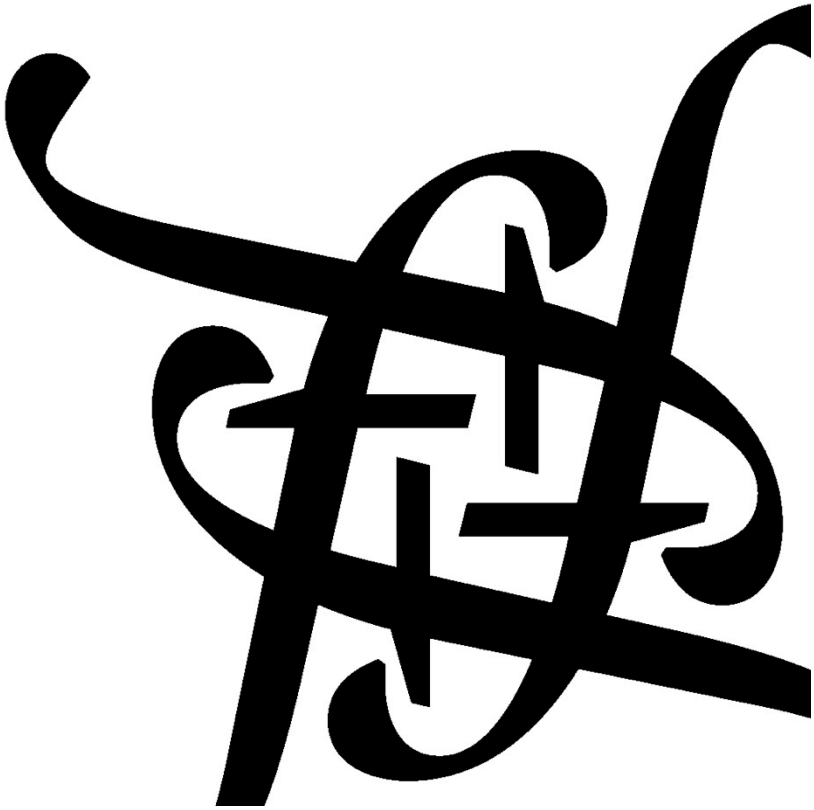
Fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

Meeting of the Board of Directors

111 Academy Street, Inverness

Friday 22 May 2015 @ 1:00pm



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

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

Fèisean nan Gàidheal

Meeting of the Board of Directors to be held at 111 Academy Street, Inverness on Friday 22 May 2015 from 1:00pm

Agenda

2.2015.01 PRELIMINARIES

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

2.2015.02 DEVELOPMENT ISSUES

(a)	Progress in implementing Fèisean nan Gàidheal's Programme of Work	For Noting and Discussion
(b)	Blas 2015	For Noting
(c)	5 Latha 2015	For Noting
(d)	Gaelic Drama Summer School	Verbal for Noting
(e)	Fèisgoil	For Noting
(f)	Tasgadh: Traditional Arts Small Grants	For Noting
(g)	Membership Application	For Approval

2.2015.03 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 March 2015	For Noting and Discussion
(d)	Grants to Fèisean 2015-16	For Noting
(e)	Fèis Spè Application to the Development Fund	For Approval
(f)	Balancing Finance to 31 March 2015	Verbal for Noting
(g)	New Workplace Pension Regulations	For Noting and Approval
(h)	Funding Agreements	For Noting and Approval
(i)	Correspondence with Local Authorities	Verbal for Noting

2.2015.04 STAFFING ISSUES

(a)	Up-to-date Information	Verbal for Noting
(b)	Inverness Office	Verbal for Approval

2.2015.05 OPERATIONAL ISSUES

(a)	Staff Progress Reports	For Noting and Discussion
(b)	Venue for Fèisean nan Gàidheal's AGM and Conference	Verbal for Approval
(c)	Annual Report of Risk Management	For Approval

2.2015.06 OTHER

(a)	Date of next meeting: 25 September 2015	For Noting

Fèisean nan Gàidheal

Minutes of the meeting of the Board of Directors held at 111 Academy Street, Inverness on Friday 27 February 2015 from 1.00pm

1.2015.01 PRELIMINARIES

(a) Present

Duncan MacQuarrie (Chairman), Kirsteen Graham, Seumas Campbell, Elizabeth Bain, Elaine Spence, Bob MacKinnon, Uisdean Robertson (by phone), Peigi MacLennan (by phone), Arthur Cormack (Attending), Calum Alex MacMillan (Attending), Anne Willoughby (Attending), Brian Ó hEadhra (Creative Scotland), Moreen Pringle (Attending), Angus MacLeod (Attending – translation)

(b) Apologies

Deirdre Beck, Councillor John A MacIver (Comhairle nan Eilean Siar), Morag Anna MacLeod (Highland Council) and Ann Marie Reid (HIE)

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

Minutes of the meeting held on 13 December 2014 had been circulated and were approved as a true record of the meeting, proposed by Seumas Campbell and seconded by Kirsteen Graham.

(d) Matters Arising

Several matters from the previous meeting were commented on:

- Discussions with Comhairle nan Eilean Siar (CnES) were on-going. The comhairle has decided schools will be free for community use on Saturdays and designated week nights. There would be no decision on school holiday lets until after their meeting in April and discussions would continue with them to emphasise the negative impact on the Fèisean of school charges against a backdrop of diminishing support from CnES for Fèis activities.
- Everyone agreed that the Trad Awards had been a great night and the Ceòl nam Fèis performance had been a highlight. The TV coverage of the event had been fantastic. Congratulations were offered to all involved in organising the event.

1.2015.02 DEVELOPMENT ISSUES

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

A summary of progress for 2014-15 in the implementation of Fèisean nan Gàidheal's Annual Programme had been circulated and was noted.

Everything was on track and there were no concerns.

Arthur Cormack reported that a grant of £23,000 had been received from Creative Scotland for an ICT project which was used to provide Fèisean with new equipment such as computers, projectors, hard drives and cameras, as per requirements.

(b) Blas

A report by Arthur Cormack had been circulated.

At the last meeting it had been agreed to put the contract for delivery of services to the Blas Festival out to tender. Five companies had expressed interest in the project and, at the closing date, one tender had been received, from Firefly Productions.

The draft programme for Blas 2015 had also been circulated. It is hoped to finalise the programme by the end of March.

A meeting of the Board of Blas Festival Ltd was to take place on 4 March in Inverness.

The Board members agreed to:
(a) Note the outcome of the tender for the deliver of services to the Blas Festival;
(b) Approve the drawing up of a contract with Firefly Production at the price proposed;
(c) Remit the agreement of a contract with Firefly Production to the Chief Executive;
(d) Agree that the contract will not be re-tendered until early 2018;
(e) Note progress with planning for Blas 2015;
(f) Note that a meeting of Blas Festival Ltd will take place on 4 March.

(c) 5 Latha 2015

Calum Alex Macmillan gave a verbal report on progress with planning 5 Latha 2015 which will take place from 6 to 9 April.

As usual it is open to any secondary-age Gaelic medium pupil. There are 20 spaces available and, at the date of the meeting, 15 applications had been received - 2 returning participants and 13 new ones.

5 Latha would be the usual mix of music workshops and various activities such as crofting, fishing etc through the medium of Gaelic.

(d) Fèisgoil

A report by Calum Alex Macmillan informing Board Members of two Fèisgoil projects currently taking place had been circulated.

The Portree project involved 7 weeks of tuition in Portree High School (2 days each week) bringing in different people from the community each week providing lessons on the history and culture of the island.

In Perth the project offered Gaelic taster sessions to primary 6/7 pupils in three schools for a period of 11 weeks. The sessions started on 5 February and run until 30 April.

Since the report was prepared we have also been awarded a contract in Perth for delivery of drama workshops, which Angus MacLeod will be undertaking in March.

The Board Members noted the Fèisgoil projects.

We had previously delivered a Fèisgoil project to schools in the Lochaber area and, although the schools had expressed their keenness to continue, the Highland Council had indicated it intended to deliver GLPS projects themselves, but nothing appears to have happened to date.

(e) Drama Programme 2015-16

A report by Angus MacLeod and Dougie Beck updated Board members on the drama and related projects that the team will be undertaking over the forthcoming year.

These include Gaelic drama play tours, Sgoil Shamhraidh, Drama Fèisean, Youth Theatres, and a new early years drama service.

The Board approved the plans for 2015-16 and were delighted to see so much activity taking place.

(f) Ceòl nam Fèis at Celtic Connections

Arthur Cormack advised that the Ceòl nam Fèis concert which had taken place as part of Celtic Connections in Glasgow on 24th January, had been a great success and thoroughly enjoyed by the participants and audience. It had been attended by Fiona McLeod MSP, Minister for Children and Young People and had been an excellent opportunity for all those involved.

Thanks went to Calum Alex and Nicola for all their efforts in organising the event.

(g) Membership Applications

A report by Arthur Cormack on two applications from new Fèisean to become members of Fèisean nan Gàidheal had been circulated.

These were from Fèis Phàislig and Fèis na h-Apainne and their establishment would enable us to meet our commitment to HIE and fulfil one of the outcomes in our new Programme Plan.

The Board Members approved the applications for membership of Fèisean nan Gàidheal from Fèis Phàislig and Fèis na h-Apainne.

(h) Fèisean nan Gàidheal's Programme Plan 2015-20

A report by Arthur Cormack seeking the Board's approval of the finalised Fèisean nan Gàidheal Programme Plan 2015-20 had been circulated.

The updated version of the Plan took into consideration the comments received following consultation with the Fèisean.

The Board Members approved the Plan and agreed that the Gaelic and English versions should be made available on our website before the end of March 2015. A one-page version of the Plan will also be developed.

2.2015.03 FINANCIAL ISSUES

(a) Income and Expenditure 2014-15

A report prepared by the Executive Manager, Anne Willoughby, had been circulated showing income and expenditure with transactions to 31 January 2015.

Anne advised that there was still about £100,000 to come in from Bòrd na Gàidhlig, HIE, Creative Scotland and other sources.

There will also be a lot of money being paid out in the next few weeks as Fèisean claim the remainder of grants due to them.

The Board members noted the report.

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

The current balances were:

- Current Account - £2,771.50
- High Interest Account - £254,310.47
- Blas Account - £413.56

(c) Management Accounts to 31 December 2014

Management Accounts to 31 December 2014, prepared by Mann Judd Gordon, had been circulated and were noted.

It was noted that Blas was showing a loss in the accounts, but some monies due had since been received and a final claim had to be made to Creative Scotland for £12.5k which should leave Blas with a small surplus.

(d) Grants to Fèisean for 2014-15

A list of grants pledged to Fèisean for 2014-15, prepared by Anne Willoughby, with amounts paid out to date, had been circulated and was noted.

Final claims are now due and grants will be paid out in accordance with our procedures.

(e) Budget 2015-16

A draft budget for 2015-16 prepared by Arthur Cormack and Anne Willoughby had been circulated based on funding known to date, although HIE funding was yet to be confirmed.

The Chief Executive outlined the discussion with HIE regarding funding from April 2015 onwards and said he expected this to move along now that the process had been initiated.

Creative Scotland have also approached us to run a Traditional Arts Small Grants Scheme with a £35,000 budget. A meeting will need to take place with them to discuss how we might deliver this scheme and if we would be able to do it with the administration being provided in-kind by Fèisean nan Gàidheal.
The draft Budget was approved.

(f) Grants to Fèisean 2015-16

A list of proposed grants to Fèisean for 2015-16 had been circulated, based on Grant applications received and the budget available. The grant expenditure proposed amounted to £208,000.

The Board approved the proposed grants to Fèisean for 2015-16.

(g) Amended Financial Procedures Policy

A report by Arthur Cormack presenting an updated Financial Procedures Policy had been circulated.

The revised policy would permit the Chief Executive to approve external contracts up to £25k.

The Blas Service Contract would need Board approval each time it was tendered.

The Board members approved the amended Financial Procedures Policy and it will now be published in English and Gaelic on our website.

(h) Balancing Finance to 31 March 2015

The Board gave the Chief Executive permission to approve any additional funding to Fèisean before the end of the financial year, if necessary, to utilise monies underspent in other areas of our budget.

A list of any additional grants awarded would be brought before the next meeting of the Board.

(i) Creative Scotland Funding Agreement

A report by Arthur Cormack updating Board members on the process towards concluding a funding agreement with Creative Scotland had been circulated.

The report indicated that the Chief Executive had previously been given permission to take matters forward to the point where Board Members would be in a position to approve the funding agreement at this February meeting.

All the relevant paperwork was submitted to Creative Scotland by the end of January and Arthur had met with Brian Ó hEadhra to discuss our plans in more detail and it had been hoped that a draft of the funding agreement would have been received by now.

Brian advised that the finance team at Creative Scotland should be in touch with us soon to progress matters.

The Board agreed to give permission to the Chief Executive, in consultation with the Chair, to accept the Funding Agreement when it comes through, on the understanding that a copy is made available to all Board members.

1.2015.04 STAFFING ISSUES

(a) Lead Officers and allocation of Fèisean

A report by Calum Alex MacMillan informing Board members of the changes in allocation of

Fèisean to the four Development Officers had been circulated.

The Development Officers are happy with the allocation and will help each other out at busy times, especially when Fèisean overlap.

The Board approved the changes.

1.2015.05 OPERATIONAL ISSUES

(a) Staff Progress Reports

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

- With regard to Arthur's report he advised that he and Calum Alex Macmillan had met with Bernard Chisholm and Willie MacDonald of CnES on 5 February to discuss how Fèisean nan Gàidheal could help support pupils in Gaelic medium education. There was potential for Fèisgoil projects. A further meeting was to be held in March.
- Brian Ó hEadhra welcomed Fèisean nan Gàidheal's work to strengthen Gaelic drama and he felt there were opportunities to work with other organisations on this.
- Brian also reported that Iain Campbell would be taking over as CEO of Bòrd na Gaidhlig on 2 March. It was agreed that it would be a good to invite him to a future Fèisean nan Gàidheal Board meeting so he could outline Bòrd na Gàidhlig's plans, particularly in relation to arts and culture.

(b) Fèisean nan Gaidheal's AGM and Conference

A report by Anne Willoughby had been circulated suggesting several options for changing the format of our AGM/Conference weekend since some Fèisean struggled to be able to attend on the Friday and Saturday.

Following discussion, the Board agreed that they were happy with the format of the AGM and Conference as it was and felt no need to change things.

It was therefore agreed that this year's event would take place on Friday 25th and Saturday 26th September with the Western Isles as the preferred venue.

Staff would investigate whether there was anywhere suitable, with the necessary room availability, to hold the weekend.

1.2015.06 OTHER

(a) Date of next Meeting

It was noted that the next meeting is due to take place on Friday 22 May 2015. It was agreed to hold this meeting in Glasgow at 1.00 pm. Venue to be confirmed.

(b) Register of Interest Forms had been e-mailed out to all Board members by Arthur Cormack. The Chair reiterated the importance of these being completed and returned ASAP.

(c) Board Members were asked to ensure that any outstanding expenses claims be submitted for payment before the end of the financial year.

Fèisean nan Gàidheal

Progress in implementing Fèisean nan Gàidheal's Programme of Work

Agenda Item: 2.2015.02(a)

Reason for paper

To update members on progress with Fèisean nan Gàidheal's Programme of Work for the fourth quarter of 2014-15.

Background

This report covers the period from 1 April 2014 to 31 March 2015, and outlines progress against the outputs set against measures within Fèisean nan Gàidheal's (FnG) Development Plan by our main funders - Creative Scotland (CS), Highlands & Islands Enterprise (HIE), Bòrd na Gàidhlig (BnG), Highland Council (HC), Comhairle nan Eilean Siar (CnES) and Argyll & Bute Council (ABC) - in agreements with those bodies.

We use a 'RAG' system - Red, Amber & Green - the status of each of which is as follows:
R (Red) = Not presently on track, and measures to restore progress not yet in place. Danger that targets may be missed.
A (Amber) = Not presently on target, but with measures in place to restore progress
G (Green) = On target

Ref		FnG Development Plan Measure	Progress	Status
Creative Scotland Deliverables				
CS1	Support and develop individual Fèisean, widening their range of activities and establishing best working practice through a system of lead officers	Service Delivery	Development Officers are allocated to lead on each Fèis as a first point of contact for accessing Fèisean nan Gàidheal services and assistance with development. A new staffing structure has been finalised and each officer has an amended allocation of Fèisean.	
CS2	Support the establishment of new Fèisean where communities request our assistance to do so	New Developments	New Fèisean are established at the request of communities and once the Fèisean nan Gàidheal board is satisfied that any new Fèis is signed up to Fèisean nan Gàidheal's aims and objectives. We recently approved applications for membership from Fèis Phàislig (Paisley) and Fèis na h-Apainne (Appin).	
CS3	Operate a Grants Scheme for Fèisean pooling funding from various sources	Service Delivery	Funding has been offered to 42 Fèisean through Fèisean nan Gàidheal Grants Scheme 2014-15 which attracts investment from Creative Scotland, Highlands & Islands Enterprise, The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council.	

CS4	Invest in new developments through our Fèis Development Scheme	New Developments	We have offered support to Fèis Rois, Fèis Tìr an Eòrna and Fèis Bharraigh and we are continuing to supporting Fèis Spè with the employment of a Development Officer.	
CS5	Increase use of the Gaelic language through the implementation of our revised and strengthened Gaelic Language Policy	New Developments	Following a period of consultation with Fèisean we published our updated Gaelic Policy which will continue to strengthen our use of the language as well as its use in the Fèisean where possible.	
CS6	Continue to develop Gaelic drama activities including a Gaelic Drama Summer School, tours by our Meanbh-Chuileag theatre-in-education group and drama Fèisean as part of the new Fèisgoil Service.	New Developments	Meanbh-Chuileag toured in September with a play relating to the referendum – *Do Roghainn Fhèin*. We toured a new Gaelic pantomime, *Peigi agus a' Bhreisleach Bhuan*, in December 2014. A tour took place of schools in February with a Gaelic play about the Great War entitled *Obair Latha Tòiseachaidh*. See BnG19 below for details of other Gaelic Drama developments.	
CS7	Continue to support 7 Cèilidh Trails.	New Developments	7 Fèis Cèilidh Trails were supported in Summer 2014 and they performed at over 200 cèilidhs and events across Scotland including the big stage in Glasgow Green at the Commonwealth Games and a performance with Breabach at Loch Lomond. Fèis Rois ran a Commonwealth Cèilidh Trail in addition to their local trail.	
CS8	Continue to provide Gaelic language support for Fèisean through our G-Team tutors	Service Delivery	The G Team continues to offer Gaelic language support and resources to Fèisean. The G-team visited 5 Fèisean during 2014 and we have been recruiting new tutors to strengthen the team.	
CS9	Continue to engage local Fèis participants in collecting, archiving and using local materials	New Developments	The Heritage Lottery Fund has agreed two-year funding for a collecting project and we are working in collaboration with Tobar an Dualchais with 7 young people currently taking part in the project entitled *Fuaran*. A Gaelic song Fèis took place in December and the next stage of the projects it to record the singers which ahs been ongoing since then.	
CS10	Develop Gaelic medium activities for teenagers, residential and non-residential, using arts activities as a catalyst	New Developments	5 Latha 2014 was held between 7 and 12 April with 20 participants taking part. The Sgoil Shamhraidh Dràma took place between 7-18 July and 16 participants attended. A final night joint performance with some of the Cèilidh Trail groups took place in Aros, Portree, and a very impressive new Gaelic play was performed on the importance of remembering those who fell in the World Wars. Fèis nan Òran, held in December, attracted 16 participants.	
CS11	Delivery of elements of the "Time to Shine" 0 -25 Arts Strategy including possible involvement in a regional hub along with other Highland partners.	New Developments	Fèis Rois is leading on the Youth Arts Hub for the Highland Council area in which Fèisean nan Gàidheal is a partner. Stacey Toner has been appointed as Project Manager and the Hub is now engaging in projects.	

