Kenny Hadden	"Flutefling" in Aberdeen	Music	£1,375	£425	£425
INYAL	Produce music video	Music	£2,000	£1,000	£1,000
LAS	Scottish and Irish Tour	Multi	£9,813.55	£1,000	£1,000
Tarbat Discovery Centre	Youth Heritage Day	Multi	£800	£608	£500
			£29,133	**£9,763**	**£9,155**

Further Rounds in 2017-18

There will be a further two deadline dates for applications during 2017-18 - 27 October 2017 and 2 February 2018.

Action Required

Board members are asked to note progress with the Tasgadh fund.

Arthur Cormack
CEO
September 2017

Fèisean nan Gàidheal

Application for Membership

Agenda Item: 3.2017.02(f)

Reason for Paper

To seek approval from the Board to accept a new Fèis as a corporate member of Fèisean nan Gàidheal.

Background

Fèisean nan Gàidheal has been approached by the committee of Fèis Chille Bhrìghde an Ear which wishes to establish a Fèis in East Kilbride, primarily for pupils in Mount Cameron Primary School.

Policy and Risks

In our Programme Plan 2015-20 we have undertaken to widen access to and enjoyment of Gaelic arts and culture. We have also undertaken to offer assistance to community groups wishing to establish new Fèisean.

The only risk associated with accepting new Fèisean into the membership is that funding will be required for activities and will have to come from the finite budget we already have for grants to Fèisean. In the first and early years, we would look for independent funding to allow the new Fèis to become established. Apart from that, we will have to allocate officer time to support the new Fèis and any initiatives in which it becomes involved.

Recommendation

Although East Kilbride is close to Glasgow, it is recommended the application be approved as there are few opportunities for the pupils in Gaelic medium education in East Kilbride to access Fèis activities. Approval would enable Fèisean nan Gàidheal to fulfill one of the outcomes in its 2015-20 Programme Plan.

Action Required

Board members are invited to approve the application from Fèis Chille Bhrìghde an Ear for membership of Fèisean nan Gàidheal.

Arthur Cormack
CEO
September 2017

'S e na cinn-uidhe:

- Taic a chur ri bhith leudachadh Fhèisean fa leth, ri bhith brosnachadh dòighean-obrach math, agus ri bhith leudachadh na h-àireimh de thachartasan
- 'S e prìomh amas cleachdadh na Gàidhlig a leudachadh sna Fèisean, labhairt mar sheòl-conaltraidh is meadhan-teagaisg a leudachadh, a rèir feumalachdan gach coimhearsnachd a tha na Fèisean a' frithealadh
- Obair nam Fèisean ann an roinn an fhoghlaim a leudachadh
- Pròiseactan sònraichte 's obair fo chùmhnant a lìbhrigeadh, le com-pàirtichean, 's air an toirt gu buil le Fèisean nan Gàidheal is Fèisean fa leth
- Trèanadh a leudachadh gus cur ri sgilean muinntir nam Fèisean agus gus sàradh a chur air adhart sna Fèisean
- A' cumail oirnn a bhith brosnachadh dàimh nas dlùithe eadar Fèisean, buidhnean eile is dùthchannan eile, agus aithne air na Fèisean a leudachadh le bhith gabhail barrachd chothroman a thaobh sanasachd is follaiseach

The objectives are to:

- Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities
- Develop the use of the Gaelic language within the Fèis movement, developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves, is a key objective.
- Develop the work of the Fèisean within the formal education sector
- Deliver strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean
- Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement
- Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities

Ma tha sibh riaraichte aontachadh ri na cùnnraidhean a tha seo, agus ma sibh airson a dhol air adhart le ballrachd a thoirt a-mach, cuir thugainn an fhiosrachadh a leanas, le bonn-stèidh agus dearbhadh gu bheil cunntas-banca againn ann an ainm na Fèise.

If you are happy to agree to the conditions above, and you want to go ahead with an application for membership, please complete the details below and send it back to us, along with a copy of your Fèis constitution and confirmation of a bank account in the Fèis name.

Ainm Na Fèise – Fèis Name	FEIS CHILLE BRIDE AN EAR
Ainm an tagraiche – Applicant's Name	WILLIAM M'EVOY
Dreuchd - Position	SECRETARY
Seòladh - Address	10 RICHMOND DRIVE or MOUNT CAMERON PS CAMBUSLANG, BLACKCRAIG DRIVE EAST KILBRIDE G74 2EX
Còd Puist – Post Code	G72 8BH
Àireamh Fòn – Telephone Number	0141 642 9990
Àireamh Fòn-làimhe – Mobile Number	07913047703
Seòladh puist-d – E-mail address	william.mcevoy2@nthworld.com
Ceann-làithean na Fèise agaibh – Your proposed Fèis Dates	TBC - SPRING/SUMMER TERM 2018?

Tha mi a' dearbhadh gu bheil mi air na cùnnraidhean a leughadh agus gu bheil mi a' gabhail riutha. Tha mi a' tagradh airson ballrachd Fèisean nan Gàidheal às leth na feise tha shuas

I confirm that I have read the conditions and agree to abide by them. I am applying for membership of Fèisean nan Gàidheal on behalf of the abovementioned Fèis

B. M'Evoy ..... **Ainm-sgrìobhte**/Signature 14/8/17 ..... **Ceann-là**/Date

Ma bhios ur tagradh soirbheachail, cuiridh sinn cunntas thugaibh airson na cìs ballrachd.

If your application is successful, we will invoice you for the membership fee.

Cuir fiosrachadh air ais gu:
Fèisean nan Gàidheal | Taigh a' Mhill | Port-Rìgh | An t-Eilean Sgitheanach | IV51 9BZ
Please return information to:
Fèisean nan Gàidheal | Meall House | Portree | Isle of Skye | IV51 9BZ

Fèisean nan Gàidheal

Equality, Diversity and Inclusion Plan: Progress Report

Number on Agenda: 3.2017.02(g)

Reason for paper

To provide Board members with an update as to how our agreed Equality, Diversity and Inclusion Plan is being implemented.

Background

Board members will recall that we agreed an Equality, Diversity and Inclusion (EDI) Plan with Creative Scotland in September 2016 which outlined measures we intended to deliver in order to highlight and improve EDI issues within our programme and working practices.

An annual progress report was promised and that is following, showing measures delivered to date and also where progress has still to be made. Although some actions have been delayed, overall we are pretty much on target and have delivered earlier than our target date in a few cases.

Next steps

Our EDI plan runs until March 2018 and we are confident it will be delivered in full by that time.

It is not clear if Creative Scotland will require separate plans in future as we were required to take cognisance of EDI issues in preparing our plan and application for 2018-21.

Action Required

Board members are asked to:

(a) Discuss any points they wish in relation to the implementation of Fèisean nan Gàidheal's EDI Plan and

(b) Note the progress to date in implementing the plan.

Arthur Cormack
CEO
September 2017

Fèisean nan Gàidheal

EDI Plan: Progress Report, September 2017

Tasks	Lead	Measures of success
1. Conduct a survey among current staff members to collect baseline data on EDI	Executive Manager	Availability of baseline data for all current staff
Target and date	11 staff questionnaires returned by 30 November 2016	
PROGRESS	9 staff questionnaires completed to date and others will be encouraged to complete one.	

2. Conduct a survey among current Board members to collect baseline data on EDI	CEO	Availability of baseline data for all current Board members
Target and date	9 Board member questionnaires returned by 31 December 2016	
PROGRESS	6 Board member questionnaires completed to date and new members will be encouraged to complete one on recruitment to the Board.	

3. Conduct a survey among tutors and contractors engaged by Fèisean nan Gàidheal	Executive Manager	Availability of baseline data for 50% (300 individuals) of tutors and contractors
Target and date	Survey of 600 tutors and all external contractors returned by 30 June 2017	
PROGRESS	This had to be delayed due to other commitments and work needed on our database. However this will be progressed in October 2017.	

4. Introduction of EDI questionnaires in recruitment processes for staff and Board members	Executive Manager	Ongoing availability of data that will allow better EDI monitoring over the long term
Target and date	From 1 January 2017 and ongoing thereafter	
PROGRESS	Equalities Monitoring Form is now available in Gaelic or English to anyone who applies for a post, paid or unpaid, to be submitted along with application form.	

5. Publish our EDI Plan and highlight the measures within to Board, staff and Fèis organisers	Business Officer	Plan available online and its content promoted
Target and date	Plan published as soon as it is agreed by Creative Scotland	
PROGRESS	Our EDI Plan was made available at feisean.org as soon as it was agreed by Creative Scotland and Fèisean nan Gàidheal's Board.	

6. Offer awareness-raising training on EDI issues to Fèisean nan Gàidheal Board members	CEO	All Board members having undergone training
Target and date	9 Board members trained by 31 December 2016	
PROGRESS	New Board members will be asked to complete online training as part of Board induction.	

7. Offer awareness-raising training on EDI issues to Fèisean nan Gàidheal staff team	CEO	All staff having undergone training and are more aware of EDI issues
Target and date	11 staff members trained by 31 March 2017	
PROGRESS	10 staff questionnaires have been returned and a recent returner will be encouraged to complete one ASAP.	

8. Offer awareness-raising training on EDI issues to Fèis tutors as part of normal tutor training	CEO	35 tutors have had EDI training with more on a regular basis
Target and date	- 15 tutors by 28 February 2017 - Further 20 tutors by 31 August 2017 - Ongoing each time tutor training takes place thereafter	
PROGRESS	Active tutors will be requested to complete online training by October 2017 and EDI issues have been incorporated into our new tutor training courses.	

9. Through conditions of grant, encourage volunteer Fèis organisers, and support them financially, to undertake online EDI lessons using resources such as those available through virtual-college.co.uk and elearningmarketplace.co.uk	Development Officers	50 volunteers having undertaken an online course with greater awareness of EDI issues
Target and date	Volunteers undertaking online training before 31 March 2018	
PROGRESS	This will be progressed prior to the target date now that appropriate online EDI training has been identified.	

10. Establish online streaming of events with integral monitoring of user information	Development Manager	Events streamed on a regular basis lead to an increase in the number of people accessing our work digitally and our ability to report on user characteristics
Target and date	Service to be launched by 31 December 2016	
PROGRESS	Service launched in August 2017 much later than we had envisaged but the first streams were broadcast from Blas in September 2017 and FèisTV will be a feature of our programme delivery from now on. Analytics enable us to monitor where people are watching from so we can see if it breaks down barriers to access by people in areas of socioeconomic deprivation.	

11. Establish online music lessons with integral monitoring of user information from the start	CEO	Lessons available with the ability to monitor uptake and report on user characteristics
Target and date	An initial 10 lessons in 4 disciplines to be available in Gaelic and English versions by 31 March 2017	
PROGRESS	Although we advertised for tutors to undertake delivery of the proposed online course, the initial response was poor. We envisage being able to progress this once we have a graduate in place to develop FèisTV, probably from November 2017.	

12. Develop further online music lessons with integral monitoring of user information	CEO	Further uptake of lessons with the ability to promote their availability to people from a range of backgrounds
Target and date	An initial 10 lessons in a further 4 disciplines to be available in Gaelic and English versions by 30 September 2017 A further 10 lessons in the original 4 disciplines to be available in Gaelic and English versions by 30 September 2017 A further 10 lessons in the original 4 disciplines and the second 4 disciplines to be available in Gaelic and English versions by 31 March 2018	
PROGRESS	As above, to be progressed by December 2017.	

13. Establish two new Fèisean in HIE fragile areas	CEO	2 new Fèisean established
Target and date	2 new Fèisean by 31 March 2018	
PROGRESS	There have been no approaches, as yet, for new Fèisean to be established in HIE fragile areas although we are aware of a group on Jura who are considering starting Fèis activities and this may be progressed before 31 March 2018.	

14. Tour of *Le Meas* – a Gaelic drama production telling the story of an online friendship between a Scottish girl and a Syrian girl, promoting respect for people from all cultural backgrounds	Fèisgoil Manager	1,000 school pupils are more aware of issues of immigration and the need to respect people from ethnic backgrounds other than their own
Target and date	A tour completed by 31 December 2016	
PROGRESS	The tour was completed with 50 performances seen by 1,554 school pupils by the end of 2016 and feedback from the play was excellent.	

15. Tour of a drama performance relating to Gaelic culture for schools where Gaelic is taught as a second language	Fèisgoil Manager	Greater awareness of Gaelic culture for 800 school pupils who experience the show
Target and date	A tour undertaken by Meanbh-Chuileag before September 2017	
PROGRESS	The tour started on 4th September as part of Blas Festival's education programme and finishing on 21st September. The tour will be delivered to 33 groups in 15 primary schools in Ross-shire and Inverness areas to approximately 900 pupils.	

16. Increase in the number of pupils across Scotland engaging with Gaelic language and culture in school	Fèisgoil Manager	1,200 school pupils with an awareness of Gaelic language and culture
Target and date	Gaelic lessons in schools in 3 local authority areas by March 2018	
PROGRESS	Through our Fèisgoil service we have already delivered over 1,000 Blasad Gàidhlig sessions to 1,789 children and their teachers in 18 schools across 7 different local authority areas. We have prepared children in Lochaber and Skye schools for participation in local and national mòds. Our Meanbh Fhèisean in secondary schools have also ensured that school pupils are experiencing Gaelic culture.	

Fèisean nan Gàidheal

Financial Issues

Agenda Item: 3.2017.03

This report includes:	**Action Required**
Agenda Item: 3.2017.3(a)	
Income and Expenditure 2017-18 with transactions to 31 August 2017	For Noting and Discussion
Agenda item 3.2017.3(b)	
Current bank balances will be confirmed at the meeting	Verbal for Noting
Agenda item 3.2017.3(c)	
Management accounts for the period to 30 June 2017, prepared by Mann Judd Gordon	For Noting and Discussion
Agenda item 3.2017.3(d)	
Grants pledged to Fèisean for 2017-18	For Noting
Agenda item 3.2017.3(e)	
Annual Accounts to 31 March 2017, prepared by Mann Judd Gordon	For Agreement

Anne Willoughby
Executive Manager
September 2017

Fèisean nan Gàidheal Income and Expenditure 2017-18 with transactions to 31 August 2017

Agenda Item 3.2017.03(a)

INCOME	2017-18	PERIOD	ACTUAL	DIFFERENCE	NOTES
Core Grants	£ 345,160.00	£ 143,821.67	£ 220,582.00	£76,765.33	1
Management Fees	£ 91,000.00	£ 37,916.67	£ 83,500.00	£45,583.33	2
Grants Scheme	£ 197,965.00	£ 82,485.42	£ 104,169.00	£21,683.58	3
Fèis Development Fund	£ 33,000.00	£ 13,750.00	£ 14,500.00	£750.00	
Annualised Hours	£ 13,035.00	£ 5,431.25	£ 8,035.00	£2,603.75	
Traditional Arts Small Grants Scheme	£ 35,000.00	£ 14,583.33	£ 0.00	-£14,583.33	4
Training	£ 7,500.00	£ 3,125.00	£ 5,000.00	£1,875.00	
Fèisgoil	£ 284,500.00	£ 118,541.67	£ 236,903.96	£118,362.29	5
Blas Festival	£ 189,903.00	£ 79,126.25	£ 86,934.00	£7,807.75	
Other Earned Income	£ 12,800.00	£ 5,333.33	£ 3,501.87	-£1,831.46	
Support Cèilidh Trails	£ 67,000.00	£ 27,916.67	£ 57,462.32	£29,545.65	6
Gaelic Residential Events	£ 63,069.00	£ 26,278.75	£ 32,850.00	£6,571.25	
Gaelic Song-writing, Archiving, Innovations	£ 9,000.00	£ 3,750.00	£ 5,166.67	£1,416.67	
Showcase and International Opportunities	£ 13,000.00	£ 5,416.67	£ 3,000.00	-£2,416.67	
Resources and Digitisation Programme	£ 2,500.00	£ 1,041.67	£ 16,541.00	£15,499.33	7
Press/PR/Website Updates/Newsletter	£ 1,000.00	£ 416.67	£ 1,000.00	£583.33	
Fèisean Payroll Services	£ 0.00	£ 0.00	£ 0.00	£0.00	
Income still to be raised	£ 28,050.00	£ 11,687.50	£ 3,010.58	-£8,676.92	
TOTAL INCOME	**£ 1,393,482.00**	**£ 580,617.50**	**£ 882,156.40**	**£301,538.90**	
EXPENDITURE					
RUNNING COSTS					
Staff Salaries	£ 305,010.00	£ 127,087.50	£ 128,527.08	£1,439.58	
NIC Contributions	£ 25,000.00	£ 10,416.67	£ 11,361.45	£944.78	
Pension Contributions	£ 16,000.00	£ 6,666.67	£ 6,291.36	-£375.31	
Fèisean Services Staff Wages and NI	£ 0.00	£ 0.00	£ 0.00	£0.00	
Staff Travel, Accommodation & Subsistence	£ 21,000.00	£ 8,750.00	£ 6,968.65	-£1,781.35	
Office Rent & Rates	£ 29,000.00	£ 12,083.33	£ 15,101.12	£3,017.79	
Stationery, Printing, Postage & Photocopiers	£ 13,000.00	£ 5,416.67	£ 8,092.27	£2,675.60	

Utilities	£ 14,000.00	£ 5,833.33	£ 7,697.02	£1,863.69	
Board Expenses	£ 4,000.00	£ 1,666.67	£ 1,248.16	-£418.51	
Implementation of Child Protection Policy	£ 9,000.00	£ 3,750.00	£ 4,414.00	£664.00	
Insurance	£ 7,500.00	£ 3,125.00	£ 0.00	-£3,125.00	
Sundry Expenses	£ 2,000.00	£ 833.33	£ 976.73	£143.40	
Accountancy & Bank Charges	£ 7,000.00	£ 2,916.67	£ 426.32	-£2,490.35	
Professional Fees	£ 3,000.00	£ 1,250.00	£ 855.00	-£395.00	
Instrument Bank Maintenance	£ 2,500.00	£ 1,041.67	£ 906.20	-£135.47	
Additional Support Needs/ Inter-Fèis Activities	£ 2,000.00	£ 833.33	£ 0.00	-£833.33	
Capital Expenses	£ 3,000.00	£ 1,250.00	£ 0.00	-£1,250.00	
PROGRAMME COSTS					
Grants Paid Out	£ 201,000.00	£ 83,750.00	£ 90,452.00	£6,702.00	
Annualised Hours	£ 10,000.00	£ 4,166.67	£ 6,036.50	£1,869.83	
Fèis Development Fund	£ 33,000.00	£ 13,750.00	£ 15,241.50	£1,491.50	
Traditional Arts Small Grants Scheme	£ 35,000.00	£ 14,583.33	£ 8,490.00	-£6,093.33	
Traditional Arts Small Grants Scheme Management Fee	-£ 3,500.00	-£ 1,458.33	£ 0.00	£1,458.33	
Training Programme	£ 7,500.00	£ 3,125.00	£ 4,282.75	£1,157.75	
Training Programme Management Fee	-£ 2,000.00	-£ 833.33	-£ 2,000.00	-£1,166.67	
Fèisgoil	£ 284,500.00	£ 118,541.67	£ 98,856.34	-£19,685.33	8
Fèisgoil Management Fee	-£ 45,000.00	-£ 18,750.00	-£ 45,000.00	-£26,250.00	9
Annual Conference	£ 9,000.00	£ 3,750.00	£ 5,506.60	£1,756.60	
Blas Festival	£ 189,903.00	£ 79,126.25	£ 46,007.64	-£33,118.61	10
Blas Festival Management Fee	-£ 10,000.00	-£ 4,166.67	-£ 10,000.00	-£5,833.33	
Support Cèilidh Trails	£ 67,000.00	£ 27,916.67	£ 42,712.35	£14,795.68	11
Cèilidh Trails Management Fee	-£ 7,000.00	-£ 2,916.67	-£ 7,000.00	-£4,083.33	
Gaelic Residential Events	£ 63,069.00	£ 26,278.75	£ 32,957.21	£6,678.46	
Gaelic Residential Events Management Fee	-£ 14,000.00	-£ 5,833.33	-£ 14,000.00	-£8,166.67	
Gaelic Song-writing, Archiving, Innovations	£ 9,000.00	£ 3,750.00	£ 5,453.10	£1,703.10	
Gaelic Song-writing, Archiving, Innovations Management Fee	-£ 5,000.00	-£ 2,083.33	-£ 5,000.00	-£2,916.67	
Press/PR/Website Updates/Newsletter	£ 1,000.00	£ 416.67	£ 1,207.04	£790.37	
Showcase & International Opportunities	£ 13,000.00	£ 5,416.67	£ 0.00	-£5,416.67	
Showcase & International Opportunities Management Fee	-£ 4,000.00	-£ 1,666.67	£ 0.00	£1,666.67	
Resources and Digitisation Programme	£ 2,500.00	£ 1,041.67	£ 19,743.40	£18,701.73	12

Resources and Digitisation Management Fee	-£ 500.00	-£ 208.33	-£ 500.00	-£291.67
Contingency	£ 5,000.00	£ 2,083.33	£ 0.00	-£2,083.33
SUB-TOTAL EXPENDITURE	**£ 1,302,482.00**	**£ 542,700.83**	**£ 486,311.79**	**-£56,389.04**
Management Fees	£ 91,000.00	£ 37,916.67	£ 83,500.00	£45,583.33
TOTAL EXPENDITURE	**£ 1,393,482.00**	**£ 580,617.50**	**£ 569,811.79**	**-£10,805.71**
Transfer to Reserves	£ 13,650.01	£ 5,687.50	£ 12,525.00	£6,837.50
SURPLUS/(DEFICIT)	**£ 0.00**	**£ 0.00**	**£ 312,344.61**	**£312,344.61**

Notes:

1. £366,667 of £466,667 regular funding received from Creative Scotland

2 & 9. All management fees are recovered from projects in August every year

3. Creative Scotland core funding allocated based on Grants Scheme expenditure

4. Awaiting payment from Creative Scotland for Tasgadh

5 & 8. Fèisgoil funding from Highland Council (£23,356), Scottish Government (£18,100), Highland Council YMI (£160,000) received but delivery not yet complete

6 & 11.Cèilidh Trail funding in place and expenditure will be incurred by 30 September 2017 which is the deadline for final claims

7 & 12. Equipment bought prior to Blas Festival and funding for Fèis TV received from Highlands & Islands Enterprise

10. Majority of Blas Festival expenditure incurred in September 2017 therefore an is shown underspend until then

Fèisean nan Gàidheal

Management Accounts to 30 Ògmhios 2017

Agenda Item: 3.2017.03(c)

Fèisean nan Gàidheal
Consolidated Management Accounts
Quarter ended 30 June 2017

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	ICT project - *restricted fund*	Tasgadh Fund- *restricted fund*
STATEMENT OF FINANCIAL ACTIVITIES								
INCOME AND ENDOWMENTS								
Creative Scotland	216,667	196,667	20,000	0		0		0
Highland Council	18,897	18,897	0					
Comhairle nan Eilean Siar	12,800	12,800						
Argyll & Bute Council	0	0	0					
Highland & Islands Enterprise	23,723	23,723	0	0		0		
Bord na Gaidhlig	0	0	0		0	0		
Scottish Government	0	0			0			
Membership fees	390	390						
Sponsorship income	0		0					
Sale of publications	98	98						
Instrument bank revenue	1,698	1,698						
Training registration fees	0							
Ceilidh Trails - earned income	6,160	6,160						
Fèisgoil - earned income	34,867				34,867			
Management charges	0	0						
Box office / concerts	0		0					
Performance fees	0							
Other income	5,937	5,937	0					
Bank interest received	8	8						
Total incoming respources	**321,246**	**266,379**	**20,000**	**0**	**34,867**	**0**	**0**	**0**
RESOURCES EXPENDED								
Charitable activities								
Wages	74,873	74,873						
Employer's National Insurance	3,359	3,359						
Pensions	3,744	3,744						
Child protection costs	2,551	2,551						
Training	1,891			1,891				
Workshops	0							
Resources	0				0			
Fèisgoil - delivery costs	30,393				30,393			
Showcase concerts	0							
Archiving project	453	453						
Sgoil Shamhraidh	680					680		
Ceilidh trails - other costs	2,141	2,141						
Meanbh-chuileag / Pantomime	2,710	2,710			0			
Tachartasan Comhnaidh	6,323					6,323		
Meanbh Feis	450	0			450			
Management charges	0	0	0	0	0	0		
Blas - Artistes costs	0		0					
Blas - Travel and support	539		539					
Blas - PA & Lighting	0		0					
Blas - Venue hire	100		100					
Blas - Promotion	118		118					
Blas - Project manager	0		0					
Blas - Artistic director	0		0					
Blas - Commissions	0		0					
Blas - Feis TV equipment	16,372		16,372					
Grants to Feisean	70,426	70,426						
Grants for Tasgadh Fund	478							478
Grants for Ceilidh trails	16,300	16,300						
Instrument bank costs	786	786						
	234,685	177,342	17,129	1,891	30,843	7,003	0	478
Support costs								
Office rent	7,550	7,550						
Insurance	0	0						
Light and heat	694	694						
Telephone	3,789	3,789						
Printing postage & stationery	3,128	3,128						
Advertising	652	652						
Sundries	522	522						
Website	119	119						
Staff travel and expenses	3,445	3,445						
Capital costs	0	0						
Depreciation	1,880	0					1,880	
Bank charges and interest	60	60						
Audit & accountancy	1,825	1,560	265					
Committee expenses	1,248	1,248						
Annual conference	350	350						
Legal & professional fees	502	502						
	25,765	23,620	265	0	0	0	1,880	0
Total resources expended	**260,450**	**200,962**	**17,394**	**1,891**	**30,843**	**7,003**	**1,880**	**478**
Net incoming / (outgoing) resources - for the year ended 30 June 2017	**60,796**	**65,417**	**2,606**	**(1,891)**	**4,025**	**(7,003)**	**(1,880)**	**(478)**
Funds at 1 April 2017 - unrestricted	198,951	198,951						
Funds at 1 April 2017 - restricted	30,789	18,100					12,689	
Total funds at 30 June 2017	**290,537**	**282,468**	**2,606**	**(1,891)**	**4,025**	**(7,003)**	**10,810**	**(478)**

Fèisean nan Gàidheal
Consolidated Management Accounts
Quarter ended 30 June 2017

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	ICT project - *restricted fund*	Tasgadh Fund- *restricted fund*
BALANCE SHEET AS AT 30 JUNE 2017								
Fixed assets								
Computer equipment - cost	32,870							
Computer equipment - depreciation b/fwd	(20,181)							
Computer equipment - depreciation charge	(1,880)							
	10,810							
Current assets								
Grants receivable	26,651							
Other debtors (re Feisgoil income)	0							
Prepayments	1,000							
VAT	3,274							
	30,925							
Bank accounts								
FnG current account	7,032							
FnG high interest account	262,410							
Blas Festival current account	1,976							
	271,419							
Current liabilities								
Trade creditors	0							
Grants to Feisean awarded but unpaid	0							
PAYE & National Insurance	(8,047)							
Accrued expenses	(14,570)							
	(22,616)							
Net assets as at 30 June 2017	**290,537**							

Grants to Fèisean 2017-18 at 31.08.2017

Agenda Item: 3.2017.03(d)

The following table details the Fèisean, the grants we have pledged to them and, if appropriate, sums paid out and still to be paid.

