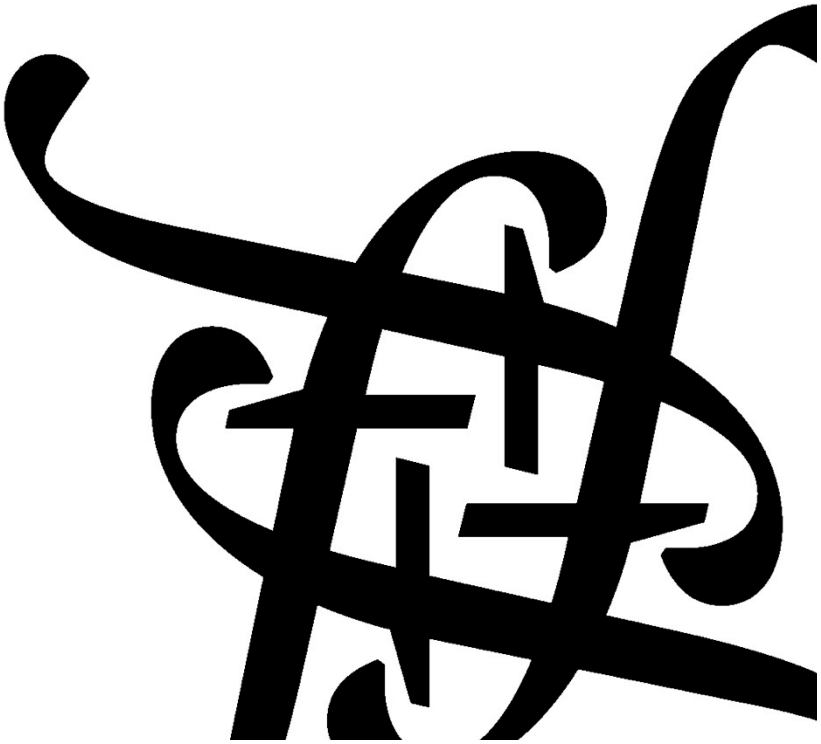
Fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

Meeting of the Board of Directors

111 Academy Street, Inverness

Friday 16 May 2014 @ 11.30am



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

Fèisean nan Gàidheal

Meeting of the Board of Directors to be held at Fèisean nan Gàidheal's office, 111 Academy Street, Inverness on Friday 16 May 2014 from 11.30am

Agenda

2.2014.01 PRELIMINARIES

(a)	Present	
(b)	Apologies	
(c)	Code of Conduct and Register of Interests	For Discussion and Approval
(d)	Minutes of the previous meeting of the Fèisean nan Gàidheal Board	For Approval
(e)	Matters arising	

2.2014.02 DEVELOPMENT ISSUES

(a)	Progress in implementing Fèisean nan Gàidheal's Programme of Work	For Noting and Discussion
(b)	Blas and Cèilidh Trails 2014	For Noting and Discussion
(c)	5 Latha	For Noting and Discussion
(d)	Drama Developments 2014-15: Presentation	For Discussion and Approval
(e)	Fèisgoil	For Noting
(f)	Development Plan 2015-20: Presentation	For Discussion and Approval

2.2014.03 FINANCIAL ISSUES

(a)	Budget to 31 March 2015 (amended)	For Approval
(b)	Bank balances and up-to-date information	Verbal for Noting
(c)	Management Accounts to 31 March 2014	For Noting
(d)	Grants to Fèisean 2014-15	For Noting
(e)	Creative Scotland Regular Funding	For Noting and Discussion

2.2014.04 POLICY ISSUES

(a)	Gaelic Language Policy: Consultation and amended version	For Approval
(b)	Annual Risk Management Report	For Approval

2.2014.05 STAFFING ISSUES

(a)	Update on current staffing	Verbal for Noting
(b)	Proposed future staffing structure: Presentation	For Discussion and Approval

2.2014.06 OPERATIONAL ISSUES

(a)	Staff Progress Reports	For Noting and Discussion
(b)	Annual General Meeting and Conference	Verbal for Noting
(c)	Possible joint Board and Staff Development Day	Verbal for Discussion

2.2014.07 OTHER

(a)	Re-establishment of Executive Group and Date of next meeting	For Approval

Fèisean nan Gàidheal

Minutes of the meeting of the Board of Directors held at Fèisean nan Gàidheal's Offices, Inverness on Friday 28 February 2014 from 1.00 pm

1.2014.01 PRELIMINARIES

(a) Present

Catriona MacIntyre, Duncan MacQuarrie, Uisdean Robertson, Bob MacKinnon, Kirsteen Graham, Deirdre Beck, Arthur Cormack (Attending), Calum Alex MacMillan (Attending), Anne Willoughby (Attending), Moreen Pringle (attending), Angus MacLeod (attending – translation)

(b) Apologies

Margaret Cameron, Peigi MacLennan, Janet MacDonald, Elaine Spence, Elizabeth Bain, Seumas Campbell, Ian Smith (Creative Scotland), Morag Anna MacLeod (Highland Council), Ann Marie Reid (HIE), Councillor John A MacIver (CnES)

(c) Welcome to new Board Members and election of Office Bearers

Catriona MacIntyre (the outgoing Chair) welcomed everyone to the meeting – especially the new Board members Bob MacKinnon (Fèis Dhun Bhreatainn), Kirsteen Graham (Fèis an Earraich) and Deirdre Beck (Fèis Lochabair). The other two new members are Elizabeth Bain (Fèis Cheann Loch Goibhle) and Seumas Campbell (Fèis Fhoirt) who unfortunately had not been able to attend the meeting. There is still one place for a Board member from the Highland area and this could be filled by a co-option should the Board decide to do that.

She took the opportunity to pass on best wishes to the other members stepping down from the Board - Maggie Cameron, Fiona Johnston, Bernard Bell and Janet MacDonald. Catriona MacIntyre thanked them for all their efforts and commitment during their time on the Fèisean nan Gàidheal Board.

Election of Office Bearers:

- Chair: Duncan MacQuarrie was nominated as Chair by Uisdean Robertson. Since some of the Board members were unable to attend this meeting, Duncan felt it was best if he took on the role of Chair on a temporary basis until the Board Meeting in May. The position could be looked at again when hopefully everyone would be present. This was agreed and Duncan chaired the rest of the Board Meeting.
- Secretary: Uisdean Robertson was nominated as Secretary by Duncan MacQuarrie and seconded by Kirsteen Graham.
- Vice-Chair: It was agreed to leave appointment of a Vice-Chair until the next meeting when other members might be present.

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

Minutes of the meeting held on 13 December 2013 has been circulated and were approved as a true record of the meeting, proposed by Uisdean Robertson and seconded by Duncan MacQuarrie.

(e) Matters Arising

Arthur Cormack advised that the Whistle-blowing Policy and Anti-Bribery Policy had now been finalised and were available on our website.

1.2014.02 DEVELOPMENT ISSUES

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

A summary of progress for the first nine months of 2013-14 in the implementation of Fèisean nan Gàidheal's Annual Programme had been circulated and was noted.

There were only a couple of items still in "amber" and Arthur Cormack was confident these

would be "green" by the end of the financial year.

Discussions are still underway about how Fèisean nan Gàidheal and the Fèisean can be involved in the Commonwealth Games, in particular the Ceremonies.

A new Fèis song by Blair Douglas has been commissioned and sent out to all the Fèisean. It is intended that they will all learn the song and will be filmed singing it. It is hoped to involve children from Cape Breton and Northern Ireland. The films will all be edited together to produce a video of thousands of young people performing the song.

The final Blas concert in Eden Court this year will be a Ceòl nam Fèis event with representatives from all Fèisean taking part.

(b) Blas 2013 and 2014

A report by Arthur Cormack informing Board members of the outcome of Blas 2013 and progress with Blas 2014 had been circulated. The report included the budget for 2013-14 with outturn to the end of January 2014 as well as the draft programme for Blas 2014.

The total attendance at Blas 2013 events was 15,428. The report highlighted the Blas Schools and Community programme with lots of great events taking place throughout the Highlands.

The programme for Blas 2014 had been circulated. There were additional opportunities for events and funding with the Year of Homecoming and also the Commonwealth Games. We have applied for £10k from Event Scotland to enable us to have local food and drink available at some events.

Creative Scotland has awarded £50k for the 2014 festival and Scottish Natural Heritage have given funding of £25k for Iain MacFarlane's "Beinn Dobhrain" commission. The Highland Council contribution will reduce to £69,869 this year.

Argyll and Bute Council have confirmed that they would like to be involved again this year and Comhairle nan Eilean Siar have also been approached but have yet to confirm involvement.

Board Members:
1) noted the outcomes of Blas 2013
2) noted the budget for 2013-14 to date
3) noted the outline plans for Blas 2014

(c) 5 Latha and Sgoil Shamhraidh Dràma

Calum Alex MacMillan reported that 5 Latha would take place from 7-12 April in An Gearrannan, Lewis. There were 20 registered to attend (10 who attended last year and 10 new participants). The programme was being finalised and it is intended to include some new activities this year.

Sgoil Shamhraidh 2014 (SSD14) will take place from 7-17 July in Portree. There were 13 participants registered to date (12 girls and 1 boy). Information had been issued to secondary schools and Fèisean and they would be contacted again to see if anyone else wishes to attend. There would be a different format this year with David Walker writing a new play at the moment based on WW1. Over the course of SSD14, participants would then work on this play with a showcase event at the end (in conjunction with Fèis Alba). This will take place in Aros, Portree this year as Sabhal Mor Ostaig is not available.

(d) Fèisgoil

A report by Calum Alex MacMillan updating Board members on progress with Fèisgoil projects in Caithness, Sutherland and Lochaber as well as an update on discussions with other local authority areas had been circulated.

It was noted that the GLPS contract with Perth Council had now ended. Chris Deplano who was

their Gaelic Development Officer has now left the Council and we are waiting for a new person to be appointed and we will then discuss possible future contracts with them.

An additional £70,000 of funding has been brought into Fèisean nan Gàidheal through Fèisgoil.

Board members noted the report and were delighted to hear about all the opportunities Fèisgoil is offering.

(e) Development Plan 2015-20

Arthur Cormack advised the Board that a new Development Plan is required for 2015-20. Staff have been discussing it and Arthur has also been in touch with Fèisean regarding the role of Development Officers.

It is hoped to have a draft plan prepared for discussion by the Board at the May meeting and then have a final plan ready for discussion by the Fèisean at the AGM in September. Amendments would be made thereafter with a view to the final plan being approved by the Board in December 2014.

1.2014.03 FINANCIAL ISSUES

(a) Income and Expenditure 2013-14

A report prepared by the Executive Manager, Anne Willoughby, had been circulated showing the income and expenditure budget to and from Fèisean nan Gàidheal with transactions to 31 January 2014.

The Board Members noted the report.

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

The current balances were:

- Current Account - £6,449.10
- High Interest Account - £301,383.61
- Blas Account - £3,978.59

(c) Management Accounts to 31 December 2013

A copy of the Management Accounts to 31 December 2013, prepared by Mann Judd Gordon, had been circulated and were noted.

(d) Draft Budget to 31 March 2015

A copy of the draft budget to 31 March 2015, prepared by Anne Willoughby and Arthur Cormack, had been circulated and was approved.

If there are any changes to funding, the budget will be revised accordingly.

(e) Grants pledged to Fèisean for 2013-14

A list of grants pledged to Fèisean for 2013-14, prepared by Anne Willoughby, with amounts paid out to date, had been circulated and was noted.

We are waiting for the Fèisean to submit their final claims for 2013-14 and then the remainder of any grants due to them will be paid out.

Arthur Cormack and Anne Willoughby were authorised to reallocate any unclaimed grants to Fèisean in need additional financial support.

(f) Grants to Fèisean 2014-15

A list detailing the proposed grants to be offered to Fèisean for 2014-15, prepared by Anne Willoughby, had been circulated and was approved.

(g) Update on Agreement with Creative Scotland 2014-15

A report by Arthur Cormack providing Board members with a draft of the information that will form the basis of our agreement with Creative Scotland for 2014-15, had been circulated.

It was agreed that Arthur Cormack should finalise the agreement with Creative Scotland with input from the Chair, if necessary.

1.2014.04 POLICY ISSUES

(a) Draft Updated Gaelic Language Policy

A report by Calum Alex MacMillan with a copy of the updated Gaelic Policy had been circulated.

A couple of minor changes to the policy were suggested and it was agreed that it be circulated to the Fèisean for their views/comments. The revised policy would be brought before the May meeting for approval including any amendments that may arise from the consultation with the Fèisean.

1.2014.05 STAFFING ISSUES

(a) Proposed future staffing structure: Presentation

As this item related to staff matters Anne Willoughby, Calum Alex MacMillan, Moreen Pringle and Angus MacLeod left the meeting whilst it was being discussed.

Arthur Cormack made a presentation to the Board outlining potential future structures for staffing at Fèisean nan Gàidheal. It was agreed that further discussion would be needed at the May Board meeting in the context of the new Development Plan.

(b) Graduate Placement

It was agreed that we should take up the offer of a Graduate Placement part-funded by HIE, following the marketing strategy workshop offered through our Account Management relationship.

1.2014.06 OPERATIONAL ISSUES

(a) Staff Progress Reports

Progress Reports from staff had been circulated and Board members noted the content of these.

Further to Arthur Cormack's report it was noted that The Mischa MacPherson Trio had won the BBC Radio 2 Young Folk Award. Arthur had written to them sending on congratulations from Fèisean nan Gàidheal.

1.2014.07 OTHER

(a) Dates of meetings for the year ahead

It was agreed that Board Meetings for the rest of the year would take place as follows:

- Friday 16 May - Inverness at 11.30am
- Friday 26 September - as part of our annual conference/AGM on 26/27 September. A venue for this has to be arranged. It was suggested that perhaps Nairn would be a suitable venue and it was agreed that we would make enquiries as to whether there was accommodation available and get it booked up.
- Friday 12 December - venue to be confirmed

Fèisean nan Gàidheal

Progress in implementing Fèisean nan Gàidheal's Programme of Work

Agenda Item: 2.2014.02(a)

Reason for paper

To update members on progress with Fèisean nan Gàidheal's Programme of Work to 31 March 2014.

Background

This report covers the period from 1 April 2013 to 31 March 2014, and outlines progress against the outputs set against measures within Fèisean nan Gàidheal's (FnG) Development 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:
R (Red) = Not presently on track, and measures to restore progress not yet in place. Danger that targets may be missed.
A (Amber) = Not presently on target, but with measures in place to restore progress
G (Green) = On target

Ref		FnG Development Plan Measure	Progress	Status
Creative Scotland Deliverables				
CS1	Support and develop individual Fèisean, widening their range of activities and establishing best working practice through a system of lead officers	Service Delivery	Development officers are allocated to lead on each Fèis as a first point of contact for accessing Fèisean nan Gàidheal services and assistance with development. Changes in staff have necessitated utilising creative ways to ensure that Fèisean are properly supported.	
CS2	Support the establishment of new Fèisean where communities request our assistance to do so	New Developments	New Fèisean are established at the request of communities and once the Fèisean nan Gàidheal board is satisfied that any new Fèis is signed up to Fèisean nan Gàidheal's aims and objectives.	
CS3	Operate a Grants Scheme for Fèisean pooling funding from various sources	Service Delivery	Funding has been offered to 44 Fèisean through Fèisean nan Gàidheal Grants Scheme 2013-14 which attracts investment from Creative Scotland, Highlands & Islands Enterprise, The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council.	
CS4	Invest in new developments through our Fèis Development Scheme	New Developments	Fèis Fhoirt attracted support for an event at Loch Lomond in July with Karen Matheson. Fèis an Earraich has been supported for a programme of music workshops outwith their normal programme. Fèis Bharraigh received support	

			for a teenage activities weekend. Fèis Inbhir Narainn were awarded funding for purchasing chanters and running a Fèis Bheag at their Fèis day in February.	
CS5	Increase use of the Gaelic language through the implementation of our revised and strengthened Gaelic Language Policy	New Developments	Our Gaelic policy has recently being updated and we are currently holding a consultation period with Fèisean. The updated policy can be found on our website. We continue to strengthen our use of the language as well as its use in the Fèisean where possible. All Fèisean have had it reinforced to them that Gaelic's use is essential and that support is available.	
CS6	Develop Gaelic drama activities including a Gaelic Drama Summer School, tours by our Meanbh-Chuileag theatre-in-education group and drama Fèisean	New Developments	Meanbh-Chuileag carried out its latest tour with a play based on the life of John Muir earlier in 2013-14. See BnG10 below for details of the Gaelic Drama Summer School will took place in July 2013.	
CS7	Develop Gaelic medium activities involving arts activities alongside wider cultural activities	New Developments	A successful residential events, 5 Latha, was held in Lewis at Easter 2013 in which 17 teenagers worked on music and song activities but also got involved in various aspects of work in a Gaelic community such as weaving, sailing, crofting, peat cutting and cooking.	
CS8	Provide Gaelic language support for Fèisean with activities provided by our G-Team tutors	Service Delivery	The G Team offered Gaelic language support at 10 Fèisean in the past year.	
CS9	Continue to support and develop new song writing in Gaelic	New Developments	A new song has been commissioned from Skye composer, Blair Douglas, to be used as a Fèis song at as many Fèisean as possible during 2014 to mark the Commonwealth Games and Homecoming 2014. We are discussing further support for new songs in a separate commission for the Commonwealth Games also.	
CS10	Continue to engage local Fèis participants in collecting, archiving and using local materials	New Developments	The Heritage Lottery Fund has agreed two-year funding for a collecting project - Fuaran – on which we are working in collaboration with Tobar an Dualchais. Seven participants were recruited and initial training was carried out with them at the end of November. They are now collecting material from their own localities.	
CS11	Continue to develop the work of the Fèisean within the formal education sector, in partnership with YMI in Highland and other local authorities as opportunities arise	Partnerships and Contracts	YMI in Highland is continuing in school year 2013-14. We have added videos of our work in Highland to our YouTube channel and these can be viewed through our website. Through Fèisgoil, we have secured a 38-week contract to teach Tin Whistle in Renfrewshire schools which began in August 2013.	
CS12	Develop further opportunities where our work can strengthen Gaelic education	New Developments/ Partnerships and Contracts	Through our new Gaelic Arts and Language in Education Service, Fèisgoil, we have been working with various schools and community groups. Gaelic language has been taught in schools in Perth & Kinross. We have been helping with preparation for local Mòds in various areas and we have held mini-Fèisean in Caledonia Primary and Portree High schools. We successfully delivered Gaelic teaching contracts with the Highland	

			Council for schools in Caithness and Lochaber, which took place between January and March 2014. Glasgow City Council is also interested in Fèisgoil to teach Gaelic in up to 20 schools in the city with a proposed start date of August 2014.	
CS13	Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved in traditional music development and delivery	Service Delivery/ Partnerships and Contracts	We have carried out training to increase the use of Gaelic in teaching situations and we ran courses for Cèilidh Trail participants as well as tutors and organisers. A teaching resource with vocabulary connected to performance and introducing musical items has been added to our website. See HIE 6 below for further details on tutor training.	
CS14	Engage, wherever possible, in partnership opportunities and work with existing forums, including the Scottish Traditional Music Forum and the Gaelic Arts Strategy Forum	Partnerships and Contracts	We engage as appropriate with other organisations and regularly disseminate information on behalf of other traditional music organisations including the Scottish Traditional Music Forum. We engaged with Creative Scotland in discussions on a National Youth Arts Strategy and with Bòrd na Gàidhlig and the jointly employed (with Creative Scotland) Gaelic Arts & Culture Officer on drama developments. We collaborate with Highlife Highland on the Blas Education Programme and with An Comunn Gàidhealach on assisting with preparation for local Mòds. We were involved with the discussions regarding a Youth Arts Hub with various Highland-based arts organisations ahead of the application for funding to Creative Scotland. Fèis Rois have assumed a lead role on this project.	
CS15	Strive to build more partnerships with the commercial sector building on sponsorship having been secured for Blas	Partnerships and Contracts	We pro-actively seek sponsorship for our work but this is an area that has proved very difficult to maintain. We did not secure a major commercial sponsor for Blas 2013 but the Development Manager has been involved in recent talks with a company that may be interested. We will continue to try to do so for 2014.	
CS16	Exploit the potential for increased sales of products of the Fèisean including books, CDs, DVDs etc	New Developments	We have created a shop on our new website and all Fèisean nan Gàidheal products are now listed therein. We include products of other Fèisean also and will make the most of opportunities to sell products at Fèis concerts and other events. We are gong to explore the digitisation of some of our resources to sell them as downloads.	
CS17	Raise the profile of the Fèis movement through dedicated showcase events, increased press opportunities and participation in showcase opportunities as they arise	New Developments/ Partnerships and Contracts	Cèilidh Trails from Fèis Lochabair and Fèis Fhoirt took part in a high-profile event with Karen Matheson in July 2013. Fèis Rois Cèilidh Trail groups took part in several major festivals and the Edinburgh Festival Fringe. Cèilidh Trailers were involved in international Shinty/Hurling matches in October/November 2013.	

			The Mischa MacPherson Trio, three young people who originally met through a Fèis Rois Cèilidh Trail were awarded the BBC Radio 2 Young Folk Award for 2014. We are currently holdings talks with Glasgow Live about the possibility of a performance as part of the fringe of the Commonwealth Games. The Fèis movement enjoys a fairly good profile in the media and our own press releases are distributed regularly and available here http://www.feisean.org/en/news/.	
CS18	In partnership with Creative Scotland, Highlands & Islands Enterprise and Bòrd na Gàidhlig, Fèisean nan Gàidheal will continue to play a key role in the promotion and continuing development of traditional music and Gaelic arts in Scotland	Partnerships and Contracts	Our entire programme of work is geared towards this outcome and we believe that our programme helps delivers this. In addition to that, a lot of our collaboration and advocacy work is geared towards the ongoing development of the Gaelic arts. We were involved in the development of 'Time to Shine', the Youth Arts Strategy published by Creative Scotland and the CEO has been involved in the formulation of Creative Scotland's next Plan as part of an advisory group.	
CS19	Develop Blas as a festival that involves traditional music, Gaelic language and young people with expansion to include film, writers, food and drink	New Developments/ Partnerships and Contracts	Blas 2013 went ahead successfully in September with 50 main events and 50+ schools and community events. We again featured poets and musicians from Ireland through Cuairt nam Bàird with funding from Colmcille. There was a new commission, 'Boraraig', from Calum MacCrimmon as well collaboration with the National Theatre of Scotland on Eun Beag Chanaidh. Some House Cèilidhs took place and through a continuing collaboration with Comhairle nan Leabhraichean, Gaelic writers featured at some of the events. Film G showed screened a selection of their films. The total audience was 15,428.	
CS20	Continue to support a network of Cèilidh Trails	New Developments	7 Fèis Cèilidh Trails were supported in 2013 and performed at over 200 cèilidhs and events across Scotland. Fèis Rois had an ambitious Trad Trails programme in addition to two Cèilidh Trail groups and there was a special event at Loch Lomond with Karen Matheson, Fèis Fhoirt and Fèis Lochabair.	
CS21	Continue to have an active role in delivering the National Gaelic Arts Strategy and supporting the work of the Gaelic Arts Officer	Partnerships and Contracts	Fèisean nan Gàidheal will continue to have a role in delivering elements of the Gaelic Arts Strategy that forms part of the National Gaelic Language Plan. This will include Increasing the use of Gaelic within the arts and media across Scotland, including national events; Supporting opportunities for the arts and media to showcase the Gaelic language; Ensuring a range of Gaelic arts events is accessible to a wide audience; and Extending participation in the arts that supports Gaelic language learning and use as well as positive association with the language. In November 2013 we made a presentation to Bòrd na Gàidhlig's management team outlining the ways in which our work delivers measures	

			within the National Gaelic Language Plan. See BnG 18 below regarding engagement with the Gaelic Arts and Culture Officer.	
CS22	Continue to have involvement in the provision of Gaelic medium arts activities in Iomairtean Gàidhlig areas	Partnerships and Contracts	Fèisean nan Gàidheal continues to play an active role in supporting work in Iomairtean Gàidhlig areas, particularly where we have staff deployed and Fèisean exist. We offer the use of office equipment and space as well as engaging in numerous activities and Iomairtean planning meetings. See BnG 2 below.	
CS23	Hold an Annual Conference	Service Delivery	The 2013 Annual Conference took place in Edinburgh on 27 and 28 September with guest speakers Fiona Hyslop MSP, Cabinet Secretary for Culture, and Janet Archer, CEO of Creative Scotland.	
CS24	Continue to support individual Fèis expansion activities	New Developments	Within the limits of our budgets we support local Fèisean that wish to expand and/or become more active and independent. We offer payroll facilities to Fèis Bharraigh, Fèis a' Bhaile and Fèis Spè and support the Fèis activities, and some other developments, of Fèis Rois. We will be working with Fèis Spè to try and secure funding for their expanded programme and recently we met with representatives from Creative Scotland, HIE and The Highland Council to explore opportunities to support this programme.	
CS25	Continue to ensure good practice in relation to Child Protection in line with changes in legislation	Service Delivery	Fèisean nan Gàidheal has a central PVG registration and checking scheme and procedures in place to ensure that all tutors, supervisors and volunteers have Disclosure certificates. Fèisean need to be more pro-active in ensuring their tutors are notified of the procedures involved and our Development Officers will assist with this.	
CS26	Continue to operate as an organisation striving for excellence in delivery of services and projects, and in our general working practices	Service Delivery	We continually strive to improve our services and issued a research questionnaire to all our Fèis main contacts and committee members last year, the results of which have had an effect on how we operate in some areas. We are also carrying out evaluations on our YMI tutors, observing them in schools, in order to assess their abilities and suggest areas for improvement. Fèisean nan Gàidheal's delivery is subject to external evaluations carried out from time to time by bodies that fund our work.	

