Fèisean nan Gàidheal

Meeting of the Board of Directors
Kingsmills Hotel, Inverness
Friday 8 December 2017 @ 11:00am

Fèisean nan Gàidheal

Meeting of the Board of Directors to be held in the Kingsmills Hotel, Inverness, on Friday 8 December 2017 from 11:00am

Agenda

4.2017.01 PRELIMINARIES

(a)	Present	
(b)	Apologies	
(c)	Minutes of the previous meeting of the Fèisean nan Gàidheal Board	For Agreement
(d)	Matters arising	
(e)	Welcome to new Board members and election of officers	For Agreement
(f)	Draft minutes of the meeting of the Board of Blas Festival Ltd	For Information

4.2017.02 DEVELOPMENT ISSUES

(a)	Progress in implementing Fèisean nan Gàidheal's Programme of Work	For Noting and Discussion
(b)	Blas 2017	For Noting and Discussion
(c)	Fèisgoil	For Noting and Discussion
(d)	Beairteas	Verbal for Noting
(e)	Tasgadh: Traditional Arts Small Grants Fund	For Noting
(f)	Creative Scotland Annual Review	For Noting

4.2017.03 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 September 2017	For Noting and Discussion
(d)	Grants to Fèisean 2017-18	For Noting
(e)	Funding Agreements	For Noting

4.2017.04 STAFFING ISSUES

(a)	Up to date information	Verbal for Noting
(b)	Portree Office	Verbal for Noting

4.2017.05 OPERATIONAL ISSUES

(a)	Staff Progress Reports	For Noting and Discussion

4.2017.06 OTHER

(a)	Dates of meetings in 2018	For Agreement

Fèisean nan Gàidheal

Minutes of the meeting of the Board of Directors held in the Ballachulish Hotel on Friday 22 September 2017 from 2.00pm

3.2017.01 PRELIMINARIES

(a) Present

Duncan MacQuarrie (Chairman), Deirdre Beck, Kirsteen Graham, Bob MacKinnon, Peigi MacLennan, Uisdean Robertson, Elaine Spence, Cllr John A MacIver (CnES), Arthur Cormack (Attending), Calum Alex Macmillan (Attending), Anne Willoughby (Attending), Eilidh MacKenzie (Attending), Moreen Pringle (attending)

Also in attendance: Anna Murray

Simultaneous translation was provided by Karen Oakley.

(b) Apologies

Elizabeth Bain, Seumas Campbell, Brian Ó hEadhra (Creative Scotland), Morag Anna MacLeod (Highland Council), Jo Peteranna (HIE)

Duncan MacQuarrie welcomed everyone to the meeting.

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

Minutes of the meeting held on 19 May 2017 had been circulated.

The minutes were approved as a true record of the meeting, proposed by Peigi MacLennan and seconded by Bob MacKinnon.

(d) Matters Arising

Duncan MacQuarrie welcomed Comhairle nan Eilean Siar's e-Sgoil which should be a great opportunity for young people in the Western Isles.

3.2017.02 DEVELOPMENT ISSUES

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

A programme of work for the first quarter of 2017-18 had been circulated and was noted.

Duncan MacQuarrie praised the staff and volunteers for all they achieved over 2016-17 and was optimistic this would continue into 2017-18.

He spoke about aspects of our work including Drama, Tasgadh Grants, Staff Training and the Blas Festival.

Arthur Cormack mentioned that Fèis Ghaidhlig Ghlaschu had formed a new, strong committee and their first, very successful, event had been held at Glendale Gaelic Primary School.

(b) Summer Events

Calum Alex Macmillan spoke about the summer Fèisean which had taken place and also congratulated Fèis Eilean na Hearadh, Fèis Lochabair and Fèis na h-Òige who all celebrated their 25th anniversaries and had held special events to mark the occasion.

Seven Cèilidh Trails had taken place across Scotland with 42 participants involved. They had played at over 200 events over the summer. Fèis Rois also had a further three Cèilidh Trails on the road. Over 20,000 people saw our Cèilidh Trails at various venues across the country.

Guth nan Gael, an annual cultural exchange with the Oriel Centre in Dundalk, Ireland, involved 6 Irish-speaking participants coming to Scotland to join with 6 Fèis participants (who had been

selected from 11 applicants). They worked together during Fèis Lochabair developing their music and language skills. Plans are underway for a return visit to Ireland.

(c) Blas 2017

Arthur Cormack gave a verbal update on Blas 2017. As yet final numbers were not available but there had been around 40 main events plus additional school events, musicians visiting care homes and Dràma air Chuairt, a new initiative which had toured round schools and also had two public performances.

There had been good feedback from the wide array of events which had taken place.

FèisTV had also gone live with two shows broadcast.

Thanks to funding from CnES events had also been held in the Western Isles this year.

Three new Highland Council representatives have been appointed to the board of Blas Festival Ltd and a meeting would be convened as soon as a suitable date could be agreed.

(d) Fèisgoil

Eilidh MacKenzie gave an update on Fèisgoil projects including:

Drama:

- Sgoil Shamhraidh 2017 had attracted 14 participants over a two-week period. There had been public performances in Plockton and Kilmuir. Preparation is underway for next year's event.
- Meanbh Chuileag – A performance workshop for learners toured 18 Schools in September. The workshop was delivered as a one-man show by Angus Macleod.
- Meanbh Chuileag would be touring with a play for Gaelic medium pupils between 2nd and 26th October. This will be the first leg with the second half of the tour in the new year. This first half will be offered to schools in the central belt, Aberdeen and Argyll. The second leg will visit the Western Isles, Skye and mainland Highlands.
- A Hùb Hab tour of the Western Isles had taken place and been well received by all.
- Plans are underway for this year's panto tour.

Music:

- The Seinn project has recommenced. Kirsteen Graham & Eilidh MacKenzie (Skye) are delivering this for us in Staffin, Kilmuir and Portree.
- Mòd Academy - 4 tutors are visiting 14 schools in Lochaber over a 6-week period in preparation for the National Mòd in October. Deirdre Beck thanked Fèisean nan Gàidheal for organising this as it has been a great help to all the schools involved.
- YMI and Blasad Gàidhlig tutors had taken part in a training day in August.
- YMI - most areas have now started their programme and are running 4 weeks at end of this term and 4 at the start of next.

Language:

- Blasad Gàidhlig: Falkirk - 7 schools/nurseries involved with 4 tutors - Linda Macleod, Eilidh Cormack, Lorna Young and Maeve MacKinnon. 4 weeks this term, 7 weeks next term, 9 weeks term after and 4 weeks for final term.
- We have until Christmas to deliver classes in Canna, Arisaig, Eigg, Strontian and Lochaline.
- Fife - new sessions commenced in mid-September with 3 schools involved - a full day in each through till Christmas. 3 tutors lined up - Norrie Maciver, Maeve MacKinnon & Lindsay Charnley.
- Meanbh Fhèisean had taken place in Portree High School and Culloden Academy.

(e) Tasgadh: Traditional Arts Small Grants Fund

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

The closing date for the first round of grants had been 14 July and 14 applications had been received. The panel met on 28 July to discuss the applications and awarded grants totalling £9,155 to 12 applicants.

There will be two more rounds during 2017-18 with closing dates of 27 October 2017 and 2 February 2018.

Board Members noted the report.

(f) Membership Application

A report by Arthur Cormack accompanied by a copy of an application for membership from Fèis Chille Bhrìghde an Ear had been circulated.

This new Fèis would be in East Kilbride and primarily for pupils of Mount Cameron Primary School.

The report recommended the application be approved as there are few opportunities for the pupils in Gaelic medium education in the area to access Fèis activities. Approval would also enable Fèisean nan Gàidheal to fulfil one of the outcomes of its 2015-20 Programme Plan.

The Board approved the application from Fèis Chille Bhrìghde an Ear.

(h) Equality, Diversity and Inclusion Plan: Progress Report

A progress report by Arthur Cormack was circulated updating members as on the implementation of our EDI Plan, which runs until March 2018.

Staff and Board members are to complete online training.

Arthur would be discussing the plan with Fèis representatives at the conference and encouraging them to participate in the online training too.

A survey of tutors and external contractors would take place before the end of the year.

The Board members noted the report and were pleased with progress to date.

3.2017.03 FINANCIAL ISSUES

(a) Income and Expenditure 2017-18

A report prepared by the Executive Manager, Anne Willoughby, had been circulated showing income and expenditure with transactions to 31 August 2017.

The notes at the end of the report detailed funding received and still to come in.

Board members noted the report.

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

The current balances were:

- Current Account - £4,898.43
- High Interest Account - £407,410.21
- Blas Account - £5,695.88

It was noted that the high balance at the time of the meeting was due to several sums having been paid upfront for contracts still to be delivered, e.g. YMI in Highland.

(c) Management Accounts to 30 June 2017

Management Accounts to 30 June 2017, prepared by Mann Judd Gordon, had been circulated and were noted.

(d) Grants to Fèisean for 2017-18

A list of grants pledged to Fèisean for 2017-18, with amounts paid out to 31 August, had been circulated and was noted.

(e) Annual Accounts to 31 March 2017

The annual accounts for 2016-17 prepared by Mann Judd Gordon had been circulated.

The auditors confirmed that, in their opinion, the accounts give a true and fair view of the state of the charitable company's affairs as at 31 March 2017. They also confirmed they had nothing to report in respect of matters on which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) would require them to report to the Board.

The Board members approved the accounts in advance of the organisation's AGM.

(f) Appointment of Auditors

Having confirmed they would be seeking a nominal 1% increase in fees, the Board agreed to recommend to the AGM that Mann Judd Gordon be reappointed as auditors for 2017-18

(g) Funding Agreements

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

He reported on discussions with EventScotland about a potential signature event that we will organise as part of the 2018 Year of Young People. The event would form part of next year's Blas Festival and involve young people from all over Scotland.

He also circulated a letter from Creative Scotland updating us on progress with our application for 2018-21 Regular Funding. A decision on this is expected by the end of the year.

Board members noted the position in relation to all the funding agreements.

3.2017.04 STAFFING ISSUES

Up to date Information

(a)

- Nicola Simpson has now returned to work on a part-time basis following her maternity leave.
- Karen Oakley is due to finish with us soon.
- Diane Bruce had been with us over a 10-week period on a summer work placement.
- Calum Alex Macmillan and the Development Officers are in discussion about the reallocation of the Fèisean between the officers.
- Congratulations were offered to former Fèisean nan Gàidheal Development Officer, Vicky MacLean, who recently married Andrew MacDonald.

3.2017.05 OPERATIONAL ISSUES

(a) Staff Progress Reports

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

With regard to Arthur's report it was noted that new regulations on data protection were coming into force in May 2018 and work would need to be done within the organisation to ensure we were ready for this.

Arthur had written to all Fèisean with advice on safety at events as requested at the previous Board meeting.

Submissions have been made to three Gaelic Language Plan public consultations.

Duncan MacQuarrie took the opportunity to thank Anne Willoughby and Moreen Pringle for all the help they have given him over the four years he has served as Chair of the Board.

(b) Programme for 2017 AGM and Conference

A report by Anne Willoughby providing Board members with information on the programme for our Annual Conference and AGM had been circulated and was noted.

The AGM would take place at 6.30pm followed by dinner and cèilidh. The conference would commence at 9.15am on Saturday.

The Board Members agreed that they would be happy to see the Fèisean membership fee remaining at £130.

(c) Annual Report 2017

Fèisean nan Gàidheal's Annual Report for 2017 had been circulated electronically prior to the meeting and hard copies were available for everyone at the meeting.

Calum Alex and Arthur were thanked for putting together the report which was a great review of the year.

Board members noted the content and approved it prior to the AGM.

(d) Board Membership

It was noted that four members of the Board are due to step down - Duncan MacQuarrie, Uisdean Robertson, Elaine Spence and Peigi MacLennan - and there is also a longer-term vacancy on the Board that requires to be filled.

Arthur would make arrangements to contact the Fèisean and commence the nomination process after the AGM.

The current members would remain in place until the December meeting.

3.2017.06 OTHER

(a) Date of next Meeting

The next meeting is due to take place in Inverness on 8 December at 11.30 am.

Fèisean nan Gàidheal

Welcome to new Board members and election of officers
Agenda Item: 4.2017.01(e)

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

Background
In line with Fèisean nan Gàidheal's Scheme for the Election of Board Members, four members were required to stand down this year having served the full term permitted on Fèisean nan Gàidheal's Board. There has been one vacancy for some time and another member stood down before the time he would have been permitted to serve had come to an end.

That left six vacancies on the Board and, having sought nominations from the Fèisean, the following names were put forward:

Sarah-Jayne Shankland (Fèis nan Garbh Chrìochan) - Highland Area
Colin Sandilands (Fèis Rois) - Highland Area
Anna Murray (Fèis Eilean an Fhraoich) - Western Isles Area
Anne Macaulay (Fèis an Rubha) - Western Isles Area
George Stoddart (Fèis Fhoirt) - Other Areas

Since there was no need for a ballot all nominations were accepted and an invitation was issued to the nominees to take up a place on the Board.

There is still one vacancy and Board members may decide how they would like to try and fill that place, or leave it unfilled meantime.

Office Bearers
The Board requires to have a:
- Chair
- Secretary
  and
- Treasurer or Vice-Chair

Board members will be asked to elect members willing to take on these responsibilities. Some further information about the roles is included in the following pages.

Action Required
Board members are invited to note the information provided and, with the guidance of Duncan MacQuarrie at the Board meeting, elect members to the posts outlined above.

Arthur Cormack
CEO
December 2017

Office Bearers

The **Chair** should:

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

Office Bearers

The **Secretary** should:

- Be elected from within the Board
- Ensure that all Annual Returns are made on time to Companies House
- Ensure that accounts are lodged annually with Companies House
- Ensure that a list of all members is up to date, and available at all times
- Ensure that copies of the minutes of all meetings are available to anyone who asks
- Ensure compliance with OSCR regulations
- If there is no Vice Chair, deputise for the Chair *

* There is no legal requirement to have a Treasurer, but it is good practice to have someone who can oversee finances. In the past Fèisean nan Gàidheal has had a **Vice Chair** rather than a **Treasurer** at times.

Coinneamh de Bhòrd-stiùiridh Blas Earranta
Diardaoin 23mh Samhain 2017 @ 2.30f
Seòmar Comataidh (a' chiad ùrlar)
Talla a' Bhaile, Inbhir Nis
Agenda Item: 4.2017.01(f)

Meeting of the Board of Blas Festival Ltd
Thursday 23rd November 2017 @ 2:30pm
Committee Room (first floor)
Town House, Inverness

Dreach Gheàrr-chunntas | Draft Minutes

B1.2017.01 An làthair
Present
George Stoddart (Chair), Arthur Cormack, Company Secretary), Calum A Macmillan, Cllr Duncan Macpherson, Morag Anna Macleod Mitchell (Highland Council Gaelic Officer)

B1.2017.02 Leisgeulan
Apologies
Cllr Margaret Paterson and Cllr Kirsteen Currie.

B1.2017.03 Eachdraidh a' Chompanaidh agus Dleastanasan a' Bhùird
Company History and Board Responsibilities
Arthur Cormack gave a short presentation on the history of the Blas Festival as well as the nature of the partnership between The Highland Council and Fèisean nan Gàidheal in running the event. The role of directors of the Blas Festival Ltd was also outlined.

The content of the presentation was noted and it was agreed it should be circulated following the meeting particularly for the benefit of those who were not able to attend.

B1.2017.04 Geàrr chunntas na coinneimh mu dheireadh
Minutes of previous meeting
Minutes of the meeting held on 24 November 2016 had been circulated and were approved as true record by those who had been present.

B1.2017.05 Cunntasan Bliadhnail Sgrùdaichte gu 31.03.17
Audited Accounts to 31.03.17
Accounts for Blas Festival Ltd to 31 March 2017, prepared by Mann Judd Gordon, had been circulated.

Following some questions on the detailed income and expenditure, Board members noted the modest surplus from 2016-17 and confirmed they were happy with the accounts.

B1.2017.06 Cùmhnant Lìbhrigidh Comhairle na Gàidhealtachd 2017-18
Highland Council Delivery Contract 2017-18
It was noted that since no Service Delivery Contract (SDC) had been forthcoming for Blas in 2017-18, organisers had worked to deliver the conditions of funding outlined in the 2016-17 SDC.

Morag Anna Macleod confirmed that a retrospective SDC may be issued to satisfy the conditions of Fèisean nan Gàidheal's agreement with HIE which required them to have sight of any agreements for funding to match their input.

B1.2017.07 Toraidhean Blas 2017 agus Buidseat 2017-18
Outcomes from Blas 2017 and 2017-18 Budget
A paper prepared by Calum A Macmillan had been circulated outlining some of the highlights of Blas 2017, audience numbers and feedback, the financial outcome to 31 October 2017, as well as an estimate of expected outturn to 31 March 2018.

Board members asked for comparable total figures for the past few years and it was agreed these would be provided after the meeting.

There was a detailed discussion about marketing and ensuring there is high awareness of Blas and many of the ideas put forward were noted by staff for further action should Blas continue in 2018.

It was noted that the festival had been successful and that the final outturn may be subject to minor changes.

B1.2017.08 Maoin Comhairle na Gàidhealtachd 2018 air adhart

Highland Council Funding from 2018 onwards
A paper prepared by Arthur Cormack had been circulated outlining three scenarios for Blas: (1) should funding remain at the same level as 2017-18, (2) should funding be reduced by 45% and (3) should funding be withdrawn altogether.

