Fèisean nan Gàidheal

Coinneamh den Bhòrd-stiùiridh
Air-loidhne tro Zoom
Dihaoine 4mh Màrt 2022 @ 2f

Fèisean nan Gàidheal

Coinneamh den Bhòrd Stiùiridh gu bhith ga cumail air loidhne, Dihaoine 4mh Màrt 2022 bho 2f.

Clàr Chùisean

1.2022.01 CÙISEAN TÒISEACHAIDH

(a)	An làthair	
(b)	Leisgeulan	
(c)	Geàrr-chunntas na coinneimh mu dheireadh den Bhòrd	Airson Aontachaidh
(d)	Cùisean a' togail ceann	

1.2022.02 CÙISEAN LEASACHAIDH

(a)	Adhartas le Pròram-obrach Fèisean nan Gàidheal	Airson Deasbaid agus Fiosrachaidh
(b)	Geàrr-aithisgean Sgioba-obrach	Airson Deasbaid agus Fiosrachaidh
(c)	Blas 2021 agus 2022	Airson Deasbaid agus Fiosrachaidh
(d)	Pròram bhon Dùbhlachd 2021 air adhart	Aithris airson Fiosrachaidh agus Aontachaidh
(e)	Plana Pròraim 2022-27	Airson Aontachaidh
(f)	Rannsachadh air builean Fèisean nan Gàidheal	Airson Deasbaid agus Fiosrachaidh
(g)	Àite Sàbhailte: Poileasaidh ùr agus gnìomhan	Airson Deasbaid agus Aontachidh

1.2022.03 CÙISEAN IONMHASAIL

(a)	Teachd a-steach agus teachd a-mach 2021-22	Airson Deasbaid agus Fiosrachaidh
(b)	Suimeannan airgid anns a' bhanca agus fiosrachadh as ùire	Aithris airson Fiosrachaidh
(c)	Cunntasan Riaghlaidh gu 31 Dùbhlachd 2021	Airson Deasbaid agus Fiosrachaidh
(d)	Dreach Bhuidseat 2022-23	Airson Aontachaidh
(e)	Tabhartasan nam Fèis 2021-22	Airson Fiosrachaidh
(f)	Tabhartasan nam Fèis 2022-23	Aithris airson Fiosrachaidh
(g)	Seirbheisean bancaireachd le CAF	Airson Aontachaidh
(h)	Cùmhnantan Maoineachaidh	Airson Deasbaid agus Fiosrachaidh
(i)	Cothromachadh Ionmhais gu 31 Màrt 2022	Aithris airson Aontachaidh

1.2022.04 CÙISEAN LUCHD-OBRACH

(a)	Fiosrachadh as ùire	Aithris airson Fiosrachaidh

1.2022.05 CÙISEAN GNÌOMHAIL

(a)	Co-labhairt 2022	Aithris airson Deasbaid agus Aontachaidh
(b)	Ùrachaidhean air poileasaidhean a tha ann mar-tha	Airson Deasbaid agus Aontachidh
(c)	Stòrasan Alba Chruthachail: Tasgadh	Airson Fiosrachaidh

1.2022.06 EILE

(a)	Ceann-latha na h-ath choinneimh: 20.05.2022	Airson Aontachaidh

Fèisean nan Gàidheal

Geàrr-chunntas air coinneamh a' Bhùird Stiùiridh a chaidh a chumail tro Zoom Dihaoine 10 Dùbhlachd 2021 bho 2.00f

4.2021.01 CÙISEAN TÒISEACHAIDH

(a) An làthair

Ciorstaidh NicDhùghaill (Leas-chathraiche), Anna Frater, Carola NicCaluim, Seòras Stoddart, Sarah-Jayne Shankland, Alasdair Paul, Ceitidh NicAonghais, Caroline Swain (Comhairle Earra-Ghàidheal is Bhòid - a' frithealadh), Siobhan NicAnndrais (Alba Chruthachail - a' frithealadh), Màiri Bhochanan (IGE - a' frithealadh), Mòrag Anna NicLeòid NicMhìcheil, (Comhairle na Gàidhealtachd - a' frithealadh), Art MacCarmaig (a' frithealadh), Anna Willoughby (a' frithealadh), Eilidh NicCoinnich (a' frithealadh) agus Luke Slater (a' frithealadh).

Rinn Aonghas MacLeòid eadar-theangachadh mar-aon.

(b) Leisgeulan

Anna Mhoireach (Cathraiche), Cailean Sandilands, Angela Mack, Calum Ailig Macmhaoilein, Lena Nic an Fhùcadair (Comhairle na Gàidhealtachd) agus Donnchadh MacNìll (Comhairle Earra-Ghàidheal is Bhòid)

Chuir Ciorstaidh NicDhùghaill, (a' gabhail àite Anna Mhoireach sa chathair), fàilte air a h-uile duine don choinneimh.

Chaidh meal a naidheachd a chur air Jo NicDhòmhnaill, a tha air obair mhòr a dhèanamh còmhla ri Fèisean nan Gàidheal, an dèidh do a saothair as leth na Gàidhlig a bhith air urram fhaighinn aig Duaisean Dual-cheòl na h-Alba.

(c) Geàrr-chunntas na coinneimh mu dheireadh de Bhòrd Stiùiridh Fèisean nan Gàidheal

Bhathar air geàrr-chunntas bhon choinneimh a chaidh a chumail air 24 Sultain 2021 a chuairteachadh.

Chaidh gabhail ris a' gheàrr-chunntas mar chunntas fìrinneach den choinneimh, air a mholadh le Anna Frater is Seòras Stoddart a' cur a thaic ris.

(d) Cùisean a thog ceann

Mar a chaidh aontachadh aig a' choinneimh mu dheireadh, bha Art MacCarmaig air fios a chur gu Carola Bell a bha air rannsachadh a dhèanamh air cunntasan banca aig buidhnean carthannais. Mhol ise gum b' urrainn do dh'Ùrlar Nasgan nan Carthannas aig Bunait Cobhair nan Carthannasan (CAF) leigeil le buidheann grunn farsaing bhancaichean a ruighinn an dèidh dhi aon iarrtas a lìonadh.

Chaidh am fiosrachadh a fhuaras a thoirt do Sheòras Stoddart agus do dh'Anna Mhoireach ron choinneimh agus thug Seòras cunntas goirid air a chuid rannsachaidh ann am Flagstone Investment Management a bhios a' toirt sheirbhisean don CAF.

Dh'aontaich Art MacCarmaig, Seòras Stoddart agus Anna Willoughby tuilleadh deasbaid a dhèanamh air an seo agus moladh a dhèanamh do bhuill a' Bhùird aig an ath-choinneimh.

4.2021.02 CÙISEAN LEASACHAIDH

(a) Adhartas a thaobh a bhith a' cur Pròg ram Obrach Fèisean nan Gàidheal an gnìomh

Bhathar air aithisg le Art MacCarmaig air adhartas a' chlàir-obrach gu deireadh na Sultaine 21 a chuairteachadh.

A dh'aindheoin duilgheadas leantainneach leis a' Chobhad agus le seiseanan air loidhne a-mhàin, bha buill a' Bhùird toilichte leis an adhartas.

(b) Aithisgean adhartas an Luchd-obrach

Bhathar air aithisgean adhartais bhon luchd-obrach a sgaoileadh agus thug buill a' Bhùird fainear do na bha annta.

Thug an leas-chathraiche taing as leth a' Bhùird do na h-uile airson an dìchill.

Thog Anna Frater dragh mu dhuilgheadas ann a bhith a' cumail bhall air comataidhean nam Fèisean mar thoradh air cuingealachadh a' Chobhad agus daoine a' taghadh mar a b' fheàrr a chuireadh iad seachad an ùine shaor-thoileach. Thuirt Art MacCarmaig gur ann mar seo a bha e le grunn de na Fèisean agus gur dòcha gum biodh dùbhlain air thoiseach ann a bhith a' tòiseachadh thachartasan às ùr an lorg seo. Thuirt e gum biodh na h-Oifigich Leasachaidh, am Manaidsear Leasachaidh agus e fhèin a' bruidhinn air gnothaichean mar sin le Fèisean air leth tràth sa bhliadhn' ùir.

(c) Sùil air ais air a' chlàr bhon Damhair is air adhart

Chuir Art MacCarmaig agus Eilidh NicCoinnich lèir-chunntas an cèill air clàir-obrach a tha gan cur an gnìomh le Fèisean nan Gàidheal an-dràsta agus san àm ri teachd.

Tha Comhairle na Gàidhealtachd agus Comhairle Earra-Ghàidheal is Bhòid a' leigeil bhuidhnean a-steach do na togalaichean aca a-rithist, rud a tha na naidheachd ghealltanach do thachartasan ri teachd.

Tha am pròiseact Treòir | Voar | Virr air tòiseachadh is a' dol gu math is chaidh a mholadh le Alasdair Paul, a tha cuideachd na oide sa phròiseact.

Thug Art MacCarmaig taing don luchd-obrach airson cho fosgailte 's a bha iad nan taic do dh'Eilidh NicCoinnich airson am pròiseact seo a thoirt gu buil ann an ùine gu math goirid.

(e) Cùmhnant gus builean obair Fèisean nan Gàidheal a mheasadh

Bha a' chiad dreachd den aithisg 'Buaidhean Cultarach, Sòisealta, Eaconomach, Cànanach is Sunnd Fèisean nan Gàidheal', le Steve Westbrook agus Sandaidh MacAnndrais, a chuairteachadh air thoiseach air a' choinneimh.

Chaidh molaidhean a dhèanamh le buill a' Bhùird a thaomh riochd is cur an cèill cuid den fhiosrachadh.

Dh'iarr Mòrag Anna NicLeòid NicMhìcheil gun rachadh iomradh a thoirt air Comhairle na Gàidhealtachd ann am puing 5.4 air Duilleag 13.

Chaidh a mholadh gum bu chòir beachdan nam buidhnean maoineachaidh iarraidh airson an cur san aithisg cuideachd.

Dh'aontaich Art MacCarmaig na puingean a rinneadh leis a' Bhord a thoirt do dh'aire Steve Westbrook, leis an rùn an aithisg a bhith cho iomlan 's a ghabhadh ro ath-choinneamh a' Bhùird, a' toirt fainear gum bu chòir don aithisg a bhith air a cheadachadh leis a' Bhòrd mus tèid a chuairteachadh nas fharsainge.

(f) Plana Pròghraim 2022-27

Dh'innis Art MacCarmaig nach do rinneadh an còrr obrach air Plana Clàr ùr 2022-27 leis mar a bha sinn a' feitheamh na h-aithisg air buaidh obair Fèisean nan Gàidheal agus gum faodadh Plana Nàiseanta na Gàidhlig ùr buaidh a thoirt air ar plana-ne cuideachd.

Thugadh fainear le buill a' Bhùird gun rachadh sùil eile a thoirt air a' phlana ro ath-choinneamh a' Bhùird.

4.2021.03 CÙISEAN IONMHASAIL

(a) Teachd A-steach agus Cosgaisean 2021-22

Bhathar air aithisg leis a' Mhanaidsear Ghnìomha, Anne Willoughby, a chuairteachadh a' sealltainn teachd-a-steach is cosgaisean leis na thachair gu 30 Samhain 2021.

Thugadh fainear dha le buill a' Bhùird.

(b) Cunntasan Banca agus am fiosrachadh mu dheireadh

Mar a bha na cunntasan aig an àm:

- Cunntas Làitheil – £10,361.19
- Cunntas Àrd-rèidh - £552,944.94
- Cunntas Blas - £7,767.62
- An t-Urras Leasachaidh - £8,525.07

Thugadh fainear do na suimean le buill a' Bhùird.

(c) Cunntasan Riaghlaidh gu 30 Sultain 2021

Bhathar air Cunntasan Riaghlaidh gu 30 Sultain 2021, a chaidh ullachadh le Mann Judd Gordon, a chuairteachadh.

Thugadh fainear dhaibh le buill a' Bhùird.

(d) Tabhartasan do na Fèisean 2021-22

Bhathar air liosta de thabhartasan a chaidh aontachadh do dh'Fhèisean a chuairteachadh aig a' choinneimh mu dheireadh is chaidh innse gum pàighteadh na Fèisean mar is nuair a bhiodh feum aca air an airgead airson an obair ath-stèidheachadh.

Thugadh fainear leis a' Bhòrd do na suimean a chaidh pàigheadh.

(g) Aontaidhean Maoineachaidh

Tha conaltradh cunbhalach aig Fèisean nan Gìadheal ris na buidhnean a bhios a' maoineachadh a' phròjraim againn agus chaidh aithisg, le Art MacCarmaig, a chuairteachadh airson fios a chumail ri buill a' Bhùird air mar a tha ar n-aontaidhean riutha.

Thugadh fainear gu bheil maoineachadh pròiseact Treòir | Voar | Virr fhathast ri fhaighinn, ged a tha cosgaisean air a bhith ann.

Thug Siobhan NicAnndrais geàrr-chunntas air na bha an dùil aig Alba Chruthachail a thaobh bhuidseatan, a-nis gun robh Riaghaltas na h-Alba air a bhuidseat-san fhoillseachadh.

Thug an Leas-chathraiche taing do Shiobhan airson an fhiosrachaidh ùir.

4.2021.04 CÙISEAN LUCHD-OBRACH

(a) Fiosrachadh mu dheireadh

Chuir am Bòrd meal a naidheachd air Peigi Anna Shields is air an duine aice air dhaibh cluinntinn gun robh dùil aca ri leanabh.

Thug Art MacCarmaig agus am Bòrd taing don sgioba airson an dìchill air feadh na bliadhna agus thug buill a' Bhùird fainear gun robh an sgioba gu lèir air a bhith air leth taiceil aig àm doirbh.

4.2021.05 CÙISEAN OBRACHAIDH

(a) Plana Lughdachadh Gualain: Aithisg Bhliadhnail

Bha Anna Willoughby air aithisg ullachadh air dòighean anns an robh sinn air ar Plana Lughdachadh Gualain a chur an gnìomh, a chaidh cuairteachadh ron choinneimh.

Thugadh fainear dha le buill a' Bhùird.

Ann an deasbad, chaidh moladh gum feuch sinn ris na Fèisean a bhrosnachadh pàirt a ghabhail ann a bhith a' cur chraobhan mar dhòigh air cleachdadh gualain a lughdachadh ach cuideachd mar dhòigh air an òigridh a theagasg mun aibideil Ghàidhlig agus òrain co-cheangailte ri caochladh chraobhan.

Chaidh aontachadh gum bruidhneadh Art MacCarmaig mun seo ri Urras Coilltean na h-Alba.

4.2021.06 Eile

(a) G I S B E

Cha robh an còrr gnothaich iomchaidh ann.

Mhol Seòras Stoddart taing mhòr a thoirt do Chiorstaidh NicDhùghaill airson a sàr-obair a' gabhail na cathrach agus chaidh seo aontachadh leis na h-uile.

(b) Daingneachadh Ceann-latha na h-ath choinneimh agus coinneamhan eile 2022

Thugadh fainear gur e 4 Màrt ceann-latha na h-ath-choinneimh.

Chaidh na trì coinneamhan eile a shuidheachadh le cumnha mar 20 Cèitean, 23 Sultain, 9 Dùbhlachd 2022.

Fèisean nan Gàidheal

Adhartas le Prògram-obrach Fèisean nan Gàidheal

Àireamh air a' Chlàr Chùisean: 1.2022.02(a)

Adhbhar a' Phàipeir

Airson geàrr-iomradh a thoirt do bhuill a' Bhùird air adhartas le prògram-obrach na buidhne airson an treas ràith de 2021-22 gu 31 Dùbhlachd 2021.

Cùl-fhiosrachadh

Tha an aithisg seo a' dèanamh aithris air an ùine ainmichte gu h-àrd, agus tha i a' toirt sealladh air an adhartas a rinneadh mu choinneamh chomharran coileanaidh - no builean - a thathar an dùil a choileanadh mu choinneamh amasan ann am Plana Prògraim Fèisean nan Gàidheal a dh'aontaich sinn còmhla ri ar prìomh luchd-maoineachaidh - Alba Chruthachail (AC), Iomairt na Gàidhealtachd is nan Eilean (InG), Bòrd na Gàidhlig (BnG), Comhairle na Gàidhealtachd (CnG) agus Comhairle Earra-Ghàidheal is Bhòid (CEB).

Tha bacadh fhathast air a' phrògram a bha sinn an dùil a lìbhrigeadh ri linn staing leantainneach a' Choronabhìorais. Tha sinn air ar dhìcheall a dhèanamh taic a chumail ri luchd-ealain, na Fèisean agus prògram air loidhne, agus aghaidh-ri-aghaidh, san treas ràith de 2021-22.

Tha sinn a' cleachdadh siostam 'DOU' – Dearg, Òmar is Uaine – agus gach ìre a' ciallachadh:

Dearg	Chan eil e a' dol air adhart, agus chan eil siùil gan cur an gnìomh fhathast airson cùisean a leasachadh - cunnart ann nach coileanar na targaidean
Òmar	Chan eilear a' coileanadh na targaide, ach tha siùil gan cur an gnìomh gus dèanamh cinnteach gun tèid a coileanadh
Uaine	A' dol air adhart mar bu chòir

Tha na dathan a' ceangalachadh builean agus raointean leasachaidh ann am Plana Prògraim Fèisean nan Gàidheal airson 2018-21, a chaidh a shìneadh:

Taic do is ag Adhartachadh nam Fèisean	A' Leasachadh Sgilean is Thàlantan	Ag Adhartachadh Ealain is Cultar na Gàidhlig an Lùib Oideachadh Cruthachail	A' Tarraing Luchd-èisteachd is a' Leudachadh nan Àireamhan aca	Riaghladh is Luchd-obrach

Àir.		Raon sa Phlana Prògraim	Adhartas	Ìre
Alba Chruthachail - Àrd-amasan				
A' toirt aithne do is a' cur sùim ann an sàr obair is daoine a tha feuchainn rudan ùra sna h-ealain, ann am film is telebhisean agus sna gnìomhachasan cruthachail				
AC1	Maoineachadh airson leasachaidhean ùra tro Mhaoin Leasachaidh nam Fèisean.		Chaidh taic a chumail ri Fèis an Earraich ann an R3.	
AC2	Taic a thoirt ri obair ro-innleachdail ann am Fèisean a tha airson an obair aca a leudachadh no airson ath-shlànachadh an dèidh Covid.		Chaidh maoin shònraichte a thoirt do gach Fèis airson an cuideachadh cùisean ath-thòiseachadh. Ged a bha bacaidhean fhathast ann, tha cuid de na Fèisean air tachartasan aghaidh-ri-aghaidh a thabhann a-rithist.	

			Chaidh Treòir a chur air dòigh gus taic a chumail ri grunn Fhèisean tachartasan a lìbhrigeadh a-rithist agus tha na Fèisean an sàs uile air tòiseachadh air tachartasan a lìbhrigeadh. B' e ath-thòiseachadh prìomh chuspair co-labhairt Fèisean nan Gàidheal a chaidh a chumail san t-Sultain. Bidh sgioba Fèisean nan Gàidheal a' tabhann taic shònraichte airson obair nam Fèisean ath-thòiseachadh bho thoiseach na bliadhn' ùire, a rèir riaghailtean.	
AC3	Taic do dh'obair ùr agus obair a tha feuchainn rudan ùra sna h-ealain Ghàidhlig.		Chaidh taghadh de chur-seachadan ealain Ghàidhlig a chruthachadh agus a lìbhrigeadh air loidhne eadar a' Chàisg agus saor-làithean na Dàmhair mar phàirt den iomairt #cleachiaigantaigh. The Fèisgoil an sàs ann an obair ùr le co-bhanntachd de dh'ùghdarrasan ionadail a' cleachdadh ealain airson Gàidhlig a theagasg ann an sgoiltean.	
AC4	Taic do bhith sgrìobhadh òrain Ghàidhlig ùra.		Bha òrain ùra ann an dealbh-chluich na Nollaige san Dùbhlachd. Bidh sreath òrain - 20 - air an clàradh airson pròiseact le e-Sgoil. Bidh òrain ùra nam pàirt den phrògram ro-sgoile Hùb Hàb a bhios a' dol air adhart sa bhliadhn' ùir.	
AC5	Cothroman do luchd-ciùil, luchd-dràma is seinneadairean a bhith leasachadh sgilean sgrìobhaidh ùra tro choimiseanan ùra.		Chaidh coimisean Blas 2021 a bhuileachadh air Kim Carnie a chuir ri chèile pìos-ciùil, *Buaidh nam Ban*, stèidhichte air obair bana-bhàird na Gàidhlig, Màiri Mhòr nan Òran nam measg.	
AC6	A' cur Sgoil Shamhraidh Dràma Ghàidhlig air dòigh		Coltach ris a' mhòr-chuid de thachartasan eile, chaidh an Sgoil Shamhraidh Dràma a lìbhrigeadh ann an cruth air loidhne fo stiùir Aonghais MhicLeòid cuide ri Daibhidh Walker. Cha robh àireamh chom-pàirtichean àrd ach thog na bha an làthair deagh sgilean.	
Tha cothrom aig a h-uile duine pàirt a ghabhail ann is tlachd fhaighinn às na h-ealain is nithean cruthachail				
AC7	Maoineachadh cunbhalach do dh'obair nam Fèisean tro Sgeama Thabhartasan nam Fèisean a leigeas leinn pàigheadh a thoirt do dh'oidean aig na h-ìrean a tha Aonadh an Luchd-chiùil a' moladh, ma bhios taic-airgid gu leòr ann.		Chaidh tabhartasan aontachadh le Bòrd-stiùiridh Fèisean nan Gàidheal ach tha iad air am pàigheadh nuair a tha feum air an airgead fhad 's a tha gnìomhan a' tòiseachadh a-rithist. Tha dùil gun tèid a' mhòr-chuid de thabhartasan a phàigheadh taobh a-staigh bliadhna an ionmhais.	
AC8	A' toirt cothrom an-asgaidh do na Fèisean air ionnsramaidean ciùil bho ar Stòras Ionnsramaidean Ciùil.		Tha iarrtas nas motha air a bhith ann airson ionnsramaidean san ràith seo le tachartasan a' dol air adhart a-rithist.	
AC9	A' stiùireadh sgeama PVG bho ar prìomh oifisean gus dèanamh cinnteach gu bheil dìon ga dhèanamh air clann is inbhich a tha feumach air an dìon.		Tha seo a' dol air adhart le sgrùdaidhean gan dèanadh às leth Fèisean ionadail. Bha 73 iarrtasan ann airson deuchainnean gu deireadh na ràith seo.	
AC10	Taic ionmhasail a bharrachd a thoirt seachad gus dèanamh cinnteach gum bi cothrom aig daoine, le feumalachdan taice a bharrachd, air tachartasan.		Tha maoin a bharrachd ri fhaighinn, a rèir feum, ach cha d' fhuair sinn iarrtas sam bith son taic gu deireadh R3.	
AC11	Conaltradh cunbhalach le Oifigearan Leasachaidh, Co-labhairt bhliadhnail agus cruinneachaidhean roinneil mar a bhios iomchaidh.		Tha ar n-Oifigearan Leasachaidh air sàr obair a dhèanamh a' cumail chòmhraidhean cunbhalach ris na Fèisean aca airson a dhèanamh cinnteach gu bheil taic iomchaidh aca fhad 's a tha buaidh ann bho Covid-19 agus airson gnothaichean ath-stèidheachadh. Chaidh ar coinneamh bhliadhnail agus co-labhairt a chumail air 24 agus 25 Sultain le riochdairean bho bharrachd air an dàrna leth de na Fèisean an làthair.	

			B’ e ath-thòiseachadh thachartasan agus mar a bhios buidhnean coltach ris na Fèisean sa Chuimrigh agus ann an Èirinn a’ neartachadh mhion-chànan am measg òigridh prìomh chuspairean an tachartais. Tha na Fèisean an sàs ann an Treòir air coinneachadh meadhanach cunbhalach air na mìosan a chaidh seachad.	
AC12	Bùithtean-obrach is pròg raman le Meanbh-Chuileag (tro mheadhan na Gàidhlig no a tha ag èirigh às a’ Ghàidhlig).		Chaidh 8 bùithtean-obrach dràma a lìbhrigeadh le Aonghas MacLeòid ann am Fèis Air Loidhne agus 8 a bharrachd le Lana Pheutan do dheugairean. Chaidh clàradh a dhèanamh den fhilm ùr aig Meanbh-Chuileag, *Mo Bheannachd Ort*, a chaidh a shealtainn ann an 32 sgoiltean eadar An t-Sultain agus An t-Samhain cuide ri 55 bùithtean-obrach, 33 a chaidh air adhart beò ann an sgoiltean le 22 air an lìbhrigeadh air loidhne le Aonghas MacLeòid, Raonaid Cheanadach agus Fearghas Rothach. Bha taisbeanadh poblach ann air loidhne cuideachd air a choimhead le 561 neach. Bha dealbh-chluich na Nollaige, *Ùisdean agus am Fìdhlear Seunta*, ga shealltainn ann sgoiltean air feadh na dùthcha san Dùbhlachd. Chaidh 1,100 ga choimhead ann an taisbeanadh poblach air loidhne cuideachd.	
AC13	Obair Ghàidhlig aig na Fèisean le Sgioba-G.		Cha deach taic sam bith iarraidh gu deireadh R3. Ge-tà, tha pròg ram #cleachiaigantaigh air a lìbhrigeadh tro mheadhan na Gàidhlig agus, far a bheil a leithid a dhìth, bidh briathrachas air a mhìneachadh.	
AC14	A’ stèidheachadh agus a’ toirt sreath de thachartasan ealain Ghàidhlig gu buil airson clann nan tràth-bhliadhnaichean ann am foghlam Gàidhlig, a’ gabhail a-steach ceòl, òrain, dràma agus pupaidean.		Bha tachartasan Hùb Hàb air an lìbhrigeadh beò tron phròg ram #cleachiaigantaigh. Chaidh cruinneachadh de dh’òrain Hùb Hàb an clàradh agus an cur air loidhne le taisbeanadh poblach air FèisTV. Bidh barrachd obrach a’ dol air adhart aig Hùb Hàb tràth ann an 2022.	
AC15	Meanbh-Fhèisean ann an sgoiltean airson a dhèanamh cinnteach gu bheil com-pàirteachas ann an dualchas Gàidhlig ri fhaighinn.		Chaidh Meanbh-Fhèis Àrd-sgoil Phort Rìgh air adhart san Ògmhios a’ comharrachadh Colmcille 1500 le cuid de thachartasan aghaidh-ri-aghaidh a bharrachd air pìosan a chaidh a chlàradh ro-làimh.	
AC16	A’ cumail a’ toirt taic do chuirmean Fhèisean ionadail.		Bha cuid de chèilidhean a shruthadh bho Fhèisean gu deireadh R3 bho Fhèisean Air Loidhne a chaidh air adhart rè shaor-làithean samhraidh nan sgoiltean agus bha cuireaman beò aig Fèisean na Dàmhair.	
AC17	Ma bhios maoineachadh ann, stiùiridh sinn Sgeama Thabhartasan Beaga airson nan Ealain Traidiseanta – Tasgadh - às leth Alba Chruthachail cho math ri Maoin nan Ealan Gàidhlig.		Fhuair sinn dearbhadh bho Alba Chruthachail air àrdachadh gu £38.5k sa mhaoin airson Tasgadh am-bliadhna le £35k airson sgaoileadh. Tha a’ chiad dà cheann-latha seachad le aon chothrom eile ri thighinn san Fhaoilleach 2022. Chaidh Maoin nan Ealan Gàidhlig a chosg airson 2021-22 agus tha Alba Chruthachail air dearbhadh gum bi a’ mhaoin seo a leantainn ann an 2022-23. Tha liosta de na pròiseactan a shoirbhich ri fhaicinn air ar làrach-lìn.	
AC18	Taic a chumail ri 7 Fèisean pàirt a ghabhail ann am pròg ram Treòir a’ toirt chothroman do cheòladairean air muinntireas.		Fhuair 9 Fèisean cothrom pàirt a ghabhail sa phròg ram Treòir aus tha iad air na prìomh agus leas cheòladairean aca fhastadh. Tha obair lìbhrigidh a’ dol air adhart le dùil gum bi a’ mhòr-chuid ullamh ro dheireadh a’ Ghearrain 2022.	
Thèid cruth-atharrachadh a thoirt air àiteachan is beatha dhaoine tro mhac-meanmna dhaoine, àrd-amasan agus tuigse air na e an comas do dhaoine a chruthachadh				
AC19	A’ cumail a’ toirt taic do luchd-eagrachaidh ionadail tro Uairean Bliadhnail mar phàirt de Sgeama Thabhartasan nam Fèisean.		Mar a thachair le tabhartasan, ga mhìneachadh ann an AC7, bidh an t-airgead seo ga sgaoileadh nuair a bhios feum air.	

AC20	Taic do bhuidhnean coimhearsnachd a tha ag iarraidh Fèisean ùra a stèidheachadh.		Cha robh iarrtas sam bith ann gu deireadh R3.	
AC21	A' dol an sàs ann an iomairtean agus com-pàirtichean a tha a' cruthachadh chothroman cosnaidh do dh'òigridh anns na h-ealain agus gnìomhachasan cruthachail.		Cha deach na Cèilidhean air Chuairt air adhart ri linn buaidh Covid-19. Ge-tà, chum sinn Fèis Alba air loidhne san luchar, ged a bha an àireamh de chom-pàirtichean na b' ìsle na bhitheamaid sn dùil gu h-àbhaisteach. Bidh na seinneadairean a' gabhail pàirt ann am Fuaran air am pàigheadh airson feum a dhèanamh de na h-òrain a chaidh a chruinneachadh agus a chlàradh. Tha mòran de dh'oidean, no leas-oidean, ag obair air an ceann fhèin agus an eisimeil teachd a-steach bho na Fèisean. Tha sinn air a bhith a' dèanamh ar dìcheall cothroman obrach a thairgse fhad 's a tha buaidh Covid a' leantainn. Bha cleasaichean òga, Fearghas Rothach agus Ceitidh NicPhàrlain, an sàs ann am filmichean dràma cho math ri luchd-ciùil òg.	
AC22	A' cur air dòigh agus a' leasachadh Fèis Bhlas, a' gabhail a-steach coimisean ùr agus a' leudachadh na Fèise gu bhith ag obair ann an sgìrean eile.		Chaidh Blas air adhart eadar 19mh agus 27mh den t-Samhain le 31 cuirmean beò, 8 dhiubh air an sruthadh air an oidhche agus 37 tachartasan air loidhne. Bha 12,991 san èisteachd uile gu lèir. Bidh aithisg shlàn ri fhaighinn tràth ann an 2022.	
AC23	Cothroman air tachartasan còmhnaidheach, leis na h-ealain Ghàidhlig agus le cur-seachadan ann an coimhearsnachdan, air an cumail ann an Gàidhlig.		Chaidh tachartasan còmhnaidheach a tharraing am-bliadhna a-rithist ri linn buaidh Covid-19. Ge-tà, chaidh dreach air loidhne de 5 Latha a thabhann sa Ghiblean le 11 com-pàirtichean agus bhideothan air an deasachadh ro-làimh le cuid den fheadhainn is àbhaist a bhith a' cumail taic ris an tachartas. An dèidh sanasachd a dhèanamh tha fhios againn gu bheil ùidh aig gu leòr ann an 5 Latha 2022 agus tha dùil againn planaichean a chur an sàs airson seo a chumail a-rithist aig àm na Càisge.	
AC24	Com-pàirt ann an rannsachadh neo-eisimeileach mu thoraidhean obair Fèisean nan Gàidheal.		An dèidh sanasachd agus tagraidhean fhaighinn chaidh cùmhnant a thabhann do Steve Westbrook agus sgioba a chuir e ri chèile. Chaidh beachdachadh air dreach aithisg le Bòrd-stiùiridh Fèisean nan Gàidheal san Dùbhlachd agus tha obair a' leantainn le dùil ri aithisg dheireannach sa Ghearran.	
Thèid beachdan-smaoin a chur an gnìomh le caochladh luchd-obrach is cheannardan sgileil a nì obair ann an co-cheangail ri chèile				
AC25	A' cumail a' tairgse taic ro-innleachdail is phragtaigeach tro lìonra de dh'Oifigearan Leasachaidh agus gach oifigear a' coimhead às dèidh grunn Fhèisean.		Tha buaidh nach beag air a bhith air obair nam Fèisean ri linn Covid agus tha e air a bhith nas dorra am-bliadhna na bha e an-uiridh com-pàirichean a thrusadh airson thachartasan air lodhne. Bidh gach Oifigear Leasachaidh a' cumail taic ri cruinneachadh de dh'Fhèisean agus tha grunn chòmhraidhean air a bhith ann mi ath-shlànachadh bhon ghalair. Tha gu leòr de na Fèisean air cumail romhpa le clasaichean cunbhalach air loidhne. Bha sinn air leth toilichte Oifigear Leasachaidh ath-stèidheachadh anns na h-Eileanan Siar agus chuir sinn fàilte air Peigi Ann Shields don dreuchd sa Chèitean. Tha an sgioba sùbailte agus tha iad air measgachadh de dh'obair eadar-dhealaichte a ghabhail os làimh a leithid #cleachiaigantaigh, Fèis Air Loidhne agus Treòir cho math ri taic le Fèisgoil is gnothaichean eile. Eadar Am Faoilleach agus Am Màrt bidh na h-Oifigearan Leasachaidh gu mòr le	

			an aire air taic a chumail ri Fèisean an obair aca ath-thòiseachadh, taobh a-staigh riaghailtean.	
AC26	A' cruthachadh agus a' sgrùdadh phoileasaidhean, a bu chòir na Fèisean uile a ghabhail òs làimh, a nì cinnteach gum bi cùisean air an cur air dòigh gu ceart agus gun tèid tachartasan ealain sàr mhath a chumail.		Tha Fèisean nan Gàidheal a' leantainn le poileasaidhean a chruthachadh agus faodaidh Fèisean fa leth an gabhail òs làimh. Chaidh a' mhòr-chuid dhiubh ùrachadh le dùil aonta a' Bhùird a shireadh riutha sa Mhàrt 2022.	
AC27	A' cur àrachas air dòigh gus am bi àrachas aig na Fèisean airson uallaichean poblach is airson gach taobh den obair aca leis na h-ealain.		Bidh àrachas ga thoirt do na Fèisean air fad mar phàirt den bhallrachd aca a tha a' gabhail a-steach gach cunnart co-cheangailte ris na gnìomhan aca.	
AC28	Trèanadh cunbhalach ri fhaotainn do luchd-eagrachaidh nam Fèisean gus dèanamh cinnteach gu bheil na sgilean aca a tha dhìth gus na tachartasan aca a ruith ann an dòigh phroifeiseanta.		Bha 39 seiseanan trèanaidh ann do luchd-eagrachaidh nam Fèisean gu deireadh R3 le 97 com-pàirtichean.	
AC29	Trèanadh cunbhalach do luchd-obrach Fèisean nan Gàidheal is nam Fèisean fhèin.		Ghabh buill den sgioba pàirt ann an 13 seiseanean trèanaidh gu deireadh R3.	
AC30	Taic le sgrìobhadh chruthachail tro obair dràma agus cùrsaichean sònraichte.		Bha sgrìobhadh cruthachail na phàirt de dh'obair na Sgoile Samhraidh Dràma a chaidh air adhart air loidhne san Iuchar. Tha ar n-Oifigear Dràma, Aonghas MacLeòid, air na sgilean sgrìobhaidh chruthachail aige fhèin a chur gu feum tro sgriobtaichean a dheasachadh airson phròiseatan dràma, film ùr agus dealbh-chluich na Nollaige a bhios a' nochdadh nas fhaide air adhart air a' bhliadhna. Tha sgrìobhadairean an sàs san Iomairt Treòir | Voar | Virr	
AC31	A' dol an sàs ann an obair chom-pàirteach gus tuilleadh chothroman a thoirt do dhaoine òga adhartas a dhèanamh.		Aig àm na Càisg cho-obraich Fèisean nan Gàidheal le Fèisean ionadail agus thachair an aon rud as t-samhradh, nuair is àbhaist dhaibh a bhith a' dol air adhart, gus dèanamh cinnteach gun robh Fèisean a' tachairt air loidhne rè shaor-làithean nan sgoiltean. Ghabh cuid de na Fèisean pàirt san iomairt *Samhradh an Dòchais/Samhradh Cluiche*. Dh'obraich Fèisean nan Gàidheal air an iomairt #cleachiaigantaigh rè R2 a-rithist. Tha Fionnlagh MacIlllnnein a' cumail roimhe le greis-obrach a choileanadh, mar a tha Luke MacLeod à Leòdhas agus an còrr den sgioba de dheugairean a tha an sàs ann an Café Bheairteis.	
AC32	Plana Prògraim ùr a dheasachadh airson 2022-27.		Tha obair air toìseachadh air seo agus bheachdaich am Bòrd-stiùiridh air a' chiad dreach aig a' choinneamh aca sa Chèitean agus dreach eile san t-Sultain. Bha còmhradh mu shusbaint a' phlana aig a' cho-labhairt agus tha dùil gum bi e deiseil ron Chèitean 2022 airson taic a chumail ri iarrtasan-airgid 2023 air adhart.	
Tha Alba na dùthaich shònraichte, chruthachail aig a bheil ceanglaichean ris an t-saoghal				
AC33	A' cuideachadh nam Fèisean le bhith cur ar Poileasaidh Gàidhlig an gnìomh.		Feumaidh Fèis sam bith a tha a' faotainn taic-airgid bho Fhèisean nan Gàidheal ar Poileasaidh Gàidhlig a chur an gnìomh. Bidh sinn a' toirt taic do na Fèisean le eadar-theangachaidhean, trèanadh agus stuthan sanasachd dà-chànanach a dhèanamh nuair a tha sin a dhìth.	

AC34	Taic do bhith leudachadh an àireamh Chèilidhean air Chuairt as t-samhradh.		Faicibh AC21 agus AC23 gu h-àrd. Cha deach Cèilidhean air Chuairt air adhart as t-samhradh mar is àbhaist ri linn buaidh Covid. Ge-tà, chaidh taic a chumail ri Fèis Phàislig agus Fèis Spè a thug buidhnean de cheòladairean òga còmhla a chluich nan coimhearsnachdan agus rinn Fèis Phàislig CD cuideachd.	
AC35	A' cur air dòigh agus a' leasachadh Fèis Bhlas, a' gabhail a-steach coimisean ùr agus a' leudachadh na Fèise gu bhith ag obair ann an sgìrean eile.		Faicibh AC5 and AC22 gu h-àrd.	
AC36	A' tagradh gum bi pàirt aig na Fèisean ann an tachartasan nàiseanta agus ann am bliadhnaichean a tha comharrachadh chuspairean sònraichte le obair shònraichte ann am Bliadhna na h-Òigridh.		Le sìneadh air Bliadhna Cladaichean agus Uisgeachan na h-Alba bha sinn ag ath-chraoladh na h-òrain a chaidh a chlaradh ann an 2020 ann am pròiseact a fhuair taic bho Riaghaltas na h-Alba. 'S i Bliadhna Colmcille 1500 a bh' ann an 2021 agus chithear bho AC12 agus AC15 gun deach seo a chomharrachadh aig Meanbh-Fhèis Àrd-sgoil Phort Rìgh agus ann am film ùr le bùithtean-obrach aig Meanbh-Chuileag. Bha pròiseact eile san amharc againn a' ceanglachadh Alba, Èirinn agus Alba Nuadh ach b' fheudar dhuinn beachdachadh a-rithist air seo leis na duilgheadasan a tha follaiseach an-dràsta. Bidh sinn a' lorg dhòighean pàirt a ghabhail ann am Bliadhna na Sgeul ann an 2022.	
AC37	A' gabhail pàirt ann an tachartasan ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh, no far an gabhadh cothroman a chruthachadh.		Cha robh cothroman taisbeanaidh idir ann gu deireadh R3 ri linn buaidh Covid.	
AC38	A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan.		Thairis air an dà bhliadhna a dh'fhalbh, b' fheudar dhuinn na b' urrainn dhuinn de ar pròg ram a lìbhrigeadh air loidhne. Tha buannachdan agus dùbhlain air a bhith ann ach tha e follaiseach nach robh an aon iarrtas ann am-bliadhna airson tachartasan air loidhne 's a bh' ann fhad 's a bha an dùthaich fo ghlas. Tha am pròg ram #cleachiaigantaigh air leantainn cho math ri Fèisean Air Loidhne, *Tac an Teine* agus *Cèilidhean mun Chagailt* ann an co-bhonn ris a' Chomunn Gàidhealach. Chaidh cùmhnantan a thabhann do 11 luchd-ciùil a bhios a' cur ris an stòras de leasnanan air loidhne againn, *Oide*, cho luath 's a tha na clàraidhean deiseil. Mar a chìthear fo AC22 gu h-àrd, bha 37 tachartasan air loidhne agus 8 sruthaidhean bho chuirmean Bhlas 2021.	
Alba Chruthachail – Cuspairean Co-cheangailte **Ionnsachadh cruthachail: Tha sinn airson a bhith nar buidheann ionnsachaidh agus feadhainn eile a bhrosnachadh gu bhith mar an ceudna. Tha cruaidh fheum air ionnsachadh ma tha ginealaichean ùra gu bhith uidheamaichte gus togail air na tha soirbheachadh an-diugh agus gus obair innleachdach ùr a chruthachadh iad fhèin.**				
AC39	Trèanadh cunbhalach ann an sgilean teagaisg do dh'oidean a leigeas leotha gluasad suas ìrean agus, far a bheil e comasach, teisteanas fhaotainn ma dh'fhaodte tro sgeama TMF.		Bha 58 seiseanan trèanaidh ann le11 còmpairtichean. The feum air tuilleadh chòmhraidhean le TMF mun sgeama meantoraidh aca.	
AC40	Trèanadh cunbhalach ann an sgilean Gàidhlig do dh'oidean nam Fèisean gus cleachdadh na Gàidhlig a leudachadh a-rèir ar Poileasaidh Gàidhlig.		Bha 6 seiseanan ann le 11 com-pàirtichean gu deireadh R3.	