Fèis Name	HIE	HIE Fragile	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	√	√	£6,976.00	£5,002.00	£2,025.00	70	£ 577.50	£ 0.00	£ 14,580.50	£ 9,273.00	**£ 5,307.50**
Fèis Lochabair	√		£1,920.00	£1,377.00	£2,944.00	70	£ 577.50	£ 0.00	£ 6,818.50	£ 2,761.75	**£ 4,056.75**
Fèis nan Garbh Chrìochan	√	√	£4,585.00	£3,290.00	£5,377.00	70	£ 577.50	£ 0.00	£ 13,829.50	£ 6,194.75	**£ 7,634.75**
Fèis Chataibh	√		£2,680.00	£1,923.00	£4,251.00	40	£ 330.00	£ 0.00	£ 9,184.00	£ 3,452.00	**£ 5,732.00**
Fèis a' Bhealaich	√	√	£0.00	£0.00	£852.00	15	£ 123.75	£ 0.00	£ 975.75	£ 0.00	**£ 975.75**
Fèis Eige	√	√	£1,379.00	£989.00	£0.00	35	£ 288.75	£ 0.00	£ 2,656.75	£ 1,921.00	**£ 735.75**
Feis Ghallaibh	√	√	£0.00	£0.00	£1,419.00	35	£ 288.75	£ 200.00	£ 1,907.75	£ 1,054.25	**£ 853.50**
Fèis Farr	√		£0.00	£0.00	£576.00	0	£ 0.00	£ 0.00	£ 576.00	£ 0.00	**£ 576.00**
Fèis na h-Òige	√		£2,653.00	£1,903.00	£1,045.00	0	£ 0.00	£ 0.00	£ 5,601.00	£ 3,939.50	**£ 1,661.50**
Fèis Air an Oir	√	√	£1,214.00	£871.00	£1,497.00	20	£ 165.00	£ 0.00	£ 3,747.00	£ 0.00	**£ 3,747.00**
Feis Ghleann Albainn	√		£1,033.00	£742.00	£0.00	0	£ 0.00	£ 0.00	£ 1,775.00	£ 1,331.00	**£ 444.00**
Fèis Ratharsaidh	√	√	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	**£ 0.00**
Fèis a' Bhaile	√		£1,810.00	£1,299.00	£1,251.00	70	£ 577.50	£ 0.00	£ 4,937.50	£ 914.50	**£ 4,023.00**
Fèis Òigridh na Mara	√	√	£168.00	£121.00	£4,041.00	70	£ 577.50	£ 0.00	£ 4,907.50	£ 2,310.00	**£ 2,597.50**
Fèis Inbhir Narann	√		£1,114.00	£799.00	£4,204.00	70	£ 577.50	£ 0.00	£ 6,694.50	£ 2,391.00	**£ 4,303.50**
Fèis Spè	√		£2,610.00	£1,871.00	£4,155.00	0	£ 0.00	£ 29,833.00	£ 38,469.00	£ 17,119.50	**£ 21,349.50**
Fèis an Iar Thuath	√	√	£524.00	£376.00	£340.00	0	£ 0.00	£ 0.00	£ 1,240.00	£ 0.00	**£ 1,240.00**
Fèis Thròndairnis	√	√	£2,143.00	£1,537.00	£0.00	35	£ 288.75	£ 0.00	£ 3,968.75	£ 2,904.00	**£ 1,064.75**
Fèis a' Chaolais	√		£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	**£ 0.00**
Total Highland			**£30,809.00**	**£22,100.00**	**£33,977.00**	**600**	**£4,950.00**	**£30,033.00**	**£121,869.00**	**£55,566.25**	**£66,302.75**
Comhairle nan Eilean Siar											
Fèis Tìr a' Mhurain	√	√	£3,253.00	£1,350.00	£306.00	50	£ 412.50	£ 0.00	£ 5,321.50	£ 3,996.25	**£ 1,325.25**
Fèis Eilean an Fhraoich	√		£3,675.00	£1,800.00	£1,432.00	70	£ 577.50	£ 0.00	£ 7,484.50	£ 4,844.75	**£ 2,639.75**
Fèis Tìr an Eòrna	√	√	£2,800.00	£1,350.00	£846.00	50	£ 412.50	£ 0.00	£ 5,408.50	£ 3,656.25	**£ 1,752.25**
Fèis Bharraigh	√	√	£3,500.00	£1,350.00	£2,914.00	80	£ 660.00	£ 0.00	£ 8,424.00	£ 4,305.00	**£ 4,119.00**
Fèis Eilean na Hearadh	√	√	£1,883.00	£1,350.00	£0.00	30	£ 247.50	£ 0.00	£ 3,480.50	£ 2,886.00	**£ 594.50**

Fèis an Rubha	√		£1,513.00	£1,350.00	£0.00	0	£ 0.00	£ 0.00	£ 2,863.00	£ 2,485.00	**£ 378.00**
Fèis Taigh Dhonnchaidh	√	√	£351.00	£1,350.00	£810.00	0	£ 0.00	£ 0.00	£ 2,511.00	£ 1,613.00	**£ 898.00**
Total Comhairle nan Eilean Siar			**£16,975.00**	**£9,900.00**	**£6,308.00**	**280**	**£2,310.00**	**£0.00**	**£35,493.00**	**£23,786.25**	**£11,706.75**
Argyll & Bute Council											
Fèis Cholla	√	√	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	**£ 0.00**
Fèis Latharna	√		£3,485.00	£2,000.00	£4,389.00	70	£ 577.50	£ 0.00	£ 10,451.50	£ 7,097.50	**£ 3,354.00**
Fèis Mhuile	√	√	£1,200.00	£500.00	£0.00	20	£ 165.00	£ 0.00	£ 1,865.00	£ 0.00	**£ 1,865.00**
Fèis Thiriodh	√	√	£910.00	£1,500.00	£114.00	40	£ 330.00	£ 0.00	£ 2,854.00	£ 2,347.00	**£ 507.00**
Fèis Ìle agus Dhùira	√	√	£1,379.00	£2,000.00	£5,891.00	60	£ 495.00	£ 0.00	£ 9,765.00	£ 3,193.00	**£ 6,572.00**
Fèis na h-Apainne	√	√	£0.00	£1,000.00	£1,453.00	0	£ 0.00	£ 0.00	£ 2,453.00	£ 0.00	**£ 2,453.00**
Fèis Cheann Loch Goibhle	√		£1,489.00	£1,000.00	£823.00	40	£ 330.00	£ 0.00	£ 3,642.00	£ 0.00	**£ 3,642.00**
Fèis an Tairbeirt	√		£1,092.00	£1,000.00	£1,895.00	0	£ 0.00	£ 0.00	£ 3,987.00	£ 947.50	**£ 3,039.50**
Total Argyll & Bute Council			**£9,555.00**	**£9,000.00**	**£14,565.00**	**230**	**£ 1,897.50**	**£0.00**	**£35,017.50**	**£13,585.00**	**£21,432.50**
Other Area/City Councils											
Fèis Arainn	√		£2,650.00	£0.00	£2,706.00	40	£ 330.00	£ 0.00	£ 5,686.00	£ 3,505.50	**£ 2,180.50**
Fèis Mhoireibh	√	√	£1,098.00	£0.00	£1,314.00	20	£ 165.00	£ 0.00	£ 2,577.00	£ 0.00	**£ 2,577.00**
TOTAL HIE	**37**	**23**	**£61,087.00**	**£41,000.00**	**£58,870.00**	**1,170**	**£ 9,652.50**	**£30,033.00**	**£200,642.50**	**£96,443.00**	**£104,199.50**
Fèis Dhùn Èideann			£3,350.00	£0.00	£10,607.00	180	£ 1,485.00	£ 0.00	£ 15,442.00	£ 6,096.00	**£ 9,346.00**
Fèis Obair Dheathain			£1,761.00	£0.00	£298.00	20	£ 165.00	£ 0.00	£ 2,224.00	£ 149.00	**£ 2,075.00**
Feis Dhùn Bhreatainn			£0.00	£0.00	£310.00	20	£ 165.00	£ 0.00	£ 475.00	£ 0.00	**£ 475.00**
Fèis Lannraig a Tuath			£1,088.00	£0.00	£569.00	0	£ 0.00	£ 0.00	£ 1,657.00	£ 1,101.00	**£ 556.00**
Fèis Fhoirt			£4,350.00	£0.00	£4,382.00	120	£ 990.00	£ 0.00	£ 9,722.00	£ 2,686.00	**£ 7,036.00**
Feis Ghlaschu			£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	**£ 0.00**
Fèis Innis an Uillt			£0.00	£0.00	£1,244.00	20	£ 165.00	£ 0.00	£ 1,409.00	£ 0.00	**£ 1,409.00**
Fèis an Iar Dheas			£0.00	£0.00	£865.00	0	£ 0.00	£ 0.00	£ 865.00	£ 432.50	**£ 432.50**
Fèis Phàislig			£2,096.00	£0.00	£6,088.00	50	£ 412.50	£ 0.00	£ 8,596.50	£ 4,822.50	**£ 3,774.00**
Total Other Areas/City Councils			**£16,393.00**	**£0.00**	**£28,383.00**	**470**	**£3,877.50**	**£0.00**	**£48,653.50**	**£18,792.50**	**£29,861.00**
			Main Fèis Grant	**Local Authority**	**Follow-on Grants**	**Annualised Hours**	**Annualised Hours Grant**	**Development Fund**	**Total Grant Offered**	**Balance Paid**	**Outstanding Balance**
GRAND TOTALS			**£ 73,732.00**	**£ 41,000.00**	**£ 83,233.00**	**1,580**	**£ 13,035.00**	**£ 30,033.00**	**£ 241,033.00**	**£ 111,730.00**	**£ 129,303.00**

REGISTERED COMPANY NUMBER: SC130071 (Scotland)
REGISTERED CHARITY NUMBER: SC002040

Report of the Trustees and Financial Statements for the Year Ended 31 March 2017 for Fèisean nan Gàidheal

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

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for the Year Ended 31 March 2017

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Report of the Trustees
for the Year Ended 31 March 2017

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2017. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Fèisean nan Gàidheal aspires to realise its ambition of developing the creative talent of young people, recognising their skills, supporting opportunities for communities across Scotland to access and enjoy Gaelic arts and culture and promoting the traditional arts and Gaelic language as unique and defining assets that contribute to Scotland's distinctiveness.

Fèisean nan Gàidheal's current development plan for 2015-20 identifies four key developmental targets:

(1) Support and Development of Fèisean
(2) Enhancement of Skills & Creative Talent
(3) Enhancement of Gaelic Arts & Culture in Creative Learning
(4) Audience Development and Engagement

Report of the Trustees
for the Year Ended 31 March 2017

ACHIEVEMENT AND PERFORMANCE

Performance against objectives

Fèisean nan Gàidheal's year-round programme, agreed with Creative Scotland, HIE and Bòrd na Gàidhlig, was successfully delivered in 2016-17 as evidenced in the reports prepared for the Board of Trustees, and funders, which detail delivery against targets.

We were pleased to offer services for The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council as well as securing a number of contracts from other local authorities, notably Falkirk, and public bodies such as Historic Environment Scotland, which were delivered through our Fèisgoil service.

Fèisean nan Gàidheal's priority is to ensure continued support for and development of its member Fèisean. In addition to each Fèis being assigned a Development Officer, who leads on offering regular support, Fèisean receive support from all staff, grant funding, insurance, musical instruments, training and disclosure checking as part of their membership.

A report published by the Traditional Music Forum, following a 2015-16 census, found that 17,240 people under 18 in Scotland were involved in learning traditional music. Local Fèisean support over a third of all traditional music tuition for young people in Scotland.

During the year we welcomed a new Fèis in Tarbert, Loch Fyne and Fèis an Iar Dheas held its inaugural event in Dumfries in October 2016. Fèis Obar Dheathain held its first events following an 8-year hiatus. Fèis Rois celebrated its 30th anniversary and Fèis a' Bhaile commemorated its 25th year. Work began to re-establish Fèis Ghàidhlig Ghlaschu.

The long-term voluntary service of former Fèisean nan Gàidheal Chair, Catriona MacIntyre, was recognised through her induction to the Traditional Music Hall of Fame for Services to the Community. The contribution of Fèis tutor Gordon Connell was also recognised as he was inducted for his dedicated service in tutoring accordion on the Isle of Tiree. Peigi Maclennan, a member of Fèisean nan Gàidheal's Board and chair of Fèis Eilean an Fhraoich, was given an award for Community Public Service for her part in organising the Royal National Mòd and her voluntary efforts in the local community. Former Fèis na h-Òige and Fèis Rois participant, Shannon Cowie, was named Young Gaelic Ambassador of the Year at the Scottish Gaelic awards.

Following the successful delivery of Tasgadh in 2015-16 Creative Scotland continued its support of the traditional arts grants scheme administered by Fèisean nan Gàidheal. During the year the fund supported 52 traditional arts projects with grants totalling £31.5k. An independent panel make decisions on grants.

In April 2016 our fifth Gaelic medium residential event, 5 Latha, was held with participants experiencing a wide range of community activities, in addition to music sessions, all delivered through the medium of Gaelic from the event's base at the Gearrannan Blackhouses in Carloway. The local community did much to support the event and our participants.

Fèisean nan Gàidheal's Fèisgoil service experienced substantial growth. We were particularly pleased to see the development of Blasad Gàidhlig which offers Gaelic lessons in schools where the language is not currently taught, helping deliver the Scottish Government's 1+2 languages strategy. We are now delivering Gaelic tuition in several local authority areas with increasing demand, which has enabled us to provide employment and training opportunities for an increasing number of tutors.

We continued to deliver YMI tuition in the Highland Council area and in Renfrewshire. The outcomes of YMI traditional music tuition over more than decade have been extremely positive. Faced with a significant reduction in funding from 2017-18 we will nonetheless ensure pupils continue to receive high-quality tuition and rewarding experiences through our service delivery.

We organised and supported successful Dràma Fèisean in Argyll and Uist, working with primary schools in both areas to develop drama skills and prepare short plays, which culminated in special performance days. Our collaboration with Eden Court Creative, supported by Bòrd na Gàidhlig's Gaelic Drama Network fund, continued with Gaelic drama clubs in Tain and Dingwall which concluded with an evening of performance at Eden Court in October. Our Meanbh-Chuileag theatre-in-education group toured Gaelic schools during August and September with a play called *Le Meas* themed on citizenship. The annual pantomime toured Gaelic schools during the first week of December with *Hansel & Gretel & Fèill Mhòr na Fuine*, which also included a well-attended public performance in Inverness. The Hùb-Hàb early years performances toured extensively over the year, receiving excellent feedback with evidence of great demand for more activities for this age group.

Report of the Trustees
for the Year Ended 31 March 2017

ACHIEVEMENT AND PERFORMANCE

Performance against objectives

The Gaelic Drama Summer School was held in Portree in July 2016 and included two community performances in Plockton and Kilmuir during the fortnight-long event. Participants produced a film for the Gaelic shorts competition FilmG and picked up the prize for Best Film for *Faigh Wi-fi*!

Fèisean nan Gàidheal supported 8 Cèilidh trails during 2016, including a new group set up through Fèis Inbhir Narainn. The 8 Cèilidh Trails took part in over 200 performances in their local communities as well as festival performances, with Blas concerts among them, reaching audiences in excess of 15,000. Independently of this Fèis Rois supported a further 3 Cèilidh Trails.

Guth na nGael, a project funded by Bòrd na Gàidhlig's Colm Cille Initiative, offered an exchange opportunity to young Gaelic-speaking musicians in a partnership with the Oriel Centre, Dundalk. 15 young people aged 16 to 22 from Ireland and Scotland explored and shared their Gaelic language and culture.

In collaboration with the Saltire Society and British Council Scotland we offered an international travel bursary to aid the development of a young musician. Former Fèis participant and Cèilidh Trail member, Brìghde Chaimbeul, was the recipient of the award and she chose to learn more about the piping styles and traditions of Bulgaria.

The 12th Blas Festival took place between 2 and 10 September 2016, run in partnership with The Highland Council. The programme included 45 concerts along with an extensive schools and communities programme reaching an audience in excess of 9,000.

Fèisean nan Gàidheal's 2016 AGM and Conference was held in Aviemore. With a large number of Fèis organisers and supporters present Deputy First Minister and Cabinet Secretary for Skills and Education, John Swinney MSP, detailed his own commitment to the development of Gaelic and the aims and ambitions of his government for the language. He spoke of the very high esteem placed upon the work of Fèisean nan Gàidheal by the Scottish Government.

The conference also heard from Bòrd na Gàidhlig's Ceannard (CEO), Shona MacLennan, about the work of the organisation and its forthcoming, new National Gaelic Language Plan.

Fèisean nan Gàidheal was shortlisted in two categories at the Scottish Gaelic Awards - *Gaelic as an Economic Asset* and *Arts and Culture*.

Training sessions were provided for tutors involved in delivery of Fèisgoil YMI activities in Highland Council schools and Blasad Gàidhlig across a number of local authority areas. Volunteers from within Fèisean took part in a variety of training opportunities to support them with the programme of activities they deliver. Our staff continued their programme of professional development with Gaelic language training sessions and a variety of subjects to ensure they continually strengthen their professional skills. New courses were developed, which can be delivered by a number of trained providers in Gaelic or English, to equip tutors with essential skills to enable successful teaching.

The excellent resources created as part of our Fuaran project, supported by the Heritage Lottery Fund, have been distributed widely to Fèisean, schools, libraries, the media and various other centres. A number of the participants had the opportunity to showcase Fuaran over the last year with performances at the Blas Festival, Celtic Colours and Celtic Connections. The success of the project was recognised with a nomination in the *Community Project of the Year* category of the Scottish Traditional Music Awards.

In March 2017 we formally launched our FèisTV service, which will offer a range of online opportunities for an international audience to participate in the work of Fèisean nan Gàidheal. The service will feature live streaming of Blas, Fèisean and Cèilidh Trail events while *Oide* will offer users a range of online traditional music and Gaelic song tuition which will be delivered in both Gaelic and English.

Report of the Trustees
for the Year Ended 31 March 2017

ACHIEVEMENT AND PERFORMANCE

Fundraising activities

Fèisean nan Gàidheal is extremely grateful to all the bodies which supported its work during the year. Although funding remains challenging, we have been fortunate to have the security of £1.4m funding award from Creative Scotland for 2015-18 and a contract from HIE worth up to £420k over the same period. Bòrd na Gàidhlig offered a one-year contract during 2016-17 at the same level as the previous year but also granted additional sums to help with specific projects.

The security of 3-year funding agreements with Creative Scotland and HIE enabled Fèisean nan Gàidheal to deliver its programme successfully without the constant need to raise new funding for projects. However, the Fèisean nan Gàidheal team continued to do that and Development Officers assisted Fèisean with fund-raising in their localities.

Our Fèisgoil service has enabled us to earn a significant proportion of our income through the delivery of contracts for third parties including local authorities, notably The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council. Management fees from contract delivery are reinvested to ensure funding for Fèisean is protected as much as possible in these difficult times.

We are grateful to The Highland Council, Bòrd na Gàidhlig, HIE, Creative Scotland and Argyll & Bute Council for their support of Blas 2016 and to Danwood Highland, who sponsored the festival.

The Scottish Government awarded us £33k specially to support the development of Fèisgoil and we are grateful to HIE and Bòrd na Gàidhlig for the additional financial support which allowed us to establish FèisTV. We also received funding for a ScotGrad summer placement via HIE.

Report of the Trustees
for the Year Ended 31 March 2017

Internal and external factors
Internal factors affecting the achievement and performance of the organisation included our Senior Development Officer, Nicola Simpson, being on maternity leave. During her leave, Rachel Harris took up the role of Senior Development Officer and we welcomed Karen Oakley, who joined the team as a Development Officer on a temporary basis.

During the year we moved our Inverness base from Academy Street to Ardross Terrace to provide a better working environment for our staff. The move took longer than expected but was undertaken successfully and with the minimum of disruption to the team's work. One-off capital costs were incurred in the move.

During the year we were made aware that The Highland Council would be reducing YMI funding for the school session 2017-18, due to overall cuts in YMI funding nationally. This will have an impact on the number of tuition sessions we will be able to deliver in Highland schools.

Although there were no further funding cuts from local authorities during the year, The Highland Council again considered reducing the funding for Blas. This caused loss of momentum in organising the festival and uncertainty over the festival's future remains an issue.

Partly due to this uncertainty Donna Macrae whose company, Firefly Productions, had been contracted to assist Fèisean nan Gàidheal in delivering the Blas Festival since its inception decided she would not look to renew the company's contract beyond November 2016. Donna had an important role in delivering Blas over a 12-year period and we had to replace her considerable expertise once we had confirmation that Blas could go ahead in 2017. After a tendering process in March 2017, a contract was offered to Chrissie Macrae.

Due to funding constraints, staff worked across the range of services and project in which Fèisean nan Gàidheal was involved, rather than sticking rigidly to their job descriptions. As a result, a very full programme was delivered with a relatively small team.

Comhairle nan Eilean Siar and The Highland Council agreed to pay charges for school lets internally, on a one-off basis, which mitigated some of the problems of rising costs experienced by local Fèisean in those areas.

FINANCIAL REVIEW
Financial position
The 2016-17 outturn is satisfactory and we have sums accrued for projects which will be undertaken in 2017-18.

Principal funding sources
Fèisean nan Gàidheal received grant-aid from a wide variety of bodies in support of our work notably Creative Scotland, Highlands & Islands Enterprise and Bòrd na Gàidhlig. We also secured contract income from The Highland Council, Comhairle nan Eilean Siar, Argyll & Bute Council, Falkirk Council, Historic Environment Scotland, An Comunn Gàidhealach and a number of other bodies for which we delivered services.

Reserves policy
In 2013-14 Fèisean nan Gàidheal achieved a long-term aim of having 3 months operating costs in reserve at all times and we have increased our reserve slightly this year. Management fees received for delivering contracts such as Blas and Fèisgoil activities enable us to reinvest in the activities of local Fèisean.

FUTURE PLANS
Having established Fèisgoil, Fèisean nan Gàidheal will continue to build on its formal education work and offer solutions in delivering Gaelic language teaching as well as arts-related work, such as music and drama, primarily in Gaelic school and units.

During the year work began on a bid for regular funding from Creative Scotland for the years 2018-21. We expect to hear the outcome of that bid late in 2017 and this will be key to future plans. The organisation will engage continuously in fund-raising and earning additional income through the delivery of contracts for third party organisations and will seek to take advantage of funding available for 2018 Year of Young People projects.

During the year we established an online digital television channel - FèisTV – as a medium for streaming live events and offering online music lessons. This will be further developed during 2017-18. We also hope to continue our international work through our Irish/Scottish exchange Guth na nGael and through collaboration with Celtic Colours.

Report of the Trustees
for the Year Ended 31 March 2017

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

Recruitment and appointment of new trustees

No new trustees were appointed during the year as those on the Board are entitled to a serve a term of three years from their election in October 2013. Trustees will require to be recruited in 2017 through an open election process with potential trustees nominated by their local Fèis, and then elected by the membership. During the year the Board considered ways of recruiting people and decided to offer potential new trustees a 'come and try' session with the opportunity of funding out more about Fèisean nan Gàidheal's work and participation as observers in a Board meeting.

Organisational structure

Fèisean nan Gàidheal is governed by a Board of Trustees of up to 10 Fèis representatives elected by the membership, along with observers from the three main funding bodies that support the organisation. The Board met 4 times during the year. All Board papers are published routinely on the organisation's website, as is its Annual Report and Financial Statements.

Induction and training of new trustees

Although not relevant in this year, when trustees join the board they undergo an induction session which includes a presentation outlining the aims and objectives of the organisation, the work in which it is involved and sources of funding as well as the responsibilities of trustees, and their responsibilities as directors of a company limited by guarantee.

Wider network

Fèisean nan Gàidheal continues to work closely with organisations and projects to promote the Gaelic language, culture and the traditional arts. We regularly engage with our funding bodies and throughout 2016-17 staff attended various conferences, seminars and information sessions organised by them.

Fèisean nan Gàidheal staff were actively involved in a range of advocacy and promotional work collaborating with a number of networks and organisations such as the Traditional Music Forum, Creative Scotland's Traditional Arts Advisory Group, the Highland Youth Music Forum, the Gaelic Drama Network, Hands Up for Trad and the Music Education Partnership Group.

Fèisean nan Gàidheal took part on the conference on Gaelic Education organised in June 2016 by Education Scotland and staff attended Language Show Live at the SECC in Glasgow in June where they delivered a presentation to delegates on our Fèisgoil service. Staff also took part in An t-Alltan 2016.