The options were discussed by board members and it was agreed there should be some revision, particularly in relation to option 2, as well as some additional background information provided, before submission to Cllr Alasdair Christie.

Morag Anna Macleod Mitchell agreed to work with Arthur Cormack on preparing a revised paper for submission to Cllr Christie.

B1.2017.09 Bliadhna na h-Òigridh 2018

2018 Year of Young People
A paper prepared by Arthur Cormack had been circulated outlining plans for a signature event as part of the 2018 Year of Young People.

The idea of a largescale event celebrating young people's involvement in Highland culture was welcomed. There was discussion around a suitable venue with Cllr Duncan Macpherson of the view that Inverness Castle may be worthy of investigation as a potential place to host the event, given the transport links to and from the city.

It was agreed this would be looked at closely. Board members agreed that Fèisean nan Gàidheal's staff should continue the dialogue with EventScotland and complete a formal application to them at the appropriate time.

B1.2017.10 Modhan-obrach a' Bhùird san àm ri teachd

Board working practices in the future
Future working practices were discussed in an effort to strengthen the place of the Blas Festival Ltd board in planning and to discuss the frequency of meetings.

It was agreed that two meetings per year would probably suffice; one to agree the accounts and another to discuss the festival programme.

There was some discussion around inviting additional council members, from time to time, who may have an interest in Blas.

B1.2017.11 G I S B E

A O C B
There was no other business.

B1.2017.12 Ceann-latha na h-ath choinneamh

It was agreed that the next meeting would be set once the outcome of discussions on funding was known.

Fèisean nan Gàidheal

Progress in implementing Fèisean nan Gàidheal's Programme of Work

Agenda Item: 4.2017.02(a)

Reason for paper

To update members on progress with Fèisean nan Gàidheal's Programme of Work for the second 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		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 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		Dràma air Chuairt, funded by Bòrd na Gàidhlig, offered four actors aged between 18-25 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 and at two public performances in Sleat and Inverness.	
CS4	Support for new Gaelic song writing		Supporting Glendale Primary School, Angus Macleod wrote the lyrics to new songs for their performance of *The Tiger who came to tea* and Eilidh Mackenzie composed age appropriate melodies.	
CS5	Opportunities for artists to develop writing skills through new commissions		This year's Blas new commission offered a Gaelic writer, Jo MacDonald, the opportunity to tell 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 took take place in Portree from 3 to 14 July with 14 participants. In addition to a fortnight-long, intensive course for young people, there were two public performances of the work they prepared. 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.	
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 50 to the end of Q2.	
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. Two requests have been made to the end of Q2.	
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 have been no requests for support so far this year.	
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, contracted by 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 was 14 July at which date 14 applications had been received seeking grants totalling £11,263. 12 awards were made worth £9,155 and the next deadline date is 27 October.	
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. A new Fèis, Fèis Chille Bhrìghde an Ear, had its membership application approved in September.	
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 took place from 1 to 9 September. There was a very strong programme this year including 36 concerts along with a schools and community programme. A commission was awarded to Jo MacDonald this year for *Dìleab Uilleim*. The festival took in venues in the Western Isles for the first time as we wanted to celebrate the 80th birthdays of Morag MacLeod and Finlay Macleod in addition to those of Kenna Campbell and Fergie MacDonald. A further, smaller-scale performance of *Dìleab Uilleim* will take place at the Royal National Mòd in October.	
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		Fèisean nan Gàidheal continues to develop, revise and deliver a range of policies,	

	movement to ensure high quality organisation and provision of arts activities		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		65 Fèis organisers were involved in 84 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 55 training sessions involving 10 members of staff.	
CS26	Participation in cooperative working to offer further progression to individual young people		Fèisean nan Gàidheal supports 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. Diane Bruce was employed on a ScotGrad student summer placement. 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 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 were 7 Fèis Cèilidh Trails funded by Fèisean nan Gàidheal including a joint one between Fèis an Earraich and the Western Isles Fèisean. Fèis Rois ran 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 took place from 1 to 9 September 2017. See CS19 above.	
CS30	Promoting Fèis participation in national events and themed years		We are working towards delivering a signature event for the 2018 Year of Young People and hope to have a full application with EventScotland sometime in November.	
CS31	Participating in showcasing opportunities in Scotland and abroad		A number of Fèis Cèilidh Trails featured at Blas and Fèis Inbhir Narainn played at Belladrum. The joint Fèis an Earraich/Fèis nan Eilean Siar Cèilidh Trail performed at HebCelt. A number of former Fèis participants, some of our tutors and Fèis Rois participants took part in a Scottish showcase at Festival Interceltique de Lorient in August. Guth nan Gael, our cultural exchange with the Oriel Centre in Dundalk, Ireland, was supported by the Colmcille fund which enabled 12 young Irish people to take part in Fèis Lochabair as well as getting a real taste of West Highland culture from	

			Mairead Ford and Fergie MacDonald. A return leg to Ireland is planned in 2018 if an application to Colmcille succeeds.	
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. We streamed two concerts live from Blas 2017 and are working on providing the proposed online lessons as part 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		30 Fèis tutors have been involved in 62 training sessions to the end of Q2. A training workshop is being organised for music tutors in August. The development of a new tutor training course has been completed and a train the trainer session is due to take place in November.	
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 underwent 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 were 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		One-day Mini-Fèisean were held in Culloden Academy and Portree High School at the end of June. Fèisgoil remained very busy in Q2 with Blasad Gàidhlig language classes in Falkirk and Highland schools as well as Mòd preparation in Skye and through the Mòd Academy in Lochaber. Prices have also been given to HES and The Highland Councl for further work with those bodies.	
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		Every Blasad Gàidhlig session we deliver is aimed at supporting teachers as well as children.	

			Fèisgoil was present at An t-Alltan in September.
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 implementing our Equalities, Diversity and Inclusion Plan agreed with Creative Scotland and Fèisean nan Gàidheal's Board received a report in progress in year one at ist September meeting.
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 continue to 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 two newsletters to date in 2017-18, which were distributed electronically as was our Annual Report in September. 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 tendered commissions for new online teaching courses. However, we did not get a great response and are going to re-run the process.
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 were required to research and use Gaelic songs from their locality.
CS51	Ensuring our work is available to a wide audience through various media		See CS32.

Quantitative Information							
Jobs supported (created/retained) FTE	39.1	Leverage (HIE)	£815,793	Increase in turnover	£53,831	Number of volunteers	426
Grants to Fèisean	£151,616	Other Grants	£13,162	Participants/Learners in Fèis Activities	3,107	Improved Services	1
New Services in Fragile Areas	2	Trainees	165	Audience at Fèis concerts &	4,313	Blas Audience (Estimate)	7,800

				other events			
Cèilidh Trail Audience	14,120	New Fèisean established	1	Community groups with increased capacity	1	Cultural Events	459
Blas Events	75	Cèilidh Trail Events	179	International opportunities for young people to perform	1	International Exchanges	1
Commercialisation	1	Change Management Activities	1	Entrepreneurial Activities	2	Young people supported to take part in training programmes	45

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 CS38 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 training for 65 volunteers to the end of Q2.
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 have made some progress with various methods of accreditation in Q2.	
HIE14	Provision of music business skills training for young people		See CS37 above.	
HIE15	Provision of further learning opportunities for Fèis staff, tutors and participants		Staff have undertaken training in Gaelic, Equality & Diversity, Green Team, new 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 did not see 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 ongoing 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 further sessions will be held on 14 October, 4 November agus 2 December. Cofaidh is Còmhradh is held every fortnight in the Palace Hotel. There has been no demand for a similar session in the Portree office but we would be willing to facilitate this again if demand becomes apparent.	
BnG3	At least 4 language training sessions for staff before 31.03.18		The first session was held on 20 June and the next one will be on 7 December with a further session planned soon thereafter.	
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. 47 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. 19 Fèisean offered early years sessions in Q2 and we expect more than 20 will offer sessions during 2017-18.	

BnG7	A Gaelic medium panto to tour at least six areas before 31.03.18		The Gaelic Panto will tour between 27 November and 15 December with a story newly written by our Drama Officer, Angus Macleod.	
BnG8	Deliver 80 Gaelic drama workshops in communities across Scotland before 31.03.18		To the end of Q2 we have delivered 123 drama workshops to early years groups, primary and secondary schools across the country with a mix of participative workshops and performances.	
BnG9	At least 3 high school youth-theatre groups established in 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.		We were uneuccessful in establishing clubs this year due to lack of interest among high school pupils. With the agreement of Bòrd na Gàidhlig we will be working with Eden Court to offer two special Gaelic drama days on 2 and 3 November with high school pupils in the area being invited to participate.	
BnG10	6-week drama tour of Gaelic schools before 31.03.18		This year's tour has been split in two. A tour of mainland schools was undertaken in September and October with Calum MacDonald and Ellen MacDonald. Based on the Jacobite rebelllion *Teàrlach fo Chasaid* gives p 4-7 pupils the opportunity to learn about the life of Prince Charles Edward Stuart in an interesting, interactive way. The second part of the tour will be in Western Isles and west Highland schools in the new year.	
BnG11	A 2-week tour of a bilingual play for schools that offer GLE before 31.03.2018		Anguas Macleod toured schools with a blingual play based on the life of the Brahan Seer (Coinneach Odhar) which toured primary schools where Gaelic is offered as a second or third language. In total, 14 schools were visited and 34 performances were provided for 873 pupils.	
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 took place between 1 and 9 September with 35 main events as well as a schools and communities programme. This year there was a mix of concerts and ceilidhs and, for the first time, some events in the Western Isles. For special events were oragnised to mark th 80th birthdays of four prominent Gaels Fergie MacDonald, Kenna Campbell, Morag MacLeod and Finaly Macleod. A special commission *Dìleab Uilleim* told of the life and collection of the Rev Willam Matheson with Gaelic singers illustrating some of the songs from his collection. Gaelic singers featured prominently including; Màiri MacInnes, James Graham, Robert Robertson, Margaret Stewart, Murdo 'Wasp' MacDonald, Mischa MacPherson, Sian and Inverness and Dingwall Gaelic choirs. As well as them some of the best bands appeared including; Skerryvore, Breabach, Robert Nairn, Lauren MacColl, Skipinnish and Mànran. We were delighted to welcome Sharon Shannon and Fidil from Ireland as well as Calum MacKenzie and Alexis MacIsaac from Canada. As part of the schools and communitis programme we were delighted to organise the first Gaelic Drama Trail. Based on the cèilidh Trail model actors, rather than musicians, were offered a fortnight of professional training before touring with a new play written especialy by Catriona Lexy Campbell, who also directed the	

			performances. The team performed in 3 schools and offered 5 workshops as well as 2 public performances. We were very happy to launch our FèisTV service during Blas with live steams of 2 events enabling a wider audience to access them.	
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 ensured a Gaelic-speaking Fear or Bean an Taighe was at each event and it was a contractual obligation on artistes who have Gaelic to use the language in their introductions. In addition the *Dìleab Uilleim* peformances and the events for Morag MacLeod, Kenna Campbell and Finlay Macleod were presented almost entirely in Gaelic.	
BnG14	A newly written commission as part of Blas 2017, with at least 4 performances during the festival.		Blas commissioned Jo MacDonald to produce *Dìleab Uilleim* celebrating the extensive collection of songs and folklore amassed by the Rev William Matheson. The concerts took place in North Uist, Skye, Mull and Inverness. Among the musicans and singers involved were Ross Wilson, Rachel Walker, Ailean Dòmhnallach, Christine Primrose, Linda Macleod, Eilidh Cormack, Alasdair Whyte agus Robert Robertson. Jo presented the events with information about William and his songs which were sung by the singers. The concerst were delivered in Gaelic with an English boklet provided at each evnt with information on William and the songs for those without Gaelic. As well as that there were 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 was bilingual and, as per BnG13, there was a Gaelic-speaking MC at all events.	
BnG16	Aim to have 15 individuals aged 14-18 taking part in the 2017 Drama Summer School.		See CS6 above.	
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, with evidence each quarter.		Bòrd na Gàidhlig's logo is included in all printed materials and its support is 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 Q2		Unable to report on progress in absence of SLA although funding has been received from The Highland Council.	
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 Q2		Unable to report on progress in absence of SLA. No funding has been received as yet from Argyll & Bute Council.	

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
December 2017

Fèisean nan Gàidheal

Blas Festival 2017

Agenda Item: 4.2017.2(b)

Reason for paper

To give information to Board members on the outcomes from Blas 2017.

Information

A meeting of the Board of Blas Festival Ltd was held in the Inverness Town House on Thursday 23rd November.

The following report was prepared in advance of the meeting to provide Board members with information about this year's festival with some statistical information about festival attendees.

Actions Required

Board members are asked to:

(1) Note the outcomes in the report

(2) Discuss the outcomes of the 2017 Blas Festival

Calum Alex Macmillan
Development Manager
December 2017

Blas Festival Ltd

Outcomes from Blas 2017 and Budget 2017-18

Background
Since the funding position of the festival remained unclear until the beginning of February we were unable to proceed with the planning for Blas 2017 until towards the end of that month and into March.

The Blas festival has a planning group which met on four occasions during 2017 to discuss potential acts, venues and opportunities that could be part of this year's programme. The planning group is made up as follows:

Arthur Cormack	Fèisean nan Gàidheal CEO
Calum Alex Macmillan	Fèisean nan Gàidheal Development Manager
Eilidh Mackenzie	Fèisean nan Gàidheal Fèisgoil Manager
Rachel Harris	Fèisean nan Gàidheal Development Officer
George Stoddart	Blas Festival Board Chairman
David Gilbert	Promoter
Duncan MacInnes	Promoter

With funding confirmed from The Highland Council we were able to put the contract for an Events Co-ordinator out to tender and Chrissie MacRae was contracted to the role in late March. Chrissie was a real asset to the festival and worked diligently and had great enthusiasm for her role. She dealt with all artist bookings and contracting, liaison with promoters and venues, accommodation, marketing materials, budget management and a number of other tasks which ensured the smooth running of the festival.

For the second year in a row we received funding support from the ScotGrad scheme for a student summer placement. We were pleased to welcome Diane Bruce back in the role of Events Marketing Officer. Diane built on the success of her first summer placement and made particularly good use of social media networks as well as more traditional marketing methods.

On behalf of Fèisean nan Gàidheal, Arthur Cormack and Calum Alex Macmillan were actively involved in many aspects of the organisation and promotion of the festival working closely with Diane and Chrissie to ensure they had the necessary support to be successful in their respective roles. Fèisean nan Gàidheal's Executive Manager, Anne Willoughby, worked closely with Chrissie to ensure that the budget was managed well and that all payments were made to relevant parties at appropriate times.

The festival was launched in the first week of July which was slightly later in comparison with previous years. This didn't appear to have a negative effect on sales and the strength of our programme ensured there was great interest in this year's line-up.

The festival was held between 2-10 September with a total of 38 concerts and a schools and communities programme taking place across the Highlands, Argyll and, for the first time this year, in the Western Isles.

Festival Highlights

* Our 2017 commission was curated and delivered by broadcaster Jo MacDonald. *Dileab Uilleim* (William's Legacy) was a celebration of the late Rev William Matheson's life and the contribution he made to our language and culture through the songs he collected and recordings he made. The commission was delivered through the medium of Gaelic and featured anecdotes about William's life with a selection of the songs he collected sung by a selection of renowned Gaelic singers.
* We celebrated the 80th birthdays of four individuals who have contributed greatly to Gaelic language, music and culture; Morag Macleod, Fergie Macdonald, Kenna Campbell and Dr Finlay Macleod.
* We held two special cèilidhs to celebrate the 25th anniversaries of Fèis Lochabair and Fèis na h-Òige, both of which featured past and present participants and tutors.
* Skipinnish played to a sold-out Ironworks venue in Inverness as part of the Fèis na h-Òige anniversary celebrations.

* The latest commission from Fèis Rois, *The Seer* by Lauren MacColl, which featured newly-written music based on the prophecies of The Brahan Seer, was performed in Balintore and Inverness.
* The Duncan Chisholm and the Mischa Macpherson Trio performances were sold out in each of the communities they performed in; Lochinver, Gairloch and Sleat.
* We welcomed Fidil and Sharon Shannon from Ireland as well Alexis MacIsaac and Calum MacKenzie from Canada.
* Fèisean nan Gàidheal's FèisTV service was launched during the festival with two live-streamed events and this expanded the overall reach of the festival with an online audience who did not previously have access.
* We continued our partnership with Comhairle nan Leabhraichean who supported writers to appear at a number of Blas events.
* There were 6 family cèilidhs featuring cèilidh bands, Gaelic singers, pipers and dancers.
* We worked in partnership with the University of the Highlands and Islands to put on a concert and two music sessions in Inverness with students from the Applied Music Course which is led by Lews Castle College Benbecula Campus.
* Leading traditional music outfit, Mànran, played to a sell-out audience in Sleat where they were supported by the new band Hecla, made up of three former Fèis participants, and Cèilear the Skye and Lochalsh Cèilidh Trail.

Schools and Communities Programme

Up until 2015 Highlife Highland had worked in partnership with the festival to deliver an extensive schools and communities programme. Due to funding cutbacks they haven't been able to work with us for the last two festivals which has severely impacted the level of delivery in this area.

