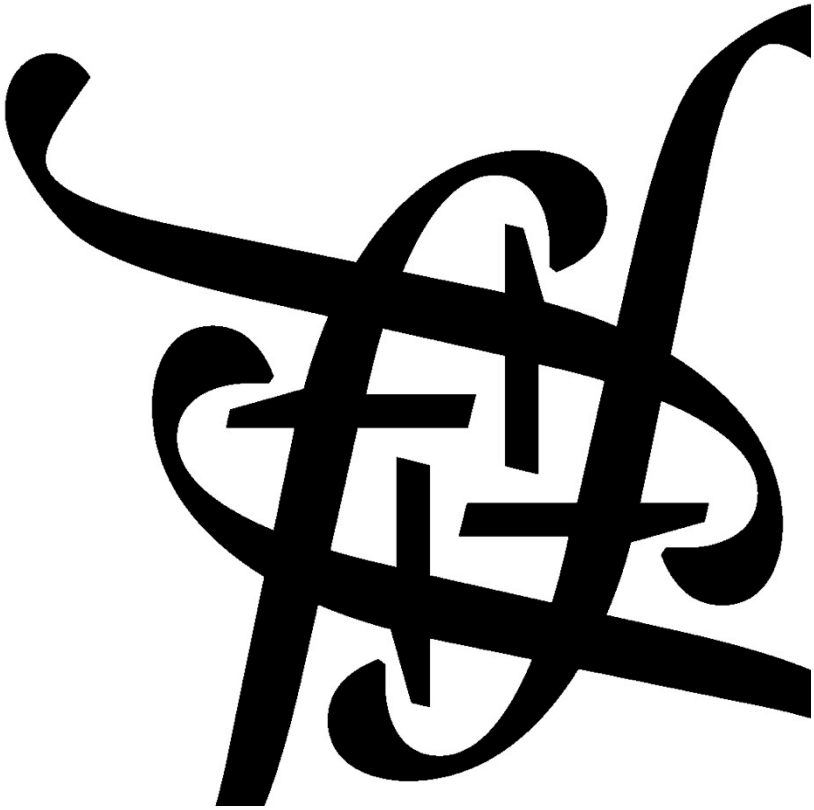
Fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

Meeting of the Board of Directors

111 Academy Street, Inverness

Friday 19 February 2016 @ 1.30pm



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Fèisean nan Gàidheal

Meeting of the Board of Directors at 111 Academy Street, Inverness on Friday 19 February 2016 from 1.30pm

Agenda

1.2016.01 PRELIMINARIES

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

1.2016.02 DEVELOPMENT ISSUES

(a)	Progress in implementing Fèisean nan Gàidheal's Programme of Work	For Noting and Discussion
(b)	5 Latha 2016	Verbal for Noting
(c)	Blas 2016	Verbal for Noting
(d)	Equalities Plan	Presentation for Discussion
(e)	Fèisgoil	For Noting
(f)	Tasgadh: Traditional Arts Small Grants Fund	Verbal for Noting

1.2016.03 FINANCIAL ISSUES

(a)	Income and Expenditure 2015-16	For Noting and Discussion
(b)	Bank balances and up-to-date information	Verbal for Noting
(c)	Management Accounts to 31 December 2015	For Noting and Discussion
(d)	Grants to Fèisean 2015-16	For Noting
(e)	Local Authority Funding	Verbal for Noting
(f)	Creative Scotland Funding Agreement 2016-17: Timetable	For Noting
(g)	Draft Budget for 2016-17	For Approval
(h)	Grants to Fèisean 2016-17	For Approval
(i)	Balancing Finance to 31 March 2016	Verbal for Approval

1.2016.04 STAFFING ISSUES

(a)	Up to date information	Verbal for Noting
(b)	Inverness Offices	Verbal for Noting

1.2016.05 OPERATIONAL ISSUES

(a)	Staff Progress Reports	For Noting and Discussion
(c)	Creative Scotland Artistic and Creative Review Framework	For Noting
(c)	AGM and Conference 2016	Verbal for Discussion

1.2016.06 OTHER

(a)	Date of next meeting: Friday 13 May	For Noting

Fèisean nan Gàidheal

Minutes of the meeting of the Board of Directors held at 111 Academy Street, Inverness, on Friday 11 December 2015 from 11.30am

4.2015.01 PRELIMINARIES

(a) Present

Duncan MacQuarrie (Chairman), Kirsteen Graham, Seumas Campbell, Bob MacKinnon, Peigi MacLennan, Uisdean Robertson, Calum Alex MacMillan (Attending), Anne Willoughby (Attending), Moreen Pringle (Attending), Arthur Cormack (Attending – via phone conference), Eilidh MacKenzie (Attending - part meeting)

(b) Apologies

Deirdre Beck, Elizabeth Bain, Elaine Spence, Brian Ó hEadhra (Creative Scotland), Morag Anna MacLeod (Highland Council)

The Chair took the opportunity to congratulate Vicky MacLean and the rest of her Oban Choir colleagues on their successes at the National Mòd in October.

Congratulations were passed on to the Blas Festival on receiving the Scottish Gaelic Award for Event of the Year recently and also to Fèisean nan Gàidheal who were nominated in three other categories.

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

Minutes of the meeting held on 25 September 2015 had been circulated and were approved as a true record of the meeting, proposed by Bob MacKinnon and seconded by Peigi MacLennan.

(d) Matters Arising

There were no matters arising not already on the Agenda for the meeting.

4.2015.02 DEVELOPMENT ISSUES

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

A report outlining progress with Fèisean nan Gàidheal's programme of work for the second quarter of 2015-16 had been circulated.

Most outcomes were on target and it was felt that the few where required some action was required would be achievable within the financial year.

Board members noted the report.

(b) Blas 2015

A report by Calum Alex MacMillan informing members of the outcome of Blas 2015 had been circulated. Attendance figures for the year were 13,077. This was down on 2014 but there were fewer events and Blas did not coincide with the Camanachd Cup final this year. There had been some memorable highlights including the special 'Òran' concert celebrating the songs of Runrig, the event to celebrate the 70th birthday of Anne-Lorne Gillies as well as Fèis Spè and the Kiltearn Fiddlers celebrating their 25th anniversaries.

Duncan MacQuarrie spoke about the events he had attended and how enjoyable they had been.

Calum Alex MacMillan advised that the Highland Council's Schools Programme had also been very good and reached a lot of pupils.

Bob MacKinnon queried the figure of 86% for Audience Satisfaction re Use of Gaelic. He had attended an event and had been disappointed with the lack of Gaelic. Arthur Cormack explained that although a Gaelic-speaking Fear or Bean an Taighe is employed for every event, if the musicians do not speak Gaelic, the amount of Gaelic used could be confined to their introductions. However, in most cases, the level of Gaelic use is greater than that.

Calum Alex agreed that this was something the Blas Action Group would look to improve upon.

Plans for Blas 2016 are underway. The festival will aim to continue developing partnerships with Fèisean and community groups.

The Board members noted the outcomes of Blas 2015, noted the Blas budget to 30 November 2015 and noted the early planning development for Blas 2016.

(c) Equalities Plan

A report by Arthur Cormack had been circulated. It is a condition of our funding from Creative Scotland that we prepare an Equalities Plan before March 2016. A draft Plan, prepared by Arthur, had also been circulated.

Since the draft Plan had been prepared an EDI Toolkit had been issued by Creative Scotland. Based on this Arthur will be making amendments to the draft Plan and bringing a revised version before the Board Meeting in February.

It was agreed that Board Members would await the revised Plan and discuss this item at the February meeting.

(d) Pantomime

A report by Eilidh MacKenzie had been circulated, informing members about the Panto Tour which had been taking place over fortnight prior to the meeting.

A team of four actors had been on the road from 30 November to 11 December. They had 18 performances scheduled but had unfortunately only been able to fulfil 17 as the ferry to Castlebay was not running due to adverse weather.

The Panto had been seen by 2,354 school pupils and had been very well received by all. Over 120 had attended the public event in the Ironworks in Inverness.

The Board were delighted to hear it had been such a success and thanked everyone for all their efforts in making the tour happen.

(e) Fèisgoil

Eilidh MacKenzie, the new Fèisgoil Manager, gave a verbal update to the Board on the various projects that she has been working on since she started in post in October. These included:

- Speaking to teachers regarding HùbHab to see what sort of projects they would like to happen, get ideas etc. She has met with Bòrd na Gàidhlig to put plans in place for next year.
- YMI – classes are all going well and the co-ordinators are overseeing them. Thanks to Rae MacEachern for all her help and advice on YMI.
- She has met with Rae MacEachern and Maggie MacDonald re "Team Taic" which will help them monitor, evaluate and assist YMI tutors.
- Work on a project with Nicola Simpson called "Taigh an Dualchais" which involves Fèis na h-Òige and Karen Oakley. The Fèis children will be visiting Senior Citizen Care Homes and collecting stories, songs etc.
- Starting to collect song resources aimed at the early years age-group.
- Contacting councils to see what Gaelic related things they are doing, what their needs are and discussing how Fèisgoil could help deliver this.

Board Members were impressed with all Eilidh had achieved in her short time in post and felt that there were exciting times ahead for Fèisgoil.

(f) Tasgadh: Traditional Arts Small Grants

A report by Arthur Cormack had been circulated updating Board Members on the Tasgadh Grants Scheme being run by Fèisean nan Gàidheal on behalf of Creative Scotland.

£31.5k was available to be distributed in small grants to provide support for traditional artists and organisations to create, perform, tour and showcase work. Professional development applications can also be supported through the fund. An external Panel was established to look at the applications received and award grants.

The second round of grants had an application deadline in October and 22 applications had been received. Of these, the panel had decided to award grants to 16 applicants amounting to £10,829.

The next closing date is 19 February 2016 and this would be promoted again after the new year.

There has been no definite indication from Creative Scotland as to whether the Grant Scheme is going to continue in 2016-17.

The Board members noted the grants awarded to date by the Tasgadh panel.

4.2015.03 FINANCIAL ISSUES

(a) Income and Expenditure 2015-16

A report prepared by the Executive Manager, Anne Willoughby, had been circulated showing income and expenditure with transactions to 30 November 2015.

Anne and Arthur had recently gone through the budget and made adjustments in light of actual income and expenditure since 1 April.

Since the report had been prepared the funding from Creative Scotland for the Tasgadh Grant Scheme had been received.

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

The current balances were:

- Current Account - £3,511.80
- High Interest Account - £353,886.50
- Blas Account - £4,546.77

(c) Management Accounts to 30 September 2015

Management Accounts to 30 September 2015, prepared by Mann Judd Gordon, had been circulated and were noted.

(d) Grants to Fèisean for 2015-16

A list of grants pledged to Fèisean for 2015-16, with amounts paid out to date, had been circulated and was noted.

There were still a number of Fèisean who had not claimed the first instalment of classes grants and Development Officers were chasing these up.

(e) New Workplace Pension Regulations

A report by Anne Willoughby updating Board Members on compliance with the provision of an appropriate auto-enrolment pension had been circulated.

Anne had contacted several pension providers and, following research, it had been decided

that we would register with People's Pension mainly due to its reliability and flexibility.

Information was going out to staff advising them of the new scheme and this would be discussed with them at the staff meeting later in the day.

The Board noted the progress to date and thanked Anne for all her work to put this in place.

(f) Funding Agreements

These were noted by the Board.

(g) Annual Creative Scotland Review

A report by Arthur Cormack had been circulated informing Board Members about the outcome of the annual review of our work carried out by Creative Scotland and the feedback we received from them.

Board Members noted the letter received from Creative Scotland, were happy with the feedback and did not have any issues to raise.

4.2015.04 STAFFING ISSUES

(a) Up to date Information

As mentioned previously in the minutes, Eilidh MacKenzie had started in her role as Fèisgoil Manager.

Rae MacEachern had now finished with us after 13 years as YMI Co-ordinator. Thanks go to Rae for all her efforts over the years.

(b) Inverness Offices

Calum Alex MacMillan had continued to look for possible alternative office accommodation in Inverness. A possible suite of offices on Ardross Terrace had come to his attention. They are not available until August 2016 but he had had an opportunity to visit them and felt they would be suitable. They are ground floor with good storage space in the basement and there is also parking nearby.

Fèisean nan Gàidheal has first refusal on these offices and, in the meantime, Calum Alex would continue to keep an eye on the market to see what else comes available. He would keep the Board updated with his search.

(c) Reading Corners

Duncan MacQuarrie spoke about an idea he had following the recent National Book Week. He suggested that staff "reading corners" be established in our offices whereby we purchase Gaelic books and other interesting publications from the Gaelic Book Council etc and make these available to staff to read.

It was agreed that this was a good suggestion and Arthur Cormack would contact the Gaelic Book Council to discuss it with them.

4.2015.05 OPERATIONAL ISSUES

(a) Staff Progress Reports

Progress Reports from staff had been circulated and Board members noted the content of these which, as always, were full of information and demonstrated all the good work going on within the organisation.

4.2015.06 OTHER

(a) Rowan Paterson – Graduate Placement

Arthur Cormack advised that Rowan's one year Graduate Placement with Fèisean nan Gàidheal was due to end on 31 December. She has been a great asset to the organisation and her marketing of projects such as Blas has really seen its profile raised.

Arthur had been looking into whether it was possible to keep her on for an extended period under the scheme but it did not look like this was an option. However, Fèisean nan Gàidheal does have flexibility within its budget that would enable us to employ her directly until the end of the financial year, which would give us time to look into possible options to maintain the post.

It was agreed that this was the best course of action and Arthur would discuss this with Rowan and see if she is happy to continue in post.

(b) Date of next Meeting

It was agreed that 2016 meetings would take place as follows:
Friday 19 February
Friday 13 May
Friday 23 September (as part of AGM/Conference)
Friday 9 December

Arthur Cormack agreed to pass these dates on to the Board members not in attendance and would check whether members preferred morning or afternoon meetings. Confirmation would then be sent to all Board members.

There being no further items of business, Duncan MacQuarrie thanked everyone for attending and wished them all the best for Christmas and the New Year.

Fèisean nan Gàidheal

Progress in implementing Fèisean nan Gàidheal's Programme of Work

Agenda Item: 1.2016.02(a)

Reason for paper

To update members on progress with Fèisean nan Gàidheal's Programme of Work to 31 December 2015.

Background

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

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

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

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

Support and Development of Fèisean	Enhancement of Skills & Creative Talent	Enhancement of Gaelic Arts & Culture in Creative Learning	Audience Development and Engagement	Governance and Staffing

Ref		Programme Plan Measure	Progress	Status
Creative Scotland Ambition Excellence and experimentation across the arts, screen and creative industries is recognised and valued				
CS1	Funding for new developments through a Fèis Development Fund		8 Fèisean have been granted a total of £38,608 from the Development Fund for projects with a total value of £125k.	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work		Fèis Spè has been offered £24k this year to support employment of a Development Officer to deliver an agreed programme of work.	
CS3	Support for new and experimental work in the Gaelic arts		Fèis an Earraich have been offered funding to undertake the recording of demo tracks by young Gaelic singers working with local musicians.	
CS4	Support for new Gaelic song writing		Fèis Spè worked with two Irish participants in their Cèilidh Trail to compose an original Gàidhlig/Gaelige song which was performed at Blas.	

			A recording and video of the song newly commissioned for 2014 is being finalised with vocals by young Fèis participants.	
CS5	Opportunities for artists to develop writing skills through new commissions		The new commission for Blas 2015 did not involve writing new material but there was work in arranging existing material. A tender for a 2016 Blas commission will be issued in January.	
CS6	The organisation of an annual Gaelic Drama Summer School		The Gaelic Drama Summer School took place in Portree from 6-17 July. There were 11 participants and a Gaelic version of the Dennis Kelly play, DNA, was performed on the final night.	
Everyone can access and enjoy artistic and creative experiences				
CS7	Enhanced regular funding for Fèis activities through a Grants Scheme for Fèisean that allows for tutor fees to be increased as close to MU rates as possible		43 Fèisean have been offered a total of £209,200 through the Grants Scheme and guidelines will be amended to ensure Fèisean are aware of MU rates and can work towards paying those rates over time.	
CS8	The lending of instruments for free use at the Fèisean from our Musical Instrument Bank		Demand is still high during the time of the Fèisean and we have been advertising instruments to get more hired out at other times of the year.	
CS9	The central administration of a PVG scheme to ensure protection for children and vulnerable adults		This continues to be done centrally and we continue to carry out Disclosure checks for individual Fèisean.	
CS10	Provision of financial assistance to ensure access for those with additional support needs		Additional funding is available on demand for carers and/or additional tutors to ensure access for young people with additional support needs. In 2015-16, three Fèisean have requested assistance.	
CS11	Drama workshops and programmes with Meanbh-Chuileag (Gaelic medium or Gaelic related)		There were 70 participants in Fèis Dràma Earra Ghàidheal with 15 preparatory workshops in Argyll and Lochaber primary schools. 18 drama workshops have taken place in 2 Highland secondary schools.	
CS12	Gaelic language work at Fèisean with Sgioba G		Fèis Innis an Uillt, Fèis Mhoreibh, Fèis Lochabair and Fèis a' Bhaile have all benefitted from Sgioba G activities.	
CS13	Development and delivery of a series of early years Gaelic medium arts activities including music, song, drama and puppetry		There have been 6 sessions offered in a number of Fèisean so far this year and a tour is being organised for March 2016 under the banner of *Hùb Hab*.	
CS14	Continuation of support for local Fèis performances		Each Fèis has at least one public performance - most have two - which are supported through the Grants Scheme.	
CS15	If funding becomes available, run a Traditional Arts Small Grants Scheme		Fèisean nan Gàidheal is running the Tasgadh fund with an additional £35k from Creative Scotland, £31.5k of which will be distributed in grants. Two of the three deadlines for applications in 2015-16 have passed and we have granted £25,105. The final deadline for 2015-16 will be 19 February.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity				
CS16	Continue support for local organisers paid through Annualised Hours as part of our Grants Scheme for Fèisean		£21.5k has been offered to Fèisean to employ local administrators, equating to 1.7FTE.	
CS17	Assistance for community groups wishing to establish new		Fèis an Iar-Dheas in Dumfries & Galloway has been granted membership of	

	Fèisean		Fèisean nan Gàidheal.	
CS18	Participation as a partner in the activities of the Highland Youth Arts Hub		Our Senior Development Officer attends HYAH Steering Group meetings and we worked with the Hub to promote a youth organised performance at the IronWorks in Inverness during Blas.	
CS19	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas		The 2015 Blas Festival programme was launched in June and the festival took place from 4 to 12 September. A show featuring the songs of Runrig performed by various Gaelic singers was commissioned for this year and sold out Eden Court. A total of 13,077 attended events during the festival and through the education programme.	
CS20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic		5 Latha took place in April 2015 and the Gaelic Drama Summer School took place in July, both of which are Gaelic medium residential events. Additionally a group of young people, brought together originally for Ceòl nam Fèis 2014, met in Portree for Gaelic medium preparation for the *Òran* concert at Blas.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce				
CS21	The continuation of strategic and practical support through a network of Development Officers each with a portfolio of Fèisean		We have four Development Officers each of whom has a portfolio of Fèisean they support. However, the team is flexible and they assist each other at peak times. They are involved in a wide range of developments for individual Fèisean.	
CS22	Development of policies that should be adopted across the Fèis movement to ensure high quality organisation and provision of arts activities		Fèisean nan Gàidheal continues to develop, revise and deliver a range of policies, most of which are available for adoption by individual Fèisean also. An Equalities Plan was produced for the December Board meeting but will be amended in light of guidance having been received from Creative Scotland.	
CS23	Provision of insurance giving Fèisean public liability cover and cover for all aspects of their arts activities		Insurance is provided for all Fèisean as part of their membership package.	
CS24	Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible		Training is made available to Fèis organisers as and when required. Sometimes this is offered by other agencies. In other cases, it is bespoke, offered by Fèisean nan Gàidheal.	
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean		There have so far been 24 training sessions for Fèisean nan Gàidheal staff with 94 beneficiaries in 2015-16 including covering Gaelic Language, First Aid, Child Protection, Risk Assessment, Photoshop, Carbon Emissions Recording, Marketing, Arts Awards and Mini-bus Driver Assessment. The next staff training day will be in January 2016.	
CS26	Participation in cooperative working to offer further progression to individual young people		Training has taken place to enable Fèisean nan Gàidheal staff to guide young people through Arts Awards. Cèilidh Trail participants carried out work this year that will make them eligible for an award when they become available in Scotland in 2016.	
Scotland is a distinctive creative nation connected to the world				

CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy		We offer help to Fèisean with translations, training and bilingual publicity materials on demand, as well as Gaelic language activities organised for them by Sgioba G.	
CS28	Support for an increased number of summer Fèis Cèilidh Trails		In 2015-16 there was 7 Fèis Cèilidh Trails funded by Fèisean nan Gàidheal including a new one in the Western Isles which attracted additional funding from Comhairle nan Eilean Siar, for which we were grateful. Fèis Rois ran a further 3 Cèilidh Trails, funded independently.	
CS29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas		Blas took place from 4 to 12 September 2015 with events in Kintyre for the first time. See CS19 above.	
CS30	Promoting Fèis participation in national events and themed years		Fèis Cèilidh Trailers took part in a number of activities connected with the Year of Food & Drink and a small number of Blas events helped deliver aims of this year's theme.	
CS31	Participating in showcasing opportunities in Scotland and abroad		Fèis YMI tutors and young people from primary schools took part in an event to celebrate a national event - BBC Music Day - in June. It is expected that there will be further opportunities later in the year for YMI pupils to take part in events. Blas won the Event of the Year award at the Daily Record Gaelic Awards in November 2015. Fèisean nan Gàidheal was nominated in another 3 categories in the Daily Record Gaelic Awards. The Blas Festival will be participating in Showcase Scotland at Celtic Connections in January. We are looking at the feasibility of a group of Fuaran singers taking part in the 2016 Celtic Colours Festival.	
CS32	Ensuring our work is available to a wide audience through various media		More and more of our work is featured on social media and there is now a good number of events on our YouTube channel with more videos being added all the time. We were hoping to stream some Blas shows live on the internet this year but the broadband speeds made this impossible. With the rollout of fast broadband, we hope to develop this for next year and have been in discussions with HIE about the establishment of FèisTV.	
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**				
CS33	Regular training in teaching skills for tutors allowing them to progress through various levels		A training workshop was organised for YMI tutors in August. Tutor training is being reviewed at present and workshops will be available later in the financial year, as normal. We have been actively encouraging tutors to take part in the Fèis Rois Training Programme.	