Fèisean nan Gàidheal continued its involvement in the Highland Youth Arts Hub which has achieved considerable success since it was formed in 2014. A consortium of 12 Highland-based arts organisations, the Hub has been managed very successfully by Stacey Toner under the guidance of Fèis Rois. Between 2014-16 the Hub engaged 5,765 young people aged 0-25 from across the Highland region, delivering a total of 32,439 hours of activity.

The organisation routinely submitted comments to public consultations on the Gaelic Language Plans of a number of organisations and the future of BBC Alba. Staff and Board engaged in advocacy work connected to our local authority funding.

Fèisean nan Gàidheal continued its sponsorship of the Traditional Music Hall of Fame at the 2016 Scots Trad Music Awards. The performer inductees were Andy M Stewart, Arthur Argo, Barbara Dickson OBE, Battlefield Band, Gordeanna McCulloch, Iain MacPhail, Jimmy McHugh, Jonathan MacDonald MBE, Michael Marra, Mirk and Murray Henderson.

Report of the Trustees
for the Year Ended 31 March 2017

STRUCTURE, GOVERNANCE AND MANAGEMENT

Related parties

The trustees are members of local Fèisean which receive grants from the charity from time to time. The sums approved were as follows:

Name	Status	Fèis	2017	2016
Deirdre Beck	Trustee	Fèis Lochabair	£16,098	£14,023
Kirsteen Graham	Trustee	Fèis an Earraich	£14,480	£24,774
Elizabeth Bain	Trustee	Fèis Cheann Loch Goibhle	£4,483	£4,419
Seumas Campbell	Trustee	Fèis Fhoirt	£16,160	£19,750
Bob MacKinnon	Trustee	Fèis Dhùn Bhreatainn an Iar	£690	£606
Duncan MacQuarrie	Trustee	Fèis Rois Ltd	£0	£0
Peigi Maclennan	Trustee	Fèis Eilean an Fhraoich	£8,194	£24,295
Uisdean Robertson	Trustee	Fèis Tìr an Eòrna	£10,750	£11,299
Elaine Margaret Spence	Trustee	Fèis Lannraig a Tuath	£1,840	£1,915

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

Risk management

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

A risk register is maintained by Fèisean nan Gàidheal, managed by the staff on a day-to-day basis. An annual report on risk management is provided to satisfy trustees that risks are considered and mitigated in running the organisation's programme.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

SC130071 (Scotland)

Registered Charity number

SC002040

Registered office

Meall House
Portree
Isle of Skye
IV51 9BZ

Trustees

Duncan MacQuarrie
Elaine Margaret Spence
Uisdean Robertson
Peigi Maclennan
Robert Allan Mackinnon
Kirsteen Anne Graham
Elizabeth Blyth Bain
Seumas Campbell
Deirdre Ann Beck

Company Secretary

Uisdean Robertson

Report of the Trustees
for the Year Ended 31 March 2017

REFERENCE AND ADMINISTRATIVE DETAILS

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

Chief Executive
Arthur Cormack

STATEMENT OF TRUSTEES RESPONSIBILITIES

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

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

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

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

In so far as the trustees are aware:

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

AUDITORS

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

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

Approved by order of the board of trustees on 22 September 2017 and signed on its behalf by:

Duncan MacQuarrie - Trustee

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

We have audited the financial statements of Fèisean nan Gàidheal for the year ended 31 March 2017 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members and trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors
As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

We have been appointed as auditors under Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors, including APB Ethical Standard - Provisions Available for Small Entities (Revised), in the circumstances set out in note 20 to the financial statements

Scope of the audit of the financial statements
An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Report of the Trustees to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements
In our opinion the financial statements:
- give a true and fair view of the state of the charitable company's affairs as at 31 March 2017 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Opinion on other matter prescribed by the Companies Act 2006
In our opinion the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements.

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

Matters on which we are required to report by exception

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

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

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

22 September 2017

Note:

The maintenance and integrity of the Fèisean nan Gàidheal website is the responsibility of the trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

Statement of Financial Activities
for the Year Ended 31 March 2017

	Notes	Unrestricted fund £	Restricted funds £	31.3.17 Total funds £	31.3.16 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities	4				
Core activities		729,214	35,000	764,214	707,502
Training		7,000	-	7,000	9,672
Blas Festival		189,274	-	189,274	206,359
Fèisgoil		338,481	33,000	371,481	288,101
Gaelic residential events		27,000	-	27,000	26,927
Archiving		-	-	-	31,085
Other trading activities	2	110,797	-	110,797	99,079
Investment income	3	237	-	237	300
Total		1,402,003	68,000	1,470,003	1,369,025
EXPENDITURE ON					
Raising funds	5	4,424	-	4,424	7,945
Charitable activities	6				
Core activities		807,403	39,230	846,633	790,599
Training		6,188	-	6,188	8,894
Blas Festival		183,531	-	183,531	202,102
Fèisgoil		349,493	-	349,493	280,078
Gaelic residential		26,419	-	26,419	26,702
Archiving		-	-	-	38,762
Total		1,377,458	39,230	1,416,688	1,355,082
NET INCOME		24,545	28,770	53,315	13,943
RECONCILIATION OF FUNDS					
Total funds brought forward		159,506	16,919	176,425	162,482
TOTAL FUNDS CARRIED FORWARD		184,051	45,689	229,740	176,425

CONTINUING OPERATIONS
All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

Balance Sheet
At 31 March 2017

	Notes	Unrestricted fund £	Restricted funds £	31.3.17 Total funds £	31.3.16 Total funds £
FIXED ASSETS					
Tangible assets	15	-	12,690	12,690	17,415
CURRENT ASSETS					
Debtors	16	65,213	5,505	70,718	42,757
Cash at bank		167,323	33,000	200,323	139,244
		232,536	38,505	271,041	182,001
CREDITORS					
Amounts falling due within one year	17	(48,485)	(5,506)	(53,991)	(22,991)
NET CURRENT ASSETS		184,051	32,999	217,050	159,010
TOTAL ASSETS LESS CURRENT LIABILITIES		184,051	45,689	229,740	176,425
NET ASSETS		184,051	45,689	229,740	176,425
FUNDS	18				
Unrestricted funds				184,051	159,506
Restricted funds				45,689	16,919
TOTAL FUNDS				229,740	176,425

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 22 September 2017 and were signed on its behalf by:

Uisdean Robertson -Trustee

The notes form part of these financial statements

Cash Flow Statement
for the Year Ended 31 March 2017

	Notes	31.3.17 £	31.3.16 £
Cash flows from operating activities:			
Cash generated from operations	1	60,842	30,840
Net cash provided by (used in) operating activities		60,842	30,840
Cash flows from investing activities:			
Interest received		237	300
Net cash provided by (used in) investing activities		237	300
Change in cash and cash equivalents in the reporting period		61,079	31,140
Cash and cash equivalents at the beginning of the reporting period		139,244	108,104
Cash and cash equivalents at the end of the reporting period		200,323	139,244

The notes form part of these financial statements

Notes to the Cash Flow Statement
for the Year Ended 31 March 2017

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.17	31.3.16
	£	£
Net income for the reporting period (as per the statement of financial activities)	53,315	13,943
Adjustments for:		
Depreciation charges	4,727	5,806
Interest received	(237)	(300)
(Increase)/decrease in debtors	(27,962)	9,991
Increase in creditors	30,999	1,400
Net cash provided by (used in) operating activities	60,842	30,840

Notes to the Financial Statements
for the Year Ended 31 March 2017

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' EFA, and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

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

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

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

Tangible fixed assets
It is the policy of the charity not to capitalise expenditure unless the cost incurred is over £1,000.

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

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

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

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

2. OTHER TRADING ACTIVITIES

	31.3.17	31.3.16
	£	£
Sale of publications	608	822
Instrument bank revenue	6,689	4,757
Management charges	103,500	93,500
	110,797	99,079

3. INVESTMENT INCOME

	31.3.17	31.3.16
	£	£
Deposit account interest	237	300

Notes to the Financial Statements - continued
for the Year Ended 31 March 2017

4. INCOME FROM CHARITABLE ACTIVITIES

	Core activities	Training	Blas Festival
	£	£	£
Grants	729,535	7,000	155,869
Training registration fees	-	-	-
Other income	9,578	-	200
Cèilidh Trails - earned income	17,839	-	-
Drama festivals	-	-	-
Membership fees	5,300	-	-
Sponsorships	-	-	579
Wages reimbursed by Fèisean	1,962	-	-
Box office/concerts	-	-	32,626
Fèisgoil - earned income	-	-	-
Performance fees	-	-	-
	764,214	7,000	189,274

	Fèisgoil	Gaelic residential	31.3.17 Total activities	31.3.16 Total activities
	£	£	£	£
Grants	71,500	27,000	990,904	967,207
Training registration fees	-	-	-	1,897
Other income	-	-	9,778	3,976
Cèilidh Trails - earned income	-	-	17,839	3,885
Drama festivals	-	-	-	4,400
Membership fees	-	-	5,300	6,005
Sponsorships	-	-	579	1,515
Wages reimbursed by Fèisean	-	-	1,962	6,403
Box office/concerts	-	-	32,626	37,455
Fèisgoil - earned income	299,981	-	299,981	232,476
Performance fees	-	-	-	4,427
	371,481	27,000	1,358,969	1,269,646

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

	31.3.17	31.3.16
	£	£
Creative Scotland	501,666	501,666
Highland Council	107,663	126,560
Comhairle nan Eilean Siar	15,340	19,040
Argyll & Bute Council	32,000	32,000
Highland & Islands Enterprise	142,386	141,941
Bòrd na Gàidhlig	158,849	130,000
Scottish Government	33,000	-
Heritage Lottery Fund	-	16,000
	990,904	967,207

Notes to the Financial Statements - continued
for the Year Ended 31 March 2017

5. RAISING FUNDS

Other trading activities

	31.3.17	31.3.16
	£	£
Instrument bank costs	4,424	7,945

6. CHARITABLE ACTIVITIES COSTS

	Direct costs (See note 7)	Grant funding of activities (See note 8)	Support costs (See note 9)	Totals
	£	£	£	£
Core activities	281,861	302,841	261,931	846,633
Training	6,188	-	-	6,188
Blas Festival	182,259	-	1,272	183,531
Fèisgoil	349,493	-	-	349,493
Gaelic residential events	26,419	-	-	26,419
	846,220	302,841	263,203	1,412,264

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.17	31.3.16
	£	£
Staff costs	214,614	193,014
Development officers/tutors	-	111,686
Travel expenses etc	-	24,907
Child protection costs	8,783	7,894
Training	4,188	6,922
Resources	5,682	5,402
Fèisgoil - delivery costs	262,223	11,951
Archiving project	974	33,062
Sgoil Shamhraidh	14,743	13,063
Cèilidh Trails	31,147	13,545
Meanbh-chuileag/Pantomime	10,429	33,028
Tachartasan Còmhnaidh	7,676	9,397
Project management	1,200	31,287
Meanbh-Fhèis	-	1,082
Management charges	103,500	93,500
Gaelic language Development	6,079	-
Inter Fèis activities	1,643	2,515
Cultural Youth	-	194
Blas - Artistes costs	64,515	70,180
Blas - Travel and support	24,151	23,958
Blas - PA and lighting	13,618	18,895
Blas - Venue hire	282	561
Blas - Promotion	26,363	31,821
Blas - Project manager	32,500	31,137
Blas - Artistic director	-	9,900
Blas - Commissions	7,700	-
Blas - equipment	3,130	-
Fèis TV	1,080	-
	846,220	778,901

Notes to the Financial Statements - continued
for the Year Ended 31 March 2017

8. GRANTS PAYABLE

	31.3.17	31.3.16
	£	£
Core activities	302,841	300,869

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

	31.3.17	31.3.16
	£	£
Grants to Fèisean	215,147	212,649
Tasgadh Fund	31,034	31,830
Cèilidh Trails grants	56,660	56,390
	302,841	300,869

9. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Core activities	234,357	320	27,254	261,931
Blas Festival	-	-	1,272	1,272
	234,357	320	28,526	263,203

10. NET INCOME/(EXPENDITURE)

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

	31.3.17	31.3.16
	£	£
Auditors' remuneration	3,660	4,665
Auditors' remuneration for non audit work	3,792	2,575
Depreciation - owned assets	4,725	5,806

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2017 nor for the year ended 31 March 2016.

Trustees' expenses
There were no trustees' expenses paid for the year ended 31 March 2017 nor for the year ended 31 March 2016.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2017

12. STAFF COSTS

	31.3.17	31.3.16
	£	£
Wages and salaries	299,651	302,322
Social security costs	25,035	26,798
Other pension costs	14,878	10,755
	339,564	339,875

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

	31.3.17	31.3.16
Charitable activities	-	9
Support costs	-	3
	-	12

No employees received emoluments in excess of £60,000.

During the year no employees received emoluments in excess of £60,000 (2015 - none).

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Core activities	672,502	35,000	707,502
Training	9,672	-	9,672
Blas Festival	206,359	-	206,359
Fèisgoil	288,101	-	288,101
Gaelic residential events	26,927	-	26,927
Archiving	-	31,085	31,085
Other trading activities	99,079	-	99,079
Investment income	299	1	300
Total	1,302,939	66,086	1,369,025
EXPENDITURE ON			
Raising funds	7,945	-	7,945
Charitable activities			
Core activities	749,959	40,640	790,599
Training	8,894	-	8,894
Blas Festival	202,102	-	202,102
Fèisgoil	280,078	-	280,078
Gaelic residential events	26,702	-	26,702
Archiving	-	38,762	38,762
Total	1,275,680	79,402	1,355,082
NET INCOME	27,259	(13,316)	13,943

Notes to the Financial Statements - continued
for the Year Ended 31 March 2017

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
RECONCILIATION OF FUNDS			
Total funds brought forward	132,247	30,235	162,482
TOTAL FUNDS CARRIED FORWARD	159,506	16,919	176,425

14. SUBSIDIARY COMPANY

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

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

A summary of the trading results, as extracted from the audited accounts, for the years to 31 March 2017 and 2016 are shown below.

	2017	**2016**
	£	**£**
Turnover	189,274	206,359
Cost of sales	176,259	186,452
Gross profit	17,015	19,907
Administrative expenses	11,272	16,710
Donation to Fèisean nan Gàidheal	5,375	2,748
Profit/(loss) for year	368	(449)
Interest receivable/(payable) for year	-	-
	368	449
Taxation	-	-
Profit/(loss) after taxation	368	449
Net (liabilities)/assets at 31 March	(1,674)	(2,042)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2017

15. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2016 and 31 March 2017	32,870
DEPRECIATION	
At 1 April 2016	15,455
Charge for year	4,725
At 31 March 2017	20,180
NET BOOK VALUE	
At 31 March 2017	12,690
At 31 March 2016	17,415

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.17 £	31.3.16 £
Other debtors	35,579	-
VAT	-	1,947
Prepayments	1,000	-
Grants receivable	34,139	40,810
	70,718	42,757

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.17 £	31.3.16 £
Social security and other taxes	7,754	7,561
VAT	40	-
Accrued expenses	27,810	15,430
Deferred grants	18,387	-
	53,991	22,991

Notes to the Financial Statements - continued
for the Year Ended 31 March 2017

18. MOVEMENT IN FUNDS

	At 1.4.16 £	Net movement in funds £	At 31.3.17 £
Unrestricted funds			
General fund	159,506	24,545	184,051
Restricted funds			
Information and Communication Technologies project	16,919	(4,230)	12,689
Development Fund	-	33,000	33,000
	16,919	28,770	45,689
TOTAL FUNDS	176,425	53,315	229,740

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,402,003	(1,377,458)	24,545
Restricted funds			
Tasgadh Fund	35,000	(35,000)	-
Development Fund	33,000	-	33,000
Information and Communication Technologies project	-	(4,230)	(4,230)
	68,000	(39,230)	28,770
TOTAL FUNDS	1,470,003	(1,416,688)	53,315

19. RELATED PARTY DISCLOSURES

During the year Blas Festival Ltd paid management and administration charges to Fèisean nan Gàidheal of £10,000 (2016 - £15,000).

At the year end a gift aid donation of £5,375 (2016 - £2,748) is due by Blas Festival Ltd to Fèisean nan Gàidheal.

At the year-end date Blas Festival Ltd owed Fèisean Nan Gàidheal £2,472 (2016 - £4,971). There are no repayment terms in place and interest is not charged on the balance.

20. APB ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

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

21. ULTIMATE CONTROLLING PARTY

There is no ultimate controlling party.

Detailed Statement of Financial Activities for the Year Ended 31 March 2017

	Unrestricted funds £	Restricted funds £	31.3.17 Total funds £	31.3.16 Total funds £
INCOME AND ENDOWMENTS				
Other trading activities				
Sale of publications	608	-	608	822
Instrument bank revenue	6,689	-	6,689	4,757
Management charges	103,500	-	103,500	93,500
	110,797	-	110,797	99,079
Investment income				
Deposit account interest	237	-	237	300
Charitable activities				
Grants	922,904	68,000	990,904	967,207
Training registration fees	-	-	-	1,897
Performance fees	-	-	-	4,427
Box office/concerts	32,626	-	32,626	37,455
Other income	9,778	-	9,778	3,976
Cèilidh Trails - earned income	17,839	-	17,839	3,885
Drama festivals	-	-	-	4,400
Fèisgoil - earned income	299,981	-	299,981	232,476
Membership fees	5,300	-	5,300	6,005
Sponsorships	579	-	579	1,515
Wages reimbursed by Fèisean	1,962	-	1,962	6,403
	1,290,969	68,000	1,358,969	1,269,646
Total incoming resources	1,402,003	68,000	1,470,003	1,369,025
EXPENDITURE				
Other trading activities				
Instrument bank costs	4,424	-	4,424	7,945
Charitable activities				
Wages	186,902	-	186,902	193,014
Employer's National Insurance	12,834	-	12,834	-
Pensions	14,878	-	14,878	-
Development officers / tutors	-	-	-	111,686
Travel expenses etc	-	-	-	24,907
Child protection costs	8,783	-	8,783	7,894
Training	4,188	-	4,188	6,922
Resources	5,682	-	5,682	5,402
Fèisgoil - delivery costs	262,223	-	262,223	11,951
Archiving project	974	-	974	33,062
Sgoil Shamhraidh	14,743	-	14,743	13,063
Cèilidh Trails	31,147	-	31,147	13,545
Meanbh-chuileag/Pantomime	10,429	-	10,429	33,028
Carried forward	552,783	-	552,783	454,474

Detailed Statement of Financial Activities for the Year Ended 31 March 2017

	Unrestricted funds £	Restricted funds £	31.3.17 Total funds £	31.3.16 Total funds £
Charitable activities				
Brought forward	552,783	-	552,783	454,474
Tachartasan Còmhnaidh	7,676	-	7,676	9,397
Project management	1,200	-	1,200	31,287
Meanbh-Fhèis	-	-	-	1,082
Management charges	100,000	3,500	103,500	93,500
Gaelic language Development	6,079	-	6,079	-
Inter Fèis activities	1,643	-	1,643	2,515
Cultural Youth	-	-	-	194
Blas - Artistes costs	64,515	-	64,515	70,180
Blas - Travel and support	24,151	-	24,151	23,958
Blas - PA and lighting	13,618	-	13,618	18,895
Blas - Venue hire	282	-	282	561
Blas - Promotion	26,363	-	26,363	31,821
Blas - Project manager	32,500	-	32,500	31,137
Blas - Artistic director	-	-	-	9,900
Blas - Commissions	7,700	-	7,700	-
Blas - equipment	3,130	-	3,130	-
Fèis TV	1,080	-	1,080	-
Grants to institutions	271,341	31,500	302,841	300,869
	1,114,061	35,000	1,149,061	1,079,770
Support costs				
Management				
Wages	112,749	-	112,749	109,308
Social security	12,201	-	12,201	26,798
Pensions	-	-	-	10,755
Office rent	32,257	-	32,257	23,625
Insurance	7,232	-	7,232	6,777
Light and heat	5,900	-	5,900	4,537
Telephone	14,211	-	14,211	14,587
Printing, postage & stationery	13,483	-	13,483	10,116
Advertising	116	-	116	250
Sundries	5,053	-	5,053	2,495
Website	1,544	-	1,544	520
Staff travel and expenses	23,156	-	23,156	22,108
Capital costs	1,728	-	1,728	4,904
Depreciation of tangible and heritage assets	497	4,230	4,727	5,806
	230,127	4,230	234,357	242,586
Finance				
Bank charges	320	-	320	62
Governance costs				
Auditors' remuneration	3,660	-	3,660	4,665
Auditors' remuneration for non audit work	3,792	-	3,792	2,575
Legal fees	3,719	-	3,719	4,419
Committee expenses	3,170	-	3,170	2,999
Annual conference	14,185	-	14,185	10,061
	28,526	-	28,526	24,719
Total resources expended	1,377,458	39,230	1,416,688	1,355,082

This page does not form part of the statutory financial statements

Detailed Statement of Financial Activities for the Year Ended 31 March 2017

	Unrestricted funds £	Restricted funds £	31.3.17 Total funds £	31.3.16 Total funds £
Net income	24,545	28,770	53,315	13,943

Fèisean nan Gàidheal

Funding Agreements

Agenda Item: 3.2017.03(g)

Reason for Paper

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

Background

We are in regular contact with the bodies that fund our work and it is appropriate that Board members are aware of agreements reached and their current status.

1. Creative Scotland

Creative Scotland's funding has been paid to us in accordance with our contract, this being the third year of our 3-year agreement with the organisation.

A letter is following giving an update on the situation with regard to our 2018-21 regular funding application.

2. Highlands & Islands Enterprise

Highlands & Islands Enterprise (HIE) funding is being paid to us in accordance with our agreement. This is the third year of a 3-year agreement with HIE also.

Since the last meeting we have had additional funding agreed by HIE through the ScotGrad scheme towards a summer placement and also for a year-long graduate placement to help establish FèisTV.

Dialogue with HIE is quite advanced regarding a new 3-year agreement from April 2018. A report prepared for them outlining delivery of outcomes to 30 June 2017 shows that, with 9 months of the current agreement still to run, we have already exceeded many of our targets.

3. Bòrd na Gàidhlig

Bòrd na Gàidhlig agreed to minor adjustments in our 2017-18 contract and payments have been made to us in line with our agreement.

4. The Highland Council

We have not yet had agreements from The Highland Council for 2017-18 although funding has been paid to us both for Fèisean nan Gàidheal and Blas.

We have also received the agreed £160k from The Highland Council to deliver the Youth Music Initiative contract in schools for 2017-18.

5. Comhairle nan Eilean Siar

The agreed £12,800 for 2017-18 has been paid in full.

We received additional funds from Comhairle nan Eilean Siar to support Blas events held in the Western Isles for the first time.

6. Argyll & Bute Council

I have been corresponding with Pat McCann at Argyll & Bute Council regarding our funding agreement for 2017-18. We expect to receive £12k soon for Blas events but the remainder is now being dealt with separately although there are no problems envisaged with the funding.

7. Scottish Government

Since the last meeting the Scottish Government has approved £45k towards three projects:

- Fèisgoil Blasad Gàidhlig (£22k)
- FèisTV (£15k)
- Beairteas (£8k)

8. EventScotland

We are still involved in a productive dialogue with EventScotland about a potential signature event for the 2018 Year of Young People. We hope this may attract around £100k and we need to have an application in place by mid-November.

Action Required

Board members are asked to note the up to date position in relation to funding agreements.

Arthur Cormack
CEO
September 2017

Update on Regular Funding 2018-21
August 2017

Following our last communication on Regular Funding, 2018-21, which we published in May, I would like to provide a further short update on progress.

In April, we received 184 eligible applications requesting a total of £153m for the three-year period.

As set out in our published Guidance (PDF), our specialist staff are assessing applications in detail over the summer period and these will be discussed collectively over the coming weeks.

Our Board will announce its decisions once we have received confirmation of next year's draft budget from the Scottish Government. Like all public bodies in Scotland we have not been given a definitive date for confirmation of our budget, but we continue to anticipate this will be by December 2017.

Following this announcement, we will make our final decisions for the 2018-21 RFO network. We will move as quickly as we can to consider and communicate these.

As we have communicated previously, given pressure on both Grant in Aid and National Lottery budgets, it is unlikely that there will be an uplift in funding to many RFOs, and overall the number of RFOs is likely to be reduced.

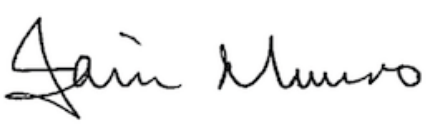
We appreciate that the timing for notification of Regular Funding for 2018-22 may create issues for some organisations. As such, we will discuss transition needs individually with organisations as soon as possible after we have made our funding decisions.

As I've said previously, we appreciate all the hard work, care and attention that goes into applications for Regular Funding and we will endeavour to announce our decisions as soon as possible following our budget settlement from Scottish Government.

In the meantime, it is vital that we all continue to make the case for public funding for culture and the value it delivers, socially, culturally and economically for the people of Scotland. I'm sure you will support us in that effort.

If anything is unclear regarding Regular Funding, or any other aspect of our work, our Enquiries service will endeavour to answer any questions you may have or signpost you to the relevant member of our team.