			Stacey made a presentation to Fèisean nan Gàidheal's Board in December outlining the aims of the Hub and the opportunities to collaborate.	
CS12	Continue to develop the work of the Fèisean within the formal education sector, in partnership with YMI in Highland and other local authorities as opportunities arise as part of the Fèisgoil service	Partnerships and Contracts	YMI in Highland will continue in school year 2014-15. We will also continue delivering Tin Whistle tuition in Renfrewshire schools for a second year. See HIE1 for information about further Fèisgoil contracts.	
CS13	Continue to develop our new Fèisgoil initiative to increase earned income and play a part in delivering Scottish Government commitments on Gaelic, the 1+2 model for learning languages and Scottish Studies.	New Developments/ Partnerships and Contracts	Through our new Gaelic Arts and Language in Education Service, Fèisgoil, we have been working with various schools and community groups on a regular basis. We have been helping with preparation for local mòds in various areas and we held a mini-Fèis in Portree High school. We recently carried out further work with Perth & Kinross Council teaching Gaelic in three primary schools. We have also submitted a full evaluation of work carried out in schools for The Highland Council and would hope to secure further work with them. See HIE1 for more.	
CS14	Offer locally-based training and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved in traditional music development and delivery	Service Delivery/ Partnerships and Contracts	Our training programme aims to provide opportunities for Fèisean to receive training in their local area delivered by Fèisean nan Gàidheal or other local providers when possible. Development Officers ensure we meet the needs of the Fèisean. In addition to this we carried out Gaelic language training for Cèilidh Trail participants as well as staff. See HIE 6 below for further details on tutor training.	
CS15	Engage, wherever possible, in partnership opportunities and work with existing forums, including the Scottish Traditional Music Forum and the Gaelic Arts Strategy Forum	Partnerships and Contracts	We engage as appropriate with other organisations and regularly disseminate information on behalf of other traditional music organisations including the Scottish Traditional Music Forum. We continue to engage in Creative Scotland's Traditional Arts Advisory Group and with Bòrd na Gàidhlig and the jointly employed (with Creative Scotland) Gaelic Arts & Culture Officer on drama developments. We are collaborating with High Life Highland, Live Music Now and Music in Hospitals on the Blas Education Programme and with An Comunn Gàidhealach on assisting with preparation for local mòds. Fèisean nan Gàidheal is a partner in the Highland Youth Arts Hub.	
CS16	Continue to organise the Blas Festival and look towards areas other than Highland in order to maximise partnerships with the public and commercial sectors	Partnerships and Contracts	For the second year running we have organised events for the Blas Festival in the Highlands and Argyll. We have secured sponsorship from Maclean Electrical and Technip for Blas events. Discussions have been ongoing with marine Harvest about sponsorship opportunities.	
CS17	Inclusion of Blas 2014 as part of the Highland Homecoming initiative through EventScotland		Blas 2014 was one of the featured events of this year's wider Homecoming programme and heralded the start of Highland Homecoming.	
CS18	Exploit the potential for increased sales of products of the	New	We have created a shop on our website and all Fèisean nan Gàidheal	

	Fèisean including books, CDs, DVDs etc	Developments	products are now listed therein. We include products of other Fèisean also and will make the most of opportunities to sell products at Fèis concerts and other events.	
CS19	Raise the profile of the Fèis movement through a dedicated showcase Ceòl nam Fèis concert as the finale to Blas 2014, involvement in the Commonwealth Games Cultural Programme and participation in other showcase opportunities as they arise	New Developments/ Partnerships and Contracts	The Cèilidh Trails from Fèis Lochabair, Fèis Latharna and Fèis Spè took part in a special Commonwealth Games showcase performance on Monday 28 July. As part of the 10th anniversary Blas celebrations our finale was a *Ceòl nam Fèis* showcase with over 100 participants from across the Fèisean. The finale from the event was part of the Trad Music Awards in December 2014 and Ceòl nam Fèis took place again at Celtic Connections in January. Cèilidh Trail groups also took part in the annual Shinty-Hurling exchange between Scotland and Ireland in October.	
CS20	In partnership with Creative Scotland, Highlands & Islands Enterprise and Bòrd na Gàidhlig, Fèisean nan Gàidheal will continue to play a key role in the promotion and continuing development of traditional music and Gaelic arts in Scotland	Partnerships and Contracts	Our entire programme of work is geared towards this outcome and we believe that our programme helps delivers this. In addition to that, a lot of our collaboration and advocacy work is geared towards the ongoing development of the Gaelic arts more widely.	
CS21	Continue to have an active role in delivering the National Gaelic Arts Strategy as defined in the National Gaelic Language Plan and supporting the work of the Gaelic Arts Officer	Partnerships and Contracts	Fèisean nan Gàidheal continues to have a role in delivering elements of the Gaelic Arts Strategy that forms part of the National Gaelic Language Plan. This includes Increasing the use of Gaelic within the arts and media across Scotland, including national events; Supporting opportunities for the arts and media to showcase the Gaelic language; Ensuring a range of Gaelic arts events is accessible to a wide audience; and Extending participation in the arts that supports Gaelic language learning and use as well as positive association with the language. This, in turn, supports the work of the Gaelic Arts Officer who is to be your Creative Scotland lead officer from now on.	
CS22	Continue to have involvement in the provision of Gaelic medium arts activities in Iomairtean Gàidhlig areas	Partnerships and Contracts	Fèisean nan Gàidheal will continue to play an active role in supporting work in Iomairtean Gàidhlig areas, particularly where we have staff deployed and Fèisean exist. We offer the use of office equipment and space as well as engaging in numerous activities and Iomairtean planning meetings. See BnG1 below.	
CS23	Hold an Annual Conference	Service Delivery	The 2014 Annual Conference took take place in Nairn on 26 and 27 September with around 70 delegates. Allan Campbell was guest speaker and there was a focus on recognition for the work or volunteers and young people in the information sessions as well as the launch of a consultation on Fèisean nan Gàidheal's Programme Plan for 2015-20.	
CS24	During 2014-15 a new Development Plan for the organisation will be devised for delivery from 2015 onwards		A new Programme Plan for 2015-20 was written and formed part of our successful application to Creative Scotland for regular funding. We have been offered £1.4m between 2015 and 2018 and we have finalised a	

			funding agreement.
CS25	Continue to support individual Fèis expansion activities	New Developments	We offer payroll facilities to Fèis Bharraigh, Fèis a' Bhaile and Fèis Spè and support the Fèis activities, and some new developments, of Fèis Rois. We have been working with Fèis Spè to try and secure some sort of regular funding for their expanded programme and support, in principle, was agreed by Fèisean nan Gàidheal's Board at their December meeting.
CS26	Continue to ensure good practice in relation to Child Protection in line with changes in legislation	Service Delivery	Fèisean nan Gàidheal maintains a central PVG registration and checking scheme and procedures are in place to ensure that all tutors, supervisors and volunteers have Disclosure certificates. Training on Child Protection issues is available on demand with five sessions delivered this year at this point.
CS27	Continue to operate as an organisation striving for excellence in delivery of services and projects, and in our general working practices	Service Delivery	We continually strive to achieve this. An evaluation of the social and economic value of our work was commissioned by HIE and has been completed but not yet shared with us.

Quantitative Information

Jobs supported (created/retained) FTE	66.3	Trading Income	£827,444	Community groups established	2	Community groups with increased capacity	11
Grants to Fèisean	£220,548	Total cost of Fèis activities	£882,192	Total income generated by Fèisean	£661,644	New income generating assets	1
Cultural events	579	Beneficiaries	32,131	Participants	5,497	Volunteers	682
Networking activities	21	New/improved services/amenities	1	Workforce development sessions	9	Trainees	149
Cèilidh Trails	7	Cèilidh Trail Audience	17,726	Cèilidh Trail Events	185	Projects that support the Gaelic economy	4,845

HIE Deliverables

HIE1	Establish the Gaelic Arts in Education Service, which aims to promote and develop the Gaelic language through Service Level Agreements with Local Authorities and other public sector bodies, by 31st March 2015.	New Developments	Fèisgoil was established in 2012 and we have worked with a number of Local Authorities and Public Bodies delivering a variety of services and short contracts. Between January and April 2014 we delivered 10 weeks of Gaelic language tuition in 17 schools in the North Highlands and Lochaber as part of a contract with Highland Council, we also delivered 15 one-day workshops to over 170 staff at the National Collections in Edinburgh. We have secured a contract with Perth & Kinross Council to deliver 11 weeks of Gaelic language work in Perth schools. We have secured a contract with Portree High School to offer a programme of Gaelic language cultural classes for an 8-week period from January. We have been sending our marketing materials to encourage local

			authorities to engage with us in delivering 1+2 Language commitments.	
HIE2	Continue to explore commercial opportunities; and ensure that Fèisean nan Gàidheal's trading income constitutes 35% of its total income, by 31st March 2015	New Developments	We achieved 58.1% of our turnover from commercial opportunities in 2014-15.	
HIE3	Retain 17.5 FTEs based within the Highlands and Islands area of operation of HIE, by 31st March 2015	Service Delivery	At present our organisational FTE is 11.2. However, overall jobs created or retained were estimated at 66.3 FTEs.	
HIE4	Target activities in the fragile areas, and create 3 new Fèisean and 5 Intergenerational projects in the fragile areas, by 31st March 2015	New Developments	At present, out of 37 Fèisean in the HIE area, 23 take place in fragile areas. In addition to supporting those Fèisean we are working with Iomairtean Gàidhlig which cover fragile areas in Lewis, Uist, Skye and Lochaber. A number of Blas and Cèilidh Trail events took place in fragile areas. CS10 above outlines progress with Intergenerational Projects.	
HIE5	Explore the feasibility of establishing Gaelic drama and other community-related Gaelic language initiatives for adults, in collaboration with strategic partners such as Sabhal Mòr Ostaig, by 31st March 2015	New Developments	Significant progress was made in relation to drama development during 2014-15 and we have worked closely with community groups including adults and young people. Our Sgoil Shamhraidh Dràma included young adults. We supported an adult drama production – Às an Dorchadas - in collaboration with Catriona Lexy Campbell and Glasgow Life which we hope will tour the Highlands later in 2015.	
HIE6	Continue to support tutors and organisers gain new skills in the fields of fund-raising, child protection, Gaelic language, first aid, governance, computer skills and teacher techniques. Engage 87 volunteers and 23 trainees/tutors, within the Highlands and Islands area of operation of HIE, in Fèisean nan Gàidheal's skills development programmes, by 31st March 2015	Service Delivery	Tutor training is an on-going activity of Fèisean nan Gàidheal. We also make additional Gaelic learning opportunities available to tutors at various points during the year to improve language abilities. We held a training day for YMI tutors in August and 22 tutors took part in the tutor training weekend at Sabhal Mòr Ostaig in February. In total, during 2014-15, 97 volunteers and 52 tutors underwent training or were supported to undertake training.	
HIE7	Ensure 8,206 individual participants/learners engaged in Fèisean skills programmes, within the Highlands and Islands area of operation of HIE, by 31st March 2015	Service Delivery	13,307 took part in learning experiences generated by our programme in 2014-15.	
HIE8	Cèilidh trails and Blas Festival promoted nationally and internationally as cultural tourism products, by 31st March 2015	New Developments	We do our best to promote both nationally and have engaged more closely with VisitScotland and EventScotland as well as tour operators to expand the reach of our promotion of both initiatives. We undertook a Marketing Strategy workshop earlier in 2014 and have received a Marketing Plan that formed the basis of a job description for a Graduate Placement. An International Marketing Strategy workshop took place in November and a Graduate Placement was employed, with HIE's	

			assistance, to start implementing the outcomes of both marketing strategy workshops.	
HIE9	Stage 3 national showcase events; showcasing the region's Gaelic culture to wider audiences at home and abroad through participation in appropriate events and festivals	New Developments	Please see CS19 above for showcasing activity in 2014-15.	
HIE10	Undertake a review on function, appositeness and efficacy of Fèisean nan Gàidheal board, by 31st March 2013	New Developments	This has been finalised to HIE's satisfaction.	
Bòrd na Gàidhlig Deliverables				
BnG1	Support Iomairtean Gàidhlig where a Fèisean nan Gàidheal officer is based, with evidence of practical help where support is been offered before 31.03.15	Partnerships and Contracts	This support continues. Our Lochaber Development Officer supported a family Fèis day in June as part of the local initiative. The Skye-based Iomairt officer collaborated with Fèis Thròndairnis in an effort to keep a series of Gaelic medium music workshops running with support from Fèisean nan Gàidheal.	
BnG2	A weekly Coffee and Conversation held in the Fèisean nan Gàidheal office in Portree	Partnerships and Contracts	These sessions are currently attracting small numbers each week. We have been advertising the opportunity to increase numbers but are currently only attracting two or three. This is mostly down to the personal circumstances of the participants.	
BnG3	At least 4 language training sessions for staff before 31.03.15	Service Delivery	Language training days were held for the whole team in May and October. Two members of staff are currently doing distance-learning Gaelic writing skills courses with Sabhal Mòr Ostaig.	
BnG4	At least 4 other training sessions for staff before 31.03.15	Partnerships and Contracts	We held a media training workshop in May and a training session in Photoshop January, both delivered in Gaelic. Two of our team also took part in a creative skills workshop at Eden Court. Two of our team took part in a training session in measuring carbon use.	
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.15	New Developments	Fèisean nan Gàidheal's priority is to support Fèisean across the country and this continues as normal. New Fèisean are to be established in Paisley and Appin.	
BnG6	6 Fèisean to run Fèis Bheag classes or early-years workshops before 31.03.15	Service Delivery	Thirteen Fèisean have run Fèis Bheag classes as part of their main week-long events.	
BnG7	A Gaelic medium panto to tour at least six areas before 31.03.15	Service Delivery	This year's panto, *Peigi agus a' Bhreisleach Bhuan*, toured between 1 and 10 December with 13 schools performances and around 1,500 pupils attending. Due to poor weather, the panto didn't reach Skye schools as had been planned. There were two public performances in Glasgow and Inverness with around 100 people attending.	
BnG8	Discussions to be held with Bòrd nan Gàidhlig, aiming to develop drama/theatre provision for 3-7 year olds.	New Developments	Calum Macmillan met with David Boag to discuss Fèisean nan Gàidheal's plans for early years work, particularly the development of *Hùb-Hàb* and	

			resources to accompany the project.	
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 31.03.15	New Developments	Dougie Beck and the actress Ellen Macdonald toured with *Hùb Hàb air an Croit* between 9 and 23 January, visiting seven early years groups offering 10 performances. Since then 3 further performances took place with pre-school groups in Lochaber and Argyll.	
BnG10	Deliver 80 Gaelic drama workshops in communities across Scotland before 31.03.15	Service Delivery	Between Meanbh Chuileag projects (plays and panto), workshops for primay schools, workshops for secondary schools, Sgoil Shamhraidh Dràma, Film-G and so on, we have already delivered 184 workhops in communities across the country. In addition to those, most of the local Fèisean offer drama as a discipline.	
BnG11	At least 3 high school youth-theatre groups established in partnership with another organisation before 31.03.15. This is connected to the partnership contract with Eden Court as part of the Drama Network Scheme.	New Developments	In partnership with Eden Court we are currently working with two youth-theatre groups in Tain Academy and Dingwall Academy. The Eden Court drama worker is working with a third group in Inverness Royal academy. The three groups gathered together on Wednesday 10 September for a special performance evening during the Blas Festival. An application for further funding, in collaboration with Eden Court, to ensure the work with the schools currently involved is developed, has been successful. We are happy that this project will continue in 2015-16.	
BnG12	6-week drama tour of Gaelic schools before 31.03.15	New Developments	Between October and November a play about the First World War, *Obair Latha Tòiseachaidh,* toured schools where Gaelic is taught. 36 perfomances have taken place so far and the play will be touring some schools in the new year that could not take it first time round.	
BnG13	A 2-week tour of a bilingual play for schools that offer GLPS or who have had Fèisgoil tuition, before 31.03.2015.	New Developments	A bilingual version of our play about the Great War visited schools where pupils have been receiving Gaelic learners classes. This took in more than 10 schools in Highland during a fortnight in February.	
BnG14	40 Blas concerts between 5-13 September 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.	Partnerships and Contracts	Blas was held between 5 and 13 September with 43 concerts as well as a schools and communities programme in collaboration with High Life Highland, Live Music Now, Music in Hospitals agus An Comunn Gàidhealach. Among the highlights were *Mìorbhail nam Beann* the new commission by Iain MacFarlane, *Subhachas* with Cherish the Ladies, Mischa Macpherson and Ross Ainslie & Jarlath Henderson as well as the finale *Ceòl nam Fèis*. The total audience for Blas events was 18,668 with 476 musicians involved. We are please that 410 volunteers were involved in the festival.	
BnG15	Concerts delivered bilingually by a fluent Gaelic speaker. Musicians/artists encouraged to use their Gaelic at the festival.	Partnerships and Contracts	Gaelic was especially evident in the new commission and Cuairt nam Bàrd as well as among many Gaelic singers. A fear or bean an taighe used the language on the stage at every event.	

BnG16	A newly written commission as part of Blas 2014, with at least 4 performances during the festival.	Partnerships and Contracts	*Mìorbhail nam Beann* by Iain MacFarlane, based on the famous Duncan Bàn MacIntyre poem, *Moladh Beinn Dòbhrain*, was performed at five locations during the festival in collaboration with SNH. The show included music, songs and images of the Highlands and one of the outcomes was a CD with the first-ever recording of *Moladh Beinn Dòbhrain* in its entirety. We are pleased that the show will be reprised at Celtic Connections in January 2015.	
BnG17	A 'Ceòl nam Fèis' concert as a main event during Blas 2014.	Partnerships and Contracts	A successful *Ceòl nam Fèis* concert was held in Eden Court on Saturday 13 September as the finale to Blas 2014. Over 100 young people from Fèisean across Scotland took part and the concert was presented bilingually by Linda Macleod. The participants than had the opportunity to play a set at the Scots Trad Music Awards in December. Around 500 attended a *Ceòl nam Fèis* concert staged at Celtic Connections on Saturday 24 January 2015.	
BnG18	All information and advertising to be bilingual as an important feature of the festival, including the MC at each event.	Partnerships and Contracts	We ensured this by producing all Blas advertising and marketing bilingually and we engaged a Gaelic-speaking Fear or Bean an Taighe for each event.	
BnG19	Aim to have 15 individuals aged 14-18 take part in the 2014 Drama Summer School	New Developments	16 young people took part in this year's Drama Summer School, picking up valuable stage and other writing and filming skills. They worked towards delivering a new play that was performed at a successful event on 17 July in Àros, Portree, to an audience of around 80 people.	
BnG20	Aim to have 16 high-school pupils take part in a residential event at The Gearrannan Blackhouses, Isle of Lewis during Easter 2015.	New Developments	5 Latha 2015 will be held between 6 and 11 April and we began advertising the event early in 2015.	
BnG21	Implementation of the organisation's Gaelic Policy, with confirmation of Gaelic as the working language of Fèisean nan Gàidheal.	Service Delivery	A new Gaelic Policy has been agreed and Fèisean nan Gàidheal's internal work is predominantly carried out in Gaelic, including our board meetings and staff communications on a day-to-day basis. The policy is available here.	
BnG22	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.	Partnerships and Contracts	This was submitted to Bòrd na Gàidhlig and our Board received an annual risk management report at its May meeting that can be viewed on pages 68 to 70 here.	
BnG23	Recognising the support of Bòrd na Gàidhlig in all projects, with evidence each quarter.	Partnerships and Contracts	We recognise Bòrd na Gàidhlig's support in a number of ways, displaying logos in all advertising and we acknowledge support in interviews, press releases, e-mail footers and all printed materials.	
BnG24	Press releases concerning Bòrd na Gàidhlig before release as appropriate, with an opportunity for the Board to add	Partnerships and Contracts	We ensure that this happens in relation to work the Bòrd funds directly and consult in those instances to seek quotes, for example in relation to Blas, 5	

	quotes/information.		Latha or drama developments.	
BnG25	A full-page advertisement in the Blas on-line Brochure given to Bòrd na Gàidhlig as part of this agreement.	Partnerships and Contracts	The advertisement appeared in the online brochure.	
Highland Council Deliverables				
HC1	SLA still to be received at end of Q4	Service Delivery	We followed the same range of actions as in 2013-14 since no SDC was issued. Monies have been received from The Highland Council.	
Comhairle nan Eilean Siar Deliverables				
CnES1	Redistribute £9,900 of Comhairle funding in 2014-15 to the Western Isles Fèisean as per schedule in agreement	Service Delivery	Fèisean in the Western Isles were offered £42,186 including £9,900 from Comhairle nan Eilean Siar, as per our Funding Agreement.	
CnES2	£2,900 of Comhairle funding to be utilised towards the continued employment of a full-time Western Isles Fèis Development Officer	Service Delivery	£2,900 has been utilised towards the cost of a Western Isles-based Development Officer, with the post reconfirmed and filled permanently following staff restructuring.	
Argyll & Bute Council Deliverables				
ABC1	Utilise a portion of funding for the purposes of making grants to support Argyll & Bute Fèisean through Fèisean nan Gàidheal's Grants scheme for Fèisean	Service Delivery	Fèisean in the Argyll & Bute area were offered funding totalling £25,006 including £9,000 from Argyll & Bute Council as per our Funding Agreement.	
ABC2	Utilise a portion of funding towards the employment of a Development Officer based in Argyll and Bute	Service Delivery	The remaining funds are being utilised towards the continued employment of a full-time Fèis Development Officer based, for part of the time, in Argyll and an expanded programme of activities in the area.	