AC41	Iomairtean airson barrachd òigridh a thoirt a-steach air stiùireadh agus co-dhùnaidhean.		Tha dithis òga suidhichte air a' Bhòrd-stiùiridh agus bidh iad a' nochdadh aig coinneamhan gu cunbhalach. Mar a tha ga mhìneachadh ann AC31 gu h-àrd tha òigridh an sàs ann an obair na buidhne fo bhratach Café Bheairteis. Tha Luke MacLeòid agus Fionnlagh MacIllinnein a-nise a' gabhail pàirt ann am Buidheann Prògramaidh Bhlas.	
AC42	Feum a dhèanamh de na sgilean a tha aig daoine òga tachartasan a leasachadh agus a lìbhrigeadh gu h-àraid, ach chan ann a-mhàin, tro Bhliadhna na h-Òigridh agus às a dèidh.		Faicibh AC41 gu h-àrd.	
AC43	A' toirt sgilean do dhaoine òga a thaobh a bhith a' cruinneachadh stuthan, gan cur ann an cruth didseatach agus gan sgrìobhadh sìos.		Tha na h-òrain airson Fuaran air nochdadh air loidhne. Tha sinn an dùil an aon chothrom a thoirt do sheinneadairean eile a thèid a thrusadh ann an 2022.	
AC44	A' toirt trèanadh ann an sgilean cleasachd do dhaoine òga.		Bidh com-pàirtichean ann am Fèisean, nar n-obair dràma agus ann an Cèilidhean air Chuairt a' togail sgilean taisbeanaidh, ged nach robh cothroman cho pailt am-bliadhna gu ruige seo.	
AC45	A' toirt trèanadh do dhaoine òga airson a bhith ag obair ann an gnìomhachas a' chiùil.		Bha trèanadh den t-seòrsa seo gu bhith na phàirt de dh'Fhèis Alba san Iuchar ach b' fheudar dhuinn a sheachnadh leis nach do chlàraich com-pàirtichean u leòr.	
AC46	A' sanasachd Fèisgoil mar sheirbheis iomlan a tha tabhann cothrom air ionnsachadh cruthachail tro dhiofar sheòrsaichean ealain.		Gu deireadh R3, lìbhiig Fèisgoil 780 seiseanan *Blasad Gàidhlig* do 1,914 luchd-ionnsachaidh anns na sgìrean a leanas: An Eaglais Bhreac, Glaschu, Earra-Ghàidheal is Bòd, Dùn-Dè, Dùn Breatann an Iar agus Àir a Deas. Chaidh 2 bhideo eile *Tutagan* do chlann sna tràth-bhliadhnaichean a chlàradh agus a sgaoileadh. Tha *Café Bheairteis* air cumail a' dol gach seachdain rè na bliadhna agus bha seisean beò ann aig Blas. Thòisich co-obrachadh le e-Sgoil le seiseanan dràma do 168 com-pàirtichean agus seiseanan *Beairteas* a chaidh air adhart bhon Dàmhair le 392 sgoilearan gan tarraing thuca. Chaidh Meanbh-Fhèis Àrd-sgoil Phort Rìgh air adhart san Ògmhios le 80 sgoilear an sàs agus Colmcille 1500 mar chuspair. Dh'iarr Comhairle Baile Ghlaschu oirnn 72 seiseanan a lìbhrigeadh do luchd-obrach an ùghdarrais, a' toirt a-steach cànan agus cultur, thairis air 9 seachdainean le obair ga toirt do 9 oidean. Gu deireadh R3, bha 43 oidean a' tabhann sheiseanan do 1,011 sgoilearan ann an 80 sgoil tron phròg ram Treòir | Voar | Virr, le 28 de na h-oidean clàraichte airson teisteanas UHI a chosnadh.	
AC47	Clasaichean ann an Ceòl Traidiseanta ann an sgoiltean tro Iomairt Chiùil na h-Òigridh agus pròg raman eile a leithid Acadamaidhean a' Mhòid.		Chaidh crìoch a chur air obair ICO agus Acadamaidh a' Mhòid aig deireadh bliadhna na sgoile. Tha clasaichean air leantainn ann an ceòl traidiseanta anns gach sgoil ann an sgìre Chomhairle na Gàidhealtachd bhon Lùnastal 2021 tro chùmhnant le High Life na Gàidhealtachd. Chaidh an àireamh de sheiseanan àrdachadh bho 8 gu 10 anns gach sgoil le measgachadh de mhodhan-teagaisg - 50% air loidhne agus 50% aghaidh-ri-aghaidh.	

AC48	Pròg̀raman de chlasaichean Blasad Gàidhlig a lìbhrigeadh ann an sgoiltean air a bheil feum air eòlas bunaiteach air a' chànain.		Faicibh AC46 gu h-àrd airson Blasad Gàidhlig. Ged a tha an obair seo seasmhach an-dràsta tha mi-chinnt daonnan ann le buidseatan nan ùghdarrasan ionadail caran caochlaideach.	
AC49	*Beairteas* a stèidheachadh; sgeama a bhios a' toirt chothroman do sgoiltean agus bhuidhnean coimhearsnachd daoine le Gàidhlig a thoirt a-steach airson eòlas a chur air cànan bheairteach agus gnothaichean culturail.		Faicibh AC46 gu h-àrd. Bidh seiseanan a bharrachd air an tabhann tro e-Sgoil agus, aon uair 's gu bheil a leithid ceadaichte, bhiomaid an dòchas seiseanan beò a chur air adhart ann an sgoiltean.	
AC50	Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan.		Faicibh AC23 gu h-àrd.	
AC51	CPD ann an ealain is cultar na Gàidhlig do luchd-teagaisg nan sgoiltean.		Faicibh AC39 agus AC40 gu h-àrd. Chaidh iarraidh oirrn le co-chaidreachas nan ùghdarrasan ionadail, a bhios a' tabhann Gàidhlig mar dara cànan, Fèis Trèanaidh a chur air dòigh dhaibh agus chaidh seo air adhart aig deireadh saor-làithean an t-samhraidh.	
AC52	Cothroman ionnsachaidh airson oidean ùra anns a' phròg̀ram Treòir.		Tha seo a' dol air adhart leis na ceòladairean air mhuinntireas agus oidean eile an sàs sa phròg̀ram.	
Co-ionannachd is Iomadachd: Tha e na amas dhuinn gum bi co-ionannachd is iomadachd aig cridhe gach nì a nì sinn, agus bheir sinn barrachd chothroman do dhaoine bho dhiofar dhualchais is cinnidhean, bho dhiofar choimhearsnachdan agus de gach aois air na h-ealain agus cultar agus thig tuilleadh chothroman an lùib sin				
AC53	Tuilleadh leasachaidh air Fèisean tro mheadhan na Gàidhlig.		Tha a' mhòr-chuid de na Fèisean a' toirt taic do dh'fhoghlam Gàidhlig agus iad a' tabhann chlasaichean ann an Gàidhlig, far an gabhadh sin a dhèanamh. Tha suidheachadh Covid air leigeil leinn tuilleadh chlasaichean ciùil tro mheadhan na Gàidhlig a chur air dòigh air loidhne na tha àbhaisteach. Tha sinn an dòchas cleachdadh na Gàidhlig a leasachadh barrachd anns na Fèisean eileanach, cho math ri co-obrachadh a bhrosnachadh far a bheil a' Ghàidhlig na cànan san iomairt.	
AC54	Plana ùr Co-ionannachd, Iomadachd agus In-Ghabhail a chruthachadh airson 2021-22 agus an uair sin 2022-27 a' togail air eòlas bho phlana 2015-18 a chur an gnìomh.		Lìbhrig sinn ar Plana Co-ionannachd, Iomadachd agus In-ghabhail 2018-21 agus fhuair am Bòrd-stiùiridh aithisg bhliadhnail san t-Sultain. Tha obair air loidhne ri linn Covid air leigeil leinn daoine ùra a ruighinn agus tha seo air a bhith feumail a thaobh in-ghabhaltas agus co-ionnanachd.	
AC55	Cothroman a chruthachadh do dh'òigridh ann an suidheachaidhean dùbhlanach tro phròg̀ram Treòir.		Tha dleastanas air Fèisean a tha a' gabhail pàirt sa phròg̀ram Treòir a dhèanamh cinnteach gu bheil co-dhiù cuid de na cothroman a bhios ann gan tabhann do dh'òigridh a' fuireach ann an coimhearsnachdan a tha a' fulang ri linn buaidhean sòiseo-eaconomaigeach agus/no do chlann sna tràth-bhliadhnaichean.	
Àrainneachd: Is e atharrachadh gnàth-shìde aon de na dùbhlain as cudromaiche a th' againn an-diugh. Tha sinn airson dèanamh cinnteach gum bi sinn ag obair ann an dòigh cho seasmhach 's a ghabhas agus gum bi gnìomhachasan nan ealan, sgriona agus cruthachail ann an Alba a' dèanamh an nì cheudna.				
AC56	A' leantainn le clàradh sgaoilidhean gualain.		Tha luchd-obrach, Buill a' Bhùird agus oidean air am fastadh le Fèisean nan Gàidheal a' clàradh sgaoilidhean gualain gu cunbhalach. Tha dùil gum bi na sgaoilidhean seo gan lùghdachadh gu mòr ann am-bliadhna a-rithist leis nach eil luchd-obrach sna h-oifisean againn agus chan eil iadsan, no luchd-ealain, a' siubhail cho tric ri linn suidheachadh Covid.	
AC57	A' cruthachadh Plana Làimhseachadh Gualain airson 2021-22 agus an uair sin 2022-27 a' togail air eòlas bho phlana 2018-21 a lìbhrigeadh.		Chaidh na h-amasan airson 2021-22 nar Plana Làimhseachaidh Gualain aontachadh agus gheibh am Bòrd-stiùiridh aithisg bhliadhnail san Dùbhlachd.	

Didseatach: Tha teicneòlas didseatach a' toirt dhuinn cothroman inntinneach a thaobh a bhith cruthachadh agus an lùib a' chomainn-shòisealta agus eaconamaidh na h-Alba			
AC58	A' sgaoileadh naidheachdan tro ar làrach-lìn, na meadhanan agus le cuairt-litrichean didseatach gu cunbhalach.		'S ann tro mheadhanan didseatach as motha a bhios sinn a' conaltradh. Tha cuairt-litrichean gan sgaoileadh gu h-eileagtronaigeach agus bidh ar làrach-lìn, meadhanan sòisealta agus Mailchimp gan cleachdadh gus sanasachd a dhèanamh air tachartasan is iomairtean eile.
AC59	A' dèanamh ghoireasan Gàidhlig is ciùil thraidiseanta ùra.		Faicibh AC38 gu h-àrd airson *Oide*. Chaidh taghadh farsaing a chruthachadh le goireasan ciùil, dràma agus nan tràth-bhliadhnaichean ri fhaighinn air seanail YouTube FèisTV.
AC60	A' cur ghoireasan teagaisg is eile ann an cruth didseatach feuch an gabh iad an cleachdadh le barrachd dhaoine.		Cha robh adhartas ann le seo ann an R3.
AC61	A' cruinneachadh òrain dhualchasach Ghàidhlig agus gan cur ann an cruth didseatach.		Faicibh AC43 gu h-àrd airson Fuaran.
AC62	App a ghabhadh luchdadh a-nuas a chruthachadh le fiosrachadh mu thachartasan agus na mheadhan airson ionnsachadh na Gàidhlig.		Tha seo a-nise deiseil agus ri fhaotainn tron cheangal seo (Apple App Store) agus seo (Android).
AC63	A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan, gu h-àraid FèisTV.		Chaidh sreath de 8 cuirmean bho Bhlas a shruthadh san t-Samhain cho math ri òraidean air loidhne.

Fiosrachadh Àireamheil							
Obraichean air an cruthachadh/gleidheadh ILT (84.5/21)	67.0	Airgead prìobhaideach no poblach air a tharraing a-steach gu sgìre HIE (£4.4m)	£976,102	Meudachadh san toradh ionmhasail (£360k)	£232,694	Luchd Saor-thoileach ùr (640)	140
Tabhartasan do dh'Fèisean	£224,943	Tabhartasan Eile	£88,230	Compàitichean/luchd-ionnsachaidh aig Fèisean (Tachartasan eile aig FnG)	1,168 (12,123)	Luchd-èisteachd aig consairtean/tachartasan nam Fèisean (air loidhne)	32,779
Tachartasan Cultarach (1,441)	462	Prògraman trèanaidh le teisteanasan air an lìbhrigeadh (264)	28	Piseach air suidheachaidhean airson fàs ann an raointean obrach (1)	1	Bathar/slighean air an leasachadh	1
Seirbheisean stèidhichte no ùra a chaidh an leasachadh (3)	1	Pròiseactan com-pàirteachaidh le gniomhachasan cruthachail crìochnaichte (1)	InG	Pròiseactan bun-structarail coimhearsnachdan crìochnaichte (2)	InG	Buidhnean coimhearsnachd no daoine fa leth ann an sgìre HIE le comasan air an leasachadh (40)	7 (9)
Pròiseactan a tha a' cur ri eaconamaidh na Gàidhlig (1)	1	Toraidhean phoileasaidhean roinneil air an lìbhrigeadh (5)	InG	Pròiseactan a' toirt taic don bhun-structar acadaimigeach (1)	InG	Obair Eadar-nàiseanta	2

Builean Iomairt na Gàidhealtachd is nan Eilean		
A' Toirt Ealain is Cultar na Gàidhlig air Adhart an Lùib Oideachadh Cruthachail/na seirbheis Fèisgoil		
InG1	A' sanasachd Fèisgoil mar sheirbheis iomlan a tha tabhann cothrom air ionnsachadh cruthachail tro dhiofar sheòrsaichean ealain.	Faicibh AC46 gu AC47 gu h-àrd.
InG2	Cuairtean timcheall làraich eachdraidheil agus dùthchasail air feadh Alba.	Cha do thachair càil gu deireadh R3.

InG3	A' leudachadh phrògraman ealain Ghàidhlig aig ìre nan tràth-bhliadhnaichean tro Hùb Hàb.		Faicibh AC14 gu h-àrd.	
InG4	Òrain Ghàidhlig agus dràma ann an sgoiltean far nach eil Gàidhlig ga teagasg airson eòlas a thoirt do dh'òigridh air dualchas na Gàidhlig.		Faicibh AC12 agus AC15 gu h-àrd.	
InG5	Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan.		Faicibh AC23 gu h-àrd.	
InG6	Leasachadh Proifeiseanta Leantainneach ann an ealain is cultar na Gàidhlig ann am foghlam foirmeil.		Faicibh AC51 gu h-àrd.	
InG7	Eadar-theangachaidhean agus dearbhadh Gàidhlig do dh' Fhèisean.		Bithear a' toirt taic do na Fèisean le eadar-theangachaidhean agus dearbhadh gu cunbhalach gus cuideachadh le bhith coileanadh ar Poileasaidh Gàidhlig.	
InG8	Clasaichean ann an Ceòl Traidiseanta ann an sgoiltean tro Iomairt Chiùil na h-Òigridh agus pròghraman eile a leithid Acadamaidhean a' Mhòid.		Faicibh AC47 gu h-àrd.	
InG9	*Beairteas* a stèidheachadh; sgeama a bhios a' toirt chothroman do sgoiltean agus bhuidhnean coimhearsnachd daoine le Gàidhlig a thoirt a-steach airson eòlas a chur air cànan bheairteach agus gnothaichean culturail.		Faicibh AC49 gu h-àrd.	
InG10	Pròghraman Blasad Gàidhlig a lìbhrigeadh ann an sgoiltean agus a-measg bhuidhnean poblach air a bheil feum air eòlas bunaiteach air a' chànain.		Faicibh AC48 gu h-àrd.	
InG11	Iomairt ùr a' cumail taic ri bùiththean-obrach dràma do dhaoine a tha ag ionnsachadh na Gàidhlig.		Tha an iomairt 'Sporan' air leantainn agus chaidh obair dràma air adhart ann an sgoiltean far a bheil clann ag ionnsachadh na Gàidhlig san t-Samhain le tionndadh dà-chànanach den fhilm *Mo Bheannachd Ort*.	
Taic do is ag Adhartachadh nam Fèisean				
InG12	Maoineachadh cunbhalach do dh'obair nam Fèisean tro Sgeama Thabhartasan nam Fèisean.		Faicibh AC7 gu h-àrd.	
InG13	Taic leantainneach ro-innleachdail is phragtaigeach do na Fèisean bho-lìonra taice nam Fèisean.		Faicibh AC25 gu h-àrd.	
InG14	A' cur taic ri buidhnean coimhearsnachd airson obair leudachaidh agus gus Fèisean ùra a stèidheachadh.		Faicibh AC2, AC18 agus AC19 gu h-àrd.	
InG15	Tuilleadh leasachaidh air Fèisean tro mheadhan na Gàidhlig.		Faicibh AC53 gu h-àrd.	
InG16	A' toirt cothrom an-asgaidh do na Fèisean air ionnstramaidean ciùil bho ar Stòras Ionnsramaidean Ciùil.		Faicibh AC8 gu h-àrd.	
InG17	Iomairtean airson barrachd òigridh a thoirt a-steach air stiùireadh agus co-dhùnaidhean.		Faicibh AC41 gu h-àrd.	
InG18	A' cur ghoireasan teagaisg is eile ann an cruth didseatach feuch an gabh iad an cleachdadh le barrachd dhaoine.		Faicibh AC59 gu h-àrd.	
InG19	Taic do dh'obair ùr agus obair a tha feuchainn rudan ùra sna h-ealain Ghàidhlig, gu h-àraid mur a h-eil sin a' tachairt anns na Fèisean, agus a' cruinneachadh agus a' glèidheadh obair ealain ann an cruth didseatach.		Faicibh AC3, AC55 agus AC61 gu h-àrd.	

InG20	Taic shònraichte a thoirt seachad gus dèanamh cinnteach gum bi cothrom aig daoine le feumalachdan taice a bharrachd air tachartasan.		Faicibh AC10 gu h-àrd.	
InG21	Taic a chumail ri 7 Fèisean com-pàirt a bhith aca sa phròg ram Treòir airson ceòladairean air muinntireas.		Faicibh AC55 gu h-àrd.	
InG22	Pàirt a ghabhail ann an rannsachadh neo-eisimeileach air builean Fèisean nan Gàidheal.		Faicibh AC24 gu h-àrd.	
InG23	Plana Pròg raim ùr a chur ri chèile airson 2022-27.		Faicibh AC32 gu h-àrd.	
A' Leasachadh Sgilean is Thàlantan/obraichean do dh'òigridh				
InG24	Trèanadh cunbhalach ann an sgilean teagaisg do dh'oidean a leigeas leotha gluasad suas ìrean agus, far a bheil e comasach, teisteanas fhaotainn.		Faicibh AC39 gu h-àrd.	
InG25	Pròg raman gus sgilean dhaoine fastaichte agus saor-thoileach a leasachadh, a' gabhail a-steach togail-airgid, stìuireadh, ICT, dìon chloinne agus ciad chobhair.		Faicibh AC28 gu h-àrd.	
InG26	A' toirt trèanadh ann an sgilean cleasachd do dhaoine òga		Faicibh AC44 gu h-àrd.	
InG27	A' cur taic ri sgeamaichean ùghdarraichte do dhaoine òga, leithid Duaisean Dhiùc Dhùn Èideann, Duaisean Ealain agus Duaisean Chrann na h-Alba.		Chan eil sgeama seasmhach aig an ìre seo a tha freagarrach airson nan sgilean a bhios còm-pàirtichean nam Fèisean a thogail aithneachadh.	
InG28	A' toirt trèanadh do dhaoine òga airson a bhith ag obair ann an gnìomhachas a' chiùil.		Faicibh AC45 gu h-àrd.	
InG29	Cothroman coimeirsealta airson a leigeil le luchd-ealain cosnadh a dhèanamh à coimiseanan ùra.		Faicibh AC5 agus AC38 gu h-àrd.	
InG30	A' dol an sàs ann an iomairtean agus com-pàirtichean a tha a' cruthachadh chothroman cosnaidh do dh'òigridh anns na h-ealain agus gnìomhachasan cruthachail.		Faicibh AC18 agus AC34 gu h-àrd.	
InG31	A' toirt sgilean do dhaoine òga a thaobh a bhith a' cruinneachadh stuthan, gan cur ann an cruth didseatach agus gan sgrìobhadh sìos.		Faicibh AC43 gu h-àrd.	
InG32	Feum a dhèanamh de na sgilean a tha aig daoine òga tachartasan a leasachadh agus a lìbhrigeadh gu h-àraid, ach chan ann a-mhàin, tro Bhliadhna na h-Òigridh agus às a dèidh.		Faicibh AC41 agus AC42 gu h-àrd.	
InG33	Ealla a ghabhail air sgilean agus cuspairean nach eil cho follaiseach anns na Fèisean, an leasachadh tro thachartasan sònraichte le èolaichean bhon roinn chruthachail, agus eisimpleirean de dheagh chleachdadh a sgaoileadh.		Faicibh AC55 gu h-àrd.	
InG34	Taic trèanaidh a thoirt do cheòladairean òga a bhios a' faighinn chothroman tro phròg ram Treòir.		Faicibh AC52 gu h-àrd.	
A' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca/turasachd chultarach				
InG35	Taic a chumail ri Chèilidhean air Chuairt an t-samhraidh.		Faicibh AC34 gu h-àrd.	
InG36	A' cur air dòigh agus a' leasachadh Fèis Bhlas.		Faicibh AC22 gu h-àrd.	

InG37	App a ghabhadh luchdadh a-nuas a chruthachadh le fiosrachadh mu thachartasan agus na mheadhan airson ionnsachadh na Gàidhlig.		Faicibh AC62 gu h-àrd.	
InG38	Feum a dhèanamh de ghoireasan didseatach airson àireamhan luchd-frithealaidh fhàs, ma dh'fhaodte tro sheirbheis ùr airson tiogaidean a cheannach.		Bidh sinn a' cleachdadh siostam air loidhne airson tiogaidean Blas a reic a tha a' toirt dhuinn cothrom conaltradh ri luchd-cleachdaidh an dèidh làimhe. Tha ar Sgeama Tabhartasan a' cur ghoireasan air loidhne gu feum, mar a tha Tasgadh agus Maoin nan Ealan Gàidhlig. Bhon Ghiblean 2020, bha sinn gu bhith ag obair còmhla ri AudienceFinder ach ri linn Covid, chaidh dàil a chur air sin. Tha sinn air a bhith a' cleachdadh Eventbrite son clàraidhean a dhèanamh do thachartasan air loidhne agus leanaidh sinn oirnn leis a' ghoireas seo.	
InG39	Taic a chumail ri cothroman còmhnaidheach ionnsachaidh cruthachail airson òigridh aig ìre sgìreil agus eadar-nàiseanta.		Faicibh AC23 agus AC34 gu h-àrd. Ghabh Ceannard Fèisean nan Gàidheal pàirt ann an co-labhairt eadar-nàiseanta aig Amateo sa Chèitean le riochdairean bho air feadh na Roinn Eòrpa. Tha dòchas ann, an dèidh linn Covid, gun leanadh obair le Amateo agus European Folk Network airson cothroman a chruthachadh do dh'òigridh.	
InG40	Sgoil Shamhraidh Dràma Ghàidhlig a chumail gach bliadhna.		Faicibh AC6 gu h-àrd.	
InG41	Cothroman air tachartasan còmhnaidheach far am bi daoine a' dol an sàs sna h-ealain Ghàidhlig agus tachartasan coimhearsnachd a bhios air an cumail ann an Gàidhlig.		Faicibh AC23 gu h-àrd.	
InG42	A' tagradh gum bi pàirt aig na Fèisean ann an tachartasan nàiseanta agus ann am bliadhnaichean a tha comharrachadh chuspairean sònraichte le obair shònraichte ann am Bliadhna na h-Òigridh.		Faicibh AC36 gu h-àrd.	
InG43	A' gabhail pàirt ann an tachartasan ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh.		Faicibh AC37 gu h-àrd.	
InG44	FèisTV a leasachadh agus com-pàirteachas a thogail leis a' BhBC agus BBC Alba airson stuth a chruthachadh do sgrìn agus craobh-sgaoileadh.		Faicibh AC38 agus AC63 mu FèisTV. Ged nach tàinig càil asta an-uiridh tha tuilleadh chòmhraidhean air a bhith ann le MG ALBA mu dheidhinn co-obrachadh le FèisTV.	
InG45	Sgeama Thabhartasan Beaga airson nan Ealain Traidiseanta a ruith às leth Alba Chruthachail.		Faicibh AC17 gu h-àrd.	
InG46	Com-pàirt ann an Caidreachas Culturach cuide ri SEALL agus Atlas Arts.		Cuide ri SEALL (prìomh bhuidheann) agus ATLAS Arts, bidh Fèisean nan Gàidheal na chom-pàirtiche ann an Caidreachas Cultarach airson sgìre an Eilein Sgitheanaich agus Loch Àillse a fhuair taic de £267k bho Alba Chruthachail.	
Builean Bhòrd na Gàidhlig				
BnG1.1	A' cumail taic ri co-dhiù 46 Fèisean air feadh na h-Alba tro thabhartasan, trèanadh, àrachas, ionnsramaidean agus trèanadh sgilean Gàidhlig.		Faicibh AC1, AC2, AC7, AC8, AC9, AC10, AC11, AC19 agus AC20 gu h-àrd.	
BnG1.2	A' lìbhrigeadh co-dhiù 500 seisean Blasad Gàidhlig airson sgoilearan ann am foghlam luchd-ionnsachaidh na Gàidhlig.		Faicibh AC46 gu h-àrd.	
BnG1.3	A' cur air dòigh co-dhiù 4 seiseanan trèanaidh Gàidhlig do dh'oidean is luchd-obrach.		Chuir a' mhòr-chuid den sgioba crìoch air cùrsa air loidhne le Colaiste a' Chaisteil airson an sgilean gràmair a leasachadh.	

BnG1.4	Ag amas air 18 com-pàirtichean airson 5 latha air loidhne no ann an tachartasan-còmhnaidh eile.		Faicibh AC23 gu h-àrd. Chaidh maoin air a comharrachadh airson 5 Latha agus an Sgoil Shamhraidh Dràma a chleachdadh mu choinneamh pròg ram #cleachiaigantaigh.	
BnG1.5	Ag amas air co-dhiù 80 seisean ullachaidh a thabhann do sgoilearan foghlam tro mheadhan na Gàidhlig a dh'ionnsaigh Mòdan ionadail no am Mòd Nàiseanta Rìoghail		Faicibh AC47 gu h-àrd.	
BnG1.6	A' lìbhrigeadh co-dhiù 30 seiseanan tro mheadhan na Gàidhlig le buidhnean tràth-bliadhnaichean.		Faicibh AC14 gu h-àrd.	
BnG1.7	A' cur dealbh-cluiche ùr air dòigh airson sgoiltean le foghlam tro mheadhan na Gàidhlig, le bùth-obrach eadar-obrachail stèidhichte air, is dealbh-cluich ùr eile air dòigh airson sgoiltean le foghlam Gàidhlig do luchd-ionnsachaidh.		Faicibh AC12 agus InG11 gu h-àrd.	
BnG2.1	A' lìbhrigeadh 20 seisean ann an sgoiltean fo sheòl Fèis Blas, is ag amas air àrdachadh àireamhan com-pàirtichean gu 250.		Faicibh AC22 gu h-àrd.	
BnG2.2	A' cumail co-dhiù 20 tachartas fo sheòl Fèis Blas, is ag amas air àrdachadh àireamhan luchd-amhairc air loidhne gu 31,000.		Faicibh AC22 gu h-àrd.	
BnG2.3	A' stèidheachadh coimisean ùr airson luchd-ciùil.		Faicibh AC6 gu h-àrd.	
BnG3.1	A' cumail co-dhiù 80 seisean dràma Gàidhlig ann an sgoiltean.		Faicibh AC12 gu h-àrd. Chaidh 71 bùithtean-obrach a lìbhrigeadh gu deireadh R3.	
BnG3.2	A' cur Sgoil Samhraidh Dràma air dòigh le co-dhiù 10 com-pàirtichean.		Faicibh AC6 gu h-àrd.	
BnG3.3	A' cur air dòigh dealbh-cluich na Nollaige le cuairt timcheall air 6 sgoiltean anns a bheil foghlam tro mheadhan na Gàidhlig, is aon taisbeanadh sruthadh beò air loidhne.		Gu mi-fhortanach, cha robh taisbeanaidhean beò ceadaichte ach chaidh dealbh-chluich Nollaige a chlàradh agus a shealltainn ann an sgoiltean san Dùbhlachd. Faicibh See AC4, AC12 and AC30 gu h-àrd.	
BnG4.1	A' sruthadh co-dhiù 10 cuirmean air loidhne tro Fèis TV.		Faicibh C38 agus AC63 gu h-àrd.	
BnG4.2	A' leasachadh ghoireasan didseatach agus a' sealltainn fianais air àrdachadh luchd-cleachdaidh de co-dhiù 5% an taca ris a' bliadhna roimhe.		Faicibh AC38 gu h-àrd. Tha againn fhathast ri àireamhan luchd-cleachdaidh a thrusadh.	
BnG4.3	Ma tha riaghailtean teann ri linn a' choròna-bhìoras a' leantainn, gun tèid seiseanan air loidhne lìbhrigeadh tron iomairt #cleachdiaigantaigh, is ag amas air àrdachadh àireamh com pàirtichean gu 4,900.		Faicibh AC3, AC11 agus AC25 gu h-àrd. The e cudromach a ràdh nach eil an aon iarrtas air a bhith ann am-bliadhna leis gu bheil beagan saorsa aig daoine nach robh aca aig an aon àm an-uiridh.	
BnG5.1	Fios as ùr anns gach aithisg air mar a chaidh airgead a' Bhùird a chleachdadh ann an ùine na h-aithisge mu dheireadh.		Chaidh aithris air a' chiad sia mìosan air adhart do Bhòrd na Gàidhlig fa leth.	
BnG5.2	Fios as ùr anns gach aithisg air suidheachadh ionmhais na buidhne gu h-iomlan.		Fhuair Bòrd na Gàidhlig am fiosrachadh seo agus tha cunntasan riaghlaidh airson R3 mar phàirt den aithisg seo cuideachd.	
BnG5.3	Fios as ùr anns gach aithisg air cunnartan na buidhne, le fios air gnìomhan lasachaidh.		Fhuair Bòrd na Gàidhlig am fiosrachadh seo san Dàmhair. Cha bhi am Bòrd-stiùiridh againn a' faighinn aithisg air cunnartan a làimhseachadh ach uair sa bhliadhna.	
BnG5.4	Fios as ùr anns gach aithisg air mar a tha thathar a chur poileasaidh Gàidhlig na buidhne an gnìomh, le dearbhadh gu		'S i obair leantainneach, làitheil a tha seo. Bidh Fèisean nan Gàidheal ag obair tro mheadhan na Gàidhlig agus tha sin follaiseach anns an pàipearan a bhios gan	

	bheil a' Ghàidhlig na cànan-obrach làitheil agus air a cleachdadh airson rianachd na buidhne.		ullachadh airson coinneamhan a' Bhùird, mar eisimpleir, nar sanasachd anns na meadhanan sòisealta agus stuth foillsichte.	
BnG5.5	Fios as ùr cho luath 's a tha comasach nuair a tha atharrachaidhean ann a thaobh ballrachd a' bhùird no luchd-obrach na buidhne.		Chan eil atharraichean eile air a bhith ann aig ìre a' Bhùird-stiùiridh agus tha am fiosrachadh as ùire ri fhaighinn tron cheangal seo feisean.org/fiosrachadh/bord-stiuiridh-feisean-nan-gaidheal/.	
BnG5.6	Geàrr-chunntasan de choinneamhan bòrd-stiùiridh na buidhne air an cur gu Bòrd na Gàidhlig cho luath 's a tha iad air an ullachadh agus aontaichte.		Bidh pàipearan a' bhùird, le geàrr-chunntasan nan coinneamhan nam measg, a' dol gu Bòrd na Gàidhlig gu cunbhalach.	
BnG5.7	Lethbhreac de dh'aithisg agus cunntasan bliadhnail na buidhne air an cur gu Bòrd na Gàidhlig as dèidh dhaibh a bhith air am foillseachadh.		Chaidh ar n-aithisg bhliadhnail le cuunntasan fhoillseachadh san t-Sultain.	
BnG5.8	Gum bi am buidheann a' leantainn stiùireadh Obair Cothromach aig Riaghaltas na h-Alba.		Chaidh Fèisean nan Gàidheal aithneachadh mar Fastaiche Tuarastal Bith-beò.	
BnG5.9	Gum bi am buidheann is luchd-obrach aca a' leantainn lagh, riaghailtean is stiùireadh bho Riaghaltas na h-Alba ri linn a' choròna-bhìoras.		Tha modhan suidhichte againn airson tachartasan a bhios sinn fhìn no na Fèisean a' cur air dòigh agus tha cunnradh mu chumail ri riaghailtean co-cheangailte ri maoineachadh.	
BnG5.10	Gum bi am buidheann a' cur an gnìomh, no ag ullachadh, poileasaidh àrainneachd na buidhne gus buaidh air an àrainneachd a lùghdachadh.		Faicibh AS57 gu h-àrd. The Poileasaidh Àrainneachd aig Fèisean nan Gàidheal mar-thà feisean.org/wp-content/uploads/FnG-Environmental-PolicyGaidhlig.pdf ged a thèid lèirmheas a dhèanamh air am-bliadhna fhathast.	
BnG6.1	Ag aithneachadh taic a' Bhùird an lùib gach pròiseict a-rèir an Stiùireadh Aithneachaidh, le fianais as ùr air mar a thathar cur seo an gnìomh anns gach aithisg.		Bidh fianais fa leth aig Bòrd na Gàidhlig ach tha taic a' Bhùird follaiseach anns gach rud a tha air clò-bhualadh, sanasachd agus sna meadhanan sòisealta agus aig bonn ar puist-d.	
BnG6.2	A' foillseachadh co-dhiù 6 sanasan-naidheachd sa bhliadhna airson obair na buidhne a bhrosnachadh agus taic a' Bhùird aithneachadh.		Chaidh co-dhiù 14 sanasan naidheachd a sgaoileadh gu deireadh R3 far an deach aithne a thoirt do thaic a' Bhùird.	
BnG6.3	Sanasan-naidheachd air an cur gu sgioba conaltraidh a' Bhùird ro-làimh agus cothrom a thoirt don Bhòrd fios a chur riutha.		Bha co-dhiù 8 sanasan naidheachd gan sgaoileadh gu deireadh R3 far an deach aithris iarraidh bho Bhòrd na Gàidhlig.	
BnG6.4	Ag ùrachadh làrach-lìn agus cunntasan mheadhanan sòisealta na buidhne gu cunbhalach le fiosrachadh as ùr air obair na buidhne, le aithneachadh iomchaidh de taic-airgid a' Bhùird.		'S i obair làitheil a tha seo agus tha taic Bhòrd na Gàidhlig ga h-aithneachadh aig a h-uile cothrom a tha iomchaidh.	
BnG6.5	Gu bheil conaltradh cunbhalach ann eadar oifigearan leasachaidh agus oifigearan Iomairt aig Comunn na Gàidhlig.		Chan eil an uiread de choinneamhan air a bhith ann am-bliadhna 's a bha a' dol air adhart aig an aon àm an-uiridh nuair a bha #cleachiaigantaigh ga chur air bhonn. Tha conaltradh air a bhith ann le oifigearean fa leth ge-tà.	
BnG7	Gun tèid beachdan a chruinneachadh bho chom-pàirtichean san obair agaibh a bheil iad aontachadh no eas-aontachadh ri na h-abairtean gu h-ìosal, stèidhichte air slatan-tomhais Plana Chorporra Bòrd na Gàidhlig 2018-23, agus iomradh air na freagairtean air a thoirt seachad sna h-aithisgean adhartais: • "Tha am [pròiseact/tachartas] seo air mo bhrosnachadh gus Gàidhlig a chleachdadh nas trice" • "Tha am [pròiseact/tachartas] seo air mo sgilean Ghàidhlig a thoirt air adhart"		Tha cothroman gan cruthachadh tron phròg ram againn. Tha obair a' dol air adhart gus fianais a thrusadh tron t-siostam measaidh againn bidh barrachd a' nochdadh mar phàirt den aithisg air a bheil iomradh ann an AC24 gu h-àrd.	

	• "Tha am [pròiseact/tachartas] seo air cur ris mo bheachd air cho cudromach sa tha a' Ghàidhlig do dh' Alba"			
BnG8	Gum bi a' bhuidheann a' cur nam bliadhnaichean nàiseanta agus eadar-nàiseanta le cuspairean sònraichte a leanas air adhart agus a' toirt aithne dhaibh an lùib na h-obrach agaibh agus sibh a' togail bratach na Gàidhlig mar phàirt den t-sanasachd a nì sibh: • 2021: Bliadhna Cholmcille • 2022: Bliadhna Sgeulachdan na h-Alba		Faicibh AC12, AC15 agus AC36 gu h-àrd.	
Builean Comhairle na Gàidhealtachd				
CnG1	Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R1.		Chan urrainnear aithris air adhartas gu mionaideach gun aonta againn. Ge-tà, tha Comhairle na Gàidhealtachd air maoin a phàigheadh dhuinn airson 2021-22 agus tha sinn air oidhirp a dhèanamh a chumail ri targaidean a bh' ann an Aontaidhean Ìre Seirbheis roimhe, 's iad sin taic a chumail ri Fèisean na Gàidhealtachd agus Blas a chur air adhart gu soirbheachail.	
Builean Comhairle Earra-Ghàidheal is Bhòid				
CEB1	A' cleachdadh cuibhreann den airgead mu choinneamh tabhartasan do na Fèisean ann an Earra-Ghàidheal is Bhòid tro Sgeama Thabhartasan nam Fèisean aig Fèisean nan Gàidheal.		Tha Comhairle Earra-Ghàidheal is Bhòid air taic £18,450 a thabhann dhuinn son 2021-22. Mar a chaidh a mhìneachadh ann an AC25 gu h-àrd tha bacaidhean fhathast air obair nam Fèis, gu sònraichte leis nach robh cead aca sgoiltean a chleachdadh as t-samhradh am-bliadhna. Bha Fèisean a' dol air adhart air loidhne ge-tà. Fhuair Fèis an Tairbeirt taic luach £11,290 mu choinneamh pròram Treòir agus tha iad air ceòladair agus leas-cheòladair air mhuinntireas fhastadh. Bidh Fèis an Tairbeirt a' tabhann leasanan aghaidh-ri-aghaidh a-rithist bhon Fhaoilleach, mar a bhios Fèis na h-Apainne. Tha planaichean aig Fèis Latharna airson tachartas àbhaisteach sa Ghiblean.	
CEB2	Taic ri pròram obrach Fèisean nan Gàidheal ann an Earra-Ghàidheal is Bhòid, a' gabhail a-steach: • Taic airson Cèilidh air Chuairt Earra-Ghàidheil le trèanadh air loidhne fad seachdain • Ùine Oifigearan Leasachaidh air a chosg air Fèisean Earra-Ghàidheil 0.6 CRLU • Luchd-obrach eile (pro-rata a-rèir àireamhan Fèisean) • Trèanadh do luchd-teagaisg/eagrachaidh (Àireamh bho sgìre Earra-Ghàidheil) • Fèis Dràma agus dràma ann an sgoiltean - air loidhne • Seirbheisean do dh'Fhèisean na sgìre (cosgaisean pro-rata) • Meanbh-Chuileag agus Dealbh-chluich na Nollaige san sgìre. • Pròram samhraidh – co-obrachadh le aon Fhèis gach seachdain le tachartas air loidhne		• Tha dà Oifigear Lesachaidh a' cumail taic ris na Fèisean, co-ionnan ri 0.6 ILT. • Tha Oifigearean Lesachaidh Fèisean nan Gàidheal air a bhith a' co-obrachadh air cùisean a chur air dòigh son a' Chruinneachadh Gàidhlig sa Mhàrt 2022. • Bidh Fèisean na sgìre a' faighinn taic eile bhon sgioba air fad. • Ged a tha sinn a' tional àireamhan fhathast, tha grunn sgoiltean ann an Earra-Ghàidheal is Bhòid air buannachd fhaighinn bhon obair aig Hùb Hàb, film is bùithtean-obrach Meanbh-Chuileag agus an Dealbh-chluich Nollaige a chaidh a shealltainn ann an sgoiltan san Dùbhlachd. • Tha 174 sgoilearan ann an 14 sgoiltean eileanach an sgìre Earra-Ghàidheal is Bhòid a' gabhail pàirt sa phròram Treòir | Voar | Virr aig Fèisean nan Gàidheal. • Ghabh cuid de sgoilearan Earra-Ghàidheal is Bhòid pàirt sa phròram #cleachiaigantaigh. • Gu mi-fhortanach, cha b' urrainn do na Cèilidhean air Chuairt a dhol air adhart a-rithist am-bliadhna.	

