fèisean
NAN GÀIDHEAL

Fèisean nan Gàidheal

Coinneamh den Bhòrd-stiùiridh
Dihaoine 8 Dùbhlachd 2023 bho 11.30 ann an Seòmar a' Bhùird, Cùirt an Easbaig, Inbhir Nis

Fèisean nan Gàidheal

Coinneamh den Bhòrd-stiùiridh ann an Seòmar a' Bhùird, Cùirt an Easbaig, Inbhir Nis, bho 11.30m Dihaoine 8mh Dùbhlachd 2023

Clàr Chùisean

4.2023.01 CÙISEAN TÒISEACHAIDH

(a)	An làthair	
(b)	Leisgeulan	
(c)	Geàrr-chunntas na coinneimh mu dheireadh den Bhòrd	Airson Aontachaidh
(d)	Cùisean a' togail ceann	
(e)	Fàilte air buill ùra a' Bhùird agus taghadh oifigearan	Airson Aontachaidh

4.2023.02 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 2023 agus 2024	Airson Deasbaid agus Fiosrachaidh
(d)	Lèirmheas air pròram bhon Dàmhair agus sùil air adhart	Aithris airson Fiosrachaidh agus Aontachaidh

4.2023.03 CÙISEAN IONMHASAIL

(a)	Teachd a-steach agus teachd a-mach 2023-24	Airson Deasbaid agus Fiosrachaidh
(b)	Suimeannan airgid anns a' bhanca agus fiosrachadh as ùire	Aithris airson Fiosrachaidh
(c)	Cunntasan Riaghlaidh gu 30 Sultain 2023	Airson Deasbaid agus Fiosrachaidh
(d)	Tabhartasan nam Fèis 2023-24	Airson Fiosrachaidh
(e)	Cùmhnantan Maoineachaidh	Airson Deasbaid agus Fiosrachaidh

4.2023.04 CÙISEAN LUCHD-OBRACH

(a)	Fiosrachadh as ùire	Aithris airson Fiosrachaidh
(b)	Obair Chothromach an Toiseach agus Tuarastail 2023	Aiirson Fiosrachaidh agus Deasbaid

4.2023.05 CÙISEAN GNÌOMHAIL

(a)	Lùghdachadh Gualain: Aithisg Bhliadhnail	Aiirson Fiosrachaidh agus Deasbaid
(b)	Stòrasan Alba Chruthachail: Tasgadh is Maoin nan Ealan Gàidhlig	Aiirson Fiosrachaidh

4.2023.06 EILE

(a)	G I S B E	
(b)	Ceann-latha na h-ath choinneimh agus coinneamhan eile 2024	Airson Aontachaidh

Fèisean nan Gàidheal

Geàrr-chunntas air coinneamh a' Bhùird Stiùiridh a chaidh a chumail ann an Taigh-òsta Muthu Newton, Inbhir Narann, Dihaoine 29 Sultain 2023 bho 2.00f

3.2023.01 CÙISEAN TÒISEACHAIDH

(a) An làthair

Anna Mhoireach (Cathraiche), Cailean Sandilands, Anna NicAmhlaigh, Carola NicCaluim, Alasdair Paul, Ceitidh NicAonghais, Iain A MacÌomhair (CnES), Art MacCarmaig (a' frithealadh), Anna Willoughby (a' frithealadh), Calum Ailig MacMhaoilein (a' frithealadh), Eilidh NicCoinnich (a' frithealadh) Luke Slater (a' frithealadh).

Bha Aonghas MacLeòid tinn mar sin rinn Iain MacIlleChiar eadar-theangachadh mar-aon. Tha am Bòrd a'guidhe gach feabhas air slàinte Aonghais.

(b) Leisgeulan

Kirsty MacDougall (Iar-chathraiche), George Stoddart, Angela Mack, Sarah-Jayne Shankland, Lena Nic an Fhùcadair (Comhairle na Gàidhealtachd), Steven Kellow (Bòrd na Gàidhlig), Siobhan NicAnndrais (Alba Chruthachail, Donnchadh MacNìll (Comhairle Earra-Ghàidheal is Bhòid), Morag Anna NicLeòid NicMhìcheil (Comhairle na Gàidhealtachd).

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

Bhathar air geàrr-chunntas a chuairteachadh bhon choinneimh a chaidh a chumail air 26 Cèitean 2023.

Chaidh gabhail ris a' gheàrr-chunntas mar chunntas fìrinneach den choinneimh, air a mholadh le Anna NicAmhlaigh is Alasdair Pòl a' cur a thaic ris.

(d) Cùisean a thog ceann

Chuir am Bòrd an cèill an co-fhaireachdainnean do Sheòras Stoddart is do dh'Anna NicAmhlaigh a bha le chèile air buill an teaghlaich a chall o chionn ghoirid.

Cuideachd chuir am Bòrd meal a naidheachd air Dougie Pincock leis gu bheil e air a dhreuchd mar Stiùiriche Sgoil-chiùil na Gàidhealtachd a leigeil dheth.

3.2023.02 CÙISEAN LEASACHAIDH

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

Bhathar air aithisg a chuairteachadh le Art MacCarmaig air adhartas a' chlàir-obrach gu deireadh a' Mhàirt 2023.

Bha buill a' Bhùird toilichte leis an adhartas is thugadh fainear dha.

(b) Aithisgean Adhartas an Luchd-obrach

Bhathar air aithisgean adhartais bhon luchd-obrach a sgaoileadh.

Bha Anna Mhoireach toilichte cluinntinn gum bi Calum Friseal is Nicola Simpson ag obair còmhla air pròiseact Cholmcille. Thug Calum Ailig geàrr-iomradh air a' phròiseact.

Thug buill a' Bhùird fainear do na bha anns na h-aithisgean agus thug an Cathraiche taing do na h-uile airson farsaingeachd na h-obrach san robh iad an lùib.

(c) Sùil air ais air clàr an t-samhraidh is sùil air adhart

Chuir Art MacCarmaig, Eilidh NicCoinnich agus Calum Ailig MacMhaoilein lèir-chunntas an cèill air a' chlàr-obrach aig Fèisean nan Gàidheal a tha a' dol an-dràsta is ri tighinn.

Dh'innis Art mu iarrtasan gu Alba Chruthachail is gu Bòrd na Gàidhlig. Dh'innis Calum Ailig naidheachdan air Tac an Teine, Fèisean an t-Samhraidh, Cèilidhean air Chuairt, Fèis Alba agus Fuaran. Dh'innis Eilidh mu na thachair aig an Sgoil-shamhraidh Dràma Gàidhlig, Acadamaidh a' Mhòid, Tabhaich agus Sporan.

Thug am Bòrd fainear don fhiosrachadh ùr is do phrìomhachasan nam mìosan air thoiseach.

(d) Plana Clàr 2023-28

Bhathar air an clàr a chaidh aontachadh roimhe a chuairteachadh airson bheachdan.

Mhol Alasdair Pòl am plana ag ràdh gun do mhìnich e gu soilleir amasan is lèirsinn don Ghàidhlig am broinn na buidhne. Thog e ceist a thaobh mar a chaidh puing 8 a sgrìobhadh ann an Ceann-obrach 1, ach rachadh dèiligeadh rithe sin san dreachd dheireannach.

Bha buill a' Bhùird toilichte am plana ùraichte aontachadh.

3.2023.03 CÙISEAN IONMHASAIL

(a) Teachd a-steach agus Cosgaisean 2023-24

Bhathar air aithisg leis a' Mhanaidsear Ghnìomha, Anne Willoughby, a chuairteachadh a bha a' sealltainn teachd-a-steach is cosgais le gnothaichean ionmhais gu 19 Sultain 2023.

Thug buill a' Bhùird fainear do shuidheachadh an ionmhais gu ruige seo.

(b) Cunntasan Banca agus am fiosrachadh mu dheireadh

Mar a bha na cunntasan aig an àm:

- Cunntas Làitheil - £7,853.96
- Cunntas Àrd-rèidh - £210,983.48
- Cunntas Blas - £11,169.04
- Cunntas Leasachaidh - £8,590.76
- Urras Cobhair Carthannais (UCC) - £304,088.53

Thug buill a' Bhùird fainear do na suimean.

(c) Cunntasan Riaghlaidh gu 30 Òg-mhìos 2023

Bhathar air Cunntasan Riaghlaidh gu 30 Ògmhios, a chaidh ullachadh le Mann Judd Gordon, a chuairteachadh ron choinneimh.

Thug buill a' Bhùird fainear do na bha anns na cunntasan.

(d) Tabhartasan do na Fèisean 2023-24

Bhathar air liosta de na tabhartasan aontaichte do na Fèisean a chuairteachadh agus chaidh innse gun deach na Fèisean a phàigheadh nuair a bha feum aca air.

Thugadh fainear don aithisg leis a' Bhòrd.

(e) Cunntasan Bliadhnail gu 31 Màrt 2023

Bhathar air na cunntasan bliadhnail gu 31 Màrt, a chaidh ullachadh le Mann Judd Gordon, a chuairteachadh ron choinneimh.

Bha an Cathraiche air coinneachadh ri Mann Judd Gordon a thaobh nan cunntasan agus thugadh taing do dh'Anna Willoughby is do dh'Art MacCarmaig leis an luchd-sgrùdaidh airson an obair leantainneach ann a bhith a' cumail deagh chlàraidhean ionmhais agus do dh'Anna airson a co-obrachaidh air feadh an sgrùdaidh is ann an ullachadh nan cunntasan-riaghlaidh.

Chaidh na cunntasan aontachadh leis a' Bhòrd agus chaidh moladh an cur air beulaibh coinneamh bhliadhnail na buidhne.

(f) Luchd-sgrùdaidh: Daingneachadh Mann Judd Gordon

Bhathar air litir bho Mhann Judd Gordon a chuairteachadh taobh a-staigh a' Bhùird a thaobh VAT air tiocaidean a chaidh a reic do dh'Fhèis Blas Earranta.

Chaidh dreachd freagairt a chur ri chèile agus chaidh na bha na bhroinn aontachadh leis a' Bhòrd.

Bha buill a' Bhùird air cùmhnant dà bhliadhna aontachadh le Mann Judd Gordon an-uiridh is, mar sin, bha iad deònach moladh an cur an dreuchd a-rithist aig a' choinneimh bhliadhnail.

(g) Virgin Money: Buil a' ghearain gu Ombudsman nan Seirbhisean Airgid

Dh'innis Art MacCarmaig ann am briathran na bha air tachairt a thaobh a' ghearain gu Ombudsman nan Seirbhisean Airgid a thaobh Virgin Money. Chaidh £200 a bharrachd a phàigheadh air sàilleabh na droch sheirbhis a fhuaras.

Bha am Bòrd den bharail gu bheil an gearan dùinte a-nis.

(h) Aontaidhean Maoineachaidh

Bidh Fèisean nan Gàidheal a' sìor-chonaltradh ris na buidhnean a mhaoinicheas ar clàr-obrach agus bhathar air aithisg le Art MacCarmaig a chuairteachadh airson fios a chumail ri buill a' Bhùird air staid nan aontachaidhean riutha-san.

Chaidh beagan dragh a thogail a thaobh an fhios mu dheireadh a thàinig bho Alba Chruthachail, le 350 buidheann a' sùileachadh maoineachadh cunbhalach bhuapa. Thathar an dùil cuideachd nach fhaigh Alba Chruthachail an làn-mhaoineachaidh bho Riaghaltas na h-Alba am-bliadhna.

Cuiridh Art MacCarmaig a-staigh iarrtas maoineachaidh nas motha sa Ghearran 2024 ma 's e 's gun ceadaichear a' chiad iarrtas san Damhair.

Thugadh fainear leis a' Bhòrd gun robh a' bhuidheann air dàimh mhath a chumail le buidhnean maoineachaidh. Thug am Bòrd taing do ar com-pàirtichean maoineachaidh airson am misneachd leantainneach sa bhuidhinn.

3.2023.04 CÙISEAN LUCHD-OBRACH

(a) Am fiosrachadh as ùire

An dèidh dhi tilleadh bho fhòrladh mhàthaireil, dh'fhàg Peigi Anna Shields a' bhuidheann. Thug am Bòrd is an luchd-obrach taing do Pheigi Anna airson a h-obair dhìcheallach feadh an ama a bha i còmhla ri Fèisean nan Gàidheal.

Cuideachd, chuir am Bòrd fàilte air Calum Friseal a tha air tòiseachadh na Oifigear Leasachaidh làn-ùine sna h-Eileanan an Iar.

(b) Obair Chothromach air Thoiseach

Bhathar air aithisg le Art MacCarmaig a chuairteachadh ron choinneimh a thaobh iomairt Obair Chothromach an Toiseach aig Riaghaltas na h-Alba.

Chaidh aithris gu bheil Fèisean nan Gàidheal a' deànamh mòran de na tha a dhìth air an sgeama mar-tha agus thugadh fainear gun robhar air ceisteachan a chuairteachadh do bhuill an luchd-obrach a thaobh caochladh chuspairean a bheireadh dhuinn bonn còmhraidh fhathast.

Thug am Bòrd fainear don adhartas gu ruige seo.

3.2023.05 CÙISEAN OBRACHAIDH

(a) Taghadh a' Bhùird

Chaidh aithris gun robh 5 buill air deireadh an teirm cheadaichte aca a ruighinn agus dhaingnich an Ceannard gun biodh taghadh ann, a-rèir nan riaghailtean taghaidh, do bhuill ùra an dèidh coinneamh bhliadhnail 2023 le buill ùra nan dreuchd, bhathar an dòchas, airson coinneamh a' Bhùird san Dùbhlachd.

Chaidh aontachadh leis a' Bhòrd gun rachadh dòigh-obrach taghadh a' Bhùird a mhìneachadh aig a' choinneimh bhliadhnail.

(b) **Clàr na Coinneimh Bliadhnail is na Co-labhairt Bliadhnail**

Bhathar air clàr na Coinneimh Bliadhnail is na Co-labhairt Bliadhnail, a chaidh ullachadh le Anna Willoughby, a chuairteachadh ro làimh.

Chaidh daingneachadh gun robh dùil ri mu 50 luchd-com-pàirt an làthair sa Cho-labhairt.

Chaidh aontachadh gum fanadh cìsean ballrachd Fèisean nan Gàidheal aig £150 sa bhliadhna.

Thug buill a' Bhùird fainear don chlàr is bha fiughar aca ri co-labhairt shoirbheachail.

(c) **Aithisg Bhliadhnail 2023**

Bhathar air an Aithisg Bhliadhnail a chuairteachadh don Bhòrd ron choinneimh. Bhathar air an aithisg a phostadh air an làraich-lìn, sna meadhanan-sòisealta agus air a chur do na h-uile a bhiodh an làthair aig a' Choinneimh Bhliadhnail is aig a' Cho-labhairt.

Thug Art MacCarmaig taing do Chalum Ailig MacMhaoilein airson a chuid obrach ann a bhith a' sgrìobhadh na h-aithisg, do Luke Slater airson a chuid obrach dhealbhachaidh agus do dh'Iain MacIlleChiar airson obair eadar-theangachaidh.

Bha am Bòrd toilichte Aithisg Bhliadhnail 2022 a cheadachadh airson a cur air beulaibh na Coinneimh Bliadhnail.

(d) **Maoinean Alba Chruthachail: Tasgadh agus Maoin nan Ealan Gàidhlig**

Bhathar air fiosrachadh air an dà mhaoin aig Alba Chruthachail a tha fo rianachd Fèisean nan Gàidheal a chuairteachadh air thoiseach air a' choinneimh.

Thug buill a' Bhùird fainear don t-suidheachadh an-dràsta a thaobh Tasgadh agus Maoin nan Ealan Gàidhlig.

3.2023.06 **EILE**

(a) **GISBE**

Cha robh an còrr gnothaich ann.

(b) **Ceann-latha na h-ath choinneimh: 8 Dùbhlachd 2023**

Chaidh ceann-latha ath-choinneamh a' Bhuird a dhaingneachadh mar 8 Dùbhlachd 2023.

Chaidh aontachadh gum biodh an ath-choinneamh an làthair a-chèile ann an àiteigin ann an Inbhir Nis airson fàilte a chur air buill ùr a' Bhùird.

Thug an Cathraiche taing do dh'Iain MacIlleChiar airson eadar-theangachadh aig a' choinneimh.

Thug Art MacCarmaig taing do bhuill a' Bhùird a tha a' fàgail agus dhaingnich e gum biodh an cothrom an obair aca aithneachadh ann an dà-rìreadh nuair a thig an teirm gu ceann aig ath-choinneamh a' Bhùird.

Fèisean nan Gàidheal

Fàilte air buill ùra a' Bhùird agus taghadh oifigearan

Àireamh air a' Chlàr Chùisean: 4.2023.01(e)

Adhbhar a' Phàipeir

Fiosrachadh a dhaingneachadh mu na buill ùra agus stiùir a thoirt do na buill uile mu na h-oifigearan a bhios a dhìth air a' Bhòrd-stiùiridh.

Bun Fhiosrachadh

A-rèir sgeama Fèisean nan Gàidheal airson buill a thaghadh don Bhòrd, b' fheudar do chòignear am Bòrd-stiùiridh fhàgail am-bliadhna an dèidh don ùine a bha ceadaichte dhaibh a bhith air a' Bhòrd a thighinn gu ceann.

Sheas ball eile sìos tràth airson a leigeil le neach eile bhon Fhèis air a riochdachadh leatha-se àite a ghabhail.

Tagraichean Ainmichte

A' leantainn na coinneamh-bhliadinail san t-Sultain, chaidh fios a-mach do na Fèisean a' sireadh thagraichean. An dèidh an ceann-latha dùnaidh, chaidh pàipear-taic 4.2023.01(e)-1 a sgaoileadh don Bhòrd le roghainnean.

Dh'aontaich buill a' Bhùird gu h-aona-ghuthach gur e roghainn 2 a b' fheàrr leotha agus gum biodh àite air Bòrd-stiùiridh Fèisean nan Gàidheal a thabhann air na leanas:

- Krisell Dhòmhnallach (Fèis Eilean an Fhraoich)
- Raonaid Lincoln (Fèis Lochabair)
- Iain MacAsgaill (Fèis an Rubha)
- Muirgheal NicCaomhanaigh (Fèis an Tairbeirt)
- Tommy MacDhòmhnaill (Fèis Tìr a' Mhurain)
- Gwen NicGuaire (Fèis an Earraich)

Chaidh seisean inntrigidh air-loidhne a chur air dòigh do na buill ùra.

Oifigearan a' Bhùird

Bidh feum air a' Bhòrd air Cathraiche agus Rùnaire. Faodaidh Iar-Chathraiche agus/no Ionmhasair a bhith aig a' Bhòrd cuideachd.

Tha Kirsty NicDhùghaill an-dràsta na h-Iar-Chathraiche. Bidh ise a' leantainn oirre mar bhall den Bhòrd ach bidh na dreuchdan eile bàn. Bidh taghadh ga chumail aig a' choinneimh airson daoine a bhios deònach na h-uallachaidhean seo a ghabhail os làimh. Tha beagan a bharrachd fiosrachaidh mu na dreuchdan sin san duilleag a leanas.

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird:

1. Fa-near a thoirt don fhiosrachadh
   agus
2. Le stiùir bho Anna Mhoireach aig a' choinneimh, aontachadh ri daoine a thaghadh do na dreuchdan ainmichte shuas.

Art MacCarmaig
Ceannard
An Dùbhlachd 2023

The **Chair** should:

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

The **Secretary** should:

- Be elected by the Board from within the membership
- Ensure that all necessary returns are made on time to Companies House
- Ensure that accounts are lodged annually with Companies House
- Ensure compliance with OSCR regulations
- Ensure that a list of all members is up to date and available at all times
- Ensure that copies of the minutes of all meetings are available to anyone who asks
- If the Vice Chair is not present, deputise for the Chair.

While there is no legal requirement for a **Vice Chair** or **Treasurer**, it is good practice to have someone who can deputise in the Chair's absence and oversee finances. In the past, Fèisean nan Gàidheal has had a Vice Chair rather than a Treasurer at various times.

Fèisean nan Gàidheal

4.2023.01(e)-1

New Board Members

Reason for Paper
To seek approval from Board members to appoint new members to the Board of Fèisean nan Gàidheal.

Background
Board members will recall that, at their Board meeting in September 2023, it was agreed an election would be called following the AGM to elect new Board members. This would be in line with the Scheme for Election of Board Members, included in Annex 1, which regulates proceedings and the term permitted for members to serve on Fèisean nan Gàidheal's Board.

Board members will recall that those due to stand down in 2023 were as follows:

- Anna Murray
- George Stoddart
- Sarah-Jayne Shankland
- Colin Sandilands
- Anna MacAulay

It was hoped the following members would continue to serve on the Board until 2025 to ensure some stability:

- Carola MacCallum
- Kirsty MacDougall
- Katie Macinnes
- Angela Mack
- Alistair Paul

Angela Mack has indicated she wishes to stand down in favour of a new nominee from Fèis Lochabair.

Election
Having updated the role description to suit current needs, following the AGM a notice was sent to all Fèisean asking for nominations by Friday 10 November, as follows:

- Three nominees from Fèisean in the area served by The Highland Council
- Two nominees from Fèisean in the area served by Comhairle nan Eilean Siar
- One nominee from Fèisean in the area served by Argyll & Bute Council
- One nominee from Fèisean in all other areas (outwith Highland, the Western Isles and Argyll & Bute).

We have received the following nominations:

- Tommy MacDonald (Fèis Tìr a' Mhurain)
- Krisell MacDonald (Fèis Eilean an Fhraoich)
- Iain MacAskill (Fèis an Rubha)
- Gwen MacQuarrie (Fèis an Earraich)
- Rachel Lincoln (Fèis Lochabair)
- Muriel MacKaveney (Fèis an Tairbeirt)

The personal statements from each candidate are included in Annex 2.

Options
Adhering to the Scheme for Election of Board Members, an election would be required to elect two members from the Western Isles, while two places in Highland would be vacant meantime, as would one place from Fèisean in all other areas.

Acknowledging how difficult it can be to attract new Board members, we should be encouraged by the interest shown by those who have been nominated.

Taking a pragmatic approach, I wanted to outline options before proceeding with an election, as follows:

Option 1 would be to run the election in line with the existing procedures for two members from the Western Isles, while considering the co-option of a representative from two Highland Fèisean and one from Other Areas at a later date.

Option 1 should ensure two new representatives from the Western Isles are elected but runs the risk of losing the interest and expertise of one of the three candidates put forward.

Option 2 would be to accept all three nominees from the Western Isles. I would suggest the first two to come in, Tommy MacDonald and Krisell MacDonald, be considered as Fèis candidates. I would suggest co-opting the third nominee, Iain MacAskill. This would leave one place for a nominee, either from Highland or Other Areas, vacant meantime.

If this is the preference of the Board, the representation by area would be as follows:

- Two members, rather than four, from Fèisean in the area served by The Highland Council
- Three members, rather than two, from Fèisean in the area served by Comhairle nan Eilean Siar
- One member, as required, from Fèisean in the area served by Argyll & Bute Council
- Two members, rather than three, from Fèisean in all other areas.

Option 2 would remove the need for an election at this time and would leave us with the same number of members we currently have on the Board. The Board would have the ability to co-opt another two representatives anytime opportunities arise, or at the time of the next election.

Recommendation

Both options would be in line with the agreed Scheme for Election of Board Members. I would recommend Option 2 to Board members as the best way to harness the interest shown by nominees and to allow a smooth transition in membership of the Board.

Action Required

Board members are asked to:

(1) Approve the recommendation being Option 2
or
(2) Revert to Option 1 and instruct an election to be run.

Board members are further asked to note that this paper will be included in the documentation for the next Board meeting in December, when the decision will be recorded formally in the minutes.

Arthur Cormack
Chief Executive
14 November 2023

Annex 2: Personal statements from nominees

Tommy MacDonald (nominated by Fèis Tìr a' Mhurain)

Tha mi à Uibhist a Deas. Tha mi air a bhith sàs ann an obair Fèisean ann an diofar dhòighean bho thòisich Fèis Tìr a' Mhurain – teagasg, ball comataidh, agus nam cathraiche airson treis. Bha mi air Bòrd Stiùiridh Fèisean nan Gàidheal bliadhnaichean mòr air ais. Tha ar cànain, ceòl agus cultur cudthromach dhomh agus ni mi mo dìcheall obrachadh gu bi seo beò, fallain aig na ginealaich tha ri tighinn.

I am from South Uist. I have been involved in the work of Fèisean since Fèis Tìr a' Mhurain was established – as a tutor, committee member and as chair for a period. I served on the Board of Fèisean nan Gàidheal many years ago. Our language, music and culture are important to me and I will do my best to ensure they are alive and healthy for generations to come.

Krisell MacDonald (nominated by Fèis Eilean an Fhraoich)

My passion for the Gaelic language, new technology and the media combined have pushed me to achieve my goals and fulfil a successful career in the Gaelic media industry. I was immersed in the Gaelic language from an early age and have been playing the accordion and singing in choirs all my life. Feisean nan Gàidheal have played an important role in my personal development having attended numerous Fèisean and volunteered as an adult. I fully understand and appreciate the importance of the Fèis movement and if elected, I would endevour to make sure the next generation benefit in the same way I did.

Iain MacAskill (nominated by Fèis an Rubha)

I have held several Board positions over the years and bene involved in community companies all on a voluntary basis. I have served on the board of directors for the Scottish Building Federation for over 8 years now. Until recently I was employed as a company director for construction company, but I have taken the decision to start my own company. Having benefitted from many Fèis/community initiatives as a kid, I want to help see others get the same opportunity.

Gwen MacQuarrie (nominated by Fèis an Earraich)

Tha roghainn farsaing do sgilean agus feartan agam a bhiodh iomchaidh gus a bhith nam Bhall, nam measg, tha deagh sgilean conaltraidh air loidhne agus aghaidh-ri-aghaidh. Tha min dùil gu bheil e cudromach a bhith dearbhach, dealasach agus cruthachail le iomairtean no innleachdan agus gu dearbh nad obrach agus dòigh-beatha. Tha ùidh mhòr agam ann an cànan, cultair, ealain is ceòl Gàidhlig, agus tha e air a bhith na thlachd mhòr dhomh a bhith an sàs len dà chuid thar mo bheatha phroifeasanta mar neach teagaisg agus ceannard na bun-sgoile, agus gu dearbh le diofar ghnìomhan le fèisean thar na bliadhnaichean cuideachd. Tha mi an sàs le dà fhèis gu h-ionadail agus cuideachd ag obair gu saor-thoileach airson SkyeFugees as leth The Highlands Support Refugees a bharrachd air m' obair ann am Foghlam Thidsearan aig Sabhal Mòr Ostaig far a bheil farsaingeachd de dh'eòlas agam air sgoiltean, teagasg, clann agus poileasaidh.

I have a wide range of skills and qualities which would make me suitable as a Member, including communication skills, online and face-to-face. I believe it is important to be positive, enthusiastic and creative in initiatives and strategies and indeed in work and way of life. I have a great interest in Gaelic language, culture, arts and music, and it has been a pleasure to be involved both in my professional life as a teacher and head of a primary school, as well as through various Fèis activities over the years. I am involved in two Fèisean locally and volunteer for SkyeFugees on behalf of The Highlands Support Refugees in addition to my work in Teacher Education at Sabhal Mòr Ostaig, through which I have wide knowledge of schools, teaching, children and policies.

Rachel Lincoln (nominated by Fèis Lochabair)

Tha ùidh mhòr agam mun taic a chumail ris na h-oigridh agus Gàidhlig a bhrosnchadh. Tha mi air am buaidh aig na Fèisean fhaicinn agus an uair sin gu bheil daoine òga nas toilichte Gàidhlig a chleachdadh fad am beatha. Bha mi a' teagasg aig Fèisean agus tha mi a-nis nam rùnaire aig Fèis Lochabair. Bha mi an sàs le Fèisean agus

cuairt cèilidh mi fhìn fhad 's a tha mi nas òige agus bu toigh leam taic a chumail ris na pròiseactan aig Fèisean nan Gàidheal. Gu h-àraidh bhiodh ùidh agam air cothroman cothromach a chruthachadh airson daoine òga ge be feumlachdan taic a bharrachd no bacaidhean eile aca.

I am passionate about working with young people while promoting and encouraging the use of Gaelic. I have seen the impact that Fèisean can have on creating positivity for young people to continue using the Gaelic language throughout all aspects of their lives. I have experience tutoring at Fèisean as well as now being secretary for Fèis Lochabair. Having attended Fèisean and ceilidh trails myself while younger I am keen to be involved in sustaining the successes of Fèisean nan Gàidheal. In particular I would like to use some of my experience with young people with additional support needs or other barrier to ensure equitable access to Gaelic culture and language.

Muriel MacKaveney (nominated by Fèis an Tairbeirt)

Having been a ceilidh trail organiser with Fèis Latharna for a number of years (2014/2016), I knew of the work of Fèisean nan Gàidheal, so when a small group of interested parents in the South Argyll area were keen set up a Fèis here in Tarbert in 2016 I became treasurer and have been part of the Fèis here since then, in person, online and events as well as many fundraisers. I have recent first-hand experience of the rollercoaster being part of a Fèis involves, and I am so aware of how impactful the work of Fèisean nan Gàidheal can be. I recently graduated with an MLitt in Scottish Heritage for UHI. My dissertation focused upon "The Social Impact of Traditional Music within the North Kintyre Community". Since Feb 2022 I have been using my previous project management experience working as a freelance project facilitator with CHARTS Argyll and Isles: across many heritage, arts and Gaelic projects.

Fèisean nan Gàidheal

Adhartas le Pròram-obrach Fèisean nan Gàidheal

Àireamh air a' Chlàr Chùisean: 4.2023.02(a)

Adhbhar a' Phàipeir

Airson geàrr-iomradh a thoirt do bhuill a' Bhùird air adhartas le pròram-obrach na buidhne san dàrna ràith de 2023-24 gu 30 Sultain 2023.

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 Pròraim Fèisean nan Gàidheal a dh'aontaich sinn còmhla ri ar prìomh luchd-maoineachaidh - Alba Chruthachail (AC), Bòrd na Gàidhlig (BnG), Comhairle na Gàidhealtachd (CnG) agus Comhairle Earra-Ghàidheal is Bhòid (CEB).

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 Pròraim Fèisean nan Gàidheal airson 2023-28.

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

Tha diog (√) fo AC1 – AC60 a' comharrachadh far a bheil clach-mhìle nar pròram a' cur ri àrd-amasan Freàm-obrach Ro-innleachdail Alba Chruthachail fo Càileachd is Amasachd (CA); Com-pàirteachadh (C); Co-ionnanachd, Iomadachd agus In-ghabhaltas (CII); So-sheasmhach Àrainneachail (SA); Obair Chothromach (OC) agus Eadar-nàiseanta (E).

Àir.		Raon sa Phlana Pròraim	Adhartas	Clachan-mìle Ìre					
Alba Chruthachail - Clachan-mìle				CA	C	CII	SA	OC	E
AC1	Maoin luach mu £210k air aontachadh do na Fèisean ron Chèitean 2023.		Chaidh tabhartasan luach £213,104 aontachadh aig coinneamh a' Chèitein den Bhòrd-stiùiridh.	√	√	√	√	√	
AC2	Taic airson co-dhiù 3 pròiseactan rè 2023-24 ag amas air pròmhachasan sònraichte.		Chaidh £1,000 a thoirt seachad ann an R2. Faicibh AC5 gu h-ìosal.	√	√	√	√	√	√
AC3	Maoin air aontachadh do luchd-rianachd tro uairean bliadhnail ron Chèitean 2023.		Chaidh tabhartasan nan uairean bliadhnail, luach £10,998, aontachadh aig coinneamh a' Chèitein den Bhòrd-stiùiridh.	√	√	√	√	√	
AC4	Àrachas air a chur air dòigh do na Fèisean ron Ghiblean 2023.		Chaidh seo a chur air dòigh agus tha àrachas ri fhaighinn do gach ball taobh a-staigh cìsean ballrachd na buidhne.	√	√	√	√	√	

AC5	Taic-airgid a bharrachd air aontachadh nuair a bhios feum airson leasachaidhean ro-innleachdail, gu sònraichte ma bhios maoin a dhìth airson ath-shlànachadh an dèidh Covid no airson dèiligeadh ri cosgaisean a' sìor èirigh.		Chaidh Fèis an Iar Thuath ath-stèidheachadh an dèidh beagan bhliadhnaichean agus chaidh taic a thoirt dhi airson a dhèanamh cinnteach gun gabhadh a cur air cois gu soirbheachail.	√ √ √ √ √ √
AC6	Conaltradh cunbhalach le Fèisean tron bhliadhna agus aig ar Co-labhairt san t-Sultain 2023.		Tha ar n-Oifigearan Leasachaidh a' cumail chòmhraidhean cunbhalach ris na Fèisean aca agus tha seiseanan air-loidhne air leantainn a' dèiligeadh ri cuspairean sònraichte. Tha a' mhòr-chuid de dh'Fèisean na bliadhna-sa air a bhith gu math soirbheachail le àireamhan chom-pàirtichean a' ruighinn nan ìrean a bh' ann ro chovid. Tha cuid de na Fèisean air a bhith a' dèiligeadh ris an àireamh a bu mhotha riamh. Tha seo glè bhrosnachail agus nì sinn cinnteach gu bheil uallaichean nan saor-thoilich air a lùghdachadh cho mòr 's a ghabhas. Chaidh ar coinneamh bhliadhnail agus co-labhairt air adhart air 29 agus 30 Sultain. Bha Jenny Gilruth BPA, Rùnaire a' Chaibineit airson Foghlaim agus Sgilean, againn air aoigheachd. Am measg nan cuspairean air an robh còmhraidhean bha leudachadh cleachdadh na Gàidhlig anns na Fèisean, mar a ghabhadh barrachd a dhèanamh airson dèiligeadh ri atharrachadh na gnàth-shìde agus chaidh sùil a thoirt air riaghailtean ùra co-cheangailte ris an sgeama PVG.	√ √ √
AC7	Iasadan de ionnsramaidean an-asgaidh le dùil ri amannan trang nuair bhios na Fèisean a' ruith gu h-àbhaisteach.		Tha na Fèisean a' faotainn ionnsramaidean a rèir feum agus bidh iad air mhàl aig daoine fa leth aig amannan eile. Tha sinn an dùil barrachd ionnsramaidean a chur ris an stòras againn ach bidh seo an urra ri cosgais.	√ √ √ √
AC8	Òigridh a thoirt a-steach air *Beairteas*, obair samhraidh, buidheann-prògramaidh Bhlas agus Bòrd-stiùiridh Fèisean nan Gàidheal.		Tha òigridh an sàs aig ìre a' Bhùird agus bha tro obraichean samhraidh. Tha sinn an dùil barrachd òigridh a thrusadh fhad 's a bhios pròiseactan a' dol air adhart ach tha coltas ann gum bi seo a' tachairt nas fhaide air adhart air a' bhliadhna.	√ √ √
AC9	A' dealbhachadh ghoireasan ùra airson seirbheis *Oide* ron Ghearran 2024 ma bhios maoin gu leòr againn.		Aig an ìre seo tha dùil againn 3 sreathan ùra a chur a-mach gu tairgse.	√ √ √ √ √ √
AC10	Clàraidhean ùra de dh'òrain traidiseanta ri fhaighinn tron phròiseact Fuaran ron Fhaoilleach 2024.		Chaidh clàraidhean fuaime a dhèanamh den buidheann ùr de sheinneadairean ro dheireadh na Sultaine agus bidh bhideothan gan clàradh ro dheireadh na Samhna.	√ √ √ √
AC11	Sgeama PVG a chumail a' dol airson dìon a thoirt air clann is inbhich.		Tha seo a' dol air adhart le sgrùdaidhean gan dèanadh às leth Fèisean ionadail. Bha 65 deuchainnean air iarraidh gu deireadh R2.	√ √ √ √
AC12	Bidh trèanadh ann do dh'oidean, nuair a bhios feum, airson a dhèanamh cinnteach gu bheil iad gan dìon fhèin agus càch bho Chovid fhad 's a tha e fhathast ann.		Tha Covid fhathast na chunnart agus bidh beachdachadh air ann an trèanadh sam bith do dh'oidean agus a' cur ar pròg ram an sàs.	√ √ √ √

AC13	Trèanadh do cho-dhiù 20 oide ann an sgilean teagaisg rè 2023-24.		Ghabh 19 oidean com-pàirt ann an tachartas ann an Inbhir Nis sa Chèitean. Bidh tuilleadh chothroman ann tron bhliadhna.	√ √ √ √
AC14	Trèanadh ann an sgilean Gàidhlig do cho-dhiù 20 oide rè 2023-24.		Chaidh seisean a chumail ann an R1 le 11 com-pàirtichean agus tha dùil ri tuilleadh sheiseanan ann an R4.	√ √ √ √ √
AC15	Co-dhiù 10 seiseanan trèanaidh do luchd-eagrachaidh nam Fèisean, a rèir feum, agus aig ar co-labhairt bhliadhnail san t-Sultain 2023.		Chaidh 15 seiseanan a thabhann gu deireadh R2 le 80 com-pàirtiche.	√ √ √ √ √
AC16	Co-dhìu 4 làithean-trèanaidh gu bhith ann do luchd-obrach ann an 2023-24 le feumalachdan fa leth air an comharrachadh tro mheasaidhean agus trèanadh freagarrach ga chur air dòigh.		Ghabh 10 luchd-obrach pàirt ann an latha trèanaidh Gàidhlig san Ògmhios.	√ √ √ √
AC17	Co-obrachadh le Colaiste Taobh Siar na Gàidhealtachd OGE airson cothrom a thoirt do 12 òganach teisteanas fhaighinn airson an cuid sgilean taisbeanaidh agus obair fuaime.		Chaidh an obair seo a thoirt air adhart aig Fèis Alba sa Phloc anns an luchar agus ghabh ochdnar an cothrom air teisteanas fhaotainn bho OGE.	√ √ √
AC18	Sgilean cruinneachaidh agus tàr-sgrìobhaidh òrain agus gan glèidheadh an cruth didseatach a thoirt do 6 a bhios an sàs ann am Fuaran.		Faicibh AC10. Tha an obair seo air a bhith a' dol air adhart le dùil gum bi na bhideothan aig na seinneadairean ri fhaicinn ro dheireadh na bliadhna.	√ √ √
AC19	Sgilean taisbeanaidh agus fiosrachadh mu ghnìomhachais a' chiùil ann airson timeachall air 12 an sàs ann am Fèis Alba.		Bha seiseanan air sgilean taisbeanaidh agus fiosrachadh mu ghnìomhachais a' chiùil aig luchd com-pàirt Fèis Alba sa Phloc anns an luchar.	√ √ √ √
AC20	Cothroman a chruthachadh do luchd-ealain sgilean sgrìobhaidh a leasachadh tro choimisean ùr aig Blas agus ann an suidheachaidhean eile a rèr na bhios ann de mhaoin.		Chaidh coimisean Blas 2023 a shanasachd agus fhuair sinn an àireamh a bu mhotha riamh de thagraichean. B' e Eòghan MacEunraig a shoirbhich agus chaidh an ceòl ùr aige, fon ainm *Lèirsinn,* a thaisbeanadh aig trì cuirmean aig Blas ann an R2 agus bidh e ri chluinntinn a-rithist aig Celtic Connections san Fhaoilleach 2024.	√ √ √ √ √ √
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, a leithid fèilltean obrach ann an sgoiltean is eile.		Thàinig cuiridhean bho sgoil no dhà agus tha sinn air dearbhadh gum bitheamaid deònach pàirt a ghabhail ann an seiseanan a' togail aire do dhreuchdan ann an Gàidhlig agus anns na h-ealain. Tha dùil gun tachair seo nas fhaide air adhart sa bhliadhna sgoile. Faicibh CEB9 gu h-ìosal airson iomradh air iomairt ann an cuid de sgoiltean Earra-Ghàidheil co-cheangailte ri obraichean is gnìomhachasan far an gabhadh a' Ghàidhlig a chleachdadh. Tha tòrr chothroman aig òigridh, tron phròg ram againn, eòlas a chur air obair anns na h-ealain agus gnìomhachasan cruthachail tro chothroman-teagaisg aig Fèisean agus ann an obair Fèisgoil agus tha seo air a bhith fìor ann an R2.	√ √ √ √ √
AC22	Obair margaideachd tron bhliadhna air seirbheisean Fèisgoil na buidhne aig a leithid An t-Alltan, tachartas airson leasachadh proifeiseanta leantainneach ann am foghlam Gàidhlig.		Tha obair Fèigoil air a sanasachd ann an iomadh dòigh. Chaidh iomradh a thoirt air an t-seirbheis ann an taisbeanaidhean do Chomhairle nan Eilean Siar agus Bòrd na	√ √ √ √ √

			Gàidhlig. Bha toraidhean na h-obrach follaiseach aig co-labhairt foghlam Shabhal Mòr Ostaig san Ògmhios cuideachd.	
AC23	A' lìbhrigeadh 10 seiseanan ann an ceòl traidiseanta ann an 178 sgoiltean air a' Ghàidhealtachd tron Iomairt Chiùil Òigridh a rèir cùmhnant le High Life na Gàidhealtachd.		Tha leasanan ICO air a' Ghàidhealtachd a leantainn anns a' bhliadhna-sgoile 2023-24. Tha aig gach sgoilear ri earrann de dh'òran Dhonnchaidh Bhàin Mhic an t-Saoir ionnsachadh, a' comharrachadh 300 bliadhna bho rugadh am bàrd. Tha sinn cuideachd air leasanan ICO a lìbhrigeadh ann an Uibhist is Barraigh às leth Chomhairle nan Eilean Siar agus ghabh 418 pàirt ann an 142 leasanan seinn ann an 6 sgoiltean rè R1 le tuilleadh leasanan ri thighinn thairis air a' bhliadhna sgoile.	√ √ √ √ √
AC24	Obair a ghabhail os làimh ann an sgoiltean ag ullachadh òigridh airson com-pàirt ann am farpaisean seinn is ciùil aig Mòd Phàislig 2023 a' co-obrachadh leis a' Chomunn Ghàidhealaich agus Comhairle Rinn-Friù.		Thòisich an obair seo ann an R1, le taic-airgid bho Chomhairle Rinn-Friù. Lean an obair ann an Q2 air thoiseach air a' Mhòd Nàiseanta. Gu h-iomlan, ghabh 979 sgoilearan pàirt ann an 300 seiseanan ann an 16 sgoiltean le 5 oidean an sàs.	√ √ √ √ √
AC25	*Càfe Bheairteis* gu bhith air a stèidheachadh a-rithist le buidheann ùr de dh'òigridh agus tuilleadh sheiseanan ann an sgoiltean, ma dh'fhaodte ann an co-bhonn ri e-Sgoil.		Cha deach *Café Bheairteis* a thoirt air adhart fhathast ach tha sinn an sàs ann am pròiseact le buidheann ann am Bràgar, a bhios a' cleachdadh aithris sgeulachdan mar inneal airson sgilean cainnt a neartachadh am measg sgoilearan bun-sgoile. Tha triùir oidean an sàs ann an trì sgoiltean ann an Taobh Siar Leòdhais.	√ √ √ √ √
AC26	An tachartas còmhnaidheach 5 latha a chumail sa Ghiblean le timcheall air 15 com-pàirtichean an sàs.		Bha 15 an làthair aig an tachartas soirbheachail 5 Latha ann an Leòdhas aig àm na Càisge.	√ √ √ √ √
AC27	Sgoil-shamhraidh Dràma a chumail fad seachdain san Iuchar le timcheall air 15 com-pàirtichean an sàs.		Chaidh an Sgoil-shamhraidh dràma air adhart ann am Port Rìgh tràth san Iuchar le 10 an sàs.	√ √ √ √ √
AC28	Bidh Fèis Spòrs ann le cothrom air barrachd thachartasan den leithid, a' gabhail a-steach spòrs agus ealain, eadar Spòrs Gàidhlig agus Fèis Lochabair.		Chaidh tachartas a chumail eadar Fèis Lochabair agus Spòrs Gàidhlig aig àm na Càisg 2023.	√ √ √ √ √
AC29	Co-dhiù aon chùmhnant ùr aontachadh airson Fèisgoil agus, ma bhios maoin ann, leantainn air obair cuide ri co-bhanntachd nan ùghdarrasan ionadail agus Eòlas air a' Ghàidhlig nuair a thèid iarradh oirnn.		Shoirbhich leinn cùmhnant a bhuannachadh obair Ghàidhlig a lìbhrigeadh ann an Tiriodh, Colla agus Eilean Bhòid. Tha an obair seo air a bhith a' dol air adhart le dùil a crìochnachadh ro dheireadh na bliadhna. Tha dùil gun lean obair na Gàidhlig ann an sgoiltean tro co-bhanntachd nan ùghdarrasan ionadail anns a' bhliadhna-sgoile 2023-24, ged a tha dàil air a bhith ann dearbhadh fhaighinn mun ìre de mhaoin a bhios ann. Tha lùghdachadh ann agus tha sin air dàil a chur air an obair seo a thòiseachadh. Chaidh seisean Eòlas air a' Ghàidhlig a thabhann ann am Bun-sgoil Thornliebank, far am bi roinn ùr a' tabhann foghlam tron	√ √ √ √ √

			Ghàidhlig, agus chum sinn seisean sònraichte airson Fonndas Uilleim Ghrannd ann an Dùn Dè san t-Sultain.	
AC30	Co-dhiù 90 bùithtean-obrach no taisbeanaidhean dràma a lìbhrigeadh ann an sgoiltean rè 2023-24.		Gu ruige seo tha 21 bùth-obrach air a bhith ann ach tha dùil gun gabhadh seo a lìbhrigeadh gu h-iomlan tron bhliadhna.	√ √ √ √ √
AC31	Co-dhiù aon mheanbh-fhèis a chur air dòigh ann an àrd-sgoil rè 2023-24.		Cha deach seo adhartachadh gu deireadh R2.	√ √ √ √ √
AC32	Cothroman a chruthachadh airson sgilean sgrìobhaidh a leasachadh tron Sgoil-shamhraidh Dràma.		Chaidh seiseanan sgrìobhaidh a thabhann aig an Sgoil-shamhraidh Dràma san Iuchar agus cothroman air sgriobtaichean a dheasachadh airson filmichean goirid.	√ √ √ √ √
AC33	Taic bhon sgioba de dh'Oifigearan Leasachaidh agus càch le cleachdadh na Gàidhlig.		Bidh ar sgioba a' toirt taic do na Fèisean le eadar-theangachaidhean agus cruthachadh stuthan dà-chànanach airson margaideachd. Tha cunnraidhean nar litrichean-tairgse a' dèanamh cinnteach à cleachdadh na Gàidhlig, mar a tha air iarraidh nar Poileasaidh Gàidhlig. Chaidh seisean a chumail aig ar co-labhairt san t-Sultain mun taic a tha ri fhaotainn ar poileasaidh a chur an gnìomh agus chaidh an taisbeanadh a dhèanamh follaiseach do dhaoine nach b' urrainn a bhith an làthair.	√ √ √ √ √
AC34	Taic a chumail ri timcheall air 30 cuirmean/cèilidhean aig Fèisean ionadail		Bha taic ann do 22 taisbeanadh gu deireadh R2.	√ √ √ √ √
AC35	Taic do 4 Cèilidhean air Chuairt le timcheall air 80 tachartas eatorra san luchar agus san Lùnastal.		Chaidh taic-airgid agus trèanadh a chumail ri 4 Cèilidhean air Chuairt a chluich aig 72 tachartasan sna sgìrean aca fhèin, cho math ri cothrom fhaighinn pàirt a ghabhail ann am fosgladh oifigeil Fèis Eadar-nàiseanta Dhùn Èidinn. Chluich Còmhlan Cèilidh a' Chàirn Ghuirm aig Fèis Spè ann an 6 àitichean a bharrachd tron chuairt shamhraidh acasan. Chum Fèisean nan Gàidheal taic ri Fèis Rois àitichean a thoirt do dhaoine òga le feumalachdan a bharrachd anns na Cèilidhean air Chuairt acasan.	√ √ √ √ √ √
AC36	Timcheall air 34 tachartasan a chur air adhart aig Blas 2023, a rèir na bhios ann de thaic bho ùghdarrasan ionadail.		Chaidh Blas a chumail eadar 1 agus 9 Sultain le 55 tachartasan eadar cuirmean, taisbeanaidhean sgoile agus sruthaidhean air-loidhne. B' iad Comhairle na Gàidhealtachd prìomh luchd-maoineachaidh na fèise le taic a bharrachd bho Chomhairle nan Eilean Siar a leig leinn trì tachartasan a chur air dòigh ann an Leòdhas. Tha ais-mholaidhean agus àireamhan gan cruinneachadh an-dràsta agus bidh e comasach dhuinn aithisg shlàn mun fhèis fhoillseachadh nas fhaide air adhart air a' bhliadhna.	√ √ √ √ √ √

AC37	Bidh pròiseact maoinichte le Colmcille, le buidheann ann an Èirinn, a' dol air adhart ron Mhàrt 2024 agus bidh obair eile eadar-nàiseanta ann nuair bhios cothroman a' nochdadh.		Chùm sinn seisean sònraichte seinn eadar Sgoil an Ìochdair agus Taigh-sgoile na Drochaide ann am Mabù airson Mìos nan Gàidheal ann an Alba Nuadh a chomharrachadh. B' i Peigi Nic a' Phiocair a stiùir cùisean agus chòrd e ris an òigridh air gach taobh den Chuan Siar. San ògmhios, dh'obraich sinn còmhla ri Black Isle and Highland Refugee Support Network airson tachartas sònraichte a chur air dòigh ann an Talla Phol Lochaidh airson fàilte a chur air teaghlaichean Ucràineach, far an robh òigridh bho na Fèisean a' cluich. Shoirbhich leinn le tagradh do Cholmcille airson pròiseact ùr a leasachadh ann an co-bhonn ri Ealaín na Gaeltachta fon ainm *Turas*. Bidh cothrom ann luchd-ciùil le Gàidhlig is Gaelige a thoirt cruinn còmhla ann an Conamara san t-Samhain. Ghabh sinn pàirt anns a' chiad Latha Dhualchais na h-Eòrpa le sreath bhideothan gan sgaoileadh tro na meadhanan sòisealta air 23mh Sultain.	√ √ √ √ √ √
AC38	Bidh cuirm *Ceòl nam Fèis*, le òigridh bho na Fèisean air feadh Alba, a' dol air adhart aig Blas.		Bha seo na cuirm crìochnachaidh aig Blas 2023, air a cumail anns a' Ghearasadan air 9 Sultain a' comharrachadh 30 bliadhna de dh'Fhèis Lochabair aig an aon àm. Ghabh còrr is 50 òganach pàirt sa chuirm.	√ √ √ √ √
AC39	A' leantainn sanasachd fhosgailte, bidh coimisean ga thoirt seachad le trì taisbeanaidhean aig Blas.		Chaidh coimisean Blas 2023 a shanasachd agus b' e Eòghan MacEunraig a shoirbhich. Bha trì taisbeanaidhean den cheòl ùr aige aig Blas.	√ √ √ √ √ √
AC40	Bidh obair leantainneach a' dol air adhart a' cruinneachadh agus a' glèidheadh fiosrachaidh mu luchd-amharc a leigeadh leinn barrachd thachartasan a shanasachd dhaibh.		Tha an obair seo a' leantainn agus bidh ar margaideachd ag amas air daoine leis an robh ceangal againn roimhe, ach tha daonnan obair a bharrachd a dhìth san raon seo.	√ √ √ √ √ √
AC41	Bidh fiosrachadh ga chur don làrach-lìn againn gu cunbhalach airson a dhèanamh cinnteach gun nochd e air app na buidhne.		'S i obair leantainneach a tha seo agus chaidh mìosachan ùr a chur ris ar làrach-lìn a bha ùraichte gu cunbhalach rè R2.	√ √
AC42	Bidh cuid de thachartasan bho Bhlas agus eile air an sruthadh beò agus, ma cheadaicheas maoin dhuinn, bidh tuilleadh leasanan air an cruthachadh don ghoireas *Oide*.		Chaidh ceithir tachartasan a shruthadh beò bho Bhlas agus bha feadhainn eile air an ath-chraoladh. Nì sinn measadh air cothroman eile tron bhliadhna le dùil tuilleadh leasanan airson *Oide* a choimiseanadh.	√ √ √ √ √ √
AC43	Tabhartasan a sgaoileadh às leth Alba Chruthachail le trì cuairtean den sgeama Tasgadh ann an 2023-24.		Chaidh tabhartasan aontachadh tron chiad chuairt de Thasgadh anns a' Chèitean 2023 le tagraichean soirbheachail air am foillseachadh air ar làrach-lìn. Chaidh aontachadh bhideo a dhèanamh a' sealltainn mar bu chòir do thagraichean a bhith a' lìonadh fhoirmichean-iarrtais agus tachartas stiùiridh air-loidhne a chur air dòigh. Thèid seo a dhèanamh tràth san Dàmhair.	√ √ √ √ √ √

