fèisean
NAN GÀIDHEAL

Fèisean nan Gàidheal

Coinneamh den Bhòrd-stiùiridh
Dihaoine 24mh Cèitean 2024 bho 2f
Air-loidhne tro Zoom

Fèisean nan Gàidheal

Coinneamh den Bhòrd-stiùiridh bho 2f, Dihaoine 24mh Cèitean 2024 air-loidhne tro Zoom

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

2.2024.02 CÙISEAN LEASACHAIDH

(a) Adhartas le Prògram-obrach Fèisean nan Gàidheal — Airson Deasbaid agus Fiosrachaidh
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(f) Cùmhnantan Maoineachaidh — Airson Deasbaid agus Fiosrachaidh

2.2024.04 CÙISEAN LUCHD-OBRACH

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2.2024.05 CÙISEAN GNÌOMHAIL

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(b) Stòrasan Airgid: Tasgadh is Maoin nan Ealan Gàidhlig — Aithirs aiirson Fiosrachaidh
(d) Aithisg Bhliadhnail air Riaghladh Chunnartan — Airson Aontachaidh
(e) Aithisg air buileachadh Plana CII 2023-24 — Airson Aontachaidh

2.2024.06 EILE

(a) G I S B E
(b) Ceann-latha na h-ath choinneimh: 27.09.2024 — Airson Fiosrachaidh

Fèisean nan Gàidheal

Geàrr-chunntas air coinneamh a' Bhùird Stiùiridh a chaidh a chumail ann an Taigh-òsta Muilnean an Rìgh, Inbhir Nis, Dihaoine 8 Màrt 2024 bho 2:00f.

1.2024.01 CÙISEAN TÒISEACHAIDH

(a) An làthair

Carola NicCaluim (Cathraiche), Ciorstaidh NicDhùghaill (Iar-chathraiche), Raonaid Lincoln, Krisell Dhòmhnallach, Tomaidh Dòmhnallach, Ceitidh NicAonghais, Gwen NicGuaire, Alasdair Paul, Muriel NíGéibheannaigh (air loidhne), Art MacCarmaig (a' frithealadh), Anna Willoughby (a' frithealadh), Calum Ailig MacMhaoilein (a' frithealadh), Eilidh NicCoinnich (a' frithealadh) agus Luke Slater (a' frithealadh).

Rinn Aonghas MacLeòid eadar-theangachadh mar aon.

(b) Leisgeulan

Iain MacAsgaill, Siobhan NicAnndrais (Alba Chruthachail), Steafan Kellow (Bòrd na Gàidhlig), Lena Nic an Fhùcadair (Comhairle na Gàidhealtachd), Ciorstaidh Moyes (Comhairle Earra-Ghàidheal is Bhòid), Donnchadh MacNìll (Comhairle Earra-Ghàidheal is Bhòid), Mòrag Anna NicLeòid NicMhìcheil (Comhairle na Gàidhealtachd) agus Iain A MacÌomhair (CnES).

Chaidh meal a naidheachd a chur air Ceitidh NicAonghais an dèidh dhi Òraid Cuimhneachaidh Iain MhicLeòid a ghabhail am-bliadhna.

Chaidh deagh dhùrachdan a thoirt do Khrisell Dhòmhnallach is do dh'Iain MacIllÌosa airson a' phòsaidh aca a dh'aithghearr.

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

Bhathar air geàrr-chunntas a chuairteachadh bhon choinneimh a chaidh a chumail air 8 Dùbhlachd 2023.

Chaidh gabhail ris a' gheàrr-chunntas mar chunntas fìrinneach den choinneimh, air a mholadh le Gwen NicGuaire is Krisell Dhòmhnallach a' cur a thaic rithe.

(d) Cùisean a thog ceann

Chaidh a dhaingneachadh gun deach foirm luchd-riaghlaidh Carthannasan na h-Alba a lìonadh agus fiosrachadh Taigh nan Companaidhean ùrachadh airson ballrachd ùr a' Bhùird a shealltainn.

(e) Taghadh an luchd-dreuchd agus riochdaire do dh'Fhèis Blas Earr.

An dèidh co-dhùnadh Ciorstaidh NicDhùghaill dreuchd an Iar-chathraiche a leigeil dhi, chaidh Ceitidh NicAonghais ainmeachadh airson na dreuchd, air a moladh le Krisell Dhòmhnallach le taic bho Thomaidh Dhòmhnallach.

Chaidh Ciorstaidh NicDhùghail ainmeachadh mar Ionmhasair, air a moladh le Ceitidh NicAonghais le taic bho Alasdair Paul.

Thug am Bòrd taing do Chiorstaidh airson a h-ùine na h-Iar-chathraiche agus tha iad toilichte gu bheil i a' leantainn oirre le a taic mar Ionmhasair.

Chaidh Ceitidh NicAonghais ainmeachadh mar riochdaire do Bhòrd Fèis Blas Earranta, air a moladh le Raonaid Lincoln le taic bho Khrisell Dhòmhnallach.

1.2024.02 CÙISEAN LEASACHAIDH

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

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

Bha Art toilichte a ràdh nach mòr gun robh a h-uile rud gu bhith dèante mar a bha dùil ro dheireadh na bliadhn'-ionmhais.

Thug buill a' Bhùird fainear don aithisg.

(b) Aithisgean Adhartas an Luchd-obrach

Bhathar air aithisgean air adhartas bhon luchd-obrach a chuairteachadh.

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

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

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

- Dh'innis Art mu Dhuaisean Dual-cheòl na h-Alba, Seachdain na Gàidhlig, Fuaran, oideachadh na sgioba, FilmG, cothroman do dh'oide a dh'aithghearr, is cuideachd an naidheachd as ùire air iarrtasan maoineachaidh gu Alba Chruthachail is gu Bòrd na Gàidhlig.
- Dh'innis Calum mu Fhèisean a' Ghearrain is na Càisge, adhartas le iarrtasan deireannach tabhartasan nam Fèisean, 5 Latha agus Blas 2024.
- Dh'innis Eilidh mu Bhlasad Gàidhlig, Beairteas agus clasaichean feasgair Comhairle Baile Ghlaschu, Hùb Hàb, Latha Oideachaidh na Dràma, cuairt ùr Meanbh-chuileag, Cliabh, Dìleab, Sgoil Shamhraidh Dràma Gàidhlig, Acadamaidh a' Mhòid agus co-obrachadh Cunnradh nan NA air Còraichean Chloinne le E-sgoil.

Thug buill a' Bhùird fainear do na bha sna cunntasan is do na prìomhachas sna mìosan romhainn.

Dhaingnich iad cuideachd gun robh iad toilichte leis an fhianais a chaidh ullachadh leis a' Cheannard do ghairm Phàrlamaid na h-Alba airson fianais air Bile Cànainean na h-Alba.

(d) Gnìomhan bho chòmhraidhean aig co-labhairt 2023

Bhathar air pàipear a chaidh ullachadh le Art MacCarmaig a chuairteachadh ron choinneimh airson innse do bhuill a' Bhùird air gnìomhan a thugadh gu buil ag èirigh bho chòmhraidhean aig co-labhairt 2023.

Bha buill a' Bhùird toilichte leis a' phàipear is leis na gnìomhan a bhiodh air an gabhail os làimh ri linn obair na buidhne.

(e) Ag obair còmhla ri Ùghdarrasan Ionadail: Stiùradh do na Fèisean

Thathar air aithisg air mar a b' fheàrr a b' urrainn do na Fèisean conaltradh ri oifigich is buill Ùghdarrasan Ionadail a chuairteachadh.

Thugadh fainear, ged a chumas Fèisean nan Gàidheal orra a' coiteachadh taic do na Fèisean, gur e as dòcha gum freagair comhairlichean is oifigich nas fheàrr air guthan às an àite aca fhèin seach air buidheann nàiseanta.

Dh'aontaich buill a' Bhùird ri faclan a' phàipeir agus bha iad toilichte gun rachadh an stiùradh a chuairteachadh.

1.2024.03 CÙISEAN IONMHASAIL

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

Bhathar air aithisg leis a' Mhanaidsear Ghnìomha, Anne Willoughby, a chuairteachadh a bha a' sealltainn teachd-a-steach is cosgais le gnothaichean ionmhais gu 26 Gearran 2024.

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

(b) Cunntasan Banca agus am fiosrachadh mu dheireadh

Mar a bha na cunntasan aig an àm:

- Cunntas Làitheil - £14,593.62
- Cunntas Àrd-rèidh - £154,974.61
- Cunntas Blas - £5,414.59

• Cunntas Leasachaidh - £8,709.24
• Urras Cobhair Carthannais (UCC) - £306,155.87

Mhìnich Anna Willoughby na cunntasan banca is cunntas-tasgaidh UCC Flagstone gu feum buill ùr a' Bhùird.

Thug buill a' Bhùird fainear do na suimean.

(c) Cunntasan Riaghlaidh gu 31 Dùbhlachd 2023

Bhathar air Cunntasan Riaghlaidh gu 31 Dùbhlachd, a chaidh ullachadh le Mann Judd Gordon, a chuairteachadh ron choinneimh.

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

(d) Dreachd buidseit 2024-25

Bhathar air dreachd buidseit 2024-25 a chuairteachadh.

Thug Art MacCarmaig iomradh air beàrn sa bhuidseat sa phàipear, a' mìneachadh nan duilgheadas a bha romhainn, a' toirt fainear gun robh buaidh aig cosgaisean a' dol am meud agus aig Obair Chothromach air Thoiseach air an ionmhas.

Chaidh aontachadh gur e am prìomhachas maoin gu leòr agus taic eile a chumail ris na Fèisean, rud a dh'fhaodadh ciallachadh lùghdachadh gnìomhachais eile ann an clàr-obrach na buidhne.

Leis mar a tha cùl-taic ionmhasail aig a' bhuidhinn, chan eil cunnart gun tèid i briste ach b' fheàrr le buill a' Bhùird dòighean eile air a' bheàrn sa bhuidseat a lùghdachadh seach a bhith a' cleachdadh cùl-taic ionmhasail.

Thug buill a' Bhùird an aire don eachdraidh agus cheadaich iad am buidseat is fios aca gur dòcha gun atharraich an suidheachadh ri linn tabhartasan deireadh na bliadhna agus buil cuid de na tagraidhean maoineachaidh. Rachadh buidseat ath-leasaichte a chur air am beulaibh aig an ath-choinneimh agus rachadh sùil gheur a chumail air cosg an airgid air feadh na bliadhna.

(e) Tabhartasan do na Fèisean 2023-24

Chaidh innse gur e 26 den Ghearran ceann-latha nan iarrtasan mu dheireadh leis a' mhòr-chuid de na Fèisean air faighinn na tha aca oirnn.

Thug buill a' Bhùird fainear don t-suidheachadh a thaobh nan tabhartasan.

(f) Aontaidhean Maoineachaidh

Bhathar air aithisg le Art MacCarmaig a chuairteachadh leis an fhiosrachadh as ùire do bhuill a' Bhùird air ìre nan aontaidhean le ar prìomh-luchd-maoineachaidh.

Tha Alba Chruthachail air iarrtas ìre a h-aon againn a mheasadh agus bha a' mhòr-chuid den fhiosrachadh air ais bhuapa fàbharach, rud a leigeas leinn gluasad air adhart gus iarrtas ìre a dhà a dhèanamh ro 24 den Ghiblean.

Chaidh innse gum feumamaid plana a chur a-steach airson maoineachadh 2024-25 gu Alba Chruthachail ro 18 den Mhàrt.

Dhaingnich Bòrd na Gàidhlig mòrachadh maoineachaidh fad nan ath-cheithir bliadhna. Tha e nas lugha na chaidh iarraidh air fad, a' ciallachadh gum feumteadh tuilleadh a lorg an àiteigin eile, ach tha taic Maoin nan Ealan Gàidhlig na lùib.

Tha Comhairle Earraghàidheal is Bhòid air aontachadh taic a thoirt dhuinn sa bhliadhna ri tighinn aig an aon ìre ri 2023-24.

Bha Comhairle nan Eilean Siar gus meud a' mhaoineachaidh do na seachd Fèisean sa cheàrnaidh aca a lùghdachadh. Thugadh fainear gur e briseadh-dùil a bha ann agus chaidh innse gun rachadh coinneamh a chumail airson seo a dheasbad tuilleadh.

Thugadh fainear don aithisg le buill a' Bhùird.

(g) Cothromachadh an ionmhais gu 31 Màrt 2024

Chaidh aonta iarraidh gun gabhadh maoin a bha air fhàgail bho 2023-24 nach deach a ghealltainn a chleachdadh gus Fèisean a chuideachadh, a-rèir toil a' Cheannaird taobh a-staigh na bha ceadaichte dha cosg.

Chaidh seo aontachadh le buill a' Bhùird.

1.2024.04 CÙISEAN LUCHD-OBRACH

(a) Am fiosrachadh as ùire

Chaidh innse gun do rinneadh measaidhean an luchd-obrach agus gun robh bruidhinn air Obair Chothromach air Thoiseach air fhilleadh a-staigh mar phàirt den chòmhradh.

Bha coinneamh sgioba ann o chionn ghoirid anns an deach prìomhachasan nam mìosan ri tighinn a dheasbad.

1.2024.05 CÙISEAN OBRACHAIDH

(a) Co-labhairt 2023 agus beachdan air tachartas 2024

Bhruidhinn Anna Willoughby air co-dhùnaidhean an fhiosrachaidh air ais bhon cho-labhairt a fhuaras an lorg cuairteachadh ceisteachain:

- Duilgheadasan, nam measg cosgais sìor-èirigh àiteachan-fuirich, siubhail agus gu bheil seusan nas fhaide na turasachd a' fàgail ionadan-cruinneachaidh nas gainne san t-Sultain.
- Chaidh moladh gur dòcha gun tàirngeadh ath-ainmeachadh an tachartais tuilleadh dhaoine a bhith an làthair, le Cruinneachadh Bliadhnail air a mholadh.
- Thugadh fainear uaireannan air sàilleabh cion mholaidhean bho na Fèisean gur e Fèisean nan Gàidheal a bha a' moladh cuspairean oideachaidh seach na Fèisean fhèin.
- Bha am fios air ais a' moladh gum bu toigh leis na Fèisean barrachd ùine airson còmhradh eatorra fhèin.

Chaidh aontachadh gun cumadh Anna Willoughby agus Luke Slater fios ri buill a' Bhùird aig an ath-choinneimh an dèidh dhaibh ionadan freagarrach a rannsachadh airson tachartas na bliadhna-sa.

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

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

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

1.2024.06 EILE

(a) GISBE

Cha deach an còrr gnothaich a thogail agus thug an Cathraiche taing do bhuill a' Bhùird is don sgioba air fad airson an obair agus do dh'Aonghas MacLeòid airson eadar-theangachadh mar aon den choinneimh.

(b) Ceann-latha na h-ath choinneimh: 24.05.2024

Chaidh latha ath-choinneamh a' Bhùird a dhaingneachadh mar 24 den Chèitean 2024 air loidhne.

(c) Obair Chothromach air Thoiseach:Tuarastalan

Dh'fhàg an luchd-obrach air fad, ach an Ceannard, a' choinneamh fhad 's a bhathar a' deasbad pàipear dìomhair le buill a' Bhùird.

Le bhith a' cur an gnìomh gealltanas Fèisean nan Gàidheal do dh'Obair Chothromach an Toiseach, chaidh rannsachadh a ghabhail os làimh leis a' Cheannard a' coimhead air tuarastal taobh a-staigh Fèisean nan Gàidheal an coimeas ri comainn eile den aon seòrsa. Thugadh sùil air còig obraichean deug agus an samhlachadh, cho fad 's a b' urrainnear, ri obraichean ann am Fèisean nan Gàidheal.

Chaidh co-dhùnadh gun robh tuarastalan gan tabhann le Fèisean nan Gàidheal aig an aon ìre ris an fheadhainn a bha gan tabhann le buidhnean eile. Ge-tà, chaidh aithneachadh gur e margadh obrach co-fharpaiseach a tha ann le dreuchdan Gàidhlig doirbh an lìonadh uaireannan.

Chaidh mion-sgrùdadh a dhèanamh cuideachd air buaidh na h-atmhorachd air tuarastal luchd-dreuchd Fèisean na Gàidheal.

Chaidh co-dhùnadh nach robh tuarastal cuid den luchd-obrach air ceum a chumail ris an atmhorachd. Ach thugadh fainear gun robh luchd-obrach eile aig an robh tuarastal a bha fo riaghailt mòrachaidh a chaidh aontachadh le Unison san aon suidheachadh. Ged a chaidh aontachadh gun robh argamaid ann airson ceartachadh a dhèanamh uaireigin, gum feumteadh seo a bhith nar comas agus gun ciallachadh sin cur às don chleachdadh a bha aig Fèisean nan Gàidheal o chionn iomadach bliadhna a bhith a' stèidheachadh thuarastalan aig an aon ìre ri aontaidhean Unison.

Thug buill a' Bhùird taing don Cheannard airson an tasbeanaidh agus dh'aontaich iad gum bu chòir do na gnothaichean seo a bhith gan sìor-bhreithneachadh.

Fèisean nan Gàidheal

Adhartas le Prògram-obrach Fèisean nan Gàidheal

Àireamh air a' Chlàr-chùisean: 2.2024.02(a)

Adhbhar a' Phàipeir

Airson geàrr-iomradh a thoirt do bhuill a' Bhùird air adhartas le prògram-obrach na buidhne san ceathramh ràith de 2023-24 gu 31 Màrt 2024.

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), Bòrd na Gàidhlig (BnG), Comhairle na Gàidhealtachd (CnG) agus Comhairle Earra-Ghàidheal is Bhòid (CEB).

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

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

Tha na dathan a' ceangalachadh builean agus raointean leasachaidh ann am Plana Prògraim Fèisean nan Gàidheal airson 2023-28.

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

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

Àir.		Raon sa Phlana Prògraim	Adhartas	Clachan-mìle Ìre					
Alba Chruthachail - Clachan-mìle				CA	C	CII	SA	OC	E
AC1	Maoin luach mu £210k air aontachadh do na Fèisean ron Chèitean 2023.		Chaidh tabhartasan luach £213,104 aontachadh aig coinneamh a' Chèitein 2023 den Bhòrd-stiùiridh.	√	√	√	√	√	
AC2	Taic airson co-dhiù 3 pròiseactan rè 2023-24 ag amas air pròmhachasan sònraichte.		Chaidh £3,968 a thoirt seachad gu deireadh R4. Faicibh AC5 gu h-ìosal.	√	√	√	√	√	√
AC3	Maoin air aontachadh do luchd-rianachd tro uairean bliadhnail ron Chèitean 2023.		Chaidh tabhartasan nan uairean bliadhnail, luach £10,998, aontachadh aig coinneamh a' Chèitein 2023 den Bhòrd-stiùiridh.	√	√	√	√	√	

AC4	Àrachas air a chur air dòigh do na Fèisean ron Ghiblean 2023.		Chaidh seo ùrachadh agus tha àrachas ri fhaighinn do gach Fèis taobh a-staigh cìsean ballrachd na buidhne.	√ √ √ √ √
AC5	Taic-airgid a bharrachd air aontachadh nuair a bhios feum airson leasachaidhean ro-innleachdail, gu sònraichte ma bhios maoin a dhìth airson ath-shlànachadh an dèidh Covid no airson dèiligeadh ri cosgaisean a' sìor èirigh.		Chaidh Fèis an Iar Thuath ath-stèidheachadh an dèidh beagan bhliadhnaichean agus chaidh taic a thoirt dhi airson a dhèanamh cinnteach gun gabhadh a cur air cois gu soirbheachail. Chaidh taic a chumail ri Fèis Chataibh, cuideachd, airson a h-obair ath-stèidheachadh.	√ √ √ √ √ √
AC6	Conaltradh cunbhalach le Fèisean tron bhliadhna agus aig ar Co-labhairt san t-Sultain 2023.		Tha ar n-Oifigearan Leasachaidh a' cumail chòmhraidhean cunbhalach ris na Fèisean aca agus tha seiseanan air-loidhne air leantainn a' dèiligeadh ri cuspairean sònraichte. Tha a' mhòr-chuid de dh'Fèisean na bliadhna-sa air a bhith gu math soirbheachail le àireamhan chom-pàirtichean a' ruighinn nan ìrean a bh' ann ro chovid, no seachad orra ann an cuid de shuidheachaidhean. Tha seo glè bhrosnachail agus nì sinn cinnteach gu bheil uallaichean nan saor-thoilich air a lùghdachadh cho mòr 's a ghabhas. Chaidh ar coinneamh bhliadhnail agus co-labhairt air adhart air 29 agus 30 Sultain 2023. Bha Jenny Gilruth BPA, Rùnaire a' Chaibineit airson Foghlaim agus Sgilean, againn air aoigheachd. Am measg nan cuspairean air an robh còmhraidhean bha leudachadh cleachdadh na Gàidhlig anns na Fèisean, mar a ghabhadh barrachd a dhèanamh airson dèiligeadh ri atharrachadh na gnàth-shìde agus chaidh sùil a thoirt air riaghailtean ùra co-cheangailte ris an sgeama PVG. Bhon uair sin chaidh stiùireadh a chur a-mach gu Fèisean a thaobh gualan a lùghdachadh agus a thaobh dàimh èifeachdach a thogail le ùghdarrasan ionadail.	√ √ √ √
AC7	Iasadan de ionnsramaidean an-asgaidh le dùil ri amannan trang nuair bhios na Fèisean a' ruith gu h-àbhaisteach.		Tha na Fèisean a' faotainn ionnsramaidean a rèir feum agus bidh iad air mhàl aig daoine fa leth aig amannan eile. Tha sinn an dùil barrachd ionnsramaidean a chur ris an stòras againn nuair bhios maoin againn airson a dhèanamh.	√ √ √ √
AC8	Òigridh a thoirt a-steach air *Beairteas*, obair samhraidh, buidheann-prògramaidh Bhlas agus Bòrd-stiùiridh Fèisean nan Gàidheal.		Tha òigridh an sàs aig ìre a' Bhùird agus bha tro obraichean samhraidh. Bha sinn an dùil barrachd òigridh a thrusadh fhad 's a bha pròiseactan a' dol air adhart. Tha seo na amas dhuinn fhathast ach cha deach Blas 2024 adhartachadh ro dheireadh bliadhna an ionmhais. Tha sinn gu bhith an sàs ann an cùmhnant a bheireadh cothrom dhuinn còmhraidhean dìreach a chumail ri deugairean ann am foghlam Gàidhlig, co-cheangailte ri UNCRC, agus 's dòcha gun toir sin dhuinn cothrom barrachd òigridh a thàladh do dh'obair na buidhne.	√ √ √

AC9	A' dealbhachadh ghoireasan ùra airson seirbheis *Oide* ron Ghearran 2024 ma bhios maoin gu leòr againn.		Bha dùil againn 3 sreathan ùra a chur a-mach gu tairgse airson leasanan Oide ach cha leigeadh le suidheachadh dùbhlanach ionmhais leinn sin a dhèanamh. Nì sinn ar dìcheall a leithid a chur an sàs ann an 2024-25.	√	√	√	√	√	√
AC10	Clàraidhean ùra de dh'òrain traidiseanta ri fhaighinn tron phròiseact Fuaran ron Fhaoilleach 2024.		Chaidh na bhideothan fhoillseachadh air ar làrach-lìn rè Seachdain na Gàidhlig sa Ghearran 2024 agus chaidh lethbhreacan de na h-òrain a chur don BhBC a tha air nochdadh sna prògraman aca bhon uair sin.	√	√	√		√	
AC11	Sgeama PVG a chumail a' dol airson dìon a thoirt air clann is inbhich.		Tha seo a' dol air adhart le sgrùdaidhean gan dèanadh às leth Fèisean ionadail. Bha 127 deuchainnean ùra air iarraidh gu deireadh R4.		√	√	√	√	
AC12	Bidh trèanadh ann do dh'oidean, nuair a bhios feum, airson a dhèanamh cinnteach gu bheil iad gan dìon fhèin agus càch bho Chovid fhad 's a tha e fhathast ann.		Tha Covid fhathast na chunnart agus bidh beachdachadh air sin, cho math ri cunnartan eile, ann an trèanadh sam bith do dh'oidean agus a' cur ar pròg ram an sàs.		√	√	√	√	
AC13	Trèanadh do cho-dhiù 20 oide ann an sgilean teagaisg rè 2023-24.		Ghabh 19 oidean com-pàirt ann an tachartas ann an Inbhir Nis sa Chèitean. Cho-obraich sinn le Eden Court airson trèanadh do dh'oidean dràma a chur air dòigh sa Mhàrt 2024 agus ghabh 6 eile pàirt.	√	√	√		√	
AC14	Trèanadh ann an sgilean Gàidhlig do cho-dhiù 20 oide rè 2023-24.		Chaidh seisean a chumail ann an R1 le 11 com-pàirtichean agus chum Ingrid NicEunraig seiseanan ann an R4 air cleachdadh na Gàidhlig ann am Fèisean cho math ri briathrachas cìuil, le 18 clàraichte air an son.	√	√	√	√	√	
AC15	Co-dhiù 10 seiseanan trèanaidh do luchd-eagrachaidh nam Fèisean, a rèir feum, agus aig ar co-labhairt bhliadhnail san t-Sultain 2023.		Chaidh 22 seiseanan a thabhann gu deireadh na bliadhna le 107 com-pàirtichean.	√	√	√	√	√	
AC16	Co-dhìu 4 làithean-trèanaidh gu bhith ann do luchd-obrach ann an 2023-24 le feumalachdan fa leth air an comharrachadh tro mheasaidhean agus trèanadh freagarrach ga chur air dòigh.		Ghabh luchd-obrach pàirt ann an latha trèanaidh Gàidhlig san Ògmhios agus bùth-obrach ann an eadar-theangachadh mar aon san Dùbhlachd. Chaidh sgilean Gàidhlig a thogail tro mheasaidhean agus tha rannsachadh ga dhèanamh air cùrsaichean/fuasglaidhean freagarrach. Uile gu lèir, ghabh luchd-obrach pàirt ann an 24 seiseanan trèanaidh tron bhliadhna.	√	√	√		√	
AC17	Co-obrachadh le Colaiste Taobh Siar na Gàidhealtachd OGE airson cothrom a thoirt do 12 òganach teisteanas fhaighinn airson an cuid sgilean taisbeanaidh agus obair fuaime.		Chaidh an obair seo a thoirt air adhart aig Fèis Alba sa Phloc anns an luchar air tabhann do na com-pàirtichean uile. Ghabh ochdnar an cothrom air teisteanas fhaotainn bho OGE.	√	√	√			
AC18	Sgilean cruinneachaidh agus tàr-sgrìobhaidh òrain agus gan glèidheadh an cruth didseatach a thoirt do 6 a bhios an sàs ann am Fuaran.		Faicibh AC10. Tha na bhideothan aig seinneadairean Fuaran air am foillseachadh cuide ris na faclan agus fiosrachadh mu gach òran.	√	√	√			
AC19	Sgilean taisbeanaidh agus fiosrachadh mu ghnìomhachais a' chiùil ann airson timeachall air 12 an sàs ann am Fèis Alba.		Bha seiseanan air sgilean taisbeanaidh agus fiosrachadh mu ghnìomhachais a' chiùil aig luchd com-pàirt Fèis Alba sa Phloc anns an luchar.	√	√	√		√	

AC20	Cothroman a chruthachadh do luchd-ealain sgilean sgrìobhaidh a leasachadh tro choimisean ùr aig Blas agus ann an suidheachaidhean eile a rèr na bhios ann de mhaoin.		Chaidh coimisean Blas 2023 a shanasachd agus fhuair sinn an àireamh a bu mhotha riamh de thagraichean. B' e Eòghan MacEunraig a shoirbhich agus chaidh an ceòl ùr aige, fon ainm *Lèirsinn*, a thaisbeanadh aig trì cuirmean aig Blas ann an R2 agus a-rithist aig Celtic Connections san Fhaoilleach 2024.	√ √ √ √ √ √
AC21	A' dol an sàs ann an iomairtean agus com-pàirtichean a tha a' cruthachadh chothroman cosnaidh do dh'òigridh anns na h-ealain agus gnìomhachasan cruthachail, a leithid fèilltean obrach ann an sgoiltean is eile.		Thàinig cuiridhean bho sgoil no dhà agus dhearbhaich sinn gum bitheamaid deònach pàirt a ghabhail ann an seiseanan a' togail aire do dhreuchdan ann an Gàidhlig agus anns na h-ealain, ach cha deach iar air adhart. Ghabh luchd-obrach Fèisean nan Gàidheal pairt ann an fhèill dreuchdan Gàidhlig, SIUTHAD, san t-Samhain. Faicibh CEB9 gu h-ìosal airson iomradh air iomairt ann an cuid de sgoiltean Earra-Ghàidheil co-cheangailte ri obraichean is gnìomhachasan far an gabhadh a' Ghàidhlig a chleachdadh. Tha tòrr chothroman aig òigridh, tron phròram againn, eòlas a chur air obair anns na h-ealain agus gnìomhachasan cruthachail tro chothroman-teagaisg aig Fèisean agus ann an obair Fèisgoil agus tha seo air a bhith fìor ann an R4.	√ √ √ √ √
AC22	Obair margaideachd tron bhliadhna air seirbheisean Fèisgoil na buidhne aig a leithid An t-Alltan, tachartas airson leasachadh proifeiseanta leantainneach ann am foghlam Gàidhlig.		Tha obair Fèigoil air a sanasachd ann an iomadh dòigh. Chaidh iomradh a thoirt air an t-seirbheis ann an taisbeanaidhean do Chomhairle nan Eilean Siar agus Bòrd na Gàidhlig. Bha toraidhean na h-obrach follaiseach aig co-labhairt foghlam Shabhal Mòr Ostaig san Ògmhios cuideachd. Tha an t-seirbheis air a bhith soirbheachail cùmhnantan ùra a tharraing aig an aon ri cùmhnant stèidhichte a ghlèidheadh.	√ √ √ √ √
AC23	A' lìbhrigeadh 10 seiseanan ann an ceòl traidiseanta ann an 178 sgoiltean air a' Ghàidhealtachd tron Iomairt Chiùil Òigridh a rèir cùmhnant le High Life na Gàidhealtachd.		Tha leasanan ICO air a' Ghàidhealtachd a leantainn anns a' bhliadhna-sgoile 2023-24 do chòrr is 3,000 sgoilear. Tha aig gach sgoilear ri earrann de dh'òran Dhonnchaidh Bhàin Mhic an t-Saoir ionnsachadh, a' comharrachadh 300 bliadhna bho rugadh am bàrd. Tha sinn cuideachd air leasanan seinn a lìbhrigeadh ann an Uibhist is Barraigh às leth Chomhairle nan Eilean Siar agus ghabh 516 pàirt ann an 153 leasanan seinn ann an 6 sgoiltean gu deireadh R4 le tuilleadh leasanan ri thighinn gu deireadh na bliadhna sgoile.	√ √ √ √ √
AC24	Obair a ghabhail os làimh ann an sgoiltean ag ullachadh òigridh airson com-pàirt ann am farpaisean seinn is ciùil aig Mòd Phàislig 2023 a' co-obrachadh leis a' Chomunn Ghàidhealaich agus Comhairle Rinn-Friù.		Thòisich an obair seo ann an R1, le taic-airgid bho Chomhairle Rinn-Friù. Lean an obair ann an Q2 air thoiseach air a' Mhòd Nàiseanta. Gu h-iomlan, ghabh 979 sgoilearan pàirt ann an 300 seisean ann an 16 sgoiltean le 5 oidean an sàs.	√ √ √ √ √

AC25	*Càfe Bheairteis* gu bhith air a stèidheachadh a-rithist le buidheann ùr de dh'òigridh agus tuilleadh sheiseanan ann an sgoiltean, ma dh'fhaodte ann an co-bhonn ri e-Sgoil.		Cha deach *Café Bheairteis* air adhart oir sheall rannsachadh am measg òigridh nach robh cus iarrtas ann airson tachartas den leithid air-loidhne. Chaidh sinn an sàs ann am pròiseact le buidheann ann am Bràgar, a chleachd aithris sgeulachdan mar inneal airson sgilean cainnt a neartachadh am measg clann bun-sgoile. Bha 2 oide an sàs ann an dà sgoil le 42 sgoilear ann an Taobh Siar Leòdhais agus chuir iad ri chèile sreath de 19 bhideothan de na sgeulachdan a dh'ìonnsaich an òigridh a chaidh fhoillseachadh, cuide ri leabharan de sgeulachdan agus rannan, agus a tha a-nise ann mar ghoireas do chàch.	√ √ √ √ √
AC26	An tachartas còmhnaidheach 5 latha a chumail sa Ghiblean le timcheall air 15 com-pàirtichean an sàs.		Bha 15 an làthair aig an tachartas soirbheachail 5 Latha ann an Leòdhas aig àm na Càisge 2023. Chaidh margaideachd a chur air dòigh son tachartas 2024 ann an R4.	√ √ √ √ √
AC27	Sgoil-shamhraidh Dràma a chumail fad seachdain san Iuchar le timcheall air 15 com-pàirtichean an sàs.		Chaidh an Sgoil-shamhraidh dràma air adhart ann am Port Rìgh tràth san Iuchar le 10 an sàs. Chaidh margaideachd thràth a chur air dòigh son tachartas 2024 ann an R4.	√ √ √ √ √
AC28	Bidh Fèis Spòrs ann le cothrom air barrachd thachartasan den leithid, a' gabhail a-steach spòrs agus ealain, eadar Spòrs Gàidhlig agus Fèis Lochabair.		Chaidh tachartas a chumail eadar Fèis Lochabair agus Spòrs Gàidhlig aig àm na Càisg 2023.	√ √ √ √ √
AC29	Co-dhiù aon chùmhnant ùr aontachadh airson Fèisgoil agus, ma bhios maoin ann, leantainn air obair cuide ri co-bhanntachd nan ùghdarrasan ionadail agus Eòlas air a' Ghàidhlig nuair a thèid iarradh oirnn.		Shoirbhich leinn cùmhnant a bhuannachadh obair Ghàidhlig a lìbhrigeadh ann an Tiriodh, Colla agus Eilean Bhòid. Tha an obair seo air a bhith a' dol air adhart fon ainm *Tabhaich* le dùil a crìochnachadh ro dheireadh bliadhna an ionmhais. An dèidh dàil le dearbhadh fhaighinn mun ìre de mhaoin, tha obair na Gàidhlig ann an sgoiltean tro cho-bhanntachd nan ùghdarrasan ionadail air a bhith a' dol air adhart. Gu deireadh na bliadhna, chaidh 1,236 seiseanan a lìbhrigeadh le 13 oidean ann an 27 sgoiltean do 4,600 sgoilearan. Le taic-airgid a bharrachd bho Riaghaltas na h-Alba, bidh e comasach dhuinn an obair a chumail a' dol ann an teirm 3. Dh'iarr Comhairle nan Eilean Siar air Fèisgoil co-obrachadh air obair leantainneach *Dìleab* le pròiseact stèidhichte air buaidh Morair Leverhulme air na h-Eileanan Siar. Chaidh dà thaisbeanadh air adhart aig fìor dheireadh a' Mhàirt. Chaidh seisean Eòlas air a' Ghàidhlig a thabhann ann am Bun-sgoil Thornliebank, far am bi roinn ùr a' tabhann foghlam tron Ghàidhlig, agus chum sinn seisean sònraichte airson Fonndas Uilleim Ghrannd ann an Dùn Dè san t-Sultain. Chaidh seiseanan a chur air dòigh le luchd-obrach Comhairle Baile Ghlaschu cuideachd.	√ √ √ √ √

			Chaidh iarraidh oirnn seiseanan Eòlas air a' Ghàidhlig a chur air dòigh do luchd-obrach agus buill bòrd-stiùiridh Iomairt na Gàidhealtachd 's nan Eilean.	
AC30	Co-dhiù 90 bùithtean-obrach no taisbeanaidhean dràma a lìbhrigeadh ann an sgoiltean rè 2023-24.		Bha 104 bùithtean-obrach ann tron bhliadhna.	√ √ √ √ √
AC31	Co-dhiù aon mheanbh-fhèis a chur air dòigh ann an àrd-sgoil rè 2023-24.		Chaidh Meanbh-fhèis a chumail ann an Acadamaidh Chille Mheàrnaig le 3 oidean an sàs a' lìbhrigeadh 5 seiseanan do 50 sgoilear.	√ √ √ √ √
AC32	Cothroman a chruthachadh airson sgilean sgrìobhaidh a leasachadh tron Sgoil-shamhraidh Dràma.		Chaidh seiseanan sgrìobhaidh a thabhann aig an Sgoil-shamhraidh Dràma san Iuchar agus bha cothrom ann sgriobt a dheasachadh airson film a chaidh air adhart gu farpais FilmG. Chum Fèisean nan Gàidheal taic ris an earrann airson an Cluiche as Fheàrr fo 18 anns na duaisean FilmG sa Ghearran 2024.	√ √ √ √ √
AC33	Taic bhon sgioba de dh'Oifigearan Leasachaidh agus càch le cleachdadh na Gàidhlig.		Bidh ar sgioba a' toirt taic do na Fèisean le eadar-theangachaidhean agus cruthachadh stuthan dà-chànanach airson margaideachd. Tha cunnraidhean nar litrichean-tairgse a' dèanamh cinnteach à cleachdadh na Gàidhlig, mar a tha air iarraidh nar Poileasaidh Gàidhlig. Chaidh seisean a chumail aig ar co-labhairt san t-Sultain mun taic a tha ri fhaotainn ar poileasaidh a chur an gnìomh agus chaidh an taisbeanadh air-loidhne a dhèanamh follaiseach do dhaoine nach b' urrainn a bhith an làthair.	√ √ √ √ √
AC34	Taic a chumail ri timcheall air 30 cuirmean/cèilidhean aig Fèisean ionadail		Bha taic ann do 32 taisbeanaidhean gu deireadh R4. Bha tachartasan sònraichte aig Fèis a' Bhaile agus Fèis Lochabair a bha a' comharrachadh ceann-bliadhnaichean ann an 2023.	√ √ √ √ √
AC35	Taic do 4 Cèilidhean air Chuairt le timcheall air 80 tachartas eatorra san luchar agus san Lùnastal.		Chaidh taic-airgid agus trèanadh a chumail ri 4 Cèilidhean air Chuairt a chluich aig 72 tachartasan sna sgìrean aca fhèin, cho math ri cothrom fhaighinn pàirt a ghabhail ann am fosgladh oifigeil Fèis Eadar-nàiseanta Dhùn Èidinn. Chluich Còmhlan Cèilidh a' Chàirn Ghuirm aig Fèis Spè ann an 6 àitichean a bharrachd tron chuairt shamhraidh acasan. Ghabh cuid pàirt sa chuirm *Ceòl nam Fèis* aig deireadh Blas 2023. Chum Fèisean nan Gàidheal taic ri Fèis Rois àitichean a thoirt do dhaoine òga le feumalachdan a bharrachd anns na Cèilidhean air Chuairt acasan.	√ √ √ √ √ √
AC36	Timcheall air 34 tachartasan a chur air adhart aig Blas 2023, a rèir na bhios ann de thaic bho ùghdarrasan ionadail.		Chaidh Blas a chumail eadar 1 agus 9 Sultain le 55 tachartasan eadar cuirmean, taisbeanaidhean sgoile agus sruthaidhean air-loidhne.	√ √ √ √ √ √

			B' iad Comhairle na Gàidhealtachd prìomh luchd-maoineachaidh na fèise le taic a bharrachd bho Chomhairle nan Eilean Siar a leig leinn trì tachartasan a chur air dòigh ann an Leòdhas. Bha taic ann cuideachd bho Alba Chruthachail, Bòrd na Gàidhlig agus Colmcille. Chaidh ais-mholaidhean agus àireamhan a thional agus chaidh aithisg shlàn mun fhèis a dheasachadh, a tha ri fhaighinn air-loidhne, air an deach breithneachadh leis a' Bhòrd-stiùiridh san Dùbhlachd 2023 agus le Comataidh Gàidhlig Comhairle na Gàidhealtachd sa Mhàrt 2024.	
AC37	Bidh pròiseact maoinichte le Colmcille, le buidheann ann an Èirinn, a' dol air adhart ron Mhàrt 2024 agus bidh obair eile eadar-nàiseanta ann nuair bhios cothroman a' nochdadh.		Chùm sinn seisean sònraichte seinn eadar Sgoil an Ìochdair agus Taigh-sgoile na Drochaide ann am Mabù airson Mìos nan Gàidheal ann an Alba Nuadh a chomharrachadh. B' i Peigi Nic a' Phiocair a stiùir cùisean agus chòrd e ris an òigridh air gach taobh den Chuan Siar. San Ògmhios, dh'obraich sinn còmhla ri Black Isle and Highland Refugee Support Network airson tachartas sònraichte a chur air dòigh ann an Talla Phol Lochaidh airson fàilte a chur air teaghlaichean Ucràineach, far an robh òigridh bho na Fèisean a' cluich. Shoirbhich leinn le tagradh do Cholmcille airson pròiseact ùr a leasachadh ann an co-bhonn ri Ealaín na Gaeltachta fon ainm *Turas*. Bha cothrom aig luchd-ciùil le Gàidhlig is Gaelige a bhith cruinn còmhla ann an Conamara san t-Samhain aig tachartas a' comharrachadh 25 bliadhna de dh'Ealaín na Gaeltachta. Ghabh sinn pàirt anns a' chiad Latha Dhualchais na h-Eòrpa le sreath bhideothan gan sgaoileadh tro na meadhanan sòisealta air 23mh Sultain. Bha Ceannard, Manaidsear Leasachaidh agus Manaidsear Fèisgoil na buidhne an làthair aig a' cho-labhairt *Ceangal* a chaidh a chur air adhart le Ealaín na Gaeltachta ann an Conamara san t-Samhain.	√ √ √ √ √ √
AC38	Bidh cuirm *Ceòl nam Fèis*, le òigridh bho na Fèisean air feadh Alba, a' dol air adhart aig Blas.		Bha seo na cuirm crìochnachaidh aig Blas 2023, air a cumail anns a' Ghearasadan air 9 Sultain a' comharrachadh 30 bliadhna de dh'Fhèis Lochabair aig an aon àm. Ghabh còrr is 50 òganach pàirt sa chuirm.	√ √ √ √ √
AC39	A' leantainn sanasachd fhosgailte, bidh coimisean ga thoirt seachad le trì taisbeanaidhean aig Blas.		Chaidh coimisean Blas 2023 a shanasachd agus b' e Eòghan MacEunraig a shoirbhich. Bha trì taisbeanaidhean den cheòl ùr aige aig Blas. Bha *Lèirisnn* cuideachd ri chluinntinn aig Celtic Connections san Fhaoilleach 2024.	√ √ √ √ √ √