	• Taic a chumail ri Fèis Latharna airson a shol air adhart san Dàmhair aghaidh ri aghaidh no air loidhne • Taic ri Fèis Thiriodh a dhol an sàs ann an obair gus barrachd Ghàidhlig a chur gu feum sna tachartasan aca a' cur ri tuilleadh chothroman cleachdadh na Gàidhlig ann an Tiriodh.		• Ged a chaidh còmhraidhean a chumail le Fèis Thiriodh mu oidhirp barrachd cleachdadh na Gàidhlig a bhrosnachadh san sgìre aca, tha coltas ann gu bheil meòrachadh a' dol air adhart mu iomairt ionadail no dhà an-dràsta. • Chaidh 7 oidean fhastadh gu cunbhalach a' tabhann 331 seiseanan Blasad Gàidhlig do 293 sgoilearan ann an 9 sgoiltean ann an sgìre Earra-Ghàidheal is Bhòid air a chur air dòigh leis an t-seirbheis Fèisgoil aig Fèisean nan Gàidheal.	

Gnìomh a dhìth
Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don adhartas leis a' phròg̀ram obrach agus còmhradh a chumail mu chuspair sam bith a bhios a' togail ceann.

Art MacCarmaig
Ceannard
An Gearran 2022

Fèisean nan Gàidheal

Geàrr-aithisgean Luchd-obrach
Àireamh air a' Chlàr Chùisean: 1.2022.02(b)

Ainm	Art MacCarmaig
Dreuchd	Ceannard

Obair com-pàirteachaidh bhon choinneamh mu dheireadh den Bhòrd

13.12.21 Coinneamh le Bòrd na Gàidhlig airson bruidhinn mu chùmhnant 2022-23
20.12.21 Coinneamh le HIE airson daingneachadh suidheachadh taice san àm ri teachd
20.12.21 Coinneamh le Steve Westbrook agus Sandaidh MacAnndrais
11.02.22 Coinneamh de Bhuidheann Ealain Traidiseanta Alba Chruthachail
12.01.22 Coinneamh le Gary Innes mu 'Hoolie in the Hydro'
14.01.22 Com-pàirt ann an tachartas Sabhal Mòr Ostaig is eile mu choimhearsnachdan Gàidhlig
17.01.22 Coinneamh de cheannardan nam buidhnean Gàidhlig
17.01.22 Coinneamh le Ionad Thròndairnis (Iomairtean)
19.01.22 Coinneamh de sgioba Fèisean nan Gàidheal
21.01.22 Còmhradh le Joy Dunlop mu Sheachdain na Gàidhlig
24.01.22 Coinneamh le Simon McKerrell mu rannsachadh air ceòl na Gàidhealtachd 's nan Eilean
25.01.22 Coinneamh le Oifigearan Leasachaidh Fèisean nan Gàidheal
26.01.22 Coinneamh le Magaidh Choineagain mu cho-obrachadh le Sabhal Mòr Ostaig
26.01.22 Coinneamh le riochdairean bho XpoNorth
01.02.22 Coinneamh de bhuidheann-planaidh Blas
02.02.22 Coinneamh Urras Dhòmhnaill Iain MhicAoidh
08.02.22 Coinneamh de phanail Tasgadh
09.02.22 Coinneamh de Bhuidheann Thar-phàrtaidh na Gàidhlig
10.02.22 Coinneamh le Fiona Dalgetty, Fèis Rois, airson barrachd fhaighinn a-mach mu Dandelion
14.02.22 Coinneamh le Ionad Thròndairnis (Iomairtean)
16.02.22 Còmhradh mu sheirbheisean bancaidh
21.02.22 Coinneamh de cheannardan nam buidhnean Gàidhlig
24.02.22 Còmhradh ri Cristie Moore mu Chruinneachadh Gàidhlig Earra-Ghàidheil
24.02.22 Coinneamh le Coinneach Moireasdan, Sgioba nan Eilean, mu Trèoir | Voar | Virr
25.02.22 Còmhradh ri Iseabail Nic an t-Sagairt mu bhuidheann ùr ministeireil
01.03.22 Coinneamh de bhuidheann-planaidh Blas
04.03.22 Coinneamh de Bhòrd-stiùiridh Fèisean nan Gàidheal

Ainm	**Anna Willoughby**
Dreuchd	**Manaidsear Gnìomha**

Taic do agus ag adhartachadh nam Fèisean

Seo an obair a tha mi air a bhi ris bhon a thoisich sin ag obair bhon taigh.

- Chur mi mach litrichean agus phàigh mi airgead a-mach airson Fèisean, Clasaichean & Uairean Rianachd tron Sgeama Thabhartasan 2020-21. Phàigh sin a-mach airgead ath-slànachadh Covid aig deireadh Am Mhàirt. Phàigh sin a-mach a' chiad cuid de airgead Treòir cuideachd. Thèid airgead tabhartasan 2021-22 a-mach a-rèir iarrtais.
- Pàigh mi mach airgead airson Maoin Leasachadh nam Fèisean aig deireadh na bliadhna ionmhais.

- Feumaidh gach Fèis liosta luchd-teagaisg a chur a-steach air Foirm Iarrtas 1 mus fhaigh iad tabhartas. Thèid iad sin a sgrùdadh ag obair còmhla ri Sandy Gray feuch a bheil aithisg sgrùdaichte aca uile. Mar a bheil chan fhaigh iad airgead. Tha sgioba leasachaidh a' coimhead às dèidh seo.
- Chaidh maoineachadh a bharrachd a phàigheadh airson luchd-cùraim agus/no tuilleadh oidean nuair a bha sin a dhìth gus dèanamh cinnteach gum faigh daoine òga le feumalachdan taice barrachd cothrom air teagasg is tachartasan.
- Bha mi trang chur air dòigh cùisean airson a' Co-labhairt Bhliadhnail 2021 air 24 Sultain 2021. Bha sin aghaidh ri aghaidh ann an Taigh-òsta Beinn Uais, Strath Pheofhair agus bha 62 an làthair uile gu lèir.
- Bha mi air a bhi cur a-mach leabhraichean Ceòl nam Fèis gu Fèisean. Ach tha Luke a' gabhail seo os laimh. Tha Cèol nam Fèis 1 & 2 ann an cruth didseatach. Chaidh faidhlichean fuaim a chur ris an leabhair le fuinn, òrain, faclan agus tiotalan ann an Gàidhlig agus ann am Beurla.
- Phàigh mi mach fàirdealan airson Fèis Alba & Cèilidh air Chuairt airson na co-òrdanaichean.
- Chan eil iarrtas mòr air a bhi air ionnsramaidean chùil a chur a-mach gu ruige seo. Tha Luke a' coimhead às deidh seo a-nis.
- Coimhead sin thairis air a h-uile ionnsramad a bha anns an oifis ann am Port Rìgh agus bha feadhainn ri chàradh agus feadhainn gun fheum. Chaidh feadhainn a-mach air màl cuideachd. Chur Eilidh NicCoinnich, Fèis an Earraich, clàrsaich air dòigh dhuinn. Chaidh accordions a chur air dòigh cuideachd.
- Chuir mi àrachas air dòigh airson FNG agus chaidh àrachas a chur air dòigh airson Blas. Chaidh àrachas a chur air dòigh airson luchd-obrach uile agus chaidh seo ùrachadh a-rithist air 22 Gearran 2022.
- 'S àbhaist fàirdealan airson ballrachd 20/21 a dhol a-mach às dèidh na Coinneamh Bhliadhnail. Chaidh iad a-mach agus tha airgead air tighinn a-staigh.
- Tha mi toirt taic dhan na luchd-obrach agus na Fèisean bho latha gu latha le iomadach ceist.

A' leasachadh sgilean is thàlantan

- Fhuair luchd-eagrachaidh nam Fèisean cothrom air trèanadh Ciad Cobhair thairis air na mìosan a' dh'fhalbh. Fhuair Fèis an Tairbeirt, Fèis a' Bhaile, Fèis Spè, Fèis na h-Oige, Fèis Latharna agus Fèis na h-Apainne an cothrom seo. Tha 24 duine air pairt a ghabhail an trèanadh Dìon Chloinne. Tha sinn a' toirt taic do Grant MacPharlain, Fèis Phàislig, leis an Cùrsa Adhartais aig Sàbhal Mòr Ostaig.
- Tha foirm-sgrùdaidh airson co-ionannachd air surveymonkey airson Fèisean, Luchd-obrach agus Buill a' Bhuird airson gum bi fiosrachadh staitistigeil cudromach againn. Tha luchd-obrach a' dèanamh cùrsa air loidhne cuideachd. Tha Luke a dèanamh trèanadh larach-lin bhon taigh còmhla ri luchd-obrach mar a bhios a' dhìth. Rinn Eilidh C trèanadh InDesign còmhla ri Luke.
- Tha sinn a' cuideachadh Fhèisean a' cur ar Poileasaidh Gàidhlig an gnìomh
- Chaidh Sgoil Shàmhradh Dràma air adhart anns an Iuchar air-loidhne.
- Bha mi a' cur air doigh litrichean agus pàigheadh airson Tasgadh. Thèid aig Luke seo a' dhèanamh a-nis agus MEG cuideachd.

A' toirt ealain is cultar na Gàidhlig air adhart an lùib oideachadh cruthachail

Tha fàirdealan uile pàighte. Bhithinn a' pàigheadh fhàirdealan airson Coig Latha, Cleachdiaigantaigh, Guth nan Gael, Fuaran, Sgoil Shàmhradh Dràma, Hùb-Hab, Meanbh Chuileag, Meanbh-fhèis, Blàsad Gàidhlig, Mòd Acadamaidh, Fèisgoil, Panto, Trèanadh Gàidhlig, Feis TV , Iomairt Chùil Òigridh, Treòir (Fèisean) , Treòir|Voar|Virr agus Fèis Bhlas mar is trice. Tha Luke a' toirt taic dhomh le seo a-nis.

A' tarraing luchd-èisteachd is a' meudachadh nan àireamhan aca

- Chaidh Fèis Bhlas air adhart anns an t-Samhain 2021. Tha uallach orm airson smachd a chumail air an airgead agus siostaman ionmhais air fad aig Blas.
- Bha 2 Chèilidh air Chuairt a' ruith ann an 2020-21agus tha mi air airgead a phàigheadh a-mach dhaibh. Bha trèanadh ri dhol air adhart air air-loidhne aig Fèis Alba.

Riaghladh, ionmhas agus luchd-obrach

- Tha mi coimhead às deidh oifis Port Rìgh bho latha gu latha. Bha mi staigh ga sgioblachadh ged a tha sin fhathast ag obair bhon taigh. Tha mi coimhead às deidh an Rianaire agus Oifigear Dìon Chloinne. Tha sinn uile a conaltradh air Skype gu cunbhalach agus coinneamhan Zoom far a feum mi a bhith ann.
- Tha mi coimhead às deidh gnothaichean ionmhais agus tuarastail an luchd-obrach.
- Tha mi coimhead às deidh aithisgean ionmhais agus a cur a-mach foirm iarrtas gu Iomairt na Gàidhealtachd aig deireadh gach ràith.
- Tha mi coimhead às deidh ghoireasan daoine, cùmhnantan agus trèanadh. Chur mi air dòigh agallamhan, dealbhan-obrach am bliadhna agus cùmhnantan ùr airson Peigi Ann, Eilidh NicCarmaig, Laura agus Nicola. Thàinig Laura, a bha air forladh maithaireil, air ais pàirt-ùine anns an Òg-mhios. Thoisich Peigi Ann Shields còmhla rinn anns a' Chèitean agus Eilidh NicCarmaig anns an Ògmhios. Bha Lauren Ann Nicilleathain air Sgeama Greis Gnìomhachais.
- Tha mi a' cur a h-uile rud air dòigh airson cunntasan bliadhnail agus raitheil. Chur mi seachad ùine air-loidhne còmhla ri Kaye NicLeòid bho Mann Judd Gordon a bha dèanamh obair sgrùdaidh am-bliadhna. Tha sinn air crìoch a chur air cunntasan ràitheil suas gu 31 Dùbhlachd 2021
- Thug mi taic do Luke a' cur air dòigh geàrr-chunntas na coinneamh mu dhèireadh den Bhòrd agus eader-theangachadh air dòigh. Chuir mi air dòigh na h-aithisgean ionmhais airson na coinneimh seo.
- Thòisich sinn a' clàradh sgaoilidhean gualan bhon luchd-obrach is Buill a' Bhùird beagan bhliadhnaichean air ais agus tha Plana Lùghdachadh Gualain air ùrachadh airson na bliadhna seo agus aithisg ann airson na coinneimh seo.
- Chaidh clàr chunnartan ùrachadh airson na bliadhna ionmhais anns a' Chèitean 2021.

Ainm	**Calum Ailig Macmhaoilein**
Dreuchd	**Manaidsear Leasachaidh**

Taic do agus ag adhartachadh nam Fèisean

Fèisean

Tha an sgioba leasachaidh air a bhith ag obair gu dlùth ri na Fèisean airson coimhead air an obair a tha iad air a bhith dèanamh agus na tha fainear dhaibh san àm ri teachd airson dèanamh cinnteach gu bheil an taic as fheàrr aca mar a bhios iad a' dèanamh barrachd agus a' gluasad air ais gu pròraman mar a bh' aca roimhe.

Dh'ullaich mi foirm tabhartais ùr a tha nas simplidh 's tha mi an dòchas gu bheil sin air a bhith na chuideachadh do na comataidhean.

Tha mi a' cumail taic is stiùir cunbhalach ris an sgioba leasachaidh a tha dèanamh obair mhòr le na Fèisean agus le na pròiseactan eile anns a bheil iad an sàs.

Tha 8 phrìomh cheòladairean agus 10 leas-cheòladairean air am fastadh mar phàirt den phròiseact Treòir 's tha cùisean air a bhith dol glè mhath dha na Fèisean a tha an sàs. Tha mi a' cumail taic ris

an sgioba leasachaidh leis na diofar ghnìomhan a tha mar phàirt den phròiseict ‘s tha mi cuideachd a’ cumail taic is stiùir ri comataidh is ceòladair Fèis an Earraich.

A’ leasachadh sgilean is thàlantan

Blas 2021 agus Blas 2022

Tha mi air aithisg ullachadh mu Blas 2021 ‘s tha sin a’ nochdadh ann am paipearan a’ bhùird. B’ e fèis gu math soirbheachail a bh’ ann le fìor dheagh mholadh bho feadhainn a bha an làthair.

Tha sinn air tòiseachadh le planaichean airson Blas 2022 ‘s bho chionn ghoirid chaidh co-dhùnadh a dhèanamh le buidheann prògramaidh na fèisean tachartas a’ ghluasad air ais dhan t-Sultain, an àm a b’ àbhaist an fhèis a bhith air a chumail.

Chuir mi fiosrachadh mun choimisean airson na bliadhna sa ri chèile ‘s tha sin air a shanas an-dràsta. Tha sinn an dòchas gun tig molaidhean air adhart bho luchd-ciùil a bhios a’ comharrachadh sgeulachdan Gàidhelach leis gu bheil Alba a’ comharrachadh ‘Bliadhna nan Sgeul’ ann an 2022.

Trèanadh Luchd-obrach

Air sgàth Covid cha b’urrainn dhuinn tighinn còmhla san Dùbhlachd mar a bha dùil airson trèanadh Gàidhlig a dhèanamh. Thèid seo air adhart a dh’aithghearr ‘s bidh sinn a’ coimhead air cothroman trèanaidh eile ann an taghadh farsaing de chuspairean airson ar cuideachadh as an obair anns a bheil sinn an sàs.

Trèanadh Comataidhean is Luchd-teagaisg

Tha cuid de luchd-teagaisg an sàs le clasaichean Gàidhlig cunbhalach an-dràsta. A thuilleadh air sin bidh làithean trèanaidh ga chur air air dòigh aig deireadh a’ Mhàirt ann an taghadh de chuspairean.

Beagan mìosan air ais rinn mi trèanadh air JotForm is EventBrite le Fèisean ‘s tha mi an dùil a bhith dèanamh barrachd dhan a seo le Fèisean nach robh an làthair air an oidhche sin. Bidh cuid de saor-thoillich an sàs ann an trèanadh Ciad Cobhair air na mìosan a tha romhain, ‘s fhad ‘s a tha sinn a’ dèanamh na formaichean tabhartais tha sinn a’ gabhail beachd air an seòrsa trèanadh a tha dhìth air na comataidhean ‘s thèid coimhead ri na feumalachdan seo san àm ri teachd.

Fuaran

Chaidh na h-òrain fhoillseachadh as na beagan mìosan a dh’fhalbh ‘s bha e uamhasach math gun d’fhuair cuid dha na seinneadairean an cothrom a bhith an làthair aig a’ choinneamh bhliadhnail agus cuideachd aig Blas airson na h-òrain a chruinnich iad a sheinn.

Tha sinn air tòiseachadh air còmhradh a dhèanamh mun an ath-shreath de Fuaran agus beachdachadh air pròiseactan dualchais eile.

A’ toirt ealain is cultar na Gàidhlig air adhart an lùib oideachadh cruthachail

Cleachdiaigantaigh

Tha Café Bheairteis fhathast a’ ruith gach seachdain ‘s bha tòrr chothroman againn mar phàirt de Bhlas cuideachd.

5Latha

Thèid 5 Latha a chumail eadar 4-9 Giblean 2022. Bha iarrtas mòr ann am bliadhna le barrachd iarrtasan na bha comasach dhuinn a ghabhail. Bidh 22 òigear againn bho air feadh Alba ‘s tha mi an-dràsta a’ cur crìoch air planaichean airson an tachartais.

Thèid beachdachadh air tachartas eile a chumail nas fhaide air adhart air a' bhliadhna ann an coimhearsnachd eile.

Tac an Teine
Ged nach do chum sinn Tac an Teine son greis a-nis, tha sinn air a bhith ag obair leis a' Chomunn Gàidhealach air seiseannan seinn le seinneadairean bho air feadh na dùthcha dhan stiùireadh. Air a' bhliadhna a dh'fhalbh chaidh 17 seiseananan a chumail le còrr is 500 a' gabhail pàirt annta. Bha na seiseanan seo air a' mhaoineachadh le Bòrd na Gàidhlig 's chaidh iad a chumail air-loidhne tro Zoom.

Bidh sinn a' cumail Tac an Teine a-rithist air Disathairne 26 Màrt mar phàirt de Seachdain na Gàidhlig.

A' tarraing luchd-èisteachd is a' meudachadh nan àireamhan aca

FèisTV
Thèid na h-ath sreathan de leasanan ciùil fhoillseachadh a dh'aithghearr.

Chaidh 11 thachartasan a sruthadh mar phàirt de Bhlas 2021.

Riaghladh, ionmhas agus luchd-obrach

Luchd-obrach
Ged a tha sinn fhathast ag obair bhon taigh tha ceumannan a-nis air a ghabhail gus gluasad air ais don oifis co-dhiù pàirt dhan ùine. Tha an sgioba a' faighinn air adhart gu math agus ag obrachadh gu math cruaidh air pròg ram farsaing de dh'obair. Tha conaltradh cunbhalach a' leantainn fad na h-ùine agus taic mhath ga chumail dha chèile.

Coinneamhan is eile
Coinneamh le Steve Westbrook is Sandy Anderson (20/12)
Coinneamh le Iomairt na Gàidhealtachd agus HIE (26/1)
Coinneamh le Fèis an Earraich (1/2)
Coinneamh de Bhuidheann Pròg ramaidh Blas (1/2)
Coinneamh le Fèis Thròndairnis (8/2)
Coinneamh de Bhuidheann Thar-Phartaidh na Gàidhlig (9/2)
Coinneamh le Dougie Brown agus Claire Clark bhon Gathering (14/2)
Agallamh le Radio nan Gàidheal (23/2)
Coinneamh de Bhuidhean Pròg ramaidh Blas (1/3)

Name	Eilidh NicCoinnich
Position	Manaidsear Fèisgoil

A' leasachadh sgilean is thàlantan

Tha sgioba Blasad Gàidhlig agus Treòir|Voar|Virr a' fàs a-rithist is chuir sinn seiseanan taic air loidhne don fheadhainn ùra.

Tachartasan Treànaidh:
Tha mi ag obair còmhla ri Laura is Nicola seiseanan trèanaidh do dh'oidean FnG air fad a chur air doigh. Tachraidh seo tro Seachdain na Gàidhlig (23.03.22, 24.03.22 & 26.03.22) le cuspairean mar 'Gàidhlig ann an seiseanan drama agus seiseanan ciùil', 'Sgeulachdan', 'Ag ionnsachadh air blàr a-muigh' agus 'Sgilean Pod-chraolaidh' nan measg.

Sabhal Mòr Ostaig: Dà Òraid/Bùithean-obrach air "Taic do luchd teagaisg FtMG
10.02.22: Dh'ullaich agus lìbhrig mi seisean air-loidhne do dh'oileanaich agus luchd obrach SMO – le bun-fhiosrachaidh air FnG, agus fios mu na goireasan ealain cruthachail agus tursan/fiomaichean a th'againn agus molaidhean bunaiteach mun dòigh as fheàrr air seinn a theagasg nuair nach eil thu nad sheinneadair neo neach-ciùil misneachail.
17.02.22: Dh'ullaich agus lìbhrig Eilidh NicCarmaig seisean air-loidhne do dh'oileanaich agus luchd-obrach SMO – cuspairean mar Goireasan Ceòl Gàidhlig san fharsaingeachd agus cothrom tòrr òrain freagarrach ann an diofar suidheachain a' feuchainn le gniomhan is a leithid.

Oidean	Seiseanan	Oileanaich an làthair	Luchd-obrach SMO
2	2	15 gach turas	3 gach turas

A' toirt ealain is cultar na Gàidhlig air adhart an lùib oideachadh cruthachail

DRÀMA
Hùb Hàb 2022 – fiolmaichean x2 le Ceitidh NicPhàrlain agus Pablo Lafuente - faicibh aithisg Aonghas MacLeòid airson fiosrachadh mionaideach.

CÀNAN
Blasad Gàidhlig: Gàidhlig mar cànan a bharrachd. Tha sia sgìrean air bòrd le Blasad Gàidhlig an teirmsa; is iad An Eaglais Breac, Glaschu, Earra Ghaidheil is Bòid, Dùn Dè, Dùn Bhreatainn an Iar agus Àir a Deas.

Bha còmhradh againn le muinntir Còmhairle Dùn Bhreatainn an Iar mu leasachadh le barrachd sgoiltean. As deidh fios mu cosgaisean a chur thuca tha sinn a' feitheamh airson dearbhadh bhuapa. Faicibh cuideachd aithisg aig Eilidh NicCarmaig.
Duais: 04.02.22: Fhuair FnG duais cho-obrachaidh bho Còmhairle Baile Ghlaschu, Duaisean Chànain 2022 agus fhuair gin de na h-oidean FnG, Mairead NicNeacail duais oide.
Teirm 3 (Am Faoilleach- An Giblean):

Oidean	Sgoiltean	Seiseanan	Sgoilearan
19	23	1087	1914

E-sgoil: Ann an co-obrachadh le e-Sgoil tha Fèisgoil a' lìbhrigeadh seiseanan dràma air-loidhne do clann bun-sgoile agus seiseanan Bheairteis do clann ann an clas 7 aig bun-sgoil agus an òigridh san àrd-sgoil.

Teirm 3 2021-2022 (Am Faoilleach – An Giblean)

Dràma le Raonaid Cheanadach.

Oidean	Sgoiltean	Seiseanan	Sgoilearan
1	8 sgoiltean; 11 clasaichean	30tbc (fhathast a ruith)	tbc

Beairteas Teirm 3
1. Màiri Anna NicUalraig & Babs NicGriogair 23.02.22

gan lìbhrigeadh	Sgoiltean	Seiseanan	Sgoilearan
2	tbc	2	tbc

2. Ceitlin Lilidh & Jayne NicLeòid 09.03.22

gan lìbhrigeadh	Sgoiltean	Seiseanan	Sgoilearan
2	tbc	2	tbc

3. Iain MacLeòid & Hamish MacLeòid ceann làtha an teirmsa fhathast ri dhearbhadh

gan lìbhrigeadh	Sgoiltean	Seiseanan	Sgoilearan
2	tbc	2	tbc

CEÒL

ICO tha a' mhòr chuid de na sgìrean deiseil mar tha airson bliadhna ionmhais 2021-2022 le na seiseanan aca air a lìbhrigeadh, cuid air-loidhne agus cuid aghaidh-ri-aghaidh mar a bha HLH an dùil. Tha seiseanan ann an Inbhir Narainn Narainn fhathast ri dhol agus chur Eilidh NicCarmaig clàr-

ama air doigh le 4 oidean gan lìbhrigeadh ann an 4 sgoiltean/8clasaichean le 138 clann sgoile an sàs.

Treòir | Voar | Virr: Le maoin-airgid bho Riaghaltas na h-Alba, 's e pròiseact gu math mòr a th'ann an TVV, a' tachairt thairis air chuid as motha de na h-eileanan air feadh Alba. Tro an raith seo, b'e TVV fhathast mar a' phrìomh phròiseact agam.
Chuir mi a' chiad aithisg TVV air doigh ann an Dùbhlachd agus fear eile sa Ghearran, mar a bha mi an dùil, le rannsachadh cùise na chois an dàrna thuras.

Bha buaidh covid fhathast air cuid de na seiseanan ach tha a' mhòr chuid de na h-oidean agus na sgoiltean gu math sùbailte agus deònach obair a dhèanamh air-loidhne.
Anns na sgoiltean CnES tha sinn a' lìbhrigeadh na seiseanan le gin de na h-oidean air loidhne is neach eile aghaidh ri aghaidh sa sgoil.

	as of 18.02.22	By end of project
Local Authorities	6	6
Schools	76	80
Classes	N/A	92
Sessions	N/A	1,656
Pupils	1,305	1,390
Tutors	53	61
UHI sign ups	28	28
Languages/Dialects	4	4

A' tarraing luchd-èisteachd is a' meudachadh nan àireamhan aca

Pròiseactan fa leth: Tro TVV bha cothrom air leth aig FnG sanasachd a dhèanamh leis an dùil luchd lìbhrigidh is luchd èisteachd ùr a' tarraing air bòrd. Tha 61 oidean an sàs ach cha robh ach 14 ag obair mar oide FnG gu ruige seo.

Eòlas air a' Ghàidhlig:
Còmhairle Mhoireibh:ged a bha còmhraidhean agam le neach obrach Chòmhairle Mhoireibh mu Eòlas air a' Ghàidhlig cha bhith sinn a' lìbhrigeadh na seiseanan ro deireadh a bhliadhna ionmhais nas motha, mar a bha sinn an dùil. Ach tha iad airson seiseanan a chur air doigh sam àm ri teachd agus tha sinn an dòchas gum bidh barrachd fiosrachaidh ri fhaotainn bhuapa a dh'aithghearr.
Ùghdarras Poilis na h-Alba: tha mi ann an conaltradh le neach obrach UPA mu seisean bun-fhiosrachaidh a chur air doigh dhaibh as deidh an dàrna Phlana Gàidhlig aca air ullachadh, gus ambi e air fhoillseachadh.

Riaghladh, ionmhas agus luchd-obrach

Tron raith seo bha coinneamhan agam, nan measg, MEPG, oidean TVV, luchd teagaisg agus ceannardan sgoile, luchd obrach ughdarasan ionadail an sàs le Gàidhlig mar cànan a bharrachd agus neach obrach sgioba nan eilean aig Riaghaltas na h-Alba.

Tha cùisean pearsanta car doirbh dhomh an dràsta ach bha luchd obrach FnG agus Eilidh NicCarmaig gu h-àraidh a' toirt iomadach taic dhomh sna seachdainean a dh'fhalbh. Tha mi taingeil gu bheil Fèisgoil a-nise ann an suidheachadh far a bheil dithis againn ag obair gu dlùth agus doigh ann co-obrachadh a dhèanamh air na diofar pròiseactan.

Ainm	Nicola Simpson
Dreuchd	Àrd Oifigear Leasachaidh

Taic do agus ag adhartachadh nam Fèisean

Fèis Air an Oir

- Bidh clasaichean seachdaineil a' ruith gach Dimàirt agus Disathairne

- Bidh Priomh Fhèis a' dol air adhart eadar 18 – 22 den Iuchar
- Tha mi a' toirt taic don Fhèis le plana airson leabhar-teagaisg a chruthachadh

Fèis a' Bhaile
- Tha plana ann airson dà là Fèise tro làithean-saora na Càisge
- Bidh an Fhèis a' tòiseachadh club bogsa ùr sa Ghiblean.
- Bidh na clasaichean dannsa-ceum a' toiseachadh a-rithist às dèidh àm na Càisge
- Bidh an Fhèis a' ruith latha Fèise airson deugairean agus inbhich san t-Ògmhios le consairt air an fheasgar le Charlie McKerron, Ross Ainslie agus Marc Clement.

Fèis Inbhir Narainn
- Tha na clasaichean leantainneach a' cumail a' dol air-loidhne.
- Bidh an Fhèis ag obair le luchd-obrach bho Choimhairle na Gàidhealtachad agus FnG airson clas drama ùr a thoiseachadh airson clann ann an Inbhir Narainn.

Fèis Obar Dheathain
- Bidh am prìomh Fhèis a' dol air adhart aghaidh ri aghaidh aig toiseach a' Ghiblein 2022.

Fèis Chataibh
- Cuiridh mi coinneamh air dòigh anns na mìosan a tha romhainn gus comataidh ath-stèidheachadh.

Fèis Spè
- Bidh na clasaichean leantainneach agus na còmhlain a' cumail a' dol aghaidh ri aghaidh.
- Tha am proiseact Treòir aig Fèis Spè a' dol air adhart agus thadhal an Ceòladair air Mhuinntireas air a h-uile sgoil-àraich san sgìre anns na mìosan a chaidh seachad. Cuideachd, tha clas giotàr ùr ann agus tha e a' dol glè mhath.
- Bidh latha Fèis ann an Talla Coimhearsnachd Coit a' Ghartain air an 26mh den mhìos seo
- Bidh an coinneamh bhliadhnail a' gabhail àite air a' chiad latha den Mhàrt.

Fèis Ghallaibh
- Bidh an comataidh a' coimhead air planaichean airson na bùithtean-obrach aca a thòiseachadh a-rithist anns na mìosan ri thighinn oir tha an sgoil a-nis ri fhaighinn air màl a-rithist.

Fèis Mhoireibh
- Tha iad a' leantainn orra le clasaichean seachdaineil.
- Tha an Fhèis an dùil latha Fèise a chuir air doigh aig àm na Càisge ach feumaidh iad planaichean a dhearbhadh.

Fèis Lochabair - Pròiseact Danns Gleann Urchaidh.
- Fhuair Fèis Lochabair cuireadh an t-seachdain seo a bhith mar phàirt de tachartas airson latha eadar-nàiseanta dannsa ann an Dùn Èideann aig deireadh a Ghiblean. Bidh còmhradh agam le Jane MacNeil, Jen Schoonover agus Mats Melin a dh'aithghearr airson planaichean a chuir air dòigh.

A' leasachadh sgilean is thàlantan

Treòir
- Air an 11mh den Fhaoilleach, chuir mi air dòigh seisean trèanaidh airson na ceòlaidearan a' coimhead air feumalachdan taic a bharrachd. Bha an seisean seo air a libhreagadh le Karl

MacRath, neach-ealain agus ceòladair a tha fuireach ann an Dùn Èideann, le tòrr eòlas air a' chuspair seo.

Fèis Alba/Ceilidh Trails

- Tha mi an dòchas gum bi Fèis Latharna, Fèis Lochabair, Fèis Fhoirt, Fèis Phaislig and Fèis an Earraich a' ruith Cèilidhean air Chuairt thairis air an t-samhraidh. Cuideachd, bidh an còmhlan cèilidh Fèis Spè, Monadh Ruadh a' cluich anns an sgìre ionadail aca fhein.

- Tha mi a' feitheamh airson freagairt bho Chomhairle na Gàidhealtachd am bi ostail Sgoil a' Phluic ri fhaighinn air màl airson Fèis Alba ach bidh sinn a' ruith seachdain trèanaidh airson na Cèilidhean air Chuairt co-dhiù.

- Bha coinneamh agam le Ali Mhoireach agus Raonaid Walker aig WHC an t-seachdain sa chaidh agus bidh sinn ag obair còmhla airson cothroman a thoirt do chom-pàirtichean nan Cèilidhean air Chuairt NPA a dhèanamh mar phàirt den obair aca tron t-samhraidh.

Sruth

- Gu mi-fhortanach cha robh e comasach dhuinn a dhol air adhart leis a' phròiseact a bh' againn airson comharrachadh Colmcille 1500 ach le aontachadh bho Bhòrd na Gàidhlig, tha sinn air am pròiseact atharrachadh agus bidh e a' dol air adhart aig deireadh an t-samhraidh agus toiseach an fhoghair.

A' toirt ealain is cultar na Gàidhlig air adhart an lùib oideachadh cruthachail

Làithean Trèanaidh – Tha mi ag obair le Laura agus Eilidh airson seiseanan trèanaidh a chur air doigh airson oidean Fèisgoil, Fèisean agus T/V/V. Bidh na seiseanan a' tachairt tro Seachdain na Gàidhlig aig deireadh a Mhàrt agus bidh sinn a' coimhead air Gàidhlig, sgeualachdan, sgìlean pod-craolaidh agus ionnsachadh a-muigh.

A' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca

Bidh mi a' frithealadh choinneamhan Bhlas mar riochdaire nam Fèisean nuair a tha e iomchaidh.

Ainm	**Aonghas MacLeòid**
Dreuchd	**Oifigear Dràma**

Taic do agus ag adhartachadh nam Fèisean

Seirbheis eadar-theangachaidh agus dearbh-leughaidh

Bidh mi a' lìbhrigeadh seirbheis eadar-mhìneachaidh mar aon aig coinneamhan a' bhùird agus a' toirt taic do na Fèisean far a bheil taic le dearbh-leughadh a dhìth.

A' leasachadh sgilean is thàlantan

A' cruthachadh chothroman cosnaidh do dh'òigridh

Thathar a' tabhann chothrom-cosnaidh agus cothroman gus sgilean a leasachadh do chleasaichean le Gàidhlig tro phròiseactan leithid Hùb Hàb, Meanbh-chuileag, Sporan agus am panto Gàidhlig. Chaidh neach òg fhastadh mar chleasaiche anns an fhilm Hùb Hàb ùr: Ri Fuine is Fealla-dhà. Chaidh òganach eile fhastadh gus an obair-filmaidh airson gach film a dhèanamh agus na pìosan ciùil agus òrain a chlàradh agus a mheasgachadh.

A' toirt ealain is cultar na Gàidhlig air adhart an lùib oideachadh cruthachail

Meanbh-chuileag 2021: Mo Bheannachd Ort! Premiere
Chaidh taisbeanadh poblach den fhilm Mo Bheannachd Ort! a shruthadh air duilleag Facebook Fhèisean nan Gàidheal air Dimairt 7 Dùbhlachd. Chaidh dreach eile den fhilm le fo thiotalan ann am Beurla a shruthadh aig an aon àm air duilleag Facebook Fèis Blas.

Sporan 2021 – Mo Bheannachd Ort! Bùthan-obrach
Thèid na bùthan-obrach dràma a bhathar an dùil a thabhann do bhun-sgoiltean as t-fhoghair a' lìbhrigeadh sa Mhàirt 2022.

Hùb Hàb 2022 – Film 1
Anns an Dùbhlachd rinn mi planaichean gus film Hùb Hàb eile a' riochdachadh le dùil ga thabhann air loidhne sa Mhàirt 2022. Anns an Fhaoilleach, toiseach a' Ghearrain sgrìobh mi sgriobt le ceithir òran ùra na chois. Thug Eilidh NicCarmaig agus Eilidh NicCoinnich taic seo gus na h-òrain seo a leasachadh. Chaidh Ceitidh NicPhàrlain fhastadh mar chleasaiche agus sheinneadair san fhilm. Chaidh Pablo Lafuente fhastadh gus an obair-filmaidh a dhèanamh, ceòl-taic a chluich 's na seiseanan-ciùil a chlàradh. Thug mi stiùireadh dhaibh anns a' Ghearran ann an coinneamhan Zoom mus deach an obair-filmaidh air adhart ann an Àird Ruigh. Dheasaich mi an fhilm meadhan a' Ghearrain agus aig toiseach a' Mhàirt chaidh ceangal dhan fhilm a' sgaoileadh air sgoiltean 's sgoiltean-àraich a sheall ùidh ann. Chaidh seisean air loidhne stèidhte air an fhilm a thabhann do na buidhnean seo cuideachd. Thèid na seiseanan seo a' lìbhrigeadh sa Mhàirt le Ceitidh NicPhàrlain.

Thathar an dùil taisbeanadh den fhilm a shruthadh air loidhne air duilleag Facebook Fhèisean nan Gàdiheal rè Seachdain na Gàidhlig a ghabhas àite eadar 21 agsu 27 Màrt 2022.

Hùb Hàb 2022 Film 1 - Sanasachd agus Goireasan Foghlaim
Thug Luke Slater agus Eilidh NicCarmaig taic dhomh gus postair agus goireas-foghlaim ceangailte ris an fhilm a chruthachadh stèidhte air an fhilm. Lorgar na goireasan seo air ar làrach-lìn aig feisean.org/feisgoil/hubhab/

Hùb Hàb 2022 – Film 2
Thathar a riochdachadh film a bharrachd le Ceitidh NicPhàrlain an dràsta le dùil gum bi e deiseil aig deireadh a' Mhàirt. Thèid am film a thabhann do bhun-sgoiltean agus sgoiltean-àraich ann an 2022/23.

Clubaichean Dràma
Le taic bho Chomhairle na Gàidhealtachd bidh mi a' lìbhrigeadh club dràma as dèidh na sgoile do chlann bun-sgoile ann an Inbhir Narainn. Bidh a' chlub a coinneachadh son a chiad uair air Diciadain 2 Màrt aig Bun-sgoil Bruach na Muilne.

Tha mi ann an conaltradh le luchd-obrach sgioba Ghàidhlig Chomhairle na Gàidhealtachd agus luchd-teagaisg roinn Ghàidhlig Acadamaidh Rìoghail Inbhir Nis mun bheachd club dràma thòiseachadh son sgoilearan an sin às dèidh làithean-saora na Càisge.

Sgoil-Shamhraidh Dràma 2022
Tha mi ann an conaltradh le ostail Àrd-sgoil Phort Rìgh mu na cothromanan a th'ann sgoil-comhnaidh stèidheachadh ann as t-samhradh sa.

A' tarraing luchd-èisteachd is a' meudachadh nan àireamhan aca

Thèid naidheachd mu na pròiseactan dràma a th'air an lìbhrigeadh tro Fèisgoil fhoillseachadh 's a shanasachd gu cunbhallach tro ar làrach-lìn 's na cunntasan meadhanan-sòisealta againn. Chaidh naidheachd mun phanto agus an taisbeanadh poblach den fhilm air 16 Dùbhlachd air 7 Dùbhlachd agus fhoillseachadh air ar làrach-lìn, Facebook, Twitter agus Instagram.

Riaghladh, ionmhas agus luchd-obrach

Coinneamhan:

Sgioba luchd-obrach Inbhir Nis/ – an dràsta 's a-rithist (Skype)
Sgioba Fèisgoil Eilidh NicCoinnich & Eilidh NicCarmaig an dràsta 's a-rithist (Skype)
Sreath-stiùiriche – thèid coinneamhan a chumail ma bhios taic a dhìth (Skype)

Hùb Hàb 2022 – Film 1

Chaidh dà sheisean Zoom le Pablo Lafuente agus Ceitidh NicPhàrlain a chumail air 1 agus 11 den Ghearran 2022.

Moladh gus club dràma às dèidh na sgoile thòiseachadh

Air 20/01/22 chaidh coinneamh Teams a chumail le Margaret Mulholland, Oifigear Leasachaidh agus Ionnsachaidh Coimhearsnachd na Gàidhlig bho Chomhairle na Gàidhealtachd mun obair a bhios agam a' lìbhrigeadh club dràma às dèidh na sgoile ann an Inbhir Narainn.

Ainm	Laura NicNeacail
Dreuchd	Oifigear Pròiseactan

Taic do agus ag adhartachadh nam Fèisean

Chan eil mi air taich dìreach a chur ris nam Fèisean an-dràsta.

A' leasachadh sgilean is thàlantan

Sruth

- Tha mi air a bhith a' chuideachdadh Nicola le cruth eile a chur air pròiseact Sruth. A-niste bidh deireadh-seachdain agaidh ri agaidh le Òigridh a Dh'Alba is a Dh'Èirinn san Lunastal ann an Alba, is san Dàmhair ann an Èirinn. Dh'obraich sinn air buidseat, clàr-ama is paipear do Bhòrd na Gàidhlig.

Treòir | Voar | Virr

- Chuidich mi Eilidh M le siubhal do dh'oidean.
- Chruthaich mi pasgan de goireasan airson na meadhanan soisealta agus airson am podcast a bhios na h-oidean agus na sgoiltean a chur gu feum, tha mi a' cumail sùil orra is ann an conaltradh leis na sgoiltean nuair a thathar feumach air taic leotha.

Làithean Trèanaidh

- Thèid làithean trèanaidh do Dh'Oidean a steidheachadh sa Mhàirt tro seachdain na Gàidhlig. Tha mi air a bhith ann an conaltradh le oidean son feadhainn de na cuspairean againn, rinn mi postair is Eventbrite air a shon cuideachd.