CS34	Regular Gaelic language training for Fèis tutors to ensure Gaelic policy implementation		Gaelic language training sessions for Fèis tutors will be organised in the fourth quarter of the financial year.	
CS35	Provision of digitisation, collecting and transcribing skills for young people		The Heritage Lottery-funded Fuaran project is now complete and those skills have been developed among the young people involved.	
CS36	Provision of performance skills training for young people		Cèilidh Trail participants underwent a week of intensive training at Fèis Alba in July, between Plockton and Roybridge preceded by some weekend training events organised in their own localities. The young, multi-Fèis group, which took part in *Òran* at Blas, also underwent preparation for performance.	
CS37	Provision of music business skills training for young people		Elements of this were built in to Fèis Alba in July and we will offer further training, as necessary.	
CS38	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms		A full-time Fèisgoil Manager, Eilidh Mackenzie Barker, has been appointed and took up post in late October. Already new projects have begun to be delivered and negotiations with at least two local authorities have been initialised.	
CS39	Traditional Music classes in schools though the Youth Music Initiative (YMI) and other programmes		Traditional Music tuition in all Highland Council primary schools and several Renfrewshire schools is continuing in school year 2015-16.	
CS40	Programmes of Gaelic classes in schools along the lines of GLPS		See CS38.	
CS41	Residential opportunities for community activities delivered in Gaelic		See CS20.	
CS42	CPD in Gaelic arts and culture for school teachers		Arthur Cormack made a presentation on our work and opportunities for Fèisgoil collaboration at An t-Alltan Beag and Angus Macleod delivered some workshops at that event for early years teachers. Eilidh Mackenzie carried out a CPD session for GM primary teachers in November.	
Equalities and Diversity: We aim to put equalities and diversity at the heart of all our activity enabling people from different backgrounds, from diverse communities and of all ages to access increased opportunity through access to arts and culture				
CS43	Begin addressing equalities issues in 2015		See CS22.	
CS44	Development of Equalities and Diversity Plan by start of Year 2 of Regular Funding		See CS43.	
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same				
CS45	Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)		Staff and Board members began recording carbon emissions from 1 April.	
CS46	Ensure local areas are well served in order to cut down on travel required to access quality events		We organise a large number of events in many localities, cutting down the need for people to travel to centres of population to access arts activity.	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland				

CS47	Dissemination of news through our website, to media contacts and through regular, digital newsletters		The majority of our communication is now carried out digitally. We have produced three newsletters to date in 2015-16, which were distributed electronically, and we use our website, social media and Mailchimp to promote events and other initiatives.
CS48	Production of new Gaelic and traditional music resources		Work has commenced on this with the appointment of a Fèisgoil Manager but not as advanced as we might have hoped at this stage since this is a very recent appointment.
CS49	Digitisation of existing teaching and other resources to ensure greater access to them		Substantive work has still to commence on this and relates to CS32. We have been running a 'Tune Tuesday' campaign featuring a different song or tune each week from our *Ceòl nam Fèis* books, distributed through social media with links to recorded versions. This has proved to be very popular.
CS50	The collection and digitisation of traditional Gaelic songs		The Fuaran project is complete and recorded songs will be available on our website and in CD format in both audio and video formats.
CS51	Ensuring our work is available to a wide audience through various media		As CS32.

Quantitative Information							
Jobs supported (created/retained) FTE	66.3	Leverage (estimate at this stage)	£1,246,623	Increase in turnover	£42,000	Number of volunteers	722
Grants to Fèisean	£234,057	Other Grants	£60,305	Participants/Learners in Fèis Activities	4,334	Improved Services	2
New Services in Fragile Areas	1	Trainees	94	Audience at Fèis concerts & other events	8,315	Blas Audience	13,077
Cèilidh Trail Audience	11,220	New Fèisean established	2	Community groups with increased capacity	4	Cultural Events	364
Blas Events	92	Cèilidh Trail Events	246	International opportunities for young people to perform	4	International Exchanges	2
Commercialisation	0	Change Management Activities	1	Entrepreneurial Activities	1	Young people supported to take part in training programmes	59

HIE Deliverables			
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service			
HIE1	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms		See CS38 above.
HIE2	Expand programmes of Gaelic services in schools including early years Gaelic medium arts activities and communities		Some early years Gaelic arts activities - Hùb Hàb - were organised early in the financial year and this work will be developed further in Q3 and Q4 of 2015-16. See CS13 above.

HIE3	Develop residential opportunities for community activities delivered in Gaelic		See CS41 above.	
HIE4	Continuous professional development in Gaelic arts and culture for school teachers		See CS42 above.	
HIE5	Gaelic Translation		Assistance with straightforward Gaelic translations is offered to Fèisean on a regular basis in pursuit of delivery of our Gaelic Language Policy.	
HIE6	Gaelic language tuition in schools as opportunities are tendered		See CS38 above.	
Support and development of Fèisean				
HIE7	Capacity building support to community groups to establish new Fèisean		New Fèisean have been established recently in Appin, Paisley and Dumfries. Work to support those new Fèisean is ongoing through our team of Development Officers.	
HIE8	Investment in Fèis development fund for new creative developments in communities that enable the obligant to lever in further investment		See CS1 above.	
HIE9	Strategic and practical Fèisean networking support		Our team of Development Officers each have a portfolio of around 11 Fèisean to which they offer regular support on a practical as well as a strategic level.	
HIE10	Strategic support for Fèisean wishing to expand and sustain communities programmes		With Fèis Rois having secured regular funding from Creative Scotland, Fèisean nan Gàidheal has undertaken to support Fèis Spè at a strategic level to realise its plans and potential for growth.	
HIE11	Skills development programmes including income generation, financial planning, First Aid, and Child Protection for Fèisean staff and volunteers		Such training is offered on demand, some delivered by our Development Officers and some by external, locally-based providers. Training offered to date includes Advanced Gaelic to Fèis an Iar Dheas through SMO's Cùrsa Adhartais, Outdoor/Emergency First Aid for Fèis Spè and Emergency First Aid Training for Fèis Phàislig.	
Enhancement of skills and creative talent / youth employment				
HIE12	Provision of performance skills training for young people		See CS36 above.	
HIE13	Provision of accredited training courses for young people		Staff have undertaken training to enable them to guide young people through Arts Awards and we will also be investigating Saltire Awards, DoE Awards and the Certificate for Readiness for Work awarded by Skills Development Scotland.	
HIE14	Provision of music business skills training for young people		See CS37 above.	
HIE15	Provision of further learning opportunities for Fèis staff, tutors and participants		See CS25 and HIE11. Other training will be organised from Q3 onwards.	
Audience development and engagement / cultural tourism				
HIE16	Support an increased number of Fèis Ceilidh Trails		See CS28 above.	
HIE17	Organisation of and development of the annual Blas festival		See CS19 and CS29 above.	
HIE18	Annual Gaelic Drama Summer School		See CS41 above.	

HIE19	Residential opportunities for Gaelic arts and community activities delivered in Gaelic		See CS41 above.	
HIE20	Promoting Fèis participation in national events and themed years		See CS30 above.	
HIE21	Participating in showcasing opportunities in Scotland and abroad		See CS31 above.	
Bòrd na Gàidhlig Deliverables				
BnG1	Support Iomairtean Gàidhlig where a Fèisean nan Gàidheal officer is based, with evidence of practical help where support is being offered before 31.03.16		This work is ongoing with regular interaction between relevant Iomairtean officers and Fèis Development Officers. Hours spent on Iomairtean areas are recorded by all staff. We held a Gaelic singing session as part of Fèis nan Òran in September. This was an informal opportunity for people to come and listen to, or sing, Gaelic songs and we expect to hold one of these each month in Inverness, and other areas if there is a demand.	
BnG2	A weekly Coffee and Conversation held in the Fèisean nan Gàidheal office in Portree		A questionnaire was circulated widely towards the end of the year but unfortunately there was not sufficient interest from residents based in Portree to re-establish Cofaidh is Còmhradh. Although not the same as Cofaidh is Còmhradh, we have been holding community Gaelic singing sessions in Inverness on a regular basis with between 10 and 15 participants each time.	
BnG3	At least 4 language training sessions for staff before 31.03.16		Two Gaelic training sessions for staff took place in 2015 with another two due on 10 January and 2 March 2016 with a focus on proverbs, sayings and writing skills.	
BnG4	At least 4 other training sessions for staff before 31.03.16		To date, 24 staff training sessions have taken place in 2015-16. See CS25 above.	
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.16		A wide range of assistance is being offered to 46 Fèisean in 2015-16.	
BnG6	6 Fèisean to run Fèis Bheag classes or early-years workshops before 31.03.16		See CS13 above. 21 Fèisean have run a 'Fèis na Bige' for 5-7 year-olds and 21 Fèisean altogether have offered classes for pre-school children.	
BnG7	A Gaelic medium panto to tour at least six areas before 31.03.16		*Marsaili agus a' Bhleideag Airgid* toured between 30 November and 11 December, playing 17 schools although another 26 were able to attend the performances by traveling to a school nearby. 2,273 schoolchildren experienced the panto with another 120 people attending a public performance at the Iron Works in Inverness. The four actors involved were; Ellen MacDonald, Catriona Nicolson, Iain Beggs and our own Drama Officer, Angus MacLeod. The panto was directed by David	

			Walker and a great deal of work was done on costumes by Laura Cowie.	
BnG8	Discussions to be held with Bòrd nan Gàidhlig, aiming to develop drama/theatre provision for 3-7 year olds		Eilidh Mackenzie and Calum Alex Macmilan met with David Boag and Mary Morrison in December and a useful discussion was had about the resources available and how we expect to develop our *Hùb Hàb* work for pre-school groups.	
BnG9	Following these talks, aim to deliver a week long tour for 3-7 year olds, offering musical and drama sessions to nurseries for at least 10 groups before 31.03.16		Although six sessions have taken place, as detailed in CS13 above, we will be undertaking a tour in the Spring which will take in at least 10 early years groups.	
BnG10	Deliver 80 Gaelic drama workshops in communities across Scotland before 31.03.16		More than 90 workshops have already been delivered in 2015-16 so far. Those held include Fèis Dràma Lochabair is Earra-Ghàidheal (bun-sgoil), Thèatar Òigridh Gàidhlig - TÒG (àrd-sgoil), a Mini-Fhèis held in Portree High School, the Gaelic Drama Summer School and the Meanbh Chuileag tour.	
BnG11	At least 3 high school youth-theatre groups established in partnership with another organisation before 31.03.16. This is connected to the partnership contract with Eden Court as part of the Drama Network Scheme.		In collaboration with Eden Court and with Bòrd na Gàidhlig funding, we are currently running drama clubs in Tain Royal Academy, Dingwall Academy and Inverness Royal Academy. The groups gathered for a performance evening attended by around 50 people at Eden Court on Thursday 10 September as part of Blas.	
BnG12	6-week drama tour of Gaelic schools before 31.03.16		A six-week tour of the Gaelic play *Eachdraidh na Gàidhealtachd* ran between September and October, playing in 37 schools with 1,283 pupils attending.	
BnG13	A 2-week tour of a bilingual play for schools that offer GLPS or who have had Fèisgoil tuition, before 31.03.2016		We are currently planning for this tour and communicating with teachers to come up with a suitable theme for the play in the expectation of touring it in the new year.	
BnG14	40 Blas concerts at Blas 2015 with a schools and community programme as part of the festival, delivered in partnership with other organisations and where Gaelic is the main language on stage		See CS19 above. Due to budget constraints we only had 34 concerts but, in addition to the main programme, we worked with High Life Highland, Comhairle nan Leabhraichean, Music in Hospitals and Live Music Now to deliver a community programme. There was also a series of House Cèilidhs in people's homes which was very successful.	
BnG15	Concerts delivered bilingually by a fluent Gaelic speaker. Musicians/artists encouraged to use their Gaelic at the festival		As usual, we had a Gaelic-speaking Fear or Bean an Taighe at each event and it was a contractual obligation on artistes with Gaelic skills to use the language in their introductions.	
BnG16	A newly written commission as part of Blas 2015, with at least 4 performances during the festival		See CS5 above. Unfortunately there was only one performance of the commissioned Runrig show and although we had hoped to stream it on the internet, this was not possible because of technical difficulties with broadband speeds. The concert was, however, sold out long before the performance date.	
BnG17	All information and advertising to be bilingual as an important feature of the festival, including the MC at each event		All information and advertising was bilingual and, as per BnG15, there was a Gaelic-speaking MC at all events.	

BnG18	Aim to have 15 individuals aged 14-18 take part in the 2015 Drama Summer School		See CS6 above.	
BnG19	Aim to have 16 high-school pupils take part in a residential event at The Gearrannan Blackhouses, Isle of Lewis during Easter 2016		5 Latha 2016 will take place between 4 and 9 April. Information is online at www.feisean.org/5latha and advertising has been carried out.	
BnG20	Implementation of the organisation's Gaelic Policy, with confirmation of Gaelic as the working language of Fèisean nan Gàidheal		Fèisean nan Gàidheal operates in Gaelic at staff and board level and in communications with the local Fèisean. We ensure that the Fèisean deliver the elements of our Gaelic Policy that refers to them.	
BnG21	Quarterly report on how the Bòrd na Gàidhlig funding has been spent		This report refers with Management Accounts detailing expenditure, as does the separate one prepared for Bòrd na Gàidhlig by Fèisean nan Gàidheal's Development Manager.	
BnG22	Quarterly report on the up-to-date financial situation of Fèisean nan Gàidheal		Management Accounts verified by external auditors form part of this report and the Fèisean nan Gàidheal Board papers give up-to-date information on all funding agreements and contracts.	
BnG23	Risk register to be given to Bòrd na Gàidhlig at the beginning of the year and in addition to this a copy of papers with updates relating to this from Fèisean nan Gàidheal Board meetings with any relevant new information.		Bòrd na Gàidhlig receives all papers for Fèisean nan Gàidheal board meetings. The 2015-16 Risk Register has been submitted to the Bòrd.	
BnG24	Recognising the support of Bòrd na Gàidhlig in all projects, with evidence each quarter.		Bòrd na Gàidhlig's logo is included in all printed materials and its support is acknowledged in all press releases, on our website and in e-mail footers.	
BnG25	Press releases concerning Bòrd na Gàidhlig to be submitted, before release as appropriate, to give an opportunity to the Bòrd to add quotes/information.		We do this, particularly in instances where the Bòrd is directly funding the work the press release relates to.	
BnG26	A full-page advertisement in the Blas on-line Brochure given to Bòrd na Gàidhlig as part of this agreement.		There will be no opportunity in an online brochure for an advert this year. However, we have ensured the Bòrd logo appeared on the online leaflet and that there is a direct link from the Blas website to Bòrd na Gàidhlig's website.	
Highland Council Deliverables				
HC1	SLA still to be received at end of Q3		Not able to report on progress.	
Comhairle nan Eilean Siar Deliverables				
CnES1	Pay at least £9,900 to Fèisean in the Western Isles through Fèisean nan Gàidheal's Grants Scheme for Fèisean		£9,900 of Comhairle funding has been utilised with a total of £41,073 pledged to the Fèisean.	
CnES2	Utilise £2,900 toward the employment of a Development Officer based in the Western Isles		We have a full-time Development Officer based in Stornoway who supports all the Fèisean in the Western Isles.	
Argyll & Bute Council Deliverables				
ABC1	Ensure Argyll & Bute based Fèisean receive Council funding through Fèisean nan Gàidheal's Grants Scheme for Fèisean		£9,000 of council funding has so far been utilised with a total of £35,176 pledged to the Fèisean.	
ABC2	Ensure a Development Officer is based part-time within Argyll		We have a full-time Development Officer based between Oban and Fort	

	& Bute		William who supports all the Fèisean within Argyll & Bute.	
ABC3	Support events at the 2015 Blas Festival in Argyll & Bute		Four events took place in Argyll & Bute as part of Blas 2015 utilising a portion of council funding.	

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
February 2016

Fèisean nan Gàidheal

Equalities Plan

Agenda Item: 1.2016.02(d)

Reason for paper

To introduce a presentation to Board members on a draft Equality, Diversity and Inclusion Action Plan.

Background

It is a condition of our funding from Creative Scotland that we prepare an Equality, Diversity and Inclusion Action Plan before the end of March 2016.

Board members will recall that I prepared a draft plan for the previous meeting, after which guidance was issued by Creative Scotland and it became clear the plan would need to be revised.

Equality, Diversity and Inclusion Plan

Although it has not been possible to prepare a draft plan in time for inclusion with the Board papers, it is my intention to issue it to members ahead of the Board meeting and I will make a short presentation taking Board members through the main actions within it.

The final plan must be e-mailed to Brian Ó hEadhra, our lead officer with Creative Scotland, by 31 March. He will offer any feedback within 6 weeks, after which time the Board should be asked to approve a final version incorporating any changes as a result of the feedback given. Therefore it is likely that, all being well, the final plan could be approved at Fèisean nan Gàidheal's May Board meeting.

Action required

Board members will be asked to comment on the draft plan and make suggestions for any changes they feel may be required.

Arthur Cormack
CEO
February 2016

Fèisean nan Gàidheal

Fèisgoil

Agenda Item: 1.2016.02(e)

Reason for Paper

To inform Board members of the contracts secured through Fèisgoil with East Ayrshire Council and Falkirk Council.

Contracts secured

Since the New Year, Fèisean nan Gàidheal has been working with East Ayrshire Council to look at the best possible practice for delivering Gaelic language to three schools in the region, including Curriculum for Excellence and National 2 language requirements all through the personal and transactional approach preferred by 1+2 language advisors for the Council.

We have secured a contract with East Ayrshire Council, worth £2,600, to offer a block of ten Gaelic lessons in a number of schools, culminating in a cèilidh for the participating children, their families and the wider local community, affording the school pupils the opportunity to showcase what they have learned.

Falkirk Council has also offered us a contract, worth up to £15,000, to deliver a similar programme of classes and a further three Fèisgoil initiatives:

1) A one-day Meanbh-Fhèis, along the lines of the annual event in Portree High School, giving all first year secondary students access to a taste of a variety of Gaelic arts and basic language skills;
2) CPD training in traditional music for existing secondary music teachers who will be also be expected to deliver in the primary sector after summer 2016; and
3) Gaelic Awareness Training for local authority staff.

We are delighted to have secured the services of Murray Willis and Linda Macleod to deliver the language classes in the two authorities. Murray will work in East Ayrshire with the upper primary in three schools, spending one hour a week in each. Linda will work with the whole school in three Falkirk primaries, spending an entire day a week in each.

We are working on lesson plans at the moment ensuring the work will deliver outcomes of the Curriculum for Excellence, using songs and games also, and training will be offered to the tutors before the contracts commence.

We are awaiting further details from Falkirk Council before we progress the Meanbh-Fhèis, CPD & Gaelic Awareness Training.

Action required

Board members are asked to note the information regarding the upcoming delivery of language classes and other Fèisgoil developments in both East Ayrshire and Falkirk.

Eilidh Mackenzie
Fèisgoil Manager
February 2016

Fèisean nan Gàidheal

Financial Issues

Agenda Item: 1.2016.03

This report includes		Action Required
(a)	Income and Expenditure 2015-16	For Noting and Discussion
(b)	Bank balances and up-to-date information	Verbal for Noting
(c)	Management Accounts to 31 December 2015	For Noting and Discussion
(d)	Grants to Fèisean 2015-16	For Noting
(e)	Local Authority Funding	Verbal for Noting
(f)	Creative Scotland Funding Agreement 2016-17: Timetable	For Noting
(g)	Draft Budget for 2016-17	For Approval
(h)	Grants to Fèisean 2016-17	For Approval
(i)	Balancing Finance to 31 March 2016	Verbal for Approval

Anne Willoughby
Executive Manager
February 2016

Fèisean nan Gàidheal Income and Expenditure 2015-16 with transactions to 31 January 2016

Agenda Item 1.2016.03(a)

INCOME	**2015-16**	**PERIOD**	**ACTUAL**
Core Grants	£ 343,260.00	£ 286,050.00	£ 289,071.01
Management Fees	£ 97,500.00	£ 81,250.00	£ 95,500.00
Grants Scheme	£ 200,000.00	£ 166,666.67	£ 200,000.00
Fèis Development Fund	£ 33,000.00	£ 27,500.00	£ 33,000.00
Annualised Hours	£ 8,000.00	£ 6,666.67	£ 8,000.00
Traditional Arts Small Grants Scheme	£ 35,000.00	£ 29,166.67	£ 26,250.00
Training	£ 10,500.00	£ 8,750.00	£ 8,000.00
Fèisgoil	£ 287,011.00	£ 239,175.83	£ 280,867.83
Blas Festival	£ 205,869.00	£ 171,557.50	£ 207,724.47
Other Earned Income	£ 13,500.00	£ 11,250.00	£ 9,091.53
Support Cèilidh Trails	£ 62,500.00	£ 52,083.33	£ 62,207.15
Gaelic Residential Events	£ 30,000.00	£ 25,000.00	£ 29,400.20
Gaelic Song-writing, Archiving, Innovations	£ 19,800.00	£ 16,500.00	£ 23,000.00
Showcase and International Opportunities	£ 5,172.00	£ 4,310.00	£ 5,172.00
Resources and Digitisation Programme	£ 2,500.00	£ 2,083.33	£ 2,500.00
Press/PR/Website Updates/Newsletter	£ 1,000.00	£ 833.33	£ 1,000.00
Fèisean Payroll Services	£ 3,348.00	£ 2,790.00	£ 4,989.20
Income still to be raised	£ 34,476.00	£ 28,730.00	£ 3,673.10
TOTAL INCOME	**£ 1,392,436.00**	**£ 1,160,363.33**	**£ 1,289,446.49**
EXPENDITURE			
RUNNING COSTS			
Staff Salaries	£ 299,000.00	£ 249,166.67	£ 247,815.98
NIC Contributions	£ 33,186.00	£ 27,655.00	£ 24,158.14
Pension Contributions	£ 14,950.00	£ 12,458.33	£ 8,295.34
Fèisean Services Staff Wages and NI	£ 3,348.00	£ 2,790.00	£ 6,138.00
Staff Travel, Accommodation & Subsistence	£ 20,000.00	£ 16,666.67	£ 17,277.76
Office Rent & Rates	£ 27,000.00	£ 22,500.00	£ 22,699.33
Stationery, Printing, Postage & Photocopiers	£ 14,000.00	£ 11,666.67	£ 11,582.93
Utilities	£ 14,000.00	£ 11,666.67	£ 13,202.83
Board Expenses	£ 5,000.00	£ 4,166.67	£ 2,237.00
Implementation of Child Protection Policy	£ 10,000.00	£ 8,333.33	£ 7,089.90
Insurance	£ 7,000.00	£ 5,833.33	£ 6,153.61
Sundry Expenses	£ 2,000.00	£ 1,666.67	£ 560.00
Accountancy & Bank Charges	£ 6,500.00	£ 5,416.67	£ 6,155.54
Professional Fees	£ 2,000.00	£ 1,666.67	£ 1,403.58
Instrument Bank Maintenance	£ 2,000.00	£ 1,666.67	£ 1,339.64
Additional Support Needs	£ 2,000.00	£ 1,666.67	£ 350.00
Capital Expenses	£ 9,000.00	£ 7,500.00	£ 9,000.00
PROGRAMME COSTS			
Grants Paid Out	£ 186,903.00	£ 155,752.50	£ 117,769.00
Annualised Hours	£ 21,547.00	£ 17,955.83	£ 9,750.50
Fèis Development Fund	£ 33,000.00	£ 27,500.00	£ 25,774.00
Traditional Arts Small Grants Scheme	£ 35,000.00	£ 29,166.67	£ 25,195.00
Traditional Arts Small Grants Scheme Management Fee	-£ 3,500.00	-£ 2,916.67	-£ 3,500.00