Best wishes,



Iain Munro
Deputy Chief Executive, Creative Scotland

Progress Against Targets as of 30 June 2017	HIE Target	Progress as of 31 March 2016	Progress as of 31 March 2017	Progress as of 30 June 2017 (3 months)	**Totals from 1 April 2015 to 30 June 2017**	Notes
HIE Output Measures						
Jobs supported through FnG and individual Fèisean	7.5	92.4	96.7	15.1	**68.1**	Average FTEs over period will increase as year 3 progresses. FnG's own workforce based in H&I = 11 FTEs.
Leveraged over the three-year period which includes income generated from the individual Fèisean groups based in the H&I area.	£2.7m	£1,218,552 (FnG) £844,296 (Fèisean)	£1,349,873 (FnG) £882,289 (Fèisean)	£300,825 (FnG) n/a 17-18 (Fèisean)	**£4,595,835**	Target exceeded.
Increase in turnover	£300k	£47,965	£98,897	£8,660	**£155,522**	This seems to be just about on target at present, perhaps slightly under but I am aware of around £78k that will be added in Q2 of 2017-18.
Volunteers	629	844	724	58	**1,626**	Even allowing for continuous volunteering by individuals, this target has been exceeded.
Improved service (Fèisgoil new and still developing)	1	2	4	1	**7**	Target exceeded.
New services / amenities in fragile areas	2	2	3	0	**5**	Target exceeded.
Participants (young people) in Fèis Activities (young people)	39,546	5,912 (Fèisean) 10,907 (Fèisgoil)	5,453 (Fèisean) 10,242 (Fèisgoil)	860 (Fèisean)	**33,374**	Figures provided here are for individuals taking part in Fèisean and Fèisgoil activities but do not take into account multiple participatory sessions. Seem on-target with bulk of 2017-18 work in Q2 and Q3.
Learners – Participants engaged in Fèis activities are all engaged in learning activities.	39,546	5,912 (Fèisean) 10,907 (Fèisgoil)	5,453 (Fèisean) 10,242 (Fèisgoil)	860 (Fèisean)	**33,374**	The figures provided here are for individual participants taking part in Fèisean and Fèisgoil activities. The numbers for 2017-18 are for 3 months and normally captured

						in our quarterly reporting but do not contain any Fèisgoil participants at this stage.
Trainees – Includes FnG staff, Fèis tutors and Fèis organisers, Cèilidh Trail participants who receive training, Graduate Placements and other work placement beneficiaries. 800 total with 85% in HIE's area.	680	159	552	15	**726**	Target exceeded.
Beneficiaries: - Audience members at local Fèis concerts and other public events. - Audience for Blas - Cèilidh Trails	16,299 28,800 31,875	8,774 13,077 11,220	6,436 9,106 15,135	1,330 0 0	**16,540** **22,183** **26,355**	With another 9 months of current agreement to run, target has been exceeded. Blas and Cèilidh Trails do not take place until Q2 but we should exceed targets.
Community groups established - 2 new Fèisean within HIE area with focus on establishing these in fragile areas.	2	0	1	0	**1**	New Fèis in Tarbert and one perhaps to be established in Jura.
Community groups with increased capacity – currently support 45 Fèisean out of which 23 located in the fragile areas.	37	37	36	36	**36**	Total is the average number of Fèisean in HIE area supported by FnG with financial and staffing resources.
Cultural events - Fèis concerts, other individual Fèis events and other Fèisean nan Gàidheal organised events not including Blas or Cèilidh Trails recorded under 'Cultural Tourism' below.	882	411	763	164	**1,338**	Target exceeded.
Cultural tourism (Ceilidh Trails and Blas Festival) sector specific projects established - 7 Cèilidh Trails (6 in HIE's area) account for approximately 200 events (180 in HIE's area) - The Blas Festival	 540 270	 246 92	 186 91	 0 0	 **432** **183**	 With Cèilidh Trails and Blas taking place in Q2 of 2017-18, targets will be exceeded.
Client engaged in internationalisation activities - International opportunities for young people from the Highlands and Islands to perform in other countries. (5) - Cultural exchanges which already take place between Fèisean and similar bodies in other countries. Better, more pro-active international marketing of products such as the Cèilidh Trails and Blas. (2)	 1	 4 2	 5 2	 0 0	 **9** **4**	 Target exceeded. Target exceeded.
Clients implementing change management.	1	1	1	1	**1**	Refers to Fèis Spè so have taken this as average figure. On

						target.
Clients implementing improved work practices.	1	1	1	1	**1**	Refers to Fèis Spè so have taken this as average figure. On target.
Commercialisation of ideas/products.	5	4	2	0	**6**	Target exceeded.
Client engaged in entrepreneurial activities.	1	1	4	2	**5**	Target exceeded.
Young people supported to participate in accredited training programmes including SDS's Certificate for Work Readiness programme.	18	59	55	0	**114**	Target exceeded although SDS CfWR still needs to be investigated.

83.3 jobs in the HI area, and 7.5 jobs attributable to HIE's investment.

Fèisean nan Gàidheal

Staff Progress Reports

Agenda Item: 3.2017.05(a)

Name	Arthur Cormack
Position	Chief Executive

Diary commitments since previous meeting

02.05.17 Team meeting by phone
05.05.17 Meeting regarding Highland YMI (by phone)
16.05.17 Meeting with Fiona Dalgetty at Fèis Rois
23.05.17 Meeting with Ann Marie Reid, HIE (by phone)
24.05.17 Meeting with Renfrewshire Council regarding YMI (by phone)
12.06.17 Meeting with Cllr Alasdair Christie and Bill Alexander, The Highland Council
19.06.17 Meeting with Verity Blanchard, 2018 Year of Young People (by phone)
19.06.17 Meeting regarding Highland Council's Gaelic Language Plan
20.06.17 Training day with the team
21.06.17 Meeting regarding the Highland Culture Strategic Board
22.06.17 Audit meeting with Andy Cumming
26.06.17 Meeting in Glasgow regarding the National Cultural Strategy
27.06.17 Portree High School Meanbh-Fhèis
29.06.17 Meeting with Pelican Design regarding FèisTV
06.07.17 Attended Fèis Eilean na Hearadh's 25th Anniversary Cèilidh
20.07.17 Meeting with Ann Marie Reid, HIE (by phone)
26.07.17 Meeting with Jo MacDonald regarding 'Dìleab Uilleim' for Blas
27.07.17 Meeting regarding a Gaelic Arts Network
28.07.17 Meeting of Tasgadh Panel (by phone)
31.07.17 Meeting with Steve Bracken, Marine Harvest (by phone)
03.08.17 Visits for Fèis Lannraig a Tuath and Fèis Lochabair
21.08.17 Team meeting by phone
25.08.17 Participation in meeting with HES personnel (by phone)
01.09.17 Blas event in Scalpay
04.09.17 Blas event in Inverness
06.09.17 Blas event in Portree (streaming for FèisTV)
07.09.17 Blas event in Inverness (streaming for FèisTV)
08.09.17 Blas event in Sleat
09.09.17 Blas event in Dunvegan
18.09.17 Meeting of Portree Gaelic Primary School Stakeholders' Group (Iomairtean)

New regulations on data protection

I would like to draw Board members' attention to new regulations on data protection under the titles General Data Protection Regulation which will come into force on 25 May 2018. Some background information:

- It is an EU regulation
- It applies to personal information
- If a case is successfully pursued against us we would be fined a minimum of €40k or a maximum of €20m!

Safety at Events

At the last meeting it was agreed I should write to all Fèisean with advice on safety at events. I circulated the e-mail I sent on 27 June to Board members at the same time.

Submissions to Public Consultations

Since we last met, with the Chair's agreement, submissions were made to the following public consultations:

- The National Gaelic Language Plan 2017-22
- The Highland Council's Gaelic Language Plan
- Creative Scotland's Gaelic Language Plan

NAME	CALUM ALEX MACMILLAN			
POSITION	DEVELOPMENT MANAGER			
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

Ref		Programme Plan Measure
Creative Scotland Ambition **Excellence and experimentation across the arts, screen and creative industries is recognised and valued**		
CS1	Funding for new developments through a Fèis Development Fund	
	In 2017/18 we will continue to support Fèisean through the development fund and have agreed the following awards to date: • Fèis Spè – up to £29,333 towards the post of Development Officer (1.0 FTE) • Fèis Spè - £500 for step dancing workshops for Cèilidh Trail participants. They hope to encourage more youngsters to take up step-dancing and hope to start a new programme of classes shortly • Fèis Inbhir Narainn - £472 for a music tent at Belladrum where they offered workshops, music sessions and information about Fèisean, Cèilidh Trails and Blas • Fèis nan Garbh Chriochan - £500 for a day of workshops with leading traditional music band Dosca • Fèis Latharna - £844 for a recording project •	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	
	Fèis Spè receives support from the development to maintain a full-time development officer's post to strengthen and develop their year-round programme. A number of Fèisean are looking to develop their programme with more classes and further activities for participants. I am working closely with the development officers to ensure that the appropriate support is being offered to Fèisean and that additional fundraising is being carried out that the Fèisean can meet their development targets.	
CS3	Support for new and experimental work in the Gaelic arts	
	Each Fèis now has an up to date development plan with a range of new activities planned as part of this. Through the Development Fund, additional funding schemes outwith Fèisean nan Gàidheal, member Fèisean will deliver an exciting range of new projects through 2017/18 with support from the development team. I was heavily involved with the organisation of our new project for 2017 Dràma air Chuairt. Funded by Bòrd na Gàidhlig, Dràma air Chuairt is based on the highly successful Cèilidh Trail model but with young Gaelic actors in place of musicians. Four actors aged between 18-25 secured a place on the project and they took part in a fortnight of training and rehearsals before they took to the road with a newly written Gaelic play 'Clach na Nathrach' (The Adder's Stone) by Catriona Lexy Campbell (Theatre gu Leòr) who also directed the play and led the workshops. The group performed in three high schools as part of the Blas Festival schools programme, offering workshops to pupils as part of their visit as well. There were two public performances of the play in Sleat and Inverness, which were well attended and very well received.	
CS4	Support for new Gaelic song writing	
	We will look to hold our Fèis nan Òran event later on in the autumn and topics will include modern Gaelic songs and songwriting skills.	
CS5	Opportunities for artists to develop writing skills through new commissions	
	This year's Blas commission was 'Dileab Uilleim' which celebrated the legacy of the Rev. Willie Matheson who was a renowned collector and researcher of Gaelic songs as well as being a fine singer. The commission was presented by Jo MacDonald, a well known Gaelic broadcaster, who gave a background to the life of Uilleim and how he collected various songs which on the evening were	

	performed by a host of the finest Gaelic singers.	
Everyone can access and enjoy artistic and creative experiences		
CS11	Drama workshops and programmes with Meanbh-Chuileag (Gaelic medium or Gaelic related)	
	Meanbh Chuileag will visit Gaelic schools in the late autumn with a play about Bonnie Prine Charlie and the Jacobites. Our Gaelic Officer, Angus MacLeod, visited schools who offer Gaelic lessons, as part of L1 and L2, during Blas. He offered them an illustrated workshop about the life and prophecies of Coinneach Odhar, The Brahan Seer.	
CS12	Gaelic language work at Fèisean with Sgioba G	
	We support Fèisean with resources and personnel but this has been somewhat reduced recently. We must consider the current needs of Fèisean and ensure that all participants have the opportunity to develop their Gaelic language skills and knowledge when they attend Fèisean.	
CS13	Development and delivery of a series of early years Gaelic medium arts activities including music, song, drama and puppetry	
	'Hùb-Hàb agus na Cumaidhean Ceòlmhor (Hùb-Hàb and the Musical Shapes) toured the Western Isles in May. This early years performance group has been extremely well received and there is great demand for further performances across the country.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS17	Assistance for community groups wishing to establish new Fèisean	
	Fèis Ghaidhlig Ghlaschu air now back on their feet and held a very successful event in May. Recently I was contacted by a group of parent sin Perth who are very interested in developing Fèis activities in the area and I intend meeting them in the coming months.	
CS19	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	I have been very involved with a number of the aspects of organisation and delivery of the Blas Festival this year, including programming, website design, organising meetings and more. Due to breaking my ankle quite badly in mid July when on holiday in Lewis I was unable to attend very many Blas events this year. Working from home, I assisted Chrissie and Diane as much as possible. There was a very strong programme this year with something there for everyone. In total there were 36 concerts along with a schools and community programme.	
CS20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	5 Latha 2017 was held between 10-15 April at the Gearrannan Blackhouses, Isle of Lewis. This year we had 18 participants who all took part in a wide range of activities learning about Harris Tweed, crofting, peat cutting, baking, sewing as well as music and song classes with Robbie Greig and Norrie Maciver. Though the weather was poor to begin with, it picked up as the week went on and it was a very enjoyable event and feedback has been excellent to date. 5 Latha 2018 will be held between 2-7 April. We will also hold an event for students based on the 5 Latha model. Though there was much interest in this during 2017 we were unable to go ahead with the dates we had planned due to a range of factors. Due to the interest there is we are hopeful of running this event in 2018 and in the next few weeks we will research the most suitable dates, and what activities would be of most interest to potential participants.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS21	The continuation of strategic and practical support through a network of Development Officers each with a portfolio of Fèisean	
	I work closely with the development officers on a day-to-day basis ensuring they have appropriate support from me.	

	Each Fèis now has a development plan and many of them are looking to extend their delivery programmes and I will be looking at funding gaps and supporting the development officers as they look to source new funding for a range of Fèisean projects. Now that Rowan Paterson is based in Glasgow we intend to reallocate some of the Fèisean between the development officers, with planned changes to take effect from 1st October onwards.
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean
	We held our first Gaelic training day in June with further training dates to take place later this year. Earlier in the year I sat a minibus MiDAS test to allow me to drive participants during 5 Latha. As part of the new Fèis development plans, the training requirements of Fèisean committee members have been identified and we will now look at ways in which we can offer Fèisean training in their local areas; looking at opportunities for them to team up with neighbouring Fèisean when possible. Topics for training include Gaelic, Child protection, Risk assessment, Committee roles and Food hygiene. I continue to work with the development officers and their Fèisean to ensure that the tutors that are being employed are able to access Gaelic training as part of the requirements of our Gaelic policy.
CS26	Participation in cooperative working to offer further progression to individual young people
	We recognise the benefits and inspiration that Fèis participants get from being involved in these exciting projects, events, partnerships and more and we will look to develop further opportunities for them in the future. This year Karen Oakley took the lead role in our Guth nan Gael exchange partnership with the Oriel Centre, Dundalk. Funded by Bòrd na Gàidhlig's Colm Cille initiative, 6 young Gaelic speakers from Scotland and 6 young Gaeilge speakers from Dundalk came together at Fèis Lochabair where they had a fantastic week learning music and song from each other and learning more about the languages. We hope to continue our partnership with the Oriel Centre and to organise a return trip to Ireland.
Scotland is a distinctive creative nation connected to the world	
CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy
	I support Fèisean with translations and give guidance to staff if any issues related to our Gaelic policy arise
CS28	Support for an increased number of summer Fèis Cèilidh Trails
	This year we supported 7 Cèilidh Trails. Unfortunately, the Western Isles Cèilidh Trail failed to attract sufficient interest from participants and for this year there will be a joined tour between them and Ceilear, the Skye and Lochalsh Trail. In total there were 200 performances by Cèilidh Trail groups to over 15,000 of an audience. We successfully applied to the Scotgrad scheme for funding to support a summer student placement and we were pleased to welcome back Diane Bruce who worked tirelessly to promote all the ceilidh trail events during the summer.
CS29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas
	See CS19
CS30	Promoting Fèis participation in national events and themed years
	In 2018 Scotland celebrates Young People and we hope to have a series special events during next year. We aim to offer a programme of exciting events for fèisean and participants throughout the year culminating in a special large-scale performance later in the year.
CS31	Participating in showcasing opportunities in Scotland and abroad
	A selection of singers from the Fuaran project were invited to take part in Celtic Colours in Cape Breton in October 2016 and we were pleased that the Fuaran project was showcased at Celtic Connections in January 2017 and at Tradfest (Edinburgh) in April 2017.

Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**		
CS34	Regular Gaelic language training for Fèis tutors to ensure Gaelic policy implementation	
	I work closely with the development team to ensure that our policy is implemented as far as possible.	
CS38	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms	
	Eilidh has done a great deal of work since she took up her post and has secured a number of contracts to date and I assist her with various parts of this work.	
CS40	Programmes of Gaelic classes in schools along the lines of GLPS	
	Eilidh has done a great deal of work in this area and has secured contracts in a number of local authority areas. I assist Eilidh occasionally with budgets and planning.	
CS41	Residential opportunities for community activities delivered in Gaelic	
	See CS20	
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same		
CS45	Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)	
	I do this every month as part of expenses claims	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		
CS47	Dissemination of news through our website, to media contacts and through regular, digital newsletters	
	I do this with all the projects I am directly involved with and I intend to make more use of our new website as I become more familiar with how it operates. I have been working closely with Arthur on our Fèis TV project. The first concerts were streamed on the service as part of the Blas festival. We have recently secured funding from Scotgrad for a graduate placement to support the development of the service and the various strands that are part of it.	
CS50	The collection and digitisation of traditional Gaelic songs	
	We have a CD and booklet resource as well as a website with all recordings, videos and songs from the Fuaran project now available. I recently applied to Bòrd na Gàidhlig for additional funding to carry on the work and we await news of this application. Rachel and I will look at other funding sources for the project for 2018 onwards.	
HIE Deliverables		
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service		
HIE1	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms	
	See CS38	
HIE2	Expand programmes of Gaelic services in schools including early years Gaelic medium arts activities and communities	
	See CS11,12,13 and 20	
HIE3	Develop residential opportunities for community activities delivered in Gaelic	
	See CS20	
HIE6	Gaelic language tuition in schools as opportunities are tendered	
	See CS40	
Support and development of Fèisean		
HIE8	Investment in Fèis development fund for new creative developments in communities that enable the obligant to lever in further investment	
	See CS1	
Enhancement of skills and creative talent / youth employment		

Audience development and engagement / cultural tourism		
HIE16	Support an increased number of Fèis Ceilidh Trails	
	See CS28	
HIE17	Organisation of and development of the annual Blas festival	
	See CS19	
HIE18	Annual Gaelic Drama Summer School	
	See CS20	
HIE19	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	See CS20	
HIE21	Participating in showcasing opportunities in Scotland and abroad	
	See CS26	
Bòrd na Gàidhlig Deliverables		
BnG2	A monthly Gaelic singing session in Inverness and Coffee and Conversation sessions held in the Fèisean nan Gàidheal offices in Portree/Inverness if demand exists.	
	The 'Tac an Teine' singing session takes place each month in the Waterside Hotel in Inverness, expect during the summer. Numbers attending are healthy and we held our first session of the season as part of Blas with a large number attending. Cofaidh is Còmhradh is held every fortnight in the Palace Hotel. Small numbers have attended to date but we hope to grow these once we restart shortly.	
BnG3	At least 4 language training sessions for staff before 31.03.18	
	The first language training session took place on the 20th of June with further sessions planned later this year	
BnG4	At least 4 other training sessions for staff before 31.03.18	
	See CS25	
BnG6	6 Fèisean to run Fèis Bheag classes or early-years workshops before 31.03.18	
	At the end of the first quarter 4 Fèisean had held early years sessions and we expect this number to exceed 20 through the course of the year.	
BnG7	A Gaelic medium panto to tour at least six areas before 31.03.18	
	The Gaelic pantomime will tour at the beginning of December	
BnG10	6-week drama tour of Gaelic schools before 31.03.17	
	See CS11	
BnG12	40 Blas concerts at Blas 2017 with a schools and community programme as part of the festival, delivered in partnership with other organisations and where Gaelic is the main language on stage.	
	See CS19	
BnG13	Concerts delivered bilingually by a fluent Gaelic speaker. Musicians/artists encouraged to use their Gaelic at the festival.	
	This took place at all events.	
BnG14	A newly written commission as part of Blas 2017, with at least 4 performances during the festival.	
	This year we had a series of concerts entiltled 'Dileab Uilleim' (William's legacy) that were curated and led by Jo Macdonald. The commission celebrated the considerable contribute to our language and culture by the Rev Willie Matheson, with Jo providing a commentary of William's life and the songs he had researched with some of these being sung at concerts by some of the finest Gaelic singers. In addition to this we had two performances of Lauren MacColl's 'The Seer' based on the prophecies of Coinneach Odhar, which she was commissioned to write by Fèis Rois.	
BnG15	All information and advertising to be bilingual as an important feature of the festival, including the MC at each event.	
	This was successfully achieved	

BnG17	Aim to have 16 high-school pupils take part in a residential event at The Gearrannan Blackhouses, Isle of Lewis during Easter 2018.	
	5 Latha 2018 will take place between 2-7 April	
BnG19	Quarterly report on how the Bòrd na Gàidhlig funding has been spent	
	Our latest reported was submitted in August	
BnG20	Quarterly report on the up-to-date financial situation of Fèisean nan Gàidheal	
	The latest report was sent to Bòrd na Gàidhlig in August	
BnG21	Risk register to be given to Bòrd na Gàidhlig at the beginning of the year and in addition to this a copy of papers with updates relating to this from Fèisean nan Gàidheal Board meetings with any relevant new information.	
	Bòrd na Gàidhlig receives all our Board papers ahead of our quarterly meetings. The risk register was present to the Fèisean nan Gàidheal Board and subsequently sent on to Bòrd na Gàidhlig.	
BnG23	Press releases concerning Bòrd na Gàidhlig to be submitted, before release as appropriate, to give an opportunity to the Bòrd to add quotes/information.	
	We do this regularly	
Highland Council Deliverables		
HC1	SLA still to be received at end of Q1	
Comhairle nan Eilean Siar Deliverables		
CnES1	Pay at least £9,900 to Fèisean in the Western Isles through Fèisean nan Gàidheal's Grants Scheme for Fèisean	
	£9,900 of Comhairle funding has been utilised within a total of £35,493 pledged to the Western Isles Fèisean.	
CnES2	Utilise £2,900 toward the employment of a Development Officer based in the Western Isles	
	We have a full-time Development Officer based in Stornoway who supports all the Fèisean in the Western Isles.	
Argyll & Bute Council Deliverables		
ABC1	SLA still to be received at end of Q1	

Name	**Anne Willoughby**			
Position	**Executive Manager**			
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**

Ref		**Programme Plan Measure**
Creative Scotland Ambition **Excellence and experimentation across the arts, screen and creative industries is recognised and valued**		
CS1	Funding for new developments through a Fèis Development Fund	
	There is £33,000 available in 17/18 to invest in new developments through our Fèis Development Scheme. Fèis Spè received a grant offer of £29,333 for salary costs in 17/18, £14,666.50 paid out to-date supporting them in retaining their Development Officer post. Fèis Spè also received a grant of £500 towards a traditional music, song & dance project, with £375 paid out to-date. Fèis Ghallaibh received funding of £200 for traditional dance workshops.	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	

	Within the limits of our budgets we support local fèisean who wish to expand and or become more active and independent. Fèis Spè was offered £29,833 this year to support employment of a full-time Development Officer post to strengthen and develop their year-round programme of activities.	
Everyone can access and enjoy artistic and creative experiences		
CS7	Enhanced regular funding for Fèis activities through a Grants Scheme for Fèisean that allows for tutor fees to be increased as close to MU rates as possible	
	Funding has been offered to 44 Fèisean through Fèisean nan Gàidheal Grants Scheme 2017-18 which is invested in by Creative Scotland, Highlands & Islands Enterprise, The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council. Despite cuts to core funding grants to Fèisean have been kept at the same level as 16-17. Grants are paid out as per agreements. From 01 April 2017, grants have been offered to 44 Fèisean (38 in HIE areas), 23 of which are in Fragile Areas, totalling £241,033.00 as detailed in the tables provided for Board meetings. Payments totalling £111,730.00 have been paid out to 31 Fèisean to date. Fèisean are encouraged to increase tutor fees and work towards paying these rates over time.	
CS9	The central administration of a PVG scheme to ensure protection for children and vulnerable adults	
	Fèisean nan Gàidheal has a central PVG (Protection of Vulnerable Groups) registration and checking scheme and procedures in place to ensure that all tutors, supervisors and volunteers have Disclosure certificates. All Fèisean must submit a list of tutors before grant is released, which is cross-referenced to ensure they have a current Disclosure. Sandy Gray renews disclosures on a rolling basis for those on the database as and when 3 years expire. Renewal under the P.V.G Scheme costs £59.00 and updates cost £18.00; the budgeted amounts are changed annually to reflect this additional cost. 46 applications have been processed this year.	
CS10	Provision of financial assistance to ensure access for those with additional support needs	
	Additional funding is available to Fèisean for carers and/or additional tutors to ensure access for young people with individual support needs. Fèis na h-Oige and Fèis Chataibh have applied for support this year so far.	
CS14	Continuation of support for local Fèis performances	
	The majority of Fèisean have a Tutors Cèilidh and a Participants Cèilidh as part of their Fèis week.	
CS15	If funding becomes available, run a Traditional Arts Small Grants Scheme	
	The Tasgadh fund is continuing to run this year with an additional £35K from Creative Scotland, £31.5 K will be distributed in grants in 17/18. In the first of three deadlines, £9,155 was granted for 12 projects on 14 July 2017. The second deadline date is 27 October 2017 and the final deadline is 02 February 2018.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS16	Continue support for local organisers paid through Annualised Hours as part of our Grants Scheme for Fèisean	
	£13,035 has been offered to Fèisean to employ local administrators equating to 1.5 FTE	
CS17	Assistance for community groups wishing to establish new Fèisean	
	Fèis an Iar Dheas, Fèis Phàislig and Fèis na h-Apainne were granted membership in 15/16. Fèis an Tairbeart became members in May 2016; Fèis Gàidhlig Ghlaschu was re-established in April 2017.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS22	Development of policies that should be adopted across the Fèis movement to ensure high quality organisation and provision of arts activities	
	Feisean nan Gaidheal continues to develop, revise and deliver a range of policies most of which are available for adoption by individual Fèisean also. The Equalities Monitoring Form is now available on surveymonkey and we are asking Fèisean, Staff & Board Members to complete this form to give us essential statistical information required by Creative Scotland. Staff were recently asked to complete a certified Equality & Diversity online course as well. We will survey tutors and external contractors by the end of October 2017.	