A' toirt ealain is cultar na Gàidhlig air adhart an lùib oideachadh cruthachail

Seachdain na Gàidhlig

- Chuir mi liosta ri ceile air na tachartasan àibheastach againn is tha mi air a bhith ag obair air tachartas no dhà gu sònraichte leis an sgioba. Tha mi ann an conaltradh le Grant bho Seachdain na Gàidhlig is tha sinn smaoineachadh air ruidegin mar bhideo beag leis na Fèisean airson comharrachadh a' chiad Seachdain na Gàidhlig is a shealltinn gu bheil na Fèisean air fad an-sàs le Gàidhlig.

Oide

Thèid sreathan ùra de Dh'Oide a chur air bhog tro Seachdain na Gàidhlig. Thèid Latha Fèise a chumail le feadhainn de na h-Oidean againn air 26/03/22.

Oide	Cuspar / Ionnsramaid	Dèanta?
Ainsley Hamill	Dannsa-ceum	Tha
Anna Garvin	Piana	Fèitheamh air Anna
Aonghas MacCoinnich	Fideag	Tha
Calum McIlroy		Tha
Chloe Bryce	An Fhidheall	Tha
Grant McFarlane	Bogsa-ciùil	Tha
Rachel Hair	Clàrsach	Tha
Ron Jappy	Giotar	Tha
Deirdre Greumach	Òran Gàidhlig	Tha

A' tarraing luchd-èisteachd is a' meudachadh nan àireamhan aca

Tha mi a' cuideachdadh an sgioba leis na meadhanan-sòisealta bho àm gu àm le sanasachd no tachartasan sònraichte mar LàAbairtnaGàidhlig.

Chaidh mìosachan na Nollaige air am foillseachadh gach latha tron Dùbhlachd airson a shealltainn cho fad is farsaing a tha buaidh nam Fèis.

Riaghladh, ionmhas agus luchd-obrach

Tha mi an lathair aig coinneamh luchd-obrach Inbhir Nis a' tachairt gach Dimàirt.

Ainm	Karen Oakley
Dreuchd	Oifigear Leasachaidh

Taic do agus ag adhartachadh nam Fèisean

Fèisean gu lèir

- Ùrachadh air goireasan do Fèisean mu CHOVID leithid postairean agus teamplaid fiosrachadh do òigridh, pàrantan, oidean, luchd-comataidh. Roinn mi seo leis an Sgioba Leasachaidh.
- Còmhraidhean le 11 Fèisean mun suidheachadh aca (comataidh, taic, cnapan-starra). Comhairle is taic practaigeach do 10 Fèisean thairis Zoom, fòn is post-d is aghaidh ri aghaidh le iarrtasan do Sgeama Tabhartais nam Fèisean.

Fèis na h-Apainne
Buthan-obrach mìosail a' tòiseachadh a-rithist 6mh Màrt
Taic practaigeach do Sheena Reid is Roo Geddes air thoiseach air a' chiad bhùth-obrach Fèise ann an corr is dà bhliadhna. Tha na h-àireamhan a th' air clàradh mar thà nas àirde na bha an dùil a bhiodh aig an ìre seo.

Fèis na h-Òige
Còisir na h-Òige, Bùth-obrach mìosail a' tòiseachadh a-rithist 17mh Màrt
Taic practaigeach a' lorg oidean airson na bùthan-obrach

Fèis Thiriodh
Prìomh Fhèis (Samhradh 2022), Comharrachadh 30 bliadhna (Sultain)
Beachd don Fhèis air iomairtean Gàidhlig Fèisean eile is iomairtean ionadail
Comhairle is taic le planadh na Prìomh Fhèis aig coinneamh (24 Faoilleach) is air post-d
Taic practaigeach le buidseat airson comharraichean 30 bliadhna.

Fèis Latharna
Clasaichean seachdaineil, Fèis na Càisge (4-8 Giblean)
Taic practaigeach le Fèis na Càisge is clasaichean leithid cùmhnant oidean stèidhichte còmhradh le Joanie is Dàibhidh, naidheachd, eadar-theangachadh Gàidhlig is eile

Fèis Òigridh na Mara
Clasaichean seachdaineil, Cuirm Latha Naomh Pàdruig (17 Màrt)
Stiùireadh is goireasan airson Fèis a tha a' ruith cuirm-ciùil aig àm COVID

Fèis Mhuile
Deagh chòmhradh le Cathraiche na Fèise, Jennifer Johnstone 20 Faoilleach mu ath-thòiseachadh na Fèise.
Bileag mun Fhèis as urrainn dhaibh a thoirt do phàrantan

Fèis nan Garbh Chrìochan
Clasaichean seachdaineil, Treòir
28 Faoilleach – Air panail agallamhan neach rianachd ùr

Fèis Lochabair
Clasaichean seachdaineil, bùthan-obrach dannsa-ceum
Comhairle, brosnachadh is stiùir aig Coinneamh Bhliadhnail is Coinneamh comataidh (15 Gearran)

A' leasachadh sgilean is thàlantan

- Chuir mi trèanadh **cùram-chloinne** air dòigh do dhithist bho Fèis Thiriodh is triùir bho Fèis na h-Òige
- Bha mi an-sàs ann an seisean taic **Treòir (Fèisean)** le Ceòlaidearan air Muinntireas & Leas-cheòladairean a chaidh a stiùireadh le Abi Lightbody, 11 Faoilleach
- Air dà sheisean trèanaidh - **Sgilean agallaimh**, 24 Gearran, **A' deasachadh podcasts** air Audacity, 3 Màrt - a chur air dòigh le Iain MacDiarmaid do dh'òigridh Café Bheairteis is luchd-obrach FnG le ùidh.
- Air trèanadh **ciad cobhar** a chur air dòigh do luchd nam Fèis san Òban, 20 Màrt.

A' toirt ealain is cultar na Gàidhlig air adhart an lùib oideachadh cruthachail

Café Bheairteis

11 Faoilleach – deagh chòmhradh (Zoom) le buidheann-stiùiridh òg a' Chafe mu leithid format a' Chafe. Tha taic a' leantainn o sheachdain gu seachdain.

Cùmhnant air dòigh le Iain MacDiarmaid airson deasachadh co-dhiù na ciad clàraidhean den phodcast.

Chuir mi aoighean na seachdain air dòigh airson a' Chafe is bha mi nam phrìomh chontact do òigridh

Ceann-latha	Aoigh na seachdain	Àireamh òigridh (aois 12 – 26)
03.12.21	Fiona NicGillFhinnein (Nurs) - Obar Dheathain	2
10.12.21	Agnes Rennie (Acair / Urras Ghabhsainn) - Leòdhas	3
17.12.21	Gwen Culbertson (Teagasg, SleatFugees) - An t-Eilean Sg	6
14.01.22	Eilean Green (MG Alba, T-s Ratharsair, SMO) An t-Eilean Sg	3
21.01.22	Ruairidh MacillFhinnein More (CnaG) Siorrachd Rois	2
28.01.22	Ailean Dòmhnallach (poileas, drumaireachd). Dùn Èideann	4
04.02.22	Cothrom cabadaich fosgailte	5

Air buidheann-obrach òigridh (Cruinneachadh Earra-Ghàidheal), thug mi beachdan is taic practaigeach seachad airson seiseanan eadar Iain MacIlleMhìcheil, Joy Dunlop is àrd-sgoiltean.

A' tarraing luchd-èisteachd is a' meudachadh nan àireamhan aca

Airson Co-Chruinneachaidh Earra-Ghàidheal, ag obair cuide ri Abi Lightbody airson Cèilidh air-loidhne a chur air dòigh le seinneadairean is luchd-ciùil sean is òg bho Fèisean air feadh Earra-Ghàidheal.

Ainm	**Abi Lightbody**
Dreuchd	**Oifigear Leasachaidh**

Taic do agus ag adhartachadh nam Fèisean

Tha mi air a bhith trang ag obair leis a h-uile Fèis agam a' faighinn na formaichean tabhartais airson 2022/ 2023 deiseil. Tha mi air a bhith a' dol gu coinneamhan, a' deanamh eadar-theangachaidhean airson sanasachd agus pròiseactan ùra agus a' cuideachadh le riaghailtean Covid.

Tha na clasaichean aig **Fèis Arainn** a' ruith gu math agus tha iad airson Fèis a chumail san Iuchar. Tha FA airson barrachd clasaichean groupwork a' ruith le amas gum bidh Cèilidh air Chuairt aca anns na bliadhnaichean a tha tighinn.

Chuir **Fèis Chille Bhrìghde an Ear** iarrtas a-staigh gu FnG airson latha Fèise san t-Sultain 2022 agus tha iad ag iarraidh a bhith nas lèirseach sa choimhearsnachd aca, le tachartasan nas trice airson clann sa bhun-sgoil agus san àrd-sgoil.

Tha na clasaichean aig **Fèis Dhùn Bhreatainn an Iar** a' cumail a' dol.

Bha a' chiad thachartas aghaidh ri aghaidh aig **Fèis Dhùn Èideann** air 15/01/22 agus tha iad airson clasaichean àbhaisteach a thòiseachadh a-rithist ann an 2022 le tachartasan sònraichte airson deugairean.

Tha na clasaichean seachdainneil aig **Fèis Fhoirt** a' tòiseachadh a-rithist aghaidh ri aghaidh air Disathairne 26mh dhen Ghearran. Dh'aontaich an comataidh tàille as àirde a tabhainn dhan oidean airson 's gum biodh an teachd-a-stach aig na h-oidean nas fhàisge ri MU rates. Tha iad a' sireadh co-ordanaiche ùr airson a' chèilidh air chuairt.

Tha **Fèis Ghàidhlig Ghlaschu** a' sireadh neach ùr airson uairean rianachd agus tha iad an dùil ri clasaichean a' ruith aig An Leanag ann an Glaschu. Chuir iad iarrtas a-staigh gu FnG airson Fèis sa Ghiblean agus tha iad a' cuir seo ri chèile an-dràsta.

Chuir **Fèis Lannraig a Tuath** iarrtas a-staigh airson prìomh Fhèis, clasaichean agus tha iad cuideachd airson clasaichean a' ruith mar phàirt dhen phròiseact 'Future Fridays' aig Àrd Sgoil a' Bhuaile Ghlas. Tha **Fèis Phàislig** gu math trang mar is àbhaist agus chuir iad iarrtas a-staigh gu FnG airson clasaichean, còisir Gàidhlig, prìomh Fhèis agus cèilidh air chuairt. Tha na h-agallamhan airson Cèilidh air Chuairt Fèis Phàislig a' gabhail àite aghaidh ri aghaidh air 6/03/2022.

Air sgàth 's gu bheil Treòir air a bhith cho soirbheachail aig **Fèis an Tairbeirt** tha iad airson na clasaichean a' cumail a' dol airson 6 mìosan eile agus chuir iad a-staigh gu FnG airson taic. Tha iad airson an sgeama nas motha a' ruith le cothroman airson barrachd chloinne. Chuir iad iarrtas a-staigh airson na buthan-obrach àbhaisteach aca cuideachd tro 2022/2023.

Tha **Fèis Thatha** ag obair le Taigh-cluiche Baile Chloichridh air pròiseact aig a bheil *The Tay's Gaelic Memoir* agus bidh latha Fèise aca air 24/09/2022. Tha iad a' sireadh oifigear leasachaidh airson an Fhèis airson clasaichean/ buthan-obrach thòiseachadh.

A' leasachadh sgilean is thàlantan

Treòir (Fèisean)
Tha mi ag obair le na Fèisean agamsa a' ruith Treòir agus a' deanamh cinnteach gu bheil na h-oidean uile air uairean gu leòr a dheanamh airson na cùmhnantan aca a choileanadh. Tha mi ag obair le sgioba leasachaidh FnG airson trèanadh a' cuir air dòigh cuideachd airson na h-oidean.

Treòir | Voàr | Virr
Tha mi a' cuideachadh le TVV le bhith ceannach stuth ealain dha na h-oidean.

Lìonra Oifigearan Leasachaidh
Tha mi air a bhith an sàs sa Lìonra agus bidh mi a' dol gu coinneamhan nuair a tha cothrom agam. Tha co-labhairt gu bhith aca air 16/03/2022.

Fòram Conaltraidh Bòrd na Gàidhlig
Tha mi cuideachd an sàs le Fòran Conaltraidh BnG agus bidh mi a' dol gu coinneamhan airson bruidhinn ri oifigearan Gàidhlig eile ann an Alba agus airson faighinn a-mach dè tha dol aig na buidheannan Gàidhlig eile.

A' toirt ealain is cultar na Gàidhlig air adhart an lùib oideachadh cruthachail

Co-Cruinneachadh Ghàidhlig Earra-Ghàidheal
Bidh a' Chruinneachadh a' gabhail àite air DiSathairne 12/03/22 air-loidhne le Cèilidh air an oidhche. Tha mi fhèin is Karen Oakley air a bhith ag obair airson a' chèilidh a cuir còmhla agus bidh sinn an sàs tron latha cuideachd. Bidh tachartas ann son oigridh sna sgoiltean air an 9mh cuideachd.

Fèill-dhreuchdan Oilthigh Ghlaschu
Chaidh mi fhèin is Eilidh NicCaramaig gu fèill-dhreuchdan air Oilthigh Ghlaschu air 16/02/22 agus fhuair sin cothrom bruidhinn ri oileanaich mu dheidhinn an obair a bhios sinn a' deanamh aig Fèisean nan Gàidheal.

Gàidhlig le Richard
Air sgàth 's gun deach treànadh le Richard Mac a' Ghobhainn cho math airson na h-oidean Treòir, tha sinn a' ruith cùrsa eile, a' tòiseachadh air 23/02/22 le fàilte air òide agus neach-comataidh sam bith. Gu ruige seo, bidh 10 an sàs aig a' chiad choinneamh.

Ainm	Peigi Ann Shields
Dreuchd	Oifigear Leasachaidh – Na h-Eileanan Siar

Taic do agus ag adhartachadh nam Fèisean

Tha mi air a bhith a' cuideachadh gach fèis leis na planaichean aca airson 2022/23 agus a' toirt taic leis na foirmichean tabhartais aca. Tha a h-uile fèis airson fèis fad seachdain a bhith aca am-bliadhna, mar às àbhaist. Tha iad uile a' feitheamh fios bho Chomhairle nan Eilean Siar mu dheidhinn nan sgoiltean fhaighinn air màl agus tha Arthur ann an conaltradh le Stiùiriche Roinn an Fhoghlaim, Uilleam MacDhòmhnaill. Mura faigh iad na sgoiltean, tha planaichean eile aig grunn dhiubh airson fèis a chumail ann an ionadan eile. Tha mi a' dol a chur air dòigh treànadh anns na mìosan a tha ri thighinn dha na fèisean air fad a-rèir nam feumalachdan aca, mar eisimpleir tha a h-uile fèis feumail air treànadh 'first aid.'

Fèis Taigh Dhonnchaidh

- Tha an Fhèis a' dol air adhart aghaidh ri aghaidh air **11-15 Giblean** agus tha mi ag obair le Mary Duff a' cur rudan air dòigh. Fhuair an fhèis £300 Together Again Microgrant bho Creative Lives airson cuideachadh le glanadh is eile.
- Tha clasaichean maileòidean, bogsa-ciùil, giotàr, obair buidhne airson deugairean, seiseanan ciùil tràth-bhliadhnaichean, seinn Gàidhlig is dannsa-ceum gu bhith aca. Tha ceòladairean aig Teòir an sàs is a' riuth feadhainn de na clasaichean seo cuideachd.
- Bha consart na Nollaig aca air 10 Dùbhlachd agus bha e air leth soirbheachail.
- Fhuair an fhèis airgead bho Fèisean nan Gàidheal airson consart coimhearsnachd agus bùthan-obrach le luchd-ciùil proifeasanta a chur air dòigh sa Chèitean.
- Fhuair an fhèis airgead bho Riaghaltas na h-Alba tro Volunteer Centre Western Isles airson clasaichean inbhich 16+ a riuth. Tha an fhèis a' riuth streath de 10 chlasaichean seachdaineil ann an giotàr, dannsa-ceum is maileòidean. Ged a tha iad airson inbhich, tha an fhèis air barrachd dhaoine eadar 16-25 a thàladh gu na clasaichean aca.

Fèis Eilean an Fhraoich

- Tha an fhèis an dòchas Fèis aghaidh ri aghaidh a bhith aca eadar **25 – 29mh Iuchar 2022** ann am Bun-sgoil Steòrnabhaigh.

- Tha clasaichean buidheann Dual air tòiseachadh a-rithist aghaidh ri aghaidh agus tha iad air a bhith soirbheachail gu ruige seo.
- Fhuair Dual is òigridh Fèis Taigh Dhonnchaidh cothrom cluich air an Island Stage air Disatharine Hebcelt 2022 agus bidh Katie Mackenzie, Anna Murray, Jane Macmillan Hepburn is Andy Yearley ag obair leis an òigridh ag ullachadh airson seo.
- Tha an fhèis a' coimhead ri AGM a chumail cho luath sa gheibh iad an fhiosrachadh às ùire bhon chunntasair.
- Tha ceòladairean Treòir air clasaichean ùra a thòiseachadh ann an Steòrnabhagh airson tràth-bhliadhnaichean is clann air Clas 3-7. Tha iad uabhasach soirbheachail agus tha na clasaichean làn. Tha Katie air a bhith ag obair le Bun-sgoil Steòrnabhaigh gach seachdain cuideachd.

Fèis an Rubha

- Tha coinneamh poblach eile gu bhith aig Fèis an Rubha air 8 Màrt airson feuchainn ri comataidh fhaighinn. Mura faigh iad comataidh cha bhi Fèis san Rubha am-bliadhna.
- Chaidh fiosrachadh a-mach mun choinneamh agus tha mi ag obair leis an dithis mu dheireadh air a' chomataidh airson daoine a thàladh a-steach.
- Ma gheibh iad comataidh, tha iad a' coimhead ri fèis aghaidh ri aghaidh a' riugh ann an Sgoil an Rubha air **1 – 5 Lùnastal 2022.**

Fèis na Hearadh

- Tha Fèis na Hearadh sàmhach an-dràsta, ach tha iad an dòchas fèis aghaidh ri aghaidh a chumail ann an Sgoil Sir E Scott eadar **4 – 8 Iuchar 2022.**
- Tha iad airson na clasaichean seachdaineil giotàr ath-thòiseachadh.

Fèis Tìr an Eòrna

- Tha iad an dòchas fèis aghaidh ri aghaidh a' chumail eadar **4 – 8 Iuchar 2022** ann an Sgoil Uibhist a' Tuath.
- Tha clasaichean seachdaineil a' dol air loidhne, bidh iad a' tabhainn pìobaireachd, fidheall, giotàr, bogsa-ciùil is feadan.

Fèis Tìr a' Mhurain

- Bha AGM aig Fèis Tìr a' Mhurain air 26/10/21 ach gu mì-fhortannach bha covid air feadhainn den chomataidh. Tha iad a-nis a' dol a chumail AGM eile aghaidh ri aghaidh air 16 Màrt, is tha mi an dòchas a bhith an làthair. Tha iad feumach air duine no dhithis ùr airson a' chomataidh. Lorg iad neach-ionmhais agus tha sin na fhaochadh dhaibh.
- Cha do thòisich na clasaichean seachdaineil aca a-rithist air sgàth 's covid sa choimhearsnachd ach tha iad an dòchas an ath-thòiseachadh a dh'aithghearr.
- Fhuair na com-pàirtichean a bha a' dol gu na clasaichean seachdaineil cuireadh seinn aig dà thachartas Nollaig ann an Uibhist a' Deas is Èirisgeigh, is chòrd seo ris a' chloinn agus ris a' choimhearsnachd gu mòr.
- Tha an fhèis an dòchas fèis aghaidh ri aghaidh a' chumail eadar **11 – 15th Iuchar** ann an Sgoil Dhalabroig no ann an Sgoil an Iochdair.

Fèis Bharraigh

- Tha clasaichean seachdaineil Fèis Bharraigh air a bhith a' dol agus tha iad air a bhith uabhasach soirbheachail am-bliadhna.
- Tha an fhèis an dòchas fèis aghaidh ri aghaidh a' chumail eadar **4 – 8 Iuchar 2022** ann an Sgoil Bagh a' Chaisteil.

- Tha clasaichean seachdaineil Treòir a' dol ann an seinn, giotàr agus mandolin. Tha an fhèis air mandolins a' cheannach.
- Bha Claire Frances is Calum thall am Barraigh airson deireadh sheachdain eadar 21 – 22 Faoilleach. Chum iad bùthan-obrach aghaidh ri aghaidh ann an seinn, giotàr is obair-buidhne. Bha an deireadh sheachdain air leth soirbheachail agus thug seo togail mòr dhan fhèis, do chom-pàirtichean agus do na h-oidean.
- Tha an ath dheireadh sheachdain a' gabhail àite eadar 4 – 6 Màrt mus crìochnaich na sia mìosan seo de Threòir.
- Tha an comataidh air innis dhomh gu bheil Claire Frances a-nis a' dèanamh chlasaichean anns an sgoil, agus gur e seo a' chiad turas a tha an sgoil agus an fhèis ag obair còmhla. Tha an comataidh uabhasach toilichte, agus `s e ceum gu math posataibh a tha seo don Fhèis.

A' leasachadh sgilean is thàlantan

Tha mi air a bhith uabhasach trang le obair fèisean, agus tha mi cuideachd air a bhith a' sgrìobhadh iarrtasan maoineachaidh airson a' chiad turas anns an dreuchd seo. Tha mi air coig iarrtasan a' sgrìobhadh bho thoiseach na bliadhna. Tha fèisean air a bhith soirbheachail le trì iarrtasan, mì-shoirbheachail le aon agus a' feitheamh fios bho aon fhathast. Tha mi air tòrr ionnsachadh le bhith ag obair le fèisean air na h-iarrtasan agus tha mi a' faireachdainn mòran nas misneachdail a-nis ag obair le iarrtasan. Tha mi air a bhith a' dèanamh tòrr obair ùr a thaobh foirmichean tabhartais agus a' coimhead ri fèisean aghaidh ri aghaidh is tha mi a' faireachdainn gu bheil mi fhathast ag ionnsachadh ged a tha mi air a bhith san dreuchd faisg air bliadhna.

A' toirt ealain is cultar na Gàidhlig air adhart an lùib oideachadh cruthachail

Tha mi air a bhith ag obair le comataidh LUACH às leth Fèisean nan Gàidheal agus tha planaichean a' tighinn ri chèile airson tachartasan ann an Leòdhas is na Hearadh eadar 7-9 Giblean. Tha mi a' cur eòlais air oifigearan ann am buidhnean eile agus a' togail cheanglaichean leotha. Tha mi cuideachd air a bhith a' coimhead airson cothroman dha na fèisean ionadail a thighinn a-steach air a' chùis, agus aig an ìre seo tha cothrom gu bhith aig òigridh DUAL cluich aig cuirm, agus gheibh com-pàirtichean nam fèisean ionadail a thighinn gu na tachartasan. Tha mi gu bhith gu mòr an sàs ann an obair conaltraidh airson na tachartasan.

Riaghladh, ionmhas agus luchd-obrach

Coinneamhan

Coinneamhan gu cùnbhalach le comataidhean, an Sgioba Leasachaidh is luchd-obrach eile Fèisean nan Gàidheal
18.01.22 - Coinneamh le Elsie Mitchell bho Comhairle nan Eilean Siar
28.01.22 – Café Bheartais
28.01.22 – Coinneamh le Graham is Caroline bho HebCelt
An làthair aig oidhcheanan Dual

Ainm	**Eilidh NicCarmaig**
Dreuchd	**Rianaire Fèisgoil**

Taic do agus ag adhartachadh nam Fèisean

Ged nach eil mi ag obair do na Fèisean fhèin tro m' obair làitheil mar Rianaire Fèisgoil, tha mi an còmhnaidh toilichte taic a chur thuca. Air 16.02.22 bha mise agus Abi an làthair aig UofG Arts Fair, a' bruidhinn ri daoine mu na cothroman aig FnG air taobh nam Fèisean agus Fèisgoil.

A' leasachadh sgilean is thàlantan

Trèanadh BG:
Thàinig dithis oidean ùra air bòrd do Bhlasad Gàidhlig aig toiseach Teirm 3, agus b' ann ormsa a bha an t-uallach an trèanadh agus an deisealachadh. An sàs ann an coinneamhan agus conaltradh riutha, a' tabhainn ghoireasan agus trèanadh dhaibh.

Taisbeanaidhean SMO: Bha mi fhìn agus Eilidh M/B an sàs ann a bhith a' lìbhrigeadh dà sheisean do dh'oileanaich teagaisg aig SMO gus misneachd a thogail ann a bhith a' cleachdadh ceòl anns a' chlas, gu h-àraid ceòl Gàidhlig. Lìbhrig Eilidh M/B a' chiad sheisean air 10.02.22 agus ghabh mi fhìn stiùir air 17.02.22, ag ionnsachadh òrain agus gnìomhan/geamaichean a dheidheadh gu math còmhla riutha gus am biodh iad spòrsail don chloinn. Bha na seiseanan soirbheachail agus na h-oileanaich gu math deònach gabhail riutha.

Oidean	Seiseanan	Oileanaich an làthair	Luchd-obrach SMO
2	2	15 gach turas	3 gach turas

A' toirt ealain is cultar na Gàidhlig air adhart an lùib oideachadh cruthachail

DRÀMA
Hùb Hàb 2022
Tha mi air a bhith a' cur taic ri Aonghas le sgriobt agus òrain Hùb Hàb 2022, a' dèanamh leasachadh air fuinn is faclan nan òran gus am bi iad freagarrach do na Tràth Ìrean. Rinn mi clàraidhean do Cheitidh agus Pablo gus am b' urrainn dhaibhsan demo a dhèanamh de gach òran do Aonghais.
CÀNAN
Blasad Gàidhlig: Aig toiseach na bliadhna, air sgàth Omicron, chaidh mòran de na sgoiltean a tha gu h-àbhaisteach aghaidh ri aghaidh a chur air-loidhne. Bidh sinn fhathast a' cur taic ri oidean/sgoiltean ma tha iad airson a dhol air-loidhne air sgàth Covid mar a tha sin a dhìth. Chruthaich mi bileag-taice do dh'oidean le stiùireadh air a bhith ag obair air-loidhne.

Bha coinneamh aig mi fhìn is Eilidh M/B còmhla ri Comhairle Dhùn Bhreatainn an Iar air 20.01.22 agus iad gu math toilichte leis mar a tha cùisean a' dol anns an sgìre. Tha iad airson leudachadh a dhèanamh anns a' bhliadhna ionmhais ùr agus tha sinn ag obair còmhla riutha an-dràsta gus buidseat a chur air dòigh airson barrachd sheiseanan – a' feitheamh air fios an-dràsta mu na tha a dhìth orrasan.

Tha mi an-dràsta ag obair gus barrachd sheiseanan a thabhainn don Eaglais Bhric, gu h-àraid fear do BS Ladeside cuide ri the Hebridean Baker & Gàrradh Phàdruig, far an tèid aca air a' Ghàidhlig a th' aca gu ruige seo a chleachdadh agus beagan fhaclan co-cheangailte ri fuine agus gàirnealaireachd ionnsachadh.

Bha sinn air leth toilichte Duais Co-obrachaidh a choisinn aig Duaisean Cànan Chomhairle Bhaile Ghlaschu 2022, is fhuair aon de na h-oidean againn, Mairead NicNeacail, duais oide airson an obair a tha i a' dèanamh air Blasad Gàidhlig ann an Bun-sgoil Naomh Bhrìghde.

Teirm 3 (Am Faoilleach- An Giblean):

Oidean	Sgoiltean	Seiseanan	Sgoilearan
19	23	1087	1914

Beairteas: A' conaltradh ri aoighean gus 10 seiseanan (5 aoighean) a thabhainn do na sgoiltean ron t-samhraidh. Thòisich seo le seisean bho Ghàidheil Ghlaschu Màiri Anna NicUalraig agus Babs NicGriogair. Tha dithis eile ri dhearbhadh airson Teirm 4.

Seisean 4 – Màiri Anna NicUalraig & Babs NicGriogair 23.02.22

Gan lìbhrigeadh	Sgoiltean	Seiseanan	Sgoilearan
2	9	2	108

Seisean 5 – Ceitlin Lilidh & Jayne NicLeòid 09.03.22
Seisean 6 – Iain MacLeòid & Hamish MacLeòid 23.03.22
Seisean 7 – Joy Dunlop & Calum MacIllEathain 29.04.22

CEÒL
ICO|YMI: Tha mi air uallach a ghabhail airson ICO Fèis Inbhir Narainn a chur air dòigh anns an sgìre. Tha 8 clasaichean ann agus tha sinn a' tabhainn 10 seiseanan dhaibh uile ron t-samhraidh. Tha 4 oidean againn aig a bheil ùidh agus tha sinn ag obair air clàr-ama far am faigh iad measgachadh de sheinn, fìdeag agus obair-chòmhlain.

TREÒIR | VOAR | VIRR
Barrachd uallach a ghabhail air a' phròiseact bho chionn goirid, a' trusadh oidean ann an Giogha, Cumbrae agus North Bute far an robh seo a dhìth fhathast aig deireadh 2021. Tha oidean againn air bòrd dhaibh uile a-nis agus tha sinn a' cur cinn-latha freagarrach air dòigh leis na sgoiltean agus a' cur siubhal agus àite-fuirich air dòigh far a bheil seo a dhìth. Chuir mi crìoch air docamaid air Ionnsachadh air a' Bhlàr A-muigh agus sgaoil mi seo leis na h-oidean.

A' tarraing luchd-èisteachd is a' meudachadh nan àireamhan aca

TVV: Tha mi a' cur trì postan air dòigh gach seachdain tro Buffer airson oide ùr a thaisbeanadh air na meadhanan-sòisealta, a' tarraing aire do dh'obair nan oidean ach cuideachd FnG.

UofG Arts Fair air 16.02.22: Chuir mi bhidio ghoirid fad 30 diog ri chèile gus blasad a thoirt do dh'oileanaich air obair FnG. Cothrom cabadaich ri oileanaich mu na dòighean anns am b' urrainn dhaibh a dhol an sàs ann an iomairt nam Fèisean mar saor-thoilich no mar oidean.

Riaghladh, ionmhas agus luchd-obrach

Coinneamhan
Coinneamh Sgioba 19.01.22
Sgioba luchd-obrach Inbhir Nis (uair san t-seachdain)
Coinneamhan Fèisgoil le Aonghas agus Eilidh M/B
Seiseanan trèanaidh agus fiosrachaidh le oidean BG agus TVV.

Ainm	Luke Slater
Dreuchd	Rianadair

Taic do agus ag adhartachadh nam Fèisean

- Làimhseachadh leantainneach air rianachd Tasgadh agus Maoin nan Ealan Gàidhlig
- Làimhseachadh leantainneach air ionnstramaidean, cùmhnantan fastaidh agus càradh
- Taic làrach-lìn coitcheann do bhuill sgioba
- Cunntasachd agus clàradh caiteachais
- Taic IT agus Hosting airson Sgiobaidhean Microsoft agus Google a 'coinneachadh thar ioma phròiseactan
- Seiseanan trèanaidh airson oidean agus luchd-obrach a' cleachdadh Microsoft Teams, Adobe InDesign agus Wordpress
- Rianachd airson TREÒIR | VOAR | VIRR

A’ leasachadh sgilean is thàlantan

- Cleachdadh leantainneach air Duolingo
- Le bhith a’ fàs misneachd anns a’ Ghàidhlig thug mi orm a bhith ga cleachdadh fada nas trice, sgrìobhte agus labhairteach
- Ionnsachadh leantainneach air Sgiobaidhean Microsoft agus siostaman Google Meets airson taic theicnigeach
- Bidh mi an-còmhnaidh ag ionnsachadh rudan ùra nuair a chleachdas mi Mailchimp, Adobe no aplacaid cruthachail sam bith eile

A’ toirt ealain is cultar na Gàidhlig air adhart an lùib oideachadh cruthachail

- Obair dealbhaidh air a chrìochnachadh airson grunn phròiseactan, gu sònraichte Fèisgoil agus Blas
- Ùrachaidhean leantainneach air an làrach-lìn, Sgrùdaidhean Cùise ùra air an cur ris an làrach airson Tasgadh
- Mapa ùr air a chruthachadh gus ruigsinneachd leudaichte Fèisean na Gàidheal a thaisbeanadh
- Cuairt-litir ‘Faileas 74’ air a postadh an t-seachdain sa chaidh

Fèisean nan Gàidheal

Blas 2021 agus 2022

Àireamh air a' Chlàr Chùisean: 1.2022.02(c)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mu thoraidhean Blas 2021 agus planaichean tràth-ìre airson 2022.

Blas 2021

Chaidh a mhìneachadh mar a chaidh le Blas 2021 aig a' choinneimh mu dheireadh den Bhòrd. Chaidh sin a chumail gu math goirid an dèidh crìoch na fèise agus chaidh a ghealltainn gum biodh aithisg nas doimhne aig coinneamh a' Bhùird sa Mhàrt.

Aig toiseach na bliadhna chaidh aithisg ullachadh le fiosrachadh nas mionaidiche air toraidhean na fèise, àireamhan agus beachdan a fhuair sinn bho dhaoine a bha an làthair.

Blas 2022

Chaidh coinneamh de bhuidheann prògramaidh Blas a chumail tràth sa Ghearran 's chaidh co-dhùnadh a dhèanamh an fhèis a' chumail eadar 2-10 Sultain 2022.

Thèid coinneamh eile a chumail a dh'aithghearr gus beachdachadh air prògram na bliadhna-sa 's tha an cothrom do luchd-ciùil coimisean ùr a chruthachadh airson Blas 2022 air a shanasachd an-dràsta.

Gnìomh a dhìth

Thathas ag iarraidh air buill a' bhùird:

1. Fa-near a thoirt do thoraidhean Blas 2021 agus planaichean tràtha Blas 2022 agus
2. Ceistean sam bith a thogail mu fhèis 2021 no 2022

Calum A MacMhaoilein
Manaidsear Leasachaidh
An Gearran 2022

Blas Festival 2021
Report on outcomes of the Blas Festival held in November 2021

Background

The Blas Festival is a partnership between The Highland Council and Fèisean nan Gàidheal and 2021 marked its 17th year.

Over those 17 years the outputs from Blas include:

- Employment of 4,647 musicians and singers
- Promotion of over 1,230 events throughout the Highlands
- Physical audiences of over 122,000
- A growing online audience since the establishment of FèisTV and particularly in 2020 and 2021
- Economic benefit of at least £7m.
- The featuring of Gaelic in all publicity materials and at every event
- Access for audiences to Gaelic promotional materials including online
- The provision of a mechanism for The Highland Council to be involved in themed years
- Delivery of strategic commitments in The Highland Council's Gaelic Language Plans.

The Highland Council's financial contribution enabled Fèisean nan Gàidheal to lever additional funding from Creative Scotland, Bòrd na Gàidhlig and HIE. We also secured funding from Comhairle nan Eilean Siar to organise 3 events in the local area. This year's festival included partnership working with Tobar an Dualchais, VisitScotland, National Library of Scotland, SEALL's Festival of Small Halls and St Andrew's Fair Saturday.

Blas 2021

A decision was taken in early 2021 to postpone the Blas Festival from its original September dates to 19-27 November, with the hope that the vaccination programme and situation regarding the Covid-19 pandemic would allow us to host events with audiences present, whilst also planning to have some online content to reach a worldwide audience once again.

We were pleased that we were able to deliver the festival as intended with audiences in attendance and only two events having to be cancelled due to Covid-19 outbreaks in the community.

Festival Programme

The Festival was once again a celebration of our rich Gaelic language, music, culture and heritage with some of the finest traditional musicians, Gaelic singers, storytellers, dancers and poets taking part.

We were pleased to welcome musicians from Cape Breton to the Highlands once again with Irish musicians featuring in our online provision.

Over the 9 days of the festival the following was offered:

- 31 concerts and cèilidhs
- 5 Facebook concerts
- 1 Gaelic song session
- 4 talks, 2 of which were delivered in Gaelic
- 27 workshops for both adults and children
- A music programme for schools (YMI)

Selection of programme Highlights

- A concert was held to celebrate the 90th birthday of Lochaber fiddle legend, Aonghas Grant
- The award-winning soundtrack of the much-acclaimed Gaelic drama *Gruth is Uachdar*, was performed live for the first ever time by its composers Charlie McKerron and Donald Shaw with others
- We welcomed Còig from Cape Breton for the first time to Blas
- Gaelic singer and multi-instrumentalist Ewen Henderson performed with his trio and alongside Mànran bandmate, Gary Innes, in a series of concerts
- Fèis participants had the opportunity to perform alongside some of the finest traditional musicians and singers at a number of events
- Popular cèilidh band The Monach Isles performed alongside Iain 'Costello' MacIver at cèilidhs in North Kessock and Fort William
- We returned to Applecross for the first time in many years with Brian Ó hEadhra & Fionnag Mackenzie alongside recent Traditional Mòd Gold Medallist, Emma MacLeod.
- We were able to host a live Café Bheairteis, Fèisean nan Gàidheal's youth led conversation Café, which has been held online for almost two years now. Young Gaelic speakers from across the country were able to come together, sharing music and song whilst being able to converse with one and other in an informal environment before attending the Blas finale concert.

Commission

One of the main features of the Blas Festival programme is our annual commission which offers an artist the opportunity to create a suite of music/song to be performed at the festival. 2021 marked the 200th anniversary of the birth of Màiri Mhòr nan Òran (Mary MacPherson, Màiri Nighean Iain Bhàin). We sought proposals that drew inspiration from the life and songs of Màiri Mhòr, with many of the themes within her poetry remaining just as relevant in the modern day.

Kim Carnie was awarded the commission and performed *Buaidh nam Ban* (Influence of Women) 4 times during the festival. The commission was a very fitting celebration of Màiri Mhòr and also the work of other great female bards of the Gàidhealtachd, including Sìleas na Ceapaich, Maighread Nighean Lachlainn and Màiri Nighean Alasdair Ruaidh, exploring their lives and challenges they faced fighting against injustice and for equality.

Workshops

Each Saturday of the festival we offered a varied programme of tuition opportunities for both children and adults.

We offered tuition in Gaelic song, accordion, fiddle all of which were available in Gaelic or English. We also delivered workshops for step-dance, piping and repertoire development.

Gaelic Song Session

As part of a series of Gaelic song sessions in partnership with An Comunn Gàidhealach, Gillebrìde Macmillan led an evening of song with participants from across the globe taking part.

Talks

We organised four online talks during the festival:

- *Sgeulachdan nan Gaisgeach / Hero Tales of the Gàidhealtachd* by Ruairidh MacIlleathain
- *Gaelic printing from the 16th to the 19th centuries* by Anette Hagan (National Library of Scotland)
- *Tobar an Dualchais – Ceanglaichean Cruthachail* by Raghnaid Sandilands and Màiri MacFadyen
- *Gleann na Ceòlraidh* by Fiona J MacKenzie

A list of the concerts is available here with a list of workshops and talks offered here.

Partnerships
Our partnership with SEALL's Festival of Small Halls continued for the third year with dates for the festival coinciding with Blas. The festival supported two concerts in the Isle of Skye, where the organisation is based.

We worked with Tobar an Dualchais to deliver two concerts and a talk during the festival. The concerts featured well know Gaelic singers and musicians alongside local youngsters.

In partnership with the National Library of Scotland, we were pleased to offer a talk on the history of Gaelic printing, which was delivered by Anette Hagan who is the Rare Books Curator for the organisation.

We were pleased to have the opportunity once again to be part of Fair Saturday on the 27th of November. A response to Black Friday, this initiative encourages cultural organisations across the world to organise events during that day to raise funds for a social project of their choice. We raised £518 from ticket sales which will be donated to a local Highland charity.

Ticketing and Audiences
The main platform used for selling concert tickets was Ticketmaster with additional sales managed locally by promoters. Our livestreamed events were delivered through MyPlayer Scotland. Facebook LIVE and Zoom were also utilised to deliver drama performances, cèilidhs, sessions and workshops.

For those attending concerts and cèilidhs, prices were maintained at 2019 levels with tickets at £12-16 depending on the event with concessions prices available and group discounts for families. We also offered a £5 ticket to young people. Our livestreamed concerts were kept at 2020 levels with individual events priced at £8 per ticket and a full festival pass at £50 – a whole household was able to view the events at those prices. In addition to paid events, all Facebook LIVE content was free as was the education programme.

Blas Team
In addition to the Fèisean nan Gàidheal staff who worked on delivering Blas, Chrissie Macrae was contracted as Blas Events Co-ordinator. Katie MacKenzie looked after news releases, press coverage and social media content.

Statistics and Audience Feedback
The following tables show the main statistics for this year's festival along with audience ratings and a selection of comments.

Attendance	**Number**
Staff	12
Volunteers	104
Contractors	93
Performers	297
Audience	12,477
Tutors	8
Total	**12,991**

Audience Satisfaction	**Rating**
Value for Money	93%
Enjoyment of the event	95%
Use of Gaelic	91%
Overall rating	**93%**

The following is a selection of comments from the online questionnaires completed to date.

"Feis anabarrach cudromach airson na h-ealain"

"Tha e math dhuinn uile a bhith a' cumail na Gàidhlig làidir le bhith ga cleachdadh aig a h-uile cothrom"

"Small venues like Resolis hall are fantastic for Blas events and as this was the first indoor live event we attended since Covid it was wonderful. The music and atmosphere were brilliant. Thank you."