Training Programme	£ 10,500.00	£ 8,750.00	£ 5,622.11
Training Programme Management Fee	-£ 2,000.00	-£ 1,666.67	-£ 2,000.00
Fèisgoil	£ 287,011.00	£ 239,175.83	£ 229,516.48
Fèisgoil Management Fee	-£ 62,000.00	-£ 51,666.67	-£ 62,000.00
Annual Conference	£ 10,000.00	£ 8,333.33	£ 10,303.27
Blas Festival	£ 205,869.00	£ 171,557.50	£ 200,638.14
Blas Festival Management Fee	-£ 15,000.00	-£ 12,500.00	-£ 15,000.00
Support Cèilidh Trails	£ 62,500.00	£ 52,083.33	£ 57,591.94
Cèilidh Trails Management Fee	-£ 7,000.00	-£ 5,833.33	-£ 7,000.00
Gaelic Residential Events	£ 30,000.00	£ 25,000.00	£ 28,309.74
Gaelic Residential Events Management Fee	-£ 4,000.00	-£ 3,333.33	-£ 4,000.00
Gaelic Song-writing, Archiving, Innovations	£ 19,800.00	£ 16,500.00	£ 25,094.74
Gaelic Song-writing, Archiving, Innovations Management Fee	-£ 2,000.00	-£ 1,666.67	-£ 2,000.00
Press/PR/Website Updates/Newsletter	£ 1,000.00	£ 833.33	£ 369.45
Showcase & International Opportunities	£ 5,172.00	£ 4,310.00	£ 4,718.05
Showcase & International Opportunities Management Fee	-£ 1,000.00	-£ 833.33	£ 0.00
Resources and Digitisation Programme	£ 2,500.00	£ 2,083.33	£ 0.00
Resources and Digitisation Management Fee	-£ 1,000.00	-£ 833.33	£ 0.00
Contingency	£ 10,650.00	£ 8,875.00	£ 1,676.89
SUB-TOTAL EXPENDITURE	**£ 1,294,936.00**	**£ 1,079,113.33**	**£ 1,032,288.89**
Management Fees	£ 97,500.00	£ 81,250.00	£ 95,500.00
TOTAL EXPENDITURE	**£ 1,392,436.00**	**£ 1,160,363.33**	**£ 1,127,788.89**
Transfer to Reserves	£ 14,625.00	£ 12,187.50	£ 14,325.00
SURPLUS/(DEFICIT)	**£ 0.00**	**£ 0.00**	**£ 161,657.60**

Fèisean nan Gàidheal

Management Accounts to 31 December 2015

Agenda Item: 1.2016.03(c)

Fèisean nan Gàidheal
Consolidated management accounts
Period ended 31 December 2015

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	ICT project - *restricted fund*	Archiving - *restricted fund*
	STATEMENT OF FINANCIAL ACTIVITIES							
INCOMING RESOURCES								
Creative Scotland	467,917	413,917	50,000	4,000				
Highland Council	346,261	56,691	69,869		219,701			
Comhairle nan Eilean Siar	19,040	19,040						
Argyll & Bute Council	32,000	20,000	12,000					
Highland & Islands Enterprise	110,571	85,571	17,000					8,000.00
Bord na Gaidhlig	85,000	36,875	20,000		10,625	17,500		
Perth & Kinross Council	290				290			
Heritage Lottery Fund	12,800							12,800.00
Fife Council	500				500			
Inverness College	700				700			
Bun Sgoil Gaidhlig	70				70			
Eden Court	3,551				3,551			
Renfrewshire Council	1,694				1,694			
Membership fees	3,635	3,635						
Sponsorship income	1,515	1,515	0					
Sale of publications	638	638						
Instrument bank revenue	3,783	3,783						
Training registration fees	14,172			1,672		12,500		
Ceilidh Trails - other income	3,467	3,467	0					
Drama Festivals	4,400	4,400						
Management charges	93,500	93,500						
Box office / concerts	36,855	0	36,855					
Performance fees	2,159	2,159						
Other income	2,035	1,000	1,035					
Wages reimbursed by Feisean	4,359	4,359						
Bank interest received	229	229						
Total incoming respources	**1,251,142**	**750,780**	**206,759**	**5,672**	**237,131**	**30,000**	**0**	**20,800**
RESOURCES EXPENDED								
Fundraising trading								
Instrument bank costs	7,637	7,637						
Commissions	0		0					
Artistes costs	92,475		92,475					
Travel and support	2,122		2,122					
PA& Lighting	18,895		18,895					
Venue hire	561		561					
Promotion	31,286		31,286					
Project manager	20,800		20,800					
Artistic director	9,900		9,900					
Cuairt nam Bàrd & others	0		0					
	183,678	7,637	176,040	0	0	0	0	0
Charitable activities								
Wages	226,918	222,918						4,000
Development officers & tutors	61,182				60,472	710		
Grants to Feisean	234,057	234,057						
Travelling	14,767				14,767			
Child protection costs	6,518	6,518						
Training	2,582	260		2,322				
Workshops	0				0			
Materials	5,402				5,402			
Archiving project	22,325							22,325
Feisgoil tutor costs	8,723				8,723			
Sgoil Shamhraidh	13,013					13,013		
Ceilidh trail	55,160	55,160						
Music Bursary Fund	38,722				38,722			
25th anniversary celebrations	0							
Festival costs	0	0						
Tachartasan Comhnaidh	9,397				469	8,929		
Celtic Neighbours	0					0		
Meanbh-chuileag / Pantomime	9,763				9,763			
Gaelic language development	1,082				1,082	0		
Project management	22,073	2,493			19,580			
Development Fund	0					0		
Inter Feis activities	2,415	2,415						
Meanbh Feis	0							
Management charges	97,319	22,560	15,000	0	59,759	0		0
	831,418	546,380	15,000	2,322	218,739	22,652	0	26,325
Governance costs								
Audit & accountancy	5,430	4,635	795					
Committee expenses	2,190	2,190						
Annual conference	9,828	9,828						
Legal & professional fees	4,404	4,404						
	21,851	21,056	795	0	0	0	0	0
Support costs								
Social security	19,605	19,605						
Pensions	6,158	6,158						
Staff travel & expenses	16,925	16,925						
Office rent	17,048	17,048						

Fèisean nan Gàidheal
Consolidated management accounts
Period ended 31 December 2015

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	ICT project - *restricted fund*	Archiving - *restricted fund*
Light and heat	3,450	3,450						
Insurance	620	0	620					
Capital costs	4,286	4,286						
Capital costs - ICT project	0						0	
Telephone	11,004	11,004						
Postage and stationery	7,325	5,393		232				1,700
Advertising	250	250						
Website costs	399	369	30					
Sundries	2,099	2,099						
Bank charges and interest	62	62	0					
Depreciation	4,354	124	0				4,230	
Loss on disposal of assets	0		0					
	93,585	86,773	650	232	0	0	4,230	1,700
Total resources expended	**1,130,532**	**661,847**	**192,486**	**2,554**	**218,739**	**22,652**	**4,230**	**28,025**
Net incoming / (outgoing) resources - for the period ended 31 Dec 2015	**120,610**	**88,933**	**14,274**	**3,118**	**18,392**	**7,348**	**(4,230)**	**(7,225)**
Total funds at 1 April 2015	162,482	132,247					22,559	7,676
Total funds at 31 December 2015	**283,092**	**221,180**	**14,274**	**3,118**	**18,392**	**7,348**	**18,329**	**451**

BALANCE SHEET AS AT 31 DECEMBER 2015

Fixed assets	
Computer equipment - cost	32,870
Computer equipment - depreciation b/fwd	(9,649)
Computer equipment - depreciation charge	(4,354)
	18,867
Current assets	
Grants receivable	44,522
Other debtors (loans to Feisean)	0
VAT	3,391
	47,913
Bank accounts	
FnG current account	4,860
FnG high interest account	314,599
Blas Festival current account	2,910
	322,369
Current liabilities	
Social security and other tax	(7,965)
Trade creditors	0
Grants to Feisean awarded but unpaid	(92,661)
Accrued expenses	(5,431)
	(106,057)
Net assets as at 31 December 2015	**283,092**

Grants to Fèisean 2015-16 with sums paid to 31 January 2016

Agenda Item: 1.2016.03(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 to the above date.

Fèis Name	HIE	HIE Fragile	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Annualised Hours Grant	Additional/Dev Fund	Total Grant Offered	Balance Paid	Outstanding Balance
The Highland Council											
Fèis an Earraich	√	√	£1,299.00	£2,217.00	£4,158.00	120	£ 900.00	£ 1,200.00	£ 9,774.00	£ 6,427.00	**£ 3,347.00**
Fèis Lochabair	√		£315.00	£537.00	£4,271.00	120	£ 900.00	£ 0.00	£ 6,023.00	£ 2,586.00	**£ 3,437.00**
Fèis nan Garbh Chrìochan	√	√	£2,313.00	£3,948.00	£4,246.00	120	£ 900.00	£ 1,200.00	£ 12,607.00	£ 11,917.00	**£ 690.00**
Fèis Chataibh	√		£1,520.00	£2,594.00	£3,699.00	80	£ 600.00	£ 0.00	£ 8,413.00	£ 6,263.00	**£ 2,150.00**
Fèis a' Bhealaich	√	√	£0.00	£0.00	£960.00	15	£ 112.50	£ 0.00	£ 1,072.50	£ 0.00	**£ 1,072.50**
Fèis Rois Òigridh	√	√	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	**£ 0.00**
Fèis Rois nan Deugairean	√	√	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	**£ 0.00**
Fèis Eige	√	√	£534.00	£912.00	£0.00	80	£ 600.00	£ 0.00	£ 2,046.00	£ 2,046.00	**£ 0.00**
Feis Ghallaibh	√	√	£0.00	£0.00	£1,976.00	50	£ 375.00	£ 0.00	£ 2,351.00	£ 1,175.50	**£ 1,175.50**
Fèis Farr	√		£0.00	£0.00	£1,346.00	0	£ 0.00	£ 0.00	£ 1,346.00	£ 0.00	**£ 1,346.00**
Fèis na h-Òige	√		£607.00	£1,035.00	£1,752.00	0	£ 0.00	£ 0.00	£ 3,394.00	£ 2,107.00	**£ 1,287.00**
Fèis Air an Oir	√	√	£270.00	£461.00	£3,188.00	20	£ 150.00	£ 750.00	£ 4,819.00	£ 2,419.00	**£ 2,400.00**
Feis Ghleann Albainn	√		£801.00	£1,368.00	£0.00	0	£ 0.00	£ 0.00	£ 2,169.00	£ 1,876.00	**£ 293.00**
Fèis Ratharsaidh	√	√	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	**£ 0.00**
Fèis a' Bhaile	√		£1,100.00	£1,876.00	£1,840.00	120	£ 900.00	£ 0.00	£ 5,716.00	£ 3,994.00	**£ 1,722.00**
Fèis Òigridh na Mara	√	√	£62.00	£107.00	£3,887.00	120	£ 900.00	£ 0.00	£ 4,956.00	£ 4,956.00	**£ 0.00**
Fèis Inbhir Narann	√		£800.00	£1,364.00	£4,856.00	120	£ 900.00	£ 1,493.00	£ 9,413.00	£ 4,178.00	**£ 5,235.00**
Fèis Spè	√		£1,690.00	£2,885.00	£5,553.00	0	£ 0.00	£ 21,364.00	£ 31,492.00	£ 28,509.50	**£ 2,982.50**
Fèis an Iar Thuath	√	√	£302.00	£516.00	£620.00	0	£ 0.00	£ 0.00	£ 1,438.00	£ 0.00	**£ 1,438.00**
Fèis Thròdairnis	√	√	£1,336.00	£2,280.00	£242.00	50	£ 375.00	£ 0.00	£ 4,233.00	£ 2,899.50	**£ 1,333.50**
Fèis a' Chaolais	√		£0.00	£0.00	£1,508.00	0	£ 0.00	£ 0.00	£ 1,508.00	£ 0.00	**£ 1,508.00**
Total Highland			**£12,949.00**	**£22,100.00**	**£44,102.00**	**1,015**	**£7,612.50**	**£26,007.00**	**£112,770.50**	**£81,353.50**	**£31,417.00**
Comhairle nan Eilean Siar											
Fèis Tìr a' Mhurain	√	√	£3,547.00	£1,350.00	£1,680.00	60	£ 450.00	£ 0.00	£ 7,027.00	£ 4,010.00	**£ 3,017.00**
Fèis Eilean an Fhraoich	√		£3,962.00	£1,800.00	£1,768.00	150	£ 1,125.00	£ 1,500.00	£ 10,155.00	£ 5,333.50	**£ 4,821.50**

Fèis Tìr an Eòrna	√	√	£3,287.00	£1,350.00	£944.00	50	£ 375.00	£ 0.00	£ 5,956.00	£ 4,474.50	**£ 1,481.50**
Fèis Bharraigh	√	√	£5,201.00	£1,350.00	£2,723.00	270	£ 2,025.00	£ 0.00	£ 11,299.00	£ 7,624.00	**£ 3,675.00**
Fèis Eilean na Hearadh	√	√	£1,984.00	£1,350.00	£0.00	10	£ 75.00	£ 0.00	£ 3,409.00	£ 2,875.50	**£ 533.50**
Fèis an Rubha	√		£1,755.00	£1,350.00	£272.00	0	£ 0.00	£ 0.00	£ 3,377.00	£ 2,666.00	**£ 711.00**
Fèis Taigh Dhonnchaidh	√	√	£0.00	£1,350.00	£0.00	0	£ 0.00	£ 0.00	£ 1,350.00	£ 1,350.00	**£ 0.00**
Total Comhairle nan Eilean Siar			**£19,736.00**	**£9,900.00**	**£7,387.00**	**540**	**£4,050.00**	**£1,500.00**	**£42,573.00**	**£28,333.50**	**£14,239.50**
Argyll & Bute Council											
Fèis Cholla	√	√	£983.00	£0.00	£1,507.00	20	£ 150.00	£ 0.00	£ 2,640.00	£ 922.00	**£ 1,718.00**
Fèis Latharna	√		£931.50	£2,000.00	£5,040.00	100	£ 750.00	£ 0.00	£ 8,721.50	£ 7,701.50	**£ 1,020.00**
Fèis Mhuile	√	√	£1,275.00	£500.00	£0.00	38	£ 285.00	£ 0.00	£ 2,060.00	£ 0.00	**£ 2,060.00**
Fèis Thiriodh	√	√	£1,190.00	£1,500.00	£476.00	100	£ 750.00	£ 800.00	£ 4,716.00	£ 3,407.00	**£ 1,309.00**
Fèis Ìle agus Dhùira	√	√	£1,494.00	£3,500.00	£4,476.00	100	£ 750.00	£ 0.00	£ 10,220.00	£ 2,613.00	**£ 7,607.00**
Fèis na h-Appaine	√	√	£0.00	£0.00	£2,400.00	0	£ 0.00	£ 0.00	£ 2,400.00	£ 1,200.00	**£ 1,200.00**
Fèis Cheann Loch Goibhle	√		£1,528.00	£1,500.00	£1,016.00	50	£ 375.00	£ 0.00	£ 4,419.00	£ 0.00	**£ 4,419.00**
Total Argyll & Bute Council			**£7,401.50**	**£9,000.00**	**£14,915.00**	**408**	**£ 3,060.00**	**£800.00**	**£35,176.50**	**£15,843.50**	**£19,333.00**
Other Area/City Councils											
Fèis Arainn	√		£2,600.00	£0.00	£3,120.00	0	£ 0.00	£ 0.00	£ 5,720.00	£ 3,510.00	**£ 2,210.00**
Fèis Mhoireibh	√	√	£1,690.00	£0.00	£1,970.00	60	£ 450.00	£ 0.00	£ 4,110.00	£ 2,477.00	**£ 1,633.00**
TOTAL HIE	**37**	**23**	**£44,376.50**	**£41,000.00**	**£71,494.00**	**2,023**	**£15,172.50**	**£0.00**	**£200,350.00**	**£131,517.50**	**£68,832.50**
Fèis Dhùn Èideann			£3,262.00	£0.00	£8,592.00	300	£ 2,250.00	£ 0.00	£ 14,104.00	£ 5,421.00	**£ 8,683.00**
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	£456.00	20	£ 150.00	£ 0.00	£ 606.00	£ 228.00	**£ 378.00**
Fèis Lannraig a Tuath			£1,213.00	£0.00	£702.00	0	£ 0.00	£ 0.00	£ 1,915.00	£ 910.00	**£ 1,005.00**
Fèis Fhoirt			£4,550.00	£0.00	£4,900.00	200	£ 1,500.00	£ 0.00	£ 10,950.00	£ 6,613.00	**£ 4,337.00**
Feis Ghlaschu			£0.00	£0.00	£4,000.00	250	£ 1,875.00	£ 0.00	£ 5,875.00	£ 0.00	**£ 5,875.00**
Fèis Innis an Uillt			£575.00	£0.00	£0.00	20	£ 150.00	£ 0.00	£ 725.00	£ 0.00	**£ 725.00**
Fèis Phaislig			£1,782.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 1,782.00	£ 1,336.00	**£ 446.00**
Total Other Areas/City Councils			**£15,672.00**	**£0.00**	**£23,740.00**	**850**	**£6,375.00**	**£0.00**	**£45,787.00**	**£20,495.00**	**£25,292.00**
			Main Fèis Grant	**Local Authority**	**Follow-on Grants**	**Annualised Hours**	**Annualised Hours Grant**	**Development Fund**	**Total Grant Offered**	**Balance Paid**	**Outstanding Balance**
GRAND TOTALS			**£ 55,758.50**	**£ 41,000.00**	**£ 90,144.00**	**2,873**	**£ 21,547.50**	**£ 28,307.00**	**£ 236,307.00**	**£ 146,025.50**	**£ 90,281.50**

Creative Scotland Funding Agreement 2016-17: Timetable
Àireamh air a' Chlàr Chùisean: 1.2016.03(f)

RFO 2016-17
Funding Agreement and 1st Payment Release Timetable

Thursday 28 January	CS issues communication requesting an updated artistic plan, budget for 2016/17, templates (ambitions, connecting themes) and Financial Proforma to RFOs
Monday 22 February	RFO deadline to return updated artistic plan, budget for 2016/17, templates and proforma to regularfunding@creativescotland.com mailbox
Tuesday 23 February	LO s to commence review period and discuss updated artistic plan, budget for 2016/17 and templates with RFO prior to signing off by Friday 18 March. (Note: The period from Monday 22 February to Friday 18 March will involve input and availability from RFOs for discussion and meetings with Lead Officers)
Friday 18 March	LOs and Finance deadline to finalise RFO documents and sign off
Tuesday 29 March	Legal team to issue Funding Agreements to RFOs
Friday 8 April	RFO deadline to return 2 x signed hard copy Agreements to CS
Friday 15 April	1st Quarterly Payment date (subject to receipt of signed Agreement)

SUBMISSION OF FINANCIAL INFORMATION

To enable us to agree the 2016/17 Regular Funding agreements we are requesting you provide the following financial information:

1.0 2016/17 BUDGET

This can be in any format but should enable your Lead Officer to understand how your artistic plan for 2016/17 will be delivered from a financial perspective.

2.0 THE FINANCIAL PROFORMA SPREADSHEET

This is similar in format to last year's except this year we are requesting that you complete only 2 years (2015/16 and 2016/17). In the financial proforma, we are also requesting information for 2015/16 to enable us to understand your financial position at the end of this year and allow us to compare it with that budgeted for 2016/17.

If you hover your cursor over the description boxes you will see notes providing more guidance on completion. The proforma spreadsheet is made up of 2 pages:

2.1 Income, Expenditure, Capital and Balance Sheet Proforma

This provides the main financial summary for your organisation to the end of this financial year and the next. As most organisations are charities we are interested in the split between restricted and unrestricted income, costs and reserves. Please note that the reserves numbers requested relate to the beginning of the 2015/16 year and should agree to your organisation's annual statutory accounts.

2.2 Cash Flow Proforma

For many organisations this may be similar to your income and expenditure numbers but it should relate to cash spend and income. Please also include your organisation's cash balance at the beginning of the 2015/16 year (if an overdraft please show as a negative number). This cash balance should agree to your organisation's statutory annual accounts.

The section at the bottom of this template is the only area where we are looking for 3 years of information. We are doing this to check that the 3 year regular funding total agrees to the amount we announced at the beginning of this 3 year cycle per the spreadsheet available via this link: http://www.creativescotland.com/funding/latest-information/funded-organisations/regularly-funded-organisations-2015-18/the-portfolio

Please include the same phasing for each year as that provided in the 2015/16 proforma. You cannot change the annual profile of your funding as we have planned our own finances on this basis. We may be able to allow a change of your quarterly phasing during 2016/17 and 2017/18 provided that you can back-up any major phasing changes by reference to your artistic plan or operational needs.

There is a third page for adding any additional information you feel necessary.

3.0 **STATUTORY ANNUAL ACCOUNTS** (or equivalent)

Your organisation will have a legal obligation to prepare annual accounts and we would like to review them. Where your organisation's latest statutory annual accounts are still in draft form please submit them anyway stating that they are draft.