AC44	Tabhartasan a sgaoileadh às leth Alba Chruthachail le dà chuairt den sgeama Maoin nan Ealan Gàidhlig ann an 2023-24, le taic a bharrachd bho Bhòrd na Gàidhlig.		Chaidh tabhartasan aontachadh tron chiad chuairt de Mhaoin nan Ealan Gàidhlig anns a' Chèitean 2023 le tagraichean soirbheachail air am foillseachadh air ar làrach-lìn.	√ √ √ √ √ √
AC45	Bidh 4 coinneamhan den Bhòrd ann – sa Chèitean, san t-Sultain, san Dùbhlachd 2023 agus sa Mhàrt 2024, le cuireadh do riochdairean bho bhuidhnean-maoineachaidh agus pàipearan uile air am foillseachadh air loidhne.		Bha a' chiad choinneamh den Bhòrd ann air 26mh Cèitean leis na pàipearan air am foillseachadh seachdain ro làimh. Chaidh cuireadh a thoirt do bhuidhnean-maoineachaidh agus bha riochdaire bho Bhòrd na Gàidhlig an làthair airson a' chiad uair. Chaidh an dàrna coinneamh againn a chumail air 29mh Sultain air thoiseach air ar Coinneamh Bhliadhnail.	√ √ √ √
AC46	Cuireadh a thoirt do riochdairean Fèisean, le ùidh a bhith nam buill den Bhòrd-stiùiridh, pàirt a ghabhail ann an coinneamhan sa Chèitean agus san t-Sultain airson blasad a thoirt dhaibh mu dhleastanasan air thoiseach air taghadh don Bhòrd nas fhaide air adhart ann an 2023.		Bha cuireadh ann airson coinneamh a' Chèitein ach cha tàinig duine air adhart. Chaidh aontachadh gum bu chòirear a dhol an sàs ann an dòighean eadar-dhealaichte buill ùra a thàladh. Chaidh a dhearbhadh aig coinneamh bhliadhnail na buidhne gum biodh taghadh ann airson buill ùra a thàladh.	√ √ √ √
AC47	Beachdan a shireadh bhon bhallrachd mu Phlana Prògraim Fèisean nan Gàidheal airson 2023-28.		Bha beachdan gan sireadh an dèidh don Bhòrd aonta a chur ris an dreach phlana.	√ √ √ √ √ √
AC48	Phlana Prògraim Fèisean nan Gàidheal 2023-28 fhoillseachadh aon uair 's gu bheil e crìochnaichte.		Bidh ar Plana Prògraim ga fhoillseachadh an dèidh aontachadh leis a' Bhòrd-stiùiridh ris an dreach deireannach.	√ √ √ √
AC49	Aithisg air adhartas a chur don luchd-maoineachaidh air fad gach ràith.		Bidh aithisgean gan sgaoileadh gach ràith don luchd-maoineachaidh le aithisgean a bharrachd mar a bhios a dhìth.	√ √ √ √
AC50	Aithisg a thoirt don Bhòrd aig gach coinneamh air mar a tha aontaidhean maoineachaidh gan cur an gnìomh.		Bidh pàipear ann mu aontaidhean maoineachaidh aig gach coinneamh den Bhòrd-stiùiridh a' mìneachadh na h-ìre aig a bheil cùisean leotha.	√ √ √ √ √
AC51	Sùil a chumail air cunnartan gu cunbhalach agus aithisg bhliadhnail air adhartas a thoirt don Bhòrd sa Chèitean 2023.		Bidh an sgioba obrach air fad a' measadh agus a' làimhseachadh chunnartan gu cunbhalach nan obraichean làitheil. Fhuair am Bòrd-stiùiridh aithisg bhliadhnail air mar a tha na prìomh chunnartan air an làimhseachadh aig a' choinnemh aca sa Chèitean. Bidh againn ri cunnartan co-cheangailte ri ar Plana Prògraim a mheasadh mas e is gum faigh sinn cothrom a' cur a-staigh airson maoin bho Alba Chruthachail.	√ √ √ √ √
AC52	Plana ùr Co-ionnanachd, Iomadachd agus In-ghabhaltas (CII) a dhealbhadh agus aithisg bhliadhnail air adhartas a thoirt don Bhòrd sa Chèitean 2024 aon auir 's gun deach àireamhan a chruinneachadh.		Chaidh Plana CII airson 2023-24 aontachadh leis a' Bhòrd-stiùiridh aig a' choinnemh aca sa Chèitean nuair a ghabh iad, cuideachd, ri aithisg air soirbheachas Plana CII 2022-23 a chur an gnìomh.	√ √ √ √
AC53	A' dèanamh cinnteach gum faigh luchd-obrach àradachaidhean pàighaidh cothromach a rèir na bhios air aontachadh do na h-ùghdarrasan ionadail agus gun tèid prionnsabalan Obair Chothromach an Toiseach a leantainn.		Tha Fèisean nan Gàidheal ag amas air tuarastail luchd-obrach a stèidheachadh air aontaidhean luchd-obrach nan ùghdarrasan ionadail. Bidh sinn a' cumail ri sin co-dhiù ann an 2023-24 a rèir na bhios air aontachadh.	√ √ √

				Tha aithris air ar làrach-lìn air mar a tha sinn a' làimhseachadh Obair Chothromach an Toiseach agus tha sinn air an t-slighe cheart ged a tha beagan obrach a bharrachd a dhìth a thaobh guth èifeachdach a thoirt don luchd-obrach. Chaidh ceisteachan a sgaoileadh air luchd-obrach san t-Sultain agus bheir na toraidhean dhuinn bunait airson tuilleadh chòmhraidhean.							
AC54	A' dèanamh cinnteach gum faigh cunnradairean is luchd-obrach neo-cheangailte pàigheadh cothromach a rèir ìrean gan stèidheachadh gu nàiseanta le aonaidhean buntainneach.			Bidh gach cunnradair air am fastadh le Fèisean nan Gàidheal a' faotainn pàigheadh a rèir ìrean nan aonaidhean buntainneach. Tha cunnradh co-cheangailte ri tabhartasan gum bu chòir do na Fèisean a bhith ag obair a dh'ionnsaidh nan ìrean sin a phàigheadh cuideachd. Tha cunnradh co-cheangailte ri tabhartasan Tasgadh agus Maoin nan Ealan Gàidhlig gu bheil e deatamach luchd-ealain a phàigheadh aig ìrean stèidhichte leis na h-aonaidhan.	√	√			√			
AC55	A' dèanamh cinnteach gum faigh luchd-obrach cothroman trèanaidh an deìdh dhaibh feumalachdan a chomharrachadh tro mheasaidhean.			Bidh trèanadh ga thabhann air luchd-obrach agus bidh ùine ga toirt do dhaoine an sàs ann an cùrsaichean air an taobh-muigh an obair sin a ghabhail os làimh.	√	√	√	√	√			
AC56	A' dèanamh cinnteach gum faigh OSCR agus Taigh nan Companaidhean fiosrachadh bliadhnail ann an àm.			Bidh seo a' tachairt gu cunbhalach gun duilgheadas sam bith san àm a dh'fhalbh.	√	√						
AC57	Aithisg Bhliadhnail fhoillseachadh san t-Sultain 2023 le iomradh air prìomh thachartasan, àireamhan com-pàirteachaidh agus fiosrachadh ionmhasail.			Chaidh Aithisg Bhliadhnail 2023 na buidhne fhoillseachadh air thoiseach air ar coinneamh bhliadhnail agus tha i ri fhaighinn, anns a' Ghàidhlig agus anns a' Bheurla, air ar làrach-lìn.	√	√	√	√	√	√		
AC58	Fiosrachadh àireamhail a thoirt seachd sa cheisteachan bliadhnail aig Alba Chruthachail.			Bha seo air a thoirt seachad san luchar nuair a chaidh am fiosrachadh iarraidh.	√	√	√	√	√	√		
AC59	Obair leantainneach a ghabhail os làimh le Creative Carbon Scotland airson na tha sinn a' cosg de ghualain a lùghdachadh tron phròg ram air fad.			Tha sinn air aontachadh ri tuilleadh ghnìomhan le Creative Carbon Scotland air mar a ghabhadh na tha sinn a' cur gu feum de ghualain a lùghdachadh, a' leantainn slighe far a bheil sinn air tCO2 a thoirt a-nuas bliadhna an dèidh bliadhna. Chaidh còmhraidhean mun chùis seo a chumail le riochdairean nam Fèisean aig ar co-labhairt cuideachd.	√	√	√	√	√			

Fiosrachadh Àireamheil							
Obraichean air an cruthachadh/glèidheadh ILT	35.7	Airgead prìobhaideach no poblach air a tharraing a-steach don Ghàidhealtachd	£747,651	Meudachadh san toradh ionmhasail	£39,524	Luchd Saor-thoileach an sàs	308
Tabhartasan do dh'Fèisean	£125,334	Tabhartasan Eile	£49,780	Com-pàirtichean/luchd-ionnsachaidh aig Fèisean	2,457	Com-pàirtichean/luchd-ionnsachaidh aig tachartasan eile	6,104
Luchd-èisteachd aig consairtean nam Fèisean	1,980	Luchd-èisteachd aig tachartasan eile (air loidhne)	6,200 (20,893)	Com-pàirtichean ann an trèanadh	109	Obair Eadar-nàiseanta	4

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.		Tha an obair seo na prìomhachas do dh’Fhèisean nan Gàidheal ‘s tha i a’ leantainn mar bu chòir. Tha cosgaisean àrda a’ bualadh air Fèisean, gu h-àiridh a thaobh màl nan sgoiltean ‘s tha seo na dhùbhlan dhaibh ‘s tha aca ri tòrr mòr a chosg air àitichean, no toglaichean, ùra a lorg. Ann an cuid de shuidheachaidhean chan eil sin comasach. Tha an sgioba leasachaidh ag obair gu dlùth le na Fèisean airson iomadh seòrsa taic a thoirt dhaibh a bhith a’ cur thachartasan air dòigh agus leasachaidhean ùra a thoirt gu buil. Faicibh AC1-7, AC9-15, AC33-34, AC38, AC41, AC45-48, AC51-52, AC54, AC58 agus AC59 gu h-àrd a tha a’ mìneachadh taic do na Fèisean.	
BnG1.2	A’ lìbhrigeadh co-dhiù 150 seisean Blasad Gàidhlig airson sgoilearan ann am foghlam luchd-ionnsachaidh na Gàidhlig, leis an àireamh air àrdachadh, ma cheadaicheas maoineachadh bho thùsan àbhaisteach eile, le amas suas ri 750 seisean a lìbhrigeadh.		Eadar a’ Ghiblean agus deireadh an Ògmhios bha sinn a lìbhrigeadh sheiseanan Blasad Gàidhlig ann an sgìre Siorrachd Àir a Deas agus ann an sgìre na h-Eaglaise Brice. Chaidh còrr is 400 seisean a thabhann le 5 oidean ann an 7 sgoiltean do chòrr is 870 sgoilearean. Faicibh AC29 gu h-àrd airson tuilleadh fiosrachaidh mu bhliadhna-sgoile 2023-24.	
BnG1.3	A’ cur air dòigh co-dhiù 4 seiseanan trèanaidh Gàidhlig do dh’oidean is luchd-obrach.		Chruinnich an sgioba san Ògmhios airson trèanadh gràmair a dhèanamh ‘s thèid seiseanan eile a chumail nas fhaide air adhart air a’ bhliadhna. Bidh sinn a’ cur sreath de leasanan Gàidhlig air dòigh do dh’oidean sa bhliadhn’ ùire. Tha sinn a’ cumail taic ri oide a tha a’ dèanamh cùrsa tro Shabhal Mòr Ostaig cuideachd. Faicibh AC14 agus AC16 gu h-àrd.	
BnG1.4	Ag amas air 15 com-pàirtichean airson 5 Latha no ann an tachartasan-còmhnaidh eile.		Faicibh AC26 gu h-àrd.	
BnG1.5	A’ lìbhrigeadh co-dhiù 20 seisean tro mheadhan na Gàidhlig le buidhnean tràth-bliadhnaichean		Tha dùil gun gabhadh seo adhartachadh ann an R3 ged a tha obair ullachaidh a’ dol air adhart air dealbh-chluich/sgeulachd ùr a chur ri chèile.	
BnG1.6	A' glèidheadh Oifigear Leasachaidh nan Eilean Siar aig ìre 0.6 FTE gus co-obrachadh eadar Fèisean is buidhnean ealain san sgìre a bhrosnachadh agus a’ fastadh dhaoine eile air cùmhnantan goirid airson taic a bharrachd a chumail ri Fèisean nan Eilean Siar.		Chaidh neach ùr, làn ùine fhastadh don dreuchd seo an dèidh don neach a bh’ againne roimhe an dreuchd fhàgail.	
BnG2.1	A' lìbhrigeadh 20 seisean ann an sgoiltean fo sgèith Fèis Blas 2023 is co-dhiù 300 sgoilearan an làthair uile-gu-lèir		Chaidh còrr is 50 seisean a lìbhrigeadh do chòrr is 800 sgoilear eadar taisbeanaidhean dràma (Sporan) is ciùil (An Gineal Òg) agus bùithtean-obrach ciùil.	
BnG2.2	A’ cumail co-dhiù 25 tachartasan fo sheòl Fèis Blas 2023.		Faicibh AC36 gu h-àrd.	

			Ged a tha sinn fhathast a' dèanamh sgrùdadh air Blas tro cheisteachain do luchd-frithealaidh, tha na toraidhean a leanas gu math taiceil don fhèis (a-mach à 10): Tlachd às na tachartasan: aireamh chuibheasach 9.9 Luach an airgid: aireamh chuibheasach 9.8 Cleachdadh na Gàidhlig aig an fhèis: aireamh chuibheasach 9	
BnG2.3	A' stèidheachadh coimisean ùr airson luchd-ciùil a thèid a thaisbeanadh aig 3 cuirmean aig Fèis Blas 2023		Faicibh AC20 agus AC39 gu h-àrd.	
BnG3.1	A' cumail co-dhiù 80 seisean dràma Gàidhlig ann an sgoiltean.		Faicibh AC30 gu h-àrd. Tha dùil gun tèid seo a choileanadh gu tur.	
BnG3.2	A' cur Sgoil Samhraidh Dràma air dòigh le amas 15 com-pàirtichean a thrusadh.		Faicibh AC27 gu h-àrd.	
BnG3.3	A' cur air dòigh dealbh-chluich na Nollaige le cuairt timcheall air 16 sgoiltean anns a bheil foghlam tro mheadhan na Gàidhlig, is aon taisbeanadh sruthadh beò air-loidhne.		Ri chur air dòigh ann an R3.	
BnG3.4	A' cur dealbh-chluich ùr air dòigh airson sgoiltean a' tabhann foghlam Gàidhlig do luchd-ionnsachaidh, le cuairt timcheall 20 sgoil (no air a thabhann do 20 sgoil air loidhne).		Chaidh dealbh-chluich ùr, a' comharrachadh 300 bliadhna bho rugadh Donnchadh Bàn Mac an t-Saoir, mun chuairt sgoitean san t-Sultain far a bheil a' Ghàidhlig ga teagasg mar chànan a bharrachd. Uile gu lèir chaidh 21 taisbeanadh is bùth-obrach a thabhann do 479 sgoilearan.	
BnG4.1	A' sruthadh co-dhiù 12 cuirm air loidhne tro Fèis TV (is co-dhiù 3 taobh a-muigh Fèis Blas 2023)		Faicibh AC42 gu h-àrd.	
BnG4.2	A' dealbhachadh 3 sreathan ùra de bhideothan airson na seirbheis *Oide* is a' toirt fàs 5% air àireamhan luchd-cleachdaidh thairis air àireamhan 2022-23.		Faicibh AC42 gu h-àrd.	
BnG5.1	Gun cuir a' bhuidheann am Poileasaidh Gàidhlig an gnìomh, le Gàidhlig mar phrìomh chànan làitheil anns an àite-obrach agus gun tèid a' Ghàidhlig a cleachdadh airson na buidhne a riaghladh.		'S i obair leantainneach, làitheil a tha seo. Bidh Fèisean nan Gàidheal ag obair tro mheadhan na Gàidhlig mar a tha follaiseach anns an pàipearan a bhios gan ullachadh airson coinneamhan a' Bhùird, mar eisimpleir, conaltradh taobh a-staigh is taobh a-muigh na buidhne agus nar sanasachd anns na meadhanan sòisealta agus stuth foillsichte.	
BnG5.2	Gum feumar fios às ùr a thoirt seachad do Bhòrd na Gàidhlig cho luath 's a bhios atharrachadh ann am ballrachd bòrd-stiùiridh no luchd-obrach na buidhne.		Chan eil atharraichean air a bhith ann aig ìre a' Bhùird-stiùiridh ann an R2 agus tha am fiosrachadh as ùire ri fhaighinn tron cheangal seo feisean.org/fiosrachadh/bord-stiuiridh-feisean-nan-gaidheal/. Bidh sinn a' cur taghadh air dòigh san Dàmhair airson buill ùra a shireadh leis gu bheil còignear air an ùine a tha ceadaicjte dhaibh air a' Bhòrd a ruighinn. Cumaidh sinn fiosrachadh ri Bòrd na Gàidhlig mu bhallrachd ùr a ' Bhùird. Mar a chaidh a mhìneachadh ann am BnG1.6 gu h-ard tha oifigear ùr againn stèidhichte anns na h-Eileanan Siar agus	

			thug sinn am fiosrachadh seo do dh'oifigearan a' Bhùird aig àm fastaidh.	
BnG5.3	Gun tèid cuireadh a thoirt seachad do riochdaire Bhòrd na Gàidhlig a bhith frithealadh choinneamhan bòrd-stiùiridh na buidhne mar luchd-amhairc, is gun tèid geàrr-chunntasan coinneamhan bòrd-stiùiridh na buidhne a chur gu Bòrd na Gàidhlig aon uair 's gu bheil iad deiseil.		Bidh pàipearan a' bhùird, le geàrr-chunntasan nan coinneamhan nam measg, a' dol gu Bòrd na Gàidhlig gu cunbhalach. Bha sinn toilichte fàilte a chur air riochdaire bho Bhòrd na Gàidhlig do choinneamh a' Chèitein den Bhòrd agus don Choinneamh Bhliadhnail againn san t-Sultain.	
BnG5.4	Gum feumar leth-bhreac de dh'aithisg bhliadhnail agus cunntasan na buidhne a chur gu Bòrd na Gàidhlig aon uair 's gu bheil iad air am foillseachadh.		Bha ar n-aithisg bhliadhnail agus cunntasan air am foillseachadh san t-Sultain agus an cur air adhart gu Bòrd na Gàidhlig aig an àm sin.	
BnG5.5	Gu bheil a' bhuidheann a' leantainn an stiùiridh Obair Chothromach an Toiseach bho Riaghaltas na h-Alba.		Tha Fèisean nan Gàidheal air aithneachadh mar *Living Wage Employer* agus bidh pàigheadh a rèir phoileasaidhean nan ùghdarrasan ionadai do luchdobrach agus a rèir ìrean nan aonaidhean iomchaidh do luchd-ealain. Tha aithris air ar làrach-lìn, fo Phoileasaidhean, mu na dhòighean sa bheil sinn a' cur prionnsabalan Obair Chothromach an Toiseach an gnìomh. Faicibh AS53 gu h-àrd.	
BnG5.6	Gu bheil a' bhuidheann a' cur poileasaidh àrainneachd an gnìomh gus a' bhuaidh air an àrainneachd a lughdachadh.		Faicibh AC59 gu h-àrd.	
BnG6.1	Gu bheil a' bhuidheann ag aithneachadh taic-airgid a' Bhùird anns gach pròiseact air an cur an gnìomh le taic an Tabhartais ann an co-rèir ris an Stiùireadh Aithneachaidh (mar a thèid ùrachadh bho àm gu àm), le fianais air a thoirt seachad anns gach aithisg adhartais air mar a tha seo ga chur an gnìomh.		Chaidh fianais fa leth air adhart do Bhòrd na Gàidhlig ach tha e follaiseach anns gach sanas agus sna meadhanan sòisealta gu bheil aithne ga toirt do thaic a' Bhùird.	
BnG6.2	Gu bheil co-dhiù 6 brathan-naidheachd air am foillseachadh leis a' bhuidhinn gach bliadhna a bhios a' soilleireachadh obair na buidhne agus ag aithneachadh taic Bhòrd na Gàidhlig.		Chaidh co-dhiù 11 sanasan naidheachd a sgaoileadh gu deaireadh R2 far an deach aithne a thoirt do thaic a' Bhùird.	
BnG6.3	Gu bheil fios ro-làimh air brathan-naidheachd air a thoirt dha sgioba conaltraidh a' Bhùird le cothrom airson beachdan a thoirt seachad mus tèid fhoillseachadh.		Chaidh aithris iarraidh bho Bhòrd na Gàidhlig airson 8 sanasan gu deaireadh R2 leis gun robh an obair ris an robh iad a' buntainn air a maoineachadh gu dìreach leis a' Bhòrd.	
BnG6.4	Gu bheil làrach-lìn is cunntasan meadhanan sòisealta na buidhne air an ùrachadh gu cunbhalach leis na naidheachdan às ùire mu obair na buidhne, le aithneachadh iomchaidh air taic maoineachaidh 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 lomairt aig Comunn na Gàidhlig.		Tha conaltradh agus co-obrachadh ann eadar oifigearan fa leth aig Fèisean nan Gàidheal agus CnaG agus tha sinn an dòchas gun gabhadh seo a neartchadh tro Lìonradh nan Oifigearan Gàidhlig.	
BnG6.6	Gun gabh a' Bhuidheann-fhaotainn pàirt ann agus gun toir iad fiosrachadh iomchaidh uile seachad gu rannsachadh sam		Gabhaidh Fèisean nan Gàidheal com-pàirt ann an rannsachadh sam bith den t-seòrsa seo agus tha conaltradh	

	bith air a stiùireadh leis, no às leth, a' Bhùird air obair nam buidhnean Com-pàirtichean Lìbhrigidh.		air a bhith ann le Tom Mathew agus Dùbhghlas Chalmers mu chuspairean eadar-dhealaichte.	
BnG7	Gun tèid fianais a thrusadh air mar a tha a' bhuidheann agaibh a chur ri na prìomhachasan bho Plana Chorporra Bòrd na Gàidhlig a leanas 2023-2028, agus iomradh air am fianais air a thoirt seachad sna h-aithisgean adhartais: • Barrachd dhaoine a' cleachdadh is a' faighinn buannachd bhon Gàidhlig aig an obair, aig an taigh is sa choimhearsnachd • Barrachd cothroman do dhaoine na sgilean Gàidhlig aca a leasachadh is na cothroman seo nas ruigsinniche.		Tha obair a' dol air adhart gus fiosrachadh a thrusadh tron t-siostam measaidh/ceisteachan againn agus bidh na ceistean air an atharrachadh airson a dhèanamh cinnteach gu bheil sinn a' togail fianais a fhreagras air an fhiosrachadh ùr a tha a dhìth.	
Builean Comhairle na Gàidhealtachd				
CnG1	A' feitheamh ri Aonta Ìre Seirbheis aig deireadh R1.		Chan urrainnear aithris air adhartas gu mionaideach gun aonta againn. Ged nach eil aonta ann, chaidh maoin fhaotainn bho Chomhairle na Gàidhealtachd ann an R2 agus chaidh a chleachdadh airson taic a chumail ri Fèisean na Gàidhealtachd agus Blas 2023.	
Builean Comhairle Earra-Ghàidheal is Bhòid				
CEB1	Taic-airgid do na Fèisean ann an Earra-Ghàidheal is Bhòid.		Tha Comhairle Earra-Ghàidheal is Bhòid air taic £18,450 a thabhann dhuinn son 2023-24. Chaidh tabhartasan luach £36,974 a thairge do dh'Fhèisean na sgìre a' cleachdadh £12,000 de mhaoin na comhairle. Bidh cothrom fhathast aig Fèisean taic a bharrachd iarraidh tron Stòras Leasachaidh againn.	
CEB2	Taic do na Fèisean tachartasan cunbhalach a chur air dòigh fad na bliadhna.		Tha na tabhartasan ann an ABC1 a' toirt a-steach cuibhreann de £15,179 airson tachartasan cunbhalach a chur air dòigh tron bhliadhna. Bha com-pàirtichean bho Fhèisean Earra-Ghàidheil am measg na chluich ann an *Ceòl nam Fèis* aig Blas san t-Sultain.	
CEB3	Taic ri Fèisean gnìomhan a ghabhail os làimh airson leaudachadh ann an cleachdadh na Gàidhlig.		Faicibh AC14, AC29 agus AC33 gu h-àrd airson taic san fharsaingeachd. Bidh sinn a' conaltradh ri Fèisean Earra-Ghàidheil airson nam feumalachdan aca a fhrithealadh. Bha seisean againn aig ar co-labhairt air cleachdadh na Gàidhlig aig Fèisean. Tha an taisbeanadh a chaidh a chleachdadh air ar làrach-lìn agus bidh seo ga thoirt gu aire luchd-eagrachaidh.	
CEB4	Taic airson Cèilidh air Chuairt Earra-Ghàidheil le trèanadh agus ùine bhon sgioba obrach (Luchd-tairbhe Earra-Ghàidheal is Bhòid).		Chaidh Cèilidh air Chuairt Earra-Ghàidheil air adhart san luchar an dèidh trèanadh fad seachdain aig na ceòladairean òga aig Sgoil Chiùil na Gàidhealtachd sa Phloc. Faicibh cuideachd AC17, AC19, AC35 agus AC38 gu h-àrd.	

			Chaidh tabhartas £8,000 a thoirt do Chèilidh air Chuairt Fèis Latharna a chluich aig 21 tachartasan san sgìre cho math ri fosgladh oifigeil Fèis Eadar-nàiseanta Dhùn Èidinn.	
CEB5	Ùine Oifigearan Leasachaidh air a chosg air Fèisean Earra-Ghàidheil 0.6 CRLU.		Bidh ar Manaidsear Leasachaidh agus Oifigear Lesachaidh a' cumail taic ris na Fèisean (co-ionnan ri 0.6 ILT).	
CEB6	Taic bho luchd-obrach eile le rianachd, ionmhas agus cànan a chleachdadh (pro-rata a-rèir àireamhan Fèisean).		Faicibh AC1-6, AC33, AC34, AC38, AC41, AC46 agus AC54 gu h-àrd.	
CEB7	Seirbheisean do dh'Fhèisean na sgìre le deuchainnean sgrùdaidh, àrachas, ionnsramaidean ciùil air iasad (cosgaisean pro-rata).		Faicibh AC7, AC11 agus AC233 gu h-àrd.	
CEB8	Trèanadh do luchd-teagaisg/eagrachaidh (Luchd-tairbhe Earra-Ghàidheal is Bhòid).		Faicibh AC12 agus AC15 gu h-àrd.	
CEB9	Obair dràma ann an sgoiltean Earra-Ghàidheal is Bhòid (amasan foghlaim).		Gheibh sgoiltean ann an Earra-Ghàidheal is Bhòid buannachd bhon obair aig Hùb Hàb, Meanbh-Chuileag agus Dealbh-chluich na Nollaige nas fhaide air adhart air a' bhliadhna. Tro chùmhnant eile a fhuair sinn an dèidh tairgse soirbheachail a chur a-steach, bidh cuid de sgoiltean Earra-Ghàidheil an sàs ann an obair far am bi obraichean is gnìomhachasan Gàidhlig gam brosnachadh don òigridh. Tha sinn an dùil gum bi cuid de sgoiltean Earra-Ghàidheil am measg an fheadhainn a gheibh seiseanan Gàidhlig tron chùmhnant aig Fèisgoil le co-bhanntachd de dh'ùghdarrasan ionadail.	

Gnìomh a dhìth

Thathar ag iarraidh air buill:

1. Còmhradh a thogail mu chuspair sam bith a bhios a' togail ceann agus
2. Fa-near a thoirt don adhartas leis a' phròg ram obrach.

Art MacCarmaig
Ceannard
An Dùbhlachd 2023

Fèisean nan Gàidheal

Geàrr-aithisgean Luchd-obrach
Àireamh air a' Chlàr Chùisean: 4.2023.02(b)

Ainm	**Art MacCarmaig**
Dreuchd	**Ceannard**

Obair com-pàirteachaidh bhon choinneamh mu dheireadh den Bhòrd

30.09.23 Co-labhairt Fèisean nan Gàidheal
04.10.23 Coinneamh le Bòrd na Gàidhlig mu dheidhinn Mòr-ionadan
04.10.23 Coinneamh le Dòmhnall Camshron BPA mun aithisg air cothroman don Ghàidhlig
04.10.23 Seisean fiosrachaidh air-loidhne do thagraichean Tasgadh agus Maoin nan Ealan Gàidhlig
11.10.23 Seisean air-loidhne do XPO North mun aithisg air cothroman don Ghàidhlig
31.10.23 An làthair ai tachartas HES/SDS mu sgilean Gàidhlig a tha a dhìth
04.11.23 Com-pàirt air-loidhne ann an TradTalk
07.11.23 Coinneamh de phanal Tasgadh
08.11.23 Coinneamh sgioba Fèisean nan Gàidheal
14.11.23 Coinneamh le Fèis Phàislig
14.11.23 Coinneamh de Bhuidheann-obrach nan Ealan Traidiseanta aig Alba Chruthachail
16.11.23 An lathair aig a' cho-labhairt Ceangal ann an Conamara
17.11.23 An lathair aig a' cho-labhairt Ceangal ann an Conamara
22.11.23 Coinneamh le Bòrd na Gàidhlig mun iarrtas ioma-bhliadhnail againn
22.11.23 Coinneamh le HIE mu sheiseanan Eòlas air a' Ghàidhlig
23.11.23 An làthair aig fòram Fhonndas Uilleim Ghrannd air-loidhne
23.11.23 Coinneamh le Mòrag Anna NicLeòid mu aithisg Bhlas son comataidh Gàidhlg CnG
27.22.23 Coinneamh le Ionad Thròndairnis (Iomairtean)
28.11.23 Coinneamh le Comhairle na Gàidhealtachd
28.11.23 Coinneamh de phanal Maoin nan Ealan Gàidhlig
04.12.23 Seisean inntrigidh air-loidhne airson buill ùr Bòrd-stiùiridh Fèisean nan Gàidheal
06.12.23 Com-pàirt ann an tachartas turasachd na Gàidhlig aig HES
07.12.23 Coinneamh de phanail tabhartasan Seachdain na Gàidhlig
07.12.23 Dìnnear do bhuill ùra agus dhaibhsan a bhios a' fàgail a' Bhùird
08.12.23 Coinneamh de Bhòrd-stiùiridh Fèisean nan Gàidheal

Thairis air an ràith a dh'fhalbh, chaidh tòrr ùine a chosg air iarrtasan agus aithisgean a dheasachadh do luchd-maoineachaidh. Chaidh iarrtas ceithir-bliadhna a dheasachadh airson taic-airgid bho Bhòrd na Gàidhlig agus chaidh a' chiad tagradh a chur ri chèile do dh'Alba Chruthachail airson maoin ioma-bhliadhnail. Tha iomradh air na dhà fo 4.4023.04(e).

Tha Fèisean nan Gàidheal a' cumail taic ri Talla nan Seòid aig Duaisean Dual-cheòl na h-Alba, a bhios a' dol air adhart ann an Dùn-Dè air 2na Dùbhlachd. Tha seo a' cosg £840 agus bidh Eilidh NicCoinnich gar riochdachadh aig an tachartas.

Tha mi air aontachadh gun cumadh Fèisean nan Gàidheal taic-airgid don duais airson Cluiche as Fheàrr fo 18 aig FilmG 2024, aig cosgais £500. Bidh cuirm nam duaisean a' dol air adhart Dihaoine 23mh Gearran san SECC ann an Glaschu.

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 sin mach litrichean agus phàigh mi airgead a-mach airson Fèisean, Clasaichean & Uairean Rianachd tron Sgeama Thabhartasan 2023-24. Chaidh £131,022.13 airgead tabhartasan 2023-24 a-mach.
- Tha stòras beag ann airson Maoin Leasachadh nam Fèisean 23-24 agus tha £1,509 air a'phàigheadh a-mach a-nis.
- 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 Luke Slater feuch a bheil aithisg sgrùdaichte aca uile. Mar a bheil chan fhaigh iad airgead. Tha sgioba leasachaidh a' coimhead às dèidh seo.
- Tha maoineachadh a bharrachd a phàigheadh airson luchd-cùraim agus/no tuilleadh oidean nuair a tha sin a dhìth gus dèanamh cinnteach gum faigh daoine òga le feumalachdan taice barrachd cothrom air teagasg is tachartasan. Fhuair Fèis Eilean na Hearadh & Fèis Rois taic am bliadhna.
- Bha mi trang cur air dòigh cùisean airson a' Co-labhairt Bhliadhnail 2023 air 29/30 Sultain. Bha sin aghaidh ri aghaidh ann an Taigh-òsta Muthu Newton, Inbhir Narainn.
- 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 co-òrdanaiche. Chaidh airgead na bliadhna seo a-mach gu Fèis Phàislig, Fèis Lochabair, Fèis Latharna, Fèis Air an Oir. Tha Fèis Air an Oir a'ruith airson a'chiad turas am bliadhna.
- Tha Luke a' coimhead às deidh ionnsramaidean chùil 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. Tha John Masson a'coimhead às an dèidh a-nis.
- Chuir mi àrachas air dòigh airson FNG anns An Gearran agus chaidh àrachas a chur air dòigh airson Blas anns an t-Sultain. Chaidh àrachas a chur air dòigh airson luchd-obrach uile agus thèid seo ùrachadh a-rithist air 22 Gearran 2024.
- 'S àbhaist fàirdealan airson ballrachd 23/24 a dhol a-mach às dèidh na Coinneamh Bhliadhnail. Theid iad a-mach a dh'aithghearr.
- 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. Tha sinn a' toirt taic do Grant MacPharlain, Fèis Phàislig, leis an Cùrsa Adhartais aig Sàbhal Mòr Ostaig. Chaidh trèanadh Gàidhlig airson luchd-obrach air adhart anns an Òg-mhìos. Theid trèanadh luchd-obrach air adhart anns an Dùbhlachd cuideachd.
- 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 sinn a' cuideachadh Fèisean a' cur ar Poileasaidh Gàidhlig an gnìomh. Chur mi poileasaidh ùr air dòigh airson Àite Dìonta agus chaidh poileasaidhean eile ùrachadh.
- Chaidh Sgoil Shàmhradh Dràma air adhart anns an Iuchar am bliadhna.
- Tha Luke a'coimhead às dèidh Tasgadh 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 pàirt-ùine ach a' toirt taic dhomh le seo cuideachd.

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

- Chaidh Fèis Bhlas air adhart anns an t-Sultain 2023. Tha uallach orm airson smachd a chumail air an airgead agus siostaman ionmhais air fad aig Blas. Bha mi ann an Cille Mhoire agus Ceòl nam Fèis anns an Ghearasdan.
- Bha 5 Chèilidhean air Chuairt a' ruith ann an 2023-24 agus tha mi air airgead a phàigheadh a-mach do chuid. Bha trèanadh a'dol air adhart aig Fèis Alba anns an Iuchar 2023.

Riaghladh, ionmhas agus luchd-obrach

- Tha mi coimhead às deidh oifis Port Rìgh bho latha gu latha. Bha mi staigh co-dhiù latha san t-sheachdain ged a tha sin fhathast ag obair bhon taigh. Tha mi coimhead às deidh an Rianaire/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.
- Tha mi coimhead às deidh ghoireasan daoine, cùmhnantan agus trèanadh. Chur mi air dòigh agallamhan, dealbhan-obrach am bliadhna agus cùmhnantan ùr airson Oifigear Leasachaidh nan Eilean Siar. Bha Peigi Ann deiseil anns an Òg-mhios 2023 agus Calum Friseil anns an dreuchd a-nis bhon Lùnastal.
- Tha mi a' cur a h-uile rud air dòigh airson cunntasan bliadhnail agus raitheil. Chur mi seachad ùine còmhla ri Seumas MacIver bho Mann Judd Gordon a bha dèanamh obair sgrùdaidh am-bliadhna air 10/11 an Iuchar. Tha sinn air crìoch a chur air cunntasan ràitheil suas gu 30 Sultain 2023.
- 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 dèante.
- Chaidh clàr chunnartan ùrachadh airson na bliadhna ionmhais anns a' Mhàirt 2023.

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

Taic do agus ag adhartachadh nam Fèisean

Fèisean

Tha mi a' cumail taic làitheil don sgioba leasachaidh agus do Fèisean anns an Eilean Sgitheanach, Lochabair agus Earra-Ghàidheal le taic bho cho-obraichean.

Tha conaltradh a' leantainn le na Fèisean gu cunbhalach 's ged a tha cuid nas samhaiche aig an àm seo dhan a' bhliadhna tha clasaichean, bùithtean-obrach is eile a' leantainn le cuid eile.

Bha cothrom agam coinneachadh ri Fèis na Linne is Fèis an Earraich san Dàmhair gus bruidhinn air planaichean san àm ri teachd. Bhon uairsin tha mi air a bhith a' cur plana leasachaidh airson na trì bliadhna a tha romhainn air dòigh dhaibh.

Chaidh Cèilidh sònraichte a chumail le Fèis Lochabair air 11 Samhain airson 30 bliadhna den fhèis a chomharrachadh. Tha iad cuideachd an dùil sreath de chlasaichean bùithtean obrach a thòiseachadh a dh'aithghearr.

Bidh Fèis nan Garbh Chrìochan a' cur air sreath de bhùithtean-obrach dràma air dòigh.

Tha Fèis Latharna an-dràsta a' beachdadh air iarrtas a dhèanamh gus inbhe Charthannas fhaighinn don Fhèis.

Bidh Fèis Thiriodh a' faighinn taic bho Mhaoin Choimhearsnachd a' Cho-op Ionadail.

Bha cothrom againn còmhradh mhath a chumail ri Fèisean a bha an làthair aig a' Cho-labhairt san t-Sultain 's fhuair sinn beachdan bhuapa air rudan a bhiodh feumail is taiceil dhaibh airson na pròraman aca is leasachaidhean a ùra a chur an gnìomh.

Stòras Leasachaidh
Tha an Stòras Leasachaidh fosgaile do Fèisean le cothrom dhaibh tabhartasan fhaighinn son suas ri £1,500 le £10,000 uile gu lèir ri sgaoileadh. Chum sinn taic luach £1,000 ri Fèis an Iar Thuath (Latha Fèise), £636 do Fèis Lochabair (Bùithtean-obrach obair-bhuidhne) , £200 do Fèis nan Gàrbh Chrìochan (Bùithtean-obrach Dràma) agus £632 do Fèis air an Oir (Clasaichean Clàrsach).

A' leasachadh sgilean is thàlantan

Blas 2023
Tha mi air aithisg ullachadh mun Fhèis a tha nochdadh fo 4.2023.02(c) as na paipearan. Dh'ullaich mi Aithisg eile do Mhaoin Cholmcille mu choinneamh an taic a fhuair sinn airson consartan is taisbeanaidhean sgoile 'An Gineal Òg'.

Bidh mi a' cur coinneamh den bhuidheann pròramaidh air dòigh a dh'aithghearr son còmhradh fhaighinn air Fèis na bliadhna-sa agus sùil a chur ri planaichean airson a' bhliadhna a th' air thoiseach oirnn.

Trèanadh Luchd-obrach
Bidh sinn a' dèanamh Trèanadh còmhla air Gràmair na Gàidhlig san Dùbhlachd.

Trèanadh Comataidhean is Luchd-teagaisg
Bidh sinn a' còmhradh ri na comataidhean thairis air a' mhìos no dhà a tha romhainn airson deiligeadh ri tabhartasan nam Fèisean 's bidh cothrom againn beachdachadh air feumalachdan trèanaidh 's thèid cothroman iomchaidh a chur air dòigh dhaibh a-rèir iarrtais.

Choinnich Nicola 's mi fhìn ri Emily NicDhòmhnaill bho Eden Court airson beachdachadh air trèanadh do dh'oidean dràma sa bhliadhn' ùr 's tha mi cuideachd a' coimhead air trèanadh sònraichte le eòlaichean a chur air dòigh so dh'oidean. Tha feum cuideachd air trèanadh do dh'òidean ùra nach eil air a bhith an sàs ann am Fèisean gu ruige seo.

Fuaran
Tha Abi air a bhith ag obair gu cruaidh le na seinneadairean òga airson clàraidhean, bhideothan is eile a tharraing còmhla 's thèid na h-òrain fhoillseachadh tràth sa bhliadhn' ùr. Bidh mi a'

còmhradh ri Abi a dh'aithghearr gus beachdachadh air na h-ath cheumannan leis a' phròiseact seo son 2024 is air adhart.

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

5 Latha

Thèid 5 Latha 2024 a chumail eadar 1-6 Giblean. Chaidh an fhiosrachadh fhoillseachadh bho chionn ghoirid 's tha 13 iarrtasan againn gu ruige seo.

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

FèisTV

Bha e comasach dhuinn 4 thachartasan a shruthadh aig Blas am bliadhna 's bha iad sin ri fhaotainn an asgaidh tro tv.feisean.org le cothrom do dhaoine tabhartas a thoirt dhuinn.

Bidh sinn a' coimhead ri barrachd leasannan a chur ri Oide air na mìosan a tha romhainn.

Riaghladh, ionmhas agus luchd-obrach

Luchd-obrach

An-dràsta tha mi ag dà latha san oifis agus tri bhon taigh a mhòr-chuid dhan ùine.

Cha do lìon sinn an dreuchd ban a bh' againn son Oifigear Leasachaidh 's tha mi fhìn a' cumail stiùir ri na Fèisean a bha buntainn ris an dreuchd sin le taic bhon chòrr den sgioba leasachaidh.

Coinneamhan is eile

Coinneamh Bhliadhnail is Co-labhairt (29-30/9)
Coinneamh le Fèis an Earraich is Fèis na Linne (3/10)
Coinneamh Mhanaidsearan (2&21/11)
Coinneamh Sgioba Fèisean nan Gàidheal (8/11)
Siuthad – Fèilll Dhreuchdan aig Eden Court (9/11)
Measaidhean (13&14/11)
Co-labhairt Ceangal ann an Conamara (15-18/11)
Coinneamh le Bòrd na Gàidhlig (22/11)
Coinneamh le Comhairle na Gàidhealtachd (28/11)
Coinneamh is coinneamh-bhliadhnail Fèis an Earraich (28/11)
Coinneamh le Fèis Dhùn Èideann (28/11)
Coinneamh le Fèis na h-Òige (29/11)
Coinneamh le Emily NicDhòmhnaill (29/11)
Coinneamh le Criosaidh NicRath (30/11)
Coinneamh le Josh Dixon bhon RCS (30/11)

Ainm	**Eilidh NicCoinnich**
Dreuchd	**Manaidsear Fèisgoil**

A' leasachadh sgilean is thàlantan

Trèanadh do dh'oidean Fèisgoil: chuir Eilidh NicCarmaig seisean trèanaidh air doigh do dh'oidean Blasad Gàidhlig air 27.10.23 agus bidh barrachd fiosrachaidh mu dheidhinn ann an aithisg rianaire Fèisgoil.
Trèanadh do sgioba luchd-obrach Fèisgoil: nochd mi aig seisean trèanaidh air-loidhne air a lìbhrigeadh le Early Years Music Scotland air Diluain 14.11.23 – Developing Confidence in Language Through Music.

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

DRÀMA

Meanbh chuileag: Rùn-dìomhar nan Eilean Flannach 03.10.23-03.11.23; air a' sgrìobhadh le Aonghas MacLeòid, Oifigear Dràma, FnG agus air a lìbhrigeadh le Artair Donald agus Raonaid Cheanadach

Cleasaichean	Sgoiltean	Taisbeanaidhean/bùthan-obrach	Sgoilearan
2	29	31 (+40 bùthan-obrach)	845

Panto 2023 : Calum Anndra a' Chòta Dheirg 27.11.23-08.12.23 air a sgrìobhadh agus a' stiùireadh le Aonghas MacLeòid, air a lìbhrigeadh le Raonaid Cheanadach, Artair Donald agus Fearghas Rothach.

Cleasaichean	Sgoiltean	Taisbeanaidhean	Sgoilearan/ Luchd èisteachd
3	22	19	1158 (+ luchd èisteachd poblach)

Chosg mi madainn còmhla ris a sgioba a dhol thairis air na h-òrain. Faicibh aithisg Oifigear Dràma airson barrachd fiosrachaidh mun tursan, taisbeanaidhean poblach, clàraidhean agus pròiseactan dràma eile, co-obrachadh le Cùirt Eden nan measg.

CÀNAN

Blasad Gàidhlig: Gàidhlig mar cànan a bharrachd.

Fhuair sinn fiosrachadh bho Co-bhanntachd nan Ùghdarrasan Ionadail mu maoineachadh aig <50% 2023-24 air 12.09.23 agus as deidh iarrtas a chur air adhart do Riaghaltas na h-Alba, dh'aontaich iad maoineachadh a chur thugainn airson seiseanan ann an Teirm 3 a' lìbhrigeadh.

Teirm 2 2023/24:

Oidean	Sgoiltean	Seiseanan	Sgoilearan
13	21	618	2273

Beairteas : Aithris Sgeulachd: Bun-sgoiltean an taobh siar Eilean Leòdhais (Breascleit agus Siabost), air a lìbhrigeadh le Christine NicLeòid le taic bho Donna Barden, as leth Comunn Eachdraidh an Taobh Siar

'S e amasan na proiseact sgilean cainnt na cloinne a neartachadh agus dualchainnt na sgìre a' chleachdadh. Dh'ionnsaich an dà sgoil toimhseachain agus sgeulachdan eadar-dhealaichte agus an choinnich iad ri chèile agus dh'innis iad na sgeulachdan aca. Choinnich gach sgoil cuideachd ri pàrantan agus buidheann de sheann daoine às an sgìre aca fhèin agus dh'innis iad na sgeulachdan a dh'ionnsaich iad, agus chuala iad tuilleadh sgeulachdan bhon na seann daoine mu làithean an òige.

Oidean	Sgoiltean	Seiseanan	Sgoilearan
2	2	18	42

Pròiseactan fa-leth

Tabhaich : trì pròiseactan fa-leth: 1. seiseanan Gàidhlig aghaidh ri aghaidh anns na h-eileanan Thiriodh, Cholla agus Bhòid do dhaoine a bhios ag ionnsachadh na Gàidhlig mar tha 2. seiseanan mun chànan agus cultar na Gàidheil aghaidh ri aghaidh, a-rithist anns na trì h-eileanan don choimhearsnachdan ionadail agus luchd-turais 3. seiseanan do na sgoiltean stèidhichte air na trì h-eileanan le trìuir an sàs gniomhachas fa-leth ceanglaichean a shealltain dhaibh eadar an obair aca agus Gàidhlig. Air a lìbhrigeadh le Gail Shutharlannach, Joy Dunlop, Rhoda Meek, Iain Mac a Ghobhain agus Màiri Anna NicUalraig. Bidh àireamhan deireanach agam san ath aithisg.

Na sgoiltean: Eilean Bhòid: Bun-sgoil Naomh Anndra, Bun-sgoil Bòid a Tuath, Bun-sgoil Baile Bhòid & Àrd-sgoil Baile Bhòid (23&24.10.23); **Eilean Thiriodh**: Àrd-sgoil Thiriodh, Bun-sgoil

Thiriodh (30.11.23); **Eilean Cholla**: Bun-sgoil Àirigh nan Gobhar (06.11.23). Tha sinn nar comain, Taigh–òsta Eilean Cholla airson taic leis a' phròiseact.

Oidean	Sgoiltean	Seiseanan	Sgoilearan
3	7	14	133 (32 aca ann am foghlam Gàidhlig)

Clasaichean Gàidhlig air an oidhche le Comhairle Baile Ghlaschu: Dh'aontaich sinn seisean Eòlas air a' Ghàidhlig a chur air doigh mar tòiseach tòiseachaidh (faicibh gu h-ìosal) le sreath ùr de clasaichean sa bhliadhna ùir.

CEÒL
ICO: lìbhrig barrachd na leth de na sheiseanan, am-bliadhna a' comharrachadh 300 bliadhna bho rugadh am bard Donnchadh Bàn.

Seinn: Uibhist & Barraigh: Ann an co-obrachadh le CnES. Fhuair oide Seinn ann an Uibhist, Peigi Nic a Phiocair, obair ùr mar òraidsear aig Oilthigh Ghlaschu. Bha na sgoiltean deònach a' feitheamh gus am bi an obair ùr aice deiseil aig àm na Càisge agus leis a sin, dh'aontaich iad air 10 seachdainnean ann an Teirm 4. Teirm 1 & Teirm 2 2023/24:

Oidean	Sgoiltean	Seiseanan	Sgoilearan
2	6	97	413

Pròiseactan fa-leth:
Cliabh: Pròiseact ioma-ealain, a' leasachadh an tuigse air clann bun-sgoile air gnìomhachas iasgaich ann an Ulapuil. Bidh cothrom aig a' choimhearnsachd pròiseact a thaghadh anns a' bhuth san àm ri teachd (tro Tesco Stronger Starts) agus ma bhios sinn soirbheachail gheibh sinn beagan airgid, Cliabh, Còmhla nan Clèibh, a chur air doigh le Seonag Buxton air bòrd mar oide.

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

Eòlas air a' Ghàidhlig:
Luchd obrach **Comhairle Baile Ghlaschu14.11.23**, air a lìbhrigeadh le Màiri Anna NicUalraig

Luchd-lìbhrigidh	Seiseanan	Còm-pàirtichean
1	1	23

Luchd-obrach **Comhairle Rinn Friù an Ear**: dà sheisean ri lìbhrigeadh le Màiri Anna NicUalraig – **07.12.23** agus **05.02.24**.

Ceangal 23: Fhuair mi cothrom a dhol a null à Conamara còmhla ri Art MacCarmaig agus Calum Ailig Mac a Mhaoilein as deidh chuireadh fhaighinn bho Údarás na Gaeltachta pàirt a ghabhail ann an co-labhairt Ceangal, bùthan-obrach, Ealain25 a comharrachadh agus consairt eadar-nàiseanta. Bha buidhean de coignear daoine-òga bho fèisean fa-leth an sàs, fo iùil Oifigear Leasachaidh nan Eilean Siar, Calum Friseal.

Maoineachadh Paul Hamlyn: Chuir mi iarrtas a-staigh do Fonndais Pòl Hamlyn leis an dùil maoineachadh fhaighinn air pròiseact ùr, Air mo Bhriathar. Bidh fios againn meadhan An Dùbhlachd.

Duaisean Na Trads: fhrithealadh mi aig Na Trads ann an Talla Cèard, Dùn Dè, 02.12.23 as leth FnG.