Despite this the schools and communities programme remains an important element of the festival and Fèisean nan Gàidheal has worked to deliver a number of projects during Blas through YMI classes, drama tours and workshops in addition to schools and care home visits from Blas festival acts.

This year Fèisean nan Gàidheal's Drama Officer Angus Macleod toured schools with a bilingual play about The Brahan Seer for schools who are learning Gaelic as second (L2) and third (L3) languages in the highland area.

Based on the highly successful Cèilidh Trail model, Fèisean nan Gàidheal launched 'Dràma air Chuairt' with four young actors, instead of musicians, having the opportunity to take part in a range of training opportunities before taking to the road with a newly-written Gaelic play *Clach na Nathrach* (The Adder's Stone) which was written by Catriona Lexy Campbel of Theatre Gu Leòr. They toured the play during Blas and visited high schools across the Highlands and Argyll with a further two public performances in Inverness and at Sabhal Mòr Ostaig in Sleat

We were pleased that we were able to organise a number of school performances featuring a host of the fantastic Blas Festival artists who appeared at this year's festival and, in addition to this, a number of them were able to visit care homes to perform for residents. Feedback for these performances has been tremendous and both the schools and care homes are most grateful for the opportunity to have these special visits.

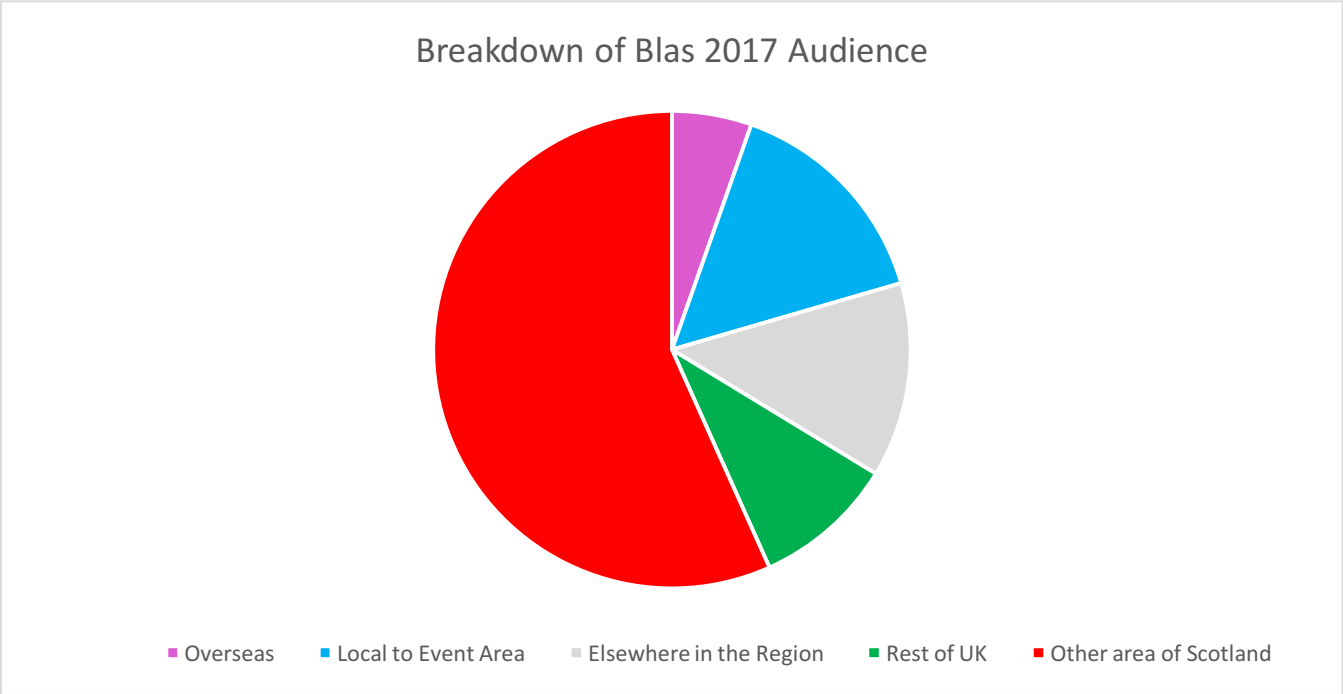
Attendance and Audience Satisfaction

Following the festival, we asked those who had attended events to complete an online questionnaire which was made available through the blas-festival.com website.

The feedback was very encouraging, appreciative and informative with responses from local, national, rest of UK and international attendees.

Attendance	**Number**
Staff	12
Volunteers	380
Contractors	14
Performers	421
Audience	11134
FèisTV (355 live viewers and 510 subsequent viewers)	865
Media	25
Total	**12,851**

The following chart shows a geographical breakdown of audience responses:



Audience Satisfaction	
Value for money	96%
Enjoyment of event	94%
Use of Gaelic	86%
Overall Festival Rating	**92%**

BLAS BUDGET 2017 at 13 November 2017

	BUDGET	ACTUAL to 13.11.17	DIFFERENCE at 13.11.17	EXPECTED OUTTURN at 31.03.18
INCOME				
Highland Council Grant	£69,869.00	£69,869.00	£0.00	£69,869.00
Highland Council In-kind	£2,000.00	£0.00	£2,000.00	£0.00
Box Office	£30,000.00	£26,646.11	£3,353.89	£33,256.00
Creative Scotland	£35,000.00	£35,000.00	£0.00	£35,000.00
Bòrd na Gàidhlig (Revenue)	£20,000.00	£20,000.00	£0.00	£20,000.00
Bòrd na Gàidhlig (Capital - FèisTV)	£2,100.00	£0.00	£2,100.00	£2,100.00
HIE (Revenue)	£5,000.00	£0.00	£5,000.00	£5,000.00
HIE (Capital - FèisTV)	£19,500.00	£14,041.00	£5,459.00	£19,500.00
Sponsorship - Marine Harvest	£2,500.00	£0.00	£2,500.00	£2,500.00
Argyll & Bute Council	£12,000.00	£0.00	£12,000.00	£12,000.00
Comhairle nan Eilean Siar	£2,000.00	£2,000.00	£0.00	£2,000.00
Total Income	**£199,969.00**	**£167,556.11**	**£32,412.89**	**£201,225.00**
EXPENDITURE				
Programme Costs				
Artists' Fees (including travel in most cases)	£73,500.00	£69,164.06	£4,335.94	£73,364.00
Accommodation for Artists and Crew	£11,000.00	£10,478.39	£521.61	£10,478.39
Meals for Artists and Crew and Blas Reps and FBT's	£4,500.00	£1,693.00	£2,807.00	£1,693.00
International Flights	£2,000.00	£1,767.49	£232.51	£1,767.49
International Artists Domestic Travel Fuel	£500.00	£250.76	£249.24	£250.76
International Artists Domestic Travel (in-kind minibus from HC)	£700.00	£0.00	£700.00	£0.00
Stage/Concert Management/Fear or Bean-an-Taighe/Blas Reps	£500.00	£550.00	-£50.00	£550.00
Venue Hire & Commission to Promoters/Production Cost	£9,000.00	£5,927.68	£3,072.32	£9,976.80
PA & Lighting	£15,500.00	£15,820.00	-£320.00	£15,820.00
PR, Advertising & Marketing				
Press/PR	£500.00	£1,800.00	-£1,300.00	£1,800.00
Posters/Overprinting/Postage	£2,000.00	£1,656.76	£343.24	£1,656.76

Leaflet Print x 40,000	£3,200.00	£2,930.00	£270.00	£2,930.00
Leaflet Distribution	£1,100.00	£903.00	£197.00	£1,413.00
Postage via Mailboxes in Inverness (leaflets etc)	£400.00	£400.00	£0.00	£400.00
Promotional materials (Banners, oversize posters etc)	£600.00	£799.50	-£199.50	£799.50
Advertising	£11,000.00	£12,950.20	-£1,950.20	£12,950.20
Commission to Ticketline	£300.00	£185.68	£114.32	£185.68
Ticket Printing	£600.00	£425.80	£174.20	£425.80
Management & Production Costs				
Festival Organiser	£15,000.00	£12,000.00	£3,000.00	£15,000.00
Travel	£1,000.00	£0.00	£1,000.00	£1,000.00
Fèisean nan Gàidheal Management Fee	£15,000.00	£15,000.00	£0.00	£15,000.00
Action Group/Board Costs	£300.00	£292.95	£7.05	£400.00
Photography	£0.00	£0.00	£0.00	£0.00
Gaelic Translations (in-kind from HC)	£1,300.00	£1,300.00	£0.00	£0.00
Insurance	£700.00	£810.02	-£110.02	£810.02
Royalties	£300.00	£0.00	£300.00	£300.00
Accountancy/Companies House	£1,150.00	£1,060.00	£90.00	£1,060.00
Depreciation	£6,000.00	£0.00	£6,000.00	£6,000.00
FèisTV Capital Purchases	£22,153.00	£21,976.02	£176.98	£21,976.02
Contigcency	£0.00	£0.00	£0.00	£2,000.00
TOTALS	**£199,803.00**	**£180,141.31**	**£19,661.69**	**£200,007.42**
Surplus/Deficit current	**£166.00**	**-£12,585.20**	**£12,751.20**	**£1,217.58**

Fèisean nan Gàidheal

Fèisgoil

Agenda Item: 4.2017.02(c)

Reason for the paper

To inform the Board members of the developments in the language, drama and music arms of Fèisgoil this quarter

Background

The Fèisgoil service takes in all work undertaken by Fèisean nan Gàidheal within schools in addition to providing other support to Local Authorities and Public Bodies aiming to meet the requirements of their Gaelic Language Plan.

Here is a summary of the main events in which Fèisgoil was involved this past quarter.

Dràma: Workshops and Tours:

1. **Sporan** (schools where Gaelic is taught as part of Language 1+2)

Tutors involved	Schools involved	Sessions delivered	Schoolchildren involved
1	14	35	889

2. **Meanbh Chuileag**: *Tèarlach fo Chasaid* – first leg of the tour

Tutors involved	Schools involved	Sessions delivered	Schoolchildren involved
2	24	29	872

3. **Theàtar Òigridh Gàidhlig (TÒG)**: Gaelic Youth Theatre (in collaboration with Eden Court). Immersion Day and The LAB (2 scratch drama days)

Tutors involved	Schools involved	Sessions delivered	Schoolchildren involved
3	n/a	n/a	25

4. **Panto** – *Anna Bheag sa Chòta Dheirg*

Tutors involved	Schools involved	Sessions delivered	Schoolchildren involved
3	50+	28	2,826

A poster for the Panto as well as the tour timetable are included in the pages which follow.

At this stage we have already delivered 131 drama sessions (our total target for 2017-18 is 80).

Music

1. **Youth Music Initiative (YMI)**
   8 weeks delivery in 173 primary schools across Highland (awaiting stats)

2. **Seinn**
   Support for schools in Skye for Mòds and Christmas performances with financial support from The Highland Council (awaiting stats)

3. **Mòd Academy** (Lochaber)

Tutors involved	Schools involved	Sessions delivered	Schoolchildren involved
4	14	c90	c390

4. **Working with other organisations**: I attend meetings of the Traditional Music Forum (TMF) and the Music Education Partnership Group (MEPG)

5. **New Performance at Bun-sgoil Ghàidhlig Loch Abar:** A new performance opportunity offered to all stand-alone Gaelic schools is developing at Bun-sgoil Ghàidhlig Loch Abar in Fort William with support from The Scottish Government/Fèisean nan Gàidheal (music) and The Highland Council (drama). Musicians for the project, Ingrid Henderson and Iain Macfarlane have started work with the children, encouraging the research necessary and creating music with them.

Cànan

Blasad Gàidhlig – delivering Gaelic taster sessions, embracing a variety of arts, including stories, songs, games and so forth.

1. **Falkirk 2017-18**

Term 1

Tutors involved	Schools involved	Sessions delivered	Schoolchildren involved
4	7	138	900+

Term 2

Tutors involved	Schools involved	Sessions delivered	Schoolchildren involved
4	7	247	900+

2. **Fife**

Term 1 – new this session

Tutors involved	Schools involved	Sessions delivered	Schoolchildren involved
2	3	26	c340

Term 2

Tutors involved	Schools involved	Sessions delivered	Schoolchildren involved
2	3	104	c340

3. **North Lanark – Gartcosh Primary School – 4 sessions to be delivered over the remainder of the academic year. The first took place at the start of December**

Session 1

Tutors involved	Schools involved	Sessions delivered	Schoolchildren involved
1	1	3	c90

4. **A' Ghàidhealtachd –** We recently learned that Fèisgoil was successful in securing a contract with The Highland Council to deliver Gaelic in 70+ schools where the language has been chosen as language 3 (L3) in the Language 1+2 initiative. Further information on this will be forthcoming in the next Fèisgoil report/paper.

Fèisgoil collaborative work with other organisations

1. **National Libraries of Scotland/National Museums of Scotland**: Linda Macleod delivered a half-day Gaelic Awareness Training session to staff of both organisations in November and another session is scheduled for January.

2. **Historic Environment Scotland**: Following on from last year's collaborations, we are about to embark on three separate projects with HES – Cleas aig a' Chaisteil, Muinntir a' Chaisteil and a project based at the Arnol Blackhouse with the pupils of Sgoil an Taobh Siar on the Isle of Lewis. Catherine Tinney started the collaborative process with an introductory session on 30 November for GLPS teachers involved in the Cleas aig a' Chaisteil project.

3. **Minority language Training**: Fèisgoil is working with Ishbel Macfarlane of *O is for Hoolet* on a minority language training day to be delivered to public bodies' staff with the first session scheduled for January 2018

Action required
Board members are asked to note the information regarding the upcoming delivery of language and drama Fèisgoil developments.

Eilidh Mackenzie
Fèisgoil Manager
December 2017

Anna Bheag a' Chòta Dheirg

松涛館

Ellen MacDonald

Calum MacDonald

MJ Deans

'S fhada o chuala duine sgeul mu mhadadh-allaidh acrach sa choille sheunta 'S chan eil adhbhar dragh air Anna Bheag nuair a chuireas i roimhpe tadhal air a sinn-seanmhair airson a co-là breith...saoil a bheil i glic?

Tales of a hungry wolf in the enchanted forest are a distant memory and Little Anna has no reason to worry when she decides to visits her great granny for her birthday...or does she?

27 Samhain - 15 Dùbhlachd

Taisbeanaidhean Sgoile

- Glaschu - Cille Brìde an Ear - Condobhrait -
- Dùn Èideann - Peairt - Dùn Omhainn - An t-Òban -
- Tiriodh - Ìle - Barraigh - Uibhist a Deas - Beinn na Faoghla -
- Uibhist a Tuath - Na Hearadh - Leòdhas - Ulapul -
- Bail' Ùr an t-Slèibh - Obar Dheathain - Inbhir Narann -
- Inbhir Pheofharain - Eilean a' Cheò - An Gearasdan - Inbhir Nis -

Taisbeanadh Poblach
Diardaoin 14 Dùbhlachd
Na Ironworks, Inbhir Nis aig 7f
(tiodhlacan air an doras)

27 November - 15 December

School Performances

- Glasgow - East Kilbride - Condorrat -
- Edinburgh - Perth - Dunoon - Oban - Tiree -
- Islay - Barra - South Uist - Benbecula - North Uist -
- Harris - Lewis - Ullapool - Newtonmore -
- Aberdeen - Nairn - Dingwall -
- Isle of Skye - Fort William - Inverness -

Public Performance
Thursday 14 December
The Ironworks, Inverness at 7pm
(donations on the door)

Tha Fèisean nan Gàidheal a' faotainn taic bho na buidhnean seo | Fèisean nan Gàidheal is supported by the following bodies

PANTO 2017 – TURAS/TOUR

SEACHDAIN/Week 1/3		
	MADAINN/Morning	**FEASGAR/afternoon**
27/11/17	ÀM TÒISEACHAIDH 0925 Start time 0925 **SGOIL GHÀIDHLIG GHLASCHU** **P2&3 at Glasgow Gaelic School** (P2+3) (161)	ÀM TÒISEACHAIDH AIG 1320 Start time 1320 **B.S. GHLEANN DAIL** (141) + B.S. INNIS AN UILLT (P1-3) (39) **Glendale Gaelic Primary** (with visitors from Meadowside PS)
28/11/17	ÀM TÒISEACHAIDH AIG 0945 Start time 0945 **B.S. BHEINN CHAMSHROIN*** (62) +B.S. ONTHANK (27) **Mount Cameron PS** with Onthank visiting	ÀM TÒISEACHAIDH AIG 1345 Start time 1345 **B.S. CHONDOBHRAIT** (150) +GARTCOSH PRIMARY (28) **Condorrat Primary School** (with Gartcosh PS visiting)
29/11/17	ÀM TÒISEACHAIDH AIG 0930 Start time 0930 **B.S. TAOBH NA PÀIRCE** 190 (P3-P6) **Taobh na Pairce PS, Edinburgh Gaelic**	ÀM TÒISEACHAIDH AIG 1330 **B.S. GOODLYBURN** (19) **Goodlyburn, Perth**
30/11/17	ÀM TÒISEACHAIDH AIG 0915 Start time 09.15 **B.S. THAIGH A' CHLADAICH*** (36) **Sandbank, Dunoon**	ÀM TÒISEACHAIDH AIG 1400 Start time 1400 **B.S. ACHADH NA CREIGE, AN T-ÒBAN*** (49) +B.S. SRATH NA H-APAINNE (5) +B.S. AN T-SÀILEIN (P1-P5) (35) +B.S BHUN EASAIN (P1) (4) +ÀRD-SGOIL AN ÒBAIN (S1-3) (17) **Rockfield, Oban**
01/12/17	*A' SGÈITH GU TIRIODH BHO PORT ADHAIR NORTH CONNEL/flying from North Connel to Tiree* ÀM TÒISEACHAIDH AIG 1000 Start time 10am **ÀRD-SGOIL THIRIODH*** P1-P7 (63) S1-3 (22) **Tiree High School** *A' SGÈITH GU ÌLE BHO PORT ADHAIR THIRIODH AIG 1200/flying to Islay from Tiree at noon*	ÀM TÒISEACHAIDH AIG 1330 Start time 1330 **BOWMORE VILLAGE HALL*** +B.S. A' BHOGHA MHÒIR (81) (P1-7) +B.S. KHEILLS (8) (P4-7) *+ÀRD-SGOIL ILE T.B.C* *+Port Charlotte TBC* *A' SGÈITH BHO PHORT-ADHAIR ÌLE GU PORT-ADHAIR NORTH CONNEL AIG 1530/ flying from Islay to North Connel at 3.30*