AC40	Bidh obair leantainneach a' dol air adhart a' cruinneachadh agus a' glèidheadh fiosrachaidh mu luchd-amharc a leigeadh leinn barrachd thachartasan a shanasachd dhaibh.		Tha an obair seo a' leantainn agus bidh ar margaideachd ag amas air daoine leis an robh ceangal againn roimhe, ach tha daonnan obair a bharrachd a dhìth san raon seo.	√ √ √ √ √ √
AC41	Bidh fiosrachadh ga chur don làrach-lìn againn gu cunbhalach airson a dhèanamh cinnteach gun nochd e air app na buidhne.		'S i obair leantainneach a tha seo agus chaidh mìosachan ùr a chur ris ar làrach-lìn ann an R2 a bha ùraichte gu cunbhalach rè na bliadhna.	√ √
AC42	Bidh cuid de thachartasan bho Bhlas agus eile air an sruthadh beò agus, ma cheadaicheas maoin dhuinn, bidh tuilleadh leasanan air an cruthachadh don ghoireas *Oide*.		Chaidh 7 tachartasan a shruthadh aig àm Blas cho math ri Dealbh-chluich na Nollaige san Dùbhlachd. Gu mì-fhortanach, ri linn gainnead airgid, cha b' urrainn dhuinn an còrr thachartasan a chraobh-sgaoileadh no tuilleadh leasanan airson *Oide* a choimiseanadh.	√ √ √ √ √ √
AC43	Tabhartasan a sgaoileadh às leth Alba Chruthachail le trì cuairtean den sgeama Tasgadh ann an 2023-24.		Chaidh tabhartasan aontachadh thairis air trì cuairtean de Thasgadh le tagraichean soirbheachail air am foillseachadh air ar làrach-lìn. Bha iarrtas mòr ann agus fhuaras 101 iarrtas tron bhliadhna le iarrtasan luach £94k uile gu lèir mu choinneamh phròiseactan le luach iomlan £426k. Chaidh aontachadh bhideo a dhèanamh a' sealltainn mar bu chòir do thagraichean a bhith a' lìonadh fhoirmichean-iarrtais agus tachartas stiùiridh air-loidhne a chur air dòigh. Chaidh seo a dhèanamh san Dàmhair agus tha e ri fhaicinn air-loidhne.	√ √ √ √ √ √
AC44	Tabhartasan a sgaoileadh às leth Alba Chruthachail le dà chuairt den sgeama Maoin nan Ealan Gàidhlig ann an 2023-24, le taic a bharrachd bho Bhòrd na Gàidhlig.		An dèidh iarrtas air leth mòr airson na bh' ann de dh'airgead chaidh tabhartasan 2023-24 aontachadh tro Mhaoin nan Ealan Gàidhlig le tagraichean soirbheachail air am foillseachadh air ar làrach-lìn. Fhuaras 72 iarrtasan, a' sireadh taic de £378k mu choinneamh phròiseactan luach £636k uile gu lèir. Bha a' bhideo a chaidh a dhèanamh airson Tasgadh a' buntainn ri Maoin nan Ealan Gàidhlig cuideachd. Chum ceannard na buidhne taic ri Seachdain na Gàidhlig a' measadh iarrtasan agus a' moladh cò bu chòir taic fhaighinn tron sgeama tabhartasan aca-san.	√ √ √ √ √ √
AC45	Bidh 4 coinneamhan den Bhòrd ann – sa Chèitean, san t-Sultain, san Dùbhlachd 2023 agus sa Mhàrt 2024, le cuireadh do riochdairean bho bhuidhnean-maoineachaidh agus pàipearan uile air am foillseachadh air loidhne.		Bha a' chiad choinneamh den Bhòrd ann air 26mh Cèitean. Chaidh cuireadh a thoirt do bhuidhnean-maoineachaidh agus bha riochdaire bho Bhòrd na Gàidhlig an làthair airson a' chiad uair. Chaidh an dàrna coinneamh againn a chumail air 29mh Sultain air thoiseach air ar Coinneamh Bhliadhnail. Chaidh molaidhean airson ballrachd a' Bhùird iarraidh an dèidh coinneamh bhliadhnail na buidhne san t-Sultain agus thàing gu leòr air adhart.	√ √ √ √

			Choinnich am Bòrd ùr airson a' chiad uair air 8mh Dùbhlachd 2023. Bha seisean inntrigidh bo bhuill ùra air a thabhann air-loidhne san t-seachdain ron sin. Bha a' choinneamh mu dheireadh den Bhòrd ann am bliadhna ionmhais 2023-24 air a cumail air 8mh Màrt 2024. Air thoiseach oirre bha seisean neo-fhoirmeil ann do bhuill ùra agus feadhainn a th' air a bhith ann nas fhaide. Bidh pàipearan airson coinneamhan gu lèir den Bhòrd air am foillseachadh air-loidhne gu cunbhalach, seachdain ro gach coinneamh.	
AC46	Cuireadh a thoirt do riochdairean Fèisean, le ùidh a bhith nam buill den Bhòrd-stiùiridh, pàirt a ghabhail ann an coinneamhan sa Chèitean agus san t-Sultain airson blasad a thoirt dhaibh mu dhleastanasan air thoiseach air taghadh don Bhòrd nas fhaide air adhart ann an 2023.		Bha cuireadh ann airson coinneamh a' Chèitein ach cha tàinig duine air adhart. Chaidh aontachadh gum bu chòirear a dhol an sàs ann an dòighean eadar-dhealaichte buill ùra a thàladh agus chaidh lomairtean a chur an gnìomh. Chaidh a dhearbhadh aig coinneamh bhliadhnail na buidhne gum biodh taghadh ann airson buill ùra a thàladh. Faicibh AC45.	√ √ √ √
AC47	Beachdan a shireadh bhon bhallrachd mu Phlana Pròghraim Fèisean nan Gàidheal airson 2023-28.		Bha beachdan gan sireadh an dèidh don Bhòrd aonta a chur ris an dreach phlana.	√ √ √ √ √ √
AC48	Phlana Pròghraim Fèisean nan Gàidheal 2023-28 fhoillseachadh aon uair 's gu bheil e crìochnaichte.		Bidh ùrachaidhean a dhìth air a' phlana air thoiseach air iarrtas a dhèanamh do dh'Alba Chruthachail airson maoin ioma-bhliadhnail. Bidh ar Plana Pròghraim ga fhoillseachadh gu dà-chànanach an dèidh aontachadh leis a' Bhòrd-stiùiridh ris an dreach deireannach.	√ √ √ √
AC49	Aithisg air adhartas a chur don luchd-maoineachaidh air fad gach ràith.		Bidh aithisgean gan sgaoileadh gach ràith don luchd-maoineachaidh le aithisgean a bharrachd mar a bhios a dhìth.	√ √ √ √
AC50	Aithisg a thoirt don Bhòrd aig gach coinneamh air mar a tha aontaidhean maoineachaidh gan cur an gnìomh.		Bidh pàipear ann mu aontaidhean maoineachaidh aig gach coinneamh den Bhòrd-stiùiridh a' mìneachadh na h-ìre aig a bheil cùisean leotha.	√ √ √ √ √
AC51	Sùil a chumail air cunnartan gu cunbhalach agus aithisg bhliadhnail air adhartas a thoirt don Bhòrd sa Chèitean 2023.		Bidh an sgioba obrach air fad a' measadh agus a' làimhseachadh chunnartan gu cunbhalach nan obraichean làitheil agus bi clàr nan cunnartan air ùrachadh gu cunbhalach. Fhuair am Bòrd-stiùiridh aithisg bhliadhnail air mar a tha na prìomh chunnartan air an làimhseachadh aig a' choinnemh aca sa Chèitean. Bidh againn ri cunnartan co-cheangailte ri ar Plana Pròghraim a mheasadh leis gun d' fhuair sinn cead iarrtas a chur airson maoin bho Alba Chruthachail.	√ √ √ √ √

AC52	Plana ùr Co-ionnanachd, Iomadachd agus In-ghabhaltas (CII) a dhealbhadh agus aithisg bhliadhnail air adhartas a thoirt don Bhòrd sa Chèitean 2024 aon auir 's gun deach àireamhan a chruinneachadh.		Chaidh Plana CII airson 2023-24 aontachadh leis a' Bhòrd-stiùiridh aig a' choinnemh aca sa Chèitean nuair a ghabh iad, cuideachd, ri aithisg air soirbheachas Plana CII 2022-23 a chur an gnìomh.	√	√	√	√			
AC53	A' dèanamh cinnteach gum faigh luchd-obrach àradachaidhean pàighaidh cothromach a rèir na bhios air aontachadh do na h-ùghdarrasan ionadail agus gun tèid prionnsabalan Obair Chothromach an Toiseach a leantainn.		Tha Fèisean nan Gàidheal ag amas air tuarastail luchd-obrach a stèidheachadh air aontaidhean luchd-obrach nan ùghdarrasan ionadail agus chaidh seo a thabhann ann an 2023-24. Tha aithris air ar làrach-lìn air mar a tha sinn a' làimhseachadh Obair Chothromach an Toiseach agus tha sinn air an t-slighe cheart ged a tha beagan obrach a bharrachd a dhìth a thaobh guth èifeachdach a thoirt do luchd-obrach. Chaidh ceisteachan a sgaoileadh air luchd-obrach san t-Sultain agus chaidh beachdachadh air na toraidhean leis a' Bhòrd-stiùiridh san Dùbhlachd.	√	√			√		
AC54	A' dèanamh cinnteach gum faigh cunnradairean is luchd-obrach neo-cheangailte pàigheadh cothromach a rèir ìrean gan stèidheachadh gu nàiseanta le aonaidhean buntainneach.		Bidh gach cunnradair air am fastadh le Fèisean nan Gàidheal a' faotainn pàigheadh a rèir ìrean nan aonaidhean buntainneach. Tha cunnradh co-cheangailte ri tabhartasan a' mìneachadh gum bu chòir do na Fèisean a bhith ag obair a dh'ionnsaidh nan ìrean sin a phàigheadh cuideachd ach bhiodh barrachd taic-airgid a dhìth, no lùghdachadh meadhanach mòr nan obair, mas e is gum biodh e comasach dhaibh sin a thoirt gu buil. Tha cunnradh co-cheangailte ri tabhartasan Tasgadh agus Maoin nan Ealan Gàidhlig gu bheil e deatamach luchd-ealain a phàigheadh aig ìrean stèidhichte leis na h-aonaidhan.	√	√			√		
AC55	A' dèanamh cinnteach gum faigh luchd-obrach cothroman trèanaidh an deìdh dhaibh feumalachdan a chomharrachadh tro mheasaidhean.		Bidh trèanadh ga thabhann air luchd-obrach agus bidh ùine ga toirt do dhaoine an sàs ann an cùrsaichean air an taobh-muigh an obair sin a ghabhail os làimh.	√	√	√	√	√		
AC56	A' dèanamh cinnteach gum faigh OSCR agus Taigh nan Companaidhean fiosrachadh bliadhnail ann an àm.		Tha seo air tachairt gu cunbhalach gun duilgheadas sam bith. Chaidh clàraidhean Bòrd-stiùiridh na buidhne ùrachadh cho luath 's a ghabhadh an dèidh na coinneimh far an deach ballrachd a dhearbhadh. Tha sinn mothachail gu bheil cumhachdan ùra aig Taigh nan Companaidhean ach chan eil sinn a' sùileachadh gum bi duilgheadas sam bith againn a chumail ris na riaghailtean ùra.	√	√					
AC57	Aithisg Bhliadhnail fhoillseachadh san t-Sultain 2023 le iomradh air prìomh thachartasan, àireamhan com-pàirteachaidh agus fiosrachadh ionmhasail.		Chaidh Aithisg Bhliadhnail 2023 na buidhne fhoillseachadh air thoiseach air ar coinneamh bhliadhnail agus tha i ri fhaighinn, anns a' Ghàidhlig agus anns a' Bheurla, air ar làrach-lìn.	√	√	√	√	√	√	
AC58	Fiosrachadh àireamhail a thoirt seachd sa cheisteachan bliadhnail aig Alba Chruthachail.		Bha seo air a thoirt seachad san luchar nuair a chaidh am fiosrachadh iarraidh agus tha sinn air a bhith a' dèanamh	√	√	√	√	√	√	

				lèirmheas air mar a tha sinn a' cruinneachadh aireamhan gu cunbhalach.				
AC59	Obair leantainneach a ghabhail os làimh le Creative Carbon Scotland airson na tha sinn a' cosg de ghualain a lùghdachadh tron phròg ram air fad.			Tha sinn air aontachadh ri tuilleadh ghnìomhan le Creative Carbon Scotland air mar a ghabhadh na tha sinn a' cur gu feum de ghualain a lùghdachadh, a' leantainn slighe far a bheil sinn air tCO2 a thoirt a-nuas bliadhna an dèidh bliadhna. Chaidh còmhraidhean mun chùis seo a chumail le riochdairean nam Fèisean aig ar co-labhairt agus chaidh stiùireadh a sgaoileadh orra le eisimpleirean de ghnìomhan a dh'fhaodadh iad a thoirt gu buil. Bha sinn am measg cruinneachadh beag de bhuidhnean a dh'obrach a dh'ionnsaidh Cairt Uaine nan Ealan a chruthachadh agus tha sinn air ar n-ainm a chur rithe.		√ √ √ √ √	
Fiosrachadh Àireamheil								
Obraichean air an cruthachadh/glèidheadh ILT	70.5	Airgead prìobhaideach no poblach air a tharraing a-steach don Ghàidhealtachd	£1,348,313	Meudachadh san toradh ionmhasail	£86,563	Luchd Saor-thoileach an sàs	374	
Tabhartasan do dh'Fèisean	£240,457	Tabhartasan Eile	£102,170	Com-pàirtichean/luchd-ionnsachaidh aig Fèisean	5,163	Com-pàirtichean/luchd-ionnsachaidh aig tachartasan eile	13,953	
Luchd-èisteachd aig consairtean nam Fèisean	2,420	Luchd-èisteachd aig tachartasan eile (air-loidhne)	11,202 (43,111)	Com-pàirtichean ann an trèanadh	171	Obair Eadar-nàiseanta	8	
Builean Bhòrd na Gàidhlig								
BnG1.1	A' cumail taic ri co-dhiù 46 Fèisean air feadh na h-Alba tro thabhartasan, trèanadh, àrachas, ionnsramaidean agus trèanadh sgilean Gàidhlig.			Tha an obair seo na prìomhachas do dh'Fhèisean nan Gàidheal 's tha i a' leantainn mar bu chòir. Tha cosgaisean àrda a' bualadh air Fèisean, gu h-àiridh a thaobh màl nan sgoiltean 's tha seo na dhùbhlan dhaibh 's tha aca ri tòrr mòr a chosg air àitichean, no toglaichean, ùra a lorg. Ann an cuid de shuidheachaidhean chan eil sin comasach. Tha an sgioba leasachaidh ag obair gu dlùth le na Fèisean airson iomadh seòrsa taic a thoirt dhaibh a bhith a' cur thachartasan air dòigh agus leasachaidhean ùra a thoirt gu buil. Faicibh AC1-7, AC9-15, AC33-34, AC38, AC41, AC45-48, AC51-52, AC54, AC58 agus AC59 gu h-àrd a tha a' mìneachadh taic do na Fèisean.			
BnG1.2	A' lìbhrigeadh co-dhiù 150 seisean Blasad Gàidhlig airson sgoilearan ann am foghlam luchd-ionnsachaidh na Gàidhlig, leis an àireamh air àrdachadh, ma cheadaicheas maoineachadh bho thùsan àbhaisteach eile, le amas suas ri 750 seisean a lìbhrigeadh.			Eadar a' Ghiblean agus deireadh an Ògmhios bha sinn a lìbhrigeadh sheiseanan Blasad Gàidhlig ann an sgìre Siorrachd Àir a Deas agus ann an sgìre na h-Eaglaise Brice. Chaidh còrr is 400 seisean a thabhann le 5 oidean ann an 7 sgoiltean do chòrr is 870 sgoilearean. Faicibh AC29 gu h-àrd airson tuilleadh fiosrachaidh mu bhliadhna-sgoile 2023-24.			

BnG1.3	A’ cur air dòigh co-dhiù 4 seiseanan trèanaidh Gàidhlig do dh’oidean is luchd-obrach.		Chruinnich an sgioba san Ògmhios airson trèanadh gràmair a dhèanamh ‘s chaidh seisean eile a chumail san Dùbhlachd air sgilean eadar-theangachaidh. Chaidh sreath de leasanan Gàidhlig a chur air dòigh do dh’oidean tràth ann an 2024, le 18 com-pàirtichean clàraichte, agus tha sinn a’ cumail taic ri oide a tha a’ dèanamh cùrsa tro Shabhal Mòr Ostaig cuideachd. Faicibh AC14 agus AC16 gu h-àrd.	
BnG1.4	Ag amas air 15 com-pàirtichean airson 5 Latha no ann an tachartasan-còmhnaidh eile.		Faicibh AC26 gu h-àrd.	
BnG1.5	A’ lìbhrigeadh co-dhiù 20 seisean tro mheadhan na Gàidhlig le buidhnean tràth-bliadhnaichean		Bha againn ris na seiseanan seo a chur air adhart chun Chèitean 2024 ged a chaidh obair deasachaidh a dhèanamh air dealbh-chluich/sgeulachd ùr freagarrach.	
BnG1.6	A' glèidheadh Oifigear Leasachaidh nan Eilean Siar aig ìre 0.6 FTE gus co-obrachadh eadar Fèisean is buidhnean ealain san sgìre a bhrosnachadh agus a’ fastadh dhaoine eile air cùmhnantan goirid airson taic a bharrachd a chumail ri Fèisean nan Eilean Siar.		Chaidh neach ùr, làn ùine fhastadh don dreuchd seo an dèidh don neach a bh’ againne roimhe an dreuchd fhàgail.	
BnG2.1	A' lìbhrigeadh 20 seisean ann an sgoiltean fo sgèith Fèis Blas 2023 is co-dhiù 300 sgoilearan an làthair uile-gu-lèir		Chaidh còrr is 50 seisean a lìbhrigeadh do chòrr is 800 sgoilear eadar taisbeanaidhean dràma (Sporan) is ciùil (An Gineal Òg) agus bùithtean-obrach ciùil.	
BnG2.2	A’ cumail co-dhiù 25 tachartasan fo sheòl Fèis Blas 2023.		Faicibh AC36 gu h-àrd. Chaidh 28 prìomh thachartasan a lìbhrigeadh le 7,218 com-pàirtchean uile gu lèir agus bha na toraidhean a leanas gu math taiceil don fhèis (a-mach à 10): Tlachd às na tachartasan: aireamh chuibheasach 9.9 Luach an airgid: aireamh chuibheasach 9.8 Cleachdadh na Gàidhlig aig an fhèis: aireamh chuibheasach 9	
BnG2.3	A’ stèidheachadh coimisean ùr airson luchd-ciùil a thèid a thaisbeanadh aig 3 cuirmean aig Fèis Blas 2023		Faicibh AC20 agus AC39 gu h-àrd.	
BnG3.1	A’ cumail co-dhiù 80 seisean dràma Gàidhlig ann an sgoiltean.		Faicibh AC30 gu h-àrd. Tha dùil gun tèid seo a choileanadh gu tur.	
BnG3.2	A’ cur Sgoil Samhraidh Dràma air dòigh le amas 15 com-pàirtichean a thrusadh.		Faicibh AC27 gu h-àrd.	
BnG3.3	A’ cur air dòigh dealbh-chluich na Nollaige le cuairt timcheall air 16 sgoiltean anns a bheil foghlam tro mheadhan na Gàidhlig, is aon taisbeanadh sruthadh beò air-loidhne.		Thug *Calum Anndra a’ Chòta Dheirg* cosnadh do thrì cleasaichean agus chaidh 15 taisbeanaidhean beò a dhèanamh do 20 sgoil far am faca 1,020 sgoilear an dealbh-chluich. Bha taisbeanadh poblach ann cuideachd, le 50 an làthair, a chaidh a chraobh-sgaoileadh air-loidhne agus bha am film air a thabhann do sgoiltean nach gabhadh a ruighinn leis an tachartas beò ri linn buidseat na cuairte.	

BnG3.4	A' cur dealbh-chluich ùr air dòigh airson sgoiltean a' tabhann foghlam Gàidhlig do luchd-ionnsachaidh, le cuairt timcheall 20 sgoil (no air a thabhann do 20 sgoil air loidhne).		Chaidh dealbh-chluich ùr, a' comharrachadh 300 bliadhna bho rugadh Donnchadh Bàn Mac an t-Saoir, mun chuairt sgoitean san t-Sultain far a bheil a' Ghàidhlig ga teagasg mar chànan a bharrachd. Uile gu lèir chaidh 21 taisbeanaidhean is bùth-obrach a thabhann do 489 sgoilearan ann an 9 sgoiltean. Bha dealbh-chlùich ùr eile ann fon ainm *Rùn-dìomhar nan Eilean Flannach*. Chaidh seo timcheall 29 sgoiltean agus roinnean Gàidhlig, a' toirt cosnadh do dhithis a rinn 42 taisbeanadh agus bùth-obrach do 874 sgoilearan.	
BnG4.1	A' sruthadh co-dhiù 12 cuirm air loidhne tro Fèis TV (is co-dhiù 3 taobh a-muigh Fèis Blas 2023)		Faicibh AC42 gu h-àrd.	
BnG4.2	A' dealbhachadh 3 sreathan ùra de bhideothan airson na seirbheis *Oide* is a' toirt fàs 5% air àireamhan luchd-cleachdaidh thairis air àireamhan 2022-23.		Faicibh AC42 gu h-àrd. Bha sinn ag amas air àrdachadh ann air an àireamh de dhaoine a tha a' ceannach ballrachd ann an *Oide* rè 2023-24 le stuthan sanasachd a sgaoileadh.	
BnG5.1	Gun cuir a' bhuidheann am Poileasaidh Gàidhlig an gnìomh, le Gàidhlig mar phrìomh chànan làitheil anns an àite-obrach agus gun tèid a' Ghàidhlig a cleachdadh airson na buidhne a riaghladh.		'S i obair leantainneach, làitheil a tha seo. Bidh Fèisean nan Gàidheal ag obair tro mheadhan na Gàidhlig mar a tha follaiseach anns an pàipearan a bhios gan ullachadh airson coinneamhan a' Bhùird, mar eisimpleir, conaltradh taobh a-staigh is taobh a-muigh na buidhne agus nar sanasachd anns na meadhanan sòisealta agus stuth foillsichte.	
BnG5.2	Gum feumar fios às ùr a thoirt seachad do Bhòrd na Gàidhlig cho luath 's a bhios atharrachadh ann am ballrachd bòrd-stiùiridh no luchd-obrach na buidhne.		Chaidh fiosrachadh a thoirt do Bhòrd na Gàidhlig mu atharraichean aig ìre a' Bhùird-stiùiridh san Dùbhlachd agus tha am ballrachd as ùire ri fhaighinn tron cheangal seo feisean.org/fiosrachadh/bord-stiuiridh-feisean-nan-gaidheal/. Mar a chaidh a mhìneachadh ann am BnG1.6 gu h-ard tha oifigear ùr againn stèidhichte anns na h-Eileanan Siar agus thug sinn am fiosrachadh seo do dh'oifigearan a' Bhùird aig àm fastaidh.	
BnG5.3	Gun tèid cuireadh a thoirt seachad do riochdaire Bhòrd na Gàidhlig a bhith frithealadh choinneamhan bòrd-stiùiridh na buidhne mar luchd-amhairc, is gun tèid geàrr-chunntasan coinneamhan bòrd-stiùiridh na buidhne a chur gu Bòrd na Gàidhlig aon uair 's gu bheil iad deiseil.		Bidh pàipearan a' bhùird, le geàrr-chunntasan nan coinneamhan nam measg, a' dol gu Bòrd na Gàidhlig gu cunbhalach. Bha sinn toilichte fàilte a chur air riochdaire bho Bhòrd na Gàidhlig do choinneamhan a' Chèitein agus na Dùbhlachd den Bhòrd agus don Choinneamh Bhliadhnail againn san t-Sultain.	
BnG5.4	Gum feumar leth-bhreac de dh'aithisg bhliadhnail agus cunntasan na buidhne a chur gu Bòrd na Gàidhlig aon uair 's gu bheil iad air am foillseachadh.		Bha ar n-aithisg bhliadhnail agus cunntasan air am foillseachadh san t-Sultain agus an cur air adhart gu Bòrd na Gàidhlig aig an àm sin.	
BnG5.5	Gu bheil a' bhuidheann a' leantainn an stiùiridh Obair Chothromach an Toiseach bho Riaghaltas na h-Alba.		Tha Fèisean nan Gàidheal air aithneachadh mar *Living Wage Employer* agus bidh pàigheadh a rèir phoileasaidhean nan	

			ùghdarrasan ionadai do luchdobrach agus a rèir ìrean nan aonaidhean iomchaidh do luchd-ealain. Tha aithris air ar làrach-lìn, fo Phoileasaidhean, mu na dhòighean sa bheil sinn a' cur prionnsabalan Obair Chothromach an Toiseach an gnìomh. Faicibh AS53 gu h-àrd.	
BnG5.6	Gu bheil a' bhuidheann a' cur poileasaidh àrainneachd an gnìomh gus a' bhuaidh air an àrainneachd a lughdachadh.		Faicibh AC59 gu h-àrd.	
BnG6.1	Gu bheil a' bhuidheann ag aithneachadh taic-airgid a' Bhùird anns gach pròiseact air an cur an gnìomh le taic an Tabhartais ann an co-rèir ris an Stiùireadh Aithneachaidh (mar a thèid ùrachadh bho àm gu àm), le fianais air a thoirt seachad anns gach aithisg adhartais air mar a tha seo ga chur an gnìomh.		Chaidh fianais fa leth air adhart do Bhòrd na Gàidhlig ach tha e follaiseach anns gach sanas agus sna meadhanan sòisealta gu bheil aithne ga toirt do thaic a' Bhùird.	
BnG6.2	Gu bheil co-dhiù 6 brathan-naidheachd air am foillseachadh leis a' bhuidhinn gach bliadhna a bhios a' soilleireachadh obair na buidhne agus ag aithneachadh taic Bhòrd na Gàidhlig.		Chaidh co-dhiù 17 sanasan naidheachd a sgaoileadh gu deaireadh R4 far an deach aithne a thoirt do thaic a' Bhùird.	
BnG6.3	Gu bheil fios ro-làimh air brathan-naidheachd air a thoirt dha sgioba conaltraidh a' Bhùird le cothrom airson beachdan a thoirt seachad mus tèid fhoillseachadh.		Chaidh aithris iarraidh bho Bhòrd na Gàidhlig airson 12 sanasan gu deaireadh R4 leis gun robh an obair ris an robh iad a' buntainn air a maoineachadh gu dìreach leis a' Bhòrd.	
BnG6.4	Gu bheil làrach-lìn is cunntasan meadhanan sòisealta na buidhne air an ùrachadh gu cunbhalach leis na naidheachdan às ùire mu obair na buidhne, le aithneachadh iomchaidh air taic maoineachaidh a' Bhùird.		'S i obair làitheil a tha seo agus tha taic Bhòrd na Gàidhlig ga h-aithneachadh aig a h-uile cothrom a tha iomchaidh.	
BnG6.5	Gu bheil conaltradh cunbhalach ann eadar oifigearan leasachaidh agus oifigearan lomairt aig Comunn na Gàidhlig.		Tha conaltradh agus co-obrachadh ann eadar oifigearan fa leth aig Fèisean nan Gàidheal agus CnaG agus tha sinn an dòchas gun gabhadh seo a neartchadh tro lìonradh neo-fhoirmeil de dh'Oifigearan Gàidhlig. Tha còmhraidhean air a bhith ann mu cho-obrachadh 40 bliadhna de Chomunn na Gàidhlig a chomharrachadh, ag aithneachadh àite na buidhne ann an taic a chum i ri buidhnean a leithid Fèisean nan Gàidheal nuair a chaidh an stèidheachadh.	
BnG6.6	Gun gabh a' Bhuidheann-fhaotainn pàirt ann agus gun toir iad fiosrachadh iomchaidh uile seachad gu rannsachadh sam bith air a stiùireadh leis, no às leth, a' Bhùird air obair nam buidhnean Com-pàirtichean Lìbhrigidh.		Ghabh Fèisean nan Gàidheal com-pàirt ann an conaltradh le Tom Mathew agus Dùbhghlas Chalmers mu chuspairean eadar-dhealaichte tron bhliadhna. Ghabh sinn pàirt, cuideachd, ann an còmhradh le luchd-obrach Bòrd na Gàidhlig mu fhreagairt do Bhile nan Cànanan Albannach.	
BnG7	Gun tèid fianais a thrusadh air mar a tha a' bhuidheann agaibh a chur ri na prìomhachasan bho Plana Chorporra Bòrd na		Tha obair a' dol air adhart gus fiosrachadh a thrusadh tron t-siostam measaidh/ceisteachan againn agus chaidh sin	

	Gàidhlig a leanas 2023-2028, agus iomradh air am fianais air a thoirt seachad sna h-aithisgean adhartais: • Barrachd dhaoine a' cleachdadh is a' faighinn buannachd bhon Gàidhlig aig an obair, aig an taigh is sa choimhearsnachd • Barrachd cothroman do dhaoine na sgilean Gàidhlig aca a leasachadh is na cothroman seo nas ruigsinniche.		atharrachadh airson a dhèanamh cinnteach gu bheil sinn a' togail fianais a fhreagras air an fhiosrachadh ùr a tha a dhìth.	
Builean Comhairle na Gàidhealtachd				
CnG1	A' feitheamh ri Aonta Ìre Seirbheis aig deireadh R4.		Chan urrainnear aithris air adhartas gu mionaideach gun aonta againn. Ged nach eil aonta ann, chaidh maoin fhaotainn bho Chomhairle na Gàidhealtachd ann an R2 agus chaidh a chleachdadh airson taic a chumail ri Fèisean na Gàidhealtachd agus Blas 2023. Chaidh coinneamh a chumail le luchd-obrach Comhairle na Gàidhealtachd san t-Samhain airson meud na h-obrach againn a mhìneachadh agus còmhradh mu thaic-airgid sam àm ri teachd airson Fèisean na sgìre agus Blas. Às a dèidh, san Dùbhlachd, chaidh iarrtas son tuilleadh airgid a chur don chomhairle. Aig deireadh bliadhna an ionmhais cha robh sinn air freagairt fhaighinn don tagradh againn.	
Builean Comhairle Earra-Ghàidheal is Bhòid				
CEB1	Taic-airgid do na Fèisean ann an Earra-Ghàidheal is Bhòid.		Thug Comhairle Earra-Ghàidheal is Bhòid taic £18,450 dhuinn airson 2023-24. Chaidh tabhartasan luach £36,974 a thairge do dh'Fhèisean na sgìre a' cleachdadh £12,000 de mhaoin na comhairle. Bha cothrom aig Fèisean taic a bharrachd iarraidh tron Stòras Leasachaidh againn.	
CEB2	Taic do na Fèisean tachartasan cunbhalach a chur air dòigh fad na bliadhna.		Tha na tabhartasan ann an ABC1 a' toirt a-steach cuibhreann de £15,179 airson tachartasan cunbhalach a chur air dòigh tron bhliadhna. Bha com-pàirtichean bho Fhèisean Earra-Ghàidheil am measg na chluich ann an *Ceòl nam Fèis* aig Blas san t-Sultain.	
CEB3	Taic ri Fèisean gnìomhan a ghabhail os làimh airson leaudachadh ann an cleachdadh na Gàidhlig.		Faicibh AC14, AC29 agus AC33 gu h-àrd airson taic san fharsaingeachd. Chum sinn conaltradh cunbhalach ri Fèisean Earra-Ghàidheil airson nam feumalachdan aca a fhrithealadh. Bha seisean againn aig ar co-labhairt air cleachdadh na Gàidhlig aig Fèisean. Tha an taisbeanadh a chaidh a chleachdadh air ar làrach-lìn agus chaidh a thoirt gu aire luchd-eagrachaidh.	

CEB4	Taic airson Cèilidh air Chuairt Earra-Ghàidheil le trèanadh agus ùine bhon sgioba obrach (Luchd-tairbhe Earra-Ghàidheal is Bhòid).		Chaidh Cèilidh air Chuairt Earra-Ghàidheil air adhart san luchar an dèidh trèanadh fad seachdain aig na ceòladairean òga aig Sgoil Chiùil na Gàidhealtachd sa Phloc. Faicibh cuideachd AC17, AC19, AC35 agus AC38 gu h-àrd. Chaidh tabhartas £8,000 a thoirt do Chèilidh air Chuairt Fèis Latharna a chluich aig 21 tachartasan san sgìre cho math ri fosgladh oifigeil Fèis Eadar-nàiseanta Dhùn Èideann.	
CEB5	Ùine Oifigearan Leasachaidh air a chosg air Fèisean Earra-Ghàidheil 0.6 CRLU.		Bidh ar Manaidsear Leasachaidh agus Oifigear Lesachaidh a' cumail taic ris na Fèisean (co-ionnan ri 0.6 ILT).	
CEB6	Taic bho luchd-obrach eile le rianachd, ionmhas agus cànan a chleachdadh (pro-rata a-rèir àireamhan Fèisean).		Faicibh AC1-6, AC33, AC34, AC38, AC41, AC46 agus AC54 gu h-àrd.	
CEB7	Seirbheisean do dh'Fhèisean na sgìre le deuchainnean sgrùdaidh, àrachas, ionnsramaidean ciùil air iasad (cosgaisean pro-rata).		Faicibh AC7, AC11 agus AC233 gu h-àrd.	
CEB8	Trèanadh do luchd-teagaisg/eagrachaidh (Luchd-tairbhe Earra-Ghàidheal is Bhòid).		Faicibh AC12 agus AC15 gu h-àrd.	
CEB9	Obair dràma ann an sgoiltean Earra-Ghàidheal is Bhòid (amasan foghlaim).		Fhuair sgoiltean ann an Earra-Ghàidheal is Bhòid buannachd bhon obair aig Meanbh-Chuileag agus tha dùil gum bi Hùb Hàb a' tadhal air an sgìre ag obair le clann sna tràth-bhliadhnaichean. Tro chùmhnant eile a fhuair sinn an dèidh tairgse soirbheachail a chur a-steach, chaidh 13 seiseanan a cuhmail ann an 7 sgoiltean an Earra-Ghàidheil a' toirt aire 133 sgoilearan do chothroman a thaobh obraichean is gnìomhachasan Gàidhlig. Tha còig sgoiltean ann an Earra-Ghàidheil am measg an fheadhainn a tha a' faotainn sheiseanan Gàidhlig tron chùmhnant aig Fèisgoil le co-bhanntachd de dh'ùghdarrasan ionadail (faicibh AC29 gu h-àrd). Chaidh 47 seiseanan a thabhann do 185 sgoilearan.	

Gnìomh a dhìth

Thathar ag iarraidh air buill:

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

Art MacCarmaig
Ceannard
An Cèitean 2024

Fèisean nan Gàidheal

Geàrr-aithisgean Luchd-obrach
Àireamh air a' Chlàr Chùisean: 2.2024.02(b)

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

Obair com-pàirteachaidh bhon choinneamh mu dheireadh den Bhòrd

08.03.24 Coinneamh de Bhòrd-stiùiridh Fèisean nan Gàidheal
11.03.24 Coinneamh le Siobhan NicAnndrais, Alba Chruthachail
19.03.24 Coinneamh le Comhairle Earra-Ghàidheal is Bhòid
19.03.24 Coinneamh le Urras Pìoba is Drumaireachd Sgoiltean na h-Alba
22.03.24 Coinneamh le Comhairle nan Eilean Siar
25.03.24 Coinneamh le Ionad Thròndairnis (Iomairtean)
26.03.24 Coinneamh le HIE mu sheiseanan Eòlas air a' Ghàidhlig
28.03.24 Làthaireach air tachartas *Dìleab* aig CnES anns na Hearadh
04.04.23 Tadhal air Fèis Latharna
05.04.23 Tadhal air Fèis an Earraich
25.04.23 Coinneamh le Carola NicChaluim mu iarrtas Alba Chruthachail is Comhairle na Gàidhealtachd
29.04.23 Coinneamh de Bhuidheann-obrach nan Ealan Dùthchasach aig Alba Chruthachail
30.04.23 Coinneamh den bhuidhean eaconamach is sgilean obrach Adhartas na Sgiobalta
06.05.24 Coinneamh le Ionad Thròndairnis (Iomairtean)
07.05.24 Coinneamh le Comhairle Earra-Ghàidheal is Bhòid
08.05.24 Coinneamh le Eilidh NicCoinnich is Agnes Rennie mu sheiseanan Eòlas air a' Ghàidhlig aig HIE
08.05.24 Coinneamh de Bhuidheann-stiùiridh Blas
16.05.24 Com-pàirt ann an seisean Eòlas air a' Ghàidhlig aig HIE
20.05.24 Coinneamh le Ionad Thròndairnis (Iomairtean)
21.05.24 Coinneamh Sgioba
23.05.24 Com-pàirt ann an seisean Eòlas air a' Ghàidhlig aig HIE
24.05.24 Coinneamh de Bhòrd-stiùiridh Fèisean nan Gàidheal

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

Taic do agus ag adhartachadh nam Fèisean

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

- Chur sin mach litrichean agus phàigh mi airgead a-mach airson Fèisean, Clasaichean & Uairean Rianachd tron Sgeama Thabhartasan 2024-25 airson fèisean na Caisge. Chaidh £44,203 a-mach ach bidh £218,213 air a tairgse uile gu lèir às dèidh aonta bhon na Buill.
- Feumaidh gach Fèis liosta luchd-teagaisg a chur a-steach air Foirm Iarrtas 1 mus fhaigh iad tabhartas. Thèid iad sin a sgrùdadh ag obair còmhla ri Luke Slater feuch a bheil aithisg sgrùdaichte aca uile. Mar a bheil chan fhaigh iad airgead. Tha sgioba leasachaidh a' coimhead às dèidh seo.
- Tha maoineachadh a bharrachd a phàigheadh airson luchd-cùraim agus/no tuilleadh oidean nuair a tha sin a dhìth gus dèanamh cinnteach gum faigh daoine òga le feumalachdan taice barrachd cothrom air teagasg is tachartasan. Fhuair Fèis Eilean na Hearadh & Fèis Rois taic an uiridh.

- Tha mi trang cur air dòigh cùisean airson a' Co-labhairt Bhliadhnail 2024 air 27/28 Sultain. Bidh co-dhgùnadh air taighean-òsta aig an Coinneamh seo.
- Bha mi air a bhi cur a-mach leabhraichean Ceòl nam Fèis gu Fèisean ach tha Luke a' gabhail seo os laimh. Tha Cèol nam Fèis 1 & 2 ann an cruth didseatach. Chaidh faidhlichean fuaim a chur ris an leabhair le fuinn, òrain, faclan agus tiotalan ann an Gàidhlig agus ann am Beurla.
- Phàigh mi mach fàirdealan airson Cèilidhean air Chuairt 2024. Chaidh airgead na bliadhna seo a-mach gu Fèis Lochabair, Fèis Latharna & Fèis Spè.
- Tha Luke a' coimhead às deidh ionnsramaidean chùil a-nis agus chaidh caradh a'dhèanamh air ionnsramaidean a'mìos seo. Coimhead sin thairis air a h-uile ionnsramad a bha anns an oifis ann am Port Rìgh an uiridh. Tha John Masson a'caradh ionnsramaidean a-nis dhuinn. Tha feadhainn a-mach air màl cuideachd.
- Chuir mi àrachas air dòigh airson FNG anns An Gearran às dèidh beagan strì a thaobh buidhnean corpaichte agus chaidh àrachas a chur air dòigh airson Blas anns an t-Sultain. Chaidh àrachas a chur air dòigh airson luchd-obrach uile agus chaidh seo ùrachadh a-rithist air 22 Gearran 2024.
- 'S àbhaist fàirdealan airson ballrachd 24/25 a dhol a-mach às dèidh na Coinneamh Bhliadhnail. Chaidh iad a-mach airson an uiridh agus tha mhòr chuid air am pàigheadh a-nis.
- Tha mi toirt taic dhan na luchd-obrach agus na Fèisean bho latha gu latha le iomadach ceist.

A' leasachadh sgilean is thàlantan

- Fhuair luchd-eagrachaidh nam Fèisean cothrom air trèanadh Ciad Cobhair thairis air na mìosan a' dh'fhalbh. Tha sinn a' toirt taic do Grant MacPharlain, Fèis Phàislig, leis an Cùrsa Adhartais aig Sàbhal Mòr Ostaig. Chaidh trèanadh Gàidhlig airson luchd-obrach air adhart anns an Òg-mhìos. Chaidh trèanadh luchd-obrach air adhart anns an Dùbhlachd cuideachd còmhla ri Morag Stiubhart. Rinn Calum, Aonghas & Luke cùrsaichean eader-dhealaichte anns an Fàoilteach. Chaidh Trèanadh Gàidhlig le Ingrid air adhart anns a'Ghearran agus Cothrom Comhraidh dhan na Fèisean anns a'Mhàirt 2024. Rinn Monica Hayes bho Fèis Obar Dheathain trèanadh Ciad-Cobhair anns a'Mhàirt cuideachd.
- Tha foirm-sgrùdaidh airson co-ionannachd air surveymonkey airson Fèisean, Luchd-obrach agus Buill a' Bhuird airson gum bi fiosrachadh staitistigeil cudromach againn. Tha luchd-obrach a' dèanamh cùrsa air loidhne cuideachd.
- Tha sinn a' cuideachadh Fèisean a' cur ar Poileasaidh Gàidhlig an gnìomh. Chur mi poileasaidh ùr air dòigh airson Àite Dìonta agus chaidh poileasaidhean eile ùrachadh.
- Chaidh Sgoil Shàmhradh Dràma air adhart anns an luchar an uiridh.
- Tha Luke a'coimhead às dèidh Tasgadh agus MEG cuideachd.

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

Tha fàirdealan uile pàighte. Bhithinn a' pàigheadh fhàirdealan airson Coig Latha, Fuaran, Sgoil Shàmhradh Dràma, Hùb-Hab, Meanbh Chuileag, Meanbh-fhèis, Blàsad Gàidhlig, Mòd Acadamaidh, Fèisgoil, Panto, Trèanadh Gàidhlig, Feis TV , Iomairt Chùil Òigridh agus Fèis Bhlas mar is trice. Tha Luke pàirt-ùine ach a' toirt taic dhomh le seo cuideachd.

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

Chaidh Fèis Bhlas air adhart anns an t-Sultain 2023. Tha uallach orm airson smachd a chumail air an airgead agus siostaman ionmhais air fad aig Blas. Bha mi ann an Cille Mhoire agus Ceòl nam Fèis anns an Ghearasdan. Thèid Fèis Bhlas 2024 air adhart 6-14 Sultain.

Tha 3 Chèilidhean air Chuairt a' ruith ann an 2024-25 agus tha mi air airgead a phàigheadh a-mach dhaibh. Tha trèanadh a'dol air adhart air an son a dh'aithghearr.

Riaghladh, ionmhas agus luchd-obrach

- Tha mi coimhead às deidh oifis Port Rìgh bho latha gu latha. Bha mi staigh co-dhiù latha san t-sheachdain ged a tha sin fhathast ag obair bhon taigh. Tha mi coimhead às deidh an Rianaire/Oifigear Dìon Chloinne. Tha sinn uile a conaltradh air Skype gu cunbhalach agus coinneamhan Zoom far a feum mi a bhith ann.
- Tha mi coimhead às deidh gnothaichean ionmhais agus tuarastail an luchd-obrach.
- Tha mi coimhead às deidh aithisgean ionmhais.
- Tha mi coimhead às deidh ghoireasan daoine, cùmhnantan agus trèanadh. Chur mi air dòigh agallamhan, dealbhan-obrach am bliadhna agus cùmhnantan ùr airson Oifigear Leasachaidh nan Eilean Siar. Bha Peigi Ann deiseil anns an Òg-mhios 2023 agus Calum Friseil anns an dreuchd a-nis bhon Lùnastal.
- Tha mi a' cur a h-uile rud air dòigh airson cunntasan bliadhnail agus raitheil. Cuiridh mi seachad ùine còmhla ri Seumas MacIver bho Mann Judd Gordon a tha dèanamh obair sgrùdaidh am-bliadhna air 10/11 luchar. Tha sinn air crìoch a chur air cunntasan ràitheil suas gu 31 Màrt 2024.
- Thug mi taic do Luke a' cur air dòigh geàrr-chunntas na coinneamh mu dhèireadh den Bhòrd agus eader-theangachadh air dòigh. Chuir mi air dòigh na h-aithisgean ionmhais airson na coinneimh seo.
- Thòisich sinn a' clàradh sgaoilidhean gualan bhon luchd-obrach is Buill a' Bhùird beagan bhliadhnaichean air ais agus tha Plana Lùghdachadh Gualain air ùrachadh airson na bliadhna seo agus aithisg dèante. Tha mi ag obair air Plana Adhartais airson na gnàth-shìde. Rinn mi dà seisean trèanaidh anns an Fhaoilteach airson seo.
- Chaidh clàr chunnartan ùrachadh airson na bliadhna ionmhais anns a' Chèitean 2024.