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

Board members are also asked to note that a new reporting system is being devised at present to take account of new funding agreements. This will be used from the end of the first quarter of 2015-16 onwards.

Arthur Cormack
CEO
May 2015

Fèisean nan Gàidheal

Blas

Agenda Item: 2.2015.02(b)

Reason for Paper
To inform Board members of the programme for Blas Festival 2015.

Blas 2015
The Blas Action Group has met several times to get to the point where the programme for Blas 2015 is agreed.

The latest draft is appended for the main events only although there is still work needed to finalise the programme. In addition those events, there will be a schools programme going on at the same time, as normal, and a series of House Cèilidhs.

The programme will be published at an event in Eden Court, Inverness on Thursday 11 June and the website will be live and tickets available at that time. Board members are welcome to attend the launch event.

I would also like to remind you that Fèisean nan Gàidheal allows Board members to purchase tickets up to the value of £50 for Blas events, which can be reclaimed through the normal expenses process.

Blas Festival Ltd
A meeting of the Board of Blas Festival Ltd took place on 4 March in Inverness, chaired by George Stoddart.

Minutes were being taken by a Highland Council officer and we have not yet received them but we will make them available to Fèisean nan Gàidheal Board members at the next meeting following their receipt.

Action Required
Board members are invited to note progress with the programming of Blas 2015.

Arthur Cormack
CEO
May 2015

BLAS 2015 PROGRAMME									
	Wester Ross, Skye & Lochaber			Caithness, Sutherland & Easter Ross		Inverness, Badenoch & Strathspey		Other	
	LOCHABER	SKYE & LOCHALSH	WESTER ROSS	EASTER ROSS	CAITHNESS/SUTHERLAND	INVERNESS	BADENOCH/NAIRN	ARGYLL	NO
FR 4	ROYBRIDGE	SLEAT		EVANTON (Jubilee Hall)		ST ANDREWS CATHEDRAL	KINGUSSIE	CAMPBELLTOWN	7
	Mairi MacInnes Band	Session A9		KF 25th Anniversary		ALGILLIES	Dick Gaughan	VICTORIA HALL	
	Fèisean Lochabair Cèilidh Trail			Kiltearn Fiddlers		PA: LIMELIGHTS	Macanta	Phil and Aly	
				Lauren MacColl			PA: LIMELIGHTS	Ewen Henderson	
	PA: LIMELIGHTS	PA: LIMELIGHTS		Graham Mackenzie		BEAULY PHIPPS HALL		PA: ALY / PHIL OWN CREW	
				Katie Mackenzie		Festubert / Shinty Show			
				Fèis Rois promotiong		Gary underway with Lineup			
				PA: LIMELIGHTS		PA: LIMELIGHTS			
SAT 5		PLOCKTON HIGH SCHOOL		DINGWALL TOWN HALL	WICK	IRONWORKS		ISLAY (Port Ellen)	6
		Dick Gaughan		Cèilidh / /Dance	Session A9	Shooglenifty		Phil and Aly	
		Mairi MacInnes Band		Highland Cèilidh	Paddy Callaghan Trio	Niteworks		Ewen Henderson	
		PA:SCHOOL PA		Fèis Rois Cèilidh Trail	Fèis Gàllaibh	Hò-ro		LOCAL Fèis	
				Rona Lightfoot	PA: LIMELIGHTS	PA: IRONWORKS		PA: ALY / PHIL OWN CREW	
				Alexander Levack					
		PORTREE / AROS		Innes White					
		Possible event to tie in with		Dingwall Gaelic Choir TBC					
		Book Festival		Mischa MacPherson TBC					
		"A SUMMER IN SKYE"		PA: FÈIS ROIS					
				DAYTIME HIGH ST STUFF					
SU 6						ST ANDREWS CATHEDRAL			1
						Inverness Gaelic Choir			
						Angus Macleod			
						Mairi MacInnes			
						PA: LIMELIGHTS TBC			
MO 7				DINGWALL (National Hotel)				MULL (Bunessan)	2
				FÈIS ROIS SESSION				Phil and Aly	
				"Ceol s Ceic"				Ewen Henderson	
				Fèis Rois Session				PA: ALY / PHIL OWN CREW	
TU 8	KINLOCHLEVEN		LOCHCARRON						2
	Phil and Aly		JP Cormier						
	Ewen Henderson		Sc Trad Song Collective						
	PA: ALY / PHIL OWN CREW		Robert MacInnes						
			PA: LIMELIGHTS						
WE 9			GAIRLOCH						1
			JP Cormier						
			Sc Trad Song Collective						
			Robert MacInnes						
			PA: LIMELIGHTS						
TH 10	GLENFINNAN HOUSE	SKYE VENUE TBC	RESOLIS			EDEN COURT	NAIRN		4
	Session	DOT COMIC	JP Cormier			ONE TOUCH	The Allan Kelly Gang		
		PA: LIMELIGHTS	Sc Trad Song Collective			GAELIC YOUTH THEATRE	Margaret Stewart Trio		
	NB		Eilidh MackenzieTrio			Details TBC (Calum-Alex?)	PA: LIMELIGHTS		
	Charlie and Isobel hosting		PA: LIMELIGHTS						
	a house cèilidh - date tbc								
FR 11	ARISAIG	BROADFORD (Holding)		PORTMAHOMACK	STRATHY	INVERNESS AIRPORT	CARRBRIDGE		9
	JP Cormier	Concert & Cèildh Dance		Cherrygrove	Concert & Cèildh Dance	Hall of Fame Dinner	25TH ANNIVERSARY		
	Sc Trad Song Collective	8.00 pm Start		Eilidh MackenzieTrio	8.00 pm Start	LIMELIGHTS PA	FÈIS SPÈ		
	Maratime	Robert Nairn Dance Band		PA: LIMELIGHTS	Huradal	DIRECT WITH SIMON	Hamish Napier		
	PA: LIMELIGHTS	with Gaelic Singers			Fergie MacDonald		Sandra Robertson		
		Cathy Ann MacPhee		STRATHPEFFER	Fèis air an Oir		Charlie Mackerron		
		Ruaridh Cormack		The Allan Kelly Gang	PA: LIMELIGHTS		Mhairi Hall		
		Fèis an Earraich		Margaret Stewart Trio		EDEN COURT ONE TOUCH	Fraser Stone		
		Strath Gaelic Choir ???		PA: LIMELIGHTS	LOCHINVER	Comedy Show	PA: LIMELIGHTS		
		LIMELIGHTS			Mànran	DOT COMIC			
					PA: LIMELIGHTS	PA: LIMELIGHTS			
SA 12	INVERGARRY	PORTREE				EDEN COURT			3
	Cherrygrove	The Allan Kelly Gang				RUNRIG TRIBUTE			
	Eilidh MackenzieTrio	JP Cormier				Mànran			
	Fèisean Lochabair Cèilidh Trail	PA: LIMELIGHTS				Julie Fowlis			
	PA: LIMELIGHTS					Cathy-Ann MacPhee			
						Fèis youth element			
						PA: LIMELIGHTS			
								TOTAL EVENTS	35

Fèisean nan Gàidheal

5 Latha

Agenda Item: 2.2015.02(c)

Reason for the paper

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

5 Latha 2014

This year we welcomed 19 participants altogether during the week.

Monday

All the participants gathered at the blackhouses at around 3pm. They were immediately set a task by Iain MacArthur, who lives near to Gearrannan. Each year Iain sets up a wee challenge for them to consider while they are staying at The Gearrannan, in the past this has involved a treasure hunt and a number of riddles and this year the challenge was a long list of anagrams made up of words related to our week at 5 Latha. The participants really enjoyed this and learned a great deal of new vocabulary.

Our music tutors for this year were Norrie MacIver and Iain MacFarlane who got on really well with the participants, who themselves learned a good number of songs and tunes during the week.

Tuesday

We went up to Ness to visit Donald MacSween and his croft. As wet a day as we've had at 5 Latha in the four years we've been running. It didn't keep us back and the participants had the chance to work with sheep, ducks, hens. Donald now has over 300 hens and sells eggs right across the island. Later that day we returned to the Gearrannan for more music and in the evening we did some baking.

Wednesday

Wednesday was a day of music and cookery at the Gearrannan. We were delighted that Mary Smith joined us to give a workshop and presentation of Gaelic songs from throughout the Western Isles which was very interesting indeed. Catriona and Mairi Maureen worked well with the participants again this year making a duff, pancakes as well as preparing salt meat and potato soup.

Thursday

We went out with the Seatrek from the Carloway pier on the Thursday and went ashore at Little Berneray. It was a good day and we were luck to have Kenny the skipper with us again who told the participants a lot about the area an pointed out a number of seabirds and we were luck to see two Golden Eagles. We took a good walk along Litte Berneray and visited the ruins of the temple and the graveyard on the island where there is a lot of information about the island's history.

Friday

Friday was our cèilidh day and much of the morning was spent preparing for the evening event. In the afternoon we headed out to the peats where a good time was had by all. We were delighted with the attendance at the evening's cèilidh with over 50 people in attendance. The Carloway Choir supported us with teas, coffees and home baking. An excellent way to round of another great week.

Action Required

Board members are asked to note the information about 5 Latha 2014.

Calum Alex Macmillan
Development Manager
May 2015

Fèisean nan Gàidheal

Fèisgoil

Agenda Item: 2.2015.02(e)

Reason for Paper

To inform board members of marketing of Fèisgoil services being undertaken.

Opportunities

The Scottish Government recently announced £7.2m funding for its 1 + 2 languages initiative which aims to: "introduce a norm for language learning based on the European Union 1 + 2 model – that is to create the conditions in which every child will learn two languages in addition to their own mother tongue. This will be rolled out over two Parliaments and will create a new model of language acquisition in Scotland".

Fèisgoil should be well placed to deliver Gaelic language teaching in primary schools as part of this initiative. In an effort to generate some interest and awareness, we sent the following e-flyer to all the officers within local authorities dealing with 1 + 2 languages to see if any of them would like to get involved in pilots similar to those carried out for The Highland Council in 2014.

We recently completed work for Perth & Kinross Council and The Highland Council (Portree High School) and are seeking new contracts.

Action Required

Board members are asked to note the marketing of Fèisgoil services undertaken.

Arthur Cormack
CEO
May 2015

FÈISGOIL

Fèisean nan Gàidheal's Gaelic Arts-in-Education Service

Dè ghabhas dèanamh dhuibhse?

What can we do for you?

- 1 + 2 Language Learning Solutions
- GLPS (Gaelic Language in Primary Schools) minus the training costs
- Youth Music Initiative Traditional Music Classes
- Gaelic Drama Workshops or Programmes
- Pre-School Gaelic Music, Song and Puppetry
- Gaelic Awareness Training for Staff
- Preparation for Local and National Mòd Competitions
- Film-making

Fèisgoil can help deliver your objectives whether you are involved in 1+2 Language Learning and wish to include Gaelic, or whether you wish to enhance your GLPS provision. If you have measures to deliver within a Gaelic Language Plan or if you want to expand traditional music provision, we would be happy to discuss your requirements and the costs of bespoke delivery.

feisgoil@feisean.org

www.feisean.org

01478 613355

Case Study 1 - Gaelic Language in Primary Schools

Fèisgoil delivered a 10-week programme of Gaelic language tuition in 17 schools across Lochaber, Caithness and Sutherland for The Highand Council. 772 pupils were involved in the programme, based on the GLPS scheme, learning basic vocabulary which they were able to develop through a range of interesting and engaging activities. 92% of pupils said they enjoyed learning Gaelic and 80% said they would like to continue with more. Fèisgoil can offer this service to local authorities very cost-effectively since the tutors engaged are already fluent in Gaelic and the costs of training are greatly reduced as a result. We have delivered similar work for Perth & Kinross Council on a number of occasions to help them fulfil Gaelic Language Plan commitments.

Case Study 2 - Traditional Music Classes in Schools

Fèisgoil delivers Scottish traditional music classes in all Highland Council primary schools as well as in 4 schools in Renfrewshire through the Youth Music Initiative (YMI). We have also worked with schools in East Lothian. We have a large pool of tutors proficient in delivering music classes in a school setting, who ensure they plan their work carefully to deliver outcomes of the Curriculum for Excellence. Video case studies can be viewed on our website under the YMI section.

Case Study 3 - Pre-School Gaelic Music, Song & Puppetry

Fèisgoil can deliver programmes for Gaelic medium early years groups that involve work with music, song, puppety and games all designed to improve the language skills of the children by involving them in activities that are enjoyable and which facillitate use of Gaelic.

Fèisgoil is a service run by Fèisean nan Gàidheal which was formed in 1991 as an independent umbrella association for the Fèis movement. It is a company limited by guarantee and a registered charity funded by Creative Scotland, Bòrd na Gàidhlig, Highlands & Islands Enterprise, The Highland Council, Argyll & Bute Council, Comhairle nan Eilean Siar and others.

There are currently 46 Fèisean across Scotland in which 5,700 young people take part, and the organisation engages around 40,000 people annually in its activities.

The focus of the organisation's work continues to be the support of Fèisean and creating additional opportunities for Fèis participants and tutors. Fèisean nan Gàidheal runs a Gaelic Drama Summer School, tours schools with drama work based around Gaelic culture and history, organises an annual Gaelic pantomime, supports Fèisean to organise Cèilidh Trails and runs the annual Blas Festival.

Le taic bho | with support from

fèisean NAN GÀIDHEAL

Fèisean nan Gàidheal

Tasgadh: Tradiational Arts Small Grants

Number on Agenda: 2.2015.02(f)

Reason for paper

To inform Board members about the Tasgadh grants scheme we are running on behalf of Creative Scotland.

Background

Board members will recall that we bid in our application for funding from Creative Scotland to take on the running of a small grants programme for the traditional arts.

This was later agreed outwith the regular fundng awarded to Fèisean nan Gàidheal and Creative Scotland have decided to give us an additional £35k, £31.5k of which will be distrbuted in grants, with the remainder being put towards our costs in running the programme.

Guidelines and an application form were drawn up in consultation with Craetive Scotland colleagues and the fund was launched on 11 May.

The fund - Tasgadh - is available to provide support for traditional artists and organisations to create, perform, tour and showcase work. Professional development applications can also be supported though the fund.

While Creative Scotland continues to support traditional arts directly and will deal with larger projects through other routes, it is important that there is access to small grants which are relatively light touch and offer a fast decision. Support can be offered for Scottish traditional music, dance and storytelling.

There will be three deadline dates for applications during 2015-16, the first of those being 3 July. Guidelines and application forms are following for information.

Action required

Board members are asked to note the launch of Tasgadh.

Arthur Cormack
CEO
May 2015

TASGADH
Traditional Arts Small Grants

Administered by fèisean NAN GÀIDHEAL with funding from CREATIVE SCOTLAND ALBA | CHRUTHACHAIL

Traditional Arts Small Grants Fund (Dance, Music, Storytelling) **Criteria and Guidelines for Applicants**

An Stòras | The Fund | The Fund

'S e stòras a th' ann an Tasgadh maoinichte le Alba Chruthachail, air a riaghladh le Fèisean nan Gàidheal agus fosgailte do bhuidhnean agus daoine fa leth. Tha Tasgadh a' toirt taic do luchd-ealain traidiseanta obair a chruthachadh, a chur air an àrd-ùrlair, a chur air chuairt no a thaisbeanadh. Gheibhear taic airson leasachadh proifeiseanta cuideachd. Chan fhaighear taic airson uidheamachd a cheannach agus cha ghabhadh an stòras a chur mu choinneamh maoin eile bho Alba Chruthachail.

Tasgadh is a fund devolvit frae Creative Scotland, mainaged by Fèisean nan Gàidheal and open tae organisations and indiveeduals. Tasgadh is designit tae gie an upheeze tae tradeetional airtists and organisations tae mak, perform, tour and shawcase wark. The fund will uphaud professional development projecks as weel. Tasgadh canna support the purchase o graith and canna be yaised tae maitch ither Creative Scotland funds.

Tasgadh is a fund devolved from Creative Scotland, managed by Fèisean nan Gàidheal and open to organisations and individuals. Tasgadh is designed to provide support for traditional artists and organisations to create, perform, tour and showcase work. The fund can also support professional development projects. Tasgadh cannot support the purchase of equipment nor can the fund be used to match other Creative Scotland funds.

Fèisean nan Gàidheal has an allocation of £31,500 available for the funding of small traditional arts projects. Although the fund is managed by Fèisean nan Gàidheal, decisions on grants will be made by a panel of advisers named on our website along with a register of their interests. Funds are accessed through a written application procedure and will be monitored and evaluated by both Fèisean nan Gàidheal and Creative Scotland.

Cò dh'fhaodadh taic iarraidh? | Wha can apply? | Who can apply?

Eligibility is in line with Creative Scotland's guidance on funding available here. In general, individuals (over 18), groups and organisations either based in Scotland, or undertaking work in Scotland, can apply to this fund. Applicants must be able to demonstrate a positive track record in and/or professional commitment to one or more of the traditional art forms:

- Scottish Traditional Dance
- Scottish Traditional Music
- Scottish Traditional Storytelling

Applicants should consider the part their project will play in helping to explore, realise and develop their creative potential, and enrich Scotland's reputation as a distinctive creative nation connected to the world.

Ag uallachadh iarrtais | Plannin an Application | Planning an application

Each applicant can apply for an award of between £250 and £1,000. Applicants who require more than £1,000 should consider applying to the Creative Scotland Open Project Fund.

