fèisean NAN GÀIDHEAL

Fèisean nan Gàidheal

A’ toirt ar dualchais do ar n-òigridh

Coinneamh den Bhòrd-stiùiridh
111 Sràid na h-Acadamaidh, Inbhir Nis
Dihaoine 9 Dùbhlachd 2016 @ 11.30am

Fèisean nan Gàidheal

Coinneamh den Bhòrd Stiùiridh gu bhith ga cumail ann an 111 Sràid na h-Acadamaidh, Inbhir Nis, Dihaoine 9 Dùbhlachd 2016 bho 11:30m

Clàr Chùisean

4.2016.01 CÙISEAN TÒISEACHAIDH

(a)	An làthair	
(b)	Leisgeulan	
(c)	Geàrr-chunntas na coinneimh mu dheireadh den Bhòrd	Airson Aontachaidh
(d)	Cùisean a' togail ceann	
(e)	Geàrr-chunntasan air coinneamhan Blas Festival Earranta	Airson Fiosrachaidh

4.2016.02 CÙISEAN LEASACHAIDH

(a)	Adhartas le Pròram-obrach Fèisean nan Gàidheal	Airson Fiosrachaidh agus Deasbaid
(b)	Blas	Airson Fiosrachaidh agus Deasbaid
(c)	Dealbh-chluich na Nollaige	Airson Fiosrachaidh
(d)	Fèisgoil	Aithris airson Fiosrachaidh
(e)	Tasgadh: Tabhartasan Beaga nan Ealan Dùthchasach	Airson Fiosrachaidh
(f)	Co-chomhairleachadh air Stiùireadh Reachdail airson Foghlam Gàidhlig	Airson Fiosrachaidh
(g)	Maoin Alba Chruthachail 2018-21	Taisbeanadh agus Deasbad

4.2016.03 CÙISEAN IONMHASAIL

(a)	Teachd a-steach agus teachd a-mach 2016-17	Airson Fiosrachaidh agus Deasbaid
(b)	Suimean airgid anns a' bhanca agus fiosrachadh as ùire	Aithris airson Fiosrachaidh
(c)	Cunntasan Riaglaidh Ràitheil gu 30 Sultain 2016	Airson Fiosrachaidh agus Deasbaid
(d)	Tabhartasan nam Fèis 2016-17	Airson Fiosrachaidh
(e)	Cùmhnantan Maoineachaidh	Airson Fiosrachaidh
(f)	Lèirmheas Bliadhnail Alba Chruthachail	Airson Fiosrachaidh

4.2016.04 CÙISEAN LUCHD-OBRACH

(a)	Fiosrachadh as ùire	Aithris airson Fiosrachaidh
(b)	Oifisean Inbhir Nis	Aithris airson Fiosrachaidh

4.2016.05 CÙISEAN GNÌOMHAIL

(a)	Geàrr-aithisgean Luchd-obrach	Airson Fiosrachaidh agus Deasbaid
(b)	Ballrachd a' Bhùird	Aithris airson Fiosrachaidh
(c)	Àite airson Co-labhairt 2017	Aithris airson Deasbaid

4.2016.06 EILE

(a)	Cinn-latha choinneamhan 2017	Airson Aontachaidh

Fèisean nan Gàidheal

Geàrr-chunntas air coinneamh a' Bhùird Stiùiridh a chaidh a chumail aig Taigh-òsta MhicDhòmhnaill san Aghaidh Mhòir, Dihaoine 23 Sultain 2016 bho 2.00f

3.2016.01 CÙISEAN TÒISEACHAIDH

(a) An Làthair

Donnchadh MacGuaire (Cathraiche), Deirdre Beck, Kirsteen Ghreumach, Raibeart MacFhionghain, Ùisdean Robasdan, Seumas Caimbeul, Elaine Spence, Peigi NicIllInnein, an Comhairliche Iain A MacÌomhair (CNES),

Art MacCarmaig (an làthair), Calum Ailig Mac a' Mhaoilein (an làthair), Anne Willoughby (an làthair), Eilidh NicCoinnich (an làthair), Moreen Pringle (an làthair)

Rinn Aonghas MacLeòid eadar-theangachadh mar-aon.

(b) Leisgeulan

Ealasaid NicIlleBhàin, Brian Ó hEadhra (Alba Chruthachail), Mòrag Anna NicLeòid (Comhairle na Gàidhealtachd), Jo Peteranna (HIE)

Ghabh an Cathraiche an cothrom meal-a-naidheachd a chur air ar Prìomh Oifigear Leasachaidh, Nicola Simpson, agus an duine aice Donnchadh, agus gille beag aca a-nis leis an ainm Keir.

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

Chaidh geàrr-chunntas bhon choinneimh a chaidh a chumail air 13 Cèitean 2016 a sgaoileadh. Mhol Deirdre Beck gum bu chòir gabhail ris mar chunntas fìrinneach den choinneimh, agus Raibeart MacFhionghain a' cur a thaic rithe.

(d) Cùisean a thog ceann

- Tha Oiseanan Leughaidh a-nis air an stèidheachadh sna h-Oifisean againn ann am Port Rìgh agus Inbhir Nis le leabhraichean bho Chomhairle nan Leabhraichean rim faotainn. Thèid barrachd leabhraichean a chur ann nuair a thèid am foillseachadh.
- Thuirt Art gun robh e air feuchainn ri bruidhinn ri Bernard Siosalach (CNES) mu chothroman co-obrachaidh a thaobh E-Sgoil is FèisTV, ach cha d' fhuair e freagairt fhathast ach am fios gun d' fhuaras na teachdaireachdan againn.

3.2016.02 CÙISEAN LEASACHAIDH

(a) Adhartas a thaobh a bhith cur Pròram Obrach Fèisean nan Gàidheal an gnìomh

Chaidh aithisg a sgaoileadh le fiosrachadh air adhartas a rinneadh ann a bhith cur a' phròraim obrach an gnìomh sa chiad ràith de 2016-17, agus thugadh fa-near dhi.

- Tha Fèis Spè a' faighinn maoineachadh an-dràsta bho Fhèisean nan Gàidheal airson Oifigear Leasachaidh fhatsadh (Obair Cho-roinnte). Tha iad air maoineachadh a bharrachd a ghleidheadh agus tha Fèisean nan Gàidheal air ealla a ghabhail ri sin a thaobh ìre an tabhartais a thug sinn dhaibh.
- Tha sinn a' beachdachadh air iarrtasan a chur a-steach airson maoineachaidh airson phròiseactan a bhiodh a' comharrachadh na Bliadhna Eachdraidh, Dualchais is Arc-eòlais 2017.

Tha coltas ann gu bheil gach pròiseact a' leantainn orra mar bu chòir a rèir a' chlàir-ama.

(b) Blas 2016

Rinn Art MacCarmaig aithris labhairteach air Blas 2016. Cha deach am fiosrachadh uile a chruinneachadh fhathast airson àireamh an luchd-èisteachd, teachd-a-steach/cosgaisean.

Thèid aithisg iomlan air na nithean sin a chur air beulaibh a' Bhùird san Dùbhlachd.

Tha coltas ann gun deach gu math leis an fhèis am-bliadhna. Bha fèill mhòr air na Cèilidhean Coimhearsnachd agus chòrd tachartasan mar Phil is Aly agus an oidhche mu dheireadh ann an Inbhir Nis gu mòr ri daoine cuideachd. Bha e math tachartasan a chumail a bha a' comharrachadh na tha Rona Lightfoot agus Eòin Dòmhnallach air a dhèanamh thar nam bliadhnaichean airson ceòl is cultar na Gàidhlig.

Cha b' urrainn do High Life na Gàidhealtachd Pròg ram nan Sgoiltean a lìbhrigeadh am-bliadhna agus mar sin bha againne ri a ghabhail os làimh. Bha cuairt dràma ann agus bha Ariel Killick air bùithtean-obrach a chumail ann an sgoiltean.

(c) Tachartasan Samhraidh

Fhuair am Bòrd fios as ùr air diofar thachartasan a thachair as t-samhradh, leithid nan Cèilidhean air Chuairt, an Sgoil Shamhraidh agus Guth nan Gàidheal.

(d) Fèisgoil

Rinn Eilidh NicCoinnich aithris labhairteach do na Buill air na tha air a bhith tachairt le Fèisgoil o chionn ghoirid, a' gabhail a-steach na leanas:

- Iomairt Chiùil na h-Òigridh gu bhith tòiseachadh a-rithist ann an Siorrachd Rinn Friù, Cataibh, Loch Abar agus san Eilean Sgitheanach.
- Pròiseact san Eilean Sgitheanach, a bhios a' tòiseachadh a dh'aithghearr, a chuidicheas sgoiltean le bhith ag ullachadh airson a' Mhòid.
- Ag obair air pròiseact-dearbhaidh airson Pròiseact Seinn Nàiseanta, a bhrosnaicheas a h-uile sgoilear sa bhun-sgoil gu bhith seinn airson co-dhiù 10 mionaidean gach latha.
- A' cruthachadh ghoireasan às dèidh dhuinn òrain a chruinneachadh.
- Chaidh cuairt 4-seachainean a chumail o chionn ghoirid le Hùb Hab.
- Tha sinn letheach sligheach tro chuairt dràma le Meanbh-chuileag timcheall nan sgoiltean a mhaireas sia seachdainean.
- Tha Aonghas air a bhith ag obair air Pròiseact Dràma Òigridh.
- Thathar ag obair air na planaichean airson Panto na bliadhna sa.
- Thèid Seiseanan le Blasad den Ghàidhlig a chumail ann an 7 sgoiltean ann an sgìre na h-Eaglaise Brice ann an làithean-saora an Dàmhair.
- Tha Eilidh is Aonghas gu bhith an làthair aig Latha Fiosrachaidh Gàidhlig ann an Acadamaidh Alanais.

Tha tòrr a' tachairt agus bha am Bòrd glè thoilichte mu bhith cluinntinn mun uiread de phròiseactan inntinneach.

Thuirt Deirdre Beck gun robh iad air maoineachadh fhaighinn san sgìre aca airson pròiseact a chuidicheas sgoilearan le bhith ag ullachadh airson a' Mhòid, ach bha duilgheadasan air a bhith aca le bhith cur a' phròiseict air dòigh a thaobh cò bha gu bhith ruith/stiùireadh a' phròiseict. Chaidh aontachadh gum bruidhneadh i ri Eilidh mu dheidhinn feuch am b' urrainn do dh'Fhèisgoil an cuideachadh.

(e) Tasgadh: Tabhartasan Beaga airson nan Ealain Traidiseanta

Chaidh aithisg le Art MacCarmaig a sgaoileadh le fiosrachadh do na Buill air a' chiad chuibhreann de thabhartasan airson Tasgadh 2016-17, a chaidh a thoirt seachad san Ògmhios.

B' e an ceann-latha airson iarrtasan airson an ath chuibhrinn de thabhartasan, Dihaoine 30 Sultain. Bho thòisich an sgeama, fhuaras tòrr iarrtasan airson phròiseactan ciùil, ach thugadh fa-near gum biodh e math barrachd phròiseactan le sgeulachdan is dannsa fhaicinn.

Gheibhear tuilleadh fiosrachaidh air toraidhean sgeama Tasgadh 2015-16 san Aithisg Bhliadhnail.

(f) **FèisTV**

Rinn Art MacCarmaig aithris labhairteach air an adhartas a rinneadh leis a' phròiseact FèisTV. Fhuaras maoineachadh bho HIE agus Bòrd na Gàidhlig gus an t-seirbheis a lìbhrigeadh. Thathar an dùil leasanan air-loidhne a thòiseachadh a dh'aithghearr, agus gun tèid ceòl is tachartasan eile a chraoladh bho Fhèisean, consairtean msaa. Chaidh uidheamachd saideil a cheannach mu thràth, agus tha sin a' ciallachadh nach bi sinn an urra ri seirbheisean banna-leathann tìre a tha uaireannan slaodach, agus nì sin cinnteach gum bi na craolaidhean luath agus de chàileachd mhath.

Chuir am Bòrd fàilte air an naidheachd a thaobh an adhartais le FèisTV.

(g) **Plana airson Co-ionannachd, Iomadachd is In-ghabhail**

Chaidh aithisg le Art MacCarmaig a sgaoileadh le fiosrachadh ùr do na Buill air an adhartas leis a' phlana. Chaidh atharraichean beaga a dhèanamh air bhon Ghearran agus chaidh measadh-chunnartan ullachadh. Chaidh lethbhric dhiubh sin a chuairteachadh am measg nam Ball cuideachd.

Chaidh an dreachd den phlana a chur gu Alba Chruthachail agus bha Art air còmhraidhean a chumail o chionn ghoirid le Helen Trew, Oifigear Co-ionannachd is Iomadachd na buidhne.

Às dèidh nan còmhraidhean sin, chaidh dreachd eile den phlana ullachadh agus a sgaoileadh am measg nam Ball. Chaidh an àireamh ghnìomhan a lùghdachadh agus tha na gnìomhan a thathar a' moladh a' dol nas fheàrr le Plana a' Phrògraim againn. Bha na targaidean agus modhan-sgrùdaidh nas soilleire cuideachd.

Thug Buill a' Bhùird fa-near don dreachd ùir agus dh'aontaich iad a chur a-steach gu Alba Chruthachail airson aonta.

3.2016.03 **CÙISEAN IONMHASAIL**

(a) **Teachd-a-steach is Cosgaisean 2016-17**

Chaidh aithisg leis a' Mhanaidsear Ghnìomha, Anne Willoughby, a sgaoileadh a' sealltainn teachd-a-steach is cosgaisean leis na thachair gu 31 Lùnastal 2016.

(b) **Cunntasan Banca agus am fiosrachadh às ùire**

Mar a bha na cunntasan aig an àm:

- Cunntas Làitheil - £22,282.91
- Cunntas Àrd-rèidh - £436,229.42
- Cunntas Bhlas - £1,903.99

Mhìnich Anne gun robh suimeannan mòra sna cunntasan, agus gun robh sin àbhaisteach airson an ama seo den bhliadhna thoradh chaidh grunn thabhartasan a phàigheadh do dh'Fhèisean nan Gàidheal. Ach thuirt i gum biodh tòrr chosgaisean a' tighinn oirnn san dàrna leth den bhliadhna air an deigheadh an t-airgead seo a chosg.

(c) **Cunntasan Riaghlaidh gu 30 Ògmhios 2016**

Chaidh lethbhreac de na Cunntasan Riaghlaidh gu 30 Ògmhios 2016, a chaidh ullachadh le Mann Judd Gordon, a sgaoileadh agus thugadh fa-near dhaibh.

(d) **Tabhartasan do dh'Fhèisean airson 2016-17**

Chaidh liosta de thabhartasan a chaidh a ghealltainn do dh'Fhèisean airson 2016-17 a sgaoileadh, le suimeannan a chaidh a phàigheadh gu ruige seo, agus thugadh fa-near dhi.

(e) **Cunntasan Sgrùdaichte gu 31 Màrt 2016**

Chaidh na cunntasan bliadhnail airson 2015-16, a dh'ullaich Mann Judd Gordon, a sgaoileadh.

Bidh Anndra Cuimeineach, Mann Judd Gordon, an làthair aig a' Choinneimh Bhliadhnail airson dèiligeadh ri ceist sam bith a bhios aig daoine mu na cunntasan sgrùdaichte.

Chuir na Buil aonta ris na cunntasan.

(f) A' Fastadh Luchd-sgrùdaidh

Chaidh aontachadh Mann Judd Gordon fhastadh a-rithist mar Luchd-sgrùdaidh airson 2016-17.

(g) Aontaidhean Maoineachaidh

Chaidh aithisg le Art MacCarmaig a sgaoileadh le fios as ùr do na Buill air an t-suidheachadh a bh' ann a thaobh nam prìomh aontaidhean maoineachaidh aig a' bhuidhinn. Bha fiosrachadh ann air Alba Chruthachail, HIE, Bòrd na Gàidhlig, Comhairle na Gàidhealtachd, CNES agus Comhairle Earra-Ghàidheal is Bhòid.

Thuirt Art gun robh e cuideachd air aonta a ruighinn le Comhairle na Gàidhealtachd agus CnES mu chosgaisean sgoiltean. Pàighidh Fèisean nan Gàidheal cosgais sam bith a bhios iad a' cur air na Fèisean agus gheibh sinn an t-airgead sin air ais bho na h-ùghdarrasan aig deireadh bliadhna an ionmhais. Chaidh fàilte a chur air an naidheachd seo.

Chaidh bruidhinn air dè dhèanadh Fèisean nan Gàidheal a thaobh Fèis Bhlas nam moladh Comhairle na Gàidhealtachd am maoineachadh aca air a son a ghearradh an ath bhliadhna. Chaidh aontachadh gun cumamaid sùil air an t-suidheachadh agus gum biodh a' phuing seo a' fuireach air a' chlàr-ghnothaich feuch gum b' urrainn do dh'Fhèisean nan Gàidheal co-dhùnadh luath a dhèanamh a thaobh dè thachradh le Blas nan gearradh a' Chomhairle an taic-airgid aca.

3.2016.04 LUCHD-OBRACH

(a) Oifigearan Leasachaidh

Chaidh aithris gun robh Nicola Simpson air a dhol air fòrladh màthaireil san Lùnastal agus gum biodh Rachel Harris a' dol na h-àite mar Phrìomh Oifigear Leasachaidh. Chaidh Karen Oakley a chur an dreuchd Nicola san eadar-àm mar Oifigear Leasachaidh airson nam Fèisean aice.

(b) Oifisean Inbhir Nis

Chaidh aithisg le Calum Ailig Mac a' Mhaoilein a sgaoileadh le fios air oifisean ùra ann an Inbhir Nis.

Thug am Bòrd cead do Chalum Ailig aig a' choinneimh mu dheireadh tairgse a chur a-steach airson oifisean air an Longman ris am feumar freagairt a chur taobh a-staigh ùine shònraichte. Ge-tà, cha deach gabhail ris an tairgse sin. Bhon uair sin tha Calum Ailig air tadhal air na h-oifisean air Barraid Àird Rois a-rithist, far a bheil àite gu leòr ann airson a h-uile duine agus air an ruig a h-uile neach. Ged nach eil àiteachan-parcaidh a dh'aona-ghnothach ann airson nan oifisean sin, tha cothroman parcaidh faisg air làimh.

'S e an latha a thathar a' moladh airson gluasad a-steach, 1 Dàmhair, ach feumar obair a dhèanamh fhathast air siostam-teasachaidh ùr, agus pàighidh an neach leis a bheil an togalach airson na h-obrach sin. Mar sin cha ghluais sinn a-staigh gus an t-Samhain.

Thug Buill a' Bhùird fa-near don aithisg agus bha iad a' coimhead air adhart ri bhith faicinn nan oifisean ùra.

3.2016.05 CÙISEAN GNÌOMHACH

(a) Aithisgean Adhartais Luchd-obrach

Chaidh Aithisgean Adhartais an Luchd-obrach a sgaoileadh agus thug Buill a' Bhùird fa-near dhaibh agus thug iad taing don a h-uile duine airson na h-obrach chruaidh a rinn iad.

(b) Pròram airson na Coinneimh Bliadhnail is na Co-labhairt 2016

Chaidh am pròram airson na Coinneimh Bliadhnail agus na Co-labhairt a sgaoileadh agus bha a h-uile duine a' coimhead air adhart ri tachartas math.

Chuairtich Art am Brath-naidheachd bho Riaghaltas na h-Alba le fios air £33,000 do dh'Fhèisean nan Gàidheal airson taic a chur ri ionnsachadh na Gàidhlig. Bheir sin an comas dhuinn barrachd phròiseactan a thoirt gu buil tro Fèisgoil.

Bha Buill a' Bhùird a' coimhead air adhart ri cluinntinn bho Iain Swinney, Leas Phrìomh Mhinistear na h-Alba, a bha gu bhith toirt seachad òraid air an oidhche.

(c) Aithisg Bhliadhnail

Chaidh Aithisg Bhliadhnail Fèisean nan Gàidheal airson 2016 a sgaoileadh air post-d agus bha lethbhric pàipeir rim faotainn don a h-uile duine aig a' choinneimh.

Thugadh taing do Chalum Ailig agus Art airson an aithisg ullachadh, a bha inntinneach agus fiosrachail.

Thug Buill a' Bhùird fa-near do na bha san aithisg agus thug iad aonta dhi ron Choinneimh Bhliadhnail.

(d) Ballrachd a' Bhùird

Rinn Art MacCarmaig mìneachadh air an t-suidheachadh a thaobh ballrachd a' Bhùird.

Aig an ìre seo, ma dh'fhuiricheas a h-uile ball nan dreuchd fad na h-ùine as fhaide a tha ceadaichte dhaibh, bidh an t-àm ann airson ceathrar Bhall a bhith fàgail ann an 2017 agus bidh còignear eile a' fàgail ann an 2019.

Chan eil ach aon dreuchd bhàn air a' Bhòrd an-dràsta agus chaidh aontachadh gum bu chòir dhuinn sin a lìonadh an-dràsta an àite a bhith feitheamh gu na taghaidhean an ath bhliadhna.

Chaidh beagan atharraichean a mholadh airson an Sgeama gus Buill a' Bhùird a thaghadh agus chaidh gabhail riutha sin.

3.2015.06 EILE

(a) Ceann-latha na h-ath Choinneimh

Bha dùil ann an ath choinneamh den Bhòrd a chumail air 9 Dùbhlachd 2016 ann an Inbhir Nis, agus bha againn ris an uair agus an àite a dhearbhadh fhathast.

(b) Fhuaras litir bho Alba Chruthachail le fios air a' phròiseas airson a bhith cur a-steach airson an ath chuibhrinn de mhaoineachadh, agus chaidh lethbhreac den litir sin a chuairteachadh aig a' choinneimh. Bidh aig Fèisean nan Gàidheal ri iarrtas a chur a-steach as t-Earrach 2017, agus gheibhear co-dhùnadh as t-Fhoghar 2017.

Coinneamh de Bhòrd-stiùiridh Blas Earranta
Seòmar Coinneachaidh 5, Oifisean Comhairle na Gàidhealtachd, Inbhir Nis bho 11:30 air Diciadain 4 Màrt 2015

Meeting of the Board of Directors of Blas Festival Ltd
Meeting Room 5, Highland Council Offices, Inverness from 11:30 on Wednesday 4 March 2015

Geàrr-chunntas | Minutes

B1.2015.01 **An làthair** | Present
George Stoddart (Chair), Cllr Margraet Paterson, Arthur Cormack, Calum A Macmillan

B1.2015.02 **Leisgeulan** | Apologies
Cllr Jean Slater

B1.2015.03 **Geàrr chunntas na coinneimh mu dheireadh** | Note of previous meeting
The minutes of the meeting held on 14 August 2014 were agreed by those present as a true record.

B1.2015.04 **Fiosrachadh a dhìth airson Taigh nan Companaidhean** | Information required for Companies House
It was noted that neither Cllr Jean Slater nor Cllr Bren Gormley had, so far, completed their Form 288a for Companies House.

It was agreed the Chair should write to both following the meeting to encourage them to do so.

B1.2015.05 **Toraidhean Blas 2014 is Cùmhnant Lìbhrigidh** | Blas 2014 Outcomes and Delivery Contract
A paper had been circulated, prepared with statistics and information from Donna Macrae, which showed the outcomes from Blas 2014. This festival had been particularly successful with 18,789 of an audience and was run within budget.

It was brought to the Board's attention that Fèisean nan Gàidheal's Board had decided, in the interests of good governance, that the contract for delivery of the Blas Festival should be re-tendered as an agreement had endured between it and Firefly Productions for 10 years.
Following a tender process at the start of the year, a contract had been awarded by Blas Festival Ltd to Firefly Productions for a period of up to three years.

B1.2015.06 **Cunntasan Bliadhnail Sgrùdaichte gu 31.03.14** | Audited Accounts to 31.03.14
Audited accounts for 2013-14 had been circulated which showed a surplus of £1,093 for the period.

Given that Blas Festival Ltd is a wholly-owned subsidiary of Fèisean nan Gàidheal, the financial position is reflected in the consolidated accounts of the latter organisation.

B1.2015.07 **Plana Fèisean nan Gàidheal agus Blas** | Fèisean nan Gàidheal's Plan and Blas
It was explained to members that Fèisean nan Gàidheal had successfully bid for Regular Funding from Creative Scotland for the years 2015-18 to deliver its Programme Plan.

It had been previously been agreed by Fèisean nan Gàidheal's Board that an attempt should be made to secure regular funding for Blas through any agreement it secured with Creative Scotland. This had achieved and it was anticipated that further funding for Blas would be secured through a new agreement between Fèisean nan Gàidheal and Highlands & Islands Enterprise for the years 2015-18.

This news was welcomed and it was hoped the new arrangements would offer Blas some security of funding over the next few years.

B1.2015.08 **Blas 2015 - Fiosrachadh mun Phròg ram** | Blas 2015 - Information on Programme
A verbal update was given, following the circulation of a draft plan for Blas 2015.

The Blas Action Group had held initial meetings to discuss plans for Blas 2015 and, based on feedback received from Fèisean, promoters and others following this year's festival, there were a number of areas where community engagement needed to be improved:

- There had been a number of comments about ticket prices which, although they had not increased much for 4 years, were deemed quite expensive for some events this year
- Promoters wanted a greater say in the content of the events they were being asked to promote.

Beyond the main concerts, there would be the normal engagement with the usual bodies that collaborate on the wider Blas Schools and Communities Programme.

The update was noted by Board members.

B1.2015.09 **G I S B E** | A O C B
There was no other business.

B1.2015.10 **Ceann-latha na h-ath choinneamh** | Date of next meeting
A further meeting would be called when needed and when it was possible to ensure all members could be present.

Coinneamh de Bhòrd-stiùiridh Blas Earranta
10:00m air fòn, Diardaoin 24mh Samhain 2016

Meeting of the Board of Directors of Blas Festival Ltd
10:00 by phone on Thursday 24 November 2016

Geàrr Chunntas | Minutes

B1.2016.01 **An làthair** | Present
George Stoddart (Chair), Arthur Cormack, Calum Macmillan.

B1.2016.02 **Leisgeulan** | Apologies
There were no apologies.

B1.2016.03 **Geàrr chunntas na coinneimh mu dheireadh** | Note of previous meeting
Minutes of the meeting held on 4 March 2015 were approved as a true record.

B1.2016.04 **Cunntasan Bliadhnail Sgrùdaichte gu 31.03.16** | Audited Accounts to 31.03.16
Audited accounts for the 12-month period to 31 March 2016 had been circulated.

Board members noted the accounts and the year-end outturn.

B1.2016.05 **Cùmhnant Lìbhrigidh Chomhairle na Gàidhealtachd 2016-17** | Highland Council Delivery Contract 2016-17
A copy of the 2016-17 Delivery Contract with The Highland Council had been circulated.

Although not yet signed by Council personnel, it was noted the funding for Blas 2016 had been paid and it was anticipated the outcomes would be delivered.

B1.2016.06 **Buill Chomhairle na Gàidhealtachd** | Members of The Highland Council
A paper had been circulated outlining a decision made by Highland Council personnel regarding the authority's representation on the Board of Blas Festival Ltd.

Board members:
(1) Noted the position with regard to representation from The Highland Council on the Board of Blas Festival Ltd
(2) Agreed that a letter of thanks be sent to all three members of The Highland Council who contributed to Blas Festival Ltd
(3) Agreed that Cllr Margaret Paterson be resigned from the Board of Blas Festival Ltd via Companies House.

B1.2016.07 **Maoin Chomhairle na Gàidhealtachd 2017 air adhart** | Highland Council Funding from 2017 onwards
A paper had been circulated which included recent correspondence between The Highland Council and Blas Festival Ltd. It also outlined possible actions that could be taken along with their relative advantages and disadvantages.

Board members:
(1) Noted recent correspondence between The Highland Council and Blas Festival Ltd
(2) Discussed the options presented
(3) Agreed a position in relation to the offer from The Highland Council
(4) Agreed that the following recommendation should be forwarded to Fèisean nan Gàidheal's Board for consideration and further action:

(a) The Board of Blas Festival Ltd confirmed its understanding that the Blas Festival is an initiative of The Highland Council, regulated by a Service Delivery Contract, which delivers outcomes agreed by The Highland Council in its Gaelic Language Plan and Single Outcome Agreement. As such, it would be unreasonable of the authority to expect the contract to be delivered with a 45% reduction in the funding it proposes to allocate for that purpose in 2017-18, which is already 40% less than when The Highland Council established the festival.

(b) Blas Festival Ltd is mindful that Fèisean nan Gàidheal would wish to deliver undertakings in its Programme Plan 2015-20 and fulfill the terms of its current agreements with Creative Scotland, HIE and Bòrd na Gàidhlig. Given the long-term fruitful collaboration between Fèisean nan Gàidheal and The Highland Council, the Board of Blas Festival Ltd believes it would be reasonable that The Highland Council be asked to enable this by offering a Service Delivery Contract to deliver Blas 2017 for a similar level of funding to that offered for the 2016 festival.

(c) Blas Festival Ltd recognises the challenges facing The Highland Council but think it more appropriate that its funding be considered alongside, and in the same way as, that for other Gaelic organisations, rather than Third Sector organisations with which Blas Festival Ltd had no previous association. Notwithstanding (b), if other Gaelic organisations were to have their funding reduced, Fèisean nan Gàidheal should support Blas Festival Ltd to run a festival in 2017 with a reduction in funding proportionate to that applied to those organisations.

(d) At an early date, The Highland Council must make clear its intentions for the Blas Festival. Should it decide it still wishes to deliver a festival of this nature, the authority must undertake to make sufficient funding available for Blas Festival Ltd to run it. If it no longer wishes the festival delivered, or would wish another entity to deliver it, The Highland Council should indicate its intention to withdraw its Service Delivery Contract with Blas Festival Ltd from 2018 onwards.

B1.2016.08 **Cùmhnant le Firefly Productions** | Agreement with Firefly Productions
A paper had been circulated outlining Donna Macrae's decision not to seek renewal of the contact between Blas Festival Ltd and Firefly Productions beyond the 2016 festival.

Board members:
(1) Noted that the agreement with Firefly Productions ends on 30 November 2016
(2) Agreed that the Company Secretary should write a reference/testimonial for Firefly which may be used to secure further contracts
(3) Agreed that the Chair of Blas Festival Ltd should write to Donna Macrae thanking her, and her colleagues, for their contribution to the success of the Blas Festival.

B1.2016.09 **G I S B E** | A O C B
There was no other business.

B1.2016.10 **Ceann-latha na h-ath choinneamh** | Date of next meeting
It was agreed that a further meeting would be arranged as required once the position of funding from The Highland Council had been clarified.

Fèisean nan Gàidheal

Adhartas le Prògram-obrach Fèisean nan Gàidheal

Àireamh air a' Chlàr Chùisean: 4.2016.02(a)

Adhbhar a' Phàipeir

Airson geàrr-iomradh a thoirt do bhuill a' Bhùird air adhartas le prògram-obrach na buidhne anns an dàrna ràith de 2016-17.

Cùl-fhiosrachadh

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

Cuideachd, tha na dathan a leanas a' dèanamh ceangal eadar gach buil agus raointean leasachaidh bhon Phlana Prògraim aig Fèisean nan Gàidheal airson 2015-20:

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

Àir.		Raon sa Phlana Prògraim	Adhartas	Ìre
Alba Chruthachail - Àrd-amasan				
A' toirt aithne do is a' cur sùim ann an sàr obair is daoine a tha feuchainn rudan ùra sna h-ealain, ann am film is telebhisean agus sna gnìomhachasan cruthachail				
AC1	Maoineachadh airson leasachaidhean ùra tro Mhaoin Leasachaidh nam Fèisean		Fhuair ceithir Fèisean taic-airgid luach £3,290 mu choinneamh phròiseactan a chosg £6,638.	
AC2	Taic ro-innleachdail do dh'Fhèisean a tha airson an obair aca a leudachadh agus a tha airson pròram obrach fad na bliadhna a chur air chois		Chaidh £27,833 a thabhann do dh'Fhèis Spè am-bliadhna gus taic a chumail ri dreuchd Oifigear Leasachaidh a chuidicheas le bhith toirt pròram obrach aonaichte gu buil.	

			Tha sinn an dùil coinneamh a chumail riutha ann an R3, letheach slighe tron ùine mhaoinichte, a choimhead air adhartas leis a phlana aca a chur an gnìomh.	
AC3	Taic do dh'obair ùr agus obair a tha feuchainn rudan ùra sna h-ealain Ghàidhlig		Fhuair Fèis an Earraich tabhann air maoineachadh gus clàran 'demo' a chlàradh le seinneadairean Gàidhlig òga a tha ag obair le luchd-ciùil ionadail.	
AC4	Taic do bhith sgrìobhadh òrain Ghàidhlig ùra		Bha òrain ùra an lùib choimisean Bhlas 2016 air an sgrìobhadh le Marcas Mac an Tuairnear agus Màiri Anna NicUalraig. The sinn an dùil Fèis nan Òran a chumail nas fhaide air adhart sa bhliadhna agus bidh seisean ann air mar a ghabhas òrain ùra a dhèanamh.	
AC5	Cothroman do luchd-ciùil, luchd-dràma is seinneadairean a bhith leasachadh sgilean sgrìobhaidh ùra tro choimiseanan ùra		Chaidh coimisean ùr a thoirt seachad son Blas 2016 agus chùm Màiri Ann NicUalraig, cuide ri Nick Turner is càch ceithir cuirmean de *Beul na h-Oidhche gu Camhanaich* aig an fhèis. Tha iad a-nise a' coimhead ri cothroman a bharrachd aig fèisean eile an taisbeanadh a chur air adhart.	
AC6	A' cur Sgoil Shamhraidh Dràma Ghàidhlig air dòigh		Chaidh an Sgoil Shamhraidh Dràma Ghàidhlig a chumail ann am Port Rìgh eadar 4 agus 15 luchar.	
Tha cothrom aig a h-uile duine pàirt a ghabhail ann is tlachd fhaighinn às na h-ealain is nithean cruthachail				
AC7	Barrachd maoineachadh cunbhalach do dh'obair nam Fèisean tro Sgeama Thabhartasan nam Fèisean a leigeas leinn pàigheadh a thoirt do dh'oidean a tha cho faisg 's as urrainn air na h-ìrean a tha Aonadh an Luchd-chiùil a' moladh		Chaidh £238,152 a thabhann do 43 Fèisean tron Sgeama Thabhartasan agus chaidh an stiùireadh atharrachadh gus am bi fios aig na Fèisean mu na h-ìrean a tha Aonadh an Luchd-chiùil a' moladh gus an urrainn dhaibh gluasad thar ùine gu bhith pàigheadh thuarastalan aig na h-ìrean sin.	
AC8	A' toirt cothrom an-asgaidh do na Fèisean air ionnstramaidean ciùil bho ar Stòras Ionnsramaidean Ciùil		Tha iarrtas mòr ann fhathast air ionnstramaidean nuair a tha na Fèisean ann, agus tha sinn air sanasachd a dhèanamh feuch am bi barrachd dhaoine a' gabhail ionnstramaidean bhuainn air mhàl nuair nach eil na Fèisean ann.	
AC9	A' stiùireadh sgeama PVG bho ar prìomh oifisean gus dèanamh cinnteach gu bheil dìon ga dhèanamh air clann is inbhich a tha feumach air an dìon		Tha sinn a' cumail oirnn a' stiùireadh an sgeama seo bho ar prìomh oifisean agus tha sinn a' cumail oirnn a' dèanamh deuchainnean 'foillseachaidh' (*disclosure*) airson Fèisean le 70 dhiubh gu deireadh R2.	
AC10	A' toirt taic ionmhasail seachad gus dèanamh cinnteach gum bi cothrom aig daoine, le feumalachdan taice a bharrachd, air tachartasan		Gheibhear maoineachadh a bharrachd airson luchd-cùraim agus/no tuilleadh oidean nuair a tha iad sin a dhìth gus dèanamh cinnteach gum faigh daoine òga le feumalachdan taice a bharrachd cothrom air teagasg is tachartasan. Chaidh taic a thoirt do 5 luchd-cùraim gu deireadh R2.	
AC11	Bùithtean-obrach is prògraman le Meanbh-Chuileag (tro mheadhan na Gàidhlig no a tha ag èirigh às a' Ghàidhlig)		Chaidh an deicheamh Fèis Dràma Earra-Ghàidheal air adhart sa Chèitean le trì sgoiltean a' sealltainn ceithir dealbhan-cluich. Chaidh tachartas Loch Abar air adhart fa leth agus chùm Fèisean nan Gàidheal taic ris na sgoiltean le cosgaisean siubhail.	
AC12	Obair Ghàidhlig aig na Fèisean le Sgioba-G		Fhuair 10 Fèisean taic le cur-seachadan Gàidhlig a chur air dòigh agus goireasan airson cleachdadh na Gàidhlig a bhrosnachadh.	
AC13	A' stèidheachadh agus a' toirt sreath de thachartasan ealain Ghàidhlig gu buil airson clann nan tràth-bhliadhnaichean ann		Chaidh ar n-iomairt ùr ro-sgoile, Hùb Hàb, air chuairt le 43 taisbeanadh do 1,110 sgoilearean bho 44 sgoiltean agus buidhnean coimhearsnachd.	

	am foghlam Gàidhlig, a' gabhail a-steach ceòl, òrain, dràma agus pupaidean			
AC14	A' cumail a' toirt taic do chuirmean Fhèisean ionadail		Bidh co-dhiù aon chuirm phoblach aig gach Fèis - bidh a dhà aig a' mhòr-chuid - agus gheibh iad sin taic bhon Sgeama Thabhartasan.	
AC15	Ma bhios maoineachadh ann, stiùiridh sinn Sgeama Thabhartasan Beaga airson nan Ealain Traidiseanta		Tha Fèisean nan Gàidheal a' stiùireadh na maoine, Tasgadh, le airgead a bharrachd luach £35,000 a fhuair sinn bho Alba Chruthachail, agus thèid £31,500 de sin a sgaoileadh mar thabhartasan. Bha an dàrna ceann-latha de thrì air 30mh Sultain. Fhuair sinn 19 tagraichean agus chaidh tabahrtasan luach £17,072 gu h-iomlan a phàigheadh gu 14 pròiseactan.	
Thèid cruth-atharrachadh a thoirt air àiteachan is beatha dhaoine tro mhac-meanmna dhaoine, àrd-amasan agus tuigse air na e an comas do dhaoine a chruthachadh				
AC16	A' cumail a' toirt taic do luchd-eagrachaidh ionadail tro Uairean Bliadhnail mar phàirt de Sgeama Thabhartasan nam Fèisean		Chaidh £19,300 a thabhann do dh'Fhèisean gus luchd-eagrachaidh ionadail fhastadh, sin mar 1.5 dreuchd Ionann ri Làn-thìde (ILT).	
AC17	Taic do bhuidhnean coimhearsnachd a tha ag iarraidh Fèisean ùra a stèidheachadh		Fhuair Fèis an Tairbeirt (Earra-Ghàidheal) ballrachd ann am Fèisean nan Gàidheal agus tha sinn mothachail air Fèis eile a dh'fhaodadh a bhith a' tachairt ann an Càradal.	
AC18	A' dol an sàs mar bhuidheann chom-pàirteach ann an obair Chom-pàirteachas Ealain Òigridh na Gàidhealtachd		Bidh ar Prìomh Oifigear Leasachaidh a' dol gu coinneamhan den Bhuidhinn-stiùiridh aig Com-pàirteachas Ealain Òigridh na Gàidhealtachd agus dh'obraich sinn còmhla riutha a-rithist gus sanasachd a dhèanamh air cuirm òigridh a chaidh a cumail aig na IronWorks ann an Inbhir Nis mar phàirt de Bhlas.	
AC19	A' cur air dòigh agus a' leasachadh Fèis Bhlas, a' gabhail a-steach coimisean ùr agus a' leudachadh na Fèise gu bhith ag obair ann an sgìrean eile		Chaidh fèis na bliadhna-sa a chumail eadar 2 agus 10 Sultain le 45 cèilidh is consart a bharrachd air tachartasan sgoile, ceòl ann an ospadailean is dachaighean-cùraim, dràma, tachartasan teaghlaich, cuairtean is eile. Thòisich an fhèis le oidhche shònraichte a' comharrachadh an 80mh ceann-bliadhna aig tè de shàr luchd-ciùil is lasairean cultarail Uibhist, Rona Lightfoot. Nas fhaide air adhart air an fhèis bha cuirm ann a chomharraich na rinneadh do cheòl Gàidhlig le sàr Sgitheanach, Eòin Dòmhnallach. Airson an 11mh uair ann an 12 bliadhna, chaidh pìos ciùil ùr fhoillseachadh mar phàirt den fhèis le coimisean ùra bho Mairi-Anna NicUalraig agus Nick Turner fon ainm *Beul na h-Oidhche gu Camhanaich*. Bha 4 taisbeanaidhean ann den choimisean a bha stèidhichte air òran, sgeulachdan is ceòl co-cheangailte ris na speuran – na rionnagan, a' ghrian, a' ghealach agus na Fìr Chlis. Thairis air na 9 làithean den fhèis nochd cuid dhan an luchd-ciùil traidiseanta is seinneadairean Gàidhlig as fheàrr aig tachartasan air feadh na Gàidhealtachd agus Earra-Ghàidheal, nam measg; Sharon Shannon, Na Red Hot Chilli Pipers, Phil Cunningham agus Aly Bain, Trail West, Tide Lines Fergie Dòmhnallach, Maighread Stiùbhart, Paul MacCallum agus Linda NicLeòid. A-rithist bha òigridh	

			aig cridhe gnothaichean le Na Cèilidhean air Chuairt, Guth na nGael, Graham MacCoinnich, Brìghde Chaimbeul, *O Chruinneag, E Chruinneag* - buidheann ùr le Ellen NicDhòmhnaill, Eilidh NicCarmaig, Ceitlin Nic a' Ghobhainn agus Innes White a bharrachd air seinneidearan Fuaran. Mar phàirt de phròg ram sgoiltean agus coimhearsnachdan na fèise bha taisbeanaidhean ciùil, bùithtean-obrach sgìlean ciorcas is dràma, aithris sgeulachdan, taisbeanaidhean dràma agus obair le clann ro-sgoile.	
AC20	Cothroman air tachartasan còmhnaidheach, leis na h-ealain Ghàidhlig agus le cur-seachadan ann an coimhearsnachdan, air an cumail ann an Gàidhlig		Chaidh 5 Latha a chumail sa Ghiblean agus an Sgoil Shamhraidh Dràma Ghàidhlig a chumail san Iuchar, na dhà dhiubh nan tachartasan còmhnaidheach air an cumail sa Ghàidhlig.	
Thèid beachdan-smaoin a chur an gnìomh le caochladh luchd-obrach is cheannardan sgileil a nì obair ann an co-cheangail ri chèile				
AC21	A' cumail a' tairgse taic ro-innleachdail is phragtaigeach tro lìonra de dh'Oifigearan Leasachaidh agus gach oifigear a' coimhead às dèidh grunn Fhèisean		Tha ceathrar Oifigearan Leasachaidh againn agus bidh gach neach a' toirt taic do ghrunn Fhèisean. Ge-tà, tha an sgioba seo sùbailte nan obair agus bheir iad taic do chàch a chèile nuair a tha aon oifigear gu h-àraidh trang. Tha iad an sàs ann an tòrr dhiofar leasachaidhean airson nam Fèisean.	
AC22	A' cruthachadh phoileasaidhean, a bu chòir na Fèisean uile a ghabhail òs làimh, a nì cinnteach gum bi cùisean air an cur air dòigh gu ceart agus gun tèid tachartasan ealain sàr mhath a chumail		Tha Fèisean nan Gàidheal a' cumail orra a' cruthachadh, ag ath-dheasachadh agus a' lìbhrigeadh caochladh phoileasaidhean, agus faodaidh Fèisean fa leth a' mhòr-chuid dhiubh a ghabhail òs làimh iad fhèin. Chuir sinn Plana Co-ionannachd, Iomadachd agus In-ghabhail ri chèile mar a dh'iarr Alba Chruthachail ris an do dh'aontaich iad.	
AC23	A' cur àrachas air dòigh gus am bi àrachas aig na Fèisean airson uallaichean poblach is airson gach taobh den obair aca leis na h-ealain		Bidh gach Fèis a' faighinn àrachas mar phàirt den bhallrachd aca.	
AC24	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		Ghabh 454 neach-eagrachaidh agus com-pàirtichean cothrom air trèanadh ann an 58 seiseanan. Bidh trèanadh eile ri fhaighinn aig àm sam bith nuair a bhios feum air.	
AC25	Trèanadh cunbhalach do luchd-obrach Fèisean nan Gàidheal is nam Fèisean fhèin		Chaidh 12 seisean trèanaidh a chumail gu ruige seo ann an 2015-16 airson luchd-obrach Fèisean nan Gàidheal.	
AC26	A' dol an sàs ann an obair chom-pàirteach gus tuilleadh chothroman a thoirt do dhaoine òga adhartas a dhèanamh		Tha sinn an dùil stiùireadh a thoirt do dhaoine òga fhad 's a tha iad ag obair gus Duaisean Ealain a chosnadh aon uair 's gum bi iad a' togal chomharran airson UCAS ann an Alba uaireigin ann an 2016.	
Tha Alba na dùthaich shònraichte, chruthachail aig a bheil ceanglaichean ris an t-saoghal				
AC27	A' cuideachadh nam Fèisean le bhith cur ar Poileasaidh Gàidhlig an gnìomh		Bidh sinn a' toirt taic do na Fèisean le eadar-theangachaidhean, trèanadh agus gus stuthan sanasachd dà-chànanach a dhèanamh nuair a tha sin a dhìth, agus bidh an Sgioba-G a' cur tachartasan Gàidhlig air dòigh. Faicibh AC12 shuas.	
AC28	Taic do bhith leudachadh an àireamh Chèilidhean air Chuairt		Bha 8 Cèilidhean air Chuairt ann an 2016-17 air an ruith le taic-airgid bho	

	as t-samhradh		Fhèisean nan Gàidheal, a' gabhail a-steach tè ùr ann an Inbhir Narainn agus Inbhir Nis. Bha Fèis Rois cuideachd a' cumail 3 Cèilidhean eile air Chuairt, le maoineachadh fa leth. Chluich an ochd a mhaoin sinne air beulaibh barrachd air 15,000 duine.	
AC29	A' cur air dòigh agus a' leasachadh Fèis Bhlas, a' gabhail a-steach coimisean ùr agus a' leudachadh na Fèise gu bhith ag obair ann an sgìrean eile		Chaidh Blas a chumail eadar 2 is 10 Sultain 2016. Faicibh AC19 gu h-àrd.	
AC30	A' tagradh gum bi pàirt aig na Fèisean ann an tachartasan nàiseanta agus ann am bliadhnaichean a tha comharrachadh chuspairean sònraichte		Ged a rinn sinn tagradh airson airgead mu choinneamh Bliadhna an Ùr-ghnathachais, Ailtireachd agud Dealbhadh, cha deach leinn. Bhitheamaid a' sùileachadh barrachd soirbheas le Bliadhna Eachdraidh, Dualchais agus Arc-eòlais ann an 2017 no Bliadhna na h-Òigridh ann an 2018.	
AC31	A' gabhail pàirt ann an tachartasan ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh		Bha còmpairtichean san iomlaid againn, Guth na nGael, a' cluich do Phrìomh Mhinistear na h-Alba agus Uachtarán na hÉireann aig dereadh An t-Ògmhios. Bha sinn ag obair le Comann Crann na h-Alba airson bursaraidh siubhail eadar-nàiseanta a thoirt do neach-ciùil òg bho na Fèisean agus 's I Brìghde Chaimbeul a shoirbhich. Chluich am buidheann Guth na nGael aig cuirm Bhlas san Òban agus aig tachartas sònraichte ann an Abaid Eilean Ìdhe.	
AC32	A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan		Tha barrachd is barrachd der n-obair ga taisbeanadh sna meadhanan sòisealta agus tha grunn thachartasan rim faicinn a-nis air ar sianal YouTube, agus tha barrachd bhidiothan gan cur ris. Tha sinn an dòchas seanail didseatach FèisTV a chur gu seòl nas fhaide air adhart air a' bhliadhna.	
Alba Chruthachail – Cuspairean Co-cheangailte **Ionnsachadh cruthachail: Tha sinn airson a bhith nar buidheann ionnsachaidh agus feadhainn eile a bhrosnachadh gu bhith mar an ceudna. Tha cruaidh fheum air ionnsachadh ma tha ginealaichean ùra gu bhith uidheamaichte gus togail air na tha soirbheachadh an-diugh agus gus obair innleachdach ùr a chruthachadh iad fhèin.**				
AC33	Trèanadh cunbhalach ann an sgilean teagaisg do dh'oidean a leigeas leotha gluasad suas ìrean		Chaidh bùth-obrach trèanaidh air adhart san Lùnastal airson oidean an sàs ann an Iomairt Chiùil na h-Òigridh. Thathar a' dèanamh sgrùdadh air trèanadh do dh'oidean an-dràsta agus chuir sinn cùmhnant a-mach gu tairgse airson cùrsa a dhealbhadh a ghabhadh a lìbhrigeadh ann an Gàidhlig no Beurla ann an diofar sgìrean agus, ma dh'fhaodte, air-loidhne.	
AC34	Trèanadh cunbhalach ann an sgilean Gàidhlig do dh'oidean nam Fèisean gus dèanamh cinnteach gun tèid am Poileasaidh Gàidhlig a chur an sàs		Thèid sreath de sheiseanan trèanaidh Gàidhlig do dh'oidean nam Fèisean a chur air dòigh san treas ràithe den bhliadhna ionmhais.	
AC35	A' toirt sgilean do dhaoine òga a thaobh a bhith a' cruinneachadh stuthan, gan cur ann an cruth didseatach agus gan sgrìobhadh sìos		Tha sinn an dòchas am pròiseact Fuaran a leudachadh, agus bidh na daoine òga an sàs sa phròiseact sin a' togail nan sgilean sin.	