CS23	Provision of insurance giving Fèisean public liability cover and cover for all aspects of their arts activities	
	Insurance is provided for all Fèisean as part of their membership package and has been revised and renewed in February 2017. Cover was increased for the new offices but there will be no flood cover for the Inverness office due to location.	
CS24	Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible	
	Training will be made available to Fèis Organisers as and when required, sometimes this will be offered by outside agencies but in most cases it will be bespoke. Fèis Organisers are also encouraged to attend our Annual Conference on 22/23 September where collective training takes place. 47 Fèis organisers have been involved in 13 training sessions since 01 April 2017, covering First Aid, Safeguarding, Board Introduction & Gaelic Language workshops.	
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean	
	33 training sessions for Staff Members have taken place since 01 April 2017. All staff attended Gaelic Grammar training with Muriel Urquhart in June. All staff completed an ACAS Equality & Diversity online training course. Anne attended a Creating Your Green Team Course run by Creative Carbon Scotland. Arthur, Calum & Eilidh attended sessions on Equalities & Data Protection ran by Bòrd na Gàidhlig. Eilidh is currently receiving 1 to 1 Gaelic tuition with Janet McGregor. Angus also attended Youth Theatre Arts Scotland Developing the Puppet's Character & The Art of Puppetry run by Eden Court. Rachel completed online courses for Child Protection ran by the NSPCC & Musician's Union.	
CS26	Participation in cooperative working to offer further progression to individual young people	
	Arts Awards training for staff took place last year. Rachel Harris attended Gold Award Arts training in October 2016. The development team will be encouraging participants to take part and working closely with Fèisean and committees to be involved. We have also employed Diane Bruce, Events Marketing Officer, on a 12-week student summer placement based in Inverness last year and this year. 47 Cèilidh Trail participants took part in 45 training sessions during Fèis Alba in July 2017.	
Scotland is a distinctive creative nation connected to the world		
CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy	
	We offer help to Fèisean with training, translations, bilingual publicity materials as well as Gaelic language activities through Sgioba G.	
CS28	Support for an increased number of summer Fèis Cèilidh Trails	
	In 2017-18 there are 7 Ceilidh Trails and Cèilidh Trail grant offers of £44,000 have been processed with £24,200 paid out to-date. Fèis Rois also run 3 Cèilidh Trails independently.	
CS29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	Blas Festival too place from 1-9 September 2017. I give financial support to Blas Festival Ltd, payment processing, budget monitoring, preparation of Vat returns and HMRC quarterly returns. I attended Blas events in Plockton, Portree, Kilmuir & Inverness.	
CS31	Participating in showcasing opportunities in Scotland and abroad	
	Fèis Cèilidh Trails took part in a number of events at Blas Festival. A group of young Gaelic and Irish speaking traditional musicians took part in Guth nan Gael, a cultural exchange project.	
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**		
CS33	Regular training in teaching skills for tutors allowing them to progress through various levels	
	YMIS training workshops were held in August this year. To date 30 tutors have taken part in 62 training sessions. Fèis Fhoirt are hoping to take part in a tutor training session with Iain Finlay MacLeod at the end of October, beginning of November.	

CS35	Provision of digitisation, collecting and transcribing skills for young people	
	We completed the Fuaran project by the end of March 2016 and young people taking part developed the above skills. A great new Gaelic song resource was created available at www.feisean.org/fuaran A group of 12 Fèis na h-Oige participants were involved in a project called Taigh an Dualchais connecting with Gaelic speakers in Care Homes in Inverness.	
CS39	Traditional Music classes in schools though the Youth Music Initiative (YMI) and other programmes	
	YMIS in all Highland Council Schools and several Renfrewshire Schools is on-going this year. YMIS in Highland will continue in school year 2017-18 with a decrease in the level of funding. I ensure all invoicing and YMIS payments are processed quickly and admin fees to all Feisean paid. With the establishment of Fèisgoil, we continue to sell services for the delivery of musical classes through YMI to other local authorities. We are recording carbon emissions for all YMIS tutors from 01 April 2016.	
Equalities and Diversity: We aim to put equalities and diversity at the heart of all our activity enabling people from different backgrounds, from diverse communities and of all ages to access increased opportunity through access to arts and culture		
CS43	Begin addressing equalities issues in 2015	
	Fèisean nan Gàidheal ensures people are protected from discrimination based on age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex and sexual orientation. I have updated the Staff Handbook to ensure it covers the Equalities Act 2010 and any other relevant updates. I assisted with the risk assessment for the EDI Action Plan 2016-20 for Creative Scotland and the plan has now been agreed. I completed an online EDI Monitoring Form to collect baseline data. Staff were recently asked to complete a certified Equality & Diversity online course.	
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same		
CS45	Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)	
	We are required to report on carbon emissions for Creative Scotland and I have been nominated as a Green Champion. I attended an emissions recording and reporting workshop last year and have been recording carbon emissions since April 2015 for staff and board members. This year we will also include all tutor travel we are responsible for and new forms have been sent out to tutors.	
CS46	Ensure local areas are well served in order to cut down on travel required to access quality events	
	We organise a large number of events in many localities cutting down on the need for people to travel far to access arts activities. We encourage shared transport where public transport is not available.	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		
CS50	The collection and digitisation of traditional Gaelic songs	
	The Fuaran project was completed in March 2016 and the resource is now available on our website.	
HIE Deliverables		
Support and development of Fèisean		
HIE7	Capacity building support to community groups to establish new Fèisean	
	New Fèisean have now been established in Appin, Paisley and Dumfries & Tarbert (Loch Fyne) and will be supported through our grants scheme this year.	
HIE11	Skills development programmes including income generation, financial planning, First Aid, and Child Protection for Fèisean staff and volunteers	
	As before CS24 - Training will be made available to Fèis Organisers as and when required, sometimes this will be offered by outside agencies but in most cases it will be bespoke. Fèis Organisers are encouraged to attend our Annual Conference on 22/23 September in Ballachulish where collective training will take place.	
Enhancement of skills and creative talent / youth employment		

HIE15	Provision of further learning opportunities for Fèis staff, tutors and participants	
	As CS25 - Staff took part in numerous training sessions to date. 125 participants have taken part in 181 training sessions from 01 April as part of our training programme for staff, tutors and participants.	
Audience development and engagement / cultural tourism		
HIE16	Support an increased number of Fèis Ceilidh Trails	
	See CS28	
HIE17	Organisation of and development of the annual Blas festival	
	See CS29	
HIE20	Promoting Fèis participation in national events and themed years	
	Feis Ceilidh Trailers take part in events at Blas Fèstival.	
HIE21	Participating in showcasing opportunities in Scotland and abroad	
	See CS31	
Bòrd na Gàidhlig Deliverables		
BnG1	Support Iomairtean Gàidhlig where a Fèisean nan Gàidheal officer is based, with evidence of practical help where support is being offered before 31.03.17	
BnG2	A weekly Coffee and Conversation held in the Fèisean nan Gàidheal office in Portree	
	Numbers attending have dwindled and research carried out recently confirms that there is no present demand for this. If interest picks up this will continue at a later date.	
BnG3	At least 4 language training sessions for staff before 31.03.17	
	1 Gaelic Grammar training session for staff was organised on 20 June 2017. Eilidh is currently receiving 1 to 1 Gaelic tuition with Janet McGregor.	
BnG4	At least 4 other training sessions for staff before 31.03.17	
	See CS25	
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.17	
	We continue to offer support to Fèisean across the country with access to annual grant funding, insurance (policy reviewed and renewed in February 2017), access to an instrument bank and regular training opportunities for committee members from this office.	
BnG18	Implementation of the organisation's Gaelic Policy, with confirmation of Gaelic as the daily working language of Fèisean nan Gàidheal.	
	Fèisean nan Gàidheal operates in Gaelic at staff and board level and in communication with local Feisean. We ensure through Gaelic Development Plans and Grant funding restrictions that Feisean adhere to our Gàidhlig policy.	
BnG20	Quarterly report on the up-to-date financial situation of Fèisean nan Gàidheal	
	I ensure that all management account preparation is in place and management accounts, which form part of this report, are received in good time.	
BnG21	Risk register to be given to Bòrd na Gàidhlig at the beginning of the year and in addition to this a copy of papers with updates relating to this from Fèisean nan Gàidheal Board meetings with any relevant new information.	
	The Risk Register is reviewed and updated for the May Board meeting annually and Board papers are made available to all funders.	
Highland Council Deliverables		
HC1	SLA still to be received at end of Q.1	
	We are supporting 19 Fèisean in the Highland area during 2017-18 with access to annual grant funding, insurance, access to an instrument bank and regular training opportunities for committee members, Fèisean nan Gàidheal has granted £121,869 to Highland Fèisean for 2017-18, including £22,100 allocated from The Highland Council. The remainder of our HC grant is being applied to our running costs including the two Development Officers based in Highland.	
Comhairle nan Eilean Siar Deliverables		
CnES1	SLA still to be received at end of Q.1	
	Fèisean in the Western Isles have been offered funding totalling £35,493 including £9,900 allocated	

	from Comhairle nan Eilean Siar provisionally. The remaining allocation of £2,900 will to be utilised towards the continued employment of the Western Isles Fèis Development Officer.
Argyll & Bute Council Deliverables	
ABC1	SLA still to be received at end of Q.1
	Fèisean in the Argyll area have been offered funding totalling £35,017.50 including £9,000 allocated from Argyll & Bute Council provisionally.

NAME	**Eilidh Mackenzie**			
POSITION	**Fèisgoil Manager**			
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**

Ref		**Programme Plan Measure**
Creative Scotland Ambition **Excellence and experimentation across the arts, screen and creative industries is recognised and valued**		
CS3	Although not yet complete, Linda Macleod is making good progress on the whole year progressive plan for teaching through our Blasad Gàidhlig sessions.	
CS4	Supporting Glendale Primary School, Angus Macleod wrote the lyrics to new songs for their performance of The Tiger who came to tea and I devised age appropriate melodies. The performance, attended by Angus took place in June.	
CS5	Angus Macleod our drama officer has been working on a script for the touring performance workshop on the Brahan Seer to be delivered to schools close to the Brahan & Rosehaugh Estates. He is also adapting a two-hander based on Bonnie Prince Charlie and the Jacobites to be performed as our Meanbh Chuileag play this year. Meanbh Chuileag will run in two parts – the first, a three week run throughout FTMG schools this October and then again for a similar length of time in the early part of 2018.	
CS6	14 young people took part in the FnG Drama Summer School help in Portree at the beginning of July. The feedback from both parents and participants has been extremely positive with 100% of those responding saying they would like to/their child would like to return next year. Dates for next year (2-14 July) are already in the public domain.	
Everyone can access and enjoy artistic and creative experiences		
CS9	I consult with Sandy Gray as required	
CS11	Fèisean nan Gàidheal's drama officer began a Gaelic language support tour of schools who have chosen Gaelic as their L2 or L3. Beginning during Blas and running for almost three weeks the performance workshop will deliver 35 sessions in 16 schools close to the Black Isle.	
CS12	Blasad Gàidhlig progressive sessions are available for sharing with any/all Fèisean.	
CS13	Thanks to funding from CnES, during the month of May, Hùb Hàb toured for a second time, having already toured in March. With our first tour taking place on the mainland the second began in Barra and worked up the Western Isles ending in Stornoway. Blasad Gàidhlig has been concentrating on early years in Falkirk and all primary age-group in other localities. In addition Blasad Gàidhlig has specifically concentrated on the development of early years language aquistion though our own course (which draws on other resources) using song, story, games and our very own puppet.	

Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity	
CS19	I sit on the steering group and, along with Chrissie Macrae, organised the international family ceilidh event, held on 2nd September with the Amy Henderson Band in Raigmore Rec Hall. I attended 12 Blas events as either audience member, rep or bean-an-taighe
CS20	5Latha (although not a Fèisgoil project) & Sgoil Shàmharidh
Ideas are brought to life by a diverse, skilled and connected leadership and workforce	
CS25	My Gaelic lessons with Janet resume in mid September after a summer and Blas break
CS26	Since last October we have employed/are employing 10 students through our Blasad Gàidhlig in schools initiative, 9 at primary and 1 in secondary. And in August I organised a training day for our YMI and Blasad Gàidhlig existing and prospective tutors with 32 people taking part.
Scotland is a distinctive creative nation connected to the world	
CS27	I try to use Gaelic as much as possible. All contracts (except on very rare occasions eg to set designers who are known not to be Gaelic speakers) that go out through Fèisgoil have a clause about using Gaelic as much as possible
CS29	Over 40 events took place over 9 days as part of Blas 2017. Two new drama initiatives took place within this - a Drama Trail which visited secondary schools and community halls with a specially commissioned play "The Serpent's Stone" by Catriona Lexy Campbell and a series of performance workshops delivered by Angus Macleod on the Brahan Seer. Lauren MacColl continued the theme with the presentation of her Fèis Rois commission, The Seer, one of these performances providing the material for the very first FèisTV broadcast.
CS30	Through Blas we promote Fèis participants. Also links to Celtic Connections and Celtic Colours as well as the upcoming Year of Young People.
CS32	Realise I need to engage more with FnG social media outlets – I am prevented from doing this due to time constraints.
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**	
CS33	On 17th of August I hosted a training day for existing and prospective YMI and Blasad Gàidhlig tutors. 32 people took part in Inverness and addressed current concerns of changes to YMI sessions due to budget cuts as well as two level-training for Blasad Gàidhlig tutors. In addition, Iain F Macleod also delivered a session on his new training course fro tutors working at different levels.
CS34	A short session on useful Gaelic words and phrases in teaching traditional music was included in the training day outlined in CS33
CS36	Angus Macleod & David Walker attended a puppeteer workshop weekend in Glasgow and Angus attended a further one in Inverness. Gavin Glover then delivered a puppeteer's skills workshop to this year's drama summer school participants.
CS38	This quarter: Fèisgoil dràma services – workshops and tours through FDEG, SSD17, Hub Hab, TIE (for schools with Gaelic as L3 in the Black Isle), TòG (intro day) Fèisgoil music services: YMI, Seinn in Skye, Mod Academy in Lochaber and I also attend TMF Fèisgoil language services – Blasad Gàidhlig – using all arts – we are still regularly delivering Falkirk to our 7 schools and about to start in Fife. We are delivering Gaelic

	support to the remaining 5 Gaelic L2 schools later in the year for the Highland Council who are also looking for costs towards providing Gaelic support for all Gaelica L3 schools We are in talks with HES to continue working on joint projects and are delivering GAT sessions later for NLS	
CS39	YMI 2017/18 sessions are now underway.	
CS40	Blasad Gàidhlig – see CS38 – Fèisgoil language services.	
CS41	SSD17 – see CS6	
CS42	Every Blasad Gàidhlig session we deliver is aimed at supporting teachers as well as children.	
Equalities and Diversity: We aim to put equalities and diversity at the heart of all our activity enabling people from different backgrounds, from diverse communities and of all ages to access increased opportunity through access to arts and culture		
CS44	According to plan	
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same		
CS45	Still driving my electric car to and from the office.	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		
CS47	I contribute to Faileas, and when time permits, our website and the FnG facebook page.	
CS48	Building resources for Fèisgoil along with tutor group and awaiting the completion of our Blasad Gàidhlig lesson plans by Linda Macleod. MEPG learning to Sing project – no progression this quarter.	
CS49	Format of CS48 MEPG resource to be decided but I imagine digital recordings will be required – have asked for format requirements but no instruction as yet.	
CS50	See CS49	
CS51	See CS47	
HIE Deliverables		
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service		
HIE1	See CS38	
HIE2	See CS13	
HIE3	SSD	
HIE4	Class-room teachers are being given the opportunity to learn the language and culture alongside the children in their class through our Blasad Gàidhlig approach to 1+2 at primary and Scottish Studies at secondary level. Also same support but for Gaelic music projects through our YMI, Seinn and Mòd Academy projects (see CS38)	
HIE6	See HIE4.	
Support and development of Fèisean		
HIE11		

Enhancement of skills and creative talent/youth employment		
HIE12	See CS36	
HIE13	Have been involved in the appointment of an outside facilitator to devise a course for tutor training across the various strands of FnG. Iain F Macleod has delivered the first draft.	
HIE15	See CS25 & CS26	
Audience development and engagement/cultural tourism		
HIE17	See CS29	
HIE18	See CS6	
HIE19	SSD17 - See CS6	
HIE20	See CS30	
HIE21	See CS30	
Bòrd na Gàidhlig Deliverables		
BnG2	Every second Wednesday during term-time FnG Inverness office staff and those in the community with an interest in using/improving their Gaelic are invited to the Palace Hotel for coffee and Gaelic conversation. In addition each month Tac an Teine, the Gaelic song circle takes place in Inverness.	
BnG3	I have been lucky to have 6 one-on-one Gaelic training sessions with Janet MacGregor and although paused for the summer and then Blas, these are now resuming. We enjoyed a staff Gaelic training session with Muriel Urquhart in Portree on 20th June	
BnG7	Working on this in the months ahead	
BnG8	Our drama workshops continue and to date, through FDEG, Hùb Hàb and our GLE project Coinneach Odhar we have already delivered 74 sessions this financial year with TÒG, Meanbh chuileag, Panto and FDU tours/events still to run.	
BnG9	TÒG immersion day took place on 26/09/17	
BnG10	Meanbh Chuileag 2017 FTMG will be reported on in next quarter	
BnG11	Meanbh Chuileag LI (TIE) is on tour now with Angus Macleod delivering his specially adapted performance workshop Coinneach Odhar to schools in the Black Isle/Inverness area who have chosen Gaelic as their L3. All schools from Ullapool across to Ardross and south to Daviot were offered a visit with only two declining the offer (Kinmylies and Kiltearn). 16 schools will be involved with 35 workshops delivered to more than 900 children.	
BnG12	At least 36 formal concerts took place as part of Blas 2017 with additional informal concerts in schools and care homes as well as our 5 performances and 5 workshops through our new Drama Trail and 16 performance workshops delivered as part of another new initiative, Gaelic support for L3 schools through drama.	
BnG14	Dìleab Uilleim, the 2017 Blas commission awarded to researcher and broadcaster Jo MacDonald performed in four venues – Uist, Skye, Mull and Inverness. Two live performances to mark the CD launch of Lauren MacColl's Fèis Rois commission, The Seer, as well as the first ever FèisTV concert broadcast. In addition our new drama commission, Catriona Lexy Campbell's brand new play The Serpent's Stone enjoyed 5 performances and a further 5 workshops.	

BnG15	As expected.	
BnG16	There were 14 teenagers involved.	
BnG18	I try to use Gaelic as much as possible and am now receiving support through weekly sessions with Janet MacGregor.	

NAME	MOREEN PRINGLE			
POSITION	BUSINESS OFFICER			
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

Ref		Programme Plan Measure
Creative Scotland Ambition		
Everyone can access and enjoy artistic and creative experiences		
CS7	Enhanced regular funding for Fèis activities through a Grants Scheme for Fèisean that allows for tutor fees to be increased as close to MU rates as possible	
	Further to the issue and acceptance of the Grant Offers to Fèisean, and upon submission of their completed claim forms, I process the grants in relation to Main Fèis, Classes & Workshops and Annualised Hours Workers. Grants have been paid out as claimed (provided PVGs in place).	
CS8	The lending of instruments for free use at the Fèisean from our Musical Instrument Bank	
	Whenever possible I assist with the supply of instruments from our Instrument bank to help Fèisean meet the demand during their Fèis weeks and also when offering additional classes. In this quarter instruments were sent out for use by Fèis Ghaidhlig Ghlaschu, Fèis Obar Dheathain, Fèis Chataibh, Fèis Tir an Eorna, Fèis na h-Oige, Fèis Eilean na Hearadh, Fèis Tir a' Mhurain, Fèis nan Garbh Chriochan, Fèis Phaislig, Fèis Eilean an Fhraoich, Fèis Arainn, Fèis Throndairnis, Fèis an Rubha, Fèis Lannraig a' Tuath, Fèis Fhoirt.	
CS9	The central administration of a PVG scheme to ensure protection for children and vulnerable adults	
	All Fèisean must supply me with a list of tutors, before grant is released, which is cross-referenced by our Child Protection Officer to ensure they have a current PVG. The current system is working well and the majority of tutors have PVGs in place with us. Those that are outstanding are getting chased up. A database of Fèis Tutors is also maintained which Fèisean can access to find suitable tutors. We also ensure that Fèis Committee members who will be coming into contact with children at events etc have PVGs.	
CS15	If funding becomes available, run a Traditional Arts Small Grants Scheme	
	For the past two years, on behalf of Creative Scotland, Fèisean nan Gàidheal has been running the Traditional Arts Small Grants Scheme which I administer. Creative Scotland agreed to continue the Scheme for 2017/18. The first round was in July and 14 applications were received with grants amounting to £9155 offered to 12 of the applicants. The next closing date is 27 October.	
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same		
CS45	Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)	
	I record all journeys on my expenses form which calculates Carbon Emissions. This has now been extended to tutors used by Fèisean nan Gàidheal for YMI, Drama etc	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		

CS47	Dissemination of news through our website, to media contacts and through regular, digital newsletters	
	I update the website where appropriate and issue information via Mailchimp to all on our database. The new Councillors information was added following the recent elections. I also compile and issue our quarterly newsletters. Work is ongoing in conjunction with Heckie Cormack at Pelican Design to ensure everything is up-to-date. Faileas was issued electronically to everyone on our database in June. The next edition is out in September (hopefully by the time of this meeting!).	
HIE Deliverables		
Bòrd na Gàidhlig Deliverables		
BnG2	A weekly Coffee and Conversation held in the Fèisean nan Gàidheal office in Portree	
	This is in abeyance but we hope to start up again if there is demand.	
BnG3	At least 4 language training sessions for staff before 31.03.18	
	Regular Gaelic training sessions for staff take place which I attend	
BnG4	At least 4 other training sessions for staff before 31.03.18	
	Regular training sessions for staff take place which I attend	
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.18	
	As well as issuing Fèisean grants I also help support our Fèisean with the supply of instruments for use at their Fèis, books, regular Newsletters etc	
Highland Council Deliverables		
HC1	SLA still to be received at end of Q1	
Comhairle nan Eilean Siar Deliverables		
CnES1	SLA still to be received at end of Q1	
Argyll & Bute Council Deliverables		
ABC1	SLA still to be received at end of Q1	

NAME	**ANGUS MACLEOD**			
POSITION	**DRAMA OFFICER**			
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**

Ref		**Programme Plan Measure**
Creative Scotland Ambition **Excellence and experimentation across the arts, screen and creative industries is recognised and valued**		
CS3	Support for new and experimental work in the Gaelic arts	
	Glendale Gaelic Primary Drama Project Following on from a development plan I prepared for Glendale Gaelic Primary School to dramatise a children's story book in November, in December I delivered introductory workshops at the school in January and then wrote a Gaelic script based on the book. The script includes 4 new songs which were written with support from Eilidh Mackenzie. I supported staff at the school by locating a suitable venue and recommending Mairi Morrison who has since been employed by the school to direct the play. The play was performed at Queen's Park Govanhill Parish Church on Wednesday 15th June.	
CS5	Opportunities for artists to develop writing skills through new commissions	
	Meanbh-chuileag and Gaelic Drama Summer School Funding opportunities available to encourage and develop new writing skills suitable for the	

	Meanbh-chuileag Theatre-in-Education project and the Gaelic Drama Summer School are being investigated.
CS6	The organisation of an annual Gaelic Drama Summer School
	Gaelic Drama Summer School 2017 I organised the residential Gaelic Drama Summer School which was held in Portree between Monday 3rd and Saturday 15th of July. 14 Gaelic speakers aged between 13 and 18 had the option to apply for either 6 or 12 days. 11 applied for the full 12 period and 3 chose the 6 day option. Daibhidh Walker and Artair Donald were employed to provide tuition and direction and supported by two other Gaelic speakers employed as supervisors/ assistants. Specialist workshops in creative writing and puppetry were delivered by Catriona Lexy Campbell from Theatre Galore and Glasgow-based puppeteer Gavin Glover from Potato Room Productions. On Saturday 8th and Sunday 9th July film maker Dòmhnall Eoghain Mackinnon was employed to support participants with the filming and editing of a short film for FilmG, MG Alba's short film competition. A showcase of the work developed by the participants during the fortnight was performed at two well attended family ceilidh's in Plockton on Thursday 13th July and the following evening at Kilmuir Hall on Friday 14th July. **Gaelic Drama Summer School 2018** Next year's Gaelic Drama Summer School will take place between the 2nd and 14th of July 2018 in Portree. A link to the online application forms for next year's Gaelic Drama Summer School can be found at www.feisean.org/ssd
Everyone can access and enjoy artistic and creative experiences	
CS11	Drama workshops and programmes with Meanbh-Chuileag (Gaelic medium or Gaelic related)
	Meanbh-chuileag I'm writing a script for an interactive drama workshop for two actors about Bonnie Prince Charlie for a national tour which will be aimed at pupils between P5-P7 in Gaelic medium education. The first leg of the tour will take place in October and second leg before the end of March 2018. **Theatre-in-Education Project for Gaelic Learners** I wrote a script for an interactive drama workshop about the Brahan Seer aimed at primary school pupils between P5-P7 learning Gaelic as an additional language. In September I will be touring the workshop in Ross-shire and Inverness area delivering the hour long workshop approximately 33 times to 15 primary schools in the area.
CS12	Gaelic language work at Fèisean with Sgioba G
	I support Fèis development officers in the provision of materials for G Team activities and guidance for G Team leaders. Fèisgoil Tutors/ G Team Leaders – Training Days focussing on students fluent in Gaelic are being developed. At a training day for Blasad Gàidhlig and Y.M.I. tutors held at the Waterside Hotel, Inverness on Thursday 17th August I provided assistance at by filming the workshops delivered. Videos of these workshops will be made available via the Fèisean nan Gàidheal YouTube channel.
CS13	Development and delivery of a series of early years Gaelic medium arts activities including music, song, drama and puppetry
	Hùb Hàb: Cumaidhean Ceòlmhor – Tour 2 Following confirmation of funding support from Comhairle nan Eilean Siar a seven day tour of the Western Isles went ahead between the 15th and 25th of May in Barra, Uist, Harris and

	Lewis. This was the second tour of Hùb Hàb: Cumaidhean Ceòlmhor (Hùb Hàb: Musical Shapes) which is suitable for Gaelic pre-school groups and P1 – P3. The play was toured by two Gaelic speaking actors and musicians; Ellen MacDonald and Murray Willis.
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity	
CS20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic
	Gaelic Drama Summer School 2017 I organised the residential Gaelic Drama Summer School where tuition is provided entirely in Gaelic. The residential school took place in Portree between Monday 3rd and Saturday 15th of July. 14 Gaelic speakers aged between 13 and 18 had the option to apply for either 6 or 12 days. 11 applied for the full 12 period and 3 chose the 6 day option. Daibhidh Walker and Artair Donald were employed to provide tuition and direction and join two other Gaelic speakers employed as supervisors/ assistants. Specialist workshops in creative writing and puppetry were delivered by Catriona Lexy Campbell from Theatre Galore and Glasgow-based puppeteer Gavin Glover from Potato Room Productions. On Saturday 8th and Sunday 9th July film maker Dòmhnall Eoghain Mackinnon was employed to support participants with the filming and editing of a short film for FilmG, MG Alba's short film competition. A showcase of the work produced by the participants during the fortnight was performed at two well attended family ceilidh's in Plockton on Thursday 13th July and the following evening at Kilmuir Hall on Friday 14th July. **Gaelic Drama Summer School 2018** Next year's Gaelic Drama Summer School will take place between the 2nd and 14th of July 2018 in Portree. A link to the online application forms for next year's Gaelic Drama Summer School can be found at www.feisean.org/ssd
Ideas are brought to life by a diverse, skilled and connected leadership and workforce	
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean
	I attended a Gaelic grammar training day in Portree delivered by Muriel Urquhart on 20th June 2016. I attended the following Puppetry Animation Scotland workshops led by puppeteer Rene Baker: • The Art of Puppetry for Beginners on 10th June at Eden Court, Inverness • Developing the Puppet's Character on the 17th and 18th of June at Scottish Youth Theatre, Glasgow
CS32	Ensuring our work is available to a wide audience through various media
	Provision of content highlighting FnG news and Drama projects on Fèisean nan Gàidheal's website www.feisean.org is kept up-to-date. Press releases about projects are sent to media contacts e.g. BBC Radio nan Gàidheal, BBC An Là and printed press. Producing news stories for Fèisean nan Gàidheal's Facebook page at www.facebook.com/feisean Publishing news and events which are publicised via Fèisean nan Gàidheal's twitter account: @FNGaidheal Producing short films of Fèisean nan Gàidheal's work and promoting it on YouTube at www.youtube.com/feiseannangaidheal

Promoting and archiving Fèisean nan Gàidheal's work, the Gaelic drama summer school over the years on www.vimeo.com/feiseannangaidheal

Promoting and archiving Fèisean nan Gàidheal's work, the Gaelic drama summer school and other projects on Flickr at www.flickr.com/feiseannangaidheal

Promoting and archiving Fèisean nan Gàidheal's work, the Gaelic drama summer school and other projects on Instagram at www.instagram.com/fngaidheal/

Creative Scotland Connecting Themes
Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.