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

Taic do agus ag adhartachadh nam Fèisean

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

Chaidh Fèisean a chumail le Fèis an Earraich is Fèis Latharna aig àm na Càisge, 's chum mi taic riutha ann an diofar dhòighean air thoiseach air na tachartasan aca. Chaidh cùisean gu math le na Fèisean le Àireamhan fìor mhath a' gabhail pàirt annta.

Tha mi air a bhith a' cumail taic ri Fèis Thròndairnis agus Fèis Thiriodh as na beagan seachdainean a dh'fhalbh le foirmean-iarrtais air-loidhne, eadar-theangachadh is eile air thoiseach air na Fèisean sàmhraidh aca. Tha mi cuideachd air a bhith ag obair gu dlùth le Fèis Lochabair agus an comataidh ùr a th' aca le diofar earrannan dhan phròg ram aca agus leaschaidhean a tha iad airson a thoirt gu buil.

Stòras Leasachaidh
Air a' bhliadhna a dh'fhalbh, thug sinn taic luach £1,000 ri Fèis an Iar Thuath (Latha Fèise agus clasaichean), £636 do Fèis Lochabair (Bùithtean-obrach obair-bhuidhne), £200 do Fèis nan Gàrbh Chrìochan (Bùithtean-obrach Dràma), £632 do Fèis air an Oir (Clasaichean Clàrsach) agus £1,500 gu Fèis an Tairbeirt (Cuairt do Fèis Ìle).

Cha bhi e comasach Stòras Leasachaidh a bhith againn am bliadhna.

A' leasachadh sgilean is thàlantan

Blas 2024: 6 -14 Sultain
Tha dearbhadh againn a-nis bho Chomhairle na Gàidhealtachd air a' mhaoin a bhios againn son Blas 2024 a chur air dòigh. Bha seo às dèidh mìosan a bhith feitheamh airson an fhiosrachadh seo 's gu mì-fhortanach leis nach eil àrdachadh as an airgead, cha bhi e comasach dhuinn ach Fèis gu math nas lugha a' ruith le timcheall air 12-15 tachartas.

Thug an dàil seo buaidh air an comas againn adhartas a dhèanamh leis a' phròg ram 's tha ùine gu matha nas giorra againn son seo a thoirt còmhla a-nis. Choinnich a' bhuidheann pròg ramaidh airson aontacha Diardaoin 9 Cèitean airson aontachadh planaichean airson Blas agus coimhead air beachdan agus tagraidhean airson tachartasan rè na Fèise.

Bidh mi ag obair leis a' cheannard gu dlùth air na seachdainean a tha romhainn airson a' phròg raim a chur ri chèile agus gnìomhan eile a tha an sàs le bhith ruith Blas.

Trèanadh Luchd-obrach
Tha an sgioba an sàs ann diofar thrèanadh mar ciad cobhair, slàinteachas bìdh is eile. Air na mìosan a tha romhainn bidh sinn a' cur trèanadh air dòigh son Gàidhlig, bruidhinn poblach agus bidh daoine fa-leth a' gabhail cothroman air cuspairean eile a bhios feumail san obair aca.

Trèanadh Comataidhean is Luchd-teagaisg
Rinn buidheann de saor-thoillich is luchd-teagasg a' dèanamh trèanadh ciad-cobhair air 15 Cèitean ann an Glaschu. Chum sinn cothrom còmhraidh le luchd-eagrachaidh nam Fèisean sa Mhàirt 's bidh cothrom eile ann aig deireadh a' Cheitean gus bruidhinn air Riaghladh agus structar buidhnean. Tha iarrtas ann bho chuid de Fèisean airson trèanadh dha ionmhasairean agus luchd-rianachd 's bidh sinn ag amas air seo a dhèanamh air na mìosan a tha romhainn.

Tha iarrtas ann son taic dha luchd-teagaisg ùra 's tha sinn an dùil seisean air-loidhne a dhèanamh air thoiseach air Fèisean an t-sàmhraidh son taic is comhairle a thoirt dhaibh. Tha sinn an dòchas trèanadh a bharrachd a leasachadh do luchd-teagaisg ach bidh feum air maoineachadh a bhrrachd gus seo a dhèanamh. A thuilleadh air seo tha sinn a' cruthachadh pasgan-taice airson luchd-teagaisg le fiosrachadh is stiùir feumail.

Fuaran
Chaidh clàraidhean bhon t-sreath ùr de Fuaran fhoillseachadh rè Seachdain na Gàidhlig.
Chaidh 10 òrain ùra a chur ris an stòras luachmhor seo 's tha an taic agus an èisteachd a tha iad air faighinn mar tha air leth math.

Chuir mi iarrtas a-steach do sgeama 'Digital Accelerator Fund' a th' air a ruith le Bloomberg Philanthropies airson taic dha Fuaran, Oide, Fèis TV is an làrach.

Tha mi ag obair còmhla ri Abi cuideachd air iarrtas gu Maoin-Dualchais a' Chrannchur 's tha sinn an dòchas iarrtas a chur a-steach thuca as na beagan mìosan a tha romhainn.

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

5 Latha
Chaidh 5 Latha 2024 a chumail eadar 1-6 Giblean. Ghabh 16 òigear pàirt am bliadhna 's b' e seachdain air leth soirbheachail a bh' ann a dh'aindeoin dròch thìde. Ged nach d'fhuair sinn a-mach air a' bhata no iasgach a dhèanamh, fhuair sinn air obair chroitearachd a dhèanamh, thadhail

sinn air breabadair, dh'ionnsaich sinn mu eòlas-mara is iasagach, rinn sinn còcaireach is bèiceireach 's bha ceòl is òrain air an teagaisg le Iain MacMhaighstir agus Seonaidh Mac an t-Saoir.

Chum sinn cèilidh ann an co-bhonn ri Còisir Ghàidhlig Charlabhaigh air an oidhche Dhiardaoin 's thànaig còrr is 90 bhon choimhearsnachd agus nas fhaide air falbh airson taic a chumail ruinn.

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

FèisTV
Cha robh e comasach dhuinn leasannan ùra Oide a chur air dòigh air a' bhliadhna a dh'fhalbh ach bidh sinn ag amas air sin a leasachadh ma bhios maoin againn airson cur ris an t-seirbheis seo.

Riaghladh, ionmhas agus luchd-obrach

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

Tha mi a' cumail taic ri Fèisean Lochabair agus a' mhòr chuid de Fèisean Earra-Ghàidheil le cuideachadh bhon an còrr den sgioba leasachaidh mar a tha iomchaidh. Tha sinn a' dèanamah rannsachadh an-dràsta air mar a tha na Fèisean air an roinn eadar na h-oifigearan.

Coinneamhan is eile
Coinneamh le Urras Pìoba is Drumaireachd Sgoiltean na h-Alba (19/3)
Coinneamh le Comhairle nan Eilean Siar (22/3)
Coinneamh le Comhairle Earra-Ghàidheal is Bhòid (7/5)
Coinneamh de Bhuidheann Pròġramaidh Blas (9/5)
Coinneamh le Dòmhnall MacNèill (9/5)
Coinneamh le Emily NicDhòmhnaill (15/5)
Coinneamh le Elle Adams (16/5)
Coinneamhan Fèise (Fèis an Earraich 23/4, Fèis Thiriodh 24/4 Fèis Thròndairnis 7/5)

Ainm	Eilidh NicCoinnich
Dreuchd	Manaidsear Fèisgoil

A' leasachadh sgilean is thàlantan

Trèanadh do luchd lìbhrigidh dràma – 16.03.24, air a lìbhrigeadh le Aonghas MacLeòid

Luchd-lìbhrigidh	Seiseanan	Còm-pàirtichean
1	1	6

Trèanadh do luchd-obrach Fèisgoil
1.Early Years Music Scotland – aon neach-obrach Fèisgoil an-sàs (EMB); air-loidhne 20.05.2024

Seiseanan	Luchd-obrach FnG mar chòm-pàirtiche
1	1

2. Ciad cobhair – aon neach-obrach Fèisgoil an sàs (EC), Glaschu 15.05.2024

Seiseanan	Luchd-obrach FnG mar chòm-pàirtiche
1	1

3. Articulate –– tri luchd-obrach FnG an-sàs (EC), (CAF), (EMB), air-loidhne 17.05.2024

Seiseanan	Luchd-obrach FnG mar chòm-pàirtiche
1	3

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

DRÀMA

Hùb Hàb 05.2024 air a lìbhrigeadh le Kit Rodman-Orr; air a sgrìobhadh agus a' stiùireadh le Aonghas MacLeòid

Oidean	Sgoiltean	Seiseanan	Sgoilearan
1	19	20	457

CÀNAN

Blasad Gàidhlig: Gàidhlig mar cànan a bharrachd; dìreach seiseanan Àir à Deas fhathast a' ruith.

Teirm 4 2023/24:

Oidean	Sgoiltean	Seiseanan	Sgoilearan
1	2	24	93

Fad bliadhna sgoile 2023/24:

Oidean	Sgoiltean	Seiseanan	Sgoilearan
13	27	1260	2611

CEÒL

ICO: fad bliadhna sgoile 2023-24

Oidean	Sgoiltean	Seiseanan	Sgoilearan
45	167	1821	4324

Seinn: Uibhist & Barraigh: Teirm 4, bliadhna sgoile 2023-2024.

Oidean	Sgoiltean	Seiseanan	Sgoilearan
1	4	200	310

Fad bliadhna sgoile 2023-24

Oidean	Sgoiltean	Seiseanan	Sgoilearan
2	6	339	413

Acadamaidh a' Mhòid: teirm 4 2023-24 (le sreath eile ri fhaotainn Teirm 1 2024-2025)

Oidean	Sgoiltean	Seiseanan	Sgoilearan
6	16	196 + An t-Òban tbc	93 air loidhne + aghaidh ri aghaidh tbc

Pròiseactan fa-leth:

Dìleab 2024: Leverhulme: FnG a' toirt taic do CNES le rianachd. Àireamhan airson pròiseact slàn

Oidean	Sgoiltean	Seiseanan	Sgoilearan
18	15	299	423 + Sgoil Mhic Neacail & sgoiltean Uibhist tbc

Cliabh: air a lìbhrigeadh le Seonag agus Ruairidh Buxton 04/05.2024, Bun-sgoil Ulapuil

Oidean	Sgoiltean	Seiseanan	Sgoilearan
2	1	8	36

Neart (UNCRC) – roinn Gàidhlig ann an 4 ard-sgoiltean, CNES

Oidean	Sgoiltean	Seiseanan	Sgoilearan
3	1	28	266

Taic – Bun-sgoil Ghàidhlig Ghlinne Dàil: air a lìbhrigeadh le Lauren NicDhòmhnail (Fearghastan)

Oidean	Sgoiltean	Seiseanan	Sgoilearan
1	1	8	24

Tabhaich – **Tiriodh** - seiseanan deireannach an teirm-sa le na h-àireamhan fhathast ri fhaotainn

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

Eòlas air a' Ghàidhlig:
Luchd-obrach **HIE** 2/3 air a lìbhrigeadh san raith seo, 16.05.2024 agus 23.05.2024 – fear fhathast ri lìbhrig aig deireadh a' mhìos, 30.05.2024. Àireamhan slàn ri fhaotainn an seo

Luchd-lìbhrigidh	Seiseanan	Còm-pàirtichean
4	9	62*

*clàraichte cò dhiù aig toiseach a' phròiseact

Riaghladh, ionmhas agus luchd-obrach

Coinneamhan an raith seo, a bharrachd air coinneamhan le sgioba Fèisgoil, Eilidh NicCarmaig (EC) agus Aoghas MacLeoid (AM)
08.03.2024: Coinneamh a bhùird, aghaidh-ri-aghaidh
13.03.2024: Neart – air loidhne le Eilidh NicCarmaig (EC) agus Calum Friseal (CAF)
18.03.2024: Neart – ceum 1 – air-loidhne le Eilidh Nic an Aba, Sgoil Lìonacleit
19.03.2024: Neart – air-loidhne leis a' phanail agus buidhnean cruthachail eile an sàs
25.03.2024: Eòlas – HIE – Lorgan – air-loidhne le EC
26.03.2024: Eòlas – HIE – air-loidhne le sgioba na Gàidhlig HIE agus Art MacCarmaig (AC)
28.03.2024: Neart – ceum 1 – aghaidh-ri-aghaidh le Catriona Chaimbeul, Sgoil Mhic Neacail agus Richard Tarves, e-sgoil
28.03.2024: Dìleab, Leverhulme – a' frithealadh aig taisbeanadh SES còmhla ri AC
29.03.2024: Neart – ceum 1 – aghaidh-ri-aghaidh le Anndra Moireach, ceannard agus Iain MacSuain neach-teagaisg Gàidhlig, Sgoil an Tairbeairt (SES)
02.02.2024: Neart – air-loidhne le Laura Frood, Articulate
10.04.2024: Acadamaidh a' Mhòid 2025 – air-loidhne le Morag Anna NicLeòid Mitchell
25.04.2024: Taic do Bhun-sgoil Taobh na Pairce – air loidhne le Laura Stiùbhart, Sìneag Nic an t-Saoir, Sarah Hoy, BSTnaP agus EC – a' neartachadh na Gàidhlig tro ealain cruthachail aig a sgoil
30.04 - 07.05.2024: Neart – ceum 2 – Sgoil Bhàgh a' Chaisteil, Sgoil Lìonacleit, Sgoil an Tairbeairt (SES), Sgoil Mhic Neacail – a' lìbhrigeadh na seiseanan don òigridh S1-3,FTMG còmhla ri EC agus CAF
08.05.2024: Eòlas – HIE – Lorgan – air-loidhne le Agnes Rennie agus AC
09.05.2024: Blas – buidhean stiùiridh – air-loidhne
15.05.2024: Eòlas – HIE – Lorgan – (i) air-loidhne le Agnes Rennie agus AC (ii) air-loidhne le Agnes Rennie, AC agus sgioba na Gàidhlig HIE
16.05.2024: Eòlas – HIE – Lorgan – air a lìbhrigeadh le AC, Agnes Rennie agus EC, air-loidhne
17.05.2024: neart – trèanadh do sgioba Neart le Laura Frood, Articulate
20.05.2024: Trèanadh pròifeasanta pearsanta – Early Years Music Scotland (EYMS) – air-loidhne
21.05.2024: Coinneamh luchd obrach FnG, air-loidhne
22.05.2025: Neart - air-loidhne leis a' phanail agus buidhnean cruthachail eile an sàs
23.05.2024: Eòlas – HIE – Lorgan – air a lìbhrigeadh le AC, Agnes Rennie agus EC, air-loidhne

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

Taic do agus ag adhartachadh nam Fèisean

Fèis Air an Oir

- Tha clasaichean seachdaineil agus bùithtean-obrach Disathairne fhathast a' ruith
- Bidh am prìomh Fhèis a' tachairt aig Sgoil Farr eadar 15 – 19 Iuchar

Fèis Chataibh

- Tha na clasaichean leantainneach a' dol gu math agus thòisich clas fidhle air 6 Cèitean
- Cumaidh iad am prìomh fhèis eadar 1 – 5 Iuchar ann an Àrd-sgoil Ghoillspidh
- Tha an comataidh a' lorg dhaoine airson taic saor-thoilleach a thoirt dhan Fhèis

Fèis a' Bhaile

- A bharrachd air an Club Bogsa agus Club Feadain, thòisich Club Fìdhle agus club Giotàir nas traithe am mìos seo agus bidh leasanan clàrsaich a' toiseachadh air 17 Chèitean
- Bha latha Fèise soirbheachail aca aig àm na Caisge
- Thèid a' phrìomh Fhèis air adhart san Dàmhair mar as àbhaist

Fèis Inbhir Narainn

- Tha na clasaichean leantainneach a' ruith mar bu chòir
- Bha latha obair-bhuidhne ann air 16 Màrt

Fèis Obar Dheathain

- Tha na clasaichean seachdaineil agus an 'Srubag' fhathast a' dol gach mìos
- Chaidh am priomh Fhèis air adhart aig Oilthigh Obar Dheathain eadar 8 – 11 An Giblean le barrachd air dà fhichead com-pàirtichean
- Chaidh a choinneamh bhliadhnail a' chumail air 29 Giblean

Fèis Spè

- Tha na clasaichean is na còmhlain a' ruith mar as àbhaist
- Bidh Fèis dà latha a tachairt aig Badaguish air 11 & 12 Cèitean
- Bidh an dà comhlain a' chluich ann an Dùn Èideann anns an t-Ògmhios mar phàirt den tachartas ùr aig SSPBT
- Bidh am prìomh Fhèis a tachairt anns an Dàmhair ann an Ceann na Creige agus a' cleachdadh na tallaichean coimhearsnachd an àite Bun-sgoil an Agaidh Mhòir

Fèis Ghallaibh

- Bidh am buth-obrach mu dheireadh airson an t-sreath seo a tachair air 11mh den Cèitean

Fèis Mhoireibh

- Tha iad a' leantainn orra le clasaichean seachdaineil ann an clàrsach is bogsa

Fèis an Iar Thuath

- Tha an ceann-latha airson a choinneamh bhliadhnail fhathast ri aontachadh
- Tha an Fhèis aig amas a bhith ag obair còmhla ri Yellow Door events anns na mìosan a tha romhainn gus bùithtean-obrach a' ruith le còmhlain a bhios a' tadhal air an sgìre airson consairtean

Fèis na h-Òige

- Tha mi fhathast a' toirt taic do Fèis na h-Òige gus na planaichean airson a' choimisean aca a chur an gnìomh. Chuidich mi Kirsteen Russell gus iarrtas soirbheachail a chur gu Inverness Common Good Fund airson Club G ath-bheothachadh. Leis am pròiseact seo, bidh com-pàirtichean a' faighinn taic airson a bhith ag ullachadh airson pàirt a ghabhail anns na mòdan iondail agus nàiseanta

Fèis a' Bhealaich

- Tha buidhean de pharantan anns an coimhearsnachd airson Fèis a' ruith anns an t-Sultain agus leis nach robh Fèis ann airson grunn bhliadhnaichean tha mi dol a choinneachadh riutha airson beagan taic agus stiùir a thoirt dhaibh

A' leasachadh sgilean is thàlantan

Cèilidhean air Chuairt

- Tha mi ag obair le Fèis Lochabair agus Fèis Latharna airson program trèanaidh a chur air doigh airson na Cèilidhean air Chuairt aca. Cha bhith Fèis Alba a tachairt am bliadhna air sgàth 's nach bi aireamhean gu leòr againn

- Bidh an chuairt aig 'Monadh Ruadh', an còmhlan as sine aig Fèis Spè, a tachairt ann am Bàideanach agus Strath Spè anns a' chiad seachdain den Iuchar

Colmcille

- Tha mi ag obair le Calum Friseal gus turas a phlanadh airson ar luchd com-pàirt Èireannach agus tha sinn gu math toilichte gum bi iad a tadhal air Eilean Leòdhais san Iuchar. Cuideachd, bidh sinn a sanasachd airson buidhean ùr de chom-pàirtichean airson am bliadhna seo

Trèanadh

- Tha mi a' leantainn le obair còmhla ri Aonghas agus Emily Dhòmhnallach, Oifigear Gàidhlig Eden Court airson cothroman a bharrachd a' thoirt do com-pàitichean an Latha Trèanaidh Dràma airson na sgilean aca a' leasachadh
- Lìbhrig mi fhìn is Abi seisean air obair saor-thoileach aig Co-labhairt nam Mòdan Ionadail aig Eden Court air Disathairne 24 Gearran
- Bidh an ath Chothrom Còmhraidh againn air Diciadain 29 le Christine Ross bho Voluntary Groups Sutherland a' bruidhinn air clàradh agus riaghladh carthannais

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

- Bidh mi a' frithealadh choinneamhan Bhlais mar riochdaire nam Fèisean

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

Taic do agus ag adhartachadh nam Fèisean

Seirbheis eadar-theangachaidh agus dearbh-leughaidh

Lìbhrig mi seirbheis eadar-mhìneachaidh mar aon aig coinneamh a' bhùird air 8 Màrt 2024.

A' leasachadh sgilean is thàlantan

Trèanadh do Luchd-oide Dràma Fèisgoil/ daoine le ùidh ann an oideachadh

1. Latha Trèanaidh Dràma
   Lìbhrig mi latha trèanaidh drama aig Eden Court, Inbhir Nis air Disathairne 16 Màrt. Bha an tachartas fosgailte do dhaoine le Gàidhlig eadar 16 agus 25 bliadhna a dh'aois le ùidh ann an dràma a theagasg aig Fèisean no aig club às dèidh na sgoile. Bha sianair còmpairtichean ann. Chaidh an tachartas a chur air dòigh le Emily NicDhòmhnaill, Manaidsear Phròiseactan Gàidhlig aig Eden Court le taic bhuam fhèin agus mo cho-obraiche Nicola Simpson.

3. Iomairtean Trèanaidh Dràma
   Dheasaich mi dreach phlana de dh'iomairtean trèanaidh gus brosnachadh a thoirt do dhaoinne le Gàidhlig le ùidh ann an dràma a theagasg aig Fèisean agus trèanadh gus sgilean luchd-oide dràma a leasachadh.

Trèanadh do luchd-obrach Fèisgoil:

5. Stonewall Learning
   Chuir mi crioch air a' chùrsa air loidhne aig Stonewall Learning - 'Supporting LGBTQ+ children and young people'

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

Hùb Hàb 2024 - Aig an t-Siorcas
A bharrachd air obair riochdachaidh, air an 9mh 10mh agus 11mh den Chèitean thug mi stiùir do Khit Rodman-Orr a chaidh fhastadh gus an taisbeanadh eadar-obrachachail Hùb Hàb aig an t-Siorcas lìbhrigeadh. Thòisich an turas air 13 Cèitean agus thig e gu crioch air 24 den Chèitean.

Sgoil-shamhraidh Dràma 2024
Tha sgioba na Sgoile dearbhte a-nis, is bi Mairi NicIlleMhoire againn mar stiùiriche-ealain na Sgoile. Tha i fosgailte do thagraichean aig aois na h-àrd-sgoile a tha fileanta sa Ghàidhlig agus thèid a cumail eadar 1 agus 6 den Iuchair 2024 ann am Port Rìgh. Lorgar tuilleadh fiosrachaidh agus foirm-iarrtais air loidhne air ar làrach-lìn aig feisean.org/ssd /

Meanbh-chuileag 2024
Chuir mi crioch air dreach sgriobt son dealbh-chluich airson a' phròiseact tèatar-oideachaidh againn Meanbh-chuileag, a tha ag amas air clann-sgoile eadar C5 agus C7 ann am foghlam tro mheadhan na Gàidhlig. Bidh an dealbh-chluich stèidhte air an sgeul mu Lia Fàil agus mar a chaidh a' chlach a shaoradh o Abaid Westminster ann an 1951.
Tha mi a trusadh chleasaichean aig an ìre seo le dùil gum bi sgioba de dhithis an sàs is gun tèid a' chiad earrann den turas a chumail eadar 2 agus 20 Sultain 2024.

Sporan 2024
Anns a' Ghiblean, chuir mi crioch air dreach sgriobt son taisbeanadh eadar-obrachail do sgoilearean C5 – C7 a tha ag ionnsachadh Gàidhlig mar chànan a bharrachd. Bidh an taisbeanadh stèidhte air Lia Fàil agus tha mi fhèin an dùil turas a dhèanamh leis anns an t-Sultain ann an sgìre Chomhairle na Gàidhealtachd.

Panto Gàidhlig 2024
Meadhan a' Chèitein, thòisich mi a' sgrìobhadh sgriobt son panto a bhios ag amas air clann-sgoile ann am foghlam tro mheadhan na Gàidhlig eadar C2 agus C7. Thèid triùir chleasaichean fhastadh gus turas lìbhrigeadh leis le dùil gum bi e gabhail àite eadar 25 Samhain agus 6 Dùbhlachd.

Cuairtean dràma do sgoiltean Gàidhlig ann an 2024 - 2025
Nas fhaide air adhart sa mhios seo, thèid foirm-clàraidh a' sgaoileadh air sgoiltean ann am foghlam tro mheadhan na Gàidhlig le fios mu na cuairtean dràma a bhios againn anns a' bhliadhna sgoile 2024-2025.

Riaghladh, ionmhas agus luchd-obrach

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

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

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

21 Màrt 2024 - An làthair aig coinneamh (Microsoft Teams) le Rikki Payne, Scottish Youth Theatre a chur a choinneamh air dòigh agus Emma Barr, Youth Theatre Arts Scotland, far an deach còmhradh a chumail mu dhòighean gus cothroman-trèanaidh a leasachadh a fhreagras air daoine le Gàidhlig le ùidh ann an dràma a theagasg.

24 Giblean 2024 - Bha coinneamh agam le Emily NicDhòmhnaill, Manaidsear Phròiseactan Gàidhlig aig Eden Court agus mo cho-obraiche Nicola Simpson co-cheangailte ris an latha trèanaidh a bh'ann air 16 Màrt agus cothroman-trèanaidh anns an àm ri teachd.

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

Taic do agus ag adhartachadh nam Fèisean

Fèis an Iar Dheas
Tha Latha Fèise gu bhith aig Fèis an Iar Dheas air an 8mh dhen Ògmhìos agus tha iad trang ag uallachadh airson sin an-dràsta. Bidh sreath *Meet the Tutors* air na duilleagan meadhanan-sòisealta aca taobh a-staigh beagan sheachdainean.

Fèis an Tairbeirt
Fhuair Fèis an Tairbeirt £2,990.35 bho *The Mary Janet King Fund* airson na clasaichean agus laithean Fèise a cumail a dol. Fhuair iad £500 bho *Magic Little Grants* tro *People's Postcode Lottery*.

Fèis Arainn
Bha Coinneamh Bhliadhnail aig Fèis Arainn air an 18mh dhen Mhàirt 2024 agus cha robh atharaidhean sam bith ann dhan chomataidh. Tha iad cha mhòr deiseil airson an Fhèis agus chaidh Gillian Frame agus Heather NicLeòid dha na sgoiltean air an 11mh agus 13mh dhen Chèitean airson ga shanasachd.

Fèis Chille Bhrìde an Ear
Chaidh am Fèis aig Fèis Chille Bhrìde an Ear air an cuir dheth airson an-dràsta air sgàth 's trioblaidean àite a lorg. Bha iad ag amas air Fèis air an 6mh dhen Chèitean ach a-nis ag obair a dh'ionnsaigh Fèis san t-Sultain. Thòisich luchd-obrach na sgoile a' ruith 'taster sessions' as dèidh na sgoile airson sia seachdainean agus tha iad ga dheanamh saor an-asgaidh agus san ùine aca fhèin.

Fèis Dhùn Èideann
Tha Fèis Dhùn Èideann air a bhith smaoineachadh mu dheidhinn maoineachadh airson a' bhliadhna a tha ri thighinn agus chur iad iarrtas a-staigh gu *The Royal Company of Merchants of the City of Edinburgh* (co-dhùnadh san t-Ògmhios) agus cuideachd *The William Syson Foundation* (co-dhùnadh san Iuchar).

Fèis Fhoirt
Bha Coinneamh Bhliadhnail aig Fèis Fhoirt air an 9mh dhen Mhàirt. Tha Eilidh MacIntyre a-nis anns a' Chathair, tha Wendy Zub a' tòiseachadh mar rùnaire (le taic bho Emily Malcolm) agus tha Diane MacIntyre toilichte a' cumail a dol a' phàigheadh fairdealan ach dh'aontaich iad ionmhasair pàighte fhaighinn airson na cunntasan a dheanamh. Bidh 'Thig is Feuch' aig Fèis Fhoirt air an 22mh no 23mh dhen t-Ògmhios agus Fèis air an 14mh/ 15mh dhen t-Sultain.

Fèis Ghàidhlig Ghlaschu
Bha Fèis aig Fèis Ghàidhlig Ghlaschu air an 9mh – 12mh dhen Ghiblean. Chaidh fìor mhath agus thadhail mise oirre air an Diciadain, Diardaoin agus Dihaoine. Bha an Fhèis làn agus bha cèilidh air an Diardaoin agus consairt aig deireadh an Fhèis air Dihaoine.

Fèis Òigridh Ìle is Diùra
Fhuair Fèis Òigridh Ìle is Dhiùra £31,271.17 bho *The Ardbeg All Islay Fund* airson an tachartasan aca ann an 2024. Thòisich Arlene McKerrell clasaichean seachdaineil air am meur-chlàr agus tha na clasaichean fidheall, bogsa agus fideal fhathast a' ruith gu math.

Fèis Phàislig
Tha Fèis Phàislig a' faighinn deiseil airson an Fhèis aca air an 16-19mh dhen Iuchar agus bidh iarrtasan dùinte air an 26mh dhen Chèitean. Thadhail an Fhèis air 42 sgoiltean ann an trì seachdainean mar phàirt dhen program aca *Stramash for Schools*.

Fèis Thatha
Bha coinneamh agam le Katie bho Fèis Thatha air Diardaoin an 25mh dhen Ghiblean agus tha iad a' planadh na clasaichean aca. Tha iad ag amas air clasaichean aon turas sa mhìos air an fhìdheall agus giotàr.

Siorrachd Peairt
Bha còmhradh agam sa Ghiblean le Lee-Anne Herbert aig a bheil ùidh ann an tachartas Fèise ann am Peairt a thòiseachadh. Bha an nighean aig Lee-Anne aig Fèis Ghàidhlig Ghlaschu agus as dèidh sin bha i smaoineachadh gum biodh e math rudeigin mar sin a bhith aig an sgoil aca.

A' leasachadh sgilean is thàlantan

An Ceathramh Cruinneachadh Gàidhlig Earra-Ghàidheal
Chaidh mi dhan CGEG 2024 anns an Òban air an 27mh dhen Ghiblean agus rinn mi taisbeanadh air an obair a bhios Fèisean nan Gàidheal a' lìbhrigeadh sa sgìre.

Cùrsa Ciad-fhuasgladh
Chur mi cùrsa ciad-fhuasgladh air doigh ann an Glaschu airson an 15mh dhen Chèitean 2024. Bidh 9nar a' gabhail pàirt ann.

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

Fuaran
Thòisich mi a' coimhead air iarrtas dhan *National Lottery Heritage Fund* airson maoineachadh 5 bliadhna airson Fuaran. Bidh mi ag obair le Calum Ailig air seo.

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

NOTA: Bidh àireamhan do na pròiseactan air fad san aithisg ri fhaotainn ann an aithisg Eilidh MB.

A' leasachadh sgilean is thàlantan

Tha sgioba Fèisgoil a' cur planaichean air dòigh còmhla ri Nicola airson trèanadh do dh'oidean anns an Ògmhios. Tuilleadh fiosrachaidh ri thighinn.

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

CÀNAN

Blasad Gàidhlig

Tha Blasad Gàidhlig a-nis deiseil ann an 7/8 ùghdarrasan ionadail anns an robh sinn ag obair sa bhliadhna-sgoile 2023/24. Fhuair sinn 15 measaidhean bho sgoiltean an sàs gu ruige seo agus bha iad seo a' moladh nan oidean agus an t-seirbheis gu mòr san fharsaingeachd.

Comhairle Baile Ghlaschu

Chrìochnaich an sreath seo de chlasaichean Gàidhlig cuide ri Comhairle Baile Ghlaschu air 27/3/24.

Eòlas air a' Ghàidhlig – Lorgan

Tha mi fhìn, Eilidh MB, Art agus Agnes Rennie an sàs ann an sreath de sheiseanan do HIE bho 16/5/24 gach Diardaoin fad trì seachdainean, is tha sinn a' dèanamh fiughair ris na seiseanan a lìbhrigeadh. Bidh na compàirtichean an sàs ann an aon de na cinn-là a-mhàin. Tuilleadh fiosrachaidh gu h-ìosal.

CEÒL

ICO

Tha seiseanan ann an sgìre Rois fhathast a' ruith ann an dà sgoil, ach a bharrachd air sin, tha na seiseanan ICO deiseil airson na bliadhna-sgoile 2023-24.

Seinn Uibhist & Barraigh

Ann an co-obrachadh le CnES. Tha Peigi Nic a' Phiocair a' lìbhrigeadh nan seiseanan Seinn air fad ann an Uibhist an teirm-sa, agus tha Claire Frances NicNìll an sàs le sgoiltean Bharraigh a-rithist.

Acadamaidh a' Mhòid

Tha dàil air a bhith ann leis gun robh sinn a' feitheamh fios mu mhaoineachadh. Tha sinn ag obair cuide ri Meur an Òbain agus sgioba ann am Muile a bhios ag oideachadh sgoilearan gach bliadhna ach nach d' fhuair taic-airgid am-bliadhna. Bha tòrr sgoiltean ann nach do sheall ùidh anns a' chothrom agus cuid a tharraing às air sgàth mì-chinnt. Thòisich seiseanan air seachdain 13/5/24. Dh'aontaich sinn leis a' Chomunn gum bi feum air fios mu mhaoineachadh ro àm na Nollaige air thoiseach air Mòd Loch Abair gus nach bi sinn anns an aon suidheachadh an ath-bhliadhna.

DRÀMA

Faic aithisg Aonghais airson fios mu na pròiseactan dràma.

PRÒISEACTAN FA-LETH

Tabhaich – Tiriodh
Gu mì-fhortanach, tharraing an t-oide a bh' againn às a' phròiseact anns a' Mhàrt, ach fhuair sinn cead bho Chomhairle EG&B cumail oirnn a' feuchainn ris a' phròiseact a lìbhrigeadh is sinn a' faighinn taic bho Lauren NicArtair aig Urras Thiriodh gus seo a choileanadh. Tha sinn an dòchas gum bi seiseanan 'buail-a-steach' agus seiseanan còmhraidh adhartach a' gabhail àite as t-samhradh.

Dìleab – Leverhulme
Chuir sinn taic rianachd do CnES le pròiseact sònraichte a th' aca ceangailte ri eachdraidh ionadail anns na sgoiltean.

Neart – Pròiseact UNCRC le e-Sgoil
Fhuair sinn cùmhnant bho e-Sgoil a dhol an sàs anns a' phròiseact Creative Catalysts, a' coimhead ri còraichean deugairean a tha ann am FtMG ann an àrd-sgoiltean nan Eilean Siar. Tha mi fhìn, EMB agus Calum F an sàs. Choinnich sinn ri sgoilearan S1-3 anns gach àrd-sgoil CnES eadar 30/4 agus 7/5/24, a' lìbhrigeadh bùthan-obrach air a' Ghàidhlig san sgoil, sa choimhearsnachd agus ann an saoghal na h-obrach.

Tha sinn a' dèanamh fiughair ri bhith tilleadh do na h-Eileanan Siar air 3 & 4 An t-Ògmhios gus buidhnean fòcas a chruinneachadh is barrachd conaltraidh a dhèanamh leotha.

Cliabh – The Creel Collective
Pròiseact do sgoilearan Clas 5 aig Bun-sgoil Ulapuil le taic-airgid £1000 bho Tesco tron sgeama tabhartasan choimhearsnachd aca. Fhuair sgoilearan cothrom obrachadh còmhla ri Seonag is Ruairidh Buxton gus an tuigse a th' aig an òigridh air gnìomhachas iasgach Ulapuil a leudachadh.

Dh'obraich iad air ceòl a dhèanamh le clèibh agus dh'ionnsaich iad òran às an sgìre co-cheangailte ri iasgach giomaich. Chruthaich iad freagairtean ioma-ealaineach ris na bha iad a' cluinntinn agus ag ionnsachadh agus, aig deireadh a' phròiseict, thadhail iad air dachaigh-cùraim agus, anns an sgoil, rinn iad taisbeanadh beag de na dh'ionnsaich iad leis na h-oidean dom pàrantan agus sgoilearan eile.

Taic do Bhun-sgoil Ghàidhlig Ghleann Dail
Chuir Comhairle nam Pàrant aig BSGGD a-staigh airson taic-airgid bho Urras Brosnachaidh na Gàidhlig gus beàrn a lìonadh do sgoilearan Clas 5 a th' air am fàgail às aonais tidsear Gàidhlig làn-ùine. Tha Lauren NicDhòmhnaill a-staigh ag obair còmhla riutha son còrr is uair fad 8 seachdainean gus dràma a dhèanamh còmhla riutha is misneachd tro mheadhan na Gàidhlig a bhrosnachadh.

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

Seiseanan Eòlas air a' Ghàidhlig – HIE – Lorgan
Seisean 1 – Cùl-fiosrachaidh mun a' Ghàidhlig agus a luach cultarail, sòisealta is eaconamach
Seisean 2 – Sùil air poileasaidhean agus leasachadh nan coimhearsnachdan Gàidhlig
Seisean 3 – Cothrom beagan Gàidhlig ionnsachadh is slighean chun a' chànain mar inbheach.

Mìos nan Gàidheal, Alba Nuadh
Tha sinn air seisean Seinn a chur air dòigh a-rithist air-loidhne cuide ri Sgoil an Ìochdair agus Taigh-sgoile na Drochaide ann an Ceap Breatainn gus Mìos nan Gàidheal a chomharrachadh air 28.05.24.

Riaghladh, ionmhas agus luchd-obrach

Coinneamhan:

- Coinneamh le EMB, ceannard is PTs aig Bun-sgoil Taobh na Pàirce mu na diofar dhòighean a b' urrainn dhuinn taic a thoirt dhaibh le bhith a' brosnachadh na Gàidhlig san sgoil – 25.04.24
- Pròiseact UNCRC (Neart) – coinneamh mìosail gus cluinntinn mar a tha am pròiseact a' dol
- Coinneamh planaidh le EMB agus Calum F airson Neart 25.04.24

Ghabh mi pàirt ann an cùrsa ciad chobhair a chur Abi air dòigh do dhaoine an sàs anns na Fèisean, fad an latha air Diciadain 15.05.24 ann an Glaschu.

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

Taic do agus ag adhartachadh nam Fèisean

- Làimhseachadh leantainneach air rianachd Tasgadh agus Maoin nan Ealan Gàidhlig
- Làimhseachadh leantainneach air ionnsramaidean, cùmhnantan fastaidh agus càradh
- Fàirdeal agus clàradh chosgaisean
- Rianachd PVG, sgrùdaidhean agus iarrtasan
- Ùrachaidhean stòr-dàta
- A’ fàs banca ìomhaighean Fèisean nan Gàidheal
- Bithear a' dèanamh obair dealbhaidh a' cuideachadh luchd-obrach eile far a bheil feum aca orm
- Obair air tabhartasan Fèisean, litrichean agus cumail chlàran

A’ leasachadh sgilean is thàlantan

- Tha mi an-còmhnaidh ag ionnsachadh rudan ùra nuair a bhios mi a’ cleachdadh Mailchimp, Adobe no aplacaid cruthachail sam bith eile.
- Dh’ionnsaich mi mar a nì mi fo-thiotalan air bhideothan

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

- Ùrachaidhean leantainneach air an làrach-lìn, Sgrùdaidhean Cùise ùra air an cur ris an làrach airson Tasgadh agus MEG
- Cuairt-litir as ùire air a chuairteachadh

Fèisean nan Gàidheal

Pròram 2024-25 aontaichte le Alba Chruthachail agus Plana CII

Àireamh air a’ Chlàr-chùisean: 2.2024.02(d)

Adhbhar a’ Phàipeir

Fiosrachadh a thoirt do bhuill a’ Bhùird mun phròram airson 2024-25 agus Plana Co-ionnanachd, Iomadachd agus In-ghabhaltas (CII) a chaidh air adhart gu Alba Chruthachail.

Bun Fhiosrachadh

Bidh fios aig buill a’ Bhùird mun chlàr-ama co-cheangailte ri maoin ioma-bliadhnail bho Alba Chruthachail san àm ri teachd.

Mar a chaidh aithris aig a’ choinneamh mu dheireadh den Bhòrd, bha againn ri Plana Bliadhnail, cho math ri fiosrachadh mu Ionmhas is Obair Chothromach a chur a-steach ron 18mh Màirt airson maoin 2024-25. A rèir an aonta le Alba Chruthachail, a nochd an dèidh sin, bha Plana ùr CII a dhith ron 15mh Cèitean. Mar sin, cha robh e comasach mion-fhiosrachadh mu na sgrìobhainnean sin a thoirt chun a’ Bhùird mus deach an cur air adhart.

Plana Pròraim agus Plana CII

Tha pròram 2024-25 ri fhaicinn anns na duilleagan a leanas – pàipear 2.2024.02(d)-1. Tha e gu mòr stèidhichte air a’ Phlana Pròram 2023-28 a chaidh aontachadh roimhe.

Tha àireamh 2.2024.02(e) air a' chlàr-chùisean a' dèiligeadh ri atharraichean ris a' phlana sin, le aonta ga shireadh, ri linn an stiùireadh maoineachaidh ioma-bliadhnail a fhuaras bho Alba Chruthachail.

Tha am Plana CII a chuir sinn a-steach cuideachd a’ leantainn ann am pàipear 2.2024.02(d)-2. A-rithist, tha na molaidhean sa phlana stèidhichte air Plana Pròram 2023-28 le targaidean sònraichte airson 2024-25.

Gnìomh a dhìth

Thathar ag iarraidh air buill a’ Bhùird fa-near a thoirt do na sgrìobhainnean a chaidh air adhart gu Alba Chruthachail.

Art MacCarmaig
Ceannard
An Cèitean 2024

2.2024.02(d)-1

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Activity and Programme Plan 2024-25

Activities of Work

Activity Title

Support and Develop Fèisean

Overview of Planned Activity

Fèisean nan Gàidheal exists primarily to support and develop local Fèisean aiming to ensure everyone, who wishes to, may access and enjoy experiences in the traditional arts. Differences between Fèisean are valued and support is geared towards the specific needs of each local organisation. We recognise the important role arts and culture play in increasing the visibility of Gaelic and engagement with the language and the key role Fèisean play in that provision.

Read more in Work Theme 1 in our 2023-28 Programme Plan submitted separately.

Fèisean nan Gàidheal will:
a) Offer funding for Fèis activities through a Grants Scheme for Fèisean with a commitment to paying tutors MU minimum rates if sufficient funding is available.
b) If funding allows, offer development funding for expansion or inclusion projects.
c) Offer strategic and practical support with a portfolio of Fèisean looked after by a team of Development Officers.
d) Support paid local organisers as part of our Grants Scheme for Fèisean.
e) Develop Gaelic use at Fèisean everywhere but with a focus in areas of linguistic significance.
f) Engage with local Fèisean through Lead Officers, an annual conference and regional gatherings, ensuring follow-up from 2023 conference.
g) Lend instruments for free use at the Fèisean from our musical instrument bank.
h) Support Fèisean to establish local musical instrument banks to cut down on transport costs and carbon use.

i) Administer a central PVG scheme ensuring protection for children and vulnerable adults.
j) Assist with the implementation of our Gaelic Language Policy.
k) Support implementation of policies across the Fèis movement to ensure organisation and provision of activities.
l) Enhance the understanding and status of our work through dissemination of news in various media.
m) Include young people in decision-making.
n) Produce any new Gaelic and traditional music resources in digital formats.
o) Provide insurance giving Fèisean cover for all aspects of their arts activities.
p) Provide additional financial assistance, where required, to ensure access for those with additional support needs.
q) Provide strategic support for Fèisean wishing to expand and sustain a programme as funding allows.
r) Support new and experimental work in the Gaelic arts.
s) Facilitate the collection and digitisation of traditional Gaelic songs.
t) Provide Gaelic proof-reading for Fèisean.
u) Provide simple graphic design to help Fèisean ensure Gaelic use and visibility.