Quantitative Information							
Jobs supported (created/retained) FTE	92.4	Trading Income	£847,536	Community groups established	1	Community groups with increased capacity	11
Grants to Fèisean	£270,076	Total cost of Fèis activities	£771,645	Total income generated by Fèisean	£501,569	New income generating assets	1
Cultural events	489	Beneficiaries	42,640	Participants	11,264	Volunteers	714

Networking activities	14	New/improved services/amenities	2	Workforce development sessions	34	Trainees	214
Cèilidh Trails	7	Cèilidh Trail Audience	15,726	Cèilidh Trail Events	204	Projects that support the Gaelic economy	4,471

HIE Deliverables				
HIE1	Establish the Gaelic Arts in Education Service, which aims to promote and develop the Gaelic language through Service Level Agreements with Local Authorities and other public sector bodies, by 31st March 2015.	New Developments	Fèisgoil has been established and we are currently working with a range of local authorities and public bodies. We delivered a ten-week contract between January and March for The Highland Council delivering Gaelic tuition in Lochaber and Caithness Primary Schools. We successfully tendered for a contract with the National Collections to deliver Gaelic awareness and basic language training. We are having active conversations with Glasgow City Council, South Lanarkshire Council and North Ayrshire Council regarding Gaelic teaching. Our staff were involved in assisting schools with FilmG projects. In 2013-14 we secured contracts worth an additional £65.5k.	
HIE2	Continue to explore commercial opportunities; and ensure that Fèisean nan Gàidheal's trading income constitutes 35% of its total income, by 31st March 2015	New Developments	We achieved 53% of our turnover from commercial opportunities in 2012-13. Our present estimate is at least 58% for 2013-14.	
HIE3	Retain 17.5 FTEs based within the Highlands and Islands area of operation of HIE, by 31st March 2015	Service Delivery	At present our organisational FTE is 14.2. However, with increased employment opportunities through Fèisgoil and other contracts we will achieve more than the 17.5 FTE required by HIE. In 2012-13 our overall FTE was 104.3.	
HIE4	Target activities in the fragile areas, and create 3 new Fèisean and 5 Intergenerational projects in the fragile areas, by 31st March 2015	New Developments	At present, out of 37 Fèisean in the HIE area, 23 take place in fragile areas. In addition to supporting those Fèisean we are working with Iomairtean Gàidhlig which cover fragile areas in Lewis, Uist, Skye and Lochaber. 18 Blas and 42 Cèilidh Trail events took place in fragile areas in 2013. CS10 above outlines progress with the Intergenerational Archiving Project and we had another excellent 5 Latha event in the west side of Lewis, a fragile area, at Easter 2013 involving 16 young people and several members of that community. Plans for 5 Latha 2014 are well progressed.	
HIE5	Explore the feasibility of establishing Gaelic drama and other community-related Gaelic language initiatives for adults, in collaboration with strategic partners such as Sabhal Mòr Ostaig, by 31st March 2015	New Developments	The 2013 Sgoil Shamhraidh Dràma took place in Portree in July and we included two performances by adult groups – Kilmuir Gaelic Drama Group and Cabraich Arts. The final performances were at Sabhal Mòr Ostaig in collaboration with the Cèilidh Trail groups and videos of the performances are on our YouTube channel.	

			We continue to collaborate with Eden Court and Sabhal Mòr Ostaig on projects funded through the Bòrd na Gàidhlig Drama Network on projects for primary and secondary schools as well as supporting drama development at a community level where possible.	
HIE6	Continue to support tutors and organisers gain new skills in the fields of fund-raising, child protection, Gaelic language, first aid, governance, computer skills and teacher techniques. Engage 87 volunteers and 23 trainees/tutors, within the Highlands and Islands area of operation of HIE, in Fèisean nan Gàidheal's skills development programmes, by 31st March 2015	Service Delivery	Tutor training is an on-going activity of Fèisean nan Gàidheal. Training for organisers has also been on-going, with training being delivered locally rather than at an annual Fèis Trèanaidh, in line with feedback received in our 2012 research. Gaelic training took place in Q1 for Fèisgoil tutors and more will be organised later in the year. T utor training is concentrated in February and March each year but we are also looking at delivering tutor training in Glasgow at some point suitable for Fèis Ghàidhlig Ghlaschu. 67 participants have benefitted from training during 2013-14.	
HIE7	Ensure 8,206 individual participants/learners engaged in Fèisean skills programmes, within the Highlands and Islands area of operation of HIE, by 31st March 2015	Service Delivery	We are confident that we will exceed this figure. Q3 of 2013-14 figures are given above under Quantitative Information.	
HIE8	Cèilidh trails and Blas Festival promoted nationally and internationally as cultural tourism products, by 31st March 2015	New Developments	We do our best to promote both nationally and have engaged more closely with VisitScotland and EventScotland as well as tour operators to expand the reach of our promotion of both initiatives. We still need to carry our marketing workshops through HIE's Account Management system and then an international marketing workshop with SDI. Problems organising dates have been overcome with the appointment by HIE of a new contractor to do the work.	
HIE9	Stage 3 national showcase events; showcasing the region's Gaelic culture to wider audiences at home and abroad through participation in appropriate events and festivals	New Developments	Please see CS17 above. In addition we have had a meeting and are still in on-going correspondence with the organisers of the Commonwealth Games and Glasgow Life to see if we can secure the involvement of the Fèisean in 2014 events.	
HIE10	Undertake a review on function, appositeness and efficacy of Fèisean nan Gàidheal board, by 31st March 2013	New Developments	This has been finalised to HIE's satisfaction.	
Bòrd na Gàidhlig Deliverables				
BnG1	Evidence of practical assistance with the Parental Advocacy Scheme with training for new staff and evidence of advice being offered to parents	Partnerships and Contracts	We are assisting with Parental Advocacy in many ways; through specific events, the Iomairtean, information disseminated at Fèisean and Blas. Our website and social media is used to circulate information on Gaelic medium education and we regularly send out information to individuals on our database. Fèisean nan Gàidheal supports Comann nam Pàrant Port Rìgh – see BnG4.	
BnG2	Confirmation of at least 500 hours of practical assistance with	Partnerships	Fèisean nan Gàidheal's programme of work supports Iomairtean in all areas.	

	Iomairtean Gàidhlig across Scotland	and Contracts	We attend regular meetings and support local projects additional to those we, and the Fèisean, generate in these areas. 7 Fèisean took place in Iomairt areas throughout the summer and 23 Blas concerts took place in Iomairt areas. In addition the schools programme augmented the work in some of the Iomairt areas. The Gaelic Drama Summer School was held in Skye and the Cèilidh Trails held events in many areas. Lots of Fèis classes and a number of main Fèisean have been held in Iomairt areas over the past few months including a teenage-age Fèis in Lochaber and an exchange that involved young people from Ireland coming to Inverness for the international shinty/hurling match. Our staff all contribute to the Iomairtean through the various project we run. We also run a regular Cofaidh is Còmhradh conversation circle each Tuesday in our Portree office. Numbers have dwindled for this but we will be advertising it again in the New Year. We offered at least 1,782 hours of practical assistance in Iomairt areas.	
BnG3	Information to be supplied quarterly as to how the organisation's Gaelic Policy is being implemented with at least 4 training sessions for Fèisean nan Gàidheal staff	Service Delivery	An updated Gaelic Policy was published in February and we are currently carrying out a consultation with member Fèisean and others. The Fèisean are developing and expanding their use of Gaelic with regular support from our team. There has been a marked increase in the use of bilingual publications by the local Fèisean and all materials published by Fèisean nan Gàidheal are bilingual, as are posts on Facebook and Twitter. Our team undertakes at least 4 sessions annually in Gaelic training or training through the medium of Gaelic in relevant subjects including; grammar, proverbs, idiom, media, graphic design and PowerPoint. We will continue to offer a varied programme of training through the medium of Gaelic with further sessions planned for media, marketing, bilingual design and translation.	
BnG4	Evidence of collaboration with other Gaelic organisations	Partnerships and Contracts	We have collaborated with most of the Gaelic organisations at some point this year. We collaborated with Stòrlann having produced some teaching resources for them and we delivered workshops at An t-Alltan. We worked with An Comunn Gàidhealach to assist children with preparation for local mods. This has worked well with favourable feedback from teachers and the local mòds. Blas offered an opportunity for collaboration with Clì, Comhairle nan Leabhraichean and An Comunn Gàidhealach, links which are being strengthened.	

			During November and December we worked with FilmG to deliver workshops for young people in preparing scripts and recording them. In the various Iomairtean Gàidhlig areas we are working closely with Comunn na Gàidhlig and several other bodies. Fèisean nan Gàidheal attends meetings and supports a variety of projects happening the various areas through our various networks. Fèisean nan Gàidheal continues to support Comann nam Pàrant Port Rìgh with administrative assistance and use of facilities as well as attending events to assist in delivering its work.	
BnG5	Evidence of collaboration with local authorities to assist them in delivering their Gaelic Language Plans	New Developments	We work with local authorities across Scotland with the Fèisean, Blas, Drama work and the services we offer through Fèisgoil. Most of these activities help deliver measures in their Gaelic Language Plans. See HIE1 above for an outline of progress with Fèisgoil. We have been developing links with public bodies. We have already been working with SNH on events at Blas and with the Cèilidh Trails.	
BnG6	Press releases in relation to Bòrd na Gàidhlig-funded activities to be submitted to the Bòrd prior to distribution	Service Delivery	Every press release we distribute is sent to Bòrd na Gàidhlig and we offer them an opportunity to comment on news items where it is appropriate, such as in relation to specific project the Bòrd funds. We feed information to the Scottish Government on our programme and the opportunities for media coverage. Bòrd officers are in receipt of this information also.	
BnG7	Information on the places where the organisation operates – staff and projects at national and international level	Service Delivery	This is confirmed through the reports we submit to the Bòrd each quarter and in the map that is included in our Annual Report that was published in September.	
BnG8	An advert on Bilingualism or Gaelic medium education to be placed in the Blas leaflet and online brochure with other promotional opportunities to be available to Bòrd na Gàidhlig at festival events	New Developments	This was included in the online Blas brochure and information was available at each event at Blas this year. Bòrd na Gàidhlig also sponsored our Blas tickets offering advertising for learngaelic.net.	
BnG9	20 high school pupils to take part in a residential week of cultural activities at Easter 2014	New Developments	5 Latha 2014 is due to take place between 7 and12 April with 20 participants involved in a range of activities including music, song, fishing, crofting, and cooking.	
BnG10	20 high school-age participants to take part in the Gaelic Drama Summer School	Service Delivery	The Sgoil Shamhraidh Dràma took place during the first fortnight of the school holidays. Although we only had 11 participants they picked up a lot of skills connected with acting and preparing drama pieces. The standard of acting and Gaelic skills was very encouraging and an excellent presentation of Gaelic plays was performed to an audience of around 80 at Talla Dhonaidh Chaimbeil in Sabhal Mòr Ostaig.	

			See HIE5 above for more information.	
BnG11	Support offered to at least 40 Fèisean across Scotland	New Developments	Fèisean nan Gàidheal's priority is to support Fèisean across the country and this continues as normal.	
BnG12	6-week drama tour of Gaelic schools by Meanbh-Chuileag	New Developments	In addition to this tour we hope to present another play in secondary schools using additional funds given to us by the Scottish Government at the time of the National Mòd. A play about the Great War is currently being written at the moment .	
BnG13	80 Gaelic drama workshops to be delivered in communities across Scotland	New Developments	This is on-going work with workshops happening in schools regularly. We comfortably achieve the targeted number of workshops through our work with Fèisean, youth theatre, Lochaber and Argyll Drama Fèisean and through our Meanbh Chuileag work in schools and communities across the country.	
BnG14	Links to be made with the National Theatre of Scotland and the Scottish National Youth Theatre	Partnerships and Contracts	We collaborated with the National Theatre of Scotland on 'Eun Beag Chanaidh' aig Blas. We hope to keep this connection going and to meet with the Scottish National Youth Theatre in the next while. A meeting took place in December with the Scottish National Youth Theatre to discuss how we could collaborate, training issues and SNYT resources that we could make use of in our projects. They are very supportive of our work and we will continue discussions with them around collaborative projects and training. 'Eun Beag Chanaidh' was also reprised at Celtic Connections in January 2014.	
BnG15	Collaboration with Sabhal Mòr Ostaig and Aros to deliver a programme of local Gaelic drama development with Iomairt Ghàidhlig an Eilein Sgitheanaich	Partnerships and Contracts	We attend meetings of the Gaelic Drama network in Skye along with Àros, Sàbhal Mòr Ostaig and Kilmuir Drama Club. We recently took part in a series of workshops at Aros in partnership with Sabhal Mòr Ostaig aimed at primary school pupils. This was done through funding received from the Bòrd na Gàidhlig Drama Network We have also been involved in meetings with ATLAS (Skye-based arts project) along with Sabhal Mòr Ostaig and Aros. ATLAS has funds from Creative Scotland and we will be assisting them in the organisation of a scheme to allow artists to apply for money to engage on professional development. This was progressed in December. Our Drama Officers work closely with Artair Donald at SMO, supporting several projects in which he is involved at the college and around Skye. We will also be involved with him in some drama training.	
BnG16	Collaboration with Eden Court to deliver a programme of local Gaelic drama development with Iomairt Ghàidhlig Inbhir Nis	Partnerships and Contracts	In collaboration with Eden Court we were involved in establishing Youth Theatre groups in Dingwall, Tain and Inverness during 2013. Following a second successful funding bid to the Bòrd na Gàidhlig Drama Network we have recently began the second year of the project. Our drama officer will	

			work with these groups over a twenty week period devising new plays which will culminate in a performance evening at Eden Court.	
BnG17	20 events for up to 3,000 school pupils across the Highlands	Partnerships and Contracts	More than 190 events were held as part of the schools and communities programme of Blas 2013 with over 8.000 school pupils involved in workshops and events across Highland and Argyll. Among the events were shows from some of the Gaelic artists taking part in Blas, such as Cruinn and the Angus Nicolson Trio. There were singing workshops, drama performances and nature walks in several communities, as well as art and dance workshops. A special week of events for schools was held in the Museum of Highland Life in Newtonmore. Gaelic medium pupils had the opportunity to hear some of the Gaelic musicians and singers and use their own Gaelic skills in creative ways. Those not in Gaelic education had the opportunity to learn more about the language and learn some Gaelic through the fun pastimes and songs.	
BnG18	Quarterly communication with Bòrd na Gàidhlig and Creative Scotland's Gaelic Arts & Culture Officer	Partnerships and Contracts	We attend meetings of NGAS and share information with the Gaelic Arts & Culture Officer. We also communicate regularly on various opportunities and hope to formalise a meeting in the coming months as appropriate.	
Highland Council Deliverables				
HC1	Ensure that at least £21,192 is divided between at least 21 Fèisean on an agreed formula basis	Service Delivery	£115,881 has been granted by Fèisean nan Gàidheal to Highland Fèisean for 2013-14, including £21,192 allocated from The Highland Council.	
HC2	Maintain support for the delivery of at least 21 Fèisean in the Highlands	Service Delivery	21 Fèisean are being supported in the Highland area during 2013-14.	
HC3	Maintain the number of young people who participate in Fèisean and classes in the Highlands from a baseline of 3,656	New Developments	3,721 young people took part in Fèisean events in Highland during 2013-14.	
HC4	Increase the number of young people who receive Gaelic tuition from a baseline of 2,924	Service Delivery	2,976 young people received Gaelic language tuition at Fèisean and approximately 770 primary school children received Gaelic tuition though Fèisgoil.	
HC5	Ensure that £25,253 is used to support Fèis Development Officers and the general running costs of Fèisean nan Gàidheal	Service Delivery	£25,253 is being applied to our running costs including the two Development Officers based in Highland.	
HC6	Increase the use of Gaelic in Fèisean activities	New Developments	Fèisean nan Gàidheal is constantly striving to do this primarily through increasing the use of the language by tutors, through on-going training. We also ensure Gaelic's use through conditions of grant and ask for evidence annually. Our G Team can make provision where Gaelic activities are limited by the skills of organisers and tutors.	
Comhairle nan Eilean Siar Deliverables				
CnES1	Redistribute £9,900 of Comhairle funding in 2013-14 to the Western Isles Fèisean as per schedule in agreement	Service Delivery	Fèisean in the Western Isles were offered funding totalling £39,058 including £9,900 from Comhairle nan Eilean Siar as per our Funding Agreement.	

CnES2	£2,900 of Comhairle funding to be utilised towards the continued employment of a full-time Western Isles Fèis Development Officer	Service Delivery	The remaining £2,900 is being utilised towards the continued employment of a full-time Western Isles Fèis Development Officer. Given the reduction in funding, however, future affordability of this post is under review.	
Argyll & Bute Council Deliverables				
ABC1	Utilise a portion of funding for the purposes of making grants to support Argyll & Bute Fèisean through Fèisean nan Gàidheal's Grants scheme for Fèisean	Service Delivery	Fèisean in the Argyll & Bute area were offered funding totalling £26,584 including £9,000 from Argyll & Bute Council as per our Funding Agreement.	
ABC2	Utilise a portion of funding towards the employment of a Development Officer based in Argyll and Bute	Service Delivery	The remaining funds are being utilised towards the continued employment of a full-time Fèis Development Officer based in Argyll and an expanded programme of activities in the area.	

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
May 2014

Fèisean nan Gàidheal

Blas and Cèilidh Trails 2014

Agenda Item: 2.2014.02(b)

Reason for Paper

To inform board members of the programme for Blas 2014 and progress with Cèilidh Trails.

Blas 2014

The 2014 Blas Festival will be launched on 5 June in Eden Court, Inverness at an event to which Board members will be invited.

The outline programme is included in the following pages. Among the highlights will be:

- Mìorbhail nam Beann – a new commission from Iain MacFarlane funded by Scottish Natural Heritage
- Glòir nan Caman – shows based around the impact of shinty in various communities
- Highland Homecoming – a series of events to mark the beginning of Highland Homecoming during Blas which continues until the end of the National Mòd in October
- Ceòl nam Fèis – a Fèis showcase concert to include Fèisean from across Scotland with Musical Directors Angus MacKenzie and Murdo Cameron having been appointed

A list of other bodies with which we are working to provide additional community events is following the programme details.

Finance

The 2014-15 budget for Blas operations is included in the papers.

Cèilidh Trails 2014

There will be 7 Cèilidh Trails supported by Fèisean nan Gàidheal during the summer of 2014. The Fèisean involved are Fèis Chataibh, Fèis Spè, Fèis Rois, Fèis an Earraich, Fèis Fhoirt, Fèis Latharna and Fèis Lochabair. Details have still to be firmed up but we would expect them to be involved in over 200 performances during July and August.

Creative Futures funding from Creative Scotland is available to us for this year and participants will be offered training at the residential Fèis Alba event in Plockton in July, plans for which are coming together at present.

In addition to the events in their own localities, we are hopeful that at least some of the Cèildh Trails will take part in an event in the Commonwealth Games Cultural Programme at Glasgow Green in Glasgow on 28 July.

We are also looking at the feasibility of a special concert in Loch Lomond Shores, organised with the cooperation of the Loch Lomond and Trossachs National Park, featuring Fèis Fhoirt and other Cèilidh Trail groups. This follows a similar, successful event we held there last year with Karen Matheson.

Action Required

Board members are invited to:

(1) Note the programme for Blas 2014
(2) Note the budget for 2014-15
(3) Note the plans for 2014 Cèilidh Trails

Arthur Cormack
CEO
May 2014

BLAS 2014 PROGRAMME								
	Wester Ross, Skye & Lochaber			Caithness, Sutherland & Easter Ross		Inverness, Badenoch & Strathspey		Other
	LOCHABER	SKYE & LOCHALSH	WESTER ROSS	EASTER ROSS	CAITHNESS/SUTHERLAND	INVERNESS	BADENOCH/NAIRN	WESTERN ISLES/ARGYLL
FR 5	ROYBRIDGE	FLODIGARRY Barn Dance			GOLSPIECèilidh Dance	GREAT GLEN HOUSE	BOAT OF GARTEN	DUNOON QUEENS HALL
	Ross Ainslie/Jarlath Henderson	Cast Ewe Cèilidh Band			Trail West	**Miorbhail nam Beann**	Marloch	Cherish the Ladies
	Hò-rò	Fèis Thròndairnis			Alasadair Whyte	Iain MacFarlane, Hamish Napier	The Bothy Singers	Linda Macleod
	Fèis Lochabair				P.M James Mackenzie	Ewan Robertson, Ewen Henderson	Fèis Spè	
	Poss Session RoyBridge Hotel						Possible hotel session	
	Fèis Lochabair to organise				STRATHY		Fèis Spe to organise	
					The Mischa MacPherson Trio			
					Howie MacDonald &Marilyn Mackinnon	AIRPORT + HOOTS SESSIONS		
					Fèis Air an Oir			
SAT 6	INVERGARRY	PORTREE	TORRIDON	CROMARTY	WICK	EDEN COURT		BUNESSAN
	Miorbhail nam Beann	Drìne (Rob Donn show)	Marloch	**Music and Film**	Red Hot Chilli Pipers	**Subhachas**		Monach Isle Cèilldh Band
	Iain MacFarlane, Hamish Napier	Fèis an Earraich	Howie MacDonald &Marilyn Mackinnon	An Drochaid 2013 (Robbie Fraser)		Cherish the Ladies		Alasdair Whyte
	Ewan Robertson, Ewen Henderson	Poss Session Tongadale Hotel	Fèis Rois	Hò-rò		The Mischa MacPherson Trio		
		Fèis an Earraich to organise				Ross Ainslie/Jarlath Henderson		OBAN
						Coisir G		SKIPINNISH C HOUSE
						AIRPORT + HOOTS SESSIONS		Blas Branded Cèildh
SU 7	LOCHAILORT					ST ANDREWS CATHEDRAL		
	Session					Celtic Praise		
						Còisirean		
						HOOTS SESSIONS		
MO 8			LOCHCARRON		SCOURIE	DRUMNADROCHIT		
			Cherish the Ladies		Drìne (Rob Donn show)	Hò-rò		
			The Mischa MacPherson Trio		Fèis an Iar Thuath	Howie MacDonald &Marilyn Mackinnon		
						J Mackenzie/Neil Ewart		
						Linda MacLeod- Bean an Taighe		
						AIRPORT + HOOTS SESSIONS		
TU 9		RAASAY (RAASAY HOUSE)	GAIRLOCH					
		The Mischa MacPherson Trio	Cherish the Ladies			AIRPORT + HOOTS SESSIONS		
		Accom/Meal/Ticket Packages	Howie MacDonald &Marilyn Mackinnon					
			J Mackenzie/Neil Ewart					
WE 10				STRATHPEFFER	CLASHMORE	ST ANDREWS CATHEDRAL		TIGHNABRUAICH
				J Mackenzie/Neil Ewart	Cherish the Ladies	Gaelic Mass		**Glòir nan Caman**
				Daimh	Howie MacDonald &Marilyn Mackinnon	Thanksgiving Homecoming Service		Hugh-Dan MacLennan
				An Turas: The Journey of The Hector	Gillie Mackenzie	AIRPORT + HOOTS SESSIONS		The MacGillivrays of Culrossie
								Gary Innes
				John Somerville with Fèis Rois	SESSION/GOLSPIE INN			Allan Henderson
								Linda MacLeod
TH 11	GLENFINNAN HOUSE	INVERINATE/DORNIE		RESOLIS		EDEN COURT	KINGUSSIE	OBAN
	Session	**Glòir nan Caman**		Salt House		**Do bheatha dhan dùthaich**	Cherish the Ladies	SKIPINNISH C HOUSE
		Hugh-Dan MacLennan				Manran	J Mackenzie/Neil Ewart	
		The MacGillivrays of Culrossie				Macanta	Gillie Mackenzie	
		Allan Henderson		Howie MacDonald + 1		{Masters World Championships	Poss Sess-Silver Fjord	Blas Branded Cèildh
		Linda MacLeod		Ellen MacDonald		2014 Hall of Fame Award}	Fèis Spe to arrange	
						Angus McColl S&J		
		SLEAT/SMO				The Cheryll Heggie Dancers		
		Miorbhail nam Beann						
		Iain MacFarlane, Hamish Napier						
		Ewan Robertson, Ewen Henderson						
						AIRPORT + HOOTS SESSIONS		
FR 12	ARISAIG	BROADFORD VILLAGE HALL	ULLAPOOL	PORTMAHOMACK		EDEN COURT ONE TOUCH		OBAN
	Donald Black Band	Monach Isle Cèilidh Band	**Miorbhail nam Beann**	Salt House		**Glòir nan Caman**		The Dougie MacLean Trio
	Hò-rò	Howie MacDonald &Marilyn Mackinr	Iain MacFarlane, Hamish Napier	J Mackenzie/Neil Ewart		Hugh-Dan MacLennan		Alasdair Whyte
	Fèis Oigridh na Mara	Christine Primrose	Ewan Robertson, Ewen Henderson	Fèis Rois		The MacGillivrays of Culrossie		Linda MacLeod
		Fèis an Earraich				Gary Innes		Fèis Latharna
						Allan Henderson		
						Calum Alex MacMillan		
		PORTREE				**Various**		
		Cherish the Ladies				Sessions/Cèilidhs in Pubs		
		Macanta				AIRPORT + HOOTS SESSIONS		
SA 13	FORT WLLLIAM					EDEN COURT		TAYNUILT
	Cherish the Ladies					BLAS GRAND FINALE		**Miorbhail nam Beann**
						Ceòl nam Fèis		Iain MacFarlane, Hamish Napie
								Ewan Robertson, Ewen Hende
	Howie MacDonald &Marilyn Mackir							OBAN
	Ellen MacDonald							SKIPINNISH C HOUSE
	Poss Session Volunteer Arms							Blas Brand Cèilidh

Blas is also working with the following bodies to deliver additional community events:

- Live Music Now: Sending James Mackenzie and Neil Ewart to perform in Care Homes
- Music in Hospitals: Sending artistes to perform in hospitals
- Comhairle nan Leabhraichean: Providing poets and authors to participate
- House Cèilidhs: Expecting a maximum of 10
- Film G: Adding short Gaelic films to shows
- An Comunn Gàidhealach: Sending Mòd participants to perform in Care Homes and Hospitals
- Episcopal Church: 2 x services at St Andrews Cathedral in Inverness, one being a full Gaelic Mass plus events at approximately 4 of their other churches (visual art, poetry etc)
- Musicians Union: Hosting a Music Business Session in Inverness with PRS/MCPS
- Highland Rangers: Providing Guided Walks
- Highlife Highland: Schools shows with Blas Artistes and others, Travelling Gallery and Drama outreach

BLAS BUDGET 2014							
INCOME	**MYOB CODE**	**BUDGET**		**NOTES**			
Highland Council Grant	42000	**£69,869.00**		Confirmed			
Highland Council In-kind	JE	**£2,000.00**		Estimate			
Box Office	47001	**£35,000.00**		Estimate			
Creative Scotland	44500	**£50,000.00**		Confirmed			
Bòrd na Gàidhlig	44000	**£20,000.00**		Confirmed			
HIE	47006	**£8,000.00**		Confirmed			
SNH	44600	**£25,161.00**		Confirmed			
Colm Cille	44000	**£5,000.00**		Confirmed			
Ticket Sponsorship	47007	**£600.00**		Confirmed			
Argyll & Bute Council	44602	**£11,600.00**		Confirmed			
Highland Homecoming		**£9,000.00**		Confirmed			
Broadcast Facility Fee		**£1,000.00**		TBC - assume OK?			
Camanachd Association		**£2,000.00**		Confirmed			
Gerry Reynolds Masters Event		**£2,500.00**		Confirmed			
Highland Homecoming Food Fund		**£10,000.00**		**Amount TBC**			
Total Income		**£251,730.00**					
(of which confirmed)		**£241,730.00**		(Have included Facility Fee as confirmed for now)			
EXPENDITURE							
Programme Costs							
Cuairt Nam Bard		**£5,000.00**					
Artists' Fees including travel	60120	£67,650.00					
Food and Drink events		**£10,000.00**					
SNH Commission CD Recording Costs	60115	£9,180.00					
SNH Commission Iain's commissioning Fee		£2,000.00					
SNH Rehearsal period Fees		£1,000.00					
Accommodation for Artists and crew	60150	£16,388.00					
Meals for Artists and crew	60151	£6,184.00					
Travel - Flights	60400	£2,643.00					
International Artists Domestic Travel	60401/JE	£1,300.00					
International Artists Domestic Travel (in-kind minibus from HC)		£700.00					
Other Artistes Travel/ferries/mileage etc	60130	£300.00					
SNH Commission Travel - all rehearsals and shows		£1,000.00					
Fuel for both hire vehicles 2600 miles		£660.00					
Stage/Concert Management/Fear or Bean-an-Taighe/Blas Reps	60300	£500.00					
Venue Hire & Commission to Promoters/Production Cost	61090	£11,000.00					
Eden Court Overtime charges etc		£500.00					
PA & Lighting	61050	£25,155.00					
PR, Advertising & Marketing							
Press/PR	61230	£2,700.00					
Posters/Overprinting/Postage	62710	£2,000.00					
Leaflet Design and Print x 40,000	60800	£3,000.00					
Leaflet Distribution	60900	£820.00					
Postage via Mailboxes in Inverness (leaflets etc)	60700	£750.00					
Promotional materials (Banners, oversize posters etc)	60960	£1,500.00					
Advertising	61000	£12,000.00					
Press and Launch Events	61040	£500.00					
Commission to Ticketweb	61110	£600.00					
Ticket Printing	61100	£600.00					
Management & Production Costs							
Firefly Productions: Festival Director and all administration	61190	£40,000.00					
Allowance for meeting expenses over 6 per annum	61190	£120.00					
Postage Costs from Dingwall for contracts etc	62710	£92.00					
Fèisean nan Gàidheal Management Fee	61240	£15,000.00					
Fèisean nan Gàidheal - payback of 2012 deficit		£5,000.00					
Action Group/Blas Board Costs	61170	£600.00					
Photography	61010	£0.00					
Gaelic Translations (in-kind from HC)	JE	£1,300.00					
Insurance	61700	£600.00					
Royalties	62300	£500.00					
Accountancy/Companies House	61900	£1,050.00					
Depreciation		£370.00					
Contingency	61260	£1,468.00					
TOTALS		**£251,730.00**					
Surplus/Deficit current		**£0.00**					

Fèisean nan Gàidheal

5 Latha

Agenda Item: 2.2014.02(c)

Reason for the paper

To give information to the board members about 5 Latha 2014 which was held between 7-12 April, at the The Gearrannan Blackhouses on the Isle of Lewis.