Riaghladh, ionmhas agus luchd-obrach

Coinneamh bhliadhnail FnG 29.09.23
Coinneamhan le oidean Fèisgoil
Luchd-obrach FnG (gu h-àraidh sgioba Fèisgoil) – gu cunbhalach
Measadh Eilidh NicCarmaig 16.10.23 | Measadh Aonghas MacLeòid 23.10.23
Zalina Dzhatieva agus Seumas Paterson, Comhairle Earra Ghaidheal is Bòid 23.10.23 & 29.11.23
DK Mac a Phì, Comhairle Baile Ghlaschu 07.11.23
Evelyn Coull NicLeòid CnES 10.11.23 | Early Years Music Scotland 13.11.23
Manaidsearan FnG 02.11.23 & 21.11.23 | Buidhean mu ghualain FnG 14.11.23
Údarás na Gaeltachta - An Spidéal, Conamara 15-18.11.23 | Sgioba Panto 2023: 21.11.23
Bòrd na Gàidhlig 22.11.23 | Iomairt na Gàidhealtachd 's nan Eilean 22.11.23
Comhairle na Gàidealtachd 28.11.23 | Comhairle Siorrachd Rinn Friù an Ear 07.12.23

Ainm	**Nicola Simpson**
Dreuchd	**Àrd Oifigear Leasachaidh**

Taic do agus ag adhartachadh nam Fèisean

Fèis Air an Oir

- Tha clasaichean seachdaineil agus bùithtean-obrach Disathairne fhathast a' ruith.
- Bidh clasaichean clàrsaich ùr a' tòiseachadh anns a' bhliadhn ùr.
- Choinnich mi ri Carol Anne o chionn ghoirid airson foirmichean tagraidh tabhartais a lìonadh agus bidh sinn a' coinneachadh a-rithist anns na seachdainean a tha romhainn airson foirm tabhartas FnG a lìonadh còmhla.

Fèis Chataibh

- Bha an iarrtas a chur an comataidh a-steach dhan tuathanas-gaoithe ionadail soirbheachail agus leis a sin bidh clasaichean leantainneach a' toiseachadh sa bhliadhna ùr.
- Chòrd an latha obair-bhuidhne leis an fhìdhlear Graham MacCoinnich ris a h-uile duine a bha an lathair.
- Bha 45 com-pàirtichean clàraichte airson an Latha Fèise air an 18mh latha den t-Samhain.
- Thèid choinneamh bhliadhnail a chumail anns a' bhliadhna ùr.

Fèis a' Bhaile

- Tha an club-bogsa agus club-feadain fhathast a' ruith gach mìos.
- Chaidh a' phrìomh Fhèis air adhart san Dàmhair aig BSGI agus bha deagh cèilidh-theaghlaich ann gus 30 bliadhna den Fhèis a chomharrachadh.
- Choinnich mi leis an comataidh an seachdain sa chaidh airson bruidhinn mu fios air ais bho seachdain na Fèise agus planaichean a chur air doigh airson a' bhliadhna ùr.
- Thèid a choinneamh bhliadhnail a chumail air 10mh Gearran.

Fèis Inbhir Narainn

- Tha na clasaichean leantainneach a' ruith mar bu chòir
- Ghabh an Fhèis pàirt ann an dìofar thachartasan-coimhearsnachd thairis air na mìosan a chaidh airson an Fhèis a bhrosnachadh.

Fèis Obar Dheathain

- Tha na clasaichean seachdaineil airson na fidhle agus na clàrsaich fhathast a' dol, cuideachd tha an Fhèis a' ruith clasaichean-ealain agus seinn aig an 'Srubag' aca.
- Chuir a' chomataidh iarrtas a-staigh gu Maoin nan Ealan Gàidhlig airson bùthan-obrach dràma airson deugairean agus inbhich a tha ag ionnsachadh na Gàidhlig.
- Tha an comataidh an dùil cèilidh a' ruith sa bhliadhna ùr ron a' phrìomh Fhèis.
- Bidh am priomh Fhèis a' tachairt eadar 8 – 11 An Giblean 2024.

Fèis Spè

- Tha na clasaichean is an còmhlan a' ruith mar as àbhaist.
- Chaidh am prìomh Fhèis air adhart ann am Bun-sgoil Na h-Aghaidh Mòire air a' chiad seachdain de làithean saora an Dàmhair le 94 com-pàirtichean.
- Tha an comataidh trang ag obair air grunn thagraidhean eadar-dhealaichte airson barrachd maoineachaidh fhaighinn.
- Bha an luchd-ciùil bho chòmhlain na Fèise aig Badaguish airson deireadh-seachdain obair-buidhne na bu thràithe air a mhìos seo.
- Às dèidh coinneamh bhliadhnail soirbheachail, tha Mairi Brown na cathriache a-nis agus chur an comataidh fàilte air pàrantan ùra cuideachd.

Fèis Ghallaibh

- Chuir Fèis Ghallaibh crìoch air an t-sreath mu dheireadh den bhùithtean-obrach aca am mìos seo agus bidh iad a' tòiseachadh a-rithist anns a bhliadhn' ùr.

Fèis Mhoireibh

- Tha iad a' leantainn orra le clasaichean seachdaineil ann an clàrsach is bogsa.
- Bidh mi a choinneachadh ri Steph Christie an ath sheachdain gus bruidhinn mu phlanaichean airson tachartas Fèise anns a' Ghiblean 2024.

Fèis an Iar Thuath

- Tha mi an dùil a' bhith coinneachadh leis a chomatiadh a dh'aithghearr airson planaichean a chuir air dòigh airson leasanan piàna a thòiseachadh sa coimhearsnachd.

Fèis na h-Òige

- Às dèidh iarrtas soirbheachail gu Tasgadh na bu thràithe am-bliadhna, tha mi air a bhith a' toirt taic do Fèis na h-Òige gus na planaichean airson a' choimisean aca a chur an gnìomh,

A' leasachadh sgilean is thàlantan

Ceilidh Trails

- Tha mi air aithisgean fhaighinn bho na Cèilidhean air Chuairt air fad agus bidh mi gan cleachdadh gus an stiùireadh ùrachadh airson na Fèisean a tha airson Cèilidh air Chuairt a' ruith ann an 2024.

Colmcille

- Thairis air na mìosan a dh'fhalbh, tha mi air a bhith ag obair le Calum Friseal gus am pròiseact Turas a chur air doigh. Chaidh Calum, coignear com-pàirtichean agus neach-stiùiridh a bharrachd, Mirren Ward (com-pàirtiche Fuaran), air turas gu Spideal ann an Gaillimh far an do ghabh iad pàirt ann an bùithtean-obrach agus seiseanan le luchd-ciùil oga Èireannach far an d' fhuair iad chothrom barrachd ionnsachadh mun chultar is cànan aca. Tha sinn an dùil gum bi am buidheann Èireannach a tadhal oirnn as t-Earrach.

Trèanadh

- Bidh mi a' frithealadh seisean trèanaidh air-loidhne air Com-pàirteachadh Saor-thoilich Òigridh air 7 Dùbhlachd.
- Chuidich mi fhìn is Abi Calum airson seisean a' ruith aig Latha Dhreuchdan na Gàidhlig air Eden Court o chionn ghoirid.
-

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

- Bidh mi a' frithealadh choinneamhan Bhlais mar riochdaire nam Fèisean agus bha mi aig tachartas no dhà tron t-seachdain.

Ainm	**Abi NicIlleRuaidh**
Dreuchd	**Oifigear Leasachaidh**

Taic do agus ag adhartachadh nam Fèisean

Fèis an Tairbeirt
Bha coinneamh bhliadhnail aig FanT air an 16mh dhen t-Samhain agus tha deichnear air a' chomataidh a-nis. Tha Alison MacBride fhathast na catharaiche, tha Muriel MacKaveney a' cumail oirre mar ionmhasair agus Amber Blake ann fhathast mar Oifigear Gàidhlig. Tha sinn a' cur iarrtas a-staigh dhan stòras leasachaidh airson com-pàirtichean òga faighinn a-nall a dh'Ìle airson Fèis Òigridh Ìle is Dhiùra sa Ghearran.

Fèis an Iar Dheas
Bha coinneamh againn air 6mh dhen t-Samhain agus tha sinn a' tòiseachadh planaichean airson Fèis air an 8mh dhen t-Ògmhios 2024. Nochd cudeigin ùr aig a' choinneamh a tha deònach cuideachadh aig an Fhèis agus tha an comataidh a' faireachdainn nas misneachail a-nis.

Fèis Arainn
Fhuair FA £9 mìle not bhon Cho-op ach cha d'fhuair iad sgillinn bhon peoples postcode lottery gu mi-fhortanach. Tha sinn a' sireadh dòighean eile airgead a thogail airson an Fhèis agus ag amas air Taic Freumhan Coimhearsnachd cuideachd. Tha an club iomain a' ruith gu math.

Fèis Dhùn Èideann
Bha coinneamh agam le Gillian air 7mh dhen t-Samhain airson bruidhinn air duilgheadasan a th' aca le airgead son an fhèis an ath bhliadhn. Tha i rud beag draghail nach eil airgead gu leòr aca Fèis slàn a ruith, ach tha mi fhèin agus Calum ann an connaltradh còmhla rithe airson plana a cur còmhla.

Fèis Fhoirt
Bha coinneamh agam le Hazel agus Eilidh air an 20mh dhen t-Samhain agus chur sinn còmhla planaichean airson clasaichean an ath-bhliadhn. Thèid sinn air ais gu clasaichean fa leth son gach ionnsramaid agus bidh mise ag obair air sin, fhad 's a tha Hazel agus Eilidh ag obair air comataidh slàn a stèidheachadh a-rithist. Bidh an ath choinneimh leis an comataidh air fad air an 27mh dhen t-Samhain.

Fèis Innis an Uillt
Thòisich na clasaichean seachdaineil aig FIU agus tha iad gu math trang. Tha 46 com-pàirtichean a' faighinn clasaichean gach seachdain le Màrtainn Skene, Fiona Nic Asgaill agus Evie Waddell. Tha latha 'thig is feuch' gu bhith aca air an 2mh dhen Dùbhlachd agus tha 38 com-pàirtichean clàraite air a shon.

Fèis Òigridh Ìle is Diùra
Bha coinneamh air-loidhne againn air an 21mh dhen t-Samhain airson planaichean a cur còmhla airson an Fhèis sa Ghearran 2024. Tha Megan Henderson, Ewen Robertson, Sìleas Sinclair, Anna NicDhòmhnaill, Seònaidh Mac an t-Saoir, Jane Douglas agus Màiri MacGillivray gu bhith againn mar oidean. Bha co-fharpais againn airson suachainteas ùr agus bhuannaich Shian Muir (Dhiùra), Lola Hall (Bogh Mòr) agus Alfie Lindsay (Bogh Mòr) àite saor an-asgaidh aig an Fhèis.

Fèis Phàislig
Chur Grant McFarlain iarrtas a-staigh gu Alba Cruathachail airson maoineachadh riaghailteach. Tha sinn ag obair air pròiseact le buidheann dha ceòladairean òga a tha tighinn a-nall bho Saritoga Springs sna Stàitean agus bidh bùth-obrach còmhla ri òigridh Fèis Phàislig sa Ghiblean 2024.

Fèis Thatha
Bha Fèis aig FT air an 18mh agus an 19mh dhen t-Samhain agus chaidh fìor mhath. Bha buthan-obrach a' ruith fad an latha Disathairne agus bha cèilidh air an oidhche. Air an Didòmhnaich bha seisean fosgailte sa taigh-deilbh airson ceòladairean sam bith sa sgìre agus bha mu 50 daoine is clann ann.

Fèis Chille Bhrìde an Iar
Chaidh mi gu Àrd Sgoil Caladair air an 21mh dhen t-Samhain airson bruidhinn air an Fhèis tòiseachadh a-rithist. Tha iad ag obair air adhairt Fèis san Chèitean 2024.

A' leasachadh sgilean is thàlantan

Trèanadh Gàidhlig
Bidh cùrsa ùr Gàidhlig a' tòiseachadh airson òidean agus daoine a tha an sàs aig na Fèisean le Ingrid NicEunraig tràth san Fhaoillteach 2024 agus bidh clàradh fòsgailte san Dùbhlach.

Latha Dhreuchdan na Gàidhlig
Bha mi aig tachartas aig Eden Court còmhla ri Calum airson òigridh bruidhinn mu dheidhinn cothroman le Gàidhlig.

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

Fuaran
Bha mi ann an Glaschu air an 14mh dhen Dàmhair agus an 4mh dhen t-Samhain airson na bhidiothan Fuaran a' clàradh le na seinneadairean agus Iain MacDiarmaid. Tha na bhidiothan a-nis deiseil agus tha mi ag obair air am fiosrachaidh air fad agus a h-uile rud faighinn deiseil airson an làrach-lin.

Ainm	**Calum Alasdair Friseal**
Dreuchd	**Oifigear Leasachaidh (Na h-Eileanan an Iar)**

Taic do agus ag adhartachadh nam Fèisean

Fèis Taigh Dhonnchaidh

- Tha mi air a bhith a' cuideachadh Mary le bhith a' lorg maoinean is iad ag iarraidh cuideigin fhastadh a thèid a-steach dhan sgoil a dheasachadh airson an ath Mhòid.
- Tha clasaichean-oidhche air a bhith a' ruith fad na tèirm sa (giotàr, fidheall, maileòidian, bocsa, drumaireachd agus pìobaireachd)
- Tha cuirm-ciùil na Nollaig aca air an 8mh den Dùbhlachd

Fèis Tìr a' Mhurain

- Bha mi shìos aig a' choinneimh bhliadhnail aca air an 10mh den Damhair aig Cnoc Soilleir
- Tha comataidh fallain, mòr aca (15 an làthair, 4 a' tabhachd leisgeul), le measgachadh de dh'aoisean. Tha nighean Cheiteag, Catriona, a-nis air a' chomataidh na rianadair
- Tha barrachd co-obrachaidh a' tòiseachadh eadar Cnoc Soilleir is Fèis Tìr a' Mhurain

- Tha clasaichean-oidhche air a bhith a' dol rè na tèirm sa (seinn, dràma, feadan, bocsa, fidheall agus feadag), le 45 leanabh an sàs, a' mhòr-chuid dhiubh a' gabhail pàirt ann an còrr is aon chlas

- Tha mi air a bhith gan cuideachadh le corra rud eile- duilgheadasan a thaobh Stripe, a' ceannach fheadagan, Jotforms, ag ùrachadh a' bhun-reachd agus a' phlana Ghàidhlig aca is mar sin air adhart

Fèis Eilean an Fhraoich

- Tha an còmhlan-ciùil aca fhathast a' coinneachadh is tha mi an dùil bruidhinn riutha mu dheidhinn chothroman dhaibh

Fèis An Rubha

- Chaidh mi chun na coinneimh bliadhnail aca air 25mh den t-Sultainn

- Tha an comataidh gu math beag ach èasgaidh agus tha bùitean-obrach aca tron Gheamhradh is iad ag obair air pròiseact airson FilmG le airgead a fhuair iad mu choinneimh pròiseict dràma

- Tha iad dol a dh'fheuchainn airgead fhaighinn airson màileoidianan ùra a cheannach

Fèis Bharraigh

- Bha coinneamh againn mu dheidhinn tuarastalan oidean oir bha iad a' tòiseachadh chlasaichean as ùr agus tha iad an dùil ìre an MU a phàigheadh

- Mar tòrr eile, tha iad a' fulan ri linn chosgaisean màil

- Tha mi-fhìn is Calum Alex an dùil coinneachadh riutha san aithghearrachd a bhruidhinn mun airgead a fhuair iad gus 40 fen Fhèis a chomharrachadh agus gus plana a chur an gnìomh

- Tha clasaichean-oidhche air a bhith a' dol aca rè na tèirm sa, le clasaichean-fidhle gan lìbhrigeadh air-loidhne

- Bha deireadh-seachdain de cheòl aca eadar an 3mh-4mh den t-Samhain le clasaichean le Seonaidh Mac an t-Saoir (a' phìob & feadan), Mìcheil Garvin (bocsa) agus Joanie Garvin (fidheall).

- Bha cèilidh aca cuideachd air an deireadh-seachdain sin gus airgead a thogail mu choinneimh bhocsaichean ùra

Fèis Tìr an Eòrna

- Tha clasaichean-oidhche air tòiseachadh dha clann is daoine oga eadar clasaichean P4-S6 aig ìrean toiseach-tòiseachaidh agus adhartach

- 'S iad giotàr, bocsa agus fidheall na clasaichean a tha iad a' tabhachd

- Tha mi air a bhith gan cuideachadh a' lorg maoinean freagarrach

- Bha iad soirbheachail anns an tagradh aca don Cho-op Community Fund

A' leasachadh sgilean is thàlantan

A thaobh nan sgilean agam fhìn:

- Tha mi fhathast a' rannsachadh BA Cànan is Cultar na Gàidhlig aig OGE pàirt-ùine

- Tha mi air clàradh air cùrsa tron Social Enterprise Academy, air a bheil Ceannardan Òga na Gàidhlig

A thaobh sgilean aig Na Fèisean:

- Air sgàth 's gu bheil tòrr dhaoine aig Fèis Tìr a' Mhurain a dhèanadh oidean comasach nam faigheadh iad trèanadh, tha sinn dol a ghluasad seo air adhart is dol a chur trèanadh do dh'oidean air dòigh

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

'S e am prìomh phròiseact air an robh mi ag obair thar na ràithe seo, turas-iomlaid a chur air dòigh a dh'Èirinn le maoineachadh bho Cholmcille, ann an com-pàirteachas le Ealaín na Gaeltachta. Bha tòrr obrach na lùib ach bha e air leth soirbheachail agus bha ar com-pàirtean an Èirinn garbh cuideachail.

Thug sinn còignear, eadar aoisean 14-15, a-null a Chonamara- dithis às Na Hearradh, dithis à Glaschu agus aonan à Àird nam Murchan.

Bha iad a' frithealadh bhùitean-obrach le sàr luchd-ciùil Èireannach còmhla-ri òigridh às an sgìre agus a' cluich na puirt a dh'ionnsaich iad aig cuirm-ciùil Dihaoine.

Chaidh sinn a-steach a Ghaillimh Disathairne a dh'fhaicinn nan seallaidhean agus dhan taigh-tasgaidh a dh'ionnsachadh mun àite, agus bha seisean neo-fhoirmeil aca air an oidhche còmhla-ris an òigridh às an sgìre, a' cluich phort is a' seinn òran bhon dà dhualchas.

Bha iad cuideachd a' fuireach còmhla-ri Bean an Taighe Èireannach, a bhios a' cur suas oileanaich Èireannach gach bliadhna gus am faigh iad bogadh sa chànan fad an t-sàmhraidh. Mar sin, fhuair na deugairean bogadh air leth sa chànan agus sa chultar, fhuair iad cothrom Gàidhlig is Gaeilge a chluinntinn le chèile. Bha e na thogail gun do rinn a mhòr-chuid oidhirp Gàidhlig a bhruidhinn an ìre mhath fad na h-ùine agus gun do thòisich iad seisean a-measg fhèin is air an cinn fhèin às dèidh a' churim-chiùil gun duine iarraidh orra.

Fhuair mi teachdaireachdan bho phàrantan ag ràdh cho math 's a chòrd e ri an cuid-chloinne agus iarraidh mi fios air ais nas mionaidiche sna làithean tha romhainn.

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

Le cho tarraingeach, soirbheachail 's a bha an turas-iomlaid tha mi an dòchas gum faic sinn barrachd is barrachd a' gabhail ùidh le mar as mothe den leithid a nì sinn. Cuiridh sinn fiosrachadh is dealbhan bhon turas air na meadhnan-sòisealta agus anns a' chuairt-litir againn.

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 cothroman-obrach airson cleasaichean ùra anns na pròiseactean sa bhliadhna-sgoile seo a shanasachd air ar làrach-lìn agus air na meadhanan-sòisealta againn. Lorgar am postair aig feisean.org/cothroman/. Chaidh neach òg eile le Gàidhlig fhastadh mar chleasaiche anns a' phanto Gàidhlig 'Calum Anndra a' Chòta Dheirg' a bhios air turas eadar 27 Samhain agus 8 Dùbhlachd.

Slighe gu Teagasg

Air feasgar Diciadain, 8 Samhain, lìbhrig mi bùth-obrach dràma airson buidheann de 12 sgoilearan àrd-sgoile mar phàirt den chùrsa Slighe gu Teagasg 2023 aig Sabhal Mòr Ostaig.

Làithean Dràma Eden Court

Lìbhrig mi làithean dràma aig Eden Court air 23 Sultain agus 11 Samhain is gach latha fhuair deugaire le Gàidhlig cothrom-obrach mar neach taic dhomhsa tron latha 's fhuair iad cothrom seiseanan dràma lìbhrigeadh.

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

Meanbh-chuileag 2023 – 2024

Anns an Dàmhair lìbhrig sinn turas Meanbh-chuileag leis an dealbh-chluich 'Rùn Dìomhair nan Eilean Flannach' a bha ag amas air sgoilearan ann am foghlam tro mheadhan na Gàidhlig eadar C5 agus C7. Bha dithis chleasachean anns an dealbh-chluich, Raonaid Cheanadach agus Artair Donald. Às dèidh sia làithean-deasachaidh ann an Inbhir Nis eadar 25 agus 29 Sultain agus 1 Dàmhair, chaidh turas de sgoiltean Gàidhlig air a' Ghàidhealtachd agus a' Chrios Mheadhanach a' chumail eadar 2 agus 13 Dàmhair le taisbeanadh aig Sgoil Thiriodh air Dihaoine 6 Dàmhair. Chaidh an dàrna earrann den turas a chumail eadar 23 Dàmhair agus 3 Samhain do sgoiltean anns an Eilean Sgitheanach, Loch Aillse agus sgoiltean anns na h-Eileanan an Iar. Chaidh foirm-measaidh a sgaoileadh air na sgoiltean a ghabh pàirt anns an turas seo às dèidh làimh.

Làithean Dràma aig Eden Court

Ag obair ann an co-bhonn le Emily NicDhòmhnaill, Manaidsear Phròiseactan Gàidhlig aig Eden Court, lìbhrig mi dà latha dràma air Disathairne 23 Sultain agus Disathairne 11 Samhain. Bha na làithean seo ag amas air clann a tha fileanta sa Ghàidhlig ann an P6, P7, S1 agus S2. Gach turas fhuair deugaire le Gàidhlig cothrom-obrach mar neach taic dhomhsa tron latha 's fhuair iad cothrom seiseanan dràma lìbhrigeadh. Tha Eden Court an dùil làithean dràma eile den leithid seo chumail anns a' bhliadhna ùr.

Panto 2023 – Calum Anndra a' Chòta Dheirg

Anns an t-Samhain leasaich mi dreach ùr de dhealbh-chluich a sgrìobh mi roimhe stèidhte air an sgeulachd Nighean Bheag a' Chòta Dheirg. Tha am panto ag amas air clann ann am foghlam tro mheadhan na Gàidhlig eadar C2 agus C7. Chaidh triùir chleasaichean fhàstadh gus an turas lìghrigeaadh, 's iad Fearghas Rothach, Raonaid Cheanadach agus Artair Donald. Às dèidh sreath de sheiseanean-deasachaidh Zoom agus còig làithean-deasachaidh ann an Inbhir Nis eadar 20 agus 24 Samhain, thòisich turas de bhun-sgoiltean Gàidhlig air Diluain 27 Samhain aig Bun-sgoil Bruach a' Mhuilinn, Inbhir Narainn. Mairidh an turas deich latha le turas tro sgìre Chomhairle na Gàidhealtachd eadar 27 Samhain agus 1 Dùbhlachd agus turas ann an sgìre Chomhairle nan Eilean Siar eadar 4 agus 8 Dùbhlachd. Thèid taisbeanaidhean poblach den dealbh-chluich a chumail

aig Eden Court, Inbhir Nis air Diardaoin 30 Samhain agus aig Cnoc Soilleir, Dalabroig air Diciadain 6 Dùbhlachd.

Thathar an dùil an taisbeanadh ann an Inbhir Nis fhilmeadh le uidheamachd FèisTV le dùil gun tèid leth-bhreac den thaisbeanadh seo a' sgaoileadh air sgoiltean aig toiseach na Dùbhlachd.

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 turas leis an dealbh-chluich Rùn Dìomhair nan Eilean Flannach a' sgaoileadh air 5 Dàmhair 2023.

Chaidh naidheachd mun phanto Gàidhlig 'Calum Anndra a' Chòta Dheirg' a sgaoileadh air Diluain 20 Samhain. Nochd an naidheachd seo anns an Ross-shire Journal, Pàipear Beag an Eilein Sgitheanach,
Stornoway Gazette agus Inverness Courier. Chaidh na taisbeanaidhean poblach a shanasachd air Radio nan Gàidheal.

Riaghladh, ionmhas agus luchd-obrach

Coinneamhan:
Sgioba luchd-obrach Inbhir Nis/ Luchd-obrach FnG – Coinneamhan an dràsta 's a-rithist (Zoom/Skype)
Coinneamh sgioba (Skype) – 8 Samhain 2023

Sgioba Fèisgoil – Thèid coinneamhan sgioba a chumail an dràsta 's a-rithist le Eilidh NicCoinnich is Eilidh NicCarmaig air Skype.

Sreath-stiùiriche – Thèid coinneamhan aghaidh ri aghaidh no Skype a chur air dòigh ma bhios taic a dhìth.

Measadh – Bha coinneamh agam le Eilidh NicCoinnich air 23 Dàmhair 2023.

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

A' leasachadh sgilean is thàlantan

Seisean Trèanaidh Blasad Gàidhlig Dihaoine 27.10.23
Fhuair sinn cothrom na h-oidean ùra air fad agus cuid de dh'oidean a thòisich an-uiridh a thoirt ri chèile aig An Lòchran ann an Glaschu airson seisean trèanaidh. Choimhead sinn air dòighean-obrach, measaidhean bhon uiridh agus geamaichean is òrain a ghabhadh a chleachdadh bho Phasgan BG. Bha mi fhìn aig an stiùir le beagan còmhraidh mu feumalachdan taice a bharrachd air a stiùireadh le Iona Mercer.

Oidean	Seiseanan	Còm-pàirtichean
2	1	9

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

CÀNAN

Blasad Gàidhlig

Tha seiseanan Blasad Gàidhlig a-nis air tòiseachadh agus tha 13 oidean againn an sàs am-bliadhna. Tha sinn ag obair anns na h-ochd ùghdarrasan ionadail far an robh sinn an-uiridh. Le mì-chinnt mu mhaoineachadh, cha robh sinn air seiseanan a chur air dòigh ach a-mhàin ann an Teirm 2. Ach, le deagh naidheachd bhon riaghaltas mu mhaoineachadh, tha sinn air tòiseachadh air bruidhinn ris na sgoiltean mu Teirm 3 a-nis.

Teirm 2 2023/24:

Oidean	Sgoiltean	Seiseanan	Sgoilearan
13	20	614	1383+ (àireamhan fhathast tbc)

Tabhaich – Tiriodh, Eilean Cholla & Eilean Bhòid

1. Seiseanan Gàidhlig aghaidh ri aghaidh do dhaoine a bhios ag ionnsachadh na Gàidhlig mar-thà.

2. Seiseanan mun chànan agus cultar aghaidh ri aghaidh do choimhearsnachdan agus luchd-turais.

3. Seiseanan do na sgoiltean nan eilean le trìuir an sàs ann an gnìomhachasan fa-leth – ceanglaichean a shealltain dhaibh eadar an obair aca agus Gàidhlig.

1/2 – Seiseanan ann an Eilean Bhòid a-nis seachad, seiseanan 'buail a-steach' deiseil ann an Eilean Cholla agus bidh seiseanan còmhraidh seachad air 16.12.23. Bidh Màiri Anna NicUalraig a' lìbhrigeadh sheiseanan ann an Tiriodh agus tha sinn an dòchas seo a chur air dòigh anns a' bhliadhn' ùr.

3 – Bha trì oidean an sàs sna sgoiltean eileanach, a' toirt seachad fiosrachaidh mu chothroman obrach a tha an lùib na Gàidhlig agus a' lìbhrigeadh seiseanan cànain don fheadhainn aig nach eil a' Ghàidhlig:

Joy Dunlop	Eilean Bhòid, Eilean Thiriodh
Rhoda Meek	Eilean Bhòid, Eilean Thiriodh, Eilean Cholla
Ian Mac a' Ghobhainn	Eilean Thiriodh, Eilean Cholla

Faic aithisg Eilidh M/B airson tuilleadh fiosrachaidh mu Tabhaich.

Comhairle Baile Ghlaschu

Bha mi an sàs le seisean Eòlas air a' Ghàidhlig a lìbhrig Màiri Anna NicUalraig do luchd-obrach CBG air 14.11.23. Tha sinn an dùil gum bi clasaichean leantainneach a' tòiseachadh leothasan a-rithist anns a' bhliadhn' ùr.

CEÒL

ICO|YMI

Tha seiseanan na bliadhna air tòiseachadh anns a h-uile sgìre ionadail a-nis.

Ann an Inbhir Narainn (far am bi sgioba Fèisgoil gan cur air dòigh), tha an dàrna earrann air tòiseachadh às dèidh dà chèilidh aig toiseach an teirm air 03.11.23. Bha Pàdraig Mac a' Phearsain an sàs le òrain Gàidhlig agus am piàno. Ghabh mi fhìn òran no dhà leis gun robh Covid air Sandra NicAoidh air an latha sin.

ICO Fèis Inbhir Narainn 2023/24:

Oidean	Sgoiltean	Clasaichean	Sgoilearan	Seiseanan
4	4	7	179	56 (+ 4 cèilidhean air-loidhne)

DRÀMA

Meanbh-chuileag 2023/24 – Rùn-dìomhair nan Eilean Flannach

Chuir mi taic ri Aonghas ann a bhith a' cur an turais air dòigh am-bliadhna. Chuir mi taic ris le bhith a' cur siubhal agus àitichean-fuirich air dòigh, bruidhinn ri cuid de na sgoiltean agus fairdealan a chur air dòigh don chuairt seo. Bha mi cuideachd an sàs ann a bhith a' cur ghoireasan air dòigh.

Cleasaichean	Sgoiltean	Taisbeanaidhean/bùthan-obrach	Sgoilearan
2	29	31 (+ 40 bùthan-obrach)	845

Panto 2023 – Calum Anndra a' Chòta Dheirg

Tha panto na bliadhna air chuairt 27/11 - 08/12/23 ann an Comhairle na Gàidhealtachd agus Comhairle nan Eilean Siar. 'S e ath-sgrìobhadh a th' ann am-bliadhna le Aonghas air a' phanto bho 2017. Bha e an urra dhomhsa conaltradh ris na sgoiltean air fad a sheall ùidh agus clàr-ama a chur air dòigh, àitichean-fuirich, siubhal, goireasan-sgoile agus fairdealan a chur air dòigh.

Cleasaichean	Sgoiltean	Taisbeanaidhean	Sgoilearan
3	22	19	1158

Faic aithisg Aonghais MhicLeòid airson barrachd fiosrachaidh.

PRÒISEACTAN FA-LETH

Cliabh – the Creel Orchestra: faic aithisg Eilidh M/B airson tuilleadh fiosrachaidh.

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

Tha mi air a bhith a' cur phostairean Tabhaich air dòigh do dh'Eilean Cholla agus tha mi air fios a sgaoileadh air na meadhanan-sòisealta. Tha mi cuideachd air a bhith a' sanasachd nan taisbeanaidhean poblach don Phanto (Inbhir Nis agus Uibhist a Deas) air na meadhanan againn, cuide ri bhith cur brathan-naidheachd ri chèile.

Moray Council CLD Winter Learning Festival

Bha mi an sàs ann an taisbeanadh goirid agus eacarsaich le òran bheag cuide ri luchd-obrach na comhairle agus buidheanan Gàidhlig eile anns an t-seisean fiosrachaidh seo air 30.10.23. Thug mi tàr-shealladh air obair FnG/Fèisgoil san fharsaingeachd agus mun cuairt air an sgìre. Buidheann dealasach a bh' annta, le ùidh, agus an dòchas gun tèid againn air barrachd a dhèanamh leotha san àm ri teachd.

Riaghladh, ionmhas agus luchd-obrach

Coinneamhan:

- Coinneamhan gu cunbhalach le sgioba Fèisgoil
- Coinneamh Bhliadhnail FnG 29-30.09.23
- Measadh le Eilidh MB 16.10.23
- Trèanadh Blasad G 27.10.23
- Moray Council CLD Winter Learning Festival 30.10.23 (+ planning meeting 03.10.23)
- Coinneamh Sgioba 08.11.23

- Coinneamh mu ghualan FnG le Anne, Abi, Nicola agus Eilidh MB 14.11.23
- Seisean Eòlas air a' Ghàidhlig do Chomhairle Bhaile Ghlaschu le Màiri Anna NicUalraig 14.11.23

Ainm	**Luke Slater**
Dreuchd	**Rianaire agus oifigear PVG**

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
- Fàirdeal agus clàradh chosgaisean
- Rianachd PVG, sgrùdaidhean agus iarrtasan
- Ùrachaidhean stòr-dàta
- A' fàs banca ìomhaighean Fèisean nan Gàidheal
- Bithear a' dèanamh obair dealbhaidh a' cuideachadh luchd-obrach eile far a bheil feum aca orm

A' leasachadh sgilean is thàlantan

- Tha mi an-còmhnaidh ag ionnsachadh rudan ùra nuair a bhios mi a' cleachdadh 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 airson Fèisgoil agus Panto
- Ùrachaidhean leantainneach air an làrach-lìn, Sgrùdaidhean Cùise ùra air an cur ris an làrach airson Tasgadh agus MEG
- Làrach-lìn FèisTV ag obair, a-nis a' pàigheadh luchd-aontachaidh.

Fèisean nan Gàidheal

Blas 2023 agus 2024

Àireamh air a' Chlàr Chùisean: 4.2023.02(c)

Adhbhar a' Phàipeir

Airson fiosrachadh a thoirt do bhuill a' Bhùird mu thoraidhean Blas 2023 agus 2024.

Blas 2023

Chaidh aithris a thoirt don Bhòrd air mar a chaidh Blas 2023 aig coinneamh na Sultaine, goirid às dèidh don fhèis chrìochnachadh.

Chaidh a ghealltainn gum biodh aithisg nas doimhne aig an ath choinneamh den Bhòrd agus tha i sin ri fhaighinn anns na duilleagan a leanas.

Blas 2024

Ron àm a bhios am Bòrd-stiùiridh a' coinneachadh bidh coinneamh ann le riochdairean Comhairle na Gàidhealtachd. Am measg cùisean eile, tha dùil ri còmhradh mu Bhlas sàm ri teachd.

Bidh e comasach do dh'oifigearan am fiosrachadh as ùire bhon choinneamh sin a thoirt don Bhòrd-stiùiridh.

Gnìomh a dhìth

Thathas ag iarraidh air buill a' bhùird:

1. Ceist sam bith a thogail mu fhèis 2023
2. Fa-near a thoirt do thoraidhean Blas 2023 agus
3. Beachdan a thoirt air planaichean an àm ri teachd.

Calum A MacMhaoilein
Manaidsear Leasachaidh
An Dùbhlachd 2023

Blas Festival

Report on outcomes of the Blas Festival held between 1-9 September 2023

Background

The Blas Festival is a partnership between The Highland Council and Fèisean nan Gàidheal and 2023 marked its 19th year.

Over those 19 years the outputs from Blas include:

- Employment of 5,184 musicians and singers
- Promotion of over 1,330 events throughout the Highlands
- Physical audiences of over 128,000
- A growing online audience since the establishment of FèisTV
- Economic benefit of at least £8m
- 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 Scotland's themed years
- Delivery of strategic commitments in The Highland Council's Gaelic Language Plans.

Blas 2023

This year's festival took place between Friday 1st and Saturday 9th September 2023 with events in communities across the Highlands and also in the Isle of Lewis.

The Highland Council's financial contribution enabled Fèisean nan Gàidheal to lever additional funding from Creative Scotland, Bòrd na Gàidhlig, Comhairle nan Eilean Siar and, this year, Colmcille.

With a reduced budget, and in the face of rising costs, this year's festival was smaller in size in comparison to previous years, but was once again a celebration of our rich Gaelic language, culture, music and heritage with leading traditional musicians, Gaelic singers and tradition bearers performing in communities across the Highlands and Islands.

Festival Programme

We were pleased to welcome artists from communities across the country as well as leading artists from Ireland, England and Australia.

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

- 25 concerts and cèilidhs
- 2 Gaelic song sessions
- An online Gaelic workshop for all
- 2 school performances from festival artists
- A theatre in education tour of Highland schools where Gaelic is taught as an additional language.
- Music and Gaelic song sessions in Highlands primary schools

Selection of programme Highlights

- Our annual commission was awarded to Ewen Henderson, who performed 'Lèirsinn' across 3 evenings.
- The 70th birthday of Dr Angus MacDonald, the renowned piper, was celebrated with a sell-out concert in Glenuig Hall.
- We celebrated the 80th birthday of celebrated Gaelic singer and melodeon player Murdo John Mackenzie with a special concert featuring artists chosen by himself at the Clan MacQuarrie Centre, Borve, Isle of Lewis. Among those who appeared in front of a capacity audience were Donald Black

and Donnie MacKenzie, Christine Primrose, Seonaidh Beag Macmillan, The Ness Melodeon Band and Calum Murdo MacLean.

- We also celebrated the 70th birthday of Calum Martin with a cèilidh in his home village of Breasclete and an additional concert in An Lanntair, Stornoway to a full house.
- With support from Bòrd na Gàidhlig's Colmcille fund we were able to invite Irish siblings, Séamus and Caoimhe Uí Fhlatharta, to collaborate with Highland siblings, Donald and Peigi Barker as part of 'An Gineal Òg'. They performed alongside Binneas and Jenna Cumming as part of the festival opening night and then again in Lairg before going on to concerts in Portree and Gairloch.
- The Charlie McKerron Band, featuring Charlie, Ross Ainslie, Tim Edey and Marc Clement performed in Acharacle and Ballachulish.
- The reworked Gaelic song collection of Frances Tolmie, 'Gun Sireadh Gun Iarraidh' was performed by Kenna Campbell, Mary Ann Kennedy, Deirdre Graham, Eilidh MacKenzie & Family and Fèis Thròndairnis youngsters at a community cèilidh in Kilmuir organised in collaboration with Ionad Thròndairnis.
- Anne Martin's 'An Tinne', a reimagination of a collection of Trotternish songs mainly written by women was performed in Resolis, Croy and Inverinate.
- Four community cèilidhs were held during the festival featuring Robert Nairn, Iain MacMaster, Ruairidh Gray, Mairi Callan and Darren MacLean.
- The Graham MacKenzie trio and Deirdre Graham appeared in Roybridge and Applecross.
- This year's festival finale was a 'Ceòl nam Fèis' concert, featuring over 50 young musicians from across the Fèis movement who performed under the musical direction of Lochaber accordionist, Màrtainn Skene. This was held at Lochaber High School to mark the 30th anniversary of Fèis Lochabair.
- Local Fèis participants were able to feature alongside some of the finest traditional musicians at concerts throughout the festival.
- We livestreamed 4 free-to-view concerts from the festival and showed an additional 2 shows from previous festivals.

Commission

Following an open call process, which saw a record number of submissions, Lochaber fiddler, piper and Gaelic singer Ewen Henderson was awarded this year's commission. Ewen devised 'Lèirsinn', a suite of entirely new music and Gaelic song based on imagined and real journeys he took to areas of the Highlands. Additional funding from Maoin nan Ealan Gàidhlig enabled Ewen to produce visual backdrops for the performances.

Online Workshops

We offered 3 free workshops/session during the festival which were open to all and attended by an international audience of over 100 people.

- Deirdre Graham led an interactive Gaelic song session
- Alec MacDonald delivered a workshop on Gaelic idiom and proverbs
- Mary Ann Kennedy led a Gaelic song session on puirt-a-beul.

Schools visits

Our 'An Gineal Òg' project, visited primary school children in Bun-sgoil Ghàidhlig Inbhir Nis and Bun-sgoil Ghàidhlig Port Righ where they performed and also taught Gaelic and Gaeilge songs to over 200 pupils in total.

Fèisean nan Gàidheal's Theatre-in-Education service for Gaelic learners, Sporan, performed a newly written Gaelic play based on Donnchadh Ban MacIntyre's poetry on the theme of rewilding. The play was performed on 21 occasions in 9 schools to a total of 489 pupils.

As part of our YMI programme delivery, tutors visited Highland schools during Blas week delivering music and Gaelic song sessions. This year Donnchadh Ban MacIntyre's song 'Hoireann o ho hi ri dhiù o' will be taught to all pupils as we commemorate 300 years since the birth of the bard. Over 20 workshops were delivered to 330 pupils in Highland schools.

A list of all the concerts and cèilidhs is available here with a list of workshops and livestreams offered here.

Partnerships
We continued to work closely with a network of local promoters for all events that took place across the Highlands with three additional events in Lewis.

Ticketing and Audiences
We utilised Ticketsource for the first time as our main ticketing platform and local sales were offered through our network of event promoters. We took the decision to offer our Livestreamed concert through YouTube and the Zoom platform was used to deliver our online workshops.

With the cost-of-living crisis still affecting many people we maintained our ticket prices at the same levels, with options priced between £14-18 depending on the event with concession prices available and group discounts for families. We also continued our offer of a £5 ticket to young people. Our online programme of Livestreamed concerts and workshops were all free with the option to make a donation.

Blas Team
In addition to the Fèisean nan Gàidheal staff who worked on delivering Blas, Chrissie Macrae was engaged to assist with a number of administrative tasks including contracting artists and liaising with local promoters. 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	10
Volunteers	102
Contractors	72
Performers	240
Audience	6,791
Tutors	3
Total	**7,218**

Audience Satisfaction	**Rating**
Value for Money	99%
Enjoyment of the event	98%
Use of Gaelic	90%
Overall rating	**96%**

The following is a selection of comments, reproduced as they appeared in the online questionnaire:

"Tachartasan agus fèis sònraichte math is sònraichte cudromach. Mealaibh ur naidheachd air program air leth agus airson a chur air dòigh a dh'aindeoin nan duilgheadasan an cois iomairt mar sin san latha an-diugh".

"Bha an oidhche sin mìorbhalach dhomhsa. B' urrainn dhomh mo Ghàidhlig cleachadh. Chaidh mi dhan chuirm-ciùil airson seann sgoilearan agamsa a chluinntinn. B' e sònraichte a bh' ann luchd-ciùil ùr a chluinntinn cuideachd. Mòran taing airson cothroman còltach ri seo a thachairt."

"Wonderful evening, lovely community vibe. Felt really welcomed despite being from far away. Learnt some dancing."

"The Rita Hunter Ceilidh was just wonderful and very very special. Thank you Blas, Brilliant show"

"The 3 events I attended were fantastic, the Ceòl na Fèis was particularly good giving our young people a great opportunity. I hope this will be replicated next year. Tapaidh leibh."

"Love that the young and learning musicians are supported and perform along with or as well as the professional musicians."

"All the singers and musicians were excellent on the night. The harmony of both the brother's and sisters' acts was a delight to experience."

"World class, virtuoso performances in tiny village halls clinging to the land on the edge of the harsh Atlantic ocean. The Blas festival brought performances that would comfortably compare with anything in Albert hall, Sydney Opera house or Covent gardens."

"The fact that all of the performers on the stage that night are working members of our communities rather than remote superstar Prima Donnas is the true testament of the Fèis movement."

"Excellent ceilidh and venue, would love to see more like it."

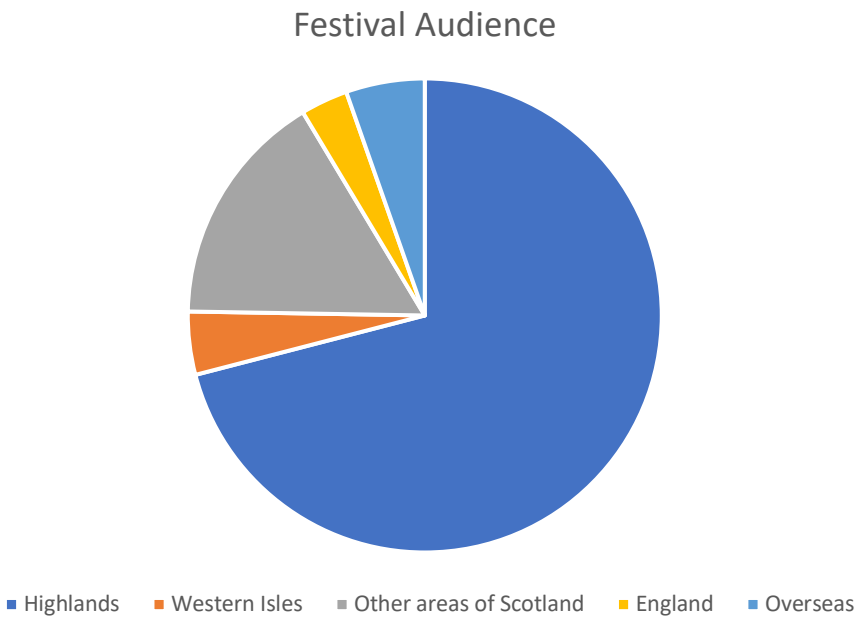
"Superb events which my friends and I enjoyed immensely."

"We were visiting from Australia . Can't remember exactly the date but it was the An Tinne show at Croy. We loved it. Feel very privileged to be in the audience. Keep up the good work!"

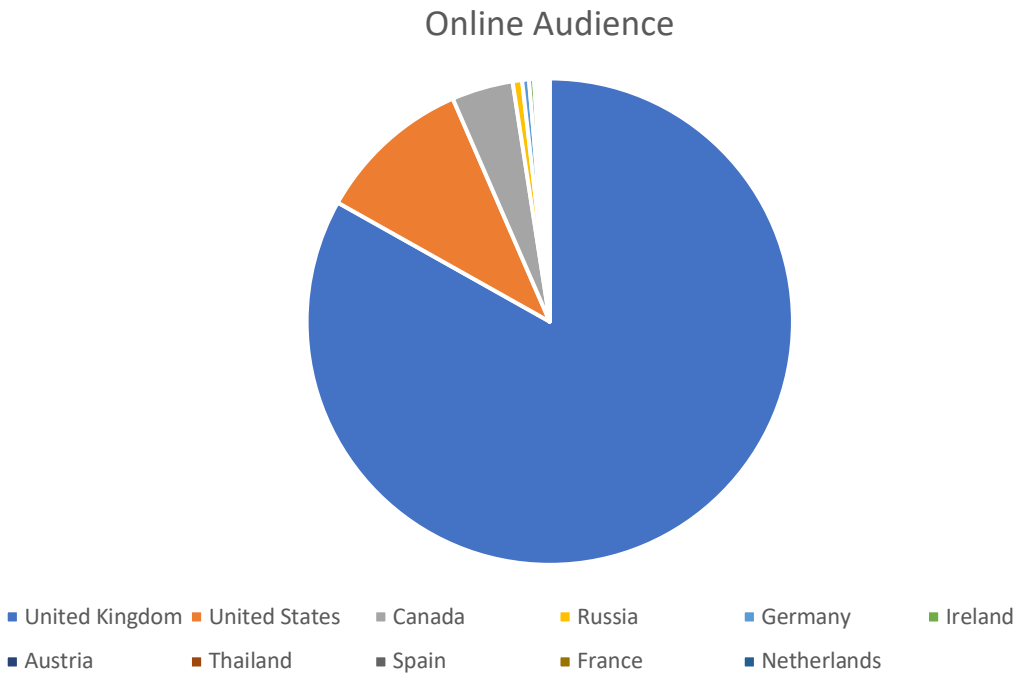
"The online option is great for those of us who do not live nearby. Keep it up!"

"It was a fantastic and very moving evening; thank you"

As with previous years, a significant majority of our audience members came from within the Highlands as reflected in the chart below, but we were pleased to welcome more international visitors this year from France, America, Germany, Ireland, Austraila, America and Canada.



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



Conclusion
Despite having a smaller festival in 2023, we are delighted with audience levels achieved and the feedback received shows us that the festival was enjoyed by attendees.

We had reduced funding available to us this year and our regular funding from other sources has decreased greatly in real terms. With the impact of greatly increased costs it means we are unable to deliver a festival programme with the same number of events, or artists, that was achievable in previous years.

Although we are happy to hold the festival in its traditional September slot, it is presenting challenges to us in terms of costs, particularly in sourcing affordable accommodation.

We arranged a meeting with The Highland Council to discuss how we move forward and we will raise the Blas Festival in discussions with other funders and stakeholders.

It is no longer sustainable to run the festival in its current format with the present levels of funding. To allow us to maintain the festival we need increased funding and timely notice of this to plan the festival and allow us to secure accommodation, travel and other items of high expenditure as early as possible as these costs increase greatly the closer we get to the festival.

With an overall satisfaction rating of 96% with the cultural and linguistic outcomes, this year's festival was clearly a resounding success and the feedback, as evidenced above, shows a great demand for Blas and the programme of events we offer. The Blas Festival is a real feast, allowing communities across the Highlands, and visitors, to celebrate our rich cultural heritage, Gaelic language, music and song and we are grateful to our funders and partners; The Highland Council, Creative Scotland and Bòrd na Gàidhlig for their continued support which allows us to organise this very special event.

Fèisean nan Gàidheal

Cùisean Ionmhasail

Àireamh air a' Chlàr Chùisean: 4.2023.03

Anns an aithisg seo:

Àireamh air a' Chlàr Chùisean: 4.2023.03(a) — **Gnìomh a dhìth**

Teachd a-steach agus cosgaisean 2023-24 leis mar a thionndaidh cùisean a-mach gu 28 Samhain 2023. — Airson Deasbaid agus Fiosrachaidh

Àireamh air a' Chlàr Chùisean: 4.2023.03(b)

Bidh na suimeannan a th' againn anns a' bhanca air an dearbhadh aig a' choinneimh. — Aithris airson Fiosrachaidh

Faicibh pàipear-taic 4.2023.03(b)-1 le fiosrachadh mu airgead taistge le Flagstone.