There are three deadlines for 2015-16:	5pm 3 July 2015	5pm 2 October 2015	5pm 19 February 2016

Applicants should leave at least six weeks from the application deadline to the project start date. Applicants must provide evidence of 10% generated income. This could take the form of ticket sales, partnership income from another source or the applicant's own contribution. For the avoidance of doubt this fund cannot be used to match other Creative Scotland funds. In some cases applicants may be asked to resubmit an application at the next deadline or may be signposted to alternative Creative Scotland funding.

If you require any clarification on eligibility or assistance to complete an application, please contact Fèisean nan Gàidheal on 01478 613355 or e-mail tasgadh@feisean.org with your query.

Tagraichean soirbheachail | Successfu applicants | Successful applicants

Fèisean nan Gàidheal will notify all successful applicants approximately 4 weeks after the appropriate submission deadline. Successful applicants will be notified in writing with a letter of offer detailing how the funds will be paid and any conditions attached to the award. Any subsequent changes to project plans must be submitted in writing to Fèisean nan Gàidheal.

Fèisean nan Gàidheal will require the submission of an end-of-project report and will select some projects to evaluate to ensure they are being implemented as planned. We may also feature some completed projects as case studies on our website to illustrate the kinds of projects the fund can assist.

Tagraichean neo-shoirbheachail | Unsuccessfu applicants | Unsuccessful applicants

It is anticipated that there may be more qualifying applications than available funding. Fèisean nan Gàidheal and its panel of advisers will prioritise applications that demonstrate artistic integrity, a well researched and planned project, community benefit (where appropriate) and legacy of the work (where appropriate). All unsuccessful applicants will be given written feedback on their application with the reasons for the decision. Unfortunately, due to the anticipated volumes of applications, we will not be able to provide any additional feedback beyond this.

Tasgadh
Fèisean nan Gàidheal
Meal House
Portree
Isle of Skye
IV51 9BZ

Telephone 01478 613355
E-mail tasgadh@feisean.org

TASGADH
Traditional Arts Small Grants

Administered by fèisean nan GÀIDHEAL with funding from CREATIVE SCOTLAND ALBA | CHRUTHACHAIL

Traditional Arts Small Grants Fund (Dance, Music, Storytelling)
Foirm Iarrtais | Application Form

Please read the guidelines before completing your application

SECTION 1 **APPLICANT INFORMATION**

Applicant name	
Contact name (if different)	
Address	Post code
Phone number	E-mail address

Please indicate if you require any alternative communication formats

Please tick the application round deadline in which you wish your application to be considered:

3 July 2015 ☐ 2 October 2015 ☐ 19 February 2016 ☐

Please submit your application by e-mail to **tasgadh@feisean.org** or, if you prefer to send it in hard copy, to **Tasgadh, Fèisean nan Gàidheal**, **Meall House**, **Portree**, **Isle of Skye, IV51 9BZ**

Office use only:			
Date received		Reference number	
		Date acknowledged	
Amount requested	£		
Expenditure	£	Generated income	£
Projected income	£	Source of generated income	£
Identity confirmed	Yes ☐	Form of identity	
Date of decision		Date Letter of offer issued	
Letter of offer accepted		First payment made	
End-of-project form received		Final payment made	

Status of applicant (please √)

Artist (solo)	☐	Project start date	
Artist (group)	☐		
Organisation (including promoters)	☐	Expected finish date	
Other (please specify)	☐		

(Note: We cannot award you any funding if your project has already started. We would advise you to allow at least 6 weeks from your chosen application deadline to the start date of your project)

SECTION 2 THE PROJECT

Which traditional art form does your application support? (√ all those appropriate)

Scottish Traditional Dance	☐	Scottish Traditional Music	☐
Scottish Traditional Storytelling	☐		

Please provide a short biographical description of your artistic practice (up to 250 words)

Please describe the project for which you are seeking support (up to 500 words)

Please describe ways in which your project will help to explore, realise and develop your creative potential or that of the artist/s you will work with, and enrich Scotland's reputation as a distinctive creative nation connected to the world.

What is the most important outcome that you wish to achieve through this project?

What will be the community benefit and/or legacy of the work (if appropriate)?

SECTION 3 FINANCIAL INFORMATION

Please list your expenditure (budget)	**£**	Please list your income (budget) ***(Remember to clearly evidence at least 10% of generated income)***	**£**
	£		£
	£		£
	£		£
	£		£
	£		£
	£		£
	£		£
	£		£
Total planned expenditure	**£**	**Total planned Income**	**£**

Please indicate the amount for which you are applying through this application	**£**

Declaration: by signing this application you agree to the following conditions:

- If required, a member of Fèisean nan Gàidheal or its appointed advisers may contact you for further information to help with the decision making process
- If you are successful in obtaining a grant you agree to provide a short report on the funded project. Information and quotes from this feedback may appear in Fèisean nan Gàidheal and Creative Scotland publications.
- If you are successful in obtaining a grant you must acknowledge the support from Tasgadh in all related print, publications, annual reports, press releases and other materials as appropriate. Logos and guidance for their use will be sent to you with your letter of offer.
- You agree that the information provided in the application is correct to the best of your knowledge and agree that you will notify (and agree) any changes to your project proposal with Fèisean nan Gàidheal.
- Any insurance liabilities that may arise from the activities funded will remain the responsibility of the applicant – you are advised to ensure appropriate cover is in place.
- Any payment made will be returned in full if the project does not take place within 6 months of the original start date proposed; if the funds are not used as described or if an activity report form is not submitted within the prescribed period as advised with your award.

Applicant digital signature (or name if submitted electronically)

	Date	

Fèisean nan Gàidheal

Application for Membership

Agenda Item: 2.2015.02(g)

Reason for Paper

To seek approval from the Board to accept a new Fèis into the membership of Fèisean nan Gàidheal.

Background

Fèisean nan Gàidheal has been approached by the committee of Fèis an Iar-Dheas who wish to establish a Fèis in Dumfries and Galloway.

We have previously helped the group behind this new Fèis on an ad hoc basis with tutor costs for pilot projects in which they have been involved.

Policy

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

The only risk associated with accepting new Fèisean into the membership is that funding will be required for activities and will have to come from the finite budget we already have for grants to Fèisean. In the first and early years, we would look for independent funding to allow the new Fèisean to become established.

Recommendation

It is recommended the application be approved, as it would allow Fèisean nan Gàidheal to fulfill one of the outcomes in its new Programme Plan and expand its work into a local authority area not currently covered.

Action Required

Board members are invited to approve the application for membership of Fèisean nan Gàidheal from Fèis an Iar-Dheas

Arthur Cormack
CEO
May 2015

Iarrtas Ballrachd – Membership application

Airson ballrachd a thoirt a-mach le Fèisean nan Gàidheal, feumaidh sinn fiosrachadh fhaighinn bhuaibh a leigeas leinn cead a' Bhùird-Stiùiridh againn fhaotainn ballrachd a thoirt dhuibh. Ma bhios sibh soirbheachail bidh na cùnnraidhean a leanas an cois ur ballrachd.

To be considered for membership of Fèisean nan Gàidheal, we need to get some information from you which will allow us to get approval from our Board of Directors to offer you membership.

1. **Feumaidh gach fèis a bhith a' cur air dòigh cothroman-teagaisg airson òigridh eadar 8 agus 18, le Gàidhlig na pàirt gu math mòr nan lùib, a bharrachd air ceòl bhon dhualchas Gàidhlig agus òrain Gàidhlig a theagasg. Chan urrainnear taic a chumail ri fèisean a tha gu tur airson inbhich.**

   All Fèisean applying for membership must be tuition-based, for young people aged 8-18, with a significant Gaelic language element, as well as tuition of music and song from the Scottish Gaelic tradition. Please note that we cannot support activities specifically for adults.

2. **Feumaidh gach fèis Plana Gàidhlig a chur thugainn, a bhios a' mìneachadh an dòigh anns am bi iad a' fighe a' Ghàidhlig a-steach do gach nì a tha iad a' dèanamh. Tha Poileasaidh Gàidhlig aig Fèisean nan Gàidheal – a tha ri fhaighinn air an CD a tha an lùib seo - a dh'fheumas gach fèis a leantainn.**

   All Fèisean must submit a Gaelic Plan to us, detailing how they aim to incorporate Gaelic into all their activities. Fèisean nan Gàidheal has a Gaelic Policy – which is available on the accompanying CD - with which all Fèisean are expected to comply.

3. **Feumaidh gach fèis a bhith deònach gabhail ris Poileasaidh Cùram Chloinne Fèisean nan Gàidheal. Gheibhear leth-bhreac air a' CD an lùib seo. Feumaidh Oifigear Cùram Chloinne a bhith agaibh - cuideigin air a' chomataidh a bhios deònach dèiligeadh ri gnothaichean cùram chloinne. Feumaidh luchd-teagaisg, luchd-taice, buill chomataidhean agus daoine eile saor thoileach a dhol tro sgrùdadh àrd ìre le Disclosure Scotland.**

   All Fèisean will be required to comply with Fèisean nan Gàidheal's Child Protection Policy, a copy of which is on the accompanying CD. All Fèisean must appoint a Child Protection Officer - a member of the committee who is responsible for ensuring the Child Protection Policy is implemented and records are kept up to date. Enhanced disclosure checks are a requirement for all Fèis tutors, supervisors, committee members and other volunteers.

4. **Feumaidh gach fèis a bhith ag obair taobh a-staigh amasan Fèisean nan Gàidheal a tha air am mìneachadh gu h-ìseal.**

   Each fèis must also be willing to act within the aims and objectives of Fèisean nan Gàidheal, which are detailed below.

Ar dualchas ... ar n-òigridh

'S e caidreabh neo-eisimeileach nàiseanta de dh'Fhèisean teagaisg ionadail a th' ann am Fèisean nan Gàidheal

Tha Fèisean ann a dh'aona-ghnothaich gus dualchas is cànan nan Gàidheal a theagasg do dhaoine òga ann an suidheachadh spòrsail is sàbhailte.

Amas Fèisean nan Gàidheal

Tha e mar amas dhan bhuidhinn gum bi ealain, cànan is dualchas nan Gàidheal rim faotainn agus air am meas le barrachd is barrachd dhaoine le bhith cur taic ri agus a' leudachadh Fèisean teagaisg ionadail, a tha gu sònraichte do dh'òigridh.

Our culture ... our young people

Fèisean nan Gàidheal is an independent national association of tuition-based local festivals known as Fèisean (singular Fèis).

Fèisean are designed to teach young people in a fun, safe environment about Gaelic culture and language.

Aim of Fèisean nan Gàidheal

The aim of the organisation is to make Gaelic Arts, Language and Culture more accessible and more widely appreciated through the support and development of community-based tuition Fèisean, primarily for young people.

Prìomh-Oifis: Fèisean nan Gàidheal | Taigh a' Mhill | Port-Rìgh | An t-Eilean Sgitheanach | IV51 9BZ
Head Office: Fèisean nan Gàidheal | Meall House | Portree | Isle of Skye | IV51 9BZ
Fòn/Telephone **01478 613355** | **Facs**/Fax **01478 613399** | **Post-d**/E-mail **brath@feisean.org**
Companaidh earranta a tha na buidheann carthannais/Company limited by guarantee recognised as a charity | **Àireamh chlàraidh**/Registration number **SC 130071**

'S e na cinn-uidhe:

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

The objectives are to:

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

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

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

Ainm Na Fèise – Fèis Name	FÈIS AN IAR-DHEAS
Ainm an tagraiche – Applicant's Name	ANGELA PEARCEY
Dreuchd - Position	ADMINISTRATOR
Seòladh - Address	ARDENDEE
	MAIN STREET
	CROSSMICHAEL
	DG7 3AU
Còd Puist – Post Code	
Àireamh Fòn – Telephone Number	01556 670433
Àireamh Fòn-làimhe – Mobile Number	07500 934290
Seòladh puist-d – E-mail address	gbangel4@btinternet.com
Ceann-làithean na Fèise agaibh – Your proposed Fèis Dates	SAT 24TH OCTOBER

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

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

A Pearcey ..... **Ainm-sgrìobhte**/Signature 4.5.15 ..... **Ceann-là**/Date

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

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

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

Fèisean nan Gàidheal

Financial Issues

Agenda Item: 2.2015.03

This report includes:	**Action Required**
Agenda Item: 2.2015.3(a) Income and Expenditure 2015-16	For Noting and Discussion
Agenda item 2.2015.3(b) Current bank balances will be advised at the meeting	Verbal for Noting
Agenda item 2.2015.3(c) Management Accounts for the period to 31 March 2015	For Noting and Discussion
Agenda item 2.2015.3(d) Grants pledged to Fèisean 2015-16	For Noting
Agenda item 2.2015.3(e) Fèis Spè Application to the Development Fund	For Approval
Agenda item 2.2015.3(f) Balancing Finance to 31 March 2015	For Noting

Anne Willoughby
Executive Manager
May 2015

Fèisean nan Gàidheal Income and Expenditure 2015-16 with transactions to 30 April 2015

Agenda Item 2.2015.03(a)

INCOME	**2015-16**	**PERIOD**	**ACTUAL**
Core Grants	£ 344,260.00	£ 28,688.33	£ 186,667.00
Management Fees	£ 100,500.00	£ 8,375.00	£ 0.00
Grants Scheme	£ 200,000.00	£ 16,666.67	£ 11,000.00
Fèis Development Fund	£ 33,000.00	£ 2,750.00	£ 15,000.00
Annualised Hours	£ 8,000.00	£ 666.67	£ 4,000.00
Traditional Arts Small Grants Scheme	£ 35,000.00	£ 2,916.67	£ 0.00
Training	£ 10,500.00	£ 875.00	£ 0.00
Fèisgoil	£ 302,011.00	£ 25,167.58	£ 0.00
Blas Festival	£ 208,369.00	£ 17,364.08	£ 0.00
Other Earned Income	£ 13,500.00	£ 1,125.00	£ 378.00
Support Cèilidh Trails	£ 70,000.00	£ 5,833.33	£ 6,240.00
Gaelic Residential Events	£ 30,000.00	£ 2,500.00	£ 0.00
Gaelic Song-writing, Archiving, Innovations	£ 7,000.00	£ 583.33	£ 0.00
Showcase and International Opportunities	£ 13,000.00	£ 1,083.33	£ 0.00
Resources and Digitisation Programme	£ 7,500.00	£ 625.00	£ 0.00
Press/PR/Website Updates/Newsletter	£ 1,000.00	£ 83.33	£ 0.00
Fèisean Payroll Services	£ 3,348.00	£ 279.00	£ 270.00
Income still to be raised	£ 30,976.00	£ 2,581.33	£ 0.00
TOTAL INCOME	**£ 1,417,964.00**	**£ 118,163.67**	**£ 223,555.00**
EXPENDITURE			
RUNNING COSTS			
Staff Salaries	£ 302,000.00	£ 25,166.67	£ 25,437.01
NIC Contributions	£ 43,186.00	£ 3,598.83	£ 2,484.13
Pension Contributions	£ 15,100.00	£ 1,258.33	£ 684.24
Fèisean Services Staff Wages and NI	£ 3,348.00	£ 279.00	£ 558.00
Staff Travel, Accommodation & Subsistence	£ 20,000.00	£ 1,666.67	£ 488.79
Office Rent & Rates	£ 29,000.00	£ 2,416.67	£ 1,751.66
Stationery, Printing, Postage & Photocopiers	£ 14,000.00	£ 1,166.67	£ 734.79
Utilities	£ 12,000.00	£ 1,000.00	£ 122.83
Board Expenses	£ 5,000.00	£ 416.67	£ 0.00
Implementation of Child Protection Policy	£ 13,000.00	£ 1,083.33	£ 690.00
Insurance	£ 7,000.00	£ 583.33	£ 0.00
Sundry Expenses	£ 2,000.00	£ 166.67	£ 0.00
Accountancy & Bank Charges	£ 6,500.00	£ 541.67	£ 0.00
Professional Fees	£ 2,000.00	£ 166.67	£ 1,524.00
Instrument Bank Maintenance	£ 2,000.00	£ 166.67	£ 152.30
Additional Support Needs	£ 2,000.00	£ 166.67	£ 0.00
Capital Expenses	£ 3,000.00	£ 250.00	£ 286.32
PROGRAMME COSTS			
Grants Paid Out	£ 186,903.00	£ 15,575.25	£ 12,837.00
Annualised Hours	£ 21,547.00	£ 1,795.58	£ 825.00
Fèis Development Fund	£ 33,000.00	£ 2,750.00	£ 1,488.00
Traditional Arts Small Grants Scheme	£ 35,000.00	£ 2,916.67	£ 0.00
Traditional Arts Small Grants Scheme	-£ 3,500.00	-£ 291.67	£ 0.00

Management Fee			
Training Programme	£ 10,500.00	£ 875.00	£ 0.00
Training Programme Management Fee	-£ 2,000.00	-£ 166.67	£ 0.00
Fèisgoil	£ 302,011.00	£ 25,167.58	£ 999.30
Fèisgoil Management Fee	-£ 62,000.00	-£ 5,166.67	£ 0.00
Annual Conference	£ 10,000.00	£ 833.33	£ 0.00
Blas Festival	£ 208,369.00	£ 17,364.08	£ 7,853.75
Blas Festival Management Fee	-£ 15,000.00	-£ 1,250.00	£ 0.00
Support Cèilidh Trails	£ 70,000.00	£ 5,833.33	£ 0.00
Cèilidh Trails Management Fee	-£ 7,000.00	-£ 583.33	£ 0.00
Gaelic Residential Events	£ 30,000.00	£ 2,500.00	£ 0.00
Gaelic Residential Events Management Fee	-£ 4,000.00	-£ 333.33	£ 0.00
Gaelic Song-writing, Archiving, Innovations	£ 7,000.00	£ 583.33	£ 540.00
Gaelic Song-writing, Archiving, Innovations Management Fee	-£ 2,000.00	-£ 166.67	£ 0.00
Press/PR/Website Updates/Newsletter	£ 1,000.00	£ 83.33	£ 0.00
Showcase & International Opportunities	£ 13,000.00	£ 1,083.33	£ 0.00
Showcase & International Opportunities Management Fee	-£ 4,000.00	-£ 333.33	£ 0.00
Resources and Digitisation Programme	£ 7,500.00	£ 625.00	£ 0.00
Resources and Digitisation Management Fee	-£ 1,000.00	-£ 83.33	£ 0.00
Contingency	£ 1,000.00	£ 83.33	£ 0.00
SUB-TOTAL EXPENDITURE	**£ 1,317,464.00**	**£ 109,788.67**	**£ 59,457.12**
Management Fees	£ 100,500.00	£ 8,375.00	£ 0.00
TOTAL EXPENDITURE	**£ 1,417,964.00**	**£ 118,163.67**	**£ 59,457.12**
Transfer to Reserves	£ 15,075.00	£ 1,256.25	£ 0.00
SURPLUS/(DEFICIT)	**£ 0.00**	**£ 0.00**	**£ 164,097.88**

Fèisean nan Gàidheal

Management Accounts to 31 March 2015

Agenda Item: 2.2015.03(c)