If you have any questions regarding this financial information please contact: Gordon.Cosh@creativescotland.com

Fèisean nan Gàidheal Draft Budget 2016-17

Agenda Item: 1.2016.03(g)

INCOME	**2016-17**
Core Grants	£ 342,949.00
Management Fees	£ 105,000.00
Grants Scheme	£ 200,000.00
Fèis Development Fund	£ 10,000.00
Annualised Hours	£ 7,500.00
Traditional Arts Small Grants Scheme	£ 35,000.00
Training	£ 10,000.00
Fèisgoil	£ 307,511.00
Blas Festival	£ 210,369.00
Other Earned Income	£ 16,000.00
Support Cèilidh Trails	£ 68,000.00
Gaelic Residential Events	£ 30,000.00
Gaelic Song-writing, Archiving, Innovations	£ 7,000.00
Showcase and International Opportunities	£ 15,000.00
Resources and Digitisation Programme	£ 7,500.00
Press/PR/Website Updates/Newsletter	£ 1,000.00
Fèisean Payroll Services	£ 0.00
Income still to be raised	£ 21,327.57
TOTAL INCOME	**£ 1,423,656.57**
EXPENDITURE	
RUNNING COSTS	
Staff Salaries	£ 301,990.00
NIC Contributions	£ 43,184.57
Pension Contributions	£ 15,099.50
Fèisean Services Staff Wages and NI	£ 0.00
Staff Travel, Accommodation & Subsistence	£ 19,000.00
Office Rent & Rates	£ 29,000.00
Stationery, Printing, Postage & Photocopiers	£ 13,000.00
Utilities	£ 12,000.00
Board Expenses	£ 5,000.00
Implementation of Child Protection Policy	£ 12,000.00
Insurance	£ 7,105.00
Sundry Expenses	£ 1,800.00
Accountancy & Bank Charges	£ 6,597.50
Professional Fees	£ 2,000.00
Instrument Bank Maintenance	£ 2,000.00
Additional Support Needs	£ 2,000.00
Capital Expenses	£ 3,000.00
PROGRAMME COSTS	
Grants Paid Out	£ 200,000.00
Annualised Hours	£ 10,000.00
Fèis Development Fund	£ 37,000.00
Traditional Arts Small Grants Scheme	£ 35,000.00
Traditional Arts Small Grants Scheme Management Fee	-£ 3,500.00
Training Programme	£ 10,000.00

Training Programme Management Fee	-£ 2,000.00
Fèisgoil	£ 307,511.00
Fèisgoil Management Fee	-£ 64,000.00
Annual Conference	£ 10,000.00
Blas Festival	£ 210,369.00
Blas Festival Management Fee	-£ 15,000.00
Support Cèilidh Trails	£ 68,000.00
Cèilidh Trails Management Fee	-£ 7,000.00
Gaelic Residential Events	£ 30,000.00
Gaelic Residential Events Management Fee	-£ 4,000.00
Gaelic Song-writing, Archiving, Innovations	£ 7,000.00
Gaelic Song-writing, Archiving, Innovations Management Fee	-£ 2,000.00
Press/PR/Website Updates/Newsletter	£ 500.00
Showcase & International Opportunities	£ 15,000.00
Showcase & International Opportunities Management Fee	-£ 4,000.00
Resources and Digitisation Programme	£ 7,500.00
Resources and Digitisation Management Fee	-£ 3,500.00
Contingency	£ 1,000.00
SUB-TOTAL EXPENDITURE	**£ 1,318,656.57**
Management Fees	£ 105,000.00
TOTAL EXPENDITURE	**£ 1,423,656.57**
Transfer to Reserves	£ 15,750.00
SURPLUS/(DEFICIT)	**£ 0.00**

Grants to Fèisean 2016-17

Agenda Item: 1.2016.03(h)

The following table details the Fèisean and the grants we propose for 2016-17 for approval by the Board.

Fèis Name	HIE	HIE Fragile	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Annualised Hours Grant	Additional/Dev Fund	Total Grant Offered	Balance Paid	Outstanding Balance
The Highland Council											
Fèis an Earraich	√	√	£1,363.00	£2,953.00	£3,114.00	100	£ 750.00	£ 0.00	£ 8,180.00	£ 0.00	**£ 8,180.00**
Fèis Lochabair	√		£3,375.00	£469.00	£4,142.00	100	£ 750.00	£ 0.00	£ 8,736.00	£ 0.00	**£ 8,736.00**
Fèis nan Garbh Chrìochan	√	√	£2,149.00	£2,687.00	£4,377.00	100	£ 750.00	£ 0.00	£ 9,963.00	£ 0.00	**£ 9,963.00**
Fèis Chataibh	√		£2,234.00	£2,794.00	£3,936.00	80	£ 600.00	£ 0.00	£ 9,564.00	£ 0.00	**£ 9,564.00**
Fèis a' Bhealaich	√	√	£0.00	£0.00	£840.00	16	£ 120.00	£ 0.00	£ 960.00	£ 0.00	**£ 960.00**
Fèis Eige	√	√	£987.00	£1,235.00	£0.00	80	£ 600.00	£ 0.00	£ 2,822.00	£ 0.00	**£ 2,822.00**
Feis Ghallaibh	√	√	£0.00	£0.00	£2,620.00	50	£ 375.00	£ 0.00	£ 2,995.00	£ 0.00	**£ 2,995.00**
Fèis Farr	√		£0.00	£0.00	£816.00	0	£ 0.00	£ 0.00	£ 816.00	£ 0.00	**£ 816.00**
Fèis na h-Òige	√		£893.00	£1,117.00	£1,260.00	0	£ 0.00	£ 0.00	£ 3,270.00	£ 0.00	**£ 3,270.00**
Fèis Air an Oir	√	√	£192.00	£1,477.00	£3,188.00	20	£ 150.00	£ 0.00	£ 5,007.00	£ 0.00	**£ 5,007.00**
Feis Ghleann Albainn	√		£872.00	£1,090.00	£0.00	0	£ 0.00	£ 0.00	£ 1,962.00	£ 0.00	**£ 1,962.00**
Fèis Ratharsaidh	√	√	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	**£ 0.00**
Fèis a' Bhaile	√		£1,266.00	£1,582.00	£1,648.00	100	£ 750.00	£ 0.00	£ 5,246.00	£ 0.00	**£ 5,246.00**
Fèis Òigridh na Mara	√	√	£433.00	£542.00	£3,316.00	100	£ 750.00	£ 0.00	£ 5,041.00	£ 0.00	**£ 5,041.00**
Fèis Inbhir Narann	√		£917.00	£1,146.00	£3,890.00	100	£ 750.00	£ 0.00	£ 6,703.00	£ 0.00	**£ 6,703.00**
Fèis Spè	√		£1,867.00	£2,333.00	£5,680.00	0	£ 0.00	£ 0.00	£ 9,880.00	£ 0.00	**£ 9,880.00**
Fèis an Iar Thuath	√	√	£443.00	£555.00	£700.00	0	£ 0.00	£ 0.00	£ 1,698.00	£ 0.00	**£ 1,698.00**
Fèis Thròdairnis	√	√	£1,696.00	£2,120.00	£0.00	50	£ 375.00	£ 0.00	£ 4,191.00	£ 0.00	**£ 4,191.00**
Fèis a' Chaolais	√		£0.00	£0.00	£1,415.00	0	£ 0.00	£ 0.00	£ 1,415.00	£ 0.00	**£ 1,415.00**
Total Highland			**£18,687.00**	**£22,100.00**	**£40,942.00**	**896**	**£6,720.00**	**£0.00**	**£88,449.00**	**£0.00**	**£88,449.00**
Comhairle nan Eilean Siar											
Fèis Tìr a' Mhurain	√	√	£3,297.00	£1,350.00	£648.00	60	£ 450.00	£ 0.00	£ 5,745.00	£ 0.00	**£ 5,745.00**
Fèis Eilean an Fhraoich	√		£3,726.00	£1,800.00	£1,768.00	120	£ 900.00	£ 0.00	£ 8,194.00	£ 0.00	**£ 8,194.00**
Fèis Tìr an Eòrna	√	√	£3,375.00	£1,350.00	£650.00	50	£ 375.00	£ 0.00	£ 5,750.00	£ 0.00	**£ 5,750.00**
Fèis Bharraigh	√	√	£3,996.00	£1,350.00	£3,796.00	220	£ 1,650.00	£ 0.00	£ 10,792.00	£ 0.00	**£ 10,792.00**

Fèis Eilean na Hearadh	√	√	£2,098.00	£1,350.00	£0.00	10	£ 75.00	£ 0.00	£ 3,523.00	£ 0.00	**£ 3,523.00**
Fèis an Rubha	√		£1,350.00	£1,350.00	£176.00	0	£ 0.00	£ 0.00	£ 2,876.00	£ 0.00	**£ 2,876.00**
Fèis Taigh Dhonnchaidh	√	√	£504.00	£1,350.00	£1,440.00	0	£ 0.00	£ 0.00	£ 3,294.00	£ 0.00	**£ 3,294.00**
Total Comhairle nan Eilean Siar			**£18,346.00**	**£9,900.00**	**£8,478.00**	**460**	**£3,450.00**	**£0.00**	**£40,174.00**	**£0.00**	**£40,174.00**
Argyll & Bute Council											
Fèis Cholla	√	√	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	**£ 0.00**
Fèis Latharna	√		£605.00	£2,000.00	£3,070.00	100	£ 750.00	£ 0.00	£ 6,425.00	£ 0.00	**£ 6,425.00**
Fèis Mhuile	√	√	£1,275.00	£500.00	£0.00	35	£ 262.50	£ 0.00	£ 2,037.50	£ 0.00	**£ 2,037.50**
Fèis Thiriodh	√	√	£1,020.00	£1,500.00	£476.00	95	£ 712.50	£ 0.00	£ 3,708.50	£ 0.00	**£ 3,708.50**
Fèis Ìle agus Dhùira	√	√	£2,494.00	£2,500.00	£4,476.00	95	£ 712.50	£ 0.00	£ 10,182.50	£ 0.00	**£ 10,182.50**
Fèis na h-Apainne	√	√	£0.00	£1,000.00	£2,088.00	0	£ 0.00	£ 0.00	£ 3,088.00	£ 0.00	**£ 3,088.00**
Fèis Cheann Loch Goibhle	√		£1,592.00	£1,500.00	£1,016.00	50	£ 375.00	£ 0.00	£ 4,483.00	£ 0.00	**£ 4,483.00**
Total Argyll & Bute Council			**£6,986.00**	**£9,000.00**	**£11,126.00**	**375**	**£ 2,812.50**	**£0.00**	**£29,924.50**	**£0.00**	**£29,924.50**
Other Area/City Councils											
Fèis Arainn	√		£2,712.00	£0.00	£2,360.00	0	£ 0.00	£ 0.00	£ 5,072.00	£ 0.00	**£ 5,072.00**
Fèis Mhoireibh	√	√	£1,063.00	£0.00	£1,873.00	60	£ 450.00	£ 0.00	£ 3,386.00	£ 0.00	**£ 3,386.00**
TOTAL HIE	**37**	**23**	**£47,794.00**	**£41,000.00**	**£64,779.00**	**1,791**	**£13,432.50**	**£0.00**	**£167,005.50**	**£0.00**	**£167,005.50**
Fèis Dhùn Èideann			£3,450.00	£0.00	£5,835.00	300	£ 2,250.00	£ 0.00	£ 11,535.00	£ 0.00	**£ 11,535.00**
Fèis Obair Dheathain			£1,213.00	£0.00	£503.00	0	£ 0.00	£ 0.00	£ 1,716.00	£ 0.00	**£ 1,716.00**
Feis Dhùn Bhreatainn			£0.00	£0.00	£540.00	20	£ 150.00	£ 0.00	£ 690.00	£ 0.00	**£ 690.00**
Fèis Lannraig a Tuath			£1,138.00	£0.00	£702.00	0	£ 0.00	£ 0.00	£ 1,840.00	£ 0.00	**£ 1,840.00**
Fèis Fhoirt			£5,150.00	£0.00	£3,660.00	180	£ 1,350.00	£ 0.00	£ 10,160.00	£ 0.00	**£ 10,160.00**
Feis Ghlaschu			£0.00	£0.00	£5,584.00	120	£ 900.00	£ 0.00	£ 6,484.00	£ 0.00	**£ 6,484.00**
Fèis Innis an Uillt			£0.00	£0.00	£1,000.00	20	£ 150.00	£ 0.00	£ 1,150.00	£ 0.00	**£ 1,150.00**
Fèis an Iar Dheas			£0.00	£0.00	£570.00	0	£ 0.00	£ 0.00	£ 570.00	£ 0.00	**£ 570.00**
Fèis Phàislig			£2,429.00	£0.00	£5,783.00	85	£ 637.50	£ 0.00	£ 8,849.50	£ 0.00	**£ 8,849.50**
Total Other Areas/City Councils			**£17,155.00**	**£0.00**	**£28,410.00**	**785**	**£5,887.50**	**£0.00**	**£51,452.50**	**£0.00**	**£51,452.50**
			Main Fèis Grant	**Local Authority**	**Follow-on Grants**	**Annualised Hours**	**Annualised Hours Grant**	**Development Fund**	**Total Grant Offered**	**Balance Paid**	**Outstanding Balance**
GRAND TOTALS			**£ 61,174.00**	**£ 41,000.00**	**£ 88,956.00**	**2,576**	**£ 19,320.00**	**£ 0.00**	**£ 210,000.00**	**£ 0.00**	**£ 210,000.00**

Fèisean nan Gàidheal

Staff Progress Reports

Agenda Item: 1.2016.05(a)

Name	Arthur Cormack
Position	Chief Executive

Diary commitments since previous meeting

11.12.15 Attendance by phone at Fèisean nan Gàidheal Board meeting
14.12.15 Meeting of Portree Gaelic Primary School stakeholders group (Iomairtean)
13.01.16 Comann nam Pàrant Port Rìgh meeting (Iomairtean)
19.01.16 Meeting of Blas Action Group
19.01.16 Meeting with HIE regarding FèisTV
20.01.16 Presentation in Uig on Fèisean to students of Luther College, Iowa
26.01.15 Meeting of Gaelic organisations to discuss treatment of Gaelic in the media
27.01.16 Training session and FnG team meeting
29.01.16 Phone meeting with Iain Hector Ross to discuss support for participation by young people in a concert
01.02.16 Meeting of all Creative Scotland RFOs in Glasgow

Consultation on BBC Alba and BBC Radio nan Gàidheal

With support from the Chair, a paper was prepared for submission to the BBC consultation on BBC Alba and BBC Radio nan Gàidheal.

This was circulated to Fèisean nan Gàidheal Board members and staff, and more widely through social media. Our thoughts were picked up by the traditional media and the Chair was interviewed by BBC Radio nan Gàidheal on *Aithris na Maidne* and on *An Là* for BBC Alba. A piece also appeared in the West Highland Free Press.

The following is the executive summary from the paper:

Fèisean nan Gàidheal is of the view that within their limited resources both BBC Alba and Radio nan Gàidheal generally deliver good value for money and provide, in the main, very good programmes with some examples of excellence. Limited financial resources severely constrain development and require much enhancement. Improvements are required in scheduling for pre-five children; the introduction of Gaelic language sub-titles; a reduction of the excessive use of English language in sub-titles and oral contributions; the provision of new broadcast material and the consequent reduction of repeat programmes.

NAME	**CALUM ALEX MACMILLAN**			
POSITION	**DEVELOPMENT MANAGER**			
Support and Development of Fèisean	**Enhancement of Skills & Creative Talent**	**Enhancement of Gaelic Arts & Culture in Creative Learning**	**Audience Development and Engagement**	**Governance and Staffing**

Ref		**Programme Plan Measure**
Creative Scotland Ambition **Excellence and experimentation across the arts, screen and creative industries is recognised and valued**		
CS1	Funding for new developments through a Fèis Development Fund	
	Six Fèisean have received support from the development fund this year: • Fèis Spè - £25,334 (£24,334 for a development officer post and £1,000 to support projects/events marking 25 years of the Fèis) • Fèis Inbhir Narainn - £1,493 (£965 for a piping weekend and £528 to support workshops for their youth ceilidh band) • Fèis an Earraich - £1,200 for a recording project • Fèis Eilean an Fhraoich - £1,500 to support projects/events marking 25 years of the Fèis)	

	• Fèis Thiriodh - £800 to support projects/events marking 25 years of the Fèis) • Fèis nan Garbh Chriochan - £1,200 to support projects/events marking 25 years of the Fèis) • Fèis Air an Oir - £750 towards a residential fèis for teenagers	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	
	Fèis Spè receives support from the development to maintain a full-time development officer's post to strengthen and develop their year-round programme.	
CS3	Support for new and experimental work in the Gaelic arts	
	We welcome new ideas for projects/events from Fèisean and we are keen to utilise our development fund, as far as possible, with additional support to seek additional finance for these projects from other funding bodies. I helped Nicola with Fèis Inbhir Narainn's development plan as they are trying to secure additional funding to develop their programme of work and extend the working hours of their officer.	
CS4	Support for new Gaelic song writing	
	We supported Fèis Spè through the development fund who wrote a new Gaelic/Gaeilge song as part of their anniversary celebrations and their exchange partnership with a group in Ireland.	
CS5	Opportunities for artists to develop writing skills through new commissions	
	Though there wasn't a specific new commission this year as part of the Blas Festival 2015, we held a special finale concert 'Òran' to celebrate the impact the much celebrated band 'Runrig' and in particular the song writing contributions of Calum and Rory Macdonald. We have invited musicians to come forward with a new commission proposal for Blas 2016.	
Everyone can access and enjoy artistic and creative experiences		
CS11	Drama workshops and programmes with Meanbh-Chuileag (Gaelic medium or Gaelic related)	
	I supported Angus with the organisation and last minute preparation for the Meanbh Chuileag tour 'Eachdraidh na Gàidhealtachd – History of the Highlands' which visited Gaelic medium schools and departments across the country up until October. I also assisted Angus and Eilidh with the preparation and advertising of the Panto which toured from 30 November to 11 December.	
CS12	Gaelic language work at Fèisean with Sgioba G	
	Sgioba-G supported Gaelic classes at Fèis Chataibh and at Fèis a' Bhaile in recent month and will also visit Fèis Mhuile and Fèis Cheann Loch Goibhle shortly. We are looking to run training for Fèisgoil and Sgioba-G in the coming months.	
CS13	Development and delivery of a series of early years Gaelic medium arts activities including music, song, drama and puppetry	
	Eilidh and Angus are currently putting plans together for a new Hùb-Hàb show which will tour pre-school groups after the Easter holidays.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS17	Assistance for community groups wishing to establish new Fèisean	
	A new Fèis has been established in Dumfries and they will hold their first event in October 2016. Fèis Obar Dheathain has been re-established and they will hold two workshop days between now and October and they plan to hold their main Fèis in February 2017. In recent weeks we have heard from groups in Perthshire and Tarbert, Loch Fyne who are very interesting in establishing Fèisean in their areas.	
CS19	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	We have held three planning meetings so far to discuss the programme for Blas 2016. I will be working closely with the Action Group as well as Arthur and Donna in the months ahead, with a particular focus on advertising, funding and sponsorship.	
CS20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	We are hoping to hold another Fèis nan Òran to encourage our young Gaelic singers, potentially in May or September. 5 Latha 2016 will be held between 4-9 April and the Drama Summer School will be held between 4-15 July.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS21	The continuation of strategic and practical support through a network of Development Officers each with a portfolio of Fèisean	
	I provide support and guidance on a daily basis to our development team, offering practical assistance where necessary. In recent months I have been maintain regular communication with them to ensure they are receiving the best support possible and that they are able to manage their own time as effectively as	

	possible to make certain that our Fèisean get the best support possible. We were sorry that Vicky Maclean left Fèisean nan Gàidheal at the end of January 2016 to take up another post. We are grateful to her for all her hard work and enthusiasm whilst working with her fèisean. In the meantime Arthur and I will share the responsibility for her Fèisean.	
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean	
	Between January and March of this year we will have done three training sessions together as staff, two for Gaelic development and one for camera/video recording skills. Rowan and I attended a two-day course in International Exporting which was interesting particularly useful for Blas and FèisTV. I regularly look for training opportunities that would be beneficial to the development team.	
CS26	Participation in cooperative working to offer further progression to individual young people	
	Ceòl nam Fèis had such a positive impact on our Fèisean participants in 2015 as well as appearances for our ceilidh trailers at the Commonwealth Games and high profile music festival. We will be making every effort to secure similar opportunities in the future at other high profile events and through cultural exchanges.	
Scotland is a distinctive creative nation connected to the world		
CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy	
	I support Fèisean with translations and give guidance to staff if any issues related to our Gaelic policy arise	
CS28	Support for an increased number of summer Fèis Cèilidh Trails	
	Nicola Simpson and I supported Shona Macmillan to establish the Western Isles Ceilidh Trail this year. This included securing additional finance, planning the tour with appearances at the 20th Hebridean Celtic Festival as part of this.	
CS29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	See CS19	
CS30	Promoting Fèis participation in national events and themed years	
	The Western Isles Ceilidh Trail took part in events related to the Year of Food and Drink for 2015. We will seek to take part in similar opportunities during 2016.	
CS31	Participating in showcasing opportunities in Scotland and abroad	
	We had the opportunity to attend a Social Enterprise conference held in Inverness and hosted by HIE in June. We also provided Music for the event through our Fèis Chataibh Ceilidh Trailers. This was a fantastic event and we had the opportunity to meet organisations who were interested in potential partnership projects and we look forward to developing these. Iain Hamilton from HIE's Creative Industries team has asked to meet with us to discuss potential projects for Fèisean nan Gàidheal and our Fèisean participants, and we are currently waiting for a suggested meeting date.	
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**		
CS34	Regular Gaelic language training for Fèis tutors to ensure Gaelic policy implementation	
	I work closely with the development team to ensure that our policy is implemented as far as possible.	
CS38	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms	
	I attended a conference on Gaelic Education hosted by Education Scotland in June. I had the opportunity to discuss the 1+2 languages programme with officers from the Highland Council. Eilidh has done a great deal of work since she took up her post in October and we are looking forward to delivering Fìesgoil Gaelic tuition in East Ayrshire and Falkirk after the Easter holidays.	
CS40	Programmes of Gaelic classes in schools along the lines of GLPS	
	Eilidh has been working with East Ayrshire and Falkirk council officers with plans now in place to deliver 10 weeks of Gaelic tuition in three schools in each area following the Easter break.	
CS41	Residential opportunities for community activities delivered in Gaelic	
	See CS20	
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same		
CS45	Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)	
	I do this every month as part of expenses claims	

Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		
CS47	Dissemination of news through our website, to media contacts and through regular, digital newsletters	
	I do this with all the projects I am directly involved with and I also line-manage Rowan Paterson our Graduate Marketing Officer and provide support and guidance to her on a daily basis. www.feisean.org has moved over to a new web-host and we received some training from Heckie Cormack (Pelican Design) in October. This was really useful and there is a great opportunity now to develop the way in which we use the website.	
CS50	The collection and digitisation of traditional Gaelic songs	
	The Fuaran project has now been completed and we are now awaiting delivery of the final resources from the printers. We will now look ahead to the next stage of the project so we can continue to encourage young Gaelic singers to collect more Gaelic songs.	
HIE Deliverables		
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service		
HIE1	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms	
	See CS38	
HIE2	Expand programmes of Gaelic services in schools including early years Gaelic medium arts activities and communities	
	See CS11,12,13 and 20	
HIE3	Develop residential opportunities for community activities delivered in Gaelic	
	See CS20	
HIE6	Gaelic language tuition in schools as opportunities are tendered	
	See CS40	
Support and development of Fèisean		
HIE8	Investment in Fèis development fund for new creative developments in communities that enable the obligant to lever in further investment	
	See CS1	
Enhancement of skills and creative talent / youth employment		
Audience development and engagement / cultural tourism		
HIE16	Support an increased number of Fèis Ceilidh Trails	
	See CS28	
HIE17	Organisation of and development of the annual Blas festival	
	See CS19	
HIE18	Annual Gaelic Drama Summer School	
	See CS20	
HIE19	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	See CS20	
HIE21	Participating in showcasing opportunities in Scotland and abroad	
	See CS26	
Bòrd na Gàidhlig Deliverables		
BnG3	At least 4 language training sessions for staff before 31.03.16	
	We held a Gaelic training session with John Urquhart on Wednesday 27 January and our next session will be on Wednesday 2nd March.	
BnG4	At least 4 other training sessions for staff before 31.03.16	
	See CS25	
BnG6	6 Fèisean to run Fèis Bheag classes or early-years workshops before 31.03.16	
	To date 21 Fèisean have offered Fèis Bheag session during 2015/16 and 6 have offered pre-school classes.	
BnG7	A Gaelic medium panto to tour at least six areas before 31.03.16	
	Marsaili agus a' Bhleideag Airgid *Marsaili and the Silver Snowflake* was on the road between 30-11 December. The show visted 17 school venues with a further 26 schools travelling to these venues, giving us a total audience of 2,273. A public performance held in the Ironworks, Inverness attracted 120 from the local community	

	The four workers who were involved with this year's panto were; Ellen MacDonald, Iain Beggs, Catriona Nicolson and our own drama officer, Angus Macleod. David Walker directed the play and we were delighted to have Laura Cowie on board who designed and created the outfits for the cast	
BnG12	6-week drama tour of Gaelic schools before 31.03.16	
	See CS12	
BnG14	40 Blas concerts at Blas 2015 with a schools and community programme as part of the festival, delivered in partnership with other organisations and where Gaelic is the main language on stage.	
	See CS19	
BnG15	Concerts delivered bilingually by a fluent Gaelic speaker. Musicians/artists encouraged to use their Gaelic at the festival.	
	This took place at all events.	
BnG16	A newly written commission as part of Blas 2015, with at least 4 performances during the festival.	
	See CS5	
BnG17	All information and advertising to be bilingual as an important feature of the festival, including the MC at each event.	
	This was successfully achieved	
BnG19	Aim to have 16 high-school pupils take part in a residential event at The Gearrannan Blackhouses, Isle of Lewis during Easter 2016.	
	The next 5 Latha will be held between 4-9 April 2016.	
BnG21	Quarterly report on how the Bòrd na Gàidhlig funding has been spent	
	Our latest reported was submitted in August	
BnG22	Quarterly report on the up-to-date financial situation of Fèisean nan Gàidheal	
	The latest report was sent to Bòrd na Gàidhlig in October.	
BnG23	Risk register to be given to Bòrd na Gàidhlig at the beginning of the year and in addition to this a copy of papers with updates relating to this from Fèisean nan Gàidheal Board meetings with any relevant new information.	
	This was also submitted to the Board in August.	
BnG25	Press releases concerning Bòrd na Gàidhlig to be submitted, before release as appropriate, to give an opportunity to the Bòrd to add quotes/information.	
	We do this regularly	
BnG26	A full-page advertisement in the Blas on-line Brochure given to Bòrd na Gàidhlig as part of this agreement.	
	Though we didn't have an online brochure this year, due to poor viewing figures in recent years, we did include Bòrd na Gàidhlig's logo on all promotional materials, and event banners and it was announced at every event that they were one of the festival's main sponsors.	
Highland Council Deliverables		
HC1	SLA still to be received at end of Q1	
Comhairle nan Eilean Siar Deliverables		
CnES1	SLA still to be received at end of Q1	
Argyll & Bute Council Deliverables		
ABC1	SLA still to be received at end of Q1	

Name	**Anne Willoughby**			
Position	**Executive Manager**			
Support and Development of Fèisean	**Enhancement of Skills & Creative Talent**	**Enhancement of Gaelic Arts & Culture in Creative Learning**	**Audience Development and Engagement**	**Governance and Staffing**

Ref		**Programme Plan Measure**
Creative Scotland Ambition		

Excellence and experimentation across the arts, screen and creative industries is recognised and valued		
CS1	Funding for new developments through a Fèis Development Fund	
	There is £33,000 available in 15/16 to invest in new developments through our Fèis Development Scheme and this is now being paid out to applicants. Fèis Spè received £24,064 for salary costs to-date and we will be supporting them in retaining their Development Officer posts. Fèis Inbhir Narainn received £528 for a Youth Cèilidh Band and Fèis an Earraich received £1,200 for a recording project, Fèis Spè received £1,000, Fèis nan Garbh Chriochan £1,200, Fèis Thiriodh £800 and Fèis Eilean an Fhraoich £1,500 for support towards 25th anniversary celebration,Fèis Inbhir Narainn £965 towards a piping weekend and Fèis Air an Oir £750 for a teenage residential Fèis. £30,674 of the £32,007 offered to date has now been paid out.	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	
	Within the limits of our budgets we support local fèisean who wish to expand and or become more active and independent. We offer payroll facilities to Fèis Bharraigh and Fèis a'Bhaile (up to October 2015) and support Fèis activities, and some new developments. Fèis Spè has been offered £24,064 this year to support employment of a full-time Development Officer post.	
Everyone can access and enjoy artistic and creative experiences		
CS7	Enhanced regular funding for Fèis activities through a Grants Scheme for Fèisean that allows for tutor fees to be increased as close to MU rates as possible	
	Funding has been offered to 41 Fèisean through Fèisean nan Gàidheal Grants Scheme 2015-16 which is invested in by Creative Scotland, Highlands & Islands Enterprise, The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council. Despite cuts to core funding grants to Fèisean have been kept at the same level as 14-15. Grants are paid out as per agreements. From 01 April 2015, grants have been offered to 41 Fèisean (37 in HIE areas), 23 of which are in Fragile Areas, totalling £236,307.00 as detailed in the tables provided for Board meetings. Payments totalling £146,025.50 have been paid out to 33 Fèisean to date. Fèisean are encouraged to increase tutor fees and work towards paying these rates over time.	
CS9	The central administration of a PVG scheme to ensure protection for children and vulnerable adults	
	Fèisean nan Gàidheal has a central PVG (Protection of Vulnerable Groups) registration and checking scheme and procedures in place to ensure that all tutors, supervisors and volunteers have Disclosure certificates. All Fèisean must submit a list of tutors before grant is released, which is cross-referenced to ensure they have a current Disclosure. Sandy Gray renews disclosures on a rolling basis for those on the database as and when 3 years expire. Renewal under the P.V.G Scheme costs £59.00 and updates cost £18.00; the budgeted amounts are changed annually to reflect this additional cost.	
CS10	Provision of financial assistance to ensure access for those with additional support needs	
	Additional funding is available to Fèisean for carers and/or additional tutors to ensure access for young people with individual support needs, £350 has been paid to Fèis nan Garbh Chriochan for an additional tutor.	
CS14	Continuation of support for local Fèis performances	
	The majority of Fèisean have a Tutors Cèilidh and a Participants Cèilidh. This year 4 Fèisean, Fèis Eilean an Fhraoich, Fèis Spè, Fèis Thiriodh and Fèis na Garbh Chriochan celebrated 25-year anniversaries, as well as the usual events there were additional events to mark this important milestone.	
CS15	If funding becomes available, run a Traditional Arts Small Grants Scheme	
	The Tasgadh fund is being run with an additional £35K from Creative Scotland, £31.5 K will be distributed in grants. The first of three deadlines is past and £14,276 was granted to 21 successful applicants and £12,296 has been paid out to date. The second deadline date was 02 October 2015 and £10,829 was granted to 16 successful applicants with £9,295.00 paid out to date. The final deadline is 19 February 2016.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS16	Continue support for local organisers paid through Annualised Hours as part of our Grants Scheme for Fèisean	
	£21.547.50 has been offered to Fèisean to employ local administrators equating to 1.7 FTE	
CS17	Assistance for community groups wishing to establish new Fèisean	
	Fèis an Iar Dheas, Fèis Phàislig and Fèis na h-Apainne have been granted membership of Fèisean nan Gàidheal.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS22	Development of policies that should be adopted across the Fèis movement to ensure high quality organisation and provision of arts activities	
	Feisean nan Gaidheal continues to develop, revise and deliver a range of policies most of which are available for adoption by individual Fèisean also.	

CS23	Provision of insurance giving Fèisean public liability cover and cover for all aspects of their arts activities	
	Insurance is provided for all Fèisean as part of their membership package and has been revised and renewed in February this year.	
CS24	Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible	
	Training will be made available to Fèis Organisers as and when required, sometimes this will be offered by outside agencies but in most cases it will be bespoke. We have offered Advanced Gaelic Training to Fèis an Iar Dheas through Cùrsa Adhartais at SMO, Fèis Spè took part in 2-Day Outdoor/Emergency First Aid and Fèis Phàislig took part in Emergency First Aid Training. Fèis Tir a'Mhùrain and Fèis Lochabair have requested record keeping and accounting training. Fèis Organisers are also encouraged to attend our Annual Conference where collective training takes place.	
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean	
	Staff took part in Child Protection, Risk assessment, Photoshop, Carbon emissions, Marketing workshops, Arts award and minibus driver assessment training earlier this year. There was Child Protection and Gaelic language skills training at the September staff meeting. Rowan Paterson has taken part in international market seminars and along with Calum Alex will take part in 'Preparing to Export' a 2-day course run by HIE on 4/5 February 2016. Gaelic training sessions took place in January and more are scheduled for March 2016, camera and video camera training are taking place on 10 February 2016.	
CS26	Participation in cooperative working to offer further progression to individual young people	
	Arts Awards training for staff has taken place. Ceilidh Trail participants can take part to make them eligible for an award when they are recognised in Scotland. Trinity college are estimating that the awards will be on the SCQF by the start of the next school year in August 2016, if they were running in the summer 2016, we could moderate in early autumn and they would be SQA approved then.	
Scotland is a distinctive creative nation connected to the world		
CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy	
	We offer help to Fèisean with training, translations, bilingual publicity materials as well as Gaelic language activities through Sgioba G.	
CS28	Support for an increased number of summer Fèis Cèilidh Trails	
	In 2015-16 there were 7 Ceilidh Trails included one new one in the Western Isles - £6240 additional support has been received from Comhairle nan Eilean Siar. 7 Cèilidh Trail grant offers for 2015 have been processed totalling £52,000.00. £51,200 has been claimed so far.	
CS29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	Blas Festival took place from 4-12 September 2015. I give financial support to Blas Festival Ltd, payment processing, budget monitoring, preparation of Vat returns and HMRC quarterly returns. We have processed the majority of invoices for Blas Festival 2015. I was at Plockton, Broadford and Sleat (twice) as a Blas rep this year and attended a special finale concert 'Òran' to celebrate the songs of Runrig.	
CS31	Participating in showcasing opportunities in Scotland and abroad	
	Fèis Cèilidh Trails took part in a number of events at Blas Festival. 7 Cèilidh Trails are being supported this year including a new Cèilidh Trail in the Western Isles.	
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**		
CS33	Regular training in teaching skills for tutors allowing them to progress through various levels	
	YMIS training workshops were held in August this year and focussed on group music, sharing songs and techniques, games and expertise to ensure quality delivery in the classroom. Additional tutor training concentrating on basic and essential skills for tutoring at a Fèis including child protection, teaching techniques and resources and dealing with different levels in class will be held at Sabhal Mòr Ostaig on 20 February 2016.	
CS35	Provision of digitisation, collecting and transcribing skills for young people	
	We completed the Fuaran project by the end of December and the final payment of £3,200 was received from the Heritage Lottery Fund and young people taking part developed these skills.	
CS39	Traditional Music classes in schools though the Youth Music Initiative (YMI) and other programmes	
	YMIS in all Highland Council Schools and several Renfrewshire Schools is continuing this year. YMIS in Highland will continue in school year 2015-16 the same level of funding, £219,511, which has been received from Highland Council. I ensure all invoicing and YMIS payments are processed quickly and admin fees to all Feisean paid. With the establishment of Fèisgoil, we continue to sell services for the delivery of	

	musical classes through YMI to other local authorities. I attended interviews for the post of Fèisgoil Manager and Eilidh MacKenzie has been appointed and started her new role in October 2016.	
Equalities and Diversity: We aim to put equalities and diversity at the heart of all our activity enabling people from different backgrounds, from diverse communities and of all ages to access increased opportunity through access to arts and culture		
CS43	Begin addressing equalities issues in 2015	
	Fèisean nan Gàidheal ensures people are protected from discrimination based on age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex and sexual orientation. I have recently updated the Staff Handbook to ensure it covers the Equalities Act 2010 and any other relevant updates.	
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same		
CS45	Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)	
	We are required to report on carbon emissions for Creative Scotland and I have been nominated as a Green Champion. I attended an emissions recording and reporting workshop along with Arthur Cormack on 28 April arranged by Fiona MacLennan from Creative Carbon Scotland. I have been recording carbon emissions since April 2015.	
CS46	Ensure local areas are well served in order to cut down on travel required to access quality events	
	We organise a large number of events in many localities cutting down on the need for people to travel far to access arts activities. We encourage shared transport where public transport is not available.	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		
CS50	The collection and digitisation of traditional Gaelic songs	
	The Fuaran project was completed in December 2015 and a CD launch is planned later this year.	
HIE Deliverables		
Support and development of Fèisean		
HIE7	Capacity building support to community groups to establish new Fèisean	
	New Fèisean have been established this year in Appin, Paisley and Dumfries & Galloway and will be supported through our grants scheme.	
HIE11	Skills development programmes including income generation, financial planning, First Aid, and Child Protection for Fèisean staff and volunteers	
	As before CS24 - Training will be made available to Fèis Organisers as and when required, sometimes this will be offered by outside agencies but in most cases it will be bespoke. We have offered Advanced Gaelic Training to Fèis an Iar Dheas through Cùrsa Adhartais at SMO, Fèis Spè took part in 2-Day Outdoor/Emergency First Aid and Fèis Phàislig took part in Emergency First Aid Training. Fèis Tìr a'Mhùrain and Fèis Lochabair have requested record keeping and accounting training which I will deliver at a suitable time. Fèis Organisers are encouraged to attend our Annual Conference where collective training takes place.	
Enhancement of skills and creative talent / youth employment		
HIE15	Provision of further learning opportunities for Fèis staff, tutors and participants	
	As CS25 - Staff took part in Child Protection, Risk assessment, Photoshop, Carbon emissions, Marketing workshops, Arts award and minibus driver assessment training earlier this year. There was Child Protection and Gaelic language skills training at the September staff meeting. Rowan Paterson has taken part in international market seminars and along with Calum Alex will take part in 'Preparing to Export' a 2-day course run by HIE on 4/5 February 2016. Gaelic training sessions for all staff took place in January and more are scheduled for March 2016, camera and video camera training are taking place on 10 February 2016.	
Audience development and engagement / cultural tourism		
HIE16	Support an increased number of Fèis Ceilidh Trails	
	See CS28	
HIE17	Organisation of and development of the annual Blas festival	
	See CS29	
HIE20	Promoting Fèis participation in national events and themed years	
	Feis Ceilidh Trailers took part in events at Blas Fèstival.	
HIE21	Participating in showcasing opportunities in Scotland and abroad	
	See CS31	
Bòrd na Gàidhlig Deliverables		
BnG1	Support Iomairtean Gàidhlig where a Fèisean nan Gàidheal officer is based, with evidence	

	of practical help where support is being offered before 31.03.16	
	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 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 have offered the use of office equipment and space as well as engaging in numerous activities. We have spent 1521 staff hours in Iomairtean areas this year to 31 March 2015. We are making efforts to improve the level of Gaelic in the Portree area, by holding a coffee and conversation hour every Tuesday in the office in Portree. All Gaelic organisations will continue to be invited to take part in our Gàidhlig training sessions for our own staff when relevant.	
BnG2	A weekly Coffee and Conversation held in the Fèisean nan Gàidheal office in Portree	
	This will be re-advertised after December 2015 as numbers attending have dwindled we also have limited staff time at this busy time off year.	
BnG3	At least 4 language training sessions for staff before 31.03.16	
	Gaelic training sessions for staff were organised for 24 September 2015, 27 January 2016 with another one planned for 02 March 2016.	
BnG4	At least 4 other training sessions for staff before 31.03.16	
	See CS25	
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.16	
	We continue to offer support to Fèisean across the country with access to annual grant funding, insurance (policy reviewed and renewed in February 2016), access to an instrument bank and regular training opportunities for committee members from this office.	
BnG20	Implementation of the organisation's Gaelic Policy, with confirmation of Gaelic as the working language of Fèisean nan Gàidheal.	
	Fèisean nan Gàidheal operates in Gaelic at staff and board level and in communication with local Feisean. We ensure through Gaelic Development Plans and Grant funding restrictions that Feisean adhere to our Gaidhlig policy.	
BnG22	Quarterly report on the up-to-date financial situation of Fèisean nan Gàidheal	
	I ensure that all management account preparation is in place and management accounts, which form part of this report, are received in good time.	
BnG23	Risk register to be given to Bòrd na Gàidhlig at the beginning of the year and in addition to this a copy of papers with updates relating to this from Fèisean nan Gàidheal Board meetings with any relevant new information.	
	The Risk Register is reviewed and updated for the May Board meeting annually and Board papers are made available to all funders.	
Highland Council Deliverables		
HC1		
	We are supporting 21 Fèisean in the Highland area during 2015-16 with access to annual grant funding, insurance, access to an instrument bank and regular training opportunities for committee members, £112,770.50 has been granted by Fèisean nan Gàidheal to Highland Fèisean for 2015-16, including £22,100 allocated from The Highland Council. The remainder of our grant £15,593 is being applied to our running costs including the two Development Officers based in Highland.	
Comhairle nan Eilean Siar Deliverables		
CnES1		
	Fèisean in the Western Isles have been offered funding totalling £42,573 including £9,900 allocated from Comhairle nan Eilean Siar provisionally. The remaining allocation of £2,900 will to be utilised towards the continued employment of the Western Isles Fèis Development Officer.	
Argyll & Bute Council Deliverables		
ABC1		
	Fèisean in the Argyll area have been offered funding totalling £35,176.50 including £9,500 allocated from Argyll & Bute Council, £10,500 has been allocated for an Argyll & Bute Development Officer. An additional £12,000 has been allocated from Argyll & Bute Council to Blas Festival for events in the Argyll area.	

Name	**Eilidh MacKenzie**			
Position	**Fèisgoil Manager**			
Support and Development of Fèisean	**Enhancement of Skills & Creative Talent**	**Enhancement of Gaelic Arts & Culture in Creative Learning**	**Audience Development and Engagement**	**Governance and Staffing**

Ref		Programme Plan Measure
Creative Scotland Ambition		
CS4	Support for new Gaelic song writing	
	Along with my colleague, Angus Macleod, I am developing the Hùb hàb early years inter-active multi-arts theatre experience and plan to introduce topic based newly written songs where appropriate.	
CS5	Opportunities for artists to develop writing skills through new commissions	
CS6	The organisation of an annual Gaelic Drama Summer School	
	I will support drama officer Angus Macleod in the organisation and development of 2016 Gaelic Drama Summer School	
Everyone can access and enjoy artistic and creative experiences		
CS11	Drama workshops and programmes with Meanbh-Chuileag (Gaelic medium or Gaelic related)	
	I will support Angus Macleod as needed	
CS12	Gaelic language work at Fèisean with Sgioba G	
	Fèisgoil language development will work with Sgioba G to develop suitable language materials that can be used in both formal and informal education settings. Working on a detailed lesson plan for set of 10 lessons to be delivered next term in EAC	
CS13	Development and delivery of a series of early years Gaelic medium arts activities including music, song, drama and puppetry	
	Along with my colleague, Angus Macleod, I am developing the Hùb hàb early years inter-active multi-arts theatre experience and plan to introduce topic based newly written songs where appropriate. I attended a training day led by Artsplay Highland on 12 January at Anam Cara, Inverness – aimed at non-music specialists (class teachers and nursery staff) working with primary and pre-school children. Plan to pursue a training link between Artsplay and Fèisean bheaga.	
CS14	Continuation of support for local Fèis performances	
	As the Taigh an Dualchais project – a partnership project between Fèisean nan Gàidheal and Fèis na h-Òige with support from Bun sgoil Ghàidhlig Inbhir Nis – progresses, Fèisgoil hopes to help provide Fèis na h-Òige with an end of school year performance (June 2016). Recent developments lead us to believe that possible TV coverage of project including final performance is now in the pipeline (interest from MacTV)	
CS15	If funding becomes available, run a Traditional Arts Small Grants Scheme	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS19	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	In my capacity as Fèisgoil manager I sit on the steering group of the Blas Festival.	
CS20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	See CS6 above.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean	
	Immediately before my official start with Fèisean nan Gàidheal I was invited to attend the staff training session at the Portree office (Sept 2015). I received training in Child Protection Policy and Gaelic language. Since then I have also attended subsequent staff workshops on using our new web-site, Adobe photoshop and a further language development session with Iain Urchadan in Portree.	
CS26	Participation in cooperative working to offer further progression to individual young people	
	Through the new Taigh an Dualchais project we are employing a young graduate to deliver singing sessions, interviewing techniques and archiving skills with the oldest and youngest generations.	
Scotland is a distinctive creative nation connected to the world		
CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy	
	On a personal level I am trying to use Gaelic as much as I can. I have a lot to do but am determined to improve in confidence and ability. I realise that my own use of Gaelic, particularly in the office, has a direct effect on the effectiveness of the FnG GLP	
CS29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	