AC36	A' toirt trèanadh ann an sgilean cleasachd do dhaoine òga		Chaidh muinntir nan Cèilidhean air Chuairt tro seachdain trèanaidh aig Fèis Alba san Iuchar, a bharrachd air tachartasan trèanaidh ionadail ron sin sna sgìrean aca fhèin.	
AC37	A' toirt trèanadh do dhaoine òga airson a bhith ag obair ann an gnìomhachas a' chiùil		Bha pàirt den trèanadh sin ri fhaighinn aig Fèis Alba san Iuchar, agus cuiridh sinn tuilleadh trèanaidh air dòigh ma tha sin a dhìth.	
AC38	A' sanasachd Fèisgoil mar sheirbheis iomlan a tha tabhann cothrom air ionnsachadh cruthachail tro dhiofar sheòrsaichean ealain		Bhon a chaidh Manaidsear airson Fèisgoil fhastadh chaidh an t-seirbheis Fèisgoil a leudachadh gu mòr agus chaidh cùmhnantan aontachadh le grunn ùghdarrais ionadail. Chaidh Meanbh-Fhèis a chumail ann an Àrd-sgoil Phort Rìgh san Ògmhios. Bha sinn fortanach gun deach airgead a bharrachd airson obair Fèisgoil ainmeachadh leis a' Leas Phrìomh Mhinistear, Iain Swinney BPA, nuair a bhruidhinn e aig ar co-labhairt san t-Sultain.	
AC39	Clasaichean ann an Ceòl Traidiseanta ann an sgoiltean tro Iomairt Chiùil na h-Òigridh agus prògraman eile		Leanaidh na clasaichean Ciùil Traidiseanta anns gach sgoil ann an sgìre Chomhairle na Gàidhealtachd agus ann an grunn sgoiltean ann an Siorrachd Rinn Friù sa bhliadhna sgoile 2016-17.	
AC40	Prògraman de chlasaichean Gàidhlig ann an sgoiltean coltach ri GLPS		Tha clasaichean Gàidhlig air a bhith a' ruith anns An Eaglais Bhreac, Àir an Ear agus Àir a Deas gu ruige seo ann an 2016-17. Leis an airgead a bharrachd bho Riaghaltas na h-Alba, thèid tuilleadh a chumail ann an sgìrean ùghdarrais eile.	
AC41	Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan		Chaidh 5 Latha a chumail sa Ghiblean 2016 agus ghabh 11 deugaire le Gàidhlig pàirt ann an grunn chur-seachadan ann an Gàidhlig. Bha cothrom ann do thuilleadh dhaoine air tachartas còmhnaidheach Gàidhlig le Sgoil Shamhraidh Dràma Ghàidhlig san Iuchar san do ghabh 11 pàirt.	
AC42	CPD ann an ealain is cultar na Gàidhlig do luchd-teagaisg nan sgoiltean		Chaidh latha trèanaidh airson luchd-teagaisg a chur air dòigh san Eaglas Bhreac tro Fèisgoil sa Ghiblean agus bha sinn aig An t-Alltan san t-Sultain airson seirbhisean Fèisgoil a reic.	
Co-ionannachd is Iomadachd: Tha e na amas dhuinn gum bi co-ionannachd is iomadachd aig cridhe gach nì a nì sinn, agus bheir sinn barrachd chothroman do dhaoine bho dhiofar dhualchais is cinnidhean, bho dhiofar choimhearsnachdan agus de gach aois air na h-ealain agus cultar agus thig tuilleadh chothroman an lùib sin				
AC43	Tòisichidh sinn a' dèiligeadh ri cùisean co-cheangailte ri co-ionannachd ann an 2015		Ged a chuir sinn Plana Co-ionannachd, Iomadachd agus In-ghabhail gu Alba Chruathchail ro dheireadh a' Mhàirt 2016, cha deach aontachadh ris dhan t-Sultain. Tha sinn a-nise air tòiseachadh a chur an gnìomh.	
AC44	Plana Co-ionannachd is Iomadachd a dhealbh airson toiseach Bliadhna 2 den Mhaoineachadh Chunbhalach		An aon rud ri AC43.	
Àrainneachd: Is e atharrachadh gnàth-shìde aon de na dùbhlain as cudromaiche a th' againn an-diugh. Tha sinn airson dèanamh cinnteach gum bi sinn ag obair ann an dòigh cho seasmhach 's a ghabhas agus gum bi gnìomhachasan nan ealan, sgriona agus cruthachail ann an Alba a' dèanamh an nì cheudna.				
AC45	A' clàradh Sgaoilidhean Carbon bho thòiseach Bliadhna 1 den Mhaoineachadh Chunbhalach (Giblean 2015)		Thòisich luchd-obrach is Buill a' Bhùird a' clàradh sgaoilidhean carbon bho 1 Giblean 2015. Tha oidean air am fastadh le Fèisean nan Gàidheal gan clàradh	

			cuideachd bho 1 Giblean 2016.
AC46	A' dèanamh cinnteach gu bheil tachartasan gu leòr a' tachairt ann an sgìrean ionadail feuch nach fheum daoine uiread siubhail a dhèanamh gus a dhol gu tachartas math		Bidh sinn a' cur tòrr thachartasan air dòigh ann an sgìrean ionadail, agus sin a' ciallachadh nach fheum daoine uiread siubhail a dhèanamh gu bailtean nas motha airson tachartasan ealain.
Didseatach: Tha teicneòlas didseatach a' toirt dhuinn cothroman inntinneach a thaobh a bhith cruthachadh agus an lùib a' chomainn-shòisealta agus eaconamaidh na h-Alba			
AC47	A' sgaoileadh naidheachdan tro ar làrach-lìn, na meadhanan agus le cuairt-litrichean didseatach gu cunbhalach		'S ann tro mheadhanan didseatach as motha a bhios sinn a' conaltradh a-nis. Tha sinn air dà chuairt-litir a dhèanamh ann an 2016-17 thuige seo, agus chaidh iad sin a sgaoileadh gu h-eileagtronaigeach, agus bidh sinn a' cleachdadh ar làrach-lìn, meadhanan sòisealta agus Mailchimp gus sanasachd a dhèanamh air tachartasan is iomairtean eile.
AC48	A' dèanamh ghoireasan Gàidhlig is ciùil thraidiseanta ùra		Tha am pròiseact Fuaran air crìochnachadh agus chaidh a sgaoileadh fad is farsaing.
AC49	A' cur ghoireasan teagaisg is eile ann an cruth didseatach feuch an gabh iad an cleachdadh le barrachd dhaoine		Aon uair 's gu bheil FèisTV air bhonn, bidh cothrom againn an obair seo a leudachadh agus leasanan air-loidhne a bharantachadh.
AC50	A' cruinneachadh òrain dhualchasach Ghàidhlig agus gan cur ann an cruth didseatach		Tha am pròiseact Fuaran a' leantainn leis na h-òrain bhon chiad tamail ri fhaighinn a-nise.
AC51	A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan		An aon rud ri AC32.

Fiosrachadh Àireamheil							
Obraichean a fhuair taic (air an cruthachadh/ gleidheadh) ILT	41.1	Airgead air a tharraing a-steach (HIE)	£587,954	Meudachadh san toradh ionmhasail	£30,226	Luchd Saor-thoileach	662
Tabhartasan do dh'Fèisean	£159,591	Tabhartasan Eile	£26,247	Compàirtichean/luchd-ionnsachaidh aig Tachartasan nam Fèisean	3,431	Seirbheisean a chaidh an leasachadh	4
Seirbheisean Ùra ann an Sgìrean Dùbhlanach	2	Luchd-trèanaidh	454	Luchd-èisteachd aig consairtean/tachartasan nam Fèisean	5,996	Luchd-èisteachd Bhlas	4,014
Luchd-èisteachd nan Cèilidhean air Chuairt	15,135	Fèisean ùra air an stèidheachadh	1	Barrachd chomasan aig buidhnean coimhearsnachd	2	Tachartasan Cultarach	415
Tachartasan Bhlas	91	Tachartasan nan Cèilidhean air Chuairt	186	Cothroman cluich/cleasachd eadar-nàiseanta do dh'òigridh	3	Iomlaidean eadar-nàiseanta	1
Cothroman Coimeirsealta	1	Obair co-cheangailte ri rian a chumail air atharraichean sa bhuidhinn	1	Obair thionnsgalach	4	Daoine òga a fhuair taic gus pàirt a ghabhail ann am pròraman trèanaidh	55

Builean Iomairt na Gàidhealtachd is nan Eilean				
A' Toirt Ealain is Cultar na Gàidhlig air Adhart an Lùib Oideachadh Cruthachail/na seirbheis Fèisgoil				
InG1	A' sanasachd Fèisgoil mar sheirbheis iomlan a tha tabhann cothrom air ionnsachadh cruthachail tro dhiofar sheòrsaichean ealain		Faicibh AC38 gu h-àrd.	
InG2	A' leudachadh phrògraman de sheirbheisean Gàidhlig ann an sgoiltean, a' gabhail a-steach tachartasan ealain Ghàidhlig aig ìre nan tràth-bhliadhnaichean agus ann an coimhearsnachdan		Faicibh AC13 gu h-àrd..	
InG3	Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan		Faicibh AC41 gu h-àrd.	
InG4	Leasachadh Proifeiseanta Leantainneach ann an ealain is cultar na Gàidhlig do luchd-teagaisg nan sgoiltean		Faicibh AC42 gu h-àrd.	
InG5	Eadar-theangachaidhean Gàidhlig		Bithear a' toirt taic do na Fèisean le eadar-theangachaidhean àbhaisteach gu Gàidhlig gu cunbhalach gus cuideachadh le bhith coileanadh ar Poileasaidh Gàidhlig.	
InG6	Teagasg Gàidhlig ann an sgoiltean nuair bhios cothroman gan cur a-mach gu tairgse		Faicibh AC40 gu h-àrd.	
Taic do is ag Adhartachadh nam Fèisean				
InG7	A' cur taic ri buidhnean coimhearsnachd airson obair leudachaidh agus gus Fèisean ùra a stèidheachadh		Faicibh AC17 gu h-àrd. Chaidh Fèis ùr a stèidheachadh ann an Tairbeart (Loch Fìne) agus thèid taic a chumail rithe tron sgioba Oifigearan Leasachaidh againn.	
InG8	A' cur airgead an seilbh Maoin Leasachaidh nam Fèisean gus leasachaidhean cruthachail ùra a mhaoineachadh ann an coimhearsnachdan agus tha an t-airgead sin a' toirt cothrom don luchd-iarrtais tuilleadh maoineachaidh a tharraing a-steach		Faicibh AC1 gu h-àrd.	
InG9	Taic ro-innleachdail is phragtaigeach do na Fèisean bho-lìonra taice nam Fèisean		Tha gach Oifigear Leasachaidh an urra ri mu 11 Fhèis dom bi iad a' toirt taic gu cunbhalach aig ìre phragtaigeach agus ro-innleachdail.	
InG10	Taic ro-innleachdail do dh'Fhèisean a tha airson an obair aca a leudachadh agus prògraman coimhearsnachd a chumail suas		Às dèidh do mar a ghlèidh Fèis Rois maoineachadh cunbhalach bho Alba Chruthachail, tha Fèisean nan Gàidheal a-nis air a chur romhpa taic ro-innleachdail a thoirt do dh'Fhèis Spè feuch an tèid aca air na planaichean aca airson leudachadh a thoirt gu buil. Bidh sinn a' cumail coinneamh mheasaidh 18 mìosan an dèidh don mhaoin a thòiseachadh airson a dhearbhadh an ìre aig a bheil iad agus na bhios a dhìth orra san àm ri teachd.	
InG11	Prògraman gus sgilean dhaoine a leasachadh, a' gabhail a-steach: a' dèanamh airgead, planadh ionmhasail, Ciad Chobhair, agus trèanadh Dìon Chloinne airson luchd-obrach is luchd saor-thoileach nam Fèisean		Tha an leithid a thrèanadh ga thabhann nuair a bhios iarrtas ann air a shon, agus cuid dheth air a lìbhrigeadh le ar n-Oifigearan Leasachaidh is daoine eile san sgioba againn, agus cuid air a lìbhrigeadh le daoine eile a tha stèidhichte sna sgìrean.	

A' Leasachadh Sgilean is Thàlantan / obraichean do dh'òigridh				
InG12	A' toirt trèanadh ann an sgilean cleasachd do dhaoine òga		Faicibh AC36 gu h-àrd.	
InG13	A' tabhann cùrsaichean trèanaidh ùghdarraichte do dhaoine òga		Fhuair luchd-obrach trèanadh gus an urrainn dhaibh stiùireadh a thoirt do dhaoine òga fhad 's a tha iad ag obair gus Duaisean Ealain a chosnadh, agus rin sinn rannsachadh, cuideachd, air Duaisean Comann Crann na h-Alba son saor-thoilich. Bidh sinn a' coimhead an gabhadh Teisteanas airson a bhith Deiseil airson Obair aig Leasachadh Sgilean na h-Alba a thoirt seachad tro obair nam Fèisean.	
InG14	A' toirt trèanadh do dhaoine òga airson a bhith ag obair ann an gnìomhachas a' chiùil		Faicibh AC37 gu h-àrd.	
InG15	A' toirt cothroman trèanaidh eile do luchd-obrach is oidean nam Fèisean agus do dhaoine a ghabhas pàirt sna Fèisean		Tha luchd-obrach air pàirt a ghabhail ann an 12 cothrom trèanaidh bho 1 Giblean.	
A' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca/turasachd chultarach				
InG16	Taic do bhith leudachadh an àireamh Chèilidhean air Chuairt		Faicibh AC28 gu h-àrd.	
InG17	A' cur air dòigh agus a' leasachadh Fèis Bhlas		Faicibh AC19 is AC29 gu h-àrd.	
InG18	Sgoil Shamhraidh Dràma Ghàidhlig a thèid a chumail gach bliadhna		Faicibh AC41 gu h-àrd.	
InG19	Cothroman air tachartasan còmhnaidheach far am bi daoine a' dol an sàs sna h-ealain Ghàidhlig agus tachartasan coimhearsnachd a bhios air an cumail ann an Gàidhlig		Faicibh AC41 gu h-àrd.	
InG20	A' tagradh gum bi pàirt aig na Fèisean ann an tachartasan nàiseanta agus ann am bliadhnaichean a tha comharrachadh chuspairean sònraichte		Faicibh AC30 gu h-àrd.	
InG21	A' gabhail pàirt ann an tachartasan ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh		Faicibh AC31 gu h-àrd.	
Builean Bhòrd na Gàidhlig				
BnG1	Taic do na h-Iomairtean Gàidhlig sna sgìrean far a bheil oifigearan Fèisean nan Gàidheal stèidhichte, le fianais air cuideachadh pragtaigeach nuair a chaidh taic a thabhann ro 31.03.17		Tha an obair seo a' leantainn far a bheil co-obrachadh cunbhalach a' dol eadar oifigearan nan iomairtean agus Oifigearan Leasachaidh nam Fèisean. Bidh luchd-obrach a' clàradh na h-ùine a bhios iad a' cur seachad ag obair leis na h-Iomairtean.	
BnG2	Seisean cofaidh is còmhradh gach seachdain ann an oifis Fèisean nan Gàidheal ann am Port Rìgh		An dèidh rannsachadh a dhèanamh chan eil iarrtas ann airson seo an-dràsta. Ged nach ionnan an dà rud, bidh sinn a' cumail seisean seinn air a' chiad Disathairne de gach mìos ann an Inbhir Nis le eadar 12 agus 25 ga fhrithealadh gach turas.	
BnG3	Co-dhiù 4 seiseanan trèanaidh airson sgilean cànain do luchd-obrach ro 31.03.17		Tha sinn air dà sheisean trèanaidh a chumail a' coimhead ri gnathasan càinnte, sean fhaclan, gràmair, eadar-theangachadh agus sgilean sgrìobhaidh.	
BnG4	Co-dhiù 4 seiseanan trèanaidh eile do luchd-obrach ro		Faicibh AC25 gu h-àrd.	

	31.03.17			
BnG5	Taic do 44 Fèisean air feadh Alba, le tabhartasan, trèanadh, àrachas, ionnsramaidean ciùil agus sgilean Gàidhlig ro 31.03.17		Faicibh AC7 gu h-àrd. Ged a tha 43 Fèisean air taic fhaighinn gu ruige seo tron sgeama thabhartasan againn, tha Fèisean ùra ann cuideachd a tha a' faotainn taic bhon sgioba leasachaidh againn.	
BnG6	Bidh 6 Fèisean air clasaichean 'Fèis Bheag' no bùithtean-obrach airson nan tràth-bhliadhnaichean a ruith ro 31.03.17		Faicibh AC13 gu h-àrd. Gu ruige seo tha 18 Fèis air Fèis Bheag/seiseanan trath bhliadhnaichean a thabhann mar phàirt dha na tachartasan aca.	
BnG7	Thèid panto Gàidhlig air chuairt a' tadhal air co-dhiù sia sgìrean ro 31.03.16		Thathar an-dràsta ag ullachadh airson panto 2016 a bhios air chuairt son cola-deug aig toiseach na Dùbhlachd. Bidh a' chuairt a' toirt a-steach sgoiltean agus coimhearsnachdan air tìr-mòr agus anns na h-Eileanan Siar am bliadhna.	
BnG8	80 bùth-obrach dràma Ghàidhlig a lìbhrigeadh ann an coimhearsnachdan air feadh Alba ro 31.03.17		Tha sinn air 124 buth-obrach a dhèanamh gu ruige seo; eadar cuairtean Hùb-Hàb is Meanbh Chuileag, bùithtean-obrach dràma àrd-sgoile, agus pròg ram sgoile Blas le còrr is 2,400 sgoilear a' gabhail pàirt.	
BnG9	Thèid co-dhiù 3 buidhnean dràma òigridh airson clann àrd-sgoile a stèidheachadh ann an co-bhuinn ri buidheann eile ro 31.03.17. Tha ceangal aig seo ri cùmhnant com-pàirteach a th' againn le Eden Court mar phàirt den Lìonra Dràma.		Le taic bho Eden Court is maoineachadh Bhòrd na Gàidhlig, tha obair air thòiseachadh leis na sgoiltean a-nis. Tha an t-oifigear dràma againn air a bhith a' cur air dòigh bhùithtean-obrach le sgoilearan ann am Baile Dhùbhthaich agus Inbhir Pheofharain. Thig am pròiseact gu ceann le oidhche thaisbeanaidh ann an Eden Court air 5 Damhair.	
BnG10	Cuairt le dràma Ghàidhlig a mhaireas 6 seachdainean timcheall sgoiltean Gàidhlig ro 31.03.16		Thòisich a' chuairt seo san t-Sultain, le dealbh-chluich fon ainm *Le Meas*, agus thèid ia air adhart a-rithist an dèidh làithean-saora na Dàmhair.	
BnG11	Cuairt a mhaireas dà sheachdain le dealbh-chluiche dà-chànanach airson sgoiltean a tha tabhann GLPS no far an robh oidean Fèisgoil a' teagasg, ro 31.03.2016		Tha sinn a' cur planaichean air dòigh airson na cuairte seo le dùil gun tèid l air adhart tràth ann an 2017.	
BnG12	40 consart aig Blas 2015, agus pròg ram sgoiltean is coimhearsnachd mar phàirt den fhèis, air an lìbhrigeadh ann an com-pàirt ri buidhnean eile agus far am bi Gàidhlig na prìomh chànan air an àrd-ùrlair.		Faicibh AC19 gu h-àrd. Chaidh 45 cuirmean air adhart. Le gearraidhean airgid a' bualadh air High Life na Gàidhealtachd, b' fheudar dhuinn fhìn pròg ram nan sgoiltean a chur air dòigh ann an co-bhonn ri Comhairle nan Leabhraichean, Ceòl ann an Ospadalan agus Live Music Now.	
BnG13	Consairtean air an lìbhrigeadh gu dà-chànanach le cuideigin a tha fileanta sa Ghàidhlig. Luchd-ciùil/luchd-ealain air am brosnachadh gu bhith cleachdadh an cuid Gàidhlig aig an fhèis.		Bha Fear no Bean an Taighe le Gàidhlig aig gach tachartas agus bha e mar chumha ann an cùmhnantan an luchd-ciùil is an luchd-ealain eile, ma tha Gàidhlig aca, gun cleachd iad i nuair a tha iad a' bruidhinn ris an luchd-èisteachd.	
BnG14	Coimisean ùr mar phàirt de Bhlas 2016, a thèid a thaisbeanadh co-dhiù 4 tursan aig an fhèis		Faicibh AC5 gu h-àrd. Chaidh cuirmean air adhart ann an Druim na Drochaid, Ulapul, Slèite agus Ath Tharacaill.	
BnG15	Bidh am fiosrachadh is stuthan sanasachd uile san dà chànan mar phàirt chudromach den fhèis, a' gabhail a-steach Fear no Bean an Taighe le Gàidhlig aig gach tachartas.		Bha am fiosrachadh agus na stuthan sanasachd uile rim faotainn san dà chànan agus, a rèir mar a tha sgrìobhte BnG12, bha Fear no Bean an Taighe le Gàidhlig aig gach tachartas.	
BnG16	Na amas gum bi 15 duine aois 14-18 a' gabhail pàirt ann an Sgoil Shamhraidh Dràma ann an 2016		Chaidh an Sgoil Shamhraidh Dràma a chumail eadar 4 is 16 luchar le 11 a' gabhail pàirt. Thàinig cùisean gu ceann le dà thaisbeanadh poblach; fear sa	

			Phloc agus fear ann an Cille Mhoire.	
BnG17	Na amas gun gabh 16 sgoilear àrd-sgoile pàirt ann an tachartas còmhnaidheach aig Taighean-tughaidh nan Gearrannan ann an Leòdhas aig àm na Càisge 2017.		Thèid 5 Latha a chumail ann an 2017 eadar 10 agus 15 Giblean.	
BnG18	A' cur Poileasaidh Gàidhlig na buidhne an gnìomh, le dearbhadh air Gàidhlig mar chànan làitheil agus rianachd na buidhne.		Bidh Fèisean nan Gàidheal a' dèanamh obair aig ìre luchd-obrach agus a' Bhùird sa Ghàidhlig agus thèid conaltradh a dhèanamh le Fèisean ionadail tron Ghàidhlig. Nì sinn cinnteach gum bi Fèisean a' cumail ris na h-earrannan den Phoileasaidh Ghàidhlig a tha a' buntainn riutha.	
BnG19	Fios ùr gach ràithe air ciamar a chaidh airgead a' Bhùird a chleachdadh anns an ràithe mu dheireadh.		Tha an aithisg seo ann, agus tha aithisg eile ann a bhios Manaidsear Leasachaidh Fèisean nan Gàidheal ag ullachadh do Bhòrd na Gàidhlig.	
BnG20	Fios ùr gach ràithe air suidheachadh ionmhasail na buidhne gu h-iomlan.		Tha Cunntasan Riaghlaidh air an dearbhadh le luchd-sgrùdaidh bhon taobh a-muigh mar phàirt den aithisg seo.	
BnG21	Clàr-cunnart air a thoirt do Bhòrd na Gàidhlig aig toiseach na bliadhna agus lethbhreac de phàipearan coinneamhan bòrd Fèisean nan Gàidheal co-cheangailte ris a seo, le fios as ùr air gnìomhan lasachaidh, an dèidh coinneamh bùird Fèisean nan Gàidheal.		Bidh Bòrd na Gàidhlig a' faighinn a h-uile pàipear airson cooinneamhan bòrd-stiùiridh na buidhne. Chaidh an Clàr Chunnartan airson 2016-17 a chur gu Bòrd na Gàidhlig sa Chèitean.	
BnG22	Ag aithneachadh taic a' Bhùird an lùib gach pròiseact, le fianais as ùr gach ràithe.		Bithear a' sealltainn suaicheantas Bhòrd na Gàidhlig sna stuthan clò-bhuailte uile agus bithear a' toirt aithne don taic bho BnG anns gach brath-naidheachd, air an làrach-lìn againn agus an cois phuist-d.	
BnG23	Sanasan naidheachd air an cur gu sgioba conaltraidh a' Bhùird ro làimh agus cothrom a thoirt don Bhòrd fios a chur riutha.		Bidh sinn a' dèanamh sin, gu h-àraidh nuair a tha Bòrd na Gàidhlig air taic gu dìreach a thoirt don obair air a bheil am brath-naidheachd a' toirt iomradh, m.e. cur gu seòl Blas san Òganach.	
BnG24	Sanas làn-dhuilleig ann am pròg ram Blas 2016 air-loidhne air a thoirt do Bhòrd na Gàidhlig tron aonta seo.		Cha robh cothrom air sanas ann an leabhran air-loidhne am-bliadhna. Ge-tà, rinn sinn cinnteach gun robhsuaicheantas a' Bhùird follaiseach sa bhileig air-loidhne agus nn an clò agus gun robh ceangal dìreach eadar làrach-lìn Bhlas agus làrach-lìn a' Bhùird.	
Builean Comhairle na Gàidhealtachd				
CnG1	Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R2.		Chan urrainnear aithris air adhartas.	
Builean Comhairle nan Eilean Siar				
CnES1	£9,900 den mhaoineachadh bhon Chomhairle a chosg air Fèisean nan Eilean Siar tro Sgeama Thabhartasan nam Fèisean		Tha cuibhreann £9,900 pàighte le £42,714 gu h-iomlan air a ghealltainn do na Fèisean.	
CnES2	£2,900 de mhaoineachadh na Comhairle a chosg mu choinneamh cosgaisean Oifigear Leasachaidh nam Fèisean làn-thìde stèidhichte sna h-Eileanan Siar		Tha oifigear làn-thìde againn stèidhichte ann an Steòrnabhagh ach a' frithealadh Fèisean air feadh nan Eilean Siar.	
Builean Comhairle Earra-Ghàidheal is Bhòid				
CEB1	A' cleachdadh cuibhreann den airgead mu choinneamh		Tha cuibhreann £9,000 pàighte gu ruige seo le £28,453 gu h-iomlan air a	

	tabhartasan do na Fèisean ann an Earra-Ghàidheal agus Bòid tro Sgeama Thabhartasan nam Fèisean aig Fèisean nan Gàidheal		ghealltainn do na Fèisean.	
CEB2	A' cleachdadh cuibhreann den airgead mu choinneamh cosgaisean Oifigear Leasachaidh stèidhichte ann an Earra-Ghàidheal agus Bòid		Tha oifigear làn-thìde againn a bhios a' frithealadh Fèisean sgìre Earra-Ghàidheal agus Bòid, ga stèidheachadh fhèin san sgìre a-rèir feum.	
CEB3	A' cleachdadh cuibhreann den airgead mu choinneamh tachartasan ann an Earra-Ghàidheal agus Bòid mar phàirt de Bhlas 2016		Chaidh ceithir tachartsan air adhart ann Earra-Ghàidheal agus Bòid mar phàirt de Bhlas 2016, a' cleachdadh cuibhreann de dh'airgead na comhairle.	

Gnìomh a dhìth

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

Art MacCarmaig
Ceannard
Dùbhlachd 2016

Fèisean nan Gàidheal

Blas

Àireamh air a' Chlàr Chùisean: 4.2016.02(b)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mu thoraidhean Blas 2016 agus deasbad a thogail mu mholadh bho bhòrd Blas Festival Earranta.

Blas 2016

Chaidh Blas 2016 a chumail eadar 2 agus 10 Sultain le 45 consartan agus pròram coimhearsnachdan agus sgoiltean thairis air na 9 làithean air feadh na Gàidhealtachd agus Earra-Ghàidheal. Bha 9,106 ga frithealadh.

Prìomh Thachartasan:

- Chaidh dà chonsart sònraichte a chumail airson dithis a tha air cùr gu mòr ri cultair agus dualchais na h-Alba; Rona Dhòmhnallach (Lightfoot) a chomharraich an 80mh cò-latha-breith aice le consart ann an Cathair-Eaglais Naoimh Anndra an Inbhir Nis agus chaidh cèilidh choimhearsnachd a chumail ann an Cille Mhoire do dh'Eòin Dòmhnallach
- Nochd an neach-ciùil ainmeil Sharon Shannon aig Blas airson a' chiad uair
- Thadhail an còmhlan 'Nuallan' oirnn à Ceap Breatainn le ceòl aighearrach na pìoba
- Chum sinn sreath de chèilidhean teaghlaich agus cèilidhean coimhearsnachd ann an grunn sgìrean, 's bha deagh àireamhan gam frithealadh
- Rinn Aly Bain agus Phil Coineagan 3 consartan air a' bhliadhna agus iad fhèin a' comharrachadh 30 bliadhna a' cluiche còmhla
- Dh' obraich sinn còmhla ri Play Pieces a chuir air dòigh taisbeanaidh dràma aig àm lòn ann an grunn àiteachain leis an dealbh-chluich *'Hallaig'* le Iain Fionnlagh MacLeòid
- 'S i Mairi Anna NicUalraig agus Nick Turner a chruthaich agus a thaisbean coimisean na bliadhna-sa -*'Beul na h-Oidhche gu Camhanaich'* - a bha làn òrain agus ceòl co-cheangailte ris na speuran le seanchasan co-cheangailte ris a' ghrèin, ris a' ghealaich agus ris na rionnagan, agus cuid de mhìorbhailean iarmailtean na h-Alba, a' gabhail a-steach na fir chlis
- Dh' hoillsich seann chom-pàirtiche nam Fèis, Graham MacCoinnich, a' chiad chlàr aige aig consart sònraichte ann an Cùirt Eden, Inbhir Nis far an do nochd e cuide ri seinneadairean bhon phròiseict Fuaran againn
- Chum sinn ar ceangal le Live Music Now agus Music in Hospitals le taisbeanaidhean ciùil ann an dachaighean cùraim agus ospadalan
- Nochd com-pàirtichean nam Fèis agus cuid de na Cèilidhean air Chuairt aig mòran thachartasan
- Chuir Còmhairle nan Leabhraichean sgriobhadairean air dòigh airson cuid de na tachartasan agus fhuair iad cothrom a bhith leughadh cuid dha na sgrìobhaidhean aca
- Ged nach robh Highlife na Gàidhealtachd an sàs anns a' phròram sgoile am-bliadhna, rinn Fèisean nan Gàidheal oidhirp taghadh de chur-seachadan a chur air dòigh ann an sgoiltean le taisbeanaidhean bho Mheanbh-Chuileag is Hùb-Hàb agus bùithtean-obrach ciorcais agus sgeulachdan còmhla ri Ariel Killick.

Tha fiosrachadh mu bhuidseat Bhlas 2016 suas gu 30 Samhain ri fhaighinn ann an Earrann 3 de na pàipearan fo Chuisean Ionmhasail.

Blas san àm ri teachd

Choinnich bòrd Blas Festival earranta air 24 Samhain agus chaidh deasbad a chumail mu phàipear B1.2016.07, agus na litrichean co-cheangailte, a tha anns na duilleagan a leanas.

Aig crìoch an cuid chòmraidhean, dh'aontach bòrd Blas Festival Earranta am moladh a leanas a chur air adhart gu bòrd Fèisean nan Gàidheal's airson deasbaid agus gnìomh sam bith a chur an sàs:

(a) The Board of Blas Festival Ltd confirmed its understanding that the Blas Festival is an initiative of The Highland Council, regulated by a Service Delivery Contract, which delivers outcomes agreed by The Highland

Council in its Gaelic Language Plan and Single Outcome Agreement. As such, it would be unreasonable of the authority to expect the contract to be delivered with a 45% reduction in the funding it proposes to allocate for that purpose in 2017-18, which is already 40% less than when The Highland Council established the festival.

(b) Blas Festival Ltd is mindful that Fèisean nan Gàidheal would wish to deliver undertakings in its Programme Plan 2015-20 and fulfill the terms of its current agreements with Creative Scotland, HIE and Bòrd na Gàidhlig. Given the long-term fruitful collaboration between Fèisean nan Gàidheal and The Highland Council, the Board of Blas Festival Ltd believes it would be reasonable that The Highland Council be asked to enable this by offering a Service Delivery Contract to deliver Blas 2017 for a similar level of funding to that offered for the 2016 festival.

(c) Blas Festival Ltd recognises the challenges facing The Highland Council but think it more appropriate that its funding be considered alongside, and in the same way as, that for other Gaelic organisations, rather than Third Sector organisations with which Blas Festival Ltd had no previous association. Notwithstanding (b), if other Gaelic organisations were to have their funding reduced, Fèisean nan Gàidheal should support Blas Festival Ltd to run a festival in 2017 with a reduction in funding proportionate to that applied to those organisations.

(d) At an early date, The Highland Council must make clear its intentions for the Blas Festival. Should it decide it still wishes to deliver a festival of this nature, the authority must undertake to make sufficient funding available for Blas Festival Ltd to run it. If it no longer wishes the festival delivered, or would wish another entity to deliver it, The Highland Council should indicate its intention to withdraw its Service Delivery Contract with Blas Festival Ltd from 2018 onwards.

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird:

(1) Fa-near a thoirt do thoraidhean Blas 2016

(2) Deasbad a chumail mu mholadh Blas Festival Earranta agus aonta a ruighinn mu mhodh a ghabhadh a chur an gnìomh ann an còmhraidhean le Comhairle na Gàidhealtachd mu àm ri teachd do Bhlas.

Art MacCarmaig
Ceannard
Dùbhlachd 2016

Calum A MacMhaoilein
Manaidsear Leasachadh
Dùbhlachd 2016

Blas Festival Ltd

Maoin Chomhairle na Gàidhealtachd 2017 air adhart | Highland Council Funding from 2017 onwards
Agenda Item: B1.2016.07

Reason for Paper
To update Board members on discussions with The Highland Council regarding future funding for the Blas Festival.

Correspondence with The Highland Council
Board members will be aware that since a meeting on 26 May between Blas Festival, Fèisean nan Gàidheal and Highland Council personnel, there has been ongoing dialogue about the authority's future funding of the Blas Festival.

A letter was received from Bill Alexander dated 5 October, which is following. There then followed an e-mail exchange between Arthur Cormack and Mr Alexander in which clarification was sought on a number of points in his letter, to no avail.

We were unable to call a meeting of Blas Festival Ltd until the situation outlined in B1.2016.06 was resolved. However, give the time that had elapsed since receiving Mr Alexander's letter, the Chair of Fèisean nan Gàidheal met with the remaining Directors of Blas Festival Ltd to agree an initial position to be sent to Mr Alexander. That letter, dated 4 November 2016, is following. Both letters are fairly self-explanatory.

Agreeing a way forward
It is clear The Highland Council has significant budget savings to achieve. However, it is unclear what the Council's intentions are for the Blas Festival.

At the moment, it seems as if the authority wishes to cut the funding by 45% and continue to contract Fèisean nan Gàidheal to run the festival for them. It would also seem to be the case that The Highland Council values neither the cultural nor economic benefits from the Blas Festival. There would appear to be more support within The Highland Council for local Fèisean than for the Blas Festival, despite the festival being its creation and the clear links between the two, one complementing the other.

What is equally unclear is the status of the offer made to fund the 2017 Blas Festival with 55% (£38,430) of the funding it received in 2016 (£69,872). There is no evidence that any committee of The Highland Council or the Council itself has ratified such a decision.

What would appear to be clear is that there is £38,430 available in some shape or form and it would seem that Blas Festival Ltd and its parent, Fèisean nan Gàidheal, has the following choices:

Potential Action	Pros	Cons
Accept the offer of £38,430 and continue to run a Blas Festival on a smaller budget	• Allows Fèisean nan Gàidheal to deliver its Programme Plan 2015-20 • Ensures Fèisean nan Gàidheal fulfils the terms of	• The Blas Festival may consist of fewer events • Given that Firefly productions will no longer be involved, the workload

	current agreements with Creative Scotland, HIE and Bòrd na Gàidhlig	on Fèisean nan Gàidheal staff could be unsustainable • Diminution of the cultural and economic benefits generated by Blas
Lobby Highland Council members to ensure funding is as close to 2016 levels as possible. With an Council election taking place in 2017, it may be worth striving to preserve the festival in its current form until future support from a new administration is ascertained.	• Blas Festival could continue to consist of a similar number of events as the festival in 2016 • Cultural and economic benefits generated by Blas could be maintained • Allows Fèisean nan Gàidheal to deliver its Programme Plan 2015-20 • Ensures Fèisean nan Gàidheal fulfils the terms of current agreements with Creative Scotland, HIE and Bòrd na Gàidhlig	• Potential harm to relationship with the local authority on whose support local Fèisean depend • Potential harm to relationship with the local authority from whose support Fèisean nan Gàidheal continues to benefit
Withdraw from running the Blas Festival forthwith and seek to utilise the £38,430 available in other ways to benefit the Fèis movement	• Potential for enhanced support for local Fèisean • If support for local Fèisean is stronger than that for Blas, there could be protection from further cuts in future	• Loss of the only regular Highland-wide event celebrating Gaelic culture • Potential harm to relationship with the local authority whose festival Blas is • Inability of Fèisean nan Gàidheal to deliver its Programme Plan 2015-20 • Inability of Fèisean nan Gàidheal to fulfil the terms of its current agreements with Creative Scotland, HIE and Bòrd na Gàidhlig
Attempt to secure funding for Blas 2017 at 2016 level, run Blas 2017 and withdraw thereafter	• Allows Fèisean nan Gàidheal to deliver its Programme Plan 2015-20 • Maintains cultural and economic benefits generated by Blas for a further short period • Ensures Fèisean nan Gàidheal fulfils the terms of its current agreements with Creative Scotland, HIE and Bòrd na Gàidhlig	• Loss of the only regular Highland-wide event celebrating Gaelic culture • Diminished ability in the future to deliver an event that attracts large audience numbers which could have a negative impact on Fèisean nan Gàidheal's overall performance and its ability to attract funding from other sources • Potential loss of additional support for local Fèisean

Action Required

Board members are invited to:

(1) Note the recent correspondence between The Highland Council and Blas Festival Ltd
(2) Discuss the options presented as well as any alternatives they may wish to advance
(3) Agree a position in relation to the offer from The Highland Council
(4) Make a recommendation to Fèisean nan Gàidheal's Board is regard to (3) to allow the parent organisation to take matters forward with The Highland Council

Arthur Cormack
Company Secretary
November 2016

The Highland Council
Comhairle na Gàidhealtachd

Arthur Cormack
Blas Festival Ltd
Meall House
Portree
Isle of Skye

Please ask for:	Bill Alexander
Direct Dial:	01463 702860
E-mail:	bill.alexander@highland.gov.uk
Your Ref:	
Our Ref:	BA/mm
Date:	5 October 2016

Dear Arthur,

You will be aware of the financial circumstances of Highland Council, with a 4% reduction in Government grant and Council tax freeze in 20016/17, and a further grant reduction expected in the coming year.

Council Services are presently considering the necessary action to balance the budget in 2017/18. This will enable a report to be considered by Highland Council, most likely in February 2017. However, further to our recent discussions, I am aware of the difficulties caused for Fèisean nan Gàidheal and for the Blas Festival, by that timescale.

Accordingly, I am writing now, to indicate the intent of the Council for that financial year. That is, to apply the same budget reduction to BLAS, that is being applied to other funding arrangements for culture and leisure services provided by partner organisations – which are a 45% budget reduction. This will mean a grant for BLAS of £38,430 in 2017/18.

I appreciate this will place additional pressure on the festival, and that the Board will need to consider its options with regard to that. I also appreciate that this is likely to impact on the nature and detail of the festival. Accordingly, I have no initial expectations of what Highland Council should expect as a consequence of the funding, albeit you are aware from the discussions that we have had about the value that members place on performances by local performers. Once the Board has had an opportunity to have a discussion about these issues, I would welcome further dialogues about this.

Currently, given the uncertainty about future funding arrangements, I am not able to say anything more about future years, other than we all hope that this change will allow a period of consolidation as we move forward, which I am sure we would all welcome.

Please call me if you have any questions arising from this letter, which has also been sent to George Stoddart.

Yours sincerely,

Bill Alexander
Director of Care and Learning

BLAS festival

4 November 2016

Bill Alexander
Director of Care and Learning
The Highland Council
Glenurquhart Road
Inverness
IV3 5NX

Dear Bill

Thank you for your letter of 5 October 2016 outlining the intent of The Highland Council (THC) in relation to funding in 2017-18 for the Blas Festival. Thanks, too, for your subsequent e-mails including your most recent one of 2 November.

In the absence of clarification over the role of THC members, it has not been possible to call a meeting of Blas Festival Ltd to consider options relating to the content of your letter. However, since nearly a month has passed since you wrote, the Chairs of Fèisean nan Gàidheal and Blas Festival Ltd wished to meet with officer colleagues and me to offer an initial response which I have been asked to convey to you.

Duncan MacQuarrie, Chair of Fèisean nan Gàidheal, requested a note from the meeting he, George Stoddart and I attended on 26 May, as you had undertaken to provide one. It may have offered an insight to THC's take on the discussion at that meeting, so it is regrettable that it is not available. We note Cllr Drew Millar will now ensure THC members are informed they will no longer be members of the Blas Festival Ltd Board and look forward to confirmation of that.

Turning to your letter, we are very grateful for your consideration of the problems a late decision on funding for 2017-18 may cause in planning for a 2017 Blas Festival, a point reiterated in your e-mail of yesterday.

You indicated in your e-mail of 17 October that a decision taken in December 2014 relating to funding for third sector organisations did not apply to Gaelic medium arts funding. From your e-mail of 2 November it would seem that THC's thinking is nevertheless to apply that decision to Blas Festival Ltd. This would be to treat us potentially less favourably, or at least differently, to the other Gaelic organisations with which Blas was previously grouped. In any case, I understand implementation of that decision is 'on hold' pending a meeting in the near future.

Blas Festival Ltd is not a grant recipient, but a service provider with a Service Delivery Contract (SDC). THC created the Blas Festival. We are contracted to assist THC in delivering its festival, an undertaking in its Single Outcome Agreement and Gaelic Language Plan and, as far as we can tell, its agreement with the Highland Culture Strategic Board (HCSB). Our SDC with THC is clear, as is the process by which changes may be made.

We have regularly fulfilled the terms of our SDC with THC and consistently delivered the Blas Festival on budget. Fèisean nan Gàidheal's agreements with other bodies have ensured the investment of significant additional monies in THC's festival. This has offered excellent leverage for the authority as well as economic benefit in its area equating to approximately £10 for every £1 invested by THC in the Blas Festival. Surely, in these difficult times, THC should be doing all it can to enable economic activity, particularly in the more remote, fragile areas of the Highlands.

Blas Festival Earranta | Taigh a' Mhill | Port-Rìgh | An t-Eilean Sgitheanach | IV51 9BZ
Blas Festival Ltd | Meall House | Portree | Isle of Skye | IV51 9BZ
Fòn/Telephone **01478 613355** | **Facs**/Fax **01478 613399** | **Post-d**/E-mail **blas@feisean.org**

Àireamh chlàraidh/Registration number **SC308889**

As a long-term partner of THC we have always sought to deliver to the best of our ability and acknowledge support from THC. We are disappointed that, despite our pulling in additional investment from which THC has benefitted enormously, funding will not be available for Blas at the same level as 2016-17. This would have allowed us to deliver on the final year of 3-year commitments we made to other organisations that fund our work. We raised the point about budgetary interdependencies at our meeting in May, and we explored these further at the meeting I attended with you and Morag Anna in June, to no avail. If those other organisations withdraw their funds, rather than allowing their reallocation towards alternative activity, the impact on Fèisean nan Gàidheal could mean the loss of jobs and less support for local Fèisean.

Should the Blas Festival be forced to reduce its reach, or cease altogether, the economic output it generates in THC's area would be diminished, or lost. There would also be a significant gap in cultural provision in Highland at a time when attempts are being made to refocus the work of the HCSB. While Celtic Connections in Glasgow, Tiree Music Festival and Oban Live in Argyll, and the Hebridean Celtic Festival in Lewis are all valued and supported by their respective local authorities, THC will not be supporting any regular event that showcases Gaelic language and Highland culture.

On that note, I thought we had dealt with the value THC members place on local performers, which we share. Since its inception, local performers have always been involved in Blas Festival events. Of 89 acts this year 79 (88%) were from, or resident in, the wider Highlands and Islands and 62 (70%) were from, or resident in, THC's area.

Acknowledging THC's budgetary challenges we welcome the gesture of offering an early indication of THC's intent. However taking into account the terms of our SDC, and our experience in delivering it, it is unlikely we would be able to continue delivering THC's festival if we were to accept the offer you intend to make. We would continue to seek parity of treatment with other Gaelic organisations rather than third sector bodies.

I would stress this is not a formal decision on the part of Blas Festival Ltd or Fèisean nan Gàidheal, whose respective Boards have not yet had an opportunity to discuss the matter. It is simply the initial view of the Chairs of both organisations and senior officers within Fèisean nan Gàidheal.

Following confirmation of the position of THC members, I shall write to you again once the Board of Blas Festival Ltd has met. Depending on the view of its members, a recommendation may have to be made to Fèisean nan Gàidheal's Board. As the shareholder in Blas Festival Ltd, Fèisean nan Gàidheal must have the final say on our position, so it may not be possible to revert to you until the middle of December.

Finally, alluded to in your e-mail of 2 November was that prior to receiving your letter of 5 October another possible approach was suggested to me. The approach would have involved cessation of funding for Blas in favour of a modest uplift in funding for local Fèisean. I did not favour this because the net effect would have been an even greater reduction in funding than that proposed in your letter. Possibilities were presented to me as an either/or scenario and an alternative suggested to Cllr Millar by me was dismissed since THC could not, apparently, commit a future administration to any financial undertakings. Clearly, however, groups have a range of relationships with the THC and different funding arrangements, a point acknowledged by you in your e-mail of 19 October, some of which we know go well beyond 2017.

Perhaps further discussion is needed on possibilities to see if a compromise could be reached. If you are minded to initiate such, we remain more than willing to participate.

Leis gach deagh dhùrachd

Arthur Cormack
Company Secretary of Blas Festival Ltd and Chief Executive of Fèisean nan Gàidheal

cc Duncan MacQuarrie, Chair, Fèisean nan Gàidheal
George Stoddart, Chair, Blas Festival Ltd

Fèisean nan Gàidheal

Dealbh-chluich na Nollaige

Àireamh air a' Chlàr Chùisean: 4.2016.02(c)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mu dhealbh-chluich na Nollaige a tha an-dràsta air chuairt.

Bun Fhiosrachadh

Tha fiosrachadh anns na duilleagan a leanas mu na taisbeanaidhean sgoile agus poblaich de dhealbh-chluich na Nollaige *Hansel & Gretel agus Fèill Mhòr na Fuine*.

Rinn sinn oidhirp taisbeanadh a chur ann an àireamh mhòra de sgoiltean far a bheil foghlam tron Ghàidhlig ga thabhann. A dh'aindheoin sin, bha e do-dhèanta a h-uile sgìre agus sgoil a ruighinn ach nì sinn cinnteach gum bi prìomhachas ga thoirt dhaibhsan an ath-bhliadhna nach d' fhuair cothrom am-bliadhna.

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt do na h-àiteachain far am bi an dealbh-chluch a' tadhal.

Eilidh NicChoinnich
Manaidsear Fèisgoil
Dùbhachd 2016

Hansel & Gretel

agus

Fèill Mhòr na Fuine

MJ Deans

Iain Beggs

Calum MacDonald

Debbie Mackay

Tha gort anns an Rioghachd Sheunta, 's tha athair Hansel 's Gretel air a bhith strì gus biadh a lorg dhaibh. Is gann gun creideadh Hansel 's Gretel e nuair a leughas iad mu Fhèill Mhòr na Fuine 's ged nach eil iad an dùil gum bi an t-acras orra tuilleadh gun fhiosta dhaibhsan IS IAD FHÈIN a bhios air a' chlàr-bìdh.

There's a famine in the Enchanted Kingdom and Hansel and Gretel's father is struggling to put food on the table for them. When Hansel and Gretel get word of a Great Baking Festival their dreams of finding food look to be coming true but what they don't know is that THEY'LL end up on the menu.

Diardaoin 8 Dùbhlachd, 7f
Ironworks, Inbhir Nis
(tiodhlaicean air an doras)

Thursday 8 December, 7pm
The Ironworks, Inverness
(donations on the door)

Tha Fèisean nan Gàidheal a' faotainn taic bho na buidhnean seo | Fèisean nan Gàidheal is supported by the following bodies

HANSEL & GRETEL AGUS FÈILL MHÒR NA FUINE

SEACHDAIN 1/2 28 SAMHAIN – 09 DÙBHLACHD 2016 CLÀR-AMA		
LATHA	**a.m.**	**p.m.**
28/11/16	**09.30 a.m.** **BS GHILCOMSTOUN** (Gilcomstoun Primary School, Aberdeen)	**A' SIUBHAIL**
29/11/16	**09.30 a.m.** **BUN-SGOIL GHÀIDHLIG LOCH ABAR** (Caol, Fort William) + BS Ath Tharracail (Acharacle Primary School)	**1.30 p.m.** **BS ACHADH NA CREIGE** (Rockfield Primary, Oban) + BS Srath na h-Apainne (Strath of Appin Primary School)
30/11/16	**09.00 a.m.** **BS THAIGH A' CHLADAICH** (Sandbank Primary School, Dunoon) + BS Chnoc a' Chonaisg (Whinhill Primary School)	**1.45 p.m.** **BS GHÀIDHLIG GHLEANN DAIL** (Glendale Gaelic Primary School, Glasgow) + BS Onthank (Onthank Primary School)
01/12/16	**09.30 a.m.** **BS TAOBH NA PÀIRCE** (Leith, Edinburgh)	**1.30 p.m.** **BS CHONDOBHRAIT** (Condorrat Primary School, Cumbernauld) + BS Innis an Uillt (Meadowbank Primary School, Bishopbriggs)
02/12/16	**09.30 a.m.** **BS GOODLYBURN** (Goodlyburn Primary, Perth) + BS Whitehills, Forfar + BS Obar Pheallaidh, Aberfeldy	**1.30/45 p.m.** **SGOIL GHÀIDHLIG GHLASCHU (P2 & P3)**

SEACHDAIN 2/2 28 SAMHAIN – 09 DÙBHLACHD 2016 CLÀR-AMA		
LATHA	**a.m.**	**p.m.**
05/12/16	**2 SHOWS AT 09.30 a.m. & 11.00 a.m. TALLA BHAILE STEÒRNABHAIGH** (Stornoway Town Hall) 09.30am: Laxdale, Back (&Tong), Lochs & Park 11.00am: Shawbost, Breasclete & an Taobh Siar	**1 SHOW AT 1.45 p.m. TALLA BHAILE STEÒRNABHAIGH** (Stornoway Town Hall) BS Steòrnabhagh + Ard Sgoil Mhic Neacail (S1 G)
06/12/16	**09.15 a.m. SGOIL SIR E. SCOTT** (Tarbert, Harris)	**A' SIUBHAIL**
07/12/16	**10.00 a.m. ÀRD-SGOIL PHORT RÌGH** (Portree High School) + BS Phort Rìgh (Portree Primary School) + BS Chille Mhoire (Kilmuir Primary School +BS Stafainn (Stafinn Primary School) + BS Dhùn Bheagain (Dunvegan Primary School)	**1.30 p.m. TALLA DHONAIDH CHAIMBEUL AIG SABHAL MÒR OSTAIG** (Slèite / Sleat) + BS Shlèite (Sleat Primary School) + BS an Ath Leathainn (Broadford Primary School) + Oileanaich an t-Sabhail (SMO students)
08/12/16	**09.30 a.m. BS BHAIL' ÙR AN T-SLÈIBH** (Newtonmore Primary School)	**2.00 p.m. Bun-sgoil Ghàidhlig Inbhir Nis** (Inverness) **7.00 p.m. The Ironworks** (Taisbeanadh Poblach / Public Performance)
09/12/16	**10.00 a.m. ÀRD-SGOIL INBHIR PHEOFHARAIN** (Dingwall Academy) + Bun-sgoil Inbhir Pheofharain (Dingwall Primary School) +Bun-sgoil Bruach na Muilne (Millbank Primary School, Nairn) + Bun-sgoil Ulapuil (Ullapool Primary School)	**1.30p.m. ÀRD-SGOIL BHAILE DHUBHTHAICH** (Tain Royal Academy) + Bun-sgoil Chnoc na Creige (Craighill Primary School)

Fèisean nan Gàidheal

Tasgadh: Tabhartasan Beaga Ealain Dhùthchasach

Àireamh air a' Chlàr Chùisean: 4.2016.02(e)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mu adhrtais leis an sgeama Tasgadh a tha sinn a' ruith le taic bho Alba Chruthachail.

Bun Fhiosrachadh

Bidh cuimhne aig buill a' Bhùird gu bheil Fèisean nan Gàidheal a' ruith sgeama tabhartasan beaga son ealain dhùthchasach do dh'Alba Chruthachail le £31.5k ri sgaoileadh ann an 2016-17.

B' e 30 Sultain an ceann-latha as ùire airson iarrtasan. Air a' cheann-latha sin bha 19 iarrtasan againn, luach £17,072 gu h-iomlan, leis na raontean ealain a leanas air an riochdachadh:

Dannsa	2
Sgeulachdan	3
Ceòl	7
Barrachd air aon nòs-ealain	2

Thug sinn seachad taic luach £9,792 do na tagraidhean a leanas:

Isle Of Skye Pipe Band	Pipe Band Workshop/Masterclass	£622
Bannerfield Buskers	Festival Programme	£650
Edinburgh Scottish Dancers	Scottish Country Dance Teaching Conference	£500
St. Crispins School	Storytelling Sessions	£900
Atomaig Piseag	Gaelic Choir Residential Weekend	£700
Iochdar School Music Club	Drumming and Button Box Tutors	£650
Colin Williamson	Show-Reel Showcasing Storytelling	£405
Dunedin Dancers	International Dance Festival	£1,000
Jenni Wren	Personal Development – Dance	£500
Lori Watson (Fraser Shaw Trust)	Produce Book of Fraser Shaw Tunes	£1,000
Douglas Mackay	Inverness Storytelling Festival	£720
Fèis Bharraigh	Music Tuition	£615
Village Storytelling Centre	Sangs an' Clatter Storytelling Performances	£550
Robyn Stapleton	Songs Of Robert Burns Tour	£980

An dèidh cuairtean 1 agus 2, tha sinn a-nise air £18,967 a thairgse, a' fàgail £12,533 airson sgoileadh an dèidh na cuairt mu dheireadh ann an 2016-17, leis a' cheann-latha 3 Gearran 2017.

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don adhartas le Tasgadh.

Art MacCarmaig
Ceannard
Dùbhlachd 2016

Fèisean nan Gàidheal

Co-chomhairleachadh air Stiùireadh Reachdail airson Foghlam Gàidhlig

Àireamh air a' Chlàr Chùisean: 4.2016.02(f)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mun fhreagairt bho Fèisean nan Gàidheal don cho-chomhairleachadh air Stiùireadh Reachdail airson Foghlam Gàidhlig a chum Bòrd na Gàidhlig bho chionn ghoirid.

Bun fhiosrachadh

Bidh cuimhne aig buill a' Bhùird gun deach innse aig a' choinneimh mu dheireadh gun robh an Ceannard am beachd freagairt a dheasachadh às leth Fèisean nan Gàidheal don cho-chomhairleachadh shuas.

Chaidh dreach phàipeir a dheasachadh le comhairle bhon Chathraiche. Chaidh seo a sgaoileadh do bhuill a' Bhùird air 31 Dàmhair airson beachd. An dèidh beachdan fhaighinn, chaidh am pàipear a leanas air adhart gu Bòrd na Gàidhlig air 1 Samhain.