Fèisean nan Gàidheal
Consolidated management accounts
Year ended 31 March 2015

Description	Total	Core activities	Blas Festival	Training	ICT project - *restricted fund*	Feisgoil	Gaelic Residentials	Archiving - *restricted fund*
STATEMENT OF FINANCIAL ACTIVITIES								
INCOMING RESOURCES								
Creative Scotland	448,065	366,913	50,000	7,500	23,652			
Highland Council	338,546	31,052	72,369			235,125		
Comhairle nan Eilean Siar	12,800	12,800						
Argyll & Bute Council	31,600	20,000	11,600					
Highland & Islands Enterprise	154,839	140,412	8,000		6,426.62			
Bord na Gaidhlig	136,873	34,900	26,600			46,350	29,023	
Scottish Natural Heritage	25,000		25,000					
Comunn na Gaidhlig	1,125	1,125						
National Trust for Scotland	18,754					18,754		
Perth & Kinross Council	7,303	1,848				5,455		
Renfrewshire Council	3,447					3,447		
Visit Scotland	19,000		19,000					
Membership fees	5,470	5,470						
Sponsorship income	3,500		3,500					
Sale of publications	1,182	1,182						
Instrument bank revenue	4,754	4,754						
Training registration fees	845			845				
Ceilidh Trails - other income	17,991	2,772	15,219					
Fèisgoil income	3,520					3,520		
Drama Festivals	2,255	2,255						
Gaelic Development Income	2,218						2,218	
Management charges	109,130	109,130						
Box office / concerts	38,111	1,195	36,916					
Performance fees	1,668	1,668						
Other income	4,249	800	3,449					
Wages reimbursed by Feisean	32,882	32,882						
Bank interest received	382	382						
Total incoming respources	**1,425,509**	**771,541**	**271,653**	**8,345**	**30,079**	**312,650**	**31,241**	**0**
RESOURCES EXPENDED								
Fundraising trading								
Instrument bank costs	2,629	2,629						
Commissions	13,000		13,000					
Artistes costs	74,430		74,430					
Travel and support	28,979		28,979					
PA& Lighting	27,005		27,005					
Venue hire	4,957		4,957					
Promotion	32,075		32,075					
Project manager	40,660		40,660					
Artistic director	48		48					
Cuairt nam Bàrd & others	27,180		27,180					
	250,963	2,629	248,334	0	0	0	0	0
Charitable activities								
Wages	358,281	358,281						
Development officers & tutors	121,815					119,124	2,691	
Grants to Feisean	220,548	220,548						
Travelling	31,899					31,899		
Child protection costs	11,182	11,182						
Training	7,501			7,501				
Materials	8,295					8,295		
Showcase concerts	18,643	5,182					13,462	
Archiving project	5,617							5,617
Feisgoil tutor costs	18,607					18,607		
Sgoil Shamhraidh	14,801					14,801		
Ceilidh trail	58,091	58,091						
Music Bursary Fund	2,440					2,440		
Festival costs	400	400						
Tachartasan Comhnaidh	7,059						7,059	
Celtic Neighbours	1,125						1,125	
Meanbh-chuileag / Pantomime	18,377					18,377		
Gaelic language development	4,500						4,500	
Project management	24,880					24,880		
Development Fund	0						0	
Inter Feis activities	0	0						
Management charges	109,130	6,000	20,000	3,000		76,130	2,000	2,000
	1,043,191	659,684	20,000	10,501	0	314,553	30,837	7,617
Governance costs								
Audit & accountancy	7,400	6,350	1,050					
Committee expenses	5,242	5,242						
Annual conference	9,025	9,025						
Legal & professional fees	2,338	2,338						
	24,005	22,955	1,050	0	0	0	0	0
Support costs								
Social security	28,525	28,525						
Pensions	10,679	10,679						
Staff travel & expenses	27,630	27,630						
Office rent	22,978	22,978						
Light and heat	3,618	3,618						
Insurance	6,371	5,751	620					
Capital costs	2,188	2,188						

Fèisean nan Gàidheal
Consolidated management accounts
Year ended 31 March 2015

Description	Total	Core activities	Blas Festival	Training	ICT project - *restricted fund*	Feisgoil	Gaelic Residentials	Archiving - *restricted fund*
Capital costs - ICT project	30,079				30,079			
Telephone	9,194	9,194						
Postage and stationery	15,710	15,710						
Website costs	934	909	25					
Sundries	1,617	1,617						
Bank charges and interest	154	115	39					
Depreciation	497	221	276					
Loss on disposal of assets	1,198		1,198					
	161,371	129,134	2,159	0	30,079	0	0	0
Total resources expended	**1,479,531**	**814,402**	**271,543**	**10,501**	**30,079**	**314,553**	**30,837**	**7,617**
Net incoming / (outgoing) resources - for the year ended 31 March 2015	**(54,022)**	**(42,861)**	**110**	**(2,156)**	**0**	**(1,903)**	**404**	**(7,617)**
Total funds at 1 April 2014	199,664	184,371						15,293
Total funds at 31 March 2015	**145,642**	**141,510**	**110**	**(2,156)**	**0**	**(1,903)**	**404**	**7,676**

BALANCE SHEET AS AT 31 MARCH 2015

Fixed assets	
Photocopier - cost	11,042
Photocopier - disposals	(11,042)
Photocopier - depreciation	(9,844)
Photocopier - depreciation elim on disposal	9,844
Computer equipment - cost	2,791
Computer equipment - depreciation	(2,129)
	662
Current assets	
Grants receivable	49,925
Other debtors (loans to Feisean)	0
VAT	2,823
	52,748
Bank accounts	
FnG current account	(15,257)
FnG high interest account	123,369
Blas Festival current account	(9)
	108,103
Current liabilities	
Social security and other tax	(8,702)
Trade creditors	0
Grants to Feisean awarded but unpaid	0
Accrued expenses	(7,170)
	(15,872)
Net assets as at 31 March 2015	**145,642**

Grants to Fèisean 2015-16 with sums paid to 30 April 2015

Agenda Item: 2.2015.03(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 at 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	£ 2,847.00	£ 6,927.00
Fèis Lochabair	√		£315.00	£537.00	£4,271.00	120	£ 900.00	£ 0.00	£ 6,023.00	£ 0.00	£ 6,023.00
Fèis nan Garbh Chrìochan	√	√	£2,313.00	£3,948.00	£4,246.00	120	£ 900.00	£ 0.00	£ 11,407.00	£ 0.00	£ 11,407.00
Fèis Chataibh	√		£1,520.00	£2,594.00	£3,699.00	80	£ 600.00	£ 0.00	£ 8,413.00	£ 0.00	£ 8,413.00
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	£ 0.00	£ 2,046.00
Feis Ghallaibh	√	√	£0.00	£0.00	£1,976.00	50	£ 375.00	£ 0.00	£ 2,351.00	£ 0.00	£ 2,351.00
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	£ 0.00	£ 3,394.00
Fèis Air an Oir	√	√	£270.00	£461.00	£3,188.00	20	£ 150.00	£ 0.00	£ 4,069.00	£ 1,669.00	£ 2,400.00
Feis Ghleann Albainn	√		£801.00	£1,368.00	£0.00	0	£ 0.00	£ 0.00	£ 2,169.00	£ 0.00	£ 2,169.00
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	£ 0.00	£ 5,716.00
Fèis Òigridh na Mara	√	√	£62.00	£107.00	£3,887.00	120	£ 900.00	£ 0.00	£ 4,956.00	£ 0.00	£ 4,956.00
Fèis Inbhir Narann	√		£800.00	£1,364.00	£4,856.00	120	£ 900.00	£ 0.00	£ 7,920.00	£ 528.00	£ 7,392.00
Fèis Spè	√		£1,690.00	£2,885.00	£5,553.00	0	£ 0.00	£ 0.00	£ 10,128.00	£ 2,776.50	£ 7,351.50
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	£ 0.00	£ 4,233.00
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**	**£1,200.00**	**£87,963.50**	**£7,820.50**	**£80,143.00**
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	£ 0.00	£ 7,027.00
Fèis Eilean an Fhraoich	√		£3,962.00	£1,800.00	£1,768.00	150	£ 1,125.00	£ 0.00	£ 8,655.00	£ 0.00	£ 8,655.00

Fèis Tìr an Eòrna	√	√	£3,287.00	£1,350.00	£944.00	50	£ 375.00	£ 0.00	£ 5,956.00	£ 0.00	£ 5,956.00
Fèis Bharraigh	√	√	£5,201.00	£1,350.00	£2,723.00	270	£ 2,025.00	£ 0.00	£ 11,299.00	£ 0.00	£ 11,299.00
Fèis Eilean na Hearadh	√	√	£1,984.00	£1,350.00	£0.00	10	£ 75.00	£ 0.00	£ 3,409.00	£ 0.00	£ 3,409.00
Fèis an Rubha	√		£1,755.00	£1,350.00	£272.00	0	£ 0.00	£ 0.00	£ 3,377.00	£ 0.00	£ 3,377.00
Fèis Taigh Dhonnchaidh	√	√	£0.00	£1,350.00	£0.00	0	£ 0.00	£ 0.00	£ 1,350.00	£ 835.00	£ 515.00
Total Comhairle nan Eilean Siar			**£19,736.00**	**£9,900.00**	**£7,387.00**	**540**	**£4,050.00**	**£0.00**	**£41,073.00**	**£835.00**	**£40,238.00**
Argyll & Bute Council											
Fèis Cholla	√	√	£983.00	£0.00	£1,507.00	20	£ 150.00	£ 0.00	£ 2,640.00	£ 0.00	£ 2,640.00
Fèis Latharna	√		£931.50	£2,000.00	£5,040.00	100	£ 750.00	£ 0.00	£ 8,721.50	£ 1,734.50	£ 6,987.00
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	£ 0.00	£ 3,916.00	£ 0.00	£ 3,916.00
Fèis Ìle agus Dhùira	√	√	£1,494.00	£3,500.00	£4,476.00	100	£ 750.00	£ 0.00	£ 10,220.00	£ 0.00	£ 10,220.00
Fèis na h-Appaine	√	√	£0.00	£0.00	£2,400.00	0	£ 0.00	£ 0.00	£ 2,400.00	£ 0.00	£ 2,400.00
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**	**£0.00**	**£34,376.50**	**£1,734.50**	**£32,642.00**
Other Area/City Councils											
Fèis Arainn	√		£2,600.00	£0.00	£3,120.00	0	£ 0.00	£ 0.00	£ 5,720.00	£ 1,560.00	£ 4,160.00
Fèis Mhoireibh	√	√	£1,690.00	£0.00	£1,970.00	60	£ 450.00	£ 0.00	£ 4,110.00	£ 0.00	£ 4,110.00
TOTAL HIE	**37**	**23**	**£44,376.50**	**£41,000.00**	**£71,494.00**	**2,023**	**£15,172.50**	**£0.00**	**£173,243.00**	**£11,950.00**	**£161,293.00**
Fèis Dhùn Èideann			£3,262.00	£0.00	£8,592.00	300	£ 2,250.00	£ 0.00	£ 14,104.00	£ 0.00	£ 14,104.00
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	£ 0.00	£ 606.00
Fèis Lannraig a Tuath			£1,213.00	£0.00	£702.00	0	£ 0.00	£ 0.00	£ 1,915.00	£ 0.00	£ 1,915.00
Fèis Fhoirt			£4,550.00	£0.00	£4,900.00	200	£ 1,500.00	£ 0.00	£ 10,950.00	£ 3,200.00	£ 7,750.00
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	£ 0.00	£ 1,782.00
Total Other Areas/City Councils			**£15,672.00**	**£0.00**	**£23,740.00**	**850**	**£6,375.00**	**£0.00**	**£45,787.00**	**£4,760.00**	**£41,027.00**
			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**	**£ 1,200.00**	**£ 209,200.00**	**£ 15,150.00**	**£ 194,050.00**

Fèisean nan Gàidheal

Fèis Spè Application to the Development Fund

Agenda Item: 2.2015.03 (e)

Reason for the paper

To consider an application that Fèis Spè have made to the Development Fund towards the salary costs of a full time Development Officer.

Information

Fèis Spè is applying for funding for its development officer post, 1.0 FTE, which is currently divided between two part-time development officers – each working 0.5 FTE.

The Fèis had received funding from Cairngorm's LEADER up until 2013 for the post and more recently from the Robertson Trust. This support will come to an end in 2015 and they have become increasingly dependent on support from Fèisean nan Gàidheal to maintain the post.

Fèisean nan Gàidheal recognises how successful the activities of Fèis Spè have been and how valuable are the opportunities they offer to youngsters of the area. In our Programme Plan for 2015-2020 we have outlined our aim to increase our support to Fèis Spè, utilising money which had previously been awarded to Fèis Rois. Fèis Rois had indicated that they would be applying to Creative Scotland to directly receive funding which they had previously had from Fèisean nan Gàidheal.

Following our own and Fèis Rois's successful applications to Creative Scotland, we are now in a position to consider additional funding to Fèis Spè. Board members agreed, in principle, to the funding for Fèis Spè at the December Board meeting in the context of priorities for the funding offered by Creative Scotland.

Application and Recommendations

Fèis Spè has a new Development Plan for 2015-2018 a link to which will be given separately to Board members.

To succeed in delivering the plan it is vital that there is a full-time Development Officer in post. To maintain the post over this three-year period will require to raise £90,932 and Fèis Spè has applied to the development fund for £88,000.

To date this year we have already provided £3,700 towards the post and they have secured £5,000 from the Robertson Trust for 2015. We recommend awarding Fèis Spè up to £20,364 for 2015/16. This funding is budgeted for and in line with the aims of our Programme Plan.

We also recommend agreeing, in principle, up to £29,333 for 2016/17 and 2017/18.

Financial Year	Requested £	Recommendation £
2015/16	£29,334	£20,364
2016/17	£29,333	£29,333
2017/18	£29,333	£29,333
Iomlan	**£88,000**	**£79,030**

The amounts in 2016/17 and 2017/18 will be dependent on our having the funds to disburse and the level of support required by the Fèis at those times, with the expectation that they will be actively seeking other funding opportunities for the post. We will require the Fèis to update us regularly regarding the development plan and they will also be required to provide an annual report for this additional funding.

Action Required
Board members are asked to:

a) Note the application to the Development Fund and Fèis Spè's new Development Plan
b) Agree the recommended funding for 2015/16
c) Agree in principle to the funding recommended for 2016/17 and 2017/18 and remit officers to pay that our in line with availability and need

Calum Alex Macmillan
Development Manager
May 2015

Fèisean nan Gàidheal

New Workplace Pension Regulations

Agenda Item: 2.2015.03(g)

Reason for Paper

To inform Board members of new regulations on workplace pensions.

Background

Fèisean nan Gàidheal has offered a stakeholder pension to staff for several years since this became a requirement of the UK government. At present, it is up to individual members of staff whether or not they wish to be part of our pension scheme.

From 1 March 2016 we will be required to have a pension scheme in place that offers automatic enrolment, meaning that all staff will be required to be part of the scheme. We will be regulated by the Pensions Regulator, and a letter from that body is in the following page.

Our current pension scheme with HSBC is not compliant with the new regulations as it does not offer automatic enrolment of staff. Therefore we will be required to change provider and it will be for individuals to decide whether to leave any funds currently held by HSBC in their pension there, or transfer them to the new provider.

From March next year, or sooner, we would begin paying in to the pension provided by the new provider.

Cost and Risks

At present, Fèisean nan Gàidheal pays 5% of the individual salary of employees into a pension on their behalf. We already budget for every member of staff being part of the pension scheme even although a small number of staff are not members.

The following table shows Fèisean nan Gàidheal's obligations, and those of staff, over the next few years:

Date	Employer minimum contribution	Total minimum contribution
Before 30.09.17	1%	2% (including 1% staff contribution)
01.10.17 – 30.09.18	2%	5% (including 3% staff contribution)
01.10.18 onwards	3%	8% (including 5% staff contribution)

Because we already pay 5% it is recommended that Fèisean nan Gàidheal continues to pay that percentage into the new scheme. Over time, the new pension will cost staff more per month than most currently pay and their contributions will be deducted from wages.

Since we already budget in full for 5% contributions, there will be no financial risk to Fèisean nan Gàidheal.

Action Required

Board members are asked to:

(1) Note the new regulations and the steps that will need to be gone through between now and our staging date of 1 March 2016.

(2) Approve the continuation of contributions from Fèisean nan Gàidheal at the rate of 5% of the gross salary of staff.

Arthur Cormack
CEO
May 2015

Our Reference: AEC-00600-C1S2

The Pensions Regulator

PO Box 16314
Birmingham
B23 3JP

customersupport@autoenrol.tpr.gov.uk

www.thepensionsregulator.gov.uk

87115-018167/01/01-H1

Mr Arthur Cormack
Chief Executive
Feisean Nan Gaidheal
Meall House
Portree
Isle Of Skye
IV51 9BZ

Your staging date	**1 March 2016**
Your PAYE reference	*****/2601110**
Letter code	**1126811929**

February 2015

Dear Mr Cormack

ACT NOW: you have new legal duties

The law on workplace pensions has changed. Under the Pensions Act 2008, every employer with staff in the UK must automatically enrol those who meet certain criteria into a workplace pension scheme and contribute towards it.

The staging date for Feisean Nan Gaidheal is **1 March 2016**. Your staging date is set in law and is the date your automatic enrolment duties come into effect for you. You must be prepared for this date.

Use the enclosed guide to help you get ready for your staging date. Information and guidance is also available at: **www.tpr.gov.uk/key-duties**

If you fail to comply with your duties you may be fined and/or prosecuted.

Nominate your contact by 1 April 2015 at the latest.

You should nominate a key contact to receive our additional emails which will help you comply with your duties. This can be you, an alternate member of staff or anyone else, such as an accountant, bookkeeper or payroll provider. However, as the employer you remain legally responsible for complying with your duties and will receive further correspondence in the coming months.

You must nominate by **1 April 2015** to ensure you receive our communications. Nominate using the letter code or PAYE reference above. Go to: **www.tpr.gov.uk/ae-contact**

Ensure the correct person receives our communications to help you comply with the law.

Yours sincerely

Charles Counsell

Charles Counsell
Executive director, The Pensions Regulator

automatic enrolment

Fèisean nan Gàidheal

Funding Agreements

Agenda Item: 2.2015.03(h)

Reason for Paper

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

Background

Over the past few months we have been in discussions with the main bodies that fund our work and it is appropriate that Board members are fully aware of the contracts that are in place and those which have still to be agreed.

The contracts are very detailed and I have not included them with the Board papers. Board members will be given a link to allow them to read them ahead of the meeting.

Creative Scotland

As agreed at the last meeting of the Board, the CEO and Chair agreed to a contract with Creative Scotland for 2015-18 worth £1.4m.

Highlands & Islands Enterprise

Since the last meeting things moved quite swiftly within Highlands & Islands Enterprise and we have a contract worth £420k for 2015-18. It is awaiting the Chair's signature after the Board has approved it.

Bòrd na Gàidhlig

A contract worth £130k has been agreed for 2015-16. It is normal for Bòrd na Gàidhlig to enter into agreements for one year only, although we would expect to receive assistance from them in the coming years.

The Highland Council

Although we have not yet received a contract it is my understanding that there will be no reduction in funding from The Highland Council. That should mean we receive a contract for £37,693 for Fèis grants and running cost as well as £69,869 for Blas.

Comhairle nan Eilean Siar

Although we have not yet received a contract it is my understanding that we will received the same amount from Comhairle nan Eilean Siar this year - £12,800.

Argyll & Bute Council

We are awaiting a date for a meeting with Argyll & Bute Council to discuss a new funding agreement. There are cuts in prospect within the Council and it is unlikely that they will be able to agree anything beyond one year for now. We would hope to have an outcome soon.