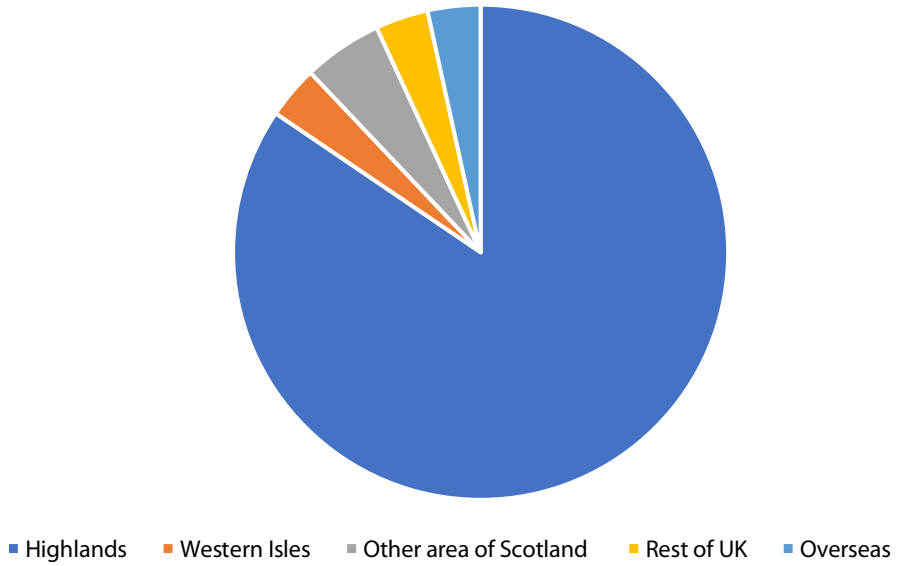
"It was great to be able to watch the streamed concerts."

"Brilliant events. Fantastic performances all round"

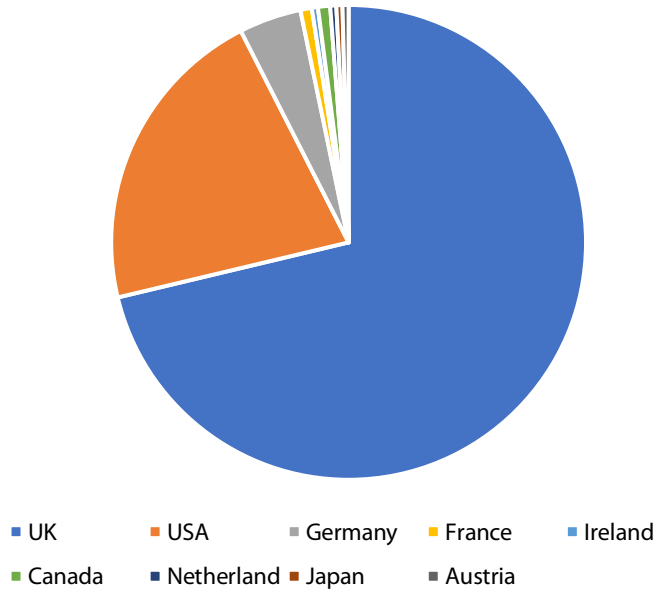
"Please keep providing this beautiful concerts and events! It was a pleasure being there!"

"It was fantastic to be able to go and watch live music in our local hall in this remote part of Scotland."

As would be expected at the time of year the festival was held, and with the situation regarding Covid-19, the vast majority of our audience members came from within the Highlands as reflected in the chart below.



Our online audience was international in its reach, with people watching the livestreams from the UK, USA, Germany, France, Ireland, Canada, Netherlands, Japan and Austria.



Finance

There is still some income due to Blas and some costs to be incurred, particularly commission to local promoters.

The following is the budget for the 2021 festival with the likely outturn based on current information. While a small deficit is anticipated, it should be noted that some items of capital expenditure were for equipment and stage dressing which will be used in future Blas festivals.

INCOME	**BUDGET**	**LIKELY OUTTURN**
Highland Council Contract Fee	£62,869.00	£62,869.00
Box Office	£10,000.00	£16,438.00
Creative Scotland	£25,000.00	£25,000.00
Bòrd na Gàidhlig	£30,000.00	£30,000.00
Colmcille	£2,500.00	£0.00
HIE	£6,000.00	£6,000.00
Comhairle nan Eilean Siar	£7,837.00	£7,837.00
Sponsorship	£2,000.00	£0.00
Fèisean nan Gàidheal	£20,000.00	£12,590.00
Total Income	**£166,206.00**	**£160,734.00**
EXPENDITURE		
Programme Costs		
Blas Commission Fee	£3,000.00	£3,000.00
Artists' Fees, Travel and Subsistence	£65,000.00	£61,674.53
Accommodation provided for Artists and Crew	£8,000.00	£9,830.85
Meals provided for Artists and Crew	£3,000.00	£1,383.20
International travel	£0.00	£0.00
Stage/Concert Management/Fear or Bean-an-Taighe/Blas Reps	£500.00	£318.00
Venue Hire & Commission to Promoters/Production Costs	£4,000.00	£6,900.00
PA & Lighting	£24,000.00	£24,010.00
FèisTV Streaming Costs	£12,000.00	£11,351.99
PR, Advertising & Marketing		£0.00
Press/PR	£1,500.00	£1,553.00
Posters/Overprinting/Postage (Portree)	£1,000.00	£1,003.97
Promotional materials (Banners etc)	£1,500.00	£1,367.10
Advertising	£5,500.00	£5,487.00

Commission to Ticketline and myplayer	£500.00	£197.00
Ticket Printing	£200.00	£0.00
Management & Production Costs		£0.00
Festival Administration	£15,000.00	£15,000.00
Sundry Administration Costs	£500.00	£76.92
Fèisean nan Gàidheal Management Fee	£15,000.00	£15,000.00
Programming Group Costs	£250.00	£0.00
Insurance	£500.00	£246.40
Royalties	£300.00	£0.00
Accountancy/Companies House	£1,200.00	£1,113.00
Depreciation	£1,500.00	£1,500.00
Equipment purchase	£5,000.00	£4,075.60
Contingency	£256.00	£0.00
TOTALS	**£166,206.00**	**£162,088.56**
Surplus/Deficit	**£0.00**	**-£1,354.56**

Conclusion

We were delighted to be able to hold a festival with audiences present once again and provide a platform for musicians, who have been hit particularly badly by the Covid-19 pandemic, to perform in communities across the Highlands and Islands. In addition to that we were also able to support a wide-range of industry professionals who provided technical, filming and streaming service for the festival.

Although we were faced with challenges due to Covid-19, we endeavoured to deliver a festival similar in format and size to festivals we held before the pandemic. Due to covid outbreaks in two communities, along with poor winter weather caused by Storm Arwen, we were forced to cancel 4 events at short notice. We were, however, very pleased with the outcome of the festival and feedback, both formally and informally, has been hugely encouraging and supportive.

We are extremely grateful to our funders and partners - The Highland Council, Creative Scotland, Bòrd na Gàidhlig and Highlands & Islands Enterprise – who have supported us through the pandemic in the last two years, making sure that we could deliver Blas 2021 safely and successfully.

Fèisean nan Gàidheal

Plana Pròghraim 2022-27

Àireamh air a' Chlàr Chùisean: 1.2022.02(e)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill mu adhartas le Plana Pròghraim ùr ullachadh airson 2022-27.

Bun Fhiosrachadh

Thairis air a' bhliadhna a dh'fhalbh tha còmhraidhean air a bhith ann mu Phlana Pròghraim ùr a dheasachadh airson nam bliadhnaichean 2022 gu 2027 agus tha dà dhreach air a bhith air beulaibh a' Bhùird gu ruige seo.

Bha na buill an ìre mhath riaraichte san fharsaingeachd le cruth agus susbaint a' phlana, agus chaidh barrachd obrach a dhèanamh airson an ìre a ruighinn far a bheil dreach deireannach - an ìre mhath co-dhiù - againn.

Adhartas

An dèidh beachdan a shireadh bho bhuill a' Bhùird, an sgioba obrach agus na Fèisean a bha an lathair aig a' Cho-labhairt san t-Sultain, tha dreach eile a' leantainn.

Chaidh an àireamh de bhuilean a ghearradh agus chaidh oidhirp a dhèanamh an ceanglachadh nas fheàrr ris na Builean Nàiseanta, cho math ris an fheadhainn a bhios a dhìth air grunn bhuidhnean leis am biomaid co-obrachadh. Tha sinn an dùil gum freagradh iad air na builean a bhios Alba Chruthachail a' sireadh aon uair 's gu bheil stiùireadh againn bhuapa as t-earrach.

'S dòcha gum bi ùrachaidhean ri dhèanamh fhathast aon uair 's gu bheil sin air fhoillseachadh agus nuair a gheibh sinn an aithisg dheireannadh air builean obair Fèisean nan Gàidheal. Tha fiosrachadh bhon dreach a fhuair sinn den aithisg sin anns an tionndadh seo den phlana. 'S dòcha gu toir Plana Nàiseanta na Gàidhlig ùr buaidh air a' phlana againne cuideachd.

Thathas a' moladh beachdan a shireadh mun dreach seo bho bhallrachd Fèisean nan Gàidheal. Ghabhadh ceisteachan a chruthachadh airson a dhèanamh cho furasata 's a ghabhas dhaibh freagairtean a chur. A rèir na bhios againn de mholaidhean an dèidh sin, ghabhadh ùrachaidhean a dhèanamh agus bhitheamaid an dùil aonta a' Bhùird iarraidh don phlana aig an ath choinneimh sa Chèitean.

Gnìomh a dhìth

Thathas ag iarraidh air buill a' Bhùird:

1. Fa-near a thoirt don adhartas gu ruige seo
2. Beachdan a thoirt seachad air an dreach as ùire den phlana
3. Fa-near a thoirt don chothrom a bhios aig na Fèisean am beachdan air a' phlana a chur an cèill agus
4. Fa-near a thoirt don amas plana a bhith deiseil airson coinneamh a' Bhùird sa Chèitean.

Art MacCarmaig
Ceannard
An Gearran 2022

fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

Fèisean nan Gàidheal Programme Plan 2022-27

F - Fèis

Fèisean operate in venues throughout their region.

B - Blas

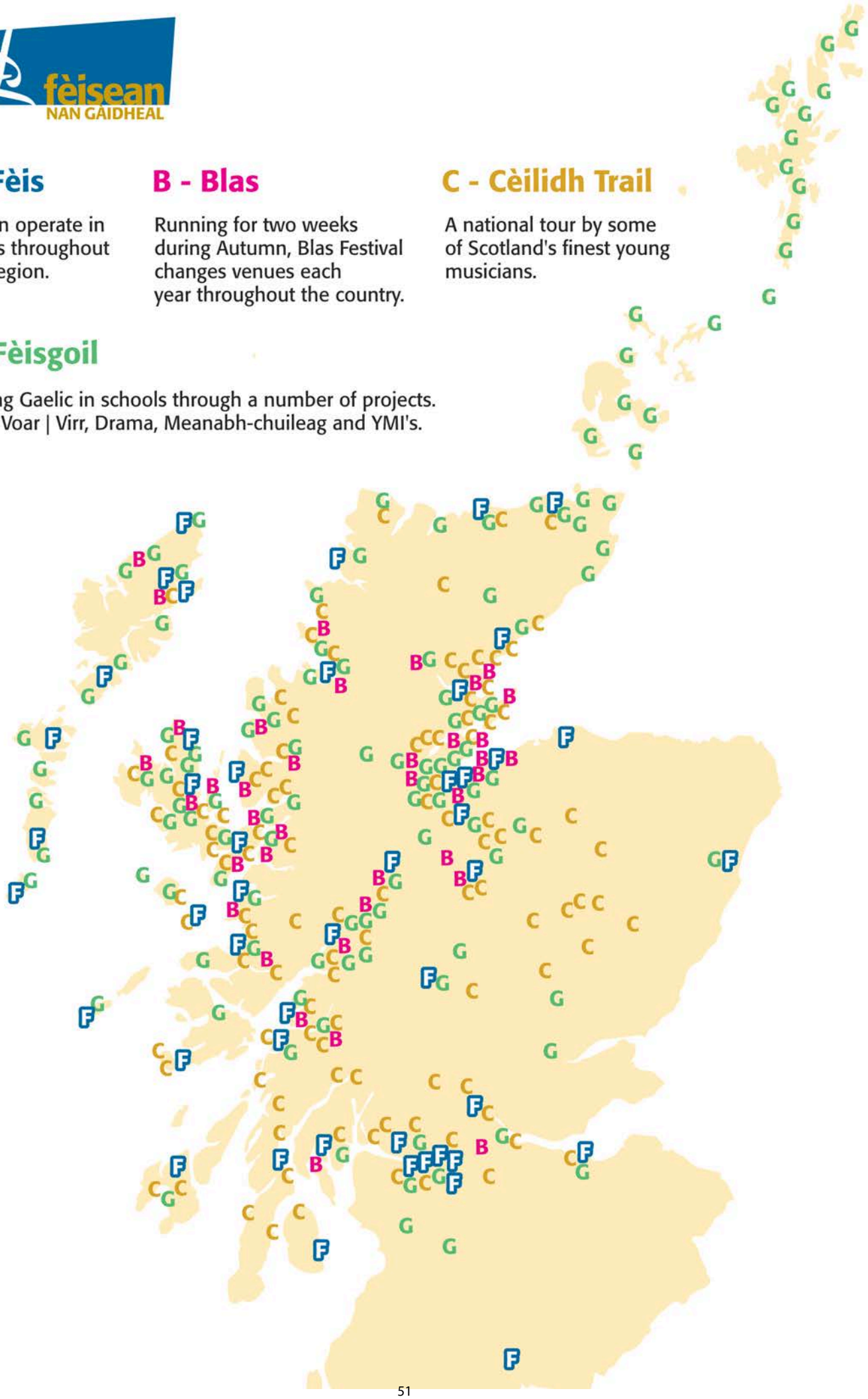
Running for two weeks during Autumn, Blas Festival changes venues each year throughout the country.

C - Cèilidh Trail

A national tour by some of Scotland's finest young musicians.

G - Fèisgoil

Offering Gaelic in schools through a number of projects. Treòi | Voar | Virr, Drama, Meanabh-chuileag and YMI's.



Draft for Board meeting 04.03.2022

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Fèisean nan Gàidheal is a company limited by guarantee, registration number SC130071, registered with OSCR as a Scottish Charity, number SC002040, and gratefully acknowledges the support of its main funders
Creative Scotland | Bòrd na Gàidhlig | Highlands & Islands Enterprise | The Scottish Government
The Highland Council | Argyll & Bute Council
as well as support from many other local authorities and public bodies with which we work

Front cover image by **Nicky Murray**

1 Background and Context

Fèis = *Festival; Feast; Fèis (Gaelic cultural festival)*

Fèisean nan Gàidheal = *Festivals of the Gaels; Support organisation for the Fèis movement*

Although it has several definitions, the Gaelic word *Fèis* is synonymous with a network of community events through which young people engage with traditional music, Gaelic song and Gaelic drama. Collectively, they have built up an impressive track record of opportunity and achievement many of which, to that date, were documented in the 2006 book: *Fèis: The First Twenty-Five Years of the Fèis Movement*[1] edited by Kate Martin.

2020 marked the 40th anniversary of Fèis Bharraigh, the pioneering event which acted as a catalyst for voluntary groups in communities across Scotland to ensure young people would learn about their language and culture.

The *Fèis Movement*, as it became known, has now spanned three generations who have engaged in Gaelic culture with many having gone on to employment, full or part time, in the creative industries. Others have gained valuable linguistic and social skills through participation and enjoy being a part of Gaelic culture as audience members, parents, viewers of television and listeners of radio and recordings.

Fèisean nan Gàidheal was established in 1991. It is a company limited by guarantee and a registered charity. The organisation was developed to offer a range of services to local Fèisean, all of which are corporate members of Fèisean nan Gàidheal.

Support for local Fèisean, and delivery of services for them, remains at the core of the organisation's activities. Everything the organisation does supports the Fèisean, or those involved in them, directly or indirectly. All staff support the work of local Fèisean and management fees charged contract and project delivery are reinvested in the Fèis support structure. Events are run to give Fèis participants valuable performance opportunities. Fèisean nan Gàidheal's education work and performance promotion provides Fèis tutors with additional employment opportunities.

Properly marking Fèis Bharraigh's milestone was hampered, of course, as 2020 was also the year in which the Covid pandemic affected all our lives. While people could not gather, digital delivery of artistic output became the norm. More than ever the enjoyment people get from engaging with traditional music and Gaelic culture was evident. Most artists had their whole year of work cancelled overnight but it was clear that those who took to digital platforms, while perhaps not earning very much, contributed hugely to the wellbeing of citizens.

Fèisean nan Gàidheal played its part in supporting artists who had their work cancelled by honouring agreements which could not be fulfilled, paying artists for work lost and creating new, paid engagement opportunities for them helping, in a modest way as a small organisation, to shield them from the worst effects of the employment crisis they faced. We

[1] http://www.feisean.org/wp-content/uploads/Feis25.pdf

enabled young people to continue using Gaelic at home while they could not attend school, through a variety of opportunities to engage in artistic and wider cultural pursuits.

Not everything during that period was bleak. Fèisean nan Gàidheal had been experimenting for a number of years with various ways of delivering work digitally. The pandemic forced us to accelerate that and many lessons were learned about the place digital technologies can play in delivering a sustainable arts programme. They offered the ability to reach a wider and more inclusive audience while reducing the environmental impact of our programme. Although there is a compelling argument for maintaining most of our preparatory and administrative work online, there is no suggestion this should become the normal way to deliver the creative aspect of our programme. The legacy of Covid is likely to affect confidence among audiences and participants for some time to come, so greater use of digital platforms should continue as complementary to the face-to-face delivery we all wish to see return.

One measure of the success of the Fèisean is the way in which they nurture young people, teach them skills, often transferable to supporting other community initiatives, before welcoming their return as tutors, performers and organisers. Three generations of Fèis participants have evolved as a positive force within their communities and demonstrate that their culture is essential to wellbeing and contributes towards the social, economic and environmental prosperity of their places.

A Culture Strategy for Scotland (Scottish Government 2020) highlights the importance of recognising "each community's own local cultures in generating a distinct sense of place, identity and confidence". It also calls for the adoption of the Place Principle stating that: "Place - community, landscape, language and geography - is important and reflects the creativity of the past and provides inspiration for cultural expression today".

It is against the backdrop of ensuring recovery and restarting work in communities that Fèisean nan Gàidheal has prepared this ambitious Programme Plan for 2022-27. Participating in Gaelic culture, with all the artistic, social, linguistic and wellbeing outcomes which flow from that, should be nurtured, supported, celebrated and sustained in 21st century Scotland.

The UN Convention on the Rights of the Child sets out children's right to rest, leisure and play, cultural life and the arts. The arts are not an added bonus but an essential part of life that all children and young people should have the opportunity to enjoy. The Scottish Government's *Time to Shine* 0-25 Youth Arts Strategy was designed, in part, to support that aim and Fèisean nan Gàidheal's work was highlighted in it:

> *The traditional arts sector and in particular the Fèisean movement spearheaded by Fèisean nan Gàidheal is looked at with envy from many other parts of the globe. There is much that Scotland's young people's arts sector can learn from it in terms of how it is networked, how it reaches out beyond its perceived usual participants, how it identifies and supports talent and how it supports the continued up-skilling of its workforce.*

The interest and ability in traditional music in Scotland has grown exponentially since the Fèisean began. Fèisean have also been a successful driver in raising awareness of the Gaelic language, contributing to community and social cohesion in the process. A report published

by the Traditional Music Forum[2], following a 2015-16 census, found that 17,240 people under 18 were involved in learning traditional music. At that time, therefore, Fèisean nan Gàidheal's work represented over a third of all traditional music tuition for young people in Scotland.

Scotland has always looked outwards. It is interesting to observe the support for Sistema Scotland, based on a Venezuelan model which utilises classical music as a means of engaging young people to overcome difficulties and build confidence in themselves. This has been piloted in several of Scotland's most challenged communities. The Youth in Iceland model is being piloted in Dundee. State intervention over a sustained period with investment in community-organised sport, music, art, dance and other clubs, has resulted in a dramatic reduction in substance use among Icelandic teenagers.

The potential for transformation through participation in the arts should never be under-estimated and sometimes it is worth looking inward and celebrating that which is home-grown. The Fèisean have transformed communities and young people's lives using traditional music and Gaelic arts, over their 40-year existence. Of 38 Fèisean within the area covered by Highlands & Islands Enterprise, 21 are in HIE Fragile Areas. Those communities may not face the same challenges as Raploch, Govanhill or Dundee, but they certainly have socio-economic and linguistic challenges which Fèisean contribute to overcoming.

Membership of Fèisean nan Gàidheal provides 47 independent, local organisations with access to funding, insurance, musical instruments, training, teaching resources as well as the ability to comply more easily with child protection and other legal requirements. Without the support of Fèisean nan Gàidheal, local Fèisean would have to make provision on an individual basis. Investment in Fèisean nan Gàidheal strengthens and develops cultural activities in more than 200 communities across Scotland reaching over 70,000 people annually. Within this Plan, references to Fèisean nan Gàidheal are meant as a collective term for all the Fèisean as well as the name of the umbrella organisation.

Several reports[3] highlight Fèisean nan Gàidheal's role as an example of good practice in the development of traditional music, Gaelic song, Gaelic drama, traditional dance and Gaelic language as well as wider community development. Its work enables participation in the arts for people of all backgrounds in many communities throughout the country, including areas that are rurally isolated. The arts have an important role to play in increasing the use and visibility of Gaelic. Fèisean nan Gàidheal's work enables closer engagement with the language, promotes better understanding of its place in Scotland's identity and culture and promotes positive attitudes towards Gaelic.

In addressing Fèisean nan Gàidheal's 2021 Annual Conference, Scottish Government Cabinet Secretary for External Affairs, Constitution and Culture, Angus Robertson MSP, said:

> *I'm aware that, as an organisation, you've never stood still and have always been developing and building on the work of previous years. Fèisean nan Gàidheal has enriched the cultural life of Scotland, with your strong support for traditional music and Gaelic, and we all look forward to this continuing in the months and years ahead.*

[2] http://www.feisean.org/wp-content/uploads/TMF-Traditional-Music-Census-2015-16.pdf
[3] http://www.feisean.org/en/feisean-en/research/

Fèisean nan Gàidheal believes participation in the arts and creativity promotes equality and diversity, contributes to wellbeing and to the economy of Scotland. The work of Fèisean nan Gàidheal has done much to promote a sense of place, linking young people with their culture, language and heritage evident, for example, in the work of its archiving projects[4] and Fuaran[5]. Many of the places in which Fèis activities take place are considered to be of importance for a variety of reasons – the environment, the provision of arts in the community, the economic circumstances of an area or the health of the Gaelic language. For young people to understand who they are and where they are going, they need to know from whom and where they have come. They need a sense of belonging, values, beliefs, identity and expression, the promotion of which has been a key success of the Fèis movement.[6]

In a 2018 debate in the Scottish Parliament which ratified the UNESCO Convention for the Safeguarding of the Intangible Cultural Heritage, the then Cabinet Secretary for Culture, Tourism and External Affairs, Fiona Hyslop MSP, said:

> *I believe that to be able to move forward as a nation, we must acknowledge our roots and recognise the value of that intangible cultural heritage in defining and shaping our national identity, our sense of belonging and our continuity as individuals and communities. The success of Fèisean nan Gàidheal is an excellent example of that, for Gaelic song, story and tradition. The intangible is a critical part of how we experience our heritage—binding and connecting us to our past, our present and our future. It is of vital importance that we nurture that legacy.*

Ways in which Fèisean nan Gàidheal, and the wider Fèis movement, contribute to the preservation and promotion of intangible cultural heritage are highlighted in *Mapping Intangible Cultural Heritage Assets and Collections in Scotland* [7], a report commissioned by Museums Galleries Scotland, Historic Environment Scotland, Traditional Arts and Culture Scotland and Creative Scotland and compiled by Steve Byrne.

While Fèisean nan Gàidheal endeavours to record and acknowledge the many achievements of individual Fèisean within its Annual Reports, all of which are available on its website[8], it is only possible in this Plan to highlight some of what the organisation achieved in delivering its 2018-21 Development Plan. Among the highlights:

- We engaged with well over 200,000 people during the period
- We generated around £8m worth of activities contributing to the economic wellbeing of artists and communities
- Tuition was offered through the Fèisean to around 16,000 young people
- Around 2,000 artists were supported as tutors and performers
- An expanded range of Gaelic language, music - including YMI - and drama work was delivered in schools across Scotland through Fèisgoil
- A wide range of training sessions and other support was offered to tutors and Fèis organisers

[4] http://www.feisean.org/en/creative/archiving-project/
[5] http://www.feisean.org/fuaran/en/welcome-to-fuaran/
[6] http://www.feisean.org/wp-content/uploads/Use-or-Ornament.pdf (section 6.3)
[7] https://heritagecrafts.org.uk/wp-content/uploads/2021/08/Mapping-ICH-in-Scotland-Local-Voices-Aug-2021-w-Logos.pdf
[8] http://www.feisean.org/en/annual-reports/

- The *Beairteas* programme was developed to encourage the use of Gaelic among young people and intergenerational sessions to enrich their language skills
- The FèisTV service was expanded with regular livestreaming of events and a new online teaching service, *Oide*
- 3 Blas Festivals, in partnership with The Highland Council, reached a wide audience, live and online, included young people in the programme which also supported new commissions, a large number of artists and a variety of Highland communities
- There was collaboration with a large number of Scottish organisations and international work with the Oriel Centre in Dundalk, Celtic Colours in Cape Breton, Amateo with bodies from across Europe and the establishment, with others, of the European Folk Network
- Fèis Chataibh and Fèis Air an Oir worked in partnership to develop a junior cèilidh band during the summer months of 2018
- Fèis Inbhir Narainn musicians performed at Belladrum festival
- 19 participants from Fèis Tìr a' Mhurain, Fèis Tìr an Eòrna, Fèis Eilean na Hearadh, Fèis Eilean an Fhraoich, Fèis na Rubha and Fèis Taigh Dhonnchaidh took part in a showcase on the main stage of the 2018 Hebridean Celtic Festival
- Participants from Fèis Tìr a' Mhurain and Fèis Tìr an Eòrna had the opportunity to perform at the Eilean Dorcha Festival
- Fèis Chille Bhrìghde an Ear held a very successful inaugural event in September 2018
- Fèis an Iar Dheas participated in a showcase concert *Fèis: The Music* with a host of leading musicians from the local area
- Fèis Lochabair, Fèis a' Bhaile, Fèis Spè, Fèis Air an Oir and Fèis Lochabair took part in workshops led by Nic Gareiss as part of his First Footing residency with the Scottish Traditional Dance Forum
- Four participants from Fèis nan Garbh Chrìochan secured a £3,000 award from the Youth and Philanthropy Initiative with a presentation that highlighted the work the Fèis does to tackle local social issues
- Fèis Phàislig held its first Cèilidh Trail in 2018 and the group played as part of the cultural programme for the European Athletics Championships held in Glasgow
- As part of the Year of Young People, over 100 participants from across the Fèis movement took part in a *Ceòl nam Fèis* concert at the Strathpeffer Pavilion
- The following day, those participants joined a further 650 young people from across the country at Northern Meeting Park in Inverness for a tremendous celebration of our language, music and song footage from which subsequently featured in a number of BBC ALBA programmes
- 40 participants from across the Fèisean performed at the opening concert, *Syne of the Times*, at Celtic Connections 2019 alongside leading traditional music acts including, Dàimh, Julie Fowlis, Michael McGoldrick and Donald Shaw
- Fèis Thatha held its inaugural Fèis event in Aberfeldy in 2019
- A new Gaelic-medium Fèis - Fèis na Linne - was established in Sleat, initially under the auspices of Fèis an Earraich
- Participants from Fèis na h-Òige, Fèis a' Bhaile and Fèis Inbhir Narainn took part in *The Gathering* which was held at the Northern Meeting Park, Inverness
- The newly-formed Fèis Àir held classes and workshops in Ayrshire in September 2019
- Fèis an Earraich participants took part in a dance festival in Westenholz, Germany
- Fèis an Rubha and Fèis Taigh Dhonnchaidh organised a monthly *Taigh Cèilidh* in the community, encouraging people of all ages to share music, stories and songs

- Fèis na h-Òige hosted Irish-speaking youngsters from the Oriel Centre in Dundalk as part of the Guth na nGael exchange initiative
- The ongoing Fuaran programme facilitated the collection and archiving by young people of newly-recorded traditional songs and we undertook a major Gaelic song project to celebrate the Year of Coasts and Waters
- Fèis Bharraigh celebrated its 40th anniversary with an online cèilidh, with plans for a wider programme of celebrations rescheduled due to the pandemic
- A new programme of work was developed and delivered online during Covid lockdowns
- Our residential events – Sgoil Shamhraidh Dràma, Fèis Alba and 5 Latha – continued annually with online versions during the Covid pandemic
- Over 30 participants from across the Fèisean took part in Mike Vass' Blas Commission *Air Falbh ann am Bàta*
- Nine Fèisean were supported to engage 15 musicians-in-residence through the newly-devised *Treòir* programme funded by Creative Scotland's Youth Arts Fund
- Fèisean nan Gàidheal was accredited as Living Wage employer and is firmly committed to fair pay
- The Scottish Government Islands Team commissioned Fèisean nan Gàidheal to devise and deliver a programme of cultural activities – Treòir | Voar | Virr - offered to all island schools providing employment to around 50 tutors with the opportunity to gain a UHI-accredited qualification to assist them in finding additional creative work.

Fèisean nan Gàidheal has been fortunate to have benefitted from the support of a range of bodies over the years and it will would continue to seek that. Creative Scotland's *Music Sector Review*[9] made a case for Fèisean nan Gàidheal's work to be funded over a longer term than the normal 3 years.

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

In whatever way it manifests itself, support for Fèisean nan Gàidheal's 2022-27 programme will enable the continuation of work built up through incremental development over a period of four decades. The programme will sustain activities organised by 40+ voluntary-run Fèisean as well as work in over 200 communities across Scotland delivering cultural, educational, social, economic, linguistic and wellbeing outcomes. Fèisean nan Gàidheal has never stood still and will always look for innovative ways to further support the core cohort of Fèisean and the young people, artists and volunteers on whom they rely.

> *I am so grateful to the Fèis movement for all the music and experiences I had as a participant and thereafter as a tutor for all it's done for my Gaelic and music and friendships and communities. It's a wonderful organisation.*
>
> Participant response in *The Cultural, Social, Economic, Linguistic and Wellbeing Impacts of Fèisean nan Gàidheal*

[9] http://www.creativescotland.com/__data/assets/pdf_file/0014/21470/Creative-Scotland-Music-Sector-Review-v1-2.pdf (page 89)

2 Summary of Plan

As well as outlining the background to the organisation, its achievements over the lifetime of its previous plan and the context in which it currently works, this Programme Plan for 2022-27 commits Fèisean nan Gàidheal to delivering its mission of inspiring young people to value our culture. The focus will be on recovery from the Covid pandemic and supporting artists.

Fèisean nan Gàidheal will look to realise its ambition of developing the creative talent of young people through its support for communities across Scotland wishing to engage with and enjoy Gaelic arts and culture. Traditional arts and Gaelic language will be promoted as unique and defining assets that contribute to Scotland's distinctiveness.

Pursuing its ambition shall enable Fèisean nan Gàidheal to deliver a range of outcomes, particularly in relation to the widening of access to and enjoyment of Gaelic arts, promoting work that leads to a better understanding and appreciation of Scotland's traditional arts and work inspired by, and in, the Gaelic language. Delivering Fèisean nan Gàidheal's outcomes will result in a diverse range of young people being involved in creative experiences that will enhance their talent and life skills and support experimentation in the Gaelic arts. The outcomes should be strengthened community confidence and better quality of life.

Working in partnership with bodies that wish to deliver similar outcomes is the only way this plan can be delivered. Fèisean nan Gàidheal shall continue to be adaptive and responsive to changing priorities and shall ensure equality and diversity in its work, at the same time as further embracing digital technology and addressing issues of equality and sustainability.

Building on its track record, this Programme Plan outlines benefits from Fèisean nan Gàidheal's work and demonstrates demand for its continuation. To deliver its outcomes Fèisean nan Gàidheal will operate across five work themes:

1. Support and Develop Fèisean
2. Enhance Skills and Creative Talent
3. Enhance Gaelic Arts and Culture in Creative Learning
4. Engage and Develop Audiences
5. Maintain High Standards in Governance and Staffing

For each of those themes, the Programme Plan articulates the rationale, the outcomes to be delivered, outlines a strategy and provides narrative around delivery.

The Programme Plan demonstrates how the outcomes of Fèisean nan Gàidheal's work will deliver measures within the various strategies of other bodies including the Scottish Government, Creative Scotland, Highlands & Islands Enterprise and Bòrd na Gàidhlig.

The Programme Plan outlines the governance arrangements that are in place to oversee its delivery and details the management and staffing structures that will ensure delivery on a day-to-day basis. An overview is provided of the networks that support wider work in the traditional arts and Gaelic language and Fèisean nan Gàidheal's relationship with them.

Budget estimates are provided for delivery of outcomes over the initial three-year period of the Programme Plan. These will be reviewed annually and amended as appropriate in the light of agreements reached with various funding partners and other circumstances at that time.

A’ toirt ar dualchais do ar n-òigridh

Develop the creative talent of young people by supporting opportunities for communities across Scotland to engage with and enjoy Gaelic arts and culture, promoting traditional arts and Gaelic language as unique and defining assets that contribute to Scotland’s distinctiveness.

3 Mission, Ambition and Outcomes

Mission
A' toirt ar dualchais do ar n-òigridh – *inspiring young people to value our culture*

To fulfil this mission our ambition is to
Develop the creative talent of young people by supporting opportunities for communities across Scotland to engage with and enjoy Gaelic arts and culture, promoting traditional arts and Gaelic language as unique and defining assets that contribute to Scotland's distinctiveness.

Pursuing our ambition shall enable delivery of the following outcomes

1	Fèisean are fully supported to recover from the Covid pandemic resuming their activities and, over time, returning to previous levels of engagement.
2	The creative talent, life skills and wellbeing of young people are enhanced through participation and experimentation in the Gaelic arts.
3	Equality of treatment and opportunity is assured in widening access to Gaelic arts and culture ensuring diverse groups of people participate and enjoy creative experiences.
4	Employment opportunities are created for artists with a commitment to Fair Work and maximising economic benefits across Scotland.
5	In planning, promoting and participating in activities our responsibility to protect the environment and reduce carbon use is discharged.
6	The use of Gaelic is increased in creative activities through work particularly, though not exclusively, with island Fèisean.
7	Creativity is used as a means of attracting people across Scotland to Gaelic with opportunities to learn, use and develop the language.
8	The public has a better understanding and appreciation of Scotland's traditional arts through creative work inspired by the Gaelic language.
9	Community confidence is strengthened and quality of life and wellbeing improved through creative activities and opportunities to use Gaelic in cultural contexts.
10	Community cultural development is enhanced particularly, though not exclusively, in areas of low economic activity.
11	Digital technologies are utilised to bring our work to a wider, more diverse and dispersed audience.
12	Commitment to Fair Work shall help retain a skilled workforce which uses Gaelic in the workplace and provides strong leadership and advocacy in the Gaelic arts sector.
13	Cultural tourism is supported through the development of an authentic visitor experience.
14	International work ensures Gaelic language and culture contributes to Scotland's distinctiveness and links forged with Gaelic speakers in other parts of the world.
15	Fèisean nan Gàidheal is responsive to change and acts appropriately to new circumstances.

Fèisean nan Gàidheal expects a number of outcomes to be delivered through its support of local Fèisean, the main focus of its work. Outcomes will also be delivered through Fèisean nan Gàidheal's own engagement in the delivery of contracts and services to third parties.

In the Programme of Work detailed in Section 4, the numbers relating to outcomes to be delivered under each work theme refers to those detailed in the foregoing table.

Delivering our mission, ambition and outcomes, in partnership with local Fèisean and others, shall contribute towards delivery of the National Outcomes in the Scottish Government's Performance Framework.

National Outcome		Fèisean nan Gàidheal Work Themes				
		Support and Development of Fèisean	Enhancement of Skills and Creative Talent	Enhancement of Gaelic Arts and Culture in Education	Audience Engagement	Maintain High Standards in Governance and Staffing
1	We are creative and our vibrant and diverse cultures are expressed and enjoyed widely	☒	☒	☒	☒	☒
2	We respect, protect and fulfil human rights and live free from discrimination	☒	☒	☒	☒	☒
3	We have a globally competitive, entrepreneurial, inclusive and sustainable economy	☒	☒	☒	☒	☒
4	We are open, connected and make a positive contribution internationally	☒		☒	☒	☒
5	We tackle poverty by sharing opportunities, wealth and power more equally	☒	☒	☒	☒	☒
6	We live in communities that are inclusive, empowered, resilient and safe	☒	☒	☒	☒	☒
7	We grow up loved, safe and respected so that we realise our full potential	☒	☒	☒	☒	☒
8	We are well educated, skilled and able to contribute to society	☒	☒	☒	☒	☒
9	We have thriving and innovative businesses, with quality jobs and fair work for everyone	☒		☒	☒	☒
10	We are healthy and active	☒		☒	☒	☒
11	We value, enjoy, protect and enhance our environment	☒		☒	☒	☒

In 2022 an independently-produced report - *The Cultural, Social, Economic, Linguistic and Wellbeing Impacts of Fèisean nan Gàidheal*[10] – was authored by the economist Steve Westbrook, consultant Sandy Anderson along with associates Pàdruig Morrison and Alana MacInnes.

Tasked with looking at the overall impacts from the work of Fèisean nan Gàidheal and Fèis Rois, as well as creating micro-studies assessing Fèis Rois, the Blas Festival and the Tasgadh Fund, devolved from Creative Scotland, among a number of conclusions the report states that:

- Approximately 115 FTE jobs are supported in Scotland by the Fèis movement overall, of which 84.5 FTEs are supported by Fèisean nan Gàidheal's programme
- Earnings of around £2.95m per annum are generated overall, of which £2.2m is generated by Fèisean nan Gàidheal's programme.

When asked about their Gaelic language skills, 34% of tutors and performers described themselves as fluent, another 34% as a learner, 19% as a beginner and 13% as a non-speaker. However, 84% said that their involvement with Fèisean activities has encouraged them to use Gaelic more often, 85% that involvement has enhanced their Gaelic skills, and 87% that it has made them believe more strongly that Gaelic is important to Scotland.

[10] Link TBC

Among tutors and performers, 55% had attended a Fèis, or more than one Fèis, as a child, 73% scored highly the influence of the Fèisean on their musical/artistic development while 66% felt the Fèisean had helped them gain skills which have been of use to them in their chosen career.

Almost all respondents, 98%, agreed that their involvement with Fèisean has made them believe more strongly that the traditional arts are important to Scotland. 90% also believed that the Fèisean had improved their well-being, with comments including:

"I feel that I am doing something good for the area and the young people who live here".

"Music has brought me joy since the age of 10 when I was handed a fiddle".

"Traditional music has a major positive impact on my mental health as well as the enjoyment of being in the company of like-minded individuals".

The Blas Festival reached an audience of around 83,000 live and online over the 4 years the study looked at. During the period, just over 1,700 performers and tutors were engaged in Blas activities. On average, audiences rated festival events at 94% in relation to value for money, 94% in relation to enjoyment and 88% in relation to the use of Gaelic at Blas events.

In relation to the Tasgadh grants fund, 87% of all respondents thought the Tasgadh application process was straightforward, and only 4% thought it time consuming. 96% thought the guidelines were clear and 92% were satisfied with the transparency of decision-making, with comments including:

"Really easy application process, lovely helpful organisation handling it. Have found everyone friendly, professional and supportive and overall it is one of the most pleasant and straightforward funding strands open to artists working in storytelling to apply to."

"This and MEG (Maoin nan Ealan Gàidhlig, also disbursed by Fèisean nan Gàidheal on behalf of Creative Scotland) should be the gold standard for most small-medium scale arts funding. It proves that light touch works."

In summing up his thoughts on the importance of the Fèis movement, Capercaillie's Donald Shaw, for many years Artistic Director of Celtic Connections said:

> *My own feeling is that the Fèisean have been pivotal in bringing national awareness, respect and admiration to traditional music and Gaelic song over the last four decades, and there is no doubt that the Fèisean have had a major impact on the wider music community through education and social cohesion, and in many cases have inspired a sense of identity. Many musicians of my generation did not see a particularly easy pathway to a career in music whilst at the age of leaving school, mostly because the music we felt about passionate about - folk and traditional music - was just emerging from the shadows of lazy 'tartan' kitsch stereotyping of the 60's & 70's, and so it took a new generation, emboldened by the ethos and integrity of the Fèisean, to rise up through schools, workshops, residencies and festivals and emphasise the power and relevance of our country's unique culture. This 'rebirth' if you like has arguably been the main catalyst for*

multiple positive economic, social and cultural factors - including the transformation of the teaching of traditional music throughout the country, from sustaining single teacher livelihoods in rural communities, to the emergence of music degree courses like that of the traditional music course at the Royal Conservatoire (where artistic boundaries brought about by style definitions have benefitted from being blurred by the understanding of folk music's influence on all music forms). But it is perhaps the bringing together of family, friends and community that has benefitted most from what the Fèisean can bring - something as powerful and important as music, language and song itself.

Fèisean nan Gàidheal's approach to delivering outcomes specific to a number of individual organisations are detailed in Section 6.