5 Latha 2014

Monday

All the participants gathered at the blackhouses at around 3pm. They were immediately set a task by Iain MacArthur, who lives near to Gearrannan. Each year Iain sets up a wee challenge for them to consider while they are staying at The Gearrannan, in the past this has involved a treasure hunt and a number of riddles and this year the challenge focused on their stay in the community and they had to consider a number of things including warmth, food and the environment that surrounded them as they answered the challenges he had set.

Tuesday

We went up to Ness to visit Donald MacSween and all that he does on his croft. It was an excellent day. The participants had the chance to work with sheep, ducks, hens (cleaning our sheds and gathering eggs) and they the constructed a pen for some ducklings that were at that time in an incubator. It was a day of graft and the participants were certainly tired by the time we were finished. We visited the local Historical Society and had lunch at their café. The participants had the opportunity to walk round their museum where the currently have an exhibition about World War 1.

That evening we had a visit from Donnie MacDonald (Donnie Large) a well-known Gaelic singer from Lewis who now lives in America. We sat and sang a number of songs and played tunes for almost three hours. Donnie sang some of his mother's songs, which was very appropriate and covered a number of subjects that are related to the activities that the participants were involved with that week.

Wednesday

Our plans changed slightly due to some bad weather. We pushed the loch fishing back a day and instead we were treated to some practical cooking demonstrations from Mairi Maureen and Catriona who work at the Gearrannan. We made Ceann Cropaig and some Clootie Dumpling. An excellent experience and though the Ceann Cropaig brought out some green faces, the afternoon was very enjoyable. The evening dried up nicely and we managed to play some football on the astroturf pitch in the district. Some sore legs the next day.

Thursday

We went to visit a local crofter in the community, Kenny Patterson. This was a very informative visit and provided the participants with a lot of facts and figures about crofting and a lot of detail about the administrative side of keeping livestock. We went loch fishing that afternoon which the participants thoroughly enjoyed and though there were a few tiddlers landed it wasn't quite enough to feed us all.

That evening we held a cèilidh in the Old School in Shawbost where around 60 members of the community attended. It was an excellent evening of music and song performed by the participants, tutors, supervisors (Ellen and Shona) and we were well supported by accordionist Graham Maclennan. It was a very enjoyable eveing and we were very grateful for the tea and baking provided by the local parents in the area.

Friday

The weather wasn't so kind to us and we had to alter our plans for our boat trip with Seatrek. Instead of leaving from Carloway, we had to head round the Loch and go out from Miavig where Seatrek are based. Though there was some additional driving involved it didn't impact too badly on our day and the boat trips were enjoyed by all. The skipper Kenny provided a lot of information about the local area and islands they

passed on the trip and the groups also saw seals, sea eagles and a number of other sea birds.

That evening we had a takeaway and had a music session before the Lewis participants headed off back home.

Saturday
We had to rise early, 430am, to make the trip to Stornoway on what was a very blustery morning. It helped us across the minch as the direction of the wind was behind the boat.

Another enjoyable week indeed!

Action Required
Board members are asked to note the information about 5 Latha 2014 and raise any points relating to the event.

Calum Alex Macmillan
Development Manager
May 2014

Fèisean nan Gàidheal

Fèisgoil

Agenda Item: 2.2014.02 (e)

Reason for the paper

To update board members with information about Fèisgoil project delivery.

Latest Information

Since we launched the Fèisgoil service we have delivered a number of contracts for a number of public bodies, local authorities and Gaelic organisations. From the beginning of the year we have been delivering two new contracts: teaching Gaelic in schools in Highland Council schools and Gaelic awareness sessions for the National Collections in Edinburgh.

Between January and April this year we delivered ten weeks of tuition to seventeen schools in Caithness, Sutherland and Lochaber. Over 600 children benefited from the language workshops, based on GLPS, learning basic vocabulary which they were able to develop through a range of interesting and engaging activities.

We are currently carrying out a review of the workshops, giving the opportunity to school pupils and teachers to give us their feedback on the Gaelic sessions. The feedback we have received to date is that the sessions were successful and that school children thoroughly enjoyed being able to take part in them.

At the end of May we will have completed our contract delivery for the National Collections. We are grateful to Iain MacIlleChiar who has delivered the sessions for us. By the end of the month we will have delivered fifteen day-long workshops to over two hundred employees of the organisations that form the National Collections.

We have held a number of discussions with Local Authorities about the services that Fèisgoil can offer and we are hopeful of securing further contracts in the coming months. On the next page you will see a table of the contracts we have delivered, those we are actively delivering as well as information about potential future projects.

Action Required

Board members are asked to note the latest Fèisgoil developments, the contracts that have been delivered to date and potential projects for the future.

Calum Alex Macmillan
Development Manager
May 2014

Contractor	Deliverables	Value	Delivered	Progressing
Perth & Kinross Council	10 weeks of Gaelic lessons in 3 schools	£4,932.00	√	
Perth & Kinross Council	3 weeks of Gaelic lessons in 3 schools	£1,701.00	√	
Perth & Kinross Council	23 weeks of Gaelic lessons in 3 schools	£7,640.80	√	
Comunn nam Pàrant	Seachdain na Gàidhlig in Edinburgh	£1,320.10	√	
Caledonia Primary School	One day Meanbh-fhèis	£1,400.00	√	
An Comunn Gàidhealach	Local Mòd preparation 2013	£3,628.07	√	
Portree High School	One day Meanbh-fhèis 2013	£1,279.70	√	
Eden Court	Drama classes in schools	£2,746.00	√	
Renfrewshire Council	38 weeks of Tin Whistle Tuition (YMI) in 4 Renfrewshire schools	£6,264.00		√
The Highland Council	12 weeks of music tuition in all Highland Council schools	£219,511.00		√
Historic Scotland	Gaelic tours of Urquhart Castle for GM pupils	£6,000.00		
Film G	Schools workshops	£6,692.94	√	
National Collections	15 days of Gaelic awareness-raising for staff at National Museums, Galleries & Libraries	£6,800.00		√
The Highland Council	10 weeks of Gaelic lessons in Lochaber Schools	£8,900.00	√	
The Highland Council	10 weeks of Gaelic lessons in Caithness Schools	£12,250.00	√	
An Comunn Gàidhealach	Local Mòd preparation 2014	£4,000.00		√
Glasgow City Council	10 weeks of Gaelic lessons in 10 schools (possibly extending to 20 with GLAIF funds)	£9,000.00		
Comhairle nan Eilean Siar	Fèis Bharraigh Friday afternoon classes in Castlebay School	£31,000.00		
Comhairle nan Eilean Siar	10 weeks of Gaelic lessons in 10 schools	£10,000.00		
Fife Council	Community Gaelic arts workshops	£2,000.00		
Portree High School	One day Meanbh-fhèis 2014	£1,300.00		
Argyll & Bute Council	10 weeks of Gaelic lessons in 12 schools that feed into Hermitage Academy, Helensburgh	£20,300.00		
Perth & Kinross Council	10 weeks of Gaelic lessons in 3 schools	£5,000.00		
TOTALS		**£373,665.61**		

Fèisean nan Gàidheal

Development Plan 2015-20

Agenda Item: 2.2014.02(f)

Reason for Paper

To introduce a presentation on progress with Fèisean nan Gàidheal's Development Plan for 2015-20.

Background

Board members will recall that a timetable was previously agreed for the production of a new Development Plan for Fèisean nan Gàidheal. This would have enabled us to look at a draft at this meeting, with a view to consulting with the Fèisean at the Annual Conference in September and finalising the plan as soon as possible thereafter.

The process for bidding to Creative Scotland has necessitated revisiting that timetable. Further detail is available in 2.2014.03(e) below. It seems sensible to try and have the plan finalised for inclusion with the bid that needs to be submitted to Creative Scotland by 7 July.

Progress

A draft plan will be available ahead of the Board meeting and I will present the plan to members then for discussion along with a revised timetable for completion.

Action Required

Board members are invited to:

(1) Note the need to accelerate the timetable for production of the plan
(2) Note that a draft Plan will be sent out in advance at the meeting
(3) Note the presentation and discuss matters relating to the draft plan

Arthur Cormack
CEO
May 2014

Fèisean nan Gàidheal

Financial Issues

Agenda Item: 2.2014.03

This report includes:	**Action Required**
Agenda Item: 2.2014.3(a)	
Budget to 31 March 2015 (amended)	For Approval
Agenda item 2.2014.3(b)	
Current bank balances will be advised at the meeting	Verbal for Noting
Agenda item 2.2014.3(c)	
Management accounts to 31 March 2014, prepared by Mann Judd Gordon	For Noting and Discussion
Agenda item 2.2014.3(d)	
Grants pledged to Fèisean for 2014 -15	For Noting
Agenda item 2.2014.3(e)	
Creative Scotland Regular Funding	For Noting and Discussion

Anne Willoughby
Executive Manager
May 2014

Fèisean nan Gàidheal Budget 2014-15 (amended)

Agenda Item 2.2014.03(a)

INCOME	
Core Grants	£ 356,628.00
Management Fees	£ 109,130.00
Grants Scheme	£ 199,724.00
Fèis Development Fund	£ 27,764.00
Annualised Hours	£ 8,000.00
Training	£ 15,000.00
Fèisgoil	£ 323,861.00
Blas Festival	£ 239,730.00
Other Earned Income	£ 12,550.00
Support Cèilidh Trails	£ 57,404.00
Gaelic Residential Events	£ 38,268.00
Songwriting & Collecting Projects	£ 30,000.00
Press/PR/Website Updates/Newsletter	£ 1,000.00
Showcase Opportunities	£ 22,000.00
Fèisean Services	£ 30,684.00
General Funds still to be raised	£ 7,878.00
TOTAL INCOME	**£ 1,479,621.00**
EXPENDITURE	
RUNNING COSTS	
Staff Salaries	£ 311,477.00
NIC Contributions	£ 37,377.00
Pension Contributions	£ 15,554.00
Fèisean Services Staff Wages and NI	£ 30,684.00
Staff Travel	£ 22,000.00
Office Rent & Rates	£ 23,000.00
Stationery, Printing & Postage	£ 12,000.00
Telephone, Fax, E-mail, Heat & Light	£ 10,000.00
Board Expenses	£ 5,000.00
Implementation of Child Protection policy	£ 13,000.00
Insurance	£ 6,000.00
Sundry Expenses	£ 1,000.00
Accountancy & Bank Charges	£ 6,100.00
Professional Fees	£ 1,000.00
Instrument Bank Maintenance	£ 2,000.00
Additional Support Needs	£ 500.00
Capital Expenses	£ 36,150.00
PROGRAMME COSTS	
Grants Paid Out	£ 194,000.00
Annualised Hours	£ 10,800.00
Feis Development Fund	£ 4,000.00
Training Programme	£ 15,000.00
Training Programme Management Fee	-£ 3,000.00
Fèisgoil	£ 323,861.00
Fèisgoil Management Fee	-£ 72,230.00
Annual Conference	£ 9,000.00

Blas Festival	£ 239,730.00
Blas Festival Management Fee	-£ 20,000.00
Support Cèilidh Trails	£ 57,404.00
Cèilidh Trails Management Fee	-£ 6,000.00
Gaelic Residential Events	£ 39,000.00
Gaelic Residential Events Management Fee	-£ 3,900.00
Archiving Project	£ 30,000.00
Archiving Management Fee	-£ 2,000.00
Press/PR/Website Updates/Newsletter	£ 500.00
Showcase Opportunities	£ 22,000.00
Showcase Opportunities Management Fee	-£ 2,000.00
Contingency	£ 1,484.00
SUB-TOTAL EXPENDITURE	**£ 1,370,491.00**
Management Fees	£ 109,130.00
TOTAL EXPENDITURE	**£ 1,479,621.00**
Transfer to Reserves	£ 17,421.25
SURPLUS/DEFICIT	**£ 0.00**

Fèisean nan Gàidheal

Management Accounts to 31 March 2014

Agenda Item: 2.2014.03(c)

Fèisean nan Gàidheal
Consolidated management accounts
Year ended 31 March 2014

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	Archiving
	STATEMENT OF FINANCIAL ACTIVITIES						
INCOMING RESOURCES							
Creative Scotland	419,521	353,021	55,000	11,500			
Highland Council	359,160	46,469	72,030		240,661		
Comhairle nan Eilean Siar	13,550	13,550					
Argyll & Bute Council	28,511	20,000	8,511				
Highland & Islands Enterprise	161,184	150,884	9,000			1,300	
Bord na Gaidhlig	149,400	80,000	33,400		22,000	14,000	
Scottish Government	37,000				37,000		
Scottish Natural Heritage	10,000				10,000		
Comunn na Gaidhlig	1,320				1,320		
Leader (Argyll)	(732)	(732)					
Leader (Highland)	(6,172)	(6,172)					
Perth & Kinross Council	2,444	2,444					
Heritage Lottery Fund	16,000						16,000.00
National Museums	6,850	2,000			4,850		
Renfrewshire Council	3,560				3,560		
Membership fees	4,875	4,875					
Sponsorship income	9,610	6,693	2,917				
Sale of publications	2,327	2,327					
Instrument bank revenue	3,700	3,700					
Training registration fees	785			785			
Ceilidh Trails - other income	20,391	20,391					
Drama Festivals	475	475					
Gaelic Development Income	1,822	1,822					
Management charges	102,080	102,080					
Box office / concerts	39,149		39,149				
Performance fees	11,351	9,347			2,004		
Other income	1,766	1,142	623				
Wages reimbursed by Feisean	28,036	28,036					
Bank interest received	279	279					
Total incoming respources	**1,428,241**	**842,631**	**220,630**	**12,285**	**321,395**	**15,300**	**16,000**
RESOURCES EXPENDED							
Fundraising trading							
Instrument bank costs	2,034	2,034					
Artistes costs	71,678		71,678				
Travel and support	26,446		26,446				
PA& Lighting	23,304		23,304				
Venue hire	375		375				
Promotion	34,840		34,840				
Project manager	40,400		40,400				
	199,077	2,034	197,043	0	0	0	0
Charitable activities							
Wages	343,348	343,348					
Development officers & tutors	102,584				100,322	2,261	
Grants to Feisean	203,330	203,330					
Travelling	32,793				32,793		
Child protection costs	16,323	16,323					
Training	9,106			9,106			
Materials	9,358				9,358		
Evaluation	200				200		
Showcase concerts	(10,085)	7,760				(17,845)	
Archiving project	707						707
Feisgoil	13,364				13,364		
Sgoil Shamhraidh	13,287				13,287		
Ceilidh trail	66,746	66,346			400		
Tachartasan Comhnaidh	7,103					7,103	
Meanbh-chuileag / Pantomime	20,356				20,356		
Project management	22,812				22,812		
Sundry expenses	1,881	1,774	107				
Management charges	102,080	6,000	19,230	3,000	71,050	2,800	
	955,292	644,880	19,337	12,106	283,942	(5,681)	707
Governance costs							
Audit & accountancy	7,087	6,067	1,020				
Committee expenses	3,618	3,618					
Annual conference	8,970	8,970					
Legal & professional fees	2,043	2,043					
	21,718	20,698	1,020	0	0	0	0
Support costs							
Social security	22,606	22,606					
Pensions	10,781	10,781					
Staff travel & expenses	23,385	23,385					
Office rent	25,298	25,298					

Fèisean nan Gàidheal
Consolidated management accounts
Year ended 31 March 2014

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	Archiving
Light and heat	4,094	4,094					
Insurance	7,023	6,522	501				
Capital costs	5,053	4,962			91		
Telephone	7,820	7,820					
Postage and stationery	17,845	17,845					
Website costs	984	959	25				
Bank charges and interest	1,478	1,428	50				
Depreciation	786	294	491				
	127,154	125,995	1,068	0	91	0	0
Total resources expended	**1,303,240**	**793,607**	**218,468**	**12,106**	**284,033**	**(5,681)**	**707**
Net incoming / (outgoing) resources - for the year ended 31 March 2014	**125,001**	**49,024**	**2,162**	**179**	**37,362**	**20,981**	**15,293**
Total funds at 1 April 2013	82,789						
Total funds at 31 March 2014	**207,790**						

BALANCE SHEET AS AT 31 MARCH 2014

Fixed assets	
Photocopier - cost	11,042
Computer equipment - cost	2,791
Photocopier - depreciation	(9,568)
Computer equipment - depreciation	(1,908)
	2,357
Current assets	
Grants receivable	26,400
Prepayments	6,765
VAT	481
	33,647
Bank accounts	
FnG current account	(48,711)
FnG high interest account	242,456
Blas Festival current account	321
	194,066
Current liabilities	
Social security and other tax	(8,140)
Deferred income - Blas 2014	(7,000)
Accrued expenses	(7,140)
	(22,280)
Net assets as at 31 March 2014	**207,790**

Grants to Fèisean 2014-15

Agenda Item: 2.2014.03(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	Development Fund	Total Grant Offered	Balance Paid	Outstanding Balance
The Highland Council											
Fèis an Earraich	√	√	£4,860.00	£3,430.00	£3,584.00	100	£ 750.00	£ 0.00	£ 12,624.00	£ 6,593.00	£ 6,031.00
Fèis Lochabair	√		£840.00	£1,420.00	£2,350.00	80	£ 600.00	£ 0.00	£ 5,210.00	£ 0.00	£ 5,210.00
Fèis nan Garbh Chrìochan	√	√	£4,134.00	£2,068.00	£6,370.00	100	£ 750.00	£ 0.00	£ 13,322.00	£ 0.00	£ 13,322.00
Fèis Chataibh	√		£3,296.00	£1,648.00	£2,516.00	100	£ 750.00	£ 0.00	£ 8,210.00	£ 0.00	£ 8,210.00
Fèis a' Bhealaich	√	√	£0.00	£0.00	£1,104.00	15	£ 112.50	£ 0.00	£ 1,216.50	£ 0.00	£ 1,216.50
Fèis Rois Òigridh	√	√	£5,042.00	£3,671.00	£6,160.00	0	£ 0.00	£ 0.00	£ 14,873.00	£ 6,535.00	£ 8,338.00
Fèis Rois nan Deugairean	√	√	£7,525.00	£3,762.00	£0.00	0	£ 0.00	£ 0.00	£ 11,287.00	£ 0.00	£ 11,287.00
Fèis Eige	√	√	£921.00	£461.00	£0.00	20	£ 150.00	£ 0.00	£ 1,532.00	£ 0.00	£ 1,532.00
Feis Ghallaibh	√	√	£0.00	£0.00	£2,234.00	20	£ 150.00	£ 0.00	£ 2,384.00	£ 0.00	£ 2,384.00
Fèis Farr	√		£0.00	£0.00	£1,273.00	0	£ 0.00	£ 0.00	£ 1,273.00	£ 0.00	£ 1,273.00
Fèis na h-Òige	√		£1,565.00	£783.00	£1,974.00	0	£ 0.00	£ 0.00	£ 4,322.00	£ 0.00	£ 4,322.00
Fèis Air an Oir	√	√	£585.00	£292.00	£2,690.00	20	£ 150.00	£ 0.00	£ 3,717.00	£ 0.00	£ 3,717.00
Feis Ghleann Albainn	√		£1,433.00	£716.00	£0.00	0	£ 0.00	£ 0.00	£ 2,149.00	£ 0.00	£ 2,149.00
Fèis Ratharsaidh	√	√	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis a' Bhaile	√		£1,747.00	£873.00	£904.00	100	£ 750.00	£ 0.00	£ 4,274.00	£ 0.00	£ 4,274.00
Fèis Òigridh na Mara	√	√	£237.00	£118.00	£2,920.00	100	£ 750.00	£ 0.00	£ 4,025.00	£ 0.00	£ 4,025.00
Fèis Inbhir Narann	√		£1,230.00	£615.00	£2,955.00	80	£ 600.00	£ 0.00	£ 5,400.00	£ 0.00	£ 5,400.00
Fèis Spè	√		£2,972.00	£1,486.00	£3,066.00	0	£ 0.00	£ 0.00	£ 7,524.00	£ 1,533.00	£ 5,991.00
Fèis an Iar Thuath	√	√	£489.00	£245.00	£620.00	0	£ 0.00	£ 0.00	£ 1,354.00	£ 0.00	£ 1,354.00
Fèis Thròdairnis	√	√	£1,876.00	£938.00	£0.00	0	£ 0.00	£ 0.00	£ 2,814.00	£ 0.00	£ 2,814.00
Fèis a' Chaolais	√		£0.00	£0.00	£1,509.00	0	£ 0.00	£ 0.00	£ 1,509.00	£ 0.00	£ 1,509.00
Total Highland			**£38,752.00**	**£22,526.00**	**£42,229.00**	**735**	**£5,512.50**	**£0.00**	**£109,019.50**	**£14,661.00**	**£94,358.50**
Comhairle nan Eilean Siar											
Fèis Tìr a' Mhurain	√	√	£3,463.00	£1,350.00	£1,680.00	60	£ 450.00	£ 0.00	£ 6,943.00	£ 0.00	£ 6,943.00
Fèis Eilean an Fhraoich	√		£4,125.00	£1,800.00	£2,140.00	0	£ 0.00	£ 0.00	£ 8,065.00	£ 0.00	£ 8,065.00

Fèis Tìr an Eòrna	√	√	£3,025.00	£1,350.00	£1,150.00	20	£ 150.00	£ 0.00	£ 5,675.00	£ 0.00	£ 5,675.00
Fèis Bharraigh	√	√	£2,673.00	£1,350.00	£4,080.00	60	£ 450.00	£ 0.00	£ 8,553.00	£ 0.00	£ 8,553.00
Fèis Eilean na Hearadh	√	√	£1,891.00	£1,350.00	£0.00	20	£ 150.00	£ 0.00	£ 3,391.00	£ 0.00	£ 3,391.00
Fèis an Rubha	√		£1,755.00	£1,350.00	£0.00	0	£ 0.00	£ 0.00	£ 3,105.00	£ 0.00	£ 3,105.00
Fèis Taigh Dhonnchaidh	√	√	£604.00	£1,350.00	£0.00	0	£ 0.00	£ 0.00	£ 1,954.00	£ 0.00	£ 1,954.00
Total Comhairle nan Eilean Siar			**£17,536.00**	**£9,900.00**	**£9,050.00**	**160**	**£1,200.00**	**£0.00**	**£37,686.00**	**£0.00**	**£37,686.00**
Argyll & Bute Council											
Fèis Cholla	√	√	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Latharna	√		£1,750.00	£2,000.00	£3,720.00	50	£ 375.00	£ 0.00	£ 7,845.00	£ 0.00	£ 7,845.00
Fèis Mhuile	√	√	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Thiriodh	√	√	£700.00	£2,000.00	£616.00	60	£ 450.00	£ 0.00	£ 3,766.00	£ 0.00	£ 3,766.00
Fèis Ìle agus Dhùira	√	√	£2,225.00	£3,500.00	£1,709.00	60	£ 450.00	£ 0.00	£ 7,884.00	£ 0.00	£ 7,884.00
Fèis Dhùn Omhain	√	√	£463.00	£0.00	£556.00	20	£ 150.00	£ 0.00	£ 1,169.00	£ 0.00	£ 1,169.00
Fèis Cheann Loch Goibhle	√		£1,529.00	£1,500.00	£1,013.00	40	£ 300.00	£ 0.00	£ 4,342.00	£ 0.00	£ 4,342.00
Total Argyll & Bute Council			**£6,667.00**	**£9,000.00**	**£7,614.00**	**230**	**£1,725.00**	**£0.00**	**£25,006.00**	**£0.00**	**£25,006.00**
Other Area/City Councils											
Fèis Arainn	√		£2,600.00	£0.00	£3,120.00	0	£ 0.00	£ 0.00	£ 5,720.00	£ 0.00	£ 5,720.00
Fèis Mhoireibh	√	√	£1,608.00	£0.00	£1,291.00	20	£ 150.00	£ 0.00	£ 3,049.00	£ 0.00	£ 3,049.00
TOTAL HIE	**37**	**23**	**£67,163.00**	**£41,426.00**	**£63,304.00**	**1,145**	**£8,587.50**	**£0.00**	**£180,480.50**	**£14,661.00**	**£165,819.50**
Fèis Dhùn Èideann			£3,212.00	£0.00	£7,725.00	300	£ 2,250.00	£ 0.00	£ 13,187.00	£ 4,988.00	£ 8,199.00
Fèis Obair Dheathain			£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Feis Dhùn Bhreatainn			£0.00	£0.00	£450.00	20	£ 150.00	£ 0.00	£ 600.00	£ 0.00	£ 600.00
Fèis Lannraig a Tuath			£963.00	£0.00	£702.00	0	£ 0.00	£ 0.00	£ 1,665.00	£ 0.00	£ 1,665.00
Fèis Fhoirt			£2,975.00	£0.00	£3,700.00	50	£ 375.00	£ 0.00	£ 7,050.00	£ 2,037.50	£ 5,012.50
Feis Ghlaschu			£2,660.00	£0.00	£4,000.00	0	£ 0.00	£ 0.00	£ 6,660.00	£ 0.00	£ 6,660.00
Fèis Innis an Uillt			£723.00	£0.00	£0.00	20	£ 150.00	£ 0.00	£ 873.00	£ 0.00	£ 873.00
Fèis an Ear Dheas			£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Total Other Areas/City Councils			**£14,741.00**	**£0.00**	**£20,988.00**	**410**	**£3,075.00**	**£0.00**	**£38,804.00**	**£7,025.50**	**£31,778.50**
			Main Fèis Grant	**Local Authority**	**Follow-on Grants**	**Annualised Hours**	**Annualised Hours Grant**	**Development Fund**	**Total Grant Offered**	**Balance Paid**	**Outstanding Balance**
GRAND TOTALS			**£ 77,696.00**	**£ 41,426.00**	**£ 79,881.00**	**1535**	**£ 11,512.50**	**£ 0.00**	**£ 210,515.50**	**£ 21,686.50**	**£ 188,829.00**

Fèisean nan Gàidheal

Creative Scotland Regular Funding

Agenda Item: 2.2014.03(e)

Reason for Paper

To provide Board members with a copy of our agreement with Creative Scotland for 2014-15 and to outline the process Creative Scotland has set out for bids for regular funding from 2015 onwards.