CS33 Regular training in teaching skills for tutors allowing them to progress through various levels

- Fèisgoil Tutors / G Team Leaders – Training Days focussing on students fluent in Gaelic are being developed. A series of dates at colleges/ universities around the country are under consideration.

- Employment and skills development opportunities are provided for Gaelic speaking actors through the Meanbh-chuileag Theatre-In-Education, Hùb Hàb Early Years Theatre and Gaelic Pantomime projects. Opportunities for Gaelic speaking drama workers are provided through Drama Festivals for Gaelic medium primary schools, Gaelic Drama Summer School and Gaelic Youth Theatre Festival.

CS36 Provision of performance skills training for young people

- Two young actors were employed in the early years production Hùb Hàb: Cumaidhean Ceòlmhor (Hùb Hàb: Musical Shapes which toured the Western Isles between the 15th and 25th of May.

- Debbie Mackay, a Gaelic speaking actor and drama worker was employed as a drama worker to provide support for Gaelic medium primary schools groups from Rockfield Primary, Oban and Sandbank Primary participating in Fèis Dhràma Earra-Ghàidheal. The Festival was held at Corran Halls, Oban on Tuesday 30th May.

- On the 16th of March I started a block of weekly Gaelic medium drama skills workshops for Millbank Primary, Nairn. During 9 visits between March and June I delivered aa total of 18 workshops for the school's P1-P3 and P4-P7 groups. The school has requested a further series of workshops which I intend to begin after the October holidays.

- **Culloden Academy – Gaelic Learners**
  On 3rd May I provided directorial support during 3 sessions for an S3 Gaelic Learners group at Culloden Academy in the production of a bilingual play they planned to perform in June.

CS41 Residential opportunities for community activities delivered in Gaelic

Gaelic Drama Summer School 2017
I organised the residential Gaelic Drama Summer School where tuition is provided entirely in Gaelic. The residential school took place in Portree between Monday 3rd and Saturday 15th of July. 14 Gaelic speakers aged between 13 and 18 had the option to apply for either 6 or 12 days. 11 applied for the full 12 period and 3 chose the 6 day option.

Daibhidh Walker and Artair Donald were employed to provide tuition and direction and join two other Gaelic speakers employed as supervisors/ assistants.

Specialist workshops in creative writing and puppetry were delivered by Catriona Lexy Campbell from Theatre Galore and Glasgow-based puppeteer Gavin Glover from Potato Room Productions.

	On Saturday 8th and Sunday 9th July film maker Dòmhnall Eoghain Mackinnon was employed to support participants with the filming and editing of a short film for FilmG, MG Alba's short film competition. A showcase of the work produced by the participants during the fortnight was performed at two well attended family ceilidh's in Plockton on Thursday 13th July and the following evening at Kilmuir Hall on Friday 14th July. **Gaelic Drama Summer School 2018** Next year's Gaelic Drama Summer School will take place between the 2nd and 14th of July 2018 in Portree. A link to the online application forms for next year's Gaelic Drama Summer School can be found at www.feisean.org/ssd
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same	
CS45	Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)
	Carbon Emission are recorded in expenses claim forms
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland	
CS47	Dissemination of news through our website, to media contacts and through regular, digital newsletters
	Provision of content highlighting FnG news and Drama projects on Fèisean nan Gàidheal's website www.feisean.org is kept up-to-date. Press releases about projects are sent to media contacts e.g. BBC Radio nan Gàidheal, BBC An Là and printed press. Producing news stories for Fèisean nan Gàidheal's Facebook page at www.facebook.com/feisean Publishing news and events which are publicised via Fèisean nan Gàidheal's twitter account: @FNGaidheal Producing short films of Fèisean nan Gàidheal's work and promoting it on YouTube at www.youtube.com/feiseannangaidheal Promoting and archiving Fèisean nan Gàidheal's work, the Gaelic drama summer school over the years on www.vimeo.com/feiseannangaidheal Promoting and archiving Fèisean nan Gàidheal's work, the Gaelic drama summer school and other projects on Flickr at www.flickr.com/feiseannangaidheal Promoting and archiving Fèisean nan Gàidheal's work, the Gaelic drama summer school and other projects on Instagram at www.instagram.com/fngaidheal/
CS51	Ensuring our work is available to a wide audience through various media
	Provision of content highlighting FnG news and Drama projects on Fèisean nan Gàidheal's website www.feisean.org is kept up-to-date. Press releases about projects are sent to media contacts e.g. BBC Radio nan Gàidheal, BBC An Là and printed press. Provision of content highlighting FnG news and Drama projects on Fèisean nan Gàidheal's website is ongoing www.feisean.org Producing news stories for Fèisean nan Gàidheal's Facebook page at www.facebook.com/feisean

	Publishing news and events which are publicised via Fèisean nan Gàidheal's twitter account: @FNGaidheal Producing short films of Fèisean nan Gàidheal's work and promoting it on YouTube at www.youtube.com/feiseannangaidheal Promoting and archiving Fèisean nan Gàidheal's work, the Gaelic drama summer school over the years on www.vimeo.com/feiseannangaidheal Promoting and archiving Fèisean nan Gàidheal's work, the Gaelic drama summer school and other projects on Flickr at www.flickr.com/feiseannangaidheal Promoting and archiving Fèisean nan Gàidheal's work, the Gaelic drama summer school and other projects on Instagram at www.instagram.com/fngaidheal/
HIE Deliverables	
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service	
HIE1	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms
	Meanbh-Fhèis Acadamaidh Chuil Lodair On Monday 26th June I supported the delivery of Culloden Academy's first day long Meanbh-fhèis or mini Fèis for 70 second year pupils learning the Gaelic language. **Meanbh-Fhèis Àrd-sgoil Phort Rìgh** On Tuesday 27th June I supported the delivery of Portree High School's Meanbh-fhèis or mini Fèis for it's new S2 pupils which includes group of fluent Gaelic speakers and groups learning the language. **Gaelic Drama Summer School 2017** I organised the residential Gaelic Drama Summer School where tuition is provided entirely in Gaelic. The residential school took place in Portree between Monday 3rd and Saturday 15th of July. 14 Gaelic speakers aged between 13 and 18 had the option to apply for either 6 or 12 days. 11 applied for the full 12 period and 3 chose the 6 day option. Daibhidh Walker and Artair Donald were employed to provide tuition and direction and join two other Gaelic speakers employed as supervisors/ assistants. Specialist workshops in creative writing and puppetry were delivered by Catriona Lexy Campbell from Theatre Galore and Glasgow-based puppeteer Gavin Glover from Potato Room Productions. On Saturday 8th and Sunday 9th July film maker Dòmhnall Eoghain Mackinnon was employed to support participants with the filming and editing of a short film for FilmG, MG Alba's short film competition. A showcase of the work produced by the participants during the fortnight was performed at two well attended family ceilidh's in Plockton on Thursday 13th July and the following evening at Kilmuir Hall on Friday 14th July. **Gaelic Drama Summer School 2018** Next year's Gaelic Drama Summer School will take place between the 2nd and 14th of July 2018 in Portree. A link to the online application forms for next year's Gaelic Drama Summer School can be found at www.feisean.org/ssd **Gaelic Youth Theatre Festival 2017** Through Bòrd na Gàidhlig's 'Gaelic Drama Development Fund', Fèisean nan Gàidheal and Eden Court are working together to increase the opportunities for Gaelic speaking high school pupils in Highland to learn drama skills and perform through the medium of Gaelic. An application made by Eden Court to fund the festival from the 'Gaelic Drama Development Fund' was successful and an introductory session for participating groups from Inverness and

	Dingwall was held on Friday the 25th of August. The Festival itself is to take place on Friday 3rd November at Eden Court's One Touch Theatre. **Meanbh-chuileag** I'm writing a script for an interactive dramatised workshop for two actors about Bonnie Prince Charlie for a national tour which will be aimed at pupils between P5-P7 in Gaelic medium education. **Theatre-in-Education Project for Gaelic Learners** I wrote a script for an interactive workshop about the Brahan Seer aimed at primary school pupils between P5-P7 learning Gaelic as an additional language. In September I will be touring the workshop in Ross-shire and Inverness area delivering the hour long workshop approximately 33 times to 15 primary schools in the area.	
HIE2	Expand programmes of Gaelic services in schools including early years Gaelic medium arts activities and communities	
	Hùb Hàb: Cumaidhean Ceòlmhor – Tour 2 Following confirmation of funding support from Comhairle nan Eilean Siar a seven day tour of the Western Isles went ahead between the 15th and 25th of May in Barra, Uist, Harris and Lewis. This was the second tour of Hùb Hàb: Cumaidhean Ceòlmhor (Hùb Hàb: Musical Shapes) which is suitable for Gaelic pre-school groups and P1 – P3. The play was toured by two Gaelic speaking actors and musicians; Ellen MacDonald and Murray Willis.	
HIE3	Develop residential opportunities for community activities delivered in Gaelic	
	Gaelic Drama Summer School 2017 I organised the residential Gaelic Drama Summer School where tuition is provided entirely in Gaelic. The residential school took place in Portree between Monday 3rd and Saturday 15th of July. 14 Gaelic speakers aged between 13 and 18 had the option to apply for either 6 or 12 days. 11 applied for the full 12 period and 3 chose the 6 day option. Daibhidh Walker and Artair Donald were employed to provide tuition and direction and join two other Gaelic speakers employed as supervisors/ assistants. Specialist workshops in creative writing and puppetry were delivered by Catriona Lexy Campbell from Theatre Galore and Glasgow-based puppeteer Gavin Glover from Potato Room Productions. On Saturday 8th and Sunday 9th July film maker Dòmhnall Eoghain Mackinnon was employed to support participants with the filming and editing of a short film for FilmG, MG Alba's short film competition. A showcase of the work produced by the participants during the fortnight was performed at two well attended family ceilidh's in Plockton on Thursday 13th July and the following evening at Kilmuir Hall on Friday 14th July. **Gaelic Drama Summer School 2018** Next year's Gaelic Drama Summer School will take place between the 2nd and 14th of July 2018 in Portree. A link to the online application forms for next year's Gaelic Drama Summer School can be found at www.feisean.org/ssd	
Enhancement of skills and creative talent / youth employment		
HIE12	Provision of performance skills training for young people	**1.**
	Gaelic Drama Summer School 2017 I organised the residential Gaelic Drama Summer School where tuition is provided entirely in Gaelic. The residential school took place in Portree between Monday 3rd and Saturday 15th of July. 14 Gaelic speakers aged between 13 and 18 had the option to apply for either 6 or 12	

days. 11 applied for the full 12 period and 3 chose the 6 day option.

Daibhidh Walker and Artair Donald were employed to provide tuition and direction and join two other Gaelic speakers employed as supervisors/ assistants.

Specialist workshops in creative writing and puppetry were delivered by Catriona Lexy Campbell from Theatre Galore and Glasgow-based puppeteer Gavin Glover from Potato Room Productions.

On Saturday 8th and Sunday 9th July film maker Dòmhnall Eoghain Mackinnon was employed to support participants with the filming and editing of a short film for FilmG, MG Alba's short film competition.

A showcase of the work produced by the participants during the fortnight was performed at two well attended family ceilidh's in Plockton on Thursday 13th July and the following evening at Kilmuir Hall on Friday 14th July.

Gaelic Drama Summer School 2018
Next year's Gaelic Drama Summer School will take place between the 2nd and 14th of July 2018 in Portree. A link to the online application forms for next year's Gaelic Drama Summer School can be found at www.feisean.org/ssd

Gaelic Youth Theatre Festival 2017
Through Bòrd na Gàidhlig's 'Gaelic Drama Development Fund', Fèisean nan Gàidheal and Eden Court are working together to increase the opportunities for Gaelic speaking high school pupils in Highland to learn drama skills and perform through the medium of Gaelic.

An application made by Eden Court to fund the festival from the 'Gaelic Drama Development Fund' was successful and an introductory session for participating groups from Inverness and Dingwall was held on Friday the 25th of August. The Festival itself is to take place on Friday 3rd November at Eden Court's One Touch Theatre.

Bun-sgoil Bruach na Muilne - Drama Workshops
On the 16th of March I started a block of weekly Gaelic medium drama skills workshops for Millbank Primary, Nairn. During 9 visits between March and June I delivered aa total of 18 workshops for the school's P1-P3 and P4-P7 groups. The school has requested a further series of workshops which I intend to begin after the October holidays.

Audience development and engagement / cultural tourism

HIE18	Annual Gaelic Drama Summer School

Gaelic Drama Summer School 2017
I organised the residential Gaelic Drama Summer School where tuition is provided entirely in Gaelic. The residential school took place in Portree between Monday 3rd and Saturday 15th of July. 14 Gaelic speakers aged between 13 and 18 had the option to apply for either 6 or 12 days. 11 applied for the full 12 period and 3 chose the 6 day option.

Daibhidh Walker and Artair Donald were employed to provide tuition and direction and join two other Gaelic speakers employed as supervisors/ assistants.

Specialist workshops in creative writing and puppetry were delivered by Catriona Lexy Campbell from Theatre Galore and Glasgow-based puppeteer Gavin Glover from Potato Room Productions.

On Saturday 8th and Sunday 9th July film maker Dòmhnall Eoghain Mackinnon was employed to support participants with the filming and editing of a short film for FilmG, MG Alba's short film competition.

A showcase of the work produced by the participants during the fortnight was performed at two well attended family ceilidh's in Plockton on Thursday 13th July and the following evening at Kilmuir Hall on Friday 14th July.

	Gaelic Drama Summer School 2018 Next year's Gaelic Drama Summer School will take place between the 2nd and 14th of July 2018 in Portree. A link to the online application forms for next year's Gaelic Drama Summer School can be found at www.feisean.org/ssd
HIE19	Residential opportunities for Gaelic arts and community activities delivered in Gaelic
	Gaelic Drama Summer School 2017 I organised the residential Gaelic Drama Summer School where tuition is provided entirely in Gaelic. The residential school took place in Portree between Monday 3rd and Saturday 15th of July. 14 Gaelic speakers aged between 13 and 18 had the option to apply for either 6 or 12 days. 11 applied for the full 12 period and 3 chose the 6 day option. Daibhidh Walker and Artair Donald were employed to provide tuition and direction and join two other Gaelic speakers employed as supervisors/ assistants. Specialist workshops in creative writing and puppetry were delivered by Catriona Lexy Campbell from Theatre Galore and Glasgow-based puppeteer Gavin Glover from Potato Room Productions. On Saturday 8th and Sunday 9th July film maker Dòmhnall Eoghain Mackinnon was employed to support participants with the filming and editing of a short film for FilmG, MG Alba's short film competition. A showcase of the work produced by the participants during the fortnight was performed at two well attended family ceilidh's in Plockton on Thursday 13th July and the following evening at Kilmuir Hall on Friday 14th July. **Gaelic Drama Summer School 2018** Next year's residential Gaelic Drama Summer School will take place between the 2nd and 14th of July 2018 in Portree. A link to the online application forms for next year's Gaelic Drama Summer School can be found at www.feisean.org/ssd
Bòrd na Gàidhlig Deliverables	
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.18
	I support development officers in the provision of materials for G Team activities and guidance for G Team leaders. Fèisgoil Tutors/ G Team Leaders – Training Days focussing on students fluent in Gaelic are being developed. At a training day for Blasad Gàidhlig and Y.M.I. tutors held at the Waterside Hotel, Inverness on Thursday 17th August I provided assistance at by filming the workshops delivered. Videos of these workshops will be made available via the Fèisean nan Gàidheal YouTube channel.
BnG7	A Gaelic medium panto to tour at least six areas before 31.03.18
	The script for this year's Gaelic pantomime is in development and a longer 15 day tour between the 27th of November and 12th of December is planned.
BnG8	Deliver 80 Gaelic drama workshops in communities across Scotland before 31.03.18
	Bun-sgoil Bruach na Muilne (Millbank Primary Gaelic Department) On the 16th of March I started a block of weekly Gaelic medium drama skills workshops at Millbank Primary, Nairn. A total of 18 workshops were delivered during for the schools P1-P3 and P4-P7 groups. The school has requested a further block of workshop which I intend to begin after the October holidays. **Culloden Academy – Gaelic Learners** On 3rd May I provided directorial support during 3 sessions for an S3 Gaelic Learners group at Culloden Academy in the production of a bilingual play they planned to perform in June.

	Meanbh-chuileag I'm writing a script for an interactive dramatised workshop for two actors about Bonnie Prince Charlie for a national tour which will be aimed at pupils between P5-P7 in Gaelic medium education. The tour will be divided into two legs, the first leg of the tour will take place in October and the second leg before the end of March 2018. **Theatre-in-Education Project for Gaelic Learners** I wrote a script for an interactive workshop about the Brahan Seer aimed at primary school pupils between P5-P7 learning Gaelic as an additional language. In September I will be touring the workshop in Ross-shire and Inverness area delivering the hour long workshop approximately 33 times to 15 primary schools in the area. **Gaelic Youth Theatre Festival 2017** Through Bòrd na Gàidhlig's 'Gaelic Drama Development Fund', Fèisean nan Gàidheal and Eden Court are working together to increase the opportunities for Gaelic speaking high school pupils in Highland to learn drama skills and perform through the medium of Gaelic. An application made by Eden Court to fund the festival from the 'Gaelic Drama Development Fund' was successful and an introductory session for participating groups from Inverness and Dingwall was held on Friday the 25th of August. The Festival itself is to take place on Friday 3rd November at Eden Court's One Touch Theatre. **Hùb Hàb: Cumaidhean Ceòlmhor – Tour 2** Following confirmation of funding support from Comhairle nan Eilean Siar a seven day tour of the Western Isles went ahead between the 15th and 25th of May in Barra, Uist, Harris and Lewis. This was the second tour of Hùb Hàb: Cumaidhean Ceòlmhor (Hùb Hàb: Musical Shapes) which is suitable for Gaelic pre-school groups and P1 – P3. The play was toured by two Gaelic speaking actors and musicians; Ellen MacDonald and Murray Willis. **Fèisean Dràma** I co-ordinated support for Fèis Dhrama Earra-Ghàidheal. 12 workshops for Gaelic primary school groups participating in the festival to develop and rehearse their plays Were delivered by freelance drama worker Debbie Mackay. The festival itself took place at the Corran Halls on Tuesday 30th May.
BnG9	At least 3 high school youth-theatre groups established in partnership with another organisation before 31.03.18. This is connected to the partnership contract with Eden Court as part of the Drama Network Scheme.
	Gaelic Youth Theatre Festival 2017 Through Bòrd na Gàidhlig's 'Gaelic Drama Development Fund', Fèisean nan Gàidheal and Eden Court are working together to increase the opportunities for Gaelic speaking high school pupils in Highland to learn drama skills and perform through the medium of Gaelic. An application made by Eden Court to fund the festival from the 'Gaelic Drama Development Fund' was successful and an introductory session for participating groups from Inverness and Dingwall was held on Friday the 25th of August. The Festival itself is to take place on Friday 3rd November at Eden Court's One Touch Theatre.
BnG10	6-week drama tour of Gaelic schools before 31.03.18
	Meanbh-chuileag I'm writing a script for an interactive dramatised workshop for two actors about Bonnie Prince Charlie for a national tour which will be aimed at pupils between P5-P7 in Gaelic medium education. The tour will be divided into two legs, the first leg of the tour will take place in October and the second leg before the end of March 2018.
BnG11	A 2-week tour of a bilingual play for schools that offer GLPS or who have had Fèisgoil tuition, before 31.03.2018
	Theatre-in-Education Project for Gaelic Learners I wrote a script for an interactive workshop about the Brahan Seer aimed at primary school

	pupils between P5-P7 learning Gaelic as an additional language. In September I will be touring the workshop in Ross-shire and Inverness area delivering the hour long workshop to 33 groups from 15 primary school in the area. Around 900 pupils will experience the workshop during the tour.	
BnG16	Aim to have 15 individuals aged 13-18 take part in the 2017 Drama Summer School	
	In 2017 the Gaelic Drama Summer School had 14 participants. The residential school took place in Portree between Monday 3rd and Saturday 15th of July. Gaelic speakers aged between 13 and 18 could choose to apply for either 6 or 12 days. 11 applied for the full 12 period and 3 chose the 6 day option. In the promotion of this year's School, a link a promotional video directed by film maker Magnus Graham and a poster has been sent to secondary schools with Gaelic departments. The school was also promoted online through Fèisean nan Gàidheal's website and through Fèisean nan Gàidheal's YouTube, Instagram, Facebook, Twitter and Instagram accounts.	
BnG22	Recognising the support of Bòrd na Gàidhlig in all projects, with evidence each quarter.	
	Bòrd na Gàidhlig's support was recognised in a press releases for the second tour of Hùb Hàb: Cumaidhean Ceòlmhor (Hùb Hàb: Musical Shapes) this year's Gaelic Drama Summer School and Fèis Dhràma Earra-Ghàidheal 2017 which were circulated online, sent to local press and BBC Radio nan Gàidheal and BBC An Là.	

NAME	**KAREN OAKLEY**			
POSITION	**Development Officer (Maternity Cover)**			
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**

Ref		**Programme Plan Measure**
Creative Scotland Ambition **Excellence and experimentation across the arts, screen and creative industries is recognised and valued**		
CS1	Funding for new developments through a Fèis Development Fund	
	I keep in touch with fèisean to monitor and encourage new developments throughout the year, and help them with applications to the Fèis Development Fund when appropriate.	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	
	I regularly assist my fèisean with event planning throughout the year. This quarter for example: • I helped Fèis na h-Òige organise their media workshops for teenagers, held at their main fèis, 3-7 July 2017. The week followed two separate weekends at Sabhal Mòr Ostaig. • I assisted Fèis Spè in planning a week's training in for their Cèilidh Trail participants at Lagganlia, 17 – 21 July 2017. The week focused on teaching them step-dancing and puirt à beul. The fèis now hope to start regular step-dancing classes. •	
CS5	Opportunities for artists to develop writing skills through new commissions	
	Six members of the Fèis Spè Cèilidh Trail will perform a Scots song they wrote themselves at the Festival of Politics at the Scottish Parliament on the 19th October 2017. The event is as part of Burnsong, a project which supports new song writing in Scotland.	
Everyone can access and enjoy artistic and creative experiences		
CS7	Enhanced regular funding for Fèis activities through a Grants Scheme for Fèisean	

	that allows for tutor fees to be increased as close to MU rates as possible	
	During planning meetings / correspondence with fèisean I recommend tutor fees as close to MU rates as possible and assist fèisean with financial planning and fundraising.	
CS8	The lending of instruments for free use at the Fèisean from our Musical Instrument Bank	
	I regularly assist my fèisean to access the Fèisean nan Gàidheal instrument bank	
CS9	The central administration of a PVG scheme to ensure protection for children and vulnerable adults	
	With support from Moreen and Sandy, I keep in regular contact with Fèisean regarding the PVG scheme and pass on any queries they have to them.	
CS10	Provision of financial assistance to ensure access for those with additional support needs	
	I make sure fèisean are aware of our Equal Opportunities Policy and that financial help is available to help provide extra assistance for fèis participants if needed.	
CS12	Gaelic language work at Fèisean with Sgioba G	
	Although none of my Fèisean used Sgioba G this quarter, I continue to encourage it where appropriate.	
CS14	Continuation of support for local Fèis performances	
	I recently visited the Fèis na h-Òige and Fèis Gleann Albainn main summer Fèisean. I enjoyed seeing committee members and volunteers again, lending practical help as required and taking photos.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS16	Continue support for local organisers paid through Annualised Hours as part of our Grants Scheme for Fèisean	
	I provide strategic support to fèisean employing an annualised hours worker to apply for and claim their Fèisean nan Gàidheal grant funding.	
CS17	Assistance for community groups wishing to establish new Fèisean	
	I continue to help Fèis an Iar Dheas in their development as a fèis as they enter their second year of activity.	
CS19	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	I continue to support Blas as appropriate. I supported the gigs my own Fèisean were organising- Robert Nairn (Fèis a' Bhaile), Breabach (Fèis Spè), The Seer (Fèis Rois) & Fèis na h-Òige 25 year celebration and was blas rep and bean an taighe at a couple of further gigs.	
CS20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	I was co-ordinator for this year's Guth nan Gael: a cultural exchange project between Fèisean nan Gàidheal and the Oriel Centre in Dundalk, Ireland, with support from the Colmcille fund. This year's project took place at Fèis Lochabair, 31 July – 5 August. All 12 participants, aged 12-18, spoke fluent Scottish Gaelic or Irish as did all the tutors and support workers. Thus Gaelic/Irish was the main language of the project. Participants picked up each other's language and music and they got a real taste of West Highland culture from Mairead Ford and Fergie MacDonald, the outside tutors.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS21	The continuation of strategic and practical support through a network of Development Officers each with a portfolio of Fèisean	
	I provide continual strategic and practical support to a portfolio of 10 fèisean and regularly collaborate with colleagues in the development team to discuss solutions to issues the Fèisean are having and development opportunities for all fèisean.	