Àireamh air a' Chlàr Chùisean: 4.2023.03(c)

Cunntasan Riaghlaidh gu 30 Sultain 2023, air an ullachadh le Mann Judd Gordon. — Airson Deasbaid agus Fiosrachaidh

Àireamh air a' Chlàr Chùisean: 4.2023.03(d)

Tabhartasan nam Fèis 2023-24. — Airson Fiosrachaidh

Anne Willoughby
Manaidsear Gnìomha
An Dùbhlachd 2023

Teachd a-steach agus a-mach 2023-24 leis mar a thionndaidh cùisean a-mach gu 28 Samhain 2023

Àireamh air a' Chlàr Chùisean: 4.2023.03(a)

TEACHD A-STEACH	**2023-24**	**ÙINE**	**FÌOR**	**DIOFAR**	
Prìomh Thabhartasan	£335,494	£223,663	£221,828	£1,835	
Cìsean Stiùiridh	£119,500	£79,667	£119,500	-£39,833	1
Sgeama Thabhartasan	£200,000	£133,333	£202,300	-£68,967	2
Maoin Leasachaidh nam Fèisean	£10,000	£6,667	£10,000	-£3,333	
Uairean Bliadhnail	£11,000	£7,333	£11,000	-£3,667	
Tabhartasan Beaga nan Ealan Traidiseanta	£121,783	£81,189	£62,658	£18,531	3
Trèanadh	£3,000	£2,000	£3,000	-£1,000	
Fèisgoil	£339,500	£226,333	£304,562	-£78,228	4
Fèis Bhlas	£143,069	£95,379	£153,000	-£57,621	5
Teachd-a-steach Eile a chaidh a Chosnadh	£16,150	£10,767	£5,041	£5,726	
Taic do Chèilidhean air Chuairt	£42,500	£28,333	£43,500	-£15,167	6
Tachartasan Còmhnaidheach Gàidhlig	£27,000	£18,000	£25,000	-£7,000	
Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	£2,000	£1,333	£2,000	-£667	
Mòr-chuirmean is Cothroman Eadar-nàiseanta	£8,500	£5,667	£7,300	-£1,633	
Goireasan is Pròg ram Didseatach	£5,767	£3,845	£5,767	-£1,922	
Meadhanan/PR/Ùrachaidhean air an làrach-lìn/Cuairt-litir	£1,000	£667	£1,000	-£333	
FèisTV	£13,800	£9,200	£11,000	-£1,800	
Teachd-a-steach fhathast ri thogail	£25,242	£16,828	£0	£15,639	
TEACHD A-STEACH GU H-IOMLAN	**£1,425,305**	**£950,203**	**£1,189,645**	**-£239,441**	
TEACHD A-MACH					
COSGAISEAN RUITH					
Tuarastalan an Luchd-obrach	£335,427	£223,618	£225,893	-£2,275	
Suimeannan NIC	£30,188	£20,125	£22,757	-£2,632	
Suimeannan Pàighte do Pheinnseanan	£16,771	£11,181	£11,240	-£59	
Siubhal, Àiteachan-fuirich, Biadh do Luchd-obrach	£11,000	£7,333	£9,548	-£2,215	
Màl is Cìsean airson Oifisean	£18,000	£12,000	£10,877	£1,123	
Stuthan Pàipeir, Clò-bhualadh, Postachd is Lethbhreacan pàipeir	£19,000	£12,667	£11,395	£1,272	
Uisge is Dealain	£15,000	£10,000	£13,918	-£3,918	
Cosgaisean a' Bhùird	£2,000	£1,333	£1,470	-£137	
Cur Poileasaidh Dìon Chloinne an Gnìomh	£4,500	£3,000	£850	£2,150	
Àrachas	£10,000	£6,667	£2,874	£3,793	
Cosgaisean Beaga	£3,500	£2,333	£2,069	£264	
Cìsean Cunntasachd is Banca	£7,500	£5,000	£7,714	-£2,714	

Cìsean Proifeiseanta	£4,000	£2,667	£2,382	£285	
A' Gleidheadh Stòras Ionnsramaidean	£1,500	£1,000	£1,910	-£910	
Feuman Taice a Bharrachd	£3,000	£2,000	£3,160	-£1,160	
Cosgaisean Calpa	£1,500	£1,000	£160	£840	
COSGAISEAN PHRÒGRAM					
Tabhartasan air am Pàigheadh A-mach	£200,000	£133,333	£96,170	£37,163	7
Uairean Bliadhnail	£11,000	£7,333	£7,992	-£659	
Maoin Leasachaidh nam Fèisean	£10,000	£6,667	£1,509	£5,158	
Tabhartasan Beaga nan Ealan Traidiseanta	£121,783	£81,189	£61,399	£19,790	8
Cìs Stiùiridh Tabhartasan Beaga nan Ealan Traidiseanta	-£8,500	-£5,667	-£8,500	£2,833	
Pròg ram Trèanaidh	£3,000	£2,000	£1,635	£365	
Cìs Stiùiridh airson a' Phròg raim Trèanaidh	-£1,000	-£667	-£1,000	£333	
Fèisgoil	£339,500	£226,333	£236,296	-£9,963	
Cìs Stiùiridh airson Fèisgoil	-£80,000	-£53,333	-£80,000	£26,667	9
Co-labhairt Bhliadhnail	£13,500	£9,000	£9,098	-£98	
Fèis Bhlas	£143,069	£95,379	£138,985	-£43,606	10
Cìs Stiùiridh airson Fèis Bhlas	-£15,000	-£10,000	-£15,000	£5,000	
Taic do Chèilidhean air Chuairt	£42,500	£28,333	£36,385	-£8,052	
Cìs Stiùiridh airson Cèilidhdean air Chuairt	-£4,000	-£2,667	-£4,000	£1,333	
Tachartasan Còmhnaidheach Gàidhlig	£27,000	£18,000	£29,416	-£11,416	11
Cìs Stiùiridh airson Tachartasan Còmhnaidheach Gàidhlig	-£3,000	-£2,000	-£3,000	£1,000	
Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	£2,000	£1,333	£3,797	-£2,464	
Cìs Stiùiridh: Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	-£2,000	-£1,333	-£2,000	£667	
Meadhanan/PR/Ùrachaidhean air an làrach-lìn/Cuairt-litir	£1,000	£667	£2,714	-£2,047	
Cìs Stiùiridh airson Meadhanan/PR/Ùrachaidhean air an làrach-lìn/Cuairt-litir		-£1,000	£0	£0	£0
Mòr-chuirmean is Cothroman Eadar-nàiseanta	£8,500	£5,667	£8,845	-£3,178	
Cìs Stiùiridh airson Mòr-chuirmean is Cothroman Eadar-nàiseanta	-£2,000	-£1,333	-£2,000	£667	
Goireasan is Pròg ram Didseatach	£5,767	£3,845	£9,905	-£6,060	
Cìs Stiùiridh airson Goireasan is Pròg ram Didseatach	-£1,000	-£667	-£1,000	£333	
FèisTV	£13,800	£9,200	£5,034	£4,166	
Cìs Stiùiridh FèisTV	-£2,000	-£1,333	-£2,000	£667	
Cùl-taice	£0	£0	£0	£0	
FO-SHÙIM IOMLAN AIRSON CAITEACHAS	**£1,305,805**	**£870,537**	**£857,897**	**£12,640**	
Cìsean Stiùiridh	£119,500	£79,667	£119,500	-£39,833	
CAITEACHAS IOMLAN	**£1,425,305**	**£950,203**	**£977,397**	**-£27,193**	
Air a chur chun na Maoine Glèidhte	£11,950	£7,967	£0	£7,967	
CÒRR/(CALL)	**£0**	**£0**	**£212,248**	**-£212,248**	

Fiosrachadh:

1.& 9. Cìsean Stiùiridh air an toirt a-mach san Lùnastal

2.& 7. Airgead nan tabhartasan a-staigh agus a’ dol a-mach a-rèir iarrtais

3.& 8. Tabhartasan Beaga - airgead ri thighinn a-steach fhathast agus a’ dol a-mach a-rèir cinn-latha

4. Airgead Fèisgoil a’ gabhail a-steach maoin ICO

5.& 10. Thachair Fèis Bhlas aan t-Sultain agus tha cunntasan rim pàigheadh fhathast

6. Chaidh Cèilidhean air Chuairt air adhart as t-samhradh ach tha cuibhreann ri phàigheadh aig cuid fhathast.

11. Tachartasan Còmhnaidheach Gàidhlig air a' dhol air adhart

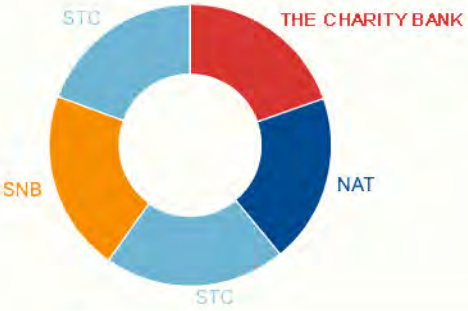
MY FUNDS

Total funds invested	£311,085.78	?
Accrued interest	£3,916.09	?
Holding account	£75,967.63	?
Total portfolio value	**£390,969.50**	?
Available to invest	**£0.00**	?

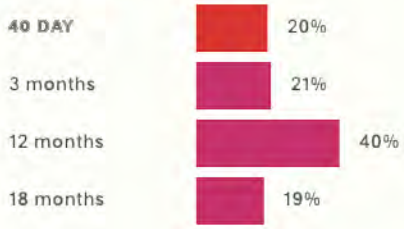
PORTFOLIO PERFORMANCE

Gross interest rate	4.04%	?
Management fee	0.25%	?
Net interest rate	**3.79%**	?
Eligible for FSCS Protection FSCS website	100%	?
Next deposit maturity	28 Dec 2023	?

PORTFOLIO DISTRIBUTION



ACCOUNT TYPES



	Rate		Balance	Accrued interest	Fitch Solutions FICS	Other ratings
Nationwide Building Society	**4.20%**	in 29 Nov 2022 out 29 May 2024 **18m FTD**	**£75,000.00**	**£3,167.25**	**a-** More	**n/a**
Standard Chartered Bank	**5.30%**	in 28 Sep 2023 out 28 Dec 2023 **3m FTD**	**£80,580.37**	**£748.84**	**a-** More	**n/a**
Sainsburys Bank plc	**5.21%**	in 01 Dec 2023 out 02 Dec 2024 **12m FTD**	**£80,505.41**	**£0.00**	**bbb-** More	**n/a**
Standard Chartered Bank	**5.35%**	in 01 Dec 2023 out 02 Dec 2024 **12m FTD**	**£75,000.00**	**£0.00**	**a-** More	**n/a**
The Charity Bank	**3.26%**	in 01 Dec 2023 out 11 Jan 2024 **40-day FTD**	**£75,000.00**	**£0.00**	**bb+** More	**n/a**

Fèisean nan Gàidheal

Cunntasan Riaghlaidh gu 30 Sultain 2023

Àireamh air a' Chlàr Chùisean: 4.2023.03(c)

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	William Grant Foundation - *designated fund*	Maoin nan Ealan Gàidhlig - *restricted fund*	Tasgadh Fund- *restricted fund*
		STATEMENT OF FINANCIAL ACTIVITIES							
INCOME AND ENDOWMENTS									
Creative Scotland	233,334	225,334		3,000		5,000			
Highland Council	128,038	37,794	62,869						27,375
Comhairle nan Eilean Siar	6,250				6,250				
Argyll & Bute Council	23,954	23,954							
Bord na Gaidhlig	144,235	33,435	31,800		35,000	20,000		24,000	
Donations	250	250							
William Grant Foundation	30,000						30,000		
High Life Highland	155,000				155,000				
Membership fees	250	250							
Sale of publications	97	97							
Instrument bank revenue	1,406	1,406							
Ceilidh Trails - earned income	5,000	5,000							
Fèisgoil - earned income	9,524	54			9,470				
Management charges	111,000	111,000							
Box office / concerts	17,512		17,512						
Other income	8,173	1,406	6,767						
Bank interest received	1,666	1,666							
Total incoming respources	**875,689**	**441,646**	**118,948**	**3,000**	**205,720**	**25,000**	**30,000**	**24,000**	**27,375**
RESOURCES EXPENDED									
Charitable activities									
Wages	168,303	168,303							
Employer's National Insurance	12,053	12,053							
Pensions	10,675	10,675							
Development officers & tutors	1,100	1,100							
Child protection costs	775	775							
Training	635			635					
Resources	4,927				4,927				
Fèisgoil - delivery costs	60,287				60,287				
Archiving project	5,573	5,573							
Sgoil Shamhraidh	6,749					6,749			
Cleachiaigantaigh	721	721							
Meanbh-chuileag / Pantomime	1,398				1,398				
Treòir (Fèisgoil)	7,930				7,930				
Tachartasan Comhnaidh	11,878					11,878			
Inter Feis activities	160	160							
Feis TV	912				912				
SG - Support for Feisean	225	225							
Devolved Fund - MEG	39,221							39,221	
Management charges	111,000	10,000	15,000	1,000	82,000	3,000		0	0
Blas - Artistes costs	41,002		41,002						
Blas - Travel and support	22,321		22,321						
Blas - PA & Lighting	21,696		21,696						
Blas - Venue hire	1,183		1,183						
Blas - Promotion	7,764		7,764						
Blas - Commissions	3,000		3,000						
Blas - Filming for Online	2,884		2,884						
Blas - recording & photography	150		150						
Grants to Feisean	92,957	92,957							
Grants for Tasgadh Fund	10,559								10,559
Grants for Ceilidh trails	32,377	32,377							
Instrument bank costs	1,712	1,712							
	682,125	336,630	115,000	1,635	157,454	21,626	0	39,221	10,559
Support costs									
Office rent	9,544	9,544							
Insurance	2,488	2,236	252						
Light and heat	5,072	5,072							
Telephone	5,205	5,205							
Printing postage & stationery	7,747	7,747							
Sundries	667	667							
Website	1,580	1,580							
Staff travel and expenses	5,415	5,415							
Depreciation	5,110	5,110							
Bank charges and interest	75	75							
Audit & accountancy	4,295	3,720	575						
Committee expenses	953	953							
Legal & professional fees	1,644	1,644							
	49,795	48,968	827	0	0	0	0	0	0
Total resources expended	**731,920**	**385,598**	**115,827**	**1,635**	**157,454**	**21,626**	**0**	**39,221**	**10,559**
Net incoming / (outgoing) resources - for the six months ended 30 September 2023	**143,769**	**56,048**	**3,121**	**1,365**	**48,266**	**3,374**	**30,000**	**(15,221)**	**16,816**
Funds at 1 April 2023 - unrestricted	362,235	332,235					30,000		
Funds at 1 April 2023 - restricted	44,399							34,394	10,006
Total funds at 30 September 2023	**550,404**	**388,283**	**3,121**	**1,365**	**48,266**	**3,374**	**60,000**	**19,173**	**26,822**

Fèisean nan Gàidheal
Consolidated Management Accounts
Six months ended 30 September 2023

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	William Grant Foundation - *designated fund*	Maoin nan Ealan Gàidhlig - *restricted fund*	Tasgadh Fund- *restricted fund*
BALANCE SHEET AS AT 30 SEPTEMBER 2023									
Fixed assets									
Computer equipment - cost	75,252								
Computer equipment - depreciation b/fwd	(60,112)								
Computer equipment - depreciation charge	(5,110)								
	10,030								
Current assets									
Other debtors	3,005								
Grants receivable	18,125								
Prepayments & accrued income	3,731								
VAT	(3,503)								
	21,358								
Bank accounts									
FnG current account	12,376								
FnG high interest account	211,596								
Deposit receipt	304,806								
Blas Festival current account	12,507								
Lochaber Development account	8,610								
	549,896								
Current liabilities									
PAYE & National Insurance	(8,348)								
Pensions creditor	(2,260)								
Accrued expenses	(20,273)								
	(30,881)								
Net assets as at 30 September 2023	**550,404**								

Tabhartasan nam Fèis 2023-24 leis na chaidh a phàigheadh gu 28 Samhain 2023

Àireamh air a' Chlàr Chùisean: 4.2023.03(d)

Ainm Fèise	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	£6,465.53	£2,965.47	£5,225.00	45	£490.50	£0.00	£15,146.50	£12,412.50	£2,734.00
Fèis Lochabair	£3,148.50	£1,445.50	£0.00	70	£763.00	£509.00	£5,866.00	£4,527.00	£1,339.00
Fèis nan Garbh Chrìochan	£4,101.50	£1,917.50	£4,200.00	70	£763.00	£200.00	£11,182.00	£7,387.00	£3,795.00
Fèis Chataibh	£3,472.01	£3,221.99	£4,037.00	20	£218.00	£0.00	£10,949.00	£7,203.00	£3,746.00
Fèis a' Bhealaich	£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis Eige	£1,894.53	£904.47	£609.00	20	£218.00	£0.00	£3,626.00	£2,568.00	£1,058.00
Feis Ghallaibh	£0.00	£645.00	£1,935.00	0	£0.00	£0.00	£2,580.00	£1,452.00	£1,128.00
Fèis Farr	£513.24	£235.76	£0.00	0	£0.00	£0.00	£749.00	£0.00	£749.00
Fèis na h-Òige	£2,376.00	£2,124.00	£0.00	0	£0.00	£0.00	£4,500.00	£3,375.00	£1,125.00
Fèis Air an Oir	£3,129.83	£1,428.17	£2,949.00	0	£0.00	£0.00	£7,507.00	£4,892.50	£2,614.50
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	£640.15	£834.85	£2,680.50	0	£0.00	£0.00	£4,155.50	£2,446.25	£1,709.25
Fèis Òigridh na Mara	£0.00	£2,505.23	£8,670.00	74	£806.60	£0.00	£11,981.83	£6,819.83	£5,162.00
Fèis Inbhir Narann	£623.04	£556.96	£7,815.00	65	£708.50	£0.00	£9,703.50	£0.00	£9,703.50
Fèis Spè	£2,240.45	£2,209.55	£2,946.00	45	£490.50	£0.00	£7,886.50	£5,178.50	£2,708.00
Fèis an Iar Thuath	£0.00	£0.00	£0.00	0	£0.00	£800.00	£800.00	£800.00	£0.00
Fèis Thròndairnis	£2,407.46	£1,105.54	£0.00	0	£0.00	£0.00	£3,513.00	£2,635.00	£878.00
Feis a' Chaolais	£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Iomlan Comhairle na Gàidhealtachd	**£31,012.23**	**£22,100.00**	**£41,066.50**	**409**	**£4,458.10**	**£1,509.00**	**£100,145.83**	**£61,696.58**	**£38,449.25**
Comhairle nan Eilean Siar									
Fèis Tìr a' Mhurain	£4,354.40	£0.00	£956.00	30	£327.00	£0.00	£5,637.40	£3,989.40	£1,648.00
Fèis Eilean an Fhraoich	£3,800.00	£0.00	£2,550.00	50	£545.00	£0.00	£6,895.00	£4,534.00	£2,361.00
Fèis Tìr an Eòrna	£2,850.40	£0.00	£823.50	50	£545.00	£0.00	£4,218.90	£2,958.15	£1,260.75
Fèis Bharraigh	£2,317.60	£0.00	£6,629.00	50	£545.00	£0.00	£9,491.60	£0.00	£9,491.60
Fèis Eilean na Hearadh	£1,211.20	£0.00	£0.00	20	£218.00	£0.00	£1,429.20	£911.20	£518.00
Fèis an Rubha	£1,334.40	£0.00	£0.00	0	£0.00	£0.00	£1,334.40	£1,000.40	£334.00
Fèis Taigh Dhonnchaidh	£870.40	£0.00	£1,393.00	30	£327.00	£0.00	£2,590.40	£1,813.40	£777.00
Iomlan Comhairle nan Eilean Siar	**£16,738.40**	**£0.00**	**£12,351.50**	**230**	**£2,507.00**	**£0.00**	**£31,596.90**	**£15,206.55**	**£16,390.35**

Earra-Ghàidheal agus Bhòid									
Fèis Latharna	£5,666.40	£5,075.00	£6,464.00	0	£0.00	£0.00	£17,205.40	£13,973.40	£3,232.00
Fèis Mhuile	£0.00	£925.00	£0.00	10	£109.00	£0.00	£1,034.00	£0.00	£1,034.00
Fèis Thiriodh	£2,713.00	£2,000.00	£0.00	20	£218.00	£0.00	£4,931.00	£3,699.00	£1,232.00
Fèis Ìle agus Dhùira	£381.00	£2,500.00	£7,151.00	30	£327.00	£0.00	£10,359.00	£0.00	£10,359.00
Fèis na h-Apainne	£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis Cheann Loch Goibhle	£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis an Tairbeirt	£0.00	£1,500.00	£1,564.00	35	£381.50	£0.00	£3,445.50	£2,193.50	£1,252.00
Iomlan Earra-Ghàidheal agus Bhòid	**£8,760.40**	**£12,000.00**	**£15,179.00**	**95**	**£1,035.50**	**£0.00**	**£36,974.90**	**£19,865.90**	**£17,109.00**
Sgìrean Eile/Bailtean Mòra									
Fèis Arainn	£3,404.00	£0.00	£2,738.00	25	£272.50	£0.00	£6,414.50	£4,126.50	£2,288.00
Fèis Mhoireibh	£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
IOMLAN InG	**£59,915.03**	**£0.00**	**£71,335.00**	**759**	**£8,273.10**	**£1,509.00**	**£168,717.63**	**£100,895.53**	**£74,236.60**
Fèis Dhùn Èideann	£2,534.40	£0.00	£11,888.00	75	£817.50	£0.00	£15,239.90	£8,457.90	£6,782.00
Fèis Obair Dheathain	£1,312.80	£0.00	£844.00	20	£218.00	£0.00	£2,374.80	£1,898.80	£476.00
Feis Dhùn Bhreatainn	£0.00	£0.00	£2,000.00	10	£109.00	£0.00	£2,109.00	£1,082.00	£1,027.00
Fèis Lannraig a Tuath	£1,310.40	£0.00	£0.00	0	£0.00	£0.00	£1,310.40	£982.20	£328.20
Fèis Fhoirt	£1,920.80	£0.00	£4,785.00	50	£545.00	£0.00	£7,250.80	£4,242.80	£3,008.00
Fèis Ghlaschu	£2,996.00	£0.00	£0.00	25	£272.50	£0.00	£3,268.50	£3,200.50	£68.00
Fèis Chille Brìghde an Ear	£0.00	£0.00	£225.00	0	£0.00	£0.00	£225.00	£113.00	£112.00
Fèis Innis an Uillt	£0.00	£0.00	£1,267.00	0	£0.00	£0.00	£1,267.00	£634.00	£633.00
Fèis an Iar Dheas	£468.80	£0.00	£0.00	0	£0.00	£0.00	£468.80	£0.00	£468.80
Fèis Phàislig	£4,250.40	£0.00	£9,841.00	70	£763.00	£0.00	£14,854.40	£8,681.40	£6,173.00
Fèis Thatha	£1,112.00	£0.00	£0.00	0	£0.00	£0.00	£1,112.00	£834.00	£278.00
Iomlan Sgìrean Eile/Bailtean Mòra	**£19,309.60**	**£0.00**	**£33,588.00**	**275**	**2,998**	**£0.00**	**£55,895.10**	**£34,253.10**	**£21,642.00**
	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	**£ 75,820.63**	**£ 34,100.00**	**£ 102,185.00**	**1,009**	**£ 10,998.10**	**£ 1,509.00**	**£ 224,612.73**	**£ 131,022.13**	**£ 93,590.60**

Fèisean nan Gàidheal

Cùmhnantan Maoineachaidh

Àireamh air a' Chlàr Chùisean: 4.2023.03(e)

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 inbhe nan cùmhnantan leotha.

Cùmhnantan Maoineachaidh

1. Alba Chruthachail

Chaidh a' chiad trì cuibhreannan de mhaoin chunbhalach Alba Chruthachail airson 2023-24 a phàigheadh dhuinn a-rèir ar n-aonta. Bidh an cuibhreann mu dheireadh pàighte air 12 Faoilleach 2024.

Thug mi iomradh aig a' choinneimh mu dheireadh gun deach luachadh bliadhnail le ar prìomh oifigear, Siobhan NicAnndrais, a chumail air 15 Ògmhios. Cha tug mi gu aire nam ball, ge-tà, pàipear le ais-mholaidhean a thàinig bhuaipe an dèidh làimh a tha ri leughadh ann am pàipear-taic 4.2023.03(e)-1.

Bha mi an làthair aig seisean fiosrachaidh co-cheangailte ri maoin ioma-bliadhnail na buidhne air 25mh Sultain. Chaidh iarrtas gu Alba Chruthachail air thoiseach air a' cheann-latha dùmaidh a tha ri fhaicinn ann am pàipear-taic 4.2023.03(e)-2. Gheibh sinn dearbhadh ro dheireadh a' Ghearrain ma tha sinn air soirbheachadh leis a' chiad ìre. Ma tha, gheibh sin cothrom iarrtas iomlan a chur thuca bho 6 Màrt 2024.

2. Bòrd na Gàidhlig

Chaidh airgead Bòrd na Gàidhlig air fad airson 2023-24 a phàigheadh.

Chaidh iarrtas a dheasachadh do Bhòrd na Gàidhlig airson maoin ioma-bliadhnail air thoiseach air a' cheann-latha den 29mh Sultain. Gheibhear seo ann am pàipear-taic 4.2023.03(e)-3.

Chaidh coinneamh a chumail air 22 Samhain eadar riochdairean Bòrd na Gàidhlig agus Fèisean nan Gàidheal airson còmhradh mun iarrtas againn ann am barrachd dhoimhneachd. Tha dùil againn ri fiosrachadh ro dheireadh na bliadhna mun ìre de thaic a dh'fhaodadh a bhith ann.

3. Comhairle na Gàidhealtachd agus High Life na Gàidhealtachd

Chaidh an aon shuim a phàigheadh ann an 2023-24 's a fhuair sinn anns na bliadhnaichean a dh'fhalbh.

Bha coinneamh ann air 28 Samhain eadar riochdairean Comhairle na Gàidhealtachd agus Fèisean nan Gàidheal airson bruidhinn mu fharsageachd de chuspairean. Tha am pàipear fiosrachaidh a chaidh ullachadh air thoiseach air a' coinneimh sin ann am pàipear-taic 4.2023.03(e)-4.

Bha an fheadhainn a bha an làthair taiceil san fharsaingeachd agus deònach feuchainn ri fuasglaidhean a lorg air cuid de na duilgheadasan a thog sinn. Bidh obair againn ri dhèanamh le dòchas gun tig buannachd aiste.

4. Comhairle Earra Ghàidheal is Bhòid

Chaidh aontachadh ri cùmhnant le Comhairle Earra Ghàidheal is Bhòid airson 2023-24 agus chaidh £18,450 a phàigheadh dhuinn.

Cha do thachair mi fhathast ris an oifigear ùr a bhios a' dèilgeadh rinn, Aileen Chamshron, ach tha mi an dòchas gum bi cothrom ann a dh'aithghearr.

Bidh fiosrachadh ann an aithisg Mhanaidsear Fèisgoil mu bhuileachadh a' cùmhnaint a bhuinnig sinn na bu thràithe sa bhliadhna gus seirbheisean ionnsachaidh na Gàidhlig agus obair sgoile a libhrigeadh.

5. Comhairle nan Eilean Siar
Chan eil càil as ùr ri aithris mun dàimh a th' againn le Comhairle nan Eilean Siar ach bha sinn an comain airson taic le tachartasan Blas nan Eilean Siar.

Tha ar n-aonta airson taic seinn a chumail ri sgoiltean Uibhist is Bharraigh, tro ICO, a leantainn le fiosrachaidh buileachaidh san aithisg aig Manaidsear Fèisgoil na buidhne.

6. Riaghaltas na h-Alba
Thàinig Treòir | Voar | Virr gu ceann le sreath phròg raman thairis air mìosan an t-samhraidh air BBC Radio na Gàidheal de na dealbhan-cluiche a chaidh a leasachadh ann an sgoiltean nan Eilean Siar a' comharrachadh eilthireachadh air a' Mhetagama agus air a' Mharloch.

Bhon uair sin, chaidh fear de na pròg raman 'Trusadh', air a dhèanamh le MacTV, a chraoladh air BBC ALBA san robh gu leòr de na daoine a bha an sàs ann an Dìleab, a' sgrìobhadh agus a' cruthachadh nan dealbhan-cluiche, a' comhradh mun phròiseact. A dh'aindheoin 's nach robh iomradh mun taic a fhuaras bhuainne, bha am pròg ram glè mhath.

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 don fhiosrachadh sna pàipearean-taice
   agus
2. Ceistean a chur no puing a thogail mu chùis sam bith far a bheil soilleireachadh a dhìth.

Art MacCarmaig
Ceannard
An Dùbhlachd 2023

Review of 22/23 Plans

Throughout 2022/23 Fèisean nan Gàidheal have continued to deliver excellent provision of Gaelic arts, language and cultural activity to a wide range of participants across Scotland.

The volunteer-run branches and the tutors and staff employed by these smaller organisations have been offered unwavering support from the Fèisean nan Gàidheal staff team, allowing activity in these communities to restart and build back after a difficult period. While some have sustained their output throughout the pandemic, others have only just been reinvigorating their efforts in the past year and re-establishing volunteer committees has been challenging in many areas. However, the support offered, both in time and finance, has allowed for activity to flourish.

Additional activity beyond the branches has continued to provide young people with aspirational opportunities to be part of such as 5 Latha, the Cèilidh Trails and Blas Festival. All have continued to offer excellent education for participants and high-quality entertainment for audiences.

Delivery in school settings has continued to be highly regarded, with much value being placed on this by both pupils and teachers, and a wide bank of expert tutors have continued to engage participants. Excellent resources are acutely valued, and the creation of new content through Hùb Hàb, Blasad Gàidhlig and the annual Gaelic pantomime are clearly appreciated by participants and educators alike.

Gaelic language has continued to be nourished by the organisation, with opportunities for participants to use the language through drama, music and conversation. Fèisean nan Gàidheal's now 40+ years of delivery has resulted in former participants embedded across Scotland's creative sector, many of whom are now renowned performers and tutors, but also many who have

taken the skills they have learned through the organisation and gone on to fruitful careers in the wider creative industries and beyond.

Planning For 23/24

The additional programme plan for 2022-2027 clearly proposes how the organisation will continue to deliver their aims across five key work themes. This will be building on areas they know they can deliver well and have the knowledge and expertise within the organisation in order to do so.

Having sustained delivery well throughout the difficult period of 2020-2023, Fèisean nan Gàidheal are evidently looking to the future in how they can continue to celebrate Gaelic arts, language and culture, sharing traditions with participants and audiences alike while creating opportunities for communities to come together in celebration.

Continuation of projects such as Fuaran ensure that traditions are nourished and respected by the next generation while new commissions through Blas, new drama pieces through Meanbh-Chuileag and digital innovation through projects such as the Café Bheartais podcast ensure that this is done in an innovative and forward-thinking way.

Strong continued delivery in formal education settings formalises and ensures that these traditions are delivered to a wide range of participants, while support of branch activity allows young people to engage with their passions with experienced tutors.

Wider support for the sector will continue to be offered through devolved funding from Creative Scotland via the Tasgadh and Maoin nan Ealan Gàidhlig funds. Fèisean nan Gàidheal are an excellent partner to continue this delivery

given their standing in the sector, and it is positive that Bòrd na Gàidhlig have boosted their input for Maoin nan Ealan Gàidhlig, allowing for wider support.

Current Position

Fèisean nan Gàidheal uphold high governance standards, with an active and engaged Board who are able to represent branches across the country and contribute their lived experiences when delivering activity on the ground in communities, as well as some who grew up learning through the organisation's activities and now hold prominent roles in Scotland's Creative sector.

Although there will be a number of Board members coming to the end of their term in the coming year, the organisation have demonstrated solid plans to recruit new members and ensure appropriate training and experience is provided.

Financial management is secure, and the organisation have dealt well through the first year without longer-term HIE financial support, though a good relationship remains in place. However, securing new income from the William Grant Foundation has provided hope that trusts and foundations can help the organisation in the coming years.

The staff team continue to offer a range of expertise and excellent understanding in a number of areas including the current position of branches across the country, how the organisation's work fits in a formal education setting and high-quality programming. Although there have been some staff changes, this has been an opportunity to make some savings and allow staff members to work on other areas within the organisation.

The organisation has a strong suite of policies to ensure safe and fair delivery of all activity, and the areas of work highlighted in the EDI Action Plan seem pertinent for the organisation's work.

Budget & Risk Management

Relationships with local authorities continue to be challenging, particularly around the increasing costs of venue hire. Affordable use of schools and community centres has always been crucial to allow for delivery of the organisation's activity within small and remote communities where often a local authority owned building is the best or only possible venue. In-kind agreements would be beneficial, and can still sometimes be reached, but this is becoming an increasingly difficult area.

Board recruitment could be an issue in the future with five members coming to the end of their term. However, the organisation has good forward-planning measures in place and it is positive to see the level of Board training offered and ability for potential members to attend meetings in advance.

Increasing Musician's Union Tutor rates continue to put pressure on budgets alongside the amount of activity the organisation can deliver while ensuring Fair Work commitments are met.

The upcoming Creative Scotland Multi-Year Funding application process was discussed.

SCOTLAND ALBA

4.2023.03(e)-2

BETA This is a new service. Your feedback will help us to improve it.

Home Funding Your account Help and support Currently logged in as **Arthur Cormack** - Logo

Multi-Year Funding Programme

Your Submission

Applicant name: Arthur Cormack

Submission created on: 06/09/2023 20:06:35

Submission Reference Number: CS-MYFP-23021-5907

Submission status on 01/11/2023 15:46:47: Application Submitted

Last updated: 24/10/2023 18:46:33

Review your submission

Lottery Funding

The National Lottery supports this fund through Creative Scotland. Do you object to receiving National Lottery funding? If you object, you will be funded through another route.

Your answer: No

Page 2

Your Programme - Locations

Where does your activity take place?
Where possible, specify the postcodes of any places where your activity will take place. If you don't know exact locations, you can specify local authority areas in Scotland or specify a location outside of Scotland.

Activity Locations

Local Authority

Highland

Postcode

IV51 9BZ

Location outside of Scotland

Local Authority

All of Scotland

Postcode

Location outside of Scotland

Page 3

Your Programme - Main Artform or Specialism

What do you consider to be the primary artform or specialism represented by your programme?
Art Forms

Select one Art Form

Multi-disciplinary

If 'Other', please specify.

Page 4

Your Programme - Other Artforms or Specialisms

What other artforms or specialisms have an explicit focus in your programme?
Art Forms

Select Art Forms

Theatre, Music, Equalities, Diversity and Inclusion, Gaelic Culture, Gaelic Language, Education, Audience Development, Sector Development, Children and Young People, Traditional Arts, Place and Communities

If 'Other', please specify.

Page 5

Quality and Ambition 1

Purpose and Aims

Describe the aims of your organisation, the context you work in and the outcomes you seek from your activity. (approx 500 words)

Your answer: Fèisean nan Gàidheal's mission is A' toirt ar dualchais do ar n-òigridh – inspiring young people to value our culture. Its 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.

Although it has several definitions, the Gaelic word Fèis is synonymous with a network of 47 community groups through which young people engage with traditional music, traditional dance, Gaelic song and Gaelic drama.

Established in 1991, Fèisean nan Gàidheal offers a range of services to local Fèisean and has consistently delivered high-quality support to ensure the largely voluntary Fèis committees are enabled to provide cultural experiences in their communities.

Building on the network of local Fèisean, Fèisean nan Gàidheal itself delivers a programme of arts activities and cultural events. Some of the work - such as the annual Blas Festival and Cèilidh Trails - involves collaboration between local Fèisean, networks of community promoters and other bodies. The education work Fèisean nan Gàidheal delivers is income generating, delivered through contracts with local authorities, and supports the engagement of young people in cultural activities which promote Scotland's traditional music and song at the same time as vastly extending the employment opportunities for freelance artists who are engaged as tutors.

Fèisean nan Gàidheal has developed a set of outcomes which, in turn, support the delivery of National Outcomes in the Scottish Government's Performance Framework as well as some of those to be delivered by organisations with which we work seek to work regularly. They include:

• Full support for Fèisean to recover from the pandemic and weather the cost-of-living increases, resuming their activities and returning to previous levels of engagement.
• The creative talent, life skills and wellbeing of young people are enhanced through participation and experimentation in the Gaelic arts.
• 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.
• Employment opportunities are created for artists with a commitment to Fair Work and maximising economic benefits across Scotland.
• In planning, promoting and participating in activities our responsibility to protect the environment and reduce carbon use is discharged.
• The use of Gaelic is increased in creative activities.
• Creativity is used as a means of attracting people across Scotland to Gaelic.

• The public has a better understanding and appreciation of Scotland's traditional arts through creative work inspired by the Gaelic language.
• Community confidence is strengthened and cultural development enhanced particularly, though not exclusively, in areas of low economic activity.
• Digital technologies are utilised to bring our work to a wider, more diverse and dispersed audience.
• 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.

Page 6

Quality and Ambition 2

Your Programme
Tell us about the programme of activity you are applying for (referencing the outline programme that you will be providing as part of this application). How will it deliver public benefit? (approx 500 words)

Your answer: Fèisean nan Gàidheal has developed a Programme Plan to ensure delivery of the outcomes it seeks and will operate across five work themes, detailed further in the outline programme submitted:

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

Support and development of local Fèisean remains at the core of the organisation's activities. Everything the organisation does is aimed at supporting the Fèisean, or the communities and individuals involved in them, directly or indirectly. All staff support the work of local Fèisean. Events are organised to give Fèis participants valuable performance opportunities.

In a normal year, to which we are returning after the pandemic, the Fèisean engage between 5,000 and 6,000 young people annually in regular traditional arts tuition and performance. Another 7,000 attend performances promoted by local Fèisean, the income from which is used to subsidise the costs of young people's participation.

Fèisean nan Gàidheal offers a range of opportunities for young people, Fèis organisers, tutors and artists to undertake training relevant to their work with the organisation some of which leads to accreditation through the University of the Highlands & Islands.

One measure of the success of the Fèisean is the way in which they support people, teach them skills, often transferable to other community initiatives, before welcoming their return as tutors, performers and organisers. Three generations of Fèis participants have evolved as a positive force benefitting their communities and culture is considered essential to wellbeing

and in contributing towards the social and economic prosperity of their places.

The majority of education work Fèisean nan Gàidheal delivers through its Fèisgoil service is income generating. It encompasses traditional music tuition, through YMI, and Gaelic language teaching, through the arts, plus a range of Gaelic enrichment opportunities supporting the engagement in cultural activities of all young people in any school class setting at the same time as vastly extending the employment opportunities for freelance artists who are engaged as tutors. Drama and other music work in communities and schools provides young people with meaningful engagement with the Gaelic language. Management fees charged for contract and project delivery are reinvested in the Fèis support structure.

Established annual events organised directly by Fèisean nan Gàidheal - such as the Blas Festival and Fèis Cèilidh Trails - involve collaboration between local Fèisean, networks of community promoters and other bodies. Further development of our online tuition platform, Oide, will enable participants anywhere in the world to access courses in traditional Scottish arts while our FèisTV livestreaming service enables us to bring Scottish culture to a wider audience at home and abroad.

We also provide a valuable source of funding, as well as support for a range of artists through the two devolved funds we manage on behalf of Creative Scotland, Tasgadh and Maoin nan Ealan Gàidhlig, the latter to which we have attracted additional funding from Bòrd na Gàidhlig.

It is envisaged the combined turnover of Fèisean nan Gàidheal and the Fèisean will increase to c £4m pa if our funding bid is successful and the sum sought should be seen in that context.

Page 7

Quality and Ambition 3

Developing Ideas
How will you create the conditions to generate and develop your ideas and explore innovative practice? (approx 500 words)

Your answer: Fèisean nan Gàidheal's support of local Fèisean and the organisation's work is ever developing. While we offer a range of essential services to which Fèisean have access, we are responsive to needs at particular times and ready to capitalise on new opportunities.

We are in constant touch with our membership through one-to-one conversations and online sharing sessions as well as an annual conference which offers sessions in relevant topics and an opportunity for the membership to tell us how we are doing and how we can do better.

We have a modest Development Fund to which Fèisean can apply for unusual or innovative

initiatives. There is significant demand for a small amount of money and we would like to be able to increase this.

Fèisean nan Gàidheal keeps abreast of the strategic priorities of funders such as Creative Scotland, Bòrd an Gàidhlig and HIE as well deliverables in the National Gaelic Language Plan, National Islands Plan and A cultural Strategy for Scotland. The organisation engages with stakeholders when developing new ideas or services, be that its skilled workforce, Board members, arts practitioners, Fèis organisers or collaborators. Our current Programme Plan was drawn up with input from a range of interests including, importantly, the Fèisean. Within each work theme, there are a number of projects which will be delivered collaboratively, but our focus is on continuing the work of local Fèisean in engaging young people in traditional arts.

Our Fèisgoil programme will develop through engagement with the tutors who will be involved and the schools in which we deliver. In our drama work, for example, we ask schools if there are particular subjects they will be covering and, where applicable, new plays are written to support the work teachers are doing while enriching the Gaelic language skills of pupils. In YMI work, we collaborate with the tutors on suitable material on which to base work in the schools. This extends beyond simply teaching music and song to putting tunes and songs in context within the communities where they are delivered.

Each year a new music commission is awarded for the Blas Festival, based on bids received following an open call. A panel assesses bids and works collaboratively with the successful artist to develop new music to be performed at the festival and beyond. We work with a large number of freelance artists who have opportunities to explore new song-writing as well as producing new pieces of work through commissions other than those available through Blas.

Where opportunities arise to develop new, bespoke projects to meet a specific need, we would work closely with stakeholders to agree the activities to be delivered. This was the case with the Musicians in Residence programme we created during the pandemic to keep musicians in work and to engage harder to reach groups of young people in traditional music. Similarly, the Scottish Government funded Treòir | Voar | Virr programme was developed to offer primary schools in all Scottish islands engagement in artistic work rooted in their communities. Schools, communities and artists were all involved in developing the programme.

We anticipate being able to take advantage of opportunities such as these although it is unknown at this stage to what extent that will be possible as they are funding dependent. We also hope to pilot a national, traditional music ensemble, having established there is demand for such an initiative.

Page 8

Engagement 1

Who

Who will you engage through your programme of work and how will your activity be relevant to their needs or interests? (approx 500 words)

Your answer: There are six groups which account for the majority of our engagement:

1. Fèis participants, tutors and organisers (around 6,500 individuals)
2. School pupils and teachers (around 13,000 pupils)
3. Audiences (including online social media attendees) at Fèis, Cèilidh Trail, Blas Festival and other events (around 40,000 people)
4. Online learners and audiences through our FèisTV platform which includes online traditional music lessons (around 20,000 people)
5. The wider traditional and Gaelic arts community through the Tasgadh and Maoin nan Ealan Gàidhlig devolved funds we manage (around 70 artists or groups of artists annually generating activity for thousands of people)
6. International groups such as Amateo, European Folk Network, HIMRA, Celtic Colours and Ealain na Gaeltachta.

Around 5,500 - 6,000 young people take part in Fèis activities annually and the level of demand suggests the local Fèisean are meeting their needs in providing a starting point for them in engaging with learning in traditional music, dance and Gaelic drama.

Fèisean are required to adhere to Fèisean nan Gàidheal's Access Policy and, aware of the current impact of the cost-of-living, Fèisean do their very best to promote inclusion by offering free, subsidised, or 'pay what you can' places to young people to ensure they can participate.

We engage regularly with our local Fèis organisers, which number around 400, and aim to make their job, mostly carried our voluntarily, as enjoyable and burden-free as possible through the provision of a range of support services and training opportunities.

We provide annual employment for nearly 700 freelance musicians and singers who tutor and perform. Around 2/3 of those are employed by local Fèisean with the rest employed through Fèisean nan Gàidheal's own programme, with some crossover. We offer training opportunities, experience-sharing sessions and help with preparation to all tutors.

Liaison with schools and teachers is a regular occurrence in order to ensure efficient delivery of our Fèisgoil education work.

The general interest and ability in traditional music in Scotland has grown exponentially since the Fèisean began and shows no sign of abating. 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 found that Fèisean nan Gàidheal's work represented over a third of all traditional music tuition for young people in Scotland. Many of

our former participants go on to further study at the Centre of Excellence in Traditional Music, the RCS, Sabhal Mòr Ostaig and UHI North, West & Hebrides.

We anticipate fairly modest engagement with international audiences through work in Ireland and Canada, where there are communities where the Gaelic language is used, as well as through initiatives such as Seachdain na Gàidhlig, European Folk Day and St Andrew's Fair Saturday. We will continue to engage with refugee communities through HIMRA and the Scottish Refugee Festival.

Page 9

Engagement 2

How

How will you ensure you have been able to engage effectively through your programme? (approx 500 words)

Your answer: In whatever way it manifests itself, support for Fèisean nan Gàidheal's 2025-28 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 300 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.

We keep in touch with current participants and alumni, many of whom return as tutors, offering further opportunities from time-to-time. We can track the number of Fèis participants who go on to study music further, undertake Gaelic studies or who become professional musicians or get involved in Gaelic arts, education or media in all its forms.

We use online solutions to communicate regularly with Fèis contacts and committee members and rely on them to pass relevant information to their local participants. We use EDI data and data harvested from tickets sales, to communicate more widely with audiences and widen our reach.

The data allows us to seek feedback from organisers on a regular basis to ensure the services we offer, and the way in which they are delivered, meet their needs. We also host a series of online sessions for organisers throughout the year to discuss new initiatives, implementation of new policies and any needs they have. Members are invited to attend an annual conference which, in 2023, covered the use of Gaelic at Fèisean, how Fèisean as community groups could contribute further to achieving net zero and changes to disclosure checking through the PVG scheme.

A 2022 report outlined the many Cultural, Social, Economic, Linguistic and Wellbeing Impacts of Fèisean nan Gàidheal.

Researchers found that the Blas Festival, for example, reached an audience of around 83,000 live and online over the 4 years they 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.

An evaluation of the Tasgadh grants fund was undertaken as part of the same report in which 87% of all respondents thought the application process was straightforward, 96% thought the guidelines were clear and 92% were satisfied with the transparency of decision-making. There has been further engagement with potential applicants to Tasgadh and Maoin nan Ealan Gàidhlig, through an online seminar to explain the application process and a resulting video which offers a walk-through the guidance and application forms.

It is anticipated we would use the 2022 report, and earlier studies done by HIE and others, as a basis for a further impact report to be undertaken towards the end of the multi-year funding timeframe, most likely sometime in 2027.

Page 10

Engagement 3

Impact

Tell us about the value that your work will bring to individuals, groups and communities? (approx 500 words)

Your answer: 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”.

The Fèis Movement has been working on a place principle for decades having 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. 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.

The Fèis Movement has successfully generated economic benefits for Scotland, including rural and urban communities which experience socioeconomic challenges. The total employment generated in Scotland by Fèisean nan Gàidheal activities equates to around 115 FTE jobs contributing over £2.95m to the economy. This could grown to £4m+ if our funding bids are successful.

A 2022 report highlights The Cultural, Social, Economic, Linguistic and Wellbeing Impacts of Fèisean nan Gàidheal. The findings include:
• 84% said their involvement with Fèisean activities encouraged them to use Gaelic more often
• 85% said that involvement has enhanced their Gaelic skills
• 87% said that it has made them believe more strongly that Gaelic is important to Scotland.

Among tutors and performers:
• 73% scored highly the influence of the Fèisean on their musical/artistic development
• 66% felt the Fèisean had helped them gain skills which have been of use to them in their chosen career
• 98% of respondents 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.

Asked to estimate the proportion of their total income coming through all their tutoring or performing work, 11% answered that more than half of their annual income came from working as a tutor or performer in Fèisean nan Gàidheal's programme. 74% rated whether pay from Fèisean nan Gàidheal is fair at 7 or above, on a 10-point scale, with 26% rating it as 10 or extremely good.

The creative industries benefit greatly from our work while accommodation providers, eating establishments, car and bus hire companies, insurance brokers, travel agencies and Gaelic translators, often operating in rural, more fragile areas, also benefit.

The impact of the Fèisean can be seen, too, in the skills and confidence participants gain being put to good use in other aspects of community life and demonstrates the life-enhancing potential of participation in culture, its contribution to wellbeing and the social and environmental prosperity of places. With sufficient financial support, our programme can continue delivering those benefits in future and pay can be improved within the local Fèisean.

Page 11

Equalities, Diversity and Inclusion 1

Planning for EDI
What are your aims around equalities, diversity and inclusion and how will you achieve them? (approx 500 words)

Your answer: In our view, participation in the arts and creativity promotes equality and diversity, contributes to wellbeing and to the economy of Scotland. Fèisean nan Gàidheal is committed to equality, diversity and inclusion across the organisation and among its member Fèisean. The organisation has been delivering EDI Plans successfully for some years and will continue to do so, but we hope our programme demonstrates these responsibilities are

embedded in our activities and the ways in which we approach their delivery. Our Access Policy goes into further detail about our commitments on the removal of discrimination and physical barriers to participation.

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 been accredited as a Living Wage employer and is fully committed to Fair Work First for staff and freelance artists. Physical access is catered for in the venues we utilise. One of the reasons local Fèisean use schools for their activities is because they offer a range of spaces and are fully accessible. It is disappointing that local authorities are creating barriers to access through the imposition of unaffordable fees for the use of schools, something we have been opposing for years.

The data we have collected over the past years, and continue to collect, confirms that Fèisean nan Gàidheal's Board and staff demonstrates gender equality, there are marginally more women than men engaged as tutors and performers while there are significantly more women than men involved in organising and running Fèisean in communities across Scotland.

Diversity is more problematic since our own EDI data confirms that the majority of people who engage with Gaelic culture identify as being of White Scottish ethnicity. However, we are proactive in trying to tackle this through our work in communities and schools. One notable, recent example was the production of a Gaelic film - Eliza – to mark B:M 2020. Things are changing and as young people from more diverse ethnic backgrounds go through Gaelic medium education, for example, we are seeing a more diverse range of young people taking part in Fèisean. The Fèisean have also been very welcoming of refugees and other migrants, helping them integrate within their new home communities.

While it might appear Gàidheil - Gaelic speakers – are not specifically protected under the Equality Act 2010, in his Independent Review of Hate Crime Legislation in Scotland, Lord Bracadale stated "there is a fairly strong argument that Gaelic speaking Gaels belong to an 'ethnic group' within the meaning of the current race aggravation."

While not excluding others, Fèisean nan Gàidheal believes it is right to focus on their needs, as a minoritised section of society, which are different from the needs of people who do not speak the language. Fèisean nan Gàidheal promotes Gaelic language and culture to those who have not experienced it before and facilitates the learning about, and celebration of, a unique aspect of Scotland's diverse culture.

Given the commitment in its Gaelic Language Plan that all multi-year funded organisations will be required to report annually on their support for Gaelic Language, Creative Scotland's support for our work delivers, in part, the equality, diversity and inclusion it seeks from organisations it funds.

Equalities, Diversity and Inclusion 2

Ensuring Inclusion

How will you advance inclusivity and accessibility in your programme? (approx 500 words)

Your answer: The work of Fèisean nan Gàidheal has done much to promote a sense of place, linking young people with their culture, language and heritage. Many of the places in which Fèis activities take place are considered important for a variety of reasons – the environment, the extent of provision of arts in the community, the economic circumstances of an area or the health of the Gaelic language.

Inclusion is a hallmark of the Fèis movement welcoming, as it does, everyone who wishes to participate in Scottish traditional arts activities. We will continue to ensure engagement with people from all backgrounds and abilities in communities across Scotland, some of which suffer from socio-economic and access challenges which the Fèisean have played a part in overcoming.

Fèisean nan Gàidheal will remain responsive to removing any barriers to access for young people wishing to take part in its activities. Organisational barriers are reduced by ensuring local community groups are supported to offer cultural activities, for which there is a demand, with funding and quality services.

The Tasgadh and Maoin nan Ealan Gàidhlig devolved grants enable us to engage with a wider cross-section of artists and groups, using organisational and sectoral knowledge to support access to work in traditional and Gaelic arts. Constructive feedback is offered to unsuccessful applicants but encouragement also, through the availability of online resources, to help them make a better application next time.

Specific funding is available to aid inclusion at Fèisean of children who may require specialist care or one-to-one tuition. We make provision in our Cèilidh Trails for inclusion of young people with additional needs. Physical barriers are removed as much as possible through the kinds of venues used to run events and also through our online programme of activities.

We will support cultural engagement for harder-to-reach groups. This will include Intergenerational work between young people and older people, touring drama performances relating to Gaelic culture for schools where Gaelic is taught as a second language, continuation of Mòd Academy in collaboration with An Comunn Gàidhealach and Youth Music Initiative work in schools, free to access and open to all. A number of Fèisean have welcomed refugee children to their regular activities and Fèisean nan Gàidheal will build on previous work with the Highland Migrant and Refugee Action (HiMRA) project and Scottish Refugee Festival. We will organise the participation of traditional musicians in ‘welcome’ events to bring together people who identify as migrants and refugees to strengthen community integration and social inclusion. The work will enable them to experience Gaelic culture while sharing their culture with others, leading to a better appreciation and respect for

one another.

Through our Fèis Development Fund, we will support access to Fèis activities where affordability is an issue for families and Fèisean will, where required, offer free or reduced cost classes in areas of socio-economic deprivation across Scotland. Streaming of concerts, free events and community engagement events, as well as online music tuition, will help address equality of provision for those on low incomes or experiencing rural isolation. More people should be able to access and enjoy Fèisean nan Gàidheal events in their own communities rather than having to travel to more densely populated areas.

Page 13

Equalities, Diversity and Inclusion 3

Equalities Responsibilities
How will your commitment to equalities, diversity and inclusion inform the way you manage your organisation, in relation to areas such as recruitment, training or finance? (approx 500 words)

Your answer: Gaelic speakers are a minoritised community within Scotland. By providing more people with access to the Gaelic language, through arts activities, we aim to foster a better understanding of the language, change attitudes towards Gaelic and encourage positive associations with the language among participants in our activities. This should help remove some of the prejudices which still exist against Gaelic. That does not mean, however, that we will work only with people who are Gaelic speakers. Rather, Fèisean nan Gàidheal wants to engage a wide cross-section of Scottish society in Gaelic culture, while demonstrating respect and support for other cultures.

The organisation takes seriously its responsibility to ensure there is no discrimination in delivering its programme of work and that a positive attitude prevails towards ensuring equality, inclusion and diversity. This is supported by a range of policies, many of which are also adopted by local Fèisean.