SEACHDAIN/week 2/3		
	MADAINN/morning	**FEASGAR/afternoon**
04/12/17	ÀM TÒSEACHAIDH AIG 0905 Start time 0905 **SGOIL BHÀGH A' CHAISTEIL*** (89) +Sgoil Eòilgearraidh (24) **Castlebay School** (with Eoligarry visiting)	ÀM TÒISEACHAIDH AIG 1345 Start time 1345 **SGOIL DHALABROIG** (73) **Daliburgh PS**
05/12/17	ÀM TÒISEACHAIDH AIG 1000 Start time 1000 **SGOIL AN IOCHDAIR** (50) +SGOIL BHAIL' A' MHANAICH (64) **Iochdar School** with Ballivanich visiting +Cuireadh do Sgoil Lionacleit	ÀM TÒISEACHAIDH 1345 Start time 1345 **UIBHIST A TUATH** (85) **North Uist School**
06/12/17	BERNERAY > LEVERBURGH AIG **0815 (0915)** & 1330 (1430) ÀM TÒISEACHAIDH AIG 1050AM Start time 10.50am **SGOIL SIR E. SCOTT*** (88) + B.S. AN T-ÒIB (13) **Sir E Scott** with Leverburgh visiting	ÀM TÒISEACHAIDH 1400 TBC Start time 1400 tbc **SGOIL NAN LOCH (27)*** +Sgoil na Pàirce T.B.C. **Lochs School** with Park Primary visiting (tbc)
07/12/17	2 x TAISBEANADH AIG 9.30 & 11.00 2 performances – 0930 & 1100 **TALLA BHAILE STEÒRNABHAIGH** **Stornoway Town Hall** 09.30am: Sgoil a' Bhac (48), Sgoil Lacasdail (50) & Sgoil Steòrnabhaigh T.B.C. 11.00am: Sgoil Lionail (33), Sgoil Bhreascleit (34) agus Sgoil an Taobh Siar (T.B.C.) Sgoil Mhic Neacail (S1)(41)	

08/12/17	ÀM TÒISEACHAIDH 1015AM Start time 1015 **ÀRD-SGOIL ULAPUIL*** **(MACPHAIL CENTRE, Ullapool)** +Bun-sgoil Ulapuil (44) +Bun-sgoil Gheàrrloch (22) +Àrd-sgoil Ulapuil (30)	ÀM TÒISEACHAIDH AIG 1430 Start time 1430 **BS BHAIL' ÙR AN T-SLÈIBH** **Newtonmore PS – public performance** +Àrd-sgoil Ceann a' Ghiùthsaich TBC

SEACHDAIN/week 3/3		
	MADAINN/morning	**FEASGAR/afternoon**
11/12/17	ÀM TÒISEACHAIDH AIG 1045AM Start time 1045 **B.S. GHILCOMSTOUN** (46) +B.S. WHITEHILLS (7) **Gilcomstoun PS, Aberdeen** with Forfar visiting	
12/12/17	ÀM TÒISEACHAIDH AIG 09:30 Start time 0930 **B.S. BRUACH NA MUILNE (37)** **Millbank PS, Nairn** + Cuireadh do Acadamaidh Inbhir Narainn	ÀM TÒISEACHAIDH 1330 Start time 1330 **TALLA A' BHAILE, INBHIR PHEOFHAIREAN** **Dingwall Town Hall** + Bun-sgoil Inbhir Pheofharain (69) + Bun-sgoil Chnoc na Creige (44) + Àrd-sgoil Inbhir Pheofharain (30?) TBC +Cuireadh do Àrd-sgoil Alanais
13/12/17	ÀM TÒISEACHAIDH AIG 1000AM Start time 1000 **THE VENUE, ÀRD-SGOIL PHORT RÌGH** + BS Chille Mhoire (22) +BS Stafainn (20) + BS Dhùn Bheagain (13) + BS Phort Rìgh (121) + Àrd-sgoilearan Port, S.1 (T.B.C.) **The Venue, Portree High School Theatre**	ÀM TÒISEACHAIDH 1:45 Start time 1345 **AN TALLA MÒR, SMO** + B.S. SHLÈITE (69) **Old Performance Space – The Big Hall, Sabhal Mòr Ostaig**
14/12/17	ÀM TÒISEACHAIDH AIG 1100AM Start time 1100 **B.S. GHÀIDHLIG LOCH ABAR (80)** **Lochaber Gaelic School, Caol, Fort William**	ÀM TÒISEACHAIDH AIG 7f Start time 7pm **IRONWORKS, INBHIR NIS** (Taisbeanadh Poblach / Public Performance) **Inverness**
15/12/17	**2 THAISBEANADH AIG** **B.S.G.I.** **2 performances 09.15 & 11.15** **BUN-SGOIL GHÀIDHLIG INBHIR NIS (232)** ÀM TÒISEACHAIDH AIG 0915 ÀM TÒISEACHAIDH AIG 1115 **Inverness Gaelic School, Slackbuie**	

Fèisean nan Gàidheal

Tasgadh: Traditional Arts Small Grants

Number on Agenda: 4.2017.02(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.

Second Round for 2017-18

The second deadline for 2017-18 grant applications was 27 October. At that date, we had received 23 applications seeking grants totalling £20,784 for projects worth a total of £54,553

The following artforms were covered:

Dance	1
Storytelling	2
Music	6
Multi-artform	14

The panel met on 14 November to make decisions on the applications. The following applicants were successful:

APPLICANT NAME	PROJECT SUMMARY	ARTFORM	TOTAL BUDGET	AMOUNT APPLIED FOR	DECISION
Glasgow Folk-Music Workshop	Part-time internship teaching trad music	Music	£1,500	£1,000	£1,000
Jenni Wren	"6 feet, 3 shoes" performance and cèilidh	Multi	£2,695	£1,000	£900
Sophie Isaacson	Àros na Fèinn Weekend in the Wild	Multi	£1,010	£650	£350
Fèis Rois	Storytelling/singing workshops	Multi	£5,500	£885	£885
Tobar an Dualchais	3 radio programmes about the Uists	Multi	£1,500	£1,000	£675
F Thomsen & L McMonagle	"Community and Stardust" Tour of Scotland	Music	£4,850	£1,000	£1,000
Hielan' Toe	Develop new piece of dance	Dance	£1,391	£995	£995
Interrobang	Field Work - night of song & storytelling	Multi	£1,264	£964	£700
An Airigh	Develop & create trad arts resources	Multi	£2,100	£1,000	£1,000
Alasdair Whyte	Two song residencies	Music	£1,018	£768	£768
Aberdeen Strathsypey & Reel	Oral History Project	Music	£1,200	£650	£650
Fèis Fhoirt	Music, dance, drama & language sessions	Multi	£5,040	£1,000	£1,000
Artsplay Highland	The "Burns Day Ceilidhs" Project	Multi	£1,017	£915	£750
Aros Community Theatre	Performance opportunities for young people	Multi	£1,400	£1,000	£750
Ciaradh na h-Oidhche	Evening Twilight project	Multi	£5,850	£1,000	£1,000
Meur Loch Ìu	Monthly Gaelic song workshops	Music	£1,542	£862	£862
			£38,877	**£14,689**	**£13,285**

Further Rounds in 2017-18

There will be one further deadline date for applications during 2017-18, that being 2 February 2018 when we will have £9,060 left to distribute.

Action Required

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

Arthur Cormack
CEO
December 2017

Fèisean nan Gàidheal

Creative Scotland Annual Review

Agenda Item: 4.2017.02(f)

Reason for Paper

Information for Board members on the annual review of our work carried out by Creative Scotland.

Background

Creative Scotland has an annual review process in place which entails the completion of an annual report, based on outcomes agreed within our contract, and a formal meeting with our Lead Officer.

2017 Outcomes and Meeting

The progress report submitted to Brian Ó hEadhra is included in the following pages.

The information we received from Creative Scotland indicates that in this current year, where they have an ongoing RFO relationship and are also in the process of assessing applications for the 2018-21 network, they will not be organising the annual review meetings with the current portfolio of organisations until early in 2018.

Creative Scotland were keen to stress that information provided in the update for 2017-18 will not be used as part of the 2018-21 RFO decision making process.

Action required

Board members are asked to note the information from Creative Scotland and the content of the report submitted.

Arthur Cormack
CEO
December 2017

RFO Progress Report Template

1. Progress this year (2017/18)

a) How do you feel you have progressed overall this year (2017/18) against the artistic goals and milestones agreed in your Funding Agreement?

Although we are only halfway through the year, delivery of our programme is progressing well. As usual, we report each quarter as to how we are delivering the main areas of our agreement with Creative Scotland and other funders. Reports are circulated to relevant Creative Scotland personnel and also contain management accounts and a breakdown of grants paid to Fèisean. The report for Q1 (to 30 June 2017) has been circulated and the Q2 report (to 30 September) will be available early in November.

b) Are there any aspects of your work that you would particularly highlight in terms of:

- **Excellence and Experimentation**

- Two Fèisean - Fèis Spè and Fèis Ghallaibh - were awarded funding from our Development Fund. Fèis Spè is striving to deliver a year-round enhanced programme in its areas while Fèis Ghallaibh has expanded its workshops programme.
- This year's Blas new commission offered a Gaelic writer the opportunity to tell the story of Rev William Matheson and incorporate the songs he collected sung by a range of Gaelic singers.
- The annual Gaelic Drama Summer School took take place in Portree from 3 to 14 July. 14 participants took part.

- **Accessing and Enjoying Creative Experiences**

- 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.
- Demand is still high for musical instrument hire during the time of the Fèisean and we a large number of instruments hired out at other times of the year.
- Disclosure checks are done centrally and we continue to carry them out for individual Fèisean with 33 in Q1.
- 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.
- 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.
- 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.
- Each Fèis has at least one public performance - most have two – costs of which are supported through the 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.
- Fèisean nan Gàidheal supported 8 Cèilidh Trails during the summer months and they played at a huge variety of events – large and small – across nearly 200 venues.

- Blas took place in September with several highlights and performances in the Western Isles for the first time. We have not yet collated all the data regarding box office income and numbers attending. We also ran a schools programme alongside the main concert programme.
- Meanbh-Chuileag is currently touring schools with a Gaelic play entitled 'Am Prionnsa Bòidheach Fo Chasaid'

- **Creative Scotland's Connecting Themes: i.e.**

- **Creative learning**
- 3 Fèis tutors have been involved in 10 training sessions in Q1.
- A training workshop was held for music tutors in August.
- The development of a new tutor training course has been completed and there will be a train the trainer session in November
- A series of Gaelic language training sessions for Fèis tutors has yet to be organised.
- We hope to continue the Furan project, which will develop those skills among the young people involved. We are currently exploring funding sources.
- Cèilidh Trail participants underwent a week of intensive training at Fèis Alba in July, preceded by some weekend training events organised in their own localities.
- Elements of music business training were built into Fèis Alba in July and we will offer further training, as necessary.
- Fèisgoil has been busy in 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.
- Fèisgoil is doing some further work with Historic Environment Scotland in Edinburgh Castle and Bun-sgoil Taobh na Pàirce.
- Traditional Music tuition in all Highland Council primary schools is continuing in school year 2017-18 but with a reduced number of sessions due to cuts in YMI funding.
- 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 provided further residential opportunities. We also hope to run 5 Latha nan Oileanach for students at a suitable time of the year.

- **Equalities, diversity and inclusion and how the implementation/delivery of your EDI plan has gone**
- Our board received a report at their September meeting outlining progress in the delivery of our EDI Plan, which is ongoing. The report is appended and while some elements are behind schedule most of the plan is being delivered within the timescale envisaged.

- **Digital**
- The majority of our communication is now carried out digitally. We have produced two newsletters to date in 2017-18, which was distributed electronically, as was our Annual Report. We use our website, social media and Mailchimp to promote events and other initiatives.
- FèisTV has been established and we tendered commissions for new online teaching courses. We streamed two events from Blas 2017 and intend to stream this year's Gaelic pantomime in December.
- 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, accessing them digitally.

- **The environment**
- 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.
- 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.
- We genuinely make use of digital technology to cut down on the need to travel, keeping carbon emissions in check.
- Our Green Champion attended a session with Creative Carbon Scotland and the idea of a Green Team has been discussed with staff. We are also aware of plans to introduce Carbon Reduction Plans for RFOs.

c) Are there any aspects of your work or operations that you would like to highlight as examples of good practice that could be shared with the rest of the sector?

Particular successes have been the Fuaran Gaelic song project and the establishment of FèisTV and, eventually, streaming our first events on the channel.
There continues to be demand for the Tasgadh grants which we distribute on behalf of Creative Scotland offering streamlined applications and swift decision-making.
Fèisgoil has taken off and we are now offering Gaelic tuition, utilising the arts, in a large number of schools and collaborating with local authorities, public bodies and An Comunn Gàidhealach.

There has been some comment of late, in the context of discussions around the Scottish Government's Culture Strategy, about the need to ensure regular, longer-term support for Fèisean nan Gàidheal.

This is not something we have been actively pursuing. While there has always been a degree of uncertainty between funding cycles, the organisation has been fortunate to have benefitted from investment from a range of agencies over the years and it will would continue to seek that. However, we have mentioned in our two previous Programme Plans the there may be a case for Fèisean nan Gàidheal's work to be recognised more formally, as articulated in Creative Scotland's *Music Sector Review*:

Notwithstanding the different organisational bases on which they operate they can only operate as long-term flagships and development organisations with some assurance of core funding. Five professional National Performing Companies are all permanently funded by the Scottish Government in recognition of their flagship status. Whilst not proposing that the national youth companies should be moved away from the aegis of Creative Scotland, we suggest it is reasonable that they should be seen in the same light as permanent national institutions.

It is interesting to observe the recent support for Sistema Scotland, enabling the organisation to work in socially challenged areas using classical music as a means of engaging young people in overcoming difficulties and building confidence in themselves and their communities. The Fèisean have also done that, using traditional music and Gaelic arts, over the 30+ years of their existence. Of 37 Fèisean within the area covered by Highlands & Islands Enterprise, 21 are in HIE Fragile Areas. Those communities may not have the same challenges as Raploch and Govanhill, but they undoubtedly have challenges which Fèisean have contributed to overcoming.

We will continue to participate in these discussions initiated by others as the development of the Scottish Government's Culture Strategy continues.

d) Have you encountered any particular difficulties or issues in the delivery of your artistic plans this year?

Establishing FèisTV has been more difficult than envisaged. We hoped to get a ScotGrad year-long graduate placement but failed to attract a suitable candidate. We will have to look at other ways to develop the service.

e) Have you encountered any particular difficulties or issues in the delivery of your financial/governance plans this year?

Local authority funding was an issue at the beginning of the financial year, particularly with proposed cuts by The Highland Council for Blas and YMI. In the end the Blas cuts were not implemented, but the YMI cuts were. This means fewer traditional music lessons in Highland schools while other genres remain unscathed.

2. Risk Assessment (2017/18)

a) On the basis of the comments you have provided how would you assess the level of risk to your operations against the following criteria in 2017/18:

		Please select
Low	Variations in dates or locations of planned activity but, overall, retaining the scale and scope of artistic and financial plans as detailed in your funding agreement.	√
Medium	Variations to the scale, scope and financing of activity for either internal or external reasons and which impact on delivery outcomes but are not of operational concern.	
High	Variations to the scale, scope and financing of activity for either internal or external reasons which are of operational concern.	

3. Working Together (2017/18)

a) How would you describe your relationship with your Lead Officer this year?

The relationship with our Lead Officer, Brian Ó hEadhra, has been good over the past two and a half years. We have been involved in a number of strategic meetings at his invitation, including discussions around a Hebridean Gaelic Arts Network, and we have a steady flow of information about various initiatives that we could support or benefit from. We continue to work closely with Brian on the Tasgadh Fund and both he, and Fèisean nan Gàidheal's CEO, are members of Creative Scotland's Traditional Arts Advisory Group.

b) How would you describe your relationship with Creative Scotland overall this year?