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don phàipear a chaidh gu Bòrd na Gàidhlig às leth Fèisean nan Gàidheal.

Art MacCarmaig
Ceannard
Dùbhachd 2016

Bòrd na Gàidhlig Consultation on the Draft Guidance on Gaelic Education

Response from Fèisean nan Gàidheal

EXECUTIVE SUMMARY OF VIEWS ON THE DRAFT GUIDANCE ON GAELIC EDUCATION

Fèisean nan Gàidheal welcomes the draft Guidance on Gaelic Education, the preparation of which offers a valuable opportunity to ensure Gaelic education is better supported and promoted in the future.

While the majority of Part 1 of the draft Guidance is strong and clearly sets out in more detail the process for establishing new Gaelic medium education provision, we feel the language in Part 2 could, and should, be more directive to ensure current provision is better defined, supported and developed.

We would urge Bòrd na Gàidhlig to ensure the final version of the Guidance on Gaelic Education is as strong as possible and that full advantage is taken of the opportunity its preparation offers to strengthen Gaelic education. We trust the comments and suggested amendments in this paper will be helpful in that regard.

1 INTRODUCTION

Scotland's Cabinet Secretary for Culture, Fiona Hyslop, said in *Past, Present & Future: Culture & Heritage in an Independent Scotland*: "We know that immersion in cultural activity can help bolster the resilience and well-being of communities and individuals. I'm thinking here of Fèisean nan Gàidheal which is at the forefront of Gaelic arts development, with research suggesting that participation not only increases skills in young people but also self-esteem and a sense of identity."

The current sense of vibrancy in both the traditional music scene and Gaelic language development in Scotland is, in no small measure, due to the success of the Fèis movement.

Fèisean nan Gàidheal is one of Creative Scotland's regularly funded organisations and supports 47 tuition-based Fèisean which offer tuition in traditional Gaelic arts to young people across Scotland. For 35 years, Fèisean have been tutoring young people in traditional music, Gaelic song and Gaelic drama. We deliver a year-round programme, agreed with Creative Scotland, HIE and Bòrd na Gàidhlig, in addition to contracts for several local authorities, notably The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council. In 2015-16, Fèisean nan Gàidheal's work reached over 71,000 people and we pledged grants totalling £309k to local Fèis activities.

Fèisean employ hundreds of musicians and singers on a regular basis to teach in the community and in schools. Fèisean have played a key part in producing a large number of excellent performers and players, some of whom are now in the top flight of Scottish musicians, making their living from performing and teaching Scottish traditional music and Gaelic song across the globe. They also produce content that helps to fill the schedules of radio and television programmes as well as contributing to the earnings of recording studios and record companies. Fèisean also play an important part in supporting the Gaelic language skills of young people, and engendering positive attitudes towards the language among participants, with many having gone on to develop fluency in Gaelic.

Fèisean nan Gàidheal's Fèisgoil service delivers Youth Music Initiative contracts and Gaelic teaching in schools within East Ayrshire, Perth & Kinross and Falkirk, now encompassing all creative work we undertake in formal education. The service offers local authorities opportunities to deliver areas of the Curriculum for Excellence relating to Expressive Arts, Health & Well-being, Literacy, Gàidhlig and Gaelic Learners. Fèisgoil can also assist local authorities and public bodies deliver commitments in their Gaelic Language Plans as well as initiatives such as Studying Scotland and 1+2 languages.

Fèisean nan Gàidheal offers this response to the Consultation on the Draft Guidance on Gaelic Education and would be happy, if it would be helpful, to discuss further with Bòrd na Gàidhlig any matters we have raised.

2 RESPONSE TO THE DRAFT GUIDANCE ON GAELIC EDUCATION

In our response to the consultation on the Education (Scotland) Bill, Fèisean nan Gàidheal expressed the view that Statutory Guidance should be issued in the name of the Cabinet Secretary, or a Minister, and that local authorities, and other organisations that could influence Gaelic education, should be obligated to adhere to it.

Our view was, and is, that Statutory Guidance should address, amongst other matters:

- What GME is and what outcomes parents should expect
- The length of time that is appropriate for immersion in Gaelic
- Ongoing CPD to ensure teachers have opportunities to improve their immersion techniques and ensure their own language skills are ever improving
- The ongoing need for teaching resources and how best to deliver them
- GME in secondary schools and stipulate triggers that would compel local authorities to make adequate provision
- What constitutes an acceptable Gaelic ethos in primary schools with GME provision and in secondary schools with a large cohort of pupils who have gone through primary GME
- What constitutes a Gaelic school and the point at which it would be desirable for an existing unit to become a Gaelic school
- Provision in GME for pupils and students with additional learning needs.

At the same time, we felt a review of the Scheme of Specific Grants for Gaelic Education should be undertaken to ensure gradual mainstreaming of budgets by local authorities so that existing funds could make more of an impact in developing GME.

While heartened that the majority of the points we made have been included in some way within the draft Guidance, we offer the following further comment.

2.1 Part 1: The Education (Scotland) Act 2016

This section of the draft Guidance offers an excellent steer through the Education (Scotland) Act 2016 and clarifies the process which must be followed by local authorities when parents make a request for new Gaelic education provision. It also outlines the steps that will be required in promoting Gaelic education.

In our submission on the Education (Scotland) Bill, we called for a time limit for the establishment of any new GMPE provision in the event that an authority had assessed such provision should be made.

While we welcome the thrust of 1.55, it is simply a recommendation that the education authority should take all possible steps to ensure that the GMPE it intends to provide is provided from the start of the next school year. That paragraph should be clearer and more direct. We would suggest the following revision:

'Where the education authority has decided to secure the provision of GMPE in the GMPE assessment area, it must take the necessary steps to secure the provision of such GMPE from the start of the next school year.'

2.2 Part 2: Gaelic Education

We feel this section of the Guidance requires to be strengthened in terms of its approach and language.

In the introduction 'information' should be changed to 'guidance' for consistency and to reinforce that Part 2 is a continuation of the Statutory Guidance.

We know of instances where pupils, for whom Gaelic is the language of the home, were denied GMPE on moving from an area that did not offer GMPE on the basis that they had not begun in P1, although they spoke Gaelic. Therefore in 2.1 the following should be added 'as is, in certain circumstances, entry at any point depending on the Gaelic language skills of the individual pupil.'

In 2.11, reference is made to English being acceptable in GMPE 'when there are visiting specialists in the classroom'. However, nowhere in the Guidance is the point made that local authorities should, where at all possible, try and ensure visiting specialists are available who are able to teach their subject through the medium of Gaelic and should be planning for such. It would be appropriate to say something about this in 2.39-41 on planning.

Paragraph 2.13 deals with the extremely important issue of composite classes. In some schools P1-P7 pupils are all together in one classroom. We believe this practice has weakened Gaelic immersion in GMPE over the past few years and the Guidance offers an opportunity to ensure it is discontinued. We would suggest adding, to the start of 2.13, 'Composite classes, as a rule, should contain as few year groups as possible.'

In 2.16, the paragraphs that refer to the SQA should be 2.18-19 not 2.14-15.

In 2.17 the following should be added at the end of the paragraph: 'Steps should be taken to ensure the continuity of the curriculum offered, with pro-active recruitment of Gaelic-speaking subject teachers being part of the planning process to ensure they are replaced with Gaelic speaking teachers when they relocate or retire.'

In the section on GME Schools (2.20-23) we believe the opportunity has been missed to specify a trigger for the establishment of standalone Gaelic schools. We called for this is our submission to the Education (Scotland) Bill but it was suggested such a trigger would form part of the Guidance, rather than the Act.

We believe that a minimum number of pupils that would make a standalone Gaelic school viable should be specified in the Guidance. We would suggest there should be a duty on local authorities to fully assess the need for a standalone Gaelic school where an existing unit has 50 or more pupils.

In 2.27 we would suggest removing 'aim to'.

In 2.28 we would suggest replacing 'an opportunity' with 'extended opportunities'. This is a point about school ethos as much as about language learning and is covered further in 2.31, although the language could be stronger.

In 2.29 we would suggest adding 'and used where possible' after 'recognised'.

Paragraphs 2.32-37 deal with the call in our submission on the Education (Scotland) Bill for Guidance to address provision in GME for pupils and students with additional support needs. We are content with this section.

In 2.38 we believe there should be mention of the e-Sgoil initiative which has the potential to strengthen delivery, particularly in secondary GME. However, the Guidance should also state that good connectivity would be required in order to ensure best utilisation of ICT solutions. This may seem obvious, but it is the case that a large number of schools with Gaelic education provision suffer from poor broadband speeds due to their location.

In the section on 'Leadership and Planning of Gaelic Education' we believe the Guidance misses the opportunity to articulate the need for senior support for Gaelic teachers. In our submission on the Education (Scotland) Bill, we made the point that this is a significant problem, since many local authorities no longer have individuals with the necessary educational and linguistic skills at management level to offer advice and assistance. This was not addressed in the Bill and we suggested that Guidance should clarify the issue, but it is still missing.

Since Comann nam Pàrant (Nàiseanta) is now a statutory consultee in relation to new GMPE provision, we feel it would be appropriate, in 2.45-47, to ensure their role is mentioned. Local Comann nam Pàrant groups are not always recognised by schools that have other established parental groups, such as Parent Councils. However, their role has been crucial to developing GME and we feel that it would be appropriate, in 2.45, to add after 'as part of GME' 'collaborating with local Comann nam Pàrant groups where they exist.'

Paragraphs 2.48-51 are of extreme importance, particularly in relation to immersion stages of GMPE. Much damage has been done in the past few years through the 'equalisation' of pupil/teacher ratios in Gaelic and English by some local authorities which has led to, in certain cases, Gaelic class sizes being larger than English class sizes. Clearly large classes at P1-3 stage are not conducive to the best possible immersion in Gaelic.

We feel the draft Guidance misses the opportunity to effect positive change in this regard and suggest this section should be revised, with the language made stronger and more directive. We believe it would be appropriate to set a class size that is different to English language class sizes and would support Bòrd na Gàidhlig's view, articulated in the 2010 Scottish Government consultation on class sizes, that there should be no more than 15 pupils in a P1, or a P1-3 composite class, to ensure the best possible opportunity to immerse pupils in Gaelic.

We welcome paragraphs 2.52-55.

In the recent past probationer teachers have been offered a year within a local authority and, in a large number of cases, not been retained thereafter. This has led to an unacceptably large number of Gaelic medium teachers ending up teaching in English. We believe there is a case to be made

whereby Gaelic probationer teachers are better valued, with an enhanced investment in them by local authorities.

While paragraphs 2.56-66 are welcome, given the teacher shortages in Gaelic education, we believe special treatment would not be unreasonable and would suggest these paragraphs be revised and strengthened to place a duty on local authorities with regard to their treatment of Gaelic probationer teachers.

We agree that Gaelic probationers should be offered a guaranteed one-year placement but, in 2.62, we would suggest a duty be placed on education managers to ensure GME trained probationers are placed within a GME context. We believe that, during the probation period, there should be proper senior support for the probationer teacher to ensure their teaching and linguistic skills are at an appropriate level to deliver GME once they are in a position to take up a more permanent position. It is our view that following their probation period, should they wish it, teachers should be offered a guaranteed year of employment within the local authority benefitting form the initial placement.

In our submission on the Education (Scotland) Bill, we felt a review of the Scheme of Specific Grants for Gaelic Education should be undertaken to ensure gradual mainstreaming of budgets by local authorities so that existing funds could make more of an impact in developing GME.

Paragraphs 2.67-70 are a good explanation of the Scheme. However we believe that, instead of stating 'the Scottish Government seeks to encourage education authorities to plan for mainstreaming' paragraph 2.69 should state that '… the Scottish Government requires education authorities to mainstream grant-aided project costs into central budgets as early as possible, and certainly no later than five years from commencement of funding.'

3 CONCLUSION

Fèisean nan Gàidheal welcomes the draft Guidance on Gaelic Education and hopes that our comments are considered in the spirit in which they are offered, which stem from a desire to see Gaelic education grow and strengthen in extent and quality. We would be very happy to discuss further any of the points we have made.

Duncan MacQuarrie MBE
Chair, Fèisean nan Gàidheal
1 November 2016

Arthur Cormack
Chief Executive, Fèisean nan Gàidheal
1 November 2016

Fèisean nan Gàidheal

Maoin Alba Chruthachail 2018-21

Àireamh air a' Chlàr Chùisean: 4.2016.02(g)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mu chlàr-ama agus stiùireadh co-cheangailte ri maoin Alba Chruthachail bho 2018 air adhart air thoiseach air taisbeanadh aig coinneamh a' Bhùird.

Bun Fhiosrachadh

Bidh cuimhne aig buill a' Bhùird gun deach innse dhaibh gum biodh againn ri iarrtas a dheasachadh, ro dheireadh bliadhna an ionmhais, airson maoineachadh Alba Chruthachail airson nam bliadhnaichean 2018-21.

Tha tuilleadh fiosrachaidh anns an litir a tha a' leantainn bho Iain Rothach ag innse dhuinn:

- Gu bheil foirmean-iarrtais agus stiùireadh ri fhaighinn a-nise
- Gun gabhadh iarrtas a chur thuca uair sam bith an dèidh 17 Faoilleach 2017 agus gum feumadh e a bhith aca ro 3 Giblean
- Gum biodh dearbhadh againn san Dàmhair 2017 an do shoirbhich leinn agus dè an t-suim airgid a gheibheamaid

Ceumannan ri ghabhail

Tha ceumannan ri ghabhail airson a chumail ris an stiùireadh ann a bhith a' deasachadh iarrtais:

a) Beachd a ghabhail air an stiùireadh a tha anns na duilleagan a leanas
b) Coinneamh a chumail leis an sgioba obrach airson beachdan fhaighinn mun phlana againn airson 2018-21
c) Beachdan a shireadh bho bhuill a' Bhùird mun phlana a bu chòir a bhith againn airson 2018-21
d) Dreach phlana a chur gu coinneamh a' Bhùird sa Ghearran 2017
e) Iarrtas a dheasachadh stèidhichte air a' phlana a thèid aontachadh agus dreach a chur gu buill a' Bhùird
f) Le comhairle bhon Chathraiche, às leth a' Bhùird, agus beachdan nam ball gan toirt a-steach, iarrtas a chur gu Alba Chruthachail ro 3 Giblean 2017.

Gnìomh a dhìth

Thathas ag iarraidh air buill a' Bhùird:

(1) Fa-near a thoirt don fhiosrachadh sa phàipear seo
(2) Fa-near a thoirt don tuileadh fiosrachaidh a bhios anns an taisbeanadh aig coinneamh a' Bhùird
(3) Aonta a ruighinn mu chruth a' phlana a bu chòir dhuinn a bhith a' lìbhrgeadh anns na bliadhnaichean 2018-21.

Art MacCarmaig
Ceannard
Dùbhlachd 2016

Next round of Regular Funding 2018 – 2021

Update communication to RFOs

12 Oct 2016

An update on plans for the next round of Regular Funding 2018 - 2021

In the run-up to opening the next round of Regular Funding 2018-21, we have issued update statements in March 2016 and July 2016 as well as communicating updates through social media and at information sessions.

Further to these statements, we are now able to share the following information regarding the next round of Regular Funding, 2018-2021.

Guidance and application forms for Regular Funding 2018-21 will be published on our website in the **week commencing 31 October 2016**. We will open for receipt of applications **from 16 January 2017** and the closing date for applications will be **3 April 2017**.

In addition to the above, it's important to note that we do not yet know what budget will be available to us for the next round of Regular Funding 2018-21. We anticipate announcing the decisions on Regular Funding 2018-21 in October 2017. However, this will depend on the timing of the budget announcement from the Scottish Government, which we are advised will be in the Autumn of 2017.

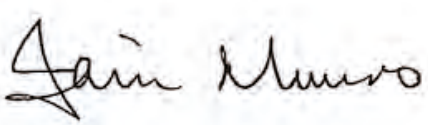
As mentioned in previous communications, demand for funding will be high and the process competitive. Pressure on Scottish Government budgets is also expected to continue in the coming years. As such, we anticipate this may impact on the amount of funding we have available for Regular Funding in future and consequently the number of organisations we are able to support through this funding route.

Our Enquiries service will be available as usual to answer any queries on Regular Funding, or any other aspect of the support we provide. We always recommend that organisations thinking of applying for Regular Funding read the guidance fully before contacting us. We will also publish FAQs on our website, and update these on an ongoing basis, shaped by the nature of the enquiries we receive.

Our next communication on Regular Funding will be to inform everyone that the guidance and application forms have been published.

In the meantime, please do not hesitate to contact us with any questions.

Best wishes,



Iain Munro
Deputy Chief Executive, Creative Scotland

Regular Funding Programme 2018-21 Application Guidance

CREATIVE SCOTLAND

ALBA | CHRUTHACHAIL

Awarding funds from THE NATIONAL LOTTERY®

Alternative Formats

Creative Scotland is committed to offering clear and accessible application processes and programmes that are open to everyone. On request this information is available in alternative formats including translations. We offer access support to disabled applicants, tailored to individual requests. Support includes Sign Language Interpreters for meetings and scribing support for dyslexic applicants. The Equalities Team can offer additional one-to-one support to applicants with access requirements. Please note we will accept applications and supporting materials which are written in English, Gaelic or Scots.

If you have any general enquiries about the application process, Guidance or Application Form, please contact our Enquiries Service:

Email: **enquiries@creativescotland.com**

Telephone: **0845 603 6000**

Lines are open 10am-12pm and 2-4pm, Mon – Fri, and voicemail outwith these hours.
If you want us to call you back, then send us a message with your number and we'll arrange a time to call you.

Web: You can send us a message via the **Creative Scotland website**

Twitter: Get in touch **@creativescots**

Facebook: We are at **www.facebook.com/CreativeScotland**

If you are a deaf BSL user, you can access our services with the Contact Scotland-BSL programme. Go to **www.contactscotland-bsl.org/public** for more information.

Contents

Section 1. Introduction **4**
What is Regular Funding? 4
Current Context 5
Section 2. What is expected from Regularly Funded Organisations **6**
Vision and purpose 6
Contribution to our ambitions 6
Contribution to our connecting themes 6
Contribution to the development of the sector 6
Commitment to fair pay for artists and staff 7
Governance, management and leadership 7
Financial health 7
Equalities, Diversity and Inclusion (EDI) 7
Reporting requirements 7
Section 3. How to apply **8**
Regular Funding process and timeline at a glance 8
What do you need to submit? 9
Who can apply? 9
Who cannot apply? 10
How much can you apply for? 10
When can you apply? 10
Section 4. Application criteria and guidance **11**
What are the key criteria for Regular Funding? 11
How will you show us that you meet our criteria: 11
Part 1 – The Business Plan 11
Part 2 – The Application Form 12
Part 3 – Document Checklist 14
How will we assess your application? 15
Section 5. The decision making process **18**
Stage 1: Checking for eligibility and completeness 18
Stage 2: Specialism Officer assessments 18
Stage 3: Specialism Team discussions 18
Stage 4: Scenario Planning/Balancing the Network 19
Stage 5: Approval by the Creative Scotland Board 19
Stage 6: Announcement of decisions and awards process 20
Section 6. Further advice and information **21**
Section 7. Complaints procedure **22**
Section 8. Freedom of Information **22**
Section 9. State Aid **22**
Appendices (these are separate documents, available on the Creative Scotland website)
Appendix 1. Business Plan guidance
Appendix 2. Financial Pro-forma
Appendix 3. Connecting Themes guidance

Section 1: Introduction

Regular Funding is one of Creative Scotland's three main routes to this funding, sitting alongside the **Open Project Fund** and **Targeted Funds**. For more information on these funds, visit **our website**.

This is the second round of Regular Funding from Creative Scotland and will provide funding for a network of organisations from April 2018 to March 2021. This guidance will take you through:

- what Regular Funding is
- what we're looking for from a Regularly Funded Organisation (RFO)
- the assessment criteria and how to apply
- the support available to help you prepare your application, and
- how the decision-making process works

This guidance, when read in conjunction with the supporting appendices and any applicable links to further information on our website, provides all the information you will need to apply for Regular Funding and should be read prior to completing your application. We recommend that you read **Creative Scotland's 10-year plan** to give you the context of our aims, ambitions and connecting themes.

What is Regular Funding?

Regular Funding is one of Creative Scotland's three routes to funding for arts, screen and creative organisations. This funding can be used to help support core costs for the organisation including staffing, costs for creating new work, support for a wide range of programme activity, and costs to help the organisation strengthen itself through change and business development.

Regularly Funded Organisations (RFOs) are part of Scotland's cultural sector and are significant contributors to society – culturally, socially and economically. They are a network of organisations across Scotland that individually and collectively help to deliver Creative Scotland's ambitions, connecting themes and strategic priorities. You can see the current list of RFOs for 2015-18 on **our website**.

We expect to receive applications from a variety of organisations, some of which will be delivering directly to audiences and some which support the development of the arts, screen and creative industries through working with individual practitioners and organisations. For those network or sector development organisations, we understand and accept that the relevant 'audience' may include professionals, practitioners and peers.

Successful applicants will be funded to undertake the activities set against Creative Scotland funding contained within their agreed three year Business Plan. As a consequence of overall budget pressures, RFOs **will not** be eligible to receive support through **Open Project Funding** in the future, but may be eligible for some **Targeted Funds**. Information about whether or not RFOs are eligible will be included in the funding guidelines for each Targeted Fund.

For some organisations our other funding programmes, including the Open Project Fund which provides flexible project-based funding, may be a more appropriate form of support than Regular Funding.

Current context

Financial

This round of Regular Funding comes at a time when Creative Scotland, like many other public bodies, is expecting its budgets to reduce and come under pressure in the next few years. As a consequence we may fund fewer organisations in future.

We do not know at this stage what future Regular Funding budgets will be, however we have decided to open for applications now to enable enough time for the application, assessment and decision-making process. We will not make final decisions prior to receiving budget confirmation from the Scottish Government – currently expected in Autumn 2017.

We are asking applicants to submit three-year Business Plans covering the period April 2018 to March 2021 in order to fully understand organisations and their ambitions and to help with our own forward planning. Business Plans for a period shorter than three years will not be eligible for support through the Regular Funding programme. Applicants should be aware that we expect demand for Regular Funding will greatly outstrip available funding and we will not be able to support every application.

Funding Agreements for each year will be subject to variation depending on our budget settlements which are currently delivered on an annual basis. Any annual or in-year cuts may be passed on to all organisations receiving Regular Funding.

Resilience and sustainability

We will seek to fund organisations which deliver artistic and creative quality with skilled, strong, effective and connected leadership able to deliver excellence and generate high quality public engagement. In a challenging budget context, we encourage organisations to innovate to build resilience and help ensure future sustainability. Applicants should reflect on their current organisational models and focus on consolidating and protecting their core strengths, both through their own delivery and through working in partnership with others.

The criteria in the guidance and application form are shaped by this context and drawn from Creative Scotland's ambitions, connecting themes and strategies. Demonstrating how you will meet these criteria will enable us to understand the contribution that your organisation will make to the delivery of the 10-year plan within this changing environment.

Section 2: What is expected from Regularly Funded Organisations (RFOs)

This section is provided to help you understand more about what is expected of RFOs and help you decide if it is right for you to apply for Regular Funding at this time. Being an RFO requires you to strive for best practice within your field and carries significant reporting requirements as follows:

Vision and Purpose

All RFOs are expected to have a clearly defined vision and purpose that expresses why the organisation exists, what it plans to achieve and who benefits from its activity. Across the network of RFOs we expect to fund a wide variety of organisations which deliver a wide range of artistic and creative work for and with people across Scotland.

Contribution to our Ambitions

All RFOs will make a strong contribution towards delivering the outcomes of Creative Scotland's ambitions, focussed on Excellence and Experimentation and Access and Enjoying Creative Experiences, as set out in Creative Scotland's 10-year plan. We welcome contributions to the other three ambitions (which focus on Place; Skills and Leadership; and International) as relevant. We do not expect all RFOs to deliver equal emphasis across all five ambitions.

Contribution to our Connecting Themes

RFOs are expected to embed each of our four connecting themes across their organisation and its work. These are: Equalities, Diversity and Inclusion; Creative Learning; Digital; and Environment. Organisations should clearly outline how their work will help deliver the outcomes set against each of the connecting themes in their Business Plans.

Contribution to the development of the sector

The network of RFOs should demonstrate how well they contribute to overall sector developments in relevant art forms or areas of creative practice. Examples of this could include an organisation's role in delivering:

- high quality art form or creative development
- professional development programmes
- socially inclusive artistic or creative programmes
- imaginative creative learning programmes
- new collaborative business models designed to generate more efficient working methods
- innovative partnerships across the cultural, wider public, voluntary and private sectors

Commitment to fair pay for artists, creative practioners and staff

We expect all funded organisations to pay industry standard rates when paying artists and creative practitioners, and to support paying a Living Wage for staff employed by the organisation.

Governance, management and leadership

Organisations must have effective governance and management systems in place, including appropriate controls and strong committed leadership. Management structures should be clearly defined, robust and fit for purpose, including demonstrating that Board members (where applicable) and Senior Staff are suitably qualified and/or have appropriate experience. We expect work programmes to be clearly set out, with responsibility for each area of work identified, including relevant delivery by any partner organisations. We are also interested in what measures have been put in place to ensure that partnerships can thrive.

Artistic visions of organisations are unlikely to be achieved in the absence of sound management and good governance. For guidance on current good practice, our guide *Care, Diligence and Skill* which is currently being updated and will be available on our website in late 2016.

Financial health

Organisations should have appropriate audit and financial controls in place. Organisations should also be able to evidence a track record of attracting income from sources other than Creative Scotland, and demonstrate that they have plans in place to maintain the organisation in good financial health across the funding period 2018-21.

Equalities, Diversity and Inclusion (EDI)

Organisations should clearly demonstrate a commitment to EDI across their structure and work. This should include the diversity of Boards (where the organisation has a Board), leadership and governance, staff and volunteers, artistic and creative programmes of work. We also require a positive commitment to diversifying engagement with audiences and participants. Funded organisations will be required to provide an Equalities, Diversity and Inclusion Action Plan or state their commitment to developing one by March 2019.

Reporting requirements

RFOs are required to provide substantial statistical data on an annual basis, covering a number of areas including employment, finance, environment, EDI, audience demographics and activities delivered. For reference, the current Annual Statistical Survey for RFOs can be downloaded as an Excel file from **our website**. Please note that we are continuing to look at ways to monitor the benefits delivered through the work of RFOs and will expect the network to work with us to implement any changes to annual monitoring, as appropriate. RFOs should also provide quarterly updates for their Lead Officer, share all Board and Committee Papers, and invite their Lead Officer to experience and review their work and observe Board meetings.

Section 3: How to apply

Regular Funding process and timeline at a glance

November 2016:

Guidelines and Application Form published

December 2016 – February 2017:

Information Sessions
(please see Section 6 for further details)

16 January 2017:

Regular Funding opens for applications

3 April 2017:

Deadline for applications

April 2017:

Stage 1: Checking for eligibility and completeness

May – July 2017:

Stage 2: Specialist officer assessments;

Stage 3: Specialist team discussions

July – September 2017:

Stage 4: Scenario Planning/Balancing the Network

Autumn/Winter 2017:

Stage 5: Approval by Creative Scotland's Board

Stage 6: Announcement of decisions

Announcement of the awards will follow the announcement of the 2018/19 budget by the Scottish Government. We anticipate that this will be between October and December 2017.

What do you need to submit?

You are required to provide the following three parts to your application:

Part 1: A three year Business Plan

Part 2: A completed application form

Part 3: All relevant supporting documents from the Document Checklist on page 4 of the application form

You must submit the materials outlined above and ensure that your application form is **complete, signed and submitted** by the deadline of 3 April 2017. We will not accept late or incomplete applications.

It is your responsibility to ensure that you have submitted everything required and to ensure that all information is accurate, especially that all figures across your application form, budget and financial pro-forma match. Failure to do so may impact on the eligibility of your application or its progression to assessment.

Who can apply?

The following types of organisations can apply:

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

Who cannot apply?

You will not be eligible to apply for funding if:

- You are applying for activities that are not directly related to the arts, screen or creative industries
- You are applying for funding for activities that do not mainly benefit artists, creative practitioners, audiences or participants in Scotland
- You do not have a registered address within Scotland – other than in exceptional circumstances when you deliver a clearly demonstrated benefit to the people of Scotland (e.g. an organisation which has a UK wide remit and a dedicated Scottish office, but the main registered address is outside Scotland)
- You are a Company limited by shares – the only exception to this is where it can be proven that any profits cannot be paid to shareholders
- Your organisational structure allows you to pay any profits made to members or shareholders or you are applying for funding for activities that are aimed at making a profit to be distributed to members or shareholders

Please note – Regular Funding is only open to constituted organisations. Applications are not accepted from individuals or unconstituted groups

How much can you apply for?

The minimum amount you can apply for through Regular Funding will be **£150k** over three years per organisation/consortium. There is no maximum amount, but given the limited resources likely to be available, please be realistic about the amount you are requesting from Creative Scotland. The budget may comprise a mixture of Scottish Government and National Lottery funding.

When can you apply?

- We will accept applications from **16 January until 3 April 2017**.
- A copy of your three year Business Plan, completed application form, and relevant documents from the document checklist must be submitted in one batch by email **no later than 3 April 2017** to: **regularfunding@creativescotland.com**

On submission you will receive an email notification of receipt. We will not accept late applications.

Section 4: Application Criteria and Guidance

This section outlines our criteria for Regular Funding, and helps explain what we are looking for in your application. Please read this section in conjunction with the application form and appendices.

What are the key criteria for Regular Funding?

We will assess your application against the following criteria:

1. How well you contribute to the Ambitions – particularly our Ambitions for Excellence and Experimentation, and Access and Enjoying Creative Experiences.
2. How embedded the Connecting Themes – Equalities, Diversity and Inclusion, Creative Learning, Digital and Environment – are in your plans
3. Your track record and the quality of your work
4. How well you approach:

    Contributing to the development of the sector and other policy areas

    Governance and management

    Paying artists, creative practitioners and staff

    Ensuring financial health

How will you show us that you meet our criteria?

The main focus of the application and our assessment process will be on the information you supply in your Business Plan and we encourage you to take the time to present a clear, considered and detailed plan for the three years of the funding programme.

The application form is designed to enable you to give us a brief summary, with specific questions asking you to explain how you meet the criteria.

When answering the questions in the application form, please ensure that you **signpost the relevant pages in your Business Plan or supporting materials where we can find the detailed evidence**.

Part 1 – Business Plan

Whilst we expect that you will already have a Business Plan, there are specific elements which we require you to include, such as information about your planned programme of work, your financial plans and management, your governance and your commitment to things such as Fair Pay for artists and creative practitioners. Please read our guidance on the detailed information we want to see in your Business Plan, in **Appendix 1.**

Part 2 – Application Form

This section sets out what we are looking for in each section or question of the application form.

Regular Funding specific questions

Each answer in this section should clearly reference the specific relevant section(s) in your Business Plan where further details are set out. We will use the evidence which you point to in your Business Plan and application information to assess how well you have met each criteria.

Question 1. Please describe what your unique contribution will be to the art form(s) or creative area(s) in which you work. Please also outline how your organisation's work will also contribute to your sector as a whole?

We are seeking to understand how different organisations contribute in different ways to their sector. Your answers should clearly outline what your organisation's contribution is and the activity which will deliver that contribution. Examples of this could include:

- art form or creative development
- exploring and implementing cooperative and collaborative models that create efficient working methods
- delivery of programmes that are shaped by communities
- delivery of professional development programmes.

Question 2. Only if applicable, please outline how your organisation's work will contribute to any areas outwith your sector.

Please only answer this question if it is applicable to your organisation's work. If it does not apply, please state N/A in the application form.

We are looking for anything which your organisation delivers that contributes to wider society, such as education, health, the environment or justice. An example may be that you are working with partners outwith the arts, screen and creative industries sectors, or delivering in different settings, not associated with your sector.

Question 3. Please outline any research, evaluation or consultation you have undertaken to inform the creation of your plans.

We are interested in finding out what, if any, evidence you have used to inform the development of your Business Plan and whether or not you have consulted with others in the development of your work.

Question 4a and b: Contribution to Ambitions

When applying for Regular Funding you are required to demonstrate how you will meet the first two Ambitions of the five Ambitions set out in Creative Scotland's 10-year plan: *Unlocking Potential, Embracing Ambition*. If applicable, you can then choose to outline how you will contribute to any or all of the remaining three Ambitions.

The ambitions are:

Ambition 1 – Excellence and experimentation across the arts, screen and creative industries is recognised and valued (required)

Ambition 2 – Everyone can access and enjoy artistic and creative experiences (required)

Ambition 3 – Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity (optional)

Ambition 4 – Ideas are brought to life by a diverse, skilled and connected leadership and workforce (optional)

Ambition 5 – Scotland is a distinctive creative nation connected to the world (optional)

Clicking on each Ambition above will take you to a summary of the priorities and outcomes for each, on our website. You should use the sections under each ambition headed "What does success look like" to answer this question. We do not expect you to address every outcome under each ambition you will contribute to. Please select and clearly highlight which of the outcomes you will be addressing through your work and then signpost to the detail in your Business Plan.

Question 5: Contribution to connecting themes

You must demonstrate how you will contribute to each of the connecting themes. Separate guidance has been provided for each of the connecting themes in **Appendix 3** which sets out the outcomes and criteria that you must meet.

The connecting themes are:

- Equalities, Diversity and Inclusion
- Creative Learning
- Digital
- Environment

Data

The final section of the application form asks you to provide us with data and information about your proposed programme of work. This will help us understand the planned focus and reach of your work and assist us in creating a balanced network of organisations across Scotland.

Equalities, Diversity and Inclusion data

By 'specific focus' through your programming we mean projects or productions where these groups or their culture(s) are central to the content of work, rather than simply instances where people from these groups were involved.

Further information and definitions about each of the groups can be found on the **Equality and Human Rights Commission** website.

Looked after children and young people are as defined by the Children (Scotland) Act 1995) and care leavers as defined by the Children and Young People (Scotland) Act 2014. For more detail visit the **Scottish Government** website.

Projected engagement figures

Please give your best estimate for each of the applicable categories. Only give us figures for the categories which apply to the work which you will be undertaking. If it does not apply, simply write N/A.

Please do not assume that high numbers will mean a stronger application. It is the quality of the experience, as well as the number of people engaged, that we will consider in our assessment.

Reach and Delivery

These questions are being asked so that we can understand the national or international reach of your organisation. In this section, we are also asking you to list the Local Authority areas that you propose to directly work in.

The focus of your work

We are asking you to give us your best estimate about how much of your work will focus on each of the categories listed. Please cross the box with the nearest estimation of the proportion of your work in each of these areas. It will not be detrimental to your application if you are not delivering across all of these categories.

Part 3 – Document Checklist

Please use the document checklist on page 4 of the application form to submit the following. To see details of the formats we would like to receive the information in, go to: **www.creativescotland.com/funding/preferred-formats**

Evidence of the quality of your work

We are looking for examples that show the quality of your work. Due to the varied nature of activity carried out across art forms, creative areas and in a range of different settings 'work' can mean:

- the direct production and presentation of artistic or creative work for public audiences
- creative approaches and activity that supports the development of the sector, which may be aimed at specific audiences such as participants or professional peers

Examples of the quality of your artistic or creative work can be provided through a combination of the following. Please provide examples from the last three years that will enable you to demonstrate a track record and to highlight recent work:

- web links to examples of your work online (up to three)
- short letters or extracts from reports or correspondence that endorse the quality of your work; ideally these should be from impartial sources outwith your organisation (up to two)
- responses to your work from audiences or participants; these may be drawn from feedback relating to particular artistic productions and/or from your evaluation of particular creative activity (up to two)
- independently published critical writing about your work and its engagement with audiences or participants (up to two articles, features or reviews).

Organisations currently receiving Regular Funding should note that this evidence cannot include any Reviews which have been completed as part of Creative Scotland's Artistic and Creative Review Framework. This is to ensure a fair and consistent process for all applicants.

Equalities, Diversity and Inclusion

Please provide a copy of:

- Your Equal Opportunities Policy
- Your Equalities, Diversity and Inclusion Action Plan or a clear statement to developing a plan by March 2019. See the **EDI Action Plan Toolkit** for guidance about what will need to be included in your action plan
- Your Child Protection Policy or Protection of Vulnerable Adults Policy. This is **optional** and should only be submitted if you will be working with children and young people or vulnerable adults. See **Creating Safety** for guidance about creating a Child Protection Policy

Financial

Please provide a copy of:

- Your budget for April 2018 – March 2021, showing each financial year separately with accompanying narrative in the financial section of your Business Plan
- A completed financial pro-forma.
  We have provided a financial pro-forma for you to record the information we require (see **Appendix 2**). Please complete both the "income/expenditure" and "cash-flow" tabs on the pro-forma.

- Your statutory accounts: For Companies (including Community Interest Companies (CICs)) this should be the latest annual reports and accounts that you have filed at Companies House or, if a Scottish Charitable Incorporated Organisation (SCIO), are filed with OSCR.

  Your most recent management accounts if you have them. These do not need to be prepared especially for us.
- for Consortia and Artist's Groups – if you are not a legally constituted partnership, then ideally, every partner should submit their accounts according to the financial section above. At the very least, the lead organisation should submit their accounts.

Governance

- Your current memorandum and articles of association and your constitution or equivalent legal documentation
- For an existing consortium, including Artist Groups, applicants must provide a copy of their legally binding partnership agreement and letters of commitment from all members
- For a proposed consortium, applicants must provide letters of commitment from all members. A legally binding partnership agreement will only be required if a formal offer of award is made by Creative Scotland

How will we assess your application?

We will assess your application using the information provided in your Business Plan, application form and application information. We will also draw on our knowledge of other funding support which you may have received from Creative Scotland, comments from Specialist Teams within Creative Scotland and, where relevant, comments from external partners, such as Local Authorities, to inform our decision making.

Contribution to the development of the sector and other policy areas

We will use your answers to questions 1 and 2 and the information in the relevant sections of your Business Plan to assess this. We will be looking for a clearly set out contribution to your art form or creative area, to the sector as a whole and beyond, as appropriate. We will be looking for clear evidence that you are contributing at a level which strategically supports the development of the art form, creative area and sector as a whole.

Contribution to Ambitions

We will use your answers to questions 4a and 4b in the application form and the relevant information you signpost us to in your Business Plan. We do not expect individual organisations to focus equally on every outcome under each Ambition, however our final funding decisions will reflect our commitment to ensuring that there is a good spread and balance across the overall RFO network. You will therefore be assessed on how well you meet the outcomes which you have selected.

Contribution to Connecting Themes

We will use your answers to question 5 and the relevant information which you signpost us to in your Business Plan. You will be assessed on how well you meet the criteria for each Connecting Theme. We do not expect every organisation to deliver equally well across all Connecting Themes, but you should tell us how you will meet the criteria, both through what you are currently delivering and your plans for any future development.

Quality of your work

We will assess the quality of your artistic and/or creative work by considering the examples you have provided, your proposed work programme, and evidence you have presented in your Business Plan. We will seek to understand these in relation to the level of relative risk involved in planning, programming, and delivering the work.

Track record

We will assess your track record based on information you have supplied in your Business Plan and examples of previous work, and consider if you have the experience to deliver the programme of work outlined in your application.

Governance, management and leadership

We will use the current memorandum and articles of association and your constitution or equivalent legal documentation, details of your Board (where applicable) and Senior Leadership and information contained under the "Governance and Leadership" and "Delivery and Management" sections in your Business Plan. We will also assess whether your overall work programme is realistic and deliverable and take into account information which you have included in your Risk Assessment, including the SWOT analysis done as part of your Business Plan.

We are looking for a robust organisational management structure, with diverse and appropriately experienced people in place, both at Board and Senior Leadership level. Roles and responsibilities should be clearly outlined for the delivery of each aspect of work. Clear management structures should be in place for delivery of the programme of work, financial management and reporting.

Commitment to fair pay for artists, creative practitioners and staff

For this, we will use the information in your budgets and Business Plan. Creative Scotland is committed, through any activities we support, to ensure that artists and those professionals working in the creative community are paid fairly and appropriately for their time and effort. We would therefore ask that all organisations seeking Regular Funding be clear about the costs you allocate in your budgets for paying the people involved in delivering your work.

When working with artists and creative professionals, we would encourage applicants to reference relevant industry standards on rates of remuneration – such as those outlined by the Musicians Union, the Scottish Artists Union, EQUITY, BECTU, or the Writers Guild. With regards to your own staff, as a minimum, we would expect all RFOs to commit to pay a Living Wage, according to the Living Wage Foundation, to all core workers.

We would encourage all organisations to provide pay policies or clear statements that describe how they aim to support and ensure fair pay for artists, creative practitioners staff and other creative professionals they work with. Creative Scotland intends to publish further guidance on this subject in early 2017.

Financial health

We will use your financial pro-forma, budget and financial management section in your Business Plan to assess this. We will also use information which is contained within your Risk Assessment and SWOT analysis and information about how you will financially manage your organisation.

As a public funder we have to check that applicant organisations will be in reasonable financial health for the proposed period of funding.

We will look at:

- Income and cost trends
- Restricted and unrestricted reserves levels
- Cash levels
- Levels of deficit or surplus
- Other items that may affect financial sustainability

We will look at these in conjunction with your supplied accounts and will assess your organisation in terms of its financial sustainability risk as high, medium or low.

The financial pro forma is not a replacement for the budget section of your Business Plan but is a standardised way for us to assess each organisation's financial health. We will check that the financial pro-forma and the Business Plan financial information agree so that we have a joined-up view of your organisation's plans, how much it will cost, how it is likely to be funded and its likely financial health over the whole proposed period of funding 2018-21. We will also consider how you have planned your income and expenditure for this funding period alongside your management accounts for this current year (where relevant). We do not have a required reserves policy, as it will be specific to the circumstances of your organisation however, many organisations recognise the benefits of building reserves to help improve their overall resilience.

Section 5: Decision making process

This section sets out each stage of the assessment and decision making process, who will be involved in each stage and what will happen.

Stage 1: Checking for eligibility and completeness

Once your application has been submitted, our funding team will check applications for eligibility and completeness, and log them onto our system. It is important that either the Lead Contact or the Secondary Contact are available during this period, as further information or clarification may be required.

Please note it is your responsibility to ensure that you submit all required material listed in the 'What do you need to submit' in Section 3 of this guidance. Please use the document checklist in your application form to help you do this.

At this stage, if your application is not found to meet the eligibility criteria for Regular Funding, it will not be assessed. You will be notified of this, and the reasons why, by email.

Applications submitted without all the required materials and documents will be considered incomplete and ineligible to proceed. In this case you will be notified by email that your application is incomplete. You will be given a fixed period to submit the missing materials. If you fail to submit the requested material within the timeframe specified, your application will be considered ineligible and will not be assessed.

Stage 2: Specialism Officer assessments

All complete and eligible applications will be assessed by specialist Creative Scotland Officers.

We will only contact you during this stage if we need clarification on any of the information you have provided. We will not seek any new or additional information. Please note it is still possible at this stage that an application can be found to be ineligible. If this is the case, we will notify you of this decision, and the reasons why, by email.

We may share the information in your application with the Local Authority in which you are based, or are planning to work in, and ask for their comment, especially if you are expecting financial support from them.

Stage 3: Specialism Team discussions

The third stage will be undertaken by Specialism Teams within Creative Scotland responsible for each art form or creative area. They will take into account: the Business Plan, application form and supporting materials; Stage 2 assessments of individual applications; our knowledge and expertise, Creative Scotland strategies and sector reviews. We will consider applications on their own merit and within the strategic context of their art form or creative area. Some applications may have been assessed as not having sufficiently met the criteria and would not be expected to progress beyond this stage. Those which have been assessed as meeting the criteria will be discussed by Specialism Teams who will then make recommendations about which applications should be prioritised at this stage.

Stage 4: Scenario Planning/Balancing the Network

Creative Scotland's Leadership Team and Specialism Leads will be involved in this stage. We will consider all recommended applications from Stage 3 holistically and, from the anticipated budget available, select organisations which will cover the broadest network across sectors, specialisms, and geographic areas.

Our aim in balancing the network will be to establish the best possible range and mix of organisations able to contribute to the delivery of our published 10-year plan, Ambitions and Connecting Themes. To achieve this we will use our knowledge, expertise and professional judgement based on an overview of Scotland, the sectors and applications before us. We will also take into consideration the following:

- **Diversity** – The network of RFOs must reflect the diversity of contemporary Scotland. Our unique history provides us with a range of rich and diverse cultures and communities. We want to create the conditions in which a breadth and range of artistic and creative experiences are available to everyone
- **Range of art forms, creative areas and roles** – We want to support a range of art forms and creative practices. Some organisations may not directly produce or present art or creative work, but they play strategic roles (for example supporting professional development, development of audiences, markets or opportunities.)
- **Size and type** – We want to support a mix of sizes and types of organisations. This includes a mix of large and small organisations which support art forms or creative practices, including those which pioneer innovative practice. We anticipate the network will include a range of organisations, including building-based organisations, touring and commissioning companies, development and support organisations, venues and organisations working through creative technology
- **Geographical spread** – We want to support a network of RFOs that has the capacity and reach to support the development of the arts, screen and creative industries and which engages people across the whole of Scotland
- **Financial health** – We will fund organisations which are in different positions regarding financial health, but we will ensure that there is an appropriate balance across the network

With finite resources, we will be unable to support all applications which have been assessed as fundable, nor support every recommended organisation at the level requested.

As we will still be awaiting budget clarity from the Scottish Government at this stage, we will consider a number of financial scenarios as part of developing a balanced network. As a conclusion to this stage, the final network and proposed grant amounts will be recommended to the Board for approval, once budget certainty has been provided.

Stage 5: Approval by Creative Scotland's Board

This stage involves the Creative Scotland Board. A full list of applications and the finalised list of recommended awards from Stage 4 will be considered by the Board and a final list of successful applicants will be decided. Applicants will be notified of the Board's decision by email as soon as possible, following the announcement of the draft Scottish Government budget for 2018/19 onward which we anticipate will be between October – December 2017.

Stage 6: Announcement of decisions and awards process

All applicants will be notified by email to the named applicant/lead on the application form.

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

- Discussion and finalisation of a detailed contract, called a Funding Agreement, which may include specific conditions. Funding Agreements will agree expectations and define the measures of success.
- In some cases where an organisation has been successful in applying for funding but a high level of risk in an aspect of their application has been identified (e.g. because of the need to secure matching finance, the availability of appropriate managerial or artistic skills etc.), we will use the Funding Agreement to define how we will work with that organisation to mitigate, minimise or remove the identified risk.
- For consortia, a signed partnership agreement will be required. It is one of our standard terms and conditions of funding that any organisation with which we have a Funding Agreement cannot subcontract any of the agreed activities/work to other organisations without our prior written agreement. If we award funding to a lead organisation wishing to work with partner organisations, we must approve a partnership agreement between the lead organisation and the other partners involved in the project. If you are successful we will provide broad guidance on what your partnership agreement should include, but we recommend that any partnerships seek their own legal advice, if necessary

We anticipate that Agreements will be negotiated between January and March 2018 and come into effect from 1 April 2018 with the first payment being released to successful applicants in mid-April 2018. Agreements will then be renewed annually and will be contingent upon Creative Scotland's available budget. You will be assigned a Lead Officer, who will be your contact point for the duration of the funding period.

For those eligible applications that are not successful, we will provide an explanation of why you have been unsuccessful in the email informing you of the Board's decision. You will also have the option to:

- See the individual assessment of your application and
- Request a feedback meeting with Creative Scotland staff

Section 6: Further advice and information

If you have any questions regarding this Guidance or the application process, you can refer to the **FAQs section** on our website, which will be updated regularly throughout the application stage of the RFO process.

We will also be running a series of information sessions during the period December 2016 – February 2017, providing an opportunity for potential applicants to find out more about the Regular Funding process. If, having read the guidance, you want to find out more about Regular Funding, we would encourage you to attend one of these events. We expect to announce details of the dates, times and locations of these events in November 2016. If you would like us to email you these details once they are confirmed, please let our Enquiries Service know.

If you have any general enquiries about the application process, Guidance or Application Form, please contact our Enquiries Service:

Email: **enquiries@creativescotland.com**

Telephone: **0845 603 6000**

Lines are open 10am-12pm and 2-4pm, Mon – Fri, and voicemail outwith these hours.
If you want us to call you back, then send us a message with your number and we'll arrange a time to call you.

Web: You can send us a message via the **Creative Scotland website**

Twitter: Get in touch **@creativescots**

Facebook: We are at **www.facebook.com/CreativeScotland**

If you are a deaf BSL user, you can access our services with the Contact Scotland-BSL programme. Go to **www.contactscotland-bsl.org/public** for more information

Section 7: Complaints procedure

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

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

Section 8: Freedom of Information (FOI)

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

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

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

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

Section 9: State Aid

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

Further details are available on the Scottish Government website **here**.

Regular Funding Programme 2018-21

Appendix 1
Business Plan Guidance

CREATIVE SCOTLAND

ALBA | CHRUTHACHAIL

Awarding funds from THE NATIONAL LOTTERY®

Introduction

We expect that all organisations considering an application for Regular Funding will already have a Business Plan, regularly refreshed, which can be used for a variety of stakeholders, not just Creative Scotland. We do not expect that you will write a Business Plan specifically for Creative Scotland as a result of this application process, except in the instances of a consortium application.

Please provide all of the information outlined below. It can be in the order that makes most sense to you, however please ensure all areas are covered. We acknowledge applicants will want to shape individual plans according to their own business models. As a guide, we would expect your plan to be **no more than 30 pages long at a font size of no less than 11 point size**, excluding appendices.

Executive Summary

This should summarise your plan on no more than two pages.

Background

This section should provide a clear understanding of where your organisation is now in its development. You should provide a brief history of your track record to date and a summary of recent activity indicating levels of success or particular achievements.

Vision and Purpose

All Regularly Funded Organisations are expected to have a clearly defined vision and purpose that expresses why the organisation exists and who benefits from its activity. If applying as a consortium each organisation must provide their individual organisation's mission/statement of purpose, along with one for the consortium as a whole. This section should also include strategic aims and objectives and how they will help you to develop towards achieving your vision. You should also identify particular areas where you will focus on developing your organisation in order to achieve your stated vision.

Equalities, Diversity and Inclusion (EDI)

Beyond your legal obligations, we expect you to demonstrate how EDI is applied throughout your organisation, from governance to employment, in your planned activities and your engagement with participants and audiences.

Proposed Programme of Work

Please provide a detailed activity plan for year 1 (2018-19) of the Regular Funding period, and at least an outline of the activities proposed for years two and three (2019-21).

You should lay out your proposed artistic or creative programme of work in the context of your organisation's aims and objectives, the general development of the particular art form(s) or creative areas which you work with and the wider environment you work within. Please provide key milestones set against each year, clearly identifying who is responsible for delivering them.

This should also set out how your programme will contribute towards Creative Scotland's ambitions (at least the first two, with the other three being optional) and connecting themes set out in Creative Scotland's 10-year plan.

Please also tell us about the following:

Audiences

- How you will develop your audiences and those taking part in your activities, how you will reach your audiences and maintain your relationship with them and how you will deepen your engagement with them. We consider the word audience to have a wide definition, embracing the public, lifelong learners, individual artists, practitioners and partners

Strategic Partners and Collaboration

- Any strategic partnerships and collaborative opportunities that you are involved in or would like to develop during the funding period 2018-21 of Regular Funding and how these would strengthen your work and add value to our stated ambitions and connecting themes

Change, Sustainability and Resilience

- Any plans to implement change or development and how this will contribute to the sustainability, consolidation or resilience of your organisation.

The application form requests specific quantitative data and information about your programme of work, which must also be completed.

Evidence of Demand

Tell us about any work which you have carried out (evaluations or research) which substantiates the demand for your programme of work. This can include any evaluation work which you have undertaken, conferences or events which you have attended, information about audience figures, box office information, any form of consultation or any research which you have undertaken or accessed. This should establish a framework for understanding the sustainability of, and the demand for, the programme of work being proposed.

Evaluation

Please tell us how you will evaluate the impact of your work, including how you will evaluate the success of each of the key areas of your programme of work. You should include what it is you will seek to measure and include a summary of evaluation methods that you plan to use.