At present, EDI data shows:
• Marginally more women than men employed as Fèis tutors
• Significantly more women than men involved as Fèis organisers
• No gender pay gap among Fèisean nan Gàidheal staff
• All artists engaged by Fèisean nan Gàidheal are paid industry standard rates
• Opportunities for commissions and contracts are open to all
• Gender balance is evident in programming

There is a good track record on which to build and Fèisean nan Gàidheal's work practices will seek to ensure opportunities for all. The Board is ultimately responsible but, on a day-to-day basis, the Chief Executive shall ensure EDI is considered in daily decisions and is discussed regularly at Fèisean nan Gàidheal staff meetings to ensure monitoring of

performance.

We would look to recruitment Board members, staff and tutors through open advertising and, as has always been the case, offer a range of training opportunities to ensure they are aware of EDI issues and equipped to undertake the work for which they have been elected or hired.

We will increase opportunities for young people to be involved in decision-making within Fèisean nan Gàidheal and develop and keep under review policies and procedures to ensure equality, inclusion and diversity ensuring all new staff, volunteers and contractors are aware of them through induction on engagement, contracts and conditions of funding.

Fèisean nan Gàidheal's commitment to Fair Work will continue for all staff as will the maintenance of payments in line with industry standards for all contracted artists.

We are seeking increased funding to enable us to ensure member Fèisean are also able to offer fair pay. There has never been enough funding in previous settlements from Creative Scotland to impose such a condition on local Fèisean. While most of them have been working towards paying industry standard rates, there is still a variety of range of pay evident. We want this to change but that can only happen if more money is made available through our Grants Scheme for Fèisean, or activities are reduced significantly.

Page 14

Environmental Sustainability 1

Actions Towards Net Zero

How do you intend to reduce carbon emissions in line with Scotland's pathway to Net Zero? (approx 500 words)

Your answer: In common with other RFOs, Fèisean nan Gàidheal has been working with Creative Carbon Scotland to develop and deliver carbon reduction plans over the past few years. The two years of disruption due to Covid resulted in a larger reduction, but Fèisean nan Gàidheal reduced its carbon emissions in 2022-23 by 20% on the previously high base level recorded in 2019-20.

Fèisean nan Gàidheal is responsible for 0.25% (a quarter of 1%) of the emissions of the current cohort of RFOs which, on average, generate emissions over three times those generated by our activities. Given the scope of our work and the geographical area we cover, on the face of it we seem to be doing reasonably well.

However, we do recognise that even more needs to be done by us to achieve Net Zero as our current trajectory will not be sufficient.

The biggest source of our emissions is travel. This is hardly surprising given the geographical areas the Fèisean cover and which we exist to serve, but we are working on reducing staff and Board travel by 20% before 2026, which is within our control.

Travel by artists, performers and Fèis participants remains high, but that has to be considered in the context of programming work in rural areas in an attempt to reduce the need for people to travel to urban areas to experience culture. We need to examine the level of offsetting in that context.

We are a small organisation with limited resources but will explore:
• The use of public transport such as trains or buses although those modes of transport are not always viable in all communities in which we operate
• Carpool and link up journeys to reduce the number of single passenger journeys
• Purchasing hybrid or electric vehicles that can be used by staff although these can be expensive and the charging infrastructure is not sufficiently developed in the Highlands and Islands to make this viable at present.

As a sector support organisation, we have sought to bring the climate crisis into conversations with Fèis organisers and tutors. We had a session at our 2023 conference with Sheila Wickens from the Highlands and Islands Climate Hub and there were many suggestions for small things that a lot of people could do which would, collectively, help reduce carbon use further.

Page 15

Environmental Sustainability 2

Sustainability in Your Programme

How will the climate emergency be considered in your programme and the ways it is delivered? (approx 500 words)

Your answer: We will aim to reduce carbon use in delivering our programme through a variety of initiatives. During the pandemic, all meetings were held digitally and it is likely that at least some future meetings will be held online or in hybrid format, cutting down on travel.

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 environmentally friendly.

We have been 'greening' our office premises, installing LED lighting, insulation and ensuring windows and doors are as draft free as is possible in older buildings. We discourage unnecessary paper use, encourage active and green travel where and when appropriate.

We aim to ensure as much of our work is delivered as locally as possibly, with locally-based artists and tutors to cut down on travel distances. The ethos of the Blas Festival is to bring quality events to small, rural venues ensuring people can experience the arts in their own community rather than scores of people travelling to centres of population, such as Inverness, to access performances. Our Cèilidh Trail groups tend to tour in their own localities and generally travel together.

One creative offsetting initiative we are considering is the planting, by each Fèis which can, of the trees which signify each letter of the Gaelic alphabet. If land could be secured for this purpose, local Fèisean would have a topic around which to base further creative activities and a great resource for outdoor learning, since the trees would have to be cared for. Practicalities would need to be investigated further but, if 50% of Fèisean planted 18 trees each, our carbon footprint could be reduced by a further third which would help us considerably on our way to net zero.

We will promote meat-free catering, where appropriate, and ban 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.

Page 16

Environmental Sustainability 3

Adaption and Mitigation

How will you manage the impact of the climate emergency on your organisation to ensure long-term business sustainability? (approx 500 words)

Your answer: We have already gone some way to reducing our carbon use without affecting delivery of our programme too much. The steps we have taken have been significant for the size of our organisation but, as indicated previously, we realise we need to do more.

There is no doubt we are already seeing more extreme weather which causes disruption to communities and, therefore, cultural activities. Having had a recent session on climate action at our annual conference, it is clear many of our Fèisean are already very aware of what they can do and are doing quite a lot in their own communities to provide activities in a sustainable manner.

Alongside concerted efforts to reduce emissions, other offsetting activities will be investigated and we will also be looking at good practice and working to put in place a number of suggestions for replication across the Fèis network.

Through our programme, we will promote work which influences young people, organisers and teachers to consider climate change, particularly through drama and song-writing. We will promote sustainable working practices while maintaining, as far as possible, in person delivery of work to live audiences. This will require a closer look at the potentially positive effects of localisation in delivering our programme, with less audience travel perhaps offsetting the emissions created by a smaller number of artists travelling to a community to lead cultural activities. We will do all we can to encourage our membership and tutors to do more 'small things' at a local level to reduce carbon use.

At present we have not developed an adaptation plan but we recognise that in order to be socially, environmentally and financially resilient to a warmer, wetter and wilder climate, we must be ready to adapt our programme. As in all it does, Fèisean nan Gàidheal take this responsibility seriously and, as a resilient organisation, we will be looking at the Adapting our Culture toolkit provided by Creative Carbon Scotland and will create an adaptation plan for Fèisean nan Gàidheal. Our Executive Manager is Fèisean nan Gàidheal's Green Champion and is Certified Carbon Literate. She will lead on this work. We have taken out membership with the recently-established Highlands and Islands Climate Hub and will seek advice from them as appropriate.

We will also consider and score climate change risks and add them to the organisation's risk register for regular monitoring and mitigation, where needed, to maximise our efforts.

Fair Work 1

Fair Work Principles
(respect; opportunity; effective voice; security; and fulfilment)

What commitments to Fair Work will you be making in your policies and processes and how will these be communicated within your organisation and to the people you work with? (approx 500 words)

Your answer: Fèisean nan Gàidheal's Board has fully committed the organisation to the principles of Fair Work First and there is a statement to this effect in the policies section of our website. The organisation is accredited as a Living Wage Employer and no employee is, therefore, paid less than the Real Living Wage.

Fèisean nan Gàidheal staff pay is based on local authority settlements, embedded in contracts of employment, most often following Unison guidance. Fèisean nan Gàidheal has consistently applied pay rises agreed by appropriate unions. Staff are, of course, free to join a trade union but we have not been asked at any point so far to recognise any trade union. Fèisean nan Gàidheal would respond appropriately should that be the case in future.

Fair Work First is a regular item on the agenda of staff meetings at which anyone can raise points or concerns. Since the inception of Fair Work First, staff have been encouraged to appoint a representative whose remit would include raising issues with management around pay and conditions on behalf of their co-workers. Staff also have a voice through the organisation's appraisal process with conversations about such matters encouraged during formal appraisals.

A recent questionnaire circulated seeking the views of staff on pay and conditions confirmed that the vast majority get fulfilment from their work while all feel respected and secure in their jobs. This has given us information on which to base future, regular conversations with staff about pay and conditions.

There is more work to be done on enacting effective voice but, as a small organisation, we believe the initial steps we have taken to date are proportionate and procedures meet the needs of staff at this time. As with many issues, they remain under constant review.

All contractors and freelance artists are paid in line with industry standard rates set by the Scottish Artists' Union, the Musicians' Union and Equity as appropriate.

The extent to which we are able to maintain our good practice in future will rely on an enhanced settlement from Creative Scotland and Bòrd na Gàidhlig, or a reduction in our programme delivery to accommodate pay increases with a consequent decrease in engagement opportunities for freelance artists.

Page 18

Fair Work 2

Fair Work in Your Programme

How will you reflect and support the principles of Fair Work within your programme? (approx 500 words)

Your answer: With the right levels of financial support, delivering Fair Work First within Fèisean nan Gàidheal is within our control. The only barrier is the funding available to us.

Fèisean nan Gàidheal will continue to value the contribution of some of Scotland's foremost musicians, singers, dancers and drama practitioners who tutor at Fèisean by offering fair pay for their work directly for us.

Holders of posts funded directly by Fèisean nan Gàidheal, such as local administrators funded through our Grants Scheme for Fèisean, must be paid the Real Living Wage as a minimum.

Through conditions of grant, Fèisean nan Gàidheal promotes fair pay to its membership, the extent to which individual Fèisean are able to comply fully being determined by their financial own circumstances. Funding available between 2018 and 2023 did not allow us to insist that Fèisean pay industry standard rates. We would like to rectify this as we recognise there is a risk that, without adequate pay, the Fèisean may lose tutor expertise. To enable the Fèisean to ensure all contractors and freelance artists are paid in line with industry standard rates will require additional, sustained funding over the period of the multi-year funding.

Industry standard rates are also promoted through the devolved funds - Tasgadh and Maoin nan Ealan Gàidhlig – which Fèisean nan Gàidheal disburses on behalf of Creative Scotland and Bòrd na Gàidhlig.

We do a lot to nurture our volunteer base and do our best to ensure they feel valued and supported to do the great work evident through the Fèisean at community level. We also give voluntary organisers a voice through regular engagement and involvement in planning and delivering new initiatives, as well as seeking to reduce the burden of their core work of organising local Fèis activities.

Page 19

Fair Work 3

Workforce Development
How will your organisation support workforce, talent, and leadership development? (approx 500 words)

Your answer: Fèisean nan Gàidheal has benefitted from the strong leadership of successive Chairs and the Board of Trustees.

We recognise the role of the Fèisean in encouraging participation in the arts and in nurturing talent. Thousands of young participants in Fèis activities over 40+ years have gained

knowledge and appreciation of Gaelic culture as well as additional skills which are put to use in their communities. 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 Fèis organisers and artists have played 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.

We recognise the need to continue investing in development the skills of those delivering our programme so we can achieve the best possible outcomes for them. We have capacity to develop the talent of young Fèis participants and offer pathways towards further study through collaboration with others such as Sgoil Chiùil na Gàidhealtachd, the RCS, Sabhal Mòr Ostaig and UHI. We also undertake a range of training opportunities for artists and some of the work undertaken gives tutors valuable experiences which assist them in making a living from their creative skills.

We take seriously our ability to contribute towards increasing numbers of Gaelic speakers and promote greater use of the language in Scotland through the positive policies we implement. We offer Gaelic language training to tutors and organisers to increase the use of Gaelic at Fèisean and we offer additional Gaelic training to those tutors teaching the language in schools through our Fèisgoil activities.

Fèisean nan Gàidheal's CEO has been with the organisation for a long period and has always sought to give other managers the freedom to make decisions and run their part of the operation.

Fèisean nan Gàidheal's staff team is highly motivated and manages to deliver a wide programme of activities with a relatively small number. They are generally content to set aside their job descriptions, when required, and to roll up their sleeves and put their talent to use in getting involved in any aspect of the organisation's work.

Training for staff is identified through appraisals, at a formal level, and more informally through conversations at team meetings. There is a great degree of trust in the staff team and all are supported to improve their skills through various training opportunities they may wish to undertake, or further studies in which they wish to be involved.

While the current team structure is fit for purpose, there is a need for succession planning and an opportunity exists, depending on the outcome of funding bids, to reassess the make-up of the workforce.

We will continue to work closely with organisations which promote the Gaelic language, culture and traditional arts. We will engage regularly with our funders and staff will remain involved in advocacy and promotional work collaborating with networks and organisations such as Creative Scotland's Traditional Arts Working Group, the Gaelic Development Officer's Network, the Highland Youth Music Forum, Hands Up for Trad and the Music Education

Partnership Group.

Page 20

Fair Work Confirmation

Do you confirm that from 1st April 2025 you will be paying all staff at least the Real Living Wage and that Effective Voice for workers will be in place in your organisation, in line with Scottish Government Guidance?

Your answer: Yes

Page 21

International

Are you planning to undertake International working as part of your programme?

Your answer: Yes

Page 22

International 1

International Working
Tell us about your intentions and rationale for international working and how it will enhance your programme? (approx 500 words)

Your answer: International work will be confined to mostly online engagement with networks such as Amateo and the European Folk Network although some opportunities for performance and tuition may arise from those networks.

There will be limited face to face interaction with groups which have aims similar to Fèisean nan Gàidheal. These will be mainly in Ireland and Nova Scotia, where the opportunity exists to work together in common Gaelic.

It has been normal for Cape Breton musicians to participate in Blas each year and young people from the Fèisean have occasionally taken part in Celtic Colours. We would aim to keep this level of engagement going.

There have been some long-standing exchanges with youth music groups in various parts of Ireland, and in Wales, both with Fèisean nan Gàidheal and individual Fèisean. Again, we would aim to maintain those cultural connections.

Page 23

International 2

International Impact

What will the impact of your international activity be for you and your international partners, and how will you measure this? (approx 500 words)

Your answer: We believe that the engagement we have with Amateo and the European Folk Network is worthwhile in ensuring a Gaelic dimension to the activities of both. We have benefitted from learning how similar organisations operate in other countries.

This interaction, and that with Celtic Colours, helps deliver on the aspirations of the Scottish Connections Framework. Engagement between artists from various countries has always resulted in interesting creative collaborations and mutual respect for cultures.

Quantifying impacts is difficult, other than to ask artists how they feel about it. In a minority language context, language planners would say it is vitally important that young people see and hear their language being used by others in order to facilitate their placing a value on it. Enabling them to experience that first hand is exceptionally fulfilling. International collaborations are useful in creating positive associations with a minority language and creating the prestige they need to encourage further use.

In addition to supporting cultural tourism and the Scottish Connections Framework, the exchange of musicians between Fèisean nan Gàidheal/Blas and Celtic Colours will help deliver on a Memorandum of Understanding between the main funders of Blas, The Highland Council, and the Provincial Government of Nova Scotia.

Page 24

International 3

Mitigation

How have you considered your commitments to environmental sustainability in planning your international working? (approx 500 words)

Your answer: As with all travel to support cultural activities, the effects on the environment have to be considered. That is why we only engage in a very limited range of international activities and, as detailed in previous sections, would strive to ensure our carbon emissions are minimised. It is likely that our participation in the likes of Celtic Colours would be once in a 2 to 3-year period. Ireland has options other than flights and we would look to transport young people by the least damaging method possible, perhaps by rail and ferry rather than plane.

It is hoped that, in the future, more sustainable air travel will be an option. Already, some flights are more sustainable than others and we would seek, if making use of air travel, to use airlines which offer the most sustainable travel possible.

Ultimately, as with all carbon use, efforts will be made to reduce and offset any emissions.

Page 25

Governance & Management 1

Governance
What are the governance arrangements of your organisation and why is this model appropriate? (approx 500 words)

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

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

The Board recognises its role in appointing senior staff, its duty of care over all 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. Members of Fèisean nan Gàidheal's Board are 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 and has the power to co-opt members should specific additional skills be required.

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 with a comprehensive overview of the organisation's programme.

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 of Trustees will normally meet four times annually. Observers from key funders, namely Creative Scotland, Bòrd na Gàidhlig, The Highland Council and Argyll & Bute Council are entitled to attend Board meetings.

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. There is a commitment to having 50% of Board meeting online to meet travel reduction obligations.

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, followed by the 'Bruidhinn Rium' initiative which identifies individuals young people can talk to in the event they feel uncomfortable or threatened.

The range of policies, procedures and guidance documents in place ensure participants in our activities as well as the people we work with, and who work for us, are protected and they help maintain Fèisean nan Gàidheal's reputation as a good employer.

Page 26

Governance & Management 2

Operational Management

How does your organisation ensure that your internal structures for financial and operational management support your aims? (approx 500 words)

Your answer: 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 its responsibility to serve all the Fèisean with issues of cost as well as carbon reduction targets considered. Travel is limited in instances where an alternative, digital method of meeting exists.

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. 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 allows for any member of the team to assist local Fèisean.

Quarterly management accounts, prepared by our external auditors, will be available to the Board and funders allowing them to ensure that income and expenditure is on-track for each period. Given their external examination, 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 such reports to the Board and funders. Funders will also receive all papers for meetings of the Board of Trustees.

Having worked with a budget of at least £1.3m annually over the past decade, sometimes as much as £1.8m, with funding from multiple sources, Fèisean nan Gàidheal has demonstrated sound financial management. It has regularly operated with an annual surplus to 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 and, 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.

In order to maintain our commitments to Fair Work, and offer fair pay to staff and freelance artists, a substantial increase in funding will be required, particularly to equip the Fèisean to comply. We have already made a case to Bòrd na Gàidhlig for an increase and will do so to Creative Scotland should be get through to the next round of the application process.

Page 27

Governance & Management 3

Risk Management

How does your organisation identify and manage risk? (approx 500 words)

Your answer: A Risk Register was developed some years ago and has been maintained and regularly updated ever since. Assessment and management of risks is undertaken by staff on a day-to-day basis, but the Board acknowledges its ultimate responsibility for 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 pandemic to try and ensure the organisation is able to cope with any similar event in the future. Additional risks may need to be added to monitor the effects of climate change and outline our actions to mitigate these within our programme of activities.

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 from delivering contracts for local authorities and public bodies, primarily to assist in the delivery of their Gaelic Language Plans.

Any surpluses generated from contract delivery are used to support Fèisean nan Gàidheal's core work. Although we have been successful to date, this carries risks as the income and, therefore, management fees are dependent on the extent to which Gaelic Plans are delivered. We are hopeful that Gaelic Language Plans are strengthened and more specific in future and that there will a mechanism introduced to better ensure their delivery.

Partnership working is essential and Fèisean nan Gàidheal will strive to maintain a mix of funders and partners in delivering its Programme Plan during 2025-28.

Page 28

Diversity-led

Do you consider your organisation to be 'diversity-led', in line with Creative Scotland's definition in our EDI Funding Criteria?

Information on our EDI Funding Criteria is on the Creative Scotland website.

Your answer: Yes

Tell us why this is the case, explaining which of the four indicators of a 'diversity-led' organisation you meet, and why. (approx 300 words)

Your answer: According to Creative Scotland's definition, Fèisean nan Gàidheal could be regarded as diversity-led since the majority of our staff and Board are Gaelic speakers (indicator 1), work for whom is under-represented in the creative and other sectors (indicator 2).

Although we welcome the participation of people from all social backgrounds and, indeed, want to promote engagement with Gaelic culture to a more diverse range of people, our programme is to a great extent designed around the needs of staff, artists, audiences and participants who are Gaelic speakers or learners (indicator 3). On that basis, while the impact of Fèisean nan Gàidheal's work could be measured in many ways to do with supporting communities and traditional arts more widely, its impact will be, to some extent at least, measured in terms of its benefit to Gaelic speakers and learners (indicator 4).

Page 29

Access Costs

Project Access Costs

All other project access costs should be added in the Budget Expenditure page later in this application form, using the "Project Access Costs" category.

For example, costs for making your activity accessible to audiences, participants and artists, and costs related to childcare and other caring responsibilities.

Further information on Personal and Project Access Costs is available in the Fund Guidance.

Do you require personal access costs for Year 1 of the Multi Year Funding Programme?

Your answer: No

What are the total personal access costs you are requesting for Year 1 of the Multi Year Funding Programme?

Provide a breakdown of these personal access costs. (approx 200 words)

Page 30

Budget

This budget outline is intended to provide us with enough detail to help us understand the structure of your programme and the resources required to deliver it.

If you are successful at Stage 1, we will expect to see more detailed budget information within the Business Plan you

submit for Stage 2.

What is the planned total expenditure for your organisation over the 3 years 1/4/25 - 31/3/28? (not including personal access costs)

Your answer: 5188798

How much money are you requesting in total from the Multi-Year Fund over the 3 years 1/4/25 - 31/3/28? Applications to the Multi-Year Funding Programme must be for £50,000 or more per year (not including personal access costs)

Your answer: 2141575

How much money are you requesting for Year 1 of the Multi Year Funding Programme? Applications to the Multi-Year Funding Programme must be for £50,000 or more per year (not including personal access costs)

Your answer: 705650

Page 31

Budget Income Table 2025/26

Provide estimated financial information for Year 1 of the Multi-Year Programme 2025/26.

This budget outline is intended to provide us with enough detail to help us understand the structure of your programme and the resources required to deliver it.

If you are successful at Stage 1, we will expect to see more detailed budget information within the Business Plan you submit for Stage 2.

Budget Income Table

Your answer:

Category	Details	Type	Amount	Status
Creative Scotland (including personal access costs)	Multi-Year Funding Programme	Cash	£705650.00	Pending
Other Public	Bòrd na Gàidhlig/HIE	Cash	£264350.00	Pending
Creative Scotland other	Devolved Funds (Tasgadh/Maoin nan Ealan Gàidhlig)	Cash	£90000.00	Pending
Activity/programme related (e.g. ticket, entrance, classes, membership)	Membership/Contract Income/Management Fees/Participant Fees	Cash	£419300.00	Pending
Local Authority	Highland/Argyll/CnES grants to Fèisean	Cash	£141302.00	Pending
Private: Donations, Gifts and Legacies	Various trust funds we adminsiter	Cash	£2738.00	Pending
Trusts and Foundations	William Grant Foundation/Others	Cash	£70000.00	Pending
Total Income			£1,693,340.00	

Page 32

Budget Expenditure Table 2025/26

Provide estimated financial information for Year 1 of the Multi-Year Programme 2025/26.

This budget outline is intended to provide us with enough detail to help us understand the structure of your programme and the resources required to deliver it.

If you are successful at Stage 1, we will expect to see more detailed budget information within the Business Plan you submit for Stage 2.

Budget Expenditure Table

Your answer:

Category	Amount	Details
Artistic/Creative Programme	£756800.00	Support for Fèisean
Artistic/Creative Programme	£358000.00	Fèisgoil (schools work)
Administration	£506440.00	Wages, Ni, Pension, Travel, Training, Board, PVG
Building excluding Gas/Oil/Electric	£34000.00	Rent, equipment, phones, ICT
Gas/Oil/Electric	£14600.00	Gas/Electricity for two offices
Marketing and Communications	£6500.00	Digital platforms and Freelance PR Contractor
Project access costs	£17000.00	Funds to ensure inclusion
Total Cost	£1,693,340.00	

Page 33

Your Activity Programme

Upload an outline activity programme for 1st April 2025 – 31st March 2028.

This outline should provide us with enough detail to help us understand the structure of your programme and the resources required to deliver it.

It does not need to include names of artists or specific dates, but should just contain an outline structure, e.g Year 1, 3 exhibitions, plus an events programme including 6 talks and 6 performances etc.

We will not be assessing the content of your programme at this stage, merely considering the scope of your work in relation to the answers you have provided to other questions.

Maximum 4 pages A4

Your answer: FnGCSDraftProgrammePlan202528.pdf

Page 34

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4.2023.03(e)-3

Fèisean nan Gàidheal

Fèisean nan Gàidheal

Delivery Partner Organisation 2024-29

ID: BCL-2024-01021
Art MacCarmaig
Draft

Request Status

Draft | With Applicant | Review | Active | Closed

Status Draft

▼ Clàr / Table of Contents

Fiosrachadh mun Bhuidheann / Organisation information
Iomradh air a' Phròiseict / Project Summary
Prìomhachasan Bòrd na Gàidhlig / Bòrd na Gàidhlig priorities
Raointean-obrach / Work areas
Raon-obrach 1 / Work-area 1
Raon-obrach 2 / Work-area 2
Raon-obrach 3 / Work-area 3
Raon-obrach 4 / Work-area 4
Raon-obrach 5 / Work-area 5
Ionmhais / Finance
Cùisean Corporra / Corporate Affairs
Faidhlichean / Documents

Fiosrachadh mun Bhuidheann / Organisation information

Buidheann / Organisation: Fèisean nan Gàidheal

***Prìomh Neach-conaltraidh / Primary Contact:** Art MacCarmaig

Prìomh Neach-dearbhaidh / Primary Signatory: Art MacCarmaig

Poileasaidhean is Faidhlichean Riatanach / Required Policies and Documents

Nach cuir sibh suas na faidhlichean riatanach a leanas às leth na buidhne agaibh.

Please upload the following required documents on behalf of your organisation.

Iomradh air a' Phròiseict / Project Summary

***Ainm a' phròiseict / Project name:** Fèisean nan Gàidheal

***Geàrr-iomradh air a' Phròiseact / Project Summary:**

‘S i buidheann ballrachd a th’ ann am Fèisean nan Gàidheal, na comunn airson iomairt nam Fèisean a tha a’ tairgse iomadh seirbheis don lìonra sin agus do bhuidhnean eile.

Tha an dòchas, beothalachd is bàidh a th’ ann do cheòl traidiseanta agus adhartachadh na Gàidhlig, gu ìre nach beag, mar thoradh air mar a tha na Fèisean air soirbheachadh.

Tha sinn ag amas, le taic fhreagarrach, air pròram farsaing a thoirt gu buil, a’ toirt chothroman do dh’òigridh blasad den Ghàidhlig fhaighinn aig ìre bhunaiteach agus na sgilean cainnt aca a bheairteachadh tro chothroman cleachdaidh aig ìre nas adhartaiche.

Tro lìbhrigeadh ar pròraim bi na mìltean de dhaoine òga an sàs ann an dualchas na Gàidhlig, bidh obraichean sa Ghàidhlig air an glèidheadh, gheibh na mìltean de luchd-ealain is luchd-cleachdaidh na Gàidhlig cosnadh, bidh coimhearsnachdan air an neartachadh agus bidh daoine air feadh na h-Alba agus thall thairis a’ cur eòlas air a’ Ghàidhlig.

Le aithris-rùn *A’ toirt ar dualchais do ar n-òigridh,* tha ar pròram stèidhichte air còig raointean:

- Taic do agus ag adhartachadh nam Fèisean
- A’ leasachadh sgilean is thàlantan
- A’ toirt ealain is cultar na Gàidhlig air adhart an lùib oideachadh cruthachail

- A' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca
- Riaghladh aig àrd ìre agus seirbheisean sàr-mhath a chur an sàs

Ged a tha dùbhlain romhainn, tha cothroman ann agus bidh sinn misneachail a' cuideachadh bhuidheann eile leudachadh a thoirt air an taic a tha iadsan a' toirt don Ghàidhlig.

***Ceann-là tòiseachaidh/ Start Date:**	1/4/2024
***Ceann-là crìochnachaidh / End date:**	31/3/2028
Cia mheud daoine a bhios fastadh agaibh ann an 2024/25? / How many people will you be employing in 2024/25? :	12
Cia mheud dreuchdan (ann an ìre làn-thìde) a bhios agaibh ann an 2024/25? / How many posts (in full-time equivalent) will your organisation have in 2024/25? :	10.8

Prìomhachasan Bòrd na Gàidhlig / Bòrd na Gàidhlig priorities

Gum bi barrachd dhaoine a' cleachdadh Gàidhlig agus a' faotainn bhuannachdan bhon chànan nan obair, aig an taigh agus sna coimhearsnachdan aca
More people are using and benefiting from Gaelic at work, at home and in the community

Gum bi barrachd chothroman ann do dhaoine aig aois sam bith na sgilean Gàidhlig aca a thoirt air adhart agus gum bi e nas fhasa dhaibh na cothroman sin a ghabhail
Opportunities for people to develop their Gaelic skills at any age have increased and are more accessible

Gum bi barrachd dhaoine ann an Alba taiceil is bàidheil do chànan is cultar na Gàidhlig
More people in Scotland are positive about Gaelic language and culture

***Ciamar a bhios am pròiseact agaibh a chur ri amasan Bhòrd na Gàidhlig gu h-àrd? / How will your project contribute to Bòrd na Gàidhlig's aims above?**

Tron phròg ram a tha Fèisean nan Gàidheal a' moladh bidh tòrr chothroman aig daoine a' Ghàidhlig ionnsachadh agus a chleachdadh agus buannachdan fhaotainn dhaibh fhèin is don eaconamaidh.

Bidh luchd-obrach Fèisean nan Gàidheal a' cleachdadh na Gàidhlig gu làitheil agus 's ann tro mheadhan na Gàidhlig a tha Fèisean nan Gàidheal ga ruith. Tha seo follaiseach sa chonaltradh againn taobh a-staigh agus taobh a-muigh na buidhne, anns na meadhanan sòisealta, mar eisimpleir, agus ann am pàipearan a' Bhùird is Aithisgean Bliadhnail agus a leithid a bhios air fhoillseachadh air làrach-lìn Fèisean nan Gàidheal.

Tha sàr sgioba aig a' bhuidhinn a tha a' lìbhrigeadh tòrr, an dàrna cuid tro mheadhan na Gàidhlig agus sa Bheurla, ann an obair le ceangal làidir ri dualchas na Gàidhlig a' tarraing dhaoine don chànan. Tha an dà chuid feumail.

An-dràsta tha co-ionnan ri 10.8 cosnaidhean làn-ùine aig Fèisean nan Gàidheal agus suas ri 116.5 air feadh na h-Alba tro obair Fhèisean nan Gàidheal. Ghabhadh an glèidheadh le taic chothromach.

Bu mhath leinn, cho mòr 's a ghabhas dèanadh, ar sgioba a ghlèidheadh ag obair ann an saoghal na Gàidhlig. Tha ar sgioba air a bhith gu math seasmhach agus nuair a tha daoine air ar fàgail aig diofar amannan, tha a' mhòr chuid aca air a dhol air adhart gu dreuchdan eile sa Ghàidhlig, cuid dhiubh nan luchd-teagaisg sgoile a-nise, mar eisimpleir.

Bidh sinne a' ruighinn mu 300 coimhearsnachd tro ar n-obair, nuair a bhios sgoiltean gan cunntais, ach is cinnteach gur ann tro na Fèisean ann an 46 coimhearsnachdan air feadh Alba a tha a' bhuaidh as motha bhon obair againn a thaobh cleachdadh na Gàidhlig agus bàidh don chànan a thogail am measg dhaoine.

Bidh sinn ag amas air gnìomhan airson sgilean cainnt òigridh a neartachadh agus a bheairteachadh tro chothroman cleachdaidh ann an suidheachaidhean neo-àbhaisteach – don mhòr-chuid – taobh a-muigh na sgoile.

Am measg na chaidh fhoillseachadh anns an rannsachadh le Steve Westbrook, Sandy Anderson is eile *Builean Cultarach, Sòisealta, Eaconamach, Cànaineach is Sunnd aig Fèisean nan Gàidhea*l (tha lethbhreac sa phasgan a chaidh a lùchdadh suas) bha iomradh air fiosrachadh a chaidh a thional bho oidean is luchd-taisbeanais an sàs ann an obair Fhèisean nan Gàidheal mun chuid sgilean Gàidhlig:

- Bha 34% den bheachd gun robh iad fileanta sa chànan.

- Bha 34% gam meas fhèin mar neach-ionnsachaidh
- Bha 19% gam meas fhèin mar neach-tòiseachaidh
- Bha 13% gam meas fhèin gun Ghàidhlig

Thuirt 84% gun robh còm-pàirt ann an obair nam Fèisean air am brosnachadh a' Ghàidhlig a chleachdadh nas trice. Dhearbhaich 85% gun deach an sgilean cainnt a neartachadh. Thuirt 87% gun robh com-pàirt air am beachd mu chudromachd na Gàidhlig do dh'Alba a neartachadh.

Bha sin ann an 2021-22 agus bha toraidhean làidir bhon phròram againn ann an 2022-23 cuideachd, le àrdachaidhean beaga sna ceudadan leis na freagairtean a leanas do na ceistean a chaidh a chur tro mheasaidhean:

Cleachdadh na Gàidhlig: Thuirt 86% gun robh pròiseactan is tachartasan Fhèisean nan Gàidheal air am brosnachadh gus Gàidhlig a chleachdadh nas trice

Ag ionnsachadh na Gàidhlig: Thuirt 88% gun robh pròiseactan is tachartasan Fhèisean nan Gàidheal air na sgilean Gàidhlig aca a thoirt air adhart

A' cur air adhart na Gàidhlig: Thuirt 89% gun robh pròiseactan is tachartasan Fhèisean nan Gàidheal air cur ri am beachd air cho cudromach sa tha a' Ghàidhlig do dh' Alba.

Tha am fiosrachadh seo na dhearbhadh gu bheil ar n-obair a' cur ri cothroman cleachdaidh agus a' toirt buaidh air beachdan dhaoine mu àite na Gàidhlig ann an Alba. Tha e air a' toirt dhuinn bunait airson gnothaichean adhartachadh barrachd tro chothroman ionnsachaidh agus trèanaidh do luchd-oide.

Bidh obair a' dol air adhart airson cleachdadh na Gàidhlig a leudachadh aig Fèisean ionadail tro thrèanadh, aire nan saor-thoilich a thogail agus faicsinneachd a' chànain a neartachadh.

Bidh tachartasan còmhnaidheach ann mar phàirt den phròram againn – 5 Latha, an Sgoil-shamhraidh Dràma - agus tha iad seo a' toirt cothrom air leth math do-chom-pàirtichean a' Ghàidhlig a chleachdadh bho mhoch gu dubh ann an àrainneachd far a bheil a leithid àbhaisteach. Ged nach eil a' Ghàidhlig na meadhan lìbhrigidh chun na h-aon ìre aig Fèis Alba, tha com-pàirtichean aig nach eil a' Ghàidhlig a' faighinn oideas air thoiseach air Cèilidhean air Chuairt a ghabhail os làimh, ag ionnsachadh Gàidhlig a bhios gu feum airson airson innse mu dheidhinn puirt agus òrain aig tachartasan poblach.

Ged a tha aig a' mhòr-chuid ri suim reusanta a phàigheadh airson com-pàirt, tha àitichean saor ann aig gu leòr de na Fèisean agus chuir sinn an sàs sgeama 'pàigh nas urrainn dhut', cho math ri taic maoin shònraichte do dh'òigrdh le feumalachdan a bharrachd, airson a dhèanamh cinnteach nach eil òganach san bith a' call chothroman.

Bidh obair Fèisgoil ann an sgoiltean an urra ri cùmhnantan fhaotainn bho ùghdarrasan ionadail ach bidh Blasad Gàidhlig, Acadamaidh a' Mhòid, Beairteas is eile an-asgaidh do sgoilearan agus gheibh na mìltean buannachd bhon obair sin a thaobh cànain, litreachais, eachdraidh is eòlas air dualchas na h-Alba.

Ged a bha obair dràma ann an sgoiltean – cho riatanach a thaobh beairteachadh cainnt nan sgoilearan – an asgaidh roimhe, bidh againn ri cosgais bheag a chur air sgoiltean nuair a bhios sinn a' tadhal orra airson ar cuideachadh le cuairtean den t-seòrsa seo a chur air dòigh. Tha sinn an dòchas nach bi seo a' ciallachadh nas lugha de sgoiltean a' faighinn chothroman air ar n-obair agus na buannachdan bhuaipe.

A rèir rannsachaidh Steve Westbrook, Sandy Anderson is eile: "With a strong commitment to the Gaelic language, the Fèisean encourage and motivate the use of the language; naturalising Gaelic in an enjoyable setting."

Tha obair Fhèisean nan Gàidheal, agus na h-ealain, a' cur gu mòr ri bàidh a thogail am measg dhaoine don Ghàidhlig. Tha seo follaiseach ann an rannsachaidhean a chaidh a dhèanamh thar nam bliadhnaichean agus anns na beachdan a thog sinn fhìn tro mheasaidhean.

Tha e cudromach beachdan dhaoine atharrachadh agus bidh sinn a' faighneachd mun ìre riarachais a th' aig luchd-èisteachd Blas, mar eisimpleir, mu chleachdadh na Gàidhlig aig an fhèis. Thairis air ceithir bliadhnaichean, bha sin aig 90% sa chumantas.

San rannsachadh aig Steve Westbrook, Sandy Anderson is eile, chaidh a ràdh: "Research carried out relating to the feasibility of Gaelic medium secondary education in Inverness found that a substantial proportion of parents who choose a primary or secondary school that uses Gaelic for education are not themselves Gaelic speakers; and it is likely that a number of these parents will have been influenced in these decisions by their own attendances at Fèisean, Cèilidh Trails or Blas events."

Tha pròram Fèisean nan Gàidheal a' coileanadh grunn thoraidhean, gu h-àraidh a thaobh a bhith a' toirt barrachd chothroman do dhaoine gus pàirt is tlachd a ghabhail sna h-ealain Ghàidhlig, a' brosnachadh obair far am faigh daoine tuigse is eòlas nas fheàrr air ealain thraidiseanta na h-Alba agus obair a tha ag èirigh às a' Ghàidhlig agus a tha anns a' Ghàidhlig.

Tha buaidh air coimhearsnachdan cuideachd agus iad air am misneachadh le piseach air saoghal dhaoine tro chom-pàirteachas nar n-obair. Glè thric bidh a' mhisneachd agus sgilean a thèid a thogail tro obair leis na Fèisean ga cur gu feum ann an gnìomhan is cur-seachadan eadar-dhealaichte ann an

coimhearsnachdan, gan neartachadh ann an iomadach dòigh.

Tha rannsachadh air dearbhadh uair is uair gu bheil ar n-obair a' toirt air iomadh duine a' Ghàidhlig a thogail is a chleachdadh agus bidh na ceudan de chunnradairean neo-cheangailte ag obair cuide rinn, a' faotainn buannachd a thaobh teachd a-steach, a bharrachd air an sgioba air fhastadh aig Fèisean nan Gàidheal.

Bidh feum, ge-tà, air dearbhadh leantainneach gu bheil iarrtas ann airson ar n-obair agus gu bheil i a' dèanamh feum a thaobh na Gàidhlig agus a thaobh ealain.

Bidh fianais air a thoirt còmhla ann an aithisgean do Bhòrd na Gàidhlig agus do Bhòrd Stiùiridh Fèisean nan Gàidheal agus tha tuilleadh san ath fhreagairt mun t-seòrsa conaltraidh a bhios a' dol air adhart gus fianais a thional.

***Dàimhean coimhearsnachd / Community engagement:**

"The Fèisean have strong local roots, with their annual events being a highlight of the year in communities around Scotland. Their organisation and delivery bring people together and promotes social cohesion." (*Builean Cultarach, Sòisealta, Eaconamach, Cànaineach is Sunnd aig Fèisean nan Gàidheal* – Steve Westbrook, Sandy Anderson is càch, 2022)

Tha Fèisean nan Gàidheal a' ruighinn mu 300 coimhearsnachd eadar Fèisean, sgoiltean, buidhnean a bhios gar cuideachadh tachartasan a chur air dòigh aig Blas agus tachartasan eile.

Bidh sinn ag amas air ar n-obair a chumail cho ionadail 's a ghabhas airson na h-àrainneachd a ghlèidheadh, cothroman obrach a chruthachadh agus coimhearsnachdan a neartachadh.

'S iad na coimhearsnachdan far a bheil Fèisean a bhios a' faotainn an ìre thaic as motha bhuainn, le Oifigear Leasachaidh ainmichte aig na buidhnean saor-thoileach ged a bhios luchd-obrach Fèisean nan Gàidheal air fad gan cuideachadh le seirbheisean eadar-dhealaichte. Tha barrachd fiosrachaidh fo Raon-obrach 1 nas fhaide air adhart.

Bidh sgoiltean, agus na coimhearsnachdan a bhios iad a' frithealadh a' faotainn tòrr taic tro ghnìomhan Fèisgoil eadar leasanan ciùil, dràma agus Gàidhlig a bharrachd air trèanadh agus obraichean do dh'oidean. Tha barrachd fiosrachaidh fo Raon-obrach 3 nas fhaide air adhart.

Bidh luchd-eagrachaidh thachartasan gar cuideachadh le Blas ach bidh sinn a' cumail taic riutha le cosgaisean cuirmean a ghiùlain, uidheamachd PA is solais le innleadair a chur thuca agus sanasachd dà-chànanach a dheasachadh dhaibh agus a sgaoileadh. Air a' cheann thall, bidh iadsan a' glèidheadh pàirt den airgead a thèid a thogail tro reicean a ghabhadh a chur gu feum airson tachartas/an eile sa choimhearsnachd aca.

Bidh àitichean-fuirich agus ithe ionadail a' faighinn buannachd tro ar n-obair cuideachd. A bharrachd air Blas, bidh sinn a' cur Na Gearrannan gu feum son 5 Latha, òstail a' Phluic son Fèis Alba agus ostail Phort Rìgh airson na Sgoile-samhraidh Dràma.

Tha 5 Latha cuideachd a' cur ri misneachd ann an coimhearsnachd an taobh siar Leòdhais, far a bheil daoine san sgìre daonnan taiceil a thaobh cur-seachadan a chur air dòigh às an togadh an òigridh briathrachas ùr dhaibh co-cheangailte ris na gnìomhan sam bi iad an sàs.

A thaobh feumalachdan nan coimhearsnachdan a choileanadh is beachdan fhaighinn air ais bhuapa, bidh sinn a' measadh gach pròiseact is raon-obrach, uaireannan gu foirmeil agus uaireannan gu neo-fhoirmeil. Bidh seo a' tachairt tro chòmhraidhean le buidhnean a tha an sàs agus tro cheisteachan air loidhne an dèidh dhuinn obair a chrìochnachadh. Bidh sinn cuideachd a' cumail àireamhan chom-pàirtichean is dhaoine eile a tha an sàs.

Bidh ar n-oifigearan leasachaidh a' dèiligeadh ris na Fèisean coimhearsnachd a' conaltradh riutha gu cunbhalach agus a' cumail taic sam bith riutha a tha a dhìth. Tron chonaltradh seo bidh sinn daonnan a' faighinn ais-mholaidhean bhon bhallrachd.

Ann an obair Fhèisgoil, bidh conaltradh ann gu math tric le luchd-teagaisg nuair a bhios sinn a' sireadh bheachdan mu chuspairean airson dràma. Bidh conaltradh ann leis na sgoiltean airson pròg ram freagarrach aontachadh riuthasan a thaobh ionnsachaidh ciùil is cànain.

Leis gu bheil sinn a' cleachdadh ghoireasan air loidhne airson tiogaidean a reic agus clàradh a dhèanamh, tha e comasach dhuinn fiosrachadh a sgaoileadh do dhaoine agus beachdan a shireadh bhuapa nuair a bhios sinn a' measadh thachartasan. Bidh sin a' dol air adhart gu cunbhalach agus bidh ceistean ann daonnan mu bhuaidh air cleachdadh agus togail na Gàidhlig. Tha sinn ag amas air seo a leantainn.

Bidh co-labhairt againn gach bliadhna far a bheil seiseanan ann a leigeadh le ar ballrachd beachdan a chur air adhart cho math ri molaidhean airson atharraichean is leasachaidhean.

Tha òigridh an sàs aig ìre a' Bhùird agus a' cur pròg ram air dòigh airson Blas agus tha sin a' toirt cothrom dhaibhsan am beachdan a chur an cèill mu obair Fhèisean nan Gàidheal cuideachd.

***Ur-gnàthachas / Innovation:**

Tha sinne an sàs ann an iomadach lìonradh agus ag ionnsachadh bho bhuidhnean eile ri linn sin. Tha sinn mothachail, cuideachd, air deasbadan is rannsachaidhean timcheall oirnn. Bidh sinn daonnan ag ionnsachadh mar bhuidhinn agus a' cur sgilean an luchd-obrach gu deagh fheum nar n-obair.

Bidh sinn tric a' gabhail pàirt ann an tachartasan trèanaidh feumail leis gu bheil sinn ag amas air deagh riaghladh taobh a-staigh na buidhne.

Tha seo air a bhith gu sònraichte fìor anns na beagan bhliadhnaichean a dh'fhalbh co-cheangailte ri co-ionnanachd, iomadachd agus in-ghabhaltas, lùghdachadh gualain agus obair chothromach a thug oirnn atharraichean a chur an sàs ann am modhan-obrach na buidhne.

Coltach ris a h-uile buidheann eile bha againn ri tòrr ionnsachadh fhad 's a bha covid bitheanta agus, leis nach eil an galar air falbh fhathast, tha againn fhathast a bhith nas faiceallaiche mu shàbhailteachd dhaoine agus cunnartan co-cheangailte ri tachartasan a chur air dòigh.

Tha am fiosrachadh a tha sinn a' tional tro ar plana Co-ionnanachd, Iomadachd agus In-ghabhail a' sealltainn gu bheil sinn ag obair le farsaingeachd de dhaoine ann an coimhearsnachdan air feadh na h-Alba, cuid dhiubh a tha a' fulang ri linn dith-chothroman agus eaconamaidh lag. Tha sinn cuideachd a' toirt cothrom do na buidhnean a tha gar maoineachadh a dhearbhadh gu bheil iadsan a' cumail taic a thaobh co-ionnanachd agus iomadachd co-cheangailte ris a' Ghàidhlig. Ged nach eil Gàidheil air an dìon fon lagh, 's e buidheann sa bheag-cuid a th' annta agus iad làn airidh air taic shònraichte ri linn sin.

Nar n-obair chruthachail, agus ann am Fèisgoil, bidh sinn tric a' gabhail ri beachdan bho oidean is luchd-ealain mu dhòighean nas fheàrr ar n-obair a choileanadh. Bha seo gu math follaiseach anns na pròiseactan Treòir: Luchd-ciùil air mhuinntireas agus Treòir l Voar l Virr, far an robh luchd-ealain gu mòr an sàs anns na pròghraman a dhealbhach. Tha sinn a' leudachadh ar n-obair le teagasg air loidhne tro Oide agus cuirmean a shruthadh air FèisTV agus tha sinn air oidhirp a dhèanamh cuid de na seann ghoireasan ath-nuadhachadh ann an cruth didseatach leis a' mhòr-chuid de ghoireasan ùra san cruth sin a-mhàin.

Nuair a nochd aithisg Shoillse bho chionn beagan bhliadhnaichean, chuir sinn air dòigh buidhnean-còmhraidh leis na Fèisean anns na sgìrean san deach an rannsachadh a dhèanamh airson faighinn a-mach am biodh barrachd a ghabhadh a dhèanamh leinne, còmhla, airson piseach a thoirt air cleachdadh na Gàidhlig anns na h-eileanan.

Tha deagh chleachdaidhean gan stèidheachadh taobh a-staigh Fèisean nan Gàidheal airson ionnsachadh leantainneach agus cothroman trèanaidh a thoirt do luchd-obrach, oidean agus saor-thoilich le rùn a leithid a chumail a' dol ma bhios na sgilean a' cur ri obair na buidhne. Tha sinn air grunn phoileasaidhean a chruthachadh agus tha sinn mothachail gu bheil buidhnean eile gan cur gu feum cuideachd.

***Co-obrachadh / Partnership working:**

Tha dùil gum bitheamaid a' co-obrachadh le buidhnean Gàidhlig air na leanas:

- Bidh sinn ag obair cuide ri Bòrd na Gàidhlig a' lìbhrigeadh cùmhnant, tha sinn an dòchas, agus air iomairtean eadar-dealaichte a leithid #cleachdi, gnothaichean co-cheangailte ri foghlam agus òigridh agus ann an tabhartasan a thoirt seachad tro Mhaoin nan Ealan Gàidhlig
- Bidh sinn ag obair leis a' Chomunn Ghàidhealaich air Acadamaidh a' Mhòid agus cèilidhean air loidhne fhad 's a chumas a leithid a' dol
- Bidh co-obrachadh a' dol air adhart le Comunn na Gàidhlig ann an sgìrean nan Iomairtean Gàidhlig agus tha eisimpleirean air a bhith ann de dh'Fhèisean agus Spòrs Gàidhlig co-obrachadh air tachartasan Gàidhlig a' toirt a-steach ceòl agus gnìomhan air a' bhlàr a-muigh, a ghabhadh a leudachadh.
- Bho àm gu àm bidh sinn ag obair còmhla ri Comhairle nan Leabhraichean airson bàird agus sgrìobhadairean a chur air adhart aig Blas
- Bidh sinn a' ceannach leabhraichean co-cheangailte ri dualchas na Gàidhlig bhon a leithid Acair is buidhnean foillseachaidh eile airson an sgaoileadh do na Fèisean
- Bidh uidheamachd FèisTV gan toirt do bhuidhnean eile airson sruthaidhean a dhèanamh bho thachartasan eadar-dhealaichte
- Bidh sinn a' tabhann uidheamachd eadar-theangachaidh do bhuidhnean eile gu cunbhalach, a leithid Sabhal Mòr Ostaig

Bha na h-oifigearan leasachaidh againn nam buill de Lìonra nan Oifigearan Gàidhlig agus bidh iad an sàs ann an lìonra ùr sam bith a thig na àite.Tha Fèisean nan Gàidheal air dàimh làidir a thogail le grunn lìonraidhean agus bhuidhnean air feadh na h-Alba leithid Buidheann-obrach Dual-ealain Alba Chruthachail, Fòram Ceòl Òigridh na Gàidhealtachd, Crubha Ealan Òigridh na Gàidhealtachd, Hands Up for Trad agus Buidheann Caidreachas Foghlam Ciùil. Tha obair eadar-nàiseanta a' dol air adhart cuideachd còmhla ri Amateo, Lìonradh Eadar-nàiseanta a' Mhith-chiùil, Colmcille agus Comhairle na h-Eòrpa.

Tha an co-obrachadh leinne a' toirt àite don Ghàidhlig ann an obair nam buidhnean sin, gu nàiseanta agus gu h-eadar-nàiseanta.

Tron t-seirbheis Fèisgoil tha sinn a' cuideachadh grunn bhuidhnean poblach agus ùghdarrasan ionadail am planaichean Gàidhlig a chur an gnìomh le ionnsachadh na Gàidhlig ga thabhann ann an sgoiltean agus trèanadh Eòlas air a' Ghàidhlig ri fhaighinn. Bha sinn an sàs cuid de dh'amasan na Gàidhlig ann am Plana Nàiseanta nan Eilean a thoirt gu buil tron phògram Treòir a ruith ann an 2021-23 agus bidh sinn a' sireadh tuilleadh chothroman den leithid san àm ri teachd.

Tha luach nach beag bhon obair anns a bheil Fèisean nan Gàidheal an sàs agus bho mhaoin a tha sinn a' toirt do leasachadh na Gàidhlig bho bhuidhnean eile a leithid Alba Chruthachail, HIE thar nam bliadhnaichean, EventScotland, na h-ùghdarrasan ionadail cho math ri urrasan agus bhon Chrannchur Nàiseanta aig amannan.

Raointean-obrach / Work areas

San earrann seo, bu mhath leinn iarraidh oirbh suas ri 5 raointean-obrach ainmeachadh, air mar a bhios an obair agaibh air a roinn. Airson gach raon-obrach, iarraidh sinn oirbh iomradh a thoirt seachad air dè air a bheil sibh ag amas air, dè na goireasan a bhios a dhìth oirbh air a shon, ciamar a bhios sibh a' meas gun robh sibh soirbheachail, is mar a bhios seo a' cur ri amasan Bhòrd na Gàidhlig. Tha na raointean-obrach seo comasach a bhith air am fosgladh is dùnadh fhad 's a tha sibh ag obair orra.

In this section, we will ask you to name up to 5 work areas that your work will be divided into. For each work area, we will ask you to provide a summary of what the work area will cover, what resources are needed to deliver the work, how you will assess that you were successful and how this will contribute to Bòrd na Gàidhlig's aims. These work area questions are grouped so that they can be collapsed and expanded as you are working on them.