Action Required

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

Arthur Cormack
CEO
May 2015

Fèisean nan Gàidheal

Staff Progress Reports

Agenda Item: 2.2015.05(a)

Name	Arthur Cormack
Position	Chief Executive

Diary Commitments since previous meeting

02.03.15 Attendance at meeting of the ATLAS Arts project funding panel
16.12.14 Attendance at meeting of the board of Blas Festival Ltd
10.03.15 Meeting with UHI personnel to discuss a Gaelic Cultural Centre proposal for UHI
11.03.15 Attendance at meeting of the ATLAS Arts project funding panel
17.03.15 Attendance at Steering Group meeting for Portree Gaelic Primary School (Iomairtean)
23.03.15 Meeting with Ann Marie Reid at HIE
24.03.15 Attendance at Creative Scotland's Reception in the Scottish Parliament
02.04.15 Working on the recording of Càirdeas
08.04.15 Meeting with Ian Smith from Creative Scotland in Portree
09.04.15 Meeting with Ellie Fletcher from An Lanntair while she was visiting Portree
09.04.15 Visit to Fèis Loch Abar
10.04.15 Visit to Fèis an Earraich
22.04.15 Meeting of Comann nam Pàrant Port Rìgh (Iomairtean)
28.04.15 Meeting with Creative Carbon Scotland about measuring carbon use
05.05.15 Meeting with Ann Marie Reid at HIE
05.05.15 Meeting with Iain Campbell at Bòrd na Gàidhlig
09.09.15 Attendance at Comann nam Nàiseanta conference in Inverness (Iomairtean)
09.09.15 Attendance at YMI meeting in Inverness
13.09.15 Meeting with MG Alba in Glasgow

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

Action/Outcome

Progress

Creative Scotland Deliverables

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

On a daily basis I support the wider development team and the work that they are involved with in order to support the Fèisean. I had been assisting four Fèisean as lead officer in recent years but these Fèisean have now been allocated between Rachel Harris and Nicola Simpson.

I completed all the outstanding work that was involved with the Teicneòlas project with all equipment now distributed and reports to Creative Scotland completed.

The development officers have been busy writing a new Fèis handbook and I have been helping with this as well as contributing to the resources.

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

Fèis na h-Appaine is now an established fèis holding monthly events and receiving very good attendances. Fèis Phaislig will hold their first event in July and they are working hard to advertise the event to participants in the area.

Fèis Mhuile was also re-established and ran a successful event with over 40 children in attendance in February 2015. We met with a large group of people in Aberdeen who are interested in re-establishing the Fèis and we are working with them to access information from the old committee.

As part of the Shawbost Gaelic plan, there is an aim to offer music and song tuition to the youngsters in the area and we are named as a partner in the plan to help deliver this during 2015.

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

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

- Fèis Eilean an Fhraoich – 25th Anniversary concert celebrations and cd production
- Fèis Thiriodh – 25th anniversary concert celebrations
- Fèis nan Garbh Chriochan – 25th Anniversary events
- Fèis Inbhir Narainn – Junior Ceilidh Group sessions, plus an additional application for a piping event
- Fèis an Earraich – Partnership with Hands on Studios to offer a Fèis participant a demo recording opportunity.
- Fèis Spè – support towards their 25th anniversary celebrations and a seperate application relating to salary costs

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

Following a period of consultation with member Fèisean we have now implemented our new Gaelic Policy which can be found on our website. We continue to strengthen our use of the language as well as its use in the Fèisean where possible. All Fèisean are encouraged and given the necessary support to ensure that the Gaelic language is at the heart of all our activities. We will endeavour to support all tutors develop their language abilities and will a keep a record of progress.

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

5 Latha 2015 was held between 6-11 April at The Gearrannan Blackhouse, Isle of Lewis. Though numbers were slightly down this year we had another great week with excellent feedback from participants and parents.

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

Angus Macleod Is planning a G-team training weekend for the autumn to build a team of individuals who are able to lead Gaelic sessions at Fèisean. There is still a good deal of demand for G-team and we must continually develop our activities to make sure we keep the sessions attractive and interesting to Fèis participants.

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

In 2014 we commisioned Blair Douglas to write song which he entitled 'Càirdeas' for the year of the Commonwealth games which has been used across the Fèisean as a Fèis song. The Blas finale, Na Trad Awards and Ceòl nam Fèis at Celtic Connections all featured Cairdeas, which received a wonderful response from audiences. We are currently gathering all the recordings various Fèisean made during 2014 and we will edit them into one video shortly.

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

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

As staff we continue to receive at least four joint training session per year, some of which focus on Gaelic language and others which are subjects delivered through the medium of Gaelic. To date staff have had the opportunity to attend Gaelic grammar and media workshops.

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

The Highland Youth Music Forum meets twice yearly and either the Cheif Executive or I attend meetings when possible. The Forum recently launched their website www.highlandyouthmusic.org.uk Along with a number of other Highland based arts organisations we are part of the Highyand Youth Arts Hub which managed by Stacey Toner (Fèis Rois). Nicola Simpson will represent Fèisean nan Gàidheal at future meetings of the Hub.

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

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

We have met on a number of occasions so far this year to discuss the Blas 2015 programme and the festival director is currently finalising acts and venues for this year's event which will be held between 4-12 September. I will be meeting shortly with Amy Atkinson (highlife Highland) to discuss the school's programme and how we can develop and strengthen this for 2015.

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

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

HIE Deliverables

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

We secured a contract with Perth and Kinross Council earlier this year to deliver 11 weeks of tuition, one day a week, in 3 schools in Perth. The Gaelic taster sessions will be delivered to p5-7 classes on Goodlyburn primary, Balbeggie Primary and Collace Primary.

We also delivered a week of drama workshops at the end of March to Perthshire school who are currently delivering GLPS.

We will be working towards marketing Fèisgoil services to Local Authorities and Public bodies in the future with the hope of securing further contracts.

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

We have begun our third year of the Theàtar Òigridh (TÒG) project with Angus Macleod worked with secondary pupils in Dingwall and Tain between Marcg and September. The groups in each school will devise new plays which will be performed to an audience in Eden Court's One Touch Theatre as part of the Blas Festival on Thursday 10th September.

Bòrd na Gàidhlig Deliverables

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

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

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

We continue to work across all Iomairtean area through Fèisean nan Gàidheal and Fèisean activities. We are hoping to deliver music workshops in partnership with Fòram Ghàidhlig Shiaboist during 2015/16.

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

Following a period of consultation with Fèisean we have now published our updated Gaelic policy, which we will implement through all activities of the organisation and our Fèisean.
The Fèisean are developing and expanding their use of Gaelic with regular support from our team. There has been a marked increase in the use of bilingual publications by the local Fèisean and all materials published by Fèisean nan Gàidheal are bilingual, as are posts on Facebook and Twitter.
Our team undertakes at least 4 sessions annually in Gaelic training or training through the medium of Gaelic in relevant subjects including; grammar, proverbs, idiom, media, graphic design and PowerPoint. We will continue to offer a varied programme of training through the medium of Gaelic with further sessions planned for media, marketing, bilingual design and translation.

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

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

- We delivered workshops for Stòrlann as part of their annual An t-Altan event in October 2014.
- We supported local mods with tuition in a number of areas as part of the second year of a new partnership with An Comunn Gàidhealach
- We worked with Cànan on the FilmG 2015 project delivering workshops, writing scripts, recording and editing pieces for submission.
- An Comunn Gàidhealach, Clì and Comhairle nan Leabhraichean all took part in the wider Blas programme this year.

These partnerships will continue during 2015/16 with hope that they can be developed and strengthened over the course of the year.

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

We continue to promote Fèisgoil services to Local Authorities and Public bodies and we are hopeful of securing further contracts in the near future.

I attended a seminar for Gaelic plans where Public Bodies and Local Authorities who have recently launched, or who are currently developing their, Gaelic plans were in attendance. I discussed the services that Fèisgoil can offer to the various organisations that were present.

We are currently delivering a contract for Perth and Kinross Council (See HIE1).

Between January and March we delivered cultural and language workshops in Portree High School providing support to the Gaelic department and pupils who are currently short staffed.

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

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

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

See CS7

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

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

Highland Council Deliverables

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

We work closely with Fèisean to ensure that this is being continually developed. We are offering tutors the opportunity to improve their Gaelic language skills and encourage them to use these skils at every opportunity and we will continue to do so throughout 2015/16.

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

Action/Outcome

Progress

Creative Scotland Deliverables

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

We will be supporting more than 44 Fèisean during 2015-16 and will ensure that high standards of delivery are maintained. All grant application forms for 2015-16 have been processed and letters of offer sent out to all Fèisean. We support the Fèisean by ensuring all grant payments are processed and paid out per conditions of grant. All payments for Easter Fèisean have been processed.

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

Funding has been offered to 44 Fèisean through Fèisean nan Gàidheal Grants Scheme 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 44 Fèisean (37 in HIE areas), 23 of which are in Fragile Areas, totalling £209,200.00 as detailed in the tables provided for Board meetings. Payments totalling £15,150 have been paid out to 8 Fèisean to date.

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

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 £3,700 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.

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

YMI in Highland will continue in school year 2015-16 the same level of funding, £219,511, will be 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.

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

7 Cèilidh Trails are being supported this year and payments totalling £14,000 have been paid out. There will be a new Cèilidh Trail in the Western Isles this year.

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

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

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

Core funding from Creative Scotland,Highlands & Islands Enterprise, Highland Council and Bòrd na Gàidhlig,Western Isles Council and Argyll & Bute Council 15/16

I worked closely with Andy Cumming in the preparation of the final quarterly management accounts to 31 March 2015 and now preparing for the year-end accounts to 31 March 2015.

The first payment has been received from Creative Scotland as per cashflow, totalling £216,667

We have been keeping tight controls on financial matters and this is on-going and will continue for this financial year. Our annual budget 15/16 was reviewed in May again and updated for the upcoming Board meeting. We are required to report on carbon emissions for Creative Scotland and I have been nominated as a Green Champion. I

attended an emissions recording and reporting workshop along with Arthur Cormack on 28 April arranged by Fiona MacLennan from Creative Carbon Scotland.

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

I give financial support to Blas Festival Ltd, budget monitoring, preparation of Vat returns, HMRC quarterly returns. We have started processing invoices for Blas Festival 2015.

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

New application forms have been designed and distributed for 2015/16.
7 Cèiilidh Trail grant offers for 2015 have been processed totalling £52,000.00. £14,000 has been claimed so far.

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

Fèisean nan Gàidheal continues to play an active role in supporting work in Iomairtean Gàidhlig areas, particularly where we have staff deployed and Fèisean exist. We have offered the use of office equipment and space as well as engaging in numerous activities. We have spent 1521 staff hours in Iomairtean areas this year to 31 March 2015.

CS23 **Hold an Annual Conference.**

The 2015 Annual Conference will take place in the Western Isles on 25 and 26 September 2015.

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

Within the limits of our budgets we support local fèisean who wish to expand and or become more active and independent. We offer payroll facilities to Fèis a' Bhaile and Fèis Bharraigh and support the Fèis activities, and some new developments.

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

Fèisean nan Gàidheal has a central PVG (Protection of Vulnerable Groups) registration and checking scheme and procedures in place to ensure that all tutors, supervisors and volunteers have Disclosure certificates.
All Fèisean must submit a list of tutors before grant is released, which is cross-referenced to ensure they have a current Disclosure. Disclosures are renewed by Sandy Gray on a rolling basis for those on the database as and when 3 years expire.
Renewal under the P.V.G Scheme costs £59.00 and updates cost £18.00, the budgeted amounts are changed annually to reflect this additional cost.

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

We continually strive to improve our services and our general working practices.

HIE Deliverables

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

We believe that additional services we can offer in response to various opportunities that currently exist will increase our earned income which currently stands at around 51% of our 2013/14 turnover. We are continuing to increase this quite substantially. We take management fees out of all the projects we run and this is normally accounted for in August, £109,130.00 has been allocated as management fees to 31 March 2015.

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

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

Bòrd na Gàidhlig Deliverables

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

Joint working is continuing across all Iomairt areas. We support CnaG with their specific Iomairt development plans and staff attend regular meetings to discuss progress and the potential for more collaboration on projects. We are making efforts to improve the level of Gaelic in the Portree area, by holding a coffee and conversation hour every Tuesday in the office in Portree. We committed 1521 hours of staff time in 2014/15.

BnG 4 **Evidence of collaboration with other Gaelic organisations.**

This work continues, especially in Iomairt areas. All Gaelic organisations continue to be invited to take part in our Gàidhlig training sessions for our own staff. We pass on information of activity in the Iomairtean area to Sine Gillespie, CnaG on a quarterly basis.

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

We continue to offer support to Fèisean across the country with access to annual grant funding, insurance (policy reviewed and renewed in February 2015), access to an instrument bank and regular training opportunities for committee members from this office.

Highland Council Deliverables

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

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

HC4 **Ensure that at least £22,526 is divided between at least 19 Fèisean on an agreed formula basis.**

£127,589.50 has been granted by Fèisean nan Gàidheal to Highland Fèisean for 2014-15, including £22,526 allocated from The Highland Council.

HC5 **Ensure that £22,526 is used to support Fèis Development Officers and the general running costs of Fèisean nan Gàidheal.**

The remainder of our grant, £22,526, is being applied to our running costs including the two Development Officers based in Highland.

Comhairle nan Eilean Siar Deliverables

Cnes 1 **Re-distribute £9,900 of Comhairle funding in 2014-15 to the Western Isles Fèisean as per schedule in agreement.**

Fèisean in the Western Isles have been offered funding totalling £43,398 including £9,900 from Comhairle nan Eilean Siar as per our Funding Agreement.

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

The remaining £2,900 will to be utilised towards the continued employment of the Western Isles Fèis Development Officer.

Argyll & Bute Deliverables

AB1 **Redistribute £9,000 of Argyll & Bute Council funding in 2014-15 to the Argyll Fèisean as per schedule in agreement.**

Fèisean in the Argyll area have been offered funding totalling £29,136.50 including £9,000 from Argyll & Bute Council as per our Funding Agreement.

AB2 **Development Officer to be retained in Argyll & Bute Council area.**

£11,000 has been allocated for an Argyll & Bute Development Officer

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

Action/outcome

Progress

Creative Scotland Deliverables

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

Meanbh-chuileag

Please see previous reports for information about the Referendum play (Do Roghainn Fhèin), and the Great War play (Obair Latha Tòiseachadh); these two plays were toured between August and December last year, with the EM version of the Great War play being toured in February by myself. The 2-wek Panto, Peigi agus a' Bhreisleach Bhuan, was toured in December.

Teacher feedback on the EM version of the Great War play was returned by almost every school, and it was extremely favourable, with all schools praising it highly.

In addition to the teacher feedback, I received a few pieces of creative child feedback (letters and cards) which had obviously been put together as part of class activities. Again, these were very positive.

Fèis Dràma
Please see below for information about Fèis Dràma Earra-Ghàidheal is Loch Abar.

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

Hùb Hàb
Please see below

CS8 **Provide Gaelic language support for Fèisean with activities provided by our G-Team tutors**
I prepared materials for Sgioba-G at Fèis Lochabair this year, and liased with tutors regarding delivery.

CS12 **Develop further opportunities where our work can strengthen Gaelic education**
Please see my previous reports for information about our activities at an t-Alltan last year.

Hùb Hàb
Please see my previous reports for information about January's Hùb Hàb tour.

Since January, I have delivered the Hùb Hàb show as a one-hand version in two locations:

Little Gaelic Voices in Lochgilphead: I visited them in March and delivered the show to approximately 12 children.

Fèis Lochabair: I was present at Fèis Lochabair in April where I delivered two shows to a total of approximately 30 children.

We have been approached by groups in Caithness and across the central belt asking for Hùb Hàb visits. Although time is running out for me to deliver these workshops myself, I will either undertake these visits peronally, or will provide training to others before my departure in the summer.

I intend to have the materials for the Sìneag children's book completed before the summer.

Fèis Dràma
Fèis Dràma Earra-Ghàidheal is Loch Abar concluded on 5 May with five schools presenting a total of eight plays.

Since the end of January, I worked extensively with four of these schools to develop and produce their plays, and in total carried out around 50 workshops, split between these schools and their various classes. Of the eight plays which were performed on 5 May, I wrote or developed (in conjunction with pupils and teachers) five of them. I was also involved in producing a significant numbers of props for some of the plays. In total, around 130 pupils took part in the project.

This was the tenth time that FnG has run the project, and as it is the last time I will be involved in the project (in an FnG-staff capacity at least), I am pleased to say that overall I was very happy with how it went. The level of engagement on the part of schools with the project differed widely; in some cases the teachers themselves were very hands-on, but in others I had responsibility for most aspects of the productions. I would say on the whole that the former approach produced better results in the end due to the fact that teachers were keeping things "on the boil" in between my visits, and there was also possibly a greater degree of school ownership in these cases.

I would say that MacBeatha, which was developed into a script by me from a basic idea and starting point put forward by the class teacher and pupils of the upper class at Rockfield Primary, was the most impressive piece of young theatre I have seen in a long time. The quality of the acting, Gaelic and the dedication of the pupils was astounding, and showed off the wide range of skills these young actors have.

CS13 **Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved in traditional music development and delivery**
Angus has taken steps to find new tutors for Sgioba G and other activities

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

I performed the duties of Fear an Taighe at the Blas event in Roy Bridge on Friday 5 September last year, and was involved in the Blas events in Inverness on Saturday 13 September. NB: due to my involvement with Fèis Dràma Earra-Ghàidheal is Loch Abar, the next Meanbh-chuileag tour will be in September, with a Blas tie-in.

I was in attendance at the public showing of our pantomime in Glasgow, at the Ceòl nam Fèis involvement at the Trad Awards and also at Celtic Connections.

See below for information about SSD2014 and SSD2015.

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

Please see above for information about the pantomime and the Great War play. The latter visited all Iomairt areas, and the pantomime visited the majority. NB: the Great War play was also offered to EM schools. Please also see above for information about the Drama Fèis and for information on Hùb Hàb.

I was involved in direction work for FilmG for Ardnamurchan High School (filming took place in Glenfinnan) and Oban High School in early December.

Vicky and myself shared responsibility for the GM media class at Fèis Lochabair this year, which resulted in a very attractive short video being produced. This can be seen on the FnG YouTube channel.

I conducted history workshops as part of a series of FnG-organised activities in Portree High School in January this year, as mentioned below.

I will be involved in preparatory workshops in Sunart, Morvern and Ardgour schools ahead of Mòd Àird nam Murchan in June. I will also be running a games session at this local Mòd for children who are not involved in competitions.

As I state below, we were involved in Seachdain Dhùn Èideann in April.

HIE Deliverables

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

I designed a Gaelic awareness booklet and course for use in the National Museums of Scotland, and it is hoped that this will be used in other settings.

As part of Portree High School's skye-focussed cultural project, I delivered two days in the High School in January, looking at the island's history.

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

See Angus' report for more information.

Bòrd na Gàidhlig Deliverables

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

As stated in previous reports, I attended last year's Alltan to conduct PSD workshops.

We engaged Christine MacIntyre to conduct three days of GM tours in the National Museum of Scotland in April as part of CnaG's Seachdain Dhùn Èideann. I provided the materials for this tour. I attended their Tuesday-evening cèilidh, where I led games, dances and provided music.

As stated above, I carried out direction work for FilmG at the start of December. Two of these films were put on the competition's short list (as was one of the Sgoil Shamhraidh films). They were very well received by the public, with the Ardnamurchan High and Sgoil Shamhraidh films receiving accolades in particular.

BnG5 **Evidence of communication with local authorities to extend collaboration with them in**

delivering elements of their Gaelic Language Plans through Fèisean nan Gàidheal's Gaelic Arts Service

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

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

The 2014 Sgoil Shamhraidh was very successful, with an increase in numbers and fantastic feedback on the final evening (see previous reports for details).

SSD2015 will be held again in Portree, and applications have been coming in since the start of the year. There will be up to 20 places available this year. Daibhidh Walker and Ruairidh Nicolson are on board as tutors (with Daibhidh taking the lead role again). Dates: 6 to 17 July, with the performance in Àros on Thursday 16 July. Due to my heavily being involved in the Argyll and Lochaber Drama Project, the maintenance of the Sgoil Shamhraidh has largely been in Angus's hands for the past few weeks.