Governance and Leadership

We will want to see that you have both suitable management/governance structures and reporting arrangements in place and a clear awareness of risks to the successful delivery of your programme and appropriate means to mitigate these risks. Please outline the roles and responsibilities of Senior Leadership and Boards and any relevant policies, such as recruitment. Please also provide details of your Board and Senior Leadership as follows:

For all applicants – a list of current staff at Senior Leadership level within your organisation

For Companies Limited by Guarantee and Community Interest Companies (CICs):

- Directors of the Company (i.e. those that are registered at Companies House)
- A list of any trustees who are not Directors, if any
- If you are a company limited by guarantee then a list of your members

For Scottish Charitable Incorporated Organisations (SCIOs):

- A list of trustees
- A list of members (if applicable)

For Trusts and unincorporated organisations that are charities:

- A list of trustees

You should include evidence of the experience and qualifications of your Board (if applicable) and Senior Leadership. If this is in the form of CVs or biographies, please include these as an appendix to your Business Plan.

Delivery and Management

Show how you will effectively manage and deliver your proposed programme of work. This should include details of who is responsible for each area of delivery and how progress against your plan will be monitored. In addition, applications from consortia should demonstrate their ability to work together effectively, detailing the roles and responsibilities of each partner.

Financial Management

Use this section to tell us about the quality of your financial controls, monitoring and reporting arrangements and detail any previous experience of managing large-scale or multiple year grants. Whilst we do not expect organisations to undertake sensitivity planning, however, if there are major uncertainties in future plans, then you should tell us about them. Applications from consortia should also demonstrate a clear and transparent financial relationship between consortium members.

Budgets

Your budget should clearly reflect the programme of work which you have set out in your Business Plan.

We expect organisations to generate income from sources other than Creative Scotland and your budget should clearly illustrate projected income levels from other sources, as well as any assumptions you've made in calculating this income.

Your budgets should be comprehensive, appropriate and suitable for the scale and type of programme of work being proposed during the three year funding period 2018-21. You should show this alongside headline projections or a summary of your 2016/17 and 2017/18 budgets. You can also include your 2015/16 budget.

You should set out as clearly as possible what each budget heading relates to and provide accompanying explanation and narrative, where appropriate. Please also set out your income, including the amount for which you are applying to Creative Scotland. You should take into account inflation and the need to insure, repair or replace key assets.

Your budget should clearly identify how much you are applying for from Creative Scotland within each of the three years 2018/19, 2019/20 and 2020/21. Given the limited resources likely to be available, please be realistic about the amount you are requesting from Creative Scotland.

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

We expect organisations to generate income from other sources and your budget should clearly illustrate projected income levels from other sources.

Commitment to Fair Pay for Artists, Creative Practitioners and Staff

Please outline how you will be delivering fair pay for artists, creative practitioners and staff, referencing industry standards where applicable.

Risk Assessment, including analysis of Strengths, Weaknesses, Opportunities and Threats (SWOT)

Please provide us with a Risk Assessment outlining key areas of risk and any mitigating actions you plan to take across all aspects of your organisation and its work. You should include a brief SWOT analysis outlining your view of your strengths, weaknesses, opportunities and threats.

Capital projects

If your organisation is in the process of a major capital project or development for the period of Regular Funding 2018-21, whether funded by Creative Scotland or not, please tell us about this in the relevant sections of your Business Plan and Application Form. We would like to understand the implications of the capital development on your planning, organisational development, budgets and programme delivery.

Please note that Regular Funding will not support any form of large capital funding for buildings, however, organisations applying for Regular Funding can include any small capital costs for equipment, up to a maximum of £100,000, in their application and Business Plans, to help them deliver the programme of activities during the regular funding period.

Regular Funding 2018/19 to 2020/21: Financial Proforma Income, Expenditure, Cash Flow and Balance Sheet (1/2)

Organisation/Consortia Name:	

Please complete the boxes shaded yellow - the boxes shaded grey will automatically provide totals
Hover over the description cell for each line to reveal a comments box which will give more detail on how to fill it in
Please include all numbers in £000's
If you input a net liabilities number in cells E55 or E56 please preface with -
Income and expenditure sections below relate to in-year accounting income and expenditure
Please ensure you also complete the Cash Flow proforma in the separate sheet of this workbook (see tabs at foot of document)

The month that your organisation's financial year ends (e.g. March)	

Income						**Key Assumptions/Comments**
Income	**2016/17**	**2017/18**	**2018/19**	**2019/20**	**2020/21**	
Public : Local Authority						
Public: Other						
Public: Creative Scotland Regular Funding	**£-**	**£-**	**£-**	**£-**	**£-**	
Public: Creative Scotland Other						
Private: Donations, Gifts and Legacies						
Trusts and Foundations						
Other Funding						
Earned Income						
Total Income	**£-**	**£-**	**£-**	**£-**	**£-**	
Restricted income included in total income above						

Expenditure						**Key Assumptions/Comments**
Expenditure	**2016/17**	**2017/18**	**2018/19**	**2019/20**	**2020/21**	
Artistic and Creative Programme						
Administration						
Building costs						
Marketing and Communications						
Other						
Total Expenditure	**£-**	**£-**	**£-**	**£-**	**£-**	
Restricted expenditure included in total expenditure above						
Income Less Expenditure (operating surplus/(deficit))	**£-**	**£-**	**£-**	**£-**	**£-**	

Capital						**Key Assumptions/Comments**
Capital Income	**2016/17**	**2017/18**	**2018/19**	**2019/20**	**2020/21**	
Creative Scotland						
Other Public Bodies						
Other Sources (including loan funding)						
Total Capital Income	**£-**	**£-**	**£-**	**£-**	**£-**	
Capital Expenditure						
Major Capital Projects						
Other Capital Expenditure						
Total Capital Expenditure	**£-**	**£-**	**£-**	**£-**	**£-**	

Balance Sheet		**Key Assumptions/Comments**
Reserves: Start of Year - restricted		
Reserves: Start of Year - unrestricted		
Total Reserves: Start of Year	**£-**	

Regular Funding 2018/19 to 2020/21: Financial Proforma Cash Flow (2/2)

Organisation:	**0**

Please completed boxes shaded yellow - the boxes shaded grey will automatically provide totals or draw numbers from other parts of the proforma
Please include all numbers in £000's

Cash Flow						**Key Assumptions/Comments**
Cash inflow	**2016/17**	**2017/18**	**2018/19**	**2019/20**	**2020/21**	
Public : Local Authority						
Public: Other						
Public : Creative Scotland Regular Funded			£-	£-	£-	
Public : Creative Scotland Other						
Private: Donations, Gifts and Legacies						
Trusts and Foundations						
Other Funding						
Earned Income						
Capital Income (per Capital Section)	£-	£-	£-	£-	£-	
Total Cash Inflow	**£-**	**£-**	**£-**	**£-**	**£-**	
Cash outflow	**2016/17**	**2017/18**	**2018/19**	**2019/20**	**2020/21**	
Artistic and Creative Programme						
Administration						
Building						
Marketing and Communications						
Other						
Costs related to Restricted Income						
Capital Expenditure (per Capital Section)	£-	£-	£-	£-	£-	
Total Cash Outflow	**£-**	**£-**	**£-**	**£-**	**£-**	
Net Cash inflow (outflow)	**£-**	**£-**	**£-**	**£-**	**£-**	
Cash Balance (overdraft) at Start of Year						

Creative Scotland Regular Funding Annual and Quarterly Phasing

	Quarter 1	**Quarter 2**	**Quarter 3**	**Quarter 4**	**Total**
2018/19					**£-**
2019/20					**£-**
2020/21					**£-**
					£-

Please do not request funding more than 4 months ahead of when you intend to spend it.

Regular Funding Programme 2018-21

Appendix 3

Connecting Themes Guidance

CREATIVE SCOTLAND

ALBA | CHRUTHACHAIL

Awarding funds from THE NATIONAL LOTTERY®

Introduction

This appendix has been developed to provide additional guidance for applicants for Creative Scotland's Regular Funding programme. It aims to give further information on each of Creative Scotland's Connecting Themes, and offer advice on how an applicant can demonstrate that they are embedding these themes across their organisation and the work they do.

Please note that it is an essential requirement for all applicants to show us how their organisation will address these Connecting Themes in their Business Plans and application forms. Whilst it is unrealistic to expect every organisation to be able to fully meet every criteria for each theme, we still want you to tell us where you presently are in relation to each. Where you have particular strengths or have best practice to share – then we want you to tell us. Equally, if you feel that in other areas you are still developing your organisation, then we encourage you to use the information contained within this document to help with your future planning.

Please note, this appendix must be read in conjunction with the Regular Funding Application Guidance, Application Form and other appendices, all of which can be found on the **Creative Scotland website**.

On our website you will also find further useful information and questions or points to consider when developing your plans for each Connecting Theme. Links to each page can be found at the end of each section.

1. Equalities, Diversity and Inclusion

What do we mean by Equalities, Diversity and Inclusion (EDI)?

EDI is about fairness and cultural entitlement. It is also about creating the conditions for excellent art to be produced. Equality is about removing barriers, and diversity is about supporting and reflecting different cultures in Scotland, enabling all artistic and creative voices to be heard. Inclusion is about creating opportunities for people to work in, engage with, participate in, and experience arts and creativity throughout the country.

Experience shows that organisations which embrace EDI are more successful creatively, as they recognise the rich artistic and creative opportunities that diversity and inclusion offers, as well as being more economically viable and sustainable. It makes good business sense to offer flexible working environments, to diversify audiences and better reflect the changing population of Scotland today.

We know that the arts, screen and creative industries in Scotland are not fully representative. Organisations are not using all the resource available to them. We are not using all the resources available to us, and are therefore not benefiting fully from diversity of experience. For example, Boards tend to be homogeneous, the employment in our funded organisations of disabled people and those from ethnic minorities is low and there are deep-rooted issues to be addressed about the representation of women on stage, screen and in the games industry.

What are the legal frameworks around EDI that we all have to comply with?

The **Equality Act 2010** provides a comprehensive legal framework to protect the rights of individuals and advance equality of opportunity for all. All organisations that provide goods, facilities or services and all employers are subject to the Equality Act.

As a public body, Creative Scotland has a responsibility as part of the general duty under the Equality Act 2010, to promote a fair and more equal society and show 'due regard' to:

- eliminate unlawful discrimination, harassment and victimisation, as well as other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

We share these responsibilities with the organisations we fund.

Further legislation supporting EDI objectives include the **BSL (Scotland) Act 2015** and the **Gaelic Language (Scotland) Act 2005**.

What is the key outcome for the EDI Connecting Theme?

Across the network of organisations that we will fund, the key outcome in relation to EDI is that:

The network of regularly funded organisations 2018-21 better reflects the diversity of Scotland today.

To help us with this, your organisation should clearly embed equal opportunities in all aspects of its delivery.

What is the criterion for EDI?

How well is EDI embedded across all aspects of your organisation and its work?

How will we assess this?

We will use the information you give in the EDI section of the application form, under question 5, but more importantly we will look at your Business Plan and documents from the document checklist. It is essential that your organisation is able to give evidence of how it is addressing EDI and providing equal opportunities in practice. We will specifically look for:

- Where we can see EDI across all of your activities, including your artistic programme, staff and working environments, management and board, audiences and participation, and buildings and spaces.
- An EDI Action Plan that covers the funding period and each of the required sections outlined in the EDI toolkit. You can find the toolkit **on our website**.
- If you do not presently have an EDI Action Plan, then we will look for a firm commitment to develop one by March 2019.
- Realistic costs for access should be included in your budget, where appropriate. Creative Scotland is committed to ensuring that as many people as possible can access the work we fund. We encourage you to think about improved access provision and to check you are doing all you can reasonably do to develop and sustain inclusive practice. Access costs are non-artistic costs that specifically relate to enabling participation and inclusion and you can include costs to make your activity accessible to a wide range of people – such as funding to provide Easy Read exhibition interpretation, translators, captioned film or performance, BSL interpretation, or 'relaxed' performances for people with autism or dementia.

Further information and points to consider can be found on the **EDI section of our website**.

2. Creative Learning

What do we mean by Creative Learning?

The term creative learning covers lifelong learning and applies to a range of settings – anywhere where learning takes place – in and out of formal education.

All cultural activity can inspire learning by its very nature. Artistic experiences can challenge and influence how we respond to the world in reflective and imaginative ways. Creative learning has huge benefits for individuals and society in terms of wellbeing, employability and skills development. We are committed to increasing the quantity and quality of opportunities for everyone to develop their full potential though the arts and creativity. We encourage organisations to clarify and develop the reach, relevance and power of learning opportunities they plan and deliver within and outwith, their organisations.

Creative Learning – a definition

Our definition of Creative Learning is as follows:

In the context of Creative Scotland's remit across the arts, screen and creative industries, creative learning takes place when arts and cultural activity leads intentionally to the development of understanding, knowledge and skills.

This definition includes:

Learning in an art form; developing the attributes, skills and techniques that will lead to increased mastery of that art form

Learning through an art form; using the attributes, skills and techniques of an art form to engage and develop learners, primarily in another subject area

Creative Learning; developing the creativity skills of learners (open minded, constructively inquisitive, able to harness imagination, able to identify and solve problems) and developing creative approaches to learning.

Further clarification on the scope and characteristics of creative learning can be found in the Creative Learning Review, undertaken by Creative Scotland during 2016. This is scheduled to be published in late 2016.

In developing your Creative Learning activities, you may like to use, *Is this the best it can be*? This is a new toolkit from Creative Scotland and ArtWorks Scotland to support continual improvement in participatory practice and Creative Learning and can be found on the **Creative Scotland website**.

What are the key outcomes for the Creative Learning Connecting Theme?

Across the network of organisations that we will fund, the key outcomes in relation to Creative Learning are that:

1. Excellence and experimentation in creative learning across the arts, screen and creative industries is understood, valued and developed.
2. Everyone in Scotland has the opportunity to experience high quality arts and creative learning.
3. Places and quality of life are transformed through the reach and application of creative learning.
4. There is a workforce skilled in the leadership and delivery of creative learning and the leadership and workforce across the arts, screen and creative industries has the opportunity to share and develop their practice and expertise in and through creative learning.
5. Creative learning approaches and developments are showcased and shared internationally.

What is the criterion for Creative Learning?

How well is Creative Learning embedded across all aspects of your organisation and its work?

How will we assess this?

We will use the information you give in the Creative Learning section of the application form, under question 5, but more importantly we will look at your Business Plan and documents from the document checklist.

We will understand how well you have embedded Creative Learning through your organisation by looking for:

- a clearly articulated vision and outcomes for creative learning in the connecting themes section of the application form
- evidence that Creative Learning activity appears across a range of activity in the Business Plan and is not limited to “education” or “outreach”. For example is Creative Learning reflected in plans for programming, international work, staff development, evaluation, partnerships and organisational development
- Clear and realistic costs are set out in your budget for the delivery of any Creative Learning activities
- Your target participant groups for Creative Learning are identified (and detailed where possible), with a clear rationale as to why you have chosen to work with these groups and how they will be reached including planned partnerships. For example you may be planning to work with schools, youth groups, teachers, looked after young people, professional artists or older learners; in each case different partnerships will be required to effectively reach these target groups.

Further information and points to consider can be found on the **Creative Learning section of our website**.

3. Digital

What do we mean by Digital?

The internet is the defining architecture of our age, and the use of digital tools and media is increasingly pervasive in the way we communicate and share what it is to be human. Digital has changed the way organisations operate, and this is keenly felt across the arts, screen and creative industries where it has been both disrupter and enabler.

We are committed to supporting the arts and creative sectors to utilise all the benefits that digital tools can bring. Using new digital tools and media can change and enhance the way organisations run their operations, generate revenue, engage and broaden their audiences and influence creative practice.

We recognise that Digital is used in different ways by different organisations. However, everyone should have the capacity to take advantage of new technology and have the confidence and skills to use an ever expanding range of tools to support participation and drive innovation.

During the decision making around the RFO portfolio in Autumn 2014 it was apparent that digital engagement and leadership wasn't articulated strongly in applications. The Scottish Government's ambition is for Scotland to be a world-leading digital nation by 2020. You can find further information on the **Scottish Government website**. Central to achieving this is ensuring that everyone has the access, motivation and skills required to participate fully in the digital world. Organisations across the arts, screen and creative industries can play a significant role in helping to deliver this vision.

What are the key outcomes for the Digital Connecting Theme?

Across the network of organisations that we will fund, the key outcomes in relation to Digital are:

- The production of world-class creative work that uses technology in imaginative new ways
- More organisations employing or working with technologists and programmers
- More organisations investing in the skills of their existing staff
- Digitally connected audiences who are able to engage with work in new ways
- More efficient, sustainable organisations

What is the criterion for Digital?

How well is Digital embedded across all aspects of your organisation and its work?

How will we assess this?

We will use the information you give in the Digital section of the application form, under question 5, but more importantly we will look at your Business Plan and documents from the document checklist. We appreciate that developing digital capacity will require new skills and resources to be developed within organisations. We encourage you to consider how best to achieve this within the context of your application for Regular Funding.

We recognise that not all organisations are currently able to deliver across all areas, but we expect to see a commitment in your Business Plan to developing in these areas.

We're interested in how digital tools and media can support and enhance your work and will specifically be looking for:

1. Arts and creative practice

- Evidence that you are using or planning to use creative technology within your organisation's artistic practice or your organisation's support of artistic practice
- That you are seeking to enhance your organisation's skills base either through developing relationships with technologists or through training
- That you are using digital tools to document and archive your organisation's work

2. Engaging with and building new audiences

- That you have demonstrated how the organisation will use digital tools to connect and interact with its audiences
- Evidence that your organisation will use digital tools to gather audience data and information in order to understand audience behaviours and needs

3. Organisational efficiency

- That you are using digital tools to improve your organisation's efficiency
- That you are using digital tools to network and connect your organisation with partners and stakeholders
- That you demonstrate an understanding of how digital data can help your organisation to understand its value and inform planning

Further information and points to consider can be found on the **Digital section of our website**.

4. Environment

What do we mean by Environment?

We are committed to operating in an environmentally sustainable manner and will work to ensure that individuals and organisations that we support do the same. In 2012 we developed and published our **Environment Policy**, to guide all of our work.

On one level, this involves reducing our impacts on the environment, including our carbon emissions (a legal requirement), resource use and waste streams. Many of these are measurable, depending on circumstances. On another level, it can involve influencing others, be they audiences, suppliers, other cultural organisations, networks and creative practitioners, or local communities and businesses.

What are the key outcomes for the Environment Connecting Theme?

Across the network of organisations that we will fund, the key outcomes in relation to Environment are:

- Reduce the direct environmental impacts of our work
- Influence others on issues relating to the environments

Reducing direct environmental impacts

Like most activities, the arts, screen and creative industries have an impact on the environment, but we recognise that the environmental challenges facing them are exceptionally diverse and complex, reflecting the wide spectrum of activities undertaken. These may range from the management of energy use in arts venues to the environmental impacts of international projects, travel by audiences, or one-off unique productions.

There are now legal requirements concerning carbon emissions: the Climate Change (Scotland) Act (2009) requires all public bodies, including Creative Scotland, to work to deliver the aims of the Act and help reduce Scotland's carbon emissions. We are required to report our emissions annually and consequently have required Regularly Funded Organisations (RFO) to report their emissions since 2015. Applicants for Regular Funding should therefore demonstrate in their application how they will monitor their carbon emissions.

We recognise that this is neither easy nor straightforward, and have supported Creative Carbon Scotland to provide advice and guidance to Scotland's cultural organisations and practitioners, including RFOs, to help them develop their expertise and monitoring systems.

Over time, we aim to see the arts, screen and creative industries show leadership in reducing their environmental impacts and carbon footprint, and have sustainable behaviours embedded in their organisations and their work, with the additional cost reductions that this can often bring.

Although there is an overarching aim to reduce carbon emissions, no targets are set for year-on-year reductions. The activity of arts and cultural organisations is not always continuous, so one year's programme may differ widely from another, with corresponding fluctuations in carbon emissions.

Other environmental impacts besides carbon emissions are also important. Some aspects of resource use and waste streams can be measured in terms of their equivalent carbon emissions, others can nonetheless be monitored and reduced.

Influencing Others

The arts, screen and creative industries influence the wider public through their communication of ideas, emotions and values.

We are keen, to see how the arts, screen and creative industries use their influence, through the work they produce and present, through the way in which they operate and through their communication with their audiences, networks, and partners.

What is the criterion for Environment?

How well is Environment embedded across all aspects of your organisation and its work?

How will we assess this?

We will use the information you give in the Environment section of the application form, under question 5, but more importantly we will look at your Business Plan and documents from the document checklist. We will particularly look for:

- at any systems in place to measure your carbon emissions, any policies or plans for environmental sustainability including reducing your emissions.
- a Board or staff member who has responsibility for or actively champions environmental issues within the organisation and that there is a clear structure to address any issues.
- any opportunities where you are taking the opportunity to influence others with whom you engage

Further information and points to consider can be found on the **Environment section of our website**.

Regular Funding Programme 2018–21

Application Form

CREATIVE SCOTLAND

ALBA | CHRUTHACHAIL

Awarding funds from THE NATIONAL LOTTERY®

Creative Scotland
Regular Funding Programme 2018-21
Application Form

Advice and Information

Please read the **Regular Funding Application Guidance, Appendices and Terms and Conditions of Award** before completing this application form.

If you have any questions regarding this Guidance or the application process, you can refer to the **FAQs section** on our website, which will be updated regularly throughout the submission stage of the RFO process.

We will also be running a series of information sessions providing an opportunity for potential applicants to find out more about the Regular Funding process. If, having read the guidance, you want to find out more about Regular Funding, we would encourage you to attend one of these events. We expect to announce details of the dates, times and locations of these events in November 2016. If you would like us to email you these details once they are confirmed, please let our Enquiries Service know.

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

You can contact our Enquiries Service on:

Email: **enquiries@creativescotland.com**

Telephone: **0845 603 6000**

Lines are open 10am-12pm and 2-4pm, Mon – Fri. Voicemail is available outwith these hours. If you want us to call you back, then leave a message with your number and we'll arrange a time to call you.

Web: You can send us a message via the **Creative Scotland website**

Twitter: Get in touch **@creativescots**

Facebook: We are at **www.facebook.com/CreativeScotland**

If you are a deaf BSL user, you can access our services with the Contact Scotland-BSL programme. Go to **www.contactscotland-bsl.org/public** for more information.

Alternative Formats, Languages and Access Support

Creative Scotland is committed to offering clear and accessible application processes and programmes that are open to everyone. On request this information is available in alternative formats including translations. We offer access support to disabled applicants, tailored to individual requests. Support includes Sign Language Interpreters for meetings and scribing support for dyslexic applicants. The Equalities Team can offer additional one-to-one support to applicants with access requirements. Please note we will accept applications and supporting materials which are written in English, Gaelic or Scots.

If you have any general enquiries about the application process, Guidance or Application Form, please contact our Enquiries Service.

Key Information

Have you have read the **Regular Funding Application Guidance, Appendices** and the **terms and conditions of award** before completing this application form? (Delete as appropriate)	Yes/No
Do you object to receiving National Lottery funding for religious reasons? (Delete as appropriate)	Yes/No
Creative Scotland will regularly communicate with all successful applicants as part of their Funding Agreement. For all other applicants, from time to time Creative Scotland, or an organisation working on our behalf, may want to contact you for the purposes of research, or to provide you with targeted information on our broader work. Please note that all information gathered through research allows us to make continued improvements to the service we provide. Are you happy for us to contact you for these reasons? (Delete as appropriate)	Yes/No

Contact Details

Please note that all key correspondence will be made by email with the named lead contact only so please ensure this information is correct and the lead contact is fully aware of the details in the application.

CONTACT DETAILS	
Name of Applicant Organisation	
Trading Name of Organisation	
Full Legal Name of Organisation (if different from above)	
Lead Contact Name, Position and Email Address	
Secondary Contact Name, Position and Email Address	
Address	
Postcode	
Telephone Number	
Web Address	

ABOUT YOUR ORGANISATION	
Are you a registered company? (*Delete as appropriate*)	Yes
	No
If you are a registered company, please provide your Registered Office address and Company Number	
If you are a registered charity, please provide your Registration Number	
Are you the lead organisation for a consortium, group of organisations or artists' group applying together? (*Delete as appropriate*)	Yes
	No

If you answered yes to the previous question, please list your partner organisations		
What type of organisation are you? (*Please pick the one that best represents your organisation. Please **type an X** in the relevant box in the right hand column*) We need this information so we can determine if you are eligible to apply for Regular Funding. We also need the information so we can monitor our decision making and report to Scottish Government and the National Lottery on the types of organisations we fund.	Registered Charity	
	Artists' Group	
	Company Limited by Guarantee	
	Consortium	
	Cultural and Leisure Trust	
	Local Authority	
	Community Interest Company	
	Other (please specify)	
What art form or creative area would you use to categorise the work of your organisation or consortium? (Please **type an X** in the box in the right hand column). If you work across more than one art form or creative area, please select 'Multi-art form' and then tick all each of the different art forms involved. We need this information so we can ensure that your application is assessed by a Creative Scotland Officer with relevant expertise. We also need the information so we can monitor our decision making and report to the Scottish Government and the National Lottery on the range and type of activities we fund.	Multi-art form	
	Crafts	
	Dance	
	Design	
	Film / TV	
	Literature	
	Music	
	Theatre	
	Visual Arts	
	Digital	
	Other (please specify)	

Document checklist

The following information **must be included** as part of your application and will be used as part of the assessment process. Please confirm that you have submitted all the application material requested by Creative Scotland to help us in the assessment process. It is your responsibility to ensure everything requested below has been submitted; failure to do so may impact on the assessment of your application.

Part 1 – Three year Business Plan	Yes/No
Part 2 – Completed and signed application form	Yes/No
Part 3 – Relevant documents from the following list:	
Evidence of your work in the combination set out in Section 4 of the guidance	Yes/No
Equal Opportunities Policy	Yes/No
Equalities, Diversity and Inclusion Action plan (if you have one)	Yes/No/NA
A budget for April 2018 - March 2021, showing each financial year separately with accompanying narrative	Yes/No
Financial Pro-forma (see Appendix 2)	Yes/No
A copy of your most recent year end statutory accounts **OR** your most recent management accounts	Yes/No
Your current memorandum and articles of association and your constitution or equivalent legal documentation	Yes/No
For an existing consortium or artists' group, applicants must provide a copy of their legally binding partnership agreement and letters of commitment from all members to the programme of work applied for	Yes/No/NA
For a proposed consortium or artists' group, applicants must provide signed letters of commitment from all members to the programme of work applied for. A legally binding partnership agreement will only be required if a formal offer of award is made by Creative Scotland	Yes/No/NA
Child or Vulnerable Adult Protection Policy if you are working with children and young people or vulnerable adults	Yes/No/NA

Regular Funding specific questions

Further information about the criteria for each of these questions is in section 4 of the Guidance.

1. Please describe what your unique contribution will be to the art form(s) or creative area(s) in which you work. Please also outline how your organisation's work will also contribute to your sector as a whole? **(up to 500 words maximum)** Please state the **specific sections** in your Business Plan and application documents where the relevant detail can be found.
Relevant section(s) of Business Plan:

2. Only if applicable, please outline how your organisation's work will contribute to any areas outwith your sector (up to 500 words maximum). If this question does not apply, please write **N/A**. Please state the **specific sections** in your Business Plan and application documents where the relevant detail can be found.
Relevant section(s) of Business Plan:
3. Please outline any research, evaluation or consultation you have undertaken to inform the creation of your plans (up to 300 words maximum). Please state the **specific sections** in your Business Plan and application documents where the relevant detail can be found.
Relevant section(s) of Business Plan:

4a. Please give a summary of how you will contribute to the delivery of the following two ambitions of our 10-year plan. It is a requirement that you answer this question. Your answers should outline the activity which will be delivered to meet the outcomes.

Please state the **specific sections** in your Business Plan and application information where the relevant detail can be found.

In what ways will your work support the ambition to **develop and promote excellence and experimentation** in the arts, screen and creative industries? (up to 500 words maximum)

Relevant section(s) of Business Plan:

In what ways will your work enable us to achieve the ambition that **everybody is able to access, enjoy and take part** in the arts, screen and creative industries? (up to 500 words maximum)

Relevant section(s) of Business Plan:

4b. If your work contributes to any or all of the following ambitions, please give a summary of how you contribute to their delivery. Responding to this question is optional – you can choose which, if any of the following ambitions you will contribute to. Your answers should give an outline of the activity which will be delivered to meet the outcomes. Please state the **specific sections** in your Business Plan and application documents where the relevant detail can be found.
In what ways will your work address the ambition that **places and quality of life** are transformed through imagination, ambition and an understanding of the potential of creativity? (up to 500 words maximum)
Relevant section(s) of Business Plan:
In what ways will your work contribute to the ambition that Scotland has a diverse, skilled and connected **leadership and workforce** across the arts, screen and creative industries? (up to 500 words maximum)
Relevant section(s) of Business Plan:

How will your work contribute to the ambition that Scotland is a distinctive creative nation **connected** to the world? (up to 500 words maximum)
Relevant section(s) of Business Plan:

5. Please give us a summary of how your work will contribute to the delivery of the four connecting themes that underpin our ambitions. Your answers should give an outline of the activity which will be delivered to meet the criteria and outcomes which can be found in the connecting themes guidance in Appendix 3. Please state the **specific sections** in your Business Plan and application documents where the relevant detail can be found.
Creative Learning (up to 500 words maximum)
Relevant section(s) of Business Plan:
Equalities, Diversity and Inclusion (up to 500 words maximum)
Relevant section(s) of Business Plan:

Digital (up to 500 words maximum)
Relevant section(s) of Business Plan:
Environment (up to 500 words maximum)
Relevant section(s) of Business Plan:

Budgets and funding

What is the **total three year budget** of the proposed programme of work?	£
What is the **funding you require** from Creative Scotland over the three years?	£
What percentage is this of the total budget?	%
How much **confirmed** funding from partners is in place? How much earned income are you projecting?	£ £

Data

In this section, we are seeking to obtain quantitative data about your planned work. We will use it to understand the diversity and reach of the organisations which have applied. Further information can be found in Section 4 of the Application Guidance.

EQUALITIES, DIVERSITY AND INCLUSION DATA Will your work have a specific focus on any the following groups? Please tick **all boxes which apply**.			
	Through your programming	**Through targeted engagement or outreach work**	**Through marketing or audience development work**
Minority Ethnic			
Children and Young People			
Disabled people			
Faith / Religion			
Gender group			
Health / Wellbeing			
LGBTI people			
Looked After Children and Young People			
Care leavers			
Older People			
Refugees / Asylum Seekers			

PROJECTED ENGAGEMENT FIGURES Please provide your best estimate of the number of people you intend to reach in the following categories, over the three year funding period. Please **only** complete the **sections which are relevant** your proposed programme of work.	
Performances	
Number of productions / shows	
Number of performances	
Number of participants	
Number of attendances	
Exhibitions	
Number of exhibitions	
Number of exhibition days	
Number of participants	
Number of attendances	
Screenings	
Number of screenings	
Number of participants	
Number of attendances	
Other public events	
Number of events	
Number of participants	
Number of attendances	
Learning and outreach participants	
Number of early years (0-4 years old)	
Number of children (5 - 12 years old)	
Number of children (13 - 17 years old)	
Number of young people (18 - 25 years old)	
Adult learners (26+)	
Professional development opportunities for practitioners and individuals	
Number of opportunities	
Number of participants	
Number of attendances	

REACH AND DELIVERY Please detail the area(s) that your organisation will reach and where your work will be delivered. Please **only** complete the **sections which are relevant** to your organisation or proposed programme of work.	
Do you consider your organisation's reach to be international (delete as appropriate)? If yes, please explain (up to 100 words maximum)	Yes/No
Do you consider your organisation's reach to be national, across Scotland (delete as appropriate)? If yes, please explain (up to 100 words maximum)	Yes/No
Please detail any proposed Local Authority Areas, outwith the Local Authority you are based in, where your work will be delivered	

THE FOCUS OF YOUR WORK PROGRAMME What proportion of your proposed work programme will focus on the following? Please tick **all boxes which apply**.					
	None at all	**Limited element**	**Moderate element**	**Significant element**	**Whole focus**
International work					
Please give details					
Scotland-wide work					
Please give details					
To Local Authorities outwith your own					
Please give details					
Delivering Festivals					
Please give details					
Touring					
Please give details					
Gaelic Language					
Please give details					
Scots Language					
Please give details					
Traditional Arts					
Please give details					

Statement of Acceptance

PLEASE STATE THE NAME OF THE PERSON WHO HAS COMPLETED THE FORM. THIS PERSON MUST BE AN AUTHORISED SIGNATORY OF THE COMPANY, ORGANISATION OR CONSORTIA APPLYING IN SECTION A.

THE FORM MUST BE COUNTERSIGNED, EITHER BY THE CHAIR OF YOUR BOARD, CHIEF EXECUTIVE OR EQUIVALENT OF YOUR ORGANISATION OR A MEMBER OF YOUR SENIOR LEADERSHIP TEAM.

I hereby confirm that the information in this application submission including the supporting documents is true and correct and I acknowledge that it is my responsibility to inform you immediately of any changes which could affect the interpretation or context of the application, and I confirm I will undertake to do this.

I acknowledge that the **terms and conditions** of this application and any other information supplied and discussed regarding this application, the assessment and decision making process, or in connection with this transaction as a whole ("the Confidential Information") is and shall remain strictly confidential. I confirm that I shall not disclose to any third party or make public the Confidential Information without Creative Scotland's prior written approval.

I acknowledge that Creative Scotland will endeavour to keep all information provided securely, but as a Public Authority in terms of the Freedom of Information (Scotland) Act 2002, may be required to disclose certain information under the Act. Where I stipulate at the time of providing information to Creative Scotland that I believe the information should be considered exempt from disclosure under that Act, and a request to Creative Scotland is subsequently made for disclosure of same or all of that information, Creative Scotland will endeavour to discuss such disclosure with me prior to making its decision. I do, however, accept and acknowledge that the ultimate decision on disclosure rests solely with Creative Scotland regardless of any prior statements or requests I have issued.

If any of the information I provide is classed as Personal Data under the Data Protection Act 1998 Act (the "Data"), I hereby consent that Creative Scotland may disclose said Data, within and outside of the European Economic Area, for the purposes of producing and submitting the aforesaid statistical information and reports or as otherwise required by law or by any regulations and other rules to which we are subject.

I confirm that all cash and in-kind contributions from the company or organisation stated in the funding plan section of this application form are correct and that I have the authorisation to allocate the sums stated and I am responsible for ensuring that adequate resources will remain available to meet these requirements. In the event of any changes to the sums indicated I will provide a signed letter of confirmation.

I acknowledge that Creative Scotland is obliged to comply with Money Laundering Regulations 2007 and the Proceeds of Crime Act 2002 and I will, if requested, provide ID verification from any investor or myself, where appropriate, to meet compliance requirements.

I acknowledge that once Creative Scotland has confirmed the Offer of Funding in writing (via email) that Creative Scotland has the right to publicise their Offer of Funding on the Creative Scotland website and through other Creative Scotland information channels. I understand that Creative Scotland's Offer of Funding does not place Creative Scotland under any obligation to release funds until such time as all contractual negotiations are complete and

Creative Scotland's Conditions Precedent have been met and their Funding Agreements signed off.

I confirm that I will not make any public statements (or allow others to do so on my behalf) regarding Creative Scotland's Offer of Funding until such time as Creative Scotland has authorised and approved the form and content of any public statement.

I confirm that I have the power to accept the award under the conditions set out in the Creative Scotland Guidelines and in this Application Form.

I declare that I have read and understood the Creative Scotland Guidelines, this Application Form and the Conditions of Funding of Creative Scotland.

I hereby confirm that all staff and volunteers working with children, young people or vulnerable adults will be members of the Protection of Vulnerable Groups Scheme administered by Disclosure Scotland before the project begins. (Please mark the box with an x or tick) ☐

I hereby confirm acceptance of the above Statement of Acceptance and all related documents. (Please mark the box with an x or tick) ☐

.....
Name of Authorised Person

.....
Position of Authorised Person

.....
Date

.....
Name of Counter signatory

.....
Position of Counter signatory

.....
Date

Please submit your completed application form and send with all your supporting materials to:

regularfunding@creativescotland.com

Equalities Monitoring

Please now also complete your Equalities Monitoring Form and email it along with your application documents.

Creative Scotland has a duty under **The Equality Act 2010** to monitor the applications we receive and the funding we award. To do this we need to collect information which does not directly relate to our assessment of your application. We include questions on age, gender, ethnicity, disability, and sexual orientation - all defined 'protected characteristics' in **The Equality Act 2010**. We also include a question on Gaelic language.

This information will not be used in assessing your application but it is important that you provide this information to assist Creative Scotland's reporting in line with the above act, and to help us to improve our services. In providing your completed response with your Regular Funding Application, you are giving explicit consent for us to use this data for statistical reporting. The data is managed confidentially, is not personally attributable and is processed in accordance with the Data Protection Act.

You can access the Equalities Monitoring form **on our website**.

Fèisean nan Gàidheal

Cùisean Ionmhasail

Àireamh air a' Chlàr Chùisean: 4.2016.03

Anns an aithisg seo:	**Gnìomh a dhìth**
Àireamh air a' Chlàr Chùisean: 3.2016.03(a)	
Teachd a-steach agus a-mach 2016-17 leis mar a thionndaidh cùisean a-mach gu 31 Dàmhair 2016	Airson Fiosrachaidh agus Deasbaid
Àireamh air a' Chlàr Chùisean: 3.2016.03(b)	
Bidh na suimean a th' againn anns a' bhanca air an dearbhadh aig a' choinneimh	Aithris airson Fiosrachaidh
Àireamh air a' Chlàr Chùisean: 3.2016.03(c)	
Cunntasan Ràitheil gu 30 Sultain 2016, air an ullachadh le Mann Judd Gordon	Airson Fiosrachaidh agus Deasbaid
Àireamh air a' Chlàr Chùisean: 3.2016.03(d)	
Tabhartasan air an gealltainn do na Fèisean airson 2016-17	Airson Fiosrachaidh

Anne Willoughby
Manaidsear Gnìomha
Dùbhlachd 2016

Teachd a-steach agus a-mach 2016-17 leis mar a thionndaidh cùisean a-mach gu 31 Dàmhair 2016

Àireamh air a' Chlàr Chùisean: 4.2016.03(a)

TEACHD A-STEACH	2016-17	ÙINE	FÌOR
Prìomh Thabhartasan	£ 342,949.00	£ 116,180.17	£ 249,555.00
Cìsean Stiùiridh	£ 103,500.00	£ 60,375.00	£ 90,500.00
Sgeama Thabhartasan	£ 200,000.00	£ 116,666.67	£ 182,601.00
Maoin Leasachaidh nam Fèisean	£ 37,000.00	£ 21,583.33	£ 19,000.00
Uairean Bliadhnail	£ 10,000.00	£ 5,833.33	£ 10,000.00
Tabhartasan Beaga nan Ealan Traidiseanta	£ 35,000.00	£ 20,416.67	£ 28,610.00
Trèanadh	£ 10,000.00	£ 5,833.33	£ 7,500.00
Fèisgoil	£ 307,511.00	£ 179,381.42	£ 244,078.15
Fèis Bhlas	£ 210,369.00	£ 122,715.25	£ 189,018.19
Teachd-a-steach Eile a chaidh a Chosnadh	£ 16,000.00	£ 9,333.33	£ 6,901.48
Taic do Chèilidhean air Chuairt	£ 73,000.00	£ 42,583.33	£ 78,839.10
Tachartasan Còmhnaidheach Gàidhlig	£ 30,000.00	£ 17,500.00	£ 27,503.00
Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	£ 7,000.00	£ 4,083.33	£ 7,000.00
Mòr-chuirmean is Cothroman Eadar-nàiseanta	£ 15,000.00	£ 8,750.00	£ 5,000.00
Goireasan is Pròg ram Didseatach	£ 31,500.00	£ 18,375.00	£ 15,100.00
Meadhanan/PR/Ùrachaidhean air an làrach-lìn/Cuairt-litir	£ 1,000.00	£ 583.33	£ 1,000.00
Seirbheis Clàr-pàighidh do na Fèisean	£ 0.00	£ 0.00	£ 1,962.00
Teachd-a-steach fhathast ri thogail	£ 7,869.00	£ 4,590.25	£ 6,215.05
TEACHD A-STEACH GU H-IOMLAN	**£ 1,437,698.00**	**£ 838,657.17**	**£ 1,170,382.97**
TEACHD A-MACH			
COSGAISEAN RUITH			
Tuarastalan an Luchd-obrach	£ 301,990.00	£ 176,160.83	£ 174,275.57
Suimeannan NIC	£ 29,000.00	£ 16,916.67	£ 13,569.93
Suimeannan Pàighte do Pheinnseanan	£ 15,099.50	£ 8,808.04	£ 8,514.79
Seirbheisean do na Fèisean: Tuarastalan Luchd-obrach is NI	£ 0.00	£ 0.00	£ 1,962.00
Siubhal, Àiteachan-fuirich, Biadh do Luchd-obrach	£ 21,000.00	£ 12,250.00	£ 14,182.11
Màl is Cìsean airson Oifisean	£ 29,000.00	£ 16,916.67	£ 13,721.86
Stuthan Pàipeir, Clò-bhualadh, Postachd is Lethbhreacan pàipeir	£ 13,000.00	£ 7,583.33	£ 6,172.55
Uisge is Dealain	£ 14,000.00	£ 8,166.67	£ 9,424.57
Cosgaisean a' Bhùird	£ 5,000.00	£ 2,916.67	£ 1,828.91
Cur Poileasaidh Dìon Chloinne an Gnìomh	£ 11,000.00	£ 6,416.67	£ 5,715.00
Àrachas	£ 8,000.00	£ 4,666.67	£ 556.49
Cosgaisean Beaga	£ 2,500.00	£ 1,458.33	£ 1,115.63
Cìsean Cunntasachd is Banca	£ 6,597.50	£ 3,848.54	£ 6,639.81
Cìsean Proifeiseanta	£ 3,000.00	£ 1,750.00	£ 1,570.30
A' Gleidheadh Stòras Ionnsramaidean	£ 2,500.00	£ 1,458.33	£ 1,705.60
Feuman Taice a Bharrachd	£ 2,000.00	£ 1,166.67	£ 1,013.12
Cosgaisean Calpa	£ 10,000.00	£ 5,833.33	£ 2,376.60
COSGAISEAN PHRÒGRAM			
Tabhartasan air am Pàigheadh A-mach	£ 200,000.00	£ 116,666.67	£ 78,906.00
Uairean Bliadhnail	£ 10,000.00	£ 5,833.33	£ 5,929.00
Maoin Leasachaidh nam Fèisean	£ 37,000.00	£ 21,583.33	£ 33,080.15
Tabhartasan Beaga nan Ealan Traidiseanta	£ 35,000.00	£ 20,416.67	£ 14,819.10
Cìs Stiùiridh Tabhartasan Beaga nan Ealan Traidiseanta	-£ 3,500.00	-£ 2,041.67	-£ 3,500.00

Pròg ram Trèanaidh	£ 10,000.00	£ 5,833.33	£ 3,072.95
Cìs Stiùiridh airson a' Phròg raim Trèanaidh	-£ 2,000.00	-£ 1,166.67	-£ 2,000.00
Fèisgoil	£ 307,511.00	£ 179,381.42	£ 140,115.00
Cìs Stiùiridh airson Fèisgoil	-£ 64,000.00	-£ 37,333.33	-£ 64,000.00
Co-labhairt Bhliadhnail	£ 14,000.00	£ 8,166.67	£ 13,926.90
Fèis Bhlas	£ 195,000.00	£ 113,750.00	£ 191,220.24
Cìs Stiùiridh airson Fèis Bhlas	-£ 10,000.00	-£ 5,833.33	-£ 10,000.00
Taic do Chèilidhean air Chuairt	£ 70,000.00	£ 40,833.33	£ 68,790.23
Cìs Stiùiridh airson Cèilidhdean air Chuairt	-£ 7,000.00	-£ 4,083.33	-£ 7,000.00
Tachartasan Còmhnaidheach Gàidhlig	£ 30,000.00	£ 17,500.00	£ 30,032.33
Cìs Stiùiridh airson Tachartasan Còmhnaidheach Gàidhlig	-£ 4,000.00	-£ 2,333.33	-£ 4,000.00
Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	£ 7,000.00	£ 4,083.33	£ 3,402.00
Cìs Stiùiridh: Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	-£ 2,000.00	-£ 1,166.67	£ 0.00
Meadhanan/PR/Ùrachaidhean air an làrach-lìn/Cuairt-litir	£ 1,000.00	£ 583.33	£ 711.89
Mòr-chuirmean is Cothroman Eadar-nàiseanta	£ 15,000.00	£ 8,750.00	£ 6,658.08
Cìs Stiùiridh airson Mòr-chuirmean is Cothroman Eadar-nàiseanta	-£ 4,000.00	-£ 2,333.33	£ 0.00
Goireasan is Pròg ram Didseatach	£ 31,500.00	£ 18,375.00	£ 770.00
Cìs Stiùiridh airson Goireasan is Pròg ram Didseatach	-£ 7,000.00	-£ 4,083.33	£ 0.00
Cùl-taice	£ 1,000.00	£ 583.33	£ 2,500.00
FO-SHÙIM IOMLAN AIRSON CAITEACHAS	**£ 1,334,198.00**	**£ 778,282.17**	**£ 767,778.71**
Cìsean Stiùiridh	£ 103,500.00	£ 60,375.00	£ 90,500.00
CAITEACHAS IOMLAN	**£ 1,437,698.00**	**£ 838,657.17**	**£ 858,278.71**
Air a chur chun na Maoine Glèidhte	£ 15,525.00	£ 9,056.25	£ 13,575.00
CÒRR/(CALL)	**£ 0.00**	**£ 0.00**	**£ 312,104.26**

Fèisean nan Gàidheal

Cunntasan Ràitheil gu 30 Sultain 2016

Àireamh air a' Chlàr Chùisean: 4.2016.03(c)

Fèisean nan Gàidheal
Consolidated Management Accounts
6 months ended 30 September 2016

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	ICT project - *restricted fund*	Tasgadh Fund- *restricted fund*
			STATEMENT OF FINANCIAL ACTIVITIES					
INCOME AND ENDOWMENTS								
Creative Scotland	393,791	314,666	50,000	2,000				27,125.00
Highland Council	62,800	27,866	34,934					
Comhairle nan Eilean Siar	15,340	15,340						
Argyll & Bute Council	32,000	20,000	12,000					
Highland & Islands Enterprise	62,012	56,012	6,000					
Bord na Gaidhlig	96,849	47,849	18,000		13,500	17,500		
Membership fees	285	285						
Sponsorship income	50		50					
Sale of publications	458	458						
Instrument bank revenue	3,233	3,233						
Training registration fees	0							
Ceilidh Trails - earned income	15,681	15,681						
Fèisgoil - earned income	242,735				242,735			
Management charges	90,500	90,500						
Box office / concerts	18,908		18,908					
Other income	7,002	7,002						
Wages reimbursed by Feisean	1,962	1,962						
Bank interest received	153	153						
Total incoming respources	**1,043,757**	**601,005**	**139,892**	**2,000**	**256,235**	**17,500**	**0**	**27,125**
RESOURCES EXPENDED								
Charitable activities								
Wages	149,259	149,259						
Employer's National Insurance	13,248	13,248						
Pensions	7,329	7,329						
Child protection costs	4,945	4,945						
Training	607			607				
Resources	4,817				4,817			
Fèisgoil - delivery costs	40,360				40,360			
Sgoil Shamhraidh	14,743					14,743		
Meanbh-chuileag / Pantomime	6,599				6,599			
Tachartasan Comhnaidh	7,076					7,076		
Gaelic language development	4,922	4,922						
Project management	1,200	1,200						
Inter Feis activities	251	251						
Management charges	90,500	7,000	10,000	2,000	64,000	4,000		3,500
Blas - Artistes costs	60,150		60,150					
Blas - Travel and support	17,361		17,361					
Blas - PA & Lighting	13,169		13,169					
Blas - Venue hire	60		60					
Blas - Promotion	18,982		18,982					
Blas - Project manager	27,600		27,600					
Blas - Commissions	5,630		5,630					
Grants to Feisean	93,626	93,626						
Grants for Tasgadh Fund	5,675							5,675
Grants for Ceilidh trails	65,965	65,965						
Instrument bank costs	1,576	1,576						
	655,651	349,320	152,952	2,607	115,777	25,819	0	9,175
Support costs								
Office rent	11,529	11,529						
Insurance	556	556						
Light and heat	2,858	2,858						
Telephone	7,497	7,497						
Printing postage & stationery	7,893	7,893						
Advertising	16	16						
Sundries	2,748	2,748						
Website	673	673						
Staff travel and expenses	12,740	12,740						
Depreciation	2,612	497					2,115	
Bank charges and interest	214	214						
Audit & accountancy	3,832	3,090	742					
Committee expenses	1,631	1,631						
Annual conference	6,057	6,057						
Legal & professional fees	1,802	1,802						
	62,659	59,802	742	0	0	0	2,115	0
Total resources expended	**718,310**	**409,122**	**153,694**	**2,607**	**115,777**	**25,819**	**2,115**	**9,175**
Net incoming / (outgoing) resources - for the period ended 30 September 2016	**325,447**	**191,884**	**(13,803)**	**(607)**	**140,458**	**(8,319)**	**(2,115)**	**17,950**
Total funds at 1 April 2016	176,426	159,506					16,919	
Total funds at 30 September 2016	**501,873**	**351,390**	**(13,803)**	**(607)**	**140,458**	**(8,319)**	**14,804**	**17,950**

Fèisean nan Gàidheal
Consolidated Management Accounts
6 months ended 30 September 2016

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	ICT project - *restricted fund*	Tasgadh Fund- *restricted fund*
BALANCE SHEET AS AT 30 SEPTEMBER 2016								
Fixed assets								
Computer equipment - cost	32,870							
Computer equipment - depreciation b/fwd	(15,454)							
Computer equipment - depreciation charge	(2,612)							
	14,804							
Current assets								
Grants receivable	49,246							
Other debtors (loans to Feisean)	2,500							
VAT	4,005							
	55,751							
Bank accounts								
FnG current account	11,318							
FnG high interest account	431,320							
Blas Festival current account	555							
	443,193							
Current liabilities								
PAYE & National Insurance	(8,255)							
Accrued expenses	(3,620)							
	(11,875)							
Net assets as at 30September 2016	**501,873**							

Tabhartasan nam Fèis 2016-17 aig 31 Dàmhair 2016

Àireamh air a' Chlàr Chùisean: 342016.03(d)

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

Ainm Fèise	InG	InG Dùbhlanach	Prìomh Thabhartas Fèise	Maoin Ùghdarras Ionadail	Tabhartas Leantainneach	Uairean a rèir Bliadhna	Tabhartas Uairean Bliadhnail	Sgeama Leasachaidh	Tabhartas Iomlan air a Thabhann	Còrr Pàighte	Còrr gun rèiteach
Comhairle na Gàidhealtachd											
Fèis an Earraich	√	√	£1,363.00	£2,953.00	£3,114.00	100	£750.00	£0.00	£8,180.00	£2,237.00	£5,943.00
Fèis Lochabair	√		£3,375.00	£469.00	£4,142.00	100	£750.00	£0.00	£8,736.00	£3,258.00	£5,478.00
Fèis nan Garbh Chrìochan	√	√	£2,149.00	£2,687.00	£4,377.00	100	£750.00	£0.00	£9,963.00	£6,190.50	£3,772.50
Fèis Chataibh	√		£2,234.00	£2,794.00	£3,936.00	80	£600.00	£0.00	£9,564.00	£6,039.00	£3,525.00
Fèis a' Bhealaich	√	√	£0.00	£0.00	£840.00	16	£120.00	£0.00	£960.00	£480.00	£480.00
Fèis Eige	√	√	£987.00	£1,235.00	£0.00	80	£600.00	£0.00	£2,822.00	£1,966.00	£856.00
Feis Ghallaibh	√	√	£0.00	£0.00	£2,620.00	50	£375.00	£0.00	£2,995.00	£1,497.50	£1,497.50
Fèis Farr	√		£0.00	£0.00	£816.00	0	£0.00	£0.00	£816.00	£0.00	£816.00
Fèis na h-Òige	√		£893.00	£1,117.00	£1,260.00	0	£0.00	£0.00	£3,270.00	£1,508.00	£1,762.00
Fèis Air an Oir	√	√	£192.00	£1,477.00	£3,188.00	20	£150.00	£0.00	£5,007.00	£0.00	£5,007.00
Feis Ghleann Albainn	√		£872.00	£1,090.00	£0.00	0	£0.00	£0.00	£1,962.00	£1,471.00	£491.00
Fèis Ratharsaidh	√	√	£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis a' Bhaile	√		£1,266.00	£1,582.00	£1,648.00	100	£750.00	£750.00	£5,996.00	£3,261.00	£2,735.00
Fèis Òigridh na Mara	√	√	£433.00	£542.00	£3,316.00	100	£750.00	£0.00	£5,041.00	£2,033.00	£3,008.00
Fèis Inbhir Narann	√		£917.00	£1,146.00	£3,890.00	100	£750.00	£0.00	£6,703.00	£0.00	£6,703.00
Fèis Spè	√		£1,867.00	£2,333.00	£5,680.00	0	£0.00	£27,833.00	£37,713.00	£19,906.50	£17,806.50
Fèis an Iar Thuath	√	√	£443.00	£555.00	£700.00	0	£0.00	£0.00	£1,698.00	£0.00	£1,698.00
Fèis Thròdairnis	√	√	£1,696.00	£2,120.00	£0.00	50	£375.00	£0.00	£4,191.00	£3,049.50	£1,141.50
Feis a' Chaolais	√		£0.00	£0.00	£1,415.00	0	£0.00	£0.00	£1,415.00	£0.00	£1,415.00
Iomlan Comhairle na Gàidhealtachd			**£18,687.00**	**£22,100.00**	**£40,942.00**	**896**	**£6,720.00**	**£28,583.00**	**£117,032.00**	**£52,897.00**	**£64,135.00**
Comhairle nan Eilean Siar											
Fèis Tìr a' Mhurain	√	√	£3,297.00	£2,175.00	£648.00	60	£450.00	£0.00	£6,570.00	£4,873.00	£1,697.00
Fèis Eilean an Fhraoich	√		£3,726.00	£1,800.00	£1,768.00	120	£900.00	£0.00	£8,194.00	£5,045.00	£3,149.00
Fèis Tìr an Eòrna	√	√	£3,375.00	£1,350.00	£650.00	50	£375.00	£0.00	£5,750.00	£4,068.50	£1,681.50
Fèis Bharraigh	√	√	£3,996.00	£1,350.00	£3,796.00	220	£1,650.00	£0.00	£10,792.00	£4,347.00	£6,445.00
Fèis Eilean na Hearadh	√	√	£2,098.00	£2,272.50	£0.00	10	£75.00	£0.00	£4,445.50	£3,884.00	£561.50
Fèis an Rubha	√		£1,350.00	£2,142.50	£176.00	0	£0.00	£0.00	£3,668.50	£3,155.50	£513.00

Fèis Taigh Dhonnchaidh	√	√	£504.00	£1,350.00	£1,440.00	0	£0.00	£0.00	£3,294.00	£1,854.00	£1,440.00
Iomlan Comhairle nan Eilean Siar			**£18,346.00**	**£12,440.00**	**£8,478.00**	**460**	**£3,450.00**	**£0.00**	**£42,714.00**	**£27,227.00**	**£15,487.00**
Earra-Ghàidheal agus Bhòid											
Fèis Cholla	√	√	£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis Latharna	√		£605.00	£2,000.00	£3,070.00	100	£750.00	£0.00	£6,425.00	£2,329.00	£4,096.00
Fèis Mhuile	√	√	£1,275.00	£500.00	£0.00	35	£262.50	£0.00	£2,037.50	£0.00	£2,037.50
Fèis Thiriodh	√	√	£1,020.00	£1,500.00	£476.00	95	£712.50	£0.00	£3,708.50	£0.00	£3,708.50
Fèis Ìle agus Dhùira	√	√	£1,023.00	£2,500.00	£3,726.00	95	£712.50	£0.00	£7,961.50	£0.00	£7,961.50
Fèis na h-Apainne	√	√	£0.00	£1,000.00	£2,088.00	0	£0.00	£0.00	£3,088.00	£0.00	£3,088.00
Fèis Cheann Loch Goibhle	√		£1,592.00	£1,500.00	£1,016.00	50	£375.00	£0.00	£4,483.00	£0.00	£4,483.00
Fèis an Tairbeart	√		£0.00	£0.00	£0.00	0	£0.00	£750.00	£750.00	£600.00	£150.00
Iomlan Earra-Ghàidheal agus Bhòid			**£5,515.00**	**£9,000.00**	**£10,376.00**	**375**	**£2,812.50**	**£750.00**	**£28,453.50**	**£2,929.00**	**£25,524.50**
Sgìrean Eile/Bailtean Mòra											
Fèis Arainn	√		£2,712.00	£0.00	£2,360.00	0	£0.00	£0.00	£5,072.00	£2,034.00	£3,038.00
Fèis Mhoireibh	√	√	£1,063.00	£0.00	£1,873.00	60	£450.00	£0.00	£3,386.00	£1,733.50	£1,652.50
IOMLAN InG	**37**	**23**	**£46,323.00**	**£43,540.00**	**£64,029.00**	**1,791**	**£13,432.50**	**£29,333.00**	**£196,657.50**	**£86,820.50**	**£109,837.00**
Fèis Dhùn Èideann			£3,450.00	£0.00	£5,835.00	300	£2,250.00	£0.00	£11,535.00	£2,043.00	£9,492.00
Fèis Obair Dheathain			£1,213.00	£0.00	£503.00	0	£0.00	£0.00	£1,716.00	£251.50	£1,464.50
Feis Dhùn Bhreatainn			£0.00	£0.00	£540.00	20	£150.00	£0.00	£690.00	£0.00	£690.00
Fèis Lannraig a Tuath			£1,138.00	£0.00	£702.00	0	£0.00	£0.00	£1,840.00	£1,205.00	£635.00
Fèis Fhoirt			£5,150.00	£0.00	£3,660.00	180	£1,350.00	£0.00	£10,160.00	£6,367.00	£3,793.00
Feis Ghlaschu			£0.00	£0.00	£5,584.00	120	£900.00	£0.00	£6,484.00	£0.00	£6,484.00
Fèis Innis an Uillt			£0.00	£0.00	£1,000.00	20	£150.00	£0.00	£1,150.00	£0.00	£1,150.00
Fèis an Iar Dheas			£0.00	£0.00	£570.00	£0.00	£0.00	£0.00	£570.00	£285.00	£285.00
Fèis Phàislig			£2,429.00	£0.00	£5,783.00	85	£637.50	£0.00	£8,849.50	£5,033.00	£3,816.50
Iomlan Sgìrean Eile/Bailtean Mòra			**£17,155.00**	**£0.00**	**£28,410.00**	**785**	**£5,887.50**	**£0.00**	**£51,452.50**	**£18,952.00**	**£32,500.50**
			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			**£ 59,703.00**	**£ 43,540.00**	**£ 88,206.00**	**2,516**	**£ 18,870.00**	**£ 29,333.00**	**£ 239,652.00**	**£ 102,005.00**	**£ 137,647.00**

Fèisean nan Gàidheal

Cùmhnantan Maoineachaidh

Àireamh air a' Chlàr Chùisean: 4.2016.03(e)

Adhbhar a' Phàipeir
Fiosrachadh a thoirt do bhuill a' Bhùird mu shuidheachadh prìomh chùmhnantan maoineachadh na buidhne.