CS23	Provision of insurance giving Fèisean public liability cover and cover for all aspects of their arts activities	
	All paid up member fèisean are provided with appropriate insurance including cover for all aspects of their arts activities and public liability cover.	
CS24	Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible	
	With support from Anne and Shona, I regularly keep Fèisean in touch with training opportunities.	
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean	
	See CS24	
CS26	Participation in cooperative working to offer further progression to individual young people	
	See CS20	
Scotland is a distinctive creative nation connected to the world		
CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy	
	I provide continual support to fèisean with the implementation of Fèisean nan Gàidheal's Gaelic policy in particular by providing translation and marketing support to ensure all publicity is bilingual in Gaelic and English and by recommending Gaelic speaking tutors to them.	
CS30	Promoting Fèis participation in national events and themed years	
	Fèis Spè will showcase a song they wrote themselves at this year's Festival of Politics at the Scottish Parliament on 19 October 2017. Fèis Inbhir Narainn Caledonian Cèilidh Trail performed at this year's Belladrum Festival.	
CS31	Participating in showcasing opportunities in Scotland and abroad	
	See CS30.	
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**		
CS33	Regular training in teaching skills for tutors allowing them to progress through various levels	
	Fèis Inbhir Narainn Caledonian Cèilidh Trail and Fèis Spè took part in Fèis Alba, a week's Cèilidh Trail training organised by my colleague Rachel. Feedback has been very positive. See also CS20	
CS36	Provision of performance skills training for young people	
	See CS33	
CS37	Provision of music business skills training for young people	
	See CS36	
CS41	Residential opportunities for community activities delivered in Gaelic	
	See CS	
CS42	CPD in Gaelic arts and culture for school teachers	
Equalities and Diversity: We aim to put equalities and diversity at the heart of all our activity enabling people from different backgrounds, from diverse communities and of all ages to access increased opportunity through access to arts and culture		
CS43	Begin addressing equalities issues in 2015	
	The only restriction on attendance at any of the 13 fèisean I work with is age and event capacity. I also regularly encourage Highland fèisean to apply to the Highland Youth Arts Hub #GoSeeShare fund which provides assistance with travel and ticket costs. I also make sure all fèisean are aware of our Access and Equal Opportunities Policy. (See also CS10).	
CS44	Development of Equalities and Diversity Plan by start of Year 2 of Regular Funding	
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same		

CS45	Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)	
	I record all carbon emissions related to travel.	
CS46	Ensure local areas are well served in order to cut down on travel required to access quality events	
	I encourage fèisean to make best use of phone meetings and conference calls and, where internet connection allows, Skype and Facetime when holding planning meetings.	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		
CS47	Dissemination of news through our website, to media contacts and through regular, digital newsletters	
	I regularly create press releases and e-posters relating to fèis news and work for distribution across our website, media contacts and 'Faileas' newsletter.	
CS48	Production of new Gaelic and traditional music resources	
	See CS35	
CS49	Digitisation of existing teaching and other resources to ensure greater access to them	
	See CS35	
CS50	The collection and digitisation of traditional Gaelic songs	
	See CS35	
CS51	Ensuring our work is available to a wide audience through various media	
	See CS35, CS31	
Support and development of Fèisean		
HIE7	Capacity building support to community groups to establish new Fèisean	
	I continue to support Fèis an Iar Dheas, one of the newer Fèisean. See CS17.	
HIE8	Investment in Fèis development fund for new creative developments in communities that enable the obligant to lever in further investment	
	See CS1.	
HIE9	Strategic and practical Fèisean networking support	
	See CS2 and CS7	
HIE10	Strategic support for Fèisean wishing to expand and sustain communities programmes	
	See CS2	
HIE11	Skills development programmes including income generation, financial planning, First Aid, and Child Protection for Fèisean staff and volunteers	
	See CS24	
Enhancement of skills and creative talent / youth employment		
HIE12	Provision of performance skills training for young people	
	See CS36	
HIE13	Provision of accredited training courses for young people	
	See CS36	
HIE14	Provision of music business skills training for young people	
	See CS36	
HIE15	Provision of further learning opportunities for Fèis staff, tutors and participants	
	See CS24 & CS33.	
Audience development and engagement / cultural tourism		
HIE16	Support an increased number of Fèis Ceilidh Trails	
	See CS28.	
HIE17	Organisation of and development of the annual Blas festival	
	See CS19	
HIE19	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	See CS20 & CS41. Guth nan Gael delivered a week long Gaelic and Irish medium residential event in August in Loch Abar.	

HIE20	Promoting Fèis participation in national events and themed years	
	See CS30	
HIE21	Participating in showcasing opportunities in Scotland and abroad	
	See CS2	
Bòrd na Gàidhlig Deliverables		
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.16	
	See CS2, CS7, CS8, CS16, CS21 & CS27.	
BnG6	6 Fèisean to run Fèis Bheag classes or early-years workshops before 31.03.16	
	Six of the 10 fèisean I work with provide Fèis Bheag classes. As well as this, Fèis Obar Dheathain, with support from Bòrd na Gàidhlig, organised Music and Fun sessions as part of MayFest 2017.	
BnG15	Concerts delivered bilingually by a fluent Gaelic speaker. Musicians/artists encouraged to use their Gaelic at the festival.	
	I encouraged musicians/artists to use their Gaelic on stage at Blas and as bean an taighe, delivered my intros bilingually.	

NAME	**Rachel Harris**
POSITION	**Senior Development Officer (Maternity Cover)**

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**

Ref		**Programme Plan Measure**
Creative Scotland Ambition **Excellence and experimentation across the arts, screen and creative industries is recognised and valued**		
CS1	Funding for new developments through a Fèis Development Fund	
	I keep in touch with fèisean to monitor and encourage new developments throughout the year, assisting with Development Fund applications as appropriate.	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	
	I regularly assist my fèisean with event and financial planning so that they can sustain and develop their year-round programme of work, e.g. this quarter I have: • assisted Fèis Phàislig with a new pilot Ceilidh Trail proposal and funding application linked to the 2018 European Championships in Glasgow. • assisted Fèis Phàislig, Fèis Chataibh, Fèis Fhoirt and Fèis Lannraig a Tuath with funding applications for their year-round class & main fèis activities •	
CS3	Support for new and experimental work in the Gaelic arts	
	I will support colleagues with this target as appropriate.	
CS4	Support for new Gaelic song writing	
	I will support colleagues with this target as appropriate.	
CS5	Opportunities for artists to develop writing skills through new commissions	
	I will support colleagues with this target as appropriate.	
CS6	The organisation of an annual Gaelic Drama Summer School	
	/	
Everyone can access and enjoy artistic and creative experiences		
CS7	Enhanced regular funding for Fèis activities through a Grants Scheme for Fèisean that allows for tutor fees to be increased as close to MU rates as possible	

	During planning meetings / correspondence with fèisean I recommend tutor fees as close to MU rates as possible and assist fèisean with financial planning and fundraising.	
CS8	The lending of instruments for free use at the Fèisean from our Musical Instrument Bank	
	I regularly assist my fèisean to access the Fèisean nan Gàidheal instrument bank, which is particularly busy over the summer months.	
CS9	The central administration of a PVG scheme to ensure protection for children and vulnerable adults	
	I provide continual support to the central administration of a PVG scheme to ensure all fèisean put in place appropriate measures for the protection for children and vulnerable adults.	
CS10	Provision of financial assistance to ensure access for those with additional support needs	
	I make sure fèisean are aware of our Equal Opportunities Policy and that financial help is available to help provide extra assistance for fèis participants if needed, e.g. Fèis Chataibh in July 2017.	
CS11	Drama workshops and programmes with Meanbh-Chuileag (Gaelic medium or Gaelic related)	
	/	
CS12	Gaelic language work at Fèisean with Sgioba G	
	I encourage all fèisean to make full use of Sgioba-G at their events.	
CS13	Development and delivery of a series of early years Gaelic medium arts activities including music, song, drama and puppetry	
	/	
CS14	Continuation of support for local Fèis performances	
	I offer all fèisean strategic support for their local performance events, for example by offering marketing support or where possible by attending the event and taking photos / video for publishing online. Our new FèisTV service will create new opportunities for fèisean to broadcast their performances digitally.	
CS15	If funding becomes available, run a Traditional Arts Small Grants Scheme	
	/	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS16	Continue support for local organisers paid through Annualised Hours as part of our Grants Scheme for Fèisean	
	I provide strategic support to fèisean employing an annualised hours worker to apply for and claim their Fèisean nan Gàidheal grant funding.	
CS17	Assistance for community groups wishing to establish new Fèisean	
	I continue to help Fèis Phàislig in their development as a fèis as they enter their third year of activity.	
CS18	Participation as a partner in the activities of the Highland Youth Arts Hub	
	I attend HYAH meetings in place of Nicola Simpson as an FnG representative.	
CS19	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	I have been attending and contributing to Blas meetings in place of Nicola Simpson in this quarter, and have been working at Blas events as either a festival representative or MC, ensuring events run smoothly, that Gaelic is used in all artist introductions, and that appropriate acknowledgment is made of funder/sponsor support. Blas this year included the 'Dìleab Uilleim' Gaelic song commission as well as events in the Western Isles for the first time.	
CS20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	I support my fèisean in the development of residential opportunities for Gaelic arts and community activities.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS21	The continuation of strategic and practical support through a network of Development Officers each with a portfolio of Fèisean	

	I provide continual strategic and practical support to a portfolio of 13 fèisean and regularly collaborate with colleagues in the development team to increase development opportunities for all fèisean. Each fèis has now submitted a development plan using a new standard template and the development team review these on an ongoing basis to assess the strategic needs and training requirements of all the fèisean.	
CS22	Development of policies that should be adopted across the Fèis movement to ensure high quality organisation and provision of arts activities	
	I encourage best practice across my portfolio of fèisean. I regularly share resources and tools such as marketing materials and sample forms with fellow development officers. I am currently working on updating the 'How to' pack for fèis organisers.	
CS23	Provision of insurance giving Fèisean public liability cover and cover for all aspects of their arts activities	
	All paid up member fèisean are provided with appropriate insurance including cover for all aspects of their arts activities and public liability cover.	
CS24	Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible	
	I regularly encourage fèis organisers to take part in training which will help them as event organisers, for example Child Protection, First Aid, Best Practice and Committee Skills training, Equal Opportunities & Access. I regularly circulate information around fèis volunteers and colleagues on further training opportunities available both locally and nationally. The new development plan template asks fèisean for specific training requirements and as part of our review each officer will arrange appropriate training for fèis organisers, e.g. committee members and volunteers at Fèis Phàislig and Fèis Ghàidhlig Ghlaschu took part in first aid training this quarter.	
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean	
	See CS24	
CS26	Participation in cooperative working to offer further progression to individual young people	
	I support colleagues with this target as appropriate.	
Scotland is a distinctive creative nation connected to the world		
CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy	
	I provide continual support to fèisean with the implementation of Fèisean nan Gàidheal's Gaelic policy in particular by providing translation and marketing support to ensure all publicity is bilingual in Gaelic and English. Several fèisean have requested Gaelic language training in their Development Plans for 2017-18.	
CS28	Support for an increased number of summer Fèis Cèilidh Trails	
	This quarter saw the delivery of 7 ceilidh trails representing 8 fèisean, with reports and evaluation of the scheme currently being compiled. Two of the fèisean in my portfolio currently run ceilidh trails – Fèis Fhoirt and Fèis Chataibh. Fèis Phàislig have submitted an application to Festival 2018 for assistance with establishing a Ceilidh Trail based around the host communities of the European Championships in Glasgow in 2018.	
CS29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	See CS19.	
CS30	Promoting Fèis participation in national events and themed years	
	I support fèis participation in national events and themed years as appropriate. I will support Fèisean nan Gàidheal and Highland Youth Arts Hub applications to Events Scotland for projects linked to the 2018 'Year of Young People' in Scotland.	
CS31	Participating in showcasing opportunities in Scotland and abroad	
	Robbie Greig performed a showcase of Fuaran at Blas 2017 at the Inverness performance of Dìleab Uilleim. Seven ceilidh trail groups performed across Scotland to an estimated 15,000 people this summer.	

CS32	Ensuring our work is available to a wide audience through various media	
	See CS30, CS31, CS35 & CS47.	
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**		
CS33	Regular training in teaching skills for tutors allowing them to progress through various levels	
	I support Shona MacMillan in the co-ordination of fèis tutor training as appropriate	
CS34	Regular Gaelic language training for Fèis tutors to ensure Gaelic policy implementation	
	See CS33	
CS35	Provision of digitisation, collecting and transcribing skills for young people	
	Fuaran has brought nine young people through a song collection, research and recording cycle, resulting in a new online resource of 22 Gaelic songs with an additional 26 young people attending Gaelic song workshops. We are awaiting news of a funding application to Bòrd na Gàidhlig for support with a new phase.	
CS36	Provision of performance skills training for young people	
	This quarter I oversaw the organisation of Fèis Alba and have acted as lead officer for the Ceilidh Trail scheme which provided training for 42 young people in music, performance and business, with additional valuable work-experience gained in these areas out 'on the road'.	
CS37	Provision of music business skills training for young people	
	See CS36	
CS38	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms	
	/	
CS39	Traditional Music classes in schools though the Youth Music Initiative (YMI) and other programmes	
	/	
CS40	Programmes of Gaelic classes in schools along the lines of GLPS	
	/	
CS41	Residential opportunities for community activities delivered in Gaelic	
	/	
CS42	CPD in Gaelic arts and culture for school teachers	
Equalities and Diversity: We aim to put equalities and diversity at the heart of all our activity enabling people from different backgrounds, from diverse communities and of all ages to access increased opportunity through access to arts and culture		
CS43	Begin addressing equalities issues in 2015	
	The only restriction on attendance at any of the 13 fèisean I work with is age and event capacity. I make sure that all fèisean are aware of our Access and Equal Opportunities Policy. Fèisean have also been asked to complete an Equalities Monitoring form with their 2017-18 Grants Scheme applications, (See also CS10).	
CS44	Development of Equalities and Diversity Plan by start of Year 2 of Regular Funding	
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same		
CS45	Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)	
	I record all carbon emissions related to travel.	
CS46	Ensure local areas are well served in order to cut down on travel required to access quality events	
	I encourage fèisean to make best use of phone meetings and conference calls and, where internet connection allows, Skype and Facetime when holding planning meetings.	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in		

Scotland		
CS47	Dissemination of news through our website, to media contacts and through regular, digital newsletters	
	I regularly create press releases and e-posters relating to fèis news and work for distribution across our website, media contacts, social media channels and 'Faileas' newsletter.	
CS48	Production of new Gaelic and traditional music resources	
	See CS35	
CS49	Digitisation of existing teaching and other resources to ensure greater access to them	
	See CS35	
CS50	The collection and digitisation of traditional Gaelic songs	
	See CS35	
CS51	Ensuring our work is available to a wide audience through various media	
	See CS14, CS30, CS31, CS35, CS47.	
HIE Deliverables		
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service		
HIE1	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms	
	/	
HIE2	Expand programmes of Gaelic services in schools including early years Gaelic medium arts activities and communities	
	/	
HIE3	Develop residential opportunities for community activities delivered in Gaelic	
	See CS20.	
HIE4	Continuous professional development in Gaelic arts and culture for school teachers	
	/	
HIE5	Gaelic Translation	
	See CS 27	
HIE6	Gaelic language tuition in schools as opportunities are tendered	
	/	
Support and development of Fèisean		
HIE7	Capacity building support to community groups to establish new Fèisean	
HIE8	Investment in Fèis development fund for new creative developments in communities that enable the obligant to lever in further investment	
	/	
HIE9	Strategic and practical Fèisean networking support	
	See CS2 and CS7	
HIE10	Strategic support for Fèisean wishing to expand and sustain communities programmes	
	See CS2	
HIE11	Skills development programmes including income generation, financial planning, First Aid, and Child Protection for Fèisean staff and volunteers	
	See CS24	
Enhancement of skills and creative talent / youth employment		
HIE12	Provision of performance skills training for young people	
	See CS36	
HIE13	Provision of accredited training courses for young people	
HIE14	Provision of music business skills training for young people	
	See CS36	
HIE15	Provision of further learning opportunities for Fèis staff, tutors and participants	
	See CS24 & CS33-7.	
Audience development and engagement / cultural tourism		
HIE16	Support an increased number of Fèis Ceilidh Trails	
	See CS28.	
HIE17	Organisation of and development of the annual Blas festival	
	See CS19	
HIE18	Annual Gaelic Drama Summer School	

	/	
HIE19	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	/	
HIE20	Promoting Fèis participation in national events and themed years	
	See CS30	
HIE21	Participating in showcasing opportunities in Scotland and abroad	
	See CS30 & CS31.	
Bòrd na Gàidhlig Deliverables		
BnG1	Support Iomairtean Gàidhlig where a Fèisean nan Gàidheal officer is based, with evidence of practical help where support is being offered before 31.03.16	
	I support Iomairtean Gàidhlig as appropriate	
BnG2	A weekly Coffee and Conversation held in the Fèisean nan Gàidheal office in Portree	
	/	
BnG3	At least 4 language training sessions for staff before 31.03.16	
	/	
BnG4	At least 4 other training sessions for staff before 31.03.16	
	/	
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.16	
	See CS2, CS7, CS8, CS16, CS21 & CS27.	
BnG6	6 Fèisean to run Fèis Bheag classes or early-years workshops before 31.03.16	
	5 of the 13 fèisean I work with run Fèis Bheag events: Fèis Innis an Uillt, Fèis Dhùn Èideann, Fèis an Iar Thuath, Fèis Chataibh and Fèis Lannraig a Tuath.	
BnG7	A Gaelic medium panto to tour at least six areas before 31.03.16	
	/	
BnG8	Discussions to be held with Bòrd nan Gàidhlig, aiming to develop drama/theatre provision for 3-7 year olds.	
	/	
BnG9	Following these talks, aim to deliver a week long tour for 3-7 year olds, offering musical and drama sessions to nurseries for at least 10 groups before 31.03.16	
	/	
BnG10	Deliver 80 Gaelic drama workshops in communities across Scotland before 31.03.16	
	/	
BnG11	At least 3 high school youth-theatre groups established in partnership with another organisation before 31.03.16. This is connected to the partnership contract with Eden Court as part of the Drama Network Scheme.	
	/	
BnG12	6-week drama tour of Gaelic schools before 31.03.16	
	/	
BnG13	A 2-week tour of a bilingual play for schools that offer GLPS or who have had Fèisgoil tuition, before 31.03.2016	
	/	
BnG14	40 Blas concerts at Blas 2015 with a schools and community programme as part of the festival, delivered in partnership with other organisations and where Gaelic is the main language on stage.	
	See CS19 & CS29.	
BnG15	Concerts delivered bilingually by a fluent Gaelic speaker. Musicians/artists encouraged to use their Gaelic at the festival.	
	See CS19.	
BnG16	A newly written commission as part of Blas 2017, with at least 4 performances during the festival.	
	See CS29.	

BnG17	All information and advertising to be bilingual as an important feature of the festival, including the MC at each event.	
	See CS19.	
BnG18	Aim to have 15 individuals aged 14-18 take part in the 2017 Drama Summer School	
	/	
BnG19	Aim to have 16 high-school pupils take part in a residential event at The Gearrannan Blackhouses, Isle of Lewis during Easter 2017.	
	/	
BnG20	Implementation of the organisation's Gaelic Policy, with confirmation of Gaelic as the working language of Fèisean nan Gàidheal.	
	See CS27.	
BnG21	Quarterly report on how the Bòrd na Gàidhlig funding has been spent	
	/	
BnG22	Quarterly report on the up-to-date financial situation of Fèisean nan Gàidheal	
	/	
BnG23	Risk register to be given to Bòrd na Gàidhlig at the beginning of the year and in addition to this a copy of papers with updates relating to this from Fèisean nan Gàidheal Board meetings with any relevant new information.	
	/	
BnG24	Recognising the support of Bòrd na Gàidhlig in all projects, with evidence each quarter.	
	I ensure Bòrd na Gàidhlig logos are on all fèis publicity materials.	
BnG25	Press releases concerning Bòrd na Gàidhlig to be submitted, before release as appropriate, to give an opportunity to the Bòrd to add quotes/information.	
	/	
BnG26	A full-page advertisement in the Blas on-line Brochure given to Bòrd na Gàidhlig as part of this agreement.	
	/	
Highland Council Deliverables		
HC1	SLA still to be received at end of Q1	
CNES Deliverables		
CnES1	SLA still to be received at end of Q1	

NAME	**SHONA MACMILLAN**			
POSITION	**DEVELOPMENT OFFICER**			
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**

Ref		**Programme Plan Measure**
Creative Scotland Ambition		
CS8	**The lending of instruments for free use at the Fèisean from our Musical Instrument Bank**	
	Every year, before the Fèisean in my area begin, I ask them to send me a list of instruments they will need. I arrange delivery between Moreen in the Skye office and a haulage company which will get the instruments to the first Fèis in plenty time and then it is my responsibility to ensure the instruments are delivered to each Fèis as the summer goes on as they are all allocated to the Western Isles Fèisean. At the end of the summer, when all the Fèisean in my area are over, I check and return the instruments to Moreen. They are available to go out on loan and it is difficult sometimes to ensure all the instruments are returned in their correct boxes as Fèisean use instruments from other places as well as from us. As I was able to pick up the instruments for Western Isles Fèisean's use this summer they didn't face a delivery charge and I was able to deliver them between the islands without incident. When they were sent back to Skye I asked each fèis who used the instruments to contribute towards the cost of delivery. The accordions were packed into the wrong cases and so I have had to rectify	

	this.	
CS9	**The central administration of a PVG scheme to ensure protection for children and vulnerable adults**	
	Each person who is employed at a Fèis is required to undergo a PVG check and I ensure that this happens by getting each Fèis to provide us with a list of tutors at least 6 weeks in advance of the beginning of their Fèis. This gives us a chance to send them the appropriate forms and to have them returned as soon as possible. Now that committees are holding their AGMs there are new members being introduced who also need to go onto the scheme, and tutors who will be leading the follow-on classes. I forward their details onto Sandy who issues the relevant forms for each person. At this time of year we ask the committees who will be running follow-on classes to compile their tutor list and submit it as part of their Claim Form 1, and I have sent each of the Fèisean their own deadline. I offer help with chasing up those who have yet to fill in their PVG forms and advising them of counter-signatories.	
CS14	**Continuation of support for local Fèis performances**	
	I endeavour to be available and present at Fèis concerts, and I help them to deliver them at the end of their Fèis weeks. If they hold concerts outside of the Fèis, they are aware that I am capable of being the MC and I hope that they are confident in me to do this for them. I also help out with marketing ie posters, facebook, our Fèisean nan Gàidheal website and so on. I also inform schools of appropriate projects. Over the summer I helped out and performed at Fèis Eilean na Hearadh's 25th anniversary cèilidh and was one of the MCs at their children's concert. I also helped out at Fèis Bharraigh's dance with Trail West, which was very well attended, and at their children's dance and I helped to set up for, and performed at, the tutors' concert on the Wednesday evening. I attended Fèis Tìr a' Mhurain's music session in the Lochboisdale hotel and also worked on the door for their children's concert on Friday night. I was the MC for Fèis Eilean an Fhraoich's tutor cèilidh which was very successful, and I also MCd their afternoon concert on Friday and worked backstage for the evening. For the first time, Blas introduced concerts in the Western Isles and I was delighted to represent Fèisean nan Gàidheal in Scalpay at Morag Macleod's 80th birthday celebration, in Borve where I was the MC and at an Lanntair for Finlay Macleod's 80th birthday celebration. All three concerts were fantastic and I am very happy Blas has finally come to the Western Isles.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS21	**The continuation of strategic and practical support through a network of Development Officers each with a portfolio of Fèisean**	
	I have 10 Fèisean in my own area: Fèis Taigh Dhonnchaidh Fèis an Earraich Fèis Eilean na Hearadh Fèis Tìr an Eòrna Fèis Bharraigh Fèis Tìr a' Mhurain Fèis Eilean an Fhraoich Fèis an Rubha Fèis Thròndairnis Fèis Ratharsair I attend committee meetings as frequently as I am required to, and I help them to prepare for their Fèisean. I am always on hand to deal with any queries they may have and I endeavour to help them plan any further projects outside of Fèis weeks. If it is possible for me to do so, I am present during the week of their Fèis for as long as they need me.	