We have enjoyed a good relationship with Creative Scotland:

- Fèisean nan Gàidheal's CEO is a member of Creative Scotland's Traditional Arts Advisory Group and takes part regularly in meetings of that group which ensures regular interaction with a variety of people from Creative Scotland and the traditional arts sector

- We have provided information for the Annual Statistical Survey
- We have offered images for Creative Scotland publications
- We enjoyed the support of the CEO when there was a threat to our Blas Festival funding
- Our lead officer facilitated a meeting with Claire Byers in May when we had the opportunity to speak to her about the breadth of work in which we are involved
- Fèisean nan Gàidheal's CEO attended the Creative Scotland reception at the Scottish Parliament.

c) Would like to make any recommendations on how your relationship with your Lead Officer or Creative Scotland could be improved in the coming year?

We are largely content with how things are although, as ever, it would be nice to see Creative Scotland personnel other than our lead officer at some of our events. We do realise geography is challenging but that is an area we feel should be addressed so that a range of Creative Scotland personnel can experience our work first-hand.

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: 4.2017.03

This report includes:	**Action Required**
Agenda Item: 4.2017.03(a)	
Income and Expenditure 2017-18 with transactions to 31 October 2017	For Noting and Discussion
Agenda item 4.2017.03(b)	
Current bank balances will be confirmed at the meeting	Verbal for Noting
Agenda item 4.2017.03(c)	
Management accounts to 30 September 2017, prepared by Mann Judd Gordon	For Noting and Discussion
Agenda item 4.2017.03(d)	
Grants pledged to Fèisean for 2017-18	For Noting

Anne Willoughby
Executive Manager
December 2017

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

Agenda Item 4.2017.03(a)

INCOME	2017-18	PERIOD	ACTUAL	DIFFERENCE	NOTES
Core Grants	£ 345,160.00	£ 201,347.33	£ 260,160.00	£58,816.67	1
Management Fees	£ 91,000.00	£ 53,088.33	£ 91,500.00	£38,416.67	2
Grants Scheme	£ 197,965.00	£ 115,479.58	£ 149,465.00	£33,985.42	3
Fèis Development Fund	£ 33,000.00	£ 19,250.00	£ 33,000.00	£13,750.00	
Annualised Hours	£ 13,035.00	£ 7,603.75	£ 13,035.00	£5,431.25	
Traditional Arts Small Grants Scheme	£ 35,000.00	£ 20,416.67	£ 27,125.00	£6,708.33	
Training	£ 7,500.00	£ 4,375.00	£ 5,000.00	£625.00	
Fèisgoil	£ 284,500.00	£ 165,958.33	£ 256,303.12	£90,344.79	4
Blas Festival	£ 189,903.00	£ 110,776.75	£ 186,441.86	£75,665.11	5
Other Earned Income	£ 12,800.00	£ 7,466.67	£ 7,009.91	-£456.76	
Support Cèilidh Trails	£ 67,000.00	£ 39,083.33	£ 65,962.32	£26,878.99	6
Gaelic Residential Events	£ 63,069.00	£ 36,790.25	£ 38,290.22	£1,499.97	
Gaelic Song-writing, Archiving, Innovations	£ 9,000.00	£ 5,250.00	£ 9,000.00	£3,750.00	
Showcase and International Opportunities	£ 13,000.00	£ 7,583.33	£ 3,000.00	-£4,583.33	
Resources and Digitisation Programme	£ 2,500.00	£ 1,458.33	£ 2,500.00	£1,041.67	
Press/PR/Website Updates/Newsletter	£ 1,000.00	£ 583.33	£ 1,000.00	£416.67	
Fèisean Payroll Services	£ 0.00	£ 0.00	£ 0.00	£0.00	
Income still to be raised	£ 28,050.00	£ 16,362.50	£ 3,404.98	-£12,957.52	
TOTAL INCOME	**£ 1,393,482.00**	**£ 812,864.50**	**£ 1,152,197.41**	**£339,332.91**	
EXPENDITURE					
RUNNING COSTS					
Staff Salaries	£ 305,010.00	£ 177,922.50	£ 179,984.89	£2,062.39	
NIC Contributions	£ 25,000.00	£ 14,583.33	£ 16,544.78	£1,961.45	
Pension Contributions	£ 16,000.00	£ 9,333.33	£ 8,819.25	-£514.08	
Fèisean Services Staff Wages and NI	£ 0.00	£ 0.00	£ 0.00	£0.00	
Staff Travel, Accommodation & Subsistence	£ 21,000.00	£ 12,250.00	£ 10,370.94	-£1,879.06	
Office Rent & Rates	£ 29,000.00	£ 16,916.67	£ 19,628.21	£2,711.54	
Stationery, Printing, Postage & Photocopiers	£ 13,000.00	£ 7,583.33	£ 9,370.29	£1,786.96	

Utilities	£ 14,000.00	£ 8,166.67	£ 9,117.53	£950.86	
Board Expenses	£ 4,000.00	£ 2,333.33	£ 1,248.16	-£1,085.17	
Implementation of Child Protection Policy	£ 9,000.00	£ 5,250.00	£ 6,320.00	£1,070.00	
Insurance	£ 7,500.00	£ 4,375.00	£ 0.00	-£4,375.00	
Sundry Expenses	£ 2,000.00	£ 1,166.67	£ 1,537.97	£371.30	
Accountancy & Bank Charges	£ 7,000.00	£ 4,083.33	£ 491.32	-£3,592.01	
Professional Fees	£ 3,000.00	£ 1,750.00	£ 2,837.50	£1,087.50	
Instrument Bank Maintenance	£ 2,500.00	£ 1,458.33	£ 1,483.40	£25.07	
Additional Support Needs/ Inter-Fèis Activities	£ 2,000.00	£ 1,166.67	£ 2,181.99	-£606.67	
Capital Expenses	£ 3,000.00	£ 1,750.00	£ 2,181.99	£431.99	
PROGRAMME COSTS					
Grants Paid Out	£ 201,000.00	£ 117,250.00	£ 106,773.00	-£10,477.00	
Annualised Hours	£ 10,000.00	£ 5,833.33	£ 6,201.50	£368.17	
Fèis Development Fund	£ 33,000.00	£ 19,250.00	£ 31,771.60	£12,521.60	
Traditional Arts Small Grants Scheme	£ 35,000.00	£ 20,416.67	£ 13,281.50	-£7,135.17	
Traditional Arts Small Grants Scheme Management Fee	-£ 3,500.00	-£ 2,041.67	-£ 3,500.00	-£1,458.33	
Training Programme	£ 7,500.00	£ 4,375.00	£ 4,640.51	£265.51	
Training Programme Management Fee	-£ 2,000.00	-£ 1,166.67	-£ 2,000.00	-£833.33	
Fèisgoil	£ 284,500.00	£ 165,958.33	£ 146,192.71	-£19,765.62	
Fèisgoil Management Fee	-£ 45,000.00	-£ 26,250.00	-£ 45,000.00	-£18,750.00	
Annual Conference	£ 9,000.00	£ 5,250.00	£ 8,150.15	£2,900.15	
Blas Festival	£ 189,903.00	£ 110,776.75	£ 184,418.61	£73,641.86	7
Blas Festival Management Fee	-£ 10,000.00	-£ 5,833.33	-£ 15,000.00	-£9,166.67	
Support Cèilidh Trails	£ 67,000.00	£ 39,083.33	£ 46,180.42	£7,097.09	
Cèilidh Trails Management Fee	-£ 7,000.00	-£ 4,083.33	-£ 7,000.00	-£2,916.67	
Gaelic Residential Events	£ 63,069.00	£ 36,790.25	£ 57,250.30	£20,460.05	
Gaelic Residential Events Management Fee	-£ 14,000.00	-£ 8,166.67	-£ 14,000.00	-£5,833.33	
Gaelic Song-writing, Archiving, Innovations	£ 9,000.00	£ 5,250.00	£ 571.13	-£4,678.87	
Gaelic Song-writing, Archiving, Innovations Management Fee	-£ 5,000.00	-£ 2,916.67	-£ 5,000.00	-£2,083.33	
Press/PR/Website Updates/Newsletter	£ 1,000.00	£ 583.33	£ 1,284.19	£700.86	
Showcase & International Opportunities	£ 13,000.00	£ 7,583.33	£ 0.00	-£7,583.33	
Showcase & International Opportunities Management Fee	-£ 4,000.00	-£ 2,333.33	£ 0.00	£2,333.33	
Resources and Digitisation Programme	£ 2,500.00	£ 1,458.33	£ 0.00	-£1,458.33	

Resources and Digitisation Management Fee	-£ 500.00	-£ 291.67	£ 0.00	£291.67	
Contingency	£ 5,000.00	£ 2,916.67	£ 0.00	-£2,916.67	
SUB-TOTAL EXPENDITURE	**£ 1,302,482.00**	**£ 759,781.17**	**£ 785,711.85**	**£25,930.68**	
Management Fees	£ 91,000.00	£ 53,083.33	£ 91,500.00	£38,416.67	8
TOTAL EXPENDITURE	**£ 1,393,482.00**	**£ 812,864.50**	**£ 877,211.85**	**£64,347.35**	
Transfer to Reserves	£ 13,650.01	£ 7,962.51	£ 13,725.00	£5,762.49	
SURPLUS/(DEFICIT)	**£ 0.00**	**£ 0.00**	**£ 274,985.56**	**£274,985.56**	

Notes:

1. £441,667 off £466,667 annual core funding received from Creative Scotland
2 & 8. All management fees are recovered from projects in August every year
3. Creative Scotland Core funding allocated based on Grants Scheme expenditure
4. Fèisgoil - Funding from Highland Council (£23,356) & Scottish Government (£18,100) c/fwd, Highland Council YMIS 17/18 (£160,000) received in August
5 & 7 Blas Festival, nearly all income received and all expenditure incurred
6. Cèilidh Trail funding in place but still to incur some additional expenditure

Fèisean nan Gàidheal

Management Accounts to 30 Sultain 2017

Agenda Item: 4.2017.03(c)

Fèisean nan Gàidheal
Consolidated Management Accounts
Quarter ended 30 September 2017

STATEMENT OF FINANCIAL ACTIVITIES

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	ICT project - *restricted fund*	Development Fund- *restricted*	Tasgadh Fund- *restricted fund*
INCOME AND ENDOWMENTS									
Creative Scotland	374,174	341,667	20,000	5,000					7,507
Highland Council	213,831	2,897	34,934		160,000	16,000			
Comhairle nan Eilean Siar	12,800	12,800							
Argyll & Bute Council	0								
Highland & Islands Enterprise	73,034	54,993	14,041			4,000			
Bord na Gaidhlig	62,000	9,751	25,000			27,249			
Membership fees	740	740							
Sale of publications	190	190							
Instrument bank revenue	2,866	2,866							
Fèisgoil - earned income	35,726				35,726				
Celtic Neighbours	8,662	8,662							
Management charges	81,500	81,500							
Box office / concerts	11,057		11,057						
Other income	12,229	5,566	2,122			4,541			
Bank interest received	18	18							
Total incoming respources	**888,827**	**521,649**	**107,154**	**5,000**	**195,726**	**51,790**	**0**	**0**	**7,507**
RESOURCES EXPENDED									
Charitable activities									
Wages	155,619	155,619							
Employer's National Insurance	11,068	11,068							
Pensions	7,601	7,601							
Child protection costs	5,440	5,440							
Training	2,333			2,333					
Resources	5,867				5,867				
Fèisgoil - delivery costs	50,852				35,952			14,900	
Archiving project	571	571							
Sgoil Shamhraidh	17,949					17,949			
Ceilidh trails - other costs	2,141	2,141							
Meanbh-chuileag / Pantomime	2,813	2,813							
Tachartasan Comhnaidh	8,155					8,155			
Meanbh Feis	1,219				1,219				
Drama air Chuairt	11,134				11,134				
Management charges	81,500	7,000	10,000	2,000	45,000	14,000			3,500
Blas - Artistes costs	30,750		30,750						
Blas - Travel and support	10,154		10,154						
Blas - PA & Lighting	860		860						
Blas - Venue hire	425		425						
Blas - Promotion	18,344		18,344						
Blas - Project manager	6,050		6,050						
Blas - Artistic director	0								
Blas - Commissions	0								
Blas - Feis TV equipment	21,976		21,976						
Grants to Feisean	118,109	118,109							
Grants for Tasgadh Fund	4,007								4,007
Grants for Ceilidh trails	33,507	33,507							
Instrument bank costs	1,337	1,337							
	609,781	345,207	98,559	4,333	99,172	40,104	0	14,900	7,507
Support costs									
Office rent	18,109	18,109							
Insurance	0								
Light and heat	1,690	1,690							
Telephone	6,719	6,719							
Printing postage & stationery	7,940	7,940							
Advertising	652	652							
Sundries	1,147	1,147							
Website	1,247	1,247							
Staff travel and expenses	8,623	8,623							
Capital costs	310	310							
Depreciation	3,760						3,760		
Bank charges and interest	202	202							
Audit & accountancy	3,650	3,120	530						
Committee expenses	1,248	1,248							
Annual conference	7,556	7,556							
Legal & professional fees	1,385	1,385							
	64,237	59,947	530	0	0	0	3,760	0	0
Total resources expended	**674,018**	**405,153**	**99,089**	**4,333**	**99,172**	**40,104**	**3,760**	**14,900**	**7,507**
Net incoming / (outgoing) resources - for the six months ended 30 September 2017	**214,809**	**116,496**	**8,065**	**667**	**96,554**	**11,686**	**(3,760)**	**(14,900)**	**0**
Funds at 1 April 2017 - unrestricted	184,051	184,051							
Funds at 1 April 2017 - restricted	45,689						12,689	33,000	
Total funds at 30 September 2017	**444,549**	**300,547**	**8,065**	**667**	**96,554**	**11,686**	**8,930**	**18,100**	**0**

Fèisean nan Gàidheal
Consolidated Management Accounts
Quarter ended 30 September 2017

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	ICT project - *restricted fund*	Development Fund- *restricted*	Tasgadh Fund- *restricted fund*
BALANCE SHEET AS AT 30 SEPTEMBER 2017									
Fixed assets									
Computer equipment - cost	32,870								
Computer equipment - depreciation b/fwd	(20,181)								
Computer equipment - depreciation charge	(3,760)								
	8,930								
Current assets									
Grants receivable	41,882								
Prepayments	0								
VAT	929								
	42,811								
Bank accounts									
FnG current account	2,599								
FnG high interest account	402,420								
Blas Festival current account	7,490								
	412,509								
Current liabilities									
Trade creditors	(30)								
Grants to Feisean awarded but unpaid	0								
PAYE & National Insurance	(8,780)								
Accrued expenses	(10,890)								
	(19,700)								
Net assets as at 30 September 2017	**444,549**								

Grants to Fèisean 2017-18 at 31.10.2017

Agenda Item: 4.2017.03(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	£ 500.00	£ 14,329.50	£ 6,594.75	**£ 7,734.75**
Fèis Chataibh	√		£2,680.00	£1,923.00	£4,251.00	40	£ 330.00	£ 200.00	£ 9,384.00	£ 6,893.00	**£ 2,491.00**
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	£ 3,246.50	**£ 1,691.00**
Fèis Òigridh na Mara	√	√	£168.00	£121.00	£4,041.00	70	£ 577.50	£ 0.00	£ 4,907.50	£ 3,830.00	**£ 1,077.50**
Fèis Inbhir Narann	√		£1,114.00	£799.00	£4,204.00	70	£ 577.50	£ 474.00	£ 7,168.50	£ 2,865.00	**£ 4,303.50**
Fèis Spè	√		£2,610.00	£1,871.00	£4,155.00	0	£ 0.00	£ 29,833.00	£ 38,469.00	£ 35,474.00	**£ 2,995.00**
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**	**£31,207.00**	**£123,043.00**	**£82,087.75**	**£40,955.25**
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	£ 4,079.25	**£ 1,329.25**
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**	**£24,209.25**	**£11,283.75**
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	£ 876.00	£ 11,327.50	£ 7,837.10	**£ 3,490.40**
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	£ 2,766.50	**£ 1,220.50**
Total Argyll & Bute Council			**£9,555.00**	**£9,000.00**	**£14,565.00**	**230**	**£ 1,897.50**	**£876.00**	**£35,893.50**	**£16,143.60**	**£19,749.90**
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**	**£32,083.00**	**£202,692.50**	**£125,946.10**	**£76,746.40**
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	£ 5,949.00	**£ 3,773.00**
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**	**£22,055.50**	**£26,598.00**
			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**	**£ 32,083.00**	**£ 243,083.00**	**£ 144,496.10**	**£ 98,586.90**

Fèisean nan Gàidheal

Funding Agreements

Agenda Item: 4.2017.03(e)

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 current 3-year agreement with the organisation.

A letter is following giving a further update on the situation with regard to our 2018-21 regular funding application, a decision on which has now been delayed until the end of January 2018.

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.

Although HIE offered additional funding through the ScotGrad scheme towards a year-long graduate placement to help establish FèisTV, after two attempts at advertising we failed to find a suitable candidate.

Dialogue with HIE is quite advanced regarding a new 3-year agreement from April 2018. At present HIE is preparing an economic impact assessment in order to make a case for final approval of funding.

3. Bòrd na Gàidhlig

Bòrd na Gàidhlig has continued to make payments to us in line with our agreement.

We were invited to make applications for additional projects in November and two were submitted. One is for digitisation of teaching resources (£8,500) and the other for continuation of Fuaran (£12,000). We expect to know the outcome of these applications in December.

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 £160,000 from The Highland Council to deliver the Youth Music Initiative contract in schools for 2017-18.