Bun Fhiosrachadh
Bidh sinn a' conaltradh ris na bhuidhnean a gar maoineachadh fad na h-ùine agus tha e riatanach fiosrachadh a bhith aig buill a' Bhùird mu shuidheachadh nan cùmhnantan a chaidh aontachadh.

Alba Chruthachail
Tha airgead Alba Chruthachail a' tighinn thugainn a-rèir ar cùmhnant.

Iomairt na Gàidhealtachd agus nan Eilean
Tha airgead Iomairt na Gàidhealtachd agus nan Eilean a' tighinn thugainn a-rèir ar cùmhnant cuideachd.

Ged a chaidh £19.5k a thabhann dhuinn airson FèisTV bho Stòras Ùr-ghnàthachadh na Gàidhlig aig inG, tha sinn fhathast a' feitheamh air cùmhnant bhuapa.

Bòrd na Gàidhlig
Tha airgead bho Bhòrd na Gàidhlig a' tighinn thugainn a-rèir ar cùmhnant.

Chaidh cuibhreann den airgead a bharrachd a gheall iad dhuinn, air an deach iomradh a thoirt aig a' choinneimh mu dheireadh den Bhòrd, a phàigheadh cuideachd.

Comhairle na Gàidhealtachd
Bhon a bha a' choinneamh mu dheireadh ann bha coinneamh agam le Mòrag Anna NicLeòid Mitchell agus tha sinn sinn air cùmhnant fhaighinn airson 2016-17 an dàrna cuid airson Fèisean nan Gàidheal agus Blas. Ged a chuir sinne ar n-ainm ris na cùmhnantan tha sinn fhathast a' feitheamh air lethbhreacan le ainm-sgrìobhte riochdaire na Comhairle.

Comhairle nan Eilean Siar
Fhuair sinn tairgse £12,800 agus thàinig an t-airgead thugainn a-rèir ar cùmhnant.

Comhairle Earra Ghàidheal is Bhòid
Tha airgead Chomhairle Earra Ghàidheal is Bhòid air tighinn thugainn a-rèir ar cùmhnant.

Riaghaltas na h-Alba
Bidh cuimhne aig buill a' Bhùird gun deach £33,000 ainmeachadh airson Fèisgoil le Iain Swinney BPA nuair a bhruidhinn e aig ar co-labhairt san t-Sultain. Bhon uair sin chaidh cùmhnant aontachadh agus tha airgead bhon Riaghaltas air tighinn thugainn ga rèir.

Gnìomh a dhìth
Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt do shuidheachadh nan cùmhnantan maoineachaidh.

Art MacCarmaig
Ceannard
Dùbhlachd 2016

Fèisean nan Gàidheal

Lèirmheas Bliadhnail Alba Chruthachail

Àireamh air a' Chlàr Chùisean: 4.2016.03(f)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mun lèirmheas bliadhnail a rinneadh le Alba Chruthachail air obair na buidhne.

Bun Fhiosrachadh

Bidh cuimhne aig buill a' Bhùird gu bheil modh-obrach suidhichte airson aithisg bhliadhnail a chur mu choinneimh Alba Chruthachail, le adhartas a-rèir toraidhean nar cùmhnant, agus coinneamh fhoirmeil a chumail le ar Prìomh Oifigear.

Coinneamh 2016 agus Toraidhean

Chithear anns na duilleagan a leanas an aithisg adhartais a chuir mi gu Brian Ó hEadhra air thoiseach air ar coinneamh a chaidh air adhart air 7mh Samhain ann an Inbhir Nis.

Tha dleastanas air Brian litir a chur thugainn taobh a-staigh sia seachdainean a' dearbhadh toradh ar còmhraidhean. Thèid seo a sgaoileadh air buill a' Bhùird cho luath 's a bhios i ri làimh.

Gnìomh a dhìth

Thathas ag iarraidh air buill a' Bhùird fa-near a thoirt don aithisg a chaidh gu Alba Chruthachail.

Art MacCarmaig
Ceannard
Dùbhlachd 2016

RFO Progress Report Template

1. Progress this year (2016-17)

a) How do you feel you have progressed overall this year (2016-17) against the artistic goals and milestones agreed in your Funding Agreement?

We feel that good progress has been made in delivering our agreed programme of work thus far in 2016-17. As usual, we report each quarter on how we are delivering the main areas of our agreement with Creative Scotland and other funders. These reports are circulated to relevant Creative Scotland personnel and also contain management accounts and a breakdown of grants paid to Fèisean. The report for Q1 (to 30 June 2016) has been circulated and the Q2 report (to 30 September) will be available before the end of October.

b) Are there any aspects of your work that you would particularly highlight in terms of:

- **Excellence and Experimentation**
- Three Fèisean have received support worth £2,540 from our Fèis Development Fund and Fèis Spè has been offered £27,833 to support employment of a Development Officer to deliver an agreed programme of work.
- The annual Gaelic Drama Summer School took place in Portree from 4 to 15 July.
- Our Fuaran project, featuring 22 songs from 9 Gaelic singers, has been promoted and the songs have been played regularly on various radio programmes.
- A new commission was awarded to Mary Ann Kennedy, along with Nick Turner and others, who undertook four performances of *Beul na h-Oidhche gu Camhanaich,* which included new compositions, as part of a successful Blas 2016.
- Working with the Saltire Society and British Council Scotland, we awarded an international travel bursary to Brìghde Chaimbeul, a former Fèis participant and 2016 winner of the BBC2 Young Traditional Musician of the Year.

- **Accessing and Enjoying Creative Experiences**
- 43 Fèisean have been offered a total of £238,152 through the Grants Scheme and guidelines have been amended to ensure Fèisean are aware of MU rates and should be working towards paying those rates over time.
- Disclosure checking continues to be done centrally and we carried out 47 checks for individual Fèisean in Q1.
- Additional funding is available on demand for carers and/or additional tutors to ensure access for young people with additional support needs. Only one Fèis required support to the end of June.
- The 10th Fèis Dràma Earra Ghàidheal took place in May with three Argyll schools participating, showcasing four plays. The Lochaber

event was separate this year and Fèisean nan Gàidheal assisted schools with transport costs.

- Fèis Mhoreibh was assisted with Gaelic activities through our Sgioba-G
- Our new Early Years initiative, Hùb Hàb, has toured twice with 20 performances for 467 children involving 26 schools & community groups.
- 8 Cèilidh Trails were supported in 2016 which played at 188 gigs during the summer months. A new Cèilidh Trail was established under the auspices of Fèis Inbhir Narainn.
- During the Blas Festival, Fèisean nan Gàidheal organised a schools programme which included early years work, drama in primary schools, visits by bands to secondary schools and circus skills in a range of schools.
- Fèisean nan Gàidheal is running the Tasgadh fund again in 2016-17 with an additional £35k from Creative Scotland, £31.5k of which will be distributed in grants. The first of three deadlines for applications was 24 June. 24 applications were received and a total of £9,175 was granted between 15 projects.

- **Creative Scotland's Connecting Themes: i.e.**

  - **creative learning**
  - A training workshop was organised for YMI tutors in August. Tutor training is under review and we intend to commission a new course that can be delivered in Gaelic or English across several locations and, possibly, online.
  - We hope to continue the Fuaran project, which will develop digital skills among the young people involved.
  - Cèilidh Trail participants underwent a week of intensive training at Fèis Alba in July, preceded by some weekend training events organised in their own localities.
  - A one-day Mini-Fèis was held in Portree High School at the end of June.
  - Traditional Music tuition in all Highland Council primary schools and several Renfrewshire schools is continuing in school year 2016-17.
  - Gaelic classes have been offered through Fèisgoil in Falkirk, East Ayrshire, South Ayrshire and Perth & Kinross.
  - 5 Latha took place in April 2016 with 11 Gaelic speaking participants who undertook a range of activities in Gaelic, including music and song tuition.
  - A CPD session was organised through Fèisgoil in April for teachers in Falkirk and we have attended An t-Alltan in September.

  - **equalities, diversity and inclusion and how the implementation of your EDI plan has gone**
    We have only recently agreed our EDI Plan so we will begin delivering it in the second half of the year. We have, however, been delivering elements of what has been agreed in our Plan, primarily events in HIE fragile areas and drama work in schools promoting respect.

Our FèisTV service will also deliver measures within the plan regarding access to our work by a more diverse range of people.

- **digital**
  In addition to making the songs for our Fuaran project available on CD and in digital form online, the more significant digital development is the soon to be established FèisTV which will allow us to stream events and offer online music tuition.

  The majority of our communication is now carried out digitally. We have produced two newsletters to date in 2016-17, which were distributed electronically, and we use our website, social media and Mailchimp to promote events and other initiatives.

- **the environment**
  We have a variety of procedures in place that seek to reduce our impact on the environment. We recycle widely and we communicate digitally where at all possible. We are recording emissions for staff and, as of 1 April 2016, other tutors we employ directly. We organise events in a number of localities, bringing activities to communities. This reduces the need for people to have to travel to centres of population in order to access events, with a consequent positive impact on the environment.

c) Are there any aspects of your work or operations that you would like to highlight as examples of good practice that could be shared with the rest of the sector?

   We believe the Tasgadh fund is a model of good practice in devolving funding to bodies to deliver aspects of Creative Scotland's 10-Year Plan.

   While not wishing to come across as blowing our own trumpet, the way we operate has been recognised by others as an example of good practice in the sector, for example in *Time to Shine*: "The traditional arts sector and in particular the Fèisean movement spearheaded by Fèisean nan Gàidheal is looked at with envy from many other parts of the globe. There is much that Scotland's young people's arts sector can learn from it in terms of how it is networked, how it reaches out beyond its perceived usual participants, how it identifies and supports talent and how it supports the continued up-skilling of its workforce."

d) Have you encountered any particular difficulties or issues in the delivery of your artistic plans this year?

   Levels of participation in 5 Latha and the Sgoil Shamhraidh Dràma were lower than we would have liked. We are currently researching the reasons for this and have secured funding to allow us to operate a bursary scheme from next year.

Numbers attending individual Fèisean have been very encouraging and, with two new Fèisean, we should see overall numbers increase slightly.

e) Have you encountered any particular difficulties or issues in the delivery of your financial/governance plans this year?

A potentially difficult situation with The Highland Council was averted after they attempted to reduce funding for the Blas Festival. We managed to persuade council members to retain the funding for 2016 but we believe this situation may arise again.

We still have to raise funds and earn income from delivering further services but have made good progress with that so far this year. We have secured additional funding from Bòrd na Gàidhlig for three projects and we recently received £33k from the Scottish Government when the Deputy First Minister spoke at our Annual Conference.

2. Priorities for next year (2017-18)

Artistic Plans - please summarise:

a) What do you see as your priorities for next year's artistic plans?

We have a defined annual programme that is the focus for our delivery as detailed in our Programme Plan 2015-20. We seek to keep to this plan as much as we possibly can, mostly with success. The plan contains some new areas of work that we aim to progress in line with the timetable originally proposed, including ensuring that the achievements and work of young people and volunteers in the Fèisean is recognised through Arts Awards and Saltire Awards.

b) Do you anticipate any emerging difficulties or issues in the delivery of your artistic plans for next year?

We are mindful of local authority funding cuts and we may have a problem sustaining the Blas Festival at its current level of activity.

c) If you do, how do you plan to mitigate these?

It would be prudent to have a discussion with Creative Scotland, HIE and Bòrd na Gàidhlig about the continuing availability of their funding in the event The Highland Council reduces, or withdraws, its funding and we are forced to reduce or cease the activity.

Creative Scotland's Connecting Themes- please summarise:

a) You should have submitted your EDI plan in 2016/17. How will you continue to embed this and pursue Creative Scotland's other connecting themes?

Since we like to deliver everything in good time, it was regrettable that it took so long to gain agreement for our EDI Plan. However, we will now get on and deliver it, building up data that will assist us in reporting and in planning for the future. Certain undertakings within our EDI Plan, particularly tackling areas where rural isolation and low economic activity are factors, will be delivered over the next 18 months.

Relating to other connecting themes, we are seeing an increase in the range of activities delivered through our Fèisgoil service and we have two new Fèisean this year which will enable us to increase our creative learning work.

Although it has taken longer than planned, funding from HIE and Bòrd na Gàidhlig is now in place and we will be launching our FèisTV digital online service, offering online lessons and live streaming of events from Fèisean, Cèilidh Trails and the Blas Festival.

As planned last year, from April 2016 we extended the requirement to keep a record of carbon use to tutors employed directly by Fèisean nan Gàidheal, e.g. YMI tutors, drama contractors.

b) Do you anticipate any emerging difficulties or issues in pursuing Creative Scotland's connecting themes next year?

We do not envisage any particular difficulties in pursuing Creative Scotland's connecting themes many of which are shared with aims of our own Plan, especially now that we have an agreed EDI Plan.

Financial/Governance Plans - please summarise:

a) What do you see as your priorities for next year's financial/governance plans?

We aim to end the year with a small surplus to add to the organisation's reserve, having delivered our programme as fully as possible. Over the past 2 years we have been able to fulfil our reserves policy and would like to be able to continue to do so.

In September 2017 five of our current Board members will be due to stand down having come to the end of their term. An election will be held which could result in around half of the Board members being new. Induction training will be organised for them and staff will support them in their roles. Meantime, to ensure we try to avoid such a large number standing down at the same time in the future, we will shortly be electing one further member from Highland Fèisean bringing the Board to its full complement. This member will be due to stand down at a different time to others on the Board and should go some way to restoring the preferred third of members standing down at any one time.

In light of our EDI Plan now being in place, we will need to ensure the review of any existing policies that may require updating.

b) Do you anticipate any emerging difficulties or issues in the delivery of your financial/governance plans for next year?

We do not envisage any particular difficulties in governance and believe our arrangements are fairly well developed and sound.

In relation to finance, as ever we have a fair amount of income that we require to earn from delivering contracts, particularly in relation to Fèisgoil. Having recently received additional support from the Scottish Government, we are confident of reaching our target in 2016-17. If contracts are not tendered in the longer term, however, there is a risk that we will not meet our earned income targets and that would have an impact on the portion of funding we could draw down from HIE, for example.

Local authority cuts are a threat to our work and of particular concern is the attitude of certain members of the current Highland Council towards the Blas Festival.

There are also rumours about a possible merger between HIE and Scottish Enterprise. We believe this would be a bad thing for Gaelic language and culture in general, and for our own work in particular.

c) If you do, how do you plan to mitigate these?

We plan to negotiate further contracts for Fèisgoil services with a number of local authorities after they have trialled the service utilising the Scottish Government finance.

We will lobby Highland councillors to try and extend Blas funding for another year, beyond local council elections in May 2017, and will lobby the new administration thereafter.

We will make our feelings known to Scottish Ministers on any merger between HIE and Scottish Enterprise, should that be a possibility.

3. Risk Assessment

a) On the basis of the comments you have provided how would you assess the level of risk to your operations against the following criteria:

		Please select
Low	Variations in dates or locations of planned activity but, overall, retaining the scale and scope of artistic and financial plans as detailed in your funding agreement.	√
Medium	Variations to the scale, scope and financing of activity for either internal or external reasons and which impact on delivery outcomes but are not of operational concern.	
High	Variations to the scale, scope and financing of activity for either internal or external reasons which are of operational concern.	

4. Working Together

a) How would you describe your relationship with your Lead Officer this year?

The relationship with our Lead Officer, Brian Ó hEadhra, has been good over the past eighteen months or so. We have been involved in a number of strategic meetings at his invitation and we have a steady flow of information coming to us about various initiatives that we could support or benefit from.

Brian attends a number of Board meetings and our Annual Conference and offers constructive input. Although not an expert on EDI, Brian was helpful in brokering a conversation with Helen Trew who was able to offer additional guidance on our EDI Plan. We continue to work closely with Brian on the Tasgadh Fund and both he, and Fèisean nan Gàidheal's CEO, are members of Creative Scotland's Traditional Arts Advisory Group.

b) How would you describe your relationship with Creative Scotland overall this year?

We have enjoyed a good relationship with Creative Scotland:

- Fèisean nan Gàidheal's CEO is a member of Creative Scotland's Traditional Arts Advisory Group and takes part regularly in meetings of that group which ensures regular interaction with a variety of people from Creative Scotland and the traditional arts sector
- Two of our team attended the Creative Scotland RFO Day in Glasgow in January
- Three of our staff attended a Creative Learning workshop in Inverness during the summer
- We have worked with Creative Scotland personnel on our EDI Plan and the implementation of the Review Framework
- We have provided information for the Annual Statistical Survey
- We have offered images for Creative Scotland publications
- We enjoyed the support of the Deputy CEO when there was a threat to our Blas Festival funding
- We greatly appreciated the support of Creative Scotland's Communications Team when the subject of a Daily Mail 'investigation'!

c) Would you like to make any recommendations on how your relationship with your Lead Officer or Creative Scotland could be improved in the coming year?

We are content enough with how things are although, as ever, it would be nice to see Creative Scotland personnel other than our lead officer at some of our events. We do realise geography is challenging but that is an area we feel should be addressed so that a range of Creative Scotland personnel can experience our work first-hand. This is especially important with the next round of RFO bids on the horizon.

Fèisean nan Gàidheal

Geàrr-aithisgean Luchd-obrach

Àireamh air a' Chlàr Chùisean: 4.2016.05(a)

Ainm	Art MacCarmaig
Dreuchd	Ceannard

Cinn-latha chudromach san leabhar-latha bho chaidh a' choinneamh mu dheireadh a chumail

23.09.16 An làthair aig Co-labhairt Bhliadhnail Fèisean nan Gàidheal
24.09.16 An làthair aig Co-labhairt Bhliadhnail Fèisean nan Gàidheal
25.10.16 Coinneamh fon le Daibhidh Francis mu thrèanadh luchd-teagaisg
26.10.16 Coinneamh de phanal Tasgadh
27.10.16 Coinneamh de Bhuidheann-stiùiridh Bun-sgoil Ghàidhlig Phort Rìgh (Iomairtean)
28.10.16 Coinneamh le Calum agus Eilidh ann an oifis Inbhir Nis
07.11.16 Coinneamh bhliadhnail le Brian Ó hEadhra bho Alba Chruthachail
11.11.16 An làthair aig dìnneir Talla nan Seòid aig Hands Up for Trad ann an Dùn-Dè
16.11.16 An làthair air Duaisean na Gàidhlig ann an Glaschu
21.11.16 Coinneamh sgioba-obrach air fòn
21.11.16 Agallamhan son cùmhnant trèanaidh air fòn
23.11.16 Coinneamh mu Bhòrd Ro-innleachdail Cultur na Gàidhealtachd
23.11.16 Òraid son oileanaich a' chùrsa ciùil aig SMO mu obair nam Fèis
24.11.16 Coinneamh Bòrd-stiùiridh Blas Earranta
29.11.16 Coinneamh leis na buidhnean a bha co-obrachadh le ATLAS air pròiseact leasachaidh tàlant
30.11.16 Coinneamh planaidh ann am Port Rìgh leis an sgioba-obrach
03.12.16 An lathair aig Duaisean Ciùil Traidiseanta na h-Alba ann an Dùn-Dè
05.12.16 Coinneamh de Bhuidheann-stiùiridh Bun-sgoil Ghàidhlig Phort Rìgh (Iomairtean)
08.12.16 An làthair aig fàilteachas Alba Chuthachail ann am Pàrlamaid na h-Alba

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

Àir.		**Raon sa Phlana Pròghraim**
Alba Chruthachail - Àrd-amasan **A' toirt aithne do is a' cur sùim ann an sàr obair is daoine a tha feuchainn rudan ùra sna h-ealain, ann am film is telebhisean agus sna gnìomhachasan cruthachail**		
AC1	Maoineachadh airson leasachaidhean ùra tro Mhaoin Leasachaidh nam Fèisean	
	Gu ruige seo tha sinn air na leanas aontachadh airson 2016/17: • Fèis Spè – suas ri £29,333 mu choinneamh dreuchd Oifigear Leasachaidh (1.0 FTE) • Fèis an Tairbeirt - £750 mu choinneamh a' chiad fhèis aca agus bùithtean-obrach air na miosan ri teachd. • Fèis a' Bhaile - £750 mu choinneamh tachartasan shonraichte a bh' aca mar phàirt dhan an 25mh fhèis aca.	
AC2	Taic ro-innleachdail do dh'Fhèisean a tha airson an obair aca a leudachadh agus a tha airson prògram obrach fad na bliadhna a chur air chois	
	Tha Fèis Spè a' fhaighinn taic tron sgeama Leasachaidh gus neach-obrach làn-ùine a chumail an dreuchd gus program na fèisean neartachadh sa leasachadh. Tha mi cuideachd air a bhith a' cumail taic ri Karen agus Fèis Inbhir Narainn gus beachdachadh air dòighean dhaibh am program-obrach agus dreuchd an neachd rianachd a leasachadh.	
AC3	Taic do dh'obair ùr agus obair a tha feuchainn rudan ùra sna h-ealain Ghàidhlig	
	As na 3-6 miosan a dh' fhalbh tha na h-oifigearan leasachaidh air a bhith 'g ullachadh planaichean	

	leasachaidh le na Fèisean. Bidh mi ag obair gu dlùth còmhla riutha gus dèanamh cinnteach gu bheil taic iomchaidh ga thoirt seachad dha na Fèisean gus na h-amasan aca a choileanadh anns an ùine ri teachd. Tha mi an dùil ri barrachd iarrtasan dhan an sgeama leasachaidh ach tha mi cuideachd a brosnachadh na h-oifigearan a bhith coimhead ri maoin eile a tha ri fhaighinn gu sgireil 's dhan cuideachadh le feadhainn a tha mi fhìn air lorg.
AC4	Taic do bhith sgrìobhadh òrain Ghàidhlig ùra
	Chan eil sinn air a bhith an sàs leis a leithid seo do phròiseact fhathast air a' bhliadhna seo ach tha sinn air a bhith bruidhinn air 'Fèis nan Òran' a chuir air dòigh a-rithist agus bidh e mar amas dhuinn a bhith brosnachadh sgriobhadh òrain mar phàirt dhan a seo.
AC5	Cothroman do luchd-ciùil, luchd-dràma is seinneadairean a bhith leasachadh sgilean sgrìobhaidh ùra tro choimiseanan ùra
	Chaidh coimisean Blas 2016 a thoirt gu Mairi Anna NicUalraig agus Nick Turner. 'S e Beul na h-Oidhche gu Camhanaich ainm a' choimisean a bha làn de dh' òrain agus ceòl co-cheangailte ris na speuran le seanchasan co-cheangailte ris a' ghrèin, ris a' ghealaich agus ris na rionnagan, agus cuid de mhìorbhailean iarmailtean na h-Alba, a' gabhail a-steach na fir chlis. Tha Mairi-Anna an dòchas barrachd taisbeanaidhean a dhèanamh leis a' choimisean san àm ri teachd.
Tha cothrom aig a h-uile duine pàirt a ghabhail ann is tlachd fhaighinn às na h-ealain is nithean cruthachail	
AC11	Bùithtean-obrach is prògraman le Meanbh-Chuileag (tro mheadhan na Gàidhlig no a tha ag èirigh às a' Ghàidhlig)
	Chaidh an dealbh-cluiche 'Le Meas' air an rathad san t-Sultain agus an Damhair a' tadhail air sgoiltean air feadh Alba. Bha an dealbh-cluiche stèidhichte ann an Siria 's bha emu dheidhinn saorannachd chunntasach. Tha an fhiosrachadh a tha sinn air fhaighinn air ais bho na sgoiltean a chunnaic an dealbh-cluiche air leth taiceil.
AC12	Obair Ghàidhlig aig na Fèisean le Sgioba-G
	Chan eil iarrtas ro mhòr air a bhith ann airson Sgioba-G as na beagan miosan a dh' fhalbh 's tha mi den bheachd gun fheum sinn cruth agus na cur-seachadan ùrachadh agus a bhith brosnachadh na Fèisean a bhith ga chleachdadh barrachd.
AC13	A' stèidheachadh agus a' toirt sreath de thachartasan ealain Ghàidhlig gu buil airson clann nan tràth-bhliadhnaichean ann am foghlam Gàidhlig, a' gabhail a-steach ceòl, òrain, dràma agus pupaidean
	Tha Hùb-Hàb air Ghleus air a bhith timcheall buidhnean air a' Ghàidhealtachd agus meadhan nan dùthcha bho thoiseach na bliadhna. Tha an delabh-cluiche goirid a' fhaighinn moladh mòr 's tha mi den bheachd gun gabhadh an obair seo a leasachadh tuilleadh 's gum bi cuairtean cunbhalach a' gabhail àite.
Thèid cruth-atharrachadh a thoirt air àiteachan is beatha dhaoine tro mhac-meanmna dhaoine, àrd-amasan agus tuigse air na e an comas do dhaoine a chruthachadh	
AC17	Taic do bhuidhnean coimhearsnachd a tha ag iarraidh Fèisean ùra a stèidheachadh
	As na beagan miosan a dh' fhalbh chum Fèis an Tairbeirt agus Fèis an Iar Dheas na ciad thachartasan aca 's bha iad air leth soirbheachail. Chaidh Fèis a chumail le buidheann ann an Cille Mhearnaig san t-Sultain, 's ged nach eil nan ball de Fèisean nan Gàidheal aig an ìre-sa chaidh gu math leotha agus tha iad an dùil comataidh cheart a chuir ri chèile. Bidh mi coinneachadh le buidheann de phàrantan ann an Cille-Bhrìghde an Ear sa Bhliadhn'-Ùire is ùidh aca Fèis a steidheachadh sa sgìre.
AC19	A' cur air dòigh agus a' leasachadh Fèis Bhlas, a' gabhail a-steach coimisean ùr agus a' leudachadh na Fèise gu bhith ag obair ann an sgìrean eile
	Bha mi gu mòr an sàs le Blas 2016 aig ìre planaidh agus a-muigh aig Tachartasan rè na Fèise. B' e Fèis shoirbheachail a bh' ann le cuid dhan an luchd-ciùil is seinneadairean às fheàrr a th' againn a' nochdadh aig Tachartasan air feadh na Gàidhealtachd is Earra-Ghàidheal. Tha sinn a-nis a' coimhead air 2017 agus bidh mi an sàs le obair planaidh airson seo san àm ri teachd.
AC20	Cothroman air tachartasan còmhnaidheach, leis na h-ealain Ghàidhlig agus le cur-seachadan ann an coimhearsnachdan, air an cumail ann an Gàidhlig
	Chaidh 5 Latha 2016 a chumail eadar an 4-9 Giblean 's a-rithist bha e soirbheachail le fìor dheagh mholadh bho chom-pàirtichean agus pàrantan. Tha sinn an dòchas Fèis nan Òran a chumail sa

	Bhliadhn'-Ùire. Thèid 5 Latha 2017 a chumail eadar 10-15 Giblean. Bidh sinn cuideachd a' cumail 5 Latha nan Oileanach san t-Òg Mhios 's tha mi an-dràsta an sàs le bhith a' cur seo air dòigh.	
Thèid beachdan-smaoin a chur an gnìomh le caochladh luchd-obrach is cheannardan sgileil a nì obair ann an co-cheangail ri chèile		
AC21	A' cumail a' tairgse taic ro-innleachdail is phragtaigeach tro lìonra de dh'Oifigearan Leasachaidh agus gach oifigear a' coimhead às dèidh grunn Fhèisean	
	Tha mi a' cumail stiùir air an sgioba leasachaidh gu làitheil agus a' toirt cuideachadh dhaibh mar a bhios iomchaidh. Tha mi air a bhith ag obair gu dlùth leotha air na miosan a dh' fhalbh gus dèanamh cinnteach gu robh taic aca thar miosan trang an t-samhraidh. Tha mi air a bhith ag obair dlùth leotha as na seachdainnean a dh' fhalbh gus beachdachadh air na planaichean leasachaidh a thànaig a-staigh agus planaichean obrach ullachadh gus dèanamh cinnteach gu bheil an taic iomchaidh ga chumail ri na Fèisean fhad 's a tha sinn a' dol air adhart.	
AC25	Trèanadh cunbhalach do luchd-obrach Fèisean nan Gàidheal is nam Fèisean fhèin	
	Bho chionn beagan sheachdainean rinn sinn trèanadh Ghàidhlig còmhla ri Iain MacIlleChiar mar Sgioba. Bidh mi ag obair le na h-oifigearan gus dèanamh cinnteach gu bheil na Fèisean fhèin agus an luchd-teagaisg a' fhaighinn taic agus trèanadh iomchaidh. Bha mi an sàs leis an obair gus tairgse a dhealbhadh airson trèanadh luchd-teagaisg 's chaidh sin a shanas san Damhair, le cothrom do dhaoine a chuir a-staigh airson obair gus cùrsa trèanaidh a dhealbhadh do luchd-teagaisg aig ìre-tòiseachaidh agus ìre nas adhartaiche.	
AC26	A' dol an sàs ann an obair chom-pàirteach gus tuilleadh chothroman a thoirt do dhaoine òga adhartas a dhèanamh	
	Tha sinn mothachail air na cothroman agus an togail a tha com-pàirtichean na Fèisean a fhaighinn tro bhith an sàs le diofar phròiseactan, tachartasan, co-obrachadh is eile 's tha sinn a' dèanamh oidhirp coimhead ri tuilleadh cothroman dhaibh aig Fèisean Ciùil, tachartasan sònraichte agus tro iomlaidean. Chaidh cuisean gu math leis an iomlaid a bh' againn le Ionad Oriel ann an Dundalk agus tha sinn airson an ceangal a th' againn leotha a chumail rè 2017. Bha mi cuideachd a' comhradh le Maolcholm Scott a tha na Oifigear de Foras na Gaeilge ann an Èirinn agus bidh mi ag obair leis gus buidheann a Dubh nan Gall a thoirt a-null do dh' Alba san t-Samhradh 2017.	
Tha Alba na dùthaich shònraichte, chruthachail aig a bheil ceanglaichean ris an t-saoghal		
AC27	A' cuideachadh nam Fèisean le bhith cur ar Poileasaidh Gàidhlig an gnìomh	
	Tha mi toirt taic le eadar-theangachaidhean aig diofar amannan agus a' toirt stiùir do dh' oifigearan ma tha ceistean sam bith ag èirigh	
AC28	Taic do bhith leudachadh an àireamh Chèilidhean air Chuairt as t-samhradh	
	Chum sinn taic ri 8 Cèilidhean air Chuairt am bliadhna le Fèis Inbhir Narainn am buidhean às ùire a ghabh a-null an Cuairt Challeanach a bha roimhe neo-eismeallach bho na buidhnean eile.	
AC29	A' cur air dòigh agus a' leasachadh Fèis Bhlas, a' gabhail a-steach coimisean ùr agus a' leudachadh na Fèise gu bhith ag obair ann an sgìrean eile	
	Faic AC19	
AC30	A' tagradh gum bi pàirt aig na Fèisean ann an tachartasan nàiseanta agus ann am bliadhnaichean a tha comharrachadh chuspairean sònraichte	
	'S e 2016 Bliadhna Innleachdais, Ailtireachd agus Dealbhachaidh ann an Alba 's bidh sinn a' coimhead airson cothroman sònraichte dhan a' bhuidheann agus na Fèisean.	
AC31	A' gabhail pàirt ann an tachartasan ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh	
	Faic AC26 Nochd seinneadairean bhon phròiseact Fuaran aig Celtic Colours ann an Ceap Breatainn san Damhair 's bidh cothrom aca a-rithist òrain bhon a' phròiseact a sheinn dhan t-sluagh aig Celtic Connection air Disathairne 28 Faoilleach.	
Alba Chruthachail – Cuspairean Co-cheangailte **Ionnsachadh cruthachail: Tha sinn airson a bhith nar buidheann ionnsachaidh agus feadhainn eile a bhrosnachadh gu bhith mar an ceudna. Tha cruaidh fheum air ionnsachadh ma tha ginealaichean ùra gu bhith uidheamaichte gus togail air na tha soirbheachadh an-diugh agus gus obair innleachdach ùr a chruthachadh iad fhèin.**		
AC34	Trèanadh cunbhalach ann an sgilean Gàidhlig do dh'oidean nam Fèisean gus dèanamh	

	cinnteach gun tèid am Poileasaidh Gàidhlig a chur an sàs	
	Bidh mi ag obair dlùth le na h-oifigearan leasachaidh gus dèanamh cinnteach gu bheil am pàirt seo den phoileasaidh dhan cur an gnìomh le na Fèisean.	
AC38	A' sanasachd Fèisgoil mar sheirbheis iomlan a tha tabhann cothrom air ionnsachadh cruthachail tro dhiofar sheòrsaichean ealain	
	Tha Eilidh air an t-uamhas obair a dhèanamh gus Fèisgoil a shanas agus bidh mi a' toirt taic dhi mar a bhios iomchaidh.	
AC41	Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan	
	Faic AC20	
Àrainneachd: Is e atharrachadh gnàth-shìde aon de na dùbhlain as cudromaiche a th' againn an-diugh. Tha sinn airson dèanamh cinnteach gum bi sinn ag obair ann an dòigh cho seasmhach 's a ghabhas agus gum bi gnìomhachasan nan ealan, sgriona agus cruthachail ann an Alba a' dèanamh an nì cheudna.		
AC45	A' clàradh Sgaoilidhean Carbon bho thòiseach Bliadhna 1 den Mhaoineachadh Chunbhalach (Giblean 2015)	
	Tha mi dèanamh seo gach mios le na cosgaisean a tha mi a' clàradh	
Didseatach: Tha teicneòlas didseatach a' toirt dhuinn cothroman inntinneach a thaobh a bhith cruthachadh agus an lùib a' chomainn-shòisealta agus eaconamaidh na h-Alba		
AC47	A' sgaoileadh naidheachdan tro ar làrach-lìn, na meadhanan agus le cuairt-litrichean didseatach gu cunbhalach	
	Tha mi dèanamh seo airson na pròiseactan anns a bheil mi fhìn an sàs 's tha mi ag amas air barrachd feum a dhèanamh dhan an làrach ùr againn bho seo a-mach. Tha mi air a bhith an sàs le bhith a toirt planaichean airson Fèis TV gu buil. Tha sinn air taic-airgid a ghlèidheil a-nis bho Bhòrd na Gàidhlig agus Iomairt na Gàidhealtachd 's nan Eilean 's bidh mi 'g obair gu dlùth ris a' cheannard gus an t-seirbheis a chuir air bhog sa Bhliadhn' Ùire.	
AC50	A' cruinneachadh òrain dhualchasach Ghàidhlig agus gan cur ann an cruth didseatach	
	Tha pròiseact Fuaran a-nis air fhoillseachadh ann an cruth CD le leabhran agus cuideachd gu didseatach air loidhne. 'S e goireas sònraichte a tha seo agus air na seachdainean ri thighinn bidh sinn a' coimhead ris an ath ìre dhan a' phròiseact seo. Tha mi ag obair le Rachel gus beachdachadh air an ath cheum gus an obair seo a leudachadh bho 2017 air adhart.	
Builean Iomairt na Gàidhealtachd is nan Eilean		
A' Toirt Ealain is Cultar na Gàidhlig air Adhart an Lùib Oideachadh Cruthachail/na seirbheis Fèisgoil		
InG1	A' sanasachd Fèisgoil mar sheirbheis iomlan a tha tabhann cothrom air ionnsachadh cruthachail tro dhiofar sheòrsaichean ealain	
	Faic AC38	
InG2	A' leudachadh phrògraman de sheirbheisean Gàidhlig ann an sgoiltean, a' gabhail a-steach tachartasan ealain Ghàidhlig aig ìre nan tràth-bhliadhnaichean agus ann an coimhearsnachdan	
	Faic AC11,12,13 agus 20	
InG3	Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan	
	Faic AC20	
InG6	Teagasg Gàidhlig ann an sgoiltean nuair bhios cothroman gan cur a-mach gu tairgse	
	Faic AC40	
Taic do is ag Adhartachadh nam Fèisean		
InG8	A' cur airgead an seilbh Maoin Leasachaidh nam Fèisean gus leasachaidhean cruthachail ùra a mhaoineachadh ann an coimhearsnachdan agus tha an t-airgead sin a' toirt cothrom don luchd-iarrtais tuilleadh maoineachaidh a tharraing a-steach	
	Faic AC1	
A' Leasachadh Sgilean is Thàlantan / obraichean do dh'òigridh		
A' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca/turasachd chultarach		
InG16	Taic do bhith leudachadh an àireamh Chèilidhean air Chuairt	
	Faic AC28	
InG17	A' cur air dòigh agus a' leasachadh Fèis Bhlas	
	Faic AC19	
InG18	Sgoil Shamhraidh Dràma Ghàidhlig a thèid a chumail gach bliadhna	

	Faic AC20	
InG19	Cothroman air tachartasan còmhnaidheach far am bi daoine a' dol an sàs sna h-ealain Ghàidhlig agus tachartasan coimhearsnachd a bhios air an cumail ann an Gàidhlig	
	Faic AC20	
InG21	A' gabhail pàirt ann an tachartasan ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh	
	Faic AC26	
Builean Bhòrd na Gàidhlig		
BnG3	Co-dhiù 4 seiseanan trèanaidh airson sgilean cànain do luchd-obrach ro 31.03.17	
	Chaidh trèanadh cànain a dhèanamh le Iain MacIlleChiar ann an Inbhis Nis aig toiseach an Damhair.	
BnG4	Co-dhiù 4 seiseanan trèanaidh eile do luchd-obrach ro 31.03.17	
	Faic AC25	
BnG6	Bidh 6 Fèisean air clasaichean 'Fèis Bheag' no bùithtean-obrach airson nan tràth-bhliadhnaichean a ruith ro 31.03.17	
	Tha Fèis Bheag, ag amas air clann aois 5-7, air a bhith aig 20 Fèis mar tha air a' bhliadhna seo.	
BnG7	Thèid panto Gàidhlig air chuairt a' tadhal air co-dhiù sia sgìrean ro 31.03.17	
	Bidh am panto a' tadhail air sgoiltean is coimhearsnachdan air feadh Alba eadar 28 Samhain gu 9 Dùbhlachd. 'S e Hansel is Gretel an sgeulachd a bhios aig na cleasaichean 's thug mi taic dha Aonghas is Eilidh le dealbahdh postair agus a' chuairt a dhealbhadh.	
BnG10	Cuairt le dràma Ghàidhlig a mhaireas 6 seachdainean timcheall sgoiltean Gàidhlig ro 31.03.17	
	Faic AC11	
BnG12	40 consairt Bhlas aig Blas 2016, agus pròg ram sgoiltean is coimhearsnachd mar phàirt den fhèis, air an lìbhrigeadh ann an com-pàirt ri buidhnean eile agus far am bi Gàidhlig na prìomh chànan air an àrd-ùrlar.	
	Faic AC19	
BnG13	Consairtean air an lìbhrigeadh gu dà-chànanach le cuideigin a tha fileanta sa Ghàidhlig. Luchd-ciùil/luchd-ealain air am brosnachadh gu bhith cleachdadh an cuid Gàidhlig aig an fhèis.	
	Chaidh seo a dhèanamh	
BnG14	Coimisean ùr mar phàirt de Bhlas 2016, a thèid a thaisbeanadh co-dhiù 4 tursan aig an fhèis	
	Faic AC5	
BnG15	Bidh am fiosrachadh is stuthan sanasachd uile san dà chànan mar phàirt chudromach den fhèis, a' gabhail a-steach Fear no Bean an Taighe le Gàidhlig aig gach tachartas.	
	Chaidh seo a dhèanamh	
BnG17	Na amas gun gabh 16 sgoilear àrd-sgoile pàirt ann an tachartas còmhnaidheach aig Taighean-tughaidh nan Gearrannan ann an Leòdhas aig àm na Càisge 2017.	
	Thèid an ath 5 Latha a chumail eadar 10-14 Giblean 2017.	
BnG19	Aithisg ràitheil air mar a chaidh airgead Bhòrd na Gàidhlig a chosg	
	Chaidh aithisg ràitheal air adhart chun a' Bhòrd san Lùnastal.	
BnG20	Aithisg ràitheil air an t-suidheachadh ionmhasail aig Fèisean nan Gàidheal aig an àm	
	Chaidh an aithisg agus cunntas ràitheil air adhart don Bhòrd sa Lùnastal.	
BnG21	Clàr chunnartan ri thoirt do Bhòrd na Gàidhlig aig toiseach na bliadhna agus bheirear lethbhreac de phàipearan do Bhòrd na Gàidhlig le fiosrachadh ùr, iomchaidh a bhuineas ris a' chlàr chunnartan a bhios air a thoirt seachad aig coinneamhan a' Bhùird aig Fèisean nan Gàidheal.	
	Chuir mi seo air adhart don Bhòrd	
BnG23	Brathan-naidheachd le ceangal ri Bòrd na Gàidhlig air an sealltainn don Bhòrd mus tèid an sgaoileadh, mar as iomchaidh, le cothrom aig a' Bhòrd fiosrachadh/briathran a chur riutha.	
	Thathas a dèanamh seo.	
BnG24	Gheibh Bòrd na Gàidhlig sanas tarsainn làn-dhuilleig san leabhran air-loidhne aig Blas mar phàirt den aonta seo.	
	Tha suaicheantas Bhòrd na Gàidhlig a nochdadh air làrach na Fèise agus fiosrachadh mun taic a thathas a' fhaighinn bhon Bhòrd anns gach brath-naidheachd a thathas a sgaoileadh. Chaidh co-dhunadh a dhèanamh nach biodh program air loidhne againn am bliadhna leis nach robh na figearan a bha coimhead ris air na bliadhnaichean a dh' fhalbh ro àrd idir. Tha ceangal dìreach gu làrach a' Bhùird ann an Earran sonraichte dhaibhsan a tha maoineachadh na Fèise.	

Builean Comhairle na Gàidhealtachd	
CnG1	Fhathast a' feitheamh ri Aonta Ìre Seirbheis air deireadh R1.
Builean Comhairle nan Eilean Siar	
CnES1	Fhathast a' feitheamh ri Aonta Ìre Seirbheis air deireadh R1.
Builean Comhairle Earra-Ghàidheal is Bhòid	
CEB1	Fhathast a' feitheamh ri Aonta Ìre Seirbheis air deireadh R1.