▼ Raon-obrach 1 / Work-area 1

Tiotal na raoin-obrach / Work area title: Taic do agus adhartachadh nam Fèisean

Iomradh / Summary:

'S e prìomh adhbhar Fèisean nan Gàidheal, taic a thoirt do na Fèisean agus na Fèisean adhartachadh, agus e na amas dhuinn dèanamh cinnteach gum bi cothrom aig a h-uile duine pàirt is tlachd a ghabhail sna h-ealain thraidiseanta. Tha sinn a' toirt aithne do agus a' cur luach san obair fhìor mhòr a tha luchd-obrach saor-thoileach a' dèanamh agus iad a' cur air dòigh agus a' lìbhrigeadh nam prògraman teagaisg agus tha e mar phrìomhachas dhuinn dèanamh cinnteach gum faigh iad an taic a tha dhìth orra agus gum faigh iad cothrom air an taghadh farsaing de sheirbheisean a th' againn.

Tha sinn ag aithneachadh cho cudromach 's a tha an obair a nì luchd-obrach saor-thoileach agus tha e na amas dhuinn, tro bhith a' tabhann grunn sheirbheisean dhaibh, nach bi uiread uallaich a' tighinn orra agus gun còrd an obair riutha barrachd. Tha sinn gu math taingeil airson na h-obrach a nì feadhainn den luchd-chiùil is na seinneadairean as fheàrr ann an Alba mar oidean aig na Fèisean, agus bidh Fèisean nan Gàidheal a' dèanamh cinnteach gun tèid phàigheadh cothromach a thoirt dhaibh airson na h-obrach sin. Tro cho-obrachadh is obair chom-pàirteach, tha sinn airson dèanamh cinnteach gun tèid pròiseactan cruthachail a lìbhrigeadh.

Ann a bhith a' toirt taic do agus adhartachadh nam Fèisean, bidh maoineachadh cunbhalach ann do na Fèisean, maoineachadh airson leasachaidhean ùra agus maoineachadh gus dèanamh cinnteach gum bi cothrom aig daoine le feumalachdan taice a bharrachd air tachartasan.

Bidh taic ann do luchd-eagrachaidh ionadail, pàighte no ag obair gu saor-thoileach. Bidh iomairtean ann a tha a' toirt cothrom do bharrachd dhaoine òga a dhol an sàs ann a bhith a' dèanamh cho-dhùnaidhean airson nam Fèisean.

Bidh cothrom an-asgaidh do na Fèisean air ionnstramaidean ciùil. Bidh Fèisean nan Gàidheal a' stiùireadh sgeama PVG bho ar prìomh oifisean gus dèanamh cinnteach gu bheil dìon ga dhèanamh air clann is inbhich agus gheibh gach Fèis àrachas an-asgaidh. Bidh sinn a' cuideachadh Fhèisean ar Poileasaidh Gàidhlig a chu an gnìomh.

Tha sinn air grunn phoileasaidhean eile a chruthachadh, a bhios sinn a' moladh do 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. Bidh buidhnean eile gan cur gu feum cuideachd.
Bidh sinn a' sgaoileadh naidheachdan do na meadhanan àbhaisteach agus air na meadhanan sòisealta gu tric agus a' toirt do na Fèisean an aon rud a dhèanamh.

Cumaidh sinn romhainn a' cruthachadh ghoireasan Gàidhlig is ciùil thraidiseanta ùra agus gan cur ann an cruth didseatach feuch an gabh an cleachdadh le barrachd dhaoine. Bidh sinn a' cruinneachadh òrain dhualchasach Ghàidhlig tron phròiseact Fuaran agus gan glèidheadh mar ghoireas a ghabhas a chur gu feum le Fèisean ionadail is buidhnean eile. Bidh sinn cuideachd a' cumail taic do dh'òrain Ghàidhlig ùra a dhèanamh nuair a nochdas chothroman tro choimiseanan is eile.

Ma bhios maoineachadh gu leòr againn, bheirear taic ro-innleachdail do dh'Fhèisean a tha airson an obair aca a leudachadh agus a tha airson pròg ram obrach fad na bliadhna a chumail suas agus tha sinn ag amas air còmhlan nàiseanta le òigridh nam Fèisean a chruthachadh.

Bidh an raon-obrach seo a' cur ris na gnìomhan a leanas ann an dreach Phlana Nàiseanta na Gàidhlig 2023-28:
· Community networks will continue to be prioritised with the use of Gaelic a central part of their activity
· The availability and promotion of Gaelic events and activities for young people will be increased
· There will be continued support for on-line communities and the opportunities to use Gaelic in this context
· More Gaelic books and other resources will be available and promoted
· Support growth in digital content available for people to access through media
· More arts organisations, activities and festivals encouraged and supported to include Gaelic so that it is more widely heard and seen
· Increase support from public bodies for Gaelic arts bodies to create opportunities, access, skills, and participation
· Expand the Gaelic labour market through promoting careers which value Gaelic skills, apprenticeships, skills development and training programmes and strengthen career routes and succession planning for careers where Gaelic is deemed essential or desirable
· Support should be available for communities to create or acquire assets which offer spaces which would generate economic activity and enable greater social use of Gaelic
· Ensure Gaelic is included and prioritised in activity resulting from the Islands (Scotland) Act 2018 and Island Community Impact Assessments fulfil the requirements regarding assessing impact on Gaelic.

Goireasan / Resources:

Bidh an sgioba obrach air fad an sàs anns na diofar eileamaidean den raon-obrach seo ach le uallach gu sònraichte air Manaidsear Leasachaidh agus Oifigearan Leasachaidh na buidhne. Bidh buidseat a dhìth, a' toirt a-steach luchd-obrach agus stòras a ghabhadh a roinn ann an tabhartasan do na Fèisean.

Ainmich suas ri 3 builean a tha sibh ag amas a thèid a choileanadh gach bliadhna leis an raon-obrach seo. Chan eil sinn ag amas air àireamhan de rudan a thèid a choileanadh, ach am buaidh a thèid a' tomhais air sgath na h-obrach a thèid a choileanadh.

Name up to 3 outcomes that you are aiming to achieve each year with this work area. We are not looking for the number of something that is completed, but the impact that will be measured because of this work.

Buil 1.1 / Outcome 1.1:	Bidh taic iomchaidh ann airson dìon a thoirt air Fèisean an obair aca ath-thòiseachadh an dèidh chovid, dèiligeadh ri cosgaisean àrda bith-beò agus an ìre de chom-pàirteachas a bh' aca ro chovid a ruighinn a-rithist.
Buil 1.2 / Outcome 1.2:	Thig piseach air tàlantan cruthachail, sgilean beatha agus sunnd òigridh tro chom-pàirteachas agus obair ùr-ghnathach anns na h-ealain Ghàidhlig.
Buil 1.3 / Outcome 1.3:	Bidh misneachd coimhearsnachdan ga neartachadh agus beatha is sunnd dhaoine nas fheàrr tro thachartasan agus gnìomhan cruthachail agus cothroman a' Ghàidhlig a chleachdadh ann an suidheachaidhean sòisealta.

A' tomhas adhartais / Measuring progress:

1.1
Fiosrachadh àireameil mu chom-pàirteachas agus fiosrachadh tro bhuidnean còmhraidhean mun ìre de thaic a tha Fèisean a' faotainn.

1.2
Ceisteachain gan sgaoileadh air com-pàirtichean ag iarraidh orra fèin-mheasadh a dhèanamh mu na buannachdan a tha iad a' faotainn tro chom-pàirteachas agus an ìre dham bheil sin a' toirt orra a' Ghàidhlig a chleachdadh.

1.3
Ceisteachain gan sgaoileadh air luchd-frithealaidh a' faighneachd mu na faireachdainnean a th' aca agus na cothroman a tha ar n-obair a chruthachadh a' Ghàidhlig a chleachdadh.

Buaidh air a' Ghàidhlig / Impact for Gaelic:

Ma thèid leinn mar a tha sinn an dùil bidh fianais ga thogail gu bheil àireamhan com-pàirtichean fallain, gu bheil na tachartasan a tha sinn a' cur air dòigh a' toirt chothroman do dhaoine a' Ghàidhlig a chleachdadh agus faicsinneachd a thoirt don chànan ann an coimhearsnachdan agus gu bheil daoine – com-pàirtichean agus luchd-èisteachd – a' faotainn tlachd bhuapa.

▼ Raon-obrach 2 / Work-area 2

Tiotal na raoin-obrach / Work area title: A’ leasachadh sgilean is thàlantan cruthachail

Iomradh / Summary:

Tha na Fèisean air soirbheachadh gu mòr ann a bhith a’ brosnachadh dhaoine gu bhith dol an sàs sna h-ealain, agus ann a bhith a’ leasachadh thàlantan dhaoine. Tha an obair againn air buaidh a thoirt, agus bidh i a’ toirt buaidh fhathast, air na sgilean cruthachail, cànain is sòisealta aig an òigridh a ghabhas pàirt sna Fèisean.

Tha sinn a’ gabhail ris gum feum sinn a’ cumail oirnn a’ cosg airgead air a bhith a’ leasachadh sgilean nan daoine a tha lìbhrigeadh ar pròg raim feuch am faigh sinn na builean as fheàrr as urrainnear dhaibh. ‘S urrainn dhuinn tàlantan muinntir òg nam Fèisean a leasachadh, aithne a thoirt do mar a tha iad a’ soirbheachadh agus cothroman a thoirt dhaibh gus tuilleadh adhartais a dhèanamh agus nithean ùra ionnsachadh ann an com-pàirt le daoine eile. Tha e cudromach dhuinn gun urrainn dhuinn cuideachadh le bhith ag àrdachadh àireamh luchd-labhairt na Gàidhlig ann an Alba tro na poileasaidhean taiceil a tha sinn airson a thoirt gu buil.

Ann a bhith a’ leasachadh sgilean is thàlantan cruthachail, bidh trèanadh cunbhalach ann an sgilean teagaisg do dh’oidean a leigeas leotha teisteanasan fhaighinn mas e sinn am miann.

Bidh trèanadh cunbhalach ann an sgilean Gàidhlig do dh’oidean nam Fèisean gus dèanamh cinnteach gun tèid barrachd Ghàidhlig a chleachdadh gus ar Poileasaidh Gàidhlig a chur an gnìomh.

Bidh 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.

Bidh sgioba Fèisean nan Gàidheal a’ faighinn trèanadh cunbhalach, ann an Gàidhlig cho math ri cuspairean eile, a bhios gan cuideachadh an obair a thoirt gu buil.

Bidh sinn a’ dèanamh cinnteach gu bheil seòrsaichean ealain nach eil a’ nochdadh cho tric aig na Fèisean a’ nochdadh nas trice tro thachartasan sònraichte far am bi oidean is eòlaichean a’ tighinn còmhla gus sgilean is deagh mhodhan-obrach ionnsachadh do chàch a chèile.

Bidh sinn ag ionnsachadh sgilean do dhaoine òga a thaobh a bhith a’ cruinneachadh stuthan, tàr-sgrìobhadh agus clàraidhean a dhèanamh agus an glèidheadh ann an cruth didseatach. Bidh trèanadh ann an sgilean cleasachd do dhaoine òga, a bhith ag obair ann an gnìomhachas a’ chiùil agus comhairle ann do dh’òigridh a thaobh dreuchdan ann an saoghal nan ealan agus na Gàidhlig.

Bidh cothroman ann do luchd-ciùil, luchd-dràma is seinneadairean a bhith a’ leasachadh sgilean sgrìobhaidh ùra tro choimiseanan ùra agus cothroman aca ionnsachadh bho fhìor eòlaichean dualchas na Gàidhlig.

Bidh an raon-obrach seo a’ cur ris na gnìomhan a leanas ann an dreach Phlana Nàiseanta na Gàidhlig 2023-28:
· Community networks will continue to be prioritised with the use of Gaelic a central part of their activity
· Support, including continuous professional learning, for the network of Gaelic Officers to develop local programmes for all ages is increased
· Gaelic skills included and promoted in careers opportunities, routes to employment, skills training and apprenticeships
· Expand the Gaelic labour market through promoting careers which value Gaelic skills, apprenticeships, skills development and training programmes and strengthen career routes and succession planning for careers where Gaelic is deemed essential or desirable.

Goireasan / Resources:

Bidh Manaidsear Ghnìomh, Manaidsear Leasachaidh agus Manaidsear Fèisgoil, cho math ri rianadairean na buidhne an sàs anns na diofar eileamaidean den raon-obrach seo. Bidh buidseat a dhìth, a’ toirt a-steach luchd-obrach agus cuid de chosgaisean trèanaidh gu sònraichte co-cheangailte ri Gàidhlig a thogail.

Ainmich suas ri 3 builean a tha sibh ag amas air a thèid a choileanadh gach bliadhna leis an raon-obrach seo. Chan eil sinn ag amas air àireamhan de rudan a thèid a choileanadh, ach a' bhuaidh a thèid a' tomhais air sgàth na h-obrach a thèid a choileanadh.

Name up to 3 outcomes that you are aiming to achieve each year with this work area. We are not looking for the number of something that is completed, but the impact that will be measured because of this work.

Buil 2.1 / Outcome 2.1: Bidh cothroman obrach gan cruthachadh airson luchd-ealain le dealas do dh’Obair Chothromach agus buaidh air eaconamaidh na h-Alba.

Buil 2.2 / Outcome 2.2: Bidh goireasan didseatach gan cur gu feum airson ar n-obair a thoirt do shluagh eadar-mheasgte, farsaing.

Buil 2.3 / Outcome 2.3: Bidh Fèisean nan Gàidheal uidheamaichte airson dèiligeadh ri atharrachaidhean ris nach robh dùil agus comasach, gnìomhach ann an suidheachadh sam bith den t-seòrsa sin.

A' tomhas adhartais / Measuring progress:

2.1
Bidh sinn a' cumail fiosrachadh àireamheil mu chom-pàirtichean trèanaidh agus àireamhan dhaoine a tha ag obair dhuinn. Bidh buidhnean còmhraidh stèidhichte le sampal de dh'oidean is saor-thoilich airson fiosrachadh a thional mun ìre de Ghàidhlig a tha iad a' cleachdadh agus am feum a trèanadh eile a' dèanadh.

2.2
Tro ghoireasan didseatch cuiridh sinn ceisteachain air dòigh airson beachdan chom-pàirtichean a thogail mu na goireasan air loidhne againn.

2.3
Ma thèid atharraichean a chur an sàs bidh sinn an dòchas, tro trhèanadh, gum bi daoine againn a b' urrainn na modhan-obrach aca atharrachadh airson freagairt air suidheachaidhean den t-seòrsa sin.

Buaidh air a' Ghàidhlig / Impact for Gaelic:

Bidh daoine ullaichte airson obair a ghabhail os làimh agus air an trèanadh airson an cuid sgilean Gàidhlig a chur gu feum. Gheibheadh iad pàigheadh cothromach a' togail bàidh don Ghàidhlig agus bidh iad a' cur ris an eaconamaidh ri linn obair na Gàidhlig. Bidh barrachd sgilean aig òigridh a ghabhadh a chur gu feum ann an obair co-cheangailte ri dualchas na Gàidhlig agus saoghal nan ealan.

▼ Raon-obrach 3 / Work-area 3

Tìotal na raoin-obrach / Work area title: A' toirt ealain is cultar na Gàidhlig air adhart an lùib oideachaidh cruthachail

Iomradh / Summary:

Tha Fèisean nan Gàidheal, agus na Fèisean fhèin, fortanach gu bheil sinn ag obair còmhla ri buidheann de dh'oidean air leth sgileil a tha air feum a dhèanamh den deagh eòlas a th' aca air a bhith a' toirt seachad leasanan neo-fhoirmeil gus clasaichean a thoirt seachad an lùib foghlam foirmeil. Tha oidean nam Fèisean air feum a dhèanamh de na sgilean aca gus obair a dhèanamh an lùib nan ealain agus le Gàidhlig gus dèanamh cinnteach gun tèid cuid de na builean a choileanadh a tha dhìth air a' Churraicealaim airson Sàr-mhathais, Am Plana Cànain Nàiseanta Gàidhlig agus iomairtean Riaghaltas na h-Alba san fharsaingeachd, agus tha an obair aca a' cuideachadh le bhith a' cur cuid de na deagh mhodhan-obrach an sàs a thathar a' moladh san Stiùireadh Reachdail airson Foghlam Gàidhlig.

Tha sinn ag aithneachadh mar a dh'fheumas Fèisean nan Gàidheal airgead a dhèanamh bho bhith a' lìbhrigeadh sheirbheisean agus thairis air an deich bliadhna a dh'fhalbh tha sinn air taghadh de phròiseactan ionnsachaidh, cruthachail agus coimhearsnachd a thaobh nan ealain agus na Gàidhlig a thoirt còmhla fo sgèith aon seirbheis, Fèisgoil. Tha an t-seirbheis a' gabhail a-steach: cothroman gus ceòl ionnsachadh is a chluich, obair dràma is clasaichean Gàidhlig ann an sgoiltean agus trèanadh do bhuidhnean poblach gus am bi daoine nas mothachail air a' Ghàidhlig agus iomairtean eile.

Tha Fèisgoil cuideachd a' toirt cothrom dhuinn an àireamh dhaoine a bhios a' gabhail pàirt anns na Fèisean a leudachadh, agus cothrom do na Fèisean ionadail sealltainn mar as urrainn don obair a tha iadsan a' dèanamh taic a thoirt do dh'obair nan sgoiltean.

Cuideachd, tha an obair a nì sinn ann an sgoiltean, a' gabhail a-steach sgoiltean sònraichte, a' toirt cothrom don a h-uile duine òg a dhol an sàs ann an cànan is cultar às bith dè na freumhan cinneachail a th' aca, dè cho comasach 's a tha e dhaibh pàigheadh airson leasanan, dè na comasan ionnsachaidh no tàlantan cruthachail a th' aca, no càit' a bheil iad a' fuireach.

Ann a bhith a' toirt ealain is cultar na Gàidhlig air adhart an lùib oideachaidh cruthachail, bidh sinn a' cumail oirnn a' cur Fèisgoil air adhart mar sheirbheis iomlan a tha a' tabhann chothroman air ionnsachadh cruthachail tro dhiofar sheòrsaichean ealain. Bidh goireasan didseatach gan cur gu feum, co-dhiù ann an cuid de shuidheachaidhean, gus barrachd dhaoine a ruighinn agus lùghdachadh na tha sinn a' cosg de ghualain.

Lean clasaichean ann an ceòl traidiseanta tro Iomairt Ceòl na h-Òigridh (ICO) agus pròraman eile leithid Acadamaidhean a' Mhòid, a rèir chùmhnantan bho bhliadhna gu bliadhna. Bidh seo air a lìbhrigeadh tro mheadhan na Gàidhlig ann an sgoiltean/roinnean Gàidhlig.

Bidh barrachd a' dol air adhart tron sgeama Beairteas agus tachartasan còmhnaidh a leithid 5 Latha agus an Sgoil-shamhraidh Dràma airson sgilean cainnt òigridh a neartachadh tro chonaltradh le ginealach nas sine.

Ma bhios cùmhnantan ri fhaighinn bho ùghdarrasan ionadail bidh Blasad Gàidhlig a leantainn - pròraman do sgoiltean a tha ag iarraidh gum faigh na sgoilearan aca beagan eòlais air a' Ghàidhlig agus do

bhuidhnean poblach a tha ag iarraidh trèanadh a bheir barrachd mothachaidh air a' Ghàidhlig don luchd-obrach aca.

Bidh cothroman ionnsachaidh proifeiseanta ann an ealain is cultar na Gàidhlig do luchd-teagaisg nan sgoiltean agus oidean Fèisgoil.

Bidh taisbeanaidhean agus bùithtean-obrach dràma is prògraman cleasachd tron Ghàidhlig le Meanbh-Chuileag cho math ri prògram Sporan a tha ag èirigh às a' Ghàidhlig do luchd-ionnsachaidh na Gàidhlig no don fheadhainn aig nach eil Gàidhlig sam bith. Bidh obair ann do bhuidhnean tràth-bhliadhnaichean a dhol an sàs ann an seinn, ceòl is cleasachd Ghàidhlig tro Hùb Hàb.

Ma bhios iarrtas ann, thèid meanbh-fhèisean air adhart ann an sgoiltean is coimhearsnachdan gus dèanamh cinnteach gun cuir daoine eòlas air agus gun tèid iad an sàs ann an cultar na Gàidhlig.

Bidh sinn a' feuchainn sheòrsaichean obrach chruthachail nach fhaighear ann an Gàidhlig an-dràsta agus a' cuideachadh dhaoine le sgrìobhadh cruthachail tro obair dràma agus cùrsaichean a dh'aona-ghnothach.

Bidh sinn a' tabhann eadar-theangachadh mar-aon (Gàidhlig gu Beurla) aig coinneamhan is tachartasan.

Nam faigheamaid an cothrom, bhitheamaid ro dheònach a dhol an sàs ann an leasachadh agus lìbhrigeadh phròiseactan sònraichte coltach ri Treòir l Voar l Virr ann am barrachd sgoiltean.

Bidh an raon-obrach seo a' cur ris na gnìomhan a leanas ann an dreach Phlana Nàiseanta na Gàidhlig 2023-28:
· Community networks will continue to be prioritised with the use of Gaelic a central part of their activity
· The availability and promotion of Gaelic events and activities for young people will be increased
· There will be continued support for on-line communities and the opportunities to use Gaelic in this context
· Local Authorities support and grow Gaelic as a modern language in line with the 1+2 national policy
· Develop and extend an appropriate GME curriculum offer for both Broad General Education and Senior Phase in the secondary sector
· Increase the delivery of Gaelic (Learners) at L2, L3 and certification levels
· Gaelic skills included and promoted in careers opportunities, routes to employment, skills training and apprenticeships
· More Gaelic books and other resources will be available and promoted
· Support growth in digital content available for people to access through media
· Increase support from public bodies for Gaelic arts bodies to create opportunities, access, skills, and participation
· The Royal National Mòd will continue to be supported as the premier Gaelic language and cultural festival in Scotland
· Increase support from public bodies for Gaelic arts bodies to create opportunities, access, skills, and participation.
· Support for businesses to increase the use of Gaelic in services and products as well as in the workplace, and for expansion of services and products
· Build even greater impact from Gaelic Language Plans, the range of authorities, the provision, visibility, promotion, and uptake of the services offered in their individual communities and their effectiveness, based on an update to the Statutory Guidance on Gaelic Language Plans.

Goireasan / Resources:

Bidh Manaidsear agus Rianadair Fèisgoil an sàs anns na diofar eileamaidean den raon-obrach seo le taic bhon Mhanaidsear Leasachaidh (le 5 Latha) agus Oifigear Dràma (Sgoil-shamhraidh Dràma) na buidhne. Bidh rianadair agus Manaidsear Ghnìomh na buidhne an sàs cuideachd a' pàigheadh dhaoine airson nan seirbheisean a bhios iad a' toirt seachad.

Bidh a' mhòr-chuid de chosgaisean Fèisgoil stèidhichte air cùmhnantan far a bheil teachd a-steach ach tha obair chudromach ann a' cumail taic ri foghlam tron Ghàidhlig agus eòlas mun Ghàidhlig a thoirt do sgoilearan a tha ga h-ionnsachadh. Bidh buidseat a dhìth gu sòbraichte airson obair dràma anns na sgoiltean a' toirt a-steach luchd-obrach agus prògram nan sgoiltean.

Ainmich suas ri 3 builean a tha sibh ag amas air a thèid a choileanadh gach bliadhna leis an raon-obrach seo. Chan eil sinn ag amas air àireamhan de rudan a thèid a choileanadh, ach a' bhuaidh a thèid a' tomhais air sgàth na h-obrach a thèid a choileanadh.

Name up to 3 outcomes that you are aiming to achieve each year with this work area. We are not looking for the number of something that is completed, but the impact that will be measured because of this work.

Buil 3.1 / Outcome 3.1:	Thig piseach air tàlantan cruthachail, sgilean beatha agus sunnd òigridh tro chom-pàirteachas agus obair ùr-ghnathach anns na h-ealain Ghàidhlig.

Buil 3.2 / Outcome 3.2:	Bidh cothroman obrach gan cruthachadh airson luchd-ealain le dealas do dh'Obair Chothromach agus buaidh air eaconamaidh na h-Alba.
Buil 3.3 / Outcome 3.3:	Tha cruthachas ga chur gu feum a' tarraing dhaoine bho air feadh na h-Alba don Ghàidhlig le cothroman an cànan a thogail, a chleachdadh agus a leasachadh.

A' tomhas adhartais / Measuring progress:

3.1
Ceisteachain gan sgaoileadh air com-pàirtichean ag iarraidh orra fèin-mheasadh a dhèanamh mu na buannachdan a tha iad a' faotainn tro chom-pàirteachas agus an ìre dham bheil sin a' toirt orra a' Ghàidhlig a chleachdadh.

3.2
Bidh sinn a' cumail fiosrachadh mun àireamh de chothroman obrach a thèid a chruthachadh tro ar n-obair agus ghabhadh buidheann còmhraidh stèidhichte le taghadh de chunnradairean airson fiosrachadh mun ìre de Ghàidhlig a tha iad a' cleachdadh agus am beachdan mun Ghàidhlig a thional.

3.3
Cuiridh sinn ceisteachain air dòigh airson faighneachd do chom-pàirtichean mu na cothroman a fhuair iad a' Ghàidhlig a thogail agus a chleachdadh, am faigheadh iad cothroman eile den aon sheòrsa agus a bheil an toiseach tòiseachaidh a tha iad air fhaighinn a' toirt orra smaoineachadh air barrachd Ghàidhlig a thogail no a chleachdadh.

Buaidh air a' Ghàidhlig / Impact for Gaelic:

Tha dùil gun tig dearbhadh gu bheil òigridh a' faighinn tlachd bhon obair anns a bheil sinn an sàs agus gu bheil sin a' togail bàidh don Ghàidhlig. Bidh fianais nas fheàrr againn a bheil com-pàirt anns na h-ealain a' toirt air daoine barrachd Ghàidhlig ionnsachadh agus a cleachdadh nas trice. Bheireadh sinn dhuinn bunait airson na h-obrach a luachadh agus taic a chur mu choinneamh ghnìomhan a tha a' soirbheachadh.

▼ Raon-obrach 4 / Work-area 4

Tiotal na raoin-obrach / Work area title:	A' tarraing luchd-èisteachd is a' meudachadh nan àireamhan aca

Iomradh / Summary:

Tro ar pròram-obrach 's urrainn dhuinn cothrom a thoirt do choimhearsnachdan ionadail agus luchd-tadhail frithealadh air diofar thachartasan Gàidhlig is ealain agus pàirt a ghabhail annta. Gach bliadhna tha sinn a' dèanamh oidhirp gus luchd-èisteachd a thàladh, gus an àireamh dhiubh a chur an àirde agus gus taic a chumail ri coimhearsnachdan ann a bhith a' cur air dòigh iomairtean is tachartasan cultarach. Tha sinn ag aithneachadh nam buannachdan a gheibh daoine òga bho bhith faighinn cothrom cluich is seinn agus mar a tha sin a' leasachadh nan sgilean aca, a' brosnachadh sàr dhòighean-obrach. Tha na tachartasan againn a' sìneadh thar raon farsaing den dùthaich. Tha sin a' ciallachadh gun urrainn do choimhearsnachdan beaga tachartasan a chur air adhart sna sgìrean aca fhèin agus chan fheum iad siubhal do na bailtean-mòra airson leithid a thachartasan ach an cur air adhart ann an dòigh nas seasmhaiche don àrainneachd.

Ann a bhith a' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca, bidh sinn a' cumail oirnn a' toirt taic do chuirmean Fhèisean ionadail, Cèilidhean air Chuairt as t-samhradh agus Fèis Bhlas, a' gabhail a-steach choimiseanan ùra agus 's dòcha a' leudachadh na fèise gu sgìrean eile. Ma bhios lùghdachadh airgid a' ciallachadh nach buan Blas san riochd anns a bheil i an-dràsta, bidh sinn airson a chumail romhainn tachartasan ealain a chur air dòigh ann an coimhearsnachdan dùthchail.

Bidh Sgoil-shamhraidh Dràma ann gach bliadhna agus tachartasan còmhnaidheach eile, le taisbeanaidhean poblach de na h-ealain Ghàidhlig.

Bidh sinn a' sireadh com-pàirt do na Fèisean ann an tachartasan nàiseanta agus ann am bliadhnaichean a tha a' comharrachadh chuspairean sònraichte, mar a thachair am-bliadhna nuair a chluich buidheann aig fosgladh oifigeil Fèis Eadar-nàiseanta Dhùn Èidinn. Bidh cothroman cluiche gan sireadh aig tachartasan eile ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh, le sealladh air Canada agus Èirinn far an gabhadh a' Ghàidhlig a thuigsinn agus a bhruidhinn. Bidh com-pàirt againn cuideachd ann tachartasan a tha cudromach don Ghàidhlig, a leithid Seachdain na Gàidhlig agus Mìos nan Gàidheal ann an Alba Nuadh.

Tha ceangal eadar an t-amas seo ri stèidheachadh còmhlan nàiseanta nam Fèisean air a bheil iomradh ann an Raon-obrach 1. Bhitheadh seo tarraingeach do ghrunn fhèisean is thachartasan, agus bhiodh e a' toirt chothroman a bharrachd sgilean òigridh a thoirt air adhart agus taisbeanadh ealain na Gàidhlig a thaisbeanadh aig àrd ìre.

A’ cleachdadh ghoireasan didseatach, bidh sinn airson àireamh an luchd-èisteachd againn a leudachadh tro dhiofar thachartasan agus a’ cumail fios riutha ann an diofar dhòighean air loidhne.

Bu mhath leinn ar seirbheis FèisTV a leudachadh barrachd, a dhèanamh cinnteach gu bheil cothrom aig sluagh farsaing is eadar-mheasgte air an obair againn.

Tha feum air luchd-ealain agus coimhearsnachd air taic-airgid agus mas e rùn Alba Chruthachail agus Bòrd na Gàidhlig taic a chumail ri prògraman nan tabhartasan airson nan ealain traidiseanta agus nan ealain Gàidhlig, bhitheamaid gu math toilichte Tasgadh agus Maoin nan Ealan Gàidhlig a lìbhrigeadh às an leth. Tha sinn air suim a chur mu choinneamh Maoin nan Ealan Gàidhlig nar n-iarrtas aig an ìre seo co-dhiù.

Bidh an raon-obrach seo a’ cur ris na gnìomhan a leanas ann an dreach Phlana Nàiseanta na Gàidhlig 2023-28:
· Community networks will continue to be prioritised with the use of Gaelic a central part of their activity
· The availability and promotion of Gaelic events and activities for young people will be increased
· There will be continued support for on-line communities and the opportunities to use Gaelic in this context
· Support growth in digital content available for people to access through media
· Increase support from public bodies for Gaelic arts bodies to create opportunities, access, skills, and participation.
· Support for businesses to increase the use of Gaelic in services and products as well as in the workplace, and for expansion of services and products
· VisitScotland, in partnership with Creative Scotland and Historic Environment Scotland, will renew the Gaelic Tourism Strategy
· Build even greater impact from Gaelic Language Plans, the range of authorities, the provision, visibility, promotion, and uptake of the services offered in their individual communities and their effectiveness, based on an update to the Statutory Guidance on Gaelic Language Plans.

Goireasan / Resources:

S iad an Ceannard, Manaidsear Leasachaidh agus Àrd-oifigear Leasachaidh na buidhne as motha a bhios an sàs san raon-obrach seo ach bidh taic bho chàch san sgioba, mar eisimpleir ar n-Oifigear Dràma le taisbeanadh aig an Sgoil-shamhraidh Dràma.

Leis cho sùbailte ‘s a tha ar sgioba, bidh a h-uile duine a’ toirt taic aig tachartasan Blas is eile agus bhiodh Manaidsear Ghnìomh agus Rianadair na buidhne an sàs cuideachd a’ pàigheadh dhaoine airson nan seirbheisean a bhios iad a’ toirt seachad agus ag ullachadh shanasachd is eile.

Bidh buidseat a dhìth airson cuibhreann de chosgaisean na raon-obrach seo.

Ainmich suas ri 3 builean a tha sibh ag amas air a thèid a choileanadh gach bliadhna leis an raon-obrach seo. Chan eil sinn ag amas air àireamhan de rudan a thèid a choileanadh, ach a' bhuaidh a thèid a' tomhais air sgàth na h-obrach a thèid a choileanadh.

Name up to 3 outcomes that you are aiming to achieve each year with this work area. We are not looking for the number of something that is completed, but the impact that will be measured because of this work.

Buil 4.1 / Outcome 4.1:	Tha barrachd tuigse agus meas aig a’ phoball air na h-ealain thraidiseanta tro obair air a brosnachadh le dualchas na Gàidhlig.
Buil 4.2 / Outcome 4.2:	Bidh turasachd chulturach ga neartachadh tro thachartasan fìrinneach.
Buil 4.3 / Outcome 4.3:	Bidh obair eadar-nàiseanta ag adhartachadh riochdachadh de chultur a tha sònraichte do dh’Alba agus bidh ceanglaichean nas treasa ann le luchd-labhairt na Gàidhlig air feadh an t-saoghail.

A' tomhas adhartais / Measuring progress:

4.1
Iarraidh sinn fiosachadh tro cheisteachain a bheil luchd-frithealadh a’ faotainn tlachd bho thachartasan Gàidhlig agus a bheil iad a’ toirt beachd nas fheàrr aca air a’ chànan.

4.2
Gheibh sinn ais-mholaidhean tro cheisteachain mun bheachd a th’ aig luchd-turais a bhios a’ frithealadh thachartasan air a’ Ghàidhlig agus a bheil iad a’ faighinn chothroman gu leòr eòlas a chur oirre fhad ‘s a tha iad ann an Alba.

4.3
Thèid iarraidh air com-pàirtichean ann an obair eadar-nàiseanta sam bith bhideo làitheil a chumail, a’ dearbhadh an ìre de Ghàidhlig a tha iad a’ cleachdadh agus mar a tha sin a’ còrdadh ris an luchd-

èisteachd eadar-nàiseanta.

Buaidh air a' Ghàidhlig / Impact for Gaelic:

Bidh sinn an dùil fiosrachadh a shireadh a dhearbhas gu bheil tachartasan Gàidhlig a' togail bàidh don chànan agus gu bheil na h-ealain thraidiseanta tarraingeach do dhaoine a tha a' fuireach ann an Alba cho math ri luchd-turais. Tha sinn an dùil gun tèid fianais a thogail gu bheil com-pàirteachadh ann an obair eadar-nàiseanta tarraingeach do dhaoine òga le Gàidhlig agus gu bheil na cothroman sin am misneachadh a thaobh a bhith ga cleachdadh agus ag adhbharach dìlseachd don chànan.

▼ Raon-obrach 5 / Work-area 5

Tiotal na raoin-obrach / Work area title: Riaghladh aig àrd ìre agus seirbheisean sàr-mhath a chur an sàs

Iomradh / Summary:

Tha e deatamach gu bheil Bòrd Urrasairean ann a tha an sàs ann an ro-innleachdan na buidhne a stèidheachadh agus sealladh a chumail air mar a tha obair a' dol air adhart agus mar tha aontaidhean maoineachaidh gan cur an sàs ann a bhith a' lìbhrigeadh thoraidhean.

Tha dleastanas air a' Bhòrd a dhèanamh cinnteach gum bi Taigh nan Companaidhean agus OSCR a' faotainn an fhiosrachaidh a tha a dhìth orrasan ann an àm agus tha dleastanasan laghail eile orra cuideachd.

Tha tuigse aig a' Bhòrd mun dleastanas a th' orra clàr mionaideach cunnairt a chumail, a bhios ga ùrachadh gu cunbhalach agus gum bi raon farsaing de phoileaaidhean an sàs airson luchd-obrach, cunnradairean, saor-thoilich, com-pàirtichean agus luchd èisteachd a chumail sàbhailte.

Ann an oidhirp riaghladh aig àrd ìre agus seirbheisean sàr-mhath a chur an sàs bidh sinn ag amas air coinneamhan Bùird a chumail gu cunbhalach le pàipearan air am foillseachadh air loidhne ro làimh. Bidh coinneamhan eile ann ma bhios a leithid riatanach.

Bidh an sgioba obrach a' beachdachadh air cunnart anns gach obair làitheil agus gheibh Bòrd nan Urrasairean aithisg bhliadhnail air na cunnartan a dh'fhaodadh a bhith fa chomhair Fèisean nan Gàidheal.

Tha Plana Co-ionannachd, Iomadachd is In-ghabhaltach aig Fèisean nan Gàidheal ach tha sinn air a bhith a' dèanamh ar dìcheall deagh chleachdaidhean a dhèanamh follaiseach anns na raointean-obrach uile anns a bheil sinn an sàs.

Bidh sinn a' clàradh is a' toirt cunntas air cleachdadh gualain agus tha Plana Lùghdachaidh Gualain againn san toir sinn cunntas bliadhnail do Bhòrd nan Urrasairean is do Ghualan Cruthachail Alba. Ged a tha a' mhòr-chuid den obair air tilleadh gu teagasg an làthair a-chèile, bidh sinn fhathast a' dèanamh oidhirpean mòra airson siubhal nas lugha far an gabh a dhèanamh agus a bhith cho caomhnach air cumhachd 's a ghabhas nar n-oifisean gus dèanamh cinnteach gun tèid ar Plana Lùghdachadh Gualain a thoirt gu buil. Le bhith a' leantainn oirnn a' cur ghoireasan didseatach gu feum, bidh sinn an dùil gun a bhith a' siubhail cho tric san àm ri teachd.

'S e Fastaidhear an Tuarastail Bith-beò a th' ann am Fèisean nan Gàidheal agus tha am Bòrd air làn taic a thoirt do phrionnsabalan na-iomairt seo. Tha am Bòrd mothachail air mar bu chòir dhaibh cùram a shealltainn don a h-uile neach-obrach agus an t-àite a th' aca ann a bhith a' fastadh agus a' measadh dhaoine ann an àrd dhreuchdan.

Feumaidh am Bòrd a bhith mothachail, cuideachd, air am feum a th' ann planadh airson atharraichean ann an sgioba obrach agus anns a' Bhòrd Stiùiridh fhèin. Tha oidhirpean air a bhith ann buill ùra a bhrosnachadh airson stiùir a ghabhail air cùisean nuair a thig buill gu ceann na h-ùine a tha ceadaichte dhaibh a bhith air a' Bhòrd.

Bidh sinn a' cur cothrom air dòigh dhaibhsan aig a bheil ùidh coinneamh no dhà a fhrithealadh air thoiseach air co-dhùnadh a dhèanamh seasamh airson àite air a' Bhòrd. Ma bhios iad soirbheachail bidh làn-inntrigeadh ann dhaibh mun obair anns a bheil Fèisean nan Gàidheal an sàs. Bidh sinn cuideachd airson a dhèanamh cinnteach gu bheil òigridh a' faighinn chothroman a bhith an sàs ann an co-dhùnaidhean aig Fèisean nan Gàidheal.

Bidh am Bòrd Stiùiridh an sàs ann an còmhraidhean mu phlanaichean na buidhne agus bidh sinn a' sireadh bheachdan bhon bhallrachd – na Fèisean – air planaichean ùra. Bidh poileasaidhean air an cumail fo sgrùdadh agus ùraichte nuair bhios feum.

Bidh an Ceannard an urra ri gnothaichean làitheil agus a dhèanamh cinnteach gu bheil ar pròg ram ga lìbhrigeadh mar bu chòir agus gu bheil a' bhuidheann a' ruighinn nan targaidean a tha fo a comhair. Bidh e a' cumail ri manaidsearan eile an dleastanasan a choileanadh.

Bidh Fèisean nan Gàidheal ag obair ann an dòigh gu math fosgailte, deònach co-obrachadh le buidhnean eile agus a' dèanamh a làn dìcheall gach pròiseact no seirbheis a thoirt seachad aig ìre àrd. Bidh sinn a'

cur ri neartachadh suidheachadh na Gàidhlig tro ghnìomhan ach cuideachd tro chom-pàirt ann an co-chomhairlichean air planaichean Gàidhlig, rannsachaidhean pàrlamaid is eile agus tachartasan far a bheil còmhraidhean mu phlanaichean ionadail Gàidhlig no ionadan Gàidhlig a stèidheachadh.

Bidh a' bhuidheann a' foillseachadh phàipearan airson coinneamhan a' Bhùird, phoileasaidhean is iomadh goireas eile agus bidh Aithisg Bhliadhnail ga foillseachadh le iomradh air mar a chaidh dhuinn ar pròg ram a thoirt gu buil gach bliadhna. Bidh seo ga sgaoileadh fad is farsaing.

Bidh an raon-obrach seo a' cur ris na gnìomhan a leanas ann an dreach Phlana Nàiseanta na Gàidhlig 2023-28:
· Community networks will continue to be prioritised with the use of Gaelic a central part of their activity
· Community-based Gaelic Language Plans will be piloted to provide a focus for Gaelic development activities in specific communities
· Support, including continuous professional learning, for the network of Gaelic Officers to develop local programmes for all ages is increased
· Community trusts and third-sector organisations will be supported to appreciate and expand their important role in promoting the use of Gaelic
· The availability and promotion of Gaelic events and activities for young people will be increased
· More arts organisations, activities and festivals encouraged and supported to include Gaelic so that it is more widely heard and seen
· Increase support from public bodies for Gaelic arts bodies to create opportunities, access, skills, and participation
· Bòrd na Gàidhlig will review and update the Statutory Guidance on Gaelic Education, to strengthen understanding of best practice and work with education bodies to support its implementation
· Support for businesses to increase the use of Gaelic in services and products as well as in the workplace, and for expansion of services and products
· Extend research on the already established economic impact of Gaelic in Scotland
· Expand the Gaelic labour market through promoting careers which value Gaelic skills, apprenticeships, skills development and training programmes and strengthen career routes and succession planning for careers where Gaelic is deemed essential or desirable
· Support should be available for communities to create or acquire assets which offer spaces which would generate economic activity and enable greater social use of Gaelic
· Build even greater impact from Gaelic Language Plans, the range of authorities, the provision, visibility, promotion, and uptake of the services offered in their individual communities and their effectiveness, based on an update to the Statutory Guidance on Gaelic Language Plans
· Public Authorities in traditional Gaelic communities will develop plans which incorporate Gaelic development activities within their core business
· Ensure Gaelic is included and prioritised in activity resulting from the Islands (Scotland) Act 2018 and Island Community Impact Assessments fulfil the requirements regarding assessing impact on Gaelic.
· All relevant national public consultations will be provided with a response relating to Gaelic language and culture.

Goireasan / Resources:

Bidh a h-uile duine bhon sgioba ag obair air seirbheisean sàr-mhath a thoirt seachad agus bidh an Ceannard agus Manaidsearan a' cur ri deagh riaghlaidh. Chan eil buidseat sònraichte a dhìth airson na raon-brach seo leis gu bheil a' mhòr-chuid de chosgaisean co-cheangailte ri luchd-obrach.

Ainmich suas ri 3 builean a tha sibh ag amas air a thèid a choileanadh gach bliadhna leis an raon-obrach seo. Chan eil sinn ag amas air àireamhan de rudan a thèid a choileanadh, ach a' bhuaidh a thèid a' tomhais air sgàth na h-obrach a thèid a choileanadh.

Name up to 3 outcomes that you are aiming to achieve each year with this work area. We are not looking for the number of something that is completed, but the impact that will be measured because of this work.

Buil 5.1 / Outcome 5.1:	Tha co-ionnanachd chothroman follaiseach ann an leudachadh a thoirt air ealain agus cultur na Gàidhlig airson a dhèanamh cinnteach gum faigh sluagh eadar-mheasgte cothrom air tlachd fhaotainn à com-pàirteachas ann an tachartasan is gnìomhan cruthachail.
Buil 5.2 / Outcome 5.2:	Fhad 's a tha ullachadh, a' brosnachadh agus com-pàirteachas ann an tachartasan a' dol air adhart bidh sinn daonnan mothachail air ar dleastanasan a thaobh dìon a thoirt air an àrainneachd tro lùghdachadh na tha sinn a' cosg de ghualain.

Buil 5.3 / Outcome 5.3: Bidh dealas do dh'Obair Chothromach a' cuideachadh luchd-obrach sgileil a ghlèidheadh, a bhios a' cleachdadh na Gàidhlig san àit' obrach agus comasach stiùir làidir is tagradaireachd a thoirt do raon nan ealan Gàidhlig.

A' tomhas adhartais / Measuring progress:

5.1
Cumaidh sinn fiosrachadh àireamheil cho math ri beachdan a shireadh bho thaghadh chloinne mu cho fosgailte 's a tha na cothroman a bhios ri fhaotann agus na faireachdainnean a th' aca mun Ghàidhlig a tha iad a' togail agus a chleachdadh tro sheirbheisean Fhèisean nan Gàidheal. Bidh sinn a' cruinneachadh fiosrachaidh mu iomadachd agus in-ghabhaltas, cuideachd, tro cheisteachan a dh'fheumas tagraichan a lìonadh ma tha iad ag iarraidh thabhartas no a thighinn a dh'obair còmhla rinn.

5.2
Cuiridh sinn ceisteachain air dòigh gus beachdan a shireadh bho luchd-èisteachd a bheil tachartasan ann an sgìrean ionadail tarraingeach is a' lùghdachadh siubhail dhaibh agus cuiridh sinn ceistean orra aig aon àm mu na cothroman a tha iad a' toirt na coimhearsnachdan aca fhèin a neartachadh.

5.3
Bidh ceisteachain air an sgaoileadh air luchd-obrach Fèisean nan Gàidheal gu cunbhalach a' sireadh bheachdan air a' bhuidheann mar fhastaidhear agus bidh cothroman eile ann còmhraidhean aghaidh ri aghaidh a chumail, leis an sgioba air am brosnachadh an guthan a thogail mu phàigheadh is cumhaichean obrach.

Buaidh air a' Ghàidhlig / Impact for Gaelic:

Tha cothromachadh ri dhèanamh eadar obair air loidhne agus tachartasan ann an coimhearsnachdan agus gheibh sinn fiosrachadh nas fheàrr mu na dòighean anns a bheil tachartasan a' cur ri beatha choimhearsnachdan, cleachdadh na Gàidhlig agus an ìre dham bheil iad a' gearradh sìos air siubhail do luchd-frithealaidh. Chan eil teagamh nach bi sgioba a bhios a' faireachdainn gu bheil luach annta agus gu bheil an obair aca tèarainte a' lìbhrigeadh obair nas fheàrr. Tha sin gu math cudromach ann an saoghal na Gàidhlig far a bheil daoine gann agus e doirbh aig amannan dreuchdan a lìonadh.

Cosgaisean Bunaiteach / Core Costs

Goireasan bunaiteach / Core resources:

Ged a bhitheamaid ag atharrachadh a chruth bho àm gu àm, tha an sgioba a th' againn an-dràsta ag obrachadh gu math. Bidh an Ceannard a' stiùireadh mhanadsairean eile – Manadsear Ghnìomh, Manaidsear Leasachaidh agus Manadsear Fèisgoil. Tha sgioba Oifigearan Leasachaidh againn a bhios a' cumail taic ris na Fèisean a chuid as motha den ùine, fo stiùir Manaidsear Leasachaidh na buidhne. Tha dithis ag obair air rianachd - aonan le dleastanasan a thaobh Fèisgoil agus aonan le dleastanasan nas fharsainge le uallach airson deuchainnean sgrùdaidh a chur air dòigh agus a dhèanamh cinnteach à ballrachd sgeama PVG am measg luchd-obrach, saor-thoilich agus oidean. Tha Oifigear Dràma againn a' bhios a' cruthachadh sgriobtaichean agus a' cur dhealbhan-cluiche agus obair dràma eile air dòigh.

Ge-tà, tha sinn gann de dhithis aig an dearbh àm seo. Dh'fhàg dithis an-uiridh agus leis nach robh ionmhas againn dreuchdan a lìonadh ri linn cosgaisean pàighidh àrda a chaidh aontachadh don luchd-obrach, bidh aon Oifigear Leasachaidh a dhìth agus Oifigear Phròiseactan. Tha sinn air airgead a chur mun coinneamh nar n-iarrtas.

Ionmhais / Finance

Dè an t-sùim uile-gu-lèir a tha thu a' sireadh bho Bòrd na Gàidhlig thairis air na bliadhnaichean? / What is the total sum you are requesting from Bòrd na Gàidhlig over the total grant period? £1,298,400.00

Buidseat na buidhne / Organisational budget

Cuiribh an seo buidseat slàn airson na buidhne airson gach bliadhna-ionmhais dha bheil sibh a' sireadh taic. Faodaidh seo a bhith ann an cruth sam bith.

Please upload a full budget for your organisation for each financial year for which you are requesting support. This can be in any format you wish.
Cuiribh an seo am buidseat pro-forma (ri fhaighinn an seo) airson iomradh a thoirt air an teachd-a-steach is cosgaisean an dùil agaibh airson diofar raointean-obrach.

Please upload here your pro-forma budget (template available here) to provide a summary of your expected income and expenditure for different work areas.

Nòtaichean sam bith air a' bhuidseat (ma tha seo a dhìth) / Any notes on the budget (if required):

Chan eil cruth a' pro-forma ro fhreagarrach don t-suidheachadh againn, ach tha e co-dhiù a' sealltainn ar n-iarrtas do Bhòrd na Gàidhlig agus mar a thèid taic-airgid a chleachdadh thairis air na raointean-obrach. Tha buidseat slàn ann cuideachd agus bhitheamaid an dòchas gun till sibh thugainn ma bhios atharraichean a dhìth ris a' pro-forma.

Chan eil dol às againn ach taic-airgid a bharrachd iarraidh bho Bhòrd na Gàidhlig ma tha e gu bhith comasach dhuinn ann an dòigh sam bith susbainteach ar pròg ram a chumail a' dol anns na ceithir bliadhnaichean air thoiseach oirnn. Tha sinn a' sireadh taic thairis air ceithir bliadhnaichean gus am bi aonta sam bith le Bòrd na Gàidhlig a' tighinn gu ceann aig an aon àm ri aonta a tha sinn an dùil 's an dòchas fhaighinn le Alba Chruthachail airson 2025-28.

Tha Fèisean nan Gàidheal air deagh luach a thoirt do Bhòrd na Gàidhlig thar nam bliadhnaichean. Air a' bhliadhna a dh'fhalbh, mar eisimpleir, bha buidseat £1.8m againn, agus £182k bho Bhòrd na Gàidhlig a' ciallachadh gun deach £9 a tarraing do dh'obair na Gàidhlig leinne mu choinneamh gach £1 bhon Bhòrd.

Chan eil airgead cunbhalach againn bho HIE tuilleadh. Bha sinn fortanach maoin fhaighinn bho Fhonndas Uilleim Ghrannd a chuidich sinn air a' bhliadhna seo taic-airgid a chumail ri lìonra nam Fèisean. Chan eil sinn an dùil sin an ath bhliadhna, ge-tà, agus cha bhi àrdachadh sam bith ann bho Alba Chruthachail – ma bhios àrdachadh idir ann – chun Giblean 2025.

Tha buidseat airson tabhartasan nam Fèisean air a bhith aig an aon ìre airson mu dheich bliadhna a-nise. Ach san ùine sin, tha cosgaisean a h-uile càil air èirigh agus le uallachadh airson tuarastail nan aonaidhean a phàigheadh do dh'oidean cho math ri cosgaisean sgoiltean a ghiùlain, tha fìor dhùbhlan romhpa agus cruaidh fheum aca air àrdachadh san airgead a tha iad fhèin a' faighinn.

Chan eil lìonra eile den t-seòrsa seo ann an saoghal na Gàidhlig agus tha sinn an dòchas gum bi Bòrd na Gàidhlig mothachail air na tha iad a' cur ri togail is cleachdadh na Gàidhlig agus bàidh a thogail, gun ghuth air na cothroman cosnaidh a tha nan lùib.