Background

Board members will be aware that Fèisean nan Gàidheal has retained foundation funding status with Creative Scotland and has an agreement in place for 2012-15.

An annual update is required and information on this was submitted at the previous meeting of the Board. A copy of the final agreement is included in the following pages for information.

In addition, Creative Scotland recently published its 10-Year Plan which may be accessed through this link: http://www.creativescotland.com/__data/assets/pdf_file/0012/25500/Creative-Scotland-10-Year-Plan-2014-2024-v1-2.pdf.

As part of a number of changes to its funding schemes, all arts organisations in Scotland are eligible to apply for regular funding from Creative Scotland for up to 3 years from April 2015. The deadline for doing so is 7 July 2014. The guidelines for this scheme, which replaces foundation funding, are following.

Fèisean nan Gàidheal will be applying and this will require a significant amount of work between now and the end of June, including the finalising of a Business Plan.

It may be that the Board would wish to be involved in this process or to delegate members with whom I can liaise over the next couple of months. I would certainly like the Board to review and sign off the application, the Plan and additional documentation before it is submitted to Creative Scotland.

Action Required

Board members are asked to:

(1) Note the Creative Scotland Agreement for 2014-15
(2) Note the guidelines and requirements for Creative Scotland's Regular Funding scheme
(3) Consider how best to be involved in the process which must be complete by the end of June

Arthur Cormack
CEO
May 2014

Creative Scotland
April 2015 – March 2018
Regular funding
Application Guidance

Regular funding will replace Foundation Funding, Projects Forming Programmes and Annual Client Funding from April 2015. This guidance should be read prior to completing your application for regular funding.
The deadline for applications is 5pm, Monday 7 July, 2014.

Important information about Creative Scotland's funding in 2014/15

As promised by our Board, Creative Scotland is simplifying its funding model for individuals and organisations. During 2014/15 we will be introducing three new routes to funding. These will replace most of the funding schemes previously operated by Creative Scotland.

Regular funding
Regular funding will help ensure Scotland has a breadth and range of arts and creative organisations. It will contribute towards sustainable conditions through which artists and creative people can strengthen and deliver their work, engage with the public, expand their professional networks, and increase their impact.

This programme is one of the key means of addressing the ambitions, priorities and connecting themes highlighted in the Creative Scotland 10-Year Plan: Unlocking Potential, Embracing Ambition. Regular funding will provide stable support for a range of organisations/consortia across Scotland which make an important contribution to the development of the arts, screen and creative industries, and will enable them to plan and deliver activities over a 3-year period. We will accept applications from **9 May 2014** for the funding period April 2015 – March 2018. The **minimum** amount of funding available will be **£150,000 over 3 years** per organisation/consortium.

Open project funding
Open project funding will support a wide range of organisations and individuals working across Scotland in the arts, screen and creative industries, and it will replace most of the project based funding programmes previously operated by Creative Scotland.

Available for application from October 2014, this funding will support a broad spectrum of activity including: creative and professional development; research and development; production; small capital requirements; touring and collaborations; festivals; arts programming; audience development, etc. A full list of activities to be supported through this route will be set out in the Application Guidance, which will be published in the summer of 2014.

Support will be available for projects of varying scale and duration with the maximum period of award being set at 2 years. Awards will be in the range **£1,000 to £100,000**, or, with the prior written consent of Creative Scotland, **up to £150,000**.

Targeted funding
Targeted funding will address specific activities and development needs in a sector, specialism, and/or geographic area, and will be shaped in response to evidence of need, sectoral reviews, strategic planning and consultation with external partners. Funds allocated by the Scottish Government for specific purposes - such as the Youth Music Initiative, Cashback for Creativity, and funds for Film and Television development - will come under the targeted funding route.

Project funding until October 2014
Between April and October 2014, Creative Scotland will deliver project funding through the continuation of a selection of existing funding schemes. Please take careful note of application deadlines as they will all close by October, or earlier if budget is fully allocated prior to October. Details of these programmes can be found here. Projects funded through these programmes can take place throughout the 2014-15 financial year.

To be kept fully up-to-date on what is happening throughout this period, we recommend that you sign up for our email updates.

The following Guidance provides the information you will need to apply for regular funding from Creative Scotland for the period 2015 - 2018.

Purpose of regular funding

Creative Scotland currently provides about £30 million each year to around 130 organisations through three main schemes: Foundation Organisations, Projects Forming Programmes and Annual Clients. This represents, on average, about 50% of our total annual grant funding (excluding those funds allocated by the Scottish Government for specific purposes).

Such funding provides a base from which organisations can attract income from other sources. Usually it contributes towards core support, without which organisations would not be able to deliver their programmes of work, whilst also supporting specific strands of activity within an organisation's programme.

This funding route will be Creative Scotland's single source of regular funding for organisations from April 2015 to March 2018, replacing the Foundation Organisations, Project Forming Programmes, and Annual Clients schemes.

We will welcome applications from existing Foundation Organisations, Projects Forming Programmes, Annual Clients, and other organisations that have the potential to make a significant contribution to the ambitions, priorities and connecting themes outlined in our 10-Year Plan: Unlocking Potential, Embracing Ambition.

We expect that demand for funding from the 2015–2018 regular funding will be extremely high and, inevitably, we will be unable to support every application. For some organisations our existing funding programmes and new open funding route, which provide flexible project-based funding, may be a more appropriate form of support than regular funding. We see all these funding routes as important in helping to create a healthy and dynamic cultural system.

Criteria for assessing regular funding applications

We will use a two stage assessment process, outlined on pages 12-13, in reaching our decisions on which organisations will receive regular funding. The following section outlines the criteria we will use in assessing your application.

Stage 1: Assessing the merits of individual applications

All organisations applying for regular funding will need to demonstrate how they will contribute towards *at least* the first two ambitions and *all* the connecting themes set out in Creative Scotland's 10-year Plan: Unlocking Potential, Embracing Ambition.

The first two ambitions are:

- **Excellence and Experimentation** – You should have a compelling mission that communicates strongly. You should be recognised in your field for producing high-quality work that engages with your audiences or participants and/or be committed to debate, critical thinking, planned risk and well produced experimentation, live and/or through the use of digital technology. You may deliver talent development. If you are a 'networking or umbrella organisation'[1], you should be clear about how you support an excellent and innovative arts, screen or creative industries sector, and be able to demonstrate a high standard of service to your sector.

- **Accessing and Enjoying Creative Experiences** – You should be taking steps, in partnership with others, to increase the number and diversity of people who value and experience your work, or use your services. You should have a commitment to deepening engagement with your audiences and stakeholders, live and/or through digital technology. How you do this will vary depending on your area of activity and the communities in which you work. 'Networking or umbrella organisations' should be clear about how you support your sector to achieve reach and engagement.

[1] By 'networking or umbrella organisations' we mean agencies which provide a focal point for links between organisations and individuals. Specific services they offer may include providing specialist advice or information, advocacy and professional representation, professional development, training, funding and communications networks.

In addition, applicants will be expected to fulfil the following criteria in respect of:

- **Our Connecting Themes** – We expect organisations to contribute to **all 4** of the connecting themes detailed in our 10-year Plan - i.e. creative learning, equalities and diversity, digital, and environment.

- **Financial Sustainability** – Organisations should show that they will be financially sustainable over the funding period and have appropriate audit and financial controls in place. You should usually be able to attract income from sources other than Creative Scotland, although we may consider applications from organisations that do not anticipate significant funding from other sources.

- **Governance and Management** – Organisations should have effective governance and management and strong committed leadership in place. The management structure should be robust and fit for purpose. Procedures should be clear and understood and appropriate controls should be in place.

Some organisations may also deliver against one or more of the other ambitions and priorities in our 10-year Plan - i.e. place and quality of life; skilled and connected leadership and workforce; and, Scotland as a distinctive creative nation connected to the world. You should tell us about your work in these areas if you would like it to be considered as part of your application.

Delivering against all of our ambitions and priorities will not guarantee a successful application, as we plan to fund a balanced range of organisations across the country.

Stage 2: Balancing the portfolio

In the second stage of the assessment process we will select a portfolio to cover a breadth of provision across sectors, specialisms, and geographic areas. We will fund a portfolio that can best help us achieve our mission by unlocking potential and embracing ambition in the arts, screen and creative industries in Scotland.

We will use an additional set of criteria to help us make this assessment:

- **Diversity** – The portfolio of regularly funded organisations must reflect the diversity of contemporary Scotland. Our unique history provides us with a range of rich and diverse cultures and communities. We want to create the conditions in which a breadth and range of artistic and creative experiences are available to everyone. Some organisations will play a role in Gaelic and

Scots language, others will promote other diverse artistic and creative practices.

- **Range of Artforms and Roles** – We want to support a range of artforms and creative practices. Some organisations may not directly produce or present art but they play strategic roles (for example supporting talent development or developing markets).

- **Size and Type** – We want to support a mix of sizes and types of organisations. This includes a mix of large and small companies and organisations which support traditional artforms or creative practices, alongside those which pioneer innovative practice. We anticipate the portfolio will include a range of building-based companies, touring companies, venues, organisations working through digital media and many others.

- **Geographical Spread** – We want to support an infrastructure of regularly funded organisations that has the capacity and reach to support the development of the arts, screen and creative industries across the whole of Scotland.

Other factors we will take into account:

We recognise that individual specialisms and different parts of the country need different kinds of support. Overall this will help ensure that the funding we provide delivers the greatest strategic impact. We will look at previous funding and the extent of support from other partners, such as local authorities. We will assess against artistic and creative track records as well as allowing for artistic and creative risk led by experienced producers, artistic/creative directors or curators working with strong teams.

Applying for regular funding

Alternative Formats

Creative Scotland is committed to offering clear and accessible application processes and programmes.

On request this information is available in alternative formats, including translations.

Access support is available for disabled applicants. Please contact our Enquiries Service on:

0845 603 6000 or email **enquiries@creativescotland.com**
(10-12noon and 2-4pm, Mon-Fri, voicemail outwith these hours)

Funding Period

While we do not know the level of Scottish Government and Lottery Funding we will receive in future financial years, we have decided to invite applicants to submit 3-year Business Plans covering the period April 2015 - March 2018. This is to give an increased level of financial and operational confidence to successful applicants, and to help with our own forward planning. Business Plans for a period shorter than 3 years will not be eligible for support through the Regular Funding programme.

We have made prudent assumptions about future levels of funding likely to be available to Creative Scotland, but applicants should be aware that, if offered, the funding amount for 2016/17 and 2017/18 may have to be varied when we receive our funding settlement from the Scottish Government for these two years.

Any in-year cuts that have to be passed on, may be applied to **all** organisations receiving regular funding.

Funding Available

We anticipate that the overall budget for this programme will be around **£90m over the 3 year period from April 2015 to March 2018**. The budget will be made up of a mixture of Scottish Government and National Lottery funding.

The **minimum** amount of funding available through regular funding will be **£150,000** over 3 years per organisation/consortium.

Who Can Apply

The following list outlines the types of organisations who can apply:

Registered Charities	• Registered charities and other non-profit making organisations in Scotland undertaking activity related to the arts, screen and creative industries.
Artists' Groups	• As long as you already have an appropriate management structure in place, a written constitution and dedicated banking arrangements.
Companies Limited by Guarantee	• You must clearly demonstrate that your programme of work will promote the public good and will not be solely for private or commercial gain.
Consortia	• One of the organisations must take the lead and assume responsibility for managing the application and any funding award made. Once we have made an award, you cannot change the lead organisation to which the funding has been paid without the prior written consent of Creative Scotland. • All consortia that are successful in applying for funding must provide a legally binding partnership agreement.
Cultural and Leisure Trusts	• Organisations that are independent and manage venues or deliver services in the arts, screen or creative industries in Scotland on behalf of local authorities. • Cultural and Leisure Trusts must demonstrate in their application that the funding they are applying for is additional and not a substitution for their own resources.
Community Interest Companies and Social Enterprises	• CICs and Social Enterprises must be registered at Companies House or The Office of the Scottish Charity Regulator, as appropriate.

We anticipate that regular funding will enable organisations to undertake **all** the activities proposed in their 3-year Business Plan. We would therefore not expect organisations receiving regular funding to seek additional support from the new open project funding route - except in very exceptional circumstances, and with the prior agreement of Creative Scotland, where you:

(a) Have identified a new strategic opportunity within the context of our 10 Year Plan that is not identified as part of your funding agreement. (You will not be able to apply for project funding to 'top up' your regular funding for activities included within your regular funding agreement)
(b) Are applying as a member in a consortium bid to deliver additional activities over and beyond those identified in your regular funding agreement.

Who Cannot Apply

- You do not have a registered address within Scotland.
- Individuals working outwith the company structures identified in the Who Can Apply section of this Guidance.
- You are applying for funding for activities that do not mainly benefit practitioners, audiences or participants in Scotland.
- You are applying for activities that are not related to the arts, screen or creative industries.
- You are applying for funding for activities that are aimed at making a profit to be distributed to members or shareholders.

Information required when applying for regular funding

The information detailed below is essential. If you do not provide this information your application will be considered incomplete and will not be assessed.

Application Form

- Applications must be made on the **regular funding application form** available at:

  creativescotland.com/funding/regularfunding

3-year Business Plan:

- Please provide a 3-year Business Plan and supporting material for the programme of work you propose to undertake during the April 2015 - March 2018 regular funding period. This 3-year Business Plan will be the main means for you to describe your proposed programme of work and to demonstrate to Creative Scotland your ability to deliver this in an effective and efficient manner.

While there is no set format for the layout of a Business Plan, you should provide all the information set out in **Appendix 1** of this Guidance.

Additional Supporting Material

Please also provide:

- A budget and cashflow for April 2015 - March 2018, showing each financial year separately with accompanying narrative
- The financial proforma (see Appendix 2)
- A copy of your most recent management accounts
- Your current memorandum and articles of association and your constitution
- Details of your current Board (or equivalent) membership and your senior management team structure and membership
- For an existing consortium, applicants must provide a copy of their legally binding partnership agreement and letters of commitment from all members to the programme of work applied for

- For a proposed consortium, applicants must provide letters of commitment from all members to the programme of work applied for. A legally binding partnership agreement will only be required if a formal offer of award is made by Creative Scotland

You may also at your own discretion provide

- Up to 3 web links to examples of your work online
- Up to 2 examples of independently published critical writing about your work and its engagement with audiences or participants
- Up to 2 short letters of endorsement for your artistic or creative excellence from credible experts in your field and from audiences or participants.

Please do not send any other additional information as this will not be considered within the assessment process.

Submission and decision making process

Submission Dates

- We will accept applications for regular funding from **9 May 2014.**

- Completed Application Forms along with your 3-year Business Plan and all supporting material must be submitted by email **no later than 5 pm on 7 July 2014** to:

  regularfunding@creativescotland.com

- To see details of the formats we would like to receive the information in, go to:

  creativescotland.com/funding/preferred-formats

- Applicants must check and tick the box on the Application Form to confirm that they have read and understood the Guidance and standard Terms and Conditions.

- On submission you will receive an electronic notification of receipt.

- We will then review the completeness and eligibility of your application. If you have not provided all of the information specified in the section '**Information required when applying for regular funding'**, or if you do not meet the eligibility criteria for regular funding, your application will not be assessed. You will be notified of this, and of the reasons why, by email.

Assessment: Stage 1

We will assess eligible applications through specialist assessors with relevant expertise. All eligible applications will be considered against the criteria shown in the **Stage 1: Assessing the merits of individual applications** section of this Guidance.

We will make our assessment on the basis of the information you provide in your Application Form, your 3-year Business Plan and supporting material. We will only contact you if we need clarification on any aspects of the information you have provided.

We may share the information in your application with your local authority and ask for their comment, especially if you are expecting financial support from them.

Assessment: Stage 2

All applications and assessors' recommendations will then be reviewed by a panel of senior Creative Scotland staff who will use the set of additional criteria shown in the **Stage 2: Balanced the portfolio** section of this Guidance, to evaluate how each organisation might contribute to the overall 2015 – 2018 Creative Scotland regular funding portfolio.

A full list of applications and the finalised list of recommended awards will then be considered by the Creative Scotland Board. Applicants will be notified of the Board's decision by email by the end of October 2014. If you have not been successful with your application, we will explain why in this email.

For those applications that are successful, any decision to offer funding will be conditional and subject to:

- Discussion and finalisation of a detailed Funding Agreement, which may include specific conditions. We will also make use of Funding Agreements to define measures of success and agree expectations.

- In some cases where an organisation has been successful in applying for funding but where a high level of risk in an aspect of their application has been identified (e.g. because of the innovative nature of the proposed programme or work, the need to secure matching finance, the availability of appropriate managerial or artistic skills etc.), we will use the Funding Agreement to define how we will work with that organisation to mitigate or remove the identified risk.

- For consortia, a signed partnership agreement will be required. It is one of our standard terms and conditions of funding that any organisation with which we have a Funding Agreement cannot subcontract any of the agreed activities/work to other organisations without our prior written agreement. If we award funding to a lead organisation wishing to work with partner organisations, we must approve a partnership agreement between the lead organisation and the other partners involved in the project. If you are successful we will provide broad guidance on what your partnership agreement should include, but we recommend that any partnerships seek their own legal advice, if necessary.

Funding Agreements

All Funding Agreements must be concluded and signed by **28 February 2015**. Agreements will come into effect from 1 April 2015 with the first payment being released to successful applicants in mid-April 2015.

Further advice and information

If you have any questions regarding this Guidance or the application process, you can refer to the FAQs section on our website.

For general advice about Creative Scotland funding, you can also contact our Enquiries Service on:

0845 603 6000 or email **enquiries@creativescotland.com**
(10-12noon and 2-4pm, Mon-Fri, voicemail outwith these hours)

They can help explain criteria and provide information on our full range of funding programmes. However, they cannot comment on draft applications, business plans or supporting documents.

We will also be running a series of information sessions around the country through April to June 2014 providing an opportunity for potential applicants to find out more about the new funding routes Creative Scotland are introducing over the next 12 months. We would encourage you to attend one of these events.

Complaints Procedure

If you are not happy with the way we dealt with your application, you can access a copy of our complaints procedure on our website here.

Please note that you can only complain if you believe we have not followed our published process when dealing with your application. You cannot use the complaints procedure to appeal against the decision.

Freedom of Information (FOI)

Creative Scotland is committed to being as open as possible. We believe that the public has a right to know how we spend public funds and how we make our funding decisions. You can see details of our FOI policy, here.

We are listed as a public authority under the Freedom of Information Act 2000. By law, we may have to provide your application documents and information about our assessment to any member of the public who asks to see them under the Freedom of Information Act 2000.

We may not release those parts of the documents which are covered by one or more of the exemptions under the Act. Please see the Freedom of Information website at www.foi.gov.uk for information about freedom of information generally and the exemptions.

We will not release any information about applications during the assessment period, as this may interfere with the decision-making process.

State Aid:

The State Aid rules are set by the European Commission (EC) for all member states. Ignoring the rules can lead to the EC viewing the aid as unlawful and possibly subject to repayment by the aid recipient. All of Creative Scotland's income originates from public funds (Scottish Government and National Lottery) and can therefore potentially be State Aid. Creative Scotland therefore must be mindful of the State Aid regulations before awarding any funding or making any commitments relating to payments.

This is a complex area and further details are available on the Scottish Government website here.

Appendix 1

Business Plan Contents

We will need you to provide all of the information outlined below, however not necessarily in this order. We acknowledge applicants will want to shape individual plans according to their own business models.

We will review your Business Plan and supporting material against the criteria set out in Stage 1 and Stage 2 of our assessment process.

Executive Summary
This should summarise your plan on no more than 2 pages.

Mission
Your mission should explain your purpose and ambition in one sentence. If applying as a consortium each organisation must provide their individual organisation's mission/statement of purpose.

Background
This section should provide a clear understanding of where your organisation is now in its development. You should provide a brief history of the organisation to date, your vision, strategic aims and objectives, a summary of recent activity - indicating levels of success or particular achievements - and what you expect to do in the future, along with how you are funded/generate income.

Context
You should provide a brief SWOT analysis outlining your view of your strengths, weaknesses, opportunities and threats.

Proposed Programme of Work
You must provide a detailed activity plan for at least year 1 of the Regular Funding programme period, and at least an outline of the activities proposed for years 2 and 3. You should lay out your proposed artistic or creative programme of work in the context of your organisation's aims and objectives, the general development of the particular art form(s) you work with, the wider environment you work within, and how you plan to contribute towards at least the first two ambitions, our priorities and all the connecting themes set out in Creative Scotland's 10-year Plan.

Please tell us about how you will develop your audiences and those taking part in your activities, including the numbers of those involved and how you will deepen your engagement with them.

Demand
Set out your assessment of the likely demand for your proposed programme of work over the 2015 – 2018 regular funding period. While this can be hard to forecast it will establish a framework for understanding the sustainability of the programme of work being proposed. Reference any research you have carried out to substantiate demand.

Delivery
Show how you will effectively lead and manage your proposed programme of work. We will want to see that you have both suitable management/governance structures and reporting arrangements in place, and a clear awareness of risks to the successful delivery of your programme and appropriate means to mitigate these risks. In addition, applications from consortia should demonstrate their ability to work together effectively.

Financial Management
You should also tell us about the quality of your financial controls, monitoring and reporting arrangements and detail any previous experience of managing large-scale grants. Applications from consortia should also demonstrate a clear and transparent financial relationship between consortium members.

Budgets and Cash Flow
Your budgets should be comprehensive, appropriate and suitable for the scale and type of programme of work being proposed during the 3-year funding period. They should take into account inflationary aspects, and the need to insure, repair or replace key assets.

Your budget should clearly identify how much you are applying for within each of the 3 years 2015/16, 2016/17 and 2017/18. You should also benchmark this against your 2013/14 budget - if available - or your 2012/13 budget.

You do not have to apply for the same amount of funding in each year. However if you intend to apply for a sum in any one year that is significantly different to any other year you should explain the reasons why.

You should also produce a cash-flow for this 3 year period, identifying when you will need to draw down Creative Scotland funds as well as other income.

We expect organisations to generate income from other sources and your budget should clearly illustrate projected income levels. We will also consider how you have planned your income and expenditure for this funding period alongside your management accounts for this current year (where relevant).

We have provided a Financial Proforma as Appendix 2 for you to record the style and level of information we require. Please complete both the 'income/expenditure/ and 'cash-flow' tabs on the proforma.

Creative Scotland encourages professional rates of pay and would encourage you to reflect these in your application, referencing industry standards where applicable.

Please remember to provide all the required supporting materials in your application. There is a checklist of these items at the end of the application form.

Fèisean nan Gàidheal

Gaelic Policy

Agenda Item: 2.2014.04(a)

Reason for Paper

To inform the Fèisean nan Gàidheal board of the results of the Gaelic Policy consultation carried out in April/May 2014

Background

Following the review and update of the Fèisean nan Gàidheal Gaelic policy, which was presented to the Board in February 2014, the policy was put out to consultation with the Fèisean. The online questionnaire was completed by 18 Fèis personnel between April and May 2014.

Research

Most of the respondents were supportive of the policy, though one Fèis commented that the policy was far too strict and if implemented fully, their Fèis would become unworkable.

In reply to the question "Tell us how you feel about the general content of the policy", the following comments were received:

- *It is appropriate for an organisation so heavily involved in using and promoting Gaelic and Gaelic culture*
- *Fiormhath*
- *We would agree with the policy as it stands.*
- *Tha e math a soilleir agus furasda thuigsinn.*
- *We agree with the general content of the policy. Our own policy already ties in with it. We already employ mostly Gaelic speakers and offer many subjects through gaelic. We recognise that we need to encourage our evening class tutors to communicate in Gaelic and increase our committee focus on Gaelic and content in meetings. Our administrator is excellent but does not have Gaelic but is sympathetic, focussed and willing to train. Some of our more specialist instructors have not had Gaelic but we have provided Gaelic classes for them during the Feis.*
- *Tha mi 'g aontachadh ris a phoileasaidh air fad.*
- *Agree in principle. Good to know FNG aims to be supportive.*
- *gu math soilleir .*
- *Excellent. It spells out very clearly what is expected by both parties.*
- *Toilichte gu leòr*
- *toilichte*
- *The content of the policy is generally very positive and progressive.*
- *This is is far too strict and if implemented fully, this policy would make our fèis unworkable.*
- *Good to know the proof reading service is very useful.*
- *I am supportive.*
- *Very clear and fully explanatory*
- *Tha e coimhead freagarrach gu leòr.*

Strikes a good balance between stressing the fact that this is a Gaelic organisation whose main aim is to promote Gaelic language and culture and sounding welcoming to those who are prepared to increase their knowledge and encourage others to also.

The answers to questions 2 - 9 were as follows:

Are you content with the aims of the policy (Section 1)?

Tha/Yes	95%	17
Chan eil/No	5%	1

Comments: While quite strongly prescriptive and prepared to sanction non-compliant members, it gives

appropriate flexibility to not exclude non-Gaelic-speaking participants.

Are you content with the strategy of the policy (Section 2)?
Tha/Yes 95% 17
Chan eil/No 5% 1

Comments: Over time, it will, with support for learning, enhance the level of service delivery through the medium of Gaelic.