	I have been busy drawing up development targets with each of the Fèisean. In most cases it has been up to me to draft a plan and to relay back and forth with each committee until we are satisfied, and I have tried to keep the targets as attainable as possible and to keep them in line with our policies. The summer Fèisean went very well. Fèis Eilean na Hearadh commemorated its 25th anniversary this year, welcoming over 100 children to its fèis week and holding a big cèilidh in Tarbert where tutors, committee members and participants of past and present gathered to celebrate this achievement. Fèis Tìr an Eòrna, which was held on the same week, was also marking a new era in its new home in the new school in North Uist. Fèis Tìr a' Mhurain and Fèis Bharraigh took place in Daliburgh and Castlebay respectively, giving the children of the southern islands the chance to learn instruments, singing and traditional sport under expert tuition from esteemed musicians. Fèis Eilean an Fhraoich once again welcomed Club Óige Luraigh for the third time and the youngsters exchanged Gaelic and Gaeilge songs and tunes, further strengthening the bond between the two groups. Over in the north end of Skye on the same week, Fèis Thròndairnis was underway in Staffin Primary School. Rounding up the fèis activity of the summer, Fèis an Rubha celebrated a large surge in numbers with more than 65 in attendance compared to the usual 40-45. The week began with a march outside the school led by the piper, and began a most successful week. After a two-week holiday, I returned to work and started updating my spreadsheet of fèis activity to catch up with where each committee was re claim forms and development plan progress. Fèis Taigh Dhonnchaidh have been selected for the shortlist of the M&S energy fund and I helped them with their pledge. I am also applying for funding to host the Angus Nicolson Trio for a weekend of groupwork followed by a cèilidh, which will benefit the children of the area and the further community. Their winter classes have resumed. Fèis Tìr a' Mhurain will soon be restarting their singing and chanter/piping classes with Chloe Steele, which have been very successful since their launch in May. I attended Fèis an Rubha's AGM on 5th September where all members of the committee remained in their posts and they welcomed a new member. Most Fèisean will now be looking ahead to their AGMs and I will be on hand to attend in whatever capacity possible and will be looking ahead to developments and projects in the coming months.	
CS23	**Provision of insurance giving Fèisean public liability cover and cover for all aspects of their arts activities**	
	We have an insurance certificate, which I supply to each Fèis for them to display in the venues of all of their events. This was brought into use when Fèis Eilean na Hearadh lost all their instruments in a fire where they were being stored.	
CS24	**Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible**	
	I talk to each Fèis regularly to ask them of their training needs. I have delivered Child Protection training to Fèis Tìr a' Mhurain and Fèis Tìr an Eòrna and I frequently remind other Fèisean that this is available to them. I forward emails with information of First Aid dates in their areas, as Fèisean nan Gàidheal will pay for a committee member to undergo this training. As more committee members join, I reinforce this information and keep them in the loop. The development plans have been outlining the training needs of the committees and we have recommended that fèis committees undertake the NSPCC course which is most appropriate for our line of work. Two members of Fèis Tìr an Eòrna have agreed to undertake a first aid course and I have booked them on.	
Scotland is a distinctive creative nation connected to the world		
CS27	**Assistance with the implementation by the Fèisean of our Gaelic Language Policy**	
	Each Fèis is advised to have a Gaelic policy. I meet with the Fèisean to speak about preparing a Gaelic policy and I encourage them to employ tutors who are fluent in Gaelic, or at least have a basic understanding. Some of the Fèisean offer Gaelic classes to tutors who are learning during the week of the Fèis. We have a list of useful phrases on our Fèisean nan Gàidheal website and I make sure that the committees are aware that it is there for their use. If anyone on the committee needs help with their own Gaelic they know that I am there to support them.	
CS28	**Support for an increased number of summer Fèis Cèilidh Trails**	
	This year, due to lack of interest in the Western Isles Cèilidh Trail despite persistent advertisement, it was decided to bring the WICT and Cèilear together. Five teenagers were auditioned and accepted to	

	the trail and a co-ordinator, Mairi Jo Campbell, was employed to plan the gigs and accommodation. Kirsteen Graham of Fèis an Earraich and I was on hand to guide Mairi Jo through this process and to help her with any queries. The group met for a training day at the end of May and took part in Fèis Alba in Plockton on the first week of the summer holidays, from where they embarked on their tour. They began working their way across the Isle of Skye and Lochalsh and then headed to the Western Isles where they enjoyed performing as part of the Hebridean Celtic Festival before making their way down the rest of the Outer Hebrides. We now await a report from Mairi Jo to sum up the trail and to track the finances.	
CS32	**Ensuring our work is available to a wide audience through various media**	
	I submit news stories and photos to our magazine Faileas for each issue to let people know of the activities and success of Fèisean in my area. I 'share' events on our Facebook page and on individual Fèisean's pages, and on our own website, and I get in touch with schools and Fèisean in my area with opportunities that arise for youngsters. I work with Rowan when I think events need a little bit more of a push and she helps me out. I am an admin on a few of the fèisean's facebook pages and I post news and share events to help advertise.	
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**		
CS33	**Regular training in teaching skills for tutors allowing them to progress through various levels**	
	Working alongside Art Cormack, Calum Alex Macmillan and Eilidh Mackenzie, we wrote up a tender to devise a course for our tutor training and published it in September. We met with David Francis from TRACS to discuss chances of co-operation on training needs. We received two proposals and after discussing them amongst ourselves and holding phone interviews we decided to extend the contract to Iain Finlay Macleod. After devising a foundation course, seven participants undertook this course under his tuition in March and according to the evaluation forms circulated at the end, the course was hugely helpful and Iain was able to amend where appropriate. We are now at the stage where Iain is looking to train others to deliver this course and after speaking to John MacNeill at Fèis Fhoirt, we are now confident that this will be done by the end of November 2017.	
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same		
CS45	**Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)**	
	We now have a new system to claim our expenses where we need to write down all our mileage in a new format, and this keeps a record of our carbon emissions.	
CS46	**Ensure local areas are well served in order to cut down on travel required to access quality events**	
	See CS14	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		
CS47	**Dissemination of news through our website, to media contacts and through regular, digital newsletters**	
	See CS32	
CS51	**Ensuring our work is available to a wide audience through various media**	
	See CS32	
HIE Deliverables		
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service		
HIE3	**Develop residential opportunities for community activities delivered in Gaelic**	
HIE5	**Gaelic Translation**	
	Each Fèis will come to me with any translations they require, be it posters, news releases, information about AGMs, application forms, evaluation forms and so on.	
Support and development of Fèisean		

HIE11	**Skills development programmes including income generation, financial planning, First Aid, and Child Protection for Fèisean staff and volunteers**	
	See CS24 & CS33	
Enhancement of skills and creative talent / youth employment		
HIE15	**Provision of further learning opportunities for Fèis staff, tutors and participants**	
	See CS24 & AC33	
Audience development and engagement / cultural tourism		
HIE16	**Support an increased number of Fèis Ceilidh Trails**	
	See CS28	
HIE19	**Residential opportunities for Gaelic arts and community activities delivered in Gaelic**	
	See CS20 and CS41	
Bòrd na Gàidhlig Deliverables		
BnG5	**Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.16**	
	See CS21	
BnG20	**Implementation of the organisation's Gaelic Policy, with confirmation of Gaelic as the working language of Fèisean nan Gàidheal.**	
	See CS27	
BnG21	**Quarterly report on how the Bòrd na Gàidhlig funding has been spent**	
	We write quarterly reports which we send to Art Cormack for our funders, as evidence of the work we do.	
BnG24	**Recognising the support of Bòrd na Gàidhlig in all projects, with evidence each quarter.**	
	Reports are written about individual projects which have been supported by Bòrd na Gàidhlig and they will be recognised on posters, news releases, application forms and any other relevant documents, with the Bòrd na Gàidhlig logo on each one.	
Highland Council Deliverables		
HC1	SLA still to be received at end of Q1	
Comhairle nan Eilean Siar Deliverables		
CnES1	SLA still to be received at end of Q1	
Argyll & Bute Council Deliverables		
ABC1	SLA still to be received at end of Q1	

NAME	**ROWAN PATERSON**			
POSITION	**DEVELOPMENT OFFICER**			
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**

Ref		**Programme Plan Measure**
Creative Scotland Ambition **Excellence and experimentation across the arts, screen and creative industries is recognised and valued**		
CS1	Funding for new developments through a Fèis Development Fund	
	On the 17th of September 2016 a new fèis, Fèis an Tairbeirt, hosted a one-day fèis which was part-funded through the Fèisean Development Fund. Fèis Latharna also plan to apply to the Fèis Development Fund for a new project and I am	

	assisting them with this. Fèis nan Garbh Chrìochan are currently working on an application to the FnG Development Fund, as they plan to host a day of music workshops in Ardnamurchan High School in September which will be delivered by trad band, DOSCA.	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	
	I work closely with the Fèisean that I support to sustain and develop their year-round programmes of activity. I have recently assisted several fèisean with events and am focusing on sourcing funding to ensure that their activities may continue and expand. In February, I attended Fèis Mhuile and Fèis Oigridh Ìle & Dhiùra, as well as Fèis Cheann Loch Goibhle and Fèis Òigridh na Mara in March. I have been supporting Fèis an Tairbeirt, who have implemented a series of weekly follow-on classes in order to expand their programme of events and provide music tuition throughout the year. Their main fèis day will take place on the 16th of September 2017. I have been assisting Fèis Òigridh Ìle & Dhiùra with re-establishing their programme of activities. They held a very successful fèis in February 2017. Fèis Òigridh na Mara have also recently taken on a new structure, with their main fèis taking place in March each year instead of October. They recently held a fèis weekend in March 2017. Fèis Ghàidhlig Ghlaschu was also recently re-established and I worked closely with a new committee to help them with the organisation of a three-day fèis, which was held at the end of May. Their fèis was very well attended and successful. It is hoped that the renewal of this fèis will lead to a programme of year-round follow-on classes and hopefully build up to a five-day fèis week. Throughout the Summer, I visited several fèisean with whom I work, including: Fèis Thiriodh, Fèis Eige, Fèis nan Garbh Chrìochan, Fèis Arainn and Fèis Lochabair. They were all well attended and very successful.	
CS3	Support for new and experimental work in the Gaelic arts	
	I will continue to support colleagues with this target.	
CS4	Support for new Gaelic song writing	
	I will continue to support colleagues with this target.	
CS5	Opportunities for artists to develop writing skills through new commissions	
	I will continue to support colleagues with this target.	
CS6	The organisation of an annual Gaelic Drama Summer School	
	I will continue to support colleagues with this target.	
Everyone can access and enjoy artistic and creative experiences		
CS7	Enhanced regular funding for Fèis activities through a Grants Scheme for Fèisean that allows for tutor fees to be increased as close to MU rates as possible	
	In my role as development officer, I plan to assist Fèisean on an on-going basis to budget appropriately for projects and activities.	
CS8	The lending of instruments for free use at the Fèisean from our Musical Instrument Bank	
	Throughout the coming Summer months, I will ensure that any fèisean with whom I work, have access to the Fèisean nan Gàidheal instrument bank for their events.	
CS9	The central administration of a PVG scheme to ensure protection for children and vulnerable adults	
	I provide continual support to the central administration of a PVG scheme to ensure all fèisean put in place appropriate measures for the protection for children and vulnerable adults.	

CS12	Gaelic language work at Fèisean with Sgioba G	
	I encourage all fèisean to make full use of Sgioba-G at their events. Fèis Cheann Loch Goibhle recently made use of a Sgioba G tutor in March at their annual fèis.	
CS14	Continuation of support for local Fèis performances	
	I continue to support all fèisean with their local performances and regularly publicise events online via our social media accounts. In 2016, Fèis Lochabair cèilidh trail participants were given the opportunity to play at three separate Blas gigs, alongside well-renowned traditional musicians. In September 2017, Fèis Lochabair hosted their very own Blas concert, to celebrate 25 years since they held their first fèis.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS16	Continue support for local organisers paid through Annualised Hours as part of our Grants Scheme for Fèisean	
	I encourage fèisean to employ an annualised hours worker as and when possible. Fèis nan Garbh Chrìochan have recently hired a new annualised hours worker and I am assisting her by guiding her through the transition process as she settles in to her new job. As the main organiser at Fèis Arainn has decided to step down, their committee have taken the decision to employ a local woman as an annualised hours worker to assist them with their workload.	
CS17	Assistance for community groups wishing to establish new Fèisean	
	I continue to support community groups that are wishing to establish new fèisean. Fèis an Tairbeirt hosted their first ever fèis on the 17th of September as well as having implementing a series of weekly follow-on classes. I have been working closely with them to ensure that they are receiving all the guidance and support needed to ensure that their event runs smoothly. Fèis Ghàidhlig Ghlaschu has also recently been re-established and I have been working closely with a new committee to help them with the organisation of a three-day fèis, which will be held at the end of May. It is hoped that the renewal of this fèis will lead to a programme of year-round follow-on classes and hopefully build up to a five-day fèis week. I have been in communication with a woman on Jura who intends to submit an application to establish a new fèis and I have been assisting her with this.	
CS18	Participation as a partner in the activities of the Highland Youth Arts Hub	
	I support Highland Youth Arts Hub as appropriate and help to publicise any events that they may be hosting. I have also been looking into the Argyll Youth Arts Hub and considering how we may be able to work together in order to provide young people in the area with greater, collaborative opportunities.	
CS19	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	I continue to support Blas Festival as and when appropriate. In 2016, Fèis Lochabair cèilidh trail participants were given the opportunity to play at three separate Blas gigs, alongside well-renowned traditional musicians. In September 2017, Fèis Lochabair hosted their very own Blas concert, to celebrate 25 years since they held their first fèis. Through the Summer, we had Diane Bruce working with us in the Inverness office. She did a	

	huge amount of work in promoting Blas Festival – especially online, which a huge presence on social media.
CS20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic
	I support my fèisean in the development of residential opportunities for Gaelic arts and community activities. I have been working closely with Fèis Òigridh na Mara, who intend to change the format of their fèis weekend to a residential event which will be held in February each year.
Ideas are brought to life by a diverse, skilled and connected leadership and workforce	
CS21	The continuation of strategic and practical support through a network of Development Officers each with a portfolio of Fèisean
	I continue to support a portfolio of 14 fèisean and work closely with the development team to ensure that fèisean are receiving on-going guidance and support.
CS24	Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible
	Training is provided to all fèis committees as and when they require it and committees are encouraged to enrol in training courses, which they feel would benefit their running of fèis events. Some members from the Fèis an Tairbeirt committee recently participated in a child protection course which they found to be very beneficial. Another committee member also recently completed a Gaelic course which was held at Sabhal Mòr Ostaig. Several fèisean have expressed interest in improving their Gaelic skills and I am currently looking into the prospect of organising a joint training session for this. Fèis Lochabair have also expressed interest in developing their Excel skills – and I am looking into training for them.
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean
	Since starting at Fèisean nan Gàidheal, I have attended several training courses to help develop skills and techniques, which will be beneficial for my roles at the organisation. I have attended the following courses: • 18.2.15: "Google Juice Bar", Inverness • 20.4.15 – 24.4.15: ScotGrad Training Week, Muir of Ord • 12.5.15: "Marketing that Works" - Culture Republic, Edinburgh • 13.5.15: Marketing Workshop with Muckle Media, Inverness • 22.5.15: One on one Meeting with Alex Smith, Inverness • 3.6.15: Group Meeting with Alex Smith, Inverness • 8.6.15: Arts Award Adviser Training, Inverness • 1.10.15: "Doing Business in Germany", Glasgow • 7.10.15: Training for the new website with Heckie Cormack • 24.11.15: "Open for Business – Seasonality" webinar with HIE • 27.1.16: Gaelic Training with Iain Urquhart, Portree • 4.2.16 – 5.2.16: "Preparing to Export" with HIE, Inverness • 10.2.15: Camera training with Gordon Willoughby & video camera training with Alasdair Maclean • 25.2.16: "Unlocking Twitter Success" – Culture Republic, Edinburgh • 2.3.16: Gaelic Training with Iain Urquhart, Portree • 15.3.16: "Marketing that Works" – Culture Republic, Edinburgh • 1.11.16 – 3.11.16: Gaelic writing course with Roddy MacLean, Inverness • 7.11.16: Gaelic grammar tuition with Iain MacIllechiar, Inverness • 28.11.16: First aid course with British Red Cross, Inverness • 1.5.17: ACAS Online Equality & Diversity Course • 10.6.17: Gaelic Training with Muriel Urquhart, Portree

	For information on individual fèis training, see CS24.
Scotland is a distinctive creative nation connected to the world	
CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy
	Use of Gaelic is consistent and we strive to continue and develop a Gaelic environment within and outwith the office. Fèisean are actively encouraged to use as much Gaelic as possible and the provision of Sgioba G is always offered at fèis events. Any posts on social media are written with Gaelic appearing first, then a translation of the English below/after. Any visitors/callers to the office are first greeted in Gaelic - conversations are then either continued in Gaelic or English depending on the response of the individual(s). The same approach is carried out when visiting Fèisean/Gaelic events. Conversations are first initiated in Gaelic and then continued in either Gaelic or English, depending on the response of the individual. Social media help-sheets of useful Gaelic phrases for Facebook and Twitter are provided to fèis committees in order to encourage them to use as much Gaelic as possible when posting online. I also created a similar help sheet for cèilidh trail participants, which was distributed at Fèis Alba 2016, with a list of helpful Gaelic phrases that could be used when posting online to publicise their tours. I have since updated the help sheet, which will be used again at this year's Fèis Alba. In November I attended two courses, both with a focus on strengthening written Gaelic skills. In June 2017, all FnG staff partook in Gaelic training with Muriel Urquhart.
CS28	Support for an increased number of summer Fèis Cèilidh Trails
	Two of the fèisean in my portfolio currently run Summer Fèis Cèilidh Trails: Fèis Latharna and Fèis Lochabair. Both fèisean have completed their Summer tours and were very successful within their respective areas. I also created a similar help sheet for cèilidh trail participants, which was distributed at Fèis Alba 2016, with a list of helpful Gaelic phrases that could be used when posting online to publicise their tours. I have since updated the help sheet, which will be used again at this year's Fèis Alba.
CS29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas
	See CS19.
CS30	Promoting Fèis participation in national events and themed years
	I support fèis participation in national events and themed years as appropriate.
CS31	Participating in showcasing opportunities in Scotland and abroad
	In August 2016, I attended a Cruinneachadh Gàidhlig, Gaelic gathering event in Oban for organisations concerned with the development of Gaelic within the Argyll area. Myself and Arthur Cormack delivered workshops in which we provided information on the work that Fèisean nan Gàidheal and Blas Festival do within the Argyll area and were able to gather feedback from members of the public on how we could further help to develop local projects and events. In November 2016 I attended "Siuthad!", a Gaelic careers day for high school pupils that was held in Glasgow City Chambers. Throughout the course of the day, I got the opportunity to speak with young people and explain the work that Fèisean nan Gàidheal does as well as being able to advise them on what Gaelic career paths are available to them.

	In January 2017 I attended a Gaelic careers day in Oban High School, where I spoke to pupils about the different options available to them, should they choose to pursue a career in Gaelic.	
CS32	Ensuring our work is available to a wide audience through various media	
	Updates on Fèis events are frequent on Facebook, Twitter, Youtube and Instagram. News, photos and other relevant information is published frequently on the progress of various Fèisean, in order to create awareness and encourage others to participate in future events. For several fèis projects, I have worked closely with various public media bodies (newspapers, radio stations, BBC An Là) to generate publicity of the events at local and national levels. As well as this, I often attend events and photograph them to allow Fèisean nan Gàidheal to engage with the public and keep them up to date with our current projects via social media. For ten weeks through the Summer months in 2016, we had Diane Bruce working with us in our Inverness office. She did a huge amount of work publicising Blas Festival, particularly via our social media channels. She returned again this Summer to promote Blas and once again she did a great job.	
HIE Deliverables		
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service		
HIE3	Develop residential opportunities for community activities delivered in Gaelic	
	See CS20	
HIE5	Gaelic Translation	
	I regularly provide Gaelic translations for fèisean. Social media help-sheets of useful Gaelic phrases for Facebook and Twitter are provided to fèis committees in order to encourage them to use as much Gaelic as possible when posting online. I also created a similar help sheet for cèilidh trail participants, which was distributed at Fèis Alba 2016, with a list of helpful Gaelic phrases that could be used when posting online to publicise their tours. I have since updated the help sheet, which will be used again at this year's Fèis Alba.	
Support and development of Fèisean		
HIE7	Capacity building support to community groups to establish new Fèisean	
	See CS17.	
HIE9	Strategic and practical Fèisean networking support	
	See CS2 and CS7.	
HIE10	Strategic support for Fèisean wishing to expand and sustain communities programmes	
	See CS2.	
HIE11	Skills development programmes including income generation, financial planning, First Aid, and Child Protection for Fèisean staff and volunteers	
	See CS24.	
Enhancement of skills and creative talent / youth employment		
HIE15	Provision of further learning opportunities for Fèis staff, tutors and participants	
	See CS24.	
Audience development and engagement / cultural tourism		
HIE16	Support an increased number of Fèis Ceilidh Trails	
	See CS28	
HIE17	Organisation of and development of the annual Blas festival	
	See CS19.	
HIE18	Annual Gaelic Drama Summer School	
	See CS6.	

HIE19	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	See CS20.	
HIE20	Promoting Fèis participation in national events and themed years	
	See CS30.	
HIE21	Participating in showcasing opportunities in Scotland and abroad	
	See CS31.	
Bòrd na Gàidhlig Deliverables		
BnG1	Support Iomairtean Gàidhlig where a Fèisean nan Gàidheal officer is based, with evidence of practical help where support is being offered before 31.03.17	
	I support Iomairtean Gàidhlig as appropriate.	
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.17	
	See CS2, CS7, CS8, CS16, CS21 & CS27.	
BnG6	6 Fèisean to run Fèis Bheag classes or early-years workshops before 31.03.17	
	Many of the 14 fèisean in my portfolio run a Fèis Bheag or early-years workshops. Fèis Lochabair now have workshops and classes for ages 0-18, with a new Pàrant is Pàiste class for ages 0-3 which ran in August last year for the first time. As well as this, they also have workshops for ages 3-5, 5-7 and the regular fèis classes for 8-18 years old. Fèis na h-Apainne are also all-age inclusive, with provision for all ages, from 0 years old and also accommodating for adults. Fèis Latharna currently do not have a Fèis Bheag but are hoping to establish classes in time for their next fèis in Easter 2018. Fèis Mhuile, Fèis Thiriodh, Fèis an Tairbeirt, Fèis nan Garbh Chrìochan and Fèis Eige also all have an early-years programme of activities or a Fèis Bheag. Fèis Ghàidhlig Ghlaschu also had a Fèis Bheag at their three-day fèis that was held in May 2017.	

Fèisean nan Gàidheal

Programme for the AGM and Conference 2017
Agenda Item: 3.2017.05(b)

Reason for Paper
To provide information to Board members on the programme for the Annual Conference and AGM.

Fèisean nan Gàidheal

Co-labhairt agus Coinneamh Bhliadhnail
Conference and Annual General Meeting
Taigh-òsta Bhaile Chaolais Ballachulish Hotel
Dihaoine 22 & Disathairne 23 Sultain 2017 Friday 22 & Saturday 23 September 2017

CLÀR		PROGRAMME
Dihaoine 22 Sultain		Friday 22 September
14.00	**Coinneamh den Bhòrd-Stiùiridh**	Meeting of Board of Directors
18.30	**A' Choinneamh Bhliadhnail**	Annual General Meeting
19.00	**Deochan le ceòl bho Fèis Lochabair** **Aoigh – Màiri Anna NicUalraig**	Drinks with music from Fèis Lochabair Guest Speaker – Mary Ann Kennedy
20.00	**Dìnnear agus Cèilidh le còmhlan Raibeirt Nairn**	Dinner & Cèilidh with the Robert Nairn Band
Disathairne 23 Sultain		Saturday 23 September
09.15	**Fàilte – Art MacCarmaig**	Welcome – Arthur Cormack
09.20	**Buidhnean Còmhraidh**	Discussion Groups
09.30	**Deasbad air ceithir puingean:** - ***Fèis shoirbheachail is pròram bliadhnail*** - ***A' trusadh agus a' glèidheadh dheugairean*** - ***Neartachadh na Gàidhlig agus dualchas sgìreil*** - ***Buill chomataidh – an trusadh agus an glèidheadh***	Discussion on four points: *A successful Fèis and year-long programme* *How to attract and retain teenagers* *Strengthening Gaelic and local culture* *Committees - Attracting & retaining members*
10.30	**Fiona NicIlleathain (Fèis Spè) – Taisbeanadh** ***Pròiseact Dannsa-ceum***	Fiona McLean (Fèis Spè) – Presentation *Step-dance Project*
10.55	**Tì/Cofaidh**	Tea/Coffee
11.10	**Deasbad fosgailte air na puingean còmhraidh le riochdairean bho chuid de na Fèisean**	Open debate on the discussion points with a panel representing various Fèisean
12.10	**Art MacCarmaig** ***Riaghailtean ùra air fiosrachadh a dhìon*** ***Plana Co-ionnanachd, Iomadachd is In-ghabhail*** ***Plana 2018-21: Iomairtean ùra***	Arthur Cormack *New data protection regulations* *Equality, Diversity & Inclusion Plan* *2018-21 Plan: New initiatives*
12.40	**Seisean fosgailte** **Còmhradh mu chuspair sam bith**	Open Session Discussion on any subject
13.00	**Lòn**	Lunch

Action Required
Board members are asked to note the arrangements for the AGM and Conference.

Anne Willoughby
Executive Manager
September 2017

Fèisean nan Gàidheal

Annual Report 2017

Agenda Item: 3.2017.05(c)

Background

Fèisean nan Gàidheal's Annual Report for 2017 will be sent out electronically in advance of the Board meeting, giving members the opportunity to read it. Hard copies will be available at the meeting.

Action Required

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

Arthur Cormack
CEO
September 2017

Fèisean nan Gàidheal
Taigh a' Mhill
Port-Rìgh
An t-Eilean Sgitheanach
IV51 9BZ

Fòn 01478 613355
Facs 01478 613399
Post-d brath@feisean.org
www.feisean.org