Às aonais taic a bharrachd bidh sinn ann an staing ann an 2024-25. Dh'fhaodadh cùisean a bhith nas fhèarr anns na bliadhnaichean an dèidh sin, ach tha sin a' crochadh air maoin a bharrachd fhaighinn bho Alba Chruthachail agus chan eil na teachdaireachdan a tha a' tighinn bhuapasan – no bho Riaghaltas na h-Alba - ro dhòchasach.

Leis mar a tha cosgaisean a h-uile càil air èirigh agus sinn air a bhith a' faighinn an aon ìre de thaic thairis air sia bliadhnaichean a-nise bho Alba Chruthachail, tha buaidh ga thoirt air ar comas sgioba-obrach slàn a ghlèidheadh. Airson a dhèanamh cinnteach gu bheil an sgioba a' faighinn pàigheadh cothromach tha sinn gun dà dhreuchd a lìonadh rè ùine. Bidh seo a' ciallachadh lagachadh san taic a tha Fèisean ionadail a' faotainn agus tha sinn an dòchas nach bi buaidh ro mhòr air ar pròg ram nas fharsainge sa bhliadhna air thoiseach oirnn. Tha e dha-rìribh dùbhlanach a h-uile càil a chothromachadh an-dràsta agus tha sinn an dòchas nach lean an t-suidheachadh sin ro fhada.

Tha cosgaisean àrda bith-beò air buaidh a thoirt air nas urrainn dhuinn a choileanadh. Tha sinn mar thà ann an suidheachadh far an robh againn ri nas lugha thachartasan a chur air adhart aig Blas, an Sgoil-shamhraidh Dràma a ghiorrachadh gu seachdain an àite cola-deug agus tha nas lugha de chùmhnantan timcheall bho bhuidhnean poblach a dhèanadh feum de sheirbheisean Fèisgoil. Tha sin uile a' toirt buaidh air an ìre de Ghàidhlig a tha òigridh a chleachdadh agus, às aonais taic a bharrachd, bidh againn ri gearraidhean eile a chur an sàs.

Cùisean Corporra / Corporate Affairs

***Àrainneachd, Co-ionannachd, Iomadachd & In-ghabhalachd / Environment, Equalities, Diversity & Inclusion:**

Tha Poileasaidh Àrainneachd againn agus Plana Lùghdachadh Gualain. Tha sinn air soirbheachadh, thairis air na ceithir bliadhnaichean a dh'fhalbh, na tha sinn a' cosg de ghualain a lùghdachadh. Bidh sinn a' cumail romhainn le seo san am ri teachd, mar a tha air mhìneachadh ann an Raon-obrach 5.

Tha Fèisean nan Gàidheal air a bhith a' lìbhrigeadh Plana Co-ionnanachd, Iomadachd agus In-Ghabhail bho chionn beagan bhliadhnaichean agus tha ar Poileasaidh So-ruigsinneachd a' dearbhadh gu bheil sinn ag amas air suidheachadh far nach bi duine sam bith air an cumail a-mach às an obair againn.

Chan eil daoine òga fo chùram air an casg ann an dòigh sam bith bho bhith a' gabhail pàirt anns na Fèisean, no tachartasan Fèisean nan Gàidheal, ach cha bhi sinne a' cur phròiseactan air dòigh a dh'aona-ghnothach airson daoine òga san t-suidheachadh sin. Bidh sinn a' cumail taic ri Fèisean a tha a' ruith thachartasan còmhnaidheach agus gan comhairleachadh a thaobh pàrantachd corporra ma tha suidheachadh den t-seòrsa sin ag èirigh. Bidh sinn a' toirt tuilleadh taic-airgid dhaibh a leigeadh leotha daoine le sgilean freagarrach fhastadh a chumas taic ris an òigridh fhad 's a tha iad fo chùram na Fèise.

Obair Cothromach / Fair Work First

Tha e na dleastanas oirnn mar bhuidheann poblach a bhith leantainn stiùireadh Fair Work First aig Riaghaltas na h-Alba, is mar sin feumaidh sibh, ma tha sibh soirbheachail, a bhith:
- Pàigheadh Tuarastal Bìth-beòr fìor ri luchd-obrach (air ainmeachadh le Living Wage Scotland is air a chur an cèill aig https://scottishlivingwage.org/ agus air ùrachadh bho àm gu àm)
- A' toirt cothrom iomchaidh do luchd-obrach gus guth aca a thogail, m.e aithneachadh aonadh-ciùird

Feumaidh sibh fianais a thoirt seachad aig an ìre seo gu bheil sibh dèanamh seo agus gun cùm sibh oirbh leis a seo ma thèid tabhartas a thabhann dhuibh.

We are required as a public body to follow the Scottish Government's Fair Work First guidance, and as such you must, if you are successful in your application:
- Pay at least the real Living Wage (as determined by Living Wage Scotland and publicised at https://scottishlivingwage.org/ and updated from time-to-time)
- Provide appropriate channels for effective workers' voice, such as trade union recognition

You must provide evidence at this stage that you are doing this and confirm that you will continue to do so if awarded a grant.

*** Tha mi a' dearbhadh gu bheil am buidheann againn a' pàigheadh Tuarastal Bith-beò fìor ri luchd-obrach is cunnraidairean is toirt guth dhan luchd-obrach is gun tèid sin a dhèanamh airson na phròiseact seo. / I confirm that our organisation pays the real Living Wage to employees and contractors and provides a voice to staff and will do so for this project.**	Yes

Mar thoradh air poileasaidh Obair Cothromach aig Riaghaltas na h-Alba, tha e riatanach oirnn a bhith dearbhadh gu bheil sibh pàigheadh an Tuarastal Bìth-beò fìor agus gum bi sibh cumail oirbh leis a seo tro ùine an tabhartais.

Feumaidh sibh fianais a thoirt dhuinn gu bheil sibh pàigheadh Tuarastal Bìth-beò fìor, le bhith cur thugainn:

- Dearbhadh gu bheil sibh mar buidheann-fastaidh Tuarastal Bìth-beò fìor creideasaichte
- Teisteanas soidhnichte bho neach-cunntais a' dearbhadh gu bheil sibh air an Tuarastal Bìth-beò a phàigheadh
- Lethbhreac neo-ainmichte den ròla-phàighidh agaibh no pàighidhean do luchd-obrach/cunnraidairean/luchd-obrach neo-chenagailte gun deach an Tuarastal Bìth-beò fìor a phàigheadh

As a result of the Scottish Government's Fair Work First policy, we are required to ensure that you are currently paying the real Living Wage and will continue to do so throughout the grant period.

You must provide evidence to us that you are paying the real Living Wage, either by submitting:
- *Confirmation that you are an accredited Living Wage Employer*
- *A signed certificate from an accountant confirming that you have paid the real Living Wage over the last six months*
- *An anonymised copy of your payroll or payments to staff/contractors/freelancers confirming that the real Living Wage has been paid over the last six months*

Mar buidheann le luchd-obrach fastaichte, feumaidh sibh dearbhadh a thoirt dhuinn gu bheil sibh air cothroman a thoirt seachad don luchd-obrach airson guth aca a thogail san àite-obrach.

Feumaidh sibh aon pìos fianais a thoirt seachad a dhearbhadh gu bheil sibh air cothrom a thoirt don luchd-obrach fa-leth a ghuth aca a thogailLiquid error: undefined method `org_size' for #.

Tha fios air na tha ceadaichte mar fianais ri fhaighinn air an làrach-lìn againn an seo: https://www.gaidhlig.scot/gd/maoineachaidh/obair-cothromach/

As an organisation with employed staff, you must confirm that you will provide an effective workers' voice to staff.

You must provide one piece of evidence to show that this is provided to staff on an individualLiquid error: undefined method `org_size' for #.

Information on what evidence is permitted is available on our website: https://www.gaidhlig.scot/en/funding/fair-work-first/

Aithneachadh taic-airgid / Acknowledgement of funding:

Tha sinn ag aithneachadh taic Bhòrd na Gàidhlig le suaicheantas a' Bhùird ga chleachdadh ann an sanasachd sam bith a thèid a-mach, postairean, aig bonn puist-d, air an làrach-lìn, aithisgean bliadhnail is eile.

A bharrachd air sin tha sinn ag ainmeachadh Bòrd na Gàidhlig ann am brathan naidheachd mar bhuidheann a bhios gar maoineachadh agus a' cur beagan fiosrachadh ann an nòtaichean do luchd-deasachaidh mu bhuidhinn. Bidh cothrom aig Bòrd na Gàidhlig aithrisean a dhèanamh ann an naidheachdan a thathar a sgaoileadh airson tachartasan is pròiseactan a tha air am maoineachadh le Bòrd na Gàidhlig.

Bidh sinn cuideachd ag aithneachadh taic a' Bhùird ann an agallamhan sam bith a nì sinn air Radio nan Gàidheal, BBC Alba agus ann am pàipearan naidheachd, irisean agus anns na meadhanan sòisealta, nuair a bhios cothrom ann sin a dhèanamh.

Fiosrachadh sam bith eile? / Any other information?

Tha sinn mothachail air co-dhiù dà theachdaireachd a thàinig air adhart bhon Bhuidheann-obrach Gheàrr-bheatha aig Riaghaltas na h-Alba a rinn aithisg mu chothroman eaconamach is an eaconamaidh a neartachadh tro bharrachd ghnìomhan co-cheangailte ris a' Ghàidhlig: "Bidh feum air tuilleadh maoineachaidh gus barrachd obrach a bhrosnachadh ach thig toraidhean sòisealta, eaconamach is maith às an ionmhas a thèid a chosg" agus "Feumaidh Planaichean Gàidhlig nas àrd-amasaiche a bhith ann, a tha ag amas air eadar-dhealachadh susbainteach a dhèanamh don Ghàidhlig is tha feum air dòigh nas fheàrr a bhith cinnteach gun tèid an lìbhrigeadh."

Tha sinn mothachail air earrann 2.6 a tha a' mìneachadh nach deach àrdachadh susbainteach a thoirt do Bhòrd na Gàidhlig fad iomadh bliadhna agus earrann 3.5 a tha a' mìneachadh nam buannachdan eaconamach a tha an cois ealain na Gàidhlig.

Tha sinn cuideachd mothachail air cuid de na molaidhean, nam measg:

(3.4.11) Gun tèid curraicealam Gàidhlig a leasachadh nach eil dìreach na eadar-theangachadh den churraicealam Bheurla. An lùib seo bidh leantainneachd ann an togail cànain, ionnsachadh mu eachdraidh na h-Alba, beartas cultar na Gàidhlig is dòighean-smaoineachaidh sònraichte ceangailte ris a' Ghàidhlig, mar an dàimh is dleastanas a thaobh na h-àrainneachd a tha an lùib *dùthchas*.

(3.5.1) … bu chòir gun tèid Ro-innleachd Ealain Ghàidhlig nàiseanta ullachadh a tha a' mìneachadh dhòighean son a bhith a' toirt taic is a' cur ris na cothroman eaconamach a th' ann dhaibhsan a tha ag obair anns na gnìomhachasan ealain is sgrìn far an i Gàidhlig am meadhan lìbhrigidh no far a bheil i ceangailte ris an obair a thathar a' dèanamh san t-seòrsa ealain aca.

Tha sinn an dòchas gum bi Bòrd na Gàidhlig a' cur na h-aithisg sin gu feum ann a bhith a' tagradh airson tuilleadh taic-airgid. Tha sinn an dòchas, cuideachd, gun tèid aithne a thoirt don obair againne a' neartachadh foghlam chloinne eadar sgoil agus coimhearsnachd agus gun dèan Bòrd na Gàidhlig an dìcheall obair Fhèisean nan Gàidheal a dhìon tro shiostam nam Planaichean Gàidhlig aig buidhnean poblach agus ùghdarrasan ionadail.

Bhitheadh ìmpidh air Alba Chruthachail gluasad air ro-innleachd ealain Ghàidhlig a chruthachadh gu math cuideachail dhuinne, mas eisimpleir, agus dearbhadh bho chuid de dh'ùghdarrasan ionadail gun leanadh taic shusbainteach airson obair nam Fèisean sna sgìrean aca.

Dearbhadh / Confirmation

Tha mi a' dearbhadh gu bheil mi air stiùireadh na maoine a leughadh agus gu bheil am fiosrachadh a thug mi seachad san fhoirm seo ceart cho fhad 's as aithne dhomh agus gu bheil cead agam às leth na buidhne agam an t-iarrtas seo a chur a-steach.

Tha mi a' tuigsinn gun cleachd Bòrd na Gàidhlig am fiosrachadh san fhoirm seo a rèir na h-Aithris Prìobhaideachd aige, agus gum faodadh seo a bhith a' gabhail a-steach fiosrachadh pearsanta (mar a tha air a mhìneachadh fo Achd Dìon Dàta 2018 agus fon Riaghailt Choitcheann airson Dìon Dàta (GDPR)), gus dèiligeadh ris an iarrtas seo airson tabhartas. Ma shoirbhicheas leis an iarrtas agaibh, dh'fhaodte cuideachd gun tèid am fiosrachadh a chleachdadh ann a bhith a' dèanamh cinnteach gun tèid teirmichean agus cumhachan a' chùmhnaint maoineachaidh a choileanadh agus gun tèid cumail ri dleastanasan laghail.

Tha mi a' tuigsinn gum feum Bòrd na Gàidhlig cumail ri Achd Saorsa an Fhiosrachaidh (Alba) 2002, agus mar sin dh'fhaodadh gum feum sibh fiosrachadh a tha co-cheangailte ris an iarrtas seo fhoillseachadh gu poblach mura h-eil bacadh sònraichte air.

Tha mi a' tuigsinn ma thèid aontachadh taic-airgid a thoirt dhan phròiseact gum faod Bòrd na Gàidhlig fios mun phròiseact a shealltainn an cois fiosrachaidh a thèid fhoillseachadh mu thabhartasan a thugadh seachad, a' gabhail a-steach ainm na buidhne agus an t-sùim a fhuair iad.

I confirm that I have read the fund guidelines and that the information provided on this form is correct to the best of my knowledge and that I am authorised on behalf of my organisation to make this application.

I understand that Bòrd na Gàidhlig will use information provided on this form in line with its privacy notice, which may include personal data (as defined by the Data Protection Act 2018 and the General Data Protection Regulation (GDPR)), for the purposes of processing this application for assistance. Where the application is successful, information may also be used to manage the funding contract terms and conditions as well as comply with legal obligations.

I understand that Bòrd na Gàidhlig is subject to the Freedom of Information (Scotland) Act 2002, and therefore may be required to make information relating to this application publicly available unless it is subject to an exemption.

I understand that if funding is agreed for this project that Bòrd na Gàidhlig may include this project in information published about grants awarded, including the organisation's name and the amount awarded.

***Tha mi a' dearbhadh gu bheil mi a' gabhail ri cumhaichean na maoine gu h-àrd / I confirm that I agree to terms of the fund as outlined above.**	Yes

Faidhlichean / Documents

FAIDHLICHEAN AN IARRTAS / APPLICATION DOCUMENTS

FnG-Pro-forma Buidseat 2024-29.xlsx
Pro-forma
Added by Art MacCarmaig at 8:08 PM on 28 September 2023

FnG-BuidseatSlàn202328.xlsx
Buidseat / Budget
Added by Art MacCarmaig at 8:08 PM on 28 September 2023

FAIDHLICHEAN NA BUIDHNE / ORGANISATION DOCUMENTS

FnG-EDIPlan202324.pdf
Poileasaidh Co-ionannachd Chothroman / Equal Opportunities Policy
Added by Art MacCarmaig at 8:30 PM on 28 September 2023

FnG-Aithris-Co-ionannachd.pdf
Poileasaidh Co-ionannachd Chothroman / Equal Opportunities Policy
Added by Art MacCarmaig at 8:26 PM on 28 September 2023

FnG-Poileasaidh-Àite-Dìonta.pdf
Poileasaidh Dìon Chloinne no Barantachaidh / Child Protection or Safeguarding Policy
Added by Art MacCarmaig at 8:23 PM on 28 September 2023

FnG-TuarastalBithBeò-Dearbhadh.pdf
Fair Work First - Real Living Wage evidence
Added by Art MacCarmaig at 8:21 PM on 28 September 2023

FnG-DraftProgrammePlan202328.pdf
Plana Gnìomhachais / Business Plan
Added by Art MacCarmaig at 7:40 PM on 28 September 2023

FnG-Aithisg Bhliadhnail-2023.pdf
An Aithisg Bhliadhnail mu dheireadh / Latest Annual Report
Current version added by Art MacCarmaig at 6:58 PM on 28 September 2023

FnG-Westbrook Report.pdf
Faidhle Eile / Other Document
Added by Art MacCarmaig at 6:57 PM on 28 September 2023

FnG-BnG-ObairChothromach-NeachObrach.pdf
Fair Work First - Worker Voice evidence - Individual
Added by Art MacCarmaig at 11:36 AM on 27 September 2023

FnG-BnG-ObairChothromach-Mainaidsear.pdf
Fair Work First - Worker Voice evidence - Individual
Added by Art MacCarmaig at 11:36 AM on 27 September 2023

FnG-Sgioba-Clàr-240823.pdf
Fair Work First - Worker Voice evidence - Collective
Added by Art MacCarmaig at 10:28 AM on 27 September 2023

FnG-Sgioba-Clàr-150323.pdf
Fair Work First - Worker Voice evidence - Collective
Added by Art MacCarmaig at 10:28 AM on 27 September 2023

FnG-Sgioba-Clàr-081122.pdf
Fair Work First - Worker Voice evidence - Collective
Added by Art MacCarmaig at 10:28 AM on 27 September 2023

FnG-ObairChothromach-Ceisteachan.pdf
Fair Work First - Worker Voice evidence - Individual
Added by Art MacCarmaig at 10:28 AM on 27 September 2023

FnG-LivingWage-Agreement.pdf
Fair Work First - Real Living Wage evidence
Added by Art MacCarmaig at 10:27 AM on 27 September 2023

FnG-Àrachas.pdf
Poileasaidh Àrachas / Insurance Policy
Added by Art MacCarmaig at 10:12 AM on 27 September 2023

FnG-Cunntasan-310323.pdf
Na Cunntasan Bliadhnail mu dheireadh / Most recent Annual Accounts
Current version added by Art MacCarmaig at 10:09 AM on 27 September 2023

FnG-Poileasaidh-Arainneachd.pdf
Poileasaidh no Aithris Àrainneachd / Environmental Policy or Statement
Current version added by Art MacCarmaig at 10:08 AM on 27 September 2023

FnG-Poileasaidh-DaoinefoDhìonSònraichte.pdf
Poileasaidh Dìon Chloinne no Barantachaidh / Child Protection or Safeguarding Policy
Current version added by Art MacCarmaig at 10:08 AM on 27 September 2023

FnG-Poileasaidh-Gaidhlig.pdf
Poileasaidh Gàidhlig / Gaelic Policy
Current version added by Art MacCarmaig at 10:08 AM on 27 September 2023

FnG-Poileasaidh-So-ruigsinneachd.pdf

Poileasaidh Co-ionannachd Chothroman / Equal Opportunities Policy

Current version added by Art MacCarmaig at 10:07 AM on 27 September 2023

FnG-Bòrd-2023.pdf

Liosta le Buill a' Bhùird no na Comataidh / List of Board or Committee Members

Current version added by Art MacCarmaig at 10:06 AM on 27 September 2023

FnG-MemoArticles.pdf

Bonn-stèidh no Meòrachan / Constitution or Memorandum and Articles of Association

Added by Steven Kellow at 3:50 PM on 3 October 2022

1 Overview of Fèisean nan Gàidheal's work

Fèisean nan Gàidheal's primary focus is supporting the network of 47 Fèisean across Scotland, 19 of which are in Highland, to enable young people to engage with Gaelic language and culture, provide employment opportunities for artists and to reduce the burden on the hundreds of volunteers involved. Wider work in which we engage, whether that be residential events, Cèilidh Trails, Blas, international exchanges or Fèisgoil activities, supports young people to strengthen their Gaelic or music skills and provides artists with work in addition to that available tutoring at Fèisean.

We would like to spend 15 minutes telling you about the breadth of our work and the benefits it generates for Highland communities. There is an overview in our response to The Highland Council's draft Gaelic Language Plan here and a PDF available here of a presentation to Sabhal Mòr Ostaig's recent education conference with links to examples of our work, which may also be useful.

2 Support for Highland Fèisean

The Highland Council has supported the 19 Highland Fèisean consistently over a long number of years by contributing to our Grants Scheme for Fèisean. Added to the council's contribution are funds from Creative Scotland, the William Grant Foundation and other local authorities. The Fèisean are guaranteed a portion of their costs through this scheme, for which they apply annually. Some of the council's funding was also used to employ one of two Fèis Development Officers tasked with working to assist Highland Fèisean.

There are many advantages to the council from this arrangement. Fèisean nan Gàidheal does all the administration in supporting 19 separate organisations across the Highland administrative area. The council gets due credit for its contribution in all published materials, social media and e-mail footers. We are able, through conditions of grant, to ensure delivery of key policies such as those relating to Gaelic language use, safeguarding and carbon reduction and ensure implementation of Fair Work. Our Fèis development team assists volunteers in many practical ways and offer a range of services including fund-raising for local Fèisean from other sources.

The Highland Council's contribution to our grants scheme has not increased for many years. We have been on standstill funding from Creative Scotland for 7 years. We no longer have regular funds from HIE and have had only modest increases from Bòrd na Gàidhlig over that period.

In common with all organisations, our costs have increased as have those of the Fèisean. To cope with staff salary increases last year, we left one Development Officer post vacant when the incumbent left. This has added pressure to the rest of the team which continues to deliver a wide programme.

We have had one-off funding this year from the William Grant Foundation to fill the gap left by the cessation of regular HIE funds. Although we have applied to Bòrd na Gàidhlig for additional support, we will not know the outcome until early next year. We have also applied for increased funding from Creative Scotland but, if successful, that will not be available until 2025 onwards.

To enable the Fèisean to pay tutors in line with Fair Work guidelines and cope with additional costs, such as venue hire, would require an additional £130k in the overall budget available for Fèis grants which is currently at £210k and has been for around 7 years. We would like to explore whether there would be the possibility of support from The Highland Council to protect the network of community Fèisean until we have some certainty about future funding.

3 Blas in the future

The Blas Festival is a Highland Council initiative. It was established by the council and Fèisean nan Gàidheal was invited, following consultation with local promoters at the time, to run the festival on the council's behalf on a contractual basis.

Over the years, Blas has been responsible for high-quality events in scores of Highland communities as well as a wide range of work in schools and has produced cultural, linguistic, educational and economic benefits consistently for the region. There is no other festival which uses the Gaelic language so extensively. With the need to reduce carbon, having a small number of people moving around the Highlands to provide entertainment in rural communities is much more sustainable than hundreds of people travelling long distances to centres of population to access such events. Therefore, the model has the potential to contribute toward carbon reduction.

Although we tried various models over the years, including a joint Board of Blas Festival Ltd and a steering group, the relationship with The Highland Council has become akin to a grant-giving/grant-recipient arrangement rather than contractor/deliverer. The latter would imply some negotiation and discussion around whether the festival can be delivered for the money available through the contract.

Fèisean nan Gàidheal has consistently offered added value to The Highland Council's contribution by attracting significant funding from other sources. Over the years this has included support from HIE, Colmcille, HES, sponsors such as MacLean Electrical, Clydesdale Bank and Saffery Champness and funding from other local authorities in areas where Blas has promoted a small number of events. Blas has often attracted funding from EventScotland giving The Highland Council a meaningful presence in various themed years. This is in addition to annual contributions from funding Fèisean nan Gàidheal receives through its agreements with Creative Scotland and Bòrd na Gàidhlig.

Fèisean have of course benefitted greatly from Blas, with young people involved in performances and local Fèis committees who promote events gaining modest income from their share of ticket sales.

The festival is normally run in September, but increased costs of accommodation in the Highlands at that time of year and charges for venues, including those owned by The Highland Council, have necessitated a reduction in the number of events we are able to organise as part of Blas. We have to book smaller ensembles – duos and trios rather than larger bands – to contain costs. We have run the festival in November a couple of times. Although the cost of accommodation is marginally lower at that time of year, we were forced to cancel at least two events when there was a power outage due to adverse weather.

Consistently run within budget over 18 years, Blas sustained a small loss in 2022 which Fèisean nan Gàidheal has to make good. There is nothing in our contract, which has not been renewed since 2016, which provides for compensation for any losses incurred. The risk is all ours.

The current model is not sustainable and will lead to the diminution of Blas, already in danger of becoming a handful of events rather than a pan-Highland festival. The current situation of having to wait until the council agrees its budget annually before having confirmation of availability and level of funds for Blas impacts on our ability to programme the festival.

It would seem, from comments at the Gaelic committee in March 2022, that councillors remain supportive of Blas. That being the case, we would like to explore how appropriate funding for the scale of event envisaged and a longer-term commitment to the festival may be secured. We would also like clarification around the relationship with, and level of support from, the council if we are to have a partnership/contractual arrangement rather than a grant-giving arrangement.

4 Opportunities for Highland pupils through Fèisgoil

Since its inception, Fèisean nan Gàidheal's Fèisgoil service has been extremely successful in delivering traditional music, Gaelic language and drama sessions in schools as well as Gaelic enrichment opportunities for young people and Gaelic awareness training for local authorities and public bodies.

The most significant regular interaction with The Highland Council is the delivery of traditional music lessons in all Highland primaries, which we have been delivering since the inception of the Youth Music Initiative (YMI). This has offered a cost-effective way of ensuring all Highland pupils involved in YMI engage with Highland culture. All pupils learn Gaelic songs and delivery of YMI sessions is in Gaelic within Gaelic medium settings. Our YMI agreement is now with High Life Highland.

Through our drama provision, Highland schools experience Gaelic medium work including an annual panto, plays for Gaelic learners and work with early years groups, very often at no cost to the council.

We feel these is room for much more collaboration in Gaelic learning and Gaelic cultural experiences which would benefit Highland pupils. We have an existing relationship with all Highland primary schools and many secondary schools. We have built up expertise in tailoring work to individual schools and we have an excellent relationship with hundreds of artists who work with us as tutors, many of whom have become superb at working in school settings, a different experience to community Fèisean.

Videos are available here on our *Treòir | Voar | Virr* programme and here on our *Blasad Gàidhlig* initiative, which utilises fluent speakers to teach Gaelic to learners. Language enriching *Café Bheairteis* podcasts are available here as well as videos of *Beairteas* sessions run with e-Sgoil here.

Further collaboration could deliver some of the education outcomes in The Highland Council's Gaelic Language Plan and we would like to explore whether or not this would be of interest.

5 How we can help deliver the Council's Gaelic Language Plan

We made clear our disappointment at there being no mention of Fèisean nan Gàidheal or Blas in The Highland Council's latest Gaelic Language Plan. There are a number of priorities we have the potential to, or already, contribute towards:

- Strategic Priority 1.1: Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate.
- Strategic Priority 2.1: Gaelic Media and Arts output – create opportunities for expression, skills, access, participation and creativity.
- Strategic Priority 3.1: Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.
- Strategic Priority 4.1: Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language, with 70% of primary schools providing Gaelic as an L2 and L3 to increase the provision of Gaelic across the authority.

6 A O C B

We are conscious that we have set the agenda for this joint meeting and there may be other topics The Highland Council would wish to cover. Hopefully, we will have time for that.

Arthur Cormack
Chief Executive, Fèisean nan Gàidheal
November 2023

Fèisean nan Gàidheal

Obair Chothromach an Toiseach agus Tuarastail 2023

Àireamh air a' Chlàr Chùisean: 4.2023.04(b)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mu na dòghean sa bheil sinn a' cur iomairt Obair Chothromach an Toiseach aig Riaghaltas na h-Alba an gnìomh agus mun àrdachadh pàighidh do luchd-obrach ann an 2023-24.

Bun Fhiosrachadh

Bidh fios aig buill a' Bhùird gu bheil dleastanas oirnn tro chùmhnantan le Alba Chruthachail agus Bòrd na Gàidhlig a chumail ri riaghailtean agus modhan-obrach Obair Chothromach an Toiseach.

Aig a' choinneimh mu dheireadh aca, ghabh buill a' Bhùird ris a' bheachd gun robh sinn a' coileanadh a' mhòr-chuid de na prionnsabalan gu math ach gun robh barrachd obrach ri dhèanamh a thaobh guth èfeachdach a thoirt do luchd-obrach.

Guth Èifeachdach

Gu ruige seo, cha deach iarraidh air Fèisean nan Gàidheal aonadh sam bith aithneachadh. Mar bhuidheann bheag le nas lugha na 21 neach-obrach, chan eil e deatamach riochdaire a bhith ann bhon sgioba obrach. Ge-tà, bhon a thàinig Obair Chothromach an Toiseach gu bith, chaidh brosnachadh a thoirt don sgioba smaoineachadh mu dheidhinn riochdaire a thaghadh a bhios deònach cùis sam bith co-cheangailte ri tuarastail agus cumhaichean obrach a thogail le stiùirichean às an leth. Bidh Obair Chothromach an Toiseach a' nochdadh air clàr coinneamhan luchd-obrach gu cunbhalach agus tha guth aig luchd-obrach tro shiostam measaidh na buidhne cuideachd.

Ann an ceum gu ruige beachdan an luchd-obrach a thomhas, chaidh ceisteachan a sgaoileadh bho chionn ghoirid agus chaidh còmhradh a chumail mu na toraidhean aig a' choinneimh mu dheireadh den sgioba. Tha na toraidhean ri fhaicinn ann am pàipear-taic 4.2023.04(b)-1.

Sa chumantas, tha luchd-obrach an ìre mhath riaraichte le tuarastail agus cumhaichean obrach. Airson freagairt air a' bheagan mhì-riarachais a nochd, tha sinn a' dol a dhèananh rannsachadh air ìrean pàighidh ann am buidhnean eile agus measadh a dhèanamh air na h-àrdaichean nach d' fhuair luchd-obrach thar nam bliadhnaichean airson an tuarastail a chumail faisg air ìre na h-atmhorachd.

Tillidh mi le pàipear eile aig an ath choinneimh den Bhòrd-stiùiridh.

Tuarastail Luch-obrach 2023-24

Chan àbhaist dhomh a bhith a' cur fiosrachadh mionaideach air beulaibh nam ball co-cheangailte ri àrdachaidhean pàighidh do luchd-obrach oir, fad iomadh bliadhna, tha e air a bhith na chleachdadh aig Fèisean nan Gàidheal a chumail ris na h-ìrean aontaichte le Unison do luchd-obrach nan ùghdarrasan ionadail gach bliadhna.

Ge-tà, tha na suimeannan a bha gan sireadh an-uiridh, agus am-bliadhna, na b' àirde na tha àbhaisteach. Tha e cudromach gum bi tuarastail luchd-obrach gan cumail cho faisg air ìre na h-atmhorachd 's a tha comasach gus am bi cothrom aca dèiligeadh ri cosgaisean àrda bith-beò. Tha e a cheart cho cudromach gu bheil buill a' Bhùird mothachail air a' chosgais a bharrachd a bhios a dhìth airson seo a choileanadh.

A rèir an fiosrachaidh a thàinig am follais bho chionn ghoirid, tha buill Unison air gabhail ris an tairgse pàighidh mu dheireadh. Tha seo a' ciallachadh, don luchd-obrach againne, àrdachadh de cho-dhiù £1,929 dhaibhsan ann an dreuchd làn ùine le suim pro rata dhaibhsan a tha ag obair pàirt ùine.

Leis gu bheil sinn 9 mìosan a-steach don bhliadhna ionmhais, gun dearbhadh buileach fhathast bho Unison no COSLA, bidh an t-àrdachadh seo ga chur an sàs san Dùbhlachd, a' dol air ais gu 1 Giblean. 'S dòcha gum bi atharraichean beaga a bharrachd ri dhèanamh aon uair 's gun tèid an aonta fhoillseachadh.

Bha dùil ri àrdachadh nas lugha nuair a chaidh ar buidseatan ullachadh na bu thràithe sa bhiadhna ach tha an aonta seo a' dol a chosg mu £17,000 a bharrachd. Ged nach eil san t-suim sin ach mu 1.2% den teachd a-steach aig Fèisean nan Gàidheal, nì sin ar dìcheall sàbhalaidhean a dhèanamh san ràith mu dheireadh den bhliadhna

airson seo a ghiùlain. 'S dòcha, ge-tà, gum bidh feum air cuid den airgead taisgte againn a chleachadh mas e is nach tèid leinn sàbhalaidhean mòr gu leòr a ruighinn.

Tha na suimeannan taisgte againn meadhanach fallain agus chan eil mi an dùil gun toir seo droch bhuaidh air ionmhas Fèisean nan Gàidheal san fharsaingeachd.

Gnìomh a dhìth

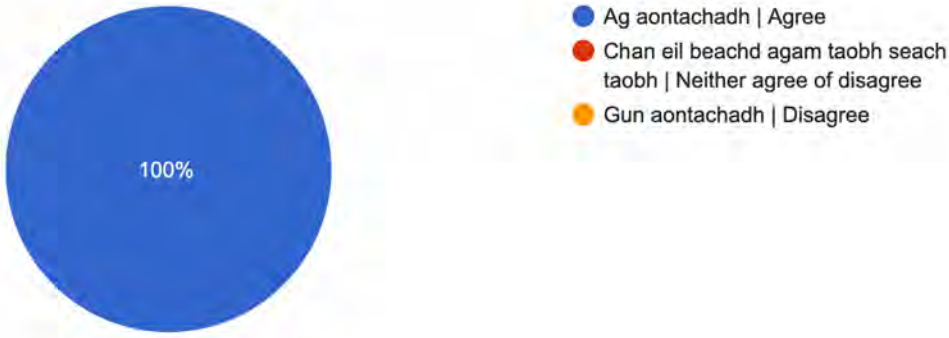
Thathar ag iarraidh air buill a' Bhùird:

1. Còmhradh a chumail mu phuing buntainneach sam bith
2. Fa-near a thoirt do thoraidhean cheisteachan an luchd-obrach agus
3. Fa-near a thoirt don chosgais a bharrachd a bhios ann àrdachadh tuarastail 2023-24 a laimhseachadh.

Art MacCarmaig
Ceannard
An Dùbhlachd 2023

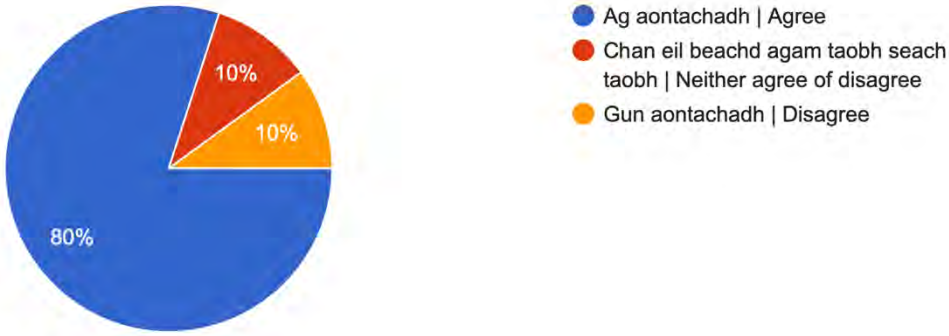
Tha Fèisean nan Gàidheal a' cur luach air m' obair Fèisean nan Gàidheal values my work

10 responses



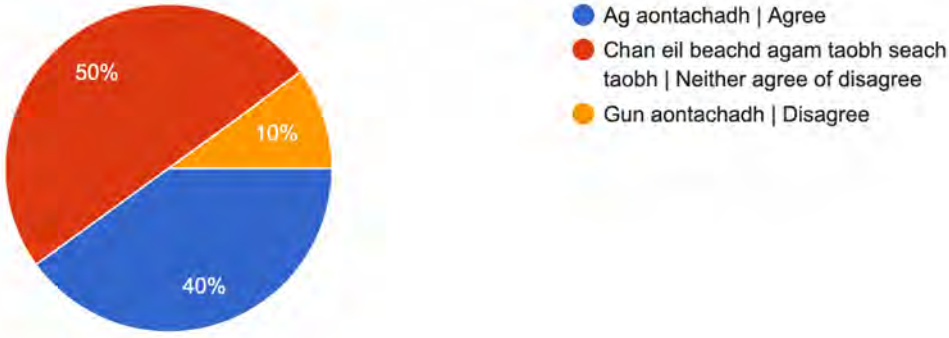
Tha mo thuarastal cothromach airson na th' agam ri choileanadh My pay is fair for what I am required to deliver

10 responses



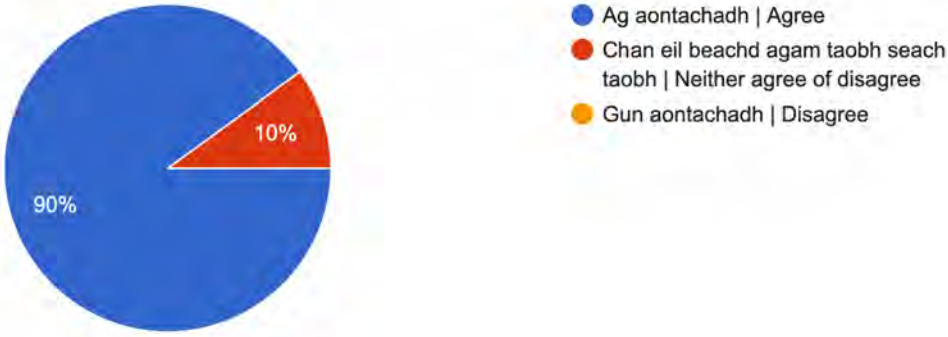
Tha mo thuarastal an ìre mhath co-ionnan ri càch an sàs san aon sheòrsa obrach My pay is more or less in line with others doing similar work

10 responses



Tha Fèisean nan Gàidheal a' dèiligeadh gu cothormach ri àrdachaidhean tuartstail bliadhnail Fèisean nan Gàidheal deals fairly with annual pay increases

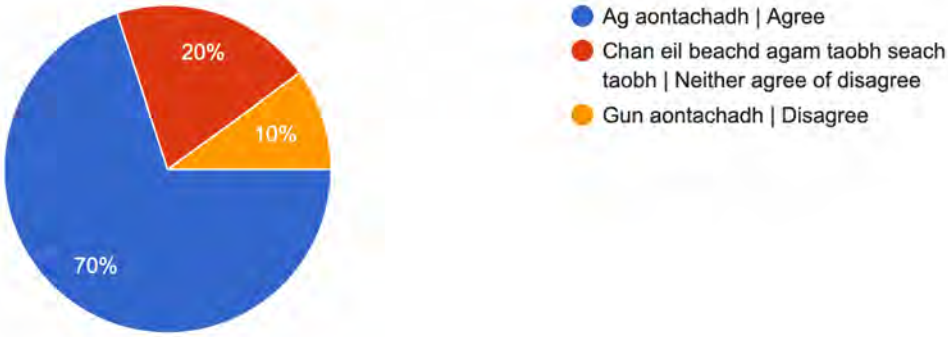
10 responses



Guth èifeachdach | Effectve voice

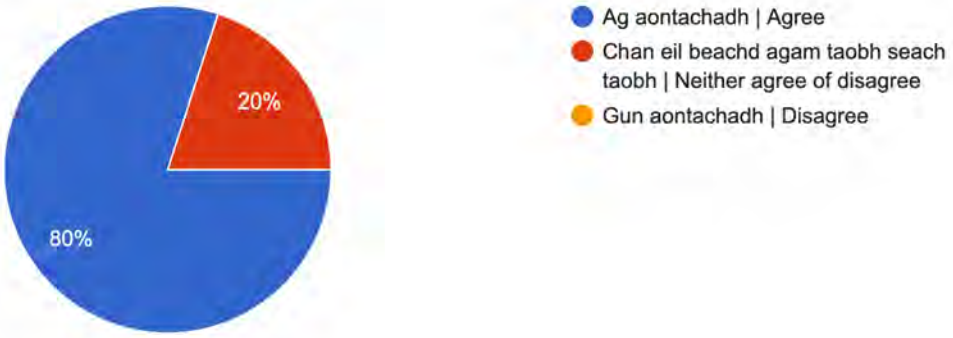
Tha mi a' faireachdainn cofhurtail puingean mu phàigheadh a thogail I feel comfortable raising issues about pay

10 responses



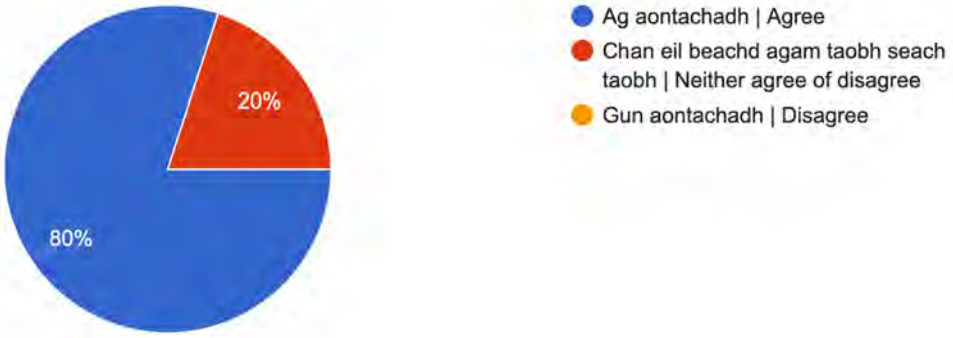
Tha am pròiseas measaidh a' toirt cothrom dhomh puingean a thogail mu pàigheadh is chumhaidhean. The appraisal process offers me an ...rtunity to raise issues about pay and conditions

10 responses



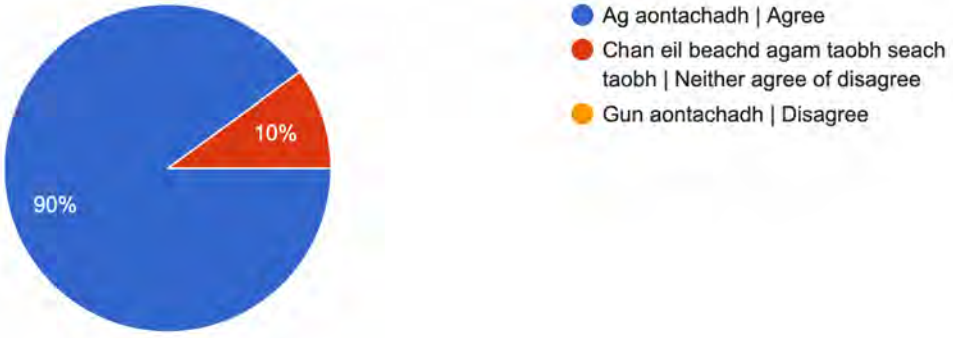
Tha mi a' faighinn èisteachd agus tha puingean aontaichte gan cur an gnìomh le stiùirichean My voice is heard and points raised and agreed are actioned by managers

10 responses



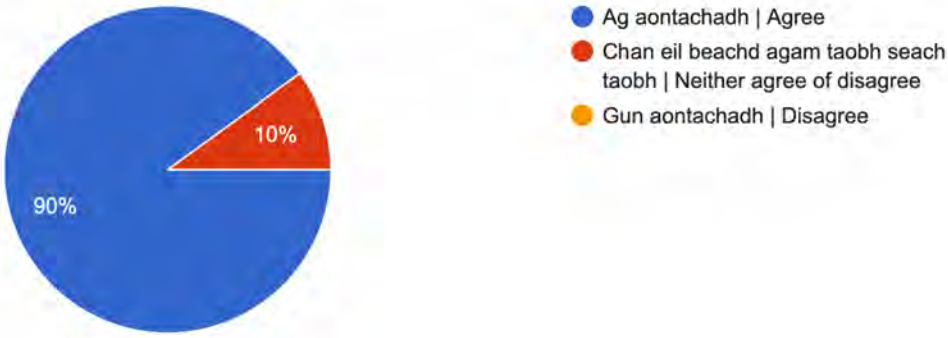
Tha conaltradh san sgioba obrach aig ìre fhreagarrach Communication within the team is at a suitable level

10 responses



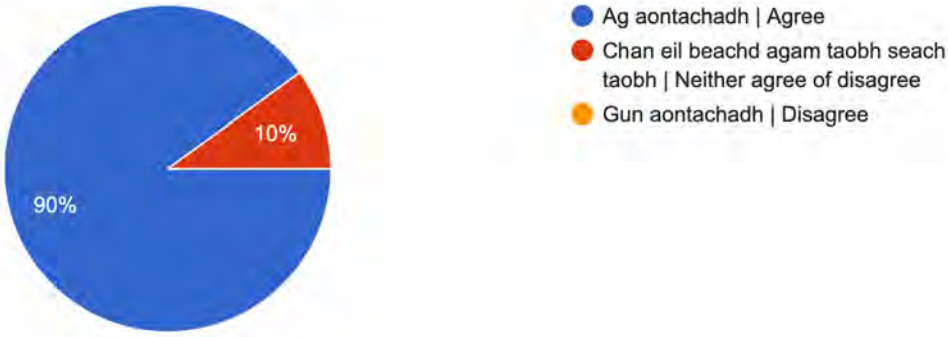
Tha cothrom agam mo bheachdan a chur an cèill mu obair a choileanadh agus planaichean I have the opportunity to put forward views on delivering work and plans

10 responses



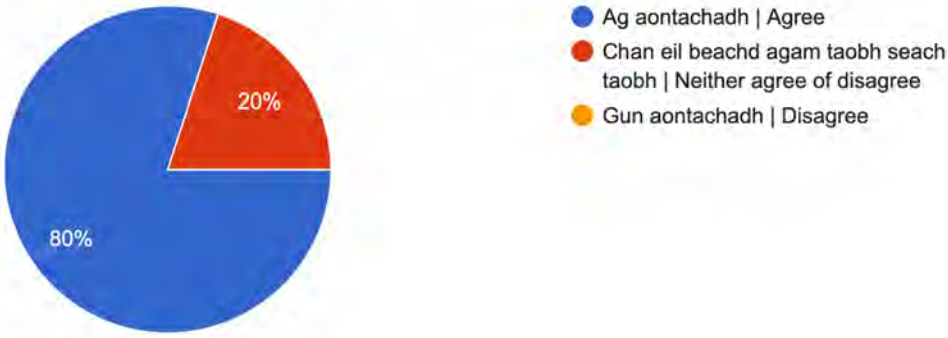
Tha cothroman ann coinneachadh mar sgioba There are opportunities to meet as a team

10 responses



Tha luchd-obrach air am brosnachadh bruidhinn mu thuarastail is cumhaichean cosnaidh Staff are encouraged to talk about pay and work conditions

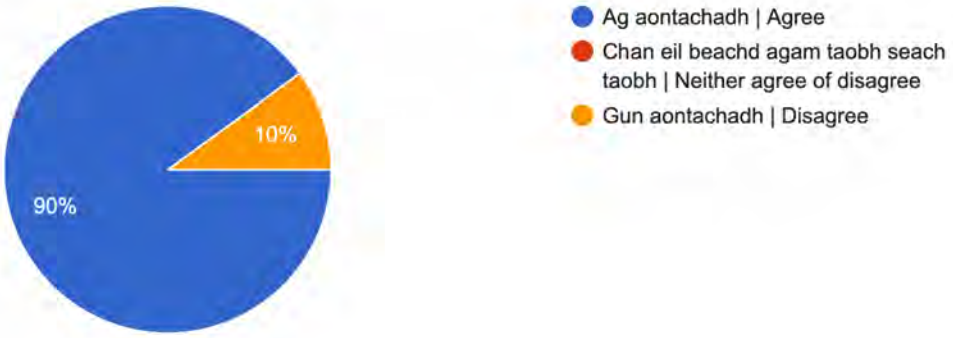
10 responses



Cothroman | Opportunities

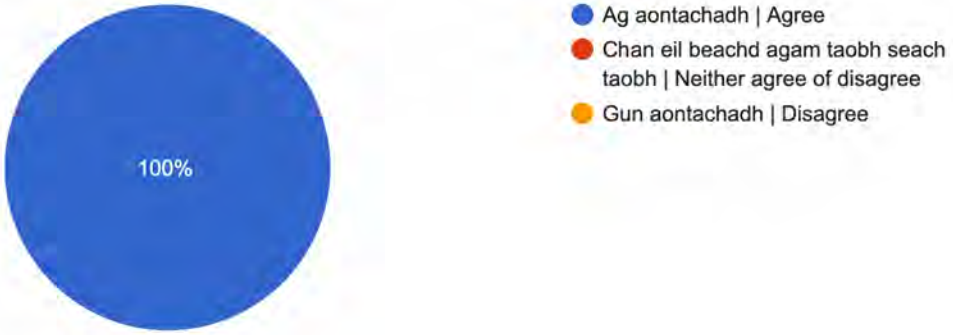
Chaidh m' fhastadh an dèidh sanasachd fhosgailte airson na dreuchd sa bheil mi I was employed following open advertisement of the post I now occupy

10 responses



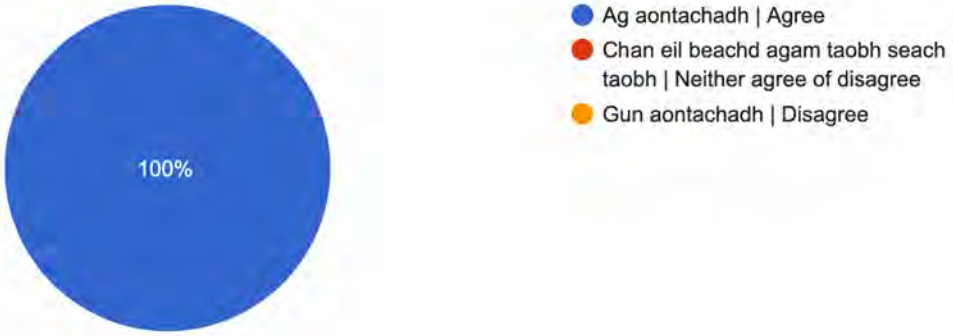
Bha an agallamh a fhuair mi mus deach m' fhastadh cothromach agus fosgailte The interview I was given in advance of being employed was fair and open

10 responses



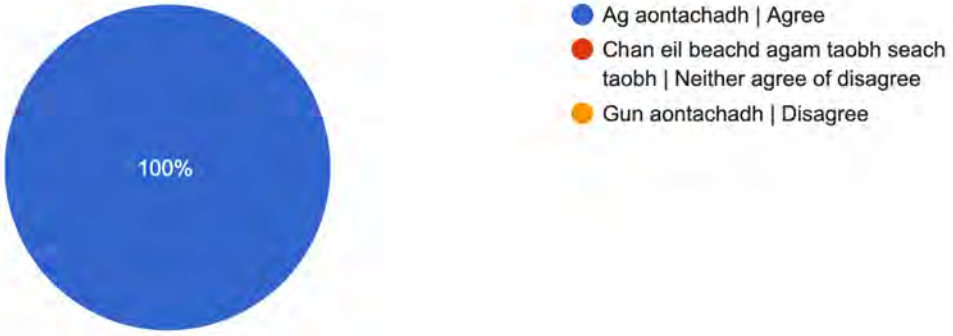
Tha cothroman agam trèanadh a ghabhail os làimh nam obair I have opportunities to undertake training in my work

10 responses



Tha daoine eile san sgioba a' toirt taic dhomh nuair a thèid sin iarraidh Others in the team help me when asked