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

Àir.		**Raon sa Phlana Pròghraim**
Alba Chruthachail - Àrd-amasan **A' toirt aithne do is a' cur sùim ann an sàr obair is daoine a tha feuchainn rudan ùra sna h-ealain, ann am film is telebhisean agus sna gnìomhachasan cruthachail**		
AC1	Maoineachadh airson leasachaidhean ùra tro Mhaoin Leasachaidh nam Fèisean	
	Tha £37,000 anns a'Mhaoin Leasachadh nam Fèisean airson pròiseactan airson bliadhna 2016/17. Fhuair Fèis Spè £27,833 airson tuarastal oifigear leasachaidh làn-thìde. Tha £13,916.50 air a'phàigheadh a-mach. Fhuair Fèis a'Bhaile £750 agus Fèis an Tairbeart £500 airs a chiad Fèis aca agus £250 airson bùthan-obrach.	
AC2	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 chur air chois	
	Chaidh £27,833 a thabhann do dh'Fhèis Spè am-bliadhna gus taic a chumail ri dreuchd Oifigear Leasachaidh a chuidicheas le bhith toirt pròg ram obrach aonaichte gu buil.	
Tha cothrom aig a h-uile duine pàirt a ghabhail ann is tlachd fhaighinn às na h-ealain is nithean cruthachail		
AC7	Barrachd maoineachadh cunbhalach do dh'obair nam Fèisean tro Sgeama Thabhartasan nam Fèisean a leigeas leinn pàigheadh a thoirt do dh'oidean a tha cho faisg 's as urrainn air na h-ìrean a tha Aonadh an Luchd-chiùil a' moladh	
	Chaidh £239,652.00 a thabhann do 43 Fèisean tron Sgeama Thabhartasan agus tha fiosrachadh aig na Fèisean air na h-ìrean a tha Aonadh an Luchd-chiùil a' moladh agus feuch gun urrainn dhaibh gluasad thar ùine gu bhith pàigheadh thuarastalan aig na h-ìrean sin. Tha £102,005 air a dol a-mach gu Fèisean an dràsta.	
AC9	A' stiùireadh sgeama PVG bho ar prìomh oifisean gus dèanamh cinnteach gu bheil dìon ga dhèanamh air clann is inbhich a tha feumach air an dìon	
	Obair leantainneach aig Sandy Gray le sgrùdaidhean ùraichte gach 3 bliadhna fon sgeama ùr PVG. Feumaidh gach Fèis liosta luchd-teagaisg a chur a-steach mus fhaigh iad tabhartas. Thèid iad sin a sgrùdadh feuch a bheil aithisg sgrùdaichte aca uile. Tha seo à' dol air adhart mar iarrtas. Tha cosgaisean air à' dhol suas airson teisteanas ùr gu £59.00 agus airson teisteanas ùrachadh gu £18.00. Tha sin cumail sùil air cosgaisean bho àm gu àm.	
AC10	A' toirt taic ionmhasail seachad gus dèanamh cinnteach gum bi cothrom aig daoine, le feumalachdan taice a bharrachd, air tachartasan	
	Gheibh Fèisean maoineachadh a bharrachd airson luchd-cùraim agus/no tuilleadh oidean nuair a tha iad sin a dhìth gus dèanamh cinnteach gum faigh daoine òga le feumalachdan taice a bharrachd cothrom air teagasg is tachartasan. Fhuaras iarrtas airson taic bho Fèis na h-Oige airson £420 airson luchd-taic a bharrachd airson clasaichean agus 1-1 aig àm nam Fèis.	
AC14	A' cumail a' toirt taic do chuirmean Fhèisean ionadail	
AC15	Ma bhios maoineachadh ann, stiùiridh sinn Sgeama Thabhartasan Beaga airson nan Ealain Traidiseanta	

	Tha Fèisean nan Gàidheal a' stiùireadh na maoine, Tasgadh, le airgead a bharrachd luach £35,000 a fhuair sinn bho Alba Chruthachail, agus thèid £31,500 de sin a sgaoileadh mar thabhartasan. Bha a' chiad de na trì cinn-latha airson an sgeama ann an 2016-17 ann air 24 Òg-mhios 2016 agus chaidh £9,175 a thairgse airson 15 pròiseactan. Thàinig an ath ceann latha eile suas air 30 Sultain 2016 agus chaidh £9,792 a thairgse airson 19 pròiseactan. Tha an ath fhear air 03 Gearran 2017.	
Thèid cruth-atharrachadh a thoirt air àiteachan is beatha dhaoine tro mhac-meanmna dhaoine, àrd-amasan agus tuigse air na e an comas do dhaoine a chruthachadh		
AC16	A' cumail a' toirt taic do luchd-eagrachaidh ionadail tro Uairean Bliadhnail mar phàirt de Sgeama Thabhartasan nam Fèisean	
	Chaidh £18,870 a thabhann do dh'Fhèisean gus luchd-eagrachaidh ionadail fhastadh, sin mar 1.5 dreuchdan Ionann ri Làn-thìde (ILT), mar pairt de Sgeama Thabhartasan nam Fèisean.	
Thèid beachdan-smaoin a chur an gnìomh le caochladh luchd-obrach is cheannardan sgileil a nì obair ann an co-cheangail ri chèile		
AC22	A' cruthachadh phoileasaidhean, a bu chòir na Fèisean uile a ghabhail òs làimh, a nì cinnteach gum bi cùisean air an cur air dòigh gu ceart agus gun tèid tachartasan ealain sàr mhath a chumail	
	Tha Fèisean nan Gàidheal a' cumail orra a' cruthachadh, ag ath-dheasachadh agus a' lìbhrigeadh caochladh phoileasaidhean, agus faodaidh Fèisean fa leth a' mhòrchuid dhiubh a ghabhail òs làimh iad fhèin.	
AC23	A' cur àrachas air dòigh gus am bi àrachas aig na Fèisean airson uallaichean poblach is airson gach taobh den obair aca leis na h-ealain	
	Bidh gach Fèis a' faighinn àrachas mar phàirt den bhallrachd aca agus tha seo air sgrùdadh agus ùrachadh anns An Gearran a bliadhna mar 's abhaist.	
AC24	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	
	Gheibh luchd-eagrachaidh nam Fèisean cothrom air trèanadh nuair a tha sin a dhìth. Uaireannan bidh buidhnean eile ga chur air dòigh. Aig amannan eile, 's e trèanadh a dh'aona-ghnothach a bhios ann a chuireas Fèisean nan Gàidheal air dòigh mar an co-labhairt anns air 23/24 An t-Sultain. Tha 37 luchd-eagrachaidh air a bhith faighinn 18 seisean trèanaidh.	
AC25	Trèanadh cunbhalach do luchd-obrach Fèisean nan Gàidheal is nam Fèisean fhèin	
	Tha Luchd-obrach air trèanadh a'dhèanamh ann an Ciad-cobhar, Sgeama-tabhartasan, Photoshop, Duaisean Ealan, Togail Airgid agus bha trèanadh Gàidhlig air a chuir air doigh anns An t-Sultain agus an t-Samhain 2016. Bha Rowan aig cùrsa Gàidhlig tri làithean anns an t-Samhain a bha Comhairle nan Leabhraichean a'ruith.	
AC26	A' dol an sàs ann an obair chom-pàirteach gus tuilleadh chothroman a thoirt do dhaoine òga adhartas a dhèanamh	
	Rinn sin trèanadh gus an urrainn do luchd-obrach Fèisean nan Gàidheal stiùireadh a thoirt do dhaoine òga fhad 's a tha iad ag obair gus Duaisean Ealain a chosnadh. Thathar an dòchas gun dèan muinntir nan Cèilidhean air Chuairt obair am-bliadhna feuch am bi iad airidh air duaisean. Bha Diane Bruce air ScotGrad placement fad an t-shàmhraidh. Bha 53 daoine oga anns na Cèilidhean air Chuairt aig 50 seasanan trèanaidh aig Fèis Alba anns Am Phloc.	
Tha Alba na dùthaich shònraichte, chruthachail aig a bheil ceanglaichean ris an t-saoghal		
AC27	A' cuideachadh nam Fèisean le bhith cur ar Poileasaidh Gàidhlig an gnìomh	
	Bidh sinn a' toirt taic do na Fèisean le eadar-theangachaidhean, trèanadh agus gus stuthan sanasachd dà-chànanach a dhèanamh nuair a tha sin a dhìth, agus bidh an Sgioba-G a' cur tachartasan Gàidhlig air dòigh dhaibh.	
AC28	Taic do bhith leudachadh an àireamh Chèilidhean air Chuairt as t-samhradh	
	Bidh 8 Cèilidhean air Chuairt ann an 2016-17 a faighinn £55,000 taic-airgid bho Fhèisean nan Gàidheal, a' gabhail a-steach tè ùr ann an Inbhir Narainn. Tha £54,600 air a dol a-mach thuca. Tha 3 Cèilidhean air Chuairt taobh a-staigh Fèis Rois cuideachd.	
AC29	A' cur air dòigh agus a' leasachadh Fèis Bhlas, a' gabhail a-steach coimisean ùr agus a' leudachadh na Fèise gu bhith ag obair ann an sgìrean eile	
	Chaidh Blas a chumail eadar 2 is 10 Sultain 2016. Tha uallach orm airson smachd a chumail air an airgid agus siostaman ionmhais air fad aig Blas. Bha mi mach mar neach-làthair aig Fèis Bhlas anns An Gearasdan, Port-Rìgh, Gleann Eilg, Am Ploc agus an Ath Leathainn. Bha mi aig an oidhche mo dheireadh ann an Eden Court cuideachd.	
AC31	A' gabhail pàirt ann an tachartasan ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh	
	Fhuair Cèilidhean air Chuairt cothrom a bhi aig Blas am bliadhna comhla ri comhlain chiùil bho thall	

	thairis.	
Alba Chruthachail – Cuspairean Co-cheangailte **Ionnsachadh cruthachail: Tha sinn airson a bhith nar buidheann ionnsachaidh agus feadhainn eile a bhrosnachadh gu bhith mar an ceudna. Tha cruaidh fheum air ionnsachadh ma tha ginealaichean ùra gu bhith uidheamaichte gus togail air na tha soirbheachadh an-diugh agus gus obair innleachdach ùr a chruthachadh iad fhèin.**		
AC33	Trèanadh cunbhalach ann an sgilean teagaisg do dh'oidean a leigeas leotha gluasad suas ìrean	
	Bha bùth-obrach trèanaidh anns san Lùnastal 2015 airson oidean aig Iomairt Chiùil na h-Òigridh. Chaidh trèanadh air adhart anns An Gearran 2016 airson luchd-teagaisg nam Fèisean. Bha trèanadh seo a coimhead air sgilean mar dìon chloinne, dòighean agus goireasan teagaisg agus a'deiligeadh ri diofar ìrean anns an clas. Tha rannsachadh a dol air adhart an dràsta airson trèanadh luchd-teagaisg an ath bhliadhna.	
AC35	A' toirt sgilean do dhaoine òga a thaobh a bhith a' cruinneachadh stuthan, gan cur ann an cruth didseatach agus gan sgrìobhadh sìos	
	Fhuair sinn crìoch a chur air a' phròiseact Fuaran, a fhuair taic bho Mhaoin Dualchais a' Chrannchuir Nàiseanta, ro dheireadh am Màirt, agus bidh na daoine òga an sàs sa phròiseact sin air na sgilean sin ionnsachadh. Gheibhear fiosrachadh air a phròiseact aig www.feisean.org/fuaran	
AC39	Clasaichean ann an Ceòl Traidiseanta ann an sgoiltean tro Iomairt Chiùil na h-Òigridh agus pròg raman eile	
	Tha na clasaichean ann an Ceòl Traidiseanta anns gach sgoil ann an Roinn na Gàidhealtachd a leanntain agus gheibh sin £219,511 bho Comhairle na Gàidhealtachd. Tha clasaichean a leanntain ann an Siorrachd Rinn Friù.	
Co-ionannachd is Iomadachd: Tha e na amas dhuinn gum bi co-ionannachd is iomadachd aig cridhe gach nì a nì sinn, agus bheir sinn barrachd chothroman do dhaoine bho dhiofar dhualchais is cinnidhean, bho dhiofar choimhearsnachdan agus de gach aois air na h-ealain agus cultar agus thig tuilleadh chothroman an lùib sin		
AC43	Tòisichidh sinn a' dèiligeadh ri cùisean co-cheangailte ri co-ionannachd ann an 2015	
	Tha sinn a'dèiligeadh ri cùisean ceangailte ri co-ionannachd agus tha mi air an leabhar-làimhe ùrachadh a toirt a-staigh atharraichean bliadhnail bho Equalities Act 2010.	
Àrainneachd: Is e atharrachadh gnàth-shìde aon de na dùbhlain as cudromaiche a th' againn an-diugh. Tha sinn airson dèanamh cinnteach gum bi sinn ag obair ann an dòigh cho seasmhach 's a ghabhas agus gum bi gnìomhachasan nan ealan, sgriona agus cruthachail ann an Alba a' dèanamh an nì cheudna.		
AC45	A' clàradh Sgaoilidhean Carbon bho thòiseach Bliadhna 1 den Mhaoineachadh Chunbhalach (Giblean 2015)	
	Thòisich luchd-obrach is Buill a' Bhùird a' clàradh sgaoilidhean carbon bho 1 Giblean 2015. Tha sin a toiseachadh air clàradh sgaoilidhean carbon bhon an luchd-teagasg bho 1 Giblean 2016.	
AC46	A' dèanamh cinnteach gu bheil tachartasan gu leòr a' tachairt ann an sgìrean ionadail feuch nach fheum daoine uiread siubhail a dhèanamh gus a dhol gu tachartas math	
	Bidh sinn a' cur tòrr thachartasan air dòigh aig Fèis Blas ann an sgìrean ionadail, agus sin a'ciallachadh nach fheum daoine uiread siubhail a dhèanamh gu bailtean nas motha airson tachartasan ealain. Tha sin a moladh daoine a bhi roinnte charbaid.	
Didseatach: Tha teicneòlas didseatach a' toirt dhuinn cothroman inntinneach a thaobh a bhith cruthachadh agus an lùib a' chomainn-shòisealta agus eaconamaidh na h-Alba		
AC50	A' cruinneachadh òrain dhualchasach Ghàidhlig agus gan cur ann an cruth didseatach	
	Tha am pròiseact Fuaran air tighinn gu crìoch san Màrt 2016, agus tha na h-òrain a chaidh a chlàradh rim faotainn aig www.feisean.org/fuaran	
Builean Iomairt na Gàidhealtachd is nan Eilean		
Taic do is ag Adhartachadh nam Fèisean		
InG7	A' cur taic ri buidhnean coimhearsnachd airson obair leudachaidh agus gus Fèisean ùra a stèidheachadh	
	Chaidh Fèisean ùra a stèidheachadh an uiridh san Apainn, Pàislig, Dùn Phris agus An Tàirbeart agus gheibh iad taic bhon sgeama tabhartasan againn.	
InG11	Pròg raman gus sgilean dhaoine a leasachadh, a' gabhail a-steach: a' dèanamh airgead, planadh ionmhasail, Ciad Chobhair, agus trèanadh Dìon Chloinne airson luchd-obrach is luchd saor-thoileach nam Fèisean	
	Faicibh AC24 gu h-àrd	
A' Leasachadh Sgilean is Thàlantan / obraichean do dh'òigridh		
InG15	A' toirt cothroman trèanaidh eile do luchd-obrach is oidean nam Fèisean agus do dhaoine a	

	ghabhas pàirt sna Fèisean	
	Faicibh AC25 gu h-àrd, tha 540 neach air pairt a ghabhail ann 106 seiseanan trèanaidh.	
A' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca/turasachd chultarach		
InG16	Taic do bhith leudachadh an àireamh Chèilidhean air Chuairt	
	Faicibh AC28 gu h-àrd.	
InG17	A' cur air dòigh agus a' leasachadh Fèis Bhlas	
	Faicibh AC29 gu h-àrd	
InG20	A' tagradh gum bi pàirt aig na Fèisean ann an tachartasan nàiseanta agus ann am bliadhnaichean a tha comharrachadh chuspairean sònraichte	
	Fhuair Cèilidhean air Chuairt a bhith aig tachartasan Fèis Blas.	
InG21	A' gabhail pàirt ann an tachartasan ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh	
	Faicibh AC31 gu h-àrd.	
Builean Bhòrd na Gàidhlig		
BnG1	Taic do na h-Iomairtean Gàidhlig sna sgìrean far a bheil oifigearan Fèisean nan Gàidheal stèidhichte, le fianais air cuideachadh pragtaigeach nuair a chaidh taic a thabhann ro 31.03.16	
	Tha an obair seo a' leantainn far a bheil co-obrachadh cunbhalach a' dol eadar oifigearan nan iomairtean agus Oifigearan Leasachaidh nam Fèisean. Bidh luchd-obrach a' clàradh na h-ùine a bhios iad a' cur seachad ag obair leis na h-Iomairtean agus cosg.	
BnG2	Cothrom air 'Cofaidh is Còmhradh' gach seachdain ann an oifisean Fèisean nan Gàidheal ann am Port Rìgh	
	Chan eil seo ach sàmhach an-dràsta ach chaidh rannsachadh a'dhèanamh agus cha robh iaartais ann air a shon an-dràsta. Cumaidh sin sùil air agus tha dùil gun tòisichidh e a-rithist nas fhaide air adhart.	
BnG3	Co-dhiù 4 seiseanan trèanaidh airson sgilean cànain do luchd-obrach ro 31.03.16	
	Chaidh seisean trèanaidh Gàidhlig do luchd-obrach a chur air dòigh le Iain MacIllechiar anns an t-Samhain. Tha 3 seiseanan Gràmar trèanadh air a dol air adhart am bliadhna, 24 Sultain agus 07/08 Samhain.	
BnG4	Co-dhiù 4 seiseanan trèanaidh eile do luchd-obrach ro 31.03.17	
	Faicibh AC25 gu h-àrd	
BnG5	Taic do 44 Fèisean air feadh Alba, le tabhartasan, trèanadh, àrachas, ionnsramaidean ciùil agus sgilean Gàidhlig ro 31.03.17	
	Thathar a cumail taice a thoirt do 44 Fèisean ann an 2016-17 le tabhartasan, àrachas, ionnsramaidean ciùl agus sgilean Gàidhlig.	
BnG20	A' cur Poileasaidh Gàidhlig na buidhne an gnìomh, le dearbhadh gur i Gàidhlig cànan obrach Fèisean nan Gàidheal.	
	Bidh Fèisean nan Gàidheal a' dèanamh obair aig ìre luchd-obrach agus a' Bhùird sa Ghàidhlig agus thèid conaltradh a dhèanamh le Fèisean ionadail tron Ghàidhlig. Nì sinn cinnteach gum bi Fèisean a' cumail ris na pàirtean den Phoileasaidh Ghàidhlig a bhuineas riutha agus tha Plana Gàidhlig aca uile tha iad a leanntain.	
BnG22	Aithisg ràitheil air an t-suidheachadh ionmhasail aig Fèisean nan Gàidheal aig an àm	
	Tha Cunntasan Riaghlaidh air an dearbhadh le luchd-sgrùdaidh bhon taobh a-muigh mar phàirt den aithisg seo agus tha mi dèanamh cinnteach gu bheil seo a tachairt ann an deagh àm.	
BnG23	Clàr chunnartan ri thoirt do Bhòrd na Gàidhlig aig toiseach na bliadhna agus bheirear lethbhreac de phàipearan do Bhòrd na Gàidhlig le fiosrachadh ùr, iomchaidh a bhuineas ris a' chlàr chunnartan a bhios air a thoirt seachad aig coinneamhan a' Bhùird aig Fèisean nan Gàidheal.	
	Fhuair Bòrd na Gàidhlig a h-uile pàipear bho choinneamhan a' Bhùird aig Fèisean nan Gàidheal agus tha an clàr chunnartasan air ùrachadh a h-uile bliadhna anns An Ceitean airson coinneamh a'Bhùird.	
Builean Comhairle na Gàidhealtachd		
CnG1	Fhathast a' feitheamh ri Aonta Ìre Seirbheis air deireadh R1.	
	Thèid taic a chumail ri 19 Fèisean ann an Roinn na Gàidhealtachd ann an 2016-17. Tha Fèisean nan Gàidheal air £117,032.00 a chomharrachadh airson Fèisean air a' Ghàidhealtachd ann an 2016-17, a' gabhail a-steach an £22,100 a fhuaras bho Chomhairle na Gàidhealtachd. Thathar a' cosg an còrr der tabhartas air cosgaisean ar n-obrach agus mar phàirt dhe sin cosgaisean an dithis Oifigear Leasachaidh stèidhichte air a' Ghàidhealtachd.	
Builean Comhairle nan Eilean Siar		
CnES1	Fhathast a' feitheamh ri Aonta Ìre Seirbheis air deireadh R1	
	Chaidh maoineachadh luach £42,714 a thabhann do dh'Fhèisean sna h-Eileanan Siar, a' gabhail a-staigh	

	an £9,900 bho Chomhairle nan Eilean Siar, a rèir an Aonta Mhaoineachaidh tha sin sùileachadh. Thèid an £2,900 a tha air fhàgail a chosg mu choinneimh nan cosgaisean airson Oifigear Leasachaidh nam Fèisean làn-thìde a bhith ann airson nan Eilean Siar.	
Builean Comhairle Earra-Ghàidheal is Bhòid		
CEB1	Fhathast a' feitheamh ri Aonta Ìre Seirbheis air deireadh R1	
	Chaidh maoineachadh luach £28,453.50 a thabhann do dh'Fhèisean Earra-Ghàidheal is Bhòid a' gabhail a-staigh an £9,500 bhon Chomhairle. Thèid an £11,000 a chosg mu choinneimh nan cosgaisean airson Oifigear Leasachaidh nam Fèisean làn-thìde. Tha £12,000 mo choinneimh Blas bho Earra-Ghàidheal is Bhòid airson tachartasan anns an sgìre.	

AINM	**Eilidh NicCoinnich**				
DREUCHD	**Manaidsear Fèisgoil**				
Taic do is ag Adhartachadh nam Fèisean	**A' Leasachadh Sgilean is Thàlantan**	**Ag Adhartachadh Ealain is Cultar na Gàidhlig an Lùib Oideachadh Cruthachail**	**A' Tarraing Luchd-èisteachd is a' Leudachadh nan Àireamhan aca**	**Riaghladh is Luchd-obrach**	
Àir.					**Raon sa Phlana Pròghraim**
Alba Chruthachail - Àrd-amasan					
AC3	Chaidh Blasad Gàidhlig a' leasachadh tron ràith seo – gu h-àraidh anns na tràth bhliadhnaichean ach fhathast ag obair leis na clasaichean nas sine sa bhun-sgoil.				
AC4	Tha sia òrain Ghàidhlig ùra againn air a sgrìobhadh leam fhèin airson na seiseanan Blasad Gàidhlig.				
AC5	Sgrìobh Aonghas MacLèoid, Oifigear Dràma aig FnG, scriobt a' phanto am-bliadhna – Hansel & Gretel agus Fèill Mhòr na Fuine.				
AC6	Faicibh an aithisg ràitheil ron tè seo.				
Tha cothrom aig a h-uile duine pàirt a ghabhail ann is tlachd fhaighinn às na h-ealain is nithean cruthachail					
AC9	A' bruidhinn ri Sandy Gray nuair a bhios oidean ùra ag obair còmhla rinn.				
AC11	Thòisich turas Meanbh Chuileag anns an ràithe ron tè seo is chrìochnaidh iad san t-Samhain. Bha iad air thuras rè sia seachdainean air feadh na dùthcha agus lìbhrig Beth Frieden agus Catriona NicNeacail leth-cheud taisbeanadh le 1,554 sgoilearan nan lùib. Bha tè à Alba is tè a Syria nan caractaran anns an dealbh chluich *Le Meas* is fhuair sinn fios bho cuid de na sgoiltean gun do chòrd an dealbh chluich ris na sgoilearan is luchd teagaisg.				
AC12	'S dòcha gum bi cuid de na geamannan/òrain a tha sinn a' cleachdadh anns na seiseanan Blasad Gàidhlig freagarrach airson Sgioba G aig na fèisean.				
AC13	Faicibh an aithisg ràitheil ron tè seo airson barrachd fiosrachaidh mu Hùb-Hàb. A bharrachd air seo tha na seiseanan Blasad Gàidhlig a' lìbhrigeadh cànain is faclan tro na h-òrain, geamannan, sgeulachdan is pupaid sònraichte againn, Muncaidh.				
Thèid cruth-atharrachadh a thoirt air àiteachan is beatha dhaoine tro mhac-meanmna dhaoine, àrd-amasan agus tuigse air na e an comas do dhaoine a chruthachadh					
AC19	Faicibh an aithisg ràitheil ron tè seo.				
AC20	Faicibh an aithisg ràitheil ron tè seo.				
Thèid beachdan-smaoin a chur an gnìomh le caochladh luchd-obrach is cheannardan sgileil a nì obair ann an co-cheangail ri chèile					

AC25	Tha mi fhìn is Karen Oakley a' frithealadh cùrsa oidhche airson sia seachdainean – *An Introduction to Adobe*. A bharrachd air sin ghabh mi pàirt anns an seisean gràmair a rinn Iain MacIllechiar dhuinn agus bidh Calum Alex a' toirt taic dhomhsa is do Karen is Rowan le Excel.	
AC26	Tha ceathrar a-nise a' libhrigeadh seiseanan Blasad Gàidhlig agus chaidh sinn a-mach às an rathad an aon-ghnothach airson oileanaich òga a thrusadh.	
Tha Alba na dùthaich shònraichte, chruthachail aig a bheil ceanglaichean ris an t-saoghal		
AC27	Tha mi a' feuchainn ris a' Ghàidhlig a chleachdadh cho tric 's as urrainn dhomh is tha earrann anns na cùmhnantan Fèisgoil mu chudromachd cleachdadh na Gàidhlig a-measg oidean a tha sinn a' fastadh.	
AC29	Faicibh an aithisg ràitheil ron tè seo.	
AC30	Thug mi cothrom do thriùir seinneadairean Gàidhlig, Ellen NicDhòmhnaill, Eilidh NicCarmaig agus Ceitlin Nic a' Ghobhainn, a bhith a' cluich còmhla ris an neach-ciùil òg, Innes White, ann an consart sònraichte aig Blas. Tha iad a-nise air cuireadh fhaighinn pairt a' gabhail san fhèis Celtic Connections.	
AC32	The feum agamsa air barrachd obrachd a dhèanamh leis na meadhanan didisiteach aig FnG.	
Alba Chruthachail – Cuspairean Co-cheangailte **Ionnsachadh cruthachail: Tha sinn airson a bhith nar buidheann ionnsachaidh agus feadhainn eile a bhrosnachadh gu bhith mar an ceudna. Tha cruaidh fheum air ionnsachadh ma tha ginealaichean ùra gu bhith uidheamaichte gus togail air na tha soirbheachadh an-diugh agus gus obair innleachdach ùr a chruthachadh iad fhèin.**		
AC33	Bha dà sheisean trèanaidh againn airson luchd-oidean ùra Blasad Gàidhlig. Thachair cuid dheth ann an t-Sultain còmhla riumsa far an robh mi a' bruidhinn mu dheidhinn dìon chlionne, òrain ùra freagarrach, geamannan, clàr ama nan seiseanan fhèin agus obair rianachd, gu h-àraidh foirm chosgaisean FnG. Bha Linda NicLeòid a' lìbhrigeadh an dàrna sheisean dhuinn ag obair air goireasan freagarrach airson diofar ìrean san sgoiltean. Tha sinn a' fastadh cuideigin airson cùrsa trèanaidh ùr a chur ri chèile airson oidean ag obair aig diofar ìrean is bha mi an lùib nan còmhraidhean mu dheidhinn sin.	
AC34	Faicibh AC33.	
AC36	A bharrachd air na h-oidean airson Blasad Gàidhlig, tha feadhainn òga ag obair còmhla rinn air Meanbh Chuileag is am Panto a' faighinn sgilean drama is taic bho chleasaiche le barrachd eòlais agus an oifigear dràma againn, Aonghas MacLèoid.	
AC38	A' sanasachd Fèisgoil tro dhràma – tursan Meanbh Chuileag agus Panto. A' sanasachd Fèisgoil tro chèol – Iomairt Chiùil na h-Òigridh, MEPG agus TMF A' sanasachd Fèisgoil tro chànan – Blasad Gàidhlig – a' cleachdadh gach seòrsa ealain - sgeulachdan, òrain, geamannan mar sin air adhart. Bha sinn a' tadhal air 3 sgoiltean an-uiridh agus a-nis tha sin nag obair ann an 7 sgoiltean ann an sgìre na h-Eaglaise Brice. Tha ùidh aig comhairlichean Dhùn Èideann, Earra Ghàidheal is Boid agus Lannraig a Tuath ann am Blasad Gàidhlig. Aig deireadh an t-Sultain chaidh mi-fhìn is Aonghas MacLèoid gu Acadamaidh Dhòrnaich airson Latha Gàidhlig mar phàirt de Latha Eòrpach nan Cànanan. Rinn Linda NicLèoid dà sheisean Gàidhlig airson nan Cruinneachaidhean Nàiseanta.	
AC39	Tha na clasaichean ann an ceòl traidiseanta tro Iomairt Chiùil na h-Òigridh a' tachairt ann an iomadh sgìre (Rois, Cataibh, An t-Eilean Sgitheanach agus Loch Aillse, Inbhir Narainn, Loch Abar, Baideanach agus Rinn Friù)	
AC40	Tha sinn a' lìbhrigeadh chlasaichean Blasad Gàidhlig ann an 7 sgoiltean/sgoiltean-àraich ann an sgìre na h-Eaglaise Brice agus a' leasachadh chlasaichean eile airson tòiseachadh sa	

	bhliadhn' ùire ann an Dùn Èideann, Lannraig a Tuath agus Earra Ghaidheal is Boid.	
AC41	Faicibh an aithisg ràitheil ron tè seo.	
AC42	Faicibh an aithisg ràitheil ron tè seo.	
Co-ionannachd is Iomadachd: Tha e na amas dhuinn gum bi co-ionannachd is iomadachd aig cridhe gach nì a nì sinn, agus bheir sinn barrachd chothroman do dhaoine bho dhiofar dhualchais is cinnidhean, bho dhiofar choimhearsnachdan agus de gach aois air na h-ealain agus cultar agus thig tuilleadh chothroman an lùib sin		
CS44	A' leantainn ris a' phlana againn.	
Àrainneachd: Is e atharrachadh gnàth-shìde aon de na dùbhlain as cudromaiche a th' againn an-diugh. Tha sinn airson dèanamh cinnteach gum bi sinn ag obair ann an dòigh cho seasmhach 's a ghabhas agus gum bi gnìomhachasan nan ealan, sgriona agus cruthachail ann an Alba a' dèanamh an nì cheudna.		
AC45	Gach latha bidh mi fhathast a' stiùireadh an car dealain agam dhan oifis is air ais.	
Didseatach: Tha teicneòlas didseatach a' toirt dhuinn cothroman inntinneach a thaobh a bhith cruthachadh agus an lùib a' chomainn-shòisealta agus eaconamaidh na h-Alba		
AC47	Bidh mi a' cleachdadh ar làrach-lìn, a' sgriobhadh aithisgean goirid air pròiseactan Fèisgoil, ach dràma, airson *Faileas* is a' cur naidheachdan air Facebook.	
AC48	Tha mi ag obair còmhla ri MEPG air òrain traidiseanta Ghàidhlig a chruinneachadh airson goireas ùr aig Foghlam Alba - *Learning to Sing, Singing to Learn* - agus ag obair còmhla riutha air Frèam Obrach Nàiseanta airson Foghlaim Ciùil.	
AC49	Tha mi creidsinn gum bi na h-òrain ann an AC48 ann an cruth clàr diditseach.	
AC50	Faicibh AC49.	
AC51	Faicibh AC47.	
Builean Iomairt na Gàidhealtachd is nan Eilean		
A' Toirt Ealain is Cultar na Gàidhlig air Adhart an Lùib Oideachadh Cruthachail/na seirbheis Fèisgoil		
InG1	Faicibh AC38.	
InG2	Faicibh AC13.	
InG3	Faicibh an aithisg ràitheil ron tè seo.	
InG4	Tha an luchd teagaisg cunbhalach ann an sgoiltean na h-Eaglaise Breac a' faighinn cothrom beagan Gàidhlig ionnsachadh còmhla ris na sgoilearan sna clasaichean aca.	
InG6	Faicibh AC40 agus AC38 co-cheangailte ri Acadamaidh Dhòrnaich.	
Taic do is ag Adhartachadh nam Fèisean		
InG11	Bha mi an dùil gum bithinn a' gabhail pàirt ann an latha trèanaidh dìon chloinne ach cha do thachair e air sgàth 's gun robh an tè a bha gu bhith ga lìbhrigeadh bochd.	
A' Leasachadh Sgilean is Thàlantan/obraichean do dh'òigridh		
InG12	Faicibh AC36.	
InG13	Tha sinn a' fastadh Iain F MacLèod airson cùrsa trèanaidh a dhèanamh do dh'oidean òga (agus fheadhainn eile).	
InG15	Faic AC25 & AC26.	
A' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca/turasachd chultarach		
InG17	Faicibh an aithisg ràitheil ron tè seo.	

InG18	Faicibh an aithisg ràitheil ron tè seo.	
InG19	Faicibh an aithisg ràitheil ron tè seo.	
InG20	Faicibh AC30.	
InG21	Faicibh AC30.	
Builean Bhòrd na Gàidhlig		
BnG3	Ghabh mi pàirt ann an dà sheisean trèanaidh airson sgilean cànain as adhartais – aonan ann an Inbhir Nis còmhla ri Iain MacIllechiar is aonan ann am Port Rìgh (31/11/16)	
BnG4	Tha mi-fhìn is Karen a' dol gu cùrsa Adobe aig Oilthigh na Gàidhealtachd agus nan Eilean (6 seachdainean) agus that seisean trèanaidh agam fhìn, Rowan is Karen ga lìbhrigeadh le Calum Ailig.	
BnG7	Tha Panto 2016 – *Hansel & Gretel agus Fèill Mhòr na Fuine* air chuairt eadar 28mh Samhain agus 9mh Dùbhlachd, a' toiseachadh ann an Obar Dheathain is a' crìochnachadh ann am Baile Dhubhthaich.	
BnG8	Fèis dràma Earra Ghàidheal is Loch Abar (37 bùithtean-obrach) agus taic le clasaichean dràma ann an Uibhist. TÒG (18 bùithtean-obrach)	
BnG9	San Dàmhair thàinig 4 buidhnean dràma òigridh àrd-sgoile còmhla – trì buidhnean far a' Ghàidhealtachd agus fear à Ghlaschu airson a' chiad uair. Bha Oifigear Dràma FnG na lùib (18 buithean obrach aige còmhla ris a chloinn agus dà latha slàn aig Cuirt Eden)	
BnG10	Chaidh Meanbh Chuileag air chuairt le dràma Gàidhlig, *Le Meas*, air feadh na dùthcha thairis air 6 seachdainean.	
BnG11	Rinn Ariel Killick seo aig àm Bhlas.	
BnG12	Faicibh an aithisg ràitheil ron tè seo.	
BnG14	Fhuair Màiri Ann NicUalraig agus Nick Turner an coimisean am-bliadhna.	
BnG15	Chaidh seo air adhart mar bu chòir.	
BnG16	Ghabh 10 duine aois 13 gu 18 pàirt ann an Sgoil Shamhraidh Dràma ann an 2016	
BnG18	Tha mi a' feuchainn ris a' Ghàidhlig a chleachdadh cho tric 's as urrainn dhomh san oifis.	

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

Àir.		**Raon sa Phlana Pròg raim**
Alba Chruthachail - Àrd-amasan **Tha cothrom aig a h-uile duine pàirt a ghabhail ann is tlachd fhaighinn às na h-ealain is nithean cruthachail**		
AC7	Barrachd maoineachadh cunbhalach do dh'obair nam Fèisean tro Sgeama Thabhartasan nam Fèisean a leigeas leinn pàigheadh a thoirt do dh'oidean a tha cho faisg 's as urrainn air na h-ìrean a tha Aonadh an Luchd-chiùil a' moladh	

	Ag obair air Sgeama Tabhartasan nam Fèisean tha mi a cuir thabhartasan a-mach gu Fèisean airson na Priomh Fèisean, Clasaichean agus Uairean-Rianachd aca.	
AC8	A' toirt cothrom an-asgaidh do na Fèisean air ionnstramaidean ciùil bho ar Stòras Ionnsramaidean Ciùil	
	Leantainneach agus air a dheagh chleachdadh fad an t-shiubhal aig na Fèisean. Tha iad ag iarraidh ionnsramaidean diofaraichte airson clasaichean ùra a tha iad a' tòiseachadh. Chaidh ionnsramaidean a-mach gu Fèis Spè, Fèis a Bhaile, Fèis Chataibh, Fèis Obar Dheathain, Fèis Latharna agus Bun Sgoil Onthank.	
AC9	A' stiùireadh sgeama PVG bho ar prìomh oifisean gus dèanamh cinnteach gu bheil dìon ga dhèanamh air clann is inbhich a tha feumach air an dìon	
	Feumaidh gach Fèis liosta luchd-teagaisg a chur a-steach mus fhaigh iad tabhartas. Thèid iad sin a sgrùdadh feuch a bheil aithisg sgrùdaichte aca uile. Rinn mi mòran obair ag ùrachadh an stòr-dàta agus tha seo leantainneach.	
AC15	Ma bhios maoineachadh ann, stiùiridh sinn Sgeama Thabhartasan Beaga airson nan Ealain Traidiseanta	
	S e stòras a th' ann an Tasgadh maoinichte le Alba Chruthachail, air a riaghladh le Fèisean nan Gàidheal agus fosgailte do bhuidhnean agus daoine fa leth. Bha an ath cheann-latha 30 an t-Sultain 2016. Fhuair sinn 19 iarrtas agus chaidh taic aontachadh do 14 tagraiche. Tha an ath cheann-latha 3 an Gearran 2017.	
Àrainneachd: Is e atharrachadh gnàth-shìde aon de na dùbhlain as cudromaiche a th' againn an-diugh. Tha sinn airson dèanamh cinnteach gum bi sinn ag obair ann an dòigh cho seasmhach 's a ghabhas agus gum bi gnìomhachasan nan ealan, sgriona agus cruthachail ann an Alba a' dèanamh an nì cheudna.		
AC45	A' clàradh Sgaoilidhean Carbon bho thòiseach Bliadhna 1 den Mhaoineachadh Chunbhalach (Giblean 2015)	
	Tha mi a' clàradh sgaoilidhean carbon bhon Giblean	
Didseatach: Tha teicneòlas didseatach a' toirt dhuinn cothroman inntinneach a thaobh a bhith cruthachadh agus an lùib a' chomainn-shòisealta agus eaconamaidh na h-Alba		
AC47	A' sgaoileadh naidheachdan tro ar làrach-lìn, na meadhanan agus le cuairt-litrichean didseatach gu cunbhalach	
	Tha Làrach-lìn www.feisean.org ga ùrachadh gu cunbhalach. Chaidh Faileas air an Làrach-Lìn deireadh an t-Sultain agus tha sin a deisealachadh fear eile airson an Dubhlachd. Tha Faileas a dol a-mach go a h-uile duine air an stòr-data cuideachd.	
Builean Iomairt na Gàidhealtachd is nan Eilean		
Builean Bhòrd na Gàidhlig		
BnG2	Cothrom air 'Cofaidh is Còmhradh' gach seachdain ann an oifisean Fèisean nan Gàidheal ann am Port Rìgh	
	Chaneil sin air an-dràsta, ach bidh sin a tòiseachadh a-rithist	
BnG3	Co-dhiù 4 seiseanan trèanaidh airson sgilean cànain do luchd-obrach ro 31.03.17	
	Tha tòrr seiseanan trèanaidh Gàidhlig a thachair fad a' bhliadhna	
BnG4	Co-dhiù 4 seiseanan trèanaidh eile do luchd-obrach ro 31.03.17	
	Tha tòrr seiseanan trèanaidh a thachair fad a' bhliadhna	
BnG5	Taic do 44 Fèisean air feadh Alba, le tabhartasan, trèanadh, àrachas, ionnsramaidean ciùil agus sgilean Gàidhlig ro 31.03.17	
	Tha mi a' toirt taic do na Fèisean le tabhartasan, leabhraichean, ionnstramaidean, Faileas, m.s.a.a.	
Builean Comhairle na Gàidhealtachd		
CnG1	Fhathast a' feitheamh ri Aonta Ìre Seirbheis air deireadh R1.	
Builean Comhairle nan Eilean Siar		
CnES1	Fhathast a' feitheamh ri Aonta Ìre Seirbheis air deireadh R1.	
Builean Comhairle Earra-Ghàidheal is Bhòid		
CEB1	Fhathast a' feitheamh ri Aonta Ìre Seirbheis air deireadh R1.	

AINM	**ANGUS MACLEOD**
DREUCHD	**OIFIGEAR DRÀMA**

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

Àir.		Raon sa Phlana Pròghraim
Alba Chruthachail - Àrd-amasan **A' toirt aithne do is a' cur sùim ann an sàr obair is daoine a tha feuchainn rudan ùra sna h-ealain, ann am film is telebhisean agus sna gnìomhachasan cruthachail**		
AC3	Taic do dh'obair ùr agus obair a tha feuchainn rudan ùra sna h-ealain Ghàidhlig	
	Dealbh-chluich Nollaig Ùr Sgrìobh mi dealbh-chluich Nollaig ùr san t-Samhain agus stiùirich mi na cleasaichean a chaidh fhastadh air a shon ann an seachdain deasachaidh a chaidh a chumail eadar 21 – 25 Samhain. Thèid an dealbh-chluich air turas nàiseanta eadar 28 Samhain agus 9 Dùbhlachd 2016. **Proiseact Dràma Bhun-sgoil Ghleann Dail** Anns an t-Samhain rinn mi plana leasachaidh airson dealbh-chluich stèidhte air leabhar-chloinne anns am bi sgoilearan Bun-sgoil Ghleann Dail an sàs ann an 2017.	
AC5	Cothroman do luchd-ciùil, luchd-dràma is seinneadairean a bhith leasachadh sgilean sgrìobhaidh ùra tro choimiseanan ùra	
	Meanbh-chuileag Thathar a' rannsachadh cothroman maoineachaidh gus sgrìobhadh ùr a bhrosnachadh a bhiodh freagarrach airson pròiseact tèatar-oideachaidh Meanbh-chuileag ann an 2017 le amas gum bi sgriobt ùr sgrìobht ro dheireadh na bliadhna sgoile 's gun tòisich turas nàisteanta aig deireadh an Lùnastail 2017.	
AC6	A' cur Sgoil Shamhraidh Dràma Ghàidhlig air dòigh	
	Sgoil Shamhraidh na Dràma 2017 Tha mi a' stiùireadh an Sgoil Shamhraidh Dràma, sgoil chòmhnaidh a bhios a' gabhail àite turas gach bliadhna. Thèid ceisteachan a sgaoileadh air compàirtichean na Sgoile, sgoilearan àrd-sgoile agus pàrantan ro dheireadh na bliadhna gus faicinn mar a ghabhadh an Sgoil a leasachadh ann an 2017. Thathar an dùil cinn latha na Sgoile fhoillseachadh ro dheireadh an bliadhna.	
Tha cothrom aig a h-uile duine pàirt a ghabhail ann is tlachd fhaighinn às na h-ealain is nithean cruthachail		
AC11	Bùithtean-obrach is prògraman le Meanbh-Chuileag (tro mheadhan na Gàidhlig no a tha ag èirigh às a' Ghàidhlig)	
	Meanbh-chuileag – *Le Meas* As dèidh 5 làithean deasachaidh eadar 22 agus 26 Lùnastal, thòisich turas nàiseanta de *Le Meas* air 29 Lùnastal, dealbh-chluich Gàidhlig a chaidh a riochdachadh tron phròiseact thèatar oideachaidh Meanbh-chuileag. Chaidh an dealbh-chluich air turas timcheall bun-sgoiltean le roinnean Gàidhlig 's tha e ag amas air sgoilearan ann an ceann shuas na bun-sgoile. Chaidh an turas a roinn ann an dà leth 's mhair gach leth 3 seachdain. Chaidh a' chiad earrann a chumail eadar 29 Lùnastal agus 16 Sultain. Bha an cuairt tron Ghàidhealtachd mar phàirt den chlàr-ama de thachartasan sgoile a bh'aig Fèis Blas. Ghabh an dàrna earrann àite eadar 24 Dàmhair agus 11 Samhain. Chaidh an dealbh-chluich a thaisbeanadh 50 turas agus chunnaic corr is 1554 sgoilear an dealbh-chluich. Chaidh na cleasaichean Beth Frieden agus Catriona NicNeacail a tha fileanta sa Ghàidhlig fhastadh gus an dealbh-chluich a lìbhreagadh.	
AC12	Obair Ghàidhlig aig na Fèisean le Sgioba-G	
	Tha mi a' toirt taic do dh' oifigearan leasachaidh a thaobh a bhith ag ullachadh goireasan airson cur-seachadan Sgioba G agus stiùir do luchd-stiùiridh Sgioba G. Luchd-oide Fèisgoil / Luchd-stiùiridh Sgioba G – Thathar a' leasachadh làithean trèanaidh ag amas air oileanaich fileanta sa Ghàidhlig. Thathar a' beachdachadh air sreath de chinn-latha aig colaistean/ oilthaighean air feadh na dùthcha far an gabhadh làithean-trèanaidh a chumail.	
AC13	A' stèidheachadh agus a' toirt sreath de thachartasan ealain Ghàidhlig gu buil airson clann nan tràth-bhliadhnaichean ann am foghlam Gàidhlig, a' gabhail a-steach ceòl, òrain, dràma agus pupaidean	

	Hùb Hàb – Dealbh-chluich ùr A' leantainn air an t-soirbheachas le Hùb Hàb air Ghleus am bliadhna, thathar an dealbh-chluich ùr a leasachadh sa bhliadhna ùr a thèid air turas nàiseanta.
Thèid cruth-atharrachadh a thoirt air àiteachan is beatha dhaoine tro mhac-meanmna dhaoine, àrd-amasan agus tuigse air na e an comas do dhaoine a chruthachadh	
AC20	Cothroman air tachartasan còmhnaidheach, leis na h-ealain Ghàidhlig agus le cur-seachadan ann an coimhearsnachdan, air an cumail ann an Gàidhlig
	Sgoil Shamhraidh na Dràma 2017 Tha mi a' stiùireadh an Sgoil Shamhraidh Dràma, sgoil chòmhnaidh a bhios a' gabhail àite turas gach bliadhna. Thèid ceisteachan a sgaoileadh air compàirtichean na Sgoile, sgoilearan àrd-sgoile agus pàrantan ro dheireadh na bliadhna gus faicinn mar a ghabhadh an Sgoil a leasachadh ann an 2017. Thathar an dùil cinn latha na Sgoile fhoillseachadh ro dheireadh an bliadhna.
Thèid beachdan-smaoin a chur an gnìomh le caochladh luchd-obrach is cheannardan sgileil a nì obair ann an co-cheangail ri chèile	
AC25	Trèanadh cunbhalach do luchd-obrach Fèisean nan Gàidheal is nam Fèisean fhèin
	Bha mi an làthair aig là trèanaidh stèidhte air gràmar na Gàidhlig a bh'air a lìbhreagadh le Iain MacIlleChiar air 07 Samhain 2016.
Tha Alba na dùthaich shònraichte, chruthachail aig a bheil ceanglaichean ris an t-saoghal	
AC32	A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan
	Obair leantainneach ann a bhith a' foillseachadh pìosan naidheachd mu obair Fèisean nan Gàidheal, Fèisgoil agus pròiseactan dràma air làrach lìn Fèisean nan Gàidheal aig **www.feisean.org** A' cruthachadh sgeulachdan agus brathan-naidheachd airson duilleag Facebook Fèisean nan Gàidheal Aig **www.facebook.com/feisean** A' foillseachadh naidheachdan tron chunntas twitter aig Fèisean nan Gàidheal **@FNGaidheal** A' deasachadh fiolmaichean goirid ceangailte ri obair Fèisean nan Gàidheal 's gan taisbeanadh air an t-sianail YouTube againn aig **www.youtube.com/feiseannangaidheal** A' taisbeanadh agus a' cumail tasglann de obair na Sgoile Samhraidh Dràma thar nam bliadhnaichean air Vimeo aig **www.vimeo.com/feiseannangaidheal** A' taisbeanadh agus a' cumail tasglann den obair aig Fèisean nan Gàidheal, an Sgoil Shamhraidh Dhràma agus pròiseactan eile air Flickr aig **www.flickr.com/feiseannangaidheal** A' taisbeanadh agus a' cumail tasglann den obair aig Fèisean nan Gàidheal, an Sgoil Shamhraidh Dhràma agus pròiseactan eile air Instagram aig **www.instagram.com/fngaidheal/**
Alba Chruthachail – Cuspairean Co-cheangailte **Ionnsachadh cruthachail: Tha sinn airson a bhith nar buidheann ionnsachaidh agus feadhainn eile a bhrosnachadh gu bhith mar an ceudna. Tha cruaidh fheum air ionnsachadh ma tha ginealaichean ùra gu bhith uidheamaichte gus togail air na tha soirbheachadh an-diugh agus gus obair innleachdach ùr a chruthachadh iad fhèin.**	
AC33	Trèanadh cunbhalach ann an sgilean teagaisg do dh'oidean a leigeas leotha gluasad suas ìrean
	Luchd-oide Fèisgoil / Luchd-stiùiridh Sgioba G – Thathar a' leasachadh làithean trèanaidh ag amas air oileanaich fileanta sa Ghàidhlig. Thathar a' beachdachadh air sreath de chinn-latha aig colaistean/ oilthaighean air feadh na dùthcha far an gabhadh làithean-trèanaidh a chumail Tha Fèisean nan Gàidheal a' toirt seachad cothroman cosnaidh do chleasaichean le Gàidhlig 's cothrom aca sgilean ùra leasachadh tro na pròiseactan tèatar-oideachaidh 'Meanbh-chuileag', 'Hùb Hàb' agus an dealbh-chluich Nollaig againn. Bha mi an làthair aig là trèanaidh mu gràmar na Gàidhlig le Iain MacIlleChiar air 07 Samhain 2016.
AC36	A' toirt trèanadh ann an sgilean cleasachd do dhaoine òga
	• Fhuair 10 deugairean sgilean ùra gus dealbhan-cluiche a leasachadh agus cothrom gan taisbeanadh tro Fhèis Thèatar Òigridh Ghàidhlig a chaidh a chumail aig Eden Court air Diciadain 5 Dàmhair 2016.