Development Goals

Fèisean nan Gàidheal's work to Support and Develop Fèisean aims to ensure:
a. Fèisean are fully supported to recover from the Covid pandemic resuming their activities and, over time, returning to previous levels of engagement.
b. The creative talent, life skills and wellbeing of young people are enhanced through participation and experimentation in the Gaelic arts.
c. Equality of treatment and opportunity is assured in widening access to Gaelic arts and culture ensuring diverse groups of people participate and enjoy creative experiences.
d. Employment opportunities are created for artists with a commitment to Fair Work and maximising economic benefits across Scotland.
e. In planning, promoting and participating in activities our responsibility to protect the environment and reduce carbon use is discharged.
f. The use of Gaelic is increased in creative activities through work particularly, though not exclusively, with island Fèisean.
g. Creativity is used as a means of attracting people across Scotland to Gaelic with opportunities to learn, use and develop the language.
h. The public has a better understanding and appreciation of Scotland's traditional arts through creative work inspired by the Gaelic language.
i. Community confidence is strengthened and quality of life and wellbeing improved through creative activities and opportunities to use Gaelic in cultural contexts.
j. Community cultural development is enhanced particularly, though not exclusively, in areas of low economic activity.
k. Digital technologies are utilised to bring our work to a wider, more diverse and dispersed audience.
l. International work ensures Gaelic language and culture contributes to Scotland's distinctiveness and links forged with Gaelic speakers in other parts of the world.

m. Commitment to Fair Work shall help retain a skilled workforce which uses Gaelic in the workplace and provides strong leadership and advocacy in the Gaelic arts sector.
n. Fèisean nan Gàidheal is responsive to change and acts appropriately to new circumstances.

Milestones

Fèisean nan Gàidheal's anticipates the following milestones in its work to Support and Develop Fèisean:
a. Grants of approximately £190k agreed for 45 Fèisean by May 2024.
b. Annualised hours funding allocated with grants by May 2024.
c. Insurance in place for all member Fèisean by April 2024.
d. If funding allows, additional financial support offered to Fèisean involved in new projects or strategic developments agreed on an ongoing basis, particularly where support is needed to cope with increasing costs.
e. Ongoing engagement throughout the year with our annual conference due to take place in September 2024.
f. Instruments made available on an ongoing work during the year with peaks expected at times the Fèisean normally operate.
g. Ensure young people are involved in the Blas Festival Programming Group and Fèisean nan Gàidheal's Board.
h. Further new digital resources for Oide to be in place by December 2024 if funding allows.
i. Recruit a new cohort of singers for the Fuaran project by February 2025.

Alignment to Creative Scotland priorities

Quality and Ambition, Engagement, Equalities, Diversity & Inclusion, Sustainability, Fair Work

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Activity Title

Enhance Skills and Creative Talent

Overview of Planned Activity

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

Read more in Work Theme 2 in our 2023-28 Programme Plan submitted separately.

In its work to Enhance Skills and Creative Talent, Fèisean nan Gàidheal will:

a) As far as funding allows, provide training in teaching skills for tutors.
b) As far as funding allows, provide Gaelic language training for Fèis tutors to ensure an increase in Gaelic use in line with our Gaelic policy.
c) Provide training for staff in elements of language planning, cascaded to Fèis organisers to assist in increasing use of Gaelic in community events.
d) As far as funding allows, provide training on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible.
e) Provide regular training for Fèisean nan Gàidheal staff.
f) Engage in collaborative work to offer further progression to individual young people.
g) Provide inter-generational training with less experienced tutors learning from recognised tradition bearers.
h) Use digital platforms to deliver at least some training online, reducing travel and carbon emissions.
i) Provide performance and music business skills training for young people.
j) Provide opportunities for artists to develop writing/composing skills through a new commission.
k) Participate in initiatives that will lead to employment for young people in the arts and creativity.

Development Goals

Fèisean nan Gàidheal's work to Enhance Skills and Creative Talent aims to ensure:
a) The creative talent, life skills and wellbeing of young people are enhanced through participation and experimentation in the Gaelic arts.
b) Equality of treatment and opportunity is assured in widening access to Gaelic arts and culture ensuring diverse groups of people participate and enjoy creative experiences.
c) Employment opportunities are created for artists with a commitment to Fair Work and maximising economic benefits across Scotland.
d) In planning, promoting and participating in activities our responsibility to protect the environment and reduce carbon use is discharged.
e) Creativity is used as a means of attracting people across Scotland to Gaelic with opportunities to learn, use and develop the language.
f) The public has a better understanding and appreciation of Scotland's traditional arts through creative work inspired by the Gaelic language.
g) Cultural tourism is supported through the development of an authentic visitor experience.
h) Fèisean nan Gàidheal is responsive to change and acts appropriately to new circumstances.

Milestones

Fèisean nan Gàidheal anticipates the following milestones in its work to Enhance Skills and Creative Talent:
a. At least 10 tutors will be trained in teaching skills during 2024-25.
b. 10 tutors will undertake Gaelic language learning during 2024-25.
c. At least 10 training sessions for Fèis organisers will be delivered as and when requested and at our Annual Conference in September 2024.

d. 2 training days for all staff will be arranged during 2024-25 and individual needs will also be assessed through appraisals and provision made.
e. Continuation of work with young people to involve them meaningfully in decision-making.
f. Provide digitisation, collecting and transcribing skills for up to 8 young singers involved in Fuaran.
g. Provide performance skills and music business skills training for around 10 young people involved in Cèilidh Trails.
h. Offer opportunities for artists to develop writing skills through a new commission at Blas and in other situations if funding allows.
i. As and when opportunities arise, participate in initiatives that will lead to employment for young people in the arts and creativity, such as schools careers events and participation in seminars promoting youth employment as well as supporting the provision of young people in employment as tutors.

Alignment to Creative Scotland priorities

Quality and Ambition, Engagement, Equalities, Diversity & Inclusion, Sustainability, Fair Work

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Activity Title

Enhance Gaelic Arts and Culture in Creative Learning

Overview of Planned Activity

We have a cohort of skilled tutors who have successfully transferred their expertise from delivering in the informal sector to the formal education sector. Acknowledging the need to generate income to support community Fèisean, we deliver a range of arts and Gaelic language based creative learning services through Fèisgoil. Working in schools, including special schools, ensures engagement for all young people regardless of their ethnic background, ability to afford lessons, learning capabilities or existing level of creative talent, no matter where they live.

Read more in Work Theme 3 in our 2023-28 Programme Plan submitted separately.

Fèisean nan Gàidheal will:
a. Promote Fèisgoil as a coherent service offering opportunities for active participation in creative learning.
b. Continue to use digital platforms for at least some education work to reach a wider, more diverse audience and cut down on carbon emissions.
c. Offer traditional music classes in schools though the Youth Music Initiative (YMI) and other programmes such as the Mòd Academy.
d. Promote Beairteas as an inter-generational programme to enrich the language of young Gaelic speakers.
e. Offer residential opportunities for community activities delivered in Gaelic including 5 Latha.
f. If funding allows, offer residential opportunities to enhance creative skills through the

Sgoil-shamhraidh Dràma.

g. If funding is available, deliver Blasad Gàidhlig, a programme for schools requiring an introduction to Gaelic language and Gaelic Awareness Training for public bodies.

h. Arrange professional learning opportunities in Gaelic arts and culture for teachers and Fèisgoil tutors.

i. If funding allows, provide Gaelic medium drama workshop and performance programmes with Meanbh-Chuileag.

j. If funding allows, provide Gaelic related drama workshop and performance programmes through Sporan for learners of Gaelic.

k. If funding allows, promote active participation for early years groups through Hùb Hàb.

l. Gaelic language support work at Fèisean to ensure engagement of more young people.

m. Support for other Gaelic medium artforms and activities that could be delivered in schools through the Fèisgoil service.

n. Mini-Fèisean in schools and communities to ensure knowledge of and participation in Gaelic culture, dependent on demand.

o. Music, song and drama delivered through the medium of Gaelic in schools where Gaelic is taught.

p. Simultaneous interpretation (Gaelic to English) at meetings and events.

Development Goals

Fèisean nan Gàidheal's work to Enhance Gaelic Arts and Culture in Creative Learning aims to ensure:

a) The creative talent, life skills and wellbeing of young people are enhanced through participation and experimentation in the Gaelic arts.

b) Equality of treatment and opportunity is assured in widening access to Gaelic arts and culture ensuring diverse groups of people participate and enjoy creative experiences.

c) Employment opportunities are created for artists with a commitment to Fair Work and maximising economic benefits across Scotland.

d) In planning, promoting and participating in activities our responsibility to protect the environment and reduce carbon use is discharged.

e) Creativity is used as a means of attracting people across Scotland to Gaelic with opportunities to learn, use and develop the language.

f) The public has a better understanding and appreciation of Scotland's traditional arts through creative work inspired by the Gaelic language.

g) Community confidence is strengthened and quality of life and wellbeing improved through creative activities and opportunities to use Gaelic in cultural contexts.

h) Community cultural development is enhanced particularly, though not exclusively, in areas of low economic activity.

i) Digital technologies are utilised to bring our work to a wider, more diverse and dispersed audience.

j) A commitment to Fair Work helps retain a skilled workforce which uses Gaelic in the workplace and provides strong leadership and advocacy in the Gaelic arts sector.

Milestones

Fèisean nan Gàidheal anticipates the following milestones in its work to Enhance Gaelic Arts and Culture in Creative Learning:

a. Promotion throughout the year to local authorities and public bodies as well as attendance at the Scottish Learning Festival, if applicable.

b. Delivery of at least 8 traditional music tuition sessions in 178 Highland primary schools through a YMI contract with High Life Highland.

c. In collaboration with An Comunn Gàidhealach and Argyll & Bute Council, undertake work in schools to prepare children to participate in singing and instrumental competitions at the 2024 Mòd in Oban.

d. Beairteas and/or Dìleab sessions to be delivered through a dedicated programme in schools and, perhaps, with e-Sgoil or Comhairle nan Eilean Siar.

e. 5 Latha 2024 to be held in April with around 15 participants.

f. A week-long Gaelic Drama Summer School in July with around 12 participants.

g. Securing at least one new Fèisgoil contract and, if funding is available, continuation of current work with the consortium of local authorities plus awareness training as and when commissioned.

h. Provision of a minimum of 90 Gaelic drama workshops or performances for schools during 2024-25.

i. Delivery of at least one mini-Fèis in secondary schools during 2024-25, if there is demand.

j. Development of creative writing skills as an element of the Gaelic Drama Summer School.

k. Ongoing support for Gaelic use at Fèisean offered by our team of Development Officers and others as appropriate.

Alignment to Creative Scotland priorities

Quality and Ambition, Engagement, Equalities, Diversity & Inclusion, Sustainability, Fair Work

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Activity Title

Engage and Develop Audiences

Overview of Planned Activity

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

Read more in Work Theme 4 in our 2023-28 Programme Plan submitted separately.

In its work to Engage and Develop Audiences, Fèisean nan Gàidheal will:

a) Continue to support local Fèis performances

b) Increase the use of Gaelic in Fèis performances

c) Support summer Fèis Cèilidh Trails or other tourism-based performance activities

d) Programme and organise the annual Blas Festival, including a new commission

e) Organise an annual Gaelic Drama Summer School

f) Provide residential opportunities with arts and related activities delivered in Gaelic

g) Support participation by Fèis musicians in learning and showcasing opportunities in Scotland as well as abroad, with a focus on Gaelic-speaking Cape Breton and Ireland

h) Ensure work is available to as wide and diverse an audience through various media and digital platforms, in particular FèisTV

i) Deliver Tasgadh and Maoin nan Ealan Gàidhlig on behalf of Creative Scotland with additional funding, for the latter, from Bòrd na Gàidhlig

Development Goals

Fèisean nan Gàidheal's work to Engage and Develop Audiences aims to ensure:

a) Fèisean are fully supported to recover from the Covid pandemic resuming their activities and, over time, returning to previous levels of engagement.

b) The creative talent, life skills and wellbeing of young people are enhanced through participation and experimentation in the Gaelic arts.

c) Equality of treatment and opportunity is assured in widening access to Gaelic arts and culture ensuring diverse groups of people participate and enjoy creative experiences.

d) Employment opportunities are created for artists with a commitment to Fair Work and maximising economic benefits across Scotland.

e) In planning, promoting and participating in activities our responsibility to protect the environment and reduce carbon use is discharged.

f) The use of Gaelic is increased in creative activities through work particularly, though not exclusively, with island Fèisean.

g) Creativity is used as a means of attracting people across Scotland to Gaelic with opportunities to learn, use and develop the language.

h) The public has a better understanding and appreciation of Scotland's traditional arts through creative work inspired by the Gaelic language.

i) Community confidence is strengthened and quality of life and wellbeing improved through creative activities and opportunities to use Gaelic in cultural contexts.

j) Community cultural development is enhanced particularly, though not exclusively, in areas of low economic activity.

k) Digital technologies are utilised to bring our work to a wider, more diverse and dispersed audience.

l) Cultural tourism is supported through the development of an authentic visitor experience.

m) International work ensures Gaelic language and culture contributes to Scotland's distinctiveness and links forged with Gaelic speakers in other parts of the world.

Milestones

Fèisean nan Gàidheal anticipates the following milestones in its work to Engage and

Develop Audiences:

a. Around 30 Fèis performances to be supported during 2024-25.

b. Support for 3 Cèilidh Trails accounting for around 50 performances during July and August 2024.

c. Around 24 events as part of Blas 2024, wholly dependent on local authority funding.

d. The Gaelic Drama Summer School will take place in July 2022 and we aim for 12 participants.

e. A Colmcille-funded project with Ireland will be developed and delivered by March 2024.

f. After an open competition, the Blas commission will be awarded with three performances at the festival.

g. There will be ongoing work on gathering, managing and utilising data from audiences to promote further work.

h. Content will be added continuously to our website to feed Fèisean nan Gàidheal's app.

i. Events will be streamed throughout the year, including Blas, and further online lessons added to Oide if funding allows.

j. 3 rounds of Tasgadh grants will be delivered during 2024-25.

k. 2 rounds of Maoin nan Ealan Gàidhlig grants will be delivered during 2024-25.

Alignment to Creative Scotland priorities

Quality and Ambition, Engagement, Equalities, Diversity & Inclusion, Sustainability, Fair Work, International

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Activity Title

Maintain High Standards in Governance and Staffing

Overview of Planned Activity

Fèisean nan Gàidheal's Board is engaged, open and transparent in its decision-making. It maintains an overview of funding agreements and performance and ensures compliance with requirements of Companies House and OCSR.

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

Board and staff must ensure policies are adhered to, risk is managed and the principles of equality, diversity and inclusion (EDI) are embedded in the organisation's work. The Board has committed to Fair Work First.

Read more in Work Theme 5 in our 2023-28 Programme Plan submitted separately.

Fèisean nan Gàidheal will:

a) Hold regular Board meetings with papers published on the organisation's website to ensure transparency.

b) Convene other meetings as necessary to ensure good governance.
c) Ensure the continuing involvement of young people in decision-making.
d) Ensure all policies are kept under regular review and revised should circumstances change.
e) Engage in discussing and agreeing short, medium and long-term plans for Fèisean nan Gàidheal.
f) Maintain an overview of agreements with funding bodies and ensure adequate monitoring of performance.
g) Maintain an overview of an agreed EDI plan and ensure an annual progress report is considered by the Board.
h) Maintain an overview of risk and ensure an annual progress report is considered by the Board.
i) Ensure carbon use is considered in relation to all aspects of Fèisean nan Gàidheal's programme.
j) Ensure staff are paid fairly, that conditions are comparable to those offered by similar organisations and that all are offered training to enable them to reach their full potential.
k) Ensure all staff undergo an annual review with an opportunity for open discussion on performance as well as Fair Work First.
l) Ensure compliance with all requirements of Companies House and OCSR.
m) Ensure compliance with all other legal requirements, including those relating to taxes and pensions.
n) Publish an Annual Report featuring highlights of activities undertaken, statistics and a financial statement.
o) Circulate guidance to Fèisean on carbon reduction measures and best practice in dealing with their local authorities.
p) Work in partnership with a range of organisations involved in promoting Gaelic or the traditional arts, both in Scotland and abroad.

Development Goals

Fèisean nan Gàidheal's work to Maintain High Standards in Governance and Staffing aims to ensure:
a) Fèisean are fully supported to recover from the Covid pandemic resuming their activities and, over time, returning to previous levels of engagement.
b) The creative talent, life skills and wellbeing of young people are enhanced through participation and experimentation in the Gaelic arts.
c) Equality of treatment and opportunity is assured in widening access to Gaelic arts and culture ensuring diverse groups of people participate and enjoy creative experiences.
d) Employment opportunities are created for artists with a commitment to Fair Work and maximising economic benefits across Scotland.
e) In planning, promoting and participating in activities our responsibility to protect the environment and reduce carbon use is discharged.
f) The public has a better understanding and appreciation of Scotland's traditional arts through creative work inspired by the Gaelic language.
g) Community confidence is strengthened and quality of life and wellbeing improved through creative activities and opportunities to use Gaelic in cultural contexts.

h) Commitment to Fair Work shall help retain a skilled workforce which uses Gaelic in the workplace and provides strong leadership and advocacy in the Gaelic arts sector.
i) Fèisean nan Gàidheal is responsive to change and acts appropriately to new circumstances.

Milestones

Fèisean nan Gàidheal anticipates the following milestones in its work to to Maintain High Standards in Governance and Staffing:
a. Hold 4 Board meetings – in May, September and December 2024 and March 2025, to which funders will be invited and for which papers will be published on our website to ensure transparency
b. Publish Fèisean nan Gàidheal's revised Programme Plan 2024-28 when finalised.
c. Report quarterly on performance to all funding bodies.
d. Report at each Board meeting on how funding agreements are being fulfilled.
e. Maintain an overview of risk and ensure an annual progress report is considered by the Board in May 2024.
f. Continue our work with Creative Carbon Scotland and ensure carbon use is considered in relation to all aspects of Fèisean nan Gàidheal's programme.
g. Produce a revised EDI plan and ensure an annual progress report is considered by the Board in September 2024 once relevant statistics are available.
h. Ensure Fair Work First is implemented for all staff with increments mirroring local authority pay settlements.
i. Ensure fair pay, in line with industry standards, is implemented for all contractors engaged by Fèisean nan Gàidheal.
j. Ensure staff are offered any training identified through the annual review programme.
k. Ensure returns are submitted on time to Companies House and OCSR.
l. Publish an Annual Report in September 2024 featuring highlights of activities undertaken in 2023-24, statistics and a financial statement.
m. Provide statistics for Creative Scotland Annual Statistical Survey, when required.

Alignment to Creative Scotland priorities

Quality and Ambition, Engagement, Equalities, Diversity & Inclusion, Sustainability, Fair Work

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Supporting documents

Upload any additional supporting documents that help us to understand your plan.

Your answer: FnGProgrammePlan202328.pdf, FnGRFO Financial Proforma 2425.xlsx

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Co-ionnanachd, Iomadachd agus In-ghabhaltas
Plana Gnìomh 2024-25

Equality, Diversity and Inclusion
Action Plan 2024-25

Fèisean nan Gàidheal
Meall House
Portree
Isle of Skye
IV51 9BZ

www.feisean.org

Fèisean nan Gàidheal

Plana Co-ionnanachd, Iomadachd agus In-ghabhaltas 2024-25
Equality, Diversity and Inclusion Action Plan 2024-25

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

1 CÙL-FHIOSRACHADH | BACKGROUND INFORMATION

‘S e beachd Fèisean nan Gàidheal gu bheil com-pàirt anns na h-ealain agus obair chruthachail ag adhartachadh co-ionannachd agus iomadachd, a’ cur ri sunnd agus ri eaconamaidh na h-Alba. Tha dealas aig a’ bhuidheann a thaobh co-ionnanachd, iomadachd agus in-ghabhaltas ann an gnìomhan na buidhne fhèin agus gnìomhan nam Fèisean. Tha a’ bhuidheann air a bhith a’ lìbhrigeadh Phlanaichean CII gu soirbheachail airson grunn bhliadhnaichean agus cumaidh sin a' dol, ach le na dleastanasan sin freumhaichte nar gnìomhan ‘s nar dòighean lìbhrigidh. Tha ar Poileasaidh So-ruigsinneachd a’ toirt barrachd fiosrachaidh mu gheallaidhean a thaobh a’ cur às de leth-bhreith agus bacaidhean fiosaigeach do chom-pàirteacheas.

Fèisean nan Gàidheal believes participation in the arts and creativity promotes equality and diversity, contributes to wellbeing and to the economy of Scotland. The organisation is committed to equality, diversity and inclusion in relation to its own activities and those of its member Fèisean. The organisation has been delivering EDI Plans successfully for some years and will continue to do so, but we feel our programme demonstrates those responsibilities are embedded in our activities and the ways in which we approach their delivery. Our Access Policy goes into further detail about our commitments on the removal of discrimination and physical barriers to participation.

Tha maoin shònraichte againn gus cosgais sam bith a bharrachd airson luchd-cùraim a dh’obraichadh le daoine òga le ciorraman no feumalachdan a bharrachd a ghiùlain, gus dèanamh cinnteach gum faighear cothrom air obair chruthachail. Tha Fèisean nan Gàidheal na fhastaiche an Tuarastal Bith-beò agus làn dhealasach a thaobh Obair Chothromach an Toiseach airson luchd-obrach agus luchd-ealain neo-cheangailte. Bithear a’ frithealadh air ruigsinneachd anns na h-ionadan a thèid a chleachdadh. B’ fheàrr le Fèisean ionadail sgoiltean a chur gu feum leis gu bheil iad a' tabhann raon de dh'àiteachan a tha ruigsinneach. 'S e briseadh-dùil a th' ann gu bheil ùghdarrasan ionadail a' cruthachadh chnapan-starra a thaobh ruigsinneachd le cìsean mì-reusanta a’ sparradh air buidhnean a tha airson goireasan coimhearsnachd a chleachdadh.

We have a specific fund in place, for example, to cover any additional costs in employing carers to accompany young people with disabilities, or additional needs, to ensure access to creative work. Fèisean nan Gàidheal has been accredited as a Living Wage employer and is fully committed to Fair Work First for staff and freelance artists. Physical access is catered for in the venues we utilise. One of the reasons local Fèisean use schools for their activities is because they offer a range of spaces and are fully accessible. It is disappointing that local authorities are creating barriers to access through the imposition of unaffordable fees for the use of community resources.

Tha an dàta a tha sinn air cruinneachadh thar nam bliadhnaichean, agus a tha sinn a’ tional fhathast, a’ dearbhadh gu bheil co-ionannachd gnè follaiseach ann am Bòrd is luchd-obrach Fèisean nan Gàidheal, gu bheil barrachd bhoireannaich na fireannaich an sàs mar luchd-teagaisg agus ceòladairean agus gu bheil mòran a bharrachd bhoireannaich na fireannaich an sàs ag eagrachadh agus a' ruith Fhèisean ann an coimhearsnachdan air feadh Alba.

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

Tha iomadachd nas duilghe leis gu bheil data a’ dearbhadh gu bheil a’ mhòr-chuid de dhaoine a tha an sàs ann an cultar na Gàidhlig gan aithneachadh fhèin de chinnidheachd Albannach

Diversity is more problematic since our EDI data confirms that the majority of people who engage with Gaelic culture identify as being of White Scottish ethnicity. However, we are proactive in

Geal. Tha sinn for-ghnìomhach ann a bhith a' feuchainn ri dèiligeadh ri seo tron obair againn ann an coimhearsnachdan agus sgoiltean.

Tha Fèisean air a bhith taiceil do dh'fhògarraich agus luchd-imrich eile, gan cuideachadh ri aonachadh nan coimhearsnachdan ùra.

Ged a dh'fhaodadh beachd a bhith ann nach eil Gàidheil – luchd-labhairt na Gàidhlig – air an dìon fo Achd Co-ionnanchd 2010, anns an Lèirmheas Neo-eisimeileach aige air Reachdas Eucoir Gràin ann an Alba, thuirt am Morair Bracadal: "tha argamaid meadhanach làidir ann gum buin Gàidheil le Gàidhlig do 'bhuidheann chinnidheach' taobh a-staigh brìgh an tromachaidh cinnidh gnàthach."

A rèir mìneachadh Alba Chruthachail, dh'fhaodadh Fèisean nan Gàidheal a bhith air aithneachadh mar bhuidheann air a stiùireadh le iomadachd leis gu bheil a' mhòr-chuid de luchd-obrach agus de Bhòrd na buidhne nan luchd-labhairt Gàidhlig (comharra 1), agus nach eil cothroman dhaibh ann an obair chruthachail agus eile cho pailt (comharra 2).

Ged a tha sinn a' cur fàilte air com-pàirt dhaoine bho gach raon sòisealta agus, gu dearbh, ag iarraidh raon nas eadar-mheasgte a bhith an sàs ann an cultar na Gàidhlig, tha ar pròg ram gu ìre mhòr air a dhealbhadh a rèir feumalachdan luchd-obrach, luchd-ealain, luchd-èisteachd agus com-pàirtichean aig a bheil a' Ghàidhlig no a tha ga h-ionnsachadh (comharra 3).

Ged nach eilear a' cumail a-mach feadhainn eile, tha Fèisean nan Gàidheal den bheachd gu bheil e ceart sealladh a thoirt air feumalachdan luchd-cleachdaidh na Gàidhlig, a tha eadar-dhealaichte bho fheumalachdan dhaoine aig nach eil an cànan. Bidh Fèisean nan Gàidheal a' brosnachadh cànan is cultar na Gàidhlig dhan fheadhainn nach tàinig tarsainn air roimhe agus a' cuideachadh dhaoine ionnsachadh mu dheidhinn agus a' comharrachadh taobh sònraichte de chultar eadar-mheasgte na h-Alba.

Tha dealas ann am Phlana Gàidhlig Alba Chruthachail gum feum a h-uile buidheann aithris gach bliadhna air an cuid taic don Ghàidhlig. Le sin, tha taic Alba Chruthachail don obair againne a' lìbhrigeadh, gu ìre, an co-ionannachd, iomadachd agus in-ghabhaltas a tha iad a' sireadh bho bhuidhnean a tha a' faotainn maoin.

trying to tackle this through our work in communities and schools.

Fèisean have been very supportive of refugees and other migrants, helping them integrate within their new home communities.

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

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

Although we welcome the participation of people from all social backgrounds and, indeed, want a more diverse range of people to engage with Gaelic culture, our programme is to a great extent designed around the needs of staff, artists, audiences and participants who are Gaelic speakers or learners (indicator 3).

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

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

2 DÀTA | DATA

During the implementation of our Equality, Diversity and Inclusion (EDI) Action Plan 2016-18 we introduced a survey for completion by staff, tutors, volunteers, Board members and Fèis committee members as well as grant applicants. This was to address an information deficit within Fèisean nan Gàidheal and to gain a better understanding of the people with whom we engage in order to establish baseline statistics relating to EDI. That baseline data was included in our 2018-21 EDI Plan.

Since then, we have been disbursing grants on behalf of Creative Scotland and Bòrd na Gàidhlig and this has increased the diversity of people with whom we engage. Where we, at one time, supported local Fèisean only, now we support a wider range of projects. Therefore, it is important that a close eye is kept on data to ensure we are making progress and to inform planning to further embed EDI in our work.

The following tables show the key results and, where appropriate, how they have changed over time:

	2018	2024	+/-
Responses from Board Members	13%	14%	+1%
Responses from Staff	13%	11%	-2%
Responses from Grant Applicants	59%	51%	-8%
Responses from Tutors/Contractors	15%	24%	+9%

Of the grant applicants:

	2018	2024	+/-
Fèisean applying to Fèisean nan Gàidheal's Grant Schemes	69%	65%	-4%
Applicants to Tasgadh and Maoin nan Ealan Gàidhlig	31%	35%	+4%

Chairs in organisations responded as follows:

Age	**2018**	**2024**	**+/-**
16-24 years	5%	5%	-0%
25-44 years	31%	27%	-4%
45-65 years	31%	38%	+7%
65+ years	29%	28%	-1%
Prefer not to say	4%	2%	-2%
Disability			
Disabled	7%	10%	+3%
Non-disabled	81%	44%	-38%
Long-term illness	5%	43%	+38%
Prefer not to say	7%	3%	-4%
Gender			
Male	41%	28%	-13%
Female	53%	72%	+19%
Other	0%	0%	0%
Prefer not to say	6%	0%	-6%

Committee members responded as follows:

Age	**2018**	**2024**	**+/-**
16-24 years	9%	9%	0%
25-44 years	35%	31%	-4%
45-65 years	36%	35%	-1%

65+ years	17%	23%	+6%
Prefer not to say	2%	2%	0%
Disability			
Disabled	9%	7%	-2%
Non-disabled	75%	44%	-31%
Long-term illness	10%	37%	+27%
Prefer not to say	6%	12%	+6%
Gender			
Male	45%	43%	-2%
Female	51%	55%	+4%
Other	0%	1%	+1%
Prefer not to say	4%	1%	-3%

Tutors responded as follows:

Age	**2018**	**2024**	**+/-**
16-24 years	22%	22%	0%
25-44 years	36%	32%	-4%
45-65 years	26%	33%	+7%
65+ years	14%	10%	-4%
Prefer not to say	2%	2%	0%
Disability			
Disabled	7%	6%	-1%
Non-disabled	78%	51%	-27%
Long-term illness	11%	31%	+20%
Prefer not to say	4%	12%	+8%
Gender			
Male	44%	41%	-3%
Female	52%	59%	+7%
Other	0%	1%	+1%
Prefer not to say	4%	1%	-3%

Employees responded as follows:

Age	**2018**	**2024**	**+/-**
16-24 years	14%	9%	-5%
25-44 years	47%	52%	+5%
45-65 years	29%	27%	-2%
65+ years	5%	6%	+1%
Prefer not to say	5%	6%	+1%
Disability			
Disabled	9%	8%	-1%
Non-disabled	69%	33%	-36%
Long-term illness	16%	44%	+28%
Prefer not to say	6%	15%	+9%
Gender			
Male	29%	33%	+4%
Female	63%	67%	+4%
Other	0%	0%	0%
Prefer not to say	8%	0%	-8%

Volunteers responded as follows:

Age	**2018**	**2024**	**+/-**
16-24 years	25%	21%	-4%
25-44 years	29%	30%	+1%
45-65 years	28%	37%	+9%
65+ years	17%	11%	-6%
Prefer not to say	1%	2%	0%

Disability			
Disabled	10%	6%	-4%
Non-disabled	72%	32%	-40%
Long-term illness	8%	44%	+36%
Prefer not to say	10%	18%	+8%

Gender			
Male	45%	41%	-4%
Female	45%	57%	+12%
Other	0%	1%	+1%
Prefer not to say	10%	1%	-9%

Overall results in relation to other questions were as follows:

Nationality	**2018**	**2024**	**+/-**
White Scottish/White British	61%	82%	+19%
Irish	9%	4%	-4%
Polish	7%	0%	-7%
Asian Scottish/Asian British	2%	2%	0%
Black Scottish/Black British	2%	3%	+1%
Prefer not to say	17%	8%	-9%

Sexual Orientation	**2018**	**2024**	**+/-**
Heterosexual/straight	76%	70%	-6%
Gay/lesbian	5%	6%	+1%
Bisexual	1%	0%	-1%
Other	2%	0%	-2%
Prefer not to say	16%	24%	+8%

Work of their organisation is led by people with disabilities	3%	4%	+1%
Work of their organisation is not led by people with disabilities	97%	96%	-1%
Work of their organisation is minority ethnic led	3%	3%	0%
Work of their organisation is not minority ethnic led	97%	97%	0%
Work of their organisation supports Gaelic language	94%	96%	+2%
Work of their organisation does not support Gaelic language	6%	4%	+2%
Work of their organisation supports Scots language	0%	54%	+54%
Work of their organisation does not support Scots language	0%	46%	+46%

In relation to a question on the percentage of an application/project with a specific focus, the following were the results (some projects were multifaceted, so figures are not out of 100):

	2018	**2024**
Minority ethnic	31%	8%
Disabled people	33%	7%
LGBTI	27%	6%
Gender group	28%	6%
Gaelic & Gaelic Culture	68%	24%

	2018	**2024**
Children and Young People	65%	22%
Older people	35%	10%
Religion	27%	6%
Wellbeing	32%	10%

Objective 3 deals with an action around revising our EDI data collection to ensure we get consistent information on which to base comparisons in future years.

2 CINN-UIDHE, CUNNART AGUS CEANGAL RI PRÒGRAM | OBJECTIVES, RISK AND FIT WITH PROGRAMME

We shall continue to build on the objectives set out in our 2018-21 EDI Plan and subsequent revised plans. We will:

Collect a range of relevant data against which actions on equality, diversity and inclusion within our programme can be based and future planning informed

- Include EDI questionnaires in recruitment processes for staff
- Continue to collect data from Fèisean and other organisations applying for grants
- Ask tutors and contractors engaged by Fèisean nan Gàidheal for the first time to complete EDI questionnaires
- Include young people in decision-making within Fèisean nan Gàidheal and encourage the same in local Fèisean.

Continue to raise awareness of EDI issues within Fèisean nan Gàidheal and among our member Fèisean

- Publish our 2024-25 EDI Plan and highlight the tasks within it to Board, staff and Fèis organisers
- Offer awareness-raising training on EDI issues to new Fèisean nan Gàidheal staff members, when recruited, and to Fèis tutors as part of normal tutor training.

In 2024-25, we shall focus on a range of tasks to deliver three objectives. The areas of work in our Programme Plan 2024-28 to which each objective relates is also indicated. The average risk score and status is shown against each group of tasks, assessed as follows:

	High (16 to 25)		**Medium (11 to 15)**		**Low (0 to 10)**

Objective One	**Risk Score**
Deliver work in rural communities across Scotland, including areas of socio-economic deprivation, engaging young people in Gaelic cultural activities.	**5**

Area/s of Work in Fèisean nan Gàidheal's Programme Plan 2024-28 to which objective relates

- Support and Development of Fèisean
- Enhancement of Gaelic Arts & Culture in Creative Learning

Outcomes to be delivered (see 3 below)	**1, 2, 3, 4, 8, 9, 10, 11 and 12**

Rationale

Fèisean nan Gàidheal exists primarily to support and develop local Fèisean aiming to ensure everyone, who wishes to, may access and enjoy experiences in the traditional arts. Diversity among Fèisean is valued and our support is geared towards the specific needs of each member organisation. The geographical spread of Fèisean creates challenges but also opportunities to transform communities across Scotland through cultural development. Arts and culture play an important role in increasing the visibility and use of Gaelic and creating positive associations through engagement with the language. The Fèisean are key to this.

Working in schools, including special schools, offers an opportunity to engage all young people in participation in cultural activities regardless of their ethnic background, ability to afford lessons, learning capabilities or existing level of creative talent, no matter where they live.

Tasks		Lead	Measures of success
1.1 Promoting *Beairteas* as an inter-generational programme to enrich the language of young Gaelic speakers.		Fèisgoil Manager	Subject to funding, the *Beairteas* programme will be offered in schools to strengthen language skills of a range of young people.
Target and date	***Beairteas* in schools by 30 September 2024**		
1.2 The collection and digitisation of traditional Gaelic songs.		Development Manager	A new cohort of Gaelic singers is recruited for the next iteration of the Fuaran programme.
Target and date	**Singers to be recruited by 31 January 2025**		
1.3 Drama workshop and performance programmes in Gaelic medium schools and schools where Gaelic is taught as a second language.		Fèisgoil Manager	800+ pupils have a greater awareness of, and engagement with, Gaelic culture.
Target and date	**Three tours undertaken between September 2024 and March 2025**		
1.4 Participation in the Creative Catalysts programme, collaborating with Education Scotland, e-Sgoil and others.		Fèisgoil Manager	Young people have the opportunity to have their say on the UN Convention on the Rights of the Child to rest, leisure and play, cultural life and the arts.
Target and date	**Three consultative meeting with young people by May 2024**		
1.5 Offering traditional music classes in schools though the Youth Music Initiative (YMI), Mòd Academy and other means.		Fèisgoil Manager Fèisgoil Manager	A range of work is delivered in Argyll schools to around 400 pupils in preparation for the Royal National Mòd in Oban. YMI classes delivered in all Highland primary schools, including special schools, ensuring access for over 3,000 pupils in the target class group, Gaelic tuition in Gaelic medium settings and employment for around 25 tutors.
Target and date	**Mòd Academy sessions delivered in 10 schools by 31 October 2024 YMI sessions delivered in 170 Highland schools by 31 March 2025**		
1.6 Mitigate, as far as possible, issues of affordability by encouraging Fèisean to offer subsidised/free/pay-what-you-can places in their programmes of activity.		CEO	Several Fèisean offer free, or reduced cost, classes in areas of socio-economic deprivation across Scotland.
Target and date	**Ongoing throughout the year but measured by March 2025**		
1.7 Supporting young people across Scotland to engage with Gaelic arts and culture in communities and schools.		Fèisgoil Manager	6,000 young people experience Gaelic language and culture.
Target and date	**Support for Fèis activities across Scotland and Gaelic lessons in schools in 4 local authority areas by 31 March 2025**		

Objective Two	Risk Score
Enable a more diverse range of people to access our work in more places and ensure engagement with wider audiences	**6**

Area/s of Work in Fèisean nan Gàidheal's Programme Plan 2024-28 to which objective relates

- Audience Development and Engagement

Outcomes to be delivered (see 3 below)	**1, 2, 3, 4, 6, 8, 9, 10, 11, 12 and 14**

Rationale

A return to face-to-face delivery of arts activities and performances, following the pandemic, has resulted in a drop-off in interest in digital delivery, but Fèisean nan Gàidheal will seek to maintain the involvement of those with a preference, or need, to engage in that way. Streaming of concerts, free events and community engagement events, as well as online music tuition, help address equality of provision for those on low incomes or experiencing rural isolation. While we would like to ensure a wider range of people access and enjoy Fèisean nan Gàidheal events in their own communities, rather than having to travel to more densely populated areas, funding constraints are going to result in fewer performances in rural areas during 2024-25.

Tasks	Lead	Measures of success
2.1 Online streaming of events with monitoring of viewer information.	CEO	Better access provided to our work for some through digital delivery.
Target and date	**4 streamed events by 31 March 2025**	
Promotion of events in rural areas.	Development Manager	Support for 30 Fèisean in rural locations. 12 live Blas events held in communities with low population. 4 online learning workshops as part of Blas 2024.
Target and date	**Ongoing support for Fèisean throughout 2024-25** **A slimmed-down Blas to be held in September 2024**	
2.2 Organisation of events which help people settling in Scotland to experience local culture and share their culture.	Development Manager	Collaboration with the Highland Migrant and Refugee Action (HiMRA) or similar groups to organise participation of traditional musicians in 'welcome' events to bring together people who identify as migrants and refugees.
Target and date	**Two events for migrants to be delivered by 31 March 2025**	
2.3 Engage with a wide range of groups and individual artists through the Creative Scotland funded Tasgadh and Maoin nan Ealan Gàidhlig opportunities, with additional support for the latter from Bòrd na Gàidhlig.	CEO	A more diverse range of people is engaged with the traditional and Gaelic arts across Scotland.
Target and date	**Funds to be allocated by 28 February 2025**	

2.4 Develop new content for our online pre-recorded music lessons offering, *Oide*, with monitoring of user information	Development Manager	Lessons are available with the ability to monitor uptake.
Target and date	**3 new series to be commissioned for *Oide* by 30 September 2024**	

Objective Three	**Risk Score**
Policies and procedures implemented to ensure equality, inclusion and diversity avoiding discrimination of any kind	**4**

Area/s of Work in Fèisean nan Gàidheal's Programme Plan 2024-28 to which objective relates

- Governance and Staffing

Outcomes to be delivered (see 3 below) **1, 3, 4, 6, 10 and 12**

Rationale

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

Tasks	**Lead**	**Measures of success**
3.1 Ensure delivery of policies and ensure all new staff, volunteers and contractors are aware of them through engagement and conditions of funding.	Administrator	Staff, volunteers and contractors are comfortable with respective roles in policy implementation.
Target and date	**EDI Plan published as soon as it is agreed by Creative Scotland**	
3.2 Ensure that EDI is considered in all planned activities	CEO	Strengthened commitments to EDI in our 2024-28 Programme Plan, reflected in our funding bids.
Target and date	**Publication of our 2024-28 Programme Plan by 30 June 2024**	
3.3 Despite standstill funding, continue our commitment to Fair Work for all staff	Executive Manager	All staff are paid in excess of Real Living Wage with salary rises implemented in line with local authority pay settlements.
Target and date	**Pay increases implemented by December 2024**	
3.4 Maintain payments in line with industry standards for all contracted artists.	CEO	All contracted artists in receipt of fees in line with revised industry standards.
Target and date	**Increases ensured on publication of rates by relevant industry bodies**	
3.5 Maintain an overview of an agreed EDI Plan and ensure an annual progress report is considered by Fèisean nan Gàidheal's Board.	CEO	Tasks and outcomes are delivered as fully as possible.
Target and date	**Progress Report on 2024-25 EDI Plan implementation by May 2025**	

3 BUILEAN | OUTCOMES

The following is a table of outcomes we expect in delivering our 2024-25 EDI Plan. The numbers and colour coding are from our 2024-28 Programme Plan. Outcomes specific to each objective are indicated in the previous section.

1	Fèisean are fully supported to recover from the pandemic and weather the cost-of-living increases, resuming their activities and returning to previous levels of engagement.
2	The creative talent, life skills and wellbeing of young people are enhanced through participation and experimentation in the Gaelic arts.
3	Equality of treatment and opportunity is assured in widening access to Gaelic arts and culture ensuring diverse groups of people participate and enjoy creative experiences.
4	Employment opportunities are created for artists with a commitment to Fair Work First and maximising economic benefits across Scotland.
6	The use of Gaelic is increased in creative activities through work particularly, though not exclusively, with Fèisean in areas which may be designated as of linguistic significance.
8	The public has a better understanding and appreciation of Scotland's traditional arts through creative work inspired by the Gaelic language.
9	Community confidence is strengthened and quality of life and wellbeing improved through creative activities and opportunities to use Gaelic in cultural contexts.
10	Community cultural development is enhanced particularly, though not exclusively, in areas of low economic activity.
11	Digital technologies are utilised to bring our work to a wider, more diverse and dispersed audience.
12	Commitment to Fair Work First shall help retain a skilled workforce which uses Gaelic in the workplace and provides strong leadership and advocacy in the Gaelic arts sector.
14	International work ensures Gaelic language and culture contributes to Scotland's distinctiveness and links are forged with Gaelic speakers in other parts of the world.

4 SÙIL AIR ADHARTAS | MONITORING

The Board is ultimately responsible but, on a day-to-day basis, the Chief Executive shall ensure tasks in the Action Plan are carried out with support from the lead officers named against each one. The EDI Action Plan will be discussed regularly at Fèisean nan Gàidheal staff meetings to ensure monitoring of the tasks.

A progress report against each of the tasks will be presented for consideration by Fèisean nan Gàidheal's Board of Trustees at their May 2025 meeting once all relevant statistics have been gathered.

Implementation of our EDI Action Plan will be reported to Creative Scotland in the annual review process and the annual statistical survey.

Fèisean nan Gàidheal
May 2024

Fèisean nan Gàidheal

Plana Pròghraim ùraichte

Àireamh air a' Chlàr-chùisean: 2.2024.02(e)

Adhbhar a' Phàipeir

Aonta a shireadh ri Plana Pròghraim ùraichte airson nam bliadhnaichean 2024-28.

Bun Fhiosrachadh

Bidh cuimhne air buill a' Bhùird gun deach aontachadh an-uiridh ri Plana Pròghraim ùr airson 2023-28 le rabhadh gur dòcha gum biodh ùrachaidhean a bharrachd a dhìth aon uair 's gun do nochd stìuireadh bho Alba Chruthachail mu mhaoin ioma-bliadhnail.

Ùrachadhean

Tha plana ùraichte anns na duilleagan a leanas - pàipear 2.2024.02(e)-1 - a chaidh air adhart gu Alba Chruthachail. Tha am plana seo airson nam bliadhnaichean 2024-28, a bhios a' ruith aig an aon àm ri aonta-maoineachaidh Bhòrd na Gàidhlig agus, ma shoirbhicheas leinn, aonta ùr sam bith le Alba Chruthachail.

Chan eil cus atharraichean ris an teacs a chaidh aontachadh roimhe ach b' fheudar dhuinn àireamhan a chur mu choinneamh gach earrann den phlana airson freagairt air ar n-iarrtas ioma-bliadhnail do dh'Alba Chruthachail.