Are you content with the working areas of the policy (Section 3)?
Tha/Yes 89% 16
Chan eil/No 11% 2

Comments: Difficult in reality to cater for non-Gaelic speakers during some activities. Equal respect principles adopted.

Are you content with how Fèisean nan Gàidheal proposes to handle communications (Section 4)?
Tha/Yes 95% 17
Chan eil/No 5% 1

Are you content with how Fèisean nan Gàidheal proposed to handle publication (Section 5)?
Tha/Yes 95% 17
Chan eil/No 5% 1

Comments: While the policy is appropriate in Gaelic-speaking areas, Gaelic border areas or centres of population with a Gaelic-speaking population, in other areas of the country it may prove to be off-putting to potential learners and, certainly, more costly to member groups advertising events.

Agree, but find it difficult to get everything out quickly. Can FnG offer translation services as well as proof reading?

Are you content with the working methods as set out in the policy (Section 6)?
Tha/Yes 83% 15
Chan eil/No 17% 3

Comments: Elements of the section requiring clarification – role of Gaelic Officer, monitoring of Gaelic progress of tutors, regulation of Gaelic classes during fèisean. 6.7 would require the provision of a translation service.

Barrachd bhrosnachadh a thoirt gu tutors – as eugmhais "Non-compliance" – chan eil sin gu càirdeil 's taobh a staigh FnG (sin mo bheachd).

Are you content with the way Fèisean nan Gàidheal proposed to recruit, assist and train its workforce (Section 7)?
Tha/Yes 100% 18
Chan eil/No 0 0

Comments: Bhitheadh e math fhaicinn – ciamar a tha an ìre/ceum/amasan ri fhaicinn ann an 5/10 bliadhna.

Need a push on committee training to encourage speaking and writing. Translation headsets would be useful.

Would you like to make any further recommendations or comments?

10 comments:
- *It is encouraging to see an organisation developing such a strong Gaelic Policy, without legislative compliance pressure.*
- *The policy will pose some challenges for Feisean in areas such as ours, where there is very little Gaelic spoken, and we may not be able to implement it fully. However, we are content that there is recognition of this in the policy document, and we will of course endeavour to ensure that we adhere to the policy as*

best we can.

- *Saoilidh mi nach bu choir dhuinn a bhith ro dhaingeann 's a chiad dol a mach air leithid Fèis Fhoirt far nach eil ach aon duine a tha fileanta ach far a bheil feadhainn eile a deanamh an dìcheal ach cuiridh mi amasan a phoileasaidh seo an cèill dhaibh a h-uile cothrom a gheibh mi!!*
- *As mentioned earlier, Feis Tir a'Mhurain has soldiered on with a Gaelic medium policy for years against many objections. Sadly, often from local families who are not in favour of promoting Gaelic at all. Strange but true! Its great to encourage and facilitate Gaelic use for learners but here in South Uist/Benbecula I think its assistance in supporting and enhancing language use for "fileantaich" that we need most. For example I recently took my eldest 3 to Feis Lochaber- a great lively Feis!- and saw Angus MacLeod from Team G in action. I believe Team G go round the Feisean to enhance Gaelic usage…much in line with the policy. I really think our Feis would benefit greatly from such an intervention. Perhaps FNG feel that as a Gaelic medium feis we don't need this kind of support but while we run around checking everything from fire doors, bus lists and tick bites (the day to day stuff) we can miss making sure that best advantage is made of Gaelic. The way summer is here it is not even possible for the The Western Isles Feis Officer to be at our Feis all week. And we certainly could do with her presence. For example, to chase up tutors re their disclosure forms and to impress on them (and us as committee!) the serious financial implications if this paperwork is incomplete. The bigger picture is we lack bodies(depopulation I think!) to take on extra tasks. But I believe there is important work to do to try to capture and involve the fluent Gaelic speakers in the local community- many of whom were raised to believe that their Gaelic would hold them back and don't realise what a treasure their beautiful, natural Gaelic is. Can FNG/BNG help us to find ways to do this????*
- *Bhitheadh e math pacaid/bileagan airson aradach/margaid Feisean' chuir chun na Feisean air fad - 's Ceist na dha thoir dhaibh ' Ciamar a cleachd sibh am phacaid ('s stocha duais (air paipear) airson am fearr as fhearr!*
- *Gaelic song workshops. Wauking or Port-a beul as the words are repeated frequently and tend to be easier. A good starting point. Great fun too. I would also like to have the language to compere Ceilidh's and address an audience for such events as the Ceilidh Trailers and,Blàs concerts.*
- *I'm am afraid that rigorous implementation of this policy as it stands could see this fèis being excluded from membership of FnG*
- *As a local committee member and a non-gaelic speaker I'm happy to defer to my gaelic speaking committee members. And I'd be happy within limits of time and finances to attend any basic language classes offered by Feisean nan Gaidheal.*
- *Local Feis are very important to promotion of Gaelic in the community, provide a positive for the learning of Gaelic and its heritage.*
- *This may sound too bureaucratic for the way FNG operates, but ... I have concerns about the effectiveness of the part of the policy about tutors using and improving their own Gaelic and using it as much as possible in workshops at feisean. I feel strongly that first choice of tutor should always be the one with Gaelic who uses it, only then do you go for other possibilities. This does not happen (committee's fault!) and some tutors pay only lip-service to the policy and are told as long as they use "a few phrases" they are covering Gaelic policy. I think that maybe publishing suggested phrases is encouraging that view although I acknowledge it could be a positive influence too. I just feel that we are at the point now where with so many Gaelic-speaking able young tutors now available, some way of ensuring the policy is adhered to is needed..."policing" is too strong a word ....." Monitoring" sounds better, but how can that be done effectively?*

Risk No. 16, Rank 2, Status: Green

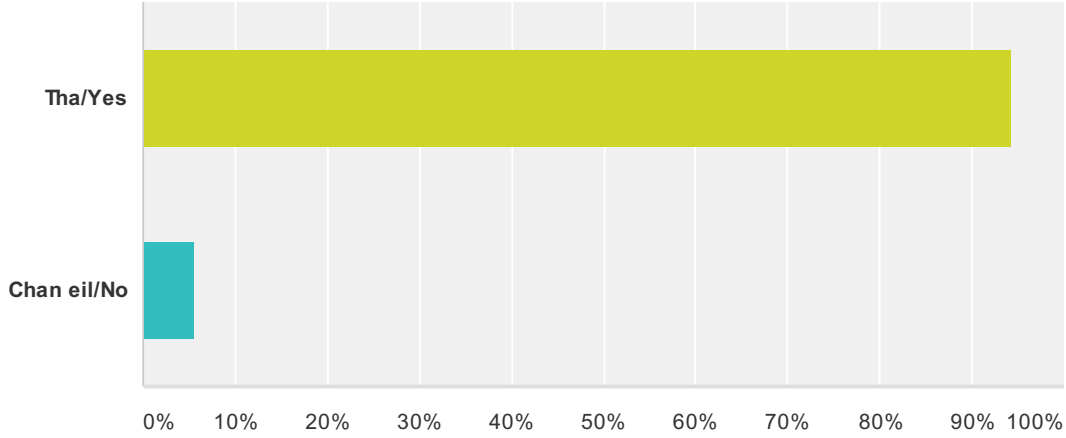
Graphic information for the questions that could be analysed in that way is following.

Action Required
To note comments and to approve the reviewed policy as presented in its final draft form in the pages following.

Iona MacDonald
Training & Policy Officer
May 2014

Q2 A bheil sibh riaraichte le amasan a' phoileasaidh (Earrann 1.0)? | Are you content with the aims of the policy (Section 1.0)?

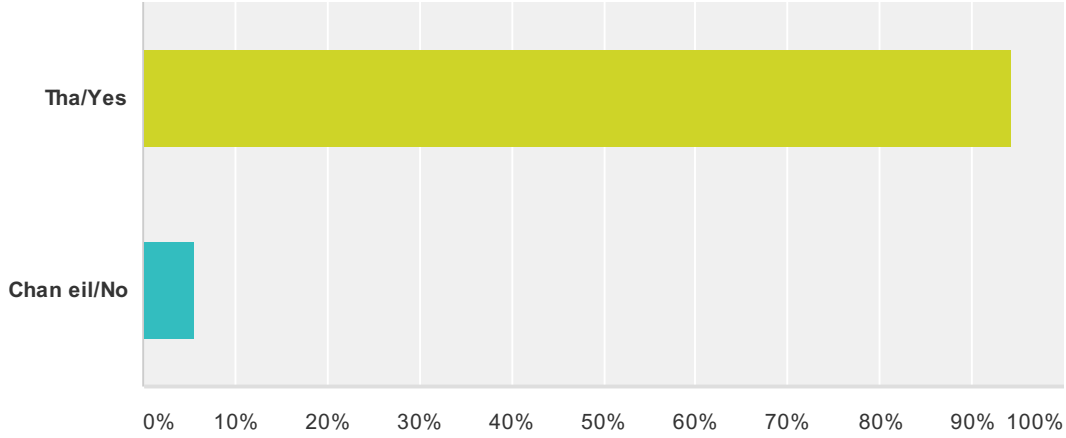
Answered: 18 Skipped: 0



Answer Choices	Responses	
Tha/Yes	**94.44%**	17
Chan eil/No	**5.56%**	1
Total		**18**

Q3 A bheil sibh riaraichte le ro-innleachd a' phoileasaidh (Earrann 2.0)? | Are you content with the strategy of the policy (Section 2.0)?

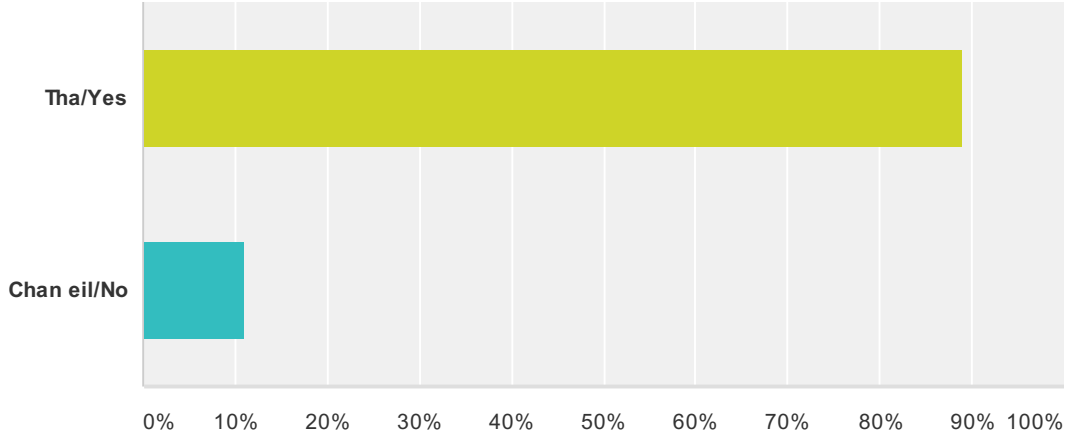
Answered: 18 Skipped: 0



Answer Choices	Responses	
Tha/Yes	**94.44%**	17
Chan eil/No	**5.56%**	1
Total		**18**

Q4 A bheil sibh riaraichte le raointean-obrach a' phoileasaidh (Earrann 3.0)? | Are you content with the working areas of the policy (Section 3.0)?

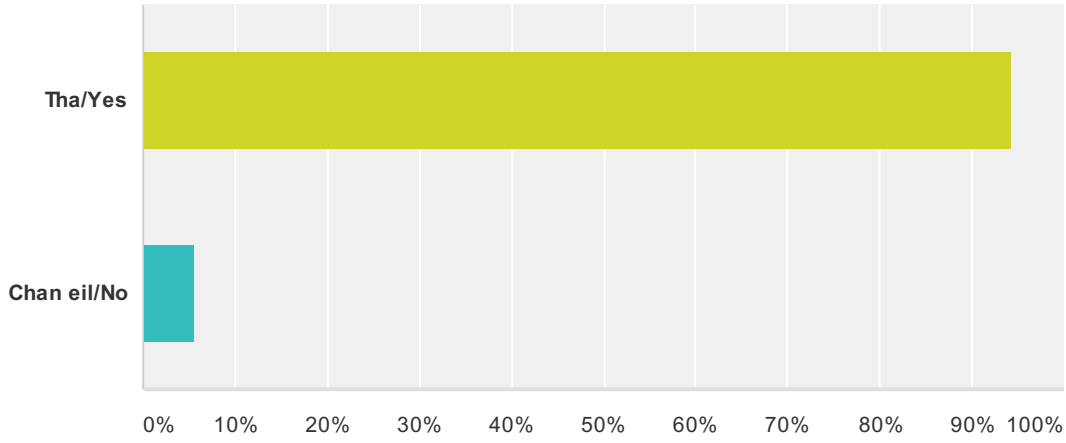
Answered: 18 Skipped: 0



Answer Choices	Responses	
Tha/Yes	**88.89%**	16
Chan eil/No	**11.11%**	2
Total		**18**

Q5 A bheil sibh riaraichte le mar a bhios Fèisean nan Gàidheal a' làimhseachadh chonaltraidh (Earrann 4.0)? | Are you content with how Fèisean nan Gàidheal proposes to handle communications (Section 4.0)?

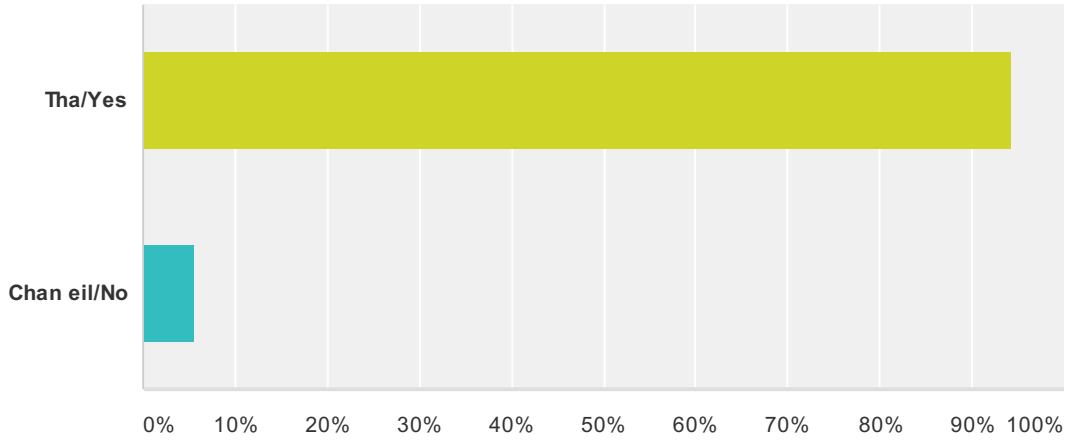
Answered: 18 Skipped: 0



Answer Choices	Responses	
Tha/Yes	**94.44%**	17
Chan eil/No	**5.56%**	1
Total		**18**

Q6 A bheil sibh riaraichte le mar a bhios Fèisean nan Gàidheal a' làimhseachadh fhoillseachaidh (Earrann 5.0)? | Are you content with how Fèisean nan Gàidheal proposes to handle publication (Section 5.0)?

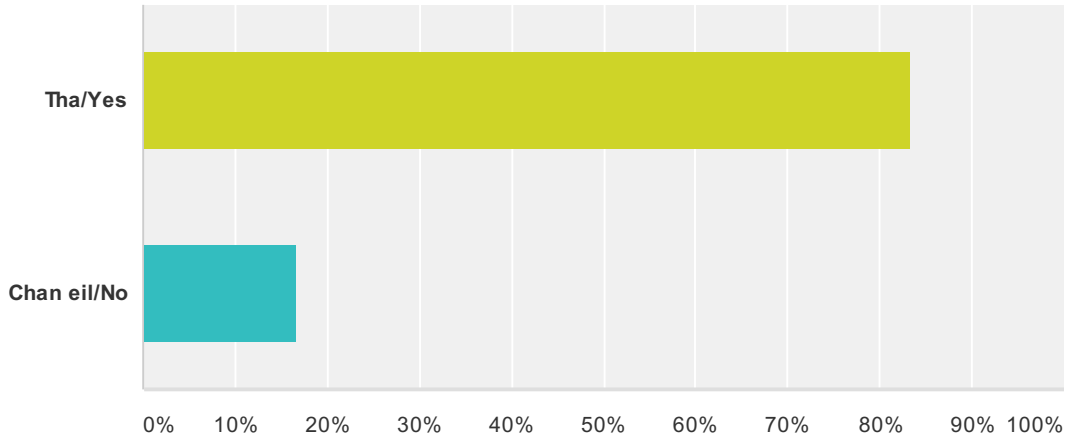
Answered: 18 Skipped: 0



Answer Choices	Responses	
Tha/Yes	**94.44%**	17
Chan eil/No	**5.56%**	1
Total		**18**

Q7 A bheil sibh riaraichte leis na modhan-obrach mar a tha iad sgrìobhte sa phoileasaidh (Earrann 6.0)? | Are you content with the working methods as set out in the policy (Section 6.0)?

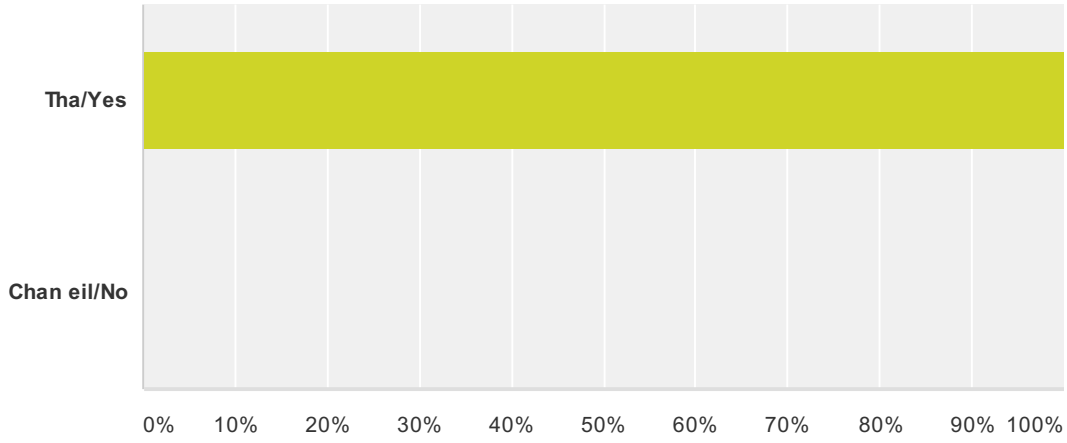
Answered: 18 Skipped: 0



Answer Choices	Responses	
Tha/Yes	**83.33%**	15
Chan eil/No	**16.67%**	3
Total		**18**

Q8 A bheil sibh riaraichte le mar a bhios Fèisean nan Gàidheal a' fastadh, a' cuideachadh agus a' trèanadh a sgioba-obrach (Earrann 7.0)? | Are you content with the way Fèisean nan Gàidheal proposes to recruit, assist and train its workforce (Section 7.0)?

Answered: 18 Skipped: 0



Answer Choices	Responses	
Tha/Yes	**100.00%**	18
Chan eil/No	**0.00%**	0
Total		**18**

Fèisean nan Gàidheal Gaelic Policy

Foreword

Gaelic and its culture are at the heart of the work of Fèisean nan Gàidheal and its members. Accordingly, each individual and group that works with Fèisean nan Gàidheal must recognise and develop this valuable work. Fèisean nan Gàidheal is recognised as one of the main bodies working within the Gaelic community and as one of the leading arts organisations in Scotland.

Groups that receive support from Fèisean nan Gàidheal must adopt this Gaelic policy. Staff will offer support, guidance and encouragement in implementing the policy.

The policy outlines best practice for Fèisean nan Gàidheal and its members when dealing with Gaelic related matters. The policy will have the same status as any of the organisation's other policies.

Arthur Cormack, Chief Executive, February 2014

1.0 Policy Aim

To inform all individuals and groups involved with the work of Fèisean nan Gàidheal of the importance of Gaelic in all operations of the organisation. Fèisean nan Gàidheal will offer guidance and support to Fèisean, paid staff, committee members, tutors and board members as to how the policy should be implemented.

2.0 Strategy

2.1 Making the policy available

The policy is published on the organisation's website to which employees, members and the general public may be directed. It will be made available in paper copy on application.

The policy is highlighted to employees and board members when they take up post and they will be notified each time the policy is updated. Updates will be notified to members upon publication. Indivduals will be directed to the policy whenever a question arises regarding language use by the organisation.

2.2 Implementation

The policy will be adopted by Fèisean as a condition of membership of Fèisean nan Gàidheal and by staff as a condition of contract. Responsibility for implementation will lie with the organisation in its entirety, and its members.

The organisation’s staff will have particular responsibility to address the support needs of members in implementing the policy.

The policy will not be applicable retrospectively.

2.3 Evaluation

The policy will be reviewed annually, and updated as required.

2.4 Non-compliance

Since compliance with the policy is a condition of membership of Fèisean nan Gàidheal, individual members failing to comply may invalidate membership.

Any contravention of the policy which arises through the actions of the organisation's employees shall be dealt with according to Fèisean nan Gàidheal's disciplinary procedures.

3.0 Working-areas

3.1 Gaelic

Written material to appear in Gaelic will be written in Gaelic first or translated to Gaelic if the author does not have the ability to write in Gaelic.

3.2 Other Languages

It will be recognised that Gaelic is the particular focus of the work of Fèisean nan Gàidheal, but all other languages will be held in parity of esteem and every effort will be made to include in activities those who do not have Gaelic abilities.

4.0 Communications

4.1 Reception and phone

Visitors to Fèisean nan Gàidheal's offices and those telephoning will be met with a short welcome in Gaelic. The language of communication will subsequently be informed by that person's response and chosen language.

4.2 Written communication

Written communications on behalf of Fèisean nan Gàidheal (electronic or otherwise) will be in Gaelic only in the case of groups who answer Gaelic communications as a matter of policy, groups considered to be Gaelic groups and individuals whose last communication to the organisation was in Gaelic. In other situations the language of communication should be selected as judged appropriate.

4.3 Website

The website will appear in Gaelic first with the option of entering an identical English site.

Staff will be responsible for ensuring that all information uploaded is done so in both languages.

4.4 Forms

4.4.1 Production of forms or questionnaires on behalf of the Organisation

Where Fèisean nan Gàidheal is requesting information from a number of respondents, a bilingual format shall be used.

In the case of individual requests, Gaelic only will be used where respondents are known to be fluent. A bilingual format will be used (Gaelic first) where respondents are known not to be fluent in Gaelic or where fluency is unknown.

4.4.2 Completion on behalf of the Organisation

Forms and questionnaires will be completed according to the language of the questions. If there is a choice of languages, Gaelic will be used if included amongst these.

4.5 Addresses

In the case of Scottish addresses with known postcode: (1) family, house and building names will be used in the form in which they are given; (2) street names will be represented in Gaelic where these are

officially acknowledged (for example by a street sign); (3) postal district, region, area or island names will be represented according to the Scotland map published by Stòrlann; (4) the postcode will be used.

In the case of Scottish addresses without known postcode, steps (1) and (2) above will be followed and the rest of the address written in English only.

In the case of addresses outside Scotland, Gaelic shall not be used for addresses.

4.6 Personal names

In official communication or other situations in any language, the personal and family names of each person shall be used in the format preferred by that person. If the person uses different forms in different language situations, these shall be observed, if known.

4.7 Orthography

In written materials on behalf of Fèisean nan Gàidheal, Gaelic will be written according to the GOC3 guidelines (Gaelic Orthographic Conventions, 2009), except in specific situations. For example, the acute accent will not be used in written materials EXCEPT where its retention is essential in representing pronunciation of song lyrics or other material in oral tradition, and particularly where it is essential in representing dialectal variations.

4.8 Signage

Internal signage in Fèisean nan Gàidheal offices and the buildings used by members will be in Gaelic only, with use made of pictures and symbols to aid non-Gaelic speakers.

4.9 Form of names within the Organisation

Fèisean nan Gàidheal and the Gaelic form of the names of individual Fèisean will be used. When a new Fèis applies for membership, the advice of Fèisean nan Gàidheal must be taken regarding the new member's name. Fèisean nan Gàidheal may take academic advice on any such name.

5.0 Publication

5.1 Proofreading

Members may request proofreading services from Fèisean nan Gàidheal before releasing any publicly available Gaelic text.

5.2 Press releases

Releases will be sent to the Gaelic media in Gaelic or bilingually (Gaelic first). Releases to other media will be bilingual.

5.3 Advertising and publicity

Adverts and other publicity will be published in Gaelic if it is expected that that the readers can read Gaelic, or bilingually in all other cases.

6.0 Working methods

6.1 Organisation language use

Gaelic is the working language of Fèisean nan Gàidheal but every effort will be made to serve the interests of non-speakers. The organisation's chief aim is the promotion of Gaelic culture and, as such, every individual involved must recognise the central place of Gaelic, and the use of Gaelic in its work, and should make every effort to promote Gaelic throughout the organisation.

6.2 Fèisean nan Gàidheal staff language use
The working language of Fèisean nan Gàidheal is Gaelic and it is expected that Gaelic be used at every possible opportunity in the offices of the organisation, in other locations and during travel to and from those locations on behalf of the Fèisean nan Gàidheal.

6.3 Board meeting language use
Gaelic will be the working language at board meetings. A translation service will be provided.

6.4 Language use by Fèisean
Fèisean will be required to support the development of the use, encouragement and advancement of the Gaelic language (see 6.5).

Each Fèis shall appoint a Gaelic Officer on their committee who will be responsible for Gaelic Policy issues and any language matters during any Fèis events.

The working language of members will be decided by the members themselves, however it will be expected that Gaelic is used at every event if this is within the ability of the members present.

Fèis participants will be expected to use Gaelic to the best of their ability, and the Fèisean will make every effort to ensure that their participants receive tuition commensurate with their level of fluency.

6.5 Tutors and Language Use
Measures are in place to develop tutors language abilities at all levels of fluency. Following research carried out in 2009/10, tutors will be offered support and guidance in developing their Gaelic skills at a level which is suitable to them. Courses are provided by Fèisean nan Gàidheal and within local communities to help learners advance their Gaelic language skills. Assistance with costs is available from Fèisean nan Gàidheal.

It is expected that:
- All tutors will have at least a basic level of Gaelic ability
- The number of tutors who are fluent in the language and able to teach through the medium of Gaelic will be increased.
- Tutors will not be allowed to teach at a Fèis without providing evidence that they have made efforts to learn at least some Gaelic.

Responsibilities of Fèisean nan Gàidheal
- Fèisean nan Gàidheal will encourage the Gaelic abilities of all tutors and will offer appropriate training and support to tutors who require it.
- Useful phrases and words relating to Fèis activities will be made available online.
- A database will be kept of all tutors in which steps taken in their language development will be recorded.

Responsibility of Fèisean
- Fèisean must make a contract with each tutor concerning their use of Gaelic at the Fèis. This may be as part of their general contract.
- Fèisean must organise a class for all tutors in relation to Gaelic awareness at Fèisean and the principle of the Fèis movement, as well as to teach useful phrases and words to those tutors not fluent in Gaelic.
- Fèisean should not employ tutors unless they have made an effort to learn at least some Gaelic.

Responsibly of tutors
Fèis tutors are responsible for developing their Gaelic language abilities and for providing evidence that they have sufficient Gaelic to teach at a Fèis. Fèisean nan Gàidheal will offer support and guidance to ensure that successful developments are made.

At each Fèis the following principles should be followed:

- Tutors who are fluent in Gaelic: Gaelic will be used as far as possible to establish a Gaelic environment.
- Tutors with different levels of fluency: Gaelic will be used as much as possible. Efforts will be made to give tutors extra support to expand their language abilities.
- Tutors with no Gaelic: basic phrases will be learned for use in tuition to acknowledge the Gaelic environment of Fèisean. Efforts will be made to give tutors extra support to expand their language abilities.

6.6 Language provisions for participants

All members must offer tuition through the medium of Gaelic to participants that are fluent in Gaelic and participants' language ability must be recorded at the earliest opportunity. If the number of fluent speaker is not sufficient to make a Gaelic medium class viable, teaching must be bilingual.

Gaelic should be taught to non-Gaelic speaking participants in at least one session each day, with pastimes/classes at a suitable level. Classes or pastimes will be arranged for those who are fluent.

6.7 Public meetings, special events etc

Public meetings, special events etc will be held in Gaelic or bilingually, with offer of a translation service.

7.0 Staffing

7.1 Recruitment

In most instances the ability to read, write, speak and understand Gaelic will be essential skills in all new or renewed job descriptions within Fèisean nan Gàidheal. These same skills will be advantageous for the employees of the Fèisean and essential for employees of members offering exclusively Gaelic-medium tuition.

7.2 Language support and training

It is recognised that Fèisean nan Gàidheal staff and Fèisean staff will require daily support with reading, writing, speech and comprehension skills in Gaelic and facilities will be put in place to meet these. A personal support structure will be established for staff to address any gap in skills that may have a serious effect on work.

Development and training in reading, writing, speech and comprehension skills will be regarded as essential to the work of staff (salaried or otherwise) of Fèisean nan Gàidheal. This will be incorporated into the Fèisean nan Gàidheal training programme.

Training will also be offered in language and non-language related subjects, e.g. Child Protection, ICT, Media Skills, through the medium of Gaelic.

Fèisean nan Gàidheal

Annual Risk Management Report

Agenda Item: 2.2014.04(b)

Reason for Paper

To update Board members on the management of risk within Fèisean nan Gàidheal

Background

The whole board is ultimately responsible for ensuring risks are managed in the best way possible within Fèisean nan Gàidheal although, in practice, risks are managed day-to-day by staff.

Risks and Management

A risk register was established in 2009 following extensive research into the potential risks that Fèisean nan Gàidheal could face. These have been renewed regularly since then.

The Risk register is circulated which details the top nine risks as agreed by the Board. Each risk is summarised and there is a management action plan in place for each one which details the steps being taken, by staff on a day-to-day basis, to manage and mitigate each risk.

Action Required

Board members are asked to indicate they are content that risks are being managed effectively on their behalf by staff.

Anne Willoughby
Executive Manager
May 2014

Rank	Risk #	Risk	Consequence / Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix	Personnel affected	Risk Ownership	Responsibility	Mitigation	Date Identified	Last Reviewed	Action Date	Progress/ Future Action (RAG)
1	19	A lack of funding for projects/future development. Core funding by Creative Scotland, Bòrd na Gàidhlig, HIE and Highland Council is withdrawn resulting in a scale-down of activities.	4.3	3.5	15.1	**HIGH**	ALL	CEO	BOARD	Regular funders are made aware of new funders' limitations and kept informed of funding requirements. FnG continues to help funders achieve their objectives and targets as partners. Awareness of possible alternative sources is always sought. Forward planning is in place allowing early discussions with funders. Political lobbying for support for traditional music and Gaelic arts is an ongoing function. Other grants accessed where possible and with a high degree of success.	25.08.08	11.02.14	Ongoing	**Green**
2	16	Insufficient Gaelic speaking tutors. Insufficient tutors available/come forward	3.9	3.7	14.4	**HIGH**	Fèisean	Gaelic Officer	BOARD	Provision of Gaelic training, encouragement of new tutors to achieve fluency in Gaelic. At the very least, engage in some learning. Support packages are available. Provision of Gaelic training and music tutor training. Encouragement of new tutors from within Fèisean. Gaelic Policy to ensure commitment to Gaelic from tutors. Gaelic policy review & renewal February 2014.	25.08.08	11.02.14	Ongoing	**Green**
3=	12	Volunteer effort within the Fèisean is unable/ unwilling to adhere to policies/guidelines/legal requirements. Non-compliance with legal requirements and policies will result in an incident which damages the reputation of FnG. Loss of reputation due to child protection issues through lack of controls, e.g. failure to disclosure-check tutors. A child is harmed due to the action or inaction of FnG, leading to loss of confidence and possible legal action. A child gets lost due to inadequacies in the registration system.	4.1	3	12.3	**HIGH**	ALL	Training & Policy Officer	BOARD	Training and awareness-raising sessions with staff and volunteers. Policies and guidelines published on the FnG website and implemented by Fèisean and Development Team. Ensure compliance & good practice by example and training opportunities. Early checking of potential tutors encouraged. Financial penalties for non-compliance, and expulsion for repeated non-compliance. Child Protection Policy in place. Risk Assessments for individual locations/activities carried out in advance of each fèis. Training and awareness-raising sessions for committees and volunteers. Assistance from staff members with implementation of policies, particularly Child Protection Policy and Guidelines. Importance of adherence to all policies underlined to members and the following of key policies are enshrined in conditions of funding.	25.08.08	11.02.14	Ongoing	**Green**
3=	51	A member of the management team leaves at short notice. Key staff members are lost to the organisation through external job offers leaving gaps in core operational areas.	4.1	3	12.3	**HIGH**	Staff/ Fèisean	CEO	BOARD	Pay scales in line with sector. Recognition of over-reliance on single members of staff and alleviation of responsibilities where possible. Regular consultations with staff and encouragement of openness. Shadowing encouraged within all posts. Clàr-coinneamhan kept to update all staff on current projects of individuals. Succession planning at appraisal and throughout employment. Exit interviews	25.08.08	11.02.14	Ongoing	**Green**

										offered when people leave. No further mitigation required/possible at this time.				
5	46	Data is lost due to the lack of consistency in making back ups. Important data is lost due to equipment malfunction, fire, electrical storm, resulting in insufficient IT back-up control systems.	3.8	3.2	12.2	**HIGH**	Staff	Executive Manager / CEO	BOARD	Provision of portable hard drives. Contractual obligation on staff to ensure back-ups. Surge protection on IT equipment. Regular visual checks by staff on electrical equipment and necessary action taken. Use of Dropbox for storage and dissemination of information.	25.08.08	11.02.14	Ongoing	**Green**
6	14	Insufficient volunteers come forward.	3.9	3.1	12.1	**HIGH**	DevTeam/ Fèisean	Development Manager	BOARD	Identification of possible committee members and volunteers by existing committees. Support from Development Team to avoid volunteer burn-out. Encouraging young people to take an interest and share responsibility. Encouraging parents to participate. Responsibility on all fèis personnel to encourage and support volunteers, through social gatherings and training events. Additional assistance offered by development team for fèisean in difficulty.	25.08.08	11.02.14	Ongoing	**Green**
7	43	Numbers of Fèisean continues to increase resulting in less support being available to each one. May reach over capacity of demand/ supply (Fèisean)	3.5	3.4	11.9	**HIGH**	Fèisean	Development Manager	BOARD	Additional funding available through Development fund for extra classes, new approaches, etc. Efforts made to secure new, additional funding. New fèisean are compliant with policies and ethos of Fèisean nan Gàidheal. Natural wastage has ensured that number of fèisean has remained manageable.	25.08.08	11.02.14	Ongoing	**Green**
8	35	Staff/funds are overcommitted to projects resulting in less flexibility and tighter controls in other areas. FnG takes on too much in an effort to survive. FnG becomes too focused in contract delivery in order to generate income, resulting in less support for the Fèisean.	3.6	3.2	11.5	**HIGH**	ALL	Executive Manager	BOARD	Time, financial and project management controls implemented. Awareness of other projects ongoing in the organisation and expectations of time/financial commitments understood. Opportunities/Threat Analysis carried out for new projects. Good management practice. Likely benefits from new projects may outweigh risks. Updates on commitments given at regular staff meetings.	25.08.08	11.02.14	Ongoing	**Green**
9	34	Insufficient funding for staff development resulting in inadequate development programme and resources for staff.	3.8	2.7	10.3	**HIGH**	Staff	Training & Policy Officer	BOARD	Ensure provision is made for staff development in core funding applications. In recent years, due to staff remaining in employment for the longer term, this has not been a severe drain on resources. Priority for new staff members to access training.	25.08.08	11.02.14	Annually - Feb	**Green**

Fèisean nan Gàidheal

Staff Progress Reports

Agenda Item: 1.2014.06(a)

Name	Arthur Cormack
Position	Chief Executive

Background

My progress report is confined to matters not dealt with in other reports to the Board.

During the Easter holidays I managed to visit, albeit briefly, Fèis Ghàidhlig Ghlaschu, Fèis Rois Òigridh, Fèis an Earraich, Fèis Lochabair and Fèis Latharna.

Fèis Rois

I am lead officer for Fèis Rois and, as usual, the Fèis has been extremely busy.

Three young musicians, who first met when they took part in the Fèis Rois Ceilidh Trail in 2011, have gone on to form The Mischa Macpherson Trio and they won the BBC Radio 2 Young Folk Awards at a ceremony in London's Royal Albert Hall at the end of February.

Fèis Rois na h-Òigridh was held in Ullapool during the school Easter holiday with around 130 participants and the usual wide range of choices available to participants. In common with a number of Fèisean, the Fèis adopted the new Blas Douglas song, "Càirdeas", as its Fèis song and this was recorded for audio and video which will be used at a later date.

Fèis Rois took the lead in developing a Youth Arts Hub in collaboration with a number of other Highland-based arts organisations including Fèisean nan Gàidheal and the good news is that the consortium bid was successful and the Youth Arts Hub has been awarded £400k over two years by Creative Scotland. The project is due to begin in August although planning is already under way.

Diary Commitments since previous meeting

03.03.14 Attendance at meeting of Fèis Tìr an Eòrna committee to discuss 25th anniversary and other matters
04.03.14 Workshop with Denvir Marketing (appointed by HIE) in Inverness
10.03.14 Staff meeting by phone
13.03.14 Joint meeting with Creative Scotland, HIE and The Highland Council
13.03.14 Joint meeting between Fèis Spè with Creative Scotland and The Highland Council
17.03.14 Follow-up meeting with Denvir Marketing by phone
20.03.14 Meeting with Rae MacEachern regarding YMI provision in Highland
21.03.14 Meeting with Ariel Killick in Portree
27.03.14 Meeting with Humza Yousaf, Shona Robison and others regarding Gaelic at the Commonwealth Games
28.03.14 Meeting with Duncan MacQuarrie at his home
08.04.14 Meeting with representatives of Jack Morton, organisers of Commonwealth Games ceremonies
11.04.14 Phone meeting with Ann Marie Reid from HIE
18.04.14 Took part in a fund-raising Cèilidh for Fèis Eilean na Hearadh
24.04.14 Attendance at meeting of Creative Scotland 's Traditional Arts Advisory Group
30.04.14 Attendance at Youth Arts Hub planning meeting in Inverness
08.05.14 Attendance at Media Training session in Inverness

Name	**Calum Alex Macmillan**
Position	**Development Manager**

Action/Outcome

Progress

Creative Scotland Deliverables

CS1 **Support and develop individual Fèisean, widening their range of activities and establishing best working practice through a system of lead officers**

On a daily basis I support the wider development team and the work that they are involved with in order to support the Fèisean.

In the past three months I have been helping the Fèisean that I am supporting and also Fèisean in the Argyll area. I have helped with grant claims, dates, Cèilidh Trails and practical help with funding applications and seeking tutors for summer fèisean.

CS2 **Support the establishment of new Fèisean where communities request our assistance to do so**

There is much interest from a teacher and parents in East Kilbride to establish a Fèis in the area and I hope to meet with them in the new year to discuss the possibility of establishing a new Fèis.

As part of the Shawbost Gaelic plan, there is an aim to offer music and song tuition to the youngsters in the area and we are named as a partner in the plan to help deliver this. Over the coming weeks I will be looking at how best to implement this aim of their plan.

CS4 **Invest in new developments through our Fèis Development Scheme**

There are a number of projects that have received support from the development fund this year.

- Fèis Bharraigh – A cultural project based on traditional life on the island.
- Fèisean Eilean na Hearadh – A pilot project for teenagers as part of their main Fèis.
- Fèis an Earraich – Two projects will take place offering opportunities to young people to learn about sound production, recording and media.
- Fèis Inbhir Narainn – A special Fèis day focusing on music, song and groupwork with additional activities for participants under 8.
- A number of youngsters are receiving additional support to enable them to attend the tutor training weekend.

CS5 **Increase use of the Gaelic language through the implementation of our revised and strengthened Gaelic Language Policy**

Our Gaelic policy has recently being updated and we are currently holding a consultation period with Fèisean. The updated policy can be found on our website. We continue to strengthen our use of the language as well as its use in the Fèisean where possible. All Fèisean have had it reinforced to them that Gaelic's use is essential and that support is available.

CS7 **Develop Gaelic medium activities involving arts activities alongside wider cultural activities**

5 Latha 2014, held at the Gearrannan Blackhouses in Carloway, attracted 20 participants who were involved in a wide range of activities all delivered through the medium of Gaelic including; music and song, weaving, fishing, crofting, and cooking.

CS8 **Provide Gaelic language support for Fèisean with activities provided by our G-Team tutors**

The G Team offered Gaelic language support at 10 Fèisean in the past year. They will be visiting Fèis Mhoireibh at the end of May and a number of the summer Fèisean will receive support.

CS9 **Continue to support and develop new song writing in Gaelic**

The songs that were created and recorded as part of a joint-project with Watercolour Music Studios can be heard on our website. A number of Fèisean have been encouraging songwriting, one example being Fèis an Rubha who had a special class with Calum Martin for particpants. A new song has been commissioned from Skye composer, Blair Douglas, to be used as a Fèis song at as many Fèisean as possible during 2014 to mark the Commonwealth Games and Homecoming 2014. It is hoped that Fèisean will choose to use this as their 'Fèis Song' for this year.

CS13 **Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved in traditional music development and delivery**

We continue to offer Gaelic training opportunities to staff, tutors and committee members. We will continue to support tutors to develop their Gaelic abilities offering opportunities at Fèisean as they are taking place and ahead of upcoming fèisean.

As staff we continue to receive at least four joint training session per year, some of which focus on Gaelic language and others which are subjects delivered through the medium of Gaelic. Our next training session wil be Thursday 8th May, where we will receive a media workshop from Hugh Dan MacLennan.

CS14 **Engage, wherever possible, in partnership opportunities and work with existing forums, including the Scottish Traditional Music Forum and the Gaelic Arts Strategy Forum**

The Highland Youth Music Forum meets twice yearly and either the Cheif Executive or I attend meetigns when possible. The Forum recently launched their website www.highlandyouthmusic.org.uk

We take part in quarterly meetings with NGAS, the National Gaelic Arts Strategy Group.

CS19 **Develop Blas as a festival that involves traditional music, Gaelic language and young people with expansion to include film, writers, food and drink**

The programme for the Blas 2014, our tenth anniversary festival, is currently being finalised and will be launched on Thursday 5th June with the festival taking place between 5th – 13th September. I will be working closely with the Chief Executive and the festival director to market the festival and to make sure all the necessary arrangements are in place.

CS21 **Continue to have an active role in delivering the National Gaelic Arts Strategy and supporting the work of the Gaelic Arts Officer**

We have the opportunity to contribue to NGAS meetings and in particular discussions regarding Gaelic Drama. We also meet the oficer at various events throughout the year.

HIE Deliverables

HIE1 **Establish the Gaelic Arts in Education Service, which aims to promote and develop the Gaelic language through Service Level Agreements with Local Authorities and other public sector bodies, by 31st March 2015.**

Fèisgoil has been established and we are currently working with a range of local authorities and public bodies. We delivered a ten-week contract between January and March for The Highland Council delivering Gaelic tuition in Lochaber and Caithness Primary Schools. We successfully tendered for a contract with the National Collections to deliver Gaelic awareness and basic language training. We are having active conversations with Glasgow City Council, South Lanarkshire Council and North Ayrshire Council regarding Gaelic teaching.

HIE5 **Explore the feasibility of establishing Gaelic drama and other community-related Gaelic language initiatives for adults, in collaboration with strategic partners such as Sabhal Mòr Ostaig, by 31st March 2015**

The application that was made in partnership with Eden Court to Bòrd na Gàidhlig and Angus Macleod our drama officer recently began deliver workshops to groups in Tain Academy and Dingwall Academy. He will work with these groups between now and September devising new scripts which will culminate in an evening of drama performance on Wednesday 10th September at Eden Court as part of the Blas Festival.

Bòrd na Gàidhlig Deliverables

BnG1 **Evidence of practical assistance with the Parental Advocacy Scheme and regular dialogue between FnG and Comann nam Pàrant staff as well as Bòrd na Gàidhlig's Head of Education to confirm opportunities for training in the promotion of Gaelic education**

We take every opportunity available to us to promote the Gaelic language and Gaelic medium education at Fèisean, Blas and other suitable events. We are strengthening our links with Comann nam Pàrant in different areas across the country.

BnG2 **Confirmation of at least 500 hours of practical assistance with Iomairtean Gàidhlig across Scotland with a special focus on work with Fòram Gàidhlig Shiaboist**

This joint working is continuing across all Iomairt areas. A number of Fèisean, classes and special projects take place in Iomairt areas including a teenage Fèis in Lochaber and a cultural exchange between Ireland and Scotland taking place in Inverness which coincides with the Shinty Hurling annual fixture.

BnG3 **Information as to how the organisation's Gaelic Policy is being implemented with at least 4 training sessions for Fèisean nan Gàidheal staff, open to other Gaelic organisations**

An updated Gaelic Policy was published in February and we are currently carrying out a period of consultation with member Fèisean.
The Fèisean are developing and expanding their use of Gaelic with regular support from our team. There has been a marked increase in the use of bilingual publications by the local Fèisean and all materials published by Fèisean nan Gàidheal are bilingual, as are posts on Facebook and Twitter.

Our team undertakes at least 4 sessions annually in Gaelic training or training through the medium of Gaelic in relevant subjects including; grammar, proverbs, idiom, media, graphic design and PowerPoint. We will continue to offer a varied programme of training through the medium of Gaelic with further sessions planned for media, marketing, bilingual design and translation.

BnG4 **Evidence of collaboration with other Gaelic organisations**

We have worked closely with a number of Gaelic organisations in the past year through Fèisean, Blas, conferences and a range of projects.

- We delivered workshops for Stòrlann as part of their annual An t-ALltan event
- We worked closely with Clì and the Gaelic Books Council as pat of Blas
- We provided additional tuition for mod competitors in a number of areas as part of a partnership with An Comunn Gàidhealch. Areas included were; Glasgow, East Kilbride, Greenock, Stirling, Edinburgh, Lochaber, Gairloch and Perth.
- We supported Canan with the FilmG project delivering workshops, writing scripts, recording and editing pieces for submission.

We look forward to developing these relationships in the coming year.

BnG5 **Evidence of communication with local authorities to extend collaboration with them in delivering elements of their Gaelic Language Plans through Fèisean nan Gàidheal's Gaelic Arts Service**

To date we have delivered Fèisgoil contracts for Perth and Kinross (Gaelic tuition) and Renfrewshire (YMI) which is still running.

Between January and April we delivered 10 weeks of Gaelic tuition in 16 schools in Caithness, Sutherland Lochaber.

We are also hopeful of beginning a ten week Gaelic tuition project with Glasgow city council, working with ten schools over a twenty week period, which will be due to begin in August 2014.

We will continue to promote Fèisgoil services to local authorities across the country and we are hopeful of securing further contracts in the future.

BnG7 **Regular communication between Fèisean nan Gàidheal and Bòrd na Gàidhlig on press releases with an option for the Bòrd to offer quotes, if appropriate**

Every press release we distribute is sent to Bòrd na Gàidhlig and we offer them an opportunity to comment on news items where it is appropriate.

BnG9 **20 high school pupils to take part in a residential week of cultural activities at Easter 2014**

5 Latha 2014 took place between 7 and12 April with 20 participants taking part. Participants took part in a range of activities including music, song, fishing, crofting, and cooking. The event is well supported by the local community in Lewis with over 60 attending a ceilidh, which was held in the Old School, Shawbost.

BnG14 **Regular communication with Bòrd na Gàidhlig and Creative Scotland's Gaelic Art & Culture Officer**

Each NGAS meeting is attended by a Fèisean nan Gàidheal representative and we maintain regular email contact with this officer.

Highland Council Deliverables

HC6 **Increase the use of Gaelic in Fèisean activities**

We work closely with Fèisean to ensure that this is being continually developed. We are offering tutors the opportunity to improve their Gaelic language skills and encourage them to use these skils at every opportunity and we will continue to do so throughout 2013/14.

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

Action/Outcome

Progress

Creative Scotland Deliverables

CS1 **Support and develop individual Fèisean, widening their range of activities and establishing best working practice through a system of lead officers.**

We will be supporting more than 44 Fèisean during 2014-15 and will ensure that high standards of delivery are maintained. All grant application forms for 2014-15 have been processed and letters of offer sent out to all Fèisean. We support the Fèisean by ensuring all grant payments are processed and paid out per conditions of grant.

CS3 **Operate a Grants Scheme for Fèisean pooling funding from various sources.**

Funding has been offered to 44 Fèisean through Fèisean nan Gàidheal Grants Scheme 2014-15which 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 13-14. Grants are paid out as per agreements. From 01 April 2014, grants have been offered to 44 Fèisean (37 in HIE areas), 23 of which are in Fragile Areas, totalling £210,515.50 as detailed in the tables provided for Board meetings. Payments totalling £21,686.50 have been paid out to 5 Fèisean to date.

CS4 **Invest in new developments through our Fèis Development Scheme.**

There is £4,000 available in 14/15 to invest in new developments through our Fèis Development Scheme and this is now open for applications.

CS11 **Continue to develop the work of the Fèisean within the formal education sector, in partnership with YMI in Highland and other local authorities as opportunities arise.**

YMI in Highland will continue in school year 2014-15 the same level of funding, £219,511 will be been received from Highland Council. I ensure all invoicing and YMIS payments are processed quickly and admin fees to all Feisean paid. We would hope, with the establishment of Fèisgoil, to be able to continue to sell services for the delivery of musical classes through YMI to other local authorities.

CS17 **Raise the profile of the Fèis movement through dedicated showcase events, increased press opportunities and participation in showcase opportunities as they arise.**

Cèilidh Trails are in the process of auditioning for participants for their 2014 trails. A Cèol nam Fèis concert is planned for September 2014.

CS18 **In partnership with Creative Scotland, Highlands & Islands Enterprise and Bòrd na Gàidhlig, Fèisean nan Gàidheal will continue to play a key role in the promotion and continuing development of traditional music and Gaelic arts in Scotland.**

On-going. Work of the whole organisation is geared towards delivering and achieving this and my role is financial support.

I manage the Business Officer, Training Officer and Child Protection Officer on a daily basis and give support and guidance to other staff as and when required.

<u>Core funding from Creative Scotland,Highlands & Islands Enterprise, Highland Council and Bòrd na Gàidhlig,Western Isles Council and Argyll & Bute Council 13/14</u>

I worked closely with Andy Cumming in the preparation of the third quarterly management accounts and the year-end accounts to 31 March 2014.

All core payments have been received from Creative Scotland as per cashflow, totalling £352,500.00

£2,960.23 final payments to be received from HIE

£46,444.00 (100%) Core funding received from Highland Council

£140,000.00 (100%) Three core payments received from Bòrd na Gàidhlig

£12,800 (100%) Core funding from Comhairle nan Eilean Siar

£20,000 (100%) Core funding received from Argyll & Bute Council

We have been keeping tight controls on financial matters and this is on-going and will continue for the financial year end 31 March 2015. Our annual budget 14/15 was reviewed in May, taking cuts in funding from local authorities into consideration and awaiting Board approval.

CS19 **Develop Blas as a festival that involves traditional music, Gaelic language and young people with expansion to include film, writers, food and drink.**

I give financial support to Blas Festival Ltd, budget monitoring, preparation of Vat returns, HMRC quarterly returns. All the expenditure for Blas 2013 has now been processed. We recently had a VAT inspection and everything was in order.

CS20 **Continue to support a network of Cèilidh Trails.**

50% Cèiilidh Trail grant payments for 2014 have been processed totalling £28,000.00.

CS22 **Continue to have involvement in the provision of Gaelic medium arts activities in Iomairtean Gàidhlig areas.**

Fèisean nan Gàidheal continues to play an active role in supporting work in Iomairtean Gàidhlig areas, particularly where we have staff deployed and Fèisean exist. We have offered the use of office equipment and space as well as engaging in numerous activities. We have spent 1782 staff hours in Iomairtean areas this year to 31 March 2014.

CS23 **Hold an Annual Conference.**

The 2014 Annual Conference will take place in Nairn on 26 and 27 September 2014.

CS24 **Continue to support individual Fèis expansion activities.**

Within the limits of our budgets we support local fèisean who wish to expand and or become more active and independent. We offer payroll facilities to Fèis a' Bhaile, Fèis Spè, Fèis Bharraigh and support the Fèis activities, and some new developments, of Fèis Rois. I have assisted Fèis Spè with Leader Claims and HR issues.

CS25 **Continue to ensure good practice in relation to Child Protection in line with changes in legislation.**

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. Disclosures are renewed by Sandy Gray 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.

CS26 **Continue to operate as an organisation striving for excellence in delivery of services and projects, and in our general working practices.**

We continually strive to improve our services and our general working practices. We have had one staff training day this financial year so far.

HIE Deliverables

HIE2 **Continue to explore commercial opportunities; and ensure that Fèisean nan Gàidheal's trading income constitutes 35% of its total income, by 31st March 2015.**

We believe that additional services we can offer in response to various opportunities that currently exist will increase our earned income which currently stands at around 51% of our 2013/14 turnover. We are continuing to increase this quite substantially. We take management fees out of all the projects we run and this is normally accounted for in August, £104,080.00 has been allocated as management fees to 31 March 2014.

HIE4 **Target activities in the fragile areas, and create 3 new Fèisean and 5 Intergenerational projects in the fragile areas, by 31st March 2015.**

At present, out of 37 fèisean in the HIE area, 23 take place in fragile areas. In addition to supporting those Fèisean we are working with Iomairtean Gàidhlig which cover fragile areas in Lewis, Uist, Skye and Lochaber.

Bòrd na Gàidhlig Deliverables

BnG2 **Confirmation of at least 500 hours of practical assistance with Iomairtean Gàidhlig across Scotland with a special focus on work with Fòram Gàidhlig Shiaboist.**

Joint working is continuing across all Iomairt areas. We support CnaG with their specific Iomairt development plans and staff attend regular meetings to discuss progress and the potential for more collaboration on projects. We are

making efforts to improve the level of Gaelic in the Portree area, by holding a regular coffee and conversation hour every Tuesday in the office in Portree. We committed 1752 hours of staff time in 2013/14.

BnG 4 **Evidence of collaboration with other Gaelic organisations.**
This work continues, especially in Iomairt areas. All Gaelic organisations were invited to take part in our Gàidhlig training sessions for our own staff this year. Seonag Anderson from Clì delivered training for staff and tutors for us. We pass on information of activity in the Iomairtean area to Sine Gillespie, CnaG on a quarterly basis.

BnG10 **Support offered to at least 40 Fèisean across Scotland.**
We continue to offer support to Fèisean across the country with access to annual grant funding, insurance (policy reviewed and renewed in February 2014), access to an instrument bank and regular training opportunities for committee members from this office.

Highland Council Deliverables

HC2 **Support at least 19 Fèisean in Highland Council area.**
We are supporting 21 Fèisean in the Highland area during 2014-15 with access to annual grant funding, insurance, access to an instrument bank and regular training opportunities for committee members.

HC4 **Ensure that at least £21,192 is divided between at least 19 Fèisean on an agreed formula basis.**

£109,019.50 has been granted by Fèisean nan Gàidheal to Highland Fèisean for 2014-15, including £22,191 allocated from The Highland Council.

HC5 **Ensure that £24,253 is used to support Fèis Development Officers and the general running costs of Fèisean nan Gàidheal.**
The remainder of our grant, £24,253, is being applied to our running costs including the two Development Officers based in Highland.

Comhairle nan Eilean Siar Deliverables

Cnes 1 **Re-distribute £9,900 of Comhairle funding in 2014-15 to the Western Isles Fèisean as per schedule in agreement.**
Fèisean in the Western Isles have been offered funding totalling £37,686 including £9,900 from Comhairle nan Eilean Siar as per our Funding Agreement.

Cnes 2 **£2,900 of Comhairle funding to be utilised towards the continued employment of a full-time Western Isles Fèis Development Officer.**
The remaining £2,900 will to be utilised towards the continued employment of the Western Isles Fèis Development Officer.

Argyll & Bute Deliverables

AB1 **Redistribute £9,000 of Argyll & Bute Council funding in 2014-15 to the Argyll Fèisean as per schedule in agreement.**
Fèisean in the Argyll area have been offered funding totalling £25,006.00 including £9,000 from Argyll & Bute Council as per our Funding Agreement.

AB2 **Development Officer to be retained in Argyll & Bute Council area.**
£11,000 has been allocated for an Argyll & Bute Development Officer

Name	**Iona MacDonald**
Position	**Training and Policy Officer**

Action/Outcome

Progress

Creative Scotland Deliverables

CS5 **Increase use of the Gaelic language through the implementation of our revised and strengthened Gaelic Language Policy**
A Gaelic-medium training day was attended by employees. The workshop covered planning and presentation skills, and was held at the HIE offices, Portree on 29 May 2013. Two Gaelic-medium training sessions via audio conference were held with FnG staff, covering Child Protection and Risk Assessment during May/June 2013. A further training session on Communications and the Media will be held with Hugh Dan MacLennan in Inverness on 8

May 2014

A Gaelic training session for staff (Abairtean agus Gnàthsan-càinnt) was held in Plockton on December 18 2013, led by Alec MacDonald. Two fèis volunteer personnel are registered with SMO for the Cùrsa Comais/Adhartais, with further applications being made for the next entry date in 2014.

All staff meetings through the year to date have been held in Gaelic.

Fèis organiser training is also offered in Gaelic, and Child Protection training was delivered in Gaelic to Fèis Eilean na Hearadh (Muriel MacSween) in February 2014.

Gaelic language classes for local personnel are planned for Fèis an Iar-Thuath (10 May 2014) and Fèis Mhoireibh/Fèis Inbhir Nàrainn (17 May 2014)

A mixed-ability Gaelic class was held for all Level 1 candidates on the Tutor Training course in February 2014 – the class was taught by Muireall Urquhart, Sleat. Level 2 and 3 candidates engaged with Gaelic Song during the two-day course, led by me.

CS10 **Continue to engage local Fèis participants in collecting, archiving and using local materials**

7 participants have been recruited for the Fuaran song collection project and a meeting and training session on collection techniques and ethics was held in conjunction with Tobar an Dualchais at Sabhal Mòr Ostaig on 29 November 2013.

The participants and their main collection areas are Ellen MacDonald (Inverness/N. Uist), Eilidh MacFadyen (Tiree), Clare Jordan (Connel/Islay), Morvyn Menzies (Perthshire), Ruairidh Cormack (Skye), Ceitlin Smith (Ness), Mischa Macpherson (Lewis/Benbecula).

Two of the participants took part via Skype conference, which worked well. The collectors will operate on a voluntary basis, but will receive Saltire awards for volunteer effort and certificates of course completion from Sabhal Mòr Ostaig/Fèisean nan Gàidheal, in addition to assistance with necessary expenses.

The participants are currently involved in collecting songs in their own area, which they will then evaluate and research and make a selection for further attention and recording. I intend to offer them further individual help with their collecting activities if required, as the project is not currently moving forward at a pace required to meet the deadlines. This is partly due to clashes with their studies (all 7 participants are currently studying with various universities) and we also need to recruit some more collectors for the year 2014/15. The project finishes on 31 March 2015.

CS13 **Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved in traditional music development and delivery**

Local Fèis Training sessions were led in Uist, Harris, Glasgow, Portree, Fort William and Lewis (subjects chosen from Child Protection, Good Practice, Fundraising Social Media and Risk Assessment) and a further seminar in Inverness on Fundraising using Crowdfunding, New Sponsorship and Legacies, led by Barclay Price of Arts and Business.

64 participants took part in Fèis training during the period 1 February to 31 March 2013. 38 have taken part in Fèis training from 31 March to 30 November 2013, and 5 from 1 December 2013 to 31 March 2014. Main tutor training took place at Sabhal Mòr Ostaig on 22/23 February 2014 with 13 participants over the 3 levels. The information was made available on the website, and bookings were received for tutors at Fèis Fhoirt, Fèis Lannraig a Tuath and Fèis Rois, Fèis Bharraigh, Fèis Tìr an Eòrna and Fèis Mhoireibh, in addition to individual bookings.

CS14 **Engage, wherever possible, in partnership opportunities and work with existing forums, including the Scottish Traditional Music Forum and the Gaelic Arts Strategy Forum**

Fèisean nan Gàidheal is a partner in the Celtic Neighbours partnership, which has members in Wales, Ireland and Gaelic Scotland. I am a director of the Celtic Neighbours Partnership CIC. This partnership also includes collaboration from Creative Scotland/Bòrd na Gàidhlig and Pròiseact nan Ealan. The partnership ran a successful major conference at Sabhal Mòr Ostaig in June 2013, the programme of which is available here. The 4th newsletter of the network has just been published and can be accessed here. The organisation intends to hold a meeting of its members in June 2014.

CS19 **Develop Blas as a festival that involves traditional music, Gaelic language and young people with expansion to include film, writers, food and drink**

Cuairt nam Bàrd - The Scottish Gaelic contingent travelled to Ireland in April 2013, for a three-day tour as part of Cuairt nam Bàrd/Turas na bhFilí. The participants were Meg Bateman, Gillebride MacMillan, Sineag MacIntyre and Allan Henderson.

The Irish contingent visited Scotland as part of Blas in September 2013. Proinsias Mac a' Bhàird, Ceaiti Ni Bheildiúin, Eithne Ní Chatháin and Pádraig Keane visited Inverness, Benbecula, Raasay, Sleat and Dingwall, and were supported by local artistes Conall MacIlleChiar, Niall Caimbeul, Cailean MacIlleathain, Crìsdean Dòmhnallach, Rody Gorman, Dòmhnall S Murray agus Rona Lightfoot.

Fèisean nan Gàidheal has recently been informed that their Irish partners in this initiative will be unable to continue after June 2014, due to a withdrawal of funding, though they are hoping to persuade another Irish-language group to take on the role. This could have implications for the continuation of the exchange, and therefore its inclusion in the Blas programme.

Colmcille have granted £5000 towards the cost of continuing Cuairt nam Bàrd in Scotland in September 2014, and with some assistance, Irish participants will be chosen and invited to take part in the tour, supported by local artistes.

CS22 **Continue to have involvement in the provision of Gaelic medium arts activities in Iomairtean Gàidhlig areas**

See CS19.
"Cofaidh is Còmhradh" sessions continue weekly in the Portree Office, on a drop-in basis. (See BnG 2.)

CS23 **Hold an Annual Conference**

CS25 **Continue to ensure good practice in relation to Child Protection in line with changes in legislation**

Fèisean nan Gàidheal has a central PVG registration and checking scheme and procedures in place to ensure that all tutors, supervisors and volunteers have Disclosure certificates/PVG membership. Policy is kept under review, and fèisean are provided with assistance to implement procedures and to attend Child Protection training.

Currently, Fèisean nan Gàidheal is limited in the number of retrospective checks it can carry out, and therefore fèisean should ensure that they are carrying out all other background checks and self-certifications as stipulated in the Child Protection Policy.

Child Protection training will be included as an integral part of the Tutor Training session in February 2014, with Gillian Pincock, and also on demand to several of the local fèisean. Fèis development officers took part in Child Protection training in May 2013 (sa Ghàidhlig). 5 local fèis personnel have undertaken Child Protection training in the first two months of 2014.

HIE Deliverables

HIE6 **Continue to support tutors and organisers gain new skills in the fields of fund-raising, child protection, Gaelic language, first aid, governance, computer skills and teacher techniques. Engage 87 volunteers and 23 trainees/tutors, within the Highlands and Islands area of operation of HIE, in Fèisean nan Gàidheal's skills development programmes, by 31st March 2015**

Tutor training is an ongoing activity of Fèisean nan Gàidheal. Gaelic training has taken place throughout the year, and is taking place through Sabhal Mòr Ostaig and FnG-run workshops currently, and Ulpan when available and appropriate. 13 tutors improved their Gaelic language skills during February 2014, (see CS5).

Local training sessions for fèisean were held from March 2013 in Uist, Harris, Glasgow, Portree, Fort William and Barra on subjects chosen from Child Protection, Good Practice, Fundraising, and Risk Assessment as required, and a one-off seminar on Fundraising was held in Inverness, led by Barclay Price of Arts and Business. Lewis fèisean participated in workshops on Child Protection and Social Media. First Aid and Elementary Food Hygiene training have also been accessed locally.

Individual training requests are considered according to necessity, budget and location. FnG also circulates information about other courses which may be of interest to Fèis personnel, such as those provided by West Highland College, SCVO, or Sabhal Mòr Ostaig.

67 participants have taken part in FnG-delivered training, or FnG-funded training between April 2013 and March 2014, not including those participating in the Annual Conference.

Bòrd na Gàidhlig Deliverables

BnG2 **Confirmation of at least 500 hours of practical assistance with Iomairtean Gàidhlig across Scotland with a special focus on work with Fòram Gàidhlig Shiaboist**

Cofaidh is Còmhradh sessions continuing each week in the Portree office. The sessions are attended regularly by two members of the community wishing to improve their Gaelic conversation skills, and other participants drop in to the Tuesday lunch-time session from time to time.

BnG3 **Information as to how the organisation's Gaelic Policy is being implemented with at least 4 training sessions for Fèisean nan Gàidheal staff, open to other Gaelic organisations**

See CS5

Training for Fuaran participants on song and oral history collection techniques was delivered in Gaelic by myself and Mairead MacDonald of Tobar an Dualchais on 29 November 2013, and a further session by myself for one participant in January 2014.

BnG4 **Evidence of collaboration with other Gaelic organisations**

Clì have provided Gaelic teaching for the staff and tutor workshops. FnG co-operate with CnaG/BnG in working towards the Iomairt targets. Attending meetings of "Lasair" – last meeting on Monday 25 November 2013.

BnG13 **20 events for up to 3,000 school pupils across the Highlands as part of the Blas Community Programme**

Cuairt nam Bàrd visited Sgoil Lionacleit in September 2013, though few children attended.

Over the 5 nights, approximately 5 school-age children attended the events, but it was not possible to offer workshops during the school day due to travel arrangements.

BnG14 **Regular communication with Bòrd na Gàidhlig and Creative Scotland's Gaelic Art & Culture Officer**

Frequent collaboration with Gaelic Arts & Culture Officer, particularly on Celtic Neighbours initiative, and various funding programmes.

Additional

Policies

In collaboration with Calum Alex MacMillan and Douglas Beck, I prepared an updated Gaelic Policy for consideration at the February 2014 board meeting, with further amendments and additions for the consideration at the May 2014 board. The Risk Register has been reviewed and is presented for consideration by the Board in May 2014.

West Highland College's Creative Arts Advisory Group

I have been invited to be a member of the above group, whose remit is to foster effective liaison between industry and the college; to stimulate the development of further education and training for industry; provide expert advice to the board of management of the college on various issues; advise the college on the on-going development of its portfolio; assist with careers advice and industrial placement for students; and to assist the College in placing lecturers in industrial or commercial organisations for short refresher courses, and arranging visits for staff and students to industrial or commercial establishments.

Meetings are three per annum, including Award Ceremony. The first meeting of this group took place on February 6th 2014. The next meeting will take place in May 2014.

YMI Tutor Monitoring & Evaluation

I assisted Rae MacEachern, Rachael Duff and Maggie MacDonald with YMI tutor monitoring in the first quarter of 2014. The evaluations will be considered by Rae MacEachern for additional training/development needs and liaison with schools.

Name	**Moreen Pringle**
Position	**Business Officer**

Action/Outcome

Progress

Creative Scotland Deliverables

CS3 **Operate a Grants Scheme for Fèisean pooling funding from various sources**

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. During the current quarter I have issued grants to 30 Fèisean (primarily final payments of grant for 2013/14 and a couple of 2014/15 grants) . Some grant payments have been held up while Disclosure issues were addressed.

CS16 **Exploit the potential for increased sales of products of the Fèisean including books, CDs, DVDs etc**

We have the shop on our Fèisean nan Gàidheal Website (www.feisean.org/shop.html) and I process any book orders which are received via that, as well as any received in person or over the phone. Any new items will be added to the shop.

I regularly remind Fèisean that the books are available from us for them to purchase at a reduced rate for resale to their participants etc. We also have regular book orders, especially from Highlander Music and Skye Music Shop.

CS23 **Hold an Annual Conference**

This year's Annual Conference will be held in Nairn in September.

CS24 **Continue to support individual Fèis expansion activities**

Whenever possible I assist with the supply of instruments from our Instrument bank to help Fèisean offering additional classes e.g. currently demand from hirers for accordions

CS25 **Continue to ensure good practice in relation to Child Protection in line with changes in legislation**

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.

A database of Fèis Tutors is also maintained which Fèisean can access to find suitable tutors.

Bòrd na Gàidhlig Deliverables

BnG10 **Support offered to at least 40 Fèisean across Scotland**

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

HC2 **Support at least 19 Fèisean in Highland Council area**

As above

Name	**Dougie Beck**
Position	**Drama Officer**

Action/outcome

Progress

Creative Scotland Deliverables

CS6 **Develop Gaelic drama activities including a Gaelic Drama Summer School, tours by our Mea Chuileag theatre-in-education group and drama Fèisean**

Meanbh-chuileag

Due to other projects which are going on just now, we have put the Meanbh-cuileag tour back to August. We have decided that all schools which received Fèisgoil tuition this year will receive a performance of this play, as well as GM schools. We will also be visiting secondary schools with a play/workshop about the Referendum, allowing pupils to explore the subject in a creative way. This will also be on the road after the summer.

Argyll and Lochaber Drama Fèis
The Argyll and Lochaber Drama Fèis ended on 6 May with an afternoon of plays in the Corran Halls in Oban. Five schools were involved in the project: Salen, Acharacle, Fort William, Rockfield (Oban) and Mallaig, and the appreciative audience saw six plays. I wrote four of the plays, and visited four of the schools between four and eight times each to help with preparation.

Sgoil Shamhraidh Dhràma
See below for information about the Gaelic Drama Summer School

CS8 **Provide Gaelic language support for Fèisean with activities provided by our G-Team tutors**
I envisage being involved in resource praparation for several Fèisean this year.

CS12 **Develop further opportunities where our work can strengthen Gaelic education**
I have been invited again to attend An t-Alltan to deliver workshops on puppetry with young children. This follows on from sucessful workshops I carried out last year.

Although I myself didn't take part in Comunn na Gàidhlig's Edinburgh Week due to the Drama Fèis, I organised teaching materials for Cailean Collier, whom we engaged to carry out tours in the National Museum of Scotland.

I was very much involved in Fèisgoil in Lochaber, both in terms of resource production and providing cover for other tutors. Altogether i did nine days in schools between January and April.

See above for information about the Argyll and Lochaber Drama Fèis.

CS13 **Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved in traditional music development and delivery**
As I said above, I am involved in Fèisgoil development, and this includes training for the tutors involved. We have recognised that we need to train more tutors for drama classes, Sgioba G and also to deliver Fèisgoil in more areas.

I recently got certificates for Food Safety and MiDAS. I hope to receive training in camera work before we start on our annual round of FilmG work at the end of the year.

CS17 **Raise the profile of the Fèis movement through dedicated showcase events, increased press opportunities and participation in showcase opportunities as they arise**
See above for information about the Argyll and Lochaber Drama Fèis.

See below for information about SSD2014.

CS22 **Continue to have involvement in the provision of Gaelic medium arts activities in Iomairtean Gàidhlig areas**
2013's Panto visited the majority of Iomairt areas, and it was at times possible for children and adults from other areas to attend.

Meanbh-cuileag will visit all Iomairt areas in 2014, and also areas where development work of otrher kinds has been carried out by us (e.g. Siorrachd Pheairt and Caithness and Sutherland).

I carried out work in Mull and Strontian on behalf of FilmG, and one of our SSD participants won a prize for acting at the FilmG awards.

SSD2014 will be held in Portree again this year, with three public performances taking place as part of it: 2 drama nights in Aros, and a street theatre session in Somerled Square.

Three Lochaber primaries, and Salen Primary in Mull, were involved in the Fèis Dràma.

I was heavily involved in resource preparation for the Gaelic awareness sessions we carried out in the National Museums of Scotland, which were delivered by Iain Macillechiar.

As stated above, I prepared resources for use in the National Museum of Scotland as part of Comunn na Gàidhlig's Edinburgh Week.

HIE Deliverables

HIE1 **Establish the Gaelic Arts in Education Service, which aims to promote and develop the Gaelic language through Service Level Agreements with Local Authorities and other public sector bodies, by 31st March 2015.**

To date, we have organised two training days for new tutors.

I was heavily involved in resource preparation for the current round of Fèisgoil classes, and I am in regular communication with the tutors involved. I also delivered almost a fortnight of the classes myself.

HIE5 **Explore the feasibility of establishing Gaelic drama and other community-related Gaelic language initiatives for adults, in collaboration with strategic partners such as Sabhal Mòr Ostaig, by 31st March 2015**

See Angus' report for more information.

Bòrd na Gàidhlig Deliverables

BnG4 **Evidence of collaboration with other Gaelic organisations**

Informally, the booklet I produced as part of my workshop for puppets with young children has proven very popular, and I have received requests from schools for CPD visits. As stated above, I have been asked back to this year's Alltan to conduct similar workshops.

We engaged Cailean Collier to conduct workshops at Comunn na Gàidhlig's Edinburgh Week.

BnG5 **Evidence of communication with local authorities to extend collaboration with them in delivering elements of their Gaelic Language Plans through Fèisean nan Gàidheal's Gaelic Arts Service**

FnG is in discussion with several local authorities regarding Fèisgoil provision.

BnG9 **20 high school-age participants to take part in the Gaelic Drama Summer School**

7 to 17 July: numbers are encouraging, with 18 applications to date. The hostel and high school are booked, Aros is booked for two evenings of performances, and most tutors and supervisors are engaged. Angus and myself will be meeting with Daibhidh Walker soon to discuss classes etc.

BnG11 **6-week drama tour of Gaelic schools by Meanbh-Chuileag**

As stated above, Meanbh-chuileag's main tour will now take place after the summer holidays, with a play about the Great War. We will also be working in secondary schools with a workshop/play about the referendum, and the panto will be on the road in December.

BnG12 **80 Gaelic drama workshops to be delivered in communities across Scotland**

We will meet this target easily, through the drama Fèis in Argyll and Lochaber plus other projects such as the secondary drama project, Fèisgoil, Blas workshops and work we have undertaken for FilmG.

BnG13 **20 events for up to 3,000 school pupils across the Highlands as part of the Blas Community Programme**

I visited 9 primaries as part of Blas outreach last year with the EM version of Seonaidh a' Mhonaidh, and I saw around 230 children. The 2014 Meanbh-chuileag play will visit EM primaries in September this year during Blas week.

BnG14 **Regular communication with Bòrd na Gàidhlig and Creative Scotland's Gaelic Art & Culture Officer**

We are in regular contact with Brian, through informal and formal meetings, and we keep him abreast of all our activities.

Name	**Angus Macleod**
Position	**Drama Officer**

Action/Outcome

Progress

Creative Scotland Deliverables

CS6 **Develop Gaelic drama activities including a Gaelic Drama Summer School, tours by our Meanbh-Chuileag theatre-in-education group and drama Fèisean**

Gaelic Drama Summer School 2014

This years Gaelic Drama Summer School will be held at Portree High School between the 7th and 18th of July 2014 and as usual is open to teenagers fluent in Gaelic aged between 14 and 18 years old.
Although the closing date for applications was Friday 4th April 2014, as a few spaces are available there's still an opportunity to apply.

Further information and an online registration form is available on the Fèisean nan Gàidheal website at www.feisean.org/ssd

I sent posters and flyers with information advertising the school to all secondary schools with Gaelic departments in early February and promotional material was sent to the schools again at the end of March by post and by e-mail.

The Gaelic Drama Summer school has also been promoted on Fèisean nan Gàidheal's website, Facebook page and Twitter account.

I made a short film to give teenagers a taster of the kind of activities in store at the Gaelic Drama Summer School. This film can be viewed on Fèisean nan Gàidheal's YouTube channel at http://youtu.be/NRX0eNfUV58

Secondary schools with Gaelic departments were also given the opportunity to have Fèisean nan Gàidheal officers visit with a presentation about the Gaelic Drama Summer School.
Portree High School requested a visit and 4 classes from Portree High School received a presentation. Sir E. Scott also requested a presentation.

An encouraging number of applications have been received this year, a number of those applications were made before information was sent to schools. To date 17 have made online applications, 9 of whom were participants at SSD2013.

Portree High School has been booked as a venue for classes.
Self catering accommodation for tutors has been booked in the centre of Portree.
Accommodation for participants has been booked at the Portree High School Hostel.

The theatre in Àros, Portree, has been booked for the whole of Thursday 17th July for the showcase performances from Gaelic Drama Summer School and Fèis Alba partipants.
The theatre has also been booked for Saturday the 12th of July for an evening of Gaelic drama. The programme for the evening is still to be confirmed.

Meanbh-chuileag – National Tour of Gaelic Medium Primary Schools

Plans are currently in development for a national 5 week tour. It was decided that this tour should take place at the beginning of the next school year.

Meanbh-chuileag – National Tour of Secondary School Gaelic Departments

A play is being developed aimed at secondary school pupils studying Gaelic.
A tour of the play is currently scheduled to take place in June.

Meanbh- Chuileag - Gaelic Pantomime

I'm writing a new Gaelic Pantomime for a tour which will take place between 1 – 10 December, a tour which currently takes in 8 school days. So more schools can see the pantomime it is hoped that the tour can be extended for an extra day or two.
The rehearsal week for the pantomime will take place between the 24th and 29th of November.

CS8 **Provide Gaelic language support for Fèisean with activities provided by our G-Team tutors**

- Provision of G Team games and teaching materials suitable for Gaelic learners and fluent speakers and continued support for organisers and tutors is ongoing.
- Information about the G Team service has been updated with information about the different methods of delivery and how Fèisean can access the service. This information is available on the Fèisean nan Gàidheal website.

CS12 **Develop further opportunities where our work can strengthen Gaelic education**

Early Years Education - Pilot

A pilot educational programme catering for children aged between 3 and 6 years of age is currrently being developed.

CS13 **Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved in traditional music development and delivery**

Professional Development

- Eden Court Creative – After speaking to Eden Court Creative manager Kati Kozikowska both myself and Dougie Beck are welcome to attend appropriate training sessions in the Eden Court Creative Staff Development Programme.
- Denvir Marketing – I attended a staff training session in PR and Marketing delivered by Denvir Marketing in Inverness on Tuesday 4th March and a follow up conference call held on Tuesday 17th March.
- 'Youth Theatre Arts Scotland' provide networking and training opportunities through 'Spark' - a regional peer-to-peer training initiative. Unfortunately the workshop Spark planned for Inverness on the 25th of February 2014 was cancelled due to low numbers.

CS26 **Continue to operate as an organisation striving for excellence in delivery of services and projects, and in our general working practices**

Publicity

- www.feisean.org
  Provision of content highlighting FnG news, Fèisgoil projects and drama projects is ongoing.
- www.facebook.com/feisean
  Producing news stories for Fèisean nan Gàidheal's Facebook page.
- 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 www.youtube.com/feiseannangaidheal
- Promoting Fèisean nan Gàidheal's work, the Gaelic drama summer school over the years on www.vimeo.com/feiseannangaidheal
- Promoting Fèisean nan Gàidheal's work, the Gaelic drama summer school and other projects over the years on Flickr at www.flickr.com/feiseannangaidheal

Bòrd na Gàidhlig Deliverables

BnG4 **Evidence of collaboration with other Gaelic organisations**

Gaelic Youth Theatre Fèis - Eden Court

Through Bòrd na Gàidhlig's 'Gaelic Drama Network Fund', Fèisean nan Gàidheal and Eden Court are working together to build on the success of the pilot Gaelic Youth Theatre Festival held in April 2013
The aim of the festival is develop Gaelic youth theatre for Gaelic speaking teenagers in the Highland Council area.

An application for funding from Bòrd na Gàidhlig's 'Gaelic Drama Network Fund' for 2014 was successful.

TÒG Inbhir Pheofharain (Dingwall Gaelic Youth Theatre) started on Wednesday 23rd April and TÒG Bhaile Dhubhthaich (Tain Gaelic Youth Theatre) started on Tuedsay 29th April.

These Gaelic Youth Theatre's are open to secondary school aged pupils fluent in Gaelic. TÒG Bhaile Dhubhthaich, Tain's Gaelic Youth Theatre meet every Tuesday afternoon at TRACC between 1540 and 1700. TÒG Inbhir Pheofharain, Dingwall's Gaelic Youth Theatre meet every Wednesday afternoon between 1600 and 1715 at Dingwall Academy.

Members of these youth theatre's will have the opportunity to perform at 'Fèis Dràma Dheugairean' a Gaelic Youth Theatre Festival which will take place at Eden Court on Wednesday 10th September 2014.
More information about the project can be found at www.feisean.org/tog

Fèis Dràma – Sabhal Mòr Ostaig
I worked as a drama tutor at a Gaelic Drama Fesival held at Aros in Skye between the 3rd and 8th of March. I worked at the Fèis on Wednesday 5th March with a group of primary school pupils and on Thursday 6th March with a group of 2nd year pupils from Portree High School.
Through his work as drama artist in residence at Sabhal Mòr Ostaig, this was the second year that Artair Donald had organised this Gaelic Drama Festival (Fèis Dràma). The festival caters for primary, secondary and community groups in the Skye and Lochalsh area and provides them with the opportunity to develop new drama skills with a performance opportunity afterwards.

BnG9 **20 high school-age participants to take part in the Gaelic Drama Summer School**
Gaelic Drama Summer School 2014
This years Gaelic Drama Summer School will be held at Portree High School between the 7th and 18th of July 2014 and as usual is open to teenagers fluent in Gaelic aged between 14 and 18 years old.
Although the closing date for applications was Friday 4th April 2014, as a few spaces are available there's still an opportunity to apply.

Further information and an online registration form is available on the Fèisean nan Gàidheal website at www.feisean.org/ssd

I sent posters and flyers with information advertising the school to all secondary schools with Gaelic departments in early February and promotional material was sent to the schools again at the end of March by post and by e-mail.

The Gaelic Drama Summer school has also been promoted on Fèisean nan Gàidheal's website, Facebook page and Twitter account.

I made a short film to give teenagers a taster of the kind of activities in store at the Gaelic Drama Summer School. This film can be viewed on Fèisean nan Gàidheal's YouTube channel at http://youtu.be/NRX0eNfUV58

Secondary schools with Gaelic departments were also given the opportunity to have Fèisean nan Gàidheal officers visit with a presentation about the Gaelic Drama Summer School.
Portree High School requested a visit and 4 classes from Portree High School received a presentation. Sir E. Scott also requested a presentation.

An encouraging number of applications have been received this year, a number of those applications were made before information was sent to schools. To date 17 have made online applications, 9 of whom were participants at SSD2013.

Portree High School has been booked as a venue for classes.
Self catering accommodation for tutors has been booked in the centre of Portree.
Accommodation for participants has been booked at the Portree High School Hostel.

The theatre in Àros, Portree, has been booked for the whole of Thursday 17th July for the showcase performances from Gaelic Drama Summer School and Fèis Alba partipants.
The theatre has also been booked for Saturday the 12th of July for an evening of Gaelic drama. The programme for the evening is still to be confirmed.

BnG10 **Support offered to at least 40 Fèisean across Scotland**

- Film from the activities and events from Fèis Lochabair were editied uploaded to Fèisean nan Gàidheal's YouTube channel.
  Fèis Lochabair Playlist
  http://www.youtube.com/playlist?list=PLi3hUE0Af6OtjF3lxMKwfWDODYGEGeMv6

BnG12 **80 Gaelic drama workshops to be delivered in communities across Scotland**
Gaelic Drama Network - Fèisean nan Gàidheal & Eden Court Partnership

Gaelic Youth Theatre Fèis - Eden Court
Through Bòrd na Gàidhlig's 'Gaelic Drama Network Fund', Fèisean nan Gàidheal and Eden Court are working together to build on the success of the pilot Gaelic Youth Theatre Festival held in April 2013
The aim of the festival is develop Gaelic youth theatre for Gaelic speaking teenagers in the Highland Council area.

An application for funding from Bòrd na Gàidhlig's 'Gaelic Drama Network Fund' for 2014 was successful.

TÒG Inbhir Pheofharain (Dingwall Gaelic Youth Theatre) started on Wednesday 23rd April and TÒG Bhaile Dhubhthaich (Tain Gaelic Youth Theatre) started on Tuedsay 29th April.

These Gaelic Youth Theatre's are open to secondary school aged pupils fluent in Gaelic. TÒG Bhaile Dhubhthaich, Tain's Gaelic Youth Theatre meet every Tuesday afternoon at TRACC between 1540 and 1700. TÒG Inbhir Pheofharain, Dingwall's Gaelic Youth Theatre meet every Wednesday afternoon between 1600 and 1715 at Dingwall Academy.

Members of these youth theatre's will have the opportunity to perform at 'Fèis Dràma Dheugairean' a Gaelic Youth Theatre Festival which will take place at Eden Court on Wednesday 10th September 2014.
More information about the project can be found at www.feisean.org/tog

Gaelic Drama Festival for Gaelic Primary Schools
A meeting was held on 21st February with Kati Kozikowska and Roddy Nicolson from Eden Court to disuss the proposal to re-establish a Gaelic Drama Festival for Gaelic Primary Schools in the Inverness, Ross-shire, Nairn, Badenoch and Strathspey. The Drama Festival would follow a similar format to the Festival delivered by Dougie Beck in schools in the Lochaber and Argyll area. This Festival would see Fèisean nan Gàidheal and Eden Court work together in providing support to participating schools and the organisation of the Gaelic Drama Festival.

Following the meeting with Eden Court, it is planned to start the Fèis when the school re-open after the summer holidays with the workshops beginning in August.

Highland Council Deliverables

HC3 **Increase the number of young people who receive Gaelic tuition (from 2011-12 baseline of 2,556)**

Gaelic Youth Theatre Fèis - Eden Court
Through Bòrd na Gàidhlig's 'Gaelic Drama Network Fund', Fèisean nan Gàidheal and Eden Court are working together to build on the success of the pilot Gaelic Youth Theatre Festival held in April 2013
The aim of the festival is develop Gaelic youth theatre for Gaelic speaking teenagers in the Highland Council area.

An application for funding from Bòrd na Gàidhlig's 'Gaelic Drama Network Fund' for 2014 was successful.

TÒG Inbhir Pheofharain (Dingwall Gaelic Youth Theatre) started on Wednesday 23rd April and TÒG Bhaile Dhubhthaich (Tain Gaelic Youth Theatre) started on Tuedsay 29th April.

These Gaelic Youth Theatre's are open to secondary school aged pupils fluent in Gaelic. TÒG Bhaile Dhubhthaich, Tain's Gaelic Youth Theatre meet every Tuesday afternoon at TRACC between 1540 and 1700. TÒG Inbhir Pheofharain, Dingwall's Gaelic Youth Theatre meet every Wednesday afternoon between 1600 and 1715 at Dingwall Academy.

Members of these youth theatre's will have the opportunity to perform at 'Fèis Dràma Dheugairean' a Gaelic Youth Theatre Festival which will take place at Eden Court on Wednesday 10th September 2014.
More information about the project can be found at www.feisean.org/tog

Gaelic Drama Festival for Gaelic Primary Schools
A meeting was held on 21st February with Kati Kozikowska and Roddy Nicolson from Eden Court to disuss the proposal to re-establish a Gaelic Drama Festival for Gaelic Primary Schools in the Inverness, Ross-shire, Nairn, Badenoch and Strathspey. The Drama Festival would follow a similar format to the Festival delivered by Dougie Beck in schools in the Lochaber and Argyll area. This Festival would see Fèisean nan Gàidheal and Eden Court work together in providing support to participating schools and the organisation of the Gaelic Drama Festival.

Following the meeting with Eden Court, it is planned to start the Fèis when the school re-open after the summer holidays with the workshops beginning in August.

Fèis Dràma – Sabhal Mòr Ostaig
I worked as a drama tutor at a Gaelic Drama Fesival held at Aros in Skye between the 3rd and 8th of March. I worked at the Fèis on Wednesday 5th March with a group of primary school pupils and on Thursday 6th March with a group of 2nd year pupils from Portree High School.
Through his work as drama artist in residence at Sabhal Mòr Ostaig, this was the second year that Artair Donald had organised this Gaelic Drama Festival (Fèis Dràma). The festival caters for primary, secondary and community groups in the Skye and Lochalsh area and provides them with the opportunity to develop new drama skills with a

performance opportunity afterwards.

HC6 **Increase the use of Gaelic in Fèisean activities**

- Provision of G Team suitable games and teaching materials for Gaelic learners and fluent speakers and support for organisers and tutors is ongoing.
- Information about the G Team service has been updated with information about the different methods of delivery and how Fèisean can access the service. This information is available on the Fèisean nan Gàidheal website.

Name	**Rachel Harris**
Position	**Development Officer**

Action/Outcome

Progress

Creative Scotland Deliverables

CS1 **Support and develop individual Fèisean, widening their range of activities and establishing best working practice through a system of lead officers**

In my role as Development Officer for Highland I work directly with eleven Fèisean providing them with help and advice on a range of projects and I provide additional support for the two Fèisean which run Ceilidh Trails. I report back to my manager on relevant issues arising and also consult with colleagues on how best to support and develop fèis activities. I regularly suggest sources of outside funding at local and national level and assist my fèisean with these applications.

CS3 **Operate a Grants Scheme for Fèisean pooling funding from various sources**

I regularly assist the Fèisean in my area to claim the grants offered to them and to maximise the resources they have available to them. I have recently assisted several fèisean with applications to external funding schemes such as Bòrd na Gàidhlig's Taic Freumhan Coimhearsnachd and the EMS Trad Arts schemes.

CS5 **Increase use of the Gaelic language through the implementation of our revised and strengthened Gaelic Language Policy**

I provide continual assistance to fèisean in implementing their Gaelic plans e.g. translation support for marketing material and assistance with recruiting Gaelic speaking tutors. I also work with my colleagues Angus Macleod and Dougie Beck to provide help and encouragement to fèisean to make full use of Sgioba-G during their events.

I regularly assist fèisean with the creation and distribution of bilingual marketing material. I give ongoing translation support to fèisean and encourage them to utilise this as often as possible.

CS13 **Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved in traditional music development and delivery**

I regularly circulate information on training opportunities and share information with other organisations by email and through social media.
I will be working with Training Officer Iona MacDonald to organise regional training days for my Fèisean such as Gaelic language and Child Protection Training.

CS17 **Raise the profile of the Fèis movement through dedicated showcase events, increased press opportunities and participation in showcase opportunities as they arise**

Fèisean nan Gàidheal and the Shinty Association have recently been awarded funding for a joint Colmcille Gaelic exchange project which will bring a group of young Irish-speaking musicians to Inverness to perform at the first leg of the Shinty-Hurling series in October 2014. We have built on the success of previous exchanges to include additional performances as well as increased rehearsal time with an equivalent Scottish Gaelic-speaking group, leading to a televised showcase of Irish and Highland music and language at the Shinty-Hurling game as well as National Mòd fringe events in Inverness.

Fèis Spè will welcome another Irish music school, Ceol na Coille from Donegal, to Aviemore in late June 2014. Cèilidh Trail participants from 2013 who took part in the first leg visit to Donegal will be invited to take part in this visit which will consist of a week of workshops based in Badaguish and performances throughout Badenoch & Strathspey. Fèis Spè also plans to include its Junior Cèilidh Band in the activities.

Two of the fèisean I look after, Fèis Chataibh and Fèis Spè, are running Cèilidh Trails this year and I have been assisting the co-ordination of auditions and training weekends. Both Cèilidh Trails will go out on tour in July and between them will perform across Sutherland, Caithness, Badenoch, Strathspey and Perthshire. The Fèis Spè Cèilidh Trail will also go on a short tour after Christmas and hope to perform at Blas 2014 alongside Fèis Spè's Junior Cèilidh Band both as a support act and as part of the Ceòl nam Fèis showcase.

All fèisean are being encouraged to take an increased part in Blas 2014 both as support showcase acts at Blas events and as part of the showcase Ceòl nam Fèis concert. In addition many fèisean will teach the newly commisioned Blair Douglas song 'Càirdeas' at their workshops and fèis weeks and will participate in the audio and video recordings.

CS19 **Develop Blas as a festival that involves traditional music, Gaelic language and young people with expansion to include film, writers, food and drink**

I continue to support the Blas action group as appropriate.

All fèisean are being encouraged to take an increased part in Blas 2014 as concert hosts, support acts at Blas events and as part of the Ceòl nam Fèis concert.

CS20 **Continue to support a network of Cèilidh Trails**

I continue to support a network of Ceilidh Trails offering assistance to my colleagues where necessary. I will assist Fèis Spè & Cairngorms and Fèis Chataibh Cèilidh Trail to co-ordinate their training weekends and tours. I also hope to be involved with their training at Fèis Alba in July.

CS24 **Continue to support individual Fèis expansion activities**

I continue to support fèisean expansion activities by regularly attending planning meetings and offering advice on development ideas:

- Fèis a' Bhaile have three new regular classes in button box, step-dancing and introduction to groupwork
- Fèis Spè will hold a standalone Fèis Bheag day for up to 40 children in p1-3 at the end of May
- Fèis na h-Òige plan to expand their workshop programme from three days to six this coming academic year.
- Fèis Mhoireibh aims to hold a distinctly 'Senior' fèis this year for the first time and I am encouraging them to work with Fèis Inbhir Narainn and their youth cèilidh band on this project.
- Fèis a' Bhealaich have expressed an interest in holding two additional music workshop days plus an art day in Applecross and I am assisting them with these.

HIE Deliverables

HIE5 **Explore the feasibility of establishing Gaelic drama and other community-related Gaelic language initiatives for adults, in collaboration with strategic partners such as Sabhal Mòr Ostaig, by 31st March 2015**

I continue to work with our Drama team to explore the feasability of establishing Gaelic drama initiatives for adults.

Fèis an Iar Thuath and Fèis Mhoireibh have requested Gaelic language training with a Fèis an Iar Thuath committee member enrolling in An Cùrsa Adhartach at Sabhal Mòr Ostaig.

HIE9 **Stage 3 national showcase events; showcasing the region's Gaelic culture to wider audiences at home and abroad through participation in appropriate events and festivals**

See target CS17.

Bòrd na Gàidhlig Deliverables

BnG5 **Evidence of communication with local authorities to extend collaboration with them in delivering elements of their Gaelic Language Plans through Fèisean nan Gàidheal's Gaelic Arts Service**

I will continue to support the Fèis Spè Development Officers to run new Fèis activities in Highland Perthshire and Aberdeenshire.

BnG10 **Support offered to at least 40 Fèisean across Scotland**

See target CS1.

Highland Council Deliverables

HC1 **Maintain the number of young people who participate in Fèisean and classes in the Highlands (from 2011-12 baseline of 3,408)**

I work closely with the Fèisean in my area to sustain participant numbers at fèisean and fèis events. I regularly

assist fèisean with the marketing of their events.

In addition a number of Fèisean are attracting both new and existing participants to new activities (please see CS24).

HC2 **Support at least 19 Fèisean in Highland Council area**

Out of the eleven fèisean that I support ten take place within the Highland Council area.

HC6 **Increase the use of Gaelic in Fèisean activities**

All Fèisean are encouraged to use as much Gaelic as possible within their activities. I work closely with the Development team to assist Fèisean who require assistance with translations, Gaelic activities and Gaelic-speaking tutors. I am helping my fèisean to update their Gaelic plans for 2014-15 to reflect new developments and aims as a number of Fèisean are now recognising the benefit of developing Gaelic in the wider community and are looking at ways to encourage adult committee members and volunteers to participate in Gaelic classes and courses.

Name	**Shona Macmillan**
Position	**Western Isles Development Officer**

Action/Outcome

Progress

Creative Scotland Deliverables

CS1 **Support and develop individual Fèisean, widening their range of activities and establishing best working practice through a system of lead officers**

I have been attending regular committee meetings with my Fèisean and supporting them with their various plans of activity for the months ahead.

Fèis Taigh Dhonnchaidh took place in Ness from the 7th-11th of April with Fèis Nis for those aged 5-7 taking place up the road in the Ness Historical Society. There were 24 in attendance between the two and the younger ones had the opportunity to partake in singing, drama, art and Highland dancing. At Fèis Taigh Dhonnchaidh classes were offered in Highland dancing, chanter and pipes, melodeon, accordion, fiddle, guitar, singing, drama and art. I was in attendance throughout the week to lend a hand with running the Fèis and to transport people and supplies between the two places as was needed. The week was highly successful and it came to an end on Saturday night with a cèilidh in Borve. I was the MC for the night and there was music from the children and tutors and from the Ness Melodeon Band. I enjoyed the evening as did everyone who attended.

Fèis an Earraich was held on the same week but unfortunately I was unable to go down as I was between Taigh Dhonnchaidh and Còig Latha but I have been in touch with Kirsteen and Ruairidh to find out how the week went. Auditions were held for the Cèilear cèilidh trail group midweek and as far as I know they have found participants but are still searching for a singer and a harpist. They have advertised this on their Facebook page and I have shared it on the Fèisean nan Gàidheal page.

I was involved with organising a special fundraising cèilidh for Fèis Eilean na Hearadh which was held on the 18th of April in Tarbert Community Centre. I headed down in the afternoon to help out with hall preparations such as hanging fairy lights, setting out tables and chairs and decorating the tables with sheets, candles and flowers etc. Art Cormack and Blair Douglas headlined the cèilidh with support from local Harris youth and there were around 120 in attendance who sang and danced throughout the night. I had the opportunity to sing as well and I thoroughly enjoyed the evening and believe everyone else did too. The official intake has not yet been determined but Roddy, the treasurer, thinks over £1000 was raised which is a substantial amount.

I attended a meeting with the Fèis Tìr an Eòrna committee on the 1st of May to discuss their plans for a special 25th anniversary celebration. They plan to invite past tutors and committee members to a buffet and cèilidh in a marquee on Sollas machair on the Saturday evening of the Fèis week where local artistes will be performing. Nanac Skivington went through the Fèis tutor database and earmarked each person who had been involved in the Fèis over the years and I will be emailing them with an invitation and details of the night.

In March I helped Fèis an Rubha out with advertising by creating leaflets and a powerpoint about the Fèis. We had a spot in Sgoil an Rubha on two parents' evenings and handed out leaflets and explained to them what the Fèis is, and told them of the dates to keep the week free. The committee has been talking about cutting a couple of instruments from the offered list due to lack of available tutors and I created a questionnaire for them to send to

parents to find out what the children would be most interested in.

I also created a questionnaire for Fèis Tìr a' Mhurain who are seeking opinions on evening class options, what would appeal to children and where and when would be suitable.

I am in regular contact with Sarah from Fèis Bharraigh, helping her with information and difficult situations.

CS3 **Run a Grant Scheme for Fèisean with support from several means of funding**

I endeavour to offer continuing support to the Fèisean in my area in filling application forms for funding from several groups ie Awards for All, YMI and Traditional Arts Fund. At the end of March the final claim forms were to be sent into the Portree office and I helped my fèisean with this and they all got their forms in on time. They have now all received all of their grant for the year 2013-14.

CS5 **Increase use of the Gaelic language through the implementation of our revised and strengthened Gaelic Language Policy**

Part of filling in the grants scheme form is being asked if the Fèis has a Gaelic policy, and I help each Fèis with this policy and advise them if there are amendments to be made or anything significant to be added. A few of the other funding schemes also ask for a development or Gaelic policy and this gives them a greater chance of securing money.

CS7 **Develop Gaelic medium activities involving arts activities alongside wider cultural activities**

Còig Latha took place on the same week as Fèis Taigh Dhonnchaidh and I was in attendance every evening to help out with food preparation and tidying up. I stayed over every night to supervise. I booked the Old School Centre in Shawbost for the còig latha cèilidh and was in contact with Marina Murray from CnaG who referred me to Shawbost parents who were willing to provide tea, coffee and home baking for the night, and I told them what we would need. I also phoned Angus 'Dee' Macarthur to book the Carloway Astroturf on the Wednesday night for the participants. I attended the concert on Thursday night and helped out.

CS13 **Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved in traditional music development and delivery**

I am in contact with Iona MacDonald, our training and policy officer at Fèisean nan Gàidheal, to let her know of any training needs my Fèisean may have.

CS25 **Continue to ensure good practice in relation to Child Protection in line with changes in legislation**

Everyone who is employed in a paid position at the Fèis needs to go through the PVG system before they can teach. Last year there were problems with each Fèis, with some tutors not turning in their forms on time which withheld funding for a number of months. I have reminded them to send in their tutor lists at least 6 weeks before the beginning of their Fèis as this will give Sandy Grey, our child protection officer, to process their names in the system and send out the appropriate forms. I have notified each Fèis with the date they should have their forms in by and have been in contact to check their progress in finding tutors. I am in touch with Iona often to secure training for anyone who takes up the child protection officer post at each Fèis.

Bòrd na Gàidhlig Deliverables

BnG4 **Evidence of collaboration with other Gaelic organisations**

I work in the Comunn Gàidhealach office in Stornoway and lend them a hand from time to time, answering the phone and being available to sell books and CDs to customers as they come in when Marina and Peigi are otherwise engaged. I hope to help out with the local Mòd as I did last year.

BnG10 **Support offered to at least 40 Fèisean across Scotland**

I currently support 11 Fèisean across the Western Isles and the Isle of Skye:
Fèis Taigh Dhonnchaidh, Fèis Eilean an Fhraoich, Fèis an Rubha, Fèis Eilean na Hearadh, Fèis Tìr an Eòrna, Fèis Tìr a' Mhurain, Fèis Bharraigh, Fèis Thròndairnis, Fèis an Earraich and Fèis Ratharsair. Fèis Ratharsair is yet to be confirmed but I often try to get in touch, to no avail.

Name	**Vicky MacLean**
Position	**Lochaber Development Officer**

Action/Outcome

Progress

Creative Scotland Deliverables

CS1 **Support and develop individual Fèisean, widening their range of activities and establishing best working practice through a system of lead officers.**

I have regular contact with the Fèisean that I support. I keep in contact through attending meetings, speaking on the phone, emails and even texts. I have attended the Fèisean that were running over the Easter holidays and I am helping others in the planning stages for their Fèisean over the coming months.

- Fèis Lochabair took place in April and it was a huge success this year. The numbers were well up from last year and over 100 children took part in the event. For the older participants that were preparing for exams we put on an afternoon group work session which allowed them to come to the Fèis without having to give up their whole day to do so.
- Auditions were held for Fèisean Lochabair's Ceilidh trail and the standard of musicianship was incredibly high this year. There were only eight places on the trail with 11 audidionees and it was difficult deciding between them. However, we now have a good group of eight with mixed instruments ready for the summer tour ahead and I am very excited to be working with them. We have arranged training days with Rachel Walker and Ross Martin in May and June and Deirdre and Dougie Beck led an introductory weekend with them last month.
- What a successful week was had at Fèis Ghlaschu where there were over 130 children taking part. There were classes available in a range of subjects from Zumba to Fiddle, baking to accordion. There was something for everybody's tastes. I am know working with the Fèis Ghlaschu committee to get music classes through the medium of Gàidhlig established in Glasgow. We have a lot of work ahead of us but I am sure that these classes will be in place before the end of the year.
- I visited Fèis Latharna during their Fèis week and was very impressed by their set-up. There were over 140 children registered and lots of fun was had by all.
- Auditions took place during Fèis week for the Argyll Ceilidh trail. Again, like in Lochaber, there was a very high standard of entries. The group that has been put together is strong and they will be training with Sileas Sinclair before going out on tour.
- Fèis Innis an Uillt is busy preparing for their Fèis in May. This will take place over three separate Saturday's in May. This year they have recruited Ariel Killock to do afternoon sessions in Circus Skills with the participants and we are all looking forward to that!
- I have been working closely with Eilidh Shaw from Fèis Òigridh na Mara to set up a monthly groupwork class in Mallaig. We have secured money from Enterprise Music Scotland which will allow these classes to really take off. The main aim of these classes is to allow young people to develop their music skills by learning to play in a group.

CS2 **Support the establishment of new Fèisean where communities request our assistance to do so.**

Although I have not been asked to start up a new Fèis as such, I work hard to provide help and support to groups with different Fèis and project ideas. I have been successful in locating funds for various projects and I hope that my work can help develop the work that the different Fèisean are doing in this area. As part of my job I try and make links with the different organisations in the area and I try and get to know the people in my patch so that I can really make a difference.

CS17 **Raise the profile of the Fèis movement through dedicated showcase events, increased press opportunities and participation in showcase opportunities as they arise**

Before each Fèis or event I put out information to the local papers and I also use facebook and twitter to spread the word. I am very happy to speak to anyone from the media to raise awareness to our event and I do so regularly.

CS22 **Continue to have involvement in the provision of Gaelic medium arts activities in Iomairtean Gàidhlig areas**

I regularly attend Iomairt Ghàidhlig Lochabair meetings and support projects where possible. I also attend Iomairt Ghàidhlig Ghlaschu events when possible. At the moment I am working with Joanne McHale of Bòrd na Gàidhlig as we are arranging a Family Fèis Day in June in Roybridge.

CS25 **Continue to ensure good practice in relation to Child Protection in line with changes in legislation**

All tutors, supervisors and volunteers information is sent to Fèisean nan Gàidheal Child Protection Officer at least 4 weeks before an event. Also if any of the Fèis committees feel that they need extra support and training in this area I would speak to Iona MacDonald who will arrange to provide training with them.

Bòrd na Gàidhlig Deliverables

BnG2 **Working with other Gaelic organisations, local authorities, community representatives and Bòrd na Gàidhlig to expand *Iomairtean Gàidhlig* (Gaelic Initiatives) and deliver the main aims of Ginealach Ùr na Gàidhlig (BnG)**

I regularly attend Iomairt meetings in Lochaber and Glasgow. I work closely with the Iomairt Lochaber Development Officer on projects to promote Gaelic within the community.

BnG10 **Support offered to at least 40 Fèisean across Scotland**

I support five Fèisean in the Highland Council area and Fèis Ghlaschu, Fèis Lannraig a Tuath and Fèis Innis an Uillt. For the last few months I have also been working with Fèis Latharna as they have not had a Development Officer in place.

Highland Council Deliverables

HC2 **Support at least 19 Fèisean in Highland Council area**

I support five Fèisean in the Highland Council area:

- Fèis Eige
- Fèis nan Garbh Chrìochan
- Fèis Òigridh na Mara
- Fèis Lochabair
- Fèis Gleann Albainn

HC6 **Increase the use of Gaelic in Fèisean activities**

All Fèisean have Gaelic plans which include Gaelic provision at all Fèis events. Fèisean often use Fèisean nan Gàidheal's G-team where it is felt that there is lack of fluency in the Fèis. Other Fèisean have classes, activities during breaks or are Gaelic-medium Fèisean. This is so important and I really try to encourage Gàidhlig to be used and enjoyed wherever possible.

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