	See CS19. New commission has been readvertised.
CS32	Ensuring our work is available to a wide audience through various media
	I keep in contact with Rowan Paterson re upcoming Fèisgoil events and how best to publicise them.
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**	
CS35	Provision of digitisation, collecting and transcribing skills for young people
	The Taigh an Dualchais project involves Fèisean nan Gàidheal working with a young graduate (who is also a past participant) in collecting, transcribing and then archiving songs and stories from the older generation aided by upper primary-age children.
CS36	Provision of performance skills training for young people
	The Taigh an Dualchais archivist and her young charges will be expected to present the project in concert form to an audience and will be monitored and advised by Fèisean nan Gàidheal staff, particularly myself and Nicola Simpson.
CS38	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms
	I work on the three areas of Fèisgoil. **Dràma** - I support my colleague, drama officer, Angus Macleod and we have looked at our different roles and how best we can develop the drama arm of Fèisgoil by defining our respective roles. The panto - I organised the logistics of the school tour, contacting all schools involved on several occasions with details on venues, start times, show end times etc. I booked the Ironworks venue for our only public performance and invited Trosg to open the night with some Gaelic singing. Angus is now working on developing a new series of Hùb-hàb, Fèis Dràma EG&LA (looking at splitting into two to accommodate requests and concerns from schools), and SSD2016. Creatively, my input will be advising on suitable songs/music for specific age groups. In my management role I will draw up contracts and check tours are in place, accommodation booked and travel arrangements made well ahead of tour schedules. **Music** –YMI classes are running well and stats for the first half of the school year were delivered to Highland Council before Christmas. I have proposed a new Team Taic to help less experienced tutors and to strengthen the tutor evaluation process. I am working alongside my colleague Nicola Simpson on a new archival project involving Fèis na h-òige participants and Inverness Care Home residents in an effort to source songs and stories passed directly from the oldest generation to the youngest. I have begun work on a song resource for younger children as an aid for class teachers, feis and council tutors and looking into developing Orff and Kodaly training for feis tutors. In January I attended a training day hosted by Monica Neeling of Artsplay Highland – the training was aimed at teachers and tutors of music to early years (3-8) and I have now compiled a list of Fèisean bheaga with the intention of progressing training for Fèis tutors and committee members who work with early years. I have contacted the SQA offering help in expanding the existing resource for Gaelic singing approved pieces and have now been invited by Education Scotland to submit songs for their new initiative "Singing to Learn, Learning to Sing". In this we will be working alongside NYCoS and other national organisations, local authorities and publishers. **Language** – There has been good progress in the language arm of Fèisgoil this month. Both East Ayrshire and Falkirk councils have taken a package of 10 weeks of Fèisgoil language classes. In East Ayrshire Murray Willis will spend one day a week visiting three schools - Dalmellington, Crosshouse and Ochiltree culminating in a shared ceilidh day. In Falkirk Linda Macleod will spend three full days a week in selected primary schools (waiting on word of specific schools from Gayle Martin-Brown). Falkirk Council is also interested in taking our extended five-tier Fèisgoil service in the form of CPD training for existing secondary music teachers, Gaelic Awareness Training for council staff, a Meanbh-Fhèis in one secondary school in the region similar to that run in Portree (and possibly Culloden) and a single community event to celebrate the Gaelic language and culture. I am now working on a language teaching package for each of these councils aiming to deliver Gaelic in a fun, creative and curriculum approved, topic based manner with particular attention paid to the personal and transactional language approach requested by EAC. These language developments are also going to be publicised through the bulletin collated by Education Scotland and available on their website by the end of this month.
CS39	Traditional Music classes in schools though the Youth Music Initiative (YMI) and other programmes
	Following Rae MacEachern's retirement I am leading on the traditional YMI classes. See CS38
CS40	Programmes of Gaelic classes in schools along the lines of GLPS
	I am working on a Fèisgoil "Cànan" package for councils. See CS38
CS41	Residential opportunities for community activities delivered in Gaelic
	See CS6
CS42	CPD in Gaelic arts and culture for school teachers

	In November I presented a short paper at the national gathering of Gaelic medium probationer teachers (LTU) in Glasgow on the support resources provided by Fèisean nan Gàidheal. I am working with Falkrik council on developing CPD training for existing secondary music teachers who will, as of August, be expected to also deliver music to primary cluster schools and council keen that part of their remit will include traditional music.	
Equalities and Diversity: We aim to put equalities and diversity at the heart of all our activity enabling people from different backgrounds, from diverse communities and of all ages to access increased opportunity through access to arts and culture		
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same		
CS45	Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)	
	I travel to and from work (a return trip of 18 miles a day) in an electric car.	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		
CS48	Production of new Gaelic and traditional music resources	
	See CS13 and CS14	
CS49	Digitisation of existing teaching and other resources to ensure greater access to them	
	I have Sibelius First installed on my work laptop so that I can transcribe song resources with both lyrics and melody.	
CS50	The collection and digitisation of traditional Gaelic songs	
	The Taigh an Dualchais project is intended to be saved as an archival resource with words, translation, and music all transcribed and shared as a performance event as well as linked on our website. Eventually, it is hoped the song resource (in the early stages of collation) will also be saved and shared in Sibelius. It will also be of use in Fèisean bheaga training and Education Scotland project in which we are now involved "Singing to Learn, Learning to Sing"	
HIE Deliverables		
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service		
HIE1	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms	
	See CS38	
HIE2	Expand programmes of Gaelic services in schools including early years Gaelic medium arts activities and communities	
	See CS4	
HIE3	Develop residential opportunities for community activities delivered in Gaelic	
	See CS6	
HIE4	Continuous professional development in Gaelic arts and culture for school teachers	
	See CS42	
HIE6	Gaelic language tuition in schools as opportunities are tendered	
	See CS40	
Support and development of Fèisean		
Enhancement of skills and creative talent / youth employment		
HIE12	Provision of performance skills training for young people	
	See CS36	
Audience development and engagement / cultural tourism		
HIE17	Organisation of and development of the annual Blas festival	
	See CS19	
HIE18	Annual Gaelic Drama Summer School	
	See CS6	
HIE19	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	See CS6	
HIE20	Promoting Fèis participation in national events and themed years	
	Through Blas steering group participation I will promote the inclusion of young fèis based groups/individuals	
HIE21	Participating in showcasing opportunities in Scotland and abroad	
	See HIE20	

Bòrd na Gàidhlig Deliverables		
BnG3	At least 4 language training sessions for staff before 31.03.16	
	I attended the first of these in September, in the Portree office and the second in late January again in Portree.	
BnG7	A Gaelic medium panto to tour at least six areas before 31.03.16	
	I was heavily involved in the development of the tour logistics of the 2015 panto. It visited 17 host schools with 26 visiting schools joining neighbouring schools to enjoy the performances together. Following this collaborative approach with our drama officer, Angus Macleod, a to-do plan for panto 2016 is in place.	
BnG8	Discussions to be held with Bòrd nan Gàidhlig, aiming to develop drama/theatre provision for 3-7 year olds.	
	Hùb-Hàb new series is in development. I offered support to Jabuti Theatre production who contacted us through BnG and although they are postponing their move into Gaelic early years theatre they have suggested they will look at this next year.	
BnG9	Following these talks, aim to deliver a week long tour for 3-7 year olds, offering musical and drama sessions to nurseries for at least 10 groups before 31.03.16	
	See BnG8. Dates for Hùb-hàb (to accommodate our performers' schedules) is 11-15 April for rehearsal and 18-22 April for tour.	
BnG10	Deliver 80 Gaelic drama workshops in communities across Scotland before 31.03.16	
	I will support my colleague, Angus Macleod with this.	
BnG11	At least 3 high school youth-theatre groups established in partnership with another organisation before 31.03.16. This is connected to the partnership contract with Eden Court as part of the Drama Network Scheme.	
	I attended a meeting on Tuesday 24 Nov with Angus Macleod and me from Fèisean nan Gàidheal and Lucy McGlennon and John Batty from Eden Court to discuss the 2016 Drama Network Scheme and resulting TÒG	
BnG12	6-week drama tour of Gaelic schools before 31.03.16	
	Angus Macleod oversaw the Meanbh-chuileag tour 2015 and I will support him in Meanbh-chuileag pre-production for the 2016 tour which aims to tour the first term of the 2016/17 academic year	
BnG13	A 2-week tour of a bilingual play for schools that offer GLPS or who have had Fèisgoil tuition, before 31.03.2016	
BnG14	40 Blas concerts at Blas 2015 with a schools and community programme as part of the festival, delivered in partnership with other organisations and where Gaelic is the main language on stage.	
	See CS19	
BnG15	Concerts delivered bilingually by a fluent Gaelic speaker. Musicians/artists encouraged to use their Gaelic at the festival.	
	See CS19	
BnG16	A newly written commission as part of Blas 2015, with at least 4 performances during the festival.	
	See CS19. The opportunity for a new commission has been recently re-advertised.	
BnG17	All information and advertising to be bilingual as an important feature of the festival, including the MC at each event.	
	See CS19	
BnG18	Aim to have 15 individuals aged 14-18 take part in the 2016 Drama Summer School	
	I will support Angus Macleod with this	
BnG20	Implementation of the organisation's Gaelic Policy, with confirmation of Gaelic as the working language of Fèisean nan Gàidheal.	
	I try to use Gaelic as much as I can and am keen to improve my language skills.	
BnG24	Recognising the support of Bòrd na Gàidhlig in all projects, with evidence each quarter.	
	Where appropriate, I will include the Bòrd na Gaidhlig logo on all formal documents that are released to the public.	
Highland Council Deliverables		
HC1	SLA still to be received at end of Q1	
Comhairle nan Eilean Siar Deliverables		
CnES1	SLA still to be received at end of Q1	

Argyll & Bute Council Deliverables	
ABC1	SLA still to be received at end of Q1

Name	**Moreen Pringle**			
Position	**Business Officer**			
Support and Development of Fèisean	**Enhancement of Skills & Creative Talent**	**Enhancement of Gaelic Arts & Culture in Creative Learning**	**Audience Development and Engagement**	**Governance and Staffing**

Ref		**Programme Plan Measure**
Creative Scotland Ambition		
Everyone can access and enjoy artistic and creative experiences		
CS7	Enhanced regular funding for Fèis activities through a Grants Scheme for Fèisean that allows for tutor fees to be increased as close to MU rates as possible	
	Further to the issue and acceptance of the Grant Offers to Fèisean, and upon submission of their completed claim forms, I process the grants in relation to Main Fèis, Classes & Workshops and Annualised Hours Workers. During the current quarter I have issued grants to 10 Fèisean. All the February Fèisean have received the first part of their grant.	
CS8	The lending of instruments for free use at the Fèisean from our Musical Instrument Bank	
	Whenever possible I assist with the supply of instruments from our Instrument bank to help Fèisean meet the demand during their Fèis weeks and also when offering additional classes.	
CS9	The central administration of a PVG scheme to ensure protection for children and vulnerable adults	
	All Fèisean must supply me with a list of tutors, before grant is released, which is cross-referenced by our Child Protection Officer to ensure they have a current PVG. A database of Fèis Tutors is also maintained which Fèisean can access to find suitable tutors	
CS15	If funding becomes available, run a Traditional Arts Small Grants Scheme	
	On behalf of Creative Scotland, Fèisean nan Gàidheal is running the Traditional Arts Small Grants Scheme which I administer. To date we have held two rounds and grants have been issued for 36 projects. The next closing date for applications is 19 February 2016.	
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same		
CS45	Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)	
	I record all journeys on my expenses form which calculates Carbon Emissions	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		
CS47	Dissemination of news through our website, to media contacts and through regular, digital newsletters	
	I update the website where appropriate and issue information via Mailchimp to all on our database. I also compile and issue our quarterly newsletters. The website has recently changed to a new WordPress platform and we have received training in how to upload items to it. Work is ongoing in conjunction with Heckie Cormack at Pelican Design to ensure everything is up-to-date. Faileas was issued electronically to everyone on our database in December. The next issue will be due in March.	
HIE Deliverables		
Bòrd na Gàidhlig Deliverables		
BnG2	A weekly Coffee and Conversation held in the Fèisean nan Gàidheal office in Portree	
	This was in abeyance over the Summer but we hope to start up again if there is demand.	
BnG3	At least 4 language training sessions for staff before 31.03.16	
	Regular Gaelic training sessions for staff take place which I attend	
BnG4	At least 4 other training sessions for staff before 31.03.16	
	Regular training sessions for staff take place which I attend	
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.16	

	As well as issuing Fèisean grants I also help support our Fèisean with the supply of instruments for use at their Fèis, books, regular Newsletters etc
Highland Council Deliverables	
HC1	SLA still to be received at end of Q1
Comhairle nan Eilean Siar Deliverables	
CnES1	SLA still to be received at end of Q1
Argyll & Bute Council Deliverables	
ABC1	SLA still to be received at end of Q1

NAME	**ANGUS MACLEOD**			
POSITION	**DRAMA OFFICER**			
Support and Development of Fèisean	**Enhancement of Skills & Creative Talent**	**Enhancement of Gaelic Arts & Culture in Creative Learning**	**Audience Development and Engagement**	**Governance and Staffing**

Ref		Programme Plan Measure
Creative Scotland Ambition		
Excellence and experimentation across the arts, screen and creative industries is recognised and valued		
CS5	Opportunities for artists to develop writing skills through new commissions	
	Opportunities to commission Gaelic plays for Meanbh-chuileag projects, the Gaelic Drama Summer School and the Gaelic Youth Theatre Festival are being investigated.	
CS6	The organisation of an annual Gaelic Drama Summer School	
	I organise the annual Gaelic Drama Summer School. The 2016 Gaelic Drama Summer School will take place between the 4th and 16th July. In February information about the school and online application form will be promoted online and sent to all secondary schools with Gaelic departments.	
Everyone can access and enjoy artistic and creative experiences		
CS11	Drama workshops and programmes with Meanbh-Chuileag (Gaelic medium or Gaelic related)	
	A 6 week national tour of a Gaelic play with theatre-in-education project Meanbh-chuileag is scheduled to take place in the first term of the 2016/17 school year with a view to complete the tour before the October break. The play, which will included an interactive workshop, will tour Gaelic medium primary schools with Gaelic departments and will be aimed at pupils between P4-P7. Freelance actors will be employed to deliver the project.	
CS12	Gaelic language work at Fèisean with Sgioba G	
	I supported development officers in the provision of materials for G Team activities and guidance for G Team leaders. G Team Leaders – Training Days focussing on students fluent in Gaelic are being developed. A series of dates before the summer holidays at colleges/ universities around the country are under consideration.	
CS13	Development and delivery of a series of early years Gaelic medium arts activities including music, song, drama and puppetry	
	A new Hùb Hàb project is being planned with a view to delivery in April 2016. Rehearsals will take place between the 11th and 15th of April and a short tour of Gaelic pre-school groups in the central belt will take place between the 18th and 22nd of April. Freelance actors will be employed to deliver the project. A pilot project specifically aimed at the 0-3 early years age group is also being developed.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	I develop and organise the annual Gaelic Drama Summer School. The 2016 Gaelic Drama Summer School will take place between the 4th and 16th July. In February information about the school and online application form will be promoted online and sent to all secondary schools with Gaelic departments.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean	
	I attended a staff language training session in Portree on the 27th of January. I will be attending an SLR camera and video camera skills training session with Gordon Willoughby and Alasdair Maclean on	

	Wednesday 18th February. A further language training session will be held on Wednesday 2nd March 2016.
Scotland is a distinctive creative nation connected to the world	
CS32	Ensuring our work is available to a wide audience through various media
	Provision of content highlighting FnG news and Drama projects on Fèisean nan Gàidheal's website is ongoing **www.feisean.org** Producing news stories for Fèisean nan Gàidheal's Facebook page at **www.facebook.com/feisean** Publishing news and events which are publicised via Fèisean nan Gàidheal's twitter account: **@FNGaidheal** Producing short films of Fèisean nan Gàidheal's work and promoting it on YouTube at **www.youtube.com/feiseannangaidheal** Promoting and archiving Fèisean nan Gàidheal's work, the Gaelic drama summer school over the years on **www.vimeo.com/feiseannangaidheal** Promoting and archiving Fèisean nan Gàidheal's work, the Gaelic drama summer school and other projects on Flickr at **www.flickr.com/feiseannangaidheal**
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**	
CS33	Regular training in teaching skills for tutors allowing them to progress through various levels
	G Team Leaders – Training Days focussing on students fluent in Gaelic are being developed. A series of dates before the summer holidays at colleges/ universities around the country are under consideration. Employment and skills development opportunities provided for Gaelic speaking actors through Meanbh-chuileag theatre-in-education projects. I began three-year part-time MA in Teaching and Learning (Gaelic Arts) through the RCS and SMO in October 2015. I attended a staff language training session in Portree on the 27th of January. I will be attending an SLR camera and video camera skills training session with Gordon Willoughby and Alasdair Maclean on Wednesday 18th February. A further language training session will be held on Wednesday 2nd March 2016.
CS36	Developing acting skills in young people.
	Teenagers aged between 14 and 18 receive traininig through the Gaelic Drama Summer School. Teenagers receive new skills and the performance opportunities throught the Gaelic Youth Theatre Festival. Young actors receive employment opportunities through Meanbh-chuileag projects.
CS41	Residential opportunities for community activities delivered in Gaelic
	I develop and organise the annual residential Gaelic Drama Summer School. The 2016 Gaelic Drama Summer School will take place between the 4th and 16th July. In February information about the school and online application form will be promoted online and sent to all secondary schools with Gaelic departments.
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland	
CS47	Dissemination of news through our website, to media contacts and through regular, digital newsletters
	Provision of content highlighting FnG news and Drama projects on Fèisean nan Gàidheal's website is ongoing **www.feisean.org** Producing news stories for Fèisean nan Gàidheal's Facebook page at **www.facebook.com/feisean** Publishing news and events which are publicised via Fèisean nan Gàidheal's twitter account: **@FNGaidheal** Producing short films of Fèisean nan Gàidheal's work and promoting it on YouTube at **www.youtube.com/feiseannangaidheal** Promoting and archiving Fèisean nan Gàidheal's work, the Gaelic drama summer school over the years on **www.vimeo.com/feiseannangaidheal**

	Promoting and archiving Fèisean nan Gàidheal's work, the Gaelic drama summer school and other projects on Flickr at **www.flickr.com/feiseannangaidheal**	
CS51	Ensuring our work is available to a wide audience through various media	
	Provision of content highlighting FnG news and Drama projects on Fèisean nan Gàidheal's website is ongoing **www.feisean.org** Producing news stories for Fèisean nan Gàidheal's Facebook page at **www.facebook.com/feisean** Publishing news and events which are publicised via Fèisean nan Gàidheal's twitter account: **@FNGaidheal** Producing short films of Fèisean nan Gàidheal's work and promoting it on YouTube at **www.youtube.com/feiseannangaidheal** Promoting and archiving Fèisean nan Gàidheal's work, the Gaelic drama summer school over the years on **www.vimeo.com/feiseannangaidheal** Promoting and archiving Fèisean nan Gàidheal's work, the Gaelic drama summer school and other projects on Flickr at **www.flickr.com/feiseannangaidheal**	
HIE Deliverables		
Enhancement of skills and creative talent / youth employment		
HIE12	Provision of performance skills training for young people	
	Gaelic Drama Summer School 2016 This year's Gaelic Drama Summer School will be held in Portree between the 4th and 16th of July 2016 and is open to teenagers fluent in Gaelic aged between 14 and 18 years old. David Walker has confirmed his availabity to work as artistic director and tutor for the school. Accommodation will be provided at the new Portree High School hostel. Tuition will be provided at Portree High School. In a development from previous years partipants the school has been extended for one day. This gives the summer school the opportunity to provide two public performances. Participants will be given the opportunity to make a short film for the Gaelic short films competition FilmG. Further information about this year's Gaelic Drama Summer School and a link to the online application form is available on the Fèisean nan Gàidheal website at www.feisean.org/ssd	
HIE15	Provision of further learning opportunities for Fèis staff, tutors and participants	
	I attended a staff language training session in Portree on the 27th of January. I will be attending an SLR camera and video camera skills training session with Gordon Willoughby and Alasdair Maclean on Wednesday 18th February. A further language training session will be held on Wednesday 2nd March 2016.	
Audience development and engagement / cultural tourism		
HIE18	Annual Gaelic Drama Summer School	
	Gaelic Drama Summer School 2016 This year's Gaelic Drama Summer School will be held in Portree between the 4th and 16th of July 2016 and is open to teenagers fluent in Gaelic aged between 14 and 18 years old. David Walker has confirmed his availabity to work as artistic director and tutor for the school. Accommodation will be provided at the new Portree High School hostel. Tuition will be provided at Portree High School. In a development from previous years partipants the school has been extended for one day. This gives the summer school the opportunity to provide two public performances. Participants will be given the opportunity to make a short film for the Gaelic short films competition FilmG. Further information about this year's Gaelic Drama Summer School and a link to the online application form is available on the Fèisean nan Gàidheal website at www.feisean.org/ssd	
HIE19	The provision of residential events where people are involved in the Gaelic arts and community events delivered in Gaelic	
	I develop and organise the annual residential Gaelic Drama Summer School. The 2016 Gaelic Drama Summer School will take place between the 4th and 16th July. In February information about the school and online application form will be promoted online and sent to all secondary schools with Gaelic departments.	
Bòrd na Gàidhlig Deliverables		
BnG3	At least 4 language training sessions for staff before 31.03.16	
	I attended a staff language training session in Portree on the 27th of January. A further language training session is scheduled to take place on Wednesday 2nd March 2016.	
BnG4	At least 4 other training sessions for staff before 31.03.16	
	I will be attending an SLR camera and video camera skills training session with Gordon Willoughby and Alasdair Maclean on Wednesday 10th February.	
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.16	

	I support development officers in the provision of materials for G Team activities and guidance for G Team leaders. G Team Leaders – Training Days focussing on students fluent in Gaelic are being developed. A series of dates before the summer holidays at colleges/ universities around the country are under consideration.
BnG7	A Gaelic medium panto to tour at least six areas before 31.03.17
	Following a rehearsal period in November a national tour will take place during the first two weeks of December 2016. This year the tour will include Gaelic medium primary schools in Lewis and Harris which is in keeping with plans to rotate the annual panto tour round all GM schools and units over a three year period.
BnG9	Following these talks, aim to deliver a week long tour for 3-7 year olds, offering musical and drama sessions to nurseries for at least 10 groups before 31.03.16
	A week long Hùb Hàb tour is being planned with a view to delivery in April 2016. The rehearsal week will take place between the 11th and 15th of April and the tour will take place the following week between the 18th and 22nd of April 2016. I am developing the script and content of the production.
BnG10	Deliver 80 Gaelic drama workshops in communities across Scotland before 31.03.16
	Argyll and Lochaber Gaelic Drama Festivals 2016 A Gaelic Drama festival for Gaelic medium primary schools in the Lochaber area schools is expected to take place in May. A separate festival taking place in Oban has been proposed to Gaelic medium primary schools in the Argyll area. Fèis Dràma Uibhist In February and March I will be providing workshops for Sgoil Dhalabroig and Sgoil an Iochdair to aid the development of four Gaelic plays which will feature in Fèis Dràma Uibhist. The plays will be performed at Sgoil Lionacleit theatre on the evenings of Thursday 10th March and Friday 11th March 2016.
BnG12	6-week drama tour of Gaelic schools before 31.03.17
	A 6 week national tour of a Gaelic play with theatre-in-education project Meanbh-chuileag is scheduled to take place in the first term of the 2016/17 school year with a view to complete the tour before the October break. The play, which will included an interactive workshop, will tour Gaelic medium primary schools with Gaelic departments and will be aimed at pupils between P4-P7. Freelance actors will be employed to deliver the project.
BnG18	Aim to have 15 individuals aged 14-18 take part in the 2016 Drama Summer School
	A poster and information about the 2016 Gaelic Drama Summer School including a link to an online application form will be sent to secondary schools with Gaelic departments. The school will also be promoted online through Fèisean nan Gàidheal's website and through Fèisean nan Gàidheal's YouTube, Instagram, Facebook, Twitter and Instagram accounts.
BnG24	Recognising the support of Bòrd na Gàidhlig in all projects, with evidence each quarter.
	Bòrd na Gàidhlig were recognised in promotional material for the Gaelic pantomime 'Marsaili agus a' Bhleigeag Airgid. Marsaili agus a' Bhleideag Airgid was publicised online. An interview with myself, director David Walker and two of the actors; Ellen MacDonald and Catriona Nicolson was broadcast on BBC Radio nan Gàidheal's 'Aithris na Maidne' and BBC An Là. I gave a follow-up interview about the project to BBC Radio nan Gàidheal's 'Feasgar'. A full page news feature with pictures from the performance at Portree High School was featured in the West Highland Free Press. Press releases about the tour were sent to local newspapers.