Cllr Alasdair Christie, Chair of the council's People Committee, has requested a paper with options regarding future funding of the Blas Festival. Following a recent meeting of the Board of Blas Festival Ltd, Morag Anna Macleod Mitchell, our Lead Officer at The Highland Council, will be working with me in preparing the options paper.

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

The agreed £32,000 for 2017-18 has now been paid in full.

Pat McCann has moved to LiveArgyll, a new arms-length organisation set up by Argyll & Bute Council and we are being looked after, for now, by Rona Gold at the council.

7. Scottish Government

At the last meeting I reported that the Scottish Government had approved £45k towards three projects and this has now been paid in full.

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 £100,000 and we need to have an application in place by mid-December.

Action Required

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

Arthur Cormack
CEO
December 2017

Update on Regular Funding 2018-21
20 November 2017

This is a short update on Regular Funding 2018-21, following on from our most recent communication on this subject which we published in October.

As noted previously, the Scottish Government will publish its draft budget on 14 December 2017 and Creative Scotland will find out what its budget settlement is on, or shortly after, that date. At that point, we anticipate that further work will be required, regarding how the overall budget is allocated and the final profile of the proposed network of Regularly Funded Organisations (RFOs). We are committed to doing everything we can to announce these decisions as soon as possible after this but it is now clear that this will not be before Christmas.

With this in mind, our planning now means we will announce decisions **by the end of January 2018**.

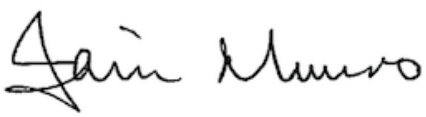
We very much appreciate the issues this creates for many organisations. To help mitigate this, we will:

- extend contracts for all current RFOs until the end of May 2018, based on current funding levels
- agree contracts for 2018/19 for organisations new to the network, to commence on 01 April 2018
- agree contracts for 2018/19 for current RFOs which are successful in their application for Regular Funding 2018-21, to commence by the end of May 2018, and accounting for any changes to funding levels compared to current
- provide transitional funding support for existing RFOs which have been unsuccessful in their application for Regular Funding 2018-21. More details will be provided post-decisions.

As communicated previously, we expect funding for RFOs to reduce in future. This is in part because of the decline in income from the National Lottery and, as such, we still expect to fund fewer organisations than currently. It is likely to also mean that funding awards may not be at the levels requested by organisations, requiring time to negotiate revised plans and agree a funding contract. We therefore suggest that it may be helpful to consider planning a Board meeting for your organisation shortly after our announcement of decisions, to reflect on the outcome.

As always, if anything is unclear regarding Regular Funding, or you would like more information on any other aspect of our work, our Enquiries service is always available to answer any questions you may have.

Best wishes,



Iain Munro
Deputy Chief Executive, Creative Scotland

Fèisean nan Gàidheal

Staff Progress Reports

Agenda Item: 4.2017.05(a)

Name	Arthur Cormack
Position	Chief Executive

Diary commitments since previous meeting

25.09.17 Conversation with Verity Blanchard, 2018 Year of Young People (by phone)
25.09.17 Meeting of Comann nam Pàrant Port Rìgh (Iomairtean)
06.10.17 Meeting with Cllr Alister MacKinnon and Cllr Alasdair Christie
25.10.17 Meeting of Portree Gaelic Primary School Stakeholders' Group (Iomairtean)
27.10.17 Attended Traditional Music Hall of Fame dinner in Glasgow
30.10.17 Conversation with Verity Blanchard, 2018 Year of Young People (by phone)
02.11.17 Meeting in Portree regarding the National Cultural Strategy
07.11.17 Meeting regarding a Gaelic Arts Network
07.11.17 Attended Portree High School Careers Day
09.11.17 AGM and Committee Meeting of Comann nam Pàrant Port Rìgh (Iomairtean)
14.11.17 Meeting with Nicky Sobey, HIE, regarding economic impact assessment (by phone)
15.11.17 Attended the Daily Record/Bòrd na Gàidhlig Gaelic Awards in Glasgow
23.11.17 Meeting of the Board of Blas Festival Ltd
23.11.17 Meeting with Allan Downie, Chair of Fèis a' Bhaile
28.11.17 Meeting with Pelican Design regarding FèisTV, App and music book digitisation

New regulations on data protection

Those of you who were present will recall that I drew Board members' attention to new regulations on data protection under the title General Data Protection Regulation which will come into force on 25 May 2018.

Since then Anne and I have been doing further research into the changes that will be required in our working practices in order to ensure compliance. Scott Moncrieff are offering free training in Inverness which Anne and Moreen will attend. Calum, Eilidh and I already attended a session organised by Bòrd na Gàidhlig.

Once we know what exactly needs to be done, we will bring forward recommendations and a revised policy to the next meeting of the Board in February/March for approval prior in readiness for the new regulations coming into force.

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 Ghallaibh - £200 towards dancing workshops • 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. A number of Fèisean have received support through the Coop community fund over the past year, which has generated sizeable income for their programmes.	
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 with a total audience in excess of 200.	
CS4	Support for new Gaelic song writing	
	Fèis nan Òran will take place in February 2018 at the Fairburn Centre, near to Muir of Ord. Participants will have the opportunity to learn traditional Gaelic song as well as taking part in songwriting workshops and writing music for Gaelic poems. I will be working with Nicola to organise this.	
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. The commission performance at Eden Court was recorded by Radio nan Gàidheal and will be broadcast over the festive period.	
Everyone can access and enjoy artistic and creative experiences		
CS11	Drama workshops and programmes with Meanbh-Chuileag (Gaelic medium or Gaelic related)	
	Meanbh Chuileag toured mainland schools in September/October with the play 'Tearlach fo Chasaid' about Jacobite History and the role of Bonnie Prince Charlie. The second section of the tour will take to the road in the New Year, visiting schools in Skye and the Western Isles. 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. Almost 900 pupils were able to see the play during a two-week period.	
CS12	Gaelic language work at Fèisean with Sgioba G	

	The Sgioba-G model will be developed oiver the next year to ensure that committees have the best support possible from this service and that it is effective in developing the language skills of fèis participants.	
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	
	A new fèis has been established in East Kilbride and I will be working with Rowan to help them organise their first events in 2018. There has been interest from a group of parents in Perth and I have provided them with information about the Fèis movement, Fèisean nan Gàidheal and the support we may be able to give them and I hope to meet them in the near future.	
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. It was an excellent festival and feedback has been most encouraging with a strong programme appealing to all ages. In total there was 38 concerts with a schools and communities programme in addition to this with a total audience of 11,1134. There was a Blas boad meeting on the 23rd November and ahead of this I prepared a report with information and stats for this year's festival.	
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 Karen and I will shortly be undertaking conversations with students to identify the most suitable dates and location to ensure that we are able to go ahead with this event which presents an excellent opportunity for Gaelic speaking students.	
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. The Fèisean have now been re-allocated between the officers and I have been having regular meetings with the development team to ensure that this transition has run smoothly.	
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. As part of the Fèisean development plans the training requirements of committees are identified and recently volunteers have taken part in first-aid, child protection and Gaelic training.	
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 during 2018.	
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. I supported Diane in this role and dealt with the applications and contracts with ScotGrad.	
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. I supported Nicola as she prepared to hold focus groups with Fèis participants earlier in the autumn and I have worked with Arthur in developing our programme aims for the forthcoming application to Creative Scotland.	
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	

	We will be looking to roll out a suite of Gaelic training opportunities for tutors in the new year, including pre-recorded and live video lessons making use of video conferencing and technology to allow us to deliver this training as efficiently and as effectively 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. I recently completed an application to Bòrd nan Gàidhlig for funding towards the development of e-resources which will allow us to create a new song resource and to make our existing paper resources available in a digital format.	
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. Following an invitation from Bòrd na Gàidhlig I completed a full application for the second stage of the Fuaran project which aims to work with at least 6 young people over the next year who will research Gaelic song and traditions of their local area as part of the project. I will also work with Rachel over the next month as we look to submit an application to the Heritage Lottery fund for the further development of our Fuaran project.	
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. We will begin our Inverness Cofaidh is Còmhradh sessions in the New Year.	
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 on the 7th and 18th of December.	
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	
	Up until the end of October 21 Fèisean have deliver a large number of early years workshops.	
BnG7	A Gaelic medium panto to tour at least six areas before 31.03.18	
	The Gaelic pantomime 'Anna Bheag a' Chota Dheirg' (Little Anna of the Red Coat) will tour Gaelic schools between 27 November and 15 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, which has all been 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. Fèis Latharna received £876 for a Cèilidh Trail EP, with £739.60 paid out. Fès Inbhir Narainn Received £474 for support of a musical and information	

	tent at Belladrum Festival. Fèis nan Garbh Chrìochan received £500 for music workshops with Docsa, with £400 paid out.	
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 £29,333 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 £243,083.00 as detailed in the tables provided for Board meetings. Payments totalling £144,496.10 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. 81 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. At the second deadline date, 27 October 2017, £13,285 for 16 projects was granted and the final deadline this year 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. Fèis Chille Brìghde an Ear was granted membership in September 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 asked to complete a certified Equality & Diversity online course as well. We have surveyed 600 tutors and external contractors recently and they have been asked to complete the Equality & Diversity course too.	
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 104 training sessions since 01 April 2017, covering Emergency First Aid, Safeguarding, Board Introduction & Gaelic Language workshops.	
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean	
	99 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. Other training days included Emergency at Work First Aid, GDPR Compliance and writing Press Releases including Social Media.	
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 £33,500 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 37 tutors have taken part in 69 training sessions. 7 tutors took part in a tutor training session, Train the Trainer with Iain Finlay MacLeod on Saturday, 25 November 2017.	
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 to record this.	
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, East Kilbride & 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 £123,042 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. All funding granted has been received from Highland Council.	
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. All funding granted has been received from Comhairle nan Eilean Siar.	
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 £35,893.50 including £9,000 allocated from Argyll & Bute Council provisionally. All funding granted has been received from Argyll & Bute Council.	

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	A whole year course of progressive lesson plans for teaching through our Blasad Gàidhlig sessions is ongoing.	
CS4	This year's Fèisean nan Gàidheal Panto includes a recent composition of mine as well as one of my translations – Haoi-o Nollaig o & Dannsa ri taobh caraid is craobh.	
CS5	This quarter (and right at the end of last quarter) has seen a particularly high level of creative output from Fèisgoil, particularly with the creation of new drama performance workshops by our drama officer, Angus Macleod: (1) a script for the touring performance workshop on the Brahan Seer which was delivered to schools during the Blas festival, and continued its run over the course of three weeks. (2) adaptation of a two-hander based on Bonnie Prince Charlie and the Jacobites which was performed as our Meanbh Chuileag play this year – Teàrlach fo Chasaid with the second half of the tour running in the first quarter of 2018 (3) the 2017 FnG Panto, Anna Bheag a' Chòta Dheirg, based on the tale of Little Red Riding Hood.	
CS6	14 young people took part in the FnG Drama Summer School help in Portree at the beginning of July. We will prepare for the 2018 summer school (2-14 July) early in the New Year.	
Everyone can access and enjoy artistic and creative experiences		
CS9	I consult with Sandy Gray as required and we have collated a separate Fèisgoil PVG	

	database, saved to our shared dropbox.	
CS11	Right at the end of last/start of this quarter our drama officer delivered Fèisean nan Gàidheal's Gaelic language support tour of schools who had chosen Gaelic as their L2 or L3 and ran for almost three weeks, delivering 35 sessions in 14 schools close to the Black Isle. In the FTMG sector, our two-hander Tèarlach fo Chasaid toured 26 schools in Argyll, Perthshire, Aberrdeenshire, Central Belt and Highland with a further three week tour scheduled for the spring to take in Skye and the Western Isles.	
CS12	Blasad Gàidhlig progressive sessions are available for sharing with any/all Fèisean.	
CS13	Financial year 2017/18 : Hùb Hàb early years touring performances took place in term 4 of the school year 2016/17. 2018/19 Hùb Hàb will take place in Term 4 of school year 2017/18. 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. I am in the process of setting up a steering group for the Blasad Gàidhlig early years language learning sector.	
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, organised one event and attended 12 Blas 2017 events as either audience member, rep or bean-an-taighe.	
CS20	Although not this quarter - 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 MacGregor run whenever possible, although other work commitments sometimes mean that a weekly lesson is not possible. I will attend a staff training session on the 7th Dec.	
CS26	We continue to recruit young folk through our Blasad Gàidhlig and other Fèisgoil activities – two new tutors for this year's HES collaborative projects have been secured – Calum Macdonald and Catherine Tinney.	
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	See my September report. Blas 2018 is again awaiting approval from funders.	
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. The Panto will be streamed for FèisTV during the public performance at Ironworks, Inverness.	
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	Training the trainer event took place in Inverness on 25th Nov. Led by Iain F Macleod as commissioned by Fèisean nan Gàidheal, 6 prospective trainers signed up for the day-long course.	
CS38	This quarter: **Fèisgoil dràma services** – workshops and tours through **Sporan**, (for schools with Gaelic as L3 in the Black Isle), **Meanbh Chuileag**, **TòG** – An Lab – one immersion day	

	and two scratch drama days held in Eden Court at the beginning of November and the touring **Panto**, this year extended from two to three weeks. **Fèisgoil music services**: **YMI** (most regions have delivered their 8 week block during this quarter), **Seinn** in Skye (support for the National Mòd and now into support for Christmas performances), **Mòd Academy** in Lochaber and I also attend **TMF** and **MEPG**. Discussions are properly underway regarding Learning to Sing, Singing to Learn and I am drawing up a budget for this. In addition, I am collating a new resource for schools of Christmas songs – it was hoped to have this ready in time for Christmas 2017 but looking more likely to be ready as a support package for next year's end of term winter performances. Taisbeanadh BSGLA, in partnership with THC and Riaghaltas na h-Alba is finally underway with a date for performance set as 21/22 March 2018. **Fèisgoil language services** – Blasad Gàidhlig – using all arts – we are still regularly delivering in Falkirk to our 7 schools and have started in Fife where we have two tutors delivering in three schools. Highland Council have granted us the contract to deliver support through Blasad Gàidhlig to 70+ schools who have chosen Gaelic as L3. This will be rolled out across the change of financial year – part falling in 2017/18 and part falling in 2018/19. In North Lanark, similar to the previous academic year, we are preparing to deliver four one-off days across the remainder of this school year, the first taking place the first week in December, in Gartcosh primary with a concentrated intensive Gaelic day delivered by a different tutor on each occasion. This service being match-funded by North Lanark Council is being offered by the council to other primary schools looking for support with Gaelic acquisition and encouraging positive attitude. Public bodies – we have delivered GAT (Gaelic Awareness Training) to National Libraries & Museums of Scotland with a further session scheduled for January. We have recently been appointed Gaelic Consultant to the Scottish Government's Minority Language Training programme, led by Ishbel MacFarlane of O is for Hoolet at the end of January. HES – we are working towards three projects for 2018 (with initial introductory session on 30 Nov to teachers on the GLPS course being delivered for us by Catherine Tinney)	
CS39	YMI 2017/18 sessions have been delivered with only a few still to run.	
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 – in	

	discussions with MEPG as we finally know format (video). Also working on a new Christmas song resource for FTMG primary schools.	
CS49	See CS48	
CS50	See CS48	
CS51	See CS47	
HIE Deliverables		
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service		
HIE1	See CS38	
HIE2	See CS13	
HIE3	SSD, Guth nan Gàidheal & 5latha + 5latha nan oileanaich (but not this quarter) – and not Fèisgoil projects (apart from 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.	
Enhancement of skills and creative talent/youth employment		
HIE12	See CS36	
HIE13	Train the trainer, Iain F macleod – pilot took place earlier in the year and first training day took place on nov 25th with 6 tutors in attendance.	
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	Tac an teine and Cofaidh is Còmhradh – opportunities to engage with community. Looking to restart Cofaidh is Còmhradh. Tac an teine running successfully with Calum Alex taking lead.	
BnG3	I have weekly (when work permits) Gaelic lessons with Janet MacGregor and a collective staff training day scheduled for 7th Dec.	
BnG7	Our Panto 2017 is extending the tour to three weeks from the usual two and, in response to our attempt to visit all FTMG schools at least once every three years, for the first time we will take in Islay and Tiree. All schools on Islay have been invited to the performance to strengthen earlier links made through Blasad Gàidhlig (see May 2017 report). We have had to charter a flight to make visiting these schools within the given timeframe possible.	

BnG8	Our drama workshops continue and to date, excluding our TÒG project but through FDEG, Hùb Hàb, our SPORAN project (Coinneach Odhar), Meanbh Chuileag and the panto we have delivered 131 sessions so far this financial year.	
BnG9	Our Eden Court collaborative project, TÒG, took a different form this year – an immersion day took place on 26/09/17 & TÒG An Lab (2 days of scratch drama) ran on 2nd & 3rd of November at Eden Court. The immersion day attracted 14 teenagers and the An Lab days had 11 secondary school children take part. In addition our drama officer ran two sessions in Tain Royal Academy before the summer.	
BnG10	Meanbh Chuileag 2017 FTMG – Teàrlach fo Chasaid - three weeks of this tour have run – 29 performance workshops were delivered to more than 850 primary age children going through FTMG. A further three weeks are scheduled for Spring 2018.	
BnG11	Our Gaelic learners' theatre-in-education project, SPORAN, delivered in September by our drama officer, Angus Macleod, visited 14 schools with 35 workshops delivered to 889 children.	
BnG12	See Quarterly Report for September 2017	
BnG14	See Quarterly Report for September 2017	
BnG15	As expected.	
BnG16	There were 14 teenagers involved in SSD17. Work will start on publicity for SSD18 early in the New Year.	
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). Still a number of Fèisean to claim the first part of their Classes grants for the year – reminders have gone out.	
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 Spè, Fèis a' Bhaile, Fèis Mhoireibh and Fèis Dhun Bhreatainn.	