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

Please see above for information on Meanbh-chuileag's activities. We will reach this target through the Referendum, Great War and Hùb Hàb tours.

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

We will meet this target easily, through the drama Fèis in Argyll and Lochaber, Angus's secondary work, Meanbh-chuileag, Hùb Hàb and other Fèisgoil work.

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

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

ADDITIONAL INFORMATION

Since I will be leaving Fèisean nan Gàidheal in the summer ahead of starting a PGDE (Primary) teaching course at Argyll College, Oban, I will, in my last few weeks, be working on the following handover tasks (in addition to other pre-planned activities):

Putting together plans for post-summer work
Collating a history of the Meanbh-chuileag and associated projects from the last 15 years
Rationalising my hard drive and other materials
Looking at the props store in Inverness

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

Action/Outcome

Progress

Creative Scotland Deliverables

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

Gaelic Drama Summer School 2015

This years Gaelic Drama Summer School is to be held at Portree High School between the 6th and 17th of July 2015 and will be open to teenagers fluent in Gaelic aged between 14 and 18 years old.
David Walker has been confirmed as the artistic director and tutor for the school
Roddy Nicolson, a drama worker with Eden Court has also been confirmed as a tutor.
Participants will be accommodated at the Portree High School hostel.
Tuition will be provided at Portree High School.
The theatre at Àros has been booked for the showcase evening on the final night of the summer school.
Following on from the success of last years format a play is to be written specifically with the Sgoil Shamhraidh Dhràma in mind. I will be developing the play with support from David Walker and Roddy Nicolson.

An online application form and further information about the Gaelic Drama Summer School is available on the Fèisean nan Gàidheal website at www.feisean.org/ssd
The school can acommodate a maximum of 20 participants. As of 11/05/15 9 applications have already been recieved. A promotional poster was circulated to schools and online at the end of April. Visits to secondary school Gaelic departments promoting the School are also planned.

Meanbh-chuileag – National Tour of Gaelic Medium Primary Schools
Plans for a 5 week national tour of a Gaelic play with theatre-in-education project Meanbh-chuileag are in development. The tour is scheduled to take place after the school summer holidays between August and September 2015. The play will visit Gaelic medium primary schools and primary schools with Gaelic departments and will be aimed at pupils between P4-P7.

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

- Working with Fèisean nan Gàidheal's development officers i will be involved in the co-ordination of a training day to aid in the delivery of Sgioba G sessions at Fèisean.

- I will be updating the Sgioba G games and teaching resources suitable for Gaelic learners and fluent speakers.

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

Perth and Kinross Council – Blasad Gàidhlig
Through a Fèisgoil contract with Perth and Kinross Council 'Blasad Gàidhlig', a Gaelic language 'Taster' project for primary schools, was delivered at 3 primary schools in Perthshire. I delivered the first four sessions which began on Thursday the 5th of February. Debbie Mackay was employed to deliver the remaining sessions with the last session held on 30/04/15. The Gaelic Taster sessions were delivered once a week for 10 weeks.

Portree Primary School - Festubert
At the end of February i began working with pupils from both the Gaelic and English departments of Portree Primary School. After a development period i wrote a play for them which they've rehearsed and will perform at the 'Skye and Lochalsh Remembering WW1 and Festubert', an event which will be held on Friday 15th May. More information is available online at www.skyeremembersfestubert.com

Bòrd na Gàidhlig
Following a request from Bòrd na Gàidhlig, I delivered a creative play workshop in Glasgow on Monday the 9th of March for early years (0-3) practitioners from Gaelic nurseries.

Eden Court - Gaelic Youth Theatre Festival
Through Bòrd na Gàidhlig's 'Gaelic Drama Development Fund', Fèisean nan Gàidheal and Eden Court are working together to build on the success of the Gaelic Youth Theatre Festivals held in April 2013 and September 2014.
The aim of the festival is develop Gaelic youth theatre for Gaelic speaking teenagers in the Highland Council area.

An application for funding from Bòrd na Gàidhlig's 'Gaelic Drama Development Fund' for 2015 was successful.
A meeting was held with Lucy McGlennon and Roddy Nicolson from Eden Court CREATIVE on Friday 13th March to organise the delivery of the project.
I began working with a new group at TÒG Bhaile Dhubhthaich at Tain Royal Academy on the 29th of April 2015.
I had my first meeting with the new members of TÒG Inbhir Pheofharain at Dingwall Academy on 7th May 2015.
The project will see partipating groups work towards a Gaelic Youth Theatre Festival to be held on Thursday 10th September 2015 at Eden Court.

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

Professional Development

Starcatchers
Following up on the 'Starcatchers Creative Skills: Highland' i attended in November and December 2014 i attended an all day 'Inspiration Day' for participants from courses that were held through out the country. The 'Inspiration Day' was organised by Starcatchers and was held on Saturday 28th February 2015 in Dundee.

Interchange
I attended Youth Theatre Arts Scotland's 'Interchange'. 'Interchange' is a national exchange of leading

practice in youth theatre arts and Scotland's only annual training conference for professionals who use drama and theatre in their work with young people. The two day training event was held in Livingston on 21st and 22nd March 2015.

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

Publicity

Provision of content highlighting FnG news, Fèisgoil projects 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**

Bòrd na Gàidhlig Deliverables

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

Cànan: FilmG 2015

Through a Fèisgoil contract supporting FilmG 2015, in particular the short films competition for the 12-17 age group, i supported school and youth groups to help them develop and film short films for the competition.

'Gaol an t-Samhraidh' a short film from last years Gaelic Drama Summer School was submitted to the competition and was nominated on the short list for 'Best Film' and 'Best Production' in the youth category. I, along with some of the Sgoil Shamhraidh Dhràma participants attended the FilmG Awards Ceremony which was held at the Old Fruit Market in Glasgow on Friday the 27th of March.
Although Gaol an t-Samhraidh didn't receive an award on the night, Willow Iannetta, a partipant of the School, did receive a commendation for acting in the film.

Bòrd na Gàidhlig

Following a request from Bòrd na Gàidhlig, I delivered a creative play workshop in Glasgow on Monday the 9th of March for Gaelic Nursery and Gaelic Pre-school group leaders.

Eden Court - Gaelic Youth Theatre Festival

Through Bòrd na Gàidhlig's 'Gaelic Drama Development Fund', Fèisean nan Gàidheal and Eden Court are working together to build on the success of the Gaelic Youth Theatre Festivals held in April 2013 and September 2014.
The aim of the festival is develop Gaelic youth theatre for Gaelic speaking teenagers in the Highland Council area.

An application for funding from Bòrd na Gàidhlig's 'Gaelic Drama Development Fund' for 2015 was successful.
A meeting was held with Lucy McGlennon and Roddy Nicolson from Eden Court CREATIVE on Friday 13th March to organise the delivery of the project.
I began working with a new group at TÒG Bhaile Dhubhthaich at Tain Royal Academy on the 29th of April 2015.
I had my first meeting with the new members of TÒG Inbhir Pheofharain at Dingwall Academy on 7th May 2015.
The project will see partipating groups work towards a Gaelic Youth Theatre Festival to be held on Thursday 10th September 2015 at Eden Court.

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

Gaelic Drama Summer School 2015

This years Gaelic Drama Summer School is to be held at Portree High School between the 6th and 17th of July 2015 and will be open to teenagers fluent in Gaelic aged between 14 and 18 years old.
David Walker has been confirmed as the artistic director and tutor for the school
Roddy Nicolson, a drama worker with Eden Court has also been confirmed as a tutor.
Participants will be accommodated at the Portree High School hostel.
Tuition will be provided at Portree High School.
The theatre at Àros has been booked for the showcase evening on the final night of the summer school.
Following on from the success of last years format a play is to be written specifically with the Sgoil Shamhraidh Dhràma in mind. I will be developing the play with support from David Walker and Roddy Nicolson.
An online application form and further information about the Gaelic Drama Summer School is available on the Fèisean nan Gàidheal website at www.feisean.org/ssd

The school can acommodate a maximum of 20 participants. As of 11/05/15 9 applications have already been recieved. A promotional poster was circulated to schools and online at the end of April. Visits to secondary school Gaelic departments promoting the School are also planned.

BnG10 Support offered to at least 40 Fèisean across Scotland

I've been providing some administrive support to Fèis Innis an Uillt in Bishopbriggs which is to be held at the end of May and the beginning of June.

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

Perth and Kinross Council – Fèis Dràma

At the end of March, through a Fèisgoil contract with Perth and Kinross Council, Fèisean nan Gàidheal delivered a series of drama workshops catering for school groups fluent in Gaelic and groups learning the language. Debbie Mackay was employed to deliver workshops at Pitlochry Primary, Dunkeld Primary, Breadalbane Primary and Breadalbane Academy. I delivered workshops for pupils at the Gaelic departments at Breadalbane Primary and Goodlyburn Primary and i spent a day working with pupils from Kinloch Rannoch Primary and Blair Atholl Primary.

Sealladh TV

We are in discussion with Sealladh TV with regard to the provision of 'Acting for Screen' workshops.

Eden Court - Gaelic Youth Theatre Festival

Through Bòrd na Gàidhlig's 'Gaelic Drama Development Fund', Fèisean nan Gàidheal and Eden Court are working together to build on the success of the Gaelic Youth Theatre Festivals held in April 2013 and September 2014. The aim of the festival is develop Gaelic youth theatre for Gaelic speaking teenagers in the Highland Council area.

An application for funding from Bòrd na Gàidhlig's 'Gaelic Drama Development Fund' for 2015 was successful.
A meeting was held with Lucy McGlennon and Roddy Nicolson from Eden Court CREATIVE on Friday 13th March to organise the delivery of the project.
I began working with a new group at TÒG Bhaile Dhubhthaich at Tain Royal Academy on the 29th of April 2015.
I had my first meeting with the new members of TÒG Inbhir Pheofharain at Dingwall Academy on 7th May 2015.
The project will see partipating groups work towards a Gaelic Youth Theatre Festival to be held on Thursday 10th September 2015 at Eden Court.

Meanbh-chuileag – National Tour of Gaelic Medium Primary Schools

Plans for a 5 week national tour of a Gaelic play with theatre-in-education project Meanbh-chuileag are in development. The tour is scheduled to take place after the school summer holidays between August and September 2015. The play will visit Gaelic medium primary schools and primary schools with Gaelic departments and will be aimed at pupils between P4-P7.

Highland Council Deliverables

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

Portree Primary School - Festubert

At the end of February i began working with pupils from both the Gaelic and English departments of Portree Primary School. After a development period i wrote a play for them which they've rehearsed and will perform at the 'Skye and Lochalsh Remembering WW1 and Festubert', an event which will be held on Friday 15th May. More information is available online at www.skyeremembersfestubert.com

HC6 Increase the use of Gaelic in Fèisean activities

- I've been providing some administrive support to Fèis Innis an Uillt in Bishopbriggs which is to be held at the end of May and the beginning of June.
- I judged the plays at Fèis Dhràma Earra-Ghàidheal agus Loch Abar on 05/05/15 held at Corran Halls, Oban.
- Working with Fèisean nan Gàidheal's development officers i will be involved in the co-ordination of a training day to aid in the delivery of Sgioba G sessions at Fèisean.
- I willl be updating the Sgioba G games and teaching resources suitable for Gaelic learners and fluent speakers.

Name	**Nicola Simpson**

Position	**Senior Development Officer**

Action/Outcome

Progress

Creative Scotland Deliverables

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

In my role as 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.
Fèis Mhoireibh will take place at the end of May and Fèis Gleann Albainn will take place in July meanwhile, Fèis na h-Òige, Fèis a' Bhaile, Fèís Inbhir Narainn and Fèis Spè all continue to run on-going classes and workshops.

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

In the first quarter of the year all Fèisean completed their annual grant applications and I assisted a number of my Fèisean to complete outstanding grant claims before the end of the financial year.

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

In March Fèis na h-Òige ran a weekend of GM Piping and Drumming workshops with support from the Bòrd na Gaidhlig Taic Freumhan Coimhearsnachd fund.

Fèis Spè recently received funding from Bòrd na Gàidhlig to establish a new Gaelic-song group and also to commission a new Gaelic-song which will be performed as part of their 25th Anniversary concert at Blas 2015.

CS7 **Develop Gaelic- medium activities involving arts activities alongside wider Cultural activities**

We have recently secured funding from Colmcille to continue our Irish exchange project which will involve a group of four fluent Gaelic-speaking young people.

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

I continue to work with the Fèisean that are running Ceilidh Trails to make sure that Fèis Alba, the Ceilidh Trails training week, is as effective as possible in providing training for participants. This year Fèis Alba will take place from the 6 – 10 July in Plockton.

I regularly circulate information on training and events via email and social media.

On Wednesday 18th of February I attended a CPD training session for teachers along with Rae McEachern and some of the YMI tutors to provide those attending with some information on the services that local Fèisean and Fèisean nan Gàidheal can provide. Although this was an enjoyable and successful training session, it could be further developed.

I hope to organise an Arts Awards Advisor training session for Fèisean nan Gàidheal staff between now and the summer holidays.

I am in the process of updating and refreshing the ' How to Organise a Fèis' support pack for Fèis organisers which I hope will be a useful tool for current and future Fèis committees.

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

As mentioned above our application to Colmcille was successful and Rachel and I will be working together to continue our exchange programme with the Oriel Centre in Dundalk in the coming year.

In August I will be running a group-work event for some of the participants that took part in the Ceòl nam Fèis concerts at the end of last year. The project will involve two days of group-work tuition and a performance as part of the Finale concert for Blas 2015.

Myself and Vicky recently met with Claire Gibb the Chief Executive of Room 13 (A visiual arts project based in Caol) with a view to working together on future projects. As a result of that meeting Fèisean nan Gàidheal have been invited to sit on the Steering group for their new Development project and Lochaber Ceilidh Trail participants were invited to perform at the launch of their new Studio space which was broadcast live on Nevis FM.

In June I will attend the quarterly meeting of the Highland Youth Arts Hub. The Hub is developing well and will lead to increased showcase and development opportunities for Fèis particiapants throughout the Highlands.

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

I continue to sit on the Blas Action group to represent the Fèisean.

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

Auditions for this year's Ceilidh Trails were very successful and eight local Trails will be taking to the road in July as well as the National Ceilidh Trail. At the moment I am working closely with Shona to re-establish a Ceilidh Trail in the Western Isles and plans are shaping up nicely. There will be a Ceilidh Trail co-ordinators phone- meeting this coming Monday (11th May) to make sure that all the Ceilidh Trails are going ahead as planned and that all the Trails will meet the necessary conditions of grant.

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

I continue to support the Fèis Spè Development Officers and Board on a day to day basis and I have been working closely with Fèis a' Bhaile to provide support for their new support worker. In the last few weeks I have supported Fèis Inbhir Narainn to make two applications to the Development Fund, one to develop a junior youth ceilidh band and the other to create a new Piping Day which will take place in October.

HIE Deliverables

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

I encourage my Fèisean to participate in training events offered by Fèisean nan Gàidheal and external agencies and I regularly circulate information on training opportunities.

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

See target CS17.

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

CS1

Highland Council Deliverables

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

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

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

As Senior Development Officer I support our team of Development Officers who provide direct support to more than twenty Fèisean in the Highland Council area.

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

See CS5.

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

Action/Outcome

Progress

Creative Scotland Deliverables

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

In my role as Development Officer I work directly with a portfolio of fèisean - currently 13 across Sutherland, Caithness and the Central Belt - providing them with help and advice on a range of activities and projects. I work regularly with the Development Team and regularly consult with our senior development officer and development manager on how best to support these fèisean.

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

I regularly assist the Fèisean in my area to claim the grants offered to them and to maximise the resources they have available to them. I regularly help fèisean source additional funding from local and national organisations outwith Fèisean nan Gàidheal.

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

I make sure all fèisean are well acquainted with our strengthened Gaelic policy and provide assistance in implementing and improving their individual Gaelic plans e.g. helping to source Gaelic speaking tutors and helping to design and deliver Gaelic language activities at fèisean. I also work with my colleagues Angus Macleod and Dougie Beck to provide help and encouragement to fèisean to make full use of Sgioba-G during their events.

I provide particular assistance to fèisean in the production and distribution of bilingual marketing material such as posters, flyers and application forms in accordance with Fèisean nan Gàidheal's Gaelic Policy. I also give ongoing translation support to fèisean and encourage them to utilise this service as often as possible – currently for example I am helping Fèis Chataibh with translations for their new website and creating application forms for Fèis Innis an Uillt.

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

Following Fèisean nan Gàidheal's recent staffing re-restructure I will take an increased role in organising regional training days for the fèisean in my portfolio. For example at the beginning of May I delivered a Child Protection training session with Fèis Phàislig and am working with Fèis Chataibh to find suitable dates for their requested training sessions in First Aid and Gaelic.

I will also support Shona MacMillan, Western Isles Development Officer, in the co-ordination of the annual tutor training weekend in February. I continue to work with marketing officer Rowan Paterson to regularly circulate information on training opportunities and share information with other organisations by email and through social media.

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

I will support Fèis Chataibh and Fèis Fhoirt in the co-ordination of their Cèilidh Trail projects and support them to develop their training and performing activities and showcase opportunities. I will also liaise between them and work with Rowan Paterson to maximise marketing opportunities for the ceilidh trails at local and national level.

Fèis air an Oir are currently involved in a music heritage project in partnership with Strathnaver Museum called 'Pibrochs and Poppies'. This project seeks to collect and pass on music composed by (or for) local pipers who fought in World War One. Fèis air an Oir are engaging young musicians with the project in both the research and the results stage by involving them as ' junior researchers' and teaching them to play and arrange the tunes, resulting in a showcase performance later in the year. A new piece of music will also be composed as part of the project. The project involves many dedicated events which involve the local community: in March I attended an inter-generational 'Tunes and Tales' community event in Tongue and in May a 'March to the Museum' of local people and pipers, young and old, will replicate part of the route that local men would have taken as they headed off to the First World War.

I am now co-ordinating the Fuaran project, a heritage project which aims to re-record lesser known Gaelic songs. A team of young people aged 16 to 25 have recorded Gaelic song from there local communities and are currently recording their own performances of these songs. These recordings will form an educational resource CD and booklet which will be launched in September 2015.

I am assisting Nicola Simpson with plans for a return visit to Ireland in the second part of an exchange between

young Gaelic musicians and singers from Scotland & Ireland. This will include a performance at a Scottish / Irish night at our partner's arts centre in Dundalk.

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

I continue to support the Blas action group as appropriate.

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

I continue to support a network of Ceilidh Trails offering assistance to my colleagues and fèis co-ordinators and volunteers where necessary. Two of the fèisean I work with run Cèilidh Trails – Fèis Chataibh and Fèis Fhoirt – and I attended both fèisean's auditions as a member of the panel in March 2015.
I will continue to provide assistance to the Cèilidh Trail co-ordinators with arrangements for a training weekend and tour booking as appropriate. I also expect to be involved in both fèisean's training at Fèis Alba in July and will visit them on their tour, making video recordings of their performances to be distributed through social media.
Fèis Spè gave positive feedback on the Gaelic language and stagecraft training session I did with their Cèilidh Trail in June 2014 and I am keen to repeat and develop this in 2015.

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

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

- Fèis Chataibh's annual February groupwork weekend with new extra music day was a success with 80 taking part – 17 in the groupwork and 53 in the music day. This fèis has developed a new website and can now take online bookings; 65 children have already registered for their summer week at the start of July.
- Fèis Innis an Uillt have a slightly new format for their three fèis days in Spring 2015, adding a Friday after school activity to complement each of their three Saturday workshop days.
- I'm assisting Fèis Ghàidhlig Ghlaschu in the development of a new ongoing Gaelic medium classes programme
- Fèis a' Chaolais have started a new after-school music club which will meet once a week for 5 weeks over the school summer term.
- I'm supporting new members Fèis Phàislig with the planning of their first summer fèis in Paisley this July.
-

HIE Deliverables

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

I continue to work with our Drama team to explore the feasability of establishing Gaelic drama initiatives for adults. Fèis an Iar Thuath currently has a committee member enrolled on a distance learning Gaelic course at Sabhal Mòr Ostaig.