NAME	**NICOLA SIMPSON**			
POSITION	**SENIOR DEVELOPMENT OFFICER**			
Support and Development of Fèisean	**Enhancement of Skills & Creative Talent**	**Enhancement of Gaelic Arts & Culture in Creative Learning**	**Audience Development and Engagement**	**Governance and Staffing**

Ref		**Programme Plan Measure**
Creative Scotland Ambition **Excellence and experimentation across the arts, screen and creative industries is recognised and**		

valued		
CS1	Funding for new developments through a Fèis Development Fund	
	On the 27th of February, Fèis Inbhir Narainn will hold a new Piping Day which has been part funded through the Fèis Development Fund.	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	
	I work closely with the Fèisean I support to sustain and develop their year-round programmes of activity. At the moment seven of the nine Fèisean I am responsible for are running on-going activities in addition to their main Fèis events.	
CS3	Support for new and experimental work in the Gaelic arts	
	Unfortunately the planned GM Creative Writing course scheduled to take place at Moniack Mhòr was cancelled due to a lack of numbers, this in part was due to the timing of school prelim exams. It is hoped this event will be able to run at another time and in the meantime Moniack have arranged Gaelic outreach workshops in a number of secondary schools. Fèis n ah-Òige have started their new 'Taigh and Dualchais' project and participants will be going out to visit the residents of three care-homes in Inverness in the coming months.	
CS5	Opportunities for artists to develop writing skills through new commissions	
	On Saturday 23rd January Fèis Rois performed their recent commission 'The Voyage of the Hector' written by John Somerville and performed by Fèis tutors and participants at the Celtic Connections festival.	
Everyone can access and enjoy artistic and creative experiences		
CS7	Enhanced regular funding for Fèis activities through a Grants Scheme for Fèisean that allows for tutor fees to be increased as close to MU rates as possible	
	I assist Fèisean on an on-going basis to budget appropriately for all projects and activities. Between Christmas and the end of January I assisted all my Fèisean to complete their annual grant application to the FnG grant scheme. This provides a good opportunity to plan events for the coming year.	
CS12	Gaelic language work at Fèisean with Sgioba G	
	Where appropriate I encourage Fèisean to make use of Sgoiba- G and the Gaelic resources produced by Fèisean nan Gàidheal.	
CS14	Continuation of support for local Fèis performances	
	Fèis Inbhir Narainn, Fèis Spè both have junior ceilidh bands which regularly perform at local events as does the clarsach group from Fèis Mhoireibh.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS18	Participation as a partner in the activities of the Highland Youth Arts Hub	
	I attend quarterly meeting of HYAH to represent Fèisean nan Gàidheal and have found that the Hub has been very beneficial both in terms of linking directly with other groups in Highland and sharing information. On the 24th and 25th of February I will attend a two-day development session with the other Hub partners to work on the development of a 10-year Youth Arts Strategy for the Highlands.	
CS19	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	I continue to participate in the Blas Action Group who are in the process of programming next year's festival. A number of Fèis groups will be involved in this year's festival and hopefully this will include participants of our Irish Cultural Exchange project.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS21	The continuation of strategic and practical support through a network of Development Officers each with a portfolio of Fèisean	
	On a day-to-day basis I work closely with my colleagues in the Development Team to provide on-going support and advice to all my Fèisean and also to those running Ceilidh Trails.	
CS24	Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible	
	I regularly circulate information on training and events via email and social media and assist Fèisean to access specific training such as First Aid as and when appropriate. In early January I led a training session on Board and Committee skills for the Board of Fèis Spè.	
CS26	Participation in cooperative working to offer further progression to individual young people	
	Over the coming months I will be working on the next stage of our Cultural Exchange project which will include a trip to Fleadh Cheoil na hEireann in Ennis in August this year. I will also be working on plans for Fèis Alba 2016 which will take place in Plockton in the first two weeks of	

	July.	
Scotland is a distinctive creative nation connected to the world		
CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy	
	The Fèisean are encouraged to use Gaelic as much as possible throughout their activities and I work closely with the Development Team to ensure assistance is made available where and when required. As part of the grant application process, all of my Fèisean have reviewed their own Gaelic plans and updated them as appropriate. I have recently drafted a new Gaelic plan for the new committee of Fèis Obar Dheathain.	
CS28	Support for an increased number of summer Fèis Cèilidh Trails	
	There will once again be eight local ceilidh trails and a National Ceilidh Trail, run by Fèis Rois this year. Auditions will take place in all areas between the 28th of February and the 6th of April.	
CS29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	See CS19.	
CS31	Participating in showcasing opportunities in Scotland and abroad	
	Fèis Rois musicians performed a special concert at Celtic Connections to celebrate their 30th anniversary and were also involved in a Gaelic showcase performance as part of Showcase Scotland. Following on from our Irish exchange weekend in Inverness in October it is hoped that our Scottish/Irish cultural exchange project will continue with performances at Fleadh Cheòil na hEireann in August and Blas in September. I have recently been in touch with Dawn Beaton, Artistic Director at the Celtic Colours Festival to discuss the possibility of taking Fèis participants to participate in the festival in October 2017.	
CS32	Ensuring our work is available to a wide audience through various media	
	I continue to work closely with Rowan to publicise Fèis activities and events as widely as possible.	
HIE Deliverables		
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service		
Support and development of Fèisean		
HIE8	Investment in Fèis development fund for new creative developments in communities that enable the obligant to lever in further investment	
	See CS1	
HIE9	Strategic and practical Fèisean networking support	
	As Senior Development Officer I am always looking for networking opportunities for my Fèisean as it is always beneficial for them to get together and share their skills, experience and ideas.	
HIE10	Strategic support for Fèisean wishing to expand and sustain communities programmes	
	I am currently working with Fèis Inbhir Narainn to produce a three-year development plan and apply for funding to extend their current Co-ordinator post into a permanent part-time post.	
HIE11	Skills development programmes including income generation, financial planning, First Aid, and Child Protection for Fèisean staff and volunteers	
	See CS24	
Enhancement of skills and creative talent / youth employment		
HIE12	Provision of performance skills training for young people	
	Fèis Alba – the Ceilidh Trails Training week will take place in Plockton from 4th-8th and 11th – 15th July.	
HIE13	Provision of accredited training courses for young people	
	My Fèisean are encouraged to provide opportunities for young people to undertake a Saltire Award and I will be looking for opportunities in the coming year for Fèis participants to participate in the Arts Award scheme.	
HIE14	Provision of music business skills training for young people	
	Through the Highland Youth Arts Hub, a large number of Fèis participants have increased access to music business skills training and I continue to share opportunities as they arise.	
Audience development and engagement / cultural tourism		
HIE16	Support an increased number of Fèis Ceilidh Trails	
	See CS28	
HIE17	Organisation of and development of the annual Blas festival	
	See CS19	
HIE21	Participating in showcasing opportunities in Scotland and abroad	
	See CS31	
Bòrd na Gàidhlig Deliverables		
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.16	

	In my role as Senior Development Officer I am Lead Officer for nine Fèisean within in Highland, Moray and Aberdeen. On a day-to-day basis I work closely with my colleagues in the Development Team to provide on-going support and advice to all my Fèisean and also to those running Ceilidh Trails. There are very few Fèis activities taking place during December and January however, Fèis Spè ran their winter Ceilidh Trail between the 27th and 30th December and Fèis Farr ran a very successful ' Old New Year Ceilidh' on the 16th of January Fèis Gleann Albainn will hold their annual Adult Fèis event from the 12th-15th February and are planning their summer week for younger participants in July. Fèis Inbhir Narainn will hold their main Fèis on the 20th of February and this will be followed up with their Piping Day the following week. Fèis na h-Òige have had a busy start to the new year with their Seinn classes starting on the 11th January and their new series of monthly workshops starting on 23rd January. Fèis Mhoireibh are working towards their main Fèis which will take place on the 28th and 29th of May. I recently attended an EGM of Fèis Obar Dheathain and they have now established a new committee who are working towards two workshop days in May and November and a re-launch of their main Fèis in February 2017.	
BnG6	6 Fèisean to run Fèis Bheag classes or early-years workshops before 31.03.16	
	Fèis na h-Oige (GM), Fèis Spè, Fèis Farr and Fèis Inbhir Narainn run Fèis-bheag activities for children in P1 – P3. Fèis Obar Dheathain will be running a workshop day in May and will also be offering Fèis-bheag for 5 to 8 year olds and a Gaelic Bookbug session for children under 5.	

NAME	**RACHEL HARRIS**			
POSITION	**DEVELOPMENT OFFICER**			
Support and Development of Fèisean	**Enhancement of Skills & Creative Talent**	**Enhancement of Gaelic Arts & Culture in Creative Learning**	**Audience Development and Engagement**	**Governance and Staffing**

Ref		**Programme Plan Measure**
Creative Scotland Ambition **Excellence and experimentation across the arts, screen and creative industries is recognised and valued**		
CS1	Funding for new developments through a Fèis Development Fund	
	I keep in touch with fèisean and monitor new developments throughout the year, assisting with Development Fund applications as appropriate.	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	
	I have recently assisted all my fèisean with their applications to the FnG Grants scheme for activities taking place in 2016-17. A number of fèisean have expanding their activity, for example Fèis Phàislig are establishing an ongoing class programme, Fèis Chataibh are increasing their provision of music weekends during the school year and Fèis Dhùn Èideann continue to grow their weekly classes and Gràisg after-school music club.	
CS3	Support for new and experimental work in the Gaelic arts	
	I will support colleagues with this target as appropriate.	
CS4	Support for new Gaelic song writing	
	I will support colleagues with this target as appropriate.	
CS5	Opportunities for artists to develop writing skills through new commissions	
	I will support colleagues with this target as appropriate.	
CS6	The organisation of an annual Gaelic Drama Summer School	
	I will support colleagues with this target as appropriate.	
Everyone can access and enjoy artistic and creative experiences		
CS7	Enhanced regular funding for Fèis activities through a Grants Scheme for Fèisean that	

	allows for tutor fees to be increased as close to MU rates as possible	
	I have recently been assisting fèisean with applications to the FnG Grants Scheme 2016-17, recommending tutor fees as close to MU rates as possible. In addition over the coming weeks I will assist fèisean with final claims for their 2015-16 awards.	
CS8	The lending of instruments for free use at the Fèisean from our Musical Instrument Bank	
	I regularly assist my fèisean to access the Fèisean nan Gàidheal instrument bank.	
CS9	The central administration of a PVG scheme to ensure protection for children and vulnerable adults	
	I provide continual support to the central administration of a PVG scheme to ensure all fèisean put in place appropriate measures for the protection for children and vulnerable adults.	
CS10	Provision of financial assistance to ensure access for those with additional support needs	
	I make sure fèisean are aware of our Equal Opportunities Policy and that financial help is available to help provide extra assistance for fèis participants if needed.	
CS11	Drama workshops and programmes with Meanbh-Chuileag (Gaelic medium or Gaelic related)	
	/	
CS12	Gaelic language work at Fèisean with Sgioba G	
	I encourage all fèisean to make full use of Sgioba-G at their events and have recently assisted Fèis an Iar Thuath with the sourcing of a Sgioba-G tutor.	
CS13	Development and delivery of a series of early years Gaelic medium arts activities including music, song, drama and puppetry	
	/	
CS14	Continuation of support for local Fèis performances	
	I offer all fèisean strategic support for their local performance events, for example by offering marketing support in liaison with Rowan Paterson or where possible by attending the event and taking photos / video. I regularly assist fèis groups with arranging additional performances.	
CS15	If funding becomes available, run a Traditional Arts Small Grants Scheme	
	/	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS16	Continue support for local organisers paid through Annualised Hours as part of our Grants Scheme for Fèisean	
	I provide strategic support to fèisean employing an annualised hours worker to apply for and claim their Fèisean nan Gàidheal grant funding.	
CS17	Assistance for community groups wishing to establish new Fèisean	
	I continue to help Fèis Phàislig in their development as a fèis as they enter their second year of activity.	
CS18	Participation as a partner in the activities of the Highland Youth Arts Hub	
	I support co-operative activities with the Highland Youth Arts Hub as appropriate.	
CS19	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	I continue to support Blas as appropriate.	
CS20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	I support my fèisean in the development of residential opportunities for Gaelic arts and community activities.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS21	The continuation of strategic and practical support through a network of Development Officers each with a portfolio of Fèisean	
	I provide continual strategic and practical support to a portfolio of 13 fèisean and regularly collaborate with colleagues in the development team to increase development opportunities for the fèisean	
CS22	Development of policies that should be adopted across the Fèis movement to ensure high quality organisation and provision of arts activities	
	I regularly attend committee planning meetings to promote best practice across my portfolio of fèisean. I regularly share resources and tools such as marketing materials and sample forms with fellow development officers.	
CS23	Provision of insurance giving Fèisean public liability cover and cover for all aspects of their arts activities	
	All paid up member fèisean are provided with appropriate insurance including cover for all aspects of their arts activities and public liability cover.	
CS24	Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible	

	I regularly encourage fèis organisers to take part in training which will help them as event organisers. I have delivered Child Protection, Best Practice and Committee Skills training and have arranged for organisers to attend Emergency First Aid courses. I regularly circulate information around fèis volunteers and colleagues on further training opportunities available both locally and nationally.	
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean	
	See CS24	
CS26	Participation in cooperative working to offer further progression to individual young people	
Scotland is a distinctive creative nation connected to the world		
CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy	
	I provide continual support to fèisean with the implementation of Fèisean nan Gàidheal's Gaelic policy in particular by providing translation and marketing support to ensure all publicity is bilingual in Gaelic and English.	
CS28	Support for an increased number of summer Fèis Cèilidh Trails	
	Two of the fèisean in my portfolio currently run ceilidh trails – Fèis Fhoirt and Fèis Chataibh.	
CS29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	/	
CS30	Promoting Fèis participation in national events and themed years	
	I support fèis participation in national events and themed years as appropriate.	
CS31	Participating in showcasing opportunities in Scotland and abroad	
	I provide support with the organisation of showcasing opportunities in Scotland and abroad as opportunities arise. In addition the Fuaran heritage project will publish an online learning resource of Gaelic song, providing a digital showcase of Gaelic song sung by emerging young singers. The resource will include sound recordings, song lyrics and tutorial videos with Gaelic and English sub-titles. A short film of the Fuaran project, including footage from September's Fèis nan Òran, is also currently in production.	
CS32	Ensuring our work is available to a wide audience through various media	
	See CS31	
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**		
CS33	Regular training in teaching skills for tutors allowing them to progress through various levels	
	I support Shona MacMillan in the co-ordination of fèis tutor training as appropriate	
CS34	Regular Gaelic language training for Fèis tutors to ensure Gaelic policy implementation	
	See CS33	
CS35	Provision of digitisation, collecting and transcribing skills for young people	
	Fuaran reached completion in December 2015 and has brought nine young people through a song collection, research and recording cycle, resulting in a new online resource of 22 Gaelic songs with an additional 26 young people attending Gaelic song workshops.	
CS36	Provision of performance skills training for young people	
	I support Fèis Fhoirt and Fèis Chataibh with the continuing development of their ceilidh trail programmes, providing performance and music business skills training for at least 12 young people each year.	
CS37	Provision of music business skills training for young people	
	As CS36.	
CS38	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms	
	/	
CS39	Traditional Music classes in schools though the Youth Music Initiative (YMI) and other programmes	
	/	
CS40	Programmes of Gaelic classes in schools along the lines of GLPS	
	/	
CS41	Residential opportunities for community activities delivered in Gaelic	
CS42	CPD in Gaelic arts and culture for school teachers	

Equalities and Diversity: We aim to put equalities and diversity at the heart of all our activity enabling people from different backgrounds, from diverse communities and of all ages to access increased opportunity through access to arts and culture		
CS43	Begin addressing equalities issues in 2015	
	The only restriction on attendance at any of the 13 fèisean I work with is age and event capacity. I also regularly encourage Highland fèisean to apply to the Highland Youth Arts Hub #GoSeeShare fund which provides assistance with travel and ticket costs. I also make sure all fèisean are aware of our Access and Equal Opportunities Policy.	
CS44	Development of Equalities and Diversity Plan by start of Year 2 of Regular Funding	
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same		
CS45	Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)	
	I record all carbon emissions related to travel.	
CS46	Ensure local areas are well served in order to cut down on travel required to access quality events	
	I encourage fèisean to make best use of phone meetings and conference calls and, where internet connection allows, Skype and Facetime when holding planning meetings.	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		
CS47	Dissemination of news through our website, to media contacts and through regular, digital newsletters	
	I regularly create press releases and e-posters relating to fèis news and work with marketing officer Rowan Paterson to distribute these across our website, media contacts and 'Faileas' newsletter.	
CS48	Production of new Gaelic and traditional music resources	
	Fuaran will produce a digital Gaelic song resource with 22 tracks and support materials available on our website.	
CS49	Digitisation of existing teaching and other resources to ensure greater access to them	
CS50	The collection and digitisation of traditional Gaelic songs	
	See CS48.	
CS51	Ensuring our work is available to a wide audience through various media	
S	See CS47 and CS48.	
HIE Deliverables		
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service		
HIE1	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms	
	/	
HIE2	Expand programmes of Gaelic services in schools including early years Gaelic medium arts activities and communities	
	/	
HIE3	Develop residential opportunities for community activities delivered in Gaelic	
	See CS20	
HIE4	Continuous professional development in Gaelic arts and culture for school teachers	
	/	
HIE5	Gaelic Translation	
	See CS27	
HIE6	Gaelic language tuition in schools as opportunities are tendered	
	/	
Support and development of Fèisean		
HIE7	Capacity building support to community groups to establish new Fèisean	

HIE8	Investment in Fèis development fund for new creative developments in communities that enable the obligant to lever in further investment	
	/	
HIE9	Strategic and practical Fèisean networking support	
	See CS2 and CS7	
HIE10	Strategic support for Fèisean wishing to expand and sustain communities programmes	
	See CS2	
HIE11	Skills development programmes including income generation, financial planning, First Aid, and Child Protection for Fèisean staff and volunteers	
	See CS24	
Enhancement of skills and creative talent / youth employment		
HIE12	Provision of performance skills training for young people	
	See CS36	
HIE13	Provision of accredited training courses for young people	
HIE14	Provision of music business skills training for young people	
	See CS36	
HIE15	Provision of further learning opportunities for Fèis staff, tutors and participants	
	See CS24	
Audience development and engagement / cultural tourism		
HIE16	Support an increased number of Fèis Ceilidh Trails	
	See CS36	
HIE17	Organisation of and development of the annual Blas festival	
	See CS19	
HIE18	Annual Gaelic Drama Summer School	
	/	
HIE19	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	See CS20	
HIE20	Promoting Fèis participation in national events and themed years	
	See CS30	
HIE21	Participating in showcasing opportunities in Scotland and abroad	
	See CS30 & CS31	
Bòrd na Gàidhlig Deliverables		
BnG1	Support Iomairtean Gàidhlig where a Fèisean nan Gàidheal officer is based, with evidence of practical help where support is being offered before 31.03.16	
	I support Iomairtean Gàidhlig as appropriate	
BnG2	A weekly Coffee and Conversation held in the Fèisean nan Gàidheal office in Portree	
	/	
BnG3	At least 4 language training sessions for staff before 31.03.16	
	/	
BnG4	At least 4 other training sessions for staff before 31.03.16	
	/	
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.16	
	See CS2, CS7, CS8, CS16, CS21 & CS27.	
BnG6	6 Fèisean to run Fèis Bheag classes or early-years workshops before 31.03.16	
	4 of the 13 fèisean I work with run Fèis Bheag events: Fèis Lannraig a Tuath, Fèis Dhùn Èideann, Fèis Innis an Uillt and Fèis an Iar Thuath. Fèis air an Oir is exploring the addition of a Fèis Bheag to their annual fèis in October 2015.	
BnG7	A Gaelic medium panto to tour at least six areas before 31.03.16	
	/	
BnG8	Discussions to be held with Bòrd nan Gàidhlig, aiming to develop drama/theatre provision for 3-7 year olds.	
	/	
BnG9	Following these talks, aim to deliver a week long tour for 3-7 year olds, offering musical and drama sessions to nurseries for at least 10 groups before 31.03.16	

	/	
BnG10	Deliver 80 Gaelic drama workshops in communities across Scotland before 31.03.16	
	/	
BnG11	At least 3 high school youth-theatre groups established in partnership with another organisation before 31.03.16. This is connected to the partnership contract with Eden Court as part of the Drama Network Scheme.	
	/	
BnG12	6-week drama tour of Gaelic schools before 31.03.16	
	/	
BnG13	A 2-week tour of a bilingual play for schools that offer GLPS or who have had Fèisgoil tuition, before 31.03.2016	
	/	
BnG14	40 Blas concerts at Blas 2015 with a schools and community programme as part of the festival, delivered in partnership with other organisations and where Gaelic is the main language on stage.	
	/	
BnG15	Concerts delivered bilingually by a fluent Gaelic speaker. Musicians/artists encouraged to use their Gaelic at the festival.	
	/	
BnG16	A newly written commission as part of Blas 2015, with at least 4 performances during the festival.	
	/	
BnG17	All information and advertising to be bilingual as an important feature of the festival, including the MC at each event.	
	/	
BnG18	Aim to have 15 individuals aged 14-18 take part in the 2015 Drama Summer School	
	/	
BnG19	Aim to have 16 high-school pupils take part in a residential event at The Gearrannan Blackhouses, Isle of Lewis during Easter 2016.	
	/	
BnG20	Implementation of the organisation's Gaelic Policy, with confirmation of Gaelic as the working language of Fèisean nan Gàidheal.	
	See CS27.	
BnG21	Quarterly report on how the Bòrd na Gàidhlig funding has been spent	
	/	
BnG22	Quarterly report on the up-to-date financial situation of Fèisean nan Gàidheal	
	/	
BnG23	Risk register to be given to Bòrd na Gàidhlig at the beginning of the year and in addition to this a copy of papers with updates relating to this from Fèisean nan Gàidheal Board meetings with any relevant new information.	
	/	
BnG24	Recognising the support of Bòrd na Gàidhlig in all projects, with evidence each quarter.	
	I ensure Bòrd na Gàidhlig logos are on all fèis publicity materials.	
BnG25	Press releases concerning Bòrd na Gàidhlig to be submitted, before release as appropriate, to give an opportunity to the Bòrd to add quotes/information.	
	/	
BnG26	A full-page advertisement in the Blas on-line Brochure given to Bòrd na Gàidhlig as part of this agreement.	
	/	
Highland Council Deliverables		
HC1	SLA still to be received at end of Q1	
Comhairle nan Eilean Siar Deliverables		
CnES1	SLA still to be received at end of Q1	
Argyll & Bute Council Deliverables		

ABC1	SLA still to be received at end of Q1	

NAME	SHONA MACMILLAN			
POSITION	DEVELOPMENT OFFICER			
Support and Development of Fèisean	Enhancement of Skills & Creative Talent	Enhancement of Gaelic Arts & Culture in Creative Learning	Audience Development and Engagement	Governance and Staffing

Ref		Programme Plan Measure
Creative Scotland Ambition		
CS8	**The lending of instruments for free use at the Fèisean from our Musical Instrument Bank**	
	Every year, before the Fèisean in my area begin, I ask them to send me a list of instruments they will need. I arrange delivery between Moreen in the Skye office and a haulage company which will get the instruments to the first Fèis in plenty time and then it is my responsibility to ensure the instruments are delivered to each Fèis as the summer goes on as they are all allocated to the Western Isles Fèisean. At the end of the summer, when all the Fèisean in my area are over, I check and return the instruments to Moreen. They are available to go out on loan and it is difficult sometimes to ensure all the instruments are returned in their correct boxes as Fèisean use instruments from other places as well as from us.	
CS9	**The central administration of a PVG scheme to ensure protection for children and vulnerable adults**	
	Each person who is employed at a Fèis is required to undergo a PVG check and I ensure that this happens by getting each Fèis to provide us with a list of tutors at least 6 weeks in advance of the beginning of their Fèis. This gives us a chance to send them the appropriate forms and to have them returned as soon as possible. Now that committees are holding their AGMs there are new members being introduced who also need to go onto the scheme, and tutors who will be leading the follow-on classes. I forward their details onto Sandy who issues the relevant forms for each person.	
CS14	**Continuation of support for local Fèis performances**	
	I endeavour to be available and present at Fèis concerts, and I help them to deliver them at the end of their Fèis weeks. If they hold concerts outside of the Fèis, they are aware that I am capable of being the MC and I hope that they are confident in me to do this for them. I also help out with marketing ie posters, facebook, our Fèisean nan Gàidheal website and so on. Fèis Taigh Dhonnchaidh held a cèilidh on the 12th of December but unfortunately due to illness I was unable to attend. Fèis Tìr a' Mhurain are planning on having a cèilidh in Stoneybridge hall but have not agreed on a date, and Fèis Taigh Dhonnchaidh and Fèis an Earraich will have cèilidhs on their respective Fèis weeks.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS21	**The continuation of strategic and practical support through a network of Development Officers each with a portfolio of Fèisean**	
	I have 10 Fèisean in my own area: Fèis Taigh Dhonnchaidh Fèis an Earraich Fèis Eilean na Hearadh Fèis Tìr an Eòrna Fèis Bharraigh Fèis Tìr a' Mhurain Fèis Eilean an Fhraoich Fèis an Rubha Fèis Thròndairnis Fèis Ratharsair I attend committee meetings as frequently as I am required to, and I help them to prepare for their Fèisean. I am always on hand to deal with any queries they may have and I endeavour to help them plan any further projects outside of Fèis weeks. If it is possible for me to do so, I am present during the week of their Fèis for as long as they need me. At this time of year the Fèisean submit their funding application forms to Fèisean nan Gàidheal. I have	

	been meeting with them all to fill these in and where it has not been possible to attend a meeting I have communicated via phone or email. We have also been renewing Gaelic policies and development plans and I have helped them to secure tutors for their Fèisean. They are planning fundraising cèilidhs – FTAE are planning one on the 19th of March and FENH on the 1st of April. For other projects I am helping them to fill in forms for other funding. I submitted a grant form for Bòrd na Gàidhlig's Taic Freumhan Coimhearsnachd for Fèis Tìr a' Mhurain for assistance in running clàrsach and I will also be exploring other funding options for them to run groupwork classes.	
CS23	**Provision of insurance giving Fèisean public liability cover and cover for all aspects of their arts activities**	
	We have an insurance certificate which I supply to each Fèis for them to display in the venues of all of their events.	
CS24	**Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible**	
	I talk to each Fèis regularly to ask them of their training needs. I have delivered Child Protection training to Fèis Tìr a' Mhurain and Fèis Tìr an Eòrna and I frequently remind other Fèisean that this is available to them. I forward emails with information of First Aid dates in their areas as Fèisean nan Gàidheal will pay for a committee member to undergo this training. As more committee members join, I reinforce this information and keep them in the loop.	
Scotland is a distinctive creative nation connected to the world		
CS27	**Assistance with the implementation by the Fèisean of our Gaelic Language Policy**	
	Each Fèis is advised to have a Gaelic policy. I meet with the Fèisean in the autumn to speak about preparing a Gaelic policy and a development plan and I encourage them to employ tutors who are fluent in Gaelic, or at least have a basic understanding. Some of the Fèisean offer Gaelic classes to tutors who are learning during the week of the Fèis. We have a list of useful phrases on our Fèisean nan Gàidheal website and I make sure that the committees are aware that it is there for their use. If anyone on the committee needs help with their own Gaelic they know that I am there to support them.	
CS28	**Support for an increased number of summer Fèis Cèilidh Trails**	
	This year we ran a cèilidh trail in the Western Isles for the first time since 2008 and we intend to do so again next year. I learned a lot from it and I have a much better idea of the ideal process from now on. I have got in touch with newspapers to find out advertising costs for the posts, and have also been in touch with William MacDonald who pledged over £6000 last year to see if there is any funding available again this year. I have been working on updating the poster and the application forms and Fèis Tìr an Eòrna have agreed to monitor the account this year. We will be looking for a supervisor as well as a co-ordinator this year, and the appointed applicant could be put through a MiDAS minibus driving course for £120 through Staran in the Isle of Lewis. Having a minibus for the duration of the trial would be hugely beneficial. The deadline for applications is the 14th of March.	
CS32	**Ensuring our work is available to a wide audience through various media**	
	I submit news stories and photos to our magazine Faileas for each issue to let people know of the activities and success of Fèisean in my area. I 'share' events on our Facebook page and on individual Fèisean's pages, and on our own website, and I get in touch with schools and Fèisean in my area with opportunities that arise for youngsters. I work with Rowan when I think events need a little bit more of a push and she helps me out.	
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**		
CS33	**Regular training in teaching skills for tutors allowing them to progress through various levels**	
	Fèisean nan Gàidheal runs a tutor training weekend every year in February at different levels. This year we are working on a restructure and I have been working with Calum Alex to devise a new timetable, and we have received opnions from our colleagues to help us. We have compacted the course into one day and will concentrate on basic and essential skills needed to tutor at a Fèis such as child protection, teaching techniques, class control, Gaelic for tutors and Gaelic games. I spoke to David Francis at Trad Arts Forum to speak about collaboration on training days. I have secured Mhairi Hall, Ruairidh Graham and Mairi Sìne Chaimbeul to lead the course, and I am in contact with the college to arrange teaching rooms and accommodation for participants.	
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same		
CS45	**Recording of Carbon Emissions from start of Year 1 of Regular Funding (April**	

	2015)	
	We now have a new system to claim our expenses where we need to write down all our mileage in a new format, and this keeps a record of our carbon emissions.	
CS46	**Ensure local areas are well served in order to cut down on travel required to access quality events**	
	See CS14	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		
CS47	**Dissemination of news through our website, to media contacts and through regular, digital newsletters**	
	See CS32	
CS51	**Ensuring our work is available to a wide audience through various media**	
	See CS32	
HIE Deliverables		
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service		
HIE3	**Develop residential opportunities for community activities delivered in Gaelic**	
	See CS41	
HIE5	**Gaelic Translation**	
	Each Fèis will come to me with any translations they require, be it posters, news releases, information about AGMs, application forms, evaluation forms and so on.	
Support and development of Fèisean		
HIE11	**Skills development programmes including income generation, financial planning, First Aid, and Child Protection for Fèisean staff and volunteers**	
	See CS24 & CS33	
Enhancement of skills and creative talent / youth employment		
HIE15	**Provision of further learning opportunities for Fèis staff, tutors and participants**	
	See CS24 & AC33	
Audience development and engagement / cultural tourism		
HIE16	**Support an increased number of Fèis Ceilidh Trails**	
	See CS28	
HIE19	**Residential opportunities for Gaelic arts and community activities delivered in Gaelic**	
	See CS20 and CS41	
Bòrd na Gàidhlig Deliverables		
BnG5	**Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.16**	
	See CS21	
BnG20	**Implementation of the organisation's Gaelic Policy, with confirmation of Gaelic as the working language of Fèisean nan Gàidheal.**	
	See CS27	
BnG21	**Quarterly report on how the Bòrd na Gàidhlig funding has been spent**	
	We write quarterly reports which we send to Art Cormack for our funders, as evidence of the work we do.	
BnG24	**Recognising the support of Bòrd na Gàidhlig in all projects, with evidence each quarter.**	
	Reports are written about individual projects which have been supported by Bòrd na Gàidhlig and they will be recognised on posters, news releases, application forms and any other relevant documents, with the Bòrd na Gàidhlig logo on each one.	
Highland Council Deliverables		
HC1	SLA still to be received at end of Q1	
Comhairle nan Eilean Siar Deliverables		
CnES1	SLA still to be received at end of Q1	
Argyll & Bute Council Deliverables		
ABC1	SLA still to be received at end of Q1	

NAME	ROWAN PATERSON			
POSITION	GRADUATE MARKETING OFFICER			
Support and Development of Fèisean	Enhancement of Skills & Creative Talent	Enhancement of Gaelic Arts & Culture in Creative Learning	Audience Development and Engagement	Governance and Staffing

Ref		Programme Plan Measure
Creative Scotland Ambition **Excellence and experimentation across the arts, screen and creative industries is recognised and valued**		
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	
	I have developed a working model for publicising our activities, events and successes with 'steps to take' approach. For each project or news item I evaluate the most effective way of publicising it, making a to-do list which I then put in a logical working order to ensure that we gain as much exposure as possible. I have been working to develop Fèisean nan Gàidheal's presence on social media mainly through the development of our Facebook and Twitter pages and also creating accounts and profiles for the organisation on Instagram, Pinterest and LinkedIn. I work closely with colleagues to ensure that any information that they wish to distribute on these platforms is easy for them to do and offer support for any projects on a daily basis. As well as general publicity for our 47 Fèisean via social media, I have made social media help-sheets of useful Gaelic phrases for Facebook and Twitter, which were made available to the different Fèis committees. With these help-sheets, it is hoped that organisers at each Fèis will be able to establish informative and interactive media, which enables them to engage with the public and increase awareness of events and projects – whilst establishing a structure within the organisation to ensure that the public can access information quickly and easily from any one of the Fèisean. I have created a timetable of Fèisean nan Gàidheal 2016 events which is accessible to all staff. This will also be very beneficial to my own work, as I will be able to accurately plan my advertising campaigns for Fèisean nan Gàidheal's numerous events.	
Everyone can access and enjoy artistic and creative experiences		
CS11	Drama workshops and programmes with Meanbh-Chuileag (Gaelic medium or Gaelic related)	
	I have been involved with publicising drama workshops and helped to advertise the annual Fèisean nan Gàidheal, Gaelic pantomime.	
CS14	Continuation of support for local Fèis performances	
	Fèis performances are consistently advertised via our social media platforms and I have also helped several Fèisean by making leaflets and posters for them.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS17	Assistance for community groups wishing to establish new Fèisean	
	I have made social media help-sheets of useful Gaelic phrases for Facebook and Twitter, which were made available to the different Fèis committees. With these help-sheets, it is hoped that organisers at each Fèis will be able to establish informative and interactive media, which enables them to engage with the public and increase awareness of events and projects – whilst establishing a structure within the organisation to ensure that the public can access information quickly and easily from any one of the Fèisean.	
CS19	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	I recently attended a trade show at which I was representing Fèisean nan Gàidheal and Blas Festival. I was able to speak to many delegates and potential customers and increase awareness of the festival at an international level. I have also recently attended an HIE course: "Preparing to Export" which was helpful in terms of branching out to an international market. I have been in contact with some German correspondents and have been researching the German market.	

	Applications for a new commission are currently being received.
Ideas are brought to life by a diverse, skilled and connected leadership and workforce	
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean
	Since beginning my post at Fèisean nan Gàidheal, I have attended several training courses to help develop skills and techniques which will be beneficial for my role at the organisation. I have attended the following courses: • 18.2.15: "Google Juice Bar", Inverness • 20.4.15 – 24.4.15: ScotGrad Training Week, Muir of Ord • 12.5.15: "Marketing that Works" - Culture Republic, Edinburgh • 13.5.15: Marketing Workshop with Muckle Media, Inverness • 22.5.15: One on One Meeting with Alex Smith, Inverness • 3.6.15: Group Meeting with Alex Smith, Inverness • 8.6.15: Arts Award Adviser Training, Inverness • 1.10.15: "Doing Business in Germany", Glasgow • 7.10.15: Training for the new website with Heckie Cormack • 24.11.15: "Open for Business – Seasonality" webinar with HIE • 27.1.16: Gaelic Training with Iain Urquhart, Portree • 4.2.16 – 5.2.16: "Preparing to Export" with HIE, Inverness
Scotland is a distinctive creative nation connected to the world	
CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy
	Use of Gaelic is consistent and we strive to continue and develop a Gaelic environment within and outwith the office. Any posts on social media are written with Gaelic appearing first, then a translation of the English below/after. Any visitors/callers to the office are first greeted in Gaelic - conversations are then either continued or discontinued in Gaelic depending on the response of the individual(s). The same approach is carried out when visiting Fèisean/Gaelic events. Conversations are first initiated in Gaelic, then continued in either Gaelic or English, depending on the response of the individual. I have made social media help-sheets of useful Gaelic phrases for Facebook and Twitter, which were made available to the different Fèis committees. Staff also recently received a Gaelic class with Iain Urquhart to help improve Gaelic skills.
CS28	Support for an increased number of Summer Fèis Cèilidh Trails
	Fèis Cèilidh Trails for 2016 are currently in the auditioning process and are being advertised.
CS29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas
	In January I attended Showcase Scotland's trade show at which I was representing Fèisean nan Gàidheal and Blas Festival. I was able to speak to many delegates and potential customers and increase awareness of the festival and fèis activities at an international level. I have also recently attended an HIE course: "Preparing to Export" which was helpful in terms of branching out to an international market. I have been in contact with some German correspondents and have been researching the German market. Applications for a new commission are currently being received.
CS30	Promoting Fèis participation in national events and themed years

	Updates on Fèis events are frequent on Facebook, Twitter, Youtube and Instagram. News, photos and other relevant information is published frequently on the progress of various Fèisean, in order to create awareness and encourage others to participate in future events. For several Fèis projects, I have worked closely with various public media bodies (newspapers, radio stations, BBC An Là) to generate publicity of the events at local and national levels. As well as this, I often attend events and photograph them to allow Fèisean nan Gàidheal to engage with the public and keep them up to date with our current projects via social media.
CS31	Participating in showcasing opportunities in Scotland and abroad
	In June I attended the Social Enterprise Summit in Inverness, where I spoke to members of the public about Fèisean nan Gàidheal and Blas Festival, in order to increase awareness of our projects and schemes. In October I attended the Royal National Mòd in Oban for a week, during which time I spoke to members of the public to distribute information about the work that Fèisean nan Gàidheal do. In January I attended Showcase Scotland's trade show at which I was representing Fèisean nan Gàidheal and Blas Festival. I was able to speak to many delegates and potential customers and increase awareness of the festival and fèis activities at an international level.
CS32	Ensuring our work is available to a wide audience through various media
	Updates on Fèis events are frequent on Facebook, Twitter, Youtube and Instagram. News, photos and other relevant information is published frequently on the progress of various Fèisean, in order to create awareness and encourage others to participate in future events. For several Fèis projects, I have worked closely with various public media bodies (newspapers, radio stations, BBC An Là) to generate publicity of the events at local and national levels. As well as this, I often attend events and photograph them to allow Fèisean nan Gàidheal to engage with the public and keep them up to date with our current projects via social media.
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**	
CS38	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms
	Dates for Fèisgoil's Meanbh-Chuileag are currently being finalised and will be publicised accordingly. I have discussed the benefits of Feisgoil at recent tradeshows I have attended and increased general awareness.
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland	
CS47	Dissemination of news through our website, to media contacts and through regular, digital newsletters
	Updates on Fèis events are frequent on Facebook, Twitter, Youtube and Instagram. News, photos and other relevant information is published frequently on the progress of various Fèisean, in order to create awareness and encourage others to participate in future events. For several Fèis projects, I have worked closely with various public media bodies (newspapers, radio stations, BBC An Là) to generate publicity of the events at local and national levels. As well as this, I often attend events and photograph them to allow Fèisean nan Gàidheal to engage with the public and keep them up to date with our current projects via social media. As Fèisean nan Gàidheal staff recently received training on how to use the new website format, progress has begun on updating the website.
CS51	Ensuring our work is available to a wide audience through various media
	Since I began in my post I have worked to develop Fèisean nan Gàidheal's presence on social media mainly through the development of our Facebook and Twitter pages and also creating accounts and profiles for the organisation on Instagram, Pinterest and LinkedIn. I work closely with colleagues to ensure that any information that they wish to distribute on these platforms is easy for them to do and offer support for any projects on a daily basis. We also have an active YouTube channel.

HIE Deliverables		
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service		
HIE1	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms	
	Dates for Fèisgoil's Meanbh-Chuileag are currently being finalised and will be publicised accordingly. I have discussed the benefits of Feisgoil at recent tradeshows I have attended and increased general awareness.	
Support and development of Fèisean		
HIE7	Capacity building support to community groups to establish new Fèisean	
	I have made social media help-sheets of useful Gaelic phrases for Facebook and Twitter, which were made available to the different Fèis committees. With these help-sheets, it is hoped that organisers at each Fèis will be able to establish informative and interactive media, which enables them to engage with the public and increase awareness of events and projects – whilst establishing a structure within the organisation to ensure that the public can access information quickly and easily from any one of the Fèisean.	
Audience development and engagement / cultural tourism		
HIE16	Support an increased number of Fèis Ceilidh Trails	
	Fèis Cèilidh Trails for 2016 are currently in the auditioning process and are being advertised.	
HIE17	Organisation of and development of the annual Blas festival	
	In January I attended Showcase Scotland's trade show at which I was representing Fèisean nan Gàidheal and Blas Festival. I was able to speak to many delegates and potential customers and increase awareness of the festival and fèis activities at an international level. I have also recently attended an HIE course: "Preparing to Export" which was helpful in terms of branching out to an international market. I have been in contact with some German correspondents and have been researching the German market. Applications for a newly commissioned piece of music are currently being received.	
HIE18	Annual Gaelic Drama Summer School	
	The dates of the Annual Gaelic Drama Summer School have now been finalised and promotion of the event will begin within the next week.	
HIE21	Participating in showcasing opportunities in Scotland and abroad	
	In June I attended the Social Enterprise Summit in Inverness, where I spoke to members of the public about Fèisean nan Gàidheal and Blas Festival, in order to increase awareness of our projects and schemes. In October I attended the Royal National Mòd in Oban for a week, during which time I spoke to members of the public to distribute information about the work that Fèisean nan Gàidheal do. In January I attended Showcase Scotland's trade show at which I was representing Fèisean nan Gàidheal and Blas Festival. I was able to speak to many delegates and potential customers and increase awareness of the festival and fèis activities at an international level.	
Bòrd na Gàidhlig Deliverables		
BnG17	All information and advertising to be bilingual as an important feature of the festival, including the MC at each event.	
	This was delivered and continues to be.	
BnG20	Implementation of the organisation's Gaelic Policy, with confirmation of Gaelic as the working language of Fèisean nan Gàidheal.	
	This has been and is consistently fulfilled.	

Fèisean nan Gàidheal

Creative Scotland Artistic and Creative Review Framework

Agenda Item: 1.2016.05(c)

Reason for Paper

To inform Board members of new procedures being adopted by Creative Scotland to review work they fund and to advise on the outcome of the pilot phase in which Fèisean nan Gàidheal participated.

Background

During 2015-16 Creative Scotland has been developing an Artistic & Creative Review Framework to look, in an open way, at work carried out by its Regularly Funded Organisations (RFOs) with a particular focus on the artistic and creative quality of that work.

The Framework is intended to assist Creative Scotland and the RFOs in ensuring continuous improvement and to better understand how to consider quality and excellence across the wide range of work that Creative Scotland funds.

Pilot Phase

Fèisean nan Gàidheal agreed to participate in the pilot phase between October and December 2015 in order to test out the reviewing process.

Two YMI sessions in Paisley and two performances of our Gaelic panto were reviewed by Eilidh Mackenzie (self review), Brian Ó hEadhra (Creative Scotland's Lead Officer for Fèisean nan Gàidheal) and Gillebrìde Macmillan (independent reviewer)

Although they were only for the purposes of testing the system, the reviews were largely positive and can be made available to any Board member who would like to read them and gain an insight as to how the pilot phase worked.

Future Process

Creative Scotland is currently recruiting a pool of peer reviewers and, during 2016-17, it is expected that Fèisean nan Gàidheal will agree with Creative Scotland a range of work to be reviewed.

While the Framework is not yet finalised, it is expected that the triangulated approach adopted for the pilot phase will be used going forward in reviewing the work of RFOs, consisting of:

- Self Review (by Fèisean nan Gàidheal)
- Creative Scotland Review (by Creative Scotland's Lead Officer for Fèisean nan Gàidheal)
- Peer Review (by an independent expert with relevant knowledge of the sector)

The reviews will be made available to Fèisean nan Gàidheal and, presumably, those carrying out the work. Over time, a body of reviews should help inform how we rate the quality of our work and give us a basis on which to make improvements when necessary.

Action required

Board members are asked to note the outcome of the pilot review stage and the process Creative Scotland is expected to adopt in future.

Art MacCarmaig
CEO
February 2016

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