	• Tha cleasaichean òga a' faighinn cothroman-obrach tron dealbh-chluich Nollaig againn. Chaidh ceithrear chleasaichean òga fhastadh airson an dealbh-chluich Nollaig 'Hansel & Gretel agus Fèill Mhòr na Fuine a thèid air turas nàiseanta eadar 28/11/16 agus 9/12/16.	
AC41	Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan	
	Sgoil Shamhraidh na Dràma 2017 Tha mi a' stiùireadh an Sgoil Shamhraidh Dràma, sgoil chòmhnaidh a bhios a' gabhail àite turas gach bliadhna. Thèid ceisteachan a sgaoileadh air compàirtichean na Sgoile, sgoilearan àrd-sgoile agus pàrantan ro dheireadh na bliadhna gus faicinn mar a ghabhadh an Sgoil a leasachadh ann an 2017. Thathar an dùil cinn latha na Sgoile fhoillseachadh ro dheireadh an bliadhna.	
Àrainneachd: Is e atharrachadh gnàth-shìde aon de na dùbhlain as cudromaiche a th' againn an-diugh. Tha sinn airson dèanamh cinnteach gum bi sinn ag obair ann an dòigh cho seasmhach 's a ghabhas agus gum bi gnìomhachasan nan ealan, sgriona agus cruthachail ann an Alba a' dèanamh an nì cheudna.		
AC45	A' clàradh Sgaoilidhean Carbon bho thòiseach Bliadhna 1 den Mhaoineachadh Chunbhalach (Giblean 2015)	
	Tha mi a' cumail clàr de sgaoilidhean carbon ann am foirmean-iarrtais airson cosgaisean.	
AC46	A' dèanamh cinnteach gu bheil tachartasan gu leòr a' tachairt ann an sgìrean ionadail feuch nach fheum daoine uiread siubhail a dhèanamh gus a dhol gu tachartas math	
	Tha cuairt an dealbh-chluich Nollaig a toirt cothrom don àireamh as motha de sgoilearan 's bun-sgoiltean taobh a-staigh na deich làitihean a bhios i air an rathad. Am bliadhna thèid an dealbh-chluich a thaisbeanadh do sgoiltean ann an Leòdhas agus na Hearadh agus thèid taisbeanadh poblach a chumail aig an Ironworks ann an Inbhir Nis air Diardaoin 8 Dùbhlachd.	
Didseatach: Tha teicneòlas didseatach a' toirt dhuinn cothroman inntinneach a thaobh a bhith cruthachadh agus an lùib a' chomainn-shòisealta agus eaconamaidh na h-Alba		
AC47	A' sgaoileadh naidheachdan tro ar làrach-lìn, na meadhanan agus le cuairt-litrichean didseatach gu cunbhalach	
	Obair leantainneach ann a bhith a' foillseachadh pìosan naidheachd mu obair Fèisean nan Gàidheal, Fèisgoil agus pròiseactan dràma air làrach lìn Fèisean nan Gàidheal aig **www.feisean.org** A' cruthachadh sgeulachdan agus brathan-naidheachd airson duilleag Facebook Fèisean nan Gàidheal Aig **www.facebook.com/feisean** A' foillseachadh naidheachdan tron chunntas twitter aig Fèisean nan Gàidheal **@FNGaidheal** A' deasachadh fiolmaichean goirid ceangailte ri obair Fèisean nan Gàidheal 's gan taisbeanadh air an t-sianail YouTube againn aig **www.youtube.com/feiseannangaidheal** A' taisbeanadh agus a' cumail tasglann de obair na Sgoile Samhraidh Dràma thar nam bliadhnaichean air Vimeo aig **www.vimeo.com/feiseannangaidheal** A' taisbeanadh agus a' cumail tasglann den obair aig Fèisean nan Gàidheal, an Sgoil Shamhraidh Dhràma agus pròiseactan eile air Flickr aig **www.flickr.com/feiseannangaidheal** A' taisbeanadh agus a' cumail tasglann den obair aig Fèisean nan Gàidheal, an Sgoil Shamhraidh Dhràma agus pròiseactan eile air Instagram aig **www.instagram.com/fngaidheal/**	
AC51	A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan	
	Obair leantainneach ann a bhith a' foillseachadh pìosan naidheachd mu obair Fèisean nan Gàidheal, Fèisgoil agus pròiseactan dràma air làrach lìn Fèisean nan Gàidheal aig **www.feisean.org** A' cruthachadh sgeulachdan agus brathan-naidheachd airson duilleag Facebook Fèisean nan Gàidheal Aig **www.facebook.com/feisean** A' foillseachadh naidheachdan tron chunntas twitter aig Fèisean nan Gàidheal **@FNGaidheal** A' deasachadh fiolmaichean goirid ceangailte ri obair Fèisean nan Gàidheal 's gan taisbeanadh air an t-sianail YouTube againn aig **www.youtube.com/feiseannangaidheal**	

	A’ taisbeanadh agus a’ cumail tasglann de obair na Sgoile Samhraidh Dràma thar nam bliadhnaichean air Vimeo aig **www.vimeo.com/feiseannangaidheal** A’ taisbeanadh agus a’ cumail tasglann den obair aig Fèisean nan Gàidheal, an Sgoil Shamhraidh Dhràma agus pròiseactan eile air Flickr aig **www.flickr.com/feiseannangaidheal** A’ taisbeanadh agus a’ cumail tasglann den obair aig Fèisean nan Gàidheal, an Sgoil Shamhraidh Dhràma agus pròiseactan eile air Instagram aig **www.instagram.com/fngaidheal/**
Builean Iomairt na Gàidhealtachd is nan Eilean	
A’ Toirt Ealain is Cultar na Gàidhlig air Adhart an Lùib Oideachadh Cruthachail/na seirbheis Fèisgoil	
InG1	A’ sanasachd Fèisgoil mar sheirbheis iomlan a tha tabhann cothrom air ionnsachadh cruthachail tro dhiofar sheòrsaichean ealain
	Sgoil Shamhraidh na Dràma 2017 Tha mi a’ stiùireadh an Sgoil Shamhraidh Dràma, sgoil chòmhnaidh a bhios a’ gabhail àite turas gach bliadhna. Thèid ceisteachan a sgaoileadh air compàirtichean na Sgoile, sgoilearan àrd-sgoile agus pàrantan ro dheireadh na bliadhna gus faicinn mar a ghabhadh an Sgoil a leasachadh ann an 2017. Thathar an dùil cinn latha na Sgoile fhoillseachadh ro dheireadh na bliadhna. **Fèis Thèatar Òigridh Ghàidhlig** Tron *Maoin Leasachadh Dràma na Gàidhlig* aig Bòrd na Gàidhlig, tha Fèisean nan Gàidheal agus Eden Court ag obair còmhla gus cothroman a bharrachd a thoirt do sgoilearan àrd-sgoile le Gàidhlig air a’ Ghàidhealtachd sgilean dràma ionnsachadh agus taisbeanaidhean dràma a dhèanamh tro mheadhan na Gàidhlig. Fhuair compairtichean ann an 2016 cothrom pàirt a ghabhail aig Fèis Thèatar Òigridh Ghàidhlig a ghabh àite aig Eden Court ann an Inbhir Nis air Diciadain 5 Dàmhair 2016. Dh’obraich mi le dà bhuidheann de dheugairean à Acadamaidh Rìoghail Bhaile Dhubhthaich agus Acadamaidh Inbhir Pheofharain a’ lìbhreagadh bùthan-obrach leasachaidh turas gach seachdain re a’ phròiseict.
InG2	A’ leudachadh phrògraman de sheirbheisean Gàidhlig ann an sgoiltean, a’ gabhail a-steach tachartasan ealain Ghàidhlig aig ìre nan tràth-bhliadhnaichean agus ann an coimhearsnachdan
	Hùb Hàb – Dealbh-chluich ùr A’ leantainn air an t-soirbheachas le Hùb Hàb air Ghleus am bliadhna, thathar an dealbh-chluich ùr a leasachadh sa bhliadhna ùr a thèid air turas nàiseanta ann an 2017.
InG3	Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan
	Sgoil Shamhraidh na Dràma 2017 Tha mi a’ stiùireadh an Sgoil Shamhraidh Dhràma, sgoil chòmhnaidh a bhios a’ gabhail àite turas gach bliadhna. Tha luchd-oide agus luchd-aire le Gàidhlig air am fastadh gus teagasg agus taic a thoirt do chom-pàirtichean na Sgoile. Thèid ceisteachan a sgaoileadh air compàirtichean na Sgoile, sgoilearan àrd-sgoile agus pàrantan ro dheireadh na bliadhna gus faicinn mar a ghabhadh an Sgoil a leasachadh ann an 2017. Thathar an dùil cinn latha na Sgoile fhoillseachadh ro dheireadh na bliadhna.
A’ Leasachadh Sgilean is Thàlantan / obraichean do dh’òigridh	
InG12	A’ toirt trèanadh ann an sgilean cleasachd do dhaoine òga
	Sgoil Shamhraidh na Dràma 2017 Tha mi a’ stiùireadh an Sgoil Shamhraidh Dhràma, sgoil chòmhnaidh a bhios a’ gabhail àite turas gach bliadhna. Tha luchd-oide agus luchd-aire le Gàidhlig air am fastadh gus teagasg agus taic a thoirt do chom-pàirtichean na Sgoile. Thèid ceisteachan a sgaoileadh air compàirtichean na Sgoile, sgoilearan àrd-sgoile agus pàrantan ro dheireadh na bliadhna gus faicinn mar a ghabhadh an Sgoil a leasachadh ann an 2017. Thathar an dùil cinn latha na Sgoile fhoillseachadh ro dheireadh na bliadhna. **Fèis Thèatar Òigridh Ghàidhlig** Tron *Maoin Leasachadh Dràma na Gàidhlig* aig Bòrd na Gàidhlig, tha Fèisean nan Gàidheal agus Eden Court ag obair còmhla gus cothroman a bharrachd a thoirt do sgoilearan àrd-sgoile le Gàidhlig air a’

	Ghàidhealtachd sgilean dràma ionnsachadh agus taisbeanaidhean dràma a dhèanamh tro mheadhan na Gàidhlig. Fhuair compairtichean ann an 2016 cothrom pàirt a ghabhail aig Fèis Thèatar Òigridh Ghàidhlig a ghabh àite aig Eden Court ann an Inbhir Nis air Diciadain 5 Dàmhair 2016. Dh'obraich mi le dà bhuidheann de dheugairean à Acadamaidh Rìoghail Bhaile Dhubhthaich agus Acadamaidh Inbhir Pheofharain a' lìbhreagadh bùthan-obrach leasachaidh turas gach seachdain re a' phròiseict.	
InG15	A' toirt cothroman trèanaidh eile do luchd-obrach is oidean nam Fèisean agus do dhaoine a ghabhas pàirt sna Fèisean	
	Bha mi an làthair aig là trèanaidh mu gràmar na Gàidhlig le Iain MacIlleChiar air 07 Samhain 2016.	
A' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca/turasachd chultarach		
InG18	Sgoil Shamhraidh Dràma Ghàidhlig a thèid a chumail gach bliadhna	
	Sgoil Shamhraidh na Dràma 2017 Tha mi a' stiùireadh an Sgoil Shamhraidh Dhràma, sgoil chòmhnaidh a bhios a' gabhail àite turas gach bliadhna. Tha luchd-oide agus luchd-aire le Gàidhlig air am fastadh gus teagasg agus taic a thoirt do chom-pàirtichean na Sgoile. Thèid ceisteachan a sgaoileadh air compàirtichean na Sgoile, sgoilearan àrd-sgoile agus pàrantan ro dheireadh na bliadhna gus faicinn mar a ghabhadh an Sgoil a leasachadh ann an 2017. Thathar an dùil cinn latha na Sgoile fhoillseachadh ro dheireadh na bliadhna.	
InG19	Cothroman air tachartasan còmhnaidheach far am bi daoine a' dol an sàs sna h-ealain Ghàidhlig agus tachartasan coimhearsnachd a bhios air an cumail ann an Gàidhlig	
	Sgoil Shamhraidh na Dràma 2017 Tha mi a' stiùireadh an Sgoil Shamhraidh Dhràma, sgoil chòmhnaidh a bhios a' gabhail àite turas gach bliadhna. Tha luchd-oide agus luchd-aire le Gàidhlig air am fastadh gus teagasg agus taic a thoirt do chom-pàirtichean na Sgoile. Thèid ceisteachan a sgaoileadh air compàirtichean na Sgoile, sgoilearan àrd-sgoile agus pàrantan ro dheireadh na bliadhna gus faicinn mar a ghabhadh an Sgoil a leasachadh ann an 2017. Thathar an dùil cinn latha na Sgoile fhoillseachadh ro dheireadh na bliadhna.	
Builean Bhòrd na Gàidhlig		
BnG5	Taic do 44 Fèisean air feadh Alba, le tabhartasan, trèanadh, àrachas, ionnsramaidean ciùil agus sgilean Gàidhlig ro 31.03.17	
	Tha mi a' toirt taic do dh' oifigearan leasachaidh a thaobh a bhith ag ullachadh goireasan airson cur-seachadan Sgioba G agus stiùir do luchd-stiùiridh Sgioba G. Luchd-oide Fèisgoil / Luchd-stiùiridh Sgioba G – Thathar a' leasachadh làithean trèanaidh ag amas air oileanaich fileanta sa Ghàidhlig. Thathar a' beachdachadh air sreath de chinn-latha aig colaistean/ oilthaighean air feadh na dùthcha far an gabhadh làithean-trèanaidh a chumail.	
BnG7	Thèid panto Gàidhlig air chuairt a' tadhal air co-dhiù sia sgìrean ro 31.03.17	
	Sgrìobhaidh mi sgriobt airson dealbh-chluich Nollaig na bliadhna sa don ainm Hansel agus Gretel agus Fèill Mhòr na Fuine. Chaidh sgioba de cheathrar fhastadh gus cleasachd a dhèanamh anns an dealbh-chluich; Iain Beggs, Calum Dòmhnallach, MJ Deans agus Debbie NicAoidh. Thug mi stiùireadh dhaibh rè còig làithean deasachaidh aig deireadh na Samhna eadar 21 agus 25 Samhain agus thèid turas nàiseanta a mhaireas ceala deug a chumail eadar 28 Samhain agus 9 Dùbhlachd 2016. Am bliadhna bidh an turas a' tadhal air bun-sgoiltean ann an Leòdhas agus na Hearadh a tha cumail ris a' phlana turas bhliadhnail a bheireas cothrom do na sgoiltean Gàidhlig uile ga fhaicinn thairis air trì bliadhna.	
BnG8	80 bùth-obrach dràma Ghàidhlig a lìbhrigeadh ann an coimhearsnachdan air feadh Alba ro 31.03.17	
	Meanbh-chuileag – *Le Meas* As dèidh 5 làithean deasachaidh eadar 22 agus 26 Lùnastal, thòisich turas nàiseanta de *Le Meas* air 29 Lùnastal, dealbh-chluich Gàidhlig a chaidh a riochdachadh tron phròiseact thèatar oideachaidh Meanbh-chuileag. Chaidh an dealbh-chluich air turas timcheall bun-sgoiltean le roinnean Gàidhlig 's tha e ag amas air sgoilearan ann an ceann shuas na bun-sgoile. Chaidh an turas a roinn ann an dà leth 's mhair gach leth 3 seachdain. Chaidh a' chiad earrann a chumail eadar 29 Lùnastal agus 16 Sultain. Bha an cuairt tron Ghàidhealtachd mar phàirt den chlàr-ama de thachartasan sgoile a bh'aig Fèis Blas. Ghabh an dàrna earrann àite eadar 24 Dàmhair agus 11 Samhain. Chaidh an dealbh-chluich a	

	thaisbeanadh 50 turas agus chunnaic corr is 1554 sgoilear an dealbh-chluich. Chaidh na cleasaichean Beth Frieden agus Catriona NicNeacail a tha fileanta sa Ghàidhlig fhastadh gus an dealbh-chluich a lìbhreagadh. **Hùb Hàb – Dealbh-chluich ùr** A' leantainn air an t-soirbheachas le Hùb Hàb air Ghleus am bliadhna, thathar an dealbh-chluich ùr a leasachadh sa bhliadhna ùr a thèid air turas nàiseanta ann an 2017. **Fèis Thèatar Òigridh Ghàidhlig** Tron *Maoin Leasachadh Dràma na Gàidhlig* aig Bòrd na Gàidhlig, tha Fèisean nan Gàidheal agus Eden Court ag obair còmhla gus cothroman a bharrachd a thoirt do sgoilearan àrd-sgoile le Gàidhlig air a' Ghàidhealtachd sgilean dràma ionnsachadh agus taisbeanaidhean dràma a dhèanamh tro mheadhan na Gàidhlig. Fhuair compairtichean ann an 2016 cothrom pàirt a ghabhail aig Fèis Thèatar Òigridh Ghàidhlig a ghabh àite aig Eden Court ann an Inbhir Nis air Diciadain 5 Dàmhair 2016. Dh'obraich mi le dà bhuidheann de dheugairean à Acadamaidh Rìoghail Bhaile Dhubhthaich agus Acadamaidh Inbhir Pheofharain a' lìbhreagadh bùthan-obrach leasachaidh turas gach seachdain re a' phròiseict. Lìbhrig mi 18 x bùthan-obrach / seiseanan deasachaidh do na buidhnean seo agus chosg mi dà latha slàn ag obair còmhla riutha aig Eden Court gan ullachadh airson na taisbenaidhean aca air Diciadain 5 Dàmhair.
BnG9	Thèid co-dhiù 3 buidhnean dràma òigridh airson clann àrd-sgoile a stèidheachadh ann an co-bhuinn ri buidheann eile ro 31.03.16. Tha ceangal aig seo ri cùmhnant com-pàirteach a th' againn le Eden Court mar phàirt den Lìonra Dràma.
	Fèis Thèatar Òigridh Ghàidhlig Tron *Maoin Leasachadh Dràma na Gàidhlig* aig Bòrd na Gàidhlig, tha Fèisean nan Gàidheal agus Eden Court ag obair còmhla gus cothroman a bharrachd a thoirt do sgoilearan àrd-sgoile le Gàidhlig air a' Ghàidhealtachd sgilean dràma ionnsachadh agus taisbeanaidhean dràma a dhèanamh tro mheadhan na Gàidhlig. Fhuair compairtichean ann an 2016 cothrom pàirt a ghabhail aig Fèis Thèatar Òigridh Ghàidhlig a ghabh àite aig Eden Court ann an Inbhir Nis air Diciadain 5 Dàmhair 2016. Dh'obraich mi le dà bhuidheann de dheugairean à Acadamaidh Rìoghail Bhaile Dhubhthaich agus Acadamaidh Inbhir Pheofharain a' lìbhreagadh bùthan-obrach leasachaidh turas gach seachdain re a' phròiseict. Ghabh 4 buidhnean agus 18 deugairean pàirt ann an latha taisbeanaidh na Fèise. Bha buidheann stèidhte ann an Inbhir Nis fo stiùir Eden Court Chruthachail agus buidheann steidhte aig Sgoil Ghàidhlig Ghlaschu a' gabhail pàirt san Fhèis cuideachd.
BnG10	Cuairt le dràma Ghàidhlig a mhaireas 6 seachdainean timcheall sgoiltean Gàidhlig ro 31.03.17
	Meanbh-chuileag – *Le Meas* As dèidh 5 làithean deasachaidh eadar 22 agus 26 Lùnastal, thòisich turas nàiseanta de *Le Meas* air 29 Lùnastal, dealbh-chluich Gàidhlig a chaidh a riochdachadh tron phròiseact thèatar oideachaidh Meanbh-chuileag. Chaidh an dealbh-chluich air turas timcheall bun-sgoiltean le roinnean Gàidhlig 's bha e ag amas air sgoilearan ann an ceann shuas na bun-sgoile. Chaidh an turas a roinn ann an dà leth 's mhair gach leth 3 seachdain. Chaidh a' chiad earrann a chumail eadar 29 Lùnastal agus 16 Sultain. Bha an cuairt tron Ghàidhealtachd mar phàirt den chlàr-ama de thachartasan sgoile a bh'aig Fèis Blas. Ghabh an dàrna earrann àite eadar 24 Dàmhair agus 11 Samhain. Chaidh an dealbh-chluich a thaisbeanadh 50 turas agus chunnaic corr is 1554 sgoilear an dealbh-chluich. Chaidh na cleasaichean Beth Frieden agus Catriona NicNeacail, a tha fileanta sa Ghàidhlig, fhastadh gus an dealbh-chluich a lìbhreagadh.
BnG16	Na amas gum bi 15 duine aois 14-18 a' gabhail pàirt ann an Sgoil Shamhraidh na Dràma ann an 2017
	Ann an 2016 bha 11 compàirtiche aig Sgoil Shamhraidh na Dràma. Ro dheireadh na bliadhna, thèid ceisteachan a sgaoileadh air compàirtichean na Sgoile, sgoilearan àrd-sgoile agus pàrantan gus faicinn mar a ghabhadh an Sgoil a leasachadh ann an 2017.

	Ro dheireadh na bliadhna 2016, gheibh àrd-sgoiltean le roinnean Gàidhlig, film agus postair ga sanasachd agus taisbeanadh le tuilleadh fiosrachaidh mun Sgoil Shamhraidh Dràma. Thèid Sgoil Shamhraidh na Dràma a shanasachd air làrach-lìn Fèisean nan Gàidheal agus tro na cunntasan FnG a leanas: YouTube, Instagram, Facebook, Twitter agus Instagram.
BnG22	Ag aithneachadh taic a' Bhùird an lùib gach pròiseact, le fianais as ùr gach ràithe
	Bha sanasachd airson Fèis Thèatar Òigridh Ghàidhlig 2016 a chaidh a' riochdachadh ann an co-bhonn le Eden Court Chruthachail a' toirt aithne do Bòrd na Gàidhlig. Chaidh aithne a thoirt do Bhòrd na Gàidhlig ann am fios naidheachd mun dealbh-chluich Meanbh-chuileag *Le Meas* san t-Sultain agus san t-Samhain. Aig deireadh na Samhna chaidh aithne a thoirt do Bòrd na Gàidhlig ann am fios naidheachd mun dealbh-chluich Nollaig Hansel agus Gretel agus Fèill Mhòr na Fuine.

AINM	**RACHEL HARRIS**			
DREUCHD	**ÀRD-OIFIGEAR LEASACHAIDH (Fòrladh Màthaireil)**			
Taic do is ag Adhartachadh nam Fèisean	**A' Leasachadh Sgilean is Thàlantan**	**Ag Adhartachadh Ealain is Cultar na Gàidhlig an Lùib Oideachadh Cruthachail**	**A' Tarraing Luchd-èisteachd is a' Leudachadh nan Àireamhan aca**	**Riaghladh is Luchd-obrach**

Àir.		**Raon sa Phlana Pròghraim**
Alba Chruthachail - Àrd-amasan **A' toirt aithne do is a' cur sùim ann an sàr obair is daoine a tha feuchainn rudan ùra sna h-ealain, ann am film is telebhisean agus sna gnìomhachasan cruthachail**		
AC1	Maoineachadh airson leasachaidhean ùra tro Mhaoin Leasachaidh nam Fèisean	
	Bidh mi a' conaltradh gu cunbhalach leis na fèisean agam gus cumail suas ris na leasachaidhean as ùire aca, gam brosnachadh agus a' toirt taic seachad le iarrtasan dhan Sgeama Leasachaidh mar a tha iomchaidh.	
AC2	Taic ro-innleachdail do dh'Fhèisean a tha airson an obair aca a leudachadh agus a tha airson pròram obrach fad na bliadhna a chur air chois	
	Bidh mi a' toirt taic leantainnich dha na 13 fèisean sa roinn agam le planadh air adhart agus planadh ionmhasail gus an tèid aca an obair aca a chumail a' dol agus a leasachadh, m.e às dèidh iarrtais shoirbheachail dhan SSE tha mi toirt taic ri Fèis air an Oir gus tachartas còmhnaidh do dheugairean a leasachadh a' leantainn air pìleat a chùm iad san Dàmhair 2015. Bidh mi cuideachd a' toirt taic dhan h-uile fèis le iarrtasan gu Sgeama Tabhartas Fèisean nan Gàidheal bhon Dubhlachd gu deireadh an Fhaoillich 2017, a' gabhail a-staigh taic le buidseatan agus planadh air adhart airson na bliadhna ionmhasail 2017-18. Tha mi cuideachd a' dèanamh lèirmheas air planaichean leasachaidh nam fèis, is mar phàirt den sgeama tabhartas bheir mi taic dha na fèisean agam gus na planaichean aca a sgrùdadh agus ùrachadh airson 2017-18.	
AC3	Taic do dh'obair ùr agus obair a tha feuchainn rudan ùra sna h-ealain Ghàidhlig	
	Bheir mi taic dha co-obraichean leis an obair seo mar a bhios iomchaidh.	
AC4	Taic do bhith sgrìobhadh òrain Ghàidhlig ùra	
	Bheir mi taic dha co-obraichean leis an obair seo mar a bhios iomchaidh.	
AC5	Cothroman do luchd-ciùil, luchd-dràma is seinneadairean a bhith leasachadh sgilean sgrìobhaidh ùra tro choimiseanan ùra	
	Bheir mi taic dha co-obraichean leis an obair seo mar a bhios iomchaidh.	
AC6	A' cur Sgoil Shamhraidh Dràma Ghàidhlig air dòigh	
	/	
Tha cothrom aig a h-uile duine pàirt a ghabhail ann is tlachd fhaighinn às na h-ealain is nithean cruthachail		
AC7	Barrachd maoineachadh cunbhalach do dh'obair nam Fèisean tro Sgeama Thabhartasan nam Fèisean a leigeas leinn pàigheadh a thoirt do dh'oidean a tha cho faisg 's as urrainn air na h-ìrean a tha Aonadh an Luchd-chiùil a' moladh	
	Bidh mi moladh ìrean Aonadh an Lichd-ciùil a chleachdadh cho mòr 's as urrainn aig coinneamhan planaidh agus ann an conlatradh le fèisean.	

AC8	A’ toirt cothrom an-asgaidh do na Fèisean air ionnstramaidean ciùil bho ar Stòras Ionnsramaidean Ciùil	
	Tha mi tric a’ cuideachadh nam fèis agam ann a bhith a’ faotainn iasad ionnsramaid bho bhanca Fèisean nan Gàidheal.	
AC9	A’ stiùireadh sgeama PVG bho ar prìomh oifisean gus dèanamh cinnteach gu bheil dìon ga dhèanamh air clann is inbhich a tha feumach air an dìon	
	Tha mi toirt taice leantainniche dhan sgeama PVG againn gus dèanamh cinnteach gu bheil na fèisean uilig air na tachartasan aca a chur air dòigh le dìon iomchaidh dha chloinn agus inbhich so-leonte.	
AC10	A’ toirt taic ionmhasail seachad gus dèanamh cinnteach gum bi cothrom aig daoine, le feumalachdan taice a bharrachd, air tachartasan	
	Tha mi dèanamh cinnteach gu bheil na fèisean uilig eòlach air a’ phoilieasaidh againn air Co-ionnanachd Chothroman is fhios aca gu bheil taic-airgid ri fhaotainn gus tacsa a bharrachd a chur air dòigh dha com-pàirtichean ma dh’ fheumar, m.e. Fèis Chataibh as t-Samhain 2016.	
AC11	Bùiththean-obrach is pròg raman le Meanbh-Chuileag (tro mheadhan na Gàidhlig no a tha ag èirigh às a’ Ghàidhlig)	
	/	
AC12	Obair Ghàidhlig aig na Fèisean le Sgioba-G	
	Bidh mi a’ brosnachadh a h-uile fèis agam gus feum a dhèanamh de Sgioba-G aig na tachartasan aca cho tric ‘s a ghabhas.	
AC13	A’ stèidheachadh agus a’ toirt sreath de thachartasan ealain Ghàidhlig gu buil airson clann nan tràth-bhliadhnaichean ann am foghlam Gàidhlig, a’ gabhail a-steach ceòl, òrain, dràma agus pupaidean	
	/	
AC14	A’ cumail a’ toirt taic do chuirmean Fhèisean ionadail	
	Bidh mi a’ cur taic ri cuirmean nam fèis le bhith a’ tairgse cuideachaidh le co-òrdanachadh agus le sanasachd. Far an gabh a dhèanamh thèid mi gu cuirmean nam fèis is mi a’ togail dealbhan is bhideothan.	
AC15	Ma bhios maoineachadh ann, stiùiridh sinn Sgeama Thabhartasan Beaga airson nan Ealain Traidiseanta	
	/	
Thèid cruth-atharrachadh a thoirt air àiteachan is beatha dhaoine tro mhac-meanmna dhaoine, àrd-amasan agus tuigse air na e an comas do dhaoine a chruthachadh		
AC16	A’ cumail a’ toirt taic do luchd-eagrachaidh ionadail tro Uairean Bliadhnail mar phàirt de Sgeama Thabhartasan nam Fèisean	
	Bidh mi a’ toirt taic ro-innleachdail dha luchd-eagrachaidh ionadail gus iarrtasan agus tagraidhean a chur a-staigh airson obair rianachd fo Sgeama Thabhartasan nam Fèisean. Bhon Dùbhlachd dhan Fhaoilleach bidh mi a’ cuideachadh nam fèisean agam gus na h-uairean rianachd aca a thomhas mu choinneamh nan iarrtasan aca dhan Sgeama Thabhartas.	
AC17	Taic do bhuidhnean coimhearsnachd a tha ag iarraidh Fèisean ùra a stèidheachadh	
	Cumaidh mi orm ag obair leis an fhèis ùr am Pàislig is iad a’ leasachadh na fèise aca airson na dàrna bliadhna.	
AC18	A’ dol an sàs mar bhuidheann chom-pàirteach ann an obair Chom-pàirteachas Ealain Òigridh na Gàidhealtachd	
	Leis gu bheil Nicola Simpson air falbh air fòrladh màthaireil bidh mi a’ dol gu coinneamhan a’ Chom-pàirteachais mar riochdaire Fèisean nan Gàidheal.	
AC19	A’ cur air dòigh agus a’ leasachadh Fèis Bhlas, a’ gabhail a-steach coimisean ùr agus a’ leudachadh na Fèise gu bhith ag obair ann an sgìrean eile	
	Tha mi cumail taice cunbhalaiche le Blas mar a tha iomchaidh.	
AC20	Cothroman air tachartasan còmhnaidheach, leis na h-ealain Ghàidhlig agus le cur-seachadan ann an coimhearsnachdan, air an cumail ann an Gàidhlig	
	Bidh mi a’ brosnachadh nam fèis agam gus cothroman còmhnaidheach a chumail ann an Gàidhlig. (m.e. Fèis air an Oir – faicibh AC2). Tha mi ag obair le Manaidsear Leasachaidh Calum Mac a’Mhaoilein feuch an gabh Fèis nan Òran eile a chumail.	
Thèid beachdan-smaoin a chur an gnìomh le caochladh luchd-obrach is cheannardan sgileil a nì obair ann an co-cheangail ri chèile		
AC21	A’ cumail a’ tairgse taic ro-innleachdail is phragtaigeach tro lìonra de dh’Oifigearan Leasachaidh agus gach oifigear a’ coimhead às dèidh grunn Fhèisean	
	Tha mi a’ cumail taice ro-innleachdaile is pragtaigich ris na 13 fèisean anns an roinn agam. Bidh mi tric ag obair còmhla ris na h-oifigearan leasachaidh eile gus cothroman a bharrachd a leasachadh dha fèisean air feadh na dùthcha. Tha a h-uile fèis a-nisd air plana leasachaidh foirmeil a chur a-staigh gu	

	Fèisean nan Gìadheal a' cleachdadh teamplaid choithcheann agus tha an sgioba leasachadh an-dràsta a' cumail lèirmheas air na planaichean feuch dè an dearbh thaic agus trèanadh a tha a dhìth air na fèisean.	
AC22	A' cruthachadh phoileasaidhean, a bu chòir na Fèisean uile a ghabhail òs làimh, a nì cinnteach gum bi cùisean air an cur air dòigh gu ceart agus gun tèid tachartasan ealain sàr mhath a chumail	
	Tha mi a' frithealadh choinneamahan planaidh nam fèis agam gu cunbhalach gus sàr-chleachdaidhean agus tuigse air na poileasaidhean againn a bhrosnachadh. A bharrachd air seo tha mi cuideachd tric a' cur ghoireasan is i`nnealan air adhart dha mo cho-obraichean, m.e. stuth sanasachd agus foirmichean coitcheann.	
AC23	A' cur àrachas air dòigh gus am bi àrachas aig na Fèisean airson uallaichean poblach is airson gach taobh den obair aca leis na h-ealain	
	Tha a h-uile ball de dh' Fhèisean nan Gàidheal a' faighinn àrachais iomchaidh tron bhuidheann airson gach taobh dhen obair aca anns na h-ealain.	
AC24	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	
	Tha mi tric a' brosnachadh nam fèis agam pàirt a ghabhail ann an trèanadh sam bith a nì feum dhaibh mar luchd-eagrachaidh fèise, m.e. Dìon-chloinne, Sàr Chleachdadh agus Sgilean Chomataidh, Cothroman Co-Ionnanachd. Bidh mi tric a' sgaoileadh fiosrachaidh mu chothroman trèanaidh an dà chuid ionadail agus nàiseanta chun nam fèis is nan co-obraichean agam. Tha teamplaid ùr nam planaichean leasachaidh (faicibh AC21) a' faighneachd air na fèisean na h-iarrtasan-trèanaidh aca ainmeachadh, is mar sin mar phàirt den lèirmheas againn bidh sinn a' sgrùdadh nam feumlachdan aca is a' cur trèanadh air dòigh mar a tha iomchaidh.	
AC25	Trèanadh cunbhalach do luchd-obrach Fèisean nan Gàidheal is nam Fèisean fhèin	
	Faicibh AC24.	
AC26	A' dol an sàs ann an obair chom-pàirteach gus tuilleadh chothroman a thoirt do dhaoine òga adhartas a dhèanamh	
	Chuir sinn fàilte ann an 2015 air OGE Colaisde a' Chaisteil mar luchd-compàirteachaidh leis a' phròiseact dualchais *Fuaran*, agus san Dàmhair 2016 chaidh sinn còmhla dhan fhèis Celtic Colours gus obair na colaiste agus Fhuarain a thaisbeanadh, a' tairgse cothrom proifeiseanta is culturach air leth dhan òigridh a bha an sàs, is cothroman aca a dh' obair còmhla ri buidhnean Gàidhlig agus luchd-ciùil bhon choimhearsnachd. A bharrachd air seo lìbhrig sinn iomlaid ciùil agus cànain ann an co-bhonn le buidheann Chomhaltais ann an Èirinn agus le taic bhon sgeama Colmcille.	
Tha Alba na dùthaich shònraichte, chruthachail aig a bheil ceanglaichean ris an t-saoghal		
AC27	A' cuideachadh nam Fèisean le bhith cur ar Poileasaidh Gàidhlig an gnìomh	
	Bidh mi toirt taice cunbhalaiche dha na fèisean agam air mar a thèid aca Poileasaidh Gàidhlig na buidhne an gnìomh, m.e. le bhith a' cuideachadh le eadar-theangaichean agus stuth margaideachd gus dèanamh cinnnteach gu bheil iad a' cleachdadh an dà chànan co-ionnan ri chèile.	
AC28	Taic do bhith leudachadh an àireamh Chèilidhean air Chuairt as t-samhradh	
	Tha Cèilidhean air Chuairt aig a dhà dhe na fèisean sa roinn agam – Fèis Chataibh agus Fèis Fhoirt. Tha Fèis Phàislig airson Cèilidh air Chuairt a stèidheachadh is tha iad air clas obair-còmhlain do dh'òigridh adhartach a stèidheachadh an cois a' phrògraim ùir aca, is an clas a' dol gach seachdain. Chùm Fèis Phàislig 'Meanbh Chèilidh air Chuairt' tro shaor-làithean na Dàmhair ann an compàirteachais leis na Seiseanan Spree, is iad n dòchas an compàirteachas seo a leasachadh ann an 2017.	
AC29	A' cur air dòigh agus a' leasachadh Fèis Bhlas, a' gabhail a-steach coimisean ùr agus a' leudachadh na Fèise gu bhith ag obair ann an sgìrean eile	
	Bidh mi a' frithealadh choineamhan planaidh Bhlais an àite Nicola Simpson fhad 's a bhios i air falbh air fòrladh màthaireil.	
AC30	A' tagradh gum bi pàirt aig na Fèisean ann an tachartasan nàiseanta agus ann am bliadhnaichean a tha comharrachadh chuspairean sònraichte	
	Bidh mi a' cumail taic ri co-obraichean san t-seagh seo mar a tha iomchaidh.	
AC31	A' gabhail pàirt ann an tachartasan ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh	
	Tha mi air 'Guth nan Gael ' –pròiseact iomlaid eadar Èirinn is Alba - a ghabhail as làimh fhad 's a tha Nicola Simpson air fòrladh. Tha fiolm goirid mun phròiseact gus a bhith deiseil le geàrraidhean mu dheireadh a' dol an-dràsta. Thèid seo fhoillseachadh air loidhne agus a sgaoileadh tro lìonradh Fèisean nan Gàidheal. Thathar and dòchas an compàirteachas leis an Ionad Oirghialla ann an Dùn Dealgan a leasachadh gus cothroman iomlaid ùra a chruthachadh dha daoine òga le Gàidhlig.	

	San Dàmhair 2016 chaidh 4 compàirtichean Fhuarain a-null a Cheap Bhreatainn airson sreath de thaisbeanaidhean ann an co-bhonn le Colaiste a' Chaisteil OGE aig an fhèis eadar-nàiseanta Celtic Colours. Airson aon taisbeanadh bha an sgioba seo ag obair le òigridh bho Fhèis Mhabu, buidheann dràma ionadail Brìgh agus b uidheann de dh'oileanaich bhon RCS an Glaschu. San Fhaoilleach 2017 thèid Fuaran fhoillseachadh aig cuirm-ciùil aig an fhèis Celtic Connections.
AC32	A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan
	Faicibh AC30, AC31, AC35 & AC47.
Alba Chruthachail – Cuspairean Co-cheangailte **Ionnsachadh cruthachail: Tha sinn airson a bhith nar buidheann ionnsachaidh agus feadhainn eile a bhrosnachadh gu bhith mar an ceudna. Tha cruaidh fheum air ionnsachadh ma tha ginealaichean ùra gu bhith uidheamaichte gus togail air na tha soirbheachadh an-diugh agus gus obair innleachdach ùr a chruthachadh iad fhèin.**	
AC33	Trèanadh cunbhalach ann an sgilean teagaisg do dh'oidean a leigeas leotha gluasad suas ìrean
	Bidh mi toirt taice mar tha iomchaidh dha Shona Nic a' Mhaoilinn ann a bhith a' cur trèanadh air dòigh gu luchd-teagaisg nam fèis.
AC34	Trèanadh cunbhalach ann an sgilean Gàidhlig do dh'oidean nam Fèisean gus dèanamh cinnteach gun tèid am Poileasaidh Gàidhlig a chur an sàs
	Faicibh AC33.
AC35	A' toirt sgilean do dhaoine òga a thaobh a bhith a' cruinneachadh stuthan, gan cur ann an cruth didseatach agus gan sgrìobhadh sìos
	Tha am pròiseact Fuaran air 9 òganaich a chur tro trèanadh ann an cruinneachadh is rannsachadh òran is iad air storas ùr le 22 òran a chruthachadh. Ghabh 26 òganaich a bharrachd pàirt ann am bùthan-obrach seinn ri linn a' phròiseict, agus thathar a-nis a' toirt sùil air cothroman airson am pròiseact a leasachadh agus a chumail a-rithist. Tha sinn an dùil iarrtas a chur a-staigh gu Maoin Dualchais a' Chrannchuir a-rithist tràth san Dùbhlachd, is sinn an dòchas a dhol air adhart dhan dàrna ìre is cothrom againn iarrtas slàn a chur thuca.
AC36	A' toirt trèanadh ann an sgilean cleasachd do dhaoine òga
	Tha mi cumail taice ri Fèis Chataibh is Fèis Fhoirt ann a bhith a' cumail agus a' leasachadh nam pròiseact ceilidh air chuairt aca is iad a' tairgse trèanadh ann an taisbeanadh ciùil is gnìomhachas a' chiùil dha 13 duine òg am-bliadhna. Thug Guth nan Gael cothrom dha 6 Albannaich eadar 16 is 23 na sgilean cluiche aca a leasachadh le taic, agus thug an turas a Chanada tro Fhuaran/OGE cothrom air leth inntinneach dha seachdnar a bharrachd – ceathrar a ghabh pàirt ann am Fuaran agus triùir bhon cholaiste – na sgilean aca a thaisbeanadh agus na sgilean aca a leasachadh le bhith ag obair le òganaich is luchd-ciùil phroifeiseanta eile.
AC37	A' toirt trèanadh do dhaoine òga airson a bhith ag obair ann an gnìomhachas a' chiùil
	Faicibh AC 36.
AC38	A' sanasachd Fèisgoil mar sheirbheis iomlan a tha tabhann cothrom air ionnsachadh cruthachail tro dhiofar sheòrsaichean ealain
	Cumaidh mi taic ri Eilidh NicChoinnich, manaidsear Fèisgoil, mar a bhios iomchaidh.
AC39	Clasaichean ann an Ceòl Traidiseanta ann an sgoiltean tro Iomairt Chiùil na h-Òigridh agus pròg raman eile
	/
AC40	Pròg raman de chlasaichean Gàidhlig ann an sgoiltean coltach ri GLPS /
AC41	Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan
	Tha soirbheachas Fèis nan Òran – fèis còmhnaidh dha seinneadairean òga air a lìbhrigeadh tro mheadhan na Gàidhlig – a' sealltainn gu bheil fèill mhòr ann airson leithid a thachartas. Tha mi ag obair còmhla ri Manaidsear Leasachaidh Calum Alec Mac a' Mhaoilinn gus cothroman a bharrachd mar seo a leasachadh. (Faicibh a bharrachd AC20).
AC42	CPD ann an ealain is cultar na Gàidhlig do luchd-teagaisg nan sgoiltean
	/
Co-ionannachd is Iomadachd: Tha e na amas dhuinn gum bi co-ionannachd is iomadachd aig cridhe gach nì a nì sinn, agus bheir sinn barrachd chothroman do dhaoine bho dhiofar dhualchais is cinnidhean, bho dhiofar choimhearsnachdan agus de gach aois air na h-ealain agus cultar agus thig tuilleadh chothroman an lùib sin	

AC43	Tòisichidh sinn a' dèiligeadh ri cùisean co-cheangailte ri co-ionannachd ann an 2015	
	Bidh mi a' dèanamh cinnteach gu bheil a h-uile fèis eòlach air a' Phoileasaidh Co-ionnanachd Chothroman againn is ga chur an gnìomh. A bharrachd air seo tha mi tric a' toirt cuideachadh dha fèisean le iarrtasan dhan spòran #GoSeeShare aig Ionad Òigridh na Gàidhealatchd airson taic le cosgaisean siubhail is tiocaidean gus cuidhteas fhiaghinn air bacaidhean ionmhasail. Am bliadhna bidh cothrom aig na fèisean foirm co-ionnanachd a lìonadh an cois nan iarrtasan aca dhan Sgeama Thabhartas. (Faicibh a bharrachd AC10).	
AC44	Plana Co-ionannachd is Iomadachd a dhealbh airson toiseach Bliadhna 2 den Mhaoineachadh Chunbhalach	
Àrainneachd: Is e atharrachadh gnàth-shìde aon de na dùbhlain as cudromaiche a th' againn an-diugh. Tha sinn airson dèanamh cinnteach gum bi sinn ag obair ann an dòigh cho seasmhach 's a ghabhas agus gum bi gnìomhachasan nan ealan, sgriona agus cruthachail ann an Alba a' dèanamh an nì cheudna.		
AC45	A' clàradh Sgaoilidhean Carbon bho thòiseach Bliadhna 1 den Mhaoineachadh Chunbhalach (Giblean 2015)	
	Bhon Ghiblean 2015 tha mi air clàr air sgaoilidhean Carbain a chumail a bhuineas ri siubhail airson obair.	
AC46	A' dèanamh cinnteach gu bheil tachartasan gu leòr a' tachairt ann an sgìrean ionadail feuch nach fheum daoine uiread siubhail a dhèanamh gus a dhol gu tachartas math	
	Tha mi brosnachadh nam fèis agam gus coinneamhan is co-labhairtean fòin a chleachdadh cho tric 's a ghabhas airson choinneamhan planaidh, agus – far a bheil an ceangal eadar-lìn math gu leòr – pròghramman conaltraidh leithid Skype agus Facetime.	
Didseatach: Tha teicneòlas didseatach a' toirt dhuinn cothroman inntinneach a thaobh a bhith cruthachadh agus an lùib a' chomainn-shòisealta agus eaconamaidh na h-Alba		
AC47	A' sgaoileadh naidheachdan tro ar làrach-lìn, na meadhanan agus le cuairt-litrichean didseatach gu cunbhalach	
	Tha mi a' cruthachadh agus a' sgaoileadh bhrathan-naidheachd is postairean digiteach gu cunbhalach gus obair nam fèis is na buidhne a shanasachadh. Gach ràith bidh mi a' cur dhà litir-naidheachd Mailchimp a-mach dha na fèisean agam – aon dha na fèisean aig tuath agus tè eile dha fèisean ann am meadhan na dùthcha – gus tachartasan a chèile a shanasachadh.	
AC48	A' dèanamh ghoireasan Gàidhlig is ciùil thraidiseanta ùra	
	Faicibh AC35.	
AC49	A' cur ghoireasan teagaisg is eile ann an cruth didseatach feuch an gabh iad an cleachdadh le barrachd dhaoine	
	/	
AC50	A' cruinneachadh òrain dhualchasach Ghàidhlig agus gan cur ann an cruth didseatach	
	Faicibh AC35	
AC51	A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan	
	Faicibh AC30, AC31, AC35 & AC47.	
Builean Iomairt na Gàidhealtachd is nan Eilean		
A' Toirt Ealain is Cultar na Gàidhlig air Adhart an Lùib Oideachadh Cruthachail/na seirbheis Fèisgoil		
InG1	A' sanasachd Fèisgoil mar sheirbheis iomlan a tha tabhann cothrom air ionnsachadh cruthachail tro dhiofar sheòrsaichean ealain	
	/	
InG2	A' leudachadh phrògraman de sheirbheisean Gàidhlig ann an sgoiltean, a' gabhail a-steach tachartasan ealain Ghàidhlig aig ìre nan tràth-bhliadhnaichean agus ann an coimhearsnachdan	
	/	
InG3	Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan	
	Faicibh AC20 & AC41.	
InG4	*Leasachadh Proifeiseanta Leantainneach ann an ealain is cultar na Gàidhlig do luchd-teagaisg nan sgoiltean*	
	/	
InG5	Eadar-theangachaidhean Gàidhlig	
	Faicibh CS27.	
InG6	*Teagasg Gàidhlig ann an sgoiltean nuair bhios cothroman gan cur a-mach gu tairgse*	
	/	

Taic do is ag Adhartachadh nam Fèisean		
InG7	A’ cur taic ri buidhnean coimhearsnachd airson obair leudachaidh agus gus Fèisean ùra a stèidheachadh	
	/	
InG8	A’ cur airgead an seilbh Maoin Leasachaidh nam Fèisean gus leasachaidhean cruthachail ùra a mhaoineachadh ann an coimhearsnachdan agus tha an t-airgead sin a’ toirt cothrom don luchd-iarrtais tuilleadh maoineachaidh a tharraing a-steach	
	/	
InG9	Taic ro-innleachdail is phragtaigeach do na Fèisean bho-lìonra taice nam Fèisean	
	Faicibh AC2 & AC7.	
InG10	Taic ro-innleachdail do dh’Fhèisean a tha airson an obair aca a leudachadh agus prògraman coimhearsnachd a chumail suas	
	Faicibh AC2.	
InG11	Prògraman gus sgilean dhaoine a leasachadh, a’ gabhail a-steach: a’ dèanamh airgead, planadh ionmhasail, Ciad Chobhair, agus trèanadh Dìon Chloinne airson luchd-obrach is luchd saor-thoileach nam Fèisean	
	Faicibh AC24	
A’ Leasachadh Sgilean is Thàlantan / obraichean do dh’òigridh		
InG12	A’ toirt trèanadh ann an sgilean cleasachd do dhaoine òga	
	Faicibh AC36.	
InG13	A’ tabhann cùrsaichean trèanaidh ùghdarraichte do dhaoine òga	
	/	
InG14	A’ toirt trèanadh do dhaoine òga airson a bhith ag obair ann an gnìomhachas a’ chiùil	
	Faicibh AC36	
InG15	A’ toirt cothroman trèanaidh eile do luchd-obrach is oidean nam Fèisean agus do dhaoine a ghabhas pàirt sna Fèisean	
	Faicibh AC24 & AC33-7.	
A’ tarraing luchd-èisteachd is a’ leudachadh nan àireamhan aca/turasachd chultarach		
InG16	Taic do bhith leudachadh an àireamh Chèilidhean air Chuairt	
	Faicibh AC28.	
InG17	A’ cur air dòigh agus a’ leasachadh Fèis Bhlas	
	Faicibh CS19.	
InG18	Sgoil Shamhraidh Dràma Ghàidhlig a thèid a chumail gach bliadhna	
	/	
InG19	Cothroman air tachartasan còmhnaidheach far am bi daoine a’ dol an sàs sna h-ealain Ghàidhlig agus tachartasan coimhearsnachd a bhios air an cumail ann an Gàidhlig	
	Faicibh A20 & AC41. Thug an turas a bh’aig Fuaran gu Celtic Colours cothrom dhan sgioba 6 làithean a chur seachad ann an Ceap Bhreatainn, ag ionnsachadh mu dhualchas an eilein agus ag obair le buidhnean Gàidhlig bhon choimhearsnachd.	
InG20	A’ tagradh gum bi pàirt aig na Fèisean ann an tachartasan nàiseanta agus ann am bliadhnaichean a tha comharrachadh chuspairean sònraichte	
	Faicibh AC30	
InG21	A’ gabhail pàirt ann an tachartasan ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh	
	Faicibh AC30, AC31 & InG19.	
Builean Bhòrd na Gàidhlig		
BnG1	Taic do na h-Iomairtean Gàidhlig sna sgìrean far a bheil oifigearan Fèisean nan Gàidheal stèidhichte, le fianais air cuideachadh pragtaigeach nuair a chaidh taic a thabhann ro 31.03.16	
	Bidh mi a’ cumail taic ri Iomairtean Gàidhlig mar a tha iomchaidh	
BnG2	Cothrom air ‘Cofaidh is Còmhradh’ gach seachdain ann an oifisean Fèisean nan Gàidheal ann am Port Rìgh	
	/	
BnG3	Co-dhiù 4 seiseanan trèanaidh airson sgilean cànain do luchd-obrach ro 31.03.16	
	/	
BnG4	Co-dhiù 4 seiseanan trèanaidh eile do luchd-obrach ro 31.03.16	
	/	
BnG5	Taic do 44 Fèisean air feadh Alba, le tabhartasan, trèanadh, àrachas, ionnsramaidean ciùil	

	agus sgilean Gàidhlig ro 31.03.16	
	Faicibh AC2, AC7, AC8, AC16, AC21 & AC27.	
BnG6	Bidh 6 Fèisean air clasaichean 'Fèis Bheag' no bùithtean-obrach airson nan tràth-bhliadhnaichean a ruith ro 31.03.16	
	Bha 'Fèis Bheag' aig 1 de na 13 fèis leis am bi mi ag obair ann an R3: chùm Fèis Chataibh ann an Goillpsidh latha dha cloinn 5-7 biladhna a dh'aois stèidhichte air sgeulachd ùr air a sgrìobhadh a dh'aona-ghnotach dhan tachartas seo is a bha air a thoirt beò tro dhràma, seinn, ealain agus dannsa. B' e seo a' chiad tachartas dha leithid a bh' aig an fhèis seo, is fhuair an tachartas measadh air leth bhon chloinn is bho phàrantan.	
BnG7	Thèid panto Gàidhlig air chuairt a' tadhal air co-dhiù sia sgìrean ro 31.03.16	
	/	
BnG8	Bithear a' cumail còmhraidhean le Bòrd na Gàidhlig, leis an amas gun tèid dràma/cleasachd airson clann aois 3-7 a thoirt air adhart	
	/	
BnG9	Às dèidh nan còmhraidhean sin, bidh e na amas cuairt fad seachdain a chur air dòigh airson clann aois 3-7, a bhios a' tabhann seiseanan dràma is ciùil do sgoiltean-àraich (co-dhiù deich buidhnean) ro 31.03.16	
	/	
BnG10	80 bùth-obrach dràma Ghàidhlig a lìbhrigeadh ann an coimhearsnachdan air feadh Alba ro 31.03.16	
	/	
BnG11	Thèid co-dhiù 3 buidhnean dràma òigridh airson clann àrd-sgoile a stèidheachadh ann an co-bhuinn ri buidheann eile ro 31.03.16. Tha ceangal aig seo ri cùmhnant com-pàirteach a th' againn le Eden Court mar phàirt den Lìonra Dràma.	
	/	
BnG12	Cuairt le dràma Ghàidhlig a mhaireas 6 seachdainean timcheall sgoiltean Gàidhlig ro 31.03.16	
	/	
BnG13	Cuairt a mhaireas dà sheachdain le dealbh-chluiche dà-chànanach airson sgoiltean a tha tabhann GLPS no far an robh oidean Fèisgoil a' teagasg, ro 31.03.2016	
	/	
BnG14	40 consairt Bhlas aig Blas 2015, agus pròg ram sgoiltean is coimhearsnachd mar phàirt den fhèis, air an lìbhrigeadh ann an com-pàirt ri buidhnean eile agus far am bi Gàidhlig na prìomh chànan air an àrd-ùrlar.	
	/	
BnG15	Consairtean air an lìbhrigeadh gu dà-chànanach le cuideigin a tha fileanta sa Ghàidhlig. Luchd-ciùil/luchd-ealain air am brosnachadh gu bhith cleachdadh an cuid Gàidhlig aig an fhèis.	
	/	
BnG16	Coimisean ùr mar phàirt de Bhlas 2015, a thèid a thaisbeanadh co-dhiù 4 tursan aig an fhèis	
	/	
BnG17	Bidh am fiosrachadh is stuthan sanasachd uile san dà chànan mar phàirt chudromach den fhèis, a' gabhail a-steach Fear no Bean an Taighe le Gàidhlig aig gach tachartas.	
	/	
BnG18	Na amas gum bi 15 duine aois 14-18 a' gabhail pàirt ann an Sgoil Shamhraidh Dràma ann an 2015	
	/	
BnG19	Na amas gun gabh 16 sgoilear àrd-sgoile pàirt ann an tachartas còmhnaidheach aig Taighean-tughaidh nan Gearrannan ann an Leòdhas aig àm na Càisge 2016.	
	/	
BnG20	A' cur Poileasaidh Gàidhlig na buidhne an gnìomh, le dearbhadh gur i Gàidhlig cànan obrach Fèisean nan Gàidheal.	
	Faicibh CS27.	
BnG21	Aithisg ràitheil air mar a chaidh airgead Bhòrd na Gàidhlig a chosg	
	/	
BnG22	Aithisg ràitheil air an t-suidheachadh ionmhasail aig Fèisean nan Gàidheal aig an àm	
	/	
BnG23	Clàr chunnartan ri thoirt do Bhòrd na Gàidhlig aig toiseach na bliadhna agus bheirear lethbhreac de phàipearan do Bhòrd na Gàidhlig le fiosrachadh ùr, iomchaidh a bhuineas ris	

	a’ chlàr chunnartan a bhios air a thoirt seachad aig coinneamhan a’ Bhùird aig Fèisean nan Gàidheal.	
	/	
BnG24	Bheirear aithne iomchaidh don taic a fhuaras bho Bhòrd na Gàidhlig an lùib gach pròiseict, le fianais air sin gach ràith.	
	Bidh mi a’ dèanamh cinnteach gun bheil suaicheantas a’ Bhùird air a h-uile pìos sanasachd aig na fèisean agam.	
BnG25	Brathan-naidheachd le ceangal ri Bòrd na Gàidhlig air an sealltainn don Bhòrd mus tèid an sgaoileadh, mar as iomchaidh, le cothrom aig a’ Bhòrd fiosrachadh/briathran a chur riutha.	
	/	
BnG26	Gheibh Bòrd na Gàidhlig sanas tarsainn làn-dhuilleig san leabhran air-loidhne aig Blas mar phàirt den aonta seo.	
	/	
Builean Comhairle na Gàidhealtachd		
CnG1	Fhathast a’ feitheamh ri Aonta Ìre Seirbheis air deireadh R1.	
Builean Comhairle nan Eilean Siar		
CnES1	Fhathast a’ feitheamh ri Aonta Ìre Seirbheis air deireadh R1.	
Builean Comhairle Earra-Ghàidheal is Bhòid		
CEB1	Fhathast a’ feitheamh ri Aonta Ìre Seirbheis air deireadh R1.	