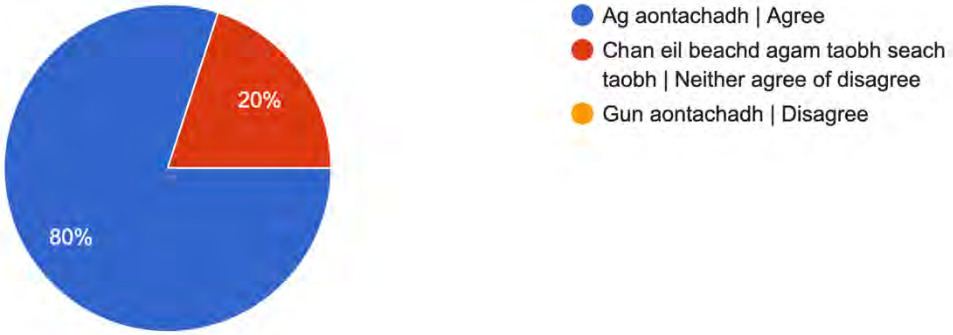
10 responses



Tèarainteachd | Security

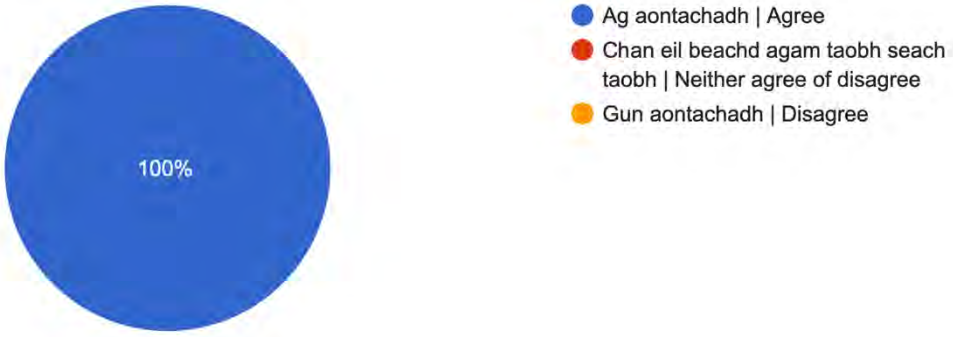
Tha mi a' faireachdainn gu bheil tèarainteachd nam dhreuchd I feel my job is secure

10 responses



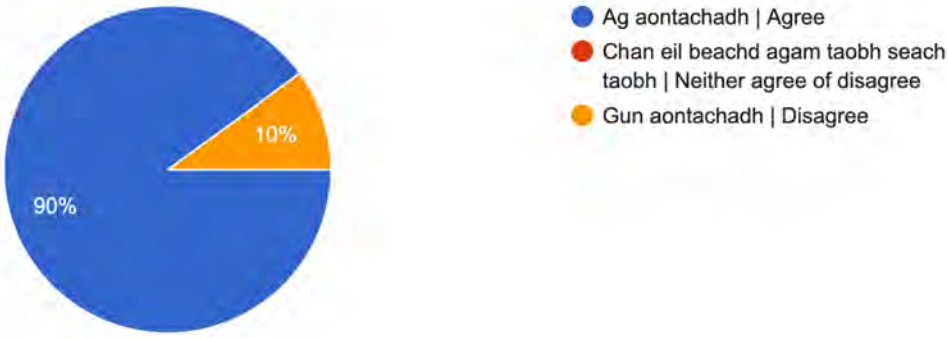
Tha sùbailteachd agam nam obair I have flexibility in my work

10 responses



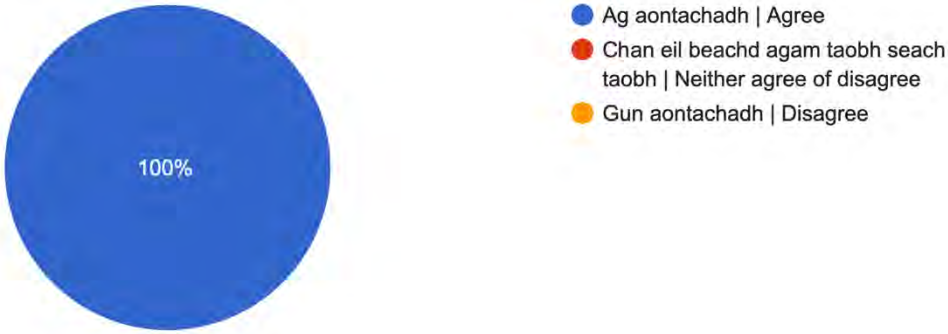
Tha mi a' faotainn ùine dheth nuair a bhios mi ag obair thairis air uairean àbhasiteach I get time off if I have worked more than normal hours

10 responses



Tha na saor-làithean a bhios mi a' faighinn cothromach The holidays I get are fair

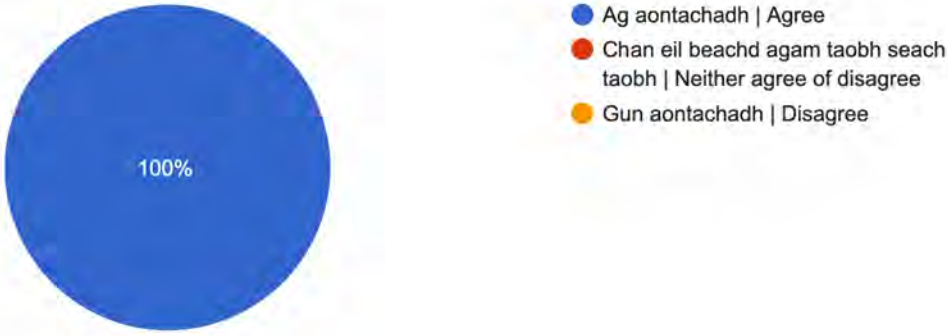
10 responses



Riarachas | Fulfilment

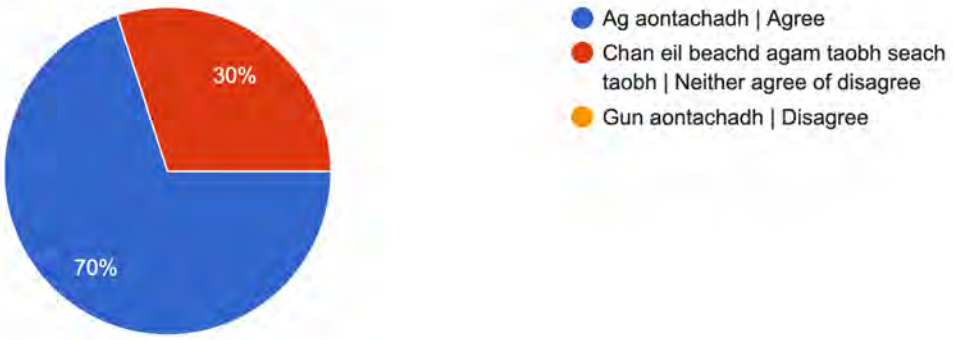
Tha dealbh-obrach agam a' mìneachadh na bu chòir dhomh a bhith coileanadh nam obair I have a job description which explains what I should be delivering in my work

10 responses



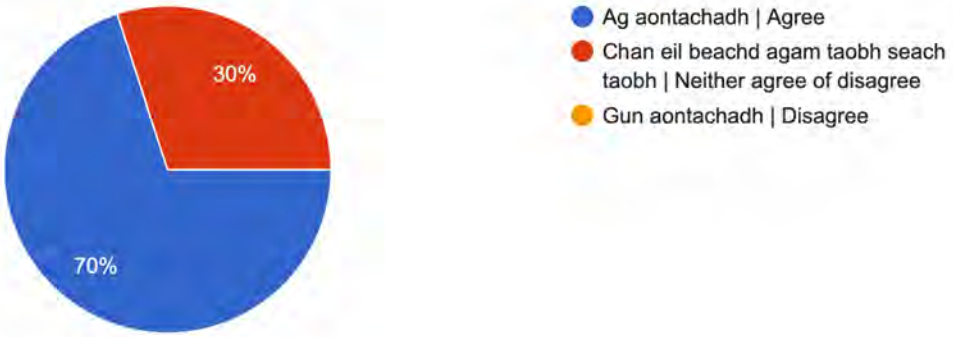
Nuair a thòisich mi nam dhreuchd fhuair mi inntrigeadh ann an obair na buidhne When I took up my post I was given an induction on the work of the organisation

10 responses



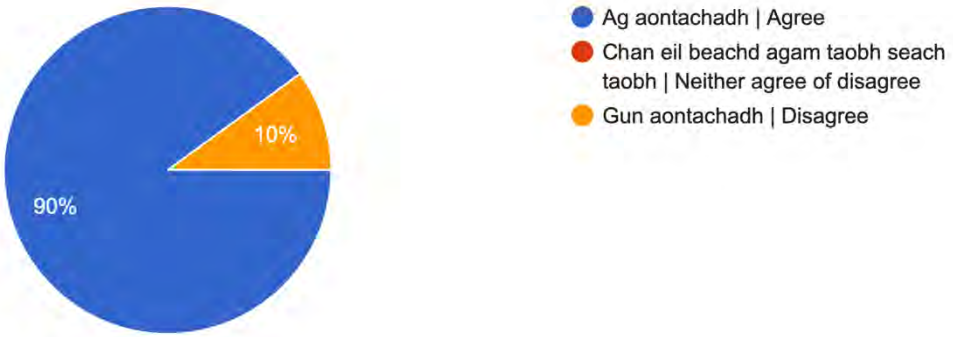
Tha mi a' faotainn ais-mholaidhean tro mheasadh agus puingean coileanaidh freagarrach I receive feedback through the appraisal system and appropriate targets to achieve

10 responses



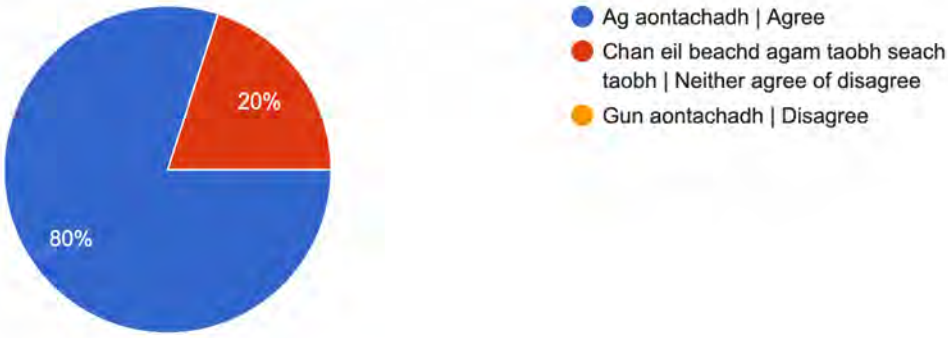
Tha mi a' faotainn tlachd bho m' obair anns a' mhòr-chuid de shuidheachaidhean I enjoy most aspects of my work

10 responses



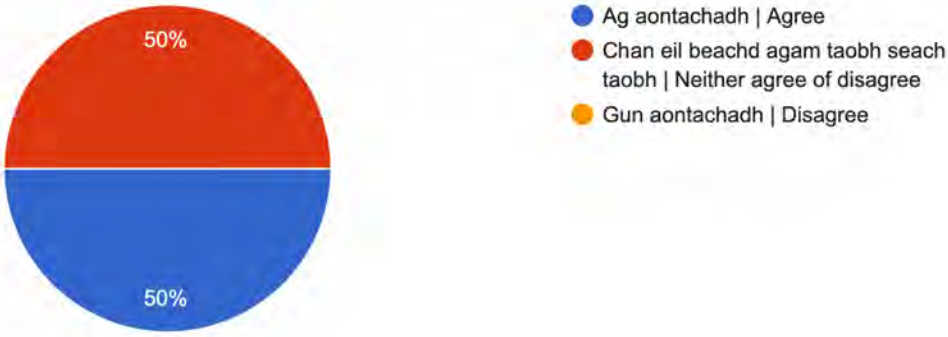
Bidh mi a' faighinn èisteachd chothromach nuair a bhios mi mì-riaraichte nam obair I get a fair hearing if I am unhappy about my work

10 responses



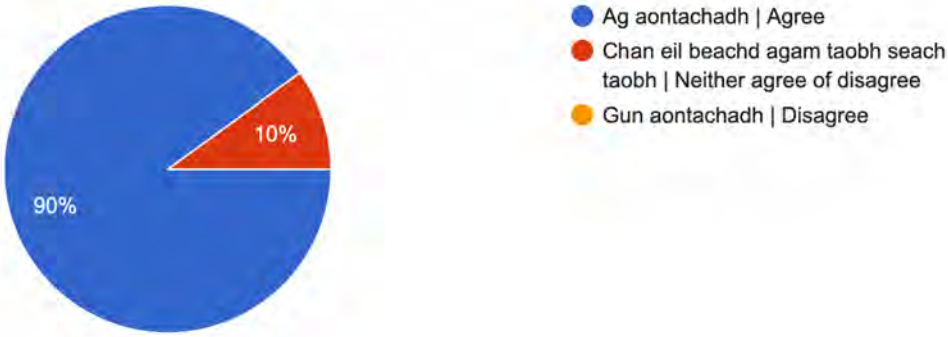
Bidh stiùirichean ag innse dhomh nuair nach eil cùisean a' dol mar bu chòir nam obair Managers tell me if my work I not progressing as it should

10 responses



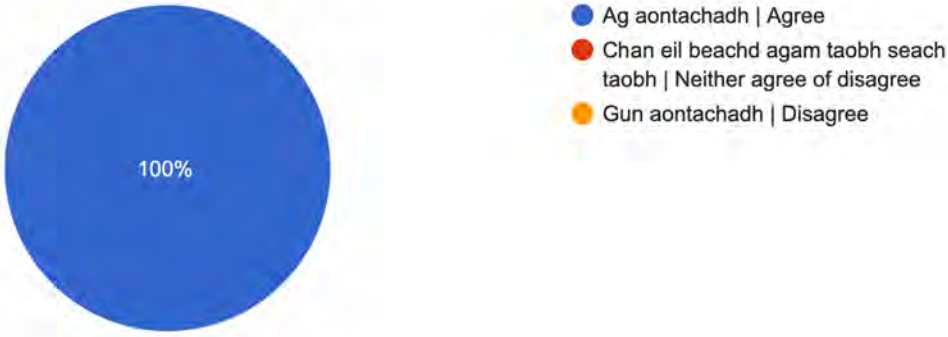
Bidh stiùirichean a' toirt taic a bharrachd dhomh m' obair a leasachadh Managers give me additional help to improve my work

10 responses



Tha mi toilichte taic a chumail ri mo cho-obraichean I am happy to assist my colleagues

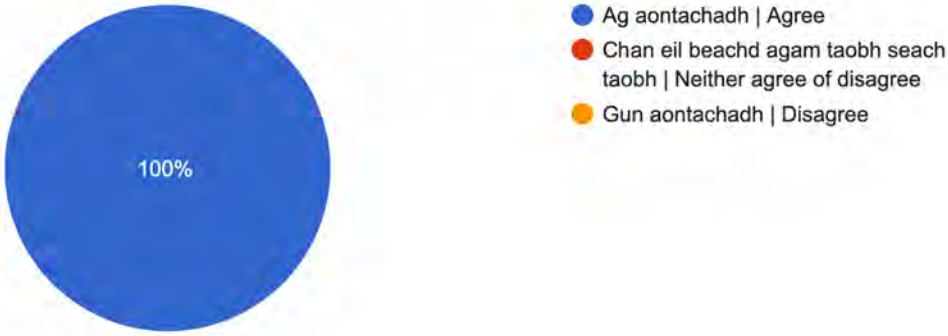
10 responses



Spèis | Respect

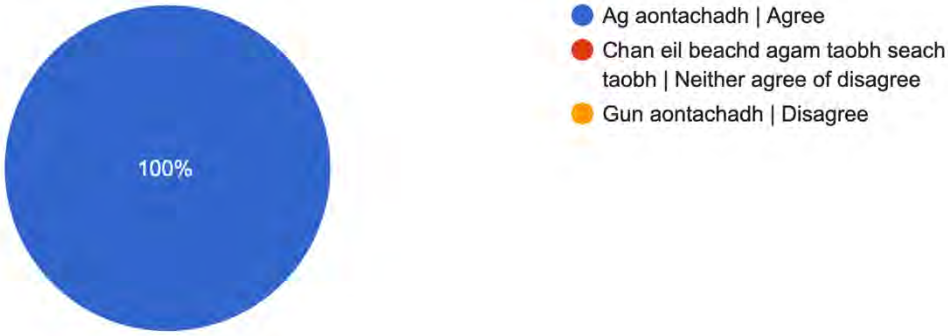
Tha mi a' faireachdainn gu bheil spèis aig mo cho-obraichean dhomh I feel my colleagues respect me

10 responses



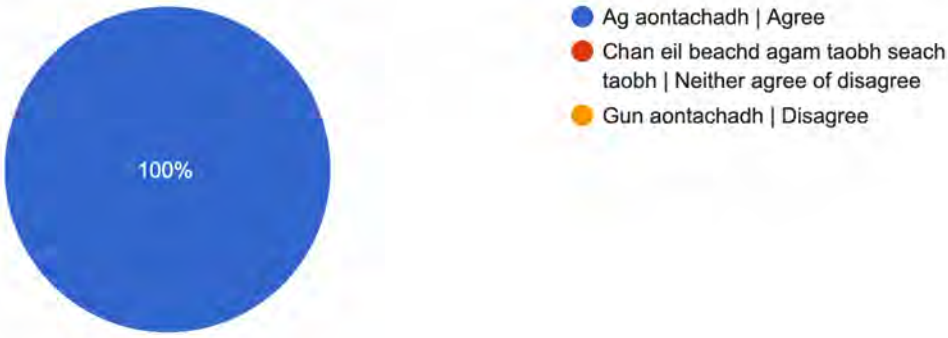
Tha mi a' toirt spèis do mo cho-obraichean I respect my colleagues

10 responses



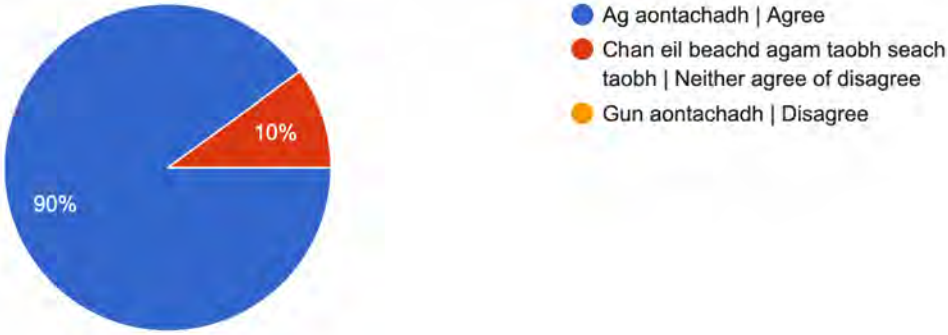
Bidh stiùirichean a' toirt taing dhomh nuair a bhios mi air obair mhath a choileanadh Managers thank me when I have achieved good results in my work

10 responses



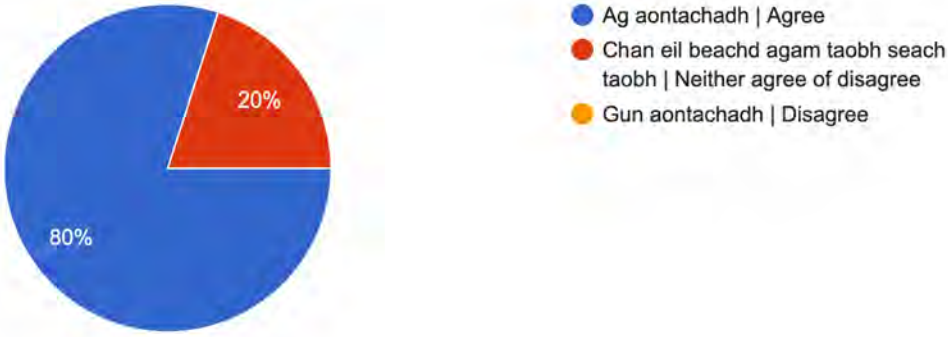
Tha moit agam san obair a tha Fèisean nan Gàidheal a choileanadh agus m' àite innte I take pride in the work Fèisean nan Gàidheal delivers and my contribution

10 responses



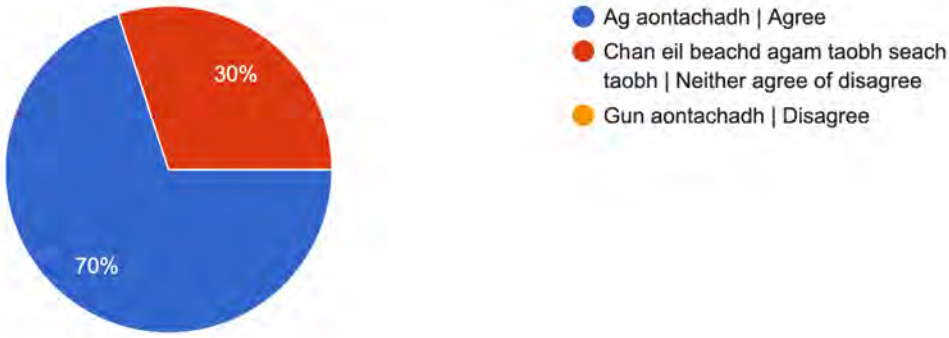
Tha cothrom agam puingean a thogail mu shlàinte is sunnd agus tha mi cofhurtail ga dhèanamh I have an opportunity to raise issues about health and wellbeing and feel comfortable doing so

10 responses



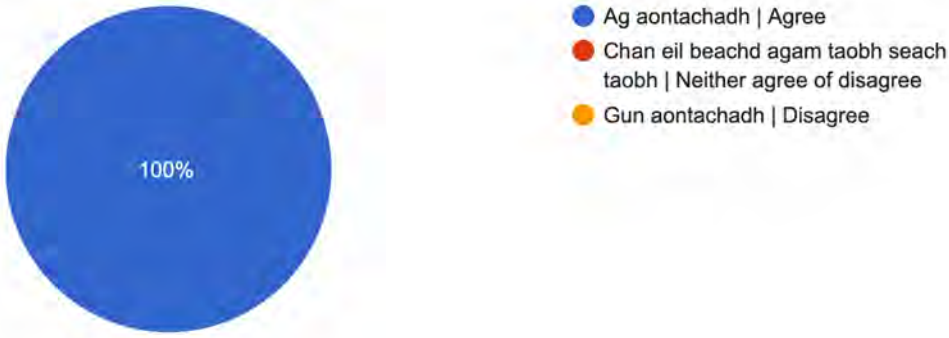
Bidh stiùireachan a' dèanamh cinnteach nach eil mi ag obair cus gun ùine dheth a ghabhail Managers ensure I do not work too much without taking time off

10 responses



Bidh stiùirichean a' sealltainn spèis don sgioba obrach agus deònach a dhol an sàs ann an obair aig ìre sam bith Managers show respect to the staff tea...d are willing to get involved in work at any level

10 responses



Fèisean nan Gàidheal

Lùghdachadh Gualain: Aithisg Bhliadhnail

Àireamh air a' Chlàr Chùisean: 4.2023.05(a)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mu choileanadh ar Plana Lùghdachadh Gualain agus amasan 2022-23 airson a lùghdachadh gu neoini tro ùine.

Adhartas le coileanadh a' phlana

Dh'aontaich sinn Plana Lùghdachadh Gualain le Alba Chruthachail san t-Sultain 2018 le amas sùil a chumail air na tha sinn a' cosg de ghualan agus, nan gabhadh a dhèanamh, sin a lùghdachadh.

Tha sinn air an aithisg ann am pàipear-taic 4.2023.05(a)-1 fhaotainn bho Creative Carbon Scotland a' toirt sealladh air na chosg sinn de ghualan ann an 2022-23 agus a' sealltainn an adhartas a rinn sinn ar plana bliadhnail a chur an gnìomh.

Bha buaidh air a' phandemic air na bha sinn a' cosg de ghualan. Ann an 2022-23 thàinig na chosg sinn a-nuas gu 23.99 tonnes C02e bhon ìre as àirde againn roimhe, ro-chovid, de 29.90 tonnes C02e ann an 2019-20.

Tha sinn a' cosg 0.25% (cairteal de 1%) de na tha na buidhnean a' faotainn maoin chunbhalach bho Alba Chruthachail a chosg de ghualan uile gu lèir.

Tha e doirbh coimeas a dhèanamh bho bhliadhna gu bliadhna oir tha buaidh aig pròiseactan agus maoin air seo. Mar eisimplier, 's e pròiseact ùr a bh' ann an Treòir | Voar | Virr a bha a' ciallachadh barrachd ghualain na tha àbhaisteach a chosg ann an 2021-22. Le seo, agus na chaidh a choileanadh leinn, tha e a' sealltainn gun deach oidhirp shùsbainteach a dhèanamh air na bha sinn a' cosg de ghualan a lùghdachadh.

Tha beachdan san aithisg air na ceumannan a bharrachd a dh'fhaodamaid a ghabhail airson na tha sinn a' cosg de ghualan a lùghdachadh. Tha molaidhean san aithisg a thaobh:

- Coimhead air còmhdhail phoblach, a' siubhal air bus neo treana
- Coimhead air càraichean dealain no measgaichte mar fhuasgladh
- Coimhead ri siubhal còmhla, a' gearradh sìos air daoine a' falbh ann an càraichean nan aonar.

Dhèanadh gearraidhean ann an siubhail diofar mhòr agus tha sinn ag aithneachadh gur e siubhail ann an càraichean a' chosgais as motha a th' againn agus an dùbhlan as motha a bhios romhainn.

Còmhraidhean aig Co-labhairt 2023

Chuir sinn seisean air dòigh aig a' cho-labhairt san t-Sultain airson aire nam Fèisean a thoirt do dh'atharrachadh na gnàth-shìde agus na ghabhas a dhèanamh leotha an ìre ghualain a tha iad a' cosg a lùghdachadh. Bha e follaiseach gu bheil iomairtean gu leòr a' dol nam measg agus tha sin gu math brosnachail.

Aig an aon àm dh'iarr Creative Carbon Scotland oirnn a dhol an sàs mar chom-pàirtiche ann an iomairt airson Cairt Ealain Uaine a chruthachadh.

A-mach às a h-uile càil a tha sin, thàinig beachd gum bu chòirear stiùireadh ullachadh a bhios feumail do luchd-obrach Fèisean nan Gàidheal, comataidhean agus oidean. Tha dreach ann am pàipear-taic 4.2023.05(a)-2.

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird:

1. Còmhradh a chumail mu phuing buntainneach sam bith
   agus
2. Fa-near a thoirt do choileanadh Plana Lùghdachaidh Gualain Fèisean nan Gàidheal agus an stiùireadh a thathar am beachd a sgaoileadh.

Anne Willoughby
Manaidsear Gnìomha
An Dùbhlachd 2023

Environmental reporting 2023 feedback report

Fèisean nan Gàidheal - Emissions summary

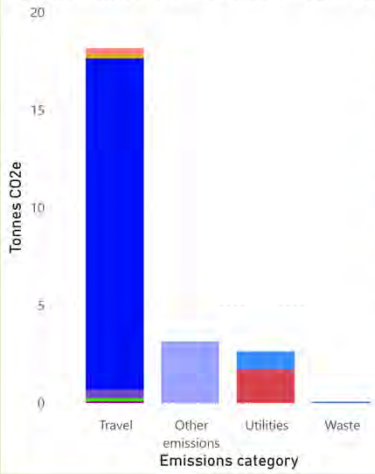
Fèisean nan Gàidheal

Monitoring your emissions is essential to managing them. Please use this page to learn about the largest parts of your footprint. It might be useful to compare your footprint to the whole cohort on the previous page for context. The graph below shows your core emissions broken down by source. We have removed home working, commuting and audience travel values from this graph. These values, where notable, are highlighted in the text to the right where we also offer suggestions for reducing your main source of emissions. In the top right, we have also listed your emissions for this year and the three previous years, also with home working, commuting and audience travel values removed.

2022/23 core emissions (tonnes CO2e)

23.99

Your total 2022/23 core emissions (tonnes CO2e)



Emissions (tonnes CO2e)	
Bus travel	0.10
Electricity	1.71
Ferry travel	0.15
Freight	0.44
Gas	0.93
Hotel stays	3.15
Landfill	0.06
Paid for mileage	16.95
Plane travel	0.23
Recycling	0.01
Train travel	0.28

2021/22 core emissions (tonnes CO2e)	2019/20 core emissions (tonnes CO2e)	2018/19 core emissions (tonnes CO2e)
15.56	29.9	28.86

On top of these core emissions, you also have 1.13 tonnes of CO2e from home working and 0.89 tonnes of CO2e from commuting. This is equivalent to 8% of your core emissions.

Your largest source of emissions is paid for mileage. Here are some suggestions for how to reduce these emissions:
1. Explore the use of public transport such as trains or buses if viable in your area.
2. Carpool and link up journeys to reduce the number of single passenger journeys.
3. Look into purchasing hybrid or electric vehicles that can be used by staff.

These are our suggestions, based on your reporting. You know your organisation much better than us, so you will be able to determine their relevance and potential usefulness.

Environmental reporting 2023 feedback report

Creative Scotland RFO cohort overview

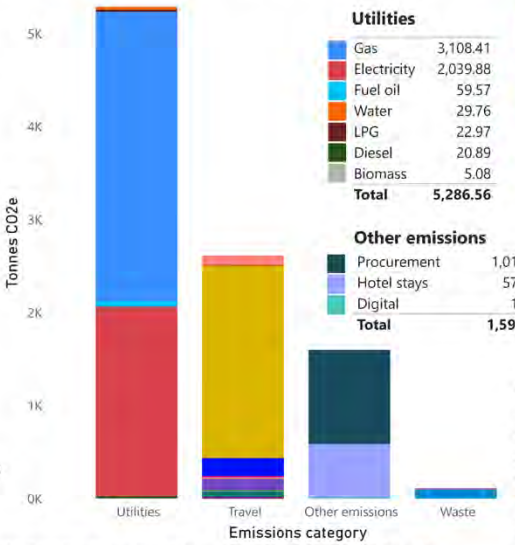
The climate crisis requires collective action. Though we all have individual plans and targets, working together to reach net zero should be our overall goal.
This page looks at the total reported footprint of the Creative Scotland RFO cohort, allowing you to contextualise your emissions.
The graph to the right shows total core emissions from all organisations. The figures below are the total core emissions reported this year and the three years before.
Emissions this year are up on last year, even when we exclude the new categories of procurement and digital. This is driven by a **five-fold increase in emissions from plane travel from last year**. This should be a call to action for the sector to make international work more sustainable.

2022/23 core emissions (tonnes CO2e)

9,514

2021/22 core emissions (tonnes CO2e)	2019/20 core emissions (tonnes CO2e)	2018/19 core emissions (tonnes CO2e)
5,707	7,996	9,949

Total 2022/23 core emissions of the RFO cohort (tonnes CO2e)



Utilities	
Gas	3,108.41
Electricity	2,039.88
Fuel oil	59.57
Water	29.76
LPG	22.97
Diesel	20.89
Biomass	5.08
Total	**5,286.56**

Other emissions	
Procurement	1,012.07
Hotel stays	574.64
Digital	11.92
Total	**1,598.63**

Travel	
Plane travel	2,067.34
Paid for mileage	192.69
Freight	129.46
Train travel	97.42
Company vehicles	62.88
Bus travel	15.43
Hired coach	15.18
Other travel	13.08
Taxi travel	10.38
Ferry travel	7.79
Total	**2,611.66**

Waste	
Landfill	101.15
Recycling	8.25
Energy from waste	1.40
Food waste	0.64
Waste Electricals	0.21
Total	**111.65**

On top of these emissions organisations also reported on the following additional emissions which are within their scope of influence:
Audience travel - **12161 tonnes CO2e**
Commuting - **432 tonnes CO2e**
Home working - **79 tonnes CO2e**
Reporting these emissions was not mandatory so they are likely to be unrepresentative of the whole cohort. We would, for example, expect audience travel to be considerably higher.

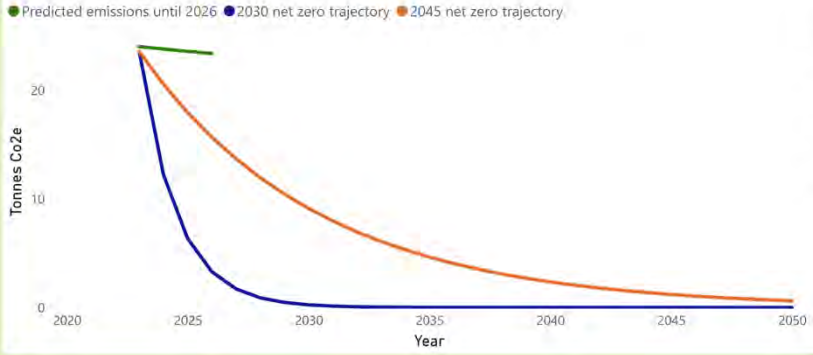
2020/21 is omitted since it is unrepresentative due to the pandemic. We have also removed audience travel, commuting, and home working from these values and this graph to focus on the emissions within organisation's control or that organisations directly or indirectly pay for.

Environmental reporting 2023 feedback report

Fèisean nan Gàidheal - Carbon management plans

Year	Your proposed actions	Estimated reduction (tonnes CO2e)
2023/24	Encourage our staff and board members to reduce their travel by 20% before 2026 - Reduce 7% from 2022-23 baseline	0.221
2024/25	Encourage our staff and board members to reduce their travel by 20% before 2026 - Reduce a further 7% from 2022-23 baseline	0.221
2025/26	Encourage our Staff & Board members to reduce their travel by 20% before 2026 - Reduce a further 6% from 2022-23 baseline	0.189

Net zero trajectory



The graph to the left shows your estimated trajectory from now until 2026 (green line) compared to a trajectory to get you to net zero by 2045 (orange line) and 2030 (blue line).
Based on your reported emission reduction values, you are currently not on track to reach net zero by 2045. As we head towards the middle of this most important decade for climate action, we urge you to be innovative and ambitious. Please carefully consider the feedback provided in this report and get in touch with us if you wish to discuss ideas further.

We have also removed audience travel, commuting, and home working from this graph to focus on the emissions within organisation's control or that organisations directly or indirectly pay for

Environmental reporting 2023 feedback report

Fèisean nan Gàidheal - Feedback

Feedback on your emissions and mitigation

It is good to see a complete reporting of all the core emissions that are relevant to your operations and the understanding that travel emissions are the main part of your carbon footprint. You are starting by targeting staff and board members which is sensible since these are most within your control. However, as you show in question 4.3, travel emissions from artists, performers and participants is almost four-times greater than staff and board members. To combat this largest part of your footprint, we would like to see actions in your carbon management plan specifically targeting the performers you work with. Some examples include support to help artists choose slower travel or encouraging lift sharing for rural journeys. As an organisation that works with communities, with many in rural areas, tackling travel emissions is often tricky. The best approach is through sharing ideas with other cultural organisations who work in similar settings to yourself, but also collaborations with local community groups who may have sustainable transport offerings or be able to help you with local coordination.

Feedback on your influence actions

As a sector support organisation, bringing the climate crisis into the conversation as you say in your report is really the best way you can have an impact outside your direct operations. It is great to hearyou will have a session on climate at your annual conference. One possibility here is to collaborate with a relevant climate organisation or another cultural organisation and run the session together to share different perspectives. Exploring collaboration across the sector to combat your main sources of emissions is also something worth exploring.

Feedback on your adaptation plan

You indicated that your organisation does not have an adaptation plan in place. The climate is already changing, so in order to be socially, environmentally and financially resilient to a warmer, wetter and wilder climate, culture must adapt. Before next year's reporting, please use the Adapting our Culture toolkit (linked below) to create an adaptation plan for your organisation and consider including climate risk in your organisations risk register (if it is not already included).

Thank you for spending time working on environmental reporting this year. This feedback is based on your reporting. Please read our advice and recommendations, but we also encourage you to do your own research; you know what works best for your organisation!

CCS is looking to build the sector's resilience by offering more support around adaptation. We have the Adapting our Culture toolkit available already which you can find here. Additionally we will be running an Adaptation Learning Set. Please click here for more information and to sign up. You are also encouraged to join the Green Arts Initiative if you are not already a member which can help you connect and collaborate with other organisations. We continue to provide a range of tools, guidance and resources and Creative Scotland have their Environmental Sustainability funding criteria published here. We would also highlight their newly published guidance on carbon offsetting. If you have any questions about carbon management, adaptation, influence, or climate justice, head to our website or send me an email. You can contact me on matthew.belsey@creativecarbonscotland.com.

If you have any feedback on the environmental reporting process, please feel free to let us know here. We are always looking to improve the process to make it as useful and supportive for you as possible.

Environmental Policy Additional Guidance

4.2023.05(a)-2

1 GUIDANCE AND ADDITIONAL ACTIONS

Fèisean nan Gàidheal has an Environmental Policy and agreed a Carbon Reduction Plan with Creative Scotland in September 2018 which outlined actions to monitor and, if possible, reduce carbon emissions. We have been implementing carbon reduction measures since then and have succeeded in reducing our emissions, even allowing for the years when the pandemic had a positive effect on carbon use.

It has been estimated that one pathway will take us to zero by 2030 and the other, in line with Scottish Government targets, by 2045. We made improvements to our buildings and are now trying to reduce travel, which is our largest source of emissions generation and our biggest challenge. Travel is essential to Fèisean nan Gàidheal's work, particularly for face-to-face teaching and performance, but reducing the frequency of journeys and the way we travel, while utilising offsetting initiatives when we do, could generate positive outcomes.

We wish to encourage everyone involved in our work - Fèisean nan Gàidheal staff, members, tutors and participants - to get involved in reducing carbon emissions. Recently, Fèisean nan Gàidheal collaborated with Creative Carbon Scotland on the production of a Green Arts Charter and organised an information session at its 2023 Annual Conference to raise awareness of climate change.

Following that session and subsequent discussions, it has been decided to complement our policy by offering additional guidance in implementing our environmental policy, helping to reduce carbon emissions and working towards achieving our net zero commitment.

2 SOURCES OF CARBON EMISSIONS

Fèisean nan Gàidheal calculates total carbon emissions by gathering data relating to the following areas of its activities:

- Energy and Utilities
- Waste (Both Landfill and Recycling)
- Transport and Travel
- Other Sources

3 REDUCING CARBON EMISSIONS

Compiled under the above headings, the following is a non-exhaustive list of steps which could be taken to ensure we remain on course to maintain a reduction in emissions.

3.1 Energy and Utilities

Actively promoting the efforts to reduce the amount of energy consumption throughout the organisation, whether in the office, in the home or working in the wider community.

Examples:

- Switch off appliances/lights when not in use. Stand-by mode STILL wastes energy!
- Use low-energy light bulbs
- Set heating controls to appropriate level for conditions
- Upgrade heating systems, insulate and draught-proof where applicable
- Use energy efficient appliances
- Don't overfill your kettle, cook smart!

3.2 Waste (Both Landfill and Recycling)

Initially, the organisation recommends re-use as more economic and energy efficient than recycling. Where possible waste, such as paper, should be re-used before it's recycled. Avoid single use items - reduce, re-purpose, re-use, re-cycle.

Examples:

- Don't print out unnecessary documents, wasting paper and ink
- If a hard copy is necessary, print on both sides of the paper
- Re-use laminated class/door signs, avoid single-use items
- Encourage use of own water bottles by participants, tutors and organisers
- Offer a water dispenser or jugs for refills
- Re-use paper for scrap pads, etc
- Recycle plastic bottles, aluminium and steel cans, scrap paper, card
- Compost organic waste such as tea bags and fruit peelings
- Encourage "junk art" in classes using everyday waste products such as cardboard tubes, paper, egg boxes, textiles etc and combine with collected driftwood, pebbles, dried leaves, or sheep wool.

3.3 Transport and Travel

Travel is the highest generator of our emissions and a starting point in tackling this is to explore where a particular journey is necessary at all. Where possible, consideration should be given to using video or audio conference platforms. Where travel is necessary, although available services in some rural (and urban) areas is a challenge, Fèisean nan Gàidheal recommends alternatives to the use of a private car whenever possible.

Examples:

- Explore the use of public transport such as trains and buses
- Share a vehicle, if possible – participants/parents, tutors, organisers
- Use local tutors, if possible, to cut back on travel and accommodation
- Where tutors from outwith an area are needed, encourage carpool and link up journeys to reduce the number of single passenger journeys
- If feasible, look to using hybrid or electric vehicles
- Borrow or hire a car for the day or use pay-as-you-go community schemes such as Co Wheels
- Explore local cycle paths – consider Bike Bus – cycling with participants to get to and from a venue along a safe cycle path – also brings health benefits.
- Walk, run, cycle - consider local authority e-bike initiatives.

3.4 Other Sources (Purchasing, Digital, Community)

Fèisean nan Gàidheal encourages the support of local environmentally-friendly initiatives, where at all possible.

Examples:

- Merchandise – swap and re-use sweatshirts/t-shirts rather than buying new
- Shop local, eat seasonal foods, support local businesses, reduce the carbon footprint of food
- Consider ethical purchase at all times
- Discourage use of single use coffee cups etc, investigate eco reusable cups
- Explore digital practices, for example QR codes for application forms, evaluation forms and concert programmes to reduce the amount of printed materials
- Use of mobile phones, iPads, digital boards, for sharing practice resources although screen time should be limited
- Use of email for sharing documents and information such as registration forms
- Build strong relationships with local climate action groups
- Work with local groups on planting and composting initiatives
- Work with conservation charities such as Woodland Trust, Nature Scot
- Take advice from ,and work with, climate action groups such as Highlands & Islands Climate Hub and Keep Scotland Beautiful
- Explore the use of offsetting emissions through project management fees with perhaps 1% going to climate change charities.

4 IMPLEMENTATION

The future sustainability of the environment depends upon the active participation of us all.

It is acknowledged that staff and members of Fèisean nan Gàidheal have, at all times, a responsibility to adhere to the policy/additional guidelines and to carry out their work in such a manner as to safeguard the environment, where practically possible.

Appropriate elements of this guidance may be included as an annex to grant letters of offer and contracts of employment in order to raise awareness of the policy and ways in which all can have a hand in implementing it.

Check out Creative Carbon Scotland's website for resources to help you understand your carbon emissions and the Green Arts Charter for further initiatives to reduce emissions.

Fèisean nan Gàidheal

Stòrasan Alba Chruthachail: Tasgadh agus Maoin nan Ealan Gàidhlig

Àireamh air a' Chlàr Chùisean: 4.2023.05(b)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mu stòrasan Tasgadh agus Maoin nan Ealan Gàidhlig air an làimhseachadh le Fèisean nan Gàidheal às leth Alba Chruthachail agus Bòrd na Gàidhlig.

Tasgadh

Chaidh a mhìneachadh roimhe gun robh £41,783 ann airson Tasgadh ann an 2023-24. Ghlèidh Fèisean nan Gàidheal £3,500 airson an sgeime a làimhseachadh, a dh'fhàg £38,283 ri chosg.

Chaidh £11,261 a thabhann ann an Cuairt 1. Tha geàrr-chunntas na coinneimh a chaidh a chumail air 7mh Samhain 2023 a' leantainn, a' dearbhadh gun deach tabhartasan luach £12,790 aontachadh leis a' phanail ann an Cuairt 2.

Bidh aon cheann-latha eile ann, 26mh Faoilleach 2024, airson tagraidhean a chur, mar is trice 's e Cuairt 3 as trainge.

Tha iarrtas meadhanach mòr air a bhith ann airson tabhartasan Tasgadh. Fhuair sinn 42 iarrtasan gu ruige seo, a' sireadh taic de £39k mu choinneamh phròiseactan luach £138k uile gu lèir.

Maoin nan Ealan Gàidhlig

Chaidh a mhìneachadh roimhe gun robh £50,000 ann airson Maoin nan Ealan Gàidhlig bho Alba Chruthachail agus £30,000 bho Bhòrd na Gàidhlig. Bidh Fèisean nan Gàidheal a' glèidheadh £5,000 airson an sgeime a làimhseachadh, agus dh'fhàg seo £75,000 ri chosg.

Chaidh £40,262 a thabhann aig a' choinneimh air 13mh Ògmhios 2023. Tha geàrr-chunntas na coinneimh a chaidh a chumail air 28mh Samhain 2023 anns na duilleagan a leanas a' dearbhadh gun deach an £34,738 a bha air fhàgail a sgaoileadh.

Tha iarrtas gu math mòr air a bhith ann airson Maoin nan Ealan Gàidhlig. Fhuair sinn 72 iarrtasan, a' sireadh taic de £378k mu choinneamh phròiseactan luach £636k uile gu lèir.

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt do na co-dhùnaidhean a thaobh thabhartasan Tasgadh agus Maoin nan Ealan Gàidhlig.

Art MacCarmaig
Ceannard
An Dùbhlachd 2023

TASGADH
Traditional Arts Small Grants

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

Panel Meeting

Tuesday 7 November 2023 from 10.30 am via Zoom

MINUTES

T2-202324-01 Present

Arthur Cormack (AC), Catriona Hawksworth (CH), David Francis (DF), Fiona Campbell (FC), Martin Hadden (MH), Joanne Urwin (JU), Iliyana Nedkova (IN) and Luke Slater (LS).

T2-202324-02 Apologies

There were no apologies.

T2-202324-03 Minutes from previous panel meeting

Minutes from the panel meeting held on 8 June 2023 were approved as a true record of the meeting.

T2-202324-04 Assessment of applications and agreement on grants

AC confirmed there was £26,662 available to allocate over the remaining two rounds for 2023-24.

23 applications had been received for this funding round with requests totalling £21,970 towards projects with a value of £84,801.

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 in their deliberations. Where interests were declared, those are noted below in the table of decisions and those involved took no part in the decision-making relating to the relevant grants.

Following careful consideration and discussion, the following grants were agreed:

Applicant Name	Project Summary	Decision	Interest (√)
Gauri Raje	5 workshops for adults on Rosneath peninsula on the craft of creating and telling local stories	£985.00	JU
Lewis and Harris Piping Society	Winter series of solo piping recitals	£1,000.00	
Fiona Mackenzie	Multimedia performance commemorating 20 since Margaret Fay Shaw died	£915.00	
Sarah Northcott	Professional development project for two trainee tutors	£748.00	DF
Fraya Thomsen	New musical settings of traditional melodies from The Patrick MacDonald Collection	£991.00	
Fèill Dannsa @ Fèis Bharraigh	Host a weekend dance festival promoting Hebridean and Highland dance	£1,000.00	AC
Joss Cameron	Documentary video of a well-known Robertson Traveller ballad 'Bonnie Udny'	£935.00	DF
Ross Hull	Support for a weekend of preparation and rehearsals for the Capstan Quartet	£930.00	
Neil Macarthur	Evening musical tutoring programme for young people in Lewis	£700.00	
Fraser Fifield	Concert in the Piping Centre, Glasgow on Saturday March 9th, 2024	£686.00	
Mairi Campbell	Explore and stage a 10-minute performance featuring the traditional dance form Rebetiko	£1,000.00	DF, IN
Iseabail Strachan	Continuation and growth of the Seinn Còmhla sessions	£900.00	
TMSA - Kay Thomson	Continued support for distribution of the annual TMSA Event Calendar	£1,000.00	DF, FC
Sophie Stephenson	Professional development, to work with leading international percussive dance artists	£1,000.00	
	Percentage of applications awarded: 61%	**£12,790.00**	

The allocation of those grants left £13,872 available for the final Tasgadh round in 2024.

T2-202324-05 AOCB

It was agreed the next meeting would be on 13 February 2024.

COINNEAMH NA PANAIL
Dimàirt 28mh Samhain 2023 aig 2f air Zoom

GEÀRR-CHUNNTAS

MEG-202223-2-01 An làthair
Magaidh Nic a' Ghobhainn (MN), Sarah NicEachearn (SN), Brian Ó hEadhra (BoH) [Bòrd na Gàidhlig] agus Art MacCarmaig (AM) [Fèisean nan Gàidheal].

MEG-202223-2-02 Leisgeulan
Bha leisgeulan ann bho Iain Mac a' Ghobhainn (IM) agus Anna NicGuaire (AN) [Alba Chruthachail].

MEG-202223-2-03 Geàrr-chunntas na coinneimh roimhe
Ghabh na bha an làthair ris a' gheàrr-chunntas air coinneamh a chaidh a chumail air 13mh Ògmhios 2023.

MEG-202223-2-04 A' nochdadh com-pàirt
Air thoiseach air a' choinneimh bha aig buill na panail ri dhearbhadh an robh com-pàirt aca ann an iarrtas sam bith. Ann an suidheachadh far an do nochd ball com-pàirt, tha sin comharraichte gu h-ìosal agus cha do ghabh an neach ainmichte gnothach ris a' cho-dhùnadh mun iarrtas.

MEG-202223-2-05 Aonta ri tabhartasan
Bha 47 iarrtasan ann a' sireadh taic de £233k mu choinneamh phròiseactan luach £392k uile gu lèir. Chaidh a dhearbhadh gur e £34,738 a bha air fhàgail airson a sgaoileadh.

An dèidh beachdachadh gu cùramach air na h-iarrtasan, cho math 's a fhreagair iad air prìomhachasan an stòrais agus na comharran a thug buill na panail dhaibh air thoiseach air a' choinneimh, chaidh aontachadh ris na tabhartasan a leanas:

Ainm an tagraiche	Gearr-chunntas air a' phròiseict	Buidseat slàn	Suim ga sireadh	Co-dhùnadh	Com-pàirt (√)
Eilidh Steel	Bùithtean-obrach poblach air òrain is fuinn san sgìre ionadail	£2,368.00	£1,288.00	£500.00	AC
Eden Court	Taic airson 6 oidhcheannan 'Club Ciùil' eile a chur air dòigh ann an Inbhir Nis	£11,190.00	£6,190.00	£6,190.00	BoH
Fèis Phàislig	Còisir Ghàidhlig Fèis Phàislig (aois 8-18) agus Seiseanan Fèis Bheag (aois 5-7)	£20,075.00	£10,804.00	£6,000.00	AC
Urras Thiriodh	Cuir air dòigh sreath sheisean ciùil	£7,160.00	£3,530.00	£2,500.00	

Fèis Fhoirt	A' tabhann bùthan-obrach Gàidhlig is òrain an-asgaidh do chom-pàirtichean	£35,353.00	£2,592.00	£2,500.00	AC
Heebie Jeebies	Cruthaich companaidh theatar a bhios a' sgrùdadh sgeulachdan do luchd-èisteachd òga	£2,258.00	£2,018.00	£800.00	
Kirsteen Grant	Lean air adhart leis na seiseanan 'Seinn Comhla'	£693.00	£493.00	£493.00	
Lairg & District Learning Centre	Maoineachadh airson pròiseact 'Seinn'	£8,235.00	£5,715.00	£3,383.00	
Fèis Spè	Pròiseact cànain Gàidhlig stèidhichte air beanntan	£11,343.00	£3,758.00	£3,000.00	AC
Iain MacRath	Sgrìobhadh agus a' taisbeanadh comadaidh ùr Gàidhlig	£10,007.00	£5,920.00	£5,000.00	
Ionad Gàidhlig Dhùn Èideann	A' comharrachadh 300 bliadhna bho rugadh am bàrd Donnchadh Bàn Mac an t-Saoir	£2,905.00	£1,880.00	£1,500.00	
Croileagan Siorrachd Air a Tuath	Tachartas agus cèilidh le bùithtean-obrach, ciùil is dannsa airson clann òga	£672.00	£420.00	£400.00	
Alasdair Satchel	Leudachadh air pròiseact bàrdachd agus foghlam film 'Air Bàrr na Teanga'	£8,293.00	£1,472.00	£1,472.00	
Acair	Leabhar le Calum Aonghas Macaoidh fhoillseachadh	£6,100.00	£2,000.00	£1,000.00	
		£126,652.00	**£48,080.00**	**£34,738.00**	

MEG-202223-2-06 Maoin nan Ealan Gàidhlig san àm ri teachd

Chaidh innse le Art MacCarmaig gun robh a' tuigsinn gu bheil rùn aig Alba Chruthachail taic a chumail ri Maoin nan Ealan Gàidhlig a-rithist ann an 2024-25 ach gum biodh sin an urra ri buidseat na buidhne. Bidh aig Bòrd na Gàidhlig ri measadh a dhèanamh air cho math 's a dh'obraich com-pàirt dhaibhsan aon uair 's gu bheil iad air aithisg fhaotainn bho Fèisean nan Gàidheal.

MEG-202223-2-07 G I S B E

Thugadh taing do bhuill na panail airson an cuid taic leis na co-dhùnaidhean agus an obair ullachaidh ro làimh, a bha gu math trom an turas seo.

MEG-202223-2-08 Ceann-latha na h-ath choinneimh

Chaidh a dhearbhadh gum biodh an ath choinneimh stèidhichte aon uair 's gum faighear dearbhadh gum bi Maoin nan Ealan Gàidhlig ann a-rithist ann an 2024-25.

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