Chaidh puing a thogail roimhe mu thaic shònraichte do dh'Fhèisean ann an sgìrean eileanach agus chaidh sin atharrachadh gu sgìrean a tha cudromach a thaobh na Gàidhlig, am briathrachas a nochd ann am Bile nan Cànan Albannach a tha a' dol tron phàrlamaid an-dràsta.

A bharrachd air sin, chaidh earrannan a neartachadh agus a leudachadh, agus earrannan eile a ghiorrachadh, ach thathar an dòchas gu bheil am plana ùr fhathast a' cumail ris an t-slighe air adhart a chaidh aontachadh roimhe le Bòrd-stiùiridh Fèisean nan Gàidheal.

Gnìomh a dhìth

Thathas ag iarraidh air buill a' bhùird:

1. Fa-near a thoirt don phlana ùraichte
2. Beachd no moladh mu ghnìomh sam bith sa phlana, no a/nach bu chòir a bhith ann, a chur an cèill agus
3. A' gabhail ri atharrachaidhean sam bhith bho (2), an aonta a chur ris a' phlana.

Art MacCarmaig
Ceannard
An Cèitean 2024

fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

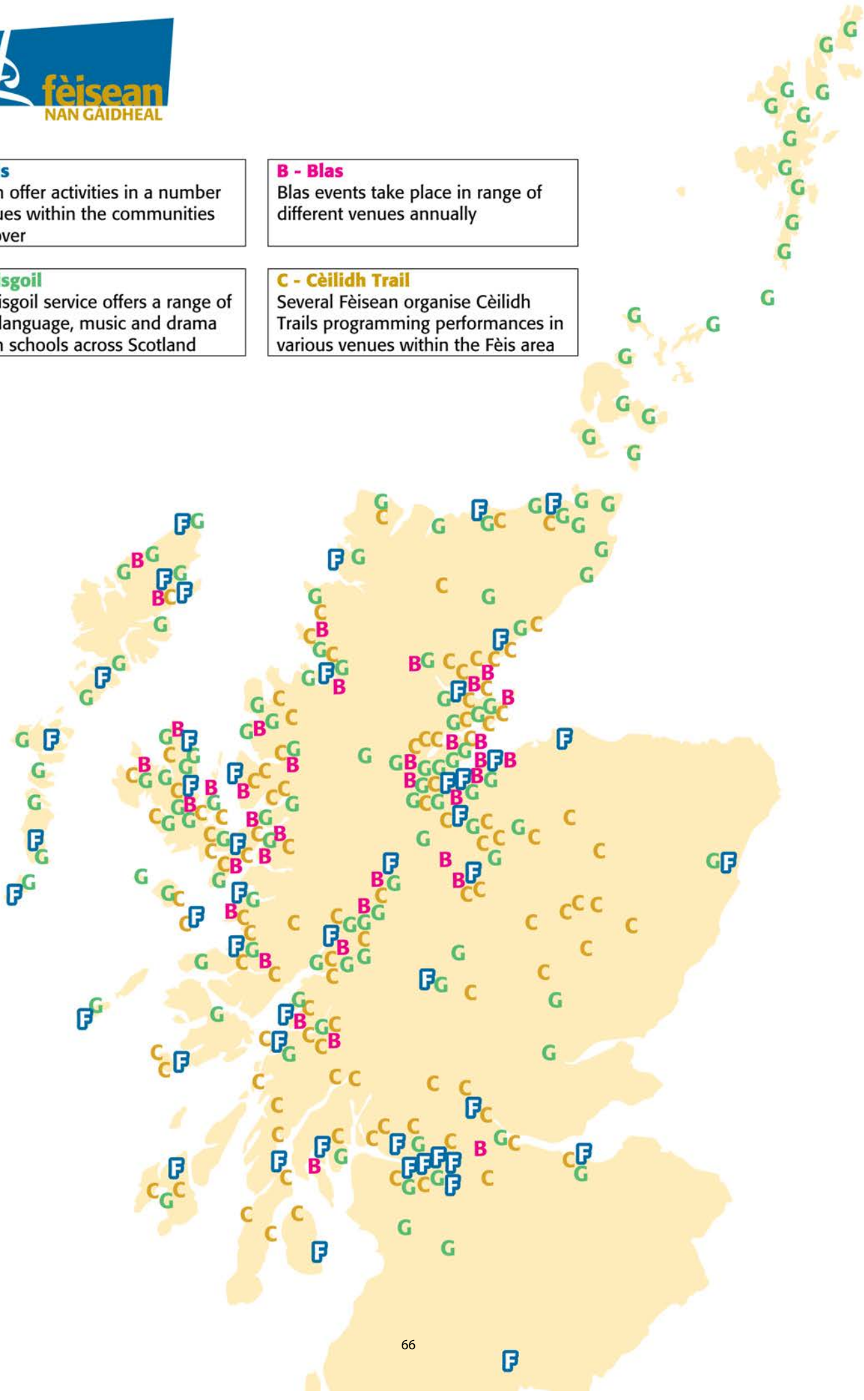
Fèisean nan Gàidheal Programme Plan 2024-28

F - Fèis
Fèisean offer activities in a number of venues within the communities they cover

B - Blas
Blas events take place in range of different venues annually

G - Fèisgoil
Our Fèisgoil service offers a range of Gaelic language, music and drama work in schools across Scotland

C - Cèilidh Trail
Several Fèisean organise Cèilidh Trails programming performances in various venues within the Fèis area



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Creative Scotland | Bòrd na Gàidhlig | The Scottish Government

The Highland Council | Argyll & Bute Council | William Grant Foundation

as well as support from various other local authorities and public bodies with which we work

Front cover image by **Nicky Murray**

1 Background and Context

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

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

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

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

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

1.4 In delivering its mission, support and development of local Fèisean remains at the core of the organisation's activities. Everything the organisation does supports the Fèisean, or those involved in them, directly or indirectly. All staff support the work of local Fèisean and management fees charged for contract and project delivery are reinvested in the Fèis support structure. Events give Fèis participants valuable performance opportunities. Education work and performance promotion provides employment opportunities for tutors and other artists.

1.5 During the pandemic, digital delivery of cultural output became the norm. More than ever the enjoyment people get from engaging with traditional music and Gaelic culture was evident and artists contributed hugely to the wellbeing of citizens.

1.6 Fèisean nan Gàidheal supported artists and enabled young people to continue using Gaelic at home, while schools were closed, through a variety of artistic and cultural pursuits.

1.7 Not everything during that period was bleak. Fèisean nan Gàidheal had been experimenting for a number of years with various ways of delivering work digitally. The pandemic accelerated that and many lessons were learned about the place digital technologies can play in delivering a sustainable arts programme. They offered the ability to reach a wider and more inclusive audience while reducing the environmental impact of our programme.

1.8 There is a compelling argument for maintaining most of our preparatory and administrative work online, but no suggestion this should become the normal way to deliver creative aspects of our programme. The Covid legacy is still felt with confidence among audiences and participants affected, so utilising digital platforms will continue to complement face-to-face delivery.

1.9 One measure of the success of Fèisean is the way they nurture young people, teach them skills, often transferable to supporting other community initiatives, before welcoming their return as tutors, performers and organisers. Past and present participants have evolved as a positive force within their communities and demonstrate that culture is essential to wellbeing and contributes

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

towards the economic, social and environmental prosperity of their places.

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

1.11 It is against the backdrop of maintaining recovery and further supporting work in communities, albeit in straitened financial circumstances, that Fèisean nan Gàidheal has prepared this ambitious Programme Plan for 2024-28. In order to maintain the language, participating in Gaelic culture, with all the artistic, social, linguistic and wellbeing outcomes which flow from that, should be nurtured, supported, celebrated and sustained in 21st century Scotland.

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

> *"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.*

1.13 The interest and ability in traditional music in Scotland has grown exponentially since the Fèisean began. Fèisean have also been a successful driver in raising awareness of the Gaelic language, contributing to community and social cohesion in the process. A report published by the Traditional Music Forum[2], following a 2015-16 census, found that 17,240 people under 18 were involved in learning traditional music. At that time, therefore, Fèisean nan Gàidheal's work represented over a third of all traditional music tuition for young people in Scotland.

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

1.15 The potential for transformation through participation in the arts should never be under-estimated and sometimes it is worth looking inwards and celebrating that which is home-grown. The Fèisean have transformed communities and young people's lives using traditional music and Gaelic arts. 21 of 38 Fèisean within the area covered by Highlands & Islands Enterprise are in challenged communities. The same is true of a number of urban Fèisean. Some of those communities may not face the same obstacles as Raploch, Govanhill or Dundee, but they have socio-economic and linguistic challenges which Fèisean contribute to overcoming.

1.16 Membership of Fèisean nan Gàidheal provides 47 independent, local organisations with access to funding, insurance, musical instruments, training, teaching resources as well as the ability to comply more easily with child protection and other legal requirements. The network offers

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

access to cultural activities for a wide range of people. While required to adopt some, individual Fèisean are free to adopt any policies Fèisean nan Gàidheal develops. Without the support of Fèisean nan Gàidheal, local Fèisean would have to make provision on an individual basis.

1.17 Investment in Fèisean nan Gàidheal strengthens and develops cultural activities in more than 300 communities across Scotland reaching at least 70,000 people annually a number which, at times, has risen to 100,000 depending on particular activities in a given year.

1.18 Several reports[3] highlight Fèisean nan Gàidheal's role as an example of good practice in the development of traditional music, Gaelic song, Gaelic drama, traditional dance and Gaelic language as well as wider community development[4]. Its work enables participation in the arts for people of all backgrounds in many communities throughout the country, including rural areas which don't enjoy the same access as urban areas. The arts have an important role to play in increasing the use and visibility of Gaelic. Fèisean nan Gàidheal's work enables closer engagement with the language, promotes better understanding of its place in Scotland's identity and culture and promotes positive attitudes towards Gaelic.

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

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

1.20 Fèisean nan Gàidheal believes participation in the arts and creativity promotes equality and diversity, contributes to wellbeing and to the economy of Scotland. The work of Fèisean nan Gàidheal has done much to promote a sense of place, linking young people with their culture, language and heritage evident, for example, in the work of its archiving projects[5] and Fuaran[6]. Many of the places in which Fèis activities take place are considered to be of importance for a variety of reasons – the environment, the provision of arts in the community, the economic circumstances of an area or the health of the Gaelic language. For young people to understand who they are and where they are going, they need to know from whom and where they have come. They need a sense of belonging, values, beliefs, identity and expression, the promotion of which has been a key success of the Fèis movement.[7]

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

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

[3] http://www.feisean.org/en/feisean-en/research/
[4] https://arestlessart.com/writing/culture-and-place/culture-and-place-in-scotland/highlands-and-islands/
[5] http://www.feisean.org/en/creative/archiving-project/
[6] http://www.feisean.org/fuaran/en/welcome-to-fuaran/
[7] http://www.feisean.org/wp-content/uploads/Use-or-Ornament.pdf (section 6.3)

1.22 Ways in which Fèisean nan Gàidheal, and the wider Fèis movement, contribute to the preservation and promotion of intangible cultural heritage are highlighted in *Mapping Intangible Cultural Heritage Assets and Collections in Scotland.* [8]

1.23 Fèisean nan Gàidheal records and acknowledges the many achievements of individual Fèisean within its Annual Reports, all of which are available on its website[9], which give an overview of past achievements.

1.24 Fèisean nan Gàidheal has been fortunate to have benefitted from the support of a range of bodies over the years and it will continue to seek that. Creative Scotland's *Music Sector Review*[10] made a case for Fèisean nan Gàidheal's work to be funded over a longer term than the normal 3 years.

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

1.25 Permanence of funding was not forthcoming but, in whatever way it manifests itself, support for Fèisean nan Gàidheal's 2024-28 programme will enable the continuation of work built up through incremental development over a period of four decades. The programme will sustain activities organised by a network of voluntary-run Fèisean and work in over 300 communities across Scotland delivering cultural, educational, social, economic, linguistic and wellbeing outcomes. Fèisean nan Gàidheal will always look for innovative ways to further support the core cohort of Fèisean and the young people, artists and volunteers on whom they rely.

1.26 In planning, Fèisean nan Gàidheal keeps abreast of the strategic priorities of its supporters such as Creative Scotland, Bòrd an Gàidhlig and local authorities with which it works, as well as deliverables in the National Gaelic Language Plan, National Islands Plan and *A cultural Strategy for Scotland*. The organisation engages with stakeholders when developing new ideas or services, be that its skilled workforce, Board members, arts practitioners, Fèis organisers or collaborators. This Programme Plan was drawn up with input invited from a range of interests.

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

[8] https://heritagecrafts.org.uk/wp-content/uploads/2021/08/Mapping-ICH-in-Scotland-Local-Voices-Aug-2021-w-Logos.pdf
[9] http://www.feisean.org/en/annual-reports/
[10] http://www.creativescotland.com/__data/assets/pdf_file/0014/21470/Creative-Scotland-Music-Sector-Review-v1-2.pdf (page 89)

2 Summary of Plan

2.1 As well as outlining the background to the organisation, its previous achievements and the context in which it currently works, this Programme Plan for 2024-28 commits Fèisean nan Gàidheal to delivering its mission of inspiring young people, from all backgrounds, to value our culture. The focus will be on maintaining recovery from the pandemic, coping with rising costs and supporting artists and staff with a commitment to Fair Work.

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

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

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

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

a. Support and Develop Fèisean
b. Enhance Skills and Creative Talent
c. Enhance Gaelic Arts and Culture in Creative Learning
d. Engage and Develop Audiences
e. Maintain High Standards in Governance and Staffing

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

2.7 The Programme Plan demonstrates how the outcomes of Fèisean nan Gàidheal's work will help deliver actions within the various strategies of other bodies with which the organisation may work.

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

2.9 Budget estimates are provided for delivery of outcomes over the period of the Programme Plan. These will be reviewed annually and amended, as appropriate, in light of agreements reached with various funding partners and prevailing circumstances.

A' toirt ar dualchais do ar n-òigridh

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

3 Mission, Ambition and Outcomes

3.1 **Mission**

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

3.2 **To fulfil this mission**

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

3.3 **Pursuing our ambition shall enable delivery of the following outcomes**

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

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

3.4 The colour coding in the above table matches outcomes with the National Outcomes in the following page.

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

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

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

3.7 In 2022 an independently-produced report - *The Cultural, Social, Economic, Linguistic and Wellbeing Impacts of Fèisean nan Gàidheal*[11] – was authored by the economist Steve Westbrook, consultant Sandy Anderson along with associates Pàdruig Morrison and Alana MacInnes.

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

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

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

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

3.11 Almost all respondents - 98% - agreed that their involvement with Fèisean has made them

[11] https://www.feisean.org/wp-content/uploads/Westbrook-Report.pdf

believe more strongly that the traditional arts are important to Scotland. 90% also believed that the Fèisean had improved their well-being, with comments including:

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

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

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

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

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

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

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

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

> *My own feeling is that the Fèisean have been pivotal in bringing national awareness, respect and admiration to traditional music and Gaelic song over the last four decades, and there is no doubt that the Fèisean have had a major impact on the wider music community through education and social cohesion, and in many cases have inspired a sense of identity. Many musicians of my generation did not see a particularly easy pathway to a career in music whilst at the age of leaving school, mostly because the music we felt passionate about - folk and traditional music - was just emerging from the shadows of lazy 'tartan' kitsch stereotyping of the 60's & 70's, and so it took a new generation, emboldened by the ethos and integrity of the Fèisean, to rise up through schools, workshops, residencies and festivals and emphasise the power and relevance of our country's unique culture. This 'rebirth' if you like has arguably been the main catalyst for multiple positive economic, social and cultural factors - including the transformation of the teaching of traditional music throughout the country, from sustaining single teacher livelihoods in rural communities, to the emergence of music degree courses like that of the traditional music course at the Royal Conservatoire (where artistic boundaries brought about by style definitions have benefitted from being blurred by the understanding of folk music's influence on all music forms). But it is perhaps the bringing together of family, friends and community that has benefitted most from what the Fèisean can bring - something as powerful and important as music, language and song itself.*

3.15 Fèisean nan Gàidheal would wish to build on those outcomes and, in doing so, could assist a number of individual organisations, detailed in Section 5, deliver their outcomes.

4 Programme of Work 2024-28

4.1 **Themes**

Fèisean nan Gàidheal will deliver a programme covering five work themes:

a. Support and Develop Fèisean
b. Enhance Skills and Creative Talent
c. Enhance Gaelic Arts and Culture in Creative Learning
d. Engage and Develop Audiences
e. Maintain High Standards in Governance and Staffing

4.2 **Benefits**

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

4.2.2 Figures for Fèis Rois are included in the report as it is a member of Fèisean nan Gàidheal. We work closely with Fèis Rois but it does not receive annual funding from Fèisean nan Gàidheal as it is funded separately by Creative Scotland and has its own established management structure. Its programme supports around 30.5 FTEs and contributes nearly £800k to the economy.

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

4.2.4 A 2024 survey carried out by VisitScotland[12] found that 88% believe traditional music is a vital part of Scottish culture and heritage, 79% feel a sense of cultural connection when listening to Scottish traditional music and 88% believe preserving it is important with 61% expressing interest in supporting efforts to promote and preserve it. The Fèis movement has been the catalyst for creating demand for traditional music and opportunities for musicians and VisitScotland acknowledged its place, and the Blas Festival, in its Gaelic Tourism Strategy.[13]

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

4.3 **Demand**

Demand for the work we support remains very high as demonstrated in the high levels of engagement. Despite the challenges of the past few years with standstill funds, high costs diminishing family incomes and a pandemic which made face-to-face delivery impossible, we have striven to ensure access and participation, through bursaries and free places, for those who could not afford to pay and offer additional assistance to Fèisean to ensure participation by anyone with additional need.

Audience for Blas and Cèilidh Trails have remained healthy, with the addition of online broadcasts, and we increased engagement with school pupils and an increasing number of local authorities and public bodies through Fèisgoil.

[12] https://www.pressandjournal.co.uk/fp/lifestyle/6405927/scottish-traditional-music-ceilidhs-resurgence/
[13] https://www.visitscotland.org/binaries/content/assets/dot-org/pdf/policies/gaelic-tourism-strategy-2024---2029.pdf

Providing grants, on behalf of Creative Scotland and Bòrd na Gàidhlig, to individuals and organisations through Tasgadh and Maoin nan Ealan Gàidhlig increased our engagement with the traditional and Gaelic arts sectors providing a range of additional opportunities for artists.

4.4 **Ability to deliver**

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

4.4.2 It was a core-funded organisation of the Scottish Arts Council, a foundation organisation of Creative Scotland and regularly funded by Creative Scotland between 2015 and 2025. HIE has supported Fèisean nan Gàidheal throughout those periods also, as has Bòrd na Gàidhlig since soon after its establishment. The relationship with HIE changed at the end of 2021-22. While regular funding will no longer be available, support can still be sought for new developments.

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

4.4.4 Fèisean nan Gàidheal has proved its flexibility by devising and delivering new, additional work, when opportunities have arisen, funded by the Scottish Government Gaelic and Scots Division or commissioned, as in the case of the ambitious Treòir | Voar | Virr, by the Scottish Government Islands Team. Through Fèisgoil, we have tendered successfully for a number of contracts which have been delivered to a high standard, making use of internal management expertise and external contractors, where appropriate, creating employment opportunities and generating income for reinvestment in supporting Fèisean.

4.4.5 An innovative and adaptive organisation, Fèisean nan Gàidheal always looks to lever funds and maximise benefit for funding bodies and has sought to reduce its reliance on grant funding by earning additional income. At present it earns around 40% of its required funding with any surpluses generated from contract delivery used to support its core work. Partnership working is essential and Fèisean nan Gàidheal will strive to maintain a mix of funders and partners in delivering this Programme Plan from 2024-28.

4.4.6 The impact of standstill funding over many years is keenly felt. We know about support from Bòrd na Gàidhlig in the years ahead, the loss of HIE funds, uncertainty of local authority funding and the resulting competitiveness in securing trust and philanthropic funds. In order to allow us to commit fully to Fair Work First, adaptations to reduce carbon use and cope with rising operational costs will require a significant uplift in funds from our main supporter, Creative Scotland.

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

Strengths

Fèisean nan Gàidheal:
- Supports cultural work in over 300 communities
- Brings work to communities promoting sustainability
- Supports employment in rural areas
- Promotes equality for Gaelic language activities
- Has clearly developed plans to underpin its work
- Delivers a range of artistic, wellbeing and linguistic outcomes
- Offers good leverage for bodies which funds it
- Contributes to Scotland's economy
- Generates income through adaptability and services
- Is a Living Wage employer committed to fair work
- Has a skilled core team with expertise in project management
- Has sound governance and financial procedures in place
- Evidences gender equality in its Board of Trustees
- Evidences gender equality among the artists it engages
- Takes seriously its carbon reduction responsibilities
- Employs innovative ways to support Fèis infrastructure
- Supports a strong volunteer base in local Fèisean
- Works collaboratively to deliver its programme

Weaknesses

Fèisean nan Gàidheal:
- Experiences logistic and environmental difficulties in service delivery due to the wide geographical spread of its work
- Has to counter volunteer fatigue which could lead to a decrease in activity
- Must balance travel to and from its base with carbon reduction requirements
- Is not able to insist Fèisean pay industry rates due to lack of adequate funding
- is aware that its EDI data indicates lack of diversity in some areas of practice
- Has little private sector investment in its activities
- Must balance delivery of strategic projects to earn income with delivery or services to Fèisean
- Needs to counter lack of awareness of the Fèisean and their benefits
- Has a depleted workforce due to reductions in funding forcing savings to protect services to Fèisean

S W O T

Fèisean nan Gàidheal:
- Is witnessing recovery to pre-Covid engagement levels
- Promotes a positive profile of the Fèis movement and its contribution to the artistic and cultural life of Scotland
- Has offered additional support to overcome volunteer fatigue in local Fèis committees
- Has demonstrated its ability to make further contributions to Scotland's economy through its delievry of specific projects
- Uses regular funding from Creative Scotland and Bòrd na Gàidhlig to help lever funding from other partners
- Has strengthened its resilience by developing capacity to earn income by providing services to other organisations
- Aims to continue the positive nature of gender balance within the organisation
- Will improve diversity by implementing EDI Plans
- Aims to extend the use of digital technology to cut down cost, increase engagement and contribute to environmental sustainability
- Assists in the delivery of the National Gaelic Language Plan, the National Islands Plan and help other bodies deliver commitments in their Gaelic Language Plans
- With enhanced support, could expand Fèisean to new communities

Opportunities

Fèisean nan Gàidheal:
- Must deal with the medium to longer term effects of the Covid pandemic and the threats posed to our programme delivery
- Will advocate against the threat of reductions in funding for arts and culture
- Will advocate for the building up of delivery of our programme, to counter possible job losses and diminution of economic impact
- Must deal with the effects of Brexit on public finance and ability to work internationally
- Will make the best case possible to ensure no withdrawal of, or reduction in, funding by a significant partner such as Creative Scotland or Bòrd na Gàidhlig
- Will ensure volunteer fatigue is countered to avoid the threat of a decrease in activities
- Must guard against the threat posed by staff fatigue from attempting to deliver a programme on reduced funding
- Will argue against the threat of reductions in funding by highlighting the loss of opportunities for young people and the threat of artists not being properly remunerated

Threats

Work Theme
4.1a

SUPPORT AND DEVELOP FÈISEAN

RATIONALE

4.1a.1 **Fèisean nan Gàidheal exists primarily to support and develop local Fèisean aiming to ensure everyone, who wishes to, may access and enjoy experiences in the traditional arts. Diversity among Fèisean is valued and our support is geared towards the specific needs of each member organisation. The input of volunteers in running them is one of the key strengths of the Fèisean. The geographical spread of Fèisean creates challenges but also enables communities across Scotland to be transformed through cultural development with the opportunities afforded by Fèisean offering the ability to enhance the quality of life for all. We recognise the important role arts and culture play in increasing the visibility and use of Gaelic and creating positive associations through engagement with the language. The Fèisean are key to this.**

4.1a.2 **We acknowledge and value the role of volunteers and aim to make the work less onerous and more enjoyable for them through the provision of a range of services geared towards their specific needs. The contribution of some of Scotland's foremost traditional artists who tutor at Fèisean is highly valued and Fèisean nan Gàidheal is committed to offering fair pay when they work with us. Through close cooperation and joint working, we wish to ensure delivery of creative activities. Agreeing with the UN Convention on the Rights of the Child to "rest, leisure and play, cultural life and the arts" our work can help towards ensuring Scotland's children and young people flourish and achieve in and through the arts and creativity.**

OUTCOMES TO BE DELIVERED THROUGH THIS WORK THEME (see table in section 3 for text)

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

STRATEGY

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

		2024/25	2025/26	2026/27	2027/28
4.1a.3	Regular funding for activities through a Grants Scheme for Fèisean tied to a commitment to pay tutors industry standard rates if sufficient funding is available	√	√	√	√
4.1a.4	Development funding to support change or innovation		√	√	√
4.1a.5	Employment of tutors as artists in residencies with Fèisean when opportunities arise		√		
4.1a.6	Piloting a national Fèis ensemble if funding is secured			√	
4.1a.7	Strategic and practical support through a network of Development Officers each with a portfolio of Fèisean	√	√	√	√
4.1a.8	Support for paid local organisers	√	√	√	√
4.1a.9	Assistance for community groups wishing to establish new Fèisean	√	√	√	√
4.1a.10	Further development of Gaelic use in Fèisean everywhere but with a special focus on the needs of those based in areas which may be designated as of linguistic significance	√	√	√	√
4.1a.11	Regular engagement with local Fèisean through Lead Officers, an annual conference and other gatherings	√	√	√	√
4.1a.12	The lending of instruments for free use at the Fèisean	√	√	√	√

4.1a.13	Supporting Fèisean to establish local musical instrument banks to cut down on transport costs and carbon use		√		
4.1a.14	Central administration of disclosure checks to ensure protection for children and vulnerable adults	√	√	√	√
4.1a.15	Assistance with implementing our Gaelic Language Policy	√	√	√	√
4.1a.16	Development and revision of policies recommended for adoption across the Fèis movement to ensure high quality organisation and provision of arts activities	√	√	√	√
4.1a.17	Enhancing the understanding and status of our work through dissemination of news on our website, to media contacts, social media and digital newsletters	√	√	√	√
4.1a.18	Including young people in decision-making within Fèisean nan Gàidheal and encouraging the same in local Fèisean	√	√	√	√
4.1a.19	Production of new Gaelic and traditional music resources in digital formats		√	√	√
4.1a.20	Provision of insurance giving Fèisean cover for all aspects of their arts activities	√	√	√	√
4.1a.21	Provision of additional financial assistance, where required, to ensure access for those with additional support needs	√	√	√	√
4.1a.22	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work as funding allows		√	√	√
4.1a.23	Support for new and experimental work and research in the Gaelic arts	√	√	√	√
4.1a.24	The collection and digitisation of traditional Gaelic songs	√	√	√	√
4.1a.25	Proof-reading and graphic design to help Fèisean ensure Gaelic use, visibility and acknowledgement for funders	√	√	√	√

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

WHAT WE WILL DO

4.1a.26 We will ensure momentum is maintained in enabling local Fèisean to re-establish and develop their work in the wake of the pandemic and in the midst of a cost-of-living crisis. Fèisean nan Gàidheal aims to deliver the above outcomes by ensuring access to enriching creative experiences in the traditional arts to as wide a range of people as possible, involving around 6,500 individuals annually and growing that number to 7,500 by 2027/28. We will have a renewed focus on supporting individuals to participate by removing cost barriers and creating as many paid opportunities as possible for artists with a commitment to fair pay for all we contract.

4.1a.27 In doing so we will promote equality, diversity and inclusion through engagement with people from a wide range of communities, including those in areas of social and economic deprivation. As far as possible, we will enable people to participate in arts activities in their own locality to help reduce carbon use. Physical access is catered for in the venues used. One of the reasons local Fèisean prefer to use schools for their activities is because they offer a range of spaces and are fully accessible. It is disappointing local authorities are creating barriers to access through the imposition of unaffordable fees for the use of schools, something we will continue to highlight and oppose.

4.1a.28 We will continue to operate a Grants Scheme for Fèisean, focusing primarily on support for main Fèis activities, year-round classes and some paid administration time. In pursuit of expanding Fair Work First principles to contractors, we wish to ensure grants are sufficient to allow Fèisean to pay industry standard rates to tutors. For many Fèisean this

will require a significant uplift in the fees they pay to tutors. With our grants scheme already under pressure, it will be a challenge to deliver this aim without substantial additional support.

4.1a.29 Our Fèis Development Fund is an extremely valuable mechanism for supporting innovation, with relatively modest support often levering notable additional investment to local communities. If funding allows, we will continue to operate a development fund, from time-to-time targeting funding towards the delivery of specific priorities.

4.1a.30 Community groups across Scotland approach Fèisean nan Gàidheal with the aim of establishing a Fèis. Applications for membership are considered by the Board of Fèisean nan Gàidheal to ensure required criteria are fulfilled and groups are strategically placed to meet the access and inclusion aims of Fèisean nan Gàidheal. Fèisean nan Gàidheal staff will provide support for new Fèisean. Taking a strategic overview of where new Fèisean are established can help inclusion and environmental sustainability by cutting down on the travel distances young people are required to undertake to access cultural activities.

4.1a.31 We will also take a strategic approach to supporting Gaelic medium Fèisean, particularly where demand comes from communities where Gaelic medium education is available or where there is a desire to increase the use of Gaelic in a community, perhaps in those designated, under proposed legislation, as being of linguistic significance. Involvement in Gaelic arts can contribute to broadening the vocabulary and enriching the language of young people by increasing opportunities to use the language outwith school.

4.1a.32 At the core of our organisation is a dedicated team of people who support Fèisean. Fèisean nan Gàidheal's staff will continue to be supported to ensure Fèisean benefit from one-to-one attention from a Lead Officer who should, ordinarily, be the first point of contact in their dealings with the organisation, aiming to reduce the onus on volunteers. They will help with a range of issues such as grant form completion, grant compliance including assistance with disclosure checking, raising of external funding for specific projects, publicity for events, compliance with Fèisean nan Gàidheal's Gaelic Policy, hands-on assistance for committees during their Fèis, organisation of training for organisers as well as collaboration between Fèisean.

4.1a.33 Our team will engage regularly with Fèis organisers to ensure our services continue to meet their needs and that any new initiative to be launched supports local aspirations. Regular consultation will also take place to assess need and the success, or otherwise, of projects and services so that we can learn and improve from experiences.

4.1a.34 Fèisean nan Gàidheal's musical instrument bank is well used and demand regularly outstrips the supply of available instruments. We will continue to make instruments available to Fèisean free of cost and allow individuals to access them with low rental charges. We will maintain current instruments and invest in new instruments as capital funds allow. Lead Officers will assist Fèisean to raise funds to establish local instrument banks to address carbon reduction.

4.1a.35 Fèisean nan Gàidheal treats the safety and wellbeing of all people with which it works as paramount and has, for a number of years, offered a central disclosure checking service. The service will continue and we will ensure Fèisean are kept appraised of any changes to legislation that affect them and are supported to deal with them. Clearer guidelines on safeguarding have been issued, and are tied to conditions of grant, in order to tackle any inappropriate behaviour or abuse on the part of people in a position of trust.

4.1a.36 We will offer a news service for Fèisean to help publicise events and will regularly release Fèisean nan Gàidheal news to the media. We will produce digital newsletters and use social media to disseminate news. We will contribute to sharing news releases of partner

organisations as appropriate.

4.1a.37 Young people should be involved in decision-making within local Fèisean and Fèisean nan Gàidheal. Progress has been made over the past few years with young people on Fèisean nan Gàidheal's Board of Trustees, on the Blas Programming Group and the Café Bheairteis steering group. Further opportunities will be developed to ensure youth voices are heard in developing and running activities and in evaluating their impact.

4.1a.38 Following research, young people expressed support for a national traditional music ensemble and, if funding is secured, Fèisean nan Gàidheal intends to pilot such an initiative, led by young people and operated as sustainably as possible while ensuring inclusion.

4.1a.39 We will engage in the digitisation of teaching resources, where possible making them available in e-book formats which can be accessed free of charge or on a pay-to-download basis. New resources will be produced in digital formats or using sustainable materials.

4.1a.40 Fèisean nan Gàidheal will continue to provide insurance to all Fèisean as a membership benefit, covering their essential needs. This represents a considerable saving to local Fèisean and mitigates the risk of cover not being in place.

4.1a.41 We will continue to offer specific funding to Fèisean to ensure young people with additional needs can access the creative experiences on offer. This will be done on a case-by-case basis in line with our Access Policy.

4.1a.42 Archiving projects have been successful in encouraging intergenerational transmission of Gaelic at the same time as collecting, and making available digitally, valuable aspects of local culture and intangible cultural heritage which Fèisean can use into the future. Building on *Fuaran* we will continue to encourage young people to collect, research, learn and re-record Gaelic songs and make new recordings available.

4.1a.43 We will engage recognised writers of Gaelic songs and pair them with young people, and adults, to encourage more people to learn the craft of song-writing and experiment in a range of genres. New songs will be made available digitally.

4.1a.44 Fèisean nan Gàidheal is a member of a consortium which has bid for EU Horizon funds and, if successful, will be engaging in a Europe-wide project called AMPLIFY to experiment with new technology to improve remote teaching and performance. This may offer the possibility for further reductions in carbon emissions.

4.1a.45 We are a member of another consortium, led by the Royal Conservatoire of Scotland, bidding for funds to establish a hub for public engagement in music research. If successful, it would facilitate new insights around the role of music in the wellbeing of individuals and communities, in developing a creative society and supporting a creative economy.

Work Theme
4.16

ENHANCE SKILLS AND CREATIVE TALENT

RATIONALE

4.1b.1 **We recognise the role of the Fèisean in encouraging participation in the arts and in nurturing talent. Their greatest value may be to the thousands of young people who take part in Fèis activities gaining additional skills which are put to use in their communities. Over the years, several hundred have gone on to be outstanding musicians, singers or actors who make their living through performance and/or teaching and we acknowledge the central role the Fèisean have played in that process. Former Fèis participants play in bands that sustain the programmes of festivals across the country and abroad. Our work has had an influence on the creative, linguistic and social skills of the young people who participate in Fèisean[14].**

4.1b.2 **We recognise the need for continued investment in skills development among those delivering our programme so we can achieve the best possible outcomes for them. We have capacity to develop the talent of young Fèis participants and offer pathways towards further study through collaboration with others. We take seriously our ability to contribute towards increasing numbers of Gaelic speakers and promote greater use of the language in Scotland through the positive policies we seek to implement.**

OUTCOMES TO BE DELIVERED THROUGH THIS WORK THEME (see table in section 3 for text)

2	3	4	5	7	8	10	13	15

STRATEGY

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

		2024/25	2025/26	2026/27	2027/28
4.1b.3	Regular training in teaching skills for tutors	√	√	√	√
4.1b.4	Regular Gaelic language training for Fèis tutors to ensure an increase in Gaelic use	√	√	√	√
4.1b.5	Practical language planning training for staff and Fèis organisers to facilitate increased use of Gaelic events	√	√	√	√
4.1b.6	Regular training available for Fèis organisers to ensure they have the skills to run their events professionally and safely	√	√	√	√
4.1b.7	Regular training for Fèisean nan Gàidheal staff	√	√	√	√
4.1b.8	Collaborative working to offer further progression to individual young people	√	√	√	√
4.1b.9	Addressing disciplines under-represented in Fèisean through specialist events bringing tutors and experts together to share skills and best practice		√	√	
4.1b.10	Providing inter-generational training with less experienced tutors learning from recognised tradition bearers		√		
4.1b.11	Utilising digital platforms to deliver at least some training online, reducing travel and carbon emissions	√	√	√	√
4.1b.12	Provision of digitisation, collecting and transcribing skills for young people	√		√	
4.1b.13	Provision of performance skills training for young people	√	√	√	√

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

4.1b.14	Provision of music business skills training for young people	√	√	√	√
4.1b.15	Opportunities for artists to develop writing/composition skills through new commissions	√	√	√	√
4.1b.16	Participation in initiatives leading to employment in the arts and creativity	√	√	√	√

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

WHAT WE WILL DO

4.1b.17 In implementing the above strategy, Fèisean nan Gàidheal will promote excellence in its own working practices and those with whom it works. We engage around 700 tutors annually but expect to assist around 100 young people and adults each year to develop their skills and guide those wishing to pursue a career in the arts and creative industries towards further learning opportunities.

4.1b.18 Regular training will be available through an annual programme to be devised based on demand. Delivering digitally will be a consideration in all instances and that option will be available, where possible, to facilitate participation and reduce carbon emissions.

4.1b.19 In order to maintain a skilled workforce, Fèisean nan Gàidheal will organise regular training for staff, based on needs identified through appraisals. Our training programme for volunteers invests in people in many places who often use skills gained through Fèis activities for the wider benefit of their community. Organisers will benefit from the provision of a wide range of skills training including fund-raising, safeguarding, carbon reduction, EDI issues, Gaelic language, first aid, governance and computer skills.

4.1b.20 While Fèisean nan Gàidheal is best placed to provide some of the training on offer, particularly for the Fèis organisers, we will engage external trainers when required and assist with the cost of delivery of relevant training provided by external trainers. We will also promote opportunities organised through the likes of the Traditional Music Forum.

4.1b.21 Traditional music tutors within and outwith the Fèis movement will be able to develop their skills through sessions on teaching techniques, lesson planning, the use of Gaelic and the identification of teaching resources. Courses will be available in a number of locations, or digitally, cutting down as much as possible on the need for tutors to travel. We will support ongoing training for tutors involved in the delivery of our formal education work through Fèisgoil. This will include sharing best practice in teaching and the use of resources in order to deliver outcomes of the *Curriculum for Excellence* or its successor.

4.1b.22 As well as utilising skills available through our tutor pool, we will train tutors in practical language teaching in order to meet the demand for Gaelic teaching through Fèisgoil (see Work Theme 3). This will involve a transfer of skills employed in the teaching of music and ensuring tutors are acquainted with available resources, as well as developing our own.

4.1b.23 To fully implement our Gaelic Language Policy, regular Gaelic language classes for Fèis tutors will be organised and relevant terminology will be available digitally on our website for tutors to access at any time. This will also continue to be available through a mobile app. Gaelic skills are enhanced through some of the digitisation work we undertake, in interviewing people and transcribing the materials collected.

4.1b.24 Fèisean nan Gàidheal continually learns from experiences and adapts to ensure training provided is relevant, valuable and of high quality. We will ensure the views of young people involved in our skills development are gathered and invite feedback on activities we organise. We may, from time to time, convene focus groups or issue questionnaires, using digital media, to invite comment and gauge demand for activities we are planning.

4.1b.25 Young people who have come through the Fèis movement as participants have long been able to return as tutors. We will provide teaching and performance opportunities to allow them to make use of their creative skills to generate an income.

4.1b.26 We will bring tutors and experts together to share skills and good practice in certain areas of the traditional arts which remain under-represented in the Fèisean, for example storytelling and traditional dance.

4.1b.27 Through open advertising/callouts, Fèisean nan Gàidheal commissions new work from time-to-time which offers the opportunity for experimentation. Through the Blas Festival we aim to commission new work annually. These commissions allow artists to develop their composition skills and, in the past, have been reprised after their Blas outing, sometimes featuring on BBC ALBA or BBC Radio nan Gàidheal and providing content for festivals like Celtic Connections, Piping Live, Belladrum and HebCelt.

4.1b.28 Our Fèis Cèilidh Trails offer young people opportunities to undertake training in arranging music, engaging with an audience, promoting events and using PA equipment before experiencing the life of a touring musician. This is one of several opportunities offered to help them make an informed decision about pursuing a career in the arts.

4.1b.29 The success of the Fèisean has resulted in study pathways in traditional music having been established, or sustained, including the BA Scottish Music Course at the RSAMD, BA Traditional Music Course at Sabhal Mòr Ostaig, BA Applied Music Course at UHI and the National Centre of Excellence in Traditional Music at Plockton High School. Those institutions have benefitted from the involvement of Fèis participants, either as students or tutors.

We will continue to work with them to ensure Fèis participants access further learning opportunities. We will also continue to participate in careers events to promote the opportunities available in Gaelic arts and culture.

Work Theme
4.1c

ENHANCE GAELIC ARTS AND CULTURE IN CREATIVE LEARNING

RATIONALE

4.1c.1 **We recognise we have a cohort of very skilled tutors who have successfully transferred their expertise from delivering in the informal sector to the formal education sector. Fèis tutors have utilised their skills to deliver work in the arts and Gaelic language that ensure outcomes required of the *Curriculum for Excellence*, the *National Gaelic Language Plan*, wider Scottish Government initiatives and which help deliver best practice as defined in the *Statutory Guidance on Gaelic Education*.**

4.1c.2 **We acknowledge the need for Fèisean nan Gàidheal to generate income from delivering services to support the work of the Fèisean in communities. We have drawn together a range of arts and Gaelic language based creative learning activities through our Fèisgoil service which also enables audience development offering local Fèisean opportunities to promote the work they do in complementing that being offered in schools.**

4.1c.3 **Above all working in schools, including special schools, offers an opportunity to engage all young people in participation in cultural activities regardless of their ethnic background, ability to afford lessons, learning capabilities or existing level of creative talent, no matter where they live.**

OUTCOMES TO BE DELIVERED THROUGH THIS WORK THEME (see table in section 3 for text)

2	3	4	5	7	8	9	10	11

STRATEGY

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

		2024/25	2025/26	2026/27	2027/28
4.1c.4	Promotion of Fèisgoil as a coherent service offering opportunities for active participation in creative learning	√	√	√	√
4.1c.5	Continued use of digital platforms for at least some education work to reach a wider, more diverse audience and cut down on carbon emissions	√	√	√	√
4.1c.6	Offering traditional music classes in schools though the Youth Music Initiative (YMI), Mòd Academy and other means	√	√	√	√
4.1c.7	Promoting *Beairteas* as an inter-generational programme to enrich the language of young Gaelic speakers	√	√	√	√
4.1c.8	Offering residential opportunities for community activities delivered in Gaelic including 5 Latha	√	√	√	√
4.1c.9	Offering residential opportunities to enhance creative skills through the Sgoil-shamhraidh Dràma and Fèis Alba	√	√	√	√
4.1c.10	Delivering Blasad Gàidhlig - Gaelic language programme for schools - and Gaelic Awareness Training for public bodies	√	√	√	√
4.1c.11	Professional learning opportunities in Gaelic arts and culture for teachers and Fèisgoil tutors	√	√	√	√
4.1c.12	Gaelic medium drama workshop and performance programmes with Meanbh-Chuileag	√	√	√	√
4.1c.13	Gaelic related drama workshop and performance programmes through Sporan for learners of Gaelic	√	√	√	√

4.1c.14	Collaborate with others to sustain community Gaelic drama supporting intergenerational participation in creativity	√	√	√	√
4.1c.15	Active participation for early years groups through Hùb Hàb	√	√	√	√
4.1c.16	Support for new Gaelic song writing	√		√	
4.1c.17	Gaelic support at Fèisean to ensure engagement of more young people with the language	√	√	√	√
4.1c.18	Support for Gaelic medium artforms and activities delivered in schools through Fèisgoil, including Mini-Fèisean to ensure knowledge of, and participation in, Gaelic culture	√	√	√	√
4.1c.19	Participation in the Creative Catalysts programme, collaborating with Education Scotland, e-Sgoil and others	√			
4.1c.20	Music, song and drama delivered in Gaelic within Gaelic medium schools and departments	√	√	√	√
4.1c.21	Simultaneous interpretation (Gaelic to English) at meetings and events	√	√	√	√

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

WHAT WE WILL DO

4.1c.22 In implementing the above strategy, Fèisean nan Gàidheal will continue its effective partnerships with other bodies and agencies to involve over 13,000 learners annually in cultural activities, growing that number to over 15,000 by 2027/28 and generating income by delivering contracts for them through our Fèisgoil service. This creates significant employment for freelance tutors and reduces our reliance on grant funding with any surplus from delivery reinvested in supporting the Fèisean.