AINM	**SHONA NIC A’ MHAOILEIN**			
DREUCHD	**OIFIGEAR LEASACHAIDH NAN EILEAN SIAR**			
Taic do is ag Adhartachadh nam Fèisean	**A’ Leasachadh Sgilean is Thàlantan**	**Ag Adhartachadh Ealain is Cultar na Gàidhlig an Lùib Oideachadh Cruthachail**	**A’ Tarraing Luchd-èisteachd is a’ Leudachadh nan Àireamhan aca**	**Riaghladh is Luchd-obrach**

Àir.		**Raon sa Phlana Pròg raim**
AC8	**A’ toirt cothrom an-asgaidh do na Fèisean air ionnstramaidean ciùil bho ar Stòras Ionnsramaidean Ciùil**	
	Gach bliadhna, ro thoiseach nam Fèisean, bidh mi ag iarraidh air gach Fèis fios a chur thugam air feumalachdan a thaobh ionnstramaidean a bhios a dhìth orra. Bidh mi a’ cur giùlan air dòigh eadar Moreen anns an t-Eilean Sgitheanach agus companaidh leithid Heb Haulage no DR Macleod airson na h-ionnstramaidean a chur chun na Fèisean ann an tìde gu leòr mus tòisich iad, agus bidh mi a’ dèanamh cinnteach gun gluais iad eadar na Fèisean thar an t-samhraidh agus gun till mi gu Moreen iad nuair a tha na Fèisean anns na h-Eileanan Siar deiseil leotha. Bidh mi ag obair còmhla ri Moreen gus dèanamh cinnteach gu bheil na h-ionnstramaidean anns na bucais ceart agus glè thric chan eil seo furasta oir bidh na Fèisean a’ cleachdadh ionnstramaidean bho dhiofar àitean. Bidh Fèis Tìr a’ Mhurain a’ cleachdadh clàrsaich airson seiseanan ciùil aon thuras gach dà no trì mhìosan.	
AC9	**A’ stiùireadh sgeama PVG bho ar prìomh oifisean gus dèanamh cinnteach gu bheil dìon ga dhèanamh air clann is inbhich a tha feumach air an dìon**	
	Feumaidh gach neach a tha gu bhith a’ teagasg aig Fèis a dhol tro sgrùdadh PVG, agus bidh mi a’ dèanamh cinnteach gun tèid seo a dhèanamh le bhith ga chur ann an cuimhne nam Fèisean gu tric agus ag iarraidh orra liosta den luchd-teagaisg a chur thugainn co-dhiù 6 seachdain ro thoiseach na Fèise. Bheir seo cothrom dhuinn na foirmichean iomchaidh a chur thuca agus am faighinn air ais gu sgiobalta. A-nise ‘s gu bheil daoine ùr a’ tighinn air comataidhean aig coinneamhan bhliadhnail agus gu bheil na Fèisean a’ fastadh luchd-teagaisg ùr airson na clasaichean leantainneach aca, bidh mi a’ cur am fiosrachadh aca gu Sandy cho luath ‘s a tha e agam. Aig an ìre seo den bhliadhna tha sinn air tòiseachadh a’ lìonadh a-steach foirm tabhartais nam Fèisean agus feumaidh sinn ainmean gach neach comataidh fhaighinn gus foirmichean iomchaidh a chur thuca.	
`oi	**A’ cumail a’ toirt taic do chuirmean Fhèisean ionadail**	
	Bidh mi a’ dèanamh mo dhìcheall a bhith an làthair aig consairtean Fèisean, agus bidh mi gan cuideachadh le bhith gan lìbhrigeadh aig deireadh na seachdain. Ma bhios cuirmean aca taobh a-muigh na Fèise, bidh fios aca gu bheil e comasach dhomh fhèin a lìbhrigeadh mar bhean an taighe, agus tha iad cofhurtail gu leòr le bhith ag iarraidh orm seo a dhèanamh. Bidh mi a’ cuideachadh le sanasachd le	

	postairean, facebook, duilleag Fèisean nan Gàidheal agus msaa. Bidh mi a' cur fios chun na sgoiltean mar a tha iomchaidh. Bha mi aig tachartas còmhnaidh aig Fèis Taigh Dhonnchaidh anns an t-Sultain far an robh cuirm aca aig a' Chaisteal ann an Leòdhas. Tha mi cuideachd air seisean seinn a chur air dòigh ann an Steòrnabhagh leis an aon chruth ri 'Tac an Teine' ann an Inbhir Nis, agus thèid seo a chumail ann an Taigh-Òsta a' Chounty eadar 2-4f Disathairne 26 Samhain. Tha mi an dòchas gun tig daoine a-mach thuige oir 's e deagh bheachd a th' ann agus tha mi smaoineachadh gu bheil droch fheum againn air a leithid anns na h-Eileanan. A rèir 's cho soirbheachail 's a bhios seo, bidh mi ga chumail turas gach mios agus coimheadaidh mi an uairsin air fear a chur air dòigh anns na h-Uibhistean agus Barraigh.
Thèid beachdan-smaoin a chur an gnìomh le caochladh luchd-obrach is cheannardan sgileil a nì obair ann an co-cheangail ri chèile	
AC21	**A' cumail a' tairgse taic ro-innleachdail is phragtaigeach tro lìonra de dh'Oifigearan Leasachaidh agus gach oifigear a' coimhead às dèidh grunn Fhèisean**
	Tha 10 Fèisean anns an roinn agam fhìn: Fèis Taigh Dhonnchaidh Fèis an Earraich Fèis Eilean na Hearadh Fèis Tìr an Eòrna Fèis Bharraigh Fèis Tìr a' Mhurain Fèis Eilean an Fhraoich Fèis an Rubha Fèis Thròndairnis Fèis Ratharsair Bidh mi a' frithealadh choinneamhan gu cunbhalach mar a bhios feum aca orm, agus gan cuideachadh ag ullachadh airson na Fèisean aca. Bidh mi air làimh ma tha ceistean sam bith aca, agus bidh mi a' dèanamh mo dhìcheall a bhith gan cuideachadh le pròiseactan sònraichte sam bith a bhios fainear dhaibh. Ma tha e comasach dhomh, bidh mi an làthair aig na Fèisean aca cho fada 's a tha iad gam iarraidh. Aig an àm sa dhan bhliadhna, tha coinneamhan bhliadhnail gan cumail aig a' mhòr chuid dhe na Fèisean. Bha mi an làthair aig coinneamhan Fèis Tìr a' Mhurain, Fèis Eilean na Hearadh agus Fèis an Rubha, agus fhuair mi notaichean bhon choinneimh aig Fèis Tìr an Eòrna agus tha mi feitheamh air mionaidean bho choinneimh Fèis an Earraich, a chaidh a chumail air 22 Samhain. Tha Fèis Eilean na Hearadh air dithis às ùr fhaighinn air a' chomataidh agus tha iad air cuideigin eile fhaighinn anns na seachdainean a dh'fhalbh a bhios a' gabhail thairis mar rùnaire an dèidh greis. Tha iad trang ag ullachadh airson 25 bliadhna a chomharrachadh agus tha mi fhìn ag obair còmhla riutha gus seo a dhèanamh le bhith bruidhinn ri daoine a bhios a' cluich agus a' seinn aig consairt mòr a bhios aca. Tha Fèis Tìr a' Mhurain air cuideigin fhaighinn air a' chomataidh cuideachd, a tha air a bhith na neach-teagaisg aig an fhèis roimhe agus aig a bheil eòlas air cùisean. Chuir mi foirm-iarrtais a-steach gu maoin a' Cho-op dhaibh agus bha sinn soirbheachail – bidh iad a' faighinn 1/3 de 1% dhe na tha daoine a' cosg ann an Co-op ann an Creag Ghoraidh agus Dalabroig agus tha iad air an dòigh gu bheil còrr is £950 aca a-nis agus iad an dùil ri tòrr a bharrachd eadar seo 's a' Mhàrt. Lìon mi foirm dha Fèis Bharraigh cuideachd agus tha iadsan air suim airgid susbainteach fhaighinn a-mach às. Tha Fèis Taigh Dhonnchaidh am beachd seiseanan obair-buidhne a thòiseachadh airson cothrom a thoirt do òigridh Sgoil Lionail a bhith ann am buidhean ciùil. Tha iad airson buill den chòmhlan Faram fhaighinn airson taic a thoirt dhan òigridh le bhith cruthachadh ciùil agus seataichean airson beagan eòlais a thoirt dhaibh fhèin air a bhith teagasg. Tha mi an dùil coinneachadh riutha airson foirm-iarrtais maoineachaidh a sgeadachadh. Ann an cuid de na planaichean leasachaidh tha iad a-mach air a bhith ag obair le Fèisean eile agus tha mi airson seo a thoirt gu bith, le bhith coinneachadh leis na comataidhean agus a' tighinn gu aonta air planaichean san àm ri teachd.
AC23	**A' cur àrachas air dòigh gus am bi àrachas aig na Fèisean airson uallaichean poblach is airson gach taobh den obair aca leis na h-ealain**
	Tha teisteanas àrachais againn agus bidh mi a' sgaoileadh seo chun na Fèisean airson gach tachartas a

	bhios aca.
AC24	**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 mi a' faighinn a-mach bho gach Fèis mu dheidhinn na feumalachdan trèanaidh aca. Tha mi air dìon-chloinne a dhèanamh còmhla ri Fèis Tìr an Eòrna agus Fèis Tìr a' Mhurain agus tha mi air fios a chur a-mach chun na Fèisean eile feuch a bheil feum acasan air. Bidh mi a' sgaoileadh fiosrachadh mu dheidhinn cùrsaichean ciad cobhair anns na h-Eileanan Siar oir pàighidh Fèisean nan Gàidheal airson buill-comataidh a chur chun trèanadh. Leis gu bheil buill ùr a' nochdadh air na comataidhean leis gach coinneamh bhliadhnail, tha mi air seo a chur nan cuimhne a-rithist gus am bi cothrom aig gach neach a bhith air an trèanadh. Tha na planaichean leasachaidh ag innse dhomh cò a tha feumach air trèanadh sònraichte agus an dèidh dhuinn fhìn trèanadh dìon cloinne a dhèanamh gheibh mi air seo a lìbhrigeadh thuca. Chaidh mi fhìn air cùrsa ciad cobhair aig deireadh an t-Sultain agus air cùrsa eile san t-Sultain far an robh mi ag ionnsachadh mu dheidhinn a bhith a' togail airgid.
Tha Alba na dùthaich shònraichte, chruthachail aig a bheil ceanglaichean ris an t-saoghal	
AC27	**A' cuideachadh nam Fèisean le bhith cur ar Poileasaidh Gàidhlig an gnìomh**
	Bidh feum aig gach Fèis air poileasaidh Gàidhlig. Bidh mi a' coinneachadh ris na Fèisean airson poileasaidh Gàidhlig agus plana leasachaidh a dhealbhachadh agus bidh mi gam brosnachadh gus a bhith a' fastadh luchd-teagaisg a tha fileanta sa Ghàidhlig. Bidh cuid de na Fèisean a' tabhann chlasaichean còmhraidh don fheadhainn a tha ag ionnsachadh. Tha liosta de bhriathran feumail againn air làrach-lìn Fèisean nan Gàidheal airson luchd-teagaisg agus bidh mi a' dèanamh cinnteach gum bi fios aig na comataidhean air seo. Cuideachd ma tha feum air daoine sa chomataidh air taic le Gàidhlig, tha fios aca gu bheil mi ann airson an cuideachadh. Am bliadhna, bha mi-fhìn a' libhrigeadh na seiseanan Gàidhlig airson an luchd-teagaisg aig Fèis Bharraigh.
AC28	**Taic do bhith leudachadh an àireamh Chèilidhean air Chuairt as t-samhradh**
	Tha mi an dùil beachdan fhaighinn air ceilidh air chuairt nan Eilean Siar bhon fheadhainn a tha air a bhith an sàs ann ach am faigh mi a-mach na tha iad a' saoilsinn dhe. Bidh sinn a' ruith seo a-rithist an ath-bhliadhn' agus anns na mìosan a tha ri thighinn bidh mi a' sgeadachadh postair agus foirm-iarrtais agus a' sanasachd ann an tuilleadh dhòighean na bha sinn an uiridh gus am faigh sinn barrachd iarrtasan air ais a-steach.
AC32	**A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan**
	Bidh mi a' cur sgeulachdan agus deilbh ann an gach iris aig Faileas, ag innse do dhaoine air na tha air a bhith a' dol aig na Fèisean anns an sgìre agam. Bidh mi a' dèanamh 'share' air tachartasan air an duilleag Facebook aig Fèisean nan Gàidheal agus a' sgrìobhadh air an làrach-lìn againn, agus a' cur fios chun na sgoiltean agus chun na Fèisean agam ma tha cothroman a' nochdadh do dh'òigridh. Tha mi air sgioba rianachd cuid dhe na duilleagan Facebook aig na Fèisean agus mar sin gheibh mi fhìn air postairean agus brathan-naidheachd fhoillseachadh agus 'share' a dhèanamh air rudan a tha iad a' cur air dòigh.
Alba Chruthachail – Cuspairean Co-cheangailte	
Ionnsachadh cruthachail: Tha sinn airson a bhith nar buidheann ionnsachaidh agus feadhainn eile a bhrosnachadh gu bhith mar an ceudna. Tha cruaidh fheum air ionnsachadh ma tha ginealaichean ùra gu bhith uidheamaichte gus togail air na tha soirbheachadh an-diugh agus gus obair innleachdach ùr a chruthachadh iad fhèin.	
AC33	**Trèanadh cunbhalach ann an sgilean teagaisg do dh'oidean a leigeas leotha gluasad suas ìrean**
	Ag obair le Art, Calum Alex agus Eilidh aig FNG, chuir sinn tairgse a-mach airson cuideigin fhaighinn a chruthaicheas cùrsa dhuinn do luchd-teagasg a gheibh a lìbhrigeadh le diofar dhaoine ann an diofar àitean. Choinnich sinn ri David Francis, a tha ag obair aig TRACS, airson beachdan fhaighinn air mar a b' urrainn dhuinn obrachadh còmhla. Fhuair sinn dà thairgse air ais bho Iain Finlay MacLeòid agus Social Enterprise Academy agus an dèidh dhuinn beachdachadh air na bha iad a' gealltainn, bhruidhinn sinn riutha ann an coinneamhan-fòn gus ceistean a chur orra mun chùrsa a bha iad an dùil a dhealbhadh. Bruidhnidh sinn ris an tagraiche soirbheachail anns na seachdainean a tha ri thighinn a dh'innse dhaibh na tha sinn a' sùileachadh bhuapa anns a' chùrsa.
Àrainneachd: Is e atharrachadh gnàth-shìde aon de na dùbhlain as cudromaiche a th' againn an-diugh. Tha sinn airson dèanamh cinnteach gum bi sinn ag obair ann an dòigh cho seasmhach 's a ghabhas agus gum bi gnìomhachasan nan ealan, sgriona agus cruthachail ann an Alba a' dèanamh an nì cheudna.	
AC45	**A' clàradh Sgaoilidhean Carbon bho thòiseach Bliadhna 1 den Mhaoineachadh Chunbhalach (Giblean 2015)**
	Tha sinn air siostam ùr a chur air dòigh airson cosgaisean a ghlèidheadh far am feum sinn na mìltean a

	tha sinn air a dhèanamh a sgrìobhadh sìos ann an cruth ùr, agus tha seo a' cumail clàr de na sgaoilidhean carbon againn.	
AC46	**A' dèanamh cinnteach gu bheil tachartasan gu leòr a' tachairt ann an sgìrean ionadail feuch nach fheum daoine uiread siubhail a dhèanamh gus a dhol gu tachartas math**	
	Faic AC14	
Didseatach: Tha teicneòlas didseatach a' toirt dhuinn cothroman inntinneach a thaobh a bhith cruthachadh agus an lùib a' chomainn-shòisealta agus eaconamaidh na h-Alba		
AC47	**A' sgaoileadh naidheachdan tro ar làrach-lìn, na meadhanan agus le cuairt-litrichean didseatach gu cunbhalach**	
	Faic AC32	
AC51	**A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan**	
	Faic AC32	
Builean Iomairt na Gàidhealtachd is nan Eilean		
A' Toirt Ealain is Cultar na Gàidhlig air Adhart an Lùib Oideachadh Cruthachail/na seirbheis Fèisgoil		
InG5	**Eadar-theangachaidhean Gàidhlig**	
	Bidh gach Fèis a' tighinn thugam le eadar-theangachaidhean sam bith a bhios a dhìth orra m.e. postairean, brathan-naidheachd, fiosrachadh mu choinneamhan bhliadhnail, foirmichean iarrtais, foirmichean measaidh agus msaa.	
Taic do is ag Adhartachadh nam Fèisean		
InG11	**Prògraman gus sgilean dhaoine a leasachadh, a' gabhail a-steach: a' dèanamh airgead, planadh ionmhasail, Ciad Chobhair, agus trèanadh Dìon Chloinne airson luchd-obrach is luchd saor-thoileach nam Fèisean**	
	Faic AC24 & AC33	
A' Leasachadh Sgilean is Thàlantan / obraichean do dh'òigridh		
InG15	**A' toirt cothroman trèanaidh eile do luchd-obrach is oidean nam Fèisean agus do dhaoine a ghabhas pàirt sna Fèisean**	
	Faic AC24 & AC33	
A' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca/turasachd chultarach		
InG16	**Taic do bhith leudachadh an àireamh Chèilidhean air Chuairt**	
	Faic AC28	
InG19	**Cothroman air tachartasan còmhnaidheach far am bi daoine a' dol an sàs sna h-ealain Ghàidhlig agus tachartasan coimhearsnachd a bhios air an cumail ann an Gàidhlig**	
	Faic AC20 agus AC41	
Builean Bhòrd na Gàidhlig		
BnG5	**Taic do 44 Fèisean air feadh Alba, le tabhartasan, trèanadh, àrachas, ionnsramaidean ciùil agus sgilean Gàidhlig ro 31.03.16**	
	Faic AC21	
BnG20	**A' cur Poileasaidh Gàidhlig na buidhne an gnìomh, le dearbhadh gur i Gàidhlig cànan obrach Fèisean nan Gàidheal.**	
	Faic AC27	
BnG21	**Aithisg ràitheil air mar a chaidh airgead Bhòrd na Gàidhlig a chosg**	
	Bidh sinn a' sgrìobhadh aithisgean ràitheil a bhios sinn a' cur gu Art MacCarmaig airson ar luchd-maoineachaidh, mar fhianais air an obair a bhios sinn a' dèanamh.	
BnG24	**Bheirear aithne iomchaidh don taic a fhuaras bho Bhòrd na Gàidhlig an lùib gach pròiseict, le fianais air sin gach ràith.**	
	Thèid aithisg a sgrìobhadh mu phròiseactan anns an robh BnG an sàs agus thèid an aithneachadh gu iomchaidh air postairean, brathan naidheachd, foirmichean iarrtais agus stuthan sam bith eile, le suaicheantas Bhòrd na Gàidhlig air gach fear.	
Builean Comhairle na Gàidhealtachd		
CnG1	Fhathast a' feitheamh ri Aonta Ìre Seirbheis air deireadh R1.	
Builean Comhairle nan Eilean Siar		
CnES1	Fhathast a' feitheamh ri Aonta Ìre Seirbheis air deireadh R1.	
Builean Comhairle Earra-Ghàidheal is Bhòid		

CEB1	Fhathast a’ feitheamh ri Aonta Ìre Seirbheis air deireadh R1.

AINM	ROWAN NICPHEADRAIS			
DREUCHD	OIFIGEAR LEASACHAIDH			
Taic do is ag Adhartachadh nam Fèisean	A’ Leasachadh Sgilean is Thàlantan	Ag Adhartachadh Ealain is Cultar na Gàidhlig an Lùib Oideachadh Cruthachail	A’ Tarraing Luchd-èisteachd is a’ Leudachadh nan Àireamhan aca	Riaghladh is Luchd-obrach

Àir.		Raon sa Phlana Pròg raim
Alba Chruthachail - Àrd-amasan **A’ toirt aithne do is a’ cur sùim ann an sàr obair is daoine a tha feuchainn rudan ùra sna h-ealain, ann am film is telebhisean agus sna gnìomhachasan cruthachail**		
AC1	Maoineachadh airson leasachaidhean ùra tro Mhaoin Leasachaidh nam Fèisean	
	Air an 17mh den t-Sultain chaidh fèis ùra a cumail, Fèis an Taibeirt, a fhuair beagan airgead bho Mhaoin Leasachaidh nam Fèisean gus an tachartas aca a chur air dòigh.	
AC2	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 chur air chois	
	Tha mi ag obair gu dlùth ri na fèisean leis a tha mi toirt taic gus program pàillt a chumail a’ dol fad na bliadhna. Tron t-Sàmhraidh, thug mi cuideachadh do iomadh fèis leis na tachartasan aca agus tha mi a-nis a’ lorg maoineachadh dhaibh a dhearbhadh gun tèid na pròg raman aca a’ dol. Tha mi air a bhith cur taic ri Fèis an Tairbeirt leis a’ phròg ram ùra aca de lìbhreagadh chlasaichean leantainneach aig na deireadh-seachdainean tro theirm na sgoile.	
AC3	Taic do dh’obair ùr agus obair a tha feuchainn rudan ùra sna h-ealain Ghàidhlig	
	Bheir mi taic dha co-obraichean leis an obair seo mar a bhios iomchaidh.	
AC4	Taic do bhith sgrìobhadh òrain Ghàidhlig ùra	
	Bheir mi taic dha co-obraichean leis an obair seo mar a bhios iomchaidh.	
AC5	Cothroman do luchd-ciùil, luchd-dràma is seinneadairean a bhith leasachadh sgilean sgrìobhaidh ùra tro choimiseanan ùra	
	Bheir mi taic dha co-obraichean leis an obair seo mar a bhios iomchaidh.	
AC6	A’ cur Sgoil Shamhraidh Dràma Ghàidhlig air dòigh	
	Bheir mi taic dha co-obraichean leis an obair seo mar a bhios iomchaidh.	
Tha cothrom aig a h-uile duine pàirt a ghabhail ann is tlachd fhaighinn às na h-ealain is nithean cruthachail		
AC7	Barrachd maoineachadh cunbhalach do dh’obair nam Fèisean tro Sgeama Thabhartasan nam Fèisean a leigeas leinn pàigheadh a thoirt do dh’oidean a tha cho faisg ’s as urrainn air na h-ìrean a tha Aonadh an Luchd-chiùil a’ moladh	
	San dreuchd ùra agam, tha mi ‘n dùil taic a thoirt do dh’Fhèisean le buidseatan mar a bhios iomchaidh, le pròiseactan agus tachartasan.	
AC8	A’ toirt cothrom an-asgaidh do na Fèisean air ionnstramaidean ciùil bho ar Stòras Ionnsramaidean Ciùil	
	Tro mhìosan an t-Sàmhraidh, rinn mi cinnteach gun d’ fhuair fèisean ionnsramaidean air an robh iad feumach bho ar stòras agus gum faigh iad na tha dhìth orra ‘son tachartasan san àm ri teachd.	
AC9	A’ stiùireadh sgeama PVG bho ar prìomh oifisean gus dèanamh cinnteach gu bheil dìon ga dhèanamh air clann is inbhich a tha feumach air an dìon	
	Tha mi toirt taic leantainniche dhan sgeama PVG againn gus dèanamh cinnteach gu bheil na fèisean uile air na tachartasan aca a chur air dòigh le dìon iomchaidh dha chloinn agus inbhich so-leonte.	
AC12	Obair Ghàidhlig aig na Fèisean le Sgioba-G	
	Tha mi an-còmhnaidh mòladh do dh’Fhèisean gum biodh e math nan cuireadh iad air dòigh oideachadh Sgioba-G aig na tachartasan aca agus bheir mi taic leotha ma tha iad an dùil a dhol air adhart leis.	
AC14	A’ cumail a’ toirt taic do chuirmean Fhèisean ionadail	
	Tha mi a’ cur taic ri fèisean agus na cuirmean-ciùil ionadail aca agus tha mi an-còmhnaidh dèanamh cinnteach gu bheil fiosrachadh iomchaidh ‘son na tachartasan aca a’ dol a-mach air na cunntasan againn air na meadhanan sòisealta.	

	O chionn greiseag, fhuair Cèilidh air Chuairt Loch Abar cothroman a chluich aig tri cuirmean-ciùil Bhlas mar phàirt den fhèis, far an do chluich iad air beulaibh muinntir na sgìre ionadail aca còmhla ri sàr luchd-ciùil eile.	
Thèid cruth-atharrachadh a thoirt air àiteachan is beatha dhaoine tro mhac-meanmna dhaoine, àrd-amasan agus tuigse air na e an comas do dhaoine a chruthachadh		
AC16	A' cumail a' toirt taic do luchd-eagrachaidh ionadail tro Uairean Bliadhnail mar phàirt de Sgeama Thabhartasan nam Fèisean	
	Tha mi moladh do na fèisean agam luchd-eagrachaidh ionadail fhastadh nuair a bhiodh e freagarrach agus feumail dhaibh. Tha Fèis nan Garbh Chrìochan dìreach air neach-eagrachaidh ùra fhastadh a bhios dèanamh obair dhaibh tro uairean rianachd agus tha mi cur taic rithe gus am faigh i greim air an dreuchd.	
AC17	Taic do bhuidhnean coimhearsnachd a tha ag iarraidh Fèisean ùra a stèidheachadh	
	Tha mi a' cur taic ri buidhnean coimhearsnachd a tha ag iarraidh fèisean ùra a stèidheachadh. Air an 17mh den t-Sultain chaidh fèis ùra a cumail: Fèis an Taibeirt. Tha mi air a bhith ag obair còmhla riutha gu dlùth a dhèanamh cinnteach gu bheil taic agus comhairle gu leòr aca gus seo a ruith gu siubhaileach. Tha mi cuideachd air a bhith cur taic riutha leis a' phròg ram ùra aca de chlasaichean leantainneach tro theirm na sgoile.	
AC18	A' dol an sàs mar bhuidheann chom-pàirteach ann an obair Chom-pàirteachas Ealain Òigridh na Gàidhealtachd	
	Tha mi cur taic ri Ealain Òigridh na Gàidhealtachd mar a bhios iomchaidh. Tha mi cuideachd air a bhith coimhead air Ealain Òigridh Earra-Ghàidheal agus na dòighean anns a dh'fhaodadh sinn a bhith ag obair ann an co-bhonn còmhla riutha.	
AC19	A' cur air dòigh agus a' leasachadh Fèis Bhlas, a' gabhail a-steach coimisean ùr agus a' leudachadh na Fèise gu bhith ag obair ann an sgìrean eile	
	Tha mi cur taic ri Fèis Bhlas nuar a bhios iomchaidh. O chionn greiseag, fhuair Cèilidh air Chuairt Loch Abar cothroman a chluich aig tri cuirmean-ciùil Bhlas mar phàirt den fhèis, far an do chluich iad air beulaibh muinntir na sgìre ionadail aca còmhla ri sàr luchd-ciùil eile. Airson deich seachdainean tron t-Sàmhraidh, bha Diane Bruce ag obair còmhla rinn ann an Inbhir Nis. Rinn i an t-uabhas airson Fèis Bhlas, gu sònraichte a thaobh obair margaideachd air loidhne tro na meadhanan sòisealta.	
AC20	Cothroman air tachartasan còmhnaidheach, leis na h-ealain Ghàidhlig agus le cur-seachadan ann an coimhearsnachdan, air an cumail ann an Gàidhlig	
	Tha mi cur taic ri na fèisean agamsa le tachartasan còmnaidheach agus cur-seachadan ann an coimhearsnachdan. Tha mi air a bhith ag obair gu dlùth le Fèis Òigridh na Mara, a tha an dùil cruth dhen Fèis aca atharrachadh agus fèis còmhnaidheach a stèidheachadh gach bliadhna san Gearran.	
Thèid beachdan-smaoin a chur an gnìomh le caochladh luchd-obrach is cheannardan sgileil a nì obair ann an co-cheangail ri chèile		
AC21	A' cumail a' tairgse taic ro-innleachdail is phragtaigeach tro lìonra de dh'Oifigearan Leasachaidh agus gach oifigear a' coimhead às dèidh grunn Fhèisean	
	Tha mi cur taic leantainniche ri na 14 fèisean a th' agam agus ag obair gu dlùth còmhla riutha a dhèanamh cinnteach gu bheil iad a' faighinn comhairle agus taic sam bith a tha dhìth orra.	
AC24	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	
	Thathar a' tairgse trèanadh sam bith do dh'fhèisean a bhiodh feumail gus na tachartasan aca a' ruith nas eifigiche. Tha cuid de na fèisean leis a bheil mi ag obair air ùidh a shealltainn ann a bhith leasachadh na sgilean Gàidhlig aca – 's mar sin, tha mi coimhead air dòighean latha-trèanaidh a chur air dòigh dhaibhsan.	
AC25	Trèanadh cunbhalach do luchd-obrach Fèisean nan Gàidheal is nam Fèisean fhèin	
	Tha mi air an bhith air iomadh cùrsa-trèanaidh on a thoisich mi ag obair aig Fèisean nan Gàidheal. 'S iad	

	na leanas: • 18.2.15: Google Juice Bar, Inbhir Nis • 20.4.15 – 24.4.15: ScotGrad Training Week, Am Blàr Dubh • 12.5.15: "Marketing that Works" - Culture Republic, Dùn Èideann • 13.5.15: Marketing Workshop with Muckle Media, Inbhir Nis • 22.5.15: One on One Meeting with Alex Smith, Inbhir Nis • 3.6.15: Group Meeting with Alex Smith, Inbhir Nis • 8.6.15: Arts Award Adviser Training, Inbhir Nis • 1.10.15: Doing Business in Germany, Glaschu • 7.10.15: Trèanadh air an làrach-lìnn ùra còmhla ri Heckie Cormack • 24.11.15: "Open for Business – Seasonality" webinar le HIE • 27.1.16: Trèanadh Ghàidhlig còmhla ri Iain Urchardan, Port Rìgh • 4.2.16 – 5.2.16: "Preparing to Export" le HIE, Inbhir Nis • 10.2.15: Trèanadh air càmarathan le Gordon Willoughby & càmarathan bhideo le Alasdair MacIlleathain • 25.2.16: "Unlocking Twitter Success" – Culture Republic, Dùn Èideann • 2.3.16: Trèanadh Ghàidhlig còmhla ri Iain Urchardan, Port Rìgh • 15.3.16: "Marketing that Works" – Culture Republic, Dùn Èideann • 1.11.16 – 3.11.16: Cùrsa Gàidhlig air sgrìobhadh còmhla ri Ruairidh MacIlleathain, Inbhir Nis • 7.11.16: Latha trèanaidh air gràmar còmhla ri Iain MacIllechiar, Inbhir Nis • 28.11.16 Cùrsa ciad cobhair le British Red Cross, Inbhir nis Faic AC24 airson fiosrachadh mu thrèanadh airson na fèisean fhèin.
Tha Alba na dùthaich shònraichte, chruthachail aig a bheil ceanglaichean ris an t-saoghal	
AC27	A' cuideachadh nam Fèisean le bhith cur ar Poileasaidh Gàidhlig an gnìomh
	Tha cleachdadh na Gàidhlig leantainneach gu ìre air leth soirbheachail, agus tha sinn an-còmhnaidh ag obair gu cruaidh gus àrainneachd Gàidhlig a leasachadh, san oifis agus cuideachd taobh a-muigh an oifis. Tha mi an-còmhnaidh mòladh do dh'Fhèisean gum biodh e math nan cuireadh iad air dòigh oideachadh Sgioba-G aig na tachartasan aca agus bheir mi taic leotha ma tha iad an dùil a dhol air adhart leis. Tha fiosrachadh daonnan a' nochdadh air meadhanan sòisealta sa Ghàidhlig an toiseach, 's an uair sin, tha eadar-theangachadh sa Bheurla. Tha fàilte Gàidhlig an-còmhnaidh cuir air luchd-tadhail dhan oifis/daoine air a' fon an toiseach, 's a' crochach ris a' fhreagairt aca, còmhraidhean an cumail sa Ghàidhlig, no sa Bheurla. 'S e an aon modh a thathar a' cleachdadh nuair a tha sinn a' tadhal air Fèisean/tachartasan Gàidhlig. 'S i Gàidhlig an cànan tòiseachaidh, 's an uair sin, leanaidh còmhraidhean air sa Ghàidhlig no sa Bheurla – a-rèir freagairt an duine. Tha mi air duilleagan-cuideachaidh airson Facebook is Twitter a dhèanamh airson na Fèisean, le abairtean feumail sa Ghàidhlig. Leis na duilleagan-cuideachaidh seo, thathar an dòchas gum bi na stiùirichean aig gach Fèis comasach ann an bhith cruthachadh meadhanan fiosrachail 's eadar-obrachail, 's mar sin ag adhartachadh conaltradh le daoine na poblach agus a' fas mothachadh mu thachartasan agus pròiseactan. Tha mi cuideachd air duilleag-cuideachaidh a dhèanamh a chaidh a sgaoileadh do chòm-pàirtichean air cèilidhean air chuairt le abairtean feumail sa Ghàidhlig, a dh'fhaodadh iad a chleachdadh gus rudan a sgrìobhadh air na meadhanan sòisealta. San t-Samhainn, chaidh mi air dà chùrsa gus mo chuid Ghàidhlig a neartachadh.
AC28	Taic do bhith leudachadh an àireamh Chèilidhean air Chuairt as t-samhradh
	Tha dà fèisean agam aig a bheil Cèilidh air Chuairt as t-Samhradh: Fèis Latharna agus Fèis Lochabair. Thug mi taic dha an dithis dhiubh agus chaidh mi gu Eilean nam Muc còmhla ri Fèis Lochabair, far an do chluich iad cuirm-ciùil san talla ionadail. Tha mi cuideachd air duilleag-cuideachaidh a dhèanamh a chaidh a sgaoileadh do chòm-pàirtichean air cèilidhean air chuairt le abairtean feumail sa Ghàidhlig, a dh'fhaodadh iad a chleachdadh gus rudan a sgrìobhadh air na meadhanan sòisealta.
AC29	A' cur air dòigh agus a' leasachadh Fèis Bhlas, a' gabhail a-steach coimisean ùr agus a' leudachadh na Fèise gu bhith ag obair ann an sgìrean eile
	AC19
AC30	A' tagradh gum bi pàirt aig na Fèisean ann an tachartasan nàiseanta agus ann am bliadhnaichean a tha comharrachadh chuspairean sònraichte
	Tha mi a' tagradh gum bi pàirt aig na Fèisean ann an tachartasan nàiseanta agus ann am bliadhnaichean a tha còmharrachadh chuspairean sònraichte nuair a bhios e iomchaidh.

AC31	A’ gabhail pàirt ann an tachartasan ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh	
	San Fhaoilleach, chaidh mi gu taisbeanadh aig Celtic Connections, far an robh mi riochdachadh Fèisean nan Gàidheal agus Fèis Bhlas. Bha cothroman agam a bhruidhinn ri tòrr daoine aig an robh ùidh ann am Blas agus ceòl tràidiseanta gus fiosrachadh a sgaoileadh agus ìomhaigh an fhèise a thogail aig ìre eadar-nàiseanta. Aig toiseach Am Màrt, bha mi nam aoigh aig latha nan dreuchdan Gàidhlig aig Eden Court. Tron latha, fhuair mi cothroman a bhruidhinn ri tòrr dhaoine òga agus mìnich dhaibh an obair a tha Fèisean nan Gàidheal agus Blas a’ dèanamh. Aig deireadh Am Màrt, chaidh mi gu “Employer Carousel” aig Sgoil Ghàidhlig Ghlaschu, far an d’ fhuair mi cothroman a chabadaich ri tòrr dhaoine òga eadar 13-15 bliadhna a dh’aois mun obair a tha Fèisean nan Gàidheal agus Blas a’ dèanamh, agus na cothroman obrach a bhios ann dhaibh ann an t-saoghal na Gàidhlig nuair a tha iad nas sìne. San Lunasdal, chaidh mi-fhìn agus Arthur gu Cruinneachadh Gàidhlig san t-Òban, far a lìbhrig sinn bùthan-obrach mun obair againn aig Fèisean nan Gàidheal agus BLAS – agus na leasachaidhean a thathar a’ dèanamh gus Gàidhlig a neartachadh ann an Earra-Ghàidheal. San t-Samhain, chaidh mi gu “Siuthad” – latha nan dreuchdan do dheugairean aig a bheil Gàidhlig, a chaidh a chumail ann an Glaschu. Fhuair mi cothrom a chabadaich ri tòrr dhaoine òga mun obair a tha Fèisean nan Gàidheal a’ dèanamh agus na cothroman obrach a bhios ann dhaibh ann an t-saoghal na Gàidhlig nuair a dh’fhagas iad sgoil.	
AC32	A’ dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan	
	Tha ùrachaidhean air tachartasan nam Fèis bitheanta air Facebook, Twitter, Youtube agus Instagram. Tha naidheachdan, dealbhan agus fiosrachadh iomchaidh eile air dh’fhoillseachadh gu tric air adhartas de na Fèisean fa leth, airson mothachadh, agus mar sin, gus am bi na tachartasan eile san àm ri teachd tarraingeach do dhaoine ùra. Airson deich seachdainean tron t-Sàmhraidh, bha Diane Bruce ag obair còmhla rinn ann an Inbhir Nis. Rinn i an t-uabhas airson Fèis Bhlas, gu sònraichte a thaobh obair margaideachd air loidhne tro na meadhanan sòisealta.	
Builean Iomairt na Gàidhealtachd is nan Eilean		
A’ Toirt Ealain is Cultar na Gàidhlig air Adhart an Lùib Oideachadh Cruthachail/na seirbheis Fèisgoil		
InG3	Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan	
	Faic AC20.	
InG5	Eadar-theangachaidhean Gàidhlig	
	Tha mi a’ cur taic ri feisean agus a’ dèanamh eadar-theangachaidhean dhaibh gu tric. Tha mi air duilleagan-cuideachaidh airson Facebook is Twitter a dhèanamh airson na Fèisean, le abairtean feumail sa Ghàidhlig. Leis na duilleagan-cuideachaidh seo, thathar an dòchas gum bi na stiùirichean aig gach Fèis comasach ann an bhith cruthachadh meadhanan fiosrachail ‘s eadar-obrachail, ‘s mar sin ag adhartachadh conaltradh le daoine na poblach agus a’ fas mothachadh mu thachartasan agus pròiseactan. Tha mi cuideachd air duilleag-cuideachaidh a dhèanamh a chaidh a sgaoileadh do chòm-pàirtichean air cèilidhean air chuairt le abairtean feumail sa Ghàidhlig, a dh’fhaodadh iad a chleachdadh gus rudan a sgrìobhadh air na meadhanan sòisealta.	
Taic do is ag Adhartachadh nam Fèisean		
InG7	A’ cur taic ri buidhnean coimhearsnachd airson obair leudachaidh agus gus Fèisean ùra a stèidheachadh	
	Faic AC17.	
InG9	Taic ro-innleachdail is phragtaigeach do na Fèisean bho-lìonra taice nam Fèisean	
	Faic AC2 agus AC7.	
InG10	Taic ro-innleachdail do dh’Fhèisean a tha airson an obair aca a leudachadh agus prògraman coimhearsnachd a chumail suas	
	Faic AC2.	
InG11	Prògraman gus sgilean dhaoine a leasachadh, a’ gabhail a-steach: a’ dèanamh airgead,	

	planadh ionmhasail, Ciad Chobhair, agus trèanadh Dìon Chloinne airson luchd-obrach is luchd saor-thoileach nam Fèisean	
	Faic AC24.	
A' Leasachadh Sgilean is Thàlantan / obraichean do dh'òigridh		
InG15	A' toirt cothroman trèanaidh eile do luchd-obrach is oidean nam Fèisean agus do dhaoine a ghabhas pàirt sna Fèisean	
	Faic AC24.	
A' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca/turasachd chultarach		
InG16	Taic do bhith leudachadh an àireamh Chèilidhean air Chuairt	
	Faic AC28.	
InG17	A' cur air dòigh agus a' leasachadh Fèis Bhlas	
	Faic AC19.	
InG18	Sgoil Shamhraidh Dràma Ghàidhlig a thèid a chumail gach bliadhna	
	Faic AC6.	
InG19	Cothroman air tachartasan còmhnaidheach far am bi daoine a' dol an sàs sna h-ealain Ghàidhlig agus tachartasan coimhearsnachd a bhios air an cumail ann an Gàidhlig	
	Faic AC20.	
InG20	A' tagradh gum bi pàirt aig na Fèisean ann an tachartasan nàiseanta agus ann am bliadhnaichean a tha comharrachadh chuspairean sònraichte	
	Faic AC30.	
InG21	A' gabhail pàirt ann an tachartasan ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh	
	Faic AC31.	
Builean Bhòrd na Gàidhlig		
BnG1	Taic do na h-Iomairtean Gàidhlig sna sgìrean far a bheil oifigearan Fèisean nan Gàidheal stèidhichte, le fianais air cuideachadh pragtaigeach nuair a chaidh taic a thabhann ro 31.03.16	
	Tha mi a' cur taic ri na h-iomairtean Gàidhlig nuair a bhios iomchaidh.	
BnG5	Taic do 44 Fèisean air feadh Alba, le tabhartasan, trèanadh, àrachas, ionnsramaidean ciùil agus sgilean Gàidhlig ro 31.03.17	
	Faic AC2, AC7, AC8, AC16, AC21 & AC27.	
BnG6	Bidh 6 Fèisean air clasaichean 'Fèis Bheag' no bùithtean-obrach airson nan tràth-bhliadhnaichean a ruith ro 31.03.17	
	Tha uiread às na 14 fèisean agam a' lìbhrigeadh Fèis Bheag air choireigin no bùithtean-obrach airson nan tràth-bhliadhnaichean. Tha Fèis Lochabair a-nis a' lìbhrigeadh bùithtean-obrach agus clasaichean airson òigridh bho dh'aois 0-18, le bùth-obrach ùra, Pàrant is Pàiste, a chaidh a chur an gnìomh san Lunasdal airson a' chiad turas. A' bharrachd air Pàrant is Pàiste, tha bùithtean-obrach aca airson aoisean 3-5, 5-7 agus cuideachd na clasaichean àbhaisteach airson 8-18 bliadhna a dh'aois. Tha Fèis na h-Apainne cuideachd a' lìbhrigeadh oideachadh do chloinne bho dh'aois 0-18 agus cuideachd do dh'inbhich. Tha Fèis Latharna an dùil Fèis Bheag a stèidheachadh airson a' phrìomh fhèis aca aig Àm na Càisge 2017. Cuideachd, tha na fèisean a' leanas uile a' tabhann Fèis Bheag no bùithtean-obrach airson nan tràth-bhliadhnaichean mar tha: Fèis Mhuile, Fèis Thiriodh, Fèis an Tairbeirt, Fèis nan Garbh Chrìochan agus Fèis Eige.	

AINM	**KAREN OAKLEY**			
DREUCHD	**OIFIGEAR LEASACHAIDH (FÒRLADH MÀTHAIREIL)**			
Taic do is ag Adhartachadh nam Fèisean	**A' Leasachadh Sgilean is Thàlantan**	**Ag Adhartachadh Ealain is Cultar na Gàidhlig an Lùib Oideachadh Cruthachail**	**A' Tarraing Luchd-èisteachd is a' Leudachadh nan Àireamhan aca**	**Riaghladh is Luchd-obrach**

Àir.		**Raon sa Phlana**

		Pròg raim
Alba Chruthachail - Àrd-amasan **A' toirt aithne do is a' cur sùim ann an sàr obair is daoine a tha feuchainn rudan ùra sna h-ealain, ann am film is telebhisean agus sna gnìomhachasan cruthachail**		
AC1	Maoineachadh airson leasachaidhean ùra tro Mhaoin Leasachaidh nam Fèisean	
	Thug mi taic do Fèis a' Bhaile tabhartas luach £750 fhaighinn bho Mhaoin Leasachaidh nam Fèisean anns an Damhair 2016. Chaidh an t-airgead a chur gu feum air bùthan-obrach obair-chòmhlain a dhèanamh còmhla ri Adam Sutherland agus Hamish Napier mar phàirt dhen phrìomh fhèis aca san Damhair 2016. Rinneadh an uair sin consairt na fèise aig Taigh-cluiche Cùirt an Easbaig ann am meadhan-bhaile Inbhir Nis air 14/10/16, 's iad a' comharrachadh 25 bliadhna on a thòisich an fhèis sa bhaile.	
AC2	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 chur air chois	
	Tha seachd a-mach à deich dhe na fèisean agam a' tabhainn clasaichean agus bùthan-obrach tron a' bhliadhna, a bharrachd air a' phrìomh fhèis aca* Bidh mi a' toirt stiùireadh dhaibh nam obair làitheil. Mar eisimpleir, tha mi air a bhith a' toirt taic do Fèis Inbhir Narainn an ràith-sa, 's iad a' tòiseachadh sreath ùr de bhùthan-obrach Seinn Ghàidhlig sa Bhliadhn' Ùr. * Fèis a' Bhaile, Fèis Farr, Fèis Inbhir Narainn, Fèis Mhoireibh, Fèis Obar Dheathain, Fèis na h-Òige agus Fèis Spè	
AC3	Taic do dh'obair ùr agus obair a tha feuchainn rudan ùra sna h-ealain Ghàidhlig	
	Tha mi a' toirt taic dha Fèis na h-Òige a tha a' cur sreath de bhùthan-obrach do dheugairean ann an sgilean camara air dòigh airson an ath-theirm. Bidh am pròiseact ann an co-bhonn le Sabhal Mòr Ostaig, agus air a lìbhrigeadh tro mheadhan na Gàidhlig.	
Tha cothrom aig a h-uile duine pàirt a ghabhail ann is tlachd fhaighinn às na h-ealain is nithean cruthachail		
AC7	Barrachd maoineachadh cunbhalach do dh'obair nam Fèisean tro Sgeama Thabhartasan nam Fèisean a leigeas leinn pàigheadh a thoirt do dh'oidean a tha cho faisg 's as urrainn air na h-ìrean a tha Aonadh an Luchd-chiùil a' moladh	
	Mar phàirt dhen obair làitheil agam, bidh mi a' cuideachadh na Fèisean foirmean tagraidh a' lionadh agus gum faigh iad airgead na Sgeama ann an deagh ùine. Bidh mi a' moladh ìrean aonaidh an luchd-chiùil a phàigheadh cho mòr 's a 's urrainn agus a' toirt taic phrataigeach dhaibh le buidseatan.	
AC8	A' toirt cothrom an-asgaidh do na Fèisean air ionnstramaidean ciùil bho ar Stòras Ionnsramaidean Ciùil.	
	Fhuair Fèis Obar Dheathain iasad de bhodhrain is dhrumaichean bho ar Stòras airson a bhùth-obrach na Samhna aca.	
AC9	A' stiùireadh sgeama PVG bho ar prìomh oifisean gus dèanamh cinnteach gu bheil dìon ga dhèanamh air clann is inbhich a tha feumach air an dìon	
	Tha mi a' toirt stiùireadh do na Fèisean agam gus dèanamh cinnteach gu bheil dìon iomchaidh aig tachartasan nam Fèisean, le taic bho ar Oifigear Dìon-Chloinne, Sandy Gray.	
AC12	Obair Ghàidhlig aig na Fèisean le Sgioba-G	
	Bidh mi a' brosnachadh na Fèisean agam gus feum a dhèanamh dhe Sgioba G an uair a tha e iomchaidh.	
AC14	A' cumail a' toirt taic do chuirmean Fhèisean ionadail	
	Bidh mi a' frithealadh cuirmean fhèisean ionadail cho mòr 's a urrainn. Air 01/10/16 mar eisimpleir, thadhal mi air Fèis na h-Òige, 's iad a' cumail sgrionadh dhen fhiolm "Hamish" mu bheatha agus buaidh Hamish MacEanraig. Fhuaras iasad dhen uidheamachd bhon bhuidheann Cinema for All tha iad an dùil sgrìonaidhean a bharrachd a chumail sa Bhliadhn' Ùra, far an seall iad earannan Fiolm G cuideachd.	
Thèid cruth-atharrachadh a thoirt air àiteachan is beatha dhaoine tro mhac-meanmna dhaoine, àrd-amasan agus tuigse air na e an comas do dhaoine a chruthachadh		
AC16	A' cumail a' toirt taic do luchd-eagrachaidh ionadail tro Uairean Bliadhnail mar phàirt de Sgeama Thabhartasan nam Fèisean	
	Bidh mi gu tric a' conaltradh le luchd-eagraichaidh nam Fèisean ionadail mar phàirt dhen obair làitheil agam.	
Thèid beachdan-smaoin a chur an gnìomh le caochladh luchd-obrach is cheannardan sgileil a nì obair ann an co-cheangail ri chèile		
AC21	A' cumail a' tairgse taic ro-innleachdail is phragtaigeach tro lìonra de dh'Oifigearan Leasachaidh agus gach oifigear a' coimhead às dèidh grunn Fhèisean.	
	Tha deich Fèisean agam agus bidh mi a' toirt cuideachadh dhaibh an iomadach dòigh leithid a' leasachadh phròiseactan ùra, eadar-theangachadh agus a' moladh dòighean airgid a thogail. Bidh na h-Oifgearan Leasachaidh cuideachd a' conaltradh le chèile agus a' faotainn taic phrataigeach gu	

	cunabhalach.
Tha Alba na dùthaich shònraichte, chruthachail aig a bheil ceanglaichean ris an t-saoghal	
AC27	A' cuideachadh nam Fèisean le bhith cur ar Poileasaidh Gàidhlig an gnìomh
	Bho latha gu latha, bidh mi a' toirt taic do na fèisean agam a bhith a' dealbhachadh sanasachd da-chànanach, a moladh tuitearan aig a bheil Gàidhlig (neo a tha a' dèanamh adhartas innte) agus a' toirt cuideachadh dhaibh le abairtean feumail a dh' fhaodar cleachdadh aig bùthan-obrach.
AC32	A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan
	Bidh mi a' sanaasachd obair nam Fèisean tro phostachd na sgoile, tro thuitearan YMI, air na meadhanan-sòisealta, na meadhanan traidiseanta (leithid Radio nan Gàidheal) agus tro "naidheachdan" na làrach-lìn againne.
Builean Iomairt na Gàidhealtachd is nan Eilean	
A' Toirt Ealain is Cultar na Gàidhlig air Adhart an Lùib Oideachadh Cruthachail/na seirbheis Fèisgoil	
InG5	Eadar-theangachaidhean Gàidhlig
	Faicibh AC27.
Taic do is ag Adhartachadh nam Fèisean	
InG7	A' cur taic ri buidhnean coimhearsnachd airson obair leudachaidh agus gus Fèisean ùra a stèidheachadh
	An ràith-sa, thug mi stiùireadh do Fèis an Iar Dheas a chum a' chiad latha fèise aca air 01/10/16. Bha 29 com-pàirtichean an lùib òrain Ghàidhlig, dannsa-cèilidh agus oideachadh-ciùil. Bidh mi coinneachadh leotha air 03/12/16 gus bruidhinn air ciamar a ghabhas a neartachadh.
InG8	A' cur airgead an seilbh Maoin Leasachaidh nam Fèisean gus leasachaidhean cruthachail ùra a mhaoineachadh ann an coimhearsnachdan agus tha an t-airgead sin a' toirt cothrom don luchd-iarrtais tuilleadh maoineachaidh a tharraing a-steach
	Faicibh AC1
InG9	Taic ro-innleachdail is phragtaigeach do na Fèisean bho-lìonra taice nam Fèisean
	Faicibh AC2, AC3 & AC21.
InG10	Taic ro-innleachdail do dh'Fhèisean a tha airson an obair aca a leudachadh agus prògraman coimhearsnachd a chumail suas
	Faicibh AC2 & AC3
InG11	Prògraman gus sgilean dhaoine a leasachadh, a' gabhail a-steach: a' dèanamh airgead, planadh ionmhasail, Ciad Chobhair, agus trèanadh Dìon Chloinne airson luchd-obrach is luchd saor-thoileach nam Fèisean
	A bharrachd air a bhith a' coimhead air planaichean leasachaidh nam Fèisean, tha mi tric a' conaltradh ri comataidhean nam Fèisean faic dè an trèanadh a tha a dhith orra. An-dràsta, tha mi a' cur trèanadh ciad-cobhair air dòigh dha Fèis Obar Dheathain.
A' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca/turasachd chultarach	
Builean Bhòrd na Gàidhlig	
BnG6	Bidh 6 Fèisean air clasaichean 'Fèis Bheag' no bùithtean-obrach airson nan tràth-bhliadhnaichean a ruith ro 31.03.17
	Tha còig dhe na fèisean agam a' tabhainn chlasaichean Fèis Bheag.* Bha deagh seisean Fèis Bheag aig Fèis Obar Dheathain – a fhuair taic luach £1,000 o Bhòrd na Gàidhlig – mar phàirt dhen leth-latha fèise aca air 13.11.16. Bha ochdnar san t-seisean fo aois sgoile, agus chumar geamanan is òrain tro mheadhan na Gàidhlig. Bhitheadh barrachd chloinne air a bhith ann nan robh rùm air a bhith ann. Seo aon dhe na pàirtean air an toir mi taic dhaibh air thoiseach air an fhèis tri latha aca sa Ghearran 2017. *Fèis Farr, Fèis Inbhir Narainn, Fèis Obar Dheathain, Fèis na h-Òige agus Fèis Spè
BnG20	A' cur Poileasaidh Gàidhlig na buidhne an gnìomh, le dearbhadh gur i Gàidhlig cànan obrach Fèisean nan Gàidheal.
	'S i a' Ghàidhlig an cànan na h-oifis o latha gu latha. 'S i an cànan air am bi mi a' cur fàilte air daoine an uair a tha iad a' bruidhinn air a' fòn neo a' tadhal air an oifis. Bidh an còmhradh an uair sin a' leantainn a-rèir dè an cainnt sa bheil an neach a' freagairt. Air an làrach-lìn agus duilleagan sòisealta Fèisean nan Gàidheal, bidh na sgrìobhaidhean agam a-nochdadh ann an Gàidhlig sa chiad dol a-mach mus an nochd iad sa Bheurla.

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

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