4 Programme of Work 2022-27

Themes
Fèisean nan Gàidheal will deliver a programme covering five work themes:
1. Support and Develop Fèisean
2. Enhance Skills & Creative Talent
3. Enhance Gaelic Arts & Culture in Creative Learning
4. Engage and Develop Audiences
5. Maintain High Standards in Governance and Staffing

Benefits
According to the 2022 report *The Cultural, Social, Economic, Linguistic and Wellbeing Impacts of Fèisean nan Gàidheal*, the total employment generated in Scotland by Fèisean nan Gàidheal activities equates to around 115 FTE jobs contributing over £2.95m to the economy.

Figures for Fèis Rois are included in the report as it is a member of Fèisean nan Gàidheal. We work closely with Fèis Rois on a number of projects, but it no longer receives annual funding from Fèisean nan Gàidheal as it is regularly funded separately by Creative Scotland and has its own established management structure. Its programme supports around 30.5 FTEs and contributes nearly £800k to the economy.

The Fèis Movement has successfully generated hard economic benefits for Scotland, including fragile areas within the Highlands and Islands and urban areas that suffer from socioeconomic deprivation. However, the artistic, social and linguistic benefits are just as important for the good of the nation. There has never been a time when more young people have been skilled in playing traditional music and singing traditional songs, nor the opportunities so plentiful.

As indicated in Section 1, the creative industries benefit greatly from our work. Other beneficiaries include accommodation providers, eating establishments, car and bus hire companies, insurance brokers, travel agencies and Gaelic translators, often operating in rural, more fragile areas.

Demand
Demand for the work we support remains very high:
- Over the past three years engagement levels have been high, reaching well over 200,000 people, generating around £8m worth of activities contributing to the economic wellbeing of around 2,000 artists and 200 communities
- We have maintained numbers of young people attending individual Fèisean at a time when family incomes diminished and a pandemic made face-to-face delivery impossible
- We have striven to ensure access and participation, through bursaries and free places, for those who could not afford to pay and offer additional assistance to Fèisean to ensure participation by anyone with additional needs
- During the pandemic we delivered an online programme which attracted around 1,700 participants and our online engagement increased dramatically
- Although the audience for Blas fluctuates from year-to-year depending on the programme offered, it remains healthy as do satisfaction ratings

- Summer Cèilidh Trails reached a very large audience, depending on the events at which they appear, providing an authentic visitor experience as well as training and employment for young musicians
- Fèisgoil has greatly increased its engagement with school pupils with an increasing number of local authorities and public bodies contracting the service to provide cultural activities which help deliver outcomes required of Gaelic Language Plans and other initiatives
- We have seen increases in the number of people employed to deliver Fèisean nan Gàidheal's programme due to additional teaching opportunities created as a result of the increase in Fèisgoil activities and a number of new initiatives devised to support artists during the Covid pandemic
- Our increased use of social media demonstrates the interest in our work and using digital media enables us to disseminate information to large numbers of people quickly and cheaply
- Engagement through FèisTV has expanded over the past few years and this, and the use of other online platforms during the pandemic, has resulted in large numbers watching content
- Providing grants, on behalf of Creative Scotland, to other organisations through Tasgadh and Maoin nan Ealan Gàidhlig increases our engagement with the traditional and Gaelic arts sectors and provides a range of additional opportunities for artists.

Ability to deliver

Fèisean nan Gàidheal is an organisation with an excellent track record in project and programme delivery as well as management of substantial public funds.

It was a core-funded organisation of the Scottish Arts Council, a foundation organisation of Creative Scotland and regularly funded by Creative Scotland between 2015 and 2022.

HIE has supported Fèisean nan Gàidheal throughout those periods also, as has Bòrd na Gàidhlig since soon after its establishment. The relationship with HIE changed at the end of 2021-22. While regular funding for Fèisean nan Gàidheal's programme will no longer be available, support can still be sought for projects and new developments.

Key local authorities such as The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council have also been very supportive. However local authority funding is uncertain and we no longer have a regular contract with Comhairle nan Eilean Siar.

Fèisean nan Gàidheal has also delivered work funded by the Scottish Government Gaelic and Scots Team or commissioned, as in the case of the ambitious Treòir | Voar | Virr, by the Scottish Government Islands Team.

An innovative and adaptive organisation, Fèisean nan Gàidheal always looks to lever funds and maximise benefit for funding bodies and has sought to reduce its reliance on public funding by earning additional income. At present it earns around 40% of its required funding with any surpluses generated from contract delivery used to support its core work. Partnership working is essential and Fèisean nan Gàidheal will strive to maintain a mix of funders and partners in delivering this Programme Plan during 2022-27.

Details of our governance arrangements and staffing structure are available further on in the plan. The following is an organisational SWOT analysis:

Strengths

- Clear development plans underpin the work of the organisation, good leverage to organisations funding us, contributing to Scotland's economy
- Ability to earn income through adaptability and selling of services with a strong record of contract delivery
- Accredited as a Living Wage employer with a commitment to fair pay for staff, artists and tutors
- Low staff turnover resulting in a skilled core team with expertise in offering quality services
- Sound governance and financial management in place with equality evident in the composition of the Board of Trustees which is representative of the Fèisean
- Increased awareness of the need for carbon reduction through the recording of use having been introduced
- Innovative ways employed to support the Fèis infrastructure, creating opportunities for participants
- Programme supports employment for marginally more women than men in rurally isolated areas
- Programme supports Gaelic language which is used by a minority in Scotland
- EDI Plan in place and approved by Creative Scotland
- Strong volunteer involvement in local Fèisean and membership consulted on all major developments
- Works cooperatively to deliver its programme
- Positive relationships with government and local authorities through effective advocacy and collaboration
- Effective use of digital media to increase engagement and contribute to a sustainable environment

Weaknesses

- Geographic spread of activities can create logistical and environmental problems in service delivery
- Signs of volunteer fatigue in some local Fèis committees could lead to decrease in activity
- Disparate nature of Fèisean leads to communication difficulties in some cases
- Travel to and from our base is relatively expensive, time consuming and not environmentally friendly
- Communication and public transport links are not always conducive to sustainable working
- Inability to insist that Fèisean pay industry rates to tutors due to lack of adequate funding
- EDI data indicates lack of diversity in some areas of practice
- Lack of private sector investment in Fèis movement
- Tension between striving to deliver services to Fèisean and delivering strategic projects to earn income
- Tension between demonstrating inclusion and fulfilling the Gaelic language needs of the organisation at staff level
- Disparity in demonstrating diversity and fulfilling the need for local Fèisean to be represented at Board level
- Level of awareness of the Fèis movement outwith 'traditional' areas
- Slightly depleted workforce due to reductions in funding forcing us to make savings in order to protect services to the Fèisean

Opportunities

- Recovery to pre-Covid engagement levels
- Positive profile of the Fèis movement and its recognised contribution to the artistic and cultural life of Scotland
- Overcome volunteer fatigue in local Fèis committees by offering additional support
- Ability to make further contributions to Scotland's economy
- Regular funding from Creative Scotland helps lever funding from other partners
- Potential to earn income by providing services to other organisations strengthening our resilience
- Continuation of positive nature of gender balance within the organisation
- Ongoing implementation of EDI Plans and improvements in diversity
- Learning from the pandemic extend the use of digital technology to cut down cost and contribute to environmental sustainability
- Ability to help deliver *Time to Shine*, the *National Islands Plan*, the *National Gaelic Language Plan* and help others deliver commitments under the Gaelic Language Act
- Attract private sector investment
- Foster support from MSPs and local politicians for the work of the Fèisean
- Expansion and inclusion of Fèisean in 'non-traditional' Fèis areas with enhanced support

Threats

- The medium to longer term effects of the Covid pandemic on our programme delivery
- Possible reductions in funding for arts and culture reducing the ability to recover and build up deliver y of our programme, leading to possible job losses and diminution of economic impact
- Effects of Brexit on public finance and ability to work internationally
- Withdrawal of, or reduction in, funding by a significant partner such as Creative Scotland, HIE or Bòrd na Gàidhlig
- Failure to fully support the Fèisean leading to volunteer fatigue and decrease in activities
- Risk of overload and staff fatigue from attempting to deliver too many projects to earn income in order to sustain the organisation
- Some of our activities remain under-funded, leading to staff time being expended on additional fund-raising and contract delivery in order to sustain our core programme
- Reductions in funding could lead to fewer opportunities for young people in rurally isolated areas
- Lack of sufficient funding could mean artists not being paid at a level that would offer parity with other careers

Work Theme 1

SUPPORT AND DEVELOP FÈISEAN

RATIONALE

Fèisean nan Gàidheal exists primarily to support and develop local Fèisean aiming to ensure everyone, who wishes to, may access and enjoy experiences in the traditional arts. The differences between Fèisean are valued and our support is geared towards the specific needs of each organisation we support. The input of volunteers in running them is one of the key strengths of the Fèisean. The geographical spread of the Fèisean creates challenges but also enables communities across Scotland to be transformed through cultural development with the opportunities afforded by the Fèisean offering the ability to enhance the quality of life for all. We recognise the important role arts and culture play in increasing the visibility of Gaelic and engagement with the language and the key role Fèisean play in that.

We acknowledge and value the role of volunteers and aim to make the work less onerous and more enjoyable for them through the provision of a range of services geared towards their specific needs. The contribution of some of Scotland's foremost traditional artists who tutor at Fèisean is highly valued and Fèisean nan Gàidheal seeks to offer realistic pay when they work with us. Through close cooperation and joint working, we wish to ensure delivery of creative activities. Agreeing with the UN Convention on the Rights of the Child to "rest, leisure and play, cultural life and the arts" as well as the *Time to Shine*[11] vision our work can help ensure "all Scotland's children and young people flourish and achieve in and through the arts and creativity".

OUTCOMES TO BE DELIVERED (see section 3)

1	2	3	4	5	6	7	8	9	10	11	14

STRATEGY

Our priorities and timetable to **Support and Develop Fèisean** shall include:

	2022/23	2023/24	2024/25	2025/26	2026/27
Regular funding for Fèis activities through a Grants Scheme for Fèisean with a commitment to paying tutors MU minimum rates if sufficient funding is available	√	√	√	√	√
Development funding with a specific element towards increasing Gaelic medium drama and music delivery	√	√	√	√	√
Employment of tutors - artists in residencies - with Fèisean when opportunities arise	√				

[11] http://www.creativescotland.com/resources/our-publications/plans-and-strategy-documents/national-youth-arts-strategy (page 4)

Strategic and practical support through a network of Development Officers each with a portfolio of Fèisean	√	√	√	√	√	
Support for local organisers paid through Annualised Hours as part of our Grants Scheme for Fèisean	√	√	√	√	√	
Assistance for community groups wishing to establish new Fèisean	√	√	√	√	√	
Further development of Gaelic use at Fèisean particularly, but not exclusively, in island communities	√	√	√	√	√	
Regular engagement with local Fèisean through Lead Officers, an annual conference and regional gatherings	√	√	√	√	√	
Establishment of a Fèis 'buddy system' to encourage mutual support and joint working between Fèisean	√					
The lending of instruments for free use at the Fèisean from our Musical Instrument Bank	√	√	√	√	√	
Supporting Fèisean to establish local musical instrument banks to cut down on transport costs and carbon use		√				
The central administration of a PVG scheme to ensure protection for children and vulnerable adults	√	√	√	√	√	
Assistance with the implementation of our Gaelic Language Policy	√	√	√	√	√	
Development of policies recommended for adoption across the Fèis movement to ensure high quality organisation and provision of arts activities	√	√	√	√	√	
Enhancing the understanding and status of our work through dissemination of news on our website, to media contacts, social media and digital newsletters	√	√	√	√	√	
Inclusion of young people in decision-making within Fèisean	√	√	√	√	√	
Production of new Gaelic and traditional music resources in digital formats		√	√			√
Provision of insurance giving Fèisean cover for all aspects of their arts activities	√	√	√	√	√	
Provision of additional financial assistance, where required, to ensure access for those with additional support needs	√	√	√	√	√	
Strategic support for Fèisean wishing to expand and sustain a year-round programme of work as funding allows	√	√	√	√	√	
Support for new and experimental work in the Gaelic arts	√	√	√	√	√	
The collection and digitisation of traditional Gaelic songs	√	√	√	√	√	
Gaelic proof-reading for Fèisean	√	√	√	√	√	
Simple graphic design to help Fèisean ensure Gaelic use and visibility	√	√	√	√	√	

√ indicates years in which activity is anticipated to take place. Time-limited funds may have an impact on when certain activities can take place.

WHAT WE WILL DO

Our attention over the next few years will be to ensure local Fèisean re-establish their work in the wake of the Covid pandemic. Fèisean nan Gàidheal will strive to deliver the above outcomes by ensuring access to enriching creative experiences in the traditional arts to as wide a range of people as possible aiming to return to pre-pandemic levels of engagement.

We will have a renewed focus on supporting individual artists, creating as many paid opportunities as possible with a commitment to fair pay for all artists we contract.

In doing so we will promote equality, diversity and inclusion through engagement with people from a wide range of communities across the country, including those in areas of social and economic deprivation. As far as possible, we will enable people to participate in arts activities in their own locality where that is desirable.

We will continue to operate a Grants Scheme for Fèisean, focusing primarily on support for main Fèis activities and year-round classes. We will endeavour to ensure grants are sufficient to allow Fèisean to pay industry standard rates to tutors. For many Fèisean this will require a significant uplift in the fees they pay to tutors. With our grants scheme already under pressure it will be a challenge to deliver fully on this aim without additional support.

Our Fèis Development Fund has been an extremely valuable mechanism for supporting innovation, with relatively modest support often levering in substantial additional investment to local communities. We will continue to operate a development fund but may, from time to time, target funding towards the delivery of specific priorities, for example increasing music and drama work through the medium of Gaelic at Fèisean.

Community groups across Scotland approach Fèisean nan Gàidheal with the aim of establishing a Fèis. Applications for membership are considered by the Board of Fèisean nan Gàidheal to ensure groups fulfil the required criteria and are strategically placed to meet the access and inclusion aims of Fèisean nan Gàidheal. Fèisean nan Gàidheal staff will continue to provide support for new Fèisean. Taking a strategic overview of where new Fèisean are established can help inclusion and environmental sustainability by cutting down on the need for young people to travel long distances to access activities.

We will also take a strategic view of support for Gaelic medium Fèisean, particularly where demand comes from communities where Gaelic medium education is available or where there is a desire to increase the use of Gaelic in a community. Involvement in Gaelic arts can contribute to broadening the vocabulary and enriching the language of young people by increasing opportunities to use the language outwith school.

At the core of our organisation is a dedicated team of people who support Fèisean. Fèisean nan Gàidheal's staff will continue to be supported to ensure Fèisean benefit from one-to-one attention from a Lead Officer who should, ordinarily, be the first point of contact in their dealings with Fèisean nan Gàidheal. They will be enabled to help with a range of issues such as grant form completion, grant compliance including assistance with disclosure checking, raising of external funding for specific projects, publicity for events, compliance with Fèisean nan Gàidheal's Gaelic Policy, hands-on assistance for committees during their Fèis, organisation of training for organisers as well as collaboration between Fèisean.

Fèisean nan Gàidheal's musical instrument bank is well used and demand regularly outstrips the supply of available instruments. Fèisean nan Gàidheal will continue to make instruments available to Fèisean free of cost and allow individuals to access them with low rental charges. Fèisean nan Gàidheal will maintain the current instruments and invest in new instruments, as capital funds allow. Lead Officers will assist Fèisean to raise funds to establish local instrument banks to address issues of environmental sustainability.

Fèisean nan Gàidheal treats the safety and wellbeing of all people with which it works as paramount and has, for a number of years, offered a central PVG scheme whereby disclosure checks are done at no cost to the Fèisean. This service will continue during the lifetime of this plan and we will ensure Fèisean are kept appraised of any changes to legislation that affect them and are supported to deal with them.

In addition, Fèisean nan Gàidheal will introduce clearer guidelines on safeguarding, some of which will be enforceable through conditions of grant, in order to tackle any inappropriate behaviour or abuse on the part of people in a position of trust.

We will offer a news service for Fèisean wishing to publicise events and will regularly release Fèisean nan Gàidheal news to the media. We will produce digital newsletters and use social media to disseminate news. We will contribute to sharing news releases of partner organisations as appropriate.

Fèisean nan Gàidheal believes young people should be involved in decision-making within local Fèisean and Fèisean nan Gàidheal. Progress has been made over the past few years with young people on Fèisean nan Gàidheal's Board of Trustees, on the Blas Programming Group and the Café Bheairteis steering group. Further opportunities will be developed.

We will engage in the digitisation of teaching resources, where possible making them available in e-book formats which can be accessed free of charge or on a pay-to-download basis. New resources will be produced in digital formats as much as possible.

Fèisean nan Gàidheal will continue to provide insurance to all Fèisean covering their essential needs as a membership benefit. This represents a considerable saving to local Fèisean and mitigates the risk of cover not being in place.

Fèisean nan Gàidheal will continue to offer specific funding to Fèisean to ensure young people with additional needs can access the creative experiences on offer. This will be done on a case-by-case basis in line with our Access Policy.

Our archiving projects have been successful in encouraging intergenerational transmission of Gaelic at the same time as collecting, and making available digitally, valuable aspects of local culture and intangible cultural heritage which Fèisean can use into the future. Building on *Fuaran* we will continue to encourage young people to collect, research, learn and re-record Gaelic songs, in particular, and make the new recordings available digitally. We will also engage renowned writers of Gaelic songs and pair them with young people, and adults, to encourage more people to learn the craft of song-writing and to experiment in a range of genres. New songs will be made available digitally.

Work Theme 2

ENHANCE SKILLS AND CREATIVE TALENT

RATIONALE

We recognise the role of the Fèisean in encouraging participation in the arts and in nurturing talent. Perhaps their greatest value is to the thousands of young people who have taken part in Fèis activities over 40 years and who have gained additional skills as a result. Several hundred have gone on to be outstanding musicians, singers or actors and now make their living through performance and/or teaching and we acknowledge the central role of the Fèisean in that process. Former Fèis participants play in bands that sustain the programmes of festivals across the country and abroad. Our work has had an influence on the creative, linguistic and social skills of the young people who participate in Fèisean[12].

We recognise the need to continue investing in developing the skills of those delivering our programme so that we can achieve the best possible outcomes for them. We have an ability to develop the talent of young Fèis participants and offer pathways towards further development and study through cooperation with others. We take seriously our ability to contribute towards increasing numbers of Gaelic speakers and greater use of the language in Scotland through the positive policies we seek to implement.

OUTCOMES TO BE DELIVERED (see section 3)

2	3	4	5	7	8	10	13	15

STRATEGY

Our priorities and timetable to **Enhance Skills and Creative Talent** shall include:

	2022/23	2023/24	2024/25	2025/26	2026/27
Regular training in teaching skills for tutors allowing them to progress through various levels	√	√	√	√	√
Regular Gaelic language training for Fèis tutors to ensure an increase in Gaelic use in line with our Gaelic policy	√	√	√	√	√
Training for staff and, possibly, Fèis organisers in elements of language planning, possibly through the newly-established network of Gaelic Officers, to assist in increasing use of Gaelic in community events	√	√	√	√	√
Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible	√	√	√	√	√
Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean	√	√	√	√	√

[12] http://www.feisean.org/wp-content/uploads/25-Years-of-Feisean.pdf (pages 51-54)

Cooperative working to offer further progression to individual young people	√	√	√	√	√
Address disciplines under-represented in the Fèisean through specialist events bringing tutors and experts together to share skills and best practice		√	√		
Provide inter-generational training with less experienced tutors learning from recognised tradition bearers	√		√		
Use digital platforms to deliver at least some training online, reducing travel and carbon emissions	√	√	√	√	√
Provision of digitisation, collecting and transcribing skills for young people		√		√	
Provision of performance skills training for young people	√	√	√	√	√
Provision of music business skills training for young people	√	√	√	√	√
Opportunities for artists to develop writing/composing skills through new commissions	√	√	√	√	√
Participation in initiatives that will lead to employment for young people in the arts and creativity	√	√	√	√	√

√ indicates years in which activity is anticipated to take place. Time-limited funds may have an impact on when certain activities can take place.

WHAT WE WILL DO

In implementing the above strategy, Fèisean nan Gàidheal will promote excellence in its own working practices and those with whom it works. We will assist young people and adults as far as possible to pursue a career in the arts and creative industries should that be their wish.

Regular training will be available through an annual programme. We will explore the ability to deliver training digitally in all instances and make that option available where it is possible to encourage participation and reduce carbon emissions.

In order to maintain a skilled workforce, Fèisean nan Gàidheal will organise regular training for its staff. This will be extended to other Fèisean with staff, where appropriate. Our training programme for volunteers invests in people in many areas who often use the skills gained through Fèis activities for the wider benefit of their community. Organisers will benefit from the provision of a wide range of skills training on, demand, including fund-raising, child protection, EDI issues, Gaelic language, first aid, governance and computer skills.

While Fèisean nan Gàidheal is best placed to provide some of the training on offer, particularly for the Fèis organisers, we will engage external trainers when required and assist with the cost of delivery of relevant training provided by external trainers.

Traditional music tutors within and outwith the Fèis movement will be able to develop their skills through sessions on teaching techniques, lesson planning, the use of Gaelic and the identification of teaching resources. Courses will be available in a number of locations, or digitally, cutting down as much as possible on the need for tutors to travel.

We will support on-going training for tutors involved in the delivery of our formal education work through Fèisgoil. This will include passing on best practice in teaching and the use of resources in order to deliver outcomes of the *Curriculum for Excellence* or any successor.

As well as utilising the skills available through our tutor pool, we will train tutors in language teaching in order to meet the demand for Gaelic teaching through Fèisgoil (see Development Area 3). This will involve a transfer of skills employed in the teaching of music and ensuring tutors are sufficiently acquainted with available resources, as well as developing our own.

To fully implement our Gaelic Language Policy regular Gaelic language classes for Fèis tutors will be organised and relevant terminology will be available digitally on our website, and augmented, for tutors to access at any time. This will also continue to be available through a mobile app. Gaelic skills are enhanced through some of the digitisation work we undertake, in interviewing people and transcribing the materials collected, as well as Café Bheairteis.

Fèisean nan Gàidheal continually learns from experiences and adapts delivery to ensure the training provided is relevant, valuable and of high quality. We will ensure the views of young people involved in our skills development are gathered and invite feedback on activities we organise. We may, from time to time, convene focus groups or issue questionnaires, using digital media, to invite comment and gauge demand for activities we are planning.

Young people who have come through the Fèis movement as participants have long been able to return as tutors. We will provide teaching and performance opportunities to allow them to make use of their creative skills to generate an income.

We will engage in themed years, if possible, as has been the case in the past.

We will bring tutors and experts together to share skills and good practice in certain areas of the traditional arts which remain under-represented in the Fèisean.

Fèisean nan Gàidheal commissions new work from time to time which offers the opportunity for experimentation. Through the Blas Festival we aim to commission new work annually, as funding allows. These commissions allow artists to develop their composition skills and, in the past, have been reprised after their Blas outing, sometimes featuring on BBC ALBA or BBC Radio nan Gàidheal and in festivals like Celtic Connections, Belladrum and HebCelt.

Our Fèis Cèilidh Trails offer young people opportunities to undertake training in arranging music, engaging with an audience, promoting events and using PA equipment before experiencing the life of a touring musician. This is one of several opportunities offered to help them make an informed decision about pursuing a career in the arts.

The success of the Fèisean has resulted in study pathways in traditional music having been established including the BA Scottish Music Course at the RSAMD, BA Traditional Music Course at Sabhal Mòr Ostaig, BA Applied Music Course at UHI and the National Centre of Excellence in Traditional Music at Plockton High School. Those institutions have been sustained with the involvement of Fèis participants, either as students or tutors. We will continue to work with them to ensure Fèis participants access further learning opportunities.

Work Theme 3

ENHANCE GAELIC ARTS AND CULTURE IN CREATIVE LEARNING

RATIONALE

We recognise that we have a cohort of very skilled tutors who have successfully transferred their expertise from delivering in the informal sector to the formal education sector. Fèis tutors have utilised their skills to deliver work in the arts and Gaelic language that ensure outcomes required of the *Curriculum for Excellence*, the *National Gaelic Language Plan*, wider Scottish Government initiatives and help deliver best practice as defined in the *Statutory Guidance on Gaelic Education*.

We acknowledge the need for Fèisean nan Gàidheal to generate income from delivering services we have drawn a range of arts and Gaelic language based creative learning and community projects together into our Fèisgoil service. This includes active participation in music, drama and Gaelic language within schools as well as Gaelic awareness-raising training for public bodies and Gaelic enriching activities among other initiatives. Fèisgoil allows engagement in audience development offering local Fèisean opportunities to promote the work they do in complementing that being offered in schools.

Above all working in schools, including special schools, offers an opportunity to include all young people in participation in language and culture regardless of their ethnic background, ability to afford lessons, learning capabilities or existing level of creative talent, no matter where they live.

OUTCOMES TO BE DELIVERED (see section 3)

2	3	4	5	7	8	9	10	11

STRATEGY

Our priorities and timetable to **Enhance Gaelic Arts and Culture in Creative Learning** shall include:

	2022/23	2023/24	2024/25	2025/26	2026/27
Promotion of Fèisgoil as a coherent service offering opportunities for active participation in creative learning	√	√	√	√	√
Continuing to use digital platforms for at least some education work, to reach a wider, more diverse audience and cut down on carbon emissions	√	√	√	√	√
Offering traditional music classes in schools though the Youth Music Initiative (YMI) and other programmes such as the Mòd Academy	√	√	√	√	√

Further promotion of *Beairteas* and *Caraidean Còmhraidh* – inter-generational schemes to enrich language	√	√	√	√	√
Offering residential opportunities for community activities delivered in Gaelic including 5 Latha	√	√	√	√	√
Offering residential opportunities to enhance creative skills through the Sgoil Shamhraidh Dràma and Fèis Alba	√	√	√	√	√
Blasad Gàidhlig – programmes for schools requiring an introduction to Gaelic language and public bodies requiring Gaelic Awareness Training	√	√	√	√	√
Professional learning opportunities in Gaelic arts and culture for teachers and Fèisgoil tutors	√	√	√	√	√
Gaelic medium drama workshop and performance programmes with Meanbh-Chuileag	√	√	√	√	√
Gaelic related drama workshop and performance programmes through Sporan for learners of Gaelic	√	√	√	√	√
Work in partnership with others to sustain community Gaelic drama supporting inter-generational participation in creative activities		√	√	√	√
Promoting active participation for early years groups through Hùb Hàb	√	√	√	√	√
Support for new Gaelic song writing		√		√	
Gaelic language support work at Fèisean with Sgioba-G to ensure engagement of more young people	√	√	√	√	√
Support for other Gaelic medium artforms and activities that could be delivered in schools through the Fèisgoil service	√	√	√	√	√
Mini-Fèisean in schools and communities to ensure knowledge of and participation in Gaelic culture	√	√	√	√	√
Music, song and drama delivered through the medium of Gaelic in schools where Gaelic is taught	√	√	√	√	√
Simultaneous interpretation (Gaelic to English) at meetings and events	√	√	√	√	√

√ indicates years in which activity is anticipated to take place. Time-limited funds may have an impact on when certain activities can take place.

WHAT WE WILL DO

In implementing the above strategy, Fèisean nan Gàidheal will continue its effective partnerships with other bodies and agencies to generate income by delivering contracts for them through our Fèisgoil service. This creates significant employment for freelance tutors with any surplus from delivering contracts reinvested in Fèisean nan Gàidheal's core work of supporting the Fèisean.

Fèisgoil was established in response to opportunities created by Scottish Government initiatives as well as priorities set out in Creative Scotland's 10-Year Plan, the *National Gaelic Language Plan* and the plans of local authorities and public bodies developed under the

Gaelic Language (Scotland) Act 2005. We aim to continue building relationships with public bodies and other agencies to assist them in the provision of high-quality public services that will contribute to delivering shared outcomes.

Fèisgoil provides additional employment opportunities for Fèis tutors, enhancing their income and developing their teaching skills while also attracting new tutors to the wider Fèis movement. Students planning to be teachers benefit greatly for the hands-on experience of preparing for Fèisgoil work as well as time spent in the classroom.

Fèisgoil offers local authorities a valuable service that helps deliver the active participation of pupils in creative work in schools, as well as Gaelic language for learners, contributing towards outcomes expected of the *Curriculum for Excellence*. It enables local authorities to demonstrate the best practice required of the *Statutory Guidance on Gaelic Education*.

We will continue to work with An Comunn Gàidhealach and local authorities to prepare children for participation in local and national mòds.

We will further promote our intergenerational work - *Beairteas* (richness) and *Caraidean Còmhraidh* (Blether Buddies) - to match community-based fluent Gaelic speakers with school pupils. Their richness of language, specialist knowledge of Gaelic culture and many other subjects about which they can speak in Gaelic provides a valuable resource for pupils. Some Gaelic speakers feel disenfranchised from developments in the language and the aim of *Beairteas* is to appreciate their considerable abilities and engage them in enriching pupils' language skills and knowledge of Gaelic culture.

Fèisgoil will contribute to Creative Scotland's commitment to increasing opportunities for everyone to extend their understanding of themselves through engagement with the arts and creative industries. It will help deliver the *Time to Shine* vision of ensuring that "all Scotland's children and young people flourish and achieve in and through the arts and creativity" as well as the UN Convention on the Rights of the Child to rest, leisure and play, cultural life and the arts.

One of the significant features of working with young people in schools is the opportunity it offers to include everyone in creative activity regardless of ethnic origins, social backgrounds, creative skills, learning capabilities or geographical location. For example, Fèisean nan Gàidheal has a contract with High Life Highland to deliver traditional music classes in all Highland Council primary schools through the Youth Music Initiative (YMI).

YMI work provides good quality, regular, progressive and participative educational experiences in traditional music for all pupils in a class. It reaches large numbers and includes everyone. Local Fèisean are closely involved in this delivery and use the opportunities afforded by access to school pupils to promote their own work as well as fostering good relationships with the schools from which their Fèis participants are drawn.

The Blas education programme brings quality artists into schools, either for performances that help build future audiences, or for workshops that give pupils a participative experience. In partnership with bodies such as Live Music NOW and Music in Hospitals, this work extends to hospitals and care homes.

Our Meanbh-Chuileag theatre-in-education programme will provide school pupils with a valuable Gaelic medium drama experience in a flexible learning environment, encouraging participation. Consultation will take place on the subject matter of the works produced. In the past social issues have tackled, complementing the work being done in schools, while at other times the programme deals with elements of traditional Gaelic culture. The annual Gaelic pantomime toured by Meanbh-Chuileag encourages a high level of active participation on the part of pupils.

Similarly, our Sporan initiative exists to engage young people who are not in Gaelic medium education. Drama is a powerful tool in educating young people who are learning Gaelic, or those who have never experienced it, to engage with this rich element of Scotland's culture.

Our Hùb Hàb early years initiative creates work including music, Gaelic song, drama and puppetry that encourages a high level of active participation by children with and without Gaelic language skills.

Our annual Sgoil Shamhraidh Dràma and 5 Latha residential events will provide opportunities for young people to actively engage in creativity, exploring Gaelic arts and community activities, delivered entirely in Gaelic. These events are deliberately held in communities where Gaelic is spoken widely to enable participants to use the language in a range of situations.

Work Theme 4

ENGAGE AND DEVELOP AUDIENCES

RATIONALE

We recognise our work offers opportunities to ensure local residents and visitors can experience Gaelic arts and cultural events which promote Scotland's distinctiveness. We acknowledge the benefits performance opportunities can bring in developing the skills of young people, promoting excellence and offering opportunities to experiment. We value and support events that enhance community cultural development, grow audiences, contribute to the economy and social cohesion. We believe that people should not have to travel to centres of population to access excellent events as the norm and that events in small communities are both desirable as a means of supporting can be more environmentally sustainable.

OUTCOMES TO BE DELIVERED (see section 3)

1	2	3	4	5	6	7	8	9	10	11	13	14

STRATEGY

Our priorities and timetable for **Engaging and Developing Audiences** shall include:

	2022/23	2023/24	2024/25	2025/26	2026/27
Continuation of support for local Fèis performances	√	√	√	√	√
Increase the use of Gaelic in Fèis performances	√	√	√	√	√
Support for summer Fèis Cèilidh Trails or other tourism-based performance activities	√	√	√	√	√
Organisation of the annual Blas Festival, or rural programming, including a new commission	√	√	√	√	√
Organisation of an annual Gaelic Drama Summer School	√	√	√	√	√
Residential opportunities with arts and related activities delivered in Gaelic	√	√	√	√	√
Promoting Fèis participation in national events and themed years	√	√	√	√	√
Participation by Fèis musicians in learning and showcasing opportunities in Scotland as well as abroad, with a focus on Gaelic-speaking Cape Breton and Ireland	√	√	√	√	√
Ensuring our work is available to as wide and diverse an audience through various media and digital platforms, in particular FèisTV	√	√	√	√	√
Delivery of Tasgadh and Maoin nan Ealan Gàidhlig on behalf of Creative Scotland while funding permits	√	√	√	√	√

√ indicates years in which activity is anticipated to take place. Time-limited funds may have an impact of when certain activities can take place.

WHAT WE WILL DO

In implementing the above strategy, Fèisean nan Gàidheal will continue to support Fèisean to provide performance opportunities for young people in traditional music, Gaelic song, traditional dance and Gaelic drama. Such experiences build confidence and increase visibility and wider community participation through events the Fèisean organise.

Summer Cèilidh Trails provide good quality performance experiences and employment for young musicians as well as entertainment for tourist audiences and local residents. We will support local Fèis Cèilidh Trails as finance allows.

The Blas Festival has been a very successful partnership between The Highland Council and Fèisean nan Gàidheal offering an authentic taste of the Highlands to locals and visitors alike. It is established as a pivotal event in the Scottish cultural calendar. Around 55% of the Blas audience comes from the Highlands, with 27% from the rest of Scotland and 18% from outside Scotland. Events broadcast on FèisTV and, at times, BBC ALBA enable our culture, language, heritage and environment to be showcased across the world.

As with all Fèisean nan Gàidheal projects, Gaelic language and youth are to the fore in all events, making Blas a truly unique festival both within Scotland and internationally. Blas makes a virtue of bringing high quality productions to small venues across the Highlands as well as utilising larger venues that form part of Scotland's arts infrastructure. The events feature production values not normally accessible to, or affordable for, promoters in small communities. Bringing quality events to small communities removes the need for people to travel to events in large centres of population reducing the environmental impact of such travel and addressing issues of equality of provision.

Should the nature of the partnership with The Highland Council change, Blas could continue as a lower-level showcase for the Fèis movement or as a brand for programming events in rural and island communities. We will continue to grow audiences by exploring ways for a more diverse range of people to access live events digitally through our FèisTV service.

Our Gaelic Drama Summer School provides young adults with the opportunity to engage in an intensive creative experience over two weeks. They are taught to express themselves and communicate in different ways, are involved in creative writing, film-making, technical skills and a final performance in front of an audience. We will provide a Gaelic Drama Summer School and attempt to grow the numbers of young people engaged in Gaelic drama over the period of this plan.

Our 5 Latha Gaelic medium residential event in Lewis each year, which has experienced high demand, provides a unique opportunity for young people to engage in creativity, exploring Gaelic song and traditional music alongside community work such as crofting, fishing, cooking and weaving. This augments the Gaelic vocabulary of participants through intergenerational transmission. We will continue to organise the event in Lewis on an annual basis and explore the possibility of similar events in other Gaelic communities.

We keep in touch with alumni and participants and offer them further opportunities from time-to-time. We communicate regularly with Fèis contacts and committee members and rely on them to communicate with their participants. We use online solutions such as Mailchimp and social media such as Facebook, Twitter and Instagram, as well as data harvested from tickets sales, to communicate more widely with audiences.

In the past, Fèisean nan Gàidheal has been involved in the various themed years, national and international showcase events such as the commissioning of new music – *Dealbh Dùthcha* - and the creation of an ensemble of around 30 young musicians who were Scotland's only representatives in the 2008 Liverpool European Capital of Culture celebrations. We organised Fèis participation in the 2014 Commonwealth Games Cultural Programme. We developed and delivered the only Highland and Gaelic signature event for the 2018 Year of Young People and have been involved in all themed years since. We will continue our involvement in themed years if they are relevant to the work of the Fèisean.

Our Fuaran singers have taken part in Celtic Colours in Nova Scotia and we would hope to build on the relationship with the festival as well as maintaining links with Irish counterparts. We will also explore working with new bodies through the Amateo and European Folk Network. Several Fèisean have ongoing international exchanges with similar groups in other countries. We would continue to encourage and support such links.

From time to time Fèisean nan Gàidheal has organised showcase concerts to promote the work we do and to give young people an opportunity to perform in professional venues with high production values. We will provide showcase opportunities for Fèis participants, at our own hand and in cooperation with others, in Scotland and abroad as opportunities arise. These will be produced with the best quality production values ensuring a positive experience for performers and audience.

The BBC and others have broadcast several strands of our work on television and radio. Our work must be of high quality to enable programme makers to maintain production standards. We have sought to work with BBC ALBA on opportunities to provide content for programming, and with other media to ensure our work reaches a wide audience and is available digitally, both as a record of achievement and for the public to enjoy. Through FèisTV we expect to broadcast regular events and charge, where appropriate, for people to view.

If Creative Scotland continues to fund the schemes, we will continue to run Tasgadh, an open traditional arts small grants programme allowing organisations and individuals to access small grants for projects against agreed criteria. We will also continue to deliver grants for Gaelic arts projects through the recently established Maoin nan Ealan Gàidhlig.

Work Theme 5

MANTAIN HIGH STANDARDS IN GOVERNANCE AND STAFFING

RATIONALE

It is important to have an engaged Board of Trustees to set strategy for the organisation and maintain an overview of funding agreements and the performance of Fèisean nan Gàidheal in delivering required outcomes. The Board must also ensure compliance with all requirements of Companies House, OCSR and other legal obligations.

The Board understands its duty to develop and review robust and relevant policies to support and ensure the safety of staff, volunteers, freelance artists and participants involved in activities organised, or funded, by Fèisean nan Gàidheal.

Board and staff must ensure policies are adhered to and that risk is managed in relation to all activities. Staff ensure that the principles of equality, diversity and inclusion (EDI) are embedded in the organisation's work and the Board has a role in monitoring delivery of Fèisean nan Gàidheal EDI plan.

The Board has committed to Fair Pay and recognises its duty of care over all staff, its role in appointing senior staff and ensuring they are adequately supported to deliver the work required of them.

The Board is also committed to ensuring succession, both within the staff and at Board level, undertaking various initiatives to ensure new Board members are interested in standing for election and maintaining Fèisean nan Gàidheal's reputation as a good employer.

OUTCOMES TO BE DELIVERED (see section 3)

1	2	3	4	5	8	9	12	15

STRATEGY

Our priorities and timetable for **Maintaining High Standards in Governance and Staffing** shall include:

	2022/23	2023/24	2024/25	2025/26	2026/27
Hold regular Board meetings with papers published on the organisation's website to ensure transparency	√	√	√	√	√
Convene other meetings as necessary to ensure good governance	√	√	√	√	√

Instigate a programme for potential Board members to experience meetings in advance of standing for election	√		√		√
Offer a full induction to new Board members outlining Fèisean nan Gàidheal work and their responsibilities		√	√		√
Ensure the continuing involvement of young people in decision-making	√	√	√	√	√
Ensure all policies are kept under regular review and are revised early should circumstances change	√	√	√	√	√
Engage in discussing and agreeing short, medium and long-term plans for Fèisean nan Gàidheal	√	√	√	√	√
Maintain an overview of agreements with funding bodies and ensure adequate monitoring of performance	√	√	√	√	√
Maintain an overview of an agreed EDI plan and ensure an annual progress report is considered by the Board	√	√	√	√	√
Maintain an overview of risk and ensure an annual progress report is considered by the Board	√	√	√	√	√
Ensure staff are paid fairly and that they are offered any training to enable them to reach their potential	√	√	√	√	√
Ensure all staff undergo an annual review with an opportunity for open discussion on performance	√	√	√	√	√
Ensure compliance with all requirements of Companies House and OCSR	√	√	√	√	√
Ensure compliance with all other legal requirements, including those relating to taxes and pensions	√	√	√	√	√
Publish an Annual Report featuring highlights of activities undertaken, statistics and a financial statement	√	√	√	√	√

√ indicates years in which activity is anticipated to take place. Time-limited funds may have an impact of when certain activities can take place.

WHAT WE WILL DO

A review of the function, appositeness and efficacy of Fèisean nan Gàidheal's Board was successfully concluded in January 2013 with changes to election procedures instituted at that time and further revised in 2019 to ensure representation from young people. During 2021, the Board decided to examine its Memorandum and Articles of Association to which some changes may be needed to ensure their fitness for purpose.

Members of Fèisean nan Gàidheal's Board will be selected through an open process of nomination and election that ensures Fèis representatives continue to have overall responsibility for the organisation's strategic direction. The Board reflects the community it serves with the power to co-opt two additional members should specific skills be required.

In order to encourage new members to stand for election, we will organise 'come and try' sessions where prospective Board members take part in a meeting to see how they operate and the kinds of issues they may be expected to deal with.

At their first meeting newly-elected Board members will undergo an induction workshop outlining the principles of corporate responsibility, roles as directors of Fèisean nan Gàidheal and trustees of a charity and a comprehensive overview of the organisation's programme.

The Board of Trustees will normally meet four times annually with additional meetings if necessary. Board papers are available online a week in advance of each meeting, produced in a digital format only and members utilise iPads at meetings to access them. This eradicates the cost, financially and environmentally, of producing and distributing papers and their distribution is instant. During the Covid pandemic, all meetings were held digitally and it is likely that at least some future meetings will be held online.