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 second round was in October and 23 applications were received with grants amounting to £13285 offered to 16 of the applicants. Grant offer letters have been issued and the first part of grant paid out to all those who have returned their offers to date. The next closing date is 2 February 2018. The final part of grant is paid out on submission of a final report on the project.	
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. Work is ongoing in conjunction with Pelican Design to ensure everything is up-to-date. I also compile and issue our quarterly newsletters. Faileas was issued electronically to everyone on our database in September. The next edition is due out in December.	
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**		
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 2018 Next year's residential Gaelic Drama Summer School will be held in Portree between Monday 2nd and Saturday the 14th of July. Gaelic speakers aged between 13 and 18 will have the option to apply for either 6 or 12 days. On short film made by the group will be submitted to FilmG MG Alba's short film competition. 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 – Teàrlach Fo Chasaid I'm wrote a script and prepared teaching resoures Tèarlach Fo Chasaid (Charlie in the Dock) an interactive drama workshop about Bonnie Prince Charlie and aimed at pupils between P5-P7 in Gaelic medium education. Two Gaelic speaking actors were employed to deliver the workshop, Calum MacDonald and Ellen MacDonald. Rehearsals took place over a three day period in Inverness between Monday 25th and Wednesday 27th September. The first leg of a national tour took place between the 2nd and 27th of October. The tour saw the workshop delivered a total of 29 times at 24 schools with a total of 872 in attendance. The second leg of the tour will take place before the end of March 2018. **Coinneach Odhar - 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. Over an 11 days between the 4th and 21st of September I visited 14 schools in Ross-shire and the Inverness area delivering the hour long workshop to a total of 34 groups. Around 880 pupils attended these workshops.	
CS12	Gaelic for All at Fèisean	
	Gaelic for All – In the New Year I will be supporting the officers and Fèisean in the development of a new approach to accessing the Gaelic language and language learning based activities and resources for Fèisean.	
CS13	Development and delivery of a series of early years Gaelic medium arts activities including music, song, drama and puppetry	
	Hùb Hàb 2018 In December and January I will be developing a new script for a Hùb Hàb play based on the format of previous Hùb Hàb projects e.g. Hùb Hàb air Ghleus (Hùb Hàb In Tune) and Hùb Hàb: Cumaidhean Ceòlmhor (Hùb Hàb: Musical Shapes). Hùb Hàb is a Gaelic medium early years theatre project aimed at Gaelic pre-school groups but is also suitable for pupils in P1, P2 and P3 year groups.	
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 2018	

	I am organising next year's residential Gaelic Drama Summer School will be held in Portree between Monday 2nd and Saturday the 14th of July. Gaelic speakers aged between 13 and 18 will have the option to apply for either 6 or 12 days. On short film made by the group will be submitted to FilmG MG Alba's short film competition. 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 will be attended a Gaelic grammar training day in Portree on Monday 7th of December.	
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 Gaelic medium theatre-in-education production Teàrlach Fo Chasaid (Charles in the Dock) which toured the majority of mainland school providing Gaelic medium education over a three week period between 2nd and 27th October. • Three young actors were employed to rehearse and tour the Gaelic pantomime Anna Bheag a' Chòta Dheirg which began a three week tour on Monday 27th of November.	
CS41	Residential opportunities for community activities delivered in Gaelic	
	Gaelic Drama Summer School 2018 I am organising next year's residential Gaelic Drama Summer School will be held in Portree between	

	Monday 2nd and Saturday the 14th of July. Gaelic speakers aged between 13 and 18 will have the option to apply for either 6 or 12 days. A Gaelic speaking team of tutors and supervisors will be employed to run the School On short film made by the group will be submitted to FilmG MG Alba's short film competition. 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	
	Gaelic Drama Summer School 2018 I am organising next year's residential Gaelic Drama Summer School will be held in Portree between Monday 2nd and Saturday the 14th of July. Gaelic speakers aged between 13 and 18 will have the option to apply for either 6 or 12 days. A Gaelic speaking team of tutors and supervisors will be employed to run the School On short film made by the group will be submitted to FilmG MG Alba's short film competition. 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: An Lab** 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. 14 teenagers from Inverness and Dingwall participated in an introductory day long session at Eden Court on the 25th of August. The format of the festival was changed to encourage more participants and 11 teenagers participated in the Festival which was rebranded An Lab and was held on Thursday the 2nd and Friday the 3rd November at Eden Court's One Touch Theatre. The new format proved very successful and a public performance of the work they produced for friends and family on the Friday evening. **Meanbh-chuileag – Teàrlach Fo Chasaid** I'm wrote a script and prepared teaching resoures Tèarlach Fo Chasaid (Charlie in the Dock) an interactive drama workshop about Bonnie Prince Charlie and aimed at pupils between P5-P7 in Gaelic medium education. Two Gaelic speaking actors were employed to deliver the workshop, Calum MacDonald and Ellen MacDonald. Rehearsals took place over a three day period in Inverness between Monday 25th and Wednesday 27th September. The first leg of a national tour took place between the 2nd and 27th of October. The tour saw the workshop delivered a total of 29 times at 24 schools with a total of 872 in attendance. The second leg of the tour will take place before the end of March 2018. **Coinneach Odhar - 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. Over an 11 days between the 4th and 21st of September I visited 14 schools in Ross-shire and the Inverness area delivering the hour long workshop to a total of 34 groups. Around 880 pupils attended these workshops.	
HIE2	Expand programmes of Gaelic services in schools including early years Gaelic medium arts activities and communities	
	Hùb Hàb 2018 In December and January I will be developing a new script for a Hùb Hàb play based on the format of previous Hùb Hàb projects e.g. Hùb Hàb air Ghleus (Hùb Hàb In Tune) and Hùb Hàb: Cumaidhean Ceòlmhor (Hùb Hàb: Musical Shapes). Hùb Hàb is an early years theatre project aimed at Gaelic pre-school groups and pupils aged but also suitable for pupils in P1, P2 and P3 year groups.	
HIE3	Develop residential opportunities for community activities delivered in Gaelic	
	Gaelic Drama Summer School 2018 I am organising next year's residential Gaelic Drama Summer School will be held in Portree between Monday 2nd and Saturday the 14th of July. Gaelic speakers aged between 13 and 18 will have the option to apply for either 6 or 12 days. On short film made by the group will be submitted to FilmG MG Alba's short film competition. 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	
	Gaelic Drama Summer School 2018 I am organising next year's residential Gaelic Drama Summer School will be held in Portree between Monday 2nd and Saturday the 14th of July. Gaelic speakers aged between 13 and 18 will have the option to apply for either 6 or 12 days. On short film made by the group will be submitted to FilmG MG Alba's short film competition. 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: An Lab** 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. 14 teenagers from Inverness and Dingwall participated in an introductory day long session at Eden Court on the 25th of August. The format of the festival was changed to encourage more participants and 11 teenagers participated in the Festival which was rebranded An Lab and was held on Thursday the 2nd and Friday the 3rd November at Eden Court's One Touch Theatre. The new format proved very successful and a public performance of the work they produced for friends and family on the Friday evening.
Audience development and engagement / cultural tourism	
HIE18	Annual Gaelic Drama Summer School
	Gaelic Drama Summer School 2018 I am organising next year's residential Gaelic Drama Summer School will be held in Portree between Monday 2nd and Saturday the 14th of July. Gaelic speakers aged between 13 and 18 will have the option to apply for either 6 or 12 days. On short film made by the group will be submitted to FilmG MG Alba's short film competition. 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 2018 I am organising next year's residential Gaelic Drama Summer School will be held in Portree between Monday 2nd and Saturday the 14th of July. Gaelic speakers aged between 13 and 18 will have the option to apply for either 6 or 12 days. On short film made by the group will be submitted to FilmG MG Alba's short film competition. 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
	Gaelic for All – In the New Year I will be supporting the officers and Fèisean in the development of a new approach to accessing the Gaelic language and language learning based activities and resources for Fèisean.
BnG7	A Gaelic medium panto to tour at least six areas before 31.03.18
	I completed a draft of the script for the pantomime Anna Bheag a' Chòta Dheirg on 10th November. 3 Gaelic speaking actors, Calum MacDonald, Ellen MacDonald and MJ Deans have been employed to rehearse and tour the play. I provided direction during rehearsals which took place between the 21st and 24th of November. Kenneth Macleod and Laura Cowie were employed to produce the set and costumes. Eilidh Mackenzie provided musical directions. The 15 day tour will take place between the 27th of November and 15th of December.
BnG8	Deliver 80 Gaelic drama workshops in communities across Scotland before 31.03.18
	Meanbh-chuileag – Teàrlach Fo Chasaid I'm wrote a script and prepared teaching resoures Tèarlach Fo Chasaid (Charlie in the Dock) an interactive drama workshop about Bonnie Prince Charlie and aimed at pupils between P5-P7 in Gaelic medium education. Two Gaelic speaking actors were employed to deliver the workshop, Calum MacDonald and Ellen MacDonald. Rehearsals took place over a three day period in Inverness between Monday 25th and Wednesday 27th September. The first leg of a national tour took place between the 2nd and 27th of October. The tour saw the workshop delivered a total of 29 times at 24 schools with a total of 872 in attendance. The second leg of the tour will take place before the end of March 2018. **Coinneach Odhar - 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. Over an 11 days between the 4th and 21st of September I visited 14 schools in Ross-shire and the Inverness area delivering the hour long workshop

	to a total of 34 groups. Around 880 pupils attended these workshops. **Gaelic Youth Theatre Festival 2017: An Lab** 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. 14 teenagers from Inverness and Dingwall participated in an introductory day long session at Eden Court on the 25th of August. The format of the festival was changed to encourage more participants and 11 teenagers participated in the Festival which was rebranded An Lab and was held on Thursday the 2nd and Friday the 3rd November at Eden Court's One Touch Theatre. The new format proved very successful and a public performance of the work they produced for friends and family on the Friday evening. **Hùb Hàb 2018** In December and January I will be developing a new script for a Hùb Hàb play based on the format of previous Hùb Hàb projects e.g. Hùb Hàb air Ghleus (Hùb Hàb In Tune) and Hùb Hàb: Cumaidhean Ceòlmhor (Hùb Hàb: Musical Shapes). Hùb Hàb is an early years theatre project aimed at Gaelic pre-school groups and pupils aged but also suitable for pupils in P1, P2 and P3 year groups.
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: An Lab 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. 14 teenagers from Inverness and Dingwall participated in an introductory day long session at Eden Court on the 25th of August. The format of the festival was changed to encourage more participants and 11 teenagers participated in the Festival which was rebranded An Lab and was held on Thursday the 2nd and Friday the 3rd November at Eden Court's One Touch Theatre. The new format proved very successful and a public performance of the work they produced for friends and family on the Friday evening.
BnG10	6-week drama tour of Gaelic schools before 31.03.18
	Meanbh-chuileag – Teàrlach Fo Chasaid I'm wrote a script and prepared teaching resoures Tèarlach Fo Chasaid (Charlie in the Dock) an interactive drama workshop about Bonnie Prince Charlie and aimed at pupils between P5-P7 in Gaelic medium education. Two Gaelic speaking actors were employed to deliver the workshop, Calum MacDonald and Ellen MacDonald. Rehearsals took place over a three day period in Inverness between Monday 25th and Wednesday 27th September. The first leg of a national tour took place between the 2nd and 27th of October. The tour saw the workshop delivered a total of 29 times at 24 schools with a total of 872 in attendance. The second leg of the tour will take place 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
	Coinneach Odhar - 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. Over an 11 days between the 4th and 21st of September I visited 14 schools in Ross-shire and the Inverness area delivering the hour long workshop to a total of 34 groups. Around 880 pupils attended these workshops.
BnG16	Aim to have 15 individuals aged 13-18 take part in the 2018 Drama Summer School
	In 2017 the Gaelic Drama Summer School had 14 participants. **Gaelic Drama Summer School 2018** I am organising next year's residential Gaelic Drama Summer School will be held in Portree between Monday 2nd and Saturday the 14th of July. Gaelic speakers aged between 13 and 18 will have the option to apply for either 6 or 12 days. On short film made by the group will be submitted to FilmG MG Alba's short film competition. A link to the online application forms for next year's Gaelic Drama Summer School can be found at www.feisean.org/ssd

	In the promotion of next years School, a link to a promotional video directed by film maker Magnus Graham in 2016 and a poster will be sent to secondary schools with Gaelic departments. The school will also be promoted online through Fèisean nan Gàidheal's website and through Fèisean nan Gàidheal's YouTube, 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 press releases for Coinneach Odhar (The Brahan Seer), a theatre-in-education project for Gaelic Learners and the Meanbh-chuileag Theatre-in-Education project Teàrlach Fo Chasaid (Charles in the Dock). I gave an interview about the Teàrlach Fo Chasaid workshop and tour for a report on Radio nan Gàidheal's Aithris na Maidne news programme. News of the Gaelic Pantomime Anna Bheag a' Chòta Dheirg was also circulated online, sent to local press and BBC Radio nan Gàidheal and BBC An Là.

NAME	**Nicola Simpson**			
POSITION	**Senior 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	
	I assist Fèisean on an on-going basis to develop new projects and submit applications to the Fèis Development Fund as appropriate.	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	
	I regularly support Fèisean to sustain and develop their on-going and currently seven out of the eight Fèisean in my area are running monthly or weekly classes and additional workshops. Current developments include: • Fèis Inbhir Narainn - update of current Development Plan and submission of an application to the Robertson Trust • Fèis Mhoireibh – establishing new fiddle and whistle classes for 2018 • Fèis Air an Oir – support to purchase new instruments and development of a teenage weekend • Fèis Obar Dheathain – development of main Fèis week •	
CS4	Support for new Gaelic song-writing	
	Fèis nan Oran 2018 will take place from 23rd – 25th February.	
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	
	I assist Fèisean with financial planning and encourage them to budget for tutor rates at an appropriate level. I will be assisting Fèisean with their annual grant applications in the coming months.	
CS8	The lending of instruments for free use at the Fèisean from our Musical Instrument Bank	
	I regularly assist my Fèisean and individuals to access the Fèisean nan Gàidheal instrument bank.	
CS9	The central administration of a PVG scheme to ensure protection for children and vulnerable adults	
	I keep in regular contact with Fèisean regarding the Fèisean nan Gàidheal PVG scheme in order to	

	ensure committee members, staff and tutors have current PVG certificates, in-line with our Child Protection Policy.	
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 support for Fèis participants if required.	
CS12	Gaelic language work at Fèisean with Sgioba G	
	I continue to support and encourage Fèisean who require assistance with Gaelic at their Fèis events and activities.	
CS14	Continuation of support for local Fèis performances	
	A number of Fèisean undertake performances in their local communities in addition to performances during their main Fèis. For example, Fèis Inbhir Narainn have established a new junior ceilidh band who will be performing in local care homes before Christmas.	
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 on-going support to Fèisean employing an annualised hours worker and ensure they apply for and claim their Fèisean nan Gàidheal grant funding.	
CS18	Participation as a partner in the activities of the Highland Youth Arts Hub	
	Having recently returned to work I will resume my attendance at HYAH meetings in the new year and I look forward to contributing to Hub projects as appropriate.	
CS19	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	I will continue to attend Blas Action group meeting as appropriate.	
CS20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	Over the coming months I will be involved in planning and organising the residential Gaelic-song weekend - Fèis nan Oran.	
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	
	As Lead Officer for eight Fèisean, I provide continual strategic and practical support to Fèis staff and committees and I work closely with my colleagues in the Development Team to support them on a day to day basis.	
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 circulate information on training opportunities and deliver training sessions as appropriate. On the 6th of November representatives from four Fèisean attended a First Aid course in Inverness.	
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean	
	I will participate in two staff training days before Christmas.	
CS26	Participation in cooperative working to offer further progression to individual young people	
	I am in the process of creating a new work experience opportunity for teenagers which will see them coming in to the Inverness office to work alongside FnG staff. In addition to gaining work experience they will also have the opportunity to complete and Arts award. The project will launch in January 2018.	
Scotland is a distinctive creative nation connected to the world		
CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy	

	All Fèisean are encouraged to implement Fèisean nan Gàidheal's Gaelic Language Policey as fully as possible and I provide on-going support with tasks such as producing bi-lingual application forms and publicity and sourcing Gaelic-speaking tutors. Where appropriate I seek advice and assistance from my colleagues in the Development Team.	
CS28	Support for an increased number of summer Ceilidh Trails	
	Over the coming months I will be putting plans in to place for the 2018 Ceilidh Trails and Fèis Alba 2018. Fèisean running Ceilidh Trails will be invited to apply for funding as part of their annual grant application and I will assist with these as appropriate.	
CS29	Organisation and Development of the annual Blas Festival including a new communision and expansion in to new areas	
	See CS20	
CS30	Promoting Fèis participation in national events and themed years	
	2018 has been designated by the Scottish Government as Year of Young People. I hope this will provide a number of opportunities for Fèis participants of all ages. In relation to this I recently carried out a small number of Focus Groups to get ideas and feedback from Fèis participants to support our application to Event Scotland with a view to running a signature event. I hope the main focus for participants undertaking work experience with us next year (See CS26) will be activities relating to the Year of Young People.	
CS31	Participating in showcasing opportunities in Scotland and abroad	
	Following a successful visit from our Irish Exchange Partners in 2017, led by Karen Oakley I will be looking at opportunities to continue our partnership as well as additional showcasing opportunities in the coming year.	
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.**		
CS36	Provision of performance skills training for young people	
	Fèis Alba 2018 will take place from 2nd- 6th and 9- 13th July.	
CS37	Provision of music business skills training for young people	
	In addition to Fèis Alba I am also looking at the possibility of running a training event for 'young' Fèis Board and Committee members. This would also link to the Year of Young People planned program of activities.	
CS41	Residential opportunities for community activities delivered in Gaelic	
	Fèis nan Oran and Fèis Alba will have at least some tutition delivered in Gaelic. Fèis Air an Oir are aiming to run a residential event in April 2018 which will also include some element of Gaelic language input.	
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 restrictions on attendance at any of the Fèisean I work with are age and event capacity. I ensure all Fèisean are aware of our Access and Equal Opportunities Policy. (See also CS10).	
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 my Fèisean to make best use of phone meetings, conference calls and Skype where	

	possible. Fèisean are also encouraged to know their audience and provide activities in appropriate venues and communities.	
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	
	Press-releases are issued to highlight various aspects of Fèis news and events and these are distributed to a network of media contacts and via our website and social-media outlets. I regularly contribute to our quarterly newsletter – Faileas.	
CS51	Ensuring our work is available to a wide audience through various media	
	See CS31	
Support and development of Fèisean		
HIE8	Investment in Fèis development fund for new creative developments in communities that enable the applicant 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 CS26 and CS37	
HIE14	Provision of music business skills training for young people	
	See CS36 and CS37	
HIE15	Provision of further learning opportunities for Fèis staff, tutors and participants	
	See CS24 & CS37	
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.	
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		
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	
	Four of the eight Fèisean I support are currently running Fèis-bheag activities at their main Fèis and follow-on classes/workshops.	