4.1c.23 Fèisgoil was established in response to opportunities created by Scottish Government initiatives as well as priorities set out by Creative Scotland, the *National Gaelic Language Plan* and the plans of local authorities and public bodies developed under the Gaelic Language (Scotland) Act 2005. We aim to continue building relationships with public bodies and other agencies to assist them in the provision of high-quality public services that will contribute to delivering shared outcomes.

4.1c.24 Fèisgoil will provide additional employment opportunities for Fèis tutors, enhancing their teaching skills while also attracting new tutors to the wider Fèis movement. Students planning to be teachers will benefit greatly for first-hand experience of preparing for work as well as time spent in the classroom delivering Fèisgoil activities.

4.1c.25 Fèisgoil will offer local authorities a valuable service to help deliver the active participation of pupils in creative work in schools, as well as Gaelic language for learners, contributing towards outcomes expected of the *Curriculum for Excellence*. It enables local authorities to demonstrate the best practice required of the *Statutory Guidance on Gaelic Education*.

4.1c.26 We will continue to work with An Comunn Gàidhealach and local authorities to prepare children for participation in local and national mòds, as funding allows.

4.1c.27 We will further promote our intergenerational work through *Beairteas* (richness) matching community-based fluent Gaelic speakers with school pupils. Their richness of language, specialist knowledge of Gaelic culture and many other subjects about which they can speak in Gaelic provides a valuable resource for pupils. Some Gaelic speakers feel disenfranchised from developments in the language and the aim of *Beairteas* is to give them confidence through the appreciation of their considerable abilities and engage them in enriching pupils' language skills and knowledge of Gaelic culture.

4.1c.28 Fèisgoil will contribute to Creative Scotland's commitment to increasing opportunities for everyone to extend their understanding of themselves through engagement with the arts and creative industries. It will help deliver the UN Convention on the Rights of the Child to rest, leisure and play, cultural life and the arts.

In collaboration with Education Scotland and e-Sgoil, Fèisean nan Gàidheal will be one of the partners in the Creative Catalysts programme. This will involve working with Gaelic medium secondary school learners in the Western Isles on ideas to embed children's rights into culture, policy and practice. The sessions will involve actively listening to their experiences of learning, identifying challenges and finding creative solutions, acting as a catalyst for change and new thinking within the existing education system.

4.1c.29 One of the significant features of working with young people in schools is the opportunity it offers to include everyone in creative activity regardless of ethnic origins, social backgrounds, creative skills, learning capabilities or geographical location. For example, Fèisean nan Gàidheal has a contract with High Life Highland to deliver traditional music classes in all Highland Council primary schools through the Youth Music Initiative (YMI) as well as providing singing tuition in Uist and Barra schools for Comhairle nan Eilean Siar.

4.1c.30 YMI work provides good quality, regular, progressive and participative educational experiences in traditional music for all pupils in a class. Local Fèisean are closely involved in delivery and use the opportunities afforded by access to school pupils to promote their own work as well as fostering good relationships with the schools from which their Fèis participants are drawn.

4.1c.31 The Blas education programme will bring skilled artists into schools, either for performances that help build future audiences, or for workshops that give pupils a participative experience. In partnership with bodies such as Live Music NOW and Music in Hospitals, this work will extend to hospitals and care homes.

4.1c.32 Our Meanbh-Chuileag theatre-in-education programme will provide school pupils with a valuable Gaelic medium drama experience in a flexible learning environment, encouraging participation. Consultation will take place on the subject matter of the works produced. In the past social issues have been tackled, complementing the work being done in schools, while at other times the programme deals with elements of traditional Gaelic culture. The annual Gaelic pantomime will encourage a high level of active participation among pupils.

4.1c.33 Similarly, our Sporan initiative exists to engage young people not in Gaelic medium education. Drama is a powerful tool in engaging young people who are learning Gaelic, or those who have never experienced it, with this rich element of Scotland's culture.

4.1c.34 Our Hùb Hàb early years initiative will create work including music, Gaelic song, drama and puppetry that encourages a high level of active participation by children with and without Gaelic language skills.

4.1c.35 Our annual Gaelic Drama Summer School will provide young adults with the opportunity to engage in an intensive creative experience. They are taught to express themselves and communicate in different ways, are involved in creative writing, film-making, technical skills and performance.

4.1c.36 Our 5 Latha Gaelic medium residential event in Lewis, which experiences high demand, provides a unique opportunity for young people to engage in creativity, exploring Gaelic song and traditional music alongside community work such as crofting, fishing, cooking and weaving. As well as the artistic skills gained, this event expands the vocabulary of participants through intergenerational transmission with all activities delivered in Gaelic.

4.1c.37 Residential events are deliberately held in communities where Gaelic is spoken widely to enable participants to use the language in a range of situations and strengthen Gaelic use in those communities.

Work Theme
4.1d

ENGAGE AND DEVELOP AUDIENCES

RATIONALE

4.1d.1 **We recognise our work offers opportunities for local residents and visitors to experience Gaelic arts and cultural events which promote Scotland's distinctiveness. We acknowledge the benefits performance opportunities can bring in developing the skills of young people and offering opportunities to experiment. We value and support events which enhance community cultural development, grow audiences, provide employment opportunities, as well as contributing to the economy, social cohesion and wellbeing. We recognise the value of community events in enabling people settling in Scotland to experience Scottish culture and to integrate more readily. People should not have to travel to centres of population to access excellent events. Cultural events and activities in small communities are both desirable and a means of supporting more environmentally sustainable work.**

OUTCOMES TO BE DELIVERED THROUGH THIS WORK THEME (see table in section 3 for text)

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

STRATEGY

Our priorities and timetable to **Engage and Develop Audiences** shall include:

		2024/25	2025/26	2026/27	2027/28
4.1d.2	Continuation of support for local Fèis performances	√	√	√	√
4.1d.3	Increasing the use of Gaelic in Fèis performances	√	√	√	√
4.1d.4	Support for Fèis Cèilidh Trails or other tourism-based performance activities	√	√	√	√
4.1d.5	Organisation of an annual Blas Festival, or rural programming, including new commissions	√	√	√	√
4.1d.6	Organisation of events which help people settling in Scotland to experience local culture and share their culture	√	√	√	√
4.1d.7	Residential opportunities with arts and related activities delivered in Gaelic, contributing to domestic tourism	√	√	√	√
4.1d.8	Promoting Fèis participation in national events and themed years	√	√	√	√
4.1d.9	Participation by Fèis musicians in learning and showcasing opportunities in Scotland or abroad, with a focus on Gaelic-speaking Cape Breton and Ireland	√	√	√	√
4.1d.10	Ensuring our work is available to a wide and diverse audience through digital platforms, in particular FèisTV	√	√	√	√
4.1d.11	Delivery of Tasgadh and Maoin nan Ealan Gàidhlig on behalf of Creative Scotland and Bòrd na Gàidhlig as funding permits	√	√	√	√

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

WHAT WE WILL DO

4.1d.12 In implementing the above strategy, Fèisean nan Gàidheal will continue to support Fèisean to provide performance opportunities for young people in traditional music, Gaelic song,

traditional dance and Gaelic drama. Such events provide employment opportunities for artists, build confidence and increase visibility and wider community participation.

4.1d.13 Cèilidh Trails provide good quality performance experiences and employment for young musicians as well as entertainment for visitors and local residents. We will support local Fèis Cèilidh Trails as finance allows.

4.1d.14 The Blas Festival is a successful partnership between The Highland Council and Fèisean nan Gàidheal offering an authentic taste of the Highlands to locals and visitors alike. It employs hundreds of artists at industry standard rates, or above. It has been normal for Cape Breton musicians to participate in Blas each year and young Fèis musicians have taken part in Celtic Colours. These exchanges support cultural tourism, the Scottish Connections Framework and have helped deliver on a Memorandum of Understanding between The Highland Council and the Provincial Government of Nova Scotia.

Blas normally consists of around 35+ live events and ordinarily around 55% of the Blas audience comes from the Highlands, with 27% from the rest of Scotland and 18% from outside Scotland. Events broadcast on FèisTV and, at times, BBC ALBA showcase our culture, language, heritage and environment across the world. We will continue to grow audiences by developing the events on offer and explore ways for a more diverse range of people to access live events digitally through our FèisTV service.

4.1d.15 Gaelic language and youth are to the fore in Blas events, making the festival unique both within Scotland and internationally. There is usually a new commission, decided upon by a panel following open advertising. Blas makes a virtue of bringing high quality events to small venues across the Highlands as well as utilising larger venues that form part of Scotland's arts infrastructure. The events feature production values not normally accessible to, or affordable for, promoters in small communities. Quality events in small communities removes the need for people to travel to larger centres of population, reducing environmental impact while addressing equality of cultural provision.

4.1d.16 Local promoters are consulted annually on the acts they would like to see at Blas and promote in their communities. Young people are involved, along with representatives of Fèisean nan Gàidheal and The Highland Council, in the Blas programming group and the festival is developed collectively. Musicians, promoters and audiences are surveyed after each festival to measure its success and to inform improvements and future planning.

4.1d.17 While we hope it continues, local authority funding is uncertain. Should the nature of the partnership with The Highland Council change, Blas could continue as a showcase for the Fèis movement or as a brand for programming events in rural and island communities.

4.1d.18 Fèisean nan Gàidheal will work with the Highland Migrant and Refugee Action (HiMRA) project and the Scottish Refugee Festival. We will organise and arrange the participation of traditional musicians in 'welcome' events to bring together people who identify as migrants and refugees aiming to strengthen community integration and social inclusion.

4.1d.19 A number of Fèisean have had refugee children taking part in their regular activities and work to engage migrants and refugees will continue as part of our programme delivery.

4.1d.20 We will keep in touch with alumni and participants and offer them further opportunities from time-to-time. We will communicate regularly with Fèis contacts and committee members and rely on them to communicate with their participants. We will use online solutions such as Mailchimp, JotForm, SurveyMonkey and social media such as Facebook, Twitter and Instagram, as well as data harvested from tickets sales, to communicate more widely with participant and audiences to gain feedback.

4.1d.21 In the past, Fèisean nan Gàidheal has been involved in various themed years as well as national and international showcase events such as the 2014 Commonwealth Games Cultural Programme. We developed and delivered the only Highland and Gaelic signature event for the 2018 Year of Young People and Fèis participants played at the opening of the 2023 Edinburgh International Festival. We have been involved in most themed years and will continue to be when opportunities arise relevant to the work of the Fèisean.

4.1d.22 Fuaran singers and Cèilidh Trailers have taken part in Celtic Colours in Nova Scotia and we would hope to build on the relationship with the festival as well as maintain links with Irish counterparts through Colmcille and Ealain na Gaeltachta, with which there are some long-standing collaborations. There will be limited face-to-face interaction with groups which have aims similar to Fèisean nan Gàidheal, mainly where the opportunity exists to work together in common Gaelic. Other than that, international work will be confined to mostly online engagement with networks such as Amateo and the European Folk Network. Some opportunities for performance and tuition may arise from those networks and we would continue to support such links while ensuring we continue to reduce carbon use.

4.1d.23 From time-to-time Fèisean nan Gàidheal organises showcase concerts to promote the work we do and to give young people an opportunity to perform in professional venues with high production values. We will provide showcase opportunities for Fèis participants, at our own hand and in cooperation with others, in Scotland and abroad as opportunities arise. These will be produced with the best quality production values ensuring a positive experience for performers and audience.

4.1d.24 The BBC, and others, have broadcast several strands of our work on television and radio. We will seek to work with BBC ALBA in providing content for programming, and with other media to ensure our work reaches a wide audience and is available digitally, both as a record of achievement and for the public to enjoy. Through FèisTV we expect to broadcast regular events and charge, where appropriate, for people to view.

4.1d.25 If Creative Scotland continues to provide finance for Tasgadh, we will continue to deliver the popular, light-touch traditional arts fund which allows organisations and individuals to access small grants for projects against agreed criteria.

4.1d.26 We will also continue to deliver grants for Gaelic arts projects through Maoin nan Ealan Gàidhlig, subject to funding from Creative Scotland and/or Bòrd na Gàidhlig.

4.1d.27 All in all, we would expect to engage audiences of around 50,000 annually, in-person and online, through this work theme as well as working with around 70 successful applicants annually through Tasgadh and Maoin nan Ealan Gàidhlig. This figure may fluctuate depending on the programme it is possible to deliver with available funding but we are aiming to grow numbers to around 70,000 by 2027/28.

Work Theme
4.1e

MANTAIN HIGH STANDARDS IN GOVERNANCE AND STAFFING

RATIONALE

4.1e.1 **It is important to have an engaged Board of Trustees to set strategy, maintain an overview of funding agreements and to monitor Fèisean nan Gàidheal's performance in delivering required outcomes. The Board must also ensure compliance with all requirements of Companies House, OCSR and other contractual and legal obligations.**

4.1e.2 **The Board understands its duty to assess risk and to develop and review robust and relevant policies to support staff and ensure their safety, as well as that of volunteers, freelance artists and participants involved in activities organised, or funded, by Fèisean nan Gàidheal.**

4.1e.3 **Board and staff must ensure policies are adhered to and that risk is managed in relation to all activities. Staff ensure that the principles of equality, diversity and inclusion (EDI) are embedded in the organisation's work and the Board has a role in monitoring delivery of Fèisean nan Gàidheal's EDI and Carbon Reduction plans.**

4.1e.4 **Fèisean nan Gàidheal is a Living Wage employer and the Board has committed to Fair Work First and recognises its duty of care over all staff, its role in appointing senior staff and ensuring all are supported to deliver the work required of them.**

4.1e.5 **The Board is also committed to ensuring succession, both within the staff and at Board level, undertaking initiatives to ensure new Board members are interested in standing for election and maintaining Fèisean nan Gàidheal's reputation as a good employer.**

OUTCOMES TO BE DELIVERED THROUGH THIS WORK THEME (see table in section 3 for text)

1	2	3	4	5	8	9	12	15

STRATEGY

Our priorities and timetable to **Maintain High Standards in Governance and Staffing** shall include:

		2024/25	2025/26	2026/27	2027/28
4.1e.6	Holding regular Board meetings with papers published on the organisation's website to ensure transparency	√	√	√	√
4.1e.7	Convening any other meetings to ensure good governance	√	√	√	√
4.1e.8	Maintaining a programme for potential Board members to experience meetings in advance of standing for election		√		√
4.1e.9	Offering a full induction to new Board members outlining Fèisean nan Gàidheal work and their responsibilities		√		√
4.1e.10	Ensuring the continued involvement of young people in decision-making	√	√	√	√
4.1e.11	Ensuring all policies are kept under review and are revised early should circumstances change	√	√	√	√
4.1e.12	Engaging in discussion and agreement of short, medium and long-term plans for Fèisean nan Gàidheal	√	√	√	√
4.1e.13	Maintaining an overview of agreements with funding bodies, ensuring regular monitoring of performance and commissioning an independent study to measure impacts	√	√	√	√
4.1e.14	Maintaining an overview of an agreed EDI Plan and ensuring an annual progress report is considered by the Board	√	√	√	√

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4.1e.15	Ensuring that EDI is considered in all planned activities	√	√	√	√
4.1e.16	Ensuring a risk register is maintained and an annual report on risk management is considered by the Board	√	√	√	√
4.1e.17	Ensuring carbon use is considered in relation to all aspects of the programme and that an annual progress report on carbon reduction is agreed by the Board	√	√	√	√
4.1e.18	In line with Creative Carbon Scotland's guidance, producing an Adaptation Plan for Fèisean nan Gàidheal	√	√		
4.1e.19	Ensuring compliance with the Scottish Government's Fair Work First initiative	√	√	√	√
4.1e.20	Ensuring staff are paid fairly and that they are offered any training necessary to enable them to reach their potential	√	√	√	√
4.1e.21	Ensuring all staff undergo an annual review with an opportunity for open discussion on pay and conditions	√	√	√	√
4.1e.22	Ensuring compliance with all requirements of Companies House and OCSR	√	√	√	√
4.1e.23	Ensuring compliance with all contractual and legal obligations, including those relating to taxes and pensions	√	√	√	√
4.1e.24	Publishing an Annual Report featuring highlights of activities undertaken, statistics and a financial statement	√	√	√	√

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

WHAT WE WILL DO

4.1e.25 Governance arrangements build on a review of the function, appositeness and efficacy of Fèisean nan Gàidheal's Board conducted in January 2013, with changes to election procedures instituted at that time, further revised in 2019 to ensure youth representation.

4.1e.26 Members of Fèisean nan Gàidheal's Board are selected through an open process of nomination and election to ensure Fèis representatives have overall responsibility for the organisation's strategic direction. The Board reflects the community it serves with the power to co-opt members should specific additional skills be required.

4.1e.27 To encourage new members to stand for election, we will organise 'come and try' sessions where prospective Board members take part in meetings to see how they operate.

4.1e.28 New Board members will undergo an induction workshop outlining the principles of corporate responsibility, roles as directors of Fèisean nan Gàidheal and trustees of a charity with a comprehensive overview of the organisation's programme.

4.1e.29 The Board of Trustees will normally meet four times annually with additional meetings if necessary. Board papers will be available online a week in advance of each meeting, produced in a digital format only with members utilising iPads at meetings to access them. This ensures transparency and eradicates the cost, financially and environmentally, of producing and distributing papers.

4.1e.30 Observers from funder, namely Creative Scotland, Bòrd na Gàidhlig, The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council are entitled to attend Board meetings.

4.1e.31 We will aim to reduce carbon use in delivering our programme through a variety of initiatives, including delivery of measures agreed with Creative Carbon Scotland and in line with the Green Arts Charter, to which Fèisean nan Gàidheal was among the first to sign-up, having been involved in its development.

4.1e.32 Alternate Board meetings shall be held online, cutting down on travel.

4.1e.33 We have continue the 'greening' of office premises, discouraging unnecessary paper use, replacing lighting with energy efficient LED bulbs, upgrading insulation and purchasing electricity from providers utilising renewable energy sources.

4.1e.34 We will promote use of locally-sourced food, where appropriate, and ban single use plastic at all events organised by Fèisean nan Gàidheal. In line with our Environmental Policy, and recently issued guidance, local Fèisean will be encouraged to do likewise with all of us in the network engaging further in a range of carbon offsetting and insetting initiatives.

4.1e.35 While we are committed to operating in an environmentally sustainable manner, the practice is somewhat frustrated by the quality of communications available to some of our members. Many are based in rural areas with poor mobile phone or broadband connections. 3G or 4G mobile connectivity, never mind 5G or superfast broadband, remains an unrealistic prospect for some.

4.1e.36 The same is true of public transport in rural areas the quality and quantity of which often necessitates travel by car where an alternative form of transport might be more environmentally friendly. Trains and buses are not always viable options in some communities and the charging infrastructure is not sufficiently developed in the Highlands and Islands to make the widespread use of electric vehicles viable at present, along with the purchase costs.

Creative Carbon Scotland data[15] shows Fèisean nan Gàidheal is responsible for just 0.25% (a quarter of 1%) of carbon emissions produced by the pre-2025 cohort of Creative Scotland regularly funded organisations. Although there has been good progress in recent years, travel remains our biggest source of emissions, so we will explore:

- The use of public transport where at all possible
- Carpool and link-up journeys to reduce the number of single passenger journeys
- Purchasing/leasing hybrid or electric vehicles that can be used by staff

We are aiming to further reduce domestic travel by 20% before 2026, in line with the recommendation of Creative Carbon Scotland. Where international travel is deemed necessary and options other than air are available, we would use the least damaging method of transport possible, perhaps bus, rail and ferry. Where flights are necessary, we will favour airlines which utilise greener fuel, implement carbon offsets and are actively involved in working towards the future utilisation of electricity or hydrogen.

4.1e.37 We will be developing an Adaptation Plan, depending on guidance from Creative Carbon Scotland, to address further our carbon use and introduce a range of measures to ensure reductions in delivering our future programme. We will also consider climate change risks and add them to the organisation's risk register for regular monitoring and mitigation, where needed, to maximise our efforts.

4.1e.38 Fèisean nan Gàidheal will strive to ensure excellent management of resources to the maximum benefit of the Fèis movement and funders. All policies were revised in 2021-22 to reflect changes in legislation and to promote best practice. In light of allegations of abuse, a new Safe Place Policy was developed and agreed, followed by the *Bruidhinn Rium* initiative which identifies individuals to whom young people can talk in the event they feel uncomfortable or threatened.

4.1e.39 A range of policies, procedures and guidance documents is in place is to ensure participants in our activities as well as the people we work with, and who work for us, are protected and provided with guidance.

The following are available on Fèisean nan Gàidheal's website:

[15] https://www.feisean.org/wp-content/uploads/Board-081223.pdf (page 133)

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

4.1e.40 A Risk Register is maintained with assessment and management of risks undertaken by staff on a day-to-day basis. The Board acknowledges its ultimate responsibility, maintains a regular overview of risks and receives an annual report on the top risks and ways in which these are mitigated. Risk is taken very seriously by management and is a consideration in everything they do. A number of new risks were added to the register in response to the pandemic and current cost-of-living crisis to ensure the organisation copes through challenging times.

4.1e.41 Quarterly management accounts will be available to the Board and funders allowing them to ensure that income and expenditure is on-track for each period, or variances explained. Since management accounts will be prepared by our external auditors, trustees and funders should have some added comfort as to the accuracy of the figures presented.

4.1e.42 Having devised a quarterly reporting model which outlines progress against the deliverables set against measures within our programme and the agreements in place with all our main funders, we will continue to offer such reports to the Board and funders. Funders will also receive all papers for meetings of the Board of Trustees.

4.1e.43 Having worked with a budget of at least £1.3m annually over the past decade, in recent years as much as £1.8m, with funding from multiple sources, Fèisean nan Gàidheal has demonstrated sound financial management. It has regularly operated with a view to maintaining a reserve sufficient to sustain the organisation for 3 months in the event of withdrawal of funding to the extent that would necessitate the organisation closing down and redundancy settlements, and other obligations, having to be met.

4.1e.44 The organisation shall deal timeously with any new PAYE or pension regulations and, at all times, remain fully up to date with PAYE and VAT payments to HMRC and ensure returns to Companies House and OSCR are filed on time.

4.1e.45 An Annual Report will be made available to the public on our website along with our full Audited Accounts.

4.1e.46 Fèisean nan Gàidheal operates a wholly owned subsidiary, Blas Festival Ltd, the Board of which consists of three nominees of Fèisean nan Gàidheal. Separate accounts shall be kept for Blas Festival Ltd, which is VAT-registered, and consolidated audited accounts produced for the activities of it and Fèisean nan Gàidheal.

4.1e.47 Fèisean nan Gàidheal is committed to equality and diversity across the organisation and among Fèisean. Inclusion has been a hallmark of the Fèis movement. Our Board, staff, tutor and performer cohort will demonstrate gender equality and engagement in the work of the Fèisean will include people from communities across Scotland, of all ages and backgrounds. As outlined in Work Theme 4, there will be ongoing work with refugees and others.

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

Diversity is more problematic since our own EDI data confirms that the majority of people who engage with Gaelic culture identify as being of White Scottish ethnicity. However, we are proactive in trying to tackle this through our work in communities and schools. One notable, recent example was the production of a Gaelic film - *Eliza* – to mark B:M 2020. As young people from more diverse ethnic backgrounds choose Gaelic medium education, for example, we are seeing a more diverse range of young people wishing to experience Gaelic culture through the Fèisean.

4.1e.48 While it might appear *Gàidheil* - Gaelic speakers – are not specifically protected under the Equality Act 2010, in his *Independent Review of Hate Crime Legislation in Scotland,* Lord Bracadale stated "there is a fairly strong argument that Gaelic speaking Gaels belong to an 'ethnic group' within the meaning of the current race aggravation." He concluded that, in a case in which hostility towards Gaelic speakers did amount to a criminal offence, prosecution could be considered under current legislation.

4.1e.49 Fèisean nan Gàidheal believes that, as a minority group, it is an issue of equity to focus on the needs of Gaelic speakers, which are different from the needs of people who do not speak the language and our work, therefore, delivers the inclusion and diversity public bodies seek, at least in part. Fèisean nan Gàidheal could be described as diversity led.

4.1e.50 Gaelic speakers are a minoritised community within Scotland. Our work shall aspire to give the Gaelic language parity of treatment, and equal respect, with English. We shall aim to foster a better understanding of the language and engender positive attitudes towards Gaelic and positive associations with the language among participants in our activities.

4.1e.51 Most public bodies in Scotland have a statutory requirement to support and promote Gaelic and Fèisean nan Gàidheal's work helps the bodies with which it works demonstrate, in part at least, delivery of that commitment.

4.1e.52 We will ensure equality, diversity and inclusion is integral to our work, and demonstrated in our working practices. We will continue to engage in delivering a separate EDI Action Plan (see Annex 1 for our current plan) with a range of measures designed to further embed EDI good practice and raise awareness among those with whom we work.

4.1e.53 Our Access Policy goes into further detail about commitments to other areas of inclusion. We have a specific fund in place, for example, to ensure access to creative work by covering any additional costs in employing carers to accompany young people with disabilities or additional needs and/or additional tutors to meet their needs.

4.1e.54 Fèisean nan Gàidheal is committed to Fair Work First and has been accredited as a Living Wage Employer. All contractors and freelance artists are paid in line with industry standard rates set by the Scottish Artists' Union, the Musicians' Union and Equity as appropriate.

Through conditions of grant, the organisation promotes fair pay within its membership, the extent to which individual Fèisean are able to comply fully being determined by their financial own circumstances. However, holders of posts funded directly by Fèisean nan Gàidheal must be paid the Real Living Wage as a minimum.

Fair Work First is a regular item on the agenda of staff meetings at which anyone can raise points or concerns and staff also have a voice through the organisation's appraisal process with conversations about such matters encouraged during formal discussions.

4.1e.55 In addition to the leadership provided by the Trustees, key to delivering this plan will be the retention of a skilled and diverse workforce.

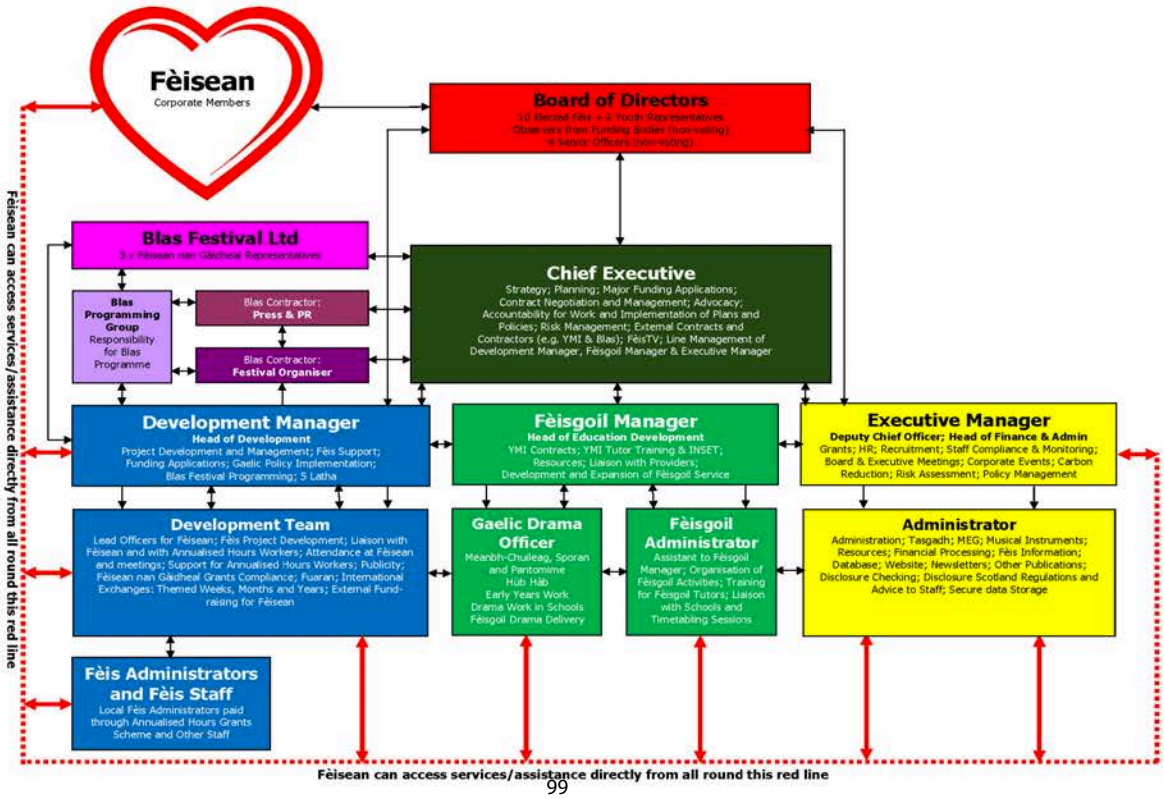
4.1e.56 We will continue to value the contribution of some of Scotland's foremost musicians, singers, dancers and drama practitioners who tutor at Fèisean and we shall offer fair pay for their work with us. Fèisean nan Gàidheal shall ensure tutors are paid at least industry standard rates for their work directly for us. As alluded to in 4.1e.54, funds available between 2018 and 2024 did not allow us to insist that Fèisean did the same. We would like to rectify this as we recognise there is a risk that, without adequate pay, the Fèisean may lose tutor expertise. See Work Theme 1 for further information.

4.1e.57 Fèisean nan Gàidheal's staff and Board will continue to maintain good relationships with Creative Scotland, Scottish Government, Bòrd na Gàidhlig and a growing number of local authorities with which it works.

4.1e.58 We will engage with the Traditional Music Forum, Hands Up for Trad, FilmG, Creative Scotland's Traditional Arts Working Group, Seachdain na Gàidhlig, the Music Education Partnership Group, the Highland Youth Music Forum and An Comunn Gàidhealach. We will participate in appropriate Culture & Business Scotland events and maintain relationships with other organisations including Comunn na Gàidhlig, Music in Hospitals, Live Music NOW, Theatre Gu Leòr, and more, in delivering mutually beneficial programmes of work.

Internationally, we aim to work more closely with Taigh Sgoile na Drochaide (Cape Breton's Gaelic medium school), Celtic Colours, Mìos nan Gàidheal, Amateo, the European Folk Network and Ealain na Gaeltachta. We believe such interaction is worthwhile in ensuring a Gaelic dimension to the activities of others and we also benefit from learning how similar organisations operate in other countries. Interaction with international partners helps deliver on the aspirations of the Scottish Connections Framework. Engagement between artists from various countries has always resulted in interesting creative collaborations and mutual respect for cultures.

4.1e.59 Although they cover the whole of Scotland, the majority of our officers are based in the Highlands & Islands, retaining jobs in the region. Our team takes seriously its responsibility to serve all the Fèisean with issues of costs in travelling widely across Scotland as well as carbon reduction targets a constant consideration.



4.1e.60 As with all areas of our operation, our staff complement must remain under review to ensure we have a staffing structure that can deliver the outcomes expected of this plan. We must be ready to adapt to change and alter our structure in light of feedback, research, changes in funding or priorities in order to ensure delivery of our programme as fully as possible.

Fèisean nan Gàidheal's staffing structure at the start of the delivery of this plan, along with an outline of individuals' areas of responsibility, is shown in the preceding page. We encourage Fèisean to use their Lead Officer from our development team as the first point of contact with us but recognise, for various reasons, this may not always be practical. The structure reflects the access points available to Fèisean. In short, any member of the team will assist the Fèisean.

4.1e.61 Within the context of those structures and outwith, Fèisean nan Gàidheal's team will continue to work as advocates for the traditional arts and Gaelic language, collaborating with others to widen access to, and understanding of, the sector.

4.1e.62 In order to ensure some independence in measuring success of the delivery of this Programme Plan, it is anticipated we would commission an impact report, most likely in 2027, as referenced in 4.1e.13. This would build on evidence gathered for the 2022 publication *The Cultural, Social, Economic, Linguistic and Wellbeing Impacts of Fèisean nan Gàidheal* and earlier studies done by HIE and others.

5 What our programme delivers for others

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

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

Fair Work	*	*	*	*	*
International	*			*	
5.4 National Gaelic Language Plan 2023-28					
Gaelic is normalised as a language in the home, socially and in the workplace across the country.	*	*	*	*	*
Everybody in Scotland can access and enjoy Gaelic arts and culture in person and online.	*	*	*	*	
Local Authorities will ensure year-on-year growth in Gaelic medium education (GME) at early years, primary and secondary levels; and in Gaelic learner education (GLE)			*		
Primary pupils across Scotland will have enjoyed and benefited from engaging with Gaelic through the 1+2 languages policy.			*		
Clear pathways for language acquisition and language strengthening for those who want to re-introduce Gaelic into their lives will be accessible to all wishing to learn Gaelic		*	*		
Local Authorities and national education organisations will include cultural, sport and leisure content in their GME curriculum.	*		*	*	
Support, including continuous professional learning, for the network of Gaelic Officers to develop local programmes for all ages is increased.		*			*
Local Authorities support and grow Gaelic as a modern language in line with the 1+2 national policy.			*		
Ensure the digital offer for online curriculum delivery strengthens and expands GME and GLE in schools at primary and secondary levels annually.			*		
Gaelic skills included and promoted in careers opportunities, routes to employment, skills training, and apprenticeships.		*	*	*	*
Media will run throughout delivering the Plan - in the home, in the community, in the economy and in learning.	*	*	*	*	*
More arts organisations, activities and festivals encouraged and supported to include Gaelic so that it is more widely heard and seen.	*			*	
Increase support from public bodies for Gaelic arts bodies to create opportunities, access, skills, and participation.	*	*	*	*	
The Royal National Mòd will continue to be supported as the premier Gaelic language and cultural festival in Scotland.			*		
Expand the Gaelic labour market through promoting careers which value Gaelic skills, apprenticeships, skills development and training programmes and strengthen career routes and		*	*		*

succession planning for careers where Gaelic is deemed essential or desirable.					
VisitScotland, in partnership with Creative Scotland and Historic Environment Scotland, will renew the Gaelic Tourism Strategy.				*	*
Public Authorities in traditional Gaelic communities will support the delivery of outcomes identified by community-based Gaelic Language Plans.	*	*	*	*	*
Increase the co-ordination with all the projects which enrich and retain the vitality of the Gaelic language.	*	*	*	*	*
5.5 The Highland Council Gaelic Language Plan 2023-28					
Increase the use of Gaelic	*	*	*	*	*
Increase the learning of Gaelic	*	*	*	*	
The Highland Council will develop Gaelic community learning and development plans around the standalone Gaelic schools and schools with a Gaelic medium department to support Gaelic Medium Education (GME) pupils and Gaelic Learner Education (GLE) pupils.			*		
Work in collaboration with GME schools to develop community learning and development plans, to support the school, pupils, and the wider Gaelic community.	*		*		
Develop opportunities for inter-generational activities.	*		*	*	
Enhance and further develop community learning and development liaison within the standalone Gaelic schools in the Highland area.	*		*	*	
Continue to support and increase extra-curricular activities which are delivered through Gaelic.	*		*		
In liaison with Gaelic organisations, increase opportunities for GME pupils to engage in Gaelic arts, music and culture.	*		*	*	
Increase and further develop cultural events in partnership with Gaelic schools.	*		*	*	
Continue to provide programmes of Gaelic activities and events during school holidays to increase Gaelic usage outwith formal education.	*			*	
In partnership with Gaelic organisations and community groups, organise a range of Gaelic cultural community events.	*		*	*	
Organise Gaelic youth residentials that promote Gaelic, and language and culture connections between Celtic countries.			*	*	
Deliver an annual Gaelic culture community day.	*		*	*	
The Highland Council will collaborate with, and support, local and national Gaelic media and arts initiatives.	*		*	*	

Work in partnership with other local and national organisations to support Gaelic cultural activities across the Highlands.	*		*	*	
Work with relevant agencies and partners such as HIE, SDS, VisitScotland, SMO, Creative Scotland, Historic Environment Scotland and Bòrd na Gàidhlig to realise the economic benefits of Gaelic and its culture.				*	*
Subject to annual review, continue to work in collaboration with organisations to deliver Gaelic cultural, music, drama and arts activities.	*		*	*	
Work with relevant agencies and partners to develop a Creative Industries (Arts) Economic Impact Study.	*			*	*
Work with VisitScotland and local tourism organisations and forums to continue to promote Gaelic as a mechanism for attracting tourism and enhancing the visitor experience.				*	
Increase access to L2 and L3 Gaelic to 70% through digital support. (NGLP target).			*		
5.6 The National Plan for Scotland's Islands					
Invest in our cultural and historic resources, to ensure that islanders are encouraged to engage with, and participate in, arts and culture.	*		*		
Support, develop and promote the creative talents of islanders, and ensure that the culture of Scotland's islands has a wide audience both nationally and abroad.	*	*	*	*	
Support all of Scotland's indigenous languages and dialects in ways that are relevant to the communities where these are spoken.	*	*	*	*	
Ensure that the commitments in this plan are informed by and aligned with commitments in the National Gaelic Language Plan.	*		*	*	*
Ensure that the effect on Gaelic language development is considered from the outset in island-specific policies and initiatives and that these link to statutory Gaelic language plans.	*	*	*		*
Work with public authorities and community groups in increasing the use and visibility of Gaelic in Gaelic speaking island communities.	*	*	*	*	*
Work with UHI and other education providers to ensure a broad range of options are available to young people.		*	*		*
Work with young people across all Scottish islands to ensure that they are able to contribute to the implementation of the Plan from an education perspective.	*	*	*		*
Continue to support and promote Gaelic medium education at all levels.	*	*	*	*	*

6 Budget projections 2024-28

6.1 Fèisean nan Gàidheal has taken account of the outcomes it seeks to deliver over the 4-year period of this plan and has prepared budgets which, in the organisation's view, would be required to enable their delivery.

6.2 Until the results of upcoming funding opportunities are known, it is difficult to look ahead with confidence, particularly while the effects of the cost-of-living crisis as well as cautious messaging on future cultural funding contribute to uncertainty, factors acknowledged in our risk register. We will always seek to secure funding from other sources, particularly trusts and foundations, but have taken a conservative view of potential given the competition for such funds. We also hope that new, one-off projects may come our way, as has been the case in the past, which have the potential to increase our income as well as engagement opportunities for artists and communities.

6.3 The main financial aims of this plan are to:

(a) deliver an ambitious programme which will support the core cohort of community Fèisean, widen access to Gaelic language and the traditional arts as well as providing significant employment opportunities for freelance artists

(b) create the circumstances in which Fèisean are funded at a level which enables them to follow Fèisean nan Gàidheal's lead in complying with Fair Work First

(c) ensure Fèisean nan Gàidheal can invest in its workforce, including staff, external contractors and volunteers to ensure delivery of outcomes and skills development
and

(d) ensure stability and the retention of a reasonable unrestricted reserve which, in 2022-23, reached a level with which the organisation is comfortable, outlined in 4.1e.43.

6.4 4.4.6 outlines the impact of standstill funding over many years and the changes to funding since the last time regular funding was agreed with Creative Scotland. A significant uplift in funds from Creative Scotland is required if we are to be enabled to deliver our ambitious Programme Plan, commit fully to Fair Work First, adaptations to reduce carbon and cope with increased operational costs.

6.5 Unpalatable choices may be a consideration should the required resources not materialise. There is a risk that such a scenario would result in a significant decrease in activity with a commensurate reduction in staffing and knock-on effects for culture, including the Gaelic language, in Scottish society. In revitalising a minoritised language, to which our work contributes significantly, any loss of momentum presents a series of risks. Gaelic is in a fragile position and support is needed to ensure its continuation as a language used in communities.

6.6 We believe our plan to be ambitious for our sector and our budgets achievable, sensible and as realistic as possible given knowledge of past delivery and present circumstances. Both will be kept under review and adjustments made as the funding position becomes clearer.

6.7 The column headed WT in the budget indicates proposed expenditure on the Work Themes detailed in this plan.

	WT	2024-25	2025-26	2026-27	2027-28
INCOME					
Core Grants					
Creative Scotland Regular Funding		£257,000	£346,273	£370,828	£405,358
The Highland Council		£15,694	£22,852	£22,852	£22,852
Comhairle nan Eilean Siar		£2,900	£2,900	£2,900	£2,900
Argyll & Bute Council		£6,450	£6,450	£6,450	£6,450
Bòrd na Gàidhlig		£60,000	£60,000	£60,000	£60,000
Highlands & Islands Enterprise		£5,000	£9,000	£9,000	£9,000
Total Core		**£347,044**	**£447,475**	**£472,030**	**£506,560**
Retained Management Fees		**£95,200**	**£123,700**	**£131,700**	**£136,700**
Fèis Grants Scheme					
Creative Scotland Regular Funding		£127,900	£235,900	£235,900	£235,900
The Highland Council		£22,100	£22,100	£22,100	£22,100
Argyll & Bute Council		£12,000	£12,000	£12,000	£12,000
Bòrd na Gàidhlig		£30,000	£30,000	£30,000	£30,000
Total Grants Scheme		**£192,000**	**£300,000**	**£300,000**	**£300,000**
Fèis Development Fund					
Creative Scotland Regular Funding		£0	£13,500	£13,500	£13,500
Total Fèis Development Fund		**£0**	**£13,500**	**£13,500**	**£13,500**
Annualised Hours					
Creative Scotland Regular Funding		£11,000	£22,500	£22,500	£22,500
Total Annualised Hours		**£11,000**	**£22,500**	**£22,500**	**£22,500**
Devolved Grants Schemes					
Creative Scotland Regular Funding		£90,000	£90,000	£90,000	£90,000
Bòrd na Gàidhlig		£30,000	£30,000	£30,000	£30,000
Total Small Grants Schemes		**£120,000**	**£120,000**	**£120,000**	**£120,000**
Training & Workforce Development					
Creative Scotland Regular Funding		£3,000	£6,000	£6,000	£6,000
Total Training & Workforce Development		**£3,000**	**£6,000**	**£6,000**	**£6,000**
Fèisgoil					
Bòrd na Gàidhlig		£60,000	£60,000	£60,000	£60,000
Fees (schools)		£5,500	£6,000	£6,500	£7,000
Local Authorities & Public Bodies Contracts		£110,000	£120,000	£130,000	£140,000
High Life Highland		£155,000	£155,000	£155,000	£155,000
Total Fèisgoil		**£330,500**	**£341,000**	**£351,500**	**£362,000**
Blas Festival					
Highland Council & Other Authorities		£75,000	£75,000	£75,000	£75,000
Bòrd na Gàidhlig		£25,000	£25,000	£25,000	£25,000
Sponsorship/Themed Years		£5,000	£5,000	£5,000	£5,000
Box Office		£15,000	£18,000	£19,000	£20,000
Creative Scotland Regular Funding		£25,000	£50,000	£50,000	£50,000
Total Blas		**£145,000**	**£173,000**	**£174,000**	**£175,000**
Miscellaneous Income					
Sale of Books (physical and digital)		£500	£550	£650	£750
Instrument Hire		£5,000	£5,500	£6,000	£6,500
Membership Fees		£6,000	£6,600	£6,600	£6,600
Other (space rental)		£1,000	£1,000	£1,000	£1,000
Bank Interest		£4,000	£3,500	£3,000	£3,000
Total Miscellaneous Income		**£16,500**	**£17,150**	**£17,250**	**£17,850**
Cèilidh Trails					
Creative Scotland Regular Funding		£38,000	£40,000	£42,000	£45,000
Training Fees		£3,500	£3,500	£3,500	£3,500
Box Office		£500	£500	£650	£800
Graduate/Student Placements		£1,000	£1,000	£1,000	£1,000
Total Cèilidh Trails		**£43,000**	**£45,000**	**£47,150**	**£50,300**

Gaelic Residential Events					
Creative Scotland Regular Funding		£0	£13,000	£13,000	£13,000
Participants' Fees		£2,000	£3,000	£3,500	£4,000
Bòrd na Gàidhlig		£20,000	£20,000	£20,000	£20,000
Total Gaelic Residential Events		**£22,000**	**£36,000**	**£36,500**	**£37,000**
Gaelic Song-writing/Collecting					
Creative Scotland Regular Funding		£2,000	£19,000	£10,000	£19,000
Bòrd na Gàidhlig		£0	£0	£0	£0
Total Songwriting/Collecting		**£2,000**	**£19,000**	**£10,000**	**£19,000**
Showcasing and International					
Creative Scotland Regular Funding		£0	£10,000	£10,000	£10,000
Partners		£4,000	£0	£0	£0
Bòrd na Gàidhlig (Colmcille)		£0	£4,000	£4,000	£4,000
Total Showcasing and International		**£4,000**	**£14,000**	**£14,000**	**£14,000**
Resources and Digitisation					
Creative Scotland Regular Funding		£1,767	£7,000	£7,500	£8,000
Bòrd na Gàidhlig		£2,000	£2,000	£2,000	£2,000
Total Resources and Digitisation		**£3,767**	**£9,000**	**£9,500**	**£10,000**
Social Media/News/Digital					
Creative Scotland Regular Funding		£1,000	£2,000	£2,200	£2,400
Total Social Media/News/Digital		**£1,000**	**£2,000**	**£2,200**	**£2,400**
FèisTV					
Subscriptions and Pay-to-View		£2,400	£2,500	£2,700	£2,900
Creative Scotland Regular Funding		£0	£5,000	£5,000	£5,000
Bòrd na Gàidhlig		£3,000	£3,000	£3,000	£3,000
Total FèisTV		**£5,400**	**£10,500**	**£10,700**	**£10,900**
Income still to be raised		£102,301	£0	£0	£0
TOTAL INCOME		**£1,443,712**	**£1,699,825**	**£1,738,530**	**£1,803,710**
EXPENDITURE					
RUNNING COSTS					
Staff Salaries	4.1e	£389,184	£403,513	£429,000	£447,000
NIC Contributions	4.1e	£42,810	£44,386	£47,190	£49,170
Pension Contributions	4.1e	£19,459	£20,176	£25,740	£31,290
Staff Travel, Accommodation & Subsistence	4.1e	£12,000	£13,000	£10,400	£10,000
Office Rent & Rates	4.1e	£20,000	£21,000	£21,000	£21,000
Stationery, Printing, Postage & Photocopiers	4.1e	£11,000	£13,000	£13,000	£13,000
Utilities and Communications	4.1e	£18,000	£15,000	£14,600	£14,300
Board Expenses	4.1e	£3,000	£5,000	£5,000	£5,000
PVG Service	4.1a	£2,000	£2,000	£2,000	£2,000
Insurance	4.1a	£11,000	£12,500	£13,000	£13,500
Sundry Expenses	4.1a	£1,000	£2,000	£2,500	£3,000
Accountancy & Bank Charges	4.1e	£7,500	£7,600	£7,800	£8,000
Professional Fees	4.1e	£3,000	£3,000	£3,000	£17,000
Instrument Bank Maintenance	4.1a	£2,500	£2,000	£2,000	£2,000
Access Fund	4.1a	£2,000	£4,000	£4,500	£5,000
Capital Expenses	4.1f	£2,000	£3,000	£3,000	£2,000
PROGRAMME COSTS					
Grants to Fèisean	4.1a	£192,000	£300,000	£300,000	£300,000
Annualised Hours	4.1a	£11,000	£22,500	£22,500	£22,500
Fèis Development Fund	4.1a	£0	£13,500	£13,500	£13,500
Devolved Grants	4.1d	£120,000	£120,000	£120,000	£120,000
Devolved Grants Management Fee		-£8,500	-£8,500	-£8,500	-£8,500
Training Programme	4.1b	£3,000	£6,000	£6,000	£6,000
Training Programme Management Fee		-£1,000	-£4,000	-£4,000	-£4,000
Fèisgoil	4.1c	£330,500	£341,000	£351,500	£362,000
Fèisgoil Management Fee		-£60,000	-£65,000	-£70,000	-£75,000

Annual Conference	4.1a	£10,000	£12,000	£12,000	£12,000
Blas Festival		£145,000	£173,000	£174,000	£175,000
Blas Festival Management Fee		-£15,000	-£22,000	-£25,000	-£25,000
Support Cèilidh Trails	4.1d	£43,000	£45,000	£47,150	£50,300
Cèilidh Trails Management Fee		-£4,000	-£7,000	-£7,000	-£7,000
Gaelic Residential Events	4.1c	£22,000	£36,000	£36,500	£37,000
Gaelic Residential Events Management Fee		-£3,000	-£4,000	-£4,000	-£4,000
Gaelic Song-writing/Collecting	4.1a	£2,000	£19,000	£10,000	£19,000
Gaelic Song-writing/Collecting Management Fee		-£200	-£4,000	-£4,000	-£4,000
Social Media/News/Digital	4.1a	£1,000	£2,000	£2,200	£2,400
Social Media/News/Digital Management Fee		-£200	-£200	-£200	-£200
Showcasing & International Opportunities	4.1d	£4,000	£14,000	£14,000	£14,000
Showcase & International Opportunities Mgt Fee		-£1,000	-£4,000	-£4,000	-£4,000
Resources and Digitisation	4.1a	£3,767	£9,000	£9,500	£10,000
Resources and Digitisation Management Fee		-£1,000	-£3,000	-£3,000	-£3,000
FèisTV	4.1d	£5,400	£10,500	£10,700	£10,900
FèisTV Management Fee		-£1,300	-£2,000	-£2,000	-£2,000
Contingency		£4,592	£5,150	£5,250	£5,850
SUB-TOTAL EXPENDITURE		**£1,348,512**	**£1,576,125**	**£1,606,830**	**£1,667,010**
Management Fees		£95,200	£123,700	£131,700	£136,700
TOTAL EXPENDITURE		**£1,443,712**	**£1,699,825**	**£1,738,530**	**£1,803,710**
SURPLUS/(DEFICIT)		**£0**	**£0**	**£0**	**£0**

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

Fèisean nan Gàidheal

Cùisean Ionmhasail

Àireamh air a' Chlàr-chùisean: 2.2024.03

Anns an aithisg seo:

Àireamh air a' Chlàr-chùisean: 2.2024.03(a) — **Gnìomh a dhìth**

Teachd a-steach agus cosgaisean 2024-25 leis mar a thionndaidh cùisean a-mach gu 10 Cèitean 2024. — Airson Deasbaid agus Fiosrachaidh

Àireamh air a' Chlàr-chùisean: 2.2024.03(b)

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

Faicibh 2.2024.03(b)-1 airson fiosrachadh mu airgead taistge le Flagstone.

Àireamh air a' Chlàr-chùisean: 2.2024.03(c)

Cothromachadh Ionmhais gu 31 Màrt 2024. — Airson Fiosrachaidh

The seo a' toirt fiosrachadh do bhuill a' Bhùird mu shuidheachadh an ionmhais aig deireadh na bliadhna agus suimeannan a chaidh a phàigheadh. Bidh aithris aig a' choinneamh a' mìneachadh mar a chaidh figearan obrachadh a-mach agus mun bhuaidh a thug na co-dhùnaidhean air buidseat 2024-25.

Àireamh air a' Chlàr-chùisean: 2.2024.03(d)

Cunntasan Riaghlaidh gu 31 Màrt 2024, air an ullachadh le Mann Judd Gordon. — Airson Deasbaid agus Fiosrachaidh

Àireamh air a' Chlàr-chùisean: 2.2024.03(e)

Molaidhean airson taic-airgid nam Fèisean 2024-25 airson aonta bhon Bhòrd. — Airson Aontachaidh

Bu chòir do bhuill a' Bhùird fa-near a thoirt gun deach co-dhùnaidhean air tabhartasan Fèisean na Càisge a dhèanamh leis a' Cheannard na bhreithneachadh air suidheachadh an ionmhais aig deireadh na bliadhna, mar a chaidh aontachadh aig a' choinneimh mu dheireadh den Bhòrd agus a th' air a dhearbhadh ann an 2.2024.03(c).

Anne Willoughby
Manaidsear Gnìomha
An Cèitean 2024

Teachd a-steach agus a-mach 2024-25 leis mar a thionndaidh cùisean a-mach gu 10mh Cèitean 2024

Àireamh air a' Chlàr-chùisean: 2.2024.03(a)

TEACHD A-STEACH	**2024-25**	**ÙINE**	**FÌOR**	**DIOFAR**	
Prìomh Thabhartasan	£415,647	£69,275	£68,900	£374	
Cìsean Stiùiridh	£95,200	£15,867	£0	£15,867	1
Sgeama Thabhartasan	£163,837	£27,306	£30,000	-£2,694	
Maoin Leasachaidh nam Fèisean	£0	£0	£0	£0	
Uairean Bliadhnail	£10,160	£1,693	£0	£1,693	
Tabhartasan Tiomnaichte	£120,000	£20,000	£0	£20,000	2
Trèanadh	£3,000	£500	£3,000	-£2,500	
Fèisgoil	£351,750	£58,625	£36,757	£21,868	3
Fèis Bhlas	£99,869	£16,645	£0	£16,645	4
Teachd-a-steach Eile a chaidh a Chosnadh	£12,800	£2,133	£448	£1,685	
Taic do Chèilidhean air Chuairt	£14,000	£2,333	£10,000	-£7,667	
Tachartasan Còmhnaidheach Gàidhlig	£31,000	£5,167	£3,668	£1,499	
Sgrìobhadh Òrain Ghàidhlig & Tasglannan	£2,000	£333	£2,000	-£1,667	
Mòr-chuirmean is Cothroman Eadar-nàiseanta	£8,500	£1,417	£0	£1,417	
Goireasan is Pròg ram Didseatach	£3,767	£628	£1,767	-£1,139	
Meadhanan/PR/Ùrachaidhean air an làrach-lìn/Cuairt-litir	£1,000	£167	£1,000	-£833	
FèisTV	£5,400	£900	£0	£900	
Teachd-a-steach fhathast ri thogail	£36,698	£6,116	£0	£6,116	
TEACHD A-STEACH GU H-IOMLAN	**£1,374,628**	**£229,105**	**£157,540**	**£71,564**	
TEACHD A-MACH					
COSGAISEAN RUITH					
Tuarastalan an Luchd-obrach	£389,184	£64,864	£59,485	£5,379	
Suimeannan NIC	£46,702	£7,784	£6,117	£1,667	
Suimeannan Pàighte do Pheinnseanan	£19,459	£3,243	£2,974	£269	
Siubhal, Àiteachan-fuirich, Biadh do Luchd-obrach	£12,000	£2,000	£2,246	-£246	
Màl is Cìsean airson Oifisean	£20,000	£3,333	£1,334	£1,999	
Stuthan Pàipeir, Clò-bhualadh, Postachd is Lethbhreacan pàipeir	£11,000	£1,833	£717	£1,116	
Uisge is Dealain	£18,000	£3,000	£1,128	£1,872	
Cosgaisean a' Bhùird	£3,000	£500	£1,043	-£543	
Cur Poileasaidh Dìon Chloinne an Gnìomh	£2,000	£333	£0	£333	
Àrachas	£11,000	£1,833	£1,516	£317	
Cosgaisean Beaga	£1,000	£167	£94	£73	
Cìsean Cunntasachd is Banca	£7,500	£1,250	£359	£891	
Cìsean Proifeiseanta	£3,000	£500	£331	£169	
A' Gleidheadh Stòras Ionnsramaidean	£2,500	£417	£758	-£341	

Feuman Taice a Bharrachd (SEND)	£2,000	£333	£0	£333	
Cosgaisean Calpa	£2,000	£333	£0	£333	
COSGAISEAN PHRÒGRAM					
Tabhartasan air am Pàigheadh A-mach	£163,837	£27,306	£0	£27,306	5
Uairean Bliadhnail	£10,160	£1,693	£0	£1,693	
Maoin Leasachaidh nam Fèisean	£0	£0	£0	£0	
Tabhartasan Tiomnaichte	£120,000	£20,000	£3,166	£16,834	
Cìs Stiùiridh Tabhartasan Tiomnaichte	-£8,500	-£1,417	£0	-£1,417	
Pròg ram Trèanaidh	£3,000	£500	£594	-£94	
Cìs Stiùiridh airson a' Phròg raim Trèanaidh	-£1,000	-£167	£0	-£167	
Fèisgoil	£351,750	£58,625	£13,213	£45,412	6
Cìs Stiùiridh airson Fèisgoil	-£60,000	-£10,000	£0	-£10,000	
Co-labhairt Bhliadhnail	£10,000	£1,667	£0	£1,667	
Fèis Bhlas	£99,869	£16,645	£0	£16,645	7
Cìs Stiùiridh airson Fèis Bhlas	-£15,000	-£2,500	£0	-£2,500	
Taic do Chèilidhean air Chuairt	£14,000	£2,333	£0	£2,333	
Cìs Stiùiridh airson Cèilidhdean air Chuairt	-£4,000	-£667	£0	-£667	
Tachartasan Còmhnaidheach Gàidhlig	£31,000	£5,167	£6,238	-£1,071	
Cìs Stiùiridh airson Tachartasan Còmhnaidheach Gàidhlig	-£3,000	-£500	£0	-£500	
Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	£2,000	£333	£0	£333	
Cìs Stiùiridh: Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	-£200	-£33	£0	-£33	
Meadhanan/PR/Ùrachaidhean air an làrach-lìn/Cuairt-litir	£1,000	£167	£166	£1	
Cìs Stiùiridh airson Meadhanan/PR/Ùrachaidhean air an làrach-lìn/Cuairt-litir	-£200	£0	£0	£0	
Mòr-chuirmean is Cothroman Eadar-nàiseanta	£8,500	£1,417	£0	£1,417	
Cìs Stiùiridh airson Mòr-chuirmean is Cothroman Eadar-nàiseanta	-£1,000	-£167	£0	-£167	
Goireasan is Pròg ram Didseatach	£3,767	£628	£0	£628	
Cìs Stiùiridh airson Goireasan is Pròg ram Didseatach	-£1,000	-£167	£0	-£167	
FèisTV	£5,400	£900	£324	£576	
Cìs Stiùiridh FèisTV	-£1,300	-£217	£0	-£217	
Cùl-taice	£0	£0	£0	£0	
FO-SHÙIM IOMLAN AIRSON CAITEACHAS	**£1,279,428**	**£213,238**	**£101,803**	**£111,435**	
Cìsean Stiùiridh	£95,200	£15,867	£0	£15,867	
CAITEACHAS IOMLAN	**£1,374,628**	**£229,105**	**£101,803**	**£127,302**	
Air a chur chun na Maoine Glèidhte	£9,520	£1,587	£0	£1,587	
CÒRR/(CALL)	**£0**	**£0**	**£55,738**	**-£55,738**	

Fiosrachadh:

1. Cìsean Stiùiridh air an roinn san Lùnastal thairis air pròiseactan
2. Airgead Tabhartasan Tiomnaichte ri thighinn a-steach agus ri dhol a-mach a-rèir chinn-làithean aontaichte
3.& 6. Airgead Fèisgoil ri thighinn a-steach agus ri dhol a-mach
4.& 7. Fèis Bhlas gu bhith a' tachairt san t-Sultain
5. Airgead tabhartasan nam Fèisean ri dhol a-mach a rèir feum

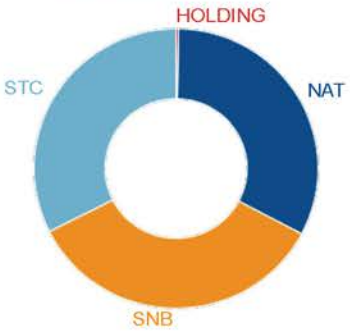
MY FUNDS

Total funds invested	£230,505.41
Accrued interest	£8,394.50
Holding account	£654.62
Total portfolio value	**£239,554.53**
Available to invest	**£76.60**

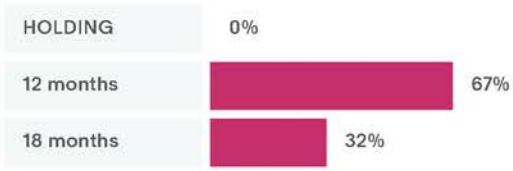
PORTFOLIO PERFORMANCE

Gross interest rate	4.91%
Management fee	0.25%
Net interest rate	**4.66%**
Eligible for FSCS Protection FSCS website	100.00%
Next deposit maturity	29 May 2024

PORTFOLIO DISTRIBUTION



ACCOUNT TYPES



HOLDING ACCOUNT

We store your Flagstone account funds in designated trust accounts when not invested in cash deposits

HSBC — Available to invest **£76.60** — PLACE DEPOSITS | ADD FUNDS | WITHDRAW

	Rate	Holding account balance	Fitch Solutions FICS	Other ratings
HSBC Bank plc	**0.00%**	**£654.62**	**a-** More	**n/a**

PORTFOLIO DETAILS

Nationwide Building Society

	Rate		Balance	Accrued interest	Fitch Solutions FICS	Other ratings
Nationwide Building Society	**4.20%**	in 29 Nov 2022 out 29 May 2024 **18m FTD**	**£75,000.00**	**£4,617.12**	**a-** More	**n/a**

Sainsbury's Bank

	Rate		Balance	Accrued interest	Fitch Solutions FICS	Other ratings
Sainsburys Bank plc	**5.21%**	in 01 Dec 2023 out 02 Dec 2024 **12m FTD**	**£80,505.41**	**£1,930.54**	**bbb-** More	**n/a**

standard chartered

	Rate		Balance	Accrued interest	Fitch Solutions FICS	Other ratings
Standard Chartered Bank	**5.35%**	in 01 Dec 2023 out 02 Dec 2024 **12m FTD**	**£75,000.00**	**£1,846.84**	**a-** More	**n/a**

Fèisean nan Gàidheal

Cothromachadh Ionmhais gu 31 Màrt 2024

Àireamh air a' Chlàr-chùisean: 2.2024.03(c)

Funds in bank accounts at 28.03.2024		
Cash Management Account	£45,975	
Current Account	£10,470	
Blas Festival Ltd Account	£1,975	
Development/Trust Account	£8,709	
CAF Account	£313,941	
Total funds in bank accounts at 28.03.2024	**£381,070**	**£381,070**
Funds still due for 2023-24		
CS: Tasgadh 2023-24 (from £36.5k of which £27,375 paid)	£9,125	
CS: Maoin nan Ealan Gàidhlig 2023-24 (from £45k - first payment)	£40,500	
CS: Maoin nan Ealan Gàidhlig 2023-24 (from £45k - final payment)	£4,500	
CS: Maoin nan Ealan Gàidhlig 2023-24 (from Bòrd na Gàidhlig)	£6,000	
Comhairle Baile Ghlaschu - Donald MacPhee	£5,294	
Fèisgoil - Eden Court	£200	
Fèisgoil - Consortium	£31,250	
Total funds still due for 2023-24	**£96,869**	**£96,869**
Income pre-paid for spending in 2024-25		
HIE Gaelic Awareness Training	£4,037	
Total income pre-paid for spending in 2024-25	**£4,037**	**-£4,037**
Expenditure committed but not yet incurred for 2023-24		
HMRC: Tax and NI due for March 2023	£8,951	
Maoin nan Ealan Gàidhlig: Final instalments to be claimed	£15,385	
Tasgadh: Final instalments to be claimed	£8,797	
YMI: Estimated expenditure to end of school year	£2,000	
Depreciation: Estimated from figure in previous year's accounts	£10,221	
Fèisgoil: Estimated expenditure to end of school year	£39,847	
Contingency - Other Costs	£7,000	
Total expenditure committed but not yet incurred for 2023-24	**£92,201**	**-£92,201**
CONSOLIDATED BANK BALANCE AT 31.03.2024		**£381,701**
Notes on Reserves		
3 months' costs including grants to Fèisean	£272,000	
2022-23 unrestricted fund	£362,235	
Average unrestricted fund from 2020-23	£328,583	
RESERVE TARGET FOR 31.03.2024		**-£337,498**
Leaves		**£44,203**
Grants to Fèisean		
Fèis an Earraich: Main Fèis Grant 2024-25 - 100%	£9,431	
Fèis Taigh Dhonnchaidh: Main Fèis Grant 2024-25 - 100%	£870	
Fèis Latharna: Main Fèis Grant 2024-25 - 100%	£8,500	
Fèis Obar Dheathain: Main Fèis Grant 2024-25 - 100%	£1,313	
Fèis Ghàidhlig Ghlaschu: Main Fèis Grant 2024-25 - 100%	£2,996	
Fèis Latharna: Cèilidh Trail - 100%	£8,100	
Fèis Lochabair - 100%	£5,000	
Fèis Spè - 100%	£2,100	
Fèis Dhùn Èideann: Clasaichean - 50%	£5,053	
Fèis Dhùn Èideann: Uairean Rianachd - 100%	£840	
Total grants to Fèisean	**£44,203**	**£44,203**
SURPLUS		**£0**

Fèisean nan Gàidheal

Cunntasan Riaghlaidh gu 31 Màrt 2024

Àireamh air a' Chlàr-chùisean: 2.2024.03(d)

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	William Grant Foundation - *designated fund*	Maoin nan Ealan Gàidhlig - *restricted fund*	Tasgadh Fund- *restricted fund*
			STATEMENT OF FINANCIAL ACTIVITIES						
INCOME AND ENDOWMENTS									
Creative Scotland	562,667	434,967	29,700	5,000		3,000		50,000	40,000
Highland Council	100,663	37,794	62,869						
Comhairle nan Eilean Siar	27,000	12,500	2,000		12,500				
Argyll & Bute Council	36,796	18,450			18,346				
Bord na Gaidhlig	244,610	91,110	33,500		70,000	20,000		30,000	
Scottish Government	28,750				28,750				
Donations	449	449							
William Grant Foundation	30,000						30,000		
High Life Highland	155,000				155,000				
Membership fees	6,000	6,000							
Sale of publications	255	255							
Instrument bank revenue	3,232	3,232							
Ceilidh Trails - earned income	1,500	1,500							
Fèisgoil - earned income	86,563				86,563				
Management charges	119,500	119,500							
Box office / concerts	21,603		21,603						
Other income	11,167	6,400	4,767						
Bank interest received	9,346	9,346							
Total incoming respources	**1,445,100**	**741,503**	**154,439**	**5,000**	**371,159**	**23,000**	**30,000**	**80,000**	**40,000**
RESOURCES EXPENDED									
Charitable activities									
Wages	229,532	229,532							
Employer's National Insurance	17,992	17,992							
Pensions	18,306	18,306							
Development officers & tutors	1,100	1,100							
Child protection costs	942	942							
Training	3,962			3,962					
Resources	5,123				5,123				
Fèisgoil - delivery costs	236,713				236,713				
Archiving project	9,170	9,170							
Sgoil Shamhraidh	6,749					6,749			
Cleachiaigantaigh	1,469	1,469							
Meanbh-chuileag / Pantomime	14,141				14,141				
Treòir (Fèisgoil)	8,252				8,252				
Tachartasan Comhnaidh	11,878					11,878			
Gaelic language development	5,537				5,537				
Inter Feis activities	3,160	3,160							
Feis TV	1,657				1,657				
SG - Support for Feisean	225	225							
Devolved Fund - MEG	66,104							66,104	
Management charges	119,500	10,000	15,000	1,000	82,000	3,000		5,000	3,500
Blas - Artistes costs	49,452		49,452						
Blas - Travel and support	33,045		33,045						
Blas - PA & Lighting	22,376		22,376						
Blas - Venue hire	2,570		2,570						
Blas - Promotion	14,778		14,778						
Blas - Project manager	7,000		7,000						
Blas - Commissions	3,000		3,000						
Blas - Filming for Online	4,702		4,702						
Blas - Equipment	60		60						
Blas - recording & photography	150		150						
Grants to Feisean	182,052	122,052					60,000		
Grants for Tasgadh Fund	36,066								36,066
Grants for Ceilidh trails	55,245	55,245							
Instrument bank costs	2,835	2,835							
	1,174,843	472,028	152,134	4,962	353,424	21,626	60,000	71,104	39,566
Support costs									
Wages	136,595	136,595							
Employer's National Insurance	15,084	15,084							
Office rent	20,234	20,234							
Insurance	11,397	11,145	252						
Light and heat	10,752	10,752							
Telephone	10,605	10,605							
Printing postage & stationery	15,519	15,519							
Advertising	135	135							
Sundries	2,478	2,478							
Website	2,369	2,319	50						
Staff travel and expenses	13,197	13,197							
Depreciation	10,221	10,221							
Bank charges and interest	796	796							
Audit & accountancy	8,590	7,440	1,150						
Committee expenses	4,047	4,047							
Annual conference	9,072	9,072							
Legal & professional fees	3,043	3,043							
	274,133	272,681	1,452	0	0	0	0	0	0
Total resources expended	**1,448,976**	**744,709**	**153,586**	**4,962**	**353,424**	**21,626**	**60,000**	**71,104**	**39,566**

Fèisean nan Gàidheal
Consolidated Management Accounts
Twelve months ended 31 March 2024

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	William Grant Foundation - *designated fund*	Maoin nan Ealan Gàidhlig - *restricted fund*	Tasgadh Fund- *restricted fund*
Net incoming / (outgoing) resources - for the year ended 31 March 2024	**(3,876)**	**(3,206)**	**853**	**38**	**17,735**	**1,374**	**(30,000)**	**8,897**	**434**
Funds at 1 April 2023 - unrestricted	362,235	332,235					30,000		
Funds at 1 April 2023 - restricted	44,399							34,394	10,006
Total funds at 31 March 2024	**402,759**	**329,029**	**853**	**38**	**17,735**	**1,374**	**0**	**43,290**	**10,439**

BALANCE SHEET AS AT 31 MARCH 2024

Fixed assets	
Computer equipment - cost	75,252
Computer equipment - depreciation b/fwd	(60,112)
Computer equipment - depreciation charge	(10,221)
	4,920
Current assets	
Other debtors	0
Grants receivable	96,869
Prepayments (2024/25 grants to Feisean)	26,396
VAT	226
	123,491
Bank accounts	
FnG current account	(1,899)
FnG high interest account	16,455
Flagstone deposit account	307,133
Blas Festival current account	270
Lochaber Development account	8,730
	330,688
Current liabilities	
PAYE & National Insurance	(8,951)
Deferred income	(6,438)
Accrued expenses	(40,951)
	(56,340)
Net assets as at 31 March 2024	**402,759**

Tabhartasan nam Fèis 2024-25 airson aontachaidh

Àireamh air a' Chlàr Chùisean: 2.2024.03(e)

Ainm Fèise	Prìomh Thabhartas Fèise	Maoin Ùghdarras Ionadail	Tabhartas Leantainneach	Uairean a rèir Bliadhna	Tabhartas Uairean Bliadhnail	Sgeama Leasachaidh	Tabhartas Iomlan air a Thabhann	Còrr Pàighte	Còrr gun rèiteach
COMHAIRLE NA GÀIDHEALTACHD									
Fèis an Earraich	£6,466	£2,965	£2,625	£40	£480	£0	£12,536	£9,431	£3,105
Fèis Lochabair	£3,149	£1,445	£3,347	£65	£780	£5,000	£13,721	£5,000	£8,721
Fèis nan Garbh Chrìochan	£2,709	£1,918	£5,570	£65	£780	£0	£10,977	£0	£10,977
Fèis Chataibh	£1,989	£3,222	£3,431	£15	£180	£0	£8,822	£0	£8,822
Fèis a' Bhealaich	£0	£0	£0	£0	£0	£0	£0	£0	£0
Fèis Eige	£1,894	£905	£518	£15	£180	£0	£3,497	£0	£3,497
Fèis Ghallaibh	£0	£645	£1,645	£0	£0	£0	£2,290	£0	£2,290
Fèis Farr	£513	£236	£0	£0	£0	£0	£749	£0	£749
Fèis na h-Òige	£2,376	£2,124	£0	£0	£0	£0	£4,500	£0	£4,500
Fèis Air an Oir	£3,130	£1,428	£2,506	£45	£540	£0	£7,604	£0	£7,604
Fèis Ghleann Albainn	£0	£0	£0	£0	£0	£0	£0	£0	£0
Fèis Rois	£0	£0	£0	£0	£0	£0	£0	£0	£0
Fèis a' Bhaile	£640	£835	£2,278	£0	£0	£0	£3,753	£0	£3,753
Fèis Òigridh na Mara	£0	£2,505	£7,370	£65	£780	£0	£10,655	£0	£10,655
Fèis Inbhir Narann	£623	£557	£6,643	£60	£720	£0	£8,543	£0	£8,543
Fèis Spè	£2,240	£2,209	£2,504	£42	£504	£2,100	£9,557	£2,100	£7,457
Fèis an Iar Thuath	£0	£0	£1,063	£0	£0	£0	£1,063	£0	£1,063
Fèis Thròndairnis	£2,407	£1,106	£0	£15	£180	£0	£3,693	£0	£3,693
Iomlan Comhairle na Gàidhealtachd	**£28,136**	**£22,100**	**£39,500**	**£427**	**£5,124**	**£7,100**	**£101,960**	**£16,531**	**£85,429**
COMHAIRLE NAN EILEAN SIAR									
Fèis Tìr a' Mhurain	£4,354	£0	£813	£25	£300	£0	£5,467	£0	£5,467
Fèis Eilean an Fhraoich	£3,800	£0	£2,168	£45	£540	£0	£6,508	£0	£6,508
Fèis Tìr an Eòrna	£2,851	£0	£136	£40	£480	£0	£3,467	£0	£3,467
Fèis Bharraigh	£2,317	£0	£2,822	£40	£480	£0	£5,619	£0	£5,619
Fèis Eilean na Hearadh	£1,211	£0	£0	£15	£180	£0	£1,391	£0	£1,391

Fèis an Rubha	£1,335	£0	£0	£0	£0	£0	£1,335	£0	£1,335
Fèis Taigh Dhonnchaidh	£870	£0	£1,184	£25	£300	£0	£2,354	£870	£1,484
Iomlan Comhairle nan Eilean Siar	**£16,738**	**£0**	**£7,123**	**£190**	**£2,280**	**£0**	**£26,141**	**£870**	**£25,271**
COMHAIRLE EARRA-GHÀIDHEAL IS BHÒID									
Fèis Latharna	£3,425	£5,075	£5,138	£0	£0	£8,100	£21,738	£16,600	£5,138
Fèis Mhuile	£0	£925	£0	£0	£0	£0	£925	£0	£925
Fèis Thiriodh	£2,713	£2,000	£0	£15	£180	£0	£4,893	£0	£4,893
Fèis Ìle agus Dhùira	£381	£2,500	£6,078	£0	£0	£0	£8,959	£0	£8,959
Fèis na h-Apainne	£0	£0	£0	£0	£0	£0	£0	£0	£0
Fèis an Tairbeirt	£0	£1,500	£1,329	£30	£360	£0	£3,189	£0	£3,189
Iomlan Earra-Ghàidheal is Bhòid	**£6,519**	**£12,000**	**£12,545**	**£45**	**£540**	**£8,100**	**£39,704**	**£16,600**	**£23,104**
SGÌREAN/COMHAIRLEAN EILE									
Fèis Arainn	£3,404	£0	£2,327	£20	£240	£0	£5,971	£0	£5,971
Fèis Mhoireibh	£0	£0	£0	£0	£0	£0	£0	£0	£0
Fèis Dhùn Èideann	£2,534	£0	£10,105	£70	£840	£0	£13,479	£5,893	£7,586
Fèis Obair Dheathain	£1,313	£0	£717	£15	£180	£0	£2,210	£1,313	£897
Fèis Dhùn Bhreatainn an Iar	£0	£0	£1,700	£10	£120	£0	£1,820	£0	£1,820
Fèis Lannraig a Tuath	£1,310	£0	£204	£0	£0	£0	£1,514	£0	£1,514
Fèis Fhoirt	£1,921	£0	£3,244	£45	£540	£0	£5,705	£0	£5,705
Fèis Ghlaschu	£2,996	£0	£850	£20	£240	£0	£4,086	£2,996	£1,090
Fèis Chille Brìghde an Ear	£0	£0	£0	£0	£0	£0	£0	£0	£0
Fèis Innis an Uillt	£0	£0	£777	£0	£0	£0	£777	£0	£777
Fèis an Iar Dheas	£469	£0	£0	£0	£0	£0	£469	£0	£469
Fèis Phàislig	£4,250	£0	£7,365	£60	£720	£0	£12,335	£0	£12,335
Fèis Thatha	£1,112	£0	£750	£15	£180	£0	£2,042	£0	£2,042
Iomlan Sgìrean/Comhairlean Eile	**£19,309**	**£0**	**£28,039**	**£255**	**£3,060**	**£0**	**£50,408**	**£10,202**	**£40,206**
	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	**£70,702**	**£34,100**	**£87,207**	**£917**	**£11,004**	**£15,200**	**£218,213**	**£44,203**	**£174,010**

Fèisean nan Gàidheal

Cùmhnantan Maoineachaidh

Àireamh air a' Chlàr-chùisean: 2.2024.03(f)

Adhbhar a' Phàipeir

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

Bun Fhiosrachadh

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

Cùmhnantan Maoineachaidh

1. Alba Chruthachail

Chaidh a' chiad chuibhreann de mhaoineachadh cunbhalach airson 2024-25 a phàigheadh sa Ghiblean.

Chaidh ar n-iarrtas airson maoineachadh ioma-bliadhnail a chur a-steach gu Alba Chruthachail agus fhuair sinn dearbhadh gun robh a h-uile càil ceart gu leòr aig ìre theicnigeach. Tha teacsa an tagraidh ri fhaicinn ann an 2.2024.03(f)-1.

2. Bòrd na Gàidhlig

Aig an àm a chaidh seo a sgrìobhadh bha a' chiad chuibhreann de dh'airgead 2024-25 bho Bhòrd na Gàidhlig fhathast ri thighinn a-steach, ach chuir sinn ar n-ainm ri aonta airson na bliadhna ri teachd.

3. Comhairle na Gàidhealtachd agus High Life na Gàidhealtachd

Mar a chaidh aithris roimhe, bha sinn air tagradh airson maoineachadh a bharrachd a chur do Chomhairle na Gàidhealtachd, mar a chaidh iarraidh, san Dùbhlachd. Ceithir mìosan an dèidh sin, fhuair sinn an naidheachd nach biodh àrdachadh ann am maoineachadh airson Fèisean na sgìre no Blas.

B' e briseadh-dùil a bha seo leis an ùine a bha againn ri feitheamh, agus bidh buaidh bhon cho-dhùnadh air Blas 2024 a chur air dòigh. Ach tha sinn air slighe air adhart aontachadh ged nach bi ann ach glè bheag de thachartasan aig Blas san t-Sultain.

Gu ruige seo, chan eil dearbhadh ann bho High Life na Gàidhealtachd mu mhaoin ICO ann an 2024-25 ach bitheamaid an dùil ri seo a dh'aithghearr.

4. Comhairle Earra Ghàidheal is Bhòid

Tha maoineachadh de £18,450 air aontachadh le Comhairle Earra-Ghàidheal is Bhòid airson 2024-25.

Chaidh coinneamh a chumail ri Suzanne Mason agus Màiri NicGilfhinnein bhon chomhairle, gus beachdachadh air aithisg a chuir sinn a-steach air mar a chaidh tabhartas 2023-24 a chur gu feum, agus thèid aonta ùr a chur an sàs a dh'aithghearr airson 2024-25.

5. Comhairle nan Eilean Siar

Mar a chaidh aithris roimhe, thèid an t-airgead a bhios ri fhaotainn do na seachd Fèisean anns na h-Eileanan an Iar a lùghdachadh ann an 2024-25 gu £9,280 bhon £10,720 a fhuaras ann an 2023-24.

Bha coinneamh againn le riochdairean bho sgiobaidhean Gàidhlig is Eaconamach na Comhairle gus beachdachadh air a' cho-dhùnadh seo agus, gu ruige seo, tha buill CnES air aithneachadh gu bheil na lùghdachaidhean maoineachaidh a' cur bacadh air a' Chomhairle a poileasaidh Gàidhlig an Toiseach a chur an gnìomh, mar a chaidh a mhìneachadh san naidheachd seo. Cumaidh sinn romhainn ann an oidhirp fuasgladh a lorg.

Tha ar n-aonta airson taic seinn a chumail ri sgoiltean Uibhist is Bharraigh air leantainn agus dh'obraich sinn leis a' Chomhairle a-rithist air a' phròiseact sònraichte aca, Dìleab, le fiosrachaidh buileachaidh san aithisg aig Manaidsear Fèisgoil na buidhne.

6. Riaghaltas na h-Alba

Fhuair sinn taic bho Riaghaltas na h-Alba airson an àireamh de sheiseanan Blasad Gàidhlig a ghlèidheadh sa bhliadhna-sgoile seo, an dèidh gearradh sa mhaoin bho cho-bhanntachd nan ùghdarrasan ionadail.

The fiosrachadh buileachaidh san aithisg aig a' Mhanaidsear Fèisgoil.

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird:

1. Fa-near a thoirt do shuidheachadh nan cùmhnantan maoineachaidh aig an àm seo agus don fhiosrachadh sa phàipear-taic
   agus
2. Ceistean a chur no puing a thogail mu chùis sam bith far a bheil soilleireachadh a dhìth.

Art MacCarmaig
Ceannard
An Cèitean 2024

2.2024.03(f)-1

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

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

Multi-Year Funding Programme

Review your submission

Business Plan

Upload your business plan here

Your business plan should include an activity plan and budget that covers at least the period 2025/6 to 2027/8.

Your answer: CSMYFP230215907FnGPlan202328.pdf

Upload any supporting documents here

This is where you can upload optional documents to support your business plan. For example, an Equalities, Diversity and Inclusion plan.

You can come back to this page later to upload any documents before you submit the application.

You should not upload your Finance Proforma template on this page - we will ask you for this later in the form.

Your answer: CSMYFP230215907FnGEDIPlan2324.pdf, CSMYFP230215907FnGRisks2024.pdf

Page 2

Quality and Ambition 1

Purpose and Aims

Tell us where we can find evidence that you will deliver outcomes in accordance with your aims. (approx 250 words)

Your answer: Fèisean nan Gàidheal believes context and track record are important elements of planning and making the case for funding. We acknowledge the guidance for multi-year funding states that business plans should ideally be no longer than 25 pages. We also note there was no requirement to produce a plan specifically for Creative Scotland's multi-year funding process.

Our Programme Plan is used for a number of purposes and runs to around 36 pages including section 1 on Background & Context and section 5 on ways in which our work coincides with the bodies with which we collaborate. For people familiar with our work, those sections will be less important but, for anyone assessing our plan without background knowledge of what we do, those sections should offer valuable information.

While we will refer to those two sections, and steer assessors to text within them, the substance of our future plan is contained in the 28 pages which constitute sections 2, 3 and 4 and a further 4 pages in section 6 dealing with financial projections. We believe, therefore, our plan is appropriate.

See pages 7 to 10 in our Programme Plan, which offer an overview of our mission, ambition, the outcomes we will deliver relating to our aims and how they contribute towards National Outcomes.

See, also, the outcomes to be delivered under each Work Theme in pages 14, 18, 21, 24 and 27.

Page 3

Quality and Ambition 2

Your programme

Tell us where we can find evidence that demonstrates that your planned programme will deliver public benefit. (approx 250 words)

Your answer: Fèisean nan Gàidheal's Programme Plan defines outcomes to be delivered across five work themes, with support and development of local Fèisean at the core of the organisation's activities. Everything the organisation does is aimed at supporting the Fèisean, or the communities and individuals involved in them, directly or indirectly. All staff support the work of local Fèisean in imparting new skills to young people. Events are organised to give Fèis participants and tutors valuable performance opportunities. Many former Fèis participants return to teach while others are a positive force benefitting their communities where culture is considered essential to wellbeing and in contributing towards the social and economic prosperity of their places. We also provide a valuable source of funding, as well as support for a range of artists through the two devolved funds we manage on behalf of Creative Scotland, Tasgadh and Maoin nan Ealan Gàidhlig, the latter to which we have attracted additional funding from Bòrd na Gàidhlig.

See each Work Theme, in pages 14, 18, 21, 24 and 27 of our Programme Plan, which articulate a rationale, strategy and outcomes to be delivered, along with narrative on what we will do to fulfil our purpose.

See section 5, pages 34 to 37 in our Programme Plan, which outlines where our programme delivery coincides with the aims, priorities and outcomes of public bodies and government.

Page 4

Quality and Ambition 3

Developing ideas

Tell us where we can find evidence that you will create the conditions to generate and develop your activity, and explore innovative practice. (approx 250 words)

Your answer: Fèisean nan Gàidheal's work, and the way in which it delivers its programme, is constantly developing and expanding. We offer a range of essential services to which Fèisean have access and are responsive to needs at particular times and ready to capitalise on new opportunities. We remain in constant touch with our membership through a variety of means, keep abreast of the strategic priorities of funders and engage with stakeholders when developing new ideas or services and in evaluating our programme.

See our Programme Plan 1.1, 1.2, 1.4, 1.9, 1.10 to 1.13, 1.15 to 1.18 and 1.20 to 1.26 for background as to how the Fèis movement contributes to Scottish cultural life and 2.2 and 2.3 relating to our current and future programme.

Sections 4.2 and 4.3 outline the benefits to be accrued from our 2024-28 programme, while 4.5 outlines our ability to deliver with reference, in 4.4.5, to the innovative and adaptive nature of Fèisean nan Gàidheal.

Our programme of activity is set out in Work Themes 4.1a to 4.1e in pages 14 to 33 of our Programme Plan, with particular reference to developing activity and practice to be found in 4.1a.29, 4.1a.30, 4.1a.33, 4.1a.38, 4.1a.42, 4.1a.43, 4.1b.17 to 4.1b.29, 4.1c.23 to 4.1c.29, 4.1c.32 to 4.1c.37, 4.1d.16, 4.1d.18, 4.1d.20, 4.1d.25, 4.1d.26, 4.1e.1, 4.1e.11, 4.1e.12, 4.1e.15, 4.1e.26, 4.1e.39, 4.1e.40, 4.1e.42, 4.1e.44, 4.1e.45, 4.1e.53 to 4.1e.56, 4.1e.58 and 4.1e.61.

Page 5

Engagement 1

Who

Tell us where we can find evidence for who you will engage through your programme of work, and how your activity will be relevant to their needs or interests. (approx 250 words)

Your answer: See Programme Plan 1.1 to 1.10, 1.12, 1.13, 1.15 to 1.18; 1.20, 1.22, 1.25 and 1.26 for background on engagement.

2.1 to 2.4 outline high level aims for engagement through our current and future programme.

All outcomes in 3.3 relate to engagement activity while points 3.8 to 3.13 include baseline data which will assist us in delivering future plans. Further baseline data is available through EDI questionnaires referenced in 4.1e.47.

4.2 outlines beneficiaries from our programme and 4.3 articulates demand.

See Work Themes 4.1a to 4.1e in pages 14 to 33 of our Programme Plan.

4.1a.3 to 4.1a.25 outline priorities for engagement with Fèisean while 4.1a.26 to 4.1a.45 offer narrative around this Work Theme.

4.1b.3 to 4.1b.16 outline priorities for development of our workforce while 4.1b.17 to 4.1b.29 offer narrative around this Work Theme.

4.1c.4 to 4.1c.21 outline priorities for engagement with schools, pupils, teachers and public bodies while 4.1c.22 to 4.1c.37 offer narrative around this Work Theme.

4.1d.2 to 4.1d.11 outline engagement with audiences while 4.1d.12 to 4.1d.27 offer narrative around this Work Theme.

4.1e.6 to 4.1e.24 outline engagement in ensuring high standards in governance and staffing while 4.1e.25 to 4.1e.62 offer narrative around this Work Theme.

Section 5, in pages 34 to 37, outlines how delivery of our Programme Plan would help deliver priorities of the bodies named.

We strive to reflect equality, diversity and inclusion in the Programme Plan as a whole, but our current (2023-24) EDI Plan is included as an additional document, AD1.

Page 6

Engagement 2

How

Tell us where we can find evidence of how you will ensure you engage effectively through your programme. (approx 250 words)

Your answer: Support for Fèisean nan Gàidheal's programme will sustain activities organised by over 40 voluntary-run Fèisean as well as work in over 300 communities across Scotland delivering cultural, educational, social, economic, linguistic and wellbeing outcomes. We will always seek innovative ways to further support the core cohort of Fèisean and the young people, artists and volunteers on whom they rely.

Internally, we will keep in touch with current participants and alumni, many of whom return as tutors and use online solutions to communicate regularly with Fèis committees. We will seek feedback on a regular basis to ensure the services we offer, and the way in which they are delivered, meet their needs.

Externally, we would anticipate building on a 2022 impact report, and earlier studies done by HIE and others, as a basis for a further evaluation to be undertaken sometime in 2027.

Numbers 1.2 to 1.7, 1.9, 1.13, 1.15 and 1.16 to 1.18 give background to ways in which effective engagement has been measured. 1.23 points to where past engagement can be assessed through Fèisean nan Gàidheal's Annual Reports.

1.25 offers a statement on the potential from further support for our programme as well as the levels of engagement which can be expected. We believe we can reach the target numbers in 4.1a.26, 4.1b.17, 4.1c.22 and 4.1d.27. Surpassing them, which we will strive to do, will demonstrate the maximisation of potential.

As outlined in 4.1e.62 a further assessment will be commissioned in 2027/28 to measure the various impacts of Fèisean nan Gàidheal's programme, building on the report published in 2022, a summary of some of the data from which is referenced in 3.7 to 3.13.

Page 7

Engagement 3

Impact

Tell us where we can find evidence you understand the value that your work will bring to individuals, groups and communities. (approx 250 words)

Your answer: Over the past 7 years, Fèisean nan Gàidheal's programme has consistently offered good leverage to Creative Scotland, depending on available annual budgets, evidenced in annual accounts published online through Companies House and on Fèisean nan Gàidheal's website.

Numbers 1.1, 1.2, 1.9. 1.12, 1.13, 1.15 to 1.22, 1.24 and 1.25 outline some of the indicators of value from our work, as understood by Fèisean nan Gàidheal and others.

Numbers 3.7 to 3.14 in our Programme Plan refer to outcomes from previous work. 4.1d.1 articulates the value of audience development.

All elements of our programme are evaluated and numbers 4.1a.11, 4.1a.33, 4.1b.24, 4.1c.28, 4.1c.32, 4.1c.36, 4.1c.37, 4.1d.16, 4.1d.20 and 4.1e.58 outline our approach to consulting with, and seeking feedback from, those with whom we work.

Page 8

Equalities, Diversity and Inclusion 1

Planning for EDI

Tell us where we can find evidence of your aims around equalities, diversity and inclusion and how you will achieve them. (approx 250 words)

Your answer: In our view, participation in the arts and creativity promotes equality and diversity, contributes to wellbeing and to the economy of Scotland. Fèisean nan Gàidheal is committed to equality, diversity and inclusion across the organisation and among its member Fèisean. The organisation has been delivering EDI Plans successfully for some years and will continue to do so, but we hope our programme demonstrates those responsibilities are embedded in our activities and the ways in which we approach their delivery. Our Access Policy goes into further detail about our commitments on the removal of discrimination and physical barriers to participation.

Please see 4.1e.47 to 4.1e.54 for a general overview of the organisation's approach to EDI.

Our 2023-24 EDI Plan, agreed with Creative Scotland, is included as an additional document, AD1. This will be revised in due course, in line with our 2024-25 funding agreement, but it gives an overview of current activities.

Section 2 outlines the objectives and tasks undertaken while Section 3 includes the outcomes from delivery of our EDI Plan. We anticipate a similar range of objectives and tasks will be agreed annually from 2024 onwards.

See also 1.15 to 1.18, 2.2, 2.3, 3.3 (outcomes 2, 3, 4, 10, 11 and 12), 4.1a.18, 4.1a.21, 4.1a.26 to 4.1a.28, 4.1a.30, 4.1a.37, 4.1a.41, 4.1b.19, 4.1c.3 to 4.1c.5, 4.1c.17, 4.1c.29, 4.1c.30, 4.1d.5, 4.1d.6, 4.1d.10 , 4.1d.11, 4.1d.14, 4.1d.15, 4.1d.18, 4.1d.19, 4.1d.24 to 4.1d.26, 4.1e.3, 4.1e.4, 4.1e.14, 4.1e.15, 4.1e.26, and 4.1e.39 for examples of how equality, diversity and inclusion is embedded in our programme.

Page 9

Equalities, Diversity and Inclusion 2

Ensuring inclusion

Tell us where we can find evidence you will advance inclusivity and accessibility in your programme. (approx 250 words)

Your answer: The work of Fèisean nan Gàidheal promotes a sense of place, linking young people with their culture, language and heritage. Many of the places in which Fèis activities take place are considered important for a variety of reasons – the environment, the extent of provision of arts in the community, the economic circumstances of an area or the health of the Gaelic language. Equalising provision of access to cultural activities is key to the organisation's success.

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

Objective One and Objective Two, in our 2023-24 EDI Plan, are particularly relevant to inclusion. We anticipate a similar range of objectives and tasks will be agreed annually from 2024 onwards.

See our Programme Plan, numbers 1.16, 1.18, 1.20, 2.3, 2.4, 3.3 (outcome 3), 4.1a.1, 4.1a.18, 4.1a.21, 4.1a.26, 4.1a.27, 4.1a.30, 4.1a.34 , 4.1a.41, 4.1b.29, 4.1c.29, 4.1c.30, 4.1d.1, 4.1d.14, 4.1d.15, 4.1d.18, 4.1d.19, 4.1e.15, 4.1e.39, 4.1e.47, 4.1e.49, 4.1e.52, 4.1e.53 and 4.1e.61 for ways in which inclusion and access are embedded in our programme.

Page 10

Equalities, Diversity and Inclusion 3

Equalities responsibilities

Tell us where we can find evidence that equalities, diversity and inclusion informs the way you manage your organisation, in relation to areas such as recruitment, training or finance. (approx 250 words)

Your answer: Gaelic speakers are a minoritised community within Scotland. By providing more people with access to the Gaelic language, through arts activities, we aim to foster a better understanding of the language, change attitudes towards Gaelic and encourage positive associations with the language among participants in our activities. Fèisean nan Gàidheal wants to engage a wide cross-section of Scottish society in Gaelic culture, while demonstrating respect and support for other cultures.

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

Section 2, bullet points 1 to 5, in our 2023-24 EDI Plan (AD1), as well as Objectives Two and Three, are particularly relevant to EDI's influence on management and processes, as are Outcome bullets 2 and 4 in section 3. We anticipate a similar range of objectives and tasks will be agreed annually from 2024 onwards.

Further narrative on the influence of EDI on governance, finance and training, and vice versa, is included in our Programme Plan, numbers 1.15, 1.20, 2.1 to 2.3, 3.3 (outcomes 3, 8, 11 and 12), 4.1a.1, 4.1a.26, 4.1a.27, 4.1a.41, 4.1b.19, 4.1b.24, 4.1b.27, 4.1c29 to 4.1c.31, 4.1d.18 to 4.1d.20, 4.1d.26, 4.1d.27, 4.1e.3, 4.1e.4, 4.1e.14, 4.1e.15, 4.1e.19 to 4.1e.21, 4.1e.39, 4.1e.47 to 4.1e.54, 4.1e.56 and the text in Section 6.

Page 11

Environmental Sustainability 1

Actions towards net zero

Tell us where we can find evidence that you will take actions to reduce greenhouse gas emissions in line with Scotland's pathway to net zero. (approx 250 words)

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

Fèisean nan Gàidheal is responsible for 0.25% (a quarter of 1%) of the emissions of the current cohort of RFOs which, on average, generate emissions over three times those generated by our activities.

Given the scope of our work and the geographical area we cover, on the face of it we seem to be doing reasonably well. However, we do recognise that even more needs to be done by us to achieve Net Zero as our current trajectory will not be sufficient.

Please see 4.1e.3, 4.1e.17, 4.1e.18, 4.1e.31 to 4.1e.37 and 4.1e.39 for a general overview of actions in relation to carbon reduction within Fèisean nan Gàidheal.

Page 12

Environmental Sustainability 2

Sustainability in Your Programme
Tell us where we can find evidence that the climate emergency will be considered in your programme, and the ways any mitigations will be delivered. (approx 250 words)

Your answer: We will aim to reduce carbon use in delivering our programme through a variety of initiatives such as making more use of digital platforms for meetings and tuition, continuing to ‘green’ our office premises, ensuring as much of our work is delivered as locally as possible and engaging in creative opportunities to highlight the importance of everyone doing their bit.

Please see 1.7, 1.8, 2.4, 3.3 (Outcomes 5 and 11), 4.1a.13, 4.1a.16, 4.1a.27, 4.1a.30, 4.1a.34, 4.1a.38, 4.1a.39, 4.1a.44, 4.1b.11, 4.1b.18, 4.1b.19, 4.1c.5, 4.1d.1, 4.1d.10, 4.1d.11, 4.1d.15, 4.1d.20, 4.1d.24, 4.1d.25 and 4.1d.26 for references to actions within Fèisean nan Gàidheal’s programme which will contribute to tackling the climate emergency.

Page 13

Environmental Sustainability 3

Adaptation and Mitigation

Tell us where we can find evidence that you will manage the impact of the climate emergency on your organisation, to ensure long-term business sustainability. (approx 250 words)

Your answer: We have already gone some way to reducing our carbon use without affecting delivery of our programme too much. The steps we have taken have been significant for the size of our organisation but, as indicated previously, we realise we need to do more. Having had a session on climate action at our annual conference, it is clear many of our Fèisean are doing a lot in their own communities to provide activities in a sustainable manner.

Through our programme, we will promote work which influences young people, organisers and teachers to consider climate change, particularly through drama and song-writing. We will promote sustainable working practices while maintaining, as far as possible, in-person delivery of work to live audiences. We will encourage our membership and tutors to do more 'small things' at a local level to reduce carbon use.

Our Carbon Reduction Plan and work on the Green Arts Charter development, referenced in 4.1e.31, along with our Environmental Policy and Environmental Guidance, referenced in 4.1e.39, will direct work towards long-term sustainability.

As outlined in 4.1e.37, we will be developing an Adaptation Plan during 2024-25 or 2025-26, in line with guidance from Creative Carbon Scotland. Our register of top risks, provided as additional document AD2, outline those referring to environmental sustainability. Our Carbon Reduction Plan and work on the Green Arts Charter development, referenced in 4.1e.31, along with our Environmental Policy and Environmental Guidance, referenced in 4.1e.39, will direct work towards longer-term sustainability.

Page 14

Fair Work 1

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

Tell us where we can find evidence of your commitments to Fair Work in your policies and processes, and how these will be communicated within your organisation and to the people you work with. (approx 250 words)

Your answer: Fèisean nan Gàidheal's Board has fully committed to the principles of Fair Work First and the organisation is accredited as a Living Wage Employer.

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

All contractors and freelance artists engaged by Fèisean nan Gàidheal are paid in line with industry standard rates set by the Scottish Artists' Union, the Musicians' Union and Equity as appropriate. Much of the increase funding we are seeking through the multi-year funding process is to enable us to maintain our good practice in future and ensure this is extended to member Fèisean who have never been funded at an adequate level to allow them to pay industry standard rates in all cases.

Throughout our programme there are references to Fair Work First and there is a statement on our website (see 4.1e.39) outlining Fèisean nan Gàidheal's commitment to the initiative.

Within Section 4.1e of our Programme Plan (from page 27) on governance, please see numbers 4.1e.4, 4.1e.19, 4.1e.20, 4.1e.21, 4.1e.54, 4.1e.55 and 4.1e.56 for ways in which Fèisean nan Gàidheal is planning for the implementation of Fair Work First.

Page 15

Fair Work 2

Fair Work in your programme
Tell us where we can find evidence of how you will reflect and support the principles of Fair Work within your programme. (approx 250 words)

Your answer: Within our Programme Plan, please see 3.3 (Outcome 12), numbers 4.1a.2, 4.1a.3, 4.1a.26, 4.1a.28, 4.1b.3 to 4.1b.5, 4.1b.7, 4.1b.17, 4.1b.19, 4.1c.22, 4.1c.24, 4.1d.5, 4.1d.12, 4.1d.14, 4.1d.26 and 4.1d.27 for ways in which the principles of Fair Work First permeate Fèisean nan Gàidheal's activities.

Page 16

Fair Work 3

Workforce development

Tell us where we can find evidence for how you will support workforce, talent, and leadership development. (approx 250 words)

Your answer: We take staff to mean our core team at Fèisean nan Gàidheal and our wider workforce, including volunteers and the cohort of freelance artists with whom we work.

Within our Programme Plan, please see a statement in 1.12, 3.3 (Outcomes 2, 4 and 12), numbers 4.1a.5, 4.1a.7, 4.1a.32, 4.1a.37, 4.1a.42, 4.1a.43, 4.1b.1 to 4.1b.29, 4.1c.1, 4.1c.9, 4.1c.10, 4.1c.11 to 4.1c.13, 4.1c.16, 4.1c.22, 4.1c.24, 4.1c.27, 4.1c.35, 4.1c.36, 4.1d.4, 4.1d.13, 4.1d.15, 4.1e.4, 4.1e.5, 4.1e.8 to 4.1e.10, 4.1e.19 to 4.1e.21, 4.1e.27, 4.1e.28, 4.1e.54 to 4.1e.56 and 4.1e.60 for evidence of support provided for workforce, talent and leadership development.

Page 17

International

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

Your answer: Yes

Page 18

International 1

International Working

Tell us where we can find evidence for your intentions and rationale for international working, and how it will enhance your programme. (approx 250 words)

Your answer: International work will be confined to mostly online engagement with networks such as Amateo and the European Folk Network although some opportunities for performance and tuition may arise from those networks. We may also, if funding is secured, participate in a European research and development project, the aim of which is to experiment with more advanced technology to facilitate remote teaching and performance.

There will be limited in-person interaction with groups which have aims similar to Fèisean nan Gàidheal, where the opportunity exists to work together in common Gaelic.

It has been normal for Cape Breton musicians to participate in Blas each year and young people from the Fèisean have occasionally taken part in Celtic Colours. There have been some long-standing exchanges with youth music groups in various parts of Ireland, both with Fèisean nan Gàidheal and individual Fèisean. We would aim to keep this level of engagement going and maintain those cultural connections.

In a minority language context, language planners would say it is vitally important that young people see and hear their language being used by others in order to facilitate their placing a value on it. Enabling them to experience that first hand is exceptionally fulfilling. International collaborations are useful in creating positive associations with a minority language and creating the prestige needed to encourage its further use.

See 3.3 (Outcome 14) and numbers 4.1a.44, 4.1d.14, 4.1d.15, 4.1d.22 and 4.1e.58.

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International 2

International Impact
Tell us where we can find evidence of the impact of your international activity for you and your international partners, and how you will measure this. (approx 250 words)

Your answer: See 4.1e.58.

Page 20

International 3

Mitigation

Tell us where we can find evidence you have considered your commitments to environmental sustainability in planning your international working. (approx 250 words)

Your answer: As with all travel to support cultural activities, the effects on the environment will be considered. We anticipate engaging in a limited range of international activities and, in doing so, would strive to ensure our carbon emissions are minimised.

See 4.1a.44, 4.1d.22 and 4.1e.36.

Page 21

Governance and Management 1

Governance
Tell us where we can find evidence which outlines the governance arrangements of your organisation, and why this model is appropriate. (approx 250 words)

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

It is equally important to have a skilled and motivated team of staff to deliver the organisation's programme on a day-to-day basis.

Board and staff must work together effectively, while ensuring a division of duties.

See 1.3, 1.11, 1.16, 1.24, 2.4, 2.8, 3.3 (Outcomes 5, 11, 12 and 15) and 4.4 for background to our approach to governance.

Section 4.1.e of the Programme Plan, from pages 27 to 33, outlines our governance arrangements in more detail.

Page 22

Governance and Management 2

Operational management

Tell us where we can find evidence that your internal structures for financial and operational management will successfully support your aims. (approx 250 words)

Your answer: Numbers 4.1e.1, 4.1e.3, 4.1e.4 to 4.1e.7, 4.1e.11, 4.1e.13, 4.1e.14 to 4.1e.17, 4.1e.19 to 4.1e.24, 4.1e.28, 4.1e.29, 4.1e.31, 4.1e.36, 4.1e.38, 4.1e.39, 4.1e.41, 4.1e.42 to 4.1e.47, 4.1e.52 to 4.1e.55, 4.1e.57 to 4.1e.59 and 4.1e.60 deal specifically with financial and operational management.

Page 23

Governance and Management 3

Risk management
Tell us where we can find evidence that your organisation will effectively identify and manage risk. (approx 250 words)

Your answer: See 4.1e.2, 4.1e.3, 4.1e.16, 4.1e.37, 4.1e.39, 4.1e.40 and 4.1e.56 for information on our approach to risk.

The latest table of highest-ranking risks facing Fèisean nan Gàidheal has been provided as additional document AD2. These are from the main register within which 70 separate risks are identified.

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Governance and Management 4

Operational Statistics

Answer the following questions about your organisation.

How many employees (Full-Time Equivalent) do you have?

Your answer: 10

What is the role of your organisation?

Your answer: Presenting organisation (e.g. exhibition, performance, events), Festival, Sector support or development organisation, Other

If "Other", please specify

Your answer: An organisation with a focus on Gaelic arts, supporting and delivering activities to afford a wide range of people access to the language and its associated culture.

Does your organisation operate a venue (or venues) that is open to the public?

Your answer: No

What is the approximate floor area of the building your organisation owns or uses (in square metres)?

Your answer: 138

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Budget

Upload your Finance Proforma on this page
As part of your application, you need to complete a Finance Proforma.

If you haven't started this already, you can download a Finance Proforma template from the Multi-Year Funding page.

You can find detailed guidance on how to complete this proforma in the Stage 2 Supplementary Guidance.

You should complete the proforma and upload it on this page.

Your answer: CSMYFP230215907FnGProforma.xlsx

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Access Costs

Project Access Costs

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

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

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

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

Your answer: No

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

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

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Budget

Funding request confirmation
Use this page to confirm the amount of funding you are seeking from Creative Scotland.

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

Your answer: 2394259

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

Your answer: 770173

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Budget

Existing public funding
Tell us where we can find evidence that explains why your required proportion of public funding may be changing.

In assessing your budget we want to understand if your request for public funding is growing in relation to all other income sources and if so, why this is.

Your answer: Please see 1.24, 1.25, 4.4.5, 4.4.6, 4.1a.2, 4.1a.3, 4.1a.26, 4.1a.28, 6.4 and 6.5.

The impact of standstill funding over many years is keenly felt with the value of our current Creative Scotland regular funding around 2/3 of its value when first agreed. We have information about likely future support from some bodies and will continue to pursue all avenues for funding, public and private.

We believe we have demonstrated innovative and adaptive working practices and that Fèisean nan Gàidheal is capable of delivering a wide ranging programme in return for the funding it attracts from public sources.

The organisation has also reduced its reliance on grant funding through the generation of substantial income from activities and the provision of contract delivery, making use of its skilled staff as well as a large cohort of freelance artists. This provides the former with stability and the latter with numerous employment opportunities.

We want to ensure this is the case in future, but to equip us to continue delivering a comprehensive programme, commit fully to Fair Work First, adaptations to reduce carbon use and cope with rising operational costs will require an uplift in funds from Creative Scotland. Our projections reflect the level of funding needed to deliver our proposed programme.

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Fèisean nan Gàidheal

Co-labhairt 2024: Àite agus Aoighean

Àireamh air a’ Chlàr-chùisean: 2.2024.05(a)

Adhbhar a’ Phàipeir

Aonta a shireadh bho bhuill a’ Bhùird air àite airson co-labhairt Fèisean nan Gàidheal 2024 agus tiotal ùr airson an tachartais.

Bun Fhiosrachadh

Bheachdaich Bòrd-stiùiridh Fèisean nan Gàidheal, aig a’ choinneimh mu dheireadh aca, air fios air ais bho cheisteachan a chaidh a chuairteachadh mu cho-labhairt bhliadhnail na buidhne.

Chaidh aontachadh a dhol air adhart, le beagan atharrachaidhean air cruth an tachartais. Chaidh moladh cuideachd gur dòcha gum biodh atharrachadh ann an ainm an tachartais ga dhèanamh nas tarraingiche.

Àireachan a dh’fhaodadh a bhith freagarrach

Mhol buill a’ Bhùird Obar Pheallaidh mar àite airson tachartas na bliadhna-sa. Chuir sinn fios gu 6 taighean-òsta san sgìre ach cha robh ach an Moness Resort ri fhaighinn. Ach, chan gabh iad barrachd air 48 aoighean agus mar sin is dòcha nach bi an t-àite seo gu feum. Chuir sinn fios gu 30 taigh-òsta uile gu lèir agus fhuair sinn na 6 luachan a leanas:

West Highland Hotel, Malaig	£12,180
Leonardo Hotel, Inbhir Nis	£12,246
Ben Nevis Hotel, An Gearasdan	£8,371
Moness Resort, Obar Pheallaidh (48 aoighean no nas lugha)	£6,421
MacDonald Hotels, An Aghaidh Mhòr	£12,875
Oban Bay Hotel, An t-Òban (cha cheadaicheadh iad ceòl an dèidh 10f)	£15,612

'S e £10,000 am buidseat a th' againn airson a' cho-labhairt bhliadhnail. Bu chòir do bhuill a’ Bhùird fa-near a thoirt gum bi na cosgaisean nas àirde ma bhios coinneamh a’ Bhùird a’ dol air adhart nas tràithe san latha oir bidh feum air fuireach oidhche Dhiardaoin cuideachd. Tha buidseat cosgaisean urrasairean de £3,000 ann a dh'fhaodadh a dhol mu choinneamh a' chosgais nas àirde.

Tiotal an tachartais

Tha na leanas am measg cuid de roghannean airson tiotal an tachartais, an àite co-labhairt bhliadhnail:

- Cruinneachadh
- Tional
- Teanal
- Mòd
- Àrd-fhèis
- Seanadh
- Coinneachadh
- Comh-thional

‘S dòcha gum bi molaidhean eile aig buill a’ Bhùird.

Gnìomh a dhìth

Thathar ag iarraidh air buill a’ Bhùird:

1. Àite airson tachartas 2024 aontachadh no àiteachan eile a mholadh a dh'fhaodar rannsachadh
2. Tiotal aontachadh airson an tachartais
   agus
3. Òraidaichean agus cuspairean a mholadh a ghabhadh rannsachadh.

Anne Willoughby
Manaidsear Gnìomha
An Cèitean 2024

Fèisean nan Gàidheal

Aithisg Bhliadhnail air Riaghladh Chunnartan

Àireamh air a' Chlàr-chùisean: 2.2024.05(c)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mu na dòighean anns a bheil cunnartan air an làimhseachadh taobh a-staigh Fèisean nan Gàidheal.

Bun Fhiosrachadh

Ged a tha dleasdanas air a' Bhòrd gu corporra a dhèanamh cinnteach gu bheil cunnartan air an riaghladh anns an dòigh as èifeachdaiche le Fèisean nan Gàidheal, 's iad an luchd-obrach a bhios a' dèiligeadh ris a' ghnothach seo bho latha gu latha.

Cunnartan agus Riaghladh

Chaidh clàr chunnartan a stèidheachadh bho chionn beagan bhliadhnaichean agus tha e fo sgrùdadh cunbhalach.

Tha mothachadh àrd air cunnartan taobh a-staigh na buidhne agus thathar a' beachdachadh air an lasachadh ann an obair làitheil Fèisean nan Gàidheal agus gnìomhan san fharsaingeachd.

Tha am Bòrd-stiùiridh a' faotainn aithisg bhliadhnail air na prìomh chunnartan a bheireadh buaidh, no a dh'fhaodadh buaidh a thoirt, air Fèisean nan Gàidheal.

Tha clàr nan deich prìomh chunnartan a th' ann an-dràsta air a chuairteachadh ann am pàipear 2.2024.05(c)-1, le gach fear air a sheòrsachadh còmhla ri mion-fhiosrachadh mu na ceumannan air an gabhail le luchd-obrach, bho latha gu latha, gus an riaghladh agus an lasachadh.

Tha saighdean a' sealltainn far a bheil an ìre de chunnart air a dhol suas (↑), air a dhol sìos (↓), no air fuireach gun atharrachadh (↔) bhon aithisg bhliadhnail mu dheireadh.

Tha cunnartan a chaidh a thoirt a-steach co-cheangailte ris a' ghalair lèir-sgaoilte agus fàilligeadh teicneòlais ath-mheasadh agus ìsleachadh. Chaidh cunnart ùr co-cheangailte ri lìbhrigeadh thargaidean àrainneachdail a thoirt a-steach.

Gnìomh a dhìth

Thathar ag iarraidh air Buill a' Bhùird:

1. Còmhradh a chumail mu ùrachaidhean ris a' chlàr
   agus
2. Mas e is gu bheil, a' dearbhadh gu bheil iad riaraichte leis na dòighean anns a bheil cunnartan air an riaghladh, às an leth, le luchd-obrach na buidhne.

Anne Willoughby
Manaidsear Gnìomha
An Cèitean 2024

Fèisean nan Gàidheal Risk Register: Top Risks

2.2024.05(c)-1

Rank	Register Number	Risk	Consequence/ Impact	Likelihood	Total Risk	Categorisation in Risk Matrix	Risk Ownership	Responsibility	Mitigation	Last Reviewed	Action Date	Progress/ Future Action (RAG)
1	19	Regular funding from Creative Scotland, Bòrd na Gàidhlig and/or local authorities is on standstill or reduced significantly, while costs continue to rise, leading to a scale-down or cessation of activities.	5.0	3.0	15.0	**HIGH** ↑	CEO	Board	• FnG continues to help funders achieve their objectives and targets as partners • Negotiation of funding agreements with Creative Scotland as well as Bòrd na Gàidhlig means the majority of our programme can be delivered in 2024-25 but there is a budget gap which needs to be closed • Additional funds will be required in future years to ensure we can deliver our programme and initiatives such as First Work First and carbon reduction • Funding was secured from William Grant Foundation to assist Fèisean in 2023-24 and we will work to secure further funding from them or other sources • Ongoing awareness of the cost-of-living situation causing a tightening of public funding • Awareness of possible alternative sources of funding encouraged and other grants accessed where possible • External assessment of impacts from Fèisean nan Gàidheal's work is complete and a useful advocacy tool • Ongoing advocacy for the support of traditional music, Gaelic language and arts is an ongoing function • There must be an understanding that the withdrawal of funding from just one source has the potential to impact negatively on other funds being secured • 'Stealth' reductions, through the introduction of charges for school lets, for example, will be resisted • Guidance issued to Fèisean on building relationships with local authorities.	15.03.24	30.06.24	**Green**
2	51	A member of the management team leaves at short notice. Key staff members are lost to the organisation through external job offers leaving gaps in core operational areas.	4.0	3.0	12.0	**HIGH** ↔	CEO/Board	Board	• Awareness of research citing a high level of fatigue among third sector management having worked through the pandemic • Review of salaries undertaken which found Fèisean nan Gàidheal's pay is broadly in line with that of similar bodies • Reduce over-reliance on single members of staff and ensure knowledge is shared • Regular appraisals and discussion about Fair Work First and career plans • Timesheets ensure all staff have knowledge of the work in which everyone else is involved • Succession planning requires to be examined and exit interviews will be the norm where a key member of staff indicates their intention to leave.	15.04.24	Ongoing	**Green**

3	68	FnG activities are threatened as a result of epidemic or pandemic disease.	4.5	2.5	11.25	**HIGH** ⬇	CEO	Board	• Adherence to all relevant Scottish Government and NHS guidelines will continue • As much as possible of our programme is being delivered face-to-face but with the ability to move to online provision quite rapidly • Rebuilding participant and audience levels is ongoing • Regular information is provided to Board and funders.	15.03.24	Ongoing	**Green**
4	35	Staff/funds are overcommitted to projects resulting in less flexibility and tighter controls in other areas. FnG becomes too focused on contract delivery in order to generate income to support Fèisean, which could result in less time available to support them.	3.5	3.0	10.5	**HIGH** ↔	Executive Manager	Board	• Although the Western Isles Development Officer increased capacity, due to financial constraints, we have been unable to replace a Highland-based officer so the team remains stretched • Potential stress among staff needs to be addressed to ensure wellbeing of individuals and a fully functioning team is in place • Reduce over-reliance on individual members of staff • Time, financial and project management controls continue to be implemented • Awareness of each other's work within the organisation and expectations of time/financial commitments understood • Good project management practices are promoted and potential benefits from new projects are assessed to ensure they are worth undertaking • Updates on commitments are available at staff meetings and through the appraisal system.	15.03.24	Ongoing	**Green**
5	14	Insufficient volunteers come forward to support Fèis activities.	4.0	2.5	10.0	**HIGH** ⬇	CEO/ Development Manager	Board	• A lot of support has been offered from Development Team to avoid volunteer burnout • All FnG staff have supported volunteers to ensure the impact from the pandemic did not increase volunteer fatigue or trigger reassessment of priorities • Encouragement is needed to rebuild activity and numbers over a longer period • Identification by existing committees of potential committee members and volunteers and encouraging parents to participate • Fèisean nan Gàidheal managed to recruit a sufficient number of volunteer Board members following an election in 2023.	15.04.24	Ongoing	**Green**
6=	16	Insufficient Gaelic speaking tutors could lead to reputational damage to FnG. Insufficient tutors available could impact on ability to deliver programme.	3.8	2.5	9.5	**MEDIUM** ⬇	Fèisgoil Manager and Development Manager	Board	• Gaelic policy ensures provision of Gaelic training and, as far as possible, that new tutors not fluent in the language are, at the very least, engaged in learning • Financial support is available for Gaelic learning and professional development • New Gaelic training programme for tutors has been developed and implemented.	15.03.24	Ongoing	**Green**
6=	12	Volunteer effort within the Fèisean is unable/unwilling to adhere to	3.8	2.5	9.5	**MEDIUM**	Executive Manager and Development Manager	Board	• Policies revised and new versions published on the FnG website • Additional guidance on building relationships with local authorities issued	15.03.24	31.05.24	**Green**

		policies/guidelines/legal requirements. Non-compliance with legal requirements and policies could result in an incident which damages the reputation of FnG. This could be the case especially in relation to PVG membership, Gaelic and equalities issues.				↔			• Ensure compliance and good practice by example and training opportunities for staff, tutors and volunteers • New disclosure checking procedures introduced and working well • Importance of adherence to key policies is underlined to members and imposed by conditions of funding with potential financial penalties for non-compliance • Risk Assessments for individual locations and activities carried out in advance of each Fèis • Assistance available from staff members with implementation of policies, particularly our PVG Policy and Gaelic Policy • A refreshed Equalities, Diversity and Inclusion (EDI) Plan was produced for 2023-24 with clear outcomes and separate assessment of risks and it is expected a revised EDI Plan will be required to accompany our agreement with 2024-25 Creative Scotland agreement.			
8	70	Failure to reach carbon reduction targets	3.5	2.5	8.75	**MEDIUM** ↑	Executive Manager/CEO	Board	• Guidance issued on further carbon reduction measures required • Adaptation Plan to be produced with guidance from Creative Carbon Scotland • Aiming to further reduce staff and Board travel, by 20% before 2026	15.03.24	30.11.24	**Green**
9	43	Number of Fèisean continues to increase resulting in less support being available to each one and pressure on financial resources.	3.0	2.0	6.0	**MEDIUM** ↓	Development Manager	BOARD	• There are no known plans for new Fèisean at the date of the review • New Fèisean must comply with aims and objectives of Fèisean nan Gàidheal before admission as members • External funding sought for new initiatives in the short term to allow for consolidation through Grants Scheme.	15.03.24	Ongoing	**Green**
10	69	Worldwide technology failure due to the reliance on technology during the pandemic has the potential to disrupt business, as do increased cyber security attacks.	2.5	1.5	3.75	**MEDIUM** ↓	CEO	Board	• Awareness of potential disruption, not so much from failure, but due to cyber attacks • Employees made aware of cyber security risks and potential for data breaches and losses • Minimising business impact by implementing controls such as offsite backups, password protection, data encryption and firewalls.	15.03.24	Ongoing	**Green**

Fèisean nan Gàidheal

Aithisg air buileachadh Plana CII 2023-24

Àireamh air a' Chlàr-chùisean: 2.2024.05(d)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mu bhuileachadh Plana Co-ionnanachd, Iomadachd agus In-ghabhaltas (CII) na buidhne ann an 2023-24.

Bun Fhiosrachadh

Bidh cuimhne aig buill a' Bhùird gu bheil sinn air planaichean CII aontachadh gu cunbhalach le Alba Chruthachail a' mìneachadh ghnìomhan gus cùisean CII a chomharrachadh agus a leasachadh taobh a-staigh ar pròg ram agus ar modhan-obrach. Chaidh iad an cur an gnìomh gu soirbheachail le mòran shuidheachaidhean ann far an deach sinn seachad air ar targaidean.

Chaidh plana ùraichte airson 2023-24 aontachadh mar thoradh air lèirmheas Alba Chruthachail an-uiridh.

Tha am pàipear a leanas, 2.2024.05(d)-1, a' toirt sealladh farsaing air builean san ùine sin.

A' cleachdadh siostam 'RAG' gus adhartas a chomharrachadh:
Dearg = Toradh/toraidhean gun lìbhrigeadh mar a bha dùil
Òmar = Toradh/toraidhean air an lìbhrigeadh gu ìre
Uaine = Toradh/toraidhean air an lìbhrigeadh gu h-iomlan no thairis air na bha an dùil

Uile gu lèir, tha lìbhrigeadh a' phlana air a bhith riarachail le grunn thargaidean far an deach ar coileanadh thairis air na bha a dhìth. Bha dìreach dà amas nach deach a choileanadh, air sgàth teannachadh buidseit agus dàil ann an ceisteachan ùr a chur ri chèile.

Ath cheumannan

Ged a tha sinn a-nis a' faireachdadh gu bheil cùisean CII freumhaichte gu mòr nar planadh agus lìbhrigeadh, chaidh plana CII ùr a dheasachadh airson 2024-25. Tha iomradh air seo fo 2.2023.02(d).

Bidh obair leantainneach a dhìth airson a dhèanamh cinnteach gu bheil daoine a tha ùr do na Fèisean mothachail air gnothaichean CII agus am brosnachadh pàirt a ghabhail ann an trèanadh iomchaidh air-loidhne, ma bhios feum aca air a leithid.

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird a dhaingneachadh gu bheil iad riaraichte le buileachadh Plana CII 2023-24.

Art MacCarmaig
Ceannard
An Cèitean 2024

Objective One	Risk Score
Deliver work in rural communities across Scotland, including areas of socio-economic deprivation, and organise Gaelic cultural activities for harder-to-reach groups.	**4**

Area/s of Work in Fèisean nan Gàidheal's Programme Plan 2022-27 to which objective relates

- Support and Development of Fèisean
- Enhancement of Gaelic Arts & Culture in Creative Learning

Rationale

Available in EDI Plan 2023-24.

Tasks	Lead	Measures of success	Outcomes
Intergenerational work between young people and older people	Development Manager Fèisgoil Manager	A new cohort of Gaelic singers is recruited and supported for the Fuaran programme. The Beairteas programme is re-established in schools along with an online Café Bheairteis, if there is demand, with a group of young people steering that project.	6 singers were mentored during the year and a selection of 10 new recordings released in February 2024. Café Bheairteis was not re-established as a survey of young people showed little interest in online activity of that nature. 18 sessions were offered in 2 schools in the Westside of Lewis, for 42 primary-age children using storytelling as the medium to strengthen Gaelic language, with a series of 19 videos produced, along with a pamphlet of local stories and rhymes, available as a resource for others.
Target and date	**Singers to be recruited by 31 May 2023** **Beairteas in schools by 31 March 2024**		
Tour of a drama performance relating to Gaelic culture for schools where Gaelic is taught as a second language	Fèisgoil Manager	800+ pupils have a greater awareness of, and engagement with, Gaelic culture.	A new play, marking 300 years since the birth of Duncan Bàn MacIntyre, toured schools in September 2023 where Gaelic is taught as a second language. 21

			performances and workshops were offered to 489 pupils in 9 schools. Coupled with 29 sessions offered during the Blas Festival, around 800 pupils experienced Gaelic culture between through (Sporan) and music and music (An Gineal Òg) performances as well as workshops.
Target and date	**A tour undertaken between September 2023 and February 2024**		
Continuation of Mòd Academy in collaboration with An Comunn Gàidhealach and Renfrewshire Council	Fèisgoil Manager	A range of work is delivered in Renfrewshire schools for over 900 pupils in preparation for the Royal National Mòd in Paisley.	979 children took part in 300 Mòd Academy sessions in 16 schools with 5 tutors involved.
Youth Music Initiative work in schools, free to access and open to all	Fèisgoil Manager	YMI classes are delivered in all Highland primary schools, including special schools, ensuring access for over 4,000 pupils in the target class group, Gaelic tuition in Gaelic medium settings and employment for around 25 tutors.	We delivered YMI classes in 179 Highland primary schools in the 2023-24 school session for 4,117 pupils.
Target and date	**Mòd Academy sessions delivered in 16 schools by 31 October 2023** **YMI sessions delivered in 170 Highland schools by 31 March 2024**		
Through a limited Fèis Development Fund, support access to Fèis activities where affordability is an issue for families.	CEO	Several Fèisean offer free, or reduced cost, classes in areas of socio-economic deprivation across Scotland.	The majority of Fèisean offer help to ensure access to activities where affordability is an issue for families and this has been enhanced through conditions of grant requiring consideration of these matters. The Development Fund supported a number of young people from Fèis an Tairbeirt to attend Fèis Òigridh Ìle is Dhiùra. Bursaries were available for participants in

			the Gaelic Drama Summer School and, although not requested, assistance was also available to 5 Latha participants.
Target and date	**Funds allocated by 31 December 2023**		
Supporting young people across Scotland to engage with Gaelic arts and culture in communities and schools	Development Manager Fèisgoil Manager	5,000 young people experience Gaelic language and culture.	5,163 young people took part in Fèis activities in communities across Scotland during 2023-24 with 13,953 involved in Gaelic cultural experiences in schools across 9 local authorities.
Target and date	**Support for Fèis activities across Scotland and Gaelic lessons, incorporating arts, in schools in 4 local authority areas by 31 March 2024**		

Objective Two	**Risk Score**
Enable a more diverse range of people to access our work in more places and ensure engagement with wider audiences	**8**

Area/s of Work in Fèisean nan Gàidheal's Programme Plan 2022-27 to which objective relates

- Audience Development and Engagement

Rationale

Available in EDI Plan 2023-24.

Tasks	**Lead**	**Measures of success**	**Outcomes**
Ongoing online streaming of events with monitoring of viewer information	CEO	Better access provided to our work for some through digital delivery.	8 events were streamed in 2023-24, the reduction from 10 due to budgetary constraints.
Target and date	**10 streamed events by 31 March 2024**		
Promotion of events in rural areas	Development Manager	25 live Blas events held in communities with low population. 12 live Blas events held in HIE	28 main events were delivered as part of Blas 2023, 26 in rural areas. 17 events were held in HIE Fragile Areas.

		Fragile Areas. Support for 30 Fèisean in rural locations including 19 in HIE Fragile Areas.	 Support was offered to 31 Fèisean in rural areas including 20 in HIE Fragile Areas, with the re-establishment of Fèis an Iar Thuath. Fèis Chataibh and Fèis an Iar Dheas were also re-established, expanding access to our work. In partnership with the Black Isle and Highland Refugee Support Network, in June 2023 we supported the organisation of a family event in Munlochy for Ukranian families at which local Fèis participants played.
Target and date	**Blas to be held in September 2023** **Ongoing support for Fèisean throughout 2023-24**		
Continue to offer a range of live online learning opportunities	Development Manager	Further uptake of lessons with the ability to promote their availability to people from a range of backgrounds.	An international singing workshop was held with Taigh Sgoile na Drochaide (the Gaelic school in Cape Breton) during Mìos nan Gàidheal 2023. Three free online workshops were available during Blas 2023 which attracted an audience of over 100 people. 18 participants registered for four online Gaelic lessons for tutors early in 2024. 83 people took part in 5 Gaelic Awareness Training sessions organised through Fèisgoil.
Target and date	**At least 10 online teaching sessions to be delivered by 31 December 2023**		
Engage with a wide range of groups and	CEO	A more diverse range of people is	Demand has been high for Tasgadh in 2023-

individual artists through the Creative Scotland funded Tasgadh and Maoin nan Ealan Gàidhlig opportunities, with additional support for the latter from Bòrd na Gàidhlig.		engaged with the traditional and Gaelic arts across Scotland.	24 with applications received from a diverse range of individuals and organisations. 101 applications were received during the year with requests totalling £94k towards projects with a total value of £426k. Demand for Maoin nan Ealan Gàidhlig was equally high with 72 applications received seeking support of £378k towards project costs totalling £636k. As with Tasgadh, the fund seems to be attracting a wider range of people.
Target and date	**Funds to be allocated by 28 February 2024**		
Continue to develop our online pre-recorded music lessons with monitoring of user information	Development Manager	Lessons are available with the ability to monitor uptake.	We increased paid subscriptions for *Oide* during 2023-24 with a range of promotional materials having been prepared and disseminated. Due to budget constraints, we were unable to commission new lessons for *Oide*.
Target and date	**3 new series of lessons to be available on the *Oide* platform by 31 March 2024**		

Objective Three	**Risk Score**
Policies and procedures implemented to ensure equality, inclusion and diversity avoiding discrimination of any kind	**3**

Area/s of Work in Fèisean nan Gàidheal's Programme Plan 2022-27 to which objective relates

- Governance and Staffing

Rationale

Available in EDI Plan 2023-24.

Tasks	Lead	Measures of success	Outcomes
Ensure delivery of policies and ensure all new staff, volunteers and contractors are aware of them through engagement and conditions of funding.	Administrator	Staff, volunteers and contractors are comfortable with respective roles in policy implementation.	Our EDI Plan was published and conditions of grant were introduced to ensure Fèisean provided access for as wide a range of young people as possible during the cost-of-living crisis. Most now offer 'pay what you can' options for parents. Guidance was issued to Fèisean on ways in which carbon use could be reduced further at a local level. All contractors are aware of our Safe Place Policy and others which should guide their behaviour while engaged by Fèisean nan Gàidheal or individual Fèisean.
Target and date	**Plan published as soon as it is agreed by Creative Scotland**		
Renew our EDI monitoring questionnaire	Executive Manager	Data collected is relevant and collection is maintained in all areas of our work.	It was decided to postpone the development of a new questionnaire until we are certain of the data which funding organisations wish us to collect. We will work to create new feedback forms, to include EDI data, through 2024-25 once the outcome of our multi-year funding is known.
Target and date	**New questionnaire agreed and in place by 31 July 2023**		
Despite standstill funding, continue our commitment to Fair Work for all staff	Executive Manager	All staff are paid in excess of Real Living Wage with salary rises implemented in line with local authority pay settlements.	Fair Work First has been advanced during the year with particular effort towards seeking feedback from staff and encouraging effective voice. Salary increments for 2023 were in line with the local authority pay settlement agreed with Unison.
Target and date	**Pay increases implemented by December 2023**		

Maintain payments in line with industry standards for all contracted artists.	CEO	All contracted artists in receipt of fees in line with revised industry standards.	It remains the case that all artists contracted by Fèisean nan Gàidheal directly are paid at least union rates. All applicants for Tasgadh and Maoin nan Ealan Gàidhlig must demonstrate they are paying industry standard rates. Local Fèisean have been moving towards paying those rates but progress is hampered by the constraint on grant funding available to Fèisean, reflected in our bids for increased funding to Creative Scotland and Bòrd na Gàidhlig.
Target and date	**Rates reflected in pay to artists once published by relevant industry bodies**		

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

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