Observers from key funding organisations, namely Creative Scotland, Bòrd na Gàidhlig, The Highland Council and Argyll & Bute Council shall be entitled to attend Board meetings.

We will aim to reduce carbon use in delivering our programme through a variety of initiatives including greening office premises, discouraging unnecessary paper use, encouraging active and green travel where and when appropriate, promoting meat-free catering and banning single use plastic at all events organised by Fèisean nan Gàidheal. In line with our Environmental Policy, local Fèisean will be encouraged to do likewise.

While Fèisean nan Gàidheal is committed to operating in an environmentally sustainable manner, the practice is somewhat frustrated by the quality of communications available to some of our members. Many are based in rural areas with poor mobile phone or broadband connections. 3G or 4G mobile connectivity, or superfast broadband, remains an unrealistic prospect for some. The same is true of public transport in rural areas the quality and quantity of which often necessitates travel by car where an alternative form of transport might be more efficient and environmentally friendly.

Fèisean nan Gàidheal will strive to ensure excellent management of resources to the maximum benefit of the Fèis movement and funders. All policies were revised in 2021-22 to reflect changes in legislation and to promote best practice. In light of allegations of abuse which emerged early in 2022, a new Safe Place Policy was developed and agreed. The range of policies, procedures and guidance documents in place is to ensure participants in our activities as well as the people we work with, and who work for us, are protected. The following are available on Fèisean nan Gàidheal's website:

Access Policy
Anti-bribery Policy
Annualised Hours Guidelines
Business Continuity Plan
Data Protection Policy
Environmental Policy
Equality, Diversity and Inclusion Action Plan
Financial Procedures Policy
Gaelic Policy
Health and Safety Policy
IT Use Policy
Lone Workers Policy
Manual Handling Policy
Protecting Vulnerable Groups
Risk Assessment Guidelines for Fèisean
Risk Management Policy
Safe Place Policy
Staff Handbook
Staff Training and Development Policy
Stress Management Policy
Travel Policy
Whistleblowing Policy

A Risk Register will be maintained with the assessment and management of risks undertaken by staff on a day-to-day basis. The Board acknowledges its responsibility for overall risk, maintains a regular overview of risks and will receive an annual report on the highest risks and the ways in which these are mitigated. Risk management is taken very seriously by management and is a consideration in everything they do. A number of new risks were added to the register in response to the Covid pandemic to try and ensure the organisation is ready to cope with any similar event in the future.

Quarterly management accounts will be available to the Board and funders allowing them to ensure that income and expenditure is on-track for each period. Since management accounts will be prepared by our external auditors, trustees and funders should have some added comfort as to the accuracy of the figures presented.

Having devised a quarterly reporting model which outlines progress against the deliverables set against measures within Fèisean nan Gàidheal's own plan and the agreements in place with all our main funders, we will continue to offer quarterly reports to the Board and funders. Funders will also receive all papers for meetings of the Board of Trustees.

In working with a budget of at least £1.3m annually over the past decade, with funding from multiple sources, Fèisean nan Gàidheal has demonstrated sound financial management. It has regularly operated with a small annual surplus. The organisation will maintain a reserve sufficient to sustain the organisation for 3 months in the event of withdrawal of funding to the extent that would necessitate the organisation closing down and redundancy settlements having to be met.

The organisation shall deal timeously with any new PAYE or pension regulations shall, at all times, remain fully up to date with PAYE and VAT payments to HMRC and ensure returns to Companies House and OSCR are filed on time.

All Board papers will be published on Fèisean nan Gàidheal's website and an Annual Report will be made available to the public on our website along with our full Audited Accounts.

Fèisean nan Gàidheal operates a wholly owned subsidiary, Blas Festival Ltd, the Board of which consists of three nominees of Fèisean nan Gàidheal. Separate accounts shall be kept for Blas Festival Ltd, which is VAT-registered, and consolidated audited accounts produced for the activities of it and Fèisean nan Gàidheal.

Fèisean nan Gàidheal is committed to equality and diversity across the organisation and among its member Fèisean. Inclusion has been a hallmark of the Fèis movement. Our board and staff shall demonstrate gender equality and engagement in the work of the Fèisean shall include people from communities across Scotland, of all ages and backgrounds.

Although not a minority in a legal sense, Gaelic speakers are nonetheless a minoritised community within Scotland. Our work shall aspire to give the Gaelic language parity of treatment, and equal respect, with English. We shall aim to foster a better understanding of the language and engender positive attitudes towards Gaelic and positive associations with the language among participants in our activities.

Most public bodies in Scotland have a statutory requirement to support and promote Gaelic and Fèisean nan Gàidheal's work helps the bodies with which it works demonstrate, in part at least, delivery of that commitment.

We will strive to ensure equality, diversity and inclusion is integral to our work, and demonstrated in our working practices. We will engage in delivering a separate EDI Action Plan with a range of measures designed to further embed EDI good practice and raise awareness among those with whom we work.

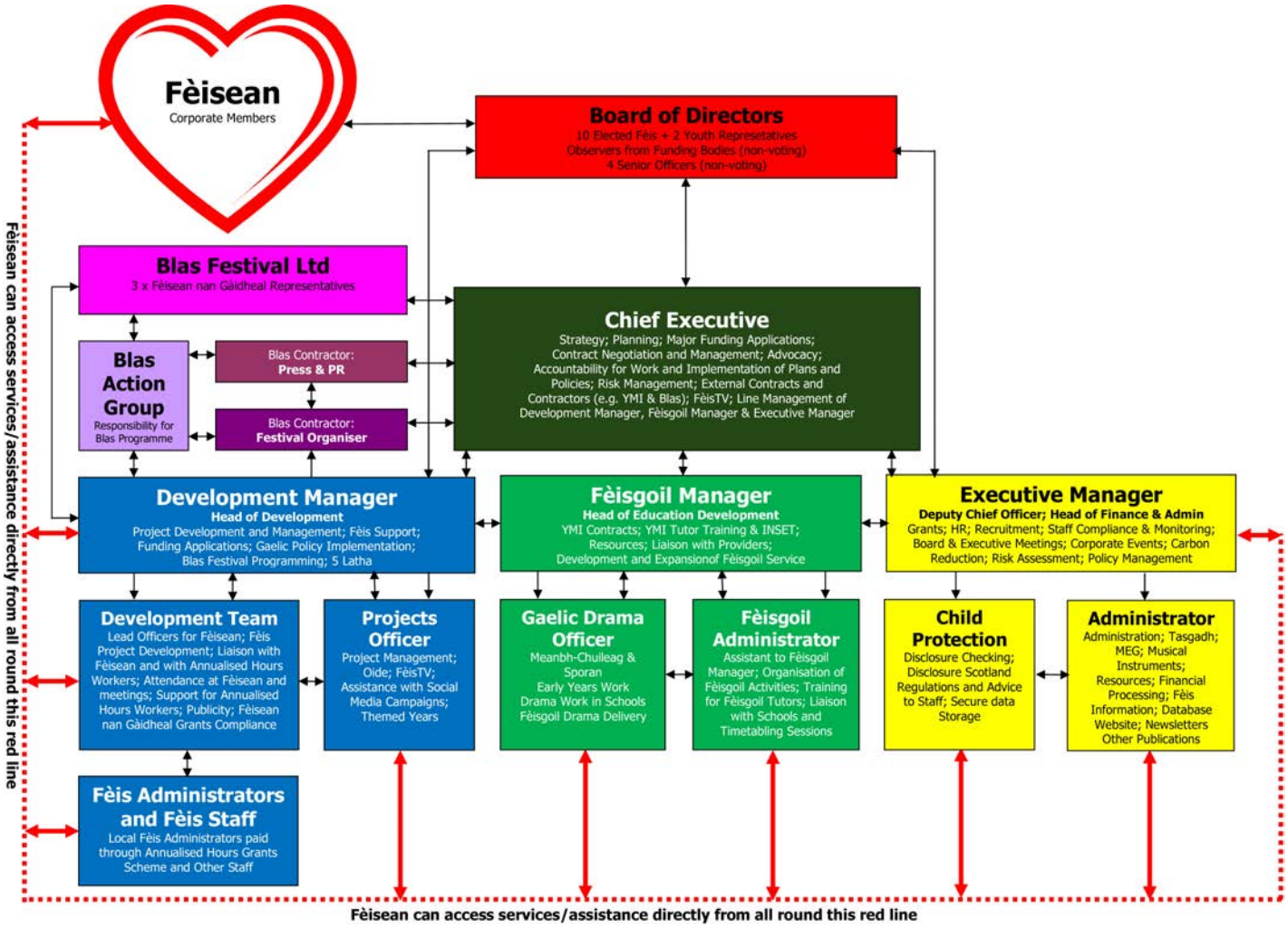
Our Access Policy goes into further detail about our commitment to other areas of equality. We have a specific fund in place, for example, to cover any additional costs in employing carers to accompany young people with disabilities, or additional needs, to ensure access to creative work. Fèisean nan Gàidheal has recently been accredited as a Living Wage employer and is fully committed to fair pay for staff and freelance artists.

In addition to the leadership provided by the Trustees, key to delivering this plan will be the retention of a skilled and diverse workforce and utilisation of the tutors who work for us on a freelance basis. In response to the Covid pandemic, where staff have been working in isolation, there is a renewed emphasis on ensuring the wellbeing of staff and freelance contractors with whom we work.

We will continue to value the contribution of some of Scotland's foremost musicians, singers, dancers and drama practitioners who tutor at Fèisean and we shall offer fair pay for their work with us. Fèisean nan Gàidheal shall ensure tutors are paid at least industry standard rates for their work directly for us. Funding available between 2018 and 2021 did not allow us to insist that Fèisean did the same. We would like to rectify this as we recognise there is a risk that, without adequate pay, the Fèisean may lose tutor expertise.

Although they cover the whole of Scotland, the majority of our officers are based in the Highlands & Islands, retaining jobs in the region. Our team takes seriously their responsibility to serve all the Fèisean with issues of costs in travelling widely across Scotland as well as carbon reduction targets considered. Travel will be limited in instances where an alternative, digital method of meeting exists, a situation forced upon us during the Covid pandemic.

As with all areas of our operation, our staff complement must always remain under review to ensure we have a staffing structure in place that can deliver the outcomes expected of this plan. We must also be ready to adapt to change and alter our staffing structure appropriately in light of feedback, research, changes in funding or priorities in order to ensure delivery of our programme as fully as possible. The staffing structure at the start of the delivery of this plan, along with an outline of individuals' areas of responsibility, is shown in the following diagram. While we encourage Fèisean to use their Lead Officer from our development team as the first point of contact with Fèisean nan Gàidheal we recognise, for various reasons, this may not always be practical. The structure reflects the access points available to the Fèisean. Basically, any member of the team will assist the Fèisean.



Fèisean nan Gàidheal's staff and Board will continue to maintain good relationships with Creative Scotland, Scottish Government, Highlands & Islands Enterprise, Bòrd na Gàidhlig and a growing number of local authorities.

We will engage with the Traditional Music Forum, Creative Scotland's Traditional Arts Working Group, the Music Education Partnership Group, the Highland Youth Music Forum and An Comunn Gàidhealach. We will participate in appropriate Arts & Business events, the Skye & Lochalsh Culture Collective, in which we are a partner with SEALL and ATLAS Arts. We will maintain relationships with other delivery organisations including Comunn na Gàidhlig, Music in Hospitals, Live Music NOW, Theatre Gu Leòr, and more, in delivering mutually beneficial programmes of work. Internationally, we aim to work more closely with Taigh Sgoile na Drochaide (Cape Breton's Gaelic medium school), Celtic Colours, the Oriel Centre in Dundalk, Amateo and the European Folk Network.

Within the context of those structures and outwith, Fèisean nan Gàidheal's team will continue to work as advocates for the traditional arts and Gaelic language and collaborate with others to widen access to, and understanding of, the sector.

5 What our programme delivers

Fèisean nan Gàidheal's programme will contribute to delivering outcomes for a number of organisations. Relevant areas of the work we can help deliver for the bodies with which we already have a close working partnership are shown in this table. These are additional to our contribution to delivery of the Scottish Government's National Outcomes, in Section 3, which we all work to deliver.

Organisation and Theme	Fèisean nan Gàidheal Work Theme				
	Support and Development of Fèisean	Enhancement of Skills and Creative Talent	Enhancement of Gaelic Arts and Culture in Education	Audience Engagement	Maintain High Standards in Governance and Staffing
Scottish Government Cultural Strategy Ambition					
Strengthening Culture: Sustaining and nurturing culture to flourish and to evolve as a diverse, positive force in society, across all of Scotland.	*	*	*	*	*
Transforming Through Culture: Demonstrating that culture is central to Scotland's wellbeing and cultural, social, economic and environmental prosperity.	*	*	*	*	*
Empowering Through Culture: Celebrating culture as part of every community; essential to our lives and wellbeing.	*	*	*	*	*
Scottish Government Priorities for Gaelic					
Bring forward a new Scottish Languages Bill which takes further steps to support Gaelic, acts on the Scots language and recognises that Scotland is a multilingual society.			*	*	*
Explore the creation of a recognised Gàidhealtachd to raise levels of language competence and the provision of more services through the medium of Gaelic and extend opportunities to use Gaelic in everyday situations and formal settings.	*		*	*	*
Ensure specific support that makes it possible for the Gaelic language to be used more often in the home and community.	*	*	*	*	*
Have a focus on arresting the intensifying language shift in the remaining vernacular communities.	*	*	*	*	*
Review the functions and structures of Bòrd na Gàidhlig which will include considering working with all authorities and bodies that have functions in arts, tourism and heritage to explore what more they can do to help deliver faster rates of progress for Gaelic.				*	*

Creative Scotland Ambition					
Excellence and experimentation across the arts, screen and creative industries is recognised and valued.	*	*	*	*	*
Everyone can access and enjoy artistic and creative experiences.	*	*	*	*	*
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity.	*	*	*	*	*
Ideas are brought to life by a diverse, skilled and connected leadership and workforce.	*	*	*	*	*
Scotland is a distinctive creative nation connected to the world.	*	*	*	*	*
Creative Scotland Connecting Themes					
Creative learning: We want to encourage organisations including ourselves, to be responsive, adaptive and continually learn.	*	*	*	*	*
Equalities and diversity: Equalities and diversity are integral to all of our work and essential to delivering quality in the arts, screen and creative industries.	*	*	*	*	*
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland	*	*	*	*	*
Environment: We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same.	*	*	*	*	*
HIE 2019-22 Strategy and 2021 Operating Plan					
Actively promote opportunities for the Gaelic language and indigenous dialects where it adds economic value.	*	*	*	*	*
We will enable communities to fulfil their vital role in contributing to the social and economic wellbeing and growth of the region. We will … encourage communities to exploit the many opportunities presented … from our unique culture and heritage, including from the Gaelic language.	*	*	*		*
Encourage and support the use of Gaelic as an economic asset, both for communities and in the tourism, food and drink and creative industries sectors.	*	*	*	*	*
Grow successful, productive and resilient businesses.	*	*			*
Foster a confident and ambitious social enterprise sector across our region.	*	*	*		*

Pursue opportunities making sustainable use of the region's natural assets, harnessing ambition and culture and investing in skills.	*	*	*		*
Enable communities to deliver decarbonisation plans.	*	*	*	*	*
Accelerate progress in developing a low-carbon economy that provides opportunities for businesses and communities and responds to the climate change emergency.	*	*	*	*	*
Build an inclusive economy through a place-based approach, reaching all parts of our region, increasing income levels and tackling inequalities.	*	*	*	*	*
Empower and enable our communities to fulfil their ambitions.	*	*		*	
Build strong, capable and resourceful communities.	*	*		*	
Support to strengthen governance and succession planning to enhance the impact of organisations in their communities.	*	*			*
Pilot new models for generating revenue in communities and innovating new products and services through the introduction of creative skills.	*	*	*	*	*
National Gaelic Language Plan 2018-23					
Initiatives which promote the use of Gaelic by young people	*	*	*	*	*
Gaelic in new media	*	*	*	*	*
Gaelic in the arts and creative industries	*	*	*	*	*
Gaelic in the workplace	*	*	*	*	*
Initiatives which strengthen language richness, relevance and consistency	*	*	*	*	*
Gaelic medium workforce recruitment, retention, training and supply		*	*		*
Resources and support for learning		*	*	*	*
Gaelic medium education (GME) in primary and secondary schools	*		*		*
Gaelic learner education (GLE) in primary and secondary schools	*	*	*		*
Gaelic Language Plans implemented by local authorities and public bodies	*	*	*	*	*
Promoting a positive image of Gaelic and raising awareness through Gaelic education at all levels, and Gaelic arts	*	*	*	*	*

Promoting the social, economic and cultural value of Gaelic	*	*	*	*	*
Positive messages about Gaelic, bilingualism, and about diversity and inclusion	*	*	*	*	*
Use of Gaelic in Island and Rural Communities	*	*	*	*	*
The Highland Council Gaelic Language Plan					
We will provide language acquisition support in the home and community for pupils in Gaelic Medium Education	*	*	*		*
We will increase the profile and build the use of Gaelic within Council funded organisations and events within the Highlands	*	*	*	*	*
We will develop opportunities for people to engage with Gaelic through the media, arts and creative industries.	*	*	*	*	*
The National Plan for Scotland's Islands					
Invest in our cultural and historic resources, to ensure that islanders are encouraged to engage with, and participate in, arts and culture.	*		*		
Support, develop and promote the creative talents of islanders, and ensure that the culture of Scotland's islands has a wide audience both nationally and abroad.	*	*	*	*	
Support all of Scotland's indigenous languages and dialects in ways that are relevant to the communities where these are spoken.	*	*	*	*	
Ensure that the commitments in this plan are informed by and aligned with commitments in the National Gaelic Language Plan.	*		*	*	*
Ensure that the effect on Gaelic language development is considered from the outset in island-specific policies and initiatives and that these link to statutory Gaelic language plans.	*	*	*		*
Work with public authorities and community groups in increasing the use and visibility of Gaelic in Gaelic speaking island communities.	*	*	*	*	*
Work with UHI and other education providers to ensure a broad range of options are available to young people.		*	*		*
Work with young people across all Scottish islands to ensure that they are able to contribute to the implementation of the Plan from an education perspective.	*	*	*		*
Continue to support and promote Gaelic medium education at all levels.	*	*	*	*	*

6 Budget projections 2022-25

Fèisean nan Gàidheal has endeavoured to take account of the outcomes it seeks to deliver over the next 5 years and has prepared financial projections for the first 3 years. Until we know the result of upcoming funding opportunities it would be difficult to look further ahead, particularly while Covid restrictions could change everything. Therefore, this section of our plan will be kept under review and adjustments made as the funding position becomes clearer.

INCOME	**2022-23**	**2023-24**	**2024-25**
Core Grants	£294,310	£415,102	£423,302
Management Fees	£220,350	£111,500	£110,800
Grants Scheme	£187,000	£234,100	£234,100
Fèis Development Fund	£11,000	£15,000	£23,500
Annualised Hours	£3,000	£22,500	£22,500
Traditional Arts Small Grants Scheme	£90,000	£90,000	£90,000
Training	£4,000	£17,500	£17,500
Fèisgoil	£511,000	£320,500	£321,000
Blas Festival	£137,000	£194,000	£194,000
Other Earned Income	£12,300	£12,800	£12,800
Support Cèilidh Trails	£39,500	£72,500	£72,000
Gaelic Residential Events	£32,553	£39,000	£38,000
Gaelic Song-writing, Archiving, Innovations	£7,000	£25,000	£24,000
Showcase and International Opportunities	£12,500	£14,000	£14,000
Resources and Digitisation Programme	£6,500	£16,000	£14,000
Press/PR/Website Updates/Newsletter	£8,400	£1,000	£1,000
FèisTV	£20,800	£17,900	£17,800
Income still to be raised	£14,250	£11,931	£20,228
TOTAL INCOME	**£1,618,463**	**£1,630,333**	**£1,650,530**
EXPENDITURE			
RUNNING COSTS			
Staff Salaries	£304,400	£382,464	£390,113
NIC Contributions	£37,497	£38,246	£39,011
Pension Contributions	£18,748	£19,123	£19,506
Staff Travel, Accommodation & Subsistence	£6,000	£10,500	£13,000
Office Rent & Rates	£32,500	£30,000	£31,000
Stationery, Printing, Postage & Photocopiers	£13,000	£13,000	£13,000
Utilities and Communications	£14,000	£14,300	£14,600
Board Expenses	£2,000	£5,000	£5,000
PVG Service	£6,000	£10,000	£10,000
Insurance	£10,500	£11,000	£12,000
Sundry Expenses	£1,000	£2,000	£2,000
Accountancy & Bank Charges	£7,500	£7,200	£7,400
Professional Fees	£2,000	£3,000	£3,000
Instrument Bank Maintenance	£2,000	£2,000	£2,000
Additional Support Needs	£3,000	£3,000	£3,000
Capital Expenses	£3,000	£3,000	£3,000
PROGRAMME COSTS			
Grants to Fèisean	£187,000	£234,100	£234,100
Annualised Hours	£11,000	£22,500	£22,500
Fèis Development Fund	£10,000	£15,000	£23,500

Creative Scotland Grants Schemes	£90,000	£90,000	£90,000
Creative Scotland Grants Schemes Management Fee	-£8,500	-£8,500	-£8,500
Training Programme	£4,000	£17,500	£17,500
Training Programme Management Fee	-£1,000	-£4,000	-£4,000
Fèisgoil	£511,000	£320,500	£321,000
Fèisgoil Management Fee	-£178,850	-£60,000	-£60,000
Annual Conference	£7,500	£12,000	£12,000
Blas Festival	£137,000	£179,500	£181,500
Blas Festival Management Fee	-£15,000	-£15,000	-£15,000
Support Cèilidh Trails	£39,500	£72,500	£72,000
Cèilidh Trails Management Fee	-£4,000	-£7,000	-£7,000
Gaelic Residential Events	£32,553	£39,000	£38,000
Gaelic Residential Events Management Fee	-£3,000	-£4,000	-£4,000
Gaelic Song-writing, Archiving etc	£7,000	£25,000	£24,000
Gaelic Song-writing, Archiving etc Management Fee	-£2,000	-£4,000	-£4,000
Press/PR/Website Updates/Newsletter	£8,400	£1,000	£1,000
Showcase & International Opportunities	£12,500	£14,000	£14,000
Showcase & International Opportunities Management Fee	-£2,000	-£4,000	-£4,000
Resources and Digitisation Programme	£6,500	£16,000	£14,000
Resources and Digitisation Management Fee	-£3,000	-£3,500	-£3,000
FèisTV	£20,800	£17,900	£17,800
FèisTV Management Fee	-£2,000	-£1,300	-£1,100
Contingency	£0	£0	£0
SUB-TOTAL EXPENDITURE	**£1,398,113**	**£1,518,833**	**£1,539,730**
Management Fees	£220,350	£111,500	£110,800
TOTAL EXPENDITURE	**£1,618,463**	**£1,630,333**	**£1,650,530**
Transfer to Reserves	£22,035	£11,150	£11,080
SURPLUS/(DEFICIT)	**£0**	**£0**	**£0**

Fèisean nan Gàidheal
Meall House, Portree, Isle of Skye, IV51 9BZ
www.feisean.org

Fèisean nan Gàidheal

Cùmhnant rannsachaidh air builean Fèisean nan Gàidheal

Àireamh air a' Chlàr Chùisean: 1.2022.02(f)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mu adhartas le obair rannsachaidh a chaidh iarraidh air builean na h-obrach againn.

Bun Fhiosrachadh

Bidh fios aig buill a' Bhùird gun deach cùmhnant rannsachaidh airson builean Fèisean nan Gàidheal a thomhas a thoirt do sgioba air a stiùireadh le Steve Westbrook agus chaidh dreach den aithisg a sgaoileadh air thoiseach air a' choinneimh mu dheireadh den Bhòrd.

Adhartas

An dèidh dhuinn beachdan a thrusadh bho bhuill a' Bhùird agus bhon sgioba obrach an dèidh sin, chaidh coinneamh a chumail leis an sgioba aig Steve Westbook ron Nollaig agus chaidh fiosrachadh a thoirt dhaibh mu mholaidhan airson leasachaidhean air an aithisg.

Bha earrann gu math cudromach den aithisg fhathast ri dhèanamh, co-cheangailte ri obair Fèis Rois, aig an àm a fhuair sinn an dreach bhuapa san Dùbhlachd. 'S e mo thuigse gu bheil seo an ìre mhath dèanta ged a tha obair a dhìth airson na h-aithisg a chrìochnachadh.

Bidh dreach ùr air a sgaoileadh air thoiseach air a' choinneimh airson beachd, cho luath 's a gheibh sinn i, agus bhitheamaid deònach molaidhean sam bith bhon Bhòrd a thoirt air ais don sgioba a tha ag obair air seo.

Gnìomh a dhìth

Thathas ag iarraidh air buill a' Bhùird:

1. Fa-near a thoirt don adhartas gu ruige seo leis an aithisg agus
2. Còmhradh a chumail mun dreach as ùire agus moladh sam bith a chur an cèill airson leasachaidhean.

Art MacCarmaig
Ceannard
An Gearran 2022

Fèisean nan Gàidheal

Àite Sàbhailte: Poileasaidh ùr agus gnìomhan

Àireamh air a' Chlàr Chùisean 1.2022.02(g)

Adhbhar a' Phàipeir

Aonta a shireadh ri poileasaidh ùr agus gnìomhan air am moladh a tha ag èirigh às.

Bun Fhiosrachadh

Mar a bhios fios aig buill a' Bhùird, nochd casaidean air pròg ram radio air BBC Scotland bho chionn beagan sheachdainean nuair a mhìnich tè òg mu ionnsaigh a chaidh a thoirt oirre le oide air an do chuir i eòlas aig Fèis na h-òige.

Ged nach robh fios sam bith againn mun chùis a thachair agus nach tàinig casaid den t-seòrsa sin riamh thugainne aig Fèisean nan Gàidheal, b' fheudar dhuinn brath a sgaoileadh agus coimhead as ùr ris na poileasaidhean agus modhan-obrach a th' againn.

Àite Sàbhailte

Tha sinn air beachdachadh air na cùisean seo taobh a-staigh Fèisean nan Gàidheal agus tha còmhraidhean air a bhith againn le buidhnean agus daoine fa leth taobh a-muigh na buidhne. Tha buill a' Bhùird air a bhith dealasach beachdan a chur air adhart cuideachd.

Tha sinn airson ceumannan a ghabhail a dh'ìonnsaigh suidheachadh far a bheil a h-uile duine nas mothachaile air sàbhailteachd agus a bhith dìon dhaoine eile nuair a chì iad dad mì-iomchaidh a' tachairt. Aig an aon àm tha sinn airson daoine a mhisneachadh bruidhinn a-mach agus a bhith cofhurtail innse mu dol a-mach mì-iomchaidh sam bith a bhios iad a' fulang.

Tha sinn air poileasaidh ùr a chur ri chèile a tha ag amas air Àite Sàbhailte a chruthachadh. Tha e a' togail nam prìomh phuingean bho na poileasaidhean eile againn a tha a' buntainn ri dìonadh. A bharrachd air na puingean seo a chur ann an cruth a tha nas fhasa a leantainn, tha gnìomhan eile ro-chasgadh air am moladh.

Tha grunnan ann ach, nam measg, bu chòir fiosrachadh nas soilleire a bhith le, no anns, na cùmhnantan a tha oidean a' faighinn, a' mìneachadh mar a thèid dèiligeadh ri cùis sam bith mì-iomchaidh sa bhios iad an sàs.

Tha sinn a' moladh, cuideachd, gum bu chòir do na comataidhean còmhraidhean a chumail air thoiseach air Fèis sam bith, le oidean agus còm-pàirtichean, airson gnothaichean co-cheangailte ri dol a-mach mì-iomchaidh a thoirt gu 'n aire.

Tha sinn airson a dhèanamh cinnteach gu bheil fhios aig a h-uile duine dè bu chòir dhaibh a dhèanamh, agus cò ris am bu chòir dhaibh bruidhinn, ma thachras dad mì-iomchaidh riutha fhad 's a tha iad a' gabhail pàirt ann an tachartas sam bith aig Fèisean nan Gàidheal no air a mhaoineachadh leinn.

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird:

1. Beachdachadh air a' phoileasaidh ùr agus na gnìomhan a bharrachd a bhios na chois
2. Molaidhean a chur air adhart airson atharraichean no leasachaidhean iomchaidh sam bith ris a' phoileasaidh agus
3. Mas e is gu bheil iad riaraichte leis a' phoileasaidh, a' gabhail ri atharraichean sam bith, an aonta a chur ris.

Art MacCarmaig
Ceannard
An Gearran 2022

Fèisean nan Gàidheal: Safe Place Policy

Purpose and Principles

Young people and vulnerable adults deserve to feel safe and secure while participating in activities organised, or funded, by Fèisean nan Gàidheal. Fèisean nan Gàidheal will take all reasonable measures to engage participants in caring, challenging, empowering, fun, inclusive, entertaining and inspiring experiences. We will strive to ensure the safety and well-being of all participants, members, organisers and tutors and protect them from physical, sexual and emotional abuse, or neglect. Fèisean nan Gàidheal's role extends to advising Fèisean how they can do likewise and, in certain cases, obliging them to do so through conditions of funding and membership.

The Safe Place policy deals, in particular, with prohibited behaviour so that a safe, inclusive and welcoming environment can be maintained in which everyone can participate in an atmosphere of respect and tolerance. It is supplementary and complementary to other policies and supporting documents Fèisean nan Gàidheal has in place to protect young people and vulnerable adults, namely our PVG Policy (which includes a Code of Good Behaviour and Good Practice), Whistleblowing Policy, Access Policy and our Equalities, Diversity & Inclusion Plan, all accessible on the organisation's website.

This Safe Place policy applies to activities organised in-person or online, or funded, by Fèisean nan Gàidheal. 'Volunteers' includes trustees, committee members, promoters or other unpaid helpers. 'Staff' includes Fèisean nan Gàidheal employees, any employee of a Fèis and freelance contractors including those engaged as tutors, leaders, supervisors or performers. 'Participants' means any young person or vulnerable adult taking part in activities and audience members attending events.

In committing to the participation in their activities by young people and vulnerable adults, volunteers and staff should recognise that special consideration must be applied to issues of recruitment, training, and review of their work.

The key principles of our Safe Place policy are as follow:

- Volunteers and staff are expected to take particular care in ensuring their behaviour is welcoming and inclusive.
- Disruptive or discriminatory behaviour, perpetrated by anyone, which prevents others participating or enjoying participation in activities is not acceptable and should be dealt with promptly.
- All volunteers, staff and participants are expected to demonstrate friendliness, civility and courtesy.
- Anyone asked to cease harassing or other unwelcome behaviour is expected to comply immediately. Harassment will be treated equally whether it takes place online or in-person.

Prohibited Behaviour

Harassment, discrimination, abuse or inappropriate behaviour of any kind will not be tolerated. This could include, but is not limited to:

- The consumption of alcohol while underage or the using of drugs at any time while in the care of, employed or contracted by, Fèisean nan Gàidheal or a Fèis.
- Discriminatory speech including offensive verbal comments related to age, gender, sexual orientation, gender identity or expression, disability, physical appearance, race, ethnicity, political affiliation or religion.
- Threatening behaviour including deliberate intimidation, stalking, unwelcome following, inappropriate photography/filming, unwelcome or violent physical contact, sustained disruption of events or any other verbal or physical conduct intended to threaten, coerce or intimidate.
- Unwelcome sexual attention or advances, suggestive comments or gestures, inappropriate requests for sexual favours or other verbal or physical conduct of a sexual nature.
- Persistent intrusion into the private lives of those who choose to participate in activities.

Anyone who engages in prohibited, or other inappropriate, behaviour should be in no doubt that, where it is reported, it will be acted upon. Some of the above behaviour could lead to

criminal charges being brought against the perpetrator and everyone should be mindful of the potential consequences, especially the adverse effect such behaviour has on the victim.

Preventative Action

In the spirit of providing a welcoming and safe place for individuals and groups to work and participate in activities, Fèisean nan Gàidheal aims to prevent incidents of inappropriate or prohibited behaviour occurring. We will put in place a range of actions to raise awareness of what constitutes inappropriate and prohibited behaviour:

- We will ensure policies and procedures are fit for purpose and that volunteers, staff, participants and parents/carers are aware of them.
- We will ensure, through conditions of funding, that Fèisean are clear they must adhere to Fèisean nan Gàidheal's policies, appoint a PVG Officer and have safeguarding measures in place.
- We will encourage all volunteers, staff and participants who witness inappropriate or prohibited behaviour to speak out at the time and defend the victim.
- We will make clear to all volunteers, staff and participants through communications, training and, where applicable, conditions of funding or contract, that unacceptable behaviour will always be challenged and the perpetrator dealt with.
- We will ensure, through contracts we issue, that staff are directed to relevant policies and the Code of Good Behaviour and Good Practice and that it is clear inappropriate behaviour could lead to instant termination of the contract and, possibly, further action. We will provide a model contract for Fèisean which includes the same.
- We will encourage all Fèisean to talk directly with volunteers, staff and participants about acceptable/unacceptable behaviour in pre-Fèis briefing meetings so that everyone is clear how they should behave, the Fèis PVG Officer is identified and participants, in particular, are clear about the procedure for reporting incidents of harassment or abuse.

Corrective Action

If preventative measures fail and there is concern about the conduct of an individual, or a complaint received, action should be taken appropriate to the situation. Under no circumstances should any individual volunteer, staff member or participant attempt to deal with the problem alone.

If a young person or vulnerable adult is at risk, it is crucial that individuals share their concerns - no matter how small - with the PVG Officer (either within the Fèis or Fèisean nan Gàidheal) or another person, such as a supervisor, nominated as a responsible person in the absence of the PVG Officer.

Participants, volunteers and staff should be able to share, in confidence, with the PVG Officer or another responsible person, concerns they may have about a colleague's behaviour. Volunteers or staff should talk to their manager/organiser if they become aware of anything that makes them feel uncomfortable. Concerns about an inappropriate staff/volunteer relationship with young people or vulnerable adults must always be reported directly to the PVG Officer or other responsible person nominated in their absence. Participants, volunteers and staff should never engage in malicious gossip about others.

While it may be difficult to express concerns about colleagues, it is important such concerns are communicated and that those sharing concerns have confidence they are safe to do so. Anonymity can generally be guaranteed to the individual raising the issue except where that individual is the victim of abuse or other inappropriate behaviour and circumstances dictate the police or social work personnel may need to be involved.

Review

This policy shall be reviewed by the Board of Fèisean nan Gàidheal every three years as per our policy review schedule, or more often if necessary. Updates will be published on the organisation's website and, if applicable, members informed when revisions have been made.

Fèisean nan Gàidheal

Cùisean Ionmhasail

Àireamh air a' Chlàr Chùisean: 1.2022.03

Anns an aithisg seo:

Àireamh air a' Chlàr Chùisean: 1.2022.03(a)	**Gnìomh a dhìth**
Teachd a-steach agus cosgaisean 2021-22 leis mar a thionndaidh cùisean a-mach gu 22 Gearran 2022.	Airson Deasbaid agus Fiosrachaidh
Àireamh air a' Chlàr Chùisean: 1.2022.03(b)	
Bidh na suimeannan a th' againn anns a' bhanca air an dearbhadh aig a' choinneimh	Aithris airson Fiosrachaidh
Àireamh air a' Chlàr Chùisean: 1.2022.03(c)	
Cunntasan Riaghlaidh gu 31 Dùbhlachd 2021, air an ullachadh le Mann Judd Gordon	Airson Deasbaid agus Fiosrachaidh
Àireamh air a' Chlàr Chùisean: 1.2022.03(d)	
Dreach bhuidseat 2022-23	Airson Aontachaidh
Àireamh air a' Chlàr Chùisean: 1.2022.03(e)	
Tabhartasan air an gealltainn do na Fèisean airson 2021-22	Airson Fiosrachaidh
Àireamh air a' Chlàr Chùisean: 1.2022.03(f)	
Molaidhean airson taic-airgid nam Fèisean 2022-23	Aithris airson Fiosrachaidh

Anne Willoughby
Manaidsear Gnìomha
An Gearran 2022

Teachd a-steach agus a-mach 2021-22 leis mar a thionndaidh cùisean a-mach gu 22na Gearran 2022

Àireamh air a' Chlàr Chùisean: 1.2022.03(a)

TEACHD A-STEACH	**2021-22**	**ÙINE**	**FÌOR**	**DIOFAR**	
Prìomh Thabhartasan	£367,411	£336,793	£348,889	-£12,095	
Cìsean Stiùiridh	£146,780	£134,548	£138,511	-£3,963	
Sgeama Thabhartasan	£206,203	£189,019	£183,523	£5,496	
Maoin Leasachaidh nam Fèisean	£11,500	£10,605	£8,380	£2,225	
Uairean Bliadhnail	£5,000	£10,542	£11,500	-£958	
Tabhartasan Beaga nan Ealan Traidiseanta	£138,529	£126,985	£41,272	£85,713	1
Trèanadh	£5,500	£5,042	£5,000	£42	
Fèisgoil	£579,919	£531,592	£328,250	£203,342	2
Fèis Bhlas	£143,706	£131,731	£147,937	-£16,207	
Teachd-a-steach Eile a chaidh a Chosnadh	£12,100	£11,092	£10,390	£701	
Taic do Chèilidhean air Chuairt	£25,500	£23,375	£28,000	-£4,625	
Tachartasan Còmhnaidheach Gàidhlig	£57,000	£52,250	£57,352	-£5,102	
Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	£11,000	£10,083	£11,000	-£917	
Mòr-chuirmean is Cothroman Eadar-nàiseanta	£10,000	£9,167	£9,400	-£233	
Goireasan is Pròg̣ram Didseatach	£16,500	£15,125	£16,500	-£1,375	
Meadhanan/PR/Ùrachaidhean air an làrach-lìn/Cuairt-litir	£9,400	£8,617	£9,400	-£783	
FèisTV	£8,500	£7,792	£8,000	-£208	
Teachd-a-steach fhathast ri thogail	£4,439	£4,069	£0	-£4,887	
TEACHD A-STEACH GU H-IOMLAN	**£1,765,556**	**£1,618,426**	**£1,372,260**	**£246,167**	
TEACHD A-MACH					
COSGAISEAN RUITH					
Tuarastalan an Luchd-obrach	£361,219	£331,117	£336,456	-£5,339	
Suimeannan NIC	£34,400	£31,533	£33,608	-£2,075	
Suimeannan Pàighte do Pheinnseanan	£18,811	£17,243	£16,641	£602	
Siubhal, Àiteachan-fuirich, Biadh do Luchd-obrach	£7,500	£6,875	£4,361	£2,514	
Màl is Cìsean airson Oifisean	£27,000	£24,750	£15,189	£9,561	
Stuthan Pàipeir, Clò-bhualadh, Postachd is Lethbhreacan pàipeir	£13,000	£11,917	£14,513	-£2,596	
Uisge is Dealain	£14,600	£13,383	£9,120	£4,263	
Cosgaisean a' Bhùird	£1,000	£917	£1,399	-£482	
Cur Poileasaidh Dìon Chloinne an Gnìomh	£5,000	£4,583	£2,979	£1,604	
Àrachas	£10,000	£9,167	£9,084	£83	
Cosgaisean Beaga	£1,800	£1,650	£1,427	£223	
Cìsean Cunntasachd is Banca	£7,400	£6,783	£7,325	-£542	
Cìsean Proifeiseanta	£18,000	£16,500	£13,784	£2,716	
A' Gleidheadh Stòras Ionnsramaidean	£2,000	£1,833	£1,238	£595	

Feuman Taice a Bharrachd	£1,500	£1,375	£0	£1,375	
Cosgaisean Calpa	£3,000	£2,750	£1,699	£1,051	
COSGAISEAN PHRÒGRAM					
Tabhartasan air am Pàigheadh A-mach	£206,203	£189,019	£15,050	£173,969	3
Uairean Bliadhnail	£11,500	£10,542	£372	£10,170	
Maoin Leasachaidh nam Fèisean	£11,569	£10,605	£800	£9,805	
Tabhartasan Beaga nan Ealan Traidiseanta	£138,529	£126,985	£115,971	£11,014	
Cìs Stiùiridh Tabhartasan Beaga nan Ealan Traidiseanta	-£13,500	-£12,375	-£13,500	£1,125	
Pròram Trèanaidh	£5,500	£5,042	£3,375	£1,667	
Cìs Stiùiridh airson a' Phròraim Trèanaidh	-£1,000	-£917	-£1,000	£83	
Fèisgoil	£579,919	£531,592	£309,824	£221,768	4
Cìs Stiùiridh airson Fèisgoil	-£99,280	-£91,007	-£91,011	£4	
Co-labhairt Bhliadhnail	£4,000	£3,667	£8,872	-£5,205	
Fèis Bhlas	£143,706	£131,731	£158,468	-£26,738	
Cìs Stiùiridh airson Fèis Bhlas	-£15,000	-£13,750	-£15,000	£1,250	
Taic do Chèilidhean air Chuairt	£25,500	£23,375	£16,325	£7,050	
Cìs Stiùiridh airson Cèilidhdean air Chuairt	-£5,000	-£4,583	-£5,000	£417	
Tachartasan Còmhnaidheach Gàidhlig	£57,000	£52,250	£28,398	£23,852	
Cìs Stiùiridh airson Tachartasan Còmhnaidheach Gàidhlig	-£3,000	-£2,750	-£3,000	£250	
Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	£11,000	£10,083	£9,526	£557	
Cìs Stiùiridh: Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	-£2,000	-£1,833	-£2,000	£167	
Meadhanan/PR/Ùrachaidhean air an làrach-lìn/Cuairt-litir	£9,400	£8,617	£3,034	£5,583	
Mòr-chuirmean is Cothroman Eadar-nàiseanta	£10,000	£9,167	£2,000	£7,167	
Cìs Stiùiridh airson Mòr-chuirmean is Cothroman Eadar-nàiseanta	-£2,000	-£1,833	-£2,000	£167	
Goireasan is Pròram Didseatach	£16,500	£15,125	£20,699	-£5,574	
Cìs Stiùiridh airson Goireasan is Pròram Didseatach	-£3,000	-£2,750	-£3,000	£250	
FèisTV	£8,500	£7,792	£4,365	£3,427	
Cìs Stiùiridh FèisTV	-£2,000	-£1,833	-£2,000	£167	
Cùl-taice	£500	£458	£0	£458	
FO-SHÙIM IOMLAN AIRSON CAITEACHAS	**£1,618,776**	**£1,483,878**	**£1,027,391**	**£456,487**	
Cìsean Stiùiridh	£146,780	£134,548	£138,511	-£3,963	
CAITEACHAS IOMLAN	**£1,765,556**	**£1,618,426**	**£1,165,902**	**£452,524**	
Air a chur chun na Maoine Glèidhte	£14,678	£13,455	£0	£13,455	
CÒRR/(CALL)	**£0**	**£0**	**£206,357**	**-£206,357**	