NAME	**KAREN OAKLEY**
ROLE	**SUPPORT WORK**

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

Àir.		Raon sa Phlana Pròg raim
Alba Chruthachail - Àrd-amasan **A' toirt aithne do is a' cur sùim ann an sàr obair is daoine a tha feuchainn rudan ùra sna h-ealain, ann am film is telebhisean agus sna gnìomhachasan cruthachail** **Tha cothrom aig a h-uile duine pàirt a ghabhail ann is tlachd fhaighinn às na h-ealain is nithean cruthachail**		
AC11	Drama workshops and programmes with Meanbh-Chuileag (Gaelic medium or Gaelic related)	
	I helped Eilidh and Aonghas with the Meanbh-Chuileag "Tearlach fo Chasaid" October tour by contacting a number of schools.	
AC12	Gaelic language work at Fèisean with Sgioba G	
	I'll continue to support the rest of my colleagues with discussions on how to develop the Sgioba G.	
AC14	Continuation of support for local Fèis performances	
	I've been supporting the Development Officer Team with questions, since the Fèisean changed hands in October.	
Thèid cruth-atharrachadh a thoirt air àiteachan is beatha dhaoine tro mhac-meanmna dhaoine, àrd-amasan agus tuigse air na e an comas do dhaoine a chruthachadh		
AC19	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	I was a 'Blas Rep' and MC at a number of Blas events this year including Fèis a' Bhaile's Cèilidh Teaghlaich with Robert Nairn (Fèis a' Bhaile), Breabach (Fèis Spè), The Seer (Fèis Rois), Duncan Chisholm (Geàrrloch) and Fèis na h-Òige 25 year celebration. I also kept in regular contact with the host Fèisean leading up to the festival.	
AC20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	I'm currently researching activities ahead of 5 Latha nan Oileanach, due to take place in the summer 2018. I was the co-ordinator of this year's Guth nan Gael, the cultural exchange with partners in Ireland. I organised a residential week for Gaelic and Irish young musicians at Fèis Lochabair in August 2017.	
Thèid beachdan-smaoin a chur an gnìomh le caochladh luchd-obrach is cheannardan sgileil a nì obair ann an co-cheangail ri chèile		
AC26	Participation in cooperative working to offer further progression to individual young people	
	I'm supporting Nicola, our Senior Development Officer, as she looks into how we can develop Guth nan Gael.	
Tha Alba na dùthaich shònraichte, chruthachail aig a bheil ceanglaichean ris an t-saoghal		
AC27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy	
	I have been assisting colleagues both in the Development Officer and Fèisgoil teams with translations.	
AC29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	See CS19	
AC30	Promoting Fèis participation in national events and themed years	
	I supported Fèis Spè, whose Cèilidh Trail performed at Burnsong as part of the Festival of Politics at the Scottish parliament in October 2017.	
AC31	Participating in showcasing opportunities in Scotland and abroad	
	See above.	
Alba Chruthachail – Cuspairean Co-cheangailte		

Ionnsachadh cruthachail: Tha sinn airson a bhith nar buidheann ionnsachaidh agus feadhainn eile a bhrosnachadh gu bhith mar an ceudna. Tha cruaidh fheum air ionnsachadh ma tha ginealaichean ùra gu bhith uidheamaichte gus togail air na tha soirbheachadh an-diugh agus gus obair innleachdach ùr a chruthachadh iad fhèin.	
AC36	Provision of performance skills training for young people
	I'll continue to support Nicola and the rest of the Development Team as they look at how Fèis Alba can be developed over the coming years.
AC37	Provision of music business skills training for young people
	See above.
Didseatach: Tha teicneòlas didseatach a' toirt dhuinn cothroman inntinneach a thaobh a bhith cruthachadh agus an lùib a' chomainn-shòisealta agus eaconamaidh na h-Alba	
AC47	Dissemination of news through our website, to media contacts and through regular, digital newsletters
	I've been supporting my colleagues with this.
A' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca/turasachd chultarach	
InG19	Residential opportunities for Gaelic arts and community activities delivered in Gaelic
	I will continue to support Nicola and Calum as they looks to develop Guth nan Gael and 5 Latha nan Oileanach respectively.
Builean Bhòrd na Gàidhlig	
BnG7	A Gaelic medium panto to tour at least six areas before 31.03.17
	I've been supporting Aonghas and Eilidh by helping to co-ordinate the schools in the run-up to the 3 week Panto tour in November and December 2017.
BnG10	6-week drama tour of Gaelic schools before 31.03.17
	I helped Aonghas and Eilidh organise the initial 3 week Meanbh Chuileag "Tearlach fo Chasaid" tour, which visited schools in October 2017.
BnG12	40 Blas concerts at Blas 2016 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
BnG13	Concerts delivered bilingually by a fluent Gaelic speaker. Musicians/artists encouraged to use their Gaelic at the festival.
	It was hugely encouraging to me to see artists and young people using their Gaelic onstage at Blas 2017. As MC, I made sure my script was balanced for Gaelic and English-speaking audiences.

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. Fèis Dhùn Èideann were awarded a sum from the Development Fund last quarter towards an EP recording project with their senior groupwork class, and in this quarter they launched their five track CD 'Spionnadh'.	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	
	This quarter I began working with a new portfolio of 13 fèisean in Inverness, fort Augustus, Lochaber and North Argyll. I will work with these 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 a' Bhaile with the planning and running of their main fèis (Oct 2017), arranged Excel training for their Treasurer with Calum Alex Macmillan at Fèisean nan Gàidheal, assisted with two external funding applications and in December will support them to prepare a Development Plan • met with Fèis Òigridh na Mara to discuss funding for their ongoing classes programme. A funding application to the Scot Rail Culture and Arts fund will be submitted in December 2017. • worked with Fèis Phàislig on securing funds for an extended support worker post. A funding application will be submitted in Dec 2017. I am also working with these fèisean on their applications to the Fèisean nan Gàidheal Grant funding scheme which include Development Targets and Gaelic Plans for the coming financial year.	
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 towards these rates.	
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	
	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. In this quarter Fèis Chataibh received funding towards their year-round programme from a local wind farm which included a contribution towards Special Needs Assistants costs.	
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	
	/	
CS18	Participation as a partner in the activities of the Highland Youth Arts Hub	
	/	
CS19	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	/	
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	
	In this quarter I began to work with a new portfolio of 13 fèisean in the Inverness/Lochaber/North Argyll areas, working with them to identify what kind of strategic support they require. I will continue to regularly collaborate with colleagues to increase development opportunities for all fèisean. All Fèisean are currently working with their designated Development Officer to prepare a Development Targets list for 2018-19 which will identify strategic support and training requirements for the coming financial year.	
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. The development team is currently working on updating the 'How to' pack for fèis organisers which will give guidance and advice on best practice in event organisation as well as important safety and equalities procedures e.g. Risk Assessment, Child Protection, Data Protection and Access and Equal Opportunities.	
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. In this quarter representatives from Fèis a' Bhaile, Fèis na h-Òige, Fèis Inbhir Narainn and Fèis Rois took part in a First Aid training course in Inverness, and Fèis Latharna were offered two places on an online 'Challenging Behaviour' course for educators/childcare workers.I have also been working with North Argyll and Lochaber fèisean on common training requests which could be delivered jointly e.g. Child Protection, First Aid and Gaelic language.	
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, and as part of their 2018-19 Fèisean nan Gàidheal Grant Scheme applications will submit individual Gaelic Plans detailing how they will promote the language over the coming financial year.	
CS28	Support for an increased number of summer Fèis Cèilidh Trails	
	This quarter saw Fèis Phàislig awarded £8000 from Festival 2018 for assistance with establishing a Ceilidh Trail based around the host communities of the European Championships in Glasgow in 2018. LEADER has been identified as a potential source of funding for a Fèis Phàislig Ceilidh Trail in 2019 and 2020.	
CS29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	/	
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	
	/	
CS32	Ensuring our work is available to a wide audience through various media	
	See CS30, 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, and are preparing an application to the Heritage Lottery Fund Young Roots scheme.	
CS36	Provision of performance skills training for young people	
	An evaluation meeting was held with Ceilidh Trail project staff this quarter, and their feedback will be incorporated into next year's scheme. I will support Senior Development Officer Nicola Simpson with the co-ordination of the scheme in 2018-19.	
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 are also being asked to complete an Equalities Monitoring form with their 2018-19 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, 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, 37	
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	
	/	
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.	
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
	7 of the 13 fèisean I now work with run Fèis Bheag events: Fèis Lochabair, Fèis Mhuile, Fèis na h-Òige, Fèis Thiriodh, Fèis nan Garbh Chrìochan, Fèis Gleann Albainn and Fèis an h-Apainne. Fèis Latharna are also interested in establishing a Fèis Bheag in Oban.
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.
	/
BnG15	Concerts delivered bilingually by a fluent Gaelic speaker. Musicians/artists encouraged to use their Gaelic at the festival.
	/
BnG16	A newly written commission as part of Blas 2017, with at least 4 performances during the festival.
	/
BnG17	All information and advertising to be bilingual as an important feature of the festival, including the MC at each event.
	/
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.
	I use Gaelic as my main language of communication with colleagues and wherever possible with fèisean. See also 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. Someone in Lewis was interested in hiring a clàrsach and between Moreen and I we were able to organise this, and when they decided they no longer had use of it, I was able to deliver it to someone in Harris when I had a meeting there.	
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.	
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.	
	At this time of year, we start to fill in the Fèisean nan Gàidheal Grant Scheme form and also have development plans to draw up with each of our Fèisean with a lot of input from themselves. These targets will be the basis of the Fèis activity for the next year. There have been several AGMs in my region over the past few weeks. I attended Fèis Tìr an Eòrna's AGM on 2nd November in Sgoil Uibhist a Tuath and they gained two new committee members, one of whom took on the role of secretary after a resignation. They have a strong committee but they feel they need more help so I drafted a press release to advertise for more members to come forward and submitted it to Am Pàipear, Uist's local paper. They have begun weekly classes in guitar, chanter & pipes, fiddle and accordion. I attended Fèis Eilean na Hearadh's AGM on 7th November and two committee members resigned after representing the Fèis for the entirety of its 25 year run. The treasurer also resigned but an existing committee member stepped into the post and a returning committee member took up the post of Vice Chair to offer more support to the chair whose parents are both suffering from cancer. They are hoping to start a series of accordion classes and I have spoken to Iain Angus Macleod, a local player, who is keen to lead. I will be drawing up a budget to decide if external funding is needed but due to the Fèis's healthy balance I suspect this will not be the case. They have decided to build on their instrument bank with their surplus funds, particularly to buy clàrsachs, as this will ease lending from Fèisean nan Gàidheal and constraints on numbers as other Fèisean occur on the same week. Fèis an Earraich advertised and held what was due to be an AGM on the 28th of November and I was present, but unfortunately, due to an attendance of only 4, it was decided to postpone the AGM until Tuesday 12th December. I am writing them a press release to attract more members as it will be their 30th anniversary next year and they will need more support to ensure its success in marking this fantastic milestone. Fèis Tìr a' Mhurain will be holding their AGM on the 5th of December and I intend to attend. Fèis Bharraigh held two meetings on 21st November where we discussed timetabling and how best to attract teenagers to the fèis. I suggested running a FilmG class where participants would be responsible for recording, editing, scripting and acting in their film. They decided to introduce this to next year's timetable as a pilot and gradually bring other changes such as outdoor pursuits and cèilidh	

	dancing. Their administrator is leaving her post but will do a final month to give the fèis a chance to advertise. We looked at the job description, contract and and job advert to update it where necessary and we will be advertising this very shortly. Mary Ann had an idea to co-operate with other Fèisean in the Western Isles by organising three residential weekends in Barra, Uist and Lewis/Harris and we are looking into the Royal Edinburgh Military Tattoo Fund for this as it will be a bigger project and the amount available is £10,000 to £20,000.	
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 undertaken a first aid course.	
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. The final report from the co-ordinator has been submitted along with all remaining invoices. In 2018 we hope to restart our Western Isles Cèilidh Trail as there is a wealth of talent in the islands and it is such a fantastic opportunity. I will be starting on advertising and budgeting soon to ensure the outreach is vast and inclusive.	
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 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 advertised for leaders to undertake the 'train the trainer' course whereby they would be able to take the course across Scotland to extend our outreach, and six participants attended the training day on 25th November. We are awaiting feedback from those who were present so we can adapt the course where necessary. Depending on demand we may arrange a second training day for them to put their theory to practical use, and also arrange an additional training day for others who may be interested in becoming course leaders as I had several people replying to me who were unable to take the course on that date but would be interested in further opportunities.	
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 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	
	After a successful application to the Fèis Development fund, Fèis Latharna are now working hard to record a CD featuring past participants from the Argyll Cèilidh Trail. Fèis nan Garbh Chrìochan were successful with their application to the FnG Development Fund and in	

	September 2017, hosted a day of music workshops in Ardnamurchan High School, which were delivered by trad band, DOSCA. The workshops went very well and were enjoyed by all participants. After a successful application to the Fèis Development Fund, Fèis Dhùn Èideann have been busy recording an EP, which will be launched in November 2017.	
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. 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 took place on the 16th of September 2017 and was very successful. They have also recently implanted a series of piping lessons, which are delivered via Skype. 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. They are now preparing for a 5-day fèis, which will be held from the 9th – 13th of April. I am working closely with them, to ensure that they have all the guidance and resources that they need. After a recent restructure of how fèisean are assigned to Development Officers, I have been making an effort to get to know the fèisean that are new to me and assisting them with events.	
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 assist Fèisean on an on-going basis to budget appropriately for projects and activities and encourage them to actively move towards paying MU rates.	
CS8	The lending of instruments for free use at the Fèisean from our Musical Instrument Bank	
	I always encourage and assist Fèisean to use the FnG Musical Instrument Bank as is appropriate.	
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.	
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. In November 2017, Fèis an Iar Dheas held a concert, "Fèis the Music", which was very successful, with about 80 spectators present. In December 2017, Fèis Phàislig will perform at the Trad Awards, with a group of regular fèis participants. In December 2017, Fèis Phàislig will host a Christmas concert, showcasing participants from various areas of their extensive music tuition programme, including their recently established choir.	
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. Fèis an Tairbeirt also intend to emply an annualised hours worker for the first time and I am helping them with this process.	
CS17	Assistance for community groups wishing to establish new Fèisean	
	I continue to support community groups that are wishing to establish new fèisean. Fèis Ghàidhlig Ghlaschu was 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. They are now preparing for a 5-day fèis, which will be held from the 9th – 13th of April. I am working closely with them, to ensure that they have all the guidance and resources that they need. 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. I have been assisting Fèis Chille Bhrìghde an Ear – a brand new feis – with the organisation of their very first event which will hopefully be held in Spring 2018.	
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. Committee members from Fèis Phàislig and Fèis Ghàidhlig Ghlaschu recently undertook first aid training. In November 2017, Fèis Arainn will undertake training for their new website, led by Grant MacFarlane.
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 was used again at this year's Fèis Alba. In November 2016 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 (old) 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 was 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 in Summer 2017 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 was 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 (old) 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 2016 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
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