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

See target CS17.

Bòrd na Gàidhlig Deliverables

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

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

See target CS1.

Highland Council Deliverables

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

I work closely with the Fèisean in my area to sustain participant numbers at fèisean and fèis events. I regularly assist fèisean with the marketing of their events. In addition a number of Fèisean are attracting both new and existing participants to new activities (please see CS24).

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

Out of the thirteen fèisean that I work with 6 take place in the Highland council area.

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

All Fèisean are encouraged to use as much Gaelic as possible within their activities. I work closely with the Development team to assist Fèisean who require assistance with translations, Gaelic activities and Gaelic-speaking tutors. I am helping my fèisean to update their Gaelic plans for 2015-16 to reflect new developments and aims as a number of Fèisean are now recognising the benefit of developing Gaelic in the wider community and are looking at ways to encourage adult committee members and volunteers to participate in Gaelic classes and courses.

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

Action/Outcome

Progress

Creative Scotland Deliverables

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

I attend Fèis meetings throughout the year and help them with preparations for their Fèis week.

From the 6th to the 10th of April, Fèis Taigh Dhonnchaidh, Fèis Nis and Fèis an Earraich took place in Lewis and in Skye.

At Fèis Nis, for those aged 3-7, there was singing, music dance and art aplenty for two hours each day in the Ness Historical Society. For the first time they were able to pick up a mini-melodeon and have a bash at a tune or two. Their arty creations were displayed at the concert at the end of the week. For those who attended Fèis Taigh Dhonnchaidh, there was a chance to learn a multitude of instruments including keyboard, melodeon, chanter, fiddle and guitar. They also sang some Gaelic songs, learned some Highland dancing, acted out scenes in drama and exercised their creative talent in art class. Each subject lasted half an hour, giving them enough time to learn something without getting tired. There were many talented tutors in attendance all week who shared some of their musical skills which the children were able to pick up and perform at the concert at the end of the week in Borve, where their parents were invited to come along and see what they had learned at the Fèis.

Fèis an Earraich took place during the Easter holidays, from the 6th to the 10th of April in Portree High School. The aim of the week was to offer young people an enjoyable opportunity to receive intensive tuition in a range of subjects or instruments related to traditional music, Gaelic language and culture. Most of the classes were taught in Gaelic and older participants had the choice of a Teenage Fèis. This year two tutors came all the way from Cape Breton - David Rankin and Kenneth MacKenzie, and there was a warm welcome awaiting them! As well as island residents, there were also over 40 youths from Ireland in attendance.

The Fèisean are more in need of help just now in the run-up to the summer, and I've been helping them with updating application forms and tutor contracts. Fèis Eilean an Fhraoich celebrate 25 years this year and we've been working on compiling a programme of events to mark this miliestone.

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

I endeavour to offer continuing support to the Fèisean in my area in filling application forms for funding from several groups ie Awards for All, YMI and Traditional Arts Fund. I helped each Fèis fill in their forms to claim the final 25% of their claim and I have given each of them a deadline for their Claim Form 1s. I helped Fèis Eilean an Fhraoich fill in a form for Fèisean nan Gàidheal's development fund to help with costs of the 25th anniversary celebrations.

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

With any application form it is useful for each Fèis to have a Gaelic plan or policy as this will strengthen their case. As I helped them fill in their 2015-16 application forms I helped them if they wish to write a new policy or update an old one. Every meeting is held in Gaelic to an extent as there will be one or two on the committees who do not speak Gaelic but are more than willing to help out. Each Fèis tries to employ tutors who are fluent in Gaelic and some offer classes throughout the week to those who are learning. I keep in touch with the other development officers and we help each other out with potential tutors.

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

Fèis Còig Latha took place on the same week as Fèis Taigh Dhonnchaidh and Fèis an Earraich and so I was unable to visit them during the week this year. However I was able to book the Carloway Community Centre for the final concert and recruited a few of my fellow singers from Còisir Ghàidhlig Chàrlabhaigh, and we welcomed people at the door, ran the raffle and provided the audience with tea, coffee and baking.

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

I keep the Fèisean in my area informed about upcoming training opportunities, and frequently ask them if there is anything that they feel could be beneficial to them or other members of their committees.

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

I sat in on the Cèilear auditions when I visited Fèis an Earraich in April, and out of the five who appeared, four were chosen and they are still seeking a Gaelic singer. Ruairidh Graham will be the co-ordinator again this year.

Following on from the initial work Nicola and I put in towards the Western Isles Cèilidh Trail and after I consulted each Fèis about the project, Fèis Eilean an Fhraoich came forward saying they were willing to have the cèilidh trail under their name. After that, I was able to write up the application forms with the FEAF logo attached and I let each Fèis know about the application process. I then used a template for a poster and published it on Facebook, sent it to each high school across the Western Isles and to each news outlet, and spoke about the project on Radio nan Gàidheal and Isles FM. We also advertised for a co-ordinator and received two CVs with covering letters, and received 8 applicants for the cèilidh trail. Nicola and I auditioned four applicants in Lewis and after speaking to them all separately, we asked them to work together and come up with a set, which they did. We auditioned another applicant over Skype and I auditioned another two myself who were in Sabhal Mòr Ostaig. We got a mixture of ages, boys and girls and different instruments. We were hoping for an accordion player and luckily the opportunity arose for one when his summer plans fell through, and he came for an audition. Out of the 9 auditionees, 8 were accepted. After interviewing both applicants for the co-ordinator post, we decided to employ Màiri MacLeod. The group is now set and I have organised a training weekend for them on the 22nd and 23rd of May where they will get to know each other and get to work on putting sets together.

I submitted a sponsorship application to Calmac but unfortunately, due to a high volume of applications, they were unable to help. I filled in a funding request for William MacDonald from Comhairle nan Eilean Siar for more than £6000 towards the running costs, and his representative came back to me the following day approving our request. I helped Fèis Eilean an Fhraoich fill in an application form for the Fèisean nan Gàidheal cèilidh trail fund and we have secured funding.

Now that the planning is underway, Màiri can get on with arranging gigs, cèilidhs and concerts by speaking to village hall committees across the Western Isles.

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

Everyone who is employed in a paid position at the Fèis needs to go through the PVG system before they can teach. I have reminded each Fèis of their deadlines for the Claim Form 1 with information about the tutors they will be employing so that Sandy will have enough time to issue the relevant forms.

Bòrd na Gàidhlig Deliverables

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

Having recently moved to An Tosgan, the Gaelic hub in Stornoway, I am now working in the same building as 4 other organisations – Ionad Ioma-Mheadhain, Acair, Comunn na Gàidhlig and Stòrlann Nàiseanta na Gàidhlig. Being in such close proximity has allowed me to work with them as more of a partnership, and I have been talking to CnaG about an upcoming exchange programme which will take place in the week of Fèis Eilean an Fhraoich during the summer, which I have confirmed with Màiri Maclennan. I have agreed to help an Comunn Gàidhealach at their local Mòd in June, by marking the primary school literature entries, and by judging and chairing at other competitions.

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

I currently support 11 Fèisean across the Western Isles and the Isle of Skye:
Fèis Taigh Dhonnchaidh, Fèis Eilean an Fhraoich, Fèis an Rubha, Fèis Eilean na Hearadh, Fèis Tìr an Eòrna, Fèis Tìr a' Mhurain, Fèis Bharraigh, Fèis Thròndairnis, Fèis an Earraich and Fèis Ratharsair.

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

Action/Outcome

Progress

Creative Scotland Deliverables

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

I am in regular contact with the Fèisean that I support and I endeavour to attend every meeting, as appropriate, to offer my help and support in their projects and activities. I have been taking the opportunity to go out and meet my new Fèisean and I have been successful at getting to meet with most of them. One thing that I have noticed is that as there were without a development officer for a while they are very much keen to get going again and they are very grateful for help. I am looking forward to helping them with their different projects and events.

I was busy over the easter holidays attending the different Fèisean that were running at that time; Fèis Lochabair, Fèis Latharna and Fèis Cholla. All of which went very well. I was also responsible for helping out with the Ceilidh trail auditions at Fèis Latharna.

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

In my role as Development Officer I try to encourage Gaelic and the Gaelic Arts as much as possible. I try and make links with different communities. I hope that by doing this people will know who to come to when they are interested in setting up a new Fèis. The Fèis that I have recently set up in Appin is going from strength to strength and it is very much in the heart of the community now. I hope that this example of my work will show that I am committed to establishing new Fèisean and supporting volunteers in the establishment of these ventures.

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

I was involved with an event in Caol, Fort William last month where we took musicians from Fèis Lochabair to play at a charity event. Room 13 in Caol was celebrating it's 21st birthday and to mark this they had an afternoon party that was broadcast across Nevis FM. The Fèis participants played wonderfully and they spoke on the radio and were great ambassadors of the Fèis.

I use the local press regularly to promote events and use facebook and twitter to advertise and draw attention to whats happening in our area.

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

I regularly attend Iomairt Ghàidhlig Lochabair meetings and support projects where possible. I recently worked on a project that was run by Comunn nam Parant in Lochaber where we promoted the new Gaelic school through fun days in Lochaber. It was good to be involved and show the iomairt in action.

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

All tutors, supervisors and volunteers information is sent to Fèisean nan Gàidheal Child Protection Officer at least 4 weeks before an event. I have recently undergone Child Protection Training with Iona MacDonald and I can now deliver that to the Fèisean that I support. I have already been asked for this by a number of them so I am going to arrange suitable dates for this training. With the new Fèisean that I am supporting I am making sure that they are all PVG'd and up to date.

Bòrd na Gàidhlig Deliverables

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

I regularly attend Iomairt meetings in Lochaber. I help to support projects that the Iomairt are involved with. I regularly work in Furans Gaelic Office in Oban and try and support the local projects that are going on there. I am working with Oban's Local Mòd Committee at present to help them set up a Mòd Academy in the area. The project

aims to provide tutors for local schools to help with singing, conversation, poetry, folk groups and choirs. The project has now started and it proving to be very successful.

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

I currently support eight different Fèisean:

- Fèis Latharna
- Fèis Cholla
- Fèis Mhuile
- Fèis Lochabair
- Fèis nan Garbh Chrìochan
- Fèis Thiriodh
- Fèis Òigridh na Mara
- Fèis Èige
- Fèis Dhun Òmhainn
- Fèis Òigridh Ìle is Dhiura
- Fèis Àrainn
- Fèis Cheann Loch Goibhle

Highland Council Deliverables

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

I support four Fèisean in the Highland Council area:

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

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

All Fèisean have Gaelic plans which include Gaelic provision at all Fèis events. Fèisean often use Fèisean nan Gàidheal's G-team where it is felt that there is lack of fluency in the Fèis. Other Fèisean have classes, activities during breaks or are Gaelic-medium Fèisean. Each committee also has a commitment to their own learning of Gaelic and I am so impressed with the progress that everyone is making.

I also help with translations for posters and marketing materials making sure that Gaelic is the important language that stands out.

Name	**Rowan Paterson**
Position	**Graduate Marketing Officer**

Action/Outcome

Progress

Creative Scotland Deliverables

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

I am developing 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 towards developing a detailed marketing plan for 2015 using information detailed in the plans provided by Denvir Marketing and Scottish Development Internationals. This plan focuses on how Fèisean nan Gàidheal can publicise information about our projects on a number of media platforms in the most effective and efficient manner by developing and creating social media pages and by building new and detailed databases for useful media contacts at both regional and national levels.

Since I began in 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 and Pinterest. 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 46 Fèisean via social media, I have also been working on the production of social media help-sheets for Facebook and Twitter, which will be distributed 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.

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

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

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.

HIE Deliverables

HIE8 **Cèilidh trails and Blas Festival promoted nationally and internationally as cultural tourism products, by 31st March 2015**

This year we will have 8 Ceilidh Trails performing in their local areas during the Summer months. I have supported our team of development officers by sharing information though various networks to encourage young people to apply for the various trails. All the trails now have their musicians in place and I will be working closely with each trail in the coming months to publicise their busy Summer schedules.

Blas Festival 2015 will take place between the 4th-11th of September at various locations throughout the Highlands. To help with publicising the festival, I have been researching international markets, specifically German and Irish, following guidance from the Denvir Marketing plan and Scottish Development International. I have been attempting to establish connections with international Celtic festivals to encourage tourism and increase attendance to Blas Festival events

Bòrd na Gàidhlig Deliverables

BnG1 **Press releases in relation to Bòrd na Gàidhlig-funded activities to be submitted to the Bòrd prior to distribution**

This objective has been, and is consistently fulfilled.

Scotgrad

Information regarding training

Since beginning my post at Fèisean nan Gàidheal, I have attended four training courses to help develop skills and techniques which will be beneficial for my role at the organisation.

I have attended the following courses:

- "Google Juice Bar" with Google
- A week-long, residential, training course with ScotGrad
- "Marketing that Works" with Culture Republic
- Marketing workshop with Muckle Media and Highlands and Islands Enterprise

Fèisean nan Gàidheal

Annual Risk Management Report

Agenda Item: 2.2015.05 (c)

Reason for Paper

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

Background

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

Risks and Management

A Risk Register was established in 2009 following extensive research into the potential risks that Fèisean nan Gàidheal could face.

A schedule of the top 9 risks in the Risk Register as agreed by the Board is following. Each risk is summarised and there is a Management Action Plan in place which details the steps being taken, by staff on a day-to-day basis, to manage and mitigate each risk.

Action Required

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

Anne Willoughby
Executive Manager
May 2015

Rank	Risk #	Risk	Consequence / Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix	Personnel affected	Risk Ownership	Responsibility	Mitigation	Date Identified	Last Reviewed	Action Date	Progress/ Future Action (RAG)
1	35	Staff/funds are overcommitted to projects resulting in less flexibility and tighter controls in other areas. FnG takes on too much in an effort to survive. FnG becomes too focused in contract delivery in order to generate income, resulting in less support for the Fèisean.	3.6	3.5	12.6	**HIGH**	ALL	Executive Manager	BOARD	Time, financial and project management controls implemented. Awareness of other projects ongoing in the organisation and expectations of time/financial commitments understood. Opportunities/Threat Analysis carried out for new projects. Good management practice. Likely benefits from new projects may outweigh risks. Updates on commitments given at regular staff meetings.	25.08.08	05.05.14	Ongoing	
2	12	Volunteer effort within the Fèisean is unable/ unwilling to adhere to policies/guidelines/legal requirements. Non-compliance with legal requirements and policies will result in an incident which damages the reputation of FnG. Loss of reputation due to child protection issues through lack of controls, e.g. failure to disclosure-check tutors. A child is harmed due to the action or inaction of FnG, leading to loss of confidence and possible legal action. A child gets lost due to inadequacies in the registration system.	4.1	3	12.3	**HIGH**	ALL	Training & Policy Officer	BOARD	Training and awareness-raising sessions with staff and volunteers. Policies and guidelines published on the FnG website and implemented by Fèisean and Development Team. Ensure compliance & good practice by example and training opportunities. Early checking of potential tutors encouraged. Financial penalties for non-compliance, and expulsion for repeated non-compliance. Child Protection Policy in place. Risk Assessments for individual locations/activities carried out in advance of each fèis. Training and awareness-raising sessions for committees and volunteers. Assistance from staff members with implementation of policies, particularly Child Protection Policy and Guidelines. Importance of adherence to all policies underlined to members and the following of key policies are enshrined in conditions of funding.	25.08.08	05.05.15	Ongoing	**Green**
3	14	Insufficient volunteers come forward.	3.9	3.1	12.1	**HIGH**	DevTeam/ Fèisean	Development Manager	BOARD	Identification of possible committee members and volunteers by existing committees. Support from Development Team to avoid volunteer burn-out. Encouraging young people to take an interest and share responsibility. Encouraging parents to participate. Responsibility on all fèis personnel to encourage and support volunteers, through social gatherings and training events. Additional assistance offered by development team for fèisean in difficulty.	25.08.08	05.05.15	Ongoing	**Green**
4	51	A member of the management team leaves at short notice. Key staff members are lost to the organisation through external job offers leaving gaps in core operational areas.	4.1	2.9	11.9	**HIGH**	Staff/ Fèisean	CEO	BOARD	Pay scales in line with sector. Recognition of over-reliance on single members of staff and alleviation of responsibilities where possible. Regular consultations with staff and encouragement of openness. Shadowing encouraged within all posts. Clàr-coinneamhan kept to update all staff on current projects of individuals. Succession planning at appraisal	25.08.08	05.05.15	Ongoing	**Green**

										and throughout employment. Exit interviews offered when people leave. No further mitigation required/possible at this time.				
5	16	Insufficient Gaelic speaking tutors. Insufficient tutors available/come forward	3.9	3.0	11.7	**HIGH**	Fèisean	Gaelic Officer	BOARD	Provision of Gaelic training, encouragement of new tutors to achieve fluency in Gaelic. At the very least, engage in some learning. Support packages are available. Provision of Gaelic training and music tutor training. Encouragement of new tutors from within Fèisean. Gaelic Policy to ensure commitment to Gaelic from tutors, renewed 16 May 2014.	25.08.08	05.05.15	Ongoing	**Green**
6	46	Data is lost due to the lack of consistency in making back ups. Important data is lost due to equipment malfunction, fire, electrical storm, resulting in insufficient IT back-up control systems.	3.8	3.0	11.4	**HIGH**	Staff	Executive Manager / CEO	BOARD	Provision of portable hard drives. Contractual obligation on staff to ensure back-ups. Surge protection on IT equipment. Regular visual checks by staff on electrical equipment and necessary action taken. Use of Dropbox for storage and dissemination of information. New ICT equipment allows for better data retention.	25.08.08	5.05.15	Ongoing	**Green**
7	19	A lack of funding for projects/future development. Core funding by Creative Scotland, Bòrd na Gàidhlig, HIE and Highland Council is withdrawn resulting in a scale-down of activities.	4.3	2.5	10.8	**HIGH**	ALL	CEO	BOARD	Regular funders are made aware of new funders' limitations and kept informed of funding requirements. FnG continues to help funders achieve their objectives and targets as partners. Awareness of possible alternative sources is always sought. Forward planning is in place allowing early discussions with funders. Political lobbying for support for traditional music and Gaelic arts is an ongoing function. Other grants accessed where possible and with a high degree of success. Due to successful three year funding agreements for 2015-18, this in the short-term is not such a high risk.	25.08.08	05.05.15	Ongoing	**Green**
8	43	Numbers of Fèisean continues to increase resulting in less support being available to each one. May reach over capacity of demand/ supply (Fèisean)	3.5	3.0	10.5	**HIGH**	Fèisean	Development Manager	BOARD	Additional funding available through Development fund for extra classes, new approaches, etc. Efforts made to secure new, additional funding. New fèisean are compliant with policies and ethos of Fèisean nan Gàidheal. Natural wastage has ensured that number of fèisean has remained manageable.	25.08.08	05.05.15	Ongoing	**Green**
9	34	Insufficient funding for staff development resulting in inadequate development programme and resources for staff.	3.8	2.3	8.74	**MEDIUM**	Staff	Training & Policy Officer	BOARD	Ensure provision is made for staff development in core funding applications. In recent years, due to staff remaining in employment for the longer term, this has not been a severe drain on resources. Priority for new staff members to access training.	25.08.08	05.05.15	Annually - Feb	**Green**

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

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