Fiosrachadh:

1. Airgead ri thighinn a-steach fhathast bho Alba Cruthachail airson Tasgadh is Maoin nan Ealan Gàidhlig
2. & 4. Cuibhreann de dh'airgead Treòir air tighinn a-steach agus cosgaisean a' leantainn
3. Tabhartasan nam Fèisean a' dol a-mach a-rèir feum

Fèisean nan Gàidheal

Cunntasan Riaghlaidh gu 31 Dùbhlachd 2021

Àireamh air a' Chlàr Chùisean: 1.2022.03(c)

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	Development Fund- *restricted fund*	Maoin nan Ealan Gàidhlig - *restricted fund*	Tasgadh Fund- *restricted fund*
STATEMENT OF FINANCIAL ACTIVITIES									
INCOME AND ENDOWMENTS									
Creative Scotland	350,897	314,897	25,000	3,000		0	8,000	0	0
Highland Council	101,866	38,997	62,869						
Comhairle nan Eilean Siar	13,315	5,478	7,837						
Argyll & Bute Council	18,450	18,450							
Highland & Islands Enterprise	81,423	71,423	10,000			0			
Bord na Gaidhlig	153,600	97,600	30,000		20,000	6,000			
Donations	93	93							
Membership fees	4,600	4,600							
Sale of publications	71	71							
Instrument bank revenue	2,828	2,828							
Fèisgoil - earned income	232,694				232,694				
Management charges	85,500	85,500							
Box office / concerts	9,307		9,307						
Other income	2,827	2,827							
Bank interest received	54	54							
Total incoming respources	**1,057,525**	**642,818**	**145,013**	**3,000**	**252,694**	**6,000**	**8,000**	**0**	**0**
RESOURCES EXPENDED									
Charitable activities									
Wages	271,772	271,772							
Employer's National Insurance	23,435	23,435							
Pensions	15,782	15,782							
Child protection costs	2,296	2,296							
Training	1,878			1,878					
Resources	3,406				3,406				
Fèisgoil - delivery costs	139,929				139,929				
Archiving project	7,091	7,091							
Sgoil Shamhraidh	650					650			
Cleachiaigantaigh	22,653	12,726			9,927				
Meanbh-chuileag / Pantomime	9,240				9,240				
Treòir (Fèisgoil)	17,898				17,898				
Tachartasan Comhnaidh	1,810					1,810			
Meanbh Feis	620				620				
Feis TV	23,988	0	4,038		1,304		18,645		
SG - Support for Feisean	1,815						1,815		
Devolved Fund - MEG	67,438							67,438	
Research project	13,200	8,200							5,000
Management charges	85,500	14,500	15,000	1,000	52,000	3,000		0	0
Blas - Artistes costs	54,700		54,700						
Blas - Travel and support	16,911		16,911						
Blas - PA & Lighting	24,010		24,010						
Blas - Venue hire	2,405		2,405						
Blas - Promotion	8,014		8,014						
Blas - Project manager	4,585		4,585						
Blas - Commissions	3,000		3,000						
Blas - Filming for Online	10,240		10,240						
Blas - recording & photography	650		650						
Grants to Feisean	200,402	200,402					0		
Grants for Tasgadh Fund	20,792								20,792
Grants for Ceilidh trails	10,930	10,930							
Grants for Treoir	13,611	13,611							
Instrument bank costs	298	298							
	1,080,948	581,043	143,553	2,878	234,324	5,460	20,460	67,438	25,792
Support costs									
Office rent	13,855	13,855							
Insurance	2,012	1,766	246						
Light and heat	4,311	4,311							
Telephone	8,269	8,269							
Printing postage & stationery	11,549	11,391	158						
Sundries	1,416	1,416							
Website	1,885	1,855	30						
Staff travel and expenses	4,091	4,091							
Depreciation	7,870	7,870							
Bank charges and interest	72	72							
Audit & accountancy	6,148	5,310	838						
Committee expenses	1,264	1,264							
Annual conference	8,813	8,813							
Legal & professional fees	459	459							
	72,014	70,742	1,272	0	0	0	0	0	0
Total resources expended	**1,152,962**	**651,785**	**144,825**	**2,878**	**234,324**	**5,460**	**20,460**	**67,438**	**25,792**
Net incoming / (outgoing) resources - for the nine months ended 31 December 2021	**(95,437)**	**(8,967)**	**187**	**122**	**18,370**	**540**	**(12,460)**	**(67,438)**	**(25,792)**
Funds at 1 April 2021 - unrestricted	322,604	322,604							
Funds at 1 April 2021 - restricted	79,318						13,288	45,377	20,653
Total funds at 31 December 2021	**306,485**	**313,637**	**187**	**122**	**18,370**	**540**	**828**	**(22,061)**	**(5,139)**

Fèisean nan Gàidheal
Consolidated Management Accounts
Nine months ended 31 December 2021

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	Development Fund- *restricted fund*	Maoin nan Ealan Gàidhlig - *restricted fund*	Tasgadh Fund- *restricted fund*
BALANCE SHEET AS AT 31 DECEMBER 2021									
Fixed assets									
Computer equipment - cost	72,054								
Computer equipment - additions	1,699								
Computer equipment - depreciation b/fwd	(40,095)								
Computer equipment - depreciation charge	(7,870)								
	25,788								
Current assets									
Grants receivable	85,179								
VAT	6,016								
	91,195								
Bank accounts									
FnG current account	(7,700)								
FnG high interest account	412,945								
Blas Festival current account	6,434								
Lochaber Development account	8,525								
	420,203								
Current liabilities									
Grants to Feisean awarded but unpaid	(199,602)								
PAYE & National Insurance	(14,207)								
Accrued expenses	(16,892)								
	(230,701)								
Net assets as at 31 December 2021	**306,485**								

Dreach Bhuidseat 2022-23 airson aontachadh

Àireamh air a' Chlàr Chùisean: 1.2022.03(d)

TEACHD A-STEACH	**2022-23**
Prìomh Thabhartasan	£294,310
Cìsean Stiùiridh	£220,350
Sgeama Thabhartasan	£187,000
Maoin Leasachaidh nam Fèisean	£11,000
Uairean Bliadhnail	£3,000
Tabhartasan Beaga nan Ealan Traidiseanta	£90,000
Trèanadh	£4,000
Fèisgoil	£511,000
Fèis Bhlas	£137,000
Teachd-a-steach Eile a chaidh a Chosnadh	£12,300
Taic do Chèilidhean air Chuairt	£39,500
Tachartasan Còmhnaidheach Gàidhlig	£32,553
Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	£7,000
Mòr-chuirmean is Cothroman Eadar-nàiseanta	£12,500
Goireasan is Pròg̣ram Didseatach	£6,500
Meadhanan/PR/Ùrachaidhean air an làrach-lìn/Cuairt-litir	£8,400
FèisTV	£20,800
Teachd-a-steach fhathast ri thogail	£14,250
TEACHD A-STEACH GU H-IOMLAN	**£1,618,463**

TEACHD A-MACH	
COSGAISEAN RUITH	
Tuarastalan an Luchd-obrach	£374,965
Suimeannan NIC	£37,497
Suimeannan Pàighte do Pheinnseanan	£18,748
Siubhal, Àiteachan-fuirich, Biadh do Luchd-obrach	£6,000
Màl is Cìsean airson Oifisean	£32,500
Stuthan Pàipeir, Clò-bhualadh, Postachd is Lethbhreacan pàipeir	£13,000
Uisge is Dealain	£14,000
Cosgaisean a' Bhùird	£2,000
Cur Poileasaidh Dìon Chloinne an Gnìomh	£6,000
Àrachas	£10,500
Cosgaisean Beaga	£1,000
Cìsean Cunntasachd is Banca	£7,500
Cìsean Proifeiseanta	£2,000
A' Gleidheadh Stòras Ionnsramaidean	£2,000
Feuman Taice a Bharrachd	£3,000
Cosgaisean Calpa	£3,000
COSGAISEAN PHRÒGRAM	
Tabhartasan air am Pàigheadh A-mach	£187,000
Uairean Bliadhnail	£11,000
Maoin Leasachaidh nam Fèisean	£10,000
Tabhartasan Beaga nan Ealan Traidiseanta	£90,000
Cìs Stiùiridh Tabhartasan Beaga nan Ealan Traidiseanta	-£8,500
Pròg̣ram Trèanaidh	£4,000
Cìs Stiùiridh airson a' Phròg̣raim Trèanaidh	-£1,000
Fèisgoil	£511,000
Cìs Stiùiridh airson Fèisgoil	-£178,850
Co-labhairt Bhliadhnail	£7,500
Fèis Bhlas	£137,000
Cìs Stiùiridh airson Fèis Bhlas	-£15,000
Taic do Chèilidhean air Chuairt	£39,500

Cìs Stiùiridh airson Cèilidhdean air Chuairt	-£4,000
Tachartasan Còmhnaidheach Gàidhlig	£32,553
Cìs Stiùiridh airson Tachartasan Còmhnaidheach Gàidhlig	-£3,000
Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	£7,000
Cìs Stiùiridh: Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	-£2,000
Meadhanan/PR/Ùrachaidhean air an làrach-lìn/Cuairt-litir	£8,400
Mòr-chuirmean is Cothroman Eadar-nàiseanta	£12,500
Cìs Stiùiridh airson Mòr-chuirmean is Cothroman Eadar-nàiseanta	-£2,000
Goireasan is Pròg̀ram Didseatach	£6,500
Cìs Stiùiridh airson Goireasan is Pròg̀ram Didseatach	-£3,000
FèisTV	£20,800
Cìs Stiùiridh FèisTV	-£2,000
Cùl-taice	£0
FO-SHÙIM IOMLAN AIRSON CAITEACHAS	**£1,398,113**
Cìsean Stiùiridh	£220,350
CAITEACHAS IOMLAN	**£1,618,463**
Air a chur chun na Maoine Glèidhte	£22,035
CÒRR/(CALL)	**£0**

Tabhartasan nam Fèis 2021-22 aig 24.02.2022

Àireamh air a' Chlàr Chùisean: 1.2022.03(e)

Tha an clàr a leanas a' sealltainn thabhartasan a tha air an aontachadh airson nam Fèis, agus na th' air a bhith pàighte air a' cheann-latha shuas.

Ainm Fèise	InG	InG Dùbhlanach	Prìomh Thabhartas Fèise	Maoin Ùghdarras Ionadail	Tabhartas Leantainneach	Uairean a rèir Bliadhna	Tabhartas Uairean Bliadhnail	Sgeama Leasachaidh	Tabhartas Iomlan air a Thabhann	Còrr Pàighte	Còrr gun rèiteach
Comhairle na Gàidhealtachd											
Fèis an Earraich	√	√	£3,029.00	£3,946.00	£5,628.70	50	£465.00	£800.00	£13,868.70	£11,201.00	£2,667.70
Fèis Lochabair	√		£1,270.00	£1,655.00	£9,394.70	70	£651.00	£0.00	£12,970.70	£7,449.15	£5,521.55
Fèis nan Garbh Chrìochan	√	√	£1,351.00	£1,759.00	£5,565.70	70	£651.00	£0.00	£9,326.70	£0.00	£9,326.70
Fèis Chataibh	√		£1,791.00	£2,334.00	£3,003.00	30	£279.00	£0.00	£7,407.00	£0.00	£7,407.00
Fèis a' Bhealaich	√	√	£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis Eige	√	√	£576.00	£750.00	£420.00	30	£279.00	£0.00	£2,025.00	£0.00	£2,025.00
Feis Ghallaibh	√	√	£0.00	£0.00	£2,270.80	30	£279.00	£0.00	£2,549.80	£0.00	£2,549.80
Fèis Farr	√		£0.00	£0.00	£486.50	0	£0.00	£0.00	£486.50	£350.00	£136.50
Fèis na h-Òige	√		£1,933.00	£2,517.00	£996.10	0	£0.00	£0.00	£5,446.10	£0.00	£5,446.10
Fèis Air an Oir	√	√	£2,171.00	£2,829.00	£3,500.00	0	£0.00	£0.00	£8,500.00	£2,000.00	£6,500.00
Feis Ghleann Albainn	√		£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis Rois	√	√	£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis a' Bhaile	√		£1,235.00	£1,608.00	£2,366.00	30	£279.00	£0.00	£5,488.00	£1,720.00	£3,768.00
Fèis Òigridh na Mara	√	√	£662.00	£862.00	£3,475.50	70	£651.00	£0.00	£5,650.50	£5,363.00	£287.50
Fèis Inbhir Narann	√		£526.00	£687.00	£3,500.00	70	£651.00	£0.00	£5,364.00	£0.00	£5,364.00
Fèis Spè	√		£1,238.00	£1,612.00	£2,800.00	30	£279.00	£0.00	£5,929.00	£0.00	£5,929.00
Fèis an Iar Thuath	√	√	£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis Thròndairnis	√	√	£1,183.00	£1,541.00	£0.00	20	£186.00	£0.00	£2,910.00	£0.00	£2,910.00
Feis a' Chaolais	√		£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Iomlan Comhairle na Gàidhealtachd			**£16,965.00**	**£22,100.00**	**£43,407.00**	**500**	**£4,650.00**	**£800.00**	**£87,922.00**	**£28,083.15**	**£59,838.85**
Comhairle nan Eilean Siar											
Fèis Tìr a' Mhurain	√	√	£3,694.00	£0.00	£865.20	40	£372.00	£0.00	£4,931.20	£0.00	£4,931.20
Fèis Eilean an Fhraoich	√		£4,348.00	£0.00	£2,217.60	60	£558.00	£11,061.00	£18,184.60	£11,061.00	£7,123.60
Fèis Tìr an Eòrna	√	√	£2,975.00	£0.00	£625.10	40	£372.00	£0.00	£3,972.10	£200.00	£3,772.10
Fèis Bharraigh	√	√	£4,060.00	£0.00	£2,128.00	60	£558.00	£0.00	£6,746.00	£2,265.28	£4,480.72
Fèis Eilean na Hearadh	√	√	£1,840.00	£0.00	£126.00	30	£279.00	£0.00	£2,245.00	£0.00	£2,245.00
Fèis an Rubha	√		£1,478.00	£0.00	£1,002.00	30	£279.00	£0.00	£2,759.00	£0.00	£2,759.00
Fèis Taigh Dhonnchaidh	√	√	£1,010.00	£0.00	£2,764.30	30	£279.00	£0.00	£4,053.30	£3,392.52	£660.78
Iomlan Comhairle nan Eilean Siar			**£19,405.00**	**£0.00**	**£9,728.20**	**290**	**£2,697.00**	**£11,061.00**	**£42,891.20**	**£16,918.80**	**£25,972.40**

Earra-Ghàidheal agus Bhòid											
Fèis Latharna	√		£452.00	£5,748.00	£3,763.20	70	£651.00	£0.00	£10,614.20	£10,451.00	£163.20
Fèis Mhuile	√	√	£67.00	£845.00	£0.00	10	£93.00	£0.00	£1,005.00	£0.00	£1,005.00
Fèis Thiriodh	√	√	£222.00	£2,828.00	£827.40	30	£279.00	£0.00	£4,156.40	£0.00	£4,156.40
Fèis Ìle agus Dhùira	√	√	£154.00	£1,963.00	£4,660.60	30	£279.00	£0.00	£7,056.60	£0.00	£7,056.60
Fèis na h-Apainne	√	√	£0.00	£0.00	£2,116.80	0	£0.00	£0.00	£2,116.80	£0.00	£2,116.80
Fèis Cheann Loch Goibhle	√		£49.00	£616.00	£254.80	0	£0.00	£0.00	£919.80	£0.00	£919.80
Fèis an Tairbeirt	√		£0.00	£0.00	£2,519.30	40	£372.00	£0.00	£2,891.30	£1,811.00	£1,080.30
Iomlan Earra-Ghàidheal agus Bhòid			**£944.00**	**£12,000.00**	**£14,142.10**	**180**	**£1,674.00**	**£0.00**	**£28,760.10**	**£12,262.00**	**£16,498.10**
Sgìrean Eile/Bailtean Mòra											
Fèis Arainn	√		£4,408.00	£0.00	£2,625.00	30	£279.00	£0.00	£7,312.00	£3,400.00	£3,912.00
Fèis Mhoireibh	√	√	£1,262.00	£0.00	£383.60	10	£93.00	£0.00	£1,738.60	£0.00	£1,738.60
IOMLAN InG	**37**	**23**	**£42,984.00**	**£34,100.00**	**£69,651.40**	**1,010**	**£9,393.00**	**£11,861.00**	**£168,623.90**	**£60,663.95**	**£107,959.95**
Fèis Dhùn Èideann			£2,588.00	£0.00	£9,456.30	67	£623.10	£0.00	£12,667.40	£0.00	£12,667.40
Fèis Obair Dheathain			£1,838.00	£0.00	£154.00	10	£93.00	£0.00	£2,085.00	£0.00	£2,085.00
Feis Dhùn Bhreatainn			£0.00	£0.00	£1,866.20	10	£93.00	£0.00	£1,959.20	£0.00	£1,959.20
Fèis Lannraig a Tuath			£1,394.00	£0.00	£819.00	0	£0.00	£0.00	£2,213.00	£0.00	£2,213.00
Fèis Fhoirt			£2,738.00	£0.00	£4,872.00	55	£511.50	£2,550.00	£10,671.50	£7,790.85	£2,880.65
Fèis Ghlaschu			£3,350.00	£0.00	£184.10	30	£279.00	£0.00	£3,813.10	£3,813.00	£0.10
Fèis Chille Brìghde an Ear			£0.00	£0.00	£261.80	0	£0.00	£0.00	£261.80	£0.00	£261.80
Fèis Innis an Uillt			£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis an Iar Dheas			£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis Phàislig			£4,040.00	£0.00	£5,084.80	55	£511.50	£0.00	£9,636.30	£9,219.00	£417.30
Fèis Thatha			£0.00	£0.00	£2,081.80	0	£0.00	£0.00	£2,081.80	£0.00	£2,081.80
Iomlan Sgìrean Eile/Bailtean Mòra			**£21,618.00**	**£0.00**	**£27,788.60**	**267**	**2,483**	**£2,550.00**	**£54,439.70**	**£24,222.85**	**£30,216.85**
			Prìomh Thabhartas Fèise	**Maoin Ùghdarras Ionadail**	**Tabhartas Leantainneach**	**Uairean a rèir Bliadhna**	**Tabhartas Uairean Bliadhnail**	**Sgeama Leasachaidh**	**Tabhartas Iomlan air a Thabhann**	**Còrr Pàighte**	**Còrr gun rèiteach**
GU H-IOMLAN			**£ 58,932.00**	**£ 34,100.00**	**£ 95,065.90**	**1,237**	**£ 11,504.10**	**£ 14,411.00**	**£ 214,013.00**	**£ 81,486.80**	**£ 132,526.20**

Fèisean nan Gàidheal

Seirbheisean bancaireachd le CAF

Agenda Item: 1.2022.03(g)

Adhbhar a' Phàipeir

Cead a shireadh bhon Bhòrd cunntas fhosgladh tron Charity Deposit Platform aig Charity Aid Foundation (CAF).

Bun Fhiosrachadh

Bidh cuimhne air buill a' Bhùird gun deach còmhradh a chumail aig coinneamh a' Bhùird san t-Sultain mu na duilgheadasan a bh' ann cunntasan banca fhosgladh. Bha sinn ag amas air a' chunnart a lùghdachadh airgead a bhith san aon bhanca thairis air an t-suim ceadaichte airson airgead dìolaidh, ann an suidheachadh far am bitheadh ar banca a' fàiligeadh.

An dèidh sin, bhruidhinn Art MacCarmaig ri Carola Bell a bha air rannsachadh a dhèanamh air cunntasan banca do bhuidhnean carthannais. Chuir ise air adhart pàipear le fiosrachadh feumail agus moladh sùil a thoirt air a' Charity Deposit Platform (CDP) aig CAF air a bheil eòlas pearsanta, fàbharach aice.

Chaidh am fiosrachadh a fhuaras a thoirt do Sheòras Stoddart agus Anna Mhoireach ron choinneamh mu dheireadh agus thug Seòras cunntas goirid air a chuid rannsachaidh air a' chompanaidh Flagstone Investment Management a bhios a' toirt sheirbhisean don CAF.

Bidh an CDP a' toirt cothrom air airgead a chur ann an grunn bhancaichean agus le aon iarrtas, ag amas air cosgaisean a chumail reusanta agus cunntasan fhosgladh ann an roghainn de bhancaichean le suim £50,000. Gheibh buill a' Bhùird barrachd fiosrachadh tron cheangal seo.

Dh'aontaich Anna Mhoireach, Seòras Stoddart, Art MacCarmaig, agus Anna Willoughby tuilleadh deasbaid a dhèanamh air seo, beachd a ghbhail air cunnartan agus molaidhean a dhèanamh ris a' Bhòrd an t-slighe seo a ghabhail, no gun a ghabhail.

Chaidh coinneamh a ghairm air 16 Gearran agus b' e co-dhùnadh an fheadhainn a bha an làthair nach biodh cus chunnart ann do dh'Fhèisean nan Gàidheal feum a dhèanamh de sheirbheisean a' CDP. Gu dearbh, b' e beachd na bha an làthair gum biodh seo a' lùghdachadh an cunnart a th' ann an-dràsta leis an airgead air fad aig a' bhuidhinn san aon bhanca. Bhon rannsachadh a chaidh a dhèanamh leis a' cheathrar aca, bha a' CDP air a bhith a' ruith airson grunn bhliadhnaichean gun dragh susbainteach sam bith ga thogail le luchd-cleachdaidh.

Molaidhean

Thathar a' moladh gum bu chòir do dh'Fhèisean nan Gàidheal a dhol air adhart agus iarrtas a dhèanamh. Chaidh fa-near a thoirt don fhoirm-iarrtais agus gum biodh feum air dithis Urrasair agus aon neach-cleachdaidh an ainmean a chur ris. Bhiodh dearbh-aithneachaidh a dhìth cuideachd.

Thathar a' moladh, cuideachd, gum bu chòir do dh'Fhèisean nan Gàidheal co-dhiù an t-suim a tha glèidhte aig a' bhuidhinn, air nach bu chòir feum a bhith gu làitheil, a chur ann an àireamh iomchaidh de bhancaichean stèidhichte, a' cleachdadh a' CDP, airson dìon a thoirt air a' mhaoin sin.

Gnìomh a dhìth

Thathar ag iarraidh air Buill a' Bhùird:

1. Puing no dragh sam bith a thogail mun CDP
2. Nam biodh iad riaraichte, aonta a thoirt ris na molaidhean agus
3. Cead a thoirt don Chathraiche, Ionmhasair, no Rùnaire a' Chompanaidh, an ainm a chur ri iarrtas cuide ris a' Cheannard mar neach-cleachdaidh.

Anne Willoughby
Manaidsear Gnìomha
An Gearran 2022

Fèisean nan Gàidheal

Cùmhnantan Maoineachaidh

Àireamh air a' Chlàr Chùisean: 1.2022.03(h)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mu shuidheachadh prìomh chùmhnantan maoineachaidh na buidhne.

Bun Fhiosrachadh

Mar is àbhaist bidh sinn a' cumail chòmraidhean gu cunbhalach ri riochdairean bho na buidhnean a tha gar maoineachadh agus tha e riatanach fiosrachadh a bhith aig buill a' Bhùird mu stèidh nan cùmhnantan leotha.

Cùmhnantan Maoineachaidh

1. Alba Chruthachail

Tha Alba Chruthachail air airgead a phàigheadh a rèir ar cùmhnaint airson 2021-22 agus bidh sinn a' faotainn fiosrachadh feumail gu cunbhalach bhon phrìomh oifigear againn, Siobhan NicAnndrais, mu mhaoin is cothroman eile.

Tha Anna NicGuaire a-nise air tòiseachadh na dreuchd mar Oifigear Ealain Ghàidhlig agus tha Catriona Hawksworth ann mar Oifigear Ealain Thraidiseanta. Bidh sinn ag obair leis an dithis aca air gnìomhan eadar-dhealaichte.

Bidh againn ri fiosrachadh a chur gu Alba Chruthachail le plana airson 2022-23 ro Dhiluain 7mh Màrt agus leigidh mi fios mu phuing sam bith sa chùmhnant ùr aig choinneamh a' Bhùird sa Chèitean.

Tha mi fhìn agus Iain Rothach, Ceannard Alba Chruthachail, gu bhith a' còmhradh air fòn air 7mh Màrt cuideachd.

2. Iomairt na Gàidhealtachd agus nan Eilean (HIE)

Tha taic-airgid HIE, suas ri £100k airson 2021-22, air a bhith a' tighinn thugainn a rèir ar tagraidhean.

Bidh sinn a' faighinn fiosrachadh feumail gach seachdain, bho Mhàiri Bhochanan, mu chothroman maoineachaidh agus trèanaidh.

Chuir Màiri air dòigh coinneamh le riochdairean XpoNorth air 26mh Faoilleach agus bidh conaltradh a bharrachd a' dol air adhart leotha a-nise mu obair a ghabhadh a dhèanamh còmhla.

Chuir Màiri fios thugam aig deireadh na bliadhna nach biodh taic chunbhalach ann bho HIE tuilleadh an dèidh deireadh bliadhna an ionmhais seo. Bha rabhadh againn gur ann mar sin a bha cùisean gu bhith a' dol ged a fhuair sinn maoin airson bliadhna a bharrachd bhuapa an dèidh don chùmhant a bh' againne roimhe a chrìochnachadh. Tha e gu math neo-àbhaisteach dhaibh taic chunbhalach a chumail ri buidheann no gnìomhachas sam bith thairis air ùine fhada agus tha sinn gu mòr an comain HIE airson maoin agus taic thairis air iomadh bliadhna. Bidh e comasach dhuinn fhathast airgead a shireadh airson pròiseactan sònraichte.

3. Bòrd na Gàidhlig

Tha airgead air a bhith a' tighinn thugainn mar bu chòir airson ar pròram a lìbhrigeadh ann an 2021-22.

Bha Bòrd na Gàidhlig air dearbhadh gum biodh sìneadh air ar cùmhnant airson 2022-23 agus an dèidh dhuinn iarrtas a dheasachadh fhuair sinn dearbhadh gu bheil iad am beachd £182k a thoirt dhuinn. 'S e sin a chadh iarraidh agus tha an t-suim a' toirt a-steach £40k airson dreuchd Oifigear nan Eilean Siar a chumail a' dol airson bliadhna eile. Bidh còmhraidhean a bharrachd againn mun aonta aon uair 's gu bheil e stèidhichte.

4. Comhairle na Gàidhealtachd agus High Life na Gàidhealtachd

Tha Comhairle na Gàidhealtachd air airgead 2021-22 a phàigheadh dhuinn: £37,974 airson taic a chumail ris na Fèisean agus £62,869 do Bhlas.

Tha clasaichean ICO ann an sgoiltean na Gàidhealtachd air leantainn, mar a chaidh a mhìneachadh aig a' choinneimh mu dheireadh den Bhòrd, le pròram nam bliadhna-sa an ìre mhath ullamh a-nise.

Tha e air a bhith doirbh fiosrachadh fhaighinn mu sgoiltean agus ostailean a chleachdadh agus cha robh sinn a' faighinn freagairtean ris na ceistean a bh' againn mu chosgaisean sgoiltean. Tha a' chomhairle a-nise a' moladh, ann am pàipearan a' bhuidseit aca airson 2022-23, gum bi cosgaisean gan cur air gach buidheann a bhios a' cur sgoiltean gu feum bho seo a-mach.

Tha againn ri cuir an aghaidh seo ann an oidhirip fuasgladh fhaighinn oir bidh cosgaisean den leithid a thathar a' moladh na fhìor chunnart ri obair Fèisean na Gàidhealtachd a bhios d a' pàigheadh fad' a bharrachd ris a' chomhairle na bhios ann de thaic-airgid bhon ùghdarras. Bidh co-dhùnadh ann air 3mh Màrt agus leigidh mi fios aig a' choinneimh na bhios romhainn.

5. Comhairle nan Eilean Siar
Tha seiseanan e-Sgoil air a bhith a' dol air adhart ann an co-bhann ri Fèisgoil agus tha bhideothan bho na seiseannan *Beairteas* ri fhaicinn air ar làrach-lìn le tuilleadh ri thighinn.

Thug Comhairle nan Eilean Siar taic luach £7,837 dhuinn airson tachartasan Blas a chur air adhart sna Eileanan Siar agus bha beachd ann gum biodh iad ag iarraidh cùmhnant a stèidheachadh leinn a-rithist airson taic a chumail ri Fèisean nan Eilean Siar, ach cha tàinig sin air adhart.

Ge-tà, tha a' chomhairle air a bhith taiceil a thaobh cleachdadh nan sgoiltean a cheadachadh airson a leigeil leis na Fèisean tòiseachadh a-rithist an dèidh Covid.

6. Comhairle Earra Ghàidheal is Bhòid
Chaidh airgead na bliadhna a phàigheadh dhuinn agus tha sinn air a bhith a' dèanamh ar dìcheall na targaidean a chaidh aontachadh a thoirt gu buil.

Bha còmhradh ann mu thaic san àm ri teachd agus mu chothroman co-obrachaidh a bharrachd leis a' chomhairle. Ged a tha còmhraidhean a bharrachd ri chumail fhathast, tha Fèisgoil air a bhith ag obair ann an cuid de sgoiltean Earra-Ghàidheal tro cho-bhanntachd nan ùghdarrasan ionadail a tha an sàs ann an teagasg na Gàidhlig do luchd-ionnsachaidh. Tha sgoiltean eileanach Earra-Ghàidheil air a bhith a' gabhail pàirt ann an seiseannan Treòir | Voar | Virr cuideachd.

Bidh sinn a' gabhail pàirt ann an Cruinneachadh Gàidhlig Earra-Ghàidheil air 12na Màrt agus a' cur cèilidh air-loidhne air dòigh don Chomhairle an oidhche sin.

7. Riaghaltas na h-Alba
Mar a chaidh aithris aig a' choinneimh mu dheireadh den Bhòrd, tha Treòir | Voar | Virr air a bhith a' ruith ann sgoiltean eileanan na h-Alba airson beagan mhìosan a-nise. Chaidh cuibhreannn den £321,683 a chaidh aontachadh le Sgioba nan Eilean aig Riaghaltas na h-Alba a phàigheadh, le barrachd ri thighinn an dèidh dhuinn dearbhadh gun deach cosgaisean a ghiùlain.

Gnìomh a dhìth
Thathar ag iarraidh air buill a' Bhùird:
1. Fa-near a thoirt do shuidheachadh nan cùmhnantan maoineachaidh aig an àm seo agus
2. Ceistean a chur no puing a thogail mu chùis sam bith far a bheil soilleireachadh a dhìth.

Art MacCarmaig
Ceannard
An Gearran 2022

Fèisean nan Gàidheal

Ùrachaidhean air Poileasaidhean a tha ann mar-tha

Àireamh air a' Chlàr Chùisean 1.2022.05(b)

Adhbhar a' Phàipeir

Aonta a shireadh bhon Bhòrd ri ùrachaidhean air grunn phoileasaidhean.

Cùl-fhiosrachadh

Tha e na dhleastanas oirnn lèirmheas a dhèanamh gu cunbhalach air poileasaidhean agus a bhith gan ùrachadh mar a bhios iomchaidh. Bha feum air ùrachaidhean a dhèanamh air grunn phoileasaidhean agus thug sinn cùmhnant do Nicola NicThomais, bho Lasair Earranta, seo a dhèanamh dhuinn aig toiseach a' Ghearrain 2021.

Bha mi fhìn ag obair còmhla ri Nicola airson seo a dhèanamh rè na bliadhna. Dh'ùraich sinn cuid de phoileasaidhean ann an 2018 oir bha atharraichean ann an laghan agus riaghailtean eile. Cuide ris a' phoileasaidh ùr airson Àite Sàbhailte a chruthachadh, fo àireamh 1.2022.01(g), bu chòir gum biodh na poileasaidhean againn aig ìre ged a dh'fheumamaid a bhith gan ùrachadh nuair a bhios feum.

Chaidh na poileasaidhean a leanas ùrachadh agus tha tionndaidhean a' comharrachadh nan atharraichean a chaidh a dhèanamh riutha ri leughadh sa phasgan seo sa Bheurla. Tha tionndaidhean Gàidhlig ann, a' gabhail ris h-atharraichean, sa phasgan seo.

- Aithris Co-ionannachd
- Luchd-obrach nan aonar
- Plana Ath-bheothachaidh
- Poileasaidh an aghaidh Bribearachd
- Poileasaidh Arainneachd
- Poileasaidh Cleachdaidh IT
- Poileasaidh Dion Fiosrachaidh GDPR
- Poileasaidh Gaidhlig
- Poileasaidh gus Draghan Fhoillseachadh
- Poileasaidh Laimhseachadh Cunnairt
- Poileasaidh Leasachadh Luchd-obrach
- Poileasaidh Siubhail
- Poileasaidh Slainte is Sabhailteachd
- Poileasaidh So-ruigsinneachd
- Poileasaidh Uallach
- Rabhadh Priobhaideachd
- Stiuireadh air cur an gniomh Sgeama Uairean Bliadhnail Feisean nan Gaidheal
- Poileasaidh agus Modh-obrach airson Daoine fo Dhìon Sònraichte
- PVG Guidance for Applicants - ri eader-theangachadh
- Manual Handling Policy - ri eader theangachadh
- Risk Assessment Guidelines Checklist - ri eader theangachadh

Aon uair 's gu bheil sinn air aonta fhaighinn bhon Bhòrd thèid cruth gach poileasaidh a dhèanamh co-ionnan agus bidh iad air am foillseachadh air ar làrach-lìn. Far a bheil aire dhaoine ri tharraing thuca, no trèanadh a dhìth air mar an gabhadh an cur an gnìomh, thèid sin a chur air dòigh.

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird:

1. Beachdachadh air na h-atharraichean a chaidh a dhèanamh ris na poileasaidhean
2. Molaidhean a chur air adhart airson leasachadh no atharrachadh sam bith eile agus
3. Aonta a chur ris na poileasaidhean air urras gum bi atharraichean air am moladh a dhèanamh riutha.

Anne Willoughby
Manaidsear Gnìomha
An Gearran 2022

Fèisean nan Gàidheal

Stòrasan Alba Chruthachail: Tasgadh

Àireamh air a' Chlàr Chùisean:1.2022.05(c)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mun stòras Tasgadh air a làimhseachadh le Fèisean nan Gàidheal às leth Alba Chruthachail.

Tasgadh

Mar a chaidh a mhìneachadh aig a' choinneimh mu dheireadh den Bhòrd, bha £15,015 gu bhith air fhàgail airson na cuairt mu dheireadh de Thasgadh ann an 2021-22, le ceann-latha 28mh Faoilleach airson thagraidhean a chur. A bharrachd air sin, ge-tà, chaidh £900.50 a phàigheadh air ais dhuinn leis gun robh dà phròiseact ann nach deach air adhart bho bhliadhnaichean roimhe ri linn Covid. Bha sin a' fàgail £15,915.50 againn ri sgaoileadh.

Tha geàrr-chunntas bho choinneamh na panail anns na duilleagan a tha a' leantainn le dearbhadh air na tabhartasan a chaidh aontachadh.

Tha Alba Chruthachail air daingneachadh gum bi àrdachadh gu £40k sa bhuidseat againn airson 2022-23 le £36.5k ri sagoileadh. Tha sinn a' cur fàilte air an naidheachd seo.

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird

1. Fa-near a thoirt do na co-dhùnaidhean a rinn panail Tasgadh
   agus
2. Fa-near a thoirt don fhiosrachadh mu Thasgadh sa bhliadhna air thoiseach oirnn.

Art MacCarmaig
Ceannard
An Gearran 2022

TASGADH
Traditional Arts Small Grants

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

Panel Meeting

Tuesday 8 February 2022 from 10.30 am via Zoom

MINUTES

T3-202122-01 Present

Arthur Cormack (AC), Bernie Hewitt (BH), Catriona Hawksworth (CH), David Francis (DF), Fiona Campbell (FC), Luke Slater (LS), Martin Hadden (MH).

Bernie Hewitt was welcomed in place of Alexis Street to represent the Traditional Dance Forum of Scotland and Catriona Hawksworth was welcomed to her first meeting since taking up her role as Traditional Arts Officer with Creative Scotland. Thanks had been passed to Alexis and also to Siobhan Anderson for their time on the Tasgadh Panel.

T3-202122-02 Apologies

Brian Ó hEadhra (BOH), Miriam Morris (MM).

T3-202122-03 Minutes from previous panel meeting

Minutes from the panel meeting held on 14 September 2021 were approved as a true record of the meeting.

T3-202122-04 Assessment of applications and agreement on grants

AC confirmed there was £15,915.50 available to allocate between this and the final round for 2021-22.

41 applications had been received for this funding round with requests totalling £41,135.59 towards projects with a value of £141,225.02.

Prior to the meeting the panel members had the opportunity to score the applications based on various criteria and average scores had been provided to the panel as a guide to deliberations. Where interests were declared, these are noted below in the table of decisions and those involved took no part in the discussion relating to the relevant grants.

Following careful consideration and discussion and, in some cases, subject to further information being provided, the following grants were agreed:

Applicant Name	Project Summary	Grant	Interest (√)
Tom Malone	The Oban International Shanty Festival	£750.00	**FC, MH**
Ailie Robertson	Creation of a 10-lesson video tutorial course for clàrsach, focussed on Scottish dance tunes	£540.00	
Girvan Traditional Folk Festival	Commissioning new traditional arts works	£800.00	
Joni Brown	Work with storyteller delivering a series of workshops to primary schools across Cowal	£440.00	

Mairi Therese Gilfedder	Restart fiddle group to take part in the National Mòd and perform at VSOM annual concert	£828.00	
Riona Whyte	Research, develop, create and arrange songs	£300.00	
Kim Carnie	4-day Scottish tour to mark the release of debut album 'And So We Gather'	£1,000.00	
Mairi Campbell	Create a unique online performance intertwining music and storytelling	£850.00	**DF**
Dunedin Dancers	26th Dunedin International Folk-Dance Festival 2022	£750.00	**FC**
Brian Ó hEadhra & Fionnag NicChoinnich	Attend the inaugural North Atlantic Song Convention (NASC) in Svendborg, Denmark	£980.00	**DF, MH**
Traditional Music Forum	Research as a precursor to the potential establishment of Scottish Traditional Music Archive	£500.00	**DF, MH, FC**
Falkirk Fiddle Workshop	Help members explore traditional Scottish tunes and improve their fiddle technique	£938.00	**DF**
Palacerigg Community Trust	A series of nature storytelling events within Palacerigg Country Park	£800.00	
Bulgarian Cultural & Educational Centre Scotland	Commission of newly-devised traditional dance and bagpipes work	£960.00	**BH, DF**
Ewan McVicar	Research and archive recordings by James Madison Carpenter	£681.00	
Karen Marshalsay	Release and distribution of online harp videos across various platforms	£450.00	
DANNSA - Caroline Reagh	A dance weekend in Newtonmore from 17-19 June 2022	£710.00	
Fiona Maclean	Supply a Gaelic singing tutor to prepare primary school pupils for Mòd Àird nam Murchain	£826.50	
Edinburgh Old Town Development Trust	2 half day free storytelling classes/workshops	£900.00	**DF, FC**
The Folk's Music Project CIC	Delivery of six family 'come and try Scottish Traditional Music' sessions	£912.00	
Studio Fir Chlis	A one-day festival of storytelling and traditional performances in Uig, Lewis	£1,000.00	
		£15,915.50	

T3-202122-05 Evaluation of Tasgadh (draft)

The Tasgadh Fund was being evaluated as part of a report on the wider impacts of Fèisean nan Gàidheal's work. A draft of the relevant chapter had been circulated prior to the meeting and panel members were happy with its content.

T3-202122-06 Tasgadh 2022-23

Creative Scotland had confirmed an increased sum of £36,500 would be available in 2022-23.

It was agreed more time should be available for the panel members to score the applications and meetings would be put back a week from the normal cycle.

It was agreed the guidelines would be clarified on several points - album recordings not eligible and applicants demonstrating maximisation of income through selling tickets, books etc where possible.

T3-202122-07 AOCB

There was no further business and AC thanked panel members for their input.

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