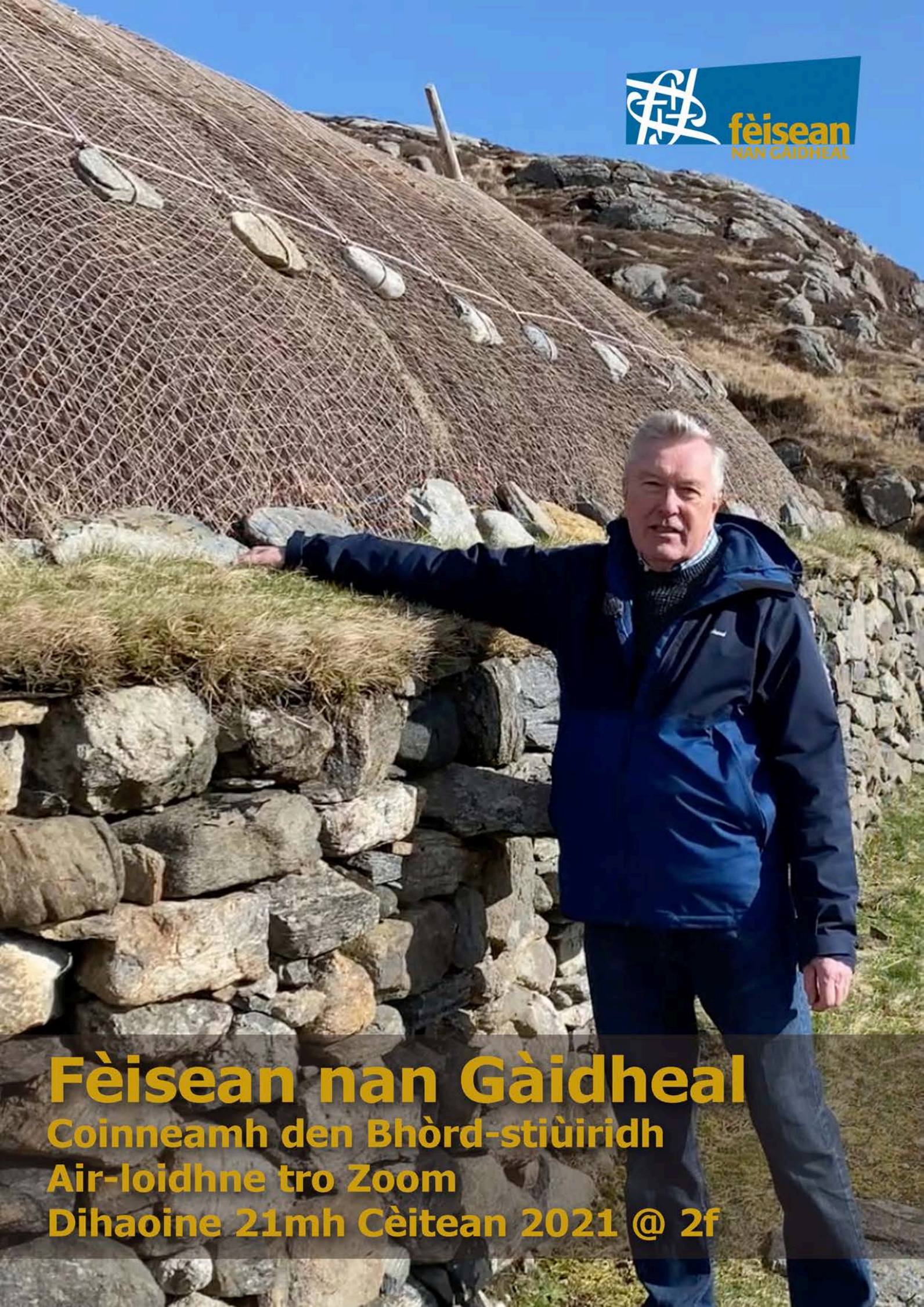

Fèisean nan Gàidheal

Coinneamh den Bhòrd-stiùiridh
Air-loidhne tro Zoom
Dihaoine 21mh Cèitean 2021 @ 2f

Fèisean nan Gàidheal

Coinneamh den Bhòrd Stiùiridh gu bhith ga cumail air-loidhne, Dihaoine 21mh Cèitean 2021 bho 2f

Clàr Chùisean

2.2021.01 CÙISEAN TÒISEACHAIDH

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

2.2021.02 CÙISEAN LEASACHAIDH

(a) Adhartas le Pròram-obrach Fèisean nan Gàidheal — Airson Deasbaid agus Fiosrachaidh
(b) Pròram bhon Mhàrt agus planaichean na h-ama ri teachd — Aithris airson Deasbaid agus Aontachaidh
(c) Geàrr-aithisgean Sgioba-obrach — Airson Deasbaid agus Fiosrachaidh
(d) Cùmhnant rannsachaidh air builean Fèisean nan Gàidheal — Aithris airson Fiosrachaidh
(e) Plana Pròraim 2022-27 — Taisbeanadh airson Deasbaid

2.2021.03 CÙISEAN IONMHASAIL

(a) Buidseat 2021-22 - ùraichte — Airson Aontachaidh
(b) Teachd a-steach agus teachd a-mach 2021-22 — Airson Deasbaid agus Fiosrachaidh
(c) Suimeannan airgid anns a' bhanca agus fiosrachadh às ùire — Aithris airson Fiosrachaidh
(d) Cunntasan Riaghlaidh gu 31 Màrt 2021 — Airson Deasbaid agus Fiosrachaidh
(e) Tabhartasan nam Fèis 2021-22 — Airson Fiosrachaidh
(f) Cothromachadh Ionmhais gu 31 Màrt 2021 — Airson Fiosrachaidh
(g) Cùmhnantan Maoineachaidh — Airson Deasbaid agus Fiosrachaidh

2.2021.04 CÙISEAN LUCHD-OBRACH

(a) Fiosrachadh as ùire — Aithris airson Fiosrachaidh

2.2021.05 CÙISEAN GNÌOMHAIL

(a) Aithisg Bhliadhnail air Riaghladh Chunnartan — Airson Aontachaidh
(b) Co-labhairt 2021 — Aithris airson Aontachaidh

2.2021.06 EILE

(a) G I S B E — Airson Deasbaid
(b) Dearbhadh air ceann-latha na h-ath choinneimh: 24 Sultain 2021 — Airson Fiosrachaidh

Fèisean nan Gàidheal

Geàrr-chunntas air coinneamh a' Bhùird Stiùiridh a chaidh a chumail tro Zoom Dihaoine 5 Màrt 2021 bho 2.00f

1.2021.01 CÙISEAN TÒISEACHAIDH

(a) An làthair

Anna Mhoireach (Cathraiche), Anna NicAmhlaigh, Carola NicCaluim, Seòras Stoddart, Sarah-Jayne Shankland, Alasdair Paul, Ciorstaidh NicDhùghaill, Siobhan NicAnndrais (Alba Chruthachail), Caroline Swain (Comhairle Earra-Ghàidheal is Bhòid), Morag Anna NicLeòid NicMhìcheil (Comhairle na Gàidhealtachd), Lena Nic an Fhùcadair (Comhairle na Gàidhealtachd), Màiri Bhochanan (InG).

Art MacCarmaig (a' frithealadh), Calum Macmhaoilein (a' frithealadh), Anne Willoughby (a' frithealadh), Eilidh NicCoinnich (a' frithealadh), Lùcas Slater (a' frithealadh).

Rinn Aonghas MacLeòid eadar-theangachadh mar-aon.

(b) Leisgeulan

Ceitidh NicAonghais, Cailean Sandilands, Angela Mack, Donnchadh MacNèill (Comhairle Earra-Ghàidheal is Bhòid).

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

Bhathar air geàrr-chunntas bhon choinneimh a chaidh a chumail air 11 Dùbhlachd 2020 a sgaoileadh.

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

(d) Cùisean a thog ceann

Chaidh meal a naidheachd a chur air Abi Lightbody leis a' chathraiche, as leth a' bhùird is luchd-obrach Fèisean nan Gàidheal an dèidh dhi fhèin is do Bharraidh Reid gealladh-pòsaidh a thoirt seachad.

Rinn Anne Willoughby aithris air an adhartas gu ruige seo ann am fosgladh chunntasan banca ùra agus thugadh fainear gun deach sinn cho fada 's a b' urrainnear leis an seo an-dràsta.

1.2021.02 CÙISEAN LEASACHAIDH

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

Bhathar air aithisg air a' chlàr-obrach, a chaidh ullachadh le Art MacCarmaig, airson na treas ràithe de 2020-21, a chuairteachadh is chaidh gabhail rithe.

Chaidh aithris gun robh toradh no dhà fhathast mi-chinnteach, is gur iad na tachartasan còmhnaidh an fheadhainn as dorra. Tha fada bharrachd thachartasan gan tabhann air loidhne tro iomairtean leithid #cleachdiaigantaigh agus bha sinn misneachail gun rachadh againn air a' mhòr-chuid de na tachartasan a chur an gnìomh air dòigh air choreigin ro dheireadh na bliadhna-ionmhais.

(b) Aithisgean adhartas an Luchd-obrach

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

Thug an cathraiche taing as leth a' Bhùird do na h-uile airson an dìchill agus dh'iarr i gun rachadh taing a' Bhùird a chur an cèill don sgioba.

(c) Blas 2020

Dh'aithris Calum Macmhaoilein air soirbheas Fèis Blas. Bha barrachd dhaoine an lùib na fèise leis mar a bha i air loidhne is bha luchd-coimhead ann bho air feadh an t-saoghail.

Bha Mòrag Anna NicLeòid NicMhìcheil air aithisg a chur air beulaibh Comatadh Gàidhlig Comhairle na Gàidhealtachd, san deach Fèisean nan Gàidheal a mholadh airson na dòigh san deach an fhèis a dhealbhachadh is a chur an gnìomh ann an suidheachadh doirbh.

Chaidh aontachadh gun cumte air le cuid a thachartasan air loidhne leis cho math 's a chaidh aca air luchd-coimhead a bharrachd a tharrang.

(d) Clàr bhon Dùbhlachd is na mìosan romhainn

Chuir Art MacCarmaig, Eilidh NicCoinnich agus Calum Macmhaoilein cunntas an cèill, a' chiad phàirt air na prìomh-thachartasan a bha air gabhail àite bhon choinneimh mu dheireadh.

Chaidh aire a thoirt do chaochladh phròiseactan agus bha buill a' Bhùird air an dòigh ghlan le farsaingeachd na h-obrach a bha air leantainn oirre a dh'aindheoin cuingealachadh Cobhad-19.

Bha an dàrna leth den chunntas a-mach air na prìomh phuingean de na dhèanadh Fèisean nan Gàidheal sna mìosan ri tighinn.

(e) Plana Prògraim 2022-27

Chuir Art MacCarmaig cunntas an cèill a thaobh an fheum a bha air Plana Prògraim ùr 2022-2027. Chaidh ceistean a chur air a' Bhòrd agus air an luchd-maoineachaidh a thaobh cuid de na tha Fèisean nan Gàidheal a' tabhann. B' e buil na deasbaid:

- Tha prìomhachasan Fèisean nan Gàidheal a' fuireach an ìre mhaith mar a tha iad
- Tha cur an comas dhaoine Gàidhlig a chleachdadh fhathast na phrìomhachas
- Leanaidh seirbhisean air loidhne orra an dèidh don ghlasadh-sluaigh crìochnachadh
- Bu chòir barrachd cothroman compàirteachas a shireadh
- Tha slàinte is sunnd an luchd-obrach ri bhith nam pàirt chudromach den obair a tha romhainn

Thèid coinneamh a chumail le luchd-obrach Fèisean nan Gàidheal a-mhàin airson dèiligeadh ri cuid de na gnothaichean seo agus thèid dreachd plana àrd-ìre a thoirt air ais gu ath-choinneamh a' Bhùird.

1.2021.03 CÙISEAN IONMHASAIL

(a) Teachd A-steach agus Cosgaisean 2020-21

Bhathar air aithisg leis a' Mhanaidsear Ghnìomha, Anne Willoughby, a sgaoileadh a' sealltainn teachd-a-steach is cosgaisean leis na thachair gu 31 Faoilleach 2021.

Thugadh fainear dha le buill a' Bhùird.

(b) Cunntasan Banca agus am fiosrachadh mu dheireadh

Mar a bha na cunntasan aig an àm:

- Cunntas Làitheil – £6,846.29
- Cunntas Àrd-rèidh - £607,551.94
- Cunntas Blas - £4,082.10
- An t-Urras Leasachaidh - £8,525.07

Thugadh fainear do na suimeannan le buill a' Bhùird.

Chaidh an duilgheadas ann a bhith a' fosgladh chunntasan banca ùra a chur an cèill marthà. Mhol Seòras Stoddart sgur a shireadh chunntasan ùra san eadar-àma.

Thugadh fainear do seo is chaidh aontachadh leis a' Bhòrd.

(c) Cunntasan Riaghlaidh gu 31 Dùbhlachd 2020

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

Thugadh fainear dhaibh le buill a' Bhùird.

(d) Dreachd Buidseit 2021-22

Bhathar air dreachd buidseit a sgaoileadh is aontachadh leis a' Bhòrd.

(e) Tabhartasan do na Fèisean 2020-21 agus 2021-22

Bhathar air liosta de thabhartasan a chaidh aontachadh do dh'Fhèisean a sgaoileadh is chaidh innse gu bheilear a' pàigheadh nam fèisean mar a thachradh an gnìomhan air loidhne.

Bha am Bòrd toilichte leis an seo agus thugadh fainear do na suimean a chaidh is a bha ri pàigheadh.

Chaidh aontachadh aig coinneamh a' Bhùird san Dùbhlachd gun rachadh an aon mhaoineachadh tabhartais ris an-uiridh a thabhann air na Fèisean ann an 2021-2022, ach cuideachd a' fàgail an dorais fosgailte gu maoineachadh a bharrachd a-rèir farsaingeachd nan gnìomh a dh'fhaodadh na Fèisean tabhann.

(f) Cùmhnantan Maoineachaidh

Bhathar air aithisg le Art Macarmaig a sgaoileadh le fios as ùr do na buill air an t-suidheachadh a bha ann a thaobh nam prìomh-chùmhnantan maoineachaidh aig Fèisean nan Gàidheal.

- Ghabh am Bòrd ri cùmhnant rannsachadh a thoirt seachad gus buaidh na h-obrach aig Fèisean nan Gàidheal a thomhas.
- Tha Art MacCarmaig a' conaltradh ri Comhairle nan Eilean Siar air cothroman compàirteachais.
- Mar phàirt den aonta mu dheireadh againn airson 2021-2022, tha feum aig Fèisean nan Gàidheal air Plana Àrainneachd agus cumail ri iomairt Obair Chothromach Riaghaltas na h-Alba.
- Thèid maoinean a bharrachd airson tabhartas Tasgadh a chur gu feum airson lèir-mheas air a' mhaoin gu ruige seo.

Thugadh fainear don aithisg is do na puingean a bharrachd leis a' Bhòrd.

(g) Cothromachadh maoineachaidh gu 31 Màrt 2021

Bhruidhinn Art MacCarmaig air a' chleachdadh àbhaisteach aig Fèisean nan Gàidheal a bhith a' riarachadh airgead tabhartais nach deach a chosg le Fèisean air feadh na blaidhna. Chaidh aontachadh ma bha maoin air fhàgail faisg air deireadh na bliadhna gum b' urrainn don Cheannard co-dhùnadh mar a rachadh seo a riarachadh, taobh a-staigh nan Riaghailtean Ionmhais, le aithisg air mar a chaidh an t-airgead a chosg ga thoirt do bhuill a' Bhùird mar fhiosrachadh.

1.2021.04 CÙISEAN LUCHD-OBRACH

(a) Fiosrachadh as ùire

Tha Laura NicNeacail fhathast air fòrladh màthaireil ach tha i air innse gum bu toigh leatha tilleadh a dh'obair làn-ùine.

Thug am Bòrd cead tòiseachadh air sanasachd airson Oifigeach Leasachaidh sna h-Eileanan an Iar is thug iad taing do Bhòrd na Gàidhlig agus do Riaghaltas na h-Alba airson a' mhaoin a bharrachd a leig leotha sin a dhèanamh.

1.2021.05 CÙISEAN GNÌOMHAIL

(a) Coinneamhan air Loidhne: Pàipear Riaghlaidh

Bha pàipear air a sgaoileadh le Art MacCarmaig a thaobh an ùghdarrais a dh'fheumas a bhith an gnìomh airson leigeil le coinneamhan tachairt air loidhne.

Thugadh fainear leis a' Bhòrd seach nach robh guth aig ar Bun-reachd air a' ghnothach seo gum faodadh coinneamhan a' Bhùird is eile cumail a' dol air loidhne gun atharrachadh sam bith.

Ach dh'aithnich am Bòrd gu b' fheàirrde ar Meorachan is ar Bunreachd ùrachadh agus chaidh aontachadh conaltradh ri Stronachs gus atharrachaidhean a mholadh a rachadh cur air adhart airson aonta aig a' Choinneimh Bhliadhnail san t-Sultain.

Thugadh fainear gu bheil Cailean Sandilands, Rùnaire Fèisean nan Gàidheal, na chompàirtiche ann an Stronachs ach chaidh a dhaingneachadh nach biodh gnothach aige a thaobh fastadh na companaidh no na h-obrach a bha ri dhèanamh.

(b) **Co-labhairt 2021**

Tha co-dhùnadh ri dhèanamh fhathast an tèid co-labhairt 2021 a chumail air loidhne no an làthair. Thèid seo aontachadh aig an ath-choinneimh den Bhòrd a-rèir 's mar a tha na riaghailtean aig an àm.

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

Bhathar air fiosrachadh a sgaoileadh ann am pàipear air maoinean Alba Chruthachail a bhios Fèisean nan Gàidheal a' làimhseachadh.

Thugadh fainear don seo leis a' Bhòrd.

1.2021.06 **EILE**

(a) **Daingneachadh Ceann-latha na h-ath choinneimh**

Chaidh a dhaingneachdadh gum biodh ath-choinneamh a' Bhùird ann Dihaoine 21 Cèitean.

Fèisean nan Gàidheal

Adhartas le Prògram-obrach Fèisean nan Gàidheal

Àireamh air a' Chlàr Chùisean: 2.2021.02 (a)

Adhbhar a' Phàipeir

Airson geàrr-iomradh a thoirt do bhuill a' Bhùird air adhartas le prògram-obrach na buidhne san ràith mu dheireadh de 2020-21 gu 31 Màrt 2021.

Cùl-fhiosrachadh

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

Tha 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 leanas a' dèanamh ceangal eadar gach buil agus raointean leasachaidh bhon Phlana Prògraim aig Fèisean nan Gàidheal airson 2018-21:

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

Àir.		Raon sa Phlana Prògraim	Adhartas	Ìre
Alba Chruthachail - Àrd-amasan				
A' toirt aithne do is a' cur sùim ann an sàr obair is daoine a tha feuchainn rudan ùra sna h-ealain, ann am film is telebhisean agus sna gnìomhachasan cruthachail				
AC1	Maoineachadh airson leasachaidhean ùra tro Mhaoin Leasachaidh nam Fèisean.		Chaidh £5,000 a thoirt do dh'Fhèis Bharraigh a leigeadh leotha dà fhichead bliadhna a chomharrachadh.	
AC2	Ma bhios maoin gu leòr ann, taic ro-innleachdail a thoirt do dh'Fhèisean a tha airson an obair aca a leudachadh agus a tha airson pròram obrach fad na bliadhna a chur air chois.		Le maoin shònraichte bho Riaghaltas na h-Alba, tha sinn a' cumail taic ri pròram a bhios ga chur air adhart a' comharrachadh 40 bliadhna de dh'Fhèis Bharraigh. Bidh a' mhòr-chuid den phròram a-nise a' dol air adhart ann an 2021. B' fheudar do chuid de na Fèisean an obair aca a lùghdachadh ri linn Covid ach tha tòrr co-obrachadh air a bhith a' dol air adhart airson a dhèanamh cinnteach gu bheil tachartasan Fèise air dhol air adhart air-loidhne. Chaidh tabhartasan a thabhann do ghrunn Fhèisean ro 31 Màrt airson an cuideachadh faighinn seachad air buaidh Covid.	

AC3	Taic do dh'obair ùr agus obair a tha feuchainn rudan ùra sna h-ealain Ghàidhlig.		Chaidh taghadh farsaing de chur-seachadan ealain Ghàidhlig a chruthachadh agus a lìbhrigeadh air-loidhne eadar a' Chàisg 2020 agus Am Màrt 2021 mar phàirt den iomairt #cleachdiaigantaigh. Tha dùil gum bi seo a' leantainn airson greaiseag ann an 2021-22, co-dhiù cho fhad 's a tha sgoiltean dùinte agus riaghailtean Covid a' cur bacadh air tachartasan aghaidh-ri-aghaidh.	
AC4	Taic do bhith sgrìobhadh òrain Ghàidhlig ùra.		Chaidh *Bothan nan Òran* air adhart eadar An Dàmhair agus An Dùbhlachd le Màiri Anna NicUalraig, James Hind, Robbie MacLeòid agus Nick Turner a' lìbhrigeadh a' chùrsa. Bidh cuid de na h-òrain a chaidh a chruthachadh tron chùrsa a chlàradh gu proifeiseanta agus bidh iad ri fhaighinn air-loidhne. Chaidh ceithir òrain ùra a choimiseanadh le Fèisean nan Gàidheal agus bha iad rin cluinntinn mar phàirt den chuirm mu dheireadh aig Blas san t-Samhain. Chaidh trì òrain Nollaige/na Callainn a chruthachadh agus bha iad air an sgaoileadh do sgoiltean. Chaidh an cluich mar phàirt den chuirm phoblach aig an Dealbh-chluich Nollaige san Dùbhlachd cuideachd. Bha òrain ùra sa phròg ram Hùb Hàb do bhuidhnean tràth-bhliadhnaichean a chaidh a sgaoileadh aig toiseach 2021.	
AC5	Cothroman do luchd-ciùil, luchd-dràma is seinneadairean a bhith leasachadh sgilean sgrìobhaidh ùra tro choimiseanan ùra.		Rinn sinn sanasachd le cuireadh do sgrìobhadairean òran ùr a chruthachadh a bhios ga chur ris an fheadhainn a tha sinn a' foillseachadh gach seachdain airson Bliadhna Cladaichean is Uisgeachan na h-Alba 2020 a chomharrachadh. Shoirbhich le Raonaid Walker ach thug sinn taic do thriùir eile òrain ùra a chur ri chèile agus chaidh an taisbeanadh aig Blas. Fhuair Mike Vass coimisean, cuideachd, pìos ciùil a chur ri chèile airson toiseach na fèise le barrachd air 30 com-pàirtiche bho na Fèisean.	
AC6	A' cur Sgoil Shamhraidh Dràma Ghàidhlig air dòigh		Coltach ris a' mhòr-chuid de thachartasan eile, chaidh an Sgoil Shamhraidh Dràma a lìbhrigeadh ann an cruth air-loidhne fo stiùir Aonghais MhicLeòid agus Lana Pheutan le sianar a' gabhail pàirt.	
Tha cothrom aig a h-uile duine pàirt a ghabhail ann is tlachd fhaighinn às na h-ealain is nithean cruthachail				
AC7	Maoineachadh cunbhalach do dh'obair nam Fèisean tro Sgeama Thabhartasan nam Fèisean a leigeas leinn pàigheadh a thoirt do dh'oidean aig na h-ìrean a tha Aonadh an Luchd-chiùil a' moladh, ma bhios taic-airgid gu leòr ann.		Chaidh tabhartasan 2020-21 aontachadh sa Ghearran 2020 le Bòrd-stiùiridh Fèisean nan Gàidheal. Chaidh am pàigheadh do na Fèisean a chuir air adhart obair rè na bliadhna. Chaidh cuid de dh'airgead a ghluasad don sgeama Treòir airson slànachadh bho Covid a bhrosnachadh, cho math ri cothroman a bharrachd ceòl ionnsachadh a thabhann do dh'òigridh agus obair a thoirt do luchd-ciùil. Chadh tabhartasan a thoirt seachad cuideachd airson taic a thoirt do dh'Fhèisean obair a thòiseachadh a-rithist aon uair 's gu bheil bacaidhean Covid gan lagachadh. Chaidh tabhartasan luach £402,720 a phàigheadh do na Fèisean ann an 2020-21 le dùil gum bi taic-airgid a bharrachd ann obair nam Fèis ath-thòiseachadh ann an 2021-22.	
AC8	A' toirt cothrom an-asgaidh do na Fèisean air ionnsramaidean ciùil bho ar Stòras Ionnsramaidean Ciùil.		Cha robh cus iarrtas ann airson ionnsramaidean san ràith seo leis gun robh nas lugha de chlasaichean a' dol air adhart far an robh iad a dhìth.	

AC9	A' stiùireadh sgeama PVG bho ar prìomh oifisean gus dèanamh cinnteach gu bheil dìon ga dhèanamh air clann is inbhich a tha feumach air an dìon.		Tha seo a' dol air adhart le sgrùdaidhean gan dèanadh às leth Fèisean ionadail. Bha 37 iarrtasan ann airson deuchainnean gu deireadh R4. Tha sinn an-dràsta a' beachdachadh air buaidh lagh ùr - Disclosure (Scotland) Act - nach deach a chur an sàs fhathast. Tha a h-uile coltas ann gum bi feum air deuchainnean sgrùdaidh a dhèanamh air oidean agus saor-thoilich gach còig bliadhnaichean.	
AC10	Taic ionmhasail a bharrachd a thoirt seachad gus dèanamh cinnteach gum bi cothrom aig daoine, le feumalachdan taice a bharrachd, air tachartasan.		Tha maoin a bharrachd ri fhaighinn, a rèir feum, ach cha d' fhuair sinn iarrtas sam bith son taic gu deireadh R4.	
AC11	Conaltradh cunbhalach le Oifigearan Leasachaidh, Co-labhairt bhliadhnail agus cruinneachaidhean roinneil mar a bhios iomchaidh.		Tha ar n-Oifigearan Leasachaidh air sàr obair a dhèanamh còmhraidhean cunbhalach a chumail ris na Fèisean aca airson a dhèanamh cinnteach gu bheil taic iomchaidh aca fhad 's a tha Covid-19 a' toirt buaidh. Chaidh ar coinneamh bhliadhnail agus co-labhairt a chumail air-loidhne air 25 Sultain 2020. Chaidh cothrom a thabhann do luchd-eagrachaidh nam Fèis - Cothrom Còmhraidh/Fèis Organiser Meet-up – agus thàinig beachd air adhart gum biodh e buannachdail seisean air obair le clann aig a bheil feumalachdan a bharrachd a chur air dòigh. Chaidh seo air adhart san Fhaoilleach.	
AC12	Bùithtean-obrach is pròraman le Meanbh-Chuileag (tro mheadhan na Gàidhlig no a tha ag èirigh às a' Ghàidhlig).		Chaidh film ùr, *Eliza*, a chruthachadh airson taic a chumail ri obair Mheanbh-Chuileag a chaidh air adhart an dèidh saor-làithean na Dàmhair. Chaidh am film a shealltainn ann an sgoiltean le bùth-obrach beò às a dhèidh airson còmhradh a thogail mu chuspair an fhilm. Chaidh gabhail gu fìor mhath ris an fhilm agus nochd tòrr sna meadhanan mu dheidhinn. Bha taisbeanadh poblach ann mar phàirt de Bhlas cuideachd.	
AC13	Obair Ghàidhlig aig na Fèisean le Sgioba-G.		Cha deach taic sam bith iarraidh gu deireadh R4 leis gun robh a' mhòr-chuid de dh'obair air-loidhne. Ge-tà, bha am pròram #cleachdiaigantaigh air a lìbhrigeadh gu tur tro mheadhan na Gàidhlig agus, far an robh a leithid a dhìth, bha briathrachas air a mhìneachadh.	
AC14	A' stèidheachadh agus a' toirt sreath de thachartasan ealain Ghàidhlig gu buil airson clann nan tràth-bhliadhnaichean ann am foghlam Gàidhlig, a' gabhail a-steach ceòl, òrain, dràma agus pupaidean.		Bha tachartasan tràth-bhliadhnaichean Hùb Hàb air an lìbhrigeadh beò tron phròram #cleachdiaigantaigh. Chaidh cruinneachadh de dh'òrain Hùb Hàb a chlàradh agus an cur air-loidhne air FèisTV. Chaidh *Hùb Hàb air Chuairt*, cuide ri Ceitidh NicPhàrlain, a thabhann do bhuidhnean tràth bhliadhnaichean agus a shruthadh air Facebook LIVE ann an R4.	
AC15	Meanbh-Fhèisean ann an sgoiltean airson a dhèanamh cinnteach gu bheil com-pàirteachas ann an dualchas Gàidhlig ri fhaighinn.		Ri linn buaidh Covid-19, cha deach Meanbh-Fhèis Àrd-sgoil Phort Rìgh air adhart ann an 2020-21 mar is àbhaist. Tha sinn a' beachdachadh air mar a ghabhadh tachartas mar seo a dhèanamh air-loidhne, 's dòcha ann an co-obrachadh le e-Sgoil.	
AC16	A' cumail a' toirt taic do chuirmean Fhèisean ionadail.		Bha 9 cèilidhean gan sruthadh bho Fhèisean an t-samhraidh, na Dàmhair agus a' Ghearrain gu deireadh R4. Sgaoil Fèis Bharraigh cèilidh shònraichte mar chomharra air 40 bliadhna den tachartas ann an R2.	

AC17	Ma bhios maoineachadh ann, stiùiridh sinn Sgeama Thabhartasan Beaga airson nan Ealain Traidiseanta às leth Alba Chruthachail.		Bha iarrtasan a dhìth son a' chiad chuairt de Thasgadh ro 23.10.2020 agus bha cuairt eile ann le ceann-latha den 29.01.2021.	
Thèid cruth-atharrachadh a thoirt air àiteachan is beatha dhaoine tro mhac-meanmna dhaoine, àrd-amasan agus tuigse air na e an comas do dhaoine a chruthachadh				
AC18	A' cumail a' toirt taic do luchd-eagrachaidh ionadail tro Uairean Bliadhnail mar phàirt de Sgeama Thabhartasan nam Fèisean.		Mar a thachair le tabhartasan, ga mhìneachadh ann an AC7, chaidh an t-airgead seo a sgaoileadh a-nise.	
AC19	Taic do bhuidhnean coimhearsnachd a tha ag iarraidh Fèisean ùra a stèidheachadh.		Cha robh iarrtas sam bith ann am-bliadhna agus chan eil seo na iongnadh leis gun robh Covid air bacadh a chur air tachartasan a chur air dòigh.	
AC20	A' dol an sàs ann an iomairtean agus com-pàirtichean a tha a' cruthachadh chothroman cosnaidh do dh'òigridh anns na h-ealain agus gnìomhachasan cruthachail.		Cha deach ar Cèilidhean air Chuairt air adhart ri linn buaidh Covid-19. Ge-tà, chum sinn Fèis Alba air-loidhne san luchar, le seiseanan do 30 òganach a' mìneachadh nan riaghailtean eadar a bhith air fhastadh 's ag obair mar chunnradair, cho math ri fiosrachadh a thoirt seachad mu chòraichean co-cheangailte ri ceòl is òrain agus sgilean taisbeanaidh. Bha cèilidh fior mhath ann aig deireadh na seachdain le taisbeanadh còmhla a chaidh a chlàradh aig astar. Bha na seinneadairean a ghabh pàirt ann am Fuaran air am pàigheadh airson feum a dhèanamh de na h-òrain a chaidh a chruinneachadh agus a chlàradh. Tha mòran de dh'oidean, no leas-oidean, ag obair air an ceann fhèin agus an eisimeil teachd a-steach bho na Fèisean. Chaidh mu £120k a phàigheadh do luchd-ealain a chaill obair ri linn buaidh Covid-19, mòran dhiubh nan daoine òga, agus lean obair fharsaing ann an R4. Fhuair sinn taic-airgid £30k a bharrachd bho Alba Chruthachail a leigeadh le 7 Fèisean neach-ciùil fhastadh air muinntireas. Bidh trèanadh do luchd-ciùil òga a bhith nan oidean mar phàirt den iomairt seo.	
AC21	A' cur air dòigh agus a' leasachadh Fèis Bhlas, a' gabhail a-steach coimisean ùr agus a' leudachadh na Fèise gu bhith ag obair ann an sgìrean eile.		Chaidh Blas air adhart san t-Samhain, a' crìochnachadh air Oidhche Naomh Anndrais. Chaidh coimisean a thoirt do Mike Vass obair a dhèanamh le òigridh bho na Fèisean airson taisbeanadh fon ainm *A' falbh ann am bàta/Leaving in a Boat* a chaidh a shealltainn air a' chiad oidhche den fhèis. Thairis air 11 làithean bha na tachartasan a leanas mar phàirt den fhèis: • 12 cuirmean air an oidhche • 3 cèilidhean an-asgaidh anmoch air an oidhche air Facebook • 3 taisbeanaidhean dràma Gàidhlig • 2 sheisean stèidhcihte air òrain Ghàidhlig Gaelic • 3 òraidean air an lìbhrigeadh sa Ghàidhlig • Sreath bhùithtean-obrach do dh'inbhich agus òigridh • Pròram ciùil ann an sgoiltean • Pròram dràma Gàidhlig ann an sgoiltean Tha fiosrachadh mu na cuirmean agus bùithean-obrach a chaidh air adhart ri fhaicinn aig www.blas.scot. Bha aithisg shlàn le toraidhean na fèise ro Bhòrd-stiùiridh Fèisean nan Gàidheal sa Mhàrt 2021 a sheall gun d' fhuair 140 neach cothrom cosnaidh agus gun robh 55,553 luchd-amhairc/luchd-èisteachd againn.	

AC22	Cothroman air tachartasan còmhnaidheach, leis na h-ealain Ghàidhlig agus le cur-seachadan ann an coimhearsnachdan, air an cumail ann an Gàidhlig.		Chaidh tachartasan còmhnaidheach a tharraing am-bliadhna ri linn buaidh Covid-19.	
Thèid beachdan-smaoin a chur an gnìomh le caochladh luchd-obrach is cheannardan sgileil a nì obair ann an co-cheangail ri chèile				
AC23	A' cumail a' tairgse taic ro-innleachdail is phragtaigeach tro lìonra de dh'Oifigearan Leasachaidh agus gach oifigear a' coimhead às dèidh grunn Fhèisean.		Bidh na h-Oifigearan Leasachaidh againn a' toirt taic do ghrunn Fhèisean. Tha an sgioba sùbailte nan obair agus bheir iad taic do chàch a chèile nuair a tha aon oifigear gu h-àraidh trang agus bidh iad a' gabhail stiùir air pròiseactan sònraichte. Leis mar a chaidh cuid de thachartasan Fèise a chur dheth, bha an sgioba trang a' dèanamh cinnteach gun d' fhuair cunnradairean a chaill obair ri linn Covid-19 am pàigheadh. Chaidh an sgioba an sàs ann an raon farsaing de thachartasan, a' gabhail a-steach seinn Gàidhlig do gach aois, gnàthasan-cainnt airson cànan a bheairteachadh, pròram de leasanan-ciùil air-loidhne agus òraidean co-cheangailte ri dualchas nan Gàidheal mar phàirt de phròram #cleachdiaigantaigh. Bha an sgioba a' co-obrachadh leis na Fèisean airson a dhèanamh cinnteach gun deach tachartasan air adhart air-loidhne rè saor-làithean nan sgoiltean ann an 2020-21 agus tha #cleachdiaigantaigh air leantainn ann an R4. Faicibh AC11 cuideachd.	
AC24	A' cruthachadh agus a' sgrùdadh phoileasaidhean, a bu chòir na Fèisean uile a ghabhail òs làimh, a nì cinnteach gum bi cùisean air an cur air dòigh gu ceart agus gun tèid tachartasan ealain sàr mhath a chumail.		Tha sinn a' cumail romhainn poileasaidhean a chruthachadh, agus faodaidh Fèisean fa leth an gabhail òs làimh. Chaidh ùrachaidhean a dhèanamh air feadhainn aca agus 's i obair leantainneach a tha seo. Chaidh modhan-obrach a chur an sàs airson a dhèanamh cinnteach nach biodh Covid-19 air sgapadh tro thachartasan a bhios Fèisean nan Gàidheal a chur air dòigh. Chaidh lèirmheas a chumail agus atharraichean a dhèanamh ris an stiùireadh co-cheangailte ri deuchainnean sgrùdaidh.	
AC25	A' cur àrachas air dòigh gus am bi àrachas aig na Fèisean airson uallaichean poblach is airson gach taobh den obair aca leis na h-ealain.		Bidh gach Fèis a' faotainn àrachas mar phàirt den bhallrachd aca a tha a' gabhail a-steach gach cunnart co-cheangailte ris na gnìomhan aca.	
AC26	Trèanadh cunbhalach ri fhaotainn do luchd-eagrachaidh nam Fèisean gus dèanamh cinnteach gu bheil na sgilean aca a tha dhìth gus na tachartasan aca a ruith ann an dòigh phroifeiseanta.		Chaidh 63 seiseanan trèanaidh a thabhann tron bhliadhna le 347 com-pàirtichean. Chaidh 36 dhiubh a lìbhrigeadh do luchd-eagrachaidh nam Fèis agus a-measg nan cuspairean bha mar a ghabhadh feum a dhèanamh de ghoireasan didseatach eadar-dhealaichte air-loidhne.	
AC27	Trèanadh cunbhalach do luchd-obrach Fèisean nan Gàidheal is nam Fèisean fhèin.		Bha 21 seiseanan trèanaidh ann do luchd-obrach gu deireadh R4.	
AC28	Taic le sgrìobhadh chruthachail tro obair dràma agus cùrsaichean sònraichte.		Bha sgrìobhadh chruthachail na phàirt de dh'obair na Sgoile Samhraidh Dràma a chaidh air adhart air-loidhne san luchar. Tha ar n-Oifigear Dràma, Aonghas MacLeòid, air na sgilean sgrìobhaidh chruthachail aige fhèin a chur gu feum tro shreath bhideothan de chur-seachadan dràma a tha ri fhaighinn an-asgaidh air-loidhne tro FèisTV.	

			‘S e Aonghas MacLeòid a sgrìobh an sgribt airson *Eliza*, film ùr a chaidh a chleachdadh ann an sgoiltean le Meanbh-Chuileag. Sgrìobh Angus MacLeòid cuideachd sgribt airson Dealbh-chluich na Nollaige 2020, *Ròs Bhàn agus na Seachd Sìthichean*, a chaidh a sgaoileadh do sgoiltean san Dùbhlachd.	
AC29	A’ dol an sàs ann an obair chom-pàirteach gus tuilleadh chothroman a thoirt do dhaoine òga adhartas a dhèanamh.		Bha Fèisean nan Gàidheal a’ co-obrachadh le Fèisean ionadail as t-samhradh, san Dàmhair agus sa Ghearran, nuair is àbhaist dhaibh a bhith a’ dol air adhart co-dhiù, gus dèanamh cinnteach gun robh Fèis ann air-loidhne gach seachdain rè saor-làithean nan sgoiltean. A bharrachd air sin, chuir Fèis Phàislig agus Fèis Arainn tachartasan air dòigh le taic-airgid Fèisean nan Gàidheal. Dh’obraich Fèisean nan Gàidheal gu dlùth ri Bòrd na Gàidhlig agus Comunn na Gàidhlig air an iomairt #cleachdiaigantaigh rè na bliadhna. Tha Fionnlagh MacIlllnnein a’ cumail roimhe le greis-obrach tro YoungScot, airson eòlas fhaighinn air cò ris a tha e coltach a bhith ag obair ann am buidheann leithid Fèisean nan Gàidheal. Fhuair Luke MacLeòid à Leòdhas cothrom ùine a chur seachad còmhla rinn as t-samhradh, agus tha e air a bhith an sàs ann an tachartasan eadar-dhealaichte bhon uair sin. Tha buidheann òigridh an sàs ann an Café Bheairteis gu cunbhalach a tha ag amas air na sgilean Gàidhlig aca a leasachadh tro chothroman cleachdaidh.	
Tha Alba na dùthaich shònraichte, chruthachail aig a bheil ceanglaichean ris an t-saoghal				
AC30	A’ cuideachadh nam Fèisean le bhith cur ar Poileasaidh Gàidhlig an gnìomh.		Feumaidh Fèis sam bith a tha a’ faotainn taic-airgid bho Fhèisean nan Gàidheal ar Poileasaidh Gàidhlig a chur an gnìomh. Bidh sinn a’ toirt taic do na Fèisean le eadar-theangachaidhean, trèanadh agus stuthan sanasachd dà-chànanach a dhèanamh nuair a tha sin a dhìth.	
AC31	Taic do bhith leudachadh an àireamh Chèilidhean air Chuairt as t-samhradh.		Cha robh Cèilidhean air Chuairt ann ri linn buaidh Covid-19. Ge-tà, fhuair na daoine òga a bha gu bhith a’ gabhail pàirt annta cothroman trèanaidh tro Fhèis Alba air-loidhne a bhios na chuideachadh dhaibh an ath bhliadhna. Faicibh AC20 gu h-àrd.	
AC32	A’ cur air dòigh agus a’ leasachadh Fèis Bhlas, a’ gabhail a-steach coimisean ùr agus a’ leudachadh na Fèise gu bhith ag obair ann an sgìrean eile.		Faicibh AC21 gu h-àrd. Cha robh dòigh ann an fhèis a leudachadh gu sgìrean eile ach, leis gun robh i air-loidhne, ràinig tachartasan Blas luchd-amhairc ann an iomadh dùthaich a bharrachd air na tha àbhaisteach.	
AC33	A’ tagradh gum bi pàirt aig na Fèisean ann an tachartasan nàiseanta agus ann am bliadhnaichean a tha comharrachadh chuspairean sònraichte le obair shònraichte ann am Bliadhna na h-Òigridh.		Chùm sinn romhainn leis a’ phròiseact fad bhliadhna, stèidhichte air òrain Ghàidhlig, a’ comharrachadh Bliadhna Cladaichean agus Uisgeachan na h-Alba. Bha seinneadairean bho na Fèisean an sàs cuide ri feadhainn eile a tha nas aithnichte. Fhuair am pròiseact maoin bho Riaghaltas na h-Alba agus chuir Jo NicDhòmhnaill teacs de na h-òrain agus fiosrachadh iomchaidh mun deidhinn ri chèile. Tha clàraidhean ùra ann de gach òran air bhideo agus faidhlichean fuaim.	
AC34	A’ gabhail pàirt ann an tachartasan ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh, no far an gabhadh cothroman a chruthachadh.		Cha robh cus chothroman taisbeanaidh ann gu deireadh R4 ri linn buaidh Covid-19. Ge-tà, ghabh barrachd air 30 com-pàirtiche pàirt sa choimisean a fhuair Mike Vass a chaidh a thaisbeanadh air a’ chiad oidhche de Bhlas.	

AC35	A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan.		Ri linn riaghailtean glasaidh Covid-19, b' fheudar dhuinn beachdachadh air na h-earrannan de ar pròg ram a ghabhadh a lìghrigeadh air-loidhne. Leis gu bheil sinn air a bhith ag obair fad greiseag a dh'ionnsaigh obair a bharrachd a dhèanamh air-loidhne cha robh seo na dhùbhlan ro mhòr agus tha a' mhòr-chuid de thachartasan air soirbheachadh. Dh'fhosgail sinn ar goireas ùr air-loidhne *Oide* dhan mhòr-shluagh an-asgaidh fhad 's a bha daoine fo ghlas. Thug am pròg ram #cleachdiaigantaigh cothrom dhuinn barrachd obrach tro mheadhan na Gàidhlig a thabhann agus, leis gun robh a h-uile nì air-loidhne, ràinig sinn sluagh nas moth, le daoine bho thall thairis nam measg. Bha Blas 2020 air a lìbhrigeadh gu didseatach le sreath thachartasan air an sruthadh beò air-loidhne – cuid pàighte agus cuid an-asgaidh. Ràinig na tachartasan sluagh ann an dùthchannan air feadh an t-saoghail.	
Alba Chruthachail – Cuspairean Co-cheangailte **Ionnsachadh cruthachail: Tha sinn airson a bhith nar buidheann ionnsachaidh agus feadhainn eile a bhrosnachadh gu bhith mar an ceudna. Tha cruaidh fheum air ionnsachadh ma tha ginealaichean ùra gu bhith uidheamaichte gus togail air na tha soirbheachadh an-diugh agus gus obair innleachdach ùr a chruthachadh iad fhèin.**				
AC36	Trèanadh cunbhalach ann an sgilean teagaisg do dh'oidean a leigeas leotha gluasad suas ìrean agus, far a bheil e comasach, teisteanas fhaotainn.		Chaidh sreath thachartasan trèanaidh air adhart do dh'oidean rè na bliadhna a' gabhail a-steach cuspairean a leithid cleachdadh na Gàidhlig, sunnd, a' teagasg òigridh le feumalachdan a bharrachd, a' cleachdadh gheamaichean dràma son cànan a theagasg agus stòras ciùil. Chaidh 12 seisean leasachadh pearsanta a chur air dòigh air-loidhne gus tidsearan a chuideachadh le Gàidhlig a theagasg. Fhuair sinn cùmhnant airson sheiseanan trèanaidh a chur air dòigh gus luchd-teagaisg bun-sgoile a bhrosnachadh a' Ghàidhlig a theagasg mar dàrna chànan.	
AC37	Trèanadh cunbhalach ann an sgilean Gàidhlig do dh'oidean nam Fèisean gus cleachdadh na Gàidhlig a leudachadh a-rèir ar Poileasaidh Gàidhlig.		Bha seiseanan trèanaidh ann do dh'oidean ann an R2 agus rinn sinn barrachd ann an R4 le latha trèanaidh sa Mhàrt san do ghabh 38 an cothrom pàirt a ghabhail ann an clas Gàidhlig. Faicibh BnG1.3 gu h-iosal.	
AC38	Iomairtean airson barrachd òigridh a thoirt a-steach air stiùireadh agus co-dhùnaidhean.		Tha dithis òga suidhichte air a' Bhòrd-stiùiridh mar riochdairean òigridh agus tha iad air a bhith aig ceithir coinneamhan. Mar a tha ga mhìneachadh ann AC29 gu h-àrd tha òganaich eile an sàs ann an obair na buidhne.	
AC39	Feum a dhèanamh de na sgilean a tha aig daoine òga tachartasan a leasachadh agus a lìbhrigeadh gu h-àraid, ach chan ann a-mhàin, tro Bhliadhna na h-Òigridh agus às a dèidh.		Faicibh AC38 gu h-àrd.	
AC40	A' toirt sgilean do dhaoine òga a thaobh a bhith a' cruinneachadh stuthan, gan cur ann an cruth didseatach agus gan sgrìobhadh sìos.		Sheall 18 - an àireamh as motha gu ruige seo – ùidh pàirt a ghabhail ann am Fuaran 2020 agus chaidh bùithtean-obrach trèanaidh a chumail dhaibh air-loidhne. Chaidh gu leòr den rannsachadh a dhèanamh air-loidhne, no aig astar. Mar sin, cha do dh'fhuiling am pròiseact seo ro mhòr. Ghabh seinneadairean Fuaran pàirt ann an cèilidh/seisean seinn aig Blas agus bidh iad a' clàradh nan òran aca cho luath 's a bhios e ceadaichte sin a chur air dòigh.	

AC41	A' toirt trèanadh ann an sgilean cleasachd do dhaoine òga.		Bidh gach com-pàirtiche ann am Fèisean agus nar n-obair ciùil is dràma a' togail sgilean taisbeanaidh. Bha na sgilean seo air an ionnsachadh cuideachd aig Fèis Alba san luchar.	
AC42	A' toirt trèanadh do dhaoine òga airson a bhith ag obair ann an gnìomhachas a' chiùil.		Bha trèanadh den t-seòrsa seo na phàirt de dh'Fhèis Alba san luchar nuair a bha seiseanan ann gu sònraichte a' dèiligeadh ri gnìomhachas a' chiùil agus na bhios aig daoine ri dhèanamh airson an stèidheachadh mar chunnradair ag obair air an ceann fhèin.	
AC43	A' sanasachd Fèisgoil mar sheirbheis iomlan a tha tabhann cothrom air ionnsachadh cruthachail tro dhiofar sheòrsaichean ealain.		Gu deireadh R4, lìbhrig Fèisgoil sreath farsaing de thachartasan sa phròg ram #cleachdiaigantaigh a' gabhail a-steach obair tro mheadhan na Gàidhlig airson nan tràth-bhliadhnaichean, bùithtean-obrach dràma, *Blasad Gàidhlig* do luchd-ionnsachaidh agus chlann ann am FtG, seiseanan *Beairteas* airson sgilean cainnt a leasachadh, café air-loidhne gach seachdain le aoighean gus deugairean a bhrosnachadh agus buidhnean beaga *Caraidean Còmhraidh* gus sgilean cainnt a neartachadh. Lean #cleachdiaigantaigh ann an R4 ach air stèidh rud beag eadar-dhealaichte leis nach robh òigridh san sgoil agus air an teagasg air-loidhne bhon dachaigh a-rithist. Rè na bliadhna fhuair Fèisgoil cùmhnantan airson Eòlas air a' Ghàidhlig a chur air dòigh do 14 de luchd-obrach Rèile na h-Alba agus 16 de luchd-obrach is Bòrd-stiùiridh Puirt-Adhair na Gàidhealtachd 's nan Eilean.	
AC44	Clasaichean ann an Ceòl Traidiseanta ann an sgoiltean tro Iomairt Chiùil na h-Òigridh agus pròg raman eile a leithid Acadamaidhean a' Mhòid.		Tha clasaichean ann an ceòl traidiseanta air a dhol air adhart anns gach sgoil ann an sgìre Chomhairle na Gàidhealtachd tro chùmhnant le High Life na Gàidhealtachd, air an lìbhrigeadh air-loidhne. Bha tòrr ullachaidh aig ar Manaidsear Fèisgoil ri dhèanamh eadar trèanadh a thoirt do dh'oidean agus luchd-eagrachaidh, a' dèanamh cinnteach gum biodh iad cofhurtail leis an t-siostam Google Classroom a bhios sgoiltean na Gàidhealtachd a' cur gu feum. Bha obair air tòiseachadh air Acadamaidh a' Mhòid 2020 dìreach mus do dhùin sgoiltean ri linn Covid-19. Tha sinn an dòchas gun tèid seo air adhart a-rithist, a' tòiseachadh air-loidhne, le dùil gum bi Mòd 2021 ann an Inbhir Nis.	
AC45	Pròg raman de chlasaichean Blasad Gàidhlig a lìbhrigeadh ann an sgoiltean air a bheil feum air eòlas bunaiteach air a' chànain.		Faicibh AC43 gu h-àrd airson Blasad Gàidhlig. Tha an obair seo mi-chinnteach le dùil ri suidheachadh far a bheil gainnead-airgid air na h-ùghdarrasan ionadail fhad 's a bhios aca ri dèiligeadh ri cosgaisean Covid-19. Ge-tà tha sinn air ar dòigh gu bheil Comhairle na h-Eaglaise Brice air co-dhùnadh a dhol air adhart le seiseanan Blasad Gàidhlig air-loidhne.	
AC46	*Beairteas* a stèidheachadh; sgeama a bhios a' toirt chothroman do sgoiltean agus bhuidhnean coimhearsnachd daoine le Gàidhlig a thoirt a-steach airson eòlas a chur air cànan bheairteach agus gnothaichean culturail.		Faicibh AC43 gu h-àrd.	
AC47	Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan.		Faicibh AC22 gu h-àrd.	
AC48	CPD ann an ealain is cultar na Gàidhlig do luchd-teagaisg nan sgoiltean.		Faicibh AC36 agus AC37 gu h-àrd.	

Co-ionannachd is Iomadachd: Tha e na amas dhuinn gum bi co-ionannachd is iomadachd aig cridhe gach nì a nì sinn, agus bheir sinn barrachd chothroman do dhaoine bho dhiofar dhualchais is cinnidhean, bho dhiofar choimhearsnachdan agus de gach aois air na h-ealain agus cultar agus thig tuilleadh chothroman an lùib sin				
AC49	Tuilleadh leasachaidh air Fèisean tro mheadhan na Gàidhlig.		Tha a' mhòr-chuid de na Fèisean a' toirt taic do dh'fhoghlam Gàidhlig agus iad a' tabhann chlasaichean ann an Gàidhlig, far an gabhadh sin a dhèanamh. Tha sinn an dòchas gun gabh Fèis na Linne a leasachadh barrachd, le leasanan gu tur tro mheadhan na Gàidhlig, aon uair 's gu bheil tachartasan aghaidh ri aghaidh ceadaichte a-rithist. Tha glasadh Covid-19 air leigeil leinn tuilleadh chlasaichean ciùil tro mheadhan na Gàidhlig na tha àbhaisteach a chur air dòigh air-loidhne.	
AC50	Plana ùr Co-ionannachd, Iomadachd agus In-Ghabhail a chruthachadh airson 2018-21 a' togail air eòlas bho phlana 2015-18 a chur an gnìomh.		Tha sinn a' lìbhrigeadh ar Plana Co-ionannachd, Iomadachd agus In-ghabhail 2018-21. Ghabh am Bòrd-stiùiridh beachd air aithisg bhliadhnail san t-Sultain agus bha na buill riaraichte leis an adhartas gu ruige sin. Tha obair air-loidhne ri linn Covid-19 air leigeil leinn daoine ùra a ruighinn agus tha seo air a bhith feumail a thaobh in-ghabhaltas agus co-ionnanachd.	
Àrainneachd: Is e atharrachadh gnàth-shìde aon de na dùbhlain as cudromaiche a th' againn an-diugh. Tha sinn airson dèanamh cinnteach gum bi sinn ag obair ann an dòigh cho seasmhach 's a ghabhas agus gum bi gnìomhachasan nan ealan, sgriona agus cruthachail ann an Alba a' dèanamh an nì cheudna.				
AC51	A' leantainn le clàradh sgaoilidhean gualain.		Tha luchd-obrach, Buill a' Bhùird agus oidean air am fastadh le Fèisean nan Gàidheal a' clàradh sgaoilidhean gualain gu cunbhalach. Tha dùil gum bi na sgaoilidhean seo gan lùghdachadh gu mòr leis nach eil daoine air a bhith sna h-oifisean againn, no a' siubhail, ri linn Covid-19.	
AC52	A' cruthachadh Plana Làimhseachadh Gualain airson 2018-21.		Chaidh na h-amasan airson 2019-20 nar Plana Làimhseachaidh Gualain a thoirt gu buil agus tha an aon rud fìor mu 2020-21. Ghabh am Bòrd-stiùiridh ri aithisg bhliadhnail san Dùbhlachd agus bha na buill riaraichte leis an adhartas gu ruige sin.	
Didseatach: Tha teicneòlas didseatach a' toirt dhuinn cothroman inntinneach a thaobh a bhith cruthachadh agus an lùib a' chomainn-shòisealta agus eaconamaidh na h-Alba				
AC53	A' sgaoileadh naidheachdan tro ar làrach-lìn, na meadhanan agus le cuairt-litrichean didseatach gu cunbhalach.		'S ann tro mheadhanan didseatach as motha a bhios sinn a' conaltradh a-nise agus bha sin gu sònraichte follaiseach ann an 2020-21. Tha cuairt-litrichean gan sgaoileadh gu h-eileagtronaigeach agus bidh ar làrach-lìn, meadhanan sòisealta agus Mailchimp gan cleachdadh gus sanasachd a dhèanamh air tachartasan is iomairtean eile.	
AC54	A' dèanamh ghoireasan Gàidhlig is ciùil thraidiseanta ùra.		Faicibh AC35 gu h-àrd airson *Oide*. B' fheudar dhuinn sreath ghoireasan ùra a chruthachadh ann an cabhaig rè R1 agus R2 agus tha goireasan ciùil, dràma agus tràth-bhliadhnaichean ti fhaighinn air seanal YouTube FèisTV. Faicibh AC12 gu h-àrd co-cheagailte ri film ùr a chaidh a chleachdadh ann an sgoiltean.	
AC55	A' cur ghoireasan teagaisg is eile ann an cruth didseatach feuch an gabh iad an cleachdadh le barrachd dhaoine.		Tha *Ceòl nam Fèis* 1 agus 2 air am foillseachadh agus that iad rin reic mar leabhraichean didseatach air Bùth Apple agus Bùth Kindle.	
AC56	A' cruinneachadh òrain dhualchasach Ghàidhlig agus gan cur ann an cruth didseatach.		Faicibh AC40 gu h-àrd airson Fuaran. Bha seiseanean aig com-pàirtichean Fèis Alba mu rannsachadh a dhèanamh air òrain is fuinn bhon sgìre dham buin iad.	

				Chuir ar pròiseact airson Bliadhna Cladaichean is Uisgeachan na h-Alba 2020 gu mòr ris a' chruinneachadh againn air-loidhne agus 's e goireas Gàidhlig air leth a th' ann.			
AC57	App a ghabhadh luchdadh a-nuas a chruthachadh le fiosrachadh mu thachartasan agus na mheadhan airson ionnsachadh na Gàidhlig.			Tha seo a-nise deiseil agus ri fhaotainn tron cheangal seo (Apple App Store) agus seo (Android).			
A858	A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan, gu h-àraid FèisTV.			Faicibh AC35 gu h-àrd. Bha goireasan FèisTV gan cur gu feum gu mòr aig Blas 2020 san t-Samhain.			
Fiosrachadh Àireamheil							
Obraichean air an cruthachadh/gleidheadh ILT (84.5/21)	67.4	Airgead prìobhaideach no poblach air a tharraing a-steach gu sgìre HIE (£4.4m)	£1,221,018	Meudachadh san toradh ionmhasail (£360k)	£114,759	Luchd Saor-thoileach (640)	159
Tabhartasan do dh'Fèisean	£402,720	Tabhartasan Eile	£49,623	Compàitichean/luchd-ionnsachaidh aig Fèisean - air-loidhne ann an 2020-21 (Tachartasan eile aig FnG)	6,307 (14,866)	Luchd-èisteachd aig consairtean/tachartasan nam Fèisean	194,867
Tachartasan Cultarach (1,441)	642	Pròraman trèanaidh le teisteanasan air an lìbhrigeadh (264)	16	Piseach air suidheachaidhean airson fàs ann an raointean obrach (1)	1	Bathar/slighean air an leasachadh	1
Seirbheisean stèidhichte no ùra a chaidh an leasachadh (3)	1	Pròiseactan com-pàirteachaidh le gniomhachasan cruthachail crìochnaichte (1)	0	Pròiseactan bun-structarail coimhearsnachdan crìochnaichte (2)	0	Buidhnean coimhearsnachd no daoine fa leth ann an sgìre HIE le comasan air an leasachadh (40)	0
Pròiseactan a tha a' cur ri eaconamaidh na Gàidhlig (1)	1	Toraidhean phoileasaidhean roinneil air an lìbhrigeadh (5)	0	Pròiseactan a' toirt taic don bhun-structar acadaimigeach (1)	0	Obair Eadar-nàiseanta	4
Builean Iomairt na Gàidhealtachd is nan Eilean							
A' Toirt Ealain is Cultar na Gàidhlig air Adhart an Lùib Oideachadh Cruthachail/na seirbheis Fèisgoil							
InG1	A' sanasachd Fèisgoil mar sheirbheis iomlan a tha tabhann cothrom air ionnsachadh cruthachail tro dhiofar sheòrsaichean ealain.			Faicibh AC43 agus AC44 gu h-àrd.			
InG2	Cuairtean timcheall làraich eachdraidheil agus dùthchasail air feadh Alba.			Cha do thachair càil gu deireadh R4.			
InG3	A' leudachadh phròraman ealain Ghàidhlig aig ìre nan tràth-bhliadhnaichean tro Hùb Hàb.			Faicibh AC14 gu h-àrd.			
InG4	Òrain Ghàidhlig agus dràma ann an sgoiltean far nach eil Gàidhlig ga teagasg airson eòlas a thoirt do dh'òigridh air dualchas na Gàidhlig.			Faicibh AC12, AC15 agus AC44 gu h-àrd.			
InG5	Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan.			Faicibh AC22 gu h-àrd.			

InG6	Leasachadh Proifeiseanta Leantainneach ann an ealain is cultar na Gàidhlig ann am foghlam foirmeil.		Faicibh AC42 gu h-àrd.	
InG7	Eadar-theangachaidhean agus dearbhadh Gàidhlig do dh' Fhèisean.		Bithear a' toirt taic do na Fèisean le eadar-theangachaidhean agus dearbhadh gu cunbhalach gus cuideachadh le bhith coileanadh ar Poileasaidh Gàidhlig.	
InG8	Clasaichean ann an Ceòl Traidiseanta ann an sgoiltean tro Iomairt Chiùil na h-Òigridh agus prògraman eile a leithid Acadamaidhean a' Mhòid.		Faicibh AC44 gu h-àrd.	
InG9	*Beairteas* a stèidheachadh; sgeama a bhios a' toirt chothroman do sgoiltean agus bhuidhnean coimhearsnachd daoine le Gàidhlig a thoirt a-steach airson eòlas a chur air cànan bheairteach agus gnothaichean culturail.		Faicibh AC46 gu h-àrd.	
InG10	Prògraman Blasad Gàidhlig a lìbhrigeadh ann an sgoiltean agus a-measg bhuidhnean poblach air a bheil feum air eòlas bunaiteach air a' chànain.		Faicibh AC43 gu h-àrd.	
InG11	Iomairt ùr a' cumail taic ri bùithtean-obrach dràma do dhaoine a tha ag ionnsachadh na Gàidhlig.		Chaidh am prògram 'Sporan' a stèidheachadh ann an 2019-20 agus chaidh a lìbhrigeadh air-loidhne ann an R3. Faicibh AC12 gu h-ard agus BnG3.1 gu h-ìosal.	
Taic do is ag Adhartachadh nam Fèisean				
InG12	Maoineachadh cunbhalach do dh'obair nam Fèisean tro Sgeama Thabhartasan nam Fèisean.		Faicibh AC7 gu h-àrd.	
InG13	Taic leantainneach ro-innleachdail is phragtaigeach do na Fèisean bho-lìonra taice nam Fèisean.		Faicibh AC23 gu h-àrd.	
InG14	A' cur taic ri buidhnean coimhearsnachd airson obair leudachaidh agus gus Fèisean ùra a stèidheachadh.		Faicibh AC2 agus AC19 gu h-àrd.	
InG15	Tuilleadh leasachaidh air Fèisean tro mheadhan na Gàidhlig.		Faicibh AC49 gu h-àrd.	
InG16	A' toirt cothrom an-asgaidh do na Fèisean air ionnstramaidean ciùil bho ar Stòras Ionnsramaidean Ciùil.		Faicibh AC8 gu h-àrd.	
InG17	Iomairtean airson barrachd òigridh a thoirt a-steach air stiùireadh agus co-dhùnaidhean.		Faicibh AC38 gu h-àrd.	
InG18	A' cur ghoireasan teagaisg is eile ann an cruth didseatach feuch an gabh iad an cleachdadh le barrachd dhaoine.		Faicibh AC54 gu h-àrd.	
InG19	Taic do dh'obair ùr agus obair a tha feuchainn rudan ùra sna h-ealain Ghàidhlig, gu h-àraid mur a h-eil sin a' tachairt anns na Fèisean, agus a' cruinneachadh agus a' glèidheadh obair ealain ann an cruth didseatach.		Faicibh AC3 agus AC56 gu h-àrd.	
InG20	Taic shònraichte a thoirt seachad gus dèanamh cinnteach gum bi cothrom aig daoine le feumalachdan taice a bharrachd air tachartasan.		Faicibh AC10 gu h-àrd.	
A' Leasachadh Sgilean is Thàlantan/obraichean do dh'òigridh				
InG21	Trèanadh cunbhalach ann an sgilean teagaisg do dh'oidean a leigeas leotha gluasad suas ìrean agus, far a bheil e comasach, teisteanas fhaotainn.		Faicibh AC29 gu h-àrd.	

InG22	Pròg̀raman gus sgilean dhaoine fastaichte agus saor-thoileach a leasachadh, a' gabhail a-steach togail-airgid, stìuireadh, ICT, dìon chloinne agus ciad chobhair.		Faicibh AC26 gu h-àrd.	
InG23	A' toirt trèanadh ann an sgilean cleasachd do dhaoine òga		Faicibh AC41 gu h-àrd.	
InG24	A' cur taic ri sgeamaichean ùghdarraichte do dhaoine òga, leithid Duaisean Dhiùc Dhùn Èideann, Duaisean Ealain agus Duaisean Chrann na h-Alba.		Faicibh AC29 gu h-àrd.	
InG25	A' toirt trèanadh do dhaoine òga airson a bhith ag obair ann an gnìomhachas a' chiùil.		Faicibh AC42 gu h-àrd.	
InG26	Cothroman coimeirsealta airson a leigeil le luchd-ealain cosnadh a dhèanamh à coimiseanan ùra.		Faicibh AC5 gu h-àrd.	
InG27	A' dol an sàs ann an iomairtean agus com-pàirtichean a tha a' cruthachadh chothroman cosnaidh do dh'òigridh anns na h-ealain agus gnìomhachasan cruthachail.		Faicibh AC36 gu h-àrd.	
InG28	A' toirt sgilean do dhaoine òga a thaobh a bhith a' cruinneachadh stuthan, gan cur ann an cruth didseatach agus gan sgrìobhadh sìos.		Faicibh AC40 gu h-àrd.	
InG29	Feum a dhèanamh de na sgilean a tha aig daoine òga tachartasan a leasachadh agus a lìbhrigeadh gu h-àraid, ach chan ann a-mhàin, tro Bhliadhna na h-Òigridh agus às a dèidh.		Faicibh AC39 gu h-àrd.	
InG30	Ealla a ghabhail air sgilean agus cuspairean nach eil cho follaiseach anns na Fèisean, an leasachadh tro thachartasan sònraichte le èolaichean bhon roinn chruthachail, agus eisimpleirean de dheagh chleachdadh a sgaoileadh.		Faicibh AC37 gu h-àrd.	
A' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca/turasachd chultarach				
InG31	Taic a chumail ri Chèilidhean air Chuairt an t-samhraidh.		Faicibh AC31 gu h-àrd.	
InG32	A' cur air dòigh agus a' leasachadh Fèis Bhlas.		Faicibh AC21 gu h-àrd.	
InG33	App a ghabhadh luchdadh a-nuas a chruthachadh le fiosrachadh mu thachartasan agus na mheadhan airson ionnsachadh na Gàidhlig.		Faicibh AC57 gu h-àrd.	
InG34	Feum a dhèanamh de ghoireasan didseatach airson àireamhan luchd-frithealaidh fhàs, ma dh'fhaodte tro sheirbheis ùr airson tiogaidean a cheannach.		Chleachd sinn siostam air-loidhne airson tiogaidean Blas a reic – The Ticket Fairy - a thug dhuinn cothrom conaltradh ri luchd-cleachdaidh an dèidh làimhe gus beachdan mu thachartasan a shireadh. Tha ar Sgeama Tabhartasan a' cur goireasan air-loidhne gu feum, mar a tha Tasgadh agus Maoin nan Ealan Gàidhlig. Bhon Ghiblean 2020, bha sinn gu bhith ag obair còmhla ri AudienceFinder ach ri linn Covid-19, chaidh dàil a chur air sin. Tha sinn air a bhith a' cleachdadh Eventbrite son clàraidhean a dhèanamh de thachartasan air-loidhne fhad 's a bha daoine fo ghlas.	
InG35	Taic a chumail ri cothroman còmhnaidheach ionnsachaidh cruthachail airson òigridh aig ìre sgìreil agus eadar-nàiseanta.		Faicibh AC22 gu h-àrd. Ghabh Ceannard Fèisean nan Gàidheal pàirt ann an co-labhairt eadar-nàiseanta aig Amateo san Ògmhios 2020 cho math ri tachartas UNESCO air-loidhne leis a'	

			chuspair 'Indigenous Languages: Thriving in a Digital Age' san Fhaoilleach agus coinneamh den European Folk Network sa Mhàrt 2021. Thathar an dòchas gun toir na lìonraidhean seo cothrom do dh'òigridh san àm ri teachd aon uair 's gu bheil siubhail nas fhasa a-rithist.	
InG36	Sgoil Shamhraidh Dràma Ghàidhlig a chumail gach bliadhna.		Faicibh AC6 gu h-àrd.	
InG37	Cothroman air tachartasan còmhnaidheach far am bi daoine a' dol an sàs sna h-ealain Ghàidhlig agus tachartasan coimhearsnachd a bhios air an cumail ann an Gàidhlig.		Faicibh AC22 gu h-àrd.	
InG38	A' tagradh gum bi pàirt aig na Fèisean ann an tachartasan nàiseanta agus ann am bliadhnaichean a tha comharrachadh chuspairean sònraichte le obair shònraichte ann am Bliadhna na h-Òigridh.		Faicibh AC33 gu h-àrd.	
InG39	A' gabhail pàirt ann an tachartasan ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh.		Faicibh AC34 gu h-àrd.	
InG40	FèisTV a leasachadh agus com-pàirteachas a thogail leis a' BhBC agus BBC Alba airson stuth a chruthachadh do sgrìn agus craobh-sgaoileadh.		Faicibh AC35 agus AC58 mu FèisTV. Tha tuilleadh chòmhraidhean air a bhith ann le MG ALBA mu dheidhinn co-obrachadh le, agus taic do, FèisTV. Ged a nochd iad ùidh ann an cuid de thachartasan Blas 2020 a shealltainn air BBC ALBA, cha tàinig seo gu buil gu ruige seo.	
InG41	Sgeama Thabhartasan Beaga airson nan Ealain Traidiseanta a ruith às leth Alba Chruthachail.		Faicibh AC17 gu h-àrd. Tha Alba Chruthachail air iarraidh oirnn sgeama eile a lìbhrigeadh dhaibh – Maoin nan Ealan Gàidhlig. Chaidh stiùireadh fhoillseachadh mun stòras seo agus chaidh a' chiad dà chuairt a lìbhrigeadh.	
Builean Bhòrd na Gàidhlig				
BnG1.1	A' cumail taic ri co-dhiù 45 Fèis air feadh na h-Alba tro thabhartasan, trèanadh, àrachas, ionnsramaidean agus trèanadh sgilean Gàidhlig.		Faicibh AC1, AC2, AC7, AC8, AC9, AC10, AC11, AC18 agus AC19 gu h-àrd. Thairis air mìosan an t-samhradh, san Dàmhair 2020 agus an Gearran 2021 thug sinn taic do 20 Fèis tachartas air-loidhne a lìbhrigeadh. Uile gu lèir ghabh 707 pàirt ann an seisean Fèis Air-loidhne.	
BnG1.2	A' lìbhrigeadh co-dhiù 600 seisean Blasad Gàidhlig airson sgoilearan ann am foghlam luchd-ionnsachaidh na Gàidhlig.		Faicibh AC45 gu h-àrd. A dh'aindheoin duilgheadasan le Covid-19, chaidh 536 seiseanean a lìbhrigeadh air-loidhne. A bharrachd air seo chaidh bhideothan a chlàradh a bha air an cleachdadh le grunnan sgoiltean nach robh comasach pàirt a ghabhail ann an seiseanan beò air-loidhne. Mus do nochd Covid-19, bha dùil ri barrachd sheiseanan Blasad Gàidhlig a lìbhrigeadh ann an sgìrean eile ach gu mì-fhortanach cha b'urrainn dhuinn a dhol air adhart leòtha.	
BnG1.3	Co-dhiù 4 seiseanan trèanaidh Gaidhlig do dh'oidean 's luchd-obrach.		Mar phàirt de co-labhairt na buidhne chaidh dà sheisean Gàidhlig a lìbhrigeadh le Ailig Dòmhnallach a bha fosgailte do dh'oidean. Chaidh latha trèanaidh a chur air dòigh do luchd-teagaisg sa Mhàrt far an do ghabh 38 an cothrom pàirt a ghabhail ann an clas Gàidhlig.	

			Chuir sinn 3 cothroman còmhraidh air dòigh do luchd-teagaisg a tha cha mhòr fileanta, 's ghabh 6 pàirt annta. Fhuair iad brosnachadh agus beagan stiùir air mar a chleachdadh iad Gàidhlig sna clasaichean aca. Faicibh AC37 gu h-àrd. Tha an sgioba-obrach ag obair tro chùrsa air-loidhne le Colaiste a' Chaisteil airson sgilean sgrìobhaidh is gràmair a leasachadh.	
BnG1.4	Co-dhiù 18 com-pàirtichean ann an 5 Latha.		Faicibh AC47 gu h-àrd. Chaidh maoin air a chomharrachadh airson 5 Latha agus an Sgoil Shamhraidh Dràma a chleachdadh mu choinneamh cosgaisean #cleachdiaigantaigh a lìbhrig raon farsaing de chur-seachadan is leasanan gu 5,600 sgoilear. Faicibh AC43 gu h-àrd airson tuilleadh fiosrachaidh.	
BnG1.5	80 seisean ullachaidh do sgoilearan foghlam tro mheadhan na Gàidhlig a dh'ionnsaigh Mòdan ionadail neo am Mòd Nàiseanta Rìoghail.		Faicibh AC44 gu h-àrd.	
BnG1.6	25 seiseanean a chumail le buidhnean tràth-bliadhnaichean.		Faicibh AC14 gu h-àrd. Chaidh seiseanan tràth-bhliadhnaichean Hùb-Hàb atharrachadh gu cruth didseatach sa Chèitean 2020, le seiseanan beò rim faotainn tro Zoom. Eadar An Cèitean agus An t-Iuchar chaidh 80 seisean a lìbhrigeadh 's ghabh 670 pàirt annta. Anns a' Ghearran 2021 dh'fhoillisch sinn bhideo ùr de Hùb-Hàb fon ainm *Air Chuairt*. Chaidh seo a choimhead 147 tursan le sgoiltean is buidhnean ro-sgoile 's gun deach fhaicinn le barrachd air 2,500 pàiste. Chaidh taisbeanadh air Facebook fhaicinn le còrr is 3,000 duine cuideachd.	
BnG1.7	Cuairt taisbeanadh dràma 6 seachdainean timcheall sgoiltean le foghlam tro mheadhan na Gàidhlig 's cuairt taisbeanadh 2 sheachdain timcheall sgoiltean le foghlam Gàidhlig do luchd ionnsachaidh.		Faicibh AC12 agus lnG11 gu h-àrd. Bha dreach Gàidhlig agus dreach dà-chànanach air an dèanamh den fhilm. Chaidh an tionndadh Gàidhlig a choimhead 277 tursan le co-dhiù 1,500 sgoilear. Chaidh an dealbh-chluich dà-chànanach fhaicinn 63 tursan le co-dhiù 500 sgoilear ga fhaicinn. Aig àm Blas chaidh an dà fhilm a shruthadh beò air Facebook agus chaidh an dreach Gàidhlig fhaicinn le còrr is 3,100 neach agus an dreach dà-chànanach fhaicinn le 1,800 neach.	
BnG2.1	30 seisean ann an sgoiltean fo bhratach Fèis Bhlas.		Ged nach robh e comasach dhuinn pròg ram àbhaisteach foghlaim a chur air adhart rinn sinn oidhirp na leanas a chur air dòigh do sgoilearan aig àm na fèise: • 61 bùth-obrach dràma • 69 bùithtean-obrach ciùil • 10 clasaichean Fèis Air-loidhne às dèidh na sgoile Faicibh AC21 gu h-àrd airson tuilleadh fiosrachaidh.	
BnG2.2	30 cuirm fo bhratach Fèis Bhlas.		Faicibh AC21 gu h-àrd. Chaidh an fhèis a chumail air-loidhne ach cha deach leinn ar targaid de 30 cuirm a ruighinn ri linn sin.	
BnG2.3	Coimisean ùr a stèidheachadh airson neach-ciùil le taisbeanadh aig 4 cuirmean.		Chaidh grunn choimisean a thabhann airson Blas san t-Samhain. Faicibh AC5 agus AC21 gu h-ard.	

BnG3.1	Co-dhiù 90 seisean dràma Gàidhlig ann an sgoiltean.		Chaidh 61 bùithtean-obrach air-loidhne stèidhichte air an dealbh-chluich *Eliza* a lìbhrigeadh do sgoiltean san t-Samhain 2020 do 1,144 sgoilearan. A bharrachd air sin chruthaich sinn goireasan dràma air bhideo a tha ri fhaotainn air-loidhne do sgoiltean agus don phoball agus chaidh iad sin a' choimhead 3,673 tursan air YouTube. Tha sinn air a bhith a' ruith chlasaichean dràma tro Fèis Air-loidhne cuideachd agus chaidh 4 seiseanan do chlann bhun-sgoile agus 4 do chlann àrd-sgoile a lìbhrigeadh sa Mhàrt.	
BnG3.2	Sgoil Samhraidh Dràma le co-dhiù 16 com-pàirtichean.		Faicibh AC6 gu h-àrd.	
BnG3.3	Dealbh-chluich na Nollaige le cuairt timcheall air 5 sgoiltean le foghlam tro mheadhan na Gàidhlig.		Chuir sinn dealbh-chluich Nollaige, *Ròs Bhàn agus na Seachd Sìthichean,* air dòigh ann an cruth diseatach agus chaidh a thabhann do sgoiltean air feadh na dùthcha san Dùbhlachd. Chaidh a coimhead ris 321 tursan agus, ged a tha e air a bhith nas dorra àireamhan fhaighinn bho sgoiltean, tha sinn a' tomhas gum faca barrachd na 2,500 sgoilear e agus tha fhios againn gum faca 5,556 an dealbh-chluich air-loidhne.	
BnG4.1	Co-dhiù 8 cuirmean gan sruthadh air-loidhne tro FèisTV.		Faicibh AC35 gu h-àrd. Thairis air a' bhliadhna chaidh 9 cèilidhean luchd-teagaisg bho na Fèisean a shruthadh tro FèisTV air Facebook LIVE. Chaidh consart le cuid de na com-pàirtichean a ghabh pàirt anns na Fèisean a shruthadh cuideachd. Chaidh 23 tachartasan a shruthadh bho Bhlas 2020 air FèisTV.	
BnG4.2	Leasachadh air goireasan didseatach agus a' sealltainn fianais air àrdachadh luchd-cleachdaidh de co-dhiù 5% air a' bhliadhna roimhe.		Faicibh AC33 agus AC55 gu h-àrd. Bhon a chaidh seirbheis *Oide* a chur air bhog sa Chèitean 2020 tha 1,100 neach air an t-seirbheis a chleachdadh. 'S e fàs de 535% a tha seo an taice ris a' chiad 6 mìosan den bhliadhna. Sa Ghearran 2021 chuir sinn tairgse a-mach do luchd-ciùil airson barrachd shreathan de leasanan a chruthachadh airson seirbheis a leudachadh 's tha sinn an dùil gum bi 11 sreathan ùr againn ann an taghadh de dh'ionnsramaidean, seinn agus dannsa air na mìosan a tha romhainn. Mar phàirt den phròiseact againn airson Bliadhna Cladaichean is Uisgeachan chaidh na bhideothan a choimhead le 778 ann am bliadhna 2019-20 agus thairis air a' bhliadhna 2020-21 chaidh an coimhead le 9,441 - fàs de 1,113%. Choimhead 194,867 air na goireasan againn air FèisTV/Facebook ann an 2020-21 - fàs de 148% air a' bhliadhna roimhe.	
BnG5.4	Poileasaidh Gàidhlig na buidhne ga chur an gnìomh, le dearbhadh gu bheil a' Ghàidhlig na cànan-obrach làitheil agus air a cleachdadh airson rianachd na buidhne.		'S i obair leantainneach, làitheil a tha seo. Bidh Fèisean nan Gàidheal ag obair tro mheadhan na Gàidhlig agus tha sin follaiseach anns an pàipearan a bhios gan ullachadh airson coinneamhan a' Bhùird, mar eisimpleir, nar sanasachd anns na meadhanan sòisealta agus stuth foillsichte.	
BnG6.2	A' foillseachadh co-dhiù 6 sanasan-naidheachd sa bhliadhna airson obair na buidhne a bhrosnachadh agus taic a' Bhùird aithneachadh.		Chaidh grunn phìosan naidheachd fhoillseachadh agus tha cothroman air a bhith aig Bòrd na Gàidhlig aithrisean a chur riutha, a bharrachd air a bhith ga ainmeachadh. Bidh liosta den luchd-maoineachaidh againn air fad a' nochdadh aig bonn gach sanas naidheachd.	

BnG6.4	Ag ùrachadh làrach-lìn agus cunntasan mheadhanan sòisealta na buidhne gu cunbhalach le fiosrachadh as ùr air obair na buidhne, le aithneachadh iomchaidh de taic-airgid a' Bhùird.		Tha sinn a' dèanamh seo gu cunbhalach airson na h-obrach anns a bheil sinn fhìn, agus na Fèisean, an sàs. Bidh sinn ag aithneachadh taic a' Bhùird tro shanasan/phostairean agus le bhith ag ainmeachadh a' Bhùird agus a' dèanamh ceangal ris na duilleagan sòisealta aige.	
BnG6.5	Fianais air conaltradh còmhla ri oifigearan lomairtean aig Comunn na Gàidhlig.		Bha sinn a' cumail chòmhraidhean cunbhalach le Comunn na Gàidhlig mu na bha sinn a' dèanamh a thaobh na h-iomairt #cleachdiaigantaigh airson beachd fhaighinn air na bha gach buidheann a' dèanamh. Tha còmhraidhean cuideachd air a bhith ann le oifigearan lomairt agus oifigearan leasachaidh Fèisean nan Gàidheal ann an sgìre Earra-Ghàidheal gu h-àraid. Tha cuideachd còmhraidhean air a bhith a' dol mu phròiseactan co-obrachaidh le Comunn na Gàidhlig ach leis gu bheil an obair seo gu mòr a' crochadh air na riaghailtean a tha an sàs le Covid, chan eil cinnt ann am bi e comasach campa Fèis Spòrs agus Spòrs Gàidhlig aig Fèisean a dhèanamh mar a bha sinn an dùil.	
BnG8	A' cur nam bliadhnaichean nàiseanta agus eadar-nàiseanta le cuspairean sònraichte a leanas air adhart agus a' toirt aithne dhaibh is a' togail bratach na Gàidhlig nar sanasachd: • 2020: Bliadhna Cladaichean agus Uisgeachan na h-Alba • 2021: Bliadhna Cholmcille		Faicibh AC33 gu h-àrd airson fiosrachadh mu phròiseact Bliadhna Cladaichean is Uisgeachan na h-Alba 2020. Ghabh Ceannard Fèisean nan Gàidheal pàirt ann an seisean air-loidhne gus barrachd fhaighinn a-mach mu Bhliadhna Cholmcille 2021. Chuir sinn iarrtas do Mhaoin Cholm Chille airson pròiseact eadar òigridh ann an Alba is Èirinn a bhios ag amas air ceòl is òrain Ghàidhlig is Gaeilge a thaisbeanadh gu didseatach cuide ri pìos dràma. Tha sinn air toiseach tòiseachaidh a dhèanamh air a' phròiseact. Bidh sinn deònach pàirt a ghabhail ann am Bliadhna Cholm Cille 's bidh còmhraidhean a' leantainn ri Manaidsear Chom-pàirteachasan a' Bhùird airson cothroman a comharrachadh.	
Builean Comhairle na Gàidhealtachd				
CnG1	Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R1.		Chan urrainnear aithris gu mionaideach air adhartas gun Aonta Ìre Seirbheis againn. Ge-tà, tha Comhairle nan Gàidhealtachd air an airgead ris an robh dùil againn a phàigheadh airson 2020-21. A bharrachd air sin, tha còmhraidhean feumail air a bhith ann mu chonaltradh agus co-obrachadh nas fheàrr san àm ri teachd, an dàrna cuid le Cathraiche comataidh ùr na Gàidhlig agus dithis oifigear aig a bheil dleastanas airson na Gàidhlig a-nise. Tha sinn air a bhith a' beachdachadh air briathran Aonta Ìre Seirbheis airson 2021-22. Chaidh aithisg mu Bhlas air beulaibh Comataidh Gàidhlig na comhairle sa Ghearran agus chaidh moladh a dhèanamh air mar a chaidh an fhèis a lìbhrigeadh air-loidhne le Fèisean nan Gàidheal.	
Builean Comhairle Earra-Ghàidheal is Bhòid				
CEB1	A' cleachdadh cuibhreann den airgead mu choinneamh tabhartasan do na Fèisean ann an Earra-Ghàidheal is Bhòid tro Sgeama Thabhartasan nam Fèisean aig Fèisean nan Gàidheal.		Thug Comhairle Earra-Ghàidheal is Bhòid taic de £18,450 dhuinn son 2020-21. Fhuair Fèisean Earra-Ghàidheil £68,810 mu choinneamh tachartasan rè na bliadhna.	

			Fhuair trì Fèisean san sgìre taic a bharrachd airson dèiligeadh ri cosgaisean nuair a b' fheudar dhaibh tachartasan a chur dheth. Tha Fèis an Tairbeit am measg Fèisean a fhuair taic airson ceòladair air muinntireas fhastadh tron phròg̀ram Treòir.	
CEB2	A' cleachdadh cuibhreann den airgead mu choinneamh pròg̀ram obrach Fèisean nan Gàidheal ann an Earra-Ghàidheal is Bhòid.		Tha dithis Oifigear Leasachaidh a' cumail taic ris na Fèisean (co-ionnan ri 0.6 ILT). Bidh Fèisean na sgìre a' faighinn taic bhon sgioba air fad. Fhuair òigridh Earra-Ghàidheil buannachd bho Fhèis Alba agus bhon obair aig Hùb Hàb, Meanbh-Chuileag agus Dealbh-chluich na Nollaige agus ghabh feadhainn pàirt sa phròg̀ram #cleachdiaigantaigh. Tha luchd-obrach Fèisean nan Gàidheal air a bhith a' conaltradh gu cunbhalach, agus a' cumail taic, ri Obraiche Leasachaidh Gàidhlig na comhairle, Cristie Moore.	

Gnìomh a dhìth

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

Art MacCarmaig
Ceannard
Cèitean 2021

Fèisean nan Gàidheal

Geàrr-aithisgean Luchd-obrach

Àireamh air a' Chlàr Chùisean: 2.2021.02(c)

Ainm	Art MacCarmaig
Dreuchd	Ceannard

Obair com-pàirteachaidh bhon choinneamh mu dheireadh den Bhòrd

04.03.21 Coinneamh le Sandy Gray mun lagh ùr co-cheangailte ri deuchainnean sgrùdaidh
08.03.21 Coinneamh bhideo le Ionad Thròndairnis (Iomairtean)
15.03.21 An làthair aig co-labhairt Co-chaidreachas Ceòl Dùthchasach na h-Eòrpa
14.12.20 Coinneamh mhìosail le Bòrd na Gàidhlig
18.03.21 Còmhradh le Bryan Beattie mun chùmhant rannsachaidh
18.03.21 Coinneamh le tagraichean Treòir
22.03.21 Coinneamh mhìosail le Bòrd na Gàidhlig
26.03.21 Coinneamh le Màiri Bhochanan mu aonta maoineachaidh le InG airson 2021-22
29.03.21 Coinneamh le Karen Dick aig Alba Chruthachail mu fheumalchdan nan ealan dùthchasach
30.03.21 Coinneamh de Bhuidheann Prògramaidh Blas
05.04.21 Coinneamh bhideo le Ionad Thròndairnis (Iomairtean)
06.04.21 Coinneamh airson measadh a dhèanamh air tagraichean na dreuchd Oifigear nan Eilean Siar
09.04.21 Agallamhan airson dreuchd Oifigear nan Eilean Siar
27.04.21 Coinneamh le Caroline Swain, Comhairle Earra-Ghàidheal is Bhòid, mu aonta 2021-22
27.04.21 Coinneamh le Miriam NicDhòmhnaill, Comhairle na Gàidhealtachd, mu phròg ram samhraidh
27.04.21 Còmhradh ri riochdairean cuid de na Fèisean mu riaghladh agus cuspairean eile a thog iad
28.04.21 A' chiad choinneamh le Steve Westbrook mun obair rannsachaidh air builean FnG
03.05.21 Coinneamh bhideo le Ionad Thròndairnis (Iomairtean)
05.05.21 Coinneamh sgioba airson còmhradh mu Phlana Pròg raim ùr Fèisean nan Gàidheal
10.05.21 Coinneamh le Eilidh NicCoinnich cuide ri Coinneach Moireasdan bho Riaghaltas na h-Alba
11.05.21 Coinneamh a' measadh thagraichean na dreuchd Oifigear Ealain Gàidhlig Alba Chruthachail
17.05.21 Coinneamh mhìosail le Bòrd na Gàidhlig
18.05.21 Coinneamh de phanail Tasgadh
19.05.21 Agallamhan airson Oifigear Ealain Gàidhlig Alba Chruthachail
21.05.21 Coinneamh den Bhòrd-stiùiridh

Ainm	Anna Willoughby
Dreuchd	Manaidsear Gnìomha

Taic do agus ag adhartachadh nam Fèisean

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

- Chur mi mach litrichean agus phàigh mi airgead a-mach airson Fèisean, Clasaichean & Uairean Rianachd tron Sgeama Thabhartasan 2020-21. Phàigh sin a-mach airgead ath-slànachadhCovid aig deireadh Am Mhàirt. Phàigh sin a-mach a'chiad cuid de airgead Treòir cuideachd.
- Pàigh mi mach airgead airson Maoin Leasachadh nam Fèisean aig deireadh na bliadhna ionmhais.
- Feumaidh gach Fèis liosta luchd-teagaisg a chur a-steach air Foirm Iarrtas 1 mus fhaigh iad tabhartas. Thèid iad sin a sgrùdadh ag obair còmhla ri Sandy Gray feuch a bheil aithisg sgrùdaichte aca uile. Mar a bheil chan fhaigh iad airgead. Tha sgioba leasachaidh a'coimhead às dèidh seo.

- Chaidh maoineachadh a bharrachd a' phàigheadh airson luchd-cùraim agus/no tuilleadh oidean nuair a bha sin a dhìth gus dèanamh cinnteach gum faigh daoine òga le feumalachdan taice barrachd cothrom air teagasg is tachartasan.
- Bha mi trang chur air dòigh cùisean airson a' Co-labhairt Bhliadhnail 2020 air 25 Sultain 2020. Bha 146 an làthair aig tachartasan tron latha agus 53 air-loidhne airson a'Coinneamh Bhliadhnail. Thèid Coinneamh Bhliadhnail 2021 air adhart air 24 Sultain 2021.
- Bha mi air a bhi cur a-mach leabhraichean Ceòl nam Fèis gu Fèisean. Ach tha Luke a'gabhail seo às laimh. Tha Cèol nam Fèis 1 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.
- Pàigh mi mach fàirdealan airson Fèis Alba & Cèilidh air Chuairt airson na co-òrdanaichean.
- Chan eil iarrtas mòr air a bhi air ionnsramaidean chùil a chur a-mach gu ruige seo. Tha Luke a'coimhead às deidh seo a-nis.
- Coimhead sin thairis air a h-uile ionnsramad a bha anns an oifis ann am Port Rìgh agus bha feadhainn ri chàradh agus feadhainn gun fheum. Chaidh feadhainn a-mach air màl cuideachd.
- Chur mi àrachas air dòigh airson FNG agus chaidh àrachas a'chur air dòigh airson Blas. Chaidh àrachas a chur air dòigh airson luchd-obrach uile.
- 'S àbhaist fàirdealan airson ballrachd 20/21 a-mach às dèidh na Coinneamh Bhliadhnail. Chaidh iad a-mach ro deireadh na bliadhna ionmhais.
- Tha mi toirt taic dhan na Fèisean bho latha gu latha le iomadach ceist.

A' leasachadh sgilean is thàlantan

- Fhuair 15 luchd-eagrachaidh nam Fèisean cothrom air trèanadh Dìon Chloinne aig deireadh an t-Sultain. Tha trèanadh Dìon Chloinne air loidhne cuideachd. Rinn 15 trèanadh comhla ri Karl MacRae anns an Fhaoilteach. Ghabh Mairi Oakley pàirt air trèanadh air-loidhne airson ionmhais Rinn Mairi Robasdan, Fèis Obar Dheathain trèanadh dìon data, Johanna Furey, Fèis Eilean an Fhraoich trèanadh dìon-chloinne agus Grant MacPharlain, Fèis Phàislig an cùrsa Inntrigidh aig Sàbhal Mò
- Tha foirm-sgrùdaidh airson Co-ionannachd air surveymonkey airson Fèisean, Luchd-obrach agus Buill a'Bhuird airson gum bi fiosrachadh staitistigeil cudromach againn. Tha luchd-obrach a'dèanamh cùrsa air loidhne cuideachd. Tha Luke a dèanamh trèanadh larach-lin bhon taigh còmhla ri luchd-obrach. Bha Karen a dèanamh trèanadh 'A lasadh iomairt 'sa Choimhearsnachd' agus rinn Abi & Karen trèanadh sàbhailteachd a bha Alba Cruthachail a'ruith. Bha Luke a gabhail pàirt ann an Cearcall Comhraidh bha Fèis Rois a'ruith. Rinn e trèanadh a'bharrachd air an làrach-lìn còmhla ris an sgioba. Chur Eilidh air dòigh trèanadh do oidean ICO. Chaidh trèanadh air dòigh do luchd-teagasg air-loidhne air 06 Màirt 2021.
- Chur mi air dòigh 2 seisean le Ailig Bhaltois mar phàirt Cleachdiaigantaigh.
- Tha sin a'cuideachadh nam Fèisean a bhi cur ar Poileasaidh Gàidhlig an gnìomh
- Chaidh Sgoil Shàmhradh Dràma air adhart anns an Iuchar air-loidhne.
- Chur mi air doigh litrichean & pàigheadh airson Tasgadh. Thèid aig Luke seo a'dhèanamh a-nis agus MnEG.

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

Tha fàirdealan uile pàighte. Pàigheadh mi mach fàirdealan airson Coig Latha, Cleachdiaigantaigh, Guth nan Gael, Fuaran, Sgoil Shàmhradh Dràma, Hùb-Hab, Meanbh Chuileag, Meanbh-fhèis, Blàsad Gàidhlig, Mòd Acadamaidh, Fèisgoil, Panto, Trèanadh Gàidhlig, Feis TV , Iomairt Chùil Òigridh agus Fèis Bhlas mar as trice. Tha Luke a'toirt taic dhomh le seo a-nis.

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

- Chaidh Fèis Bhlas air adhart anns an t-Samhain am bliadhna. Tha uallach orm airson smachd a chumail air an airgid agus siostaman ionmhais air fad aig Blas.

- Bha 6 Cèilidhean air Chuairt gu bhi a' ruith ann an 2020-21agus tha mi air airgead a'phàigheadh a-mach do chuid. Chaidh Cèilidh Trails 2020 a chur dheth ach bha trèanadh a dol air adhart air air-loidhne aig Fèis Alba.

Riaghladh, ionmhas agus luchd-obrach

- Tha mi coimhead às deidh oifis Port Rìgh bho latha gu latha. Tha mi coimhead às deidh an Rianaire agus Oifigear Dìon Chloinne. Tha sinn uile an-dràsta ag obair bhon taigh.
- Tha mi coimhead às deidh gnothaichean ionmhais agus tuarastail an luchd-obrach.
- Tha mi coimhead às deidh aithisgean ionmhais agus a cur a-mach foirm iarrtas gu Iomairt na Gàidhealtachd aig deireadh gach ràithe.
- Tha mi coimhead às deidh goireasan daoine, cùmhnantan agus trèanadh. Chur mi air dòigh agallamhan airson Oifigear Pròiseactan & Oifigear Leasachaidh am bliadhna agus cùmhnantan airson Laura & Abi a shoirbhich. Tha Luke Slater còmhla rinn a-nis mar Rianaire. Tha Laura air forladh maithaireil, a tighinn air ais pàirt-ùine anns an Òg-mhios. Thoisich Peigi Ann Shields còmhla rinn an t-sheachdain seo. Tha sin air sanas a chur a-mach airson Rianair Fèisgoil, dreuchd pàirt-ùine.
- Tha mi chur a h-uile rud air dòigh airson cunntasan bliadhnail agus raitheil. Chur mi seachad ùine air-loidhne còmhla ri Kaye MacLeod bho Mann Judd Gordon a bha dèanamh sgrùdadh am bliadhna. Tha sin air crìoch a chur air cunntasan ràitheil suas gu 31 Màirt 2021
- Thug mi taic do Luke a chur air dòigh a ghearr-chunntais airson a'choinneamh mo dhèireadh agus eader-theangachadh. Chur mi air dòigh na aithisgean ionmhais airson na choinneamh seo.
- Thòisich sin air clàradh sgaoilidhean gualan bhon luchd-obrach is Buill a' Bhùird bho 1 Giblean 2015. Tha sin air a bhi clàradh sgaoilidhean gualan bhon an luchd-teagasg bho 1 Giblean 2016.
- Tha clàr chunnartasan air ùrachadh airson na bliadhna seo.

Tha sin uile a conaltradh air Skype gu cunbhalach ach bha mi aghaidh ri aghaidh aig na coinneamhan a leanas air Skype & Zoom bhon taigh:

- Coinneamh a'Bhùird – 05 Màirt 2021
- Coinneamh an luchd-obrach (Arthur) -18/03, 29/03 & 31/03/2021
- Coinneamh an luchd-obrach (Arthur, CA & Eilidh) – 22/03 & 05/05/2021
- Coinneamh an luchd-obrach (a h-uile duine) – 05/05/2021
- Measadh Luke – 06/05/2021
- Coinneamh le Mairi Buchanan & Arthur – 26 March 2021
- Coinneamh le Steve Westbrook/Sandy/Pàdruig, Arthur, CA, Eilidh & Luke -20/3/2021

Ainm	Calum Ailig Macmhaoilein
Dreuchd	Manaidsear Leasachaidh

Taic do agus ag adhartachadh nam Fèisean

Fèisean

Tha cuid mhath dha na Fèisean air a bhith a' cumail a' dol le teagasg air-loidhne, 's bha mi toilichte gu robh cothrom aig Fèis na Linne clasaichean ealain is còcaireachd tro mheadhain na Gàidhlig a dhèanamh air-loidhne ron a' Chàisge. Rinn Fèis Taigh Dhonnchaidh Fèis air-loidhne fad seachdain iad fhèin 's chaidh cùisean gu math leotha.

Tha sinn a' cumail fios riutha mu na riaghailtean ùr agus dè bhios ceadaichte dhaibh a dhèanamh 's tha sinn dòchasach gum bi cuid aca a' tighinn còmhla, 's dòcha ann an riochd rud beag eadar-dhealaichte aig an ìre-sa, thairis air mìosan an t-sàmhraidh. Tha sinn cuideachd a' feitheamh air dearbhadh bho Ùghdarrasan Ionadail mu bhith cleachdadh sgoiltean.

Tha mi toilichte gun deach Peigi Ann Shields fhastadh bho chionn ghoirid ‘s bi ise ag obair gu dluth ri Fèisean nan Eilean Siar bho seo a-mach.

Tha sinn air a bhith ag obair le Fèisean airson pròiseact ‘Treòir’ a chur air a’ chasan. Bidh na cothroman do luchd-ciùil air an sanas a dh’aithghearr ‘s bidh feum air taic is trèanadh a chur air dòigh dhaibh.

Fèis na Càisge
Chuir an sgioba leasachaidh Fèis na Càisge air dòigh le Fèis an Earraich, Fèis Ghlaschu, Fèis Latharna agus Fèis Obar Dheathain mar phàirt dheth. Ghabh 162 pàirt sna clasaichean agus fhuair 14 neach-teagaisg cothroman obrach.

Bliadhna Cladaichean is Uisgeachan na h-Alba
Tha Luke a’ foillseachadh òran gach seachdain a-rithist am bliadhna air na meadhannan sòisealta leis gun deach a’ bhlaidhna sònraichte seo a shìneadh gu 2021 ri linn mar a thachair le Covid-19.

A’ leasachadh sgilean is thàlantan

Blas 2021
Choinnich Buidhean Prògramaidh sa Mhàirt airson beachdachadh air cuin a bu chòir dhuinn an fhèis a chumail ‘s chaidh aontachadh gun tèid an Fhèis a chumail eadar 19-27 Samhain am bliadhna.

Tha mi an-dràsta ag obair air plana prògraim agus bidh sinn a’ coinneachadh a-rithist air Dimàirt 25 Cèitean. Tha mi air leth toilichte gum bi dithis òigear, Fionnlagh MacIlllnnein agus Luke MacLeòid mar phàirt dhan a’ bhuidheann seo.

Trèanadh Luchd-obrach
Chuir mi crìoch air a’ chùrsa gràmair ‘s fhuair mi gu math feumail e.

Trèanadh Comataidhean is Luchd-teagaisg
Rinn mi seisean còmhla ri Fèisean air Diardaoin 4 Màrt air gnothaichtean co-cheangailte ri ionmhais ‘s gu sònraichte a bhith a’ cumail cunntasan. Chaidh oidhche eile a chumail air Dimàirt 27 Giblean.

Chaidh latha-trèanaidh a chumail Disathairne 6 Màrt do luchd-teagaisg air grunn chuspairean; cleachdadh na Gàidhlig, dràma, dualchas, slàinte-inntinn is eile.

Tha feum aig clasaichean Gàidhlig, aig diofar ìrean, airson luchd-teagaisg ‘s bidh sinn a’ coimhead ri seo a dhèanamh a dh’aithghearr.

Fuaran
Thèid na seinneadairean a chlàradh an ath mhìos ‘s tha mi a’ cumail taic ri Abi is Karen le planaichean airson seo. Bidh sinn a’ beachdachadh air na h-ath cheumannan leis a’ phròiseact nas fhaide air adhart air a’ bhliadhna.

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

Cleachdiaigantaigh
Tha còrr is 5,800 air pàirt a’ ghabhail as na cothroman a th’ air a bhith again air-loidhne gu ruige seo.

Chaidh an còigeamh sreath de chlasaichean Fèis air-loidhne a chumail eadar a’ Mhàirt agus toiseach a’ Chèitein le 94 a’ gabhail pàirt gach seachdain. Fhuair naoinear luchd-teagaisg cothrom

cosnaidh mar phàirt dheth. Tòisichidh sreath eile suas gu deireadh an t-Ògmhios agus thèid beachdachadh an uairsin air an dòigh as fheàrr na clasaichean seo a dhèanamh le dòchas gum bi Fèisean comasach air barrachd teagasg aghaidh ri aghaidh a dhèanamh le measgachadh de theagasg air-loidhne.

5Latha
Chuir mi 5 Latha air-loidhne air dòigh eadar 5-9 Giblean le 11 a' gabhail pàirt. Fhuair an òigridh cothrom còmhraidh a dhèanamh le Dòmhnall MacSuain (Croitear) Rebbecca Hutton (Breabadair), Iain MacArtair (Na Geàrrannan) agus rinn iad cèic còmhla ri Gregor MacLeòid. A bharrachd air sin rinn iad ceòl is òrain le Seonaidh Mac an t-Saoir, Ian Mac a' Ghobhainn agus Ellen NicDhòmnaill. Chriochnaich sinn air an oidhche Haoine le cèilidh is farpais cheist air Zoom.

Tac an Teine
Chum mi Tac an Teine a' dol gach cola deug le mu 20 a' gabhail pàirt gach mìos. Bhon a' chaidh na riaghailtean a lagachadh tha mi air a' ghluasad air ais gu uair sa mhìos, choinnich sinn air 8 Cèitean agus bidh an ath-sheisean air Disathairne 5 Ògmhios aig 5f.

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

FèisTV
Chuir àireamh mhath de luchd-teagaisg tagradh a-steach airson a bhith cruthachadh leasannan ùra son Oide. Tha sinn air aontachadh gum bi 11 dhiubh a' faighinn an cothrom a bhith cruthachadh leasannan ùra dhuinn. Bidh an obair clàraidh a dhèanamh thairis air na beagan mìosan a tha romhainn.

Riaghladh, ionmhas agus luchd-obrach

Luchd-obrach
Tha sinn fhathast ag obair bhon taigh 's tha cùisean a' dol gu math leis an sgioba. Tha conaltradh cunbhalach a' dol air adhart agus taic mhath ga chumail dha chèile.

Coinneamhan
Cothrom Còmhraidh le buill comataidh nam Fèisean 5/3 agus 27/4
Coinneamh mu Oide le Art is Sarah Jayne – 17/3
Coinneamh mu Treòir – 18/3
Coinneamh le Anne, Art is Eilidh – 22/3
Coinneamh leis A' Chomunn Gàidhealach – 8/4
Agallamhan airson oileanach sàmhraidh – 8/4
Agallamhan Oifigear Leasachaidh nan Eilean Siar – 9/4
Coinneamhan measaidh – 26/4, 28/4 and 29/4
Coinneamh le Oifigear ùr nan Eilean Siar – 23/4
Coinneamh le Fèis Eilean an Fhraoich agus HebCelt – 21/4 agus 28/4
Coinneamh le Fèis an Rubha – 28/4
Coinneamh le co-obraichean is Steve Westbook is eile– 6/4 agus 28/4
Coinneamh Sgioba – 5/5

Ainm	Eilidh NicCoinnich
Dreuchd	Manaidsear Fèisgoil

A' leasachadh sgilean is thàlantan

Tachartasan trèanaidh:

- Oidean FnG air fad: 06.03.21:

Luchd-lìbhrigidh	seiseanan	Com-pàirtichean
6	8	38*

*144 (equivalent) an sàs uile gu lèir (11,16,16,21,10,12,30,28)

- 08-11.03.21:An dàrna Seachdain Trèanaidh do luchd teagaisg C1+2/GLE – co-bhanntachd nan ùghdarrasan ionadail

Luchd-lìbhrigidh	seiseanan	Com-pàirtichean
4	4	53*

*71 (equivalent) an sàs uile gu lèir thairis air na ceithir seiseanan (30,15,14,12), cuid aig gach seisean.

- Chuir mi seiseanan Taic le Teams le Luke air dòigh airson luchd-lìbhrigidh seiseanan Gàidhlig do luchd obrach Còmhairle Baile Ghlaschu.

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

DRÀMA

Hùb Hàb agus FAL : faicibh aithisg Aonghais

Meanbh chuileag/Sporan: Tha Aonghas ag obair air film ùr 'Mo Bheannachd Ort!' gus Bliadhna Colmcille a chomharrachadh. An àite film Gàidhlig (Meanbh Chuileag) agus film Beurla (Sporan) a chur air doigh am-bliadhna, tha sinn an dùil fear Gàidhlig le fo-thiotalan ann am Beurla a dhèanamh do luchd-ionnsachaidh. Faicibh aithisg Aonghais airson tuilleadh fiosrachaidh.

CÀNAN

Blasad Gàidhlig: Cànan a bharrachd, An Eaglais Bhreac

Chum sinn oirnn seiseanan Blasad Gàidhlig a lìbhrigeadh air-loidhne do chuid de na sgoiltean far an robh sinn a' lìbhrigeadh sheiseanan ro Chovid.

Teirm 3 (Am Faoilleach – Am Mart)

Oidean	Sgoiltean	Seiseanan	Sgoilearan
4	4	216	748*

**bha cothrom aig na sgoilearan air fad a bhith an sàs ach chan eil na h-àireamhan mionaideach againn oir bha cuid aig an taigh agus cuid eile sa 'hub' aig an sgoil.*

Teirm 4 (An Giblean-An Ògmhios) – an dùil seo a lìbhrigeadh – a' tachairt an-dràsta

Oidean	Sgoiltean	Seiseanan	Sgoilearan
4	5	279	748

Tutagan/Blasad Gàidhlig don fheadhainn nas òige: Chlàr Kaitlin Ross bhideothan do fheadhainn òga agus shruth sinn ceithir dhiubh ro shaor-laithean na Càisge. Bidh dà bhideo eile ann fhathast.

Caraidean Còmhraidh

Às dèidh do na sgoiltean tilleadh cha robh an cuid as motha den chloinn, neo na h-oidean, airson nan seiseanan a chumail a dol.

Café Bheairteis: Tha mi cho taingeil do Kharen airson na taic a bhios i a' toirt dhomh le Café Bheairteis. Seo na h-aoighean a bh' againn bhon choinneamh mu dheireadh den Bhòrd:

Ceann-là	Aoigh na seachdain

12.03.21	Callum Provan (Vodafone)
19.03.21	Alex John Moireasdan (Urras Oighreachd Ghabhsainn)
26.03.21	Muriel Urchadan
23.04.21	Emma NicLeòid (Riaghaltas na h-Alba)
30.04.21	Màiri NicIlleMhoire (cleasaiche)
07.05.21	Hannah NicKirdy (cleasaiche, preasantair)
14.05.21	Shannon Cowie (trèanadh a bhith na dotair)
21.05.21	Iain MacDiarmid (tele, radio, podcasts)

Meanbh-fhèis Àrd-sgoil Phort Rìgh (le ceanglaichean do Colmcille1500):
Tha sinn an dùil Meanbh-fhèis a dhèanamh le Àrd-sgoil Phort Righ ro dheireadh an teirm.

e-Sgoil:
Tha mi ann an conaltradh le e-Sgoil mu sheiseanan dràma agus Bheairteis a chur air doigh

Buidhnean Poblach:
Eòlas air a' Ghàidhlig
09.03.21: Chuir mi trì seiseanan Eòlas air a' Ghàidhlig air dòigh do mhuinntir SMT agus Bòrd Stiùiridh HIAL le Màiri Anna NicUalraig agus Iain MacIllechiar gan lìbhrigeadh cho math ri bhideo goirid a chur Luke MacLeòid air dòigh. Bidh seisean conaltraidh eile againn le luchd-obrach mu ghoireasan ùr a chur sinn air doigh, beachdan gu mionaideach fhaighinn air abairtean is faclan feumail. Fhuair luchd-lìbhrigidh taic le teicneòlas bho Luke (Slater).

Tha mi ann an conaltradh le neach obrach Coimisean Fearainn na h-Alba mu sheiseanan Eòlas air a' Ghàidhlig a lìbhrigeadh don luchd-obrach aca san àm ri teachd.

Clasaichean Gàidhlig air-loidhne do luchd-obrach Chòmhairle Bhaile Ghlaschu
04.05.21—01.07.21. Tha 72 seiseanan leantainneach air a' Ghàidhlig – cànan agus cultar – a' ruith thairis air naoi seachdainean le sgioba de naoinear gach seachdain agus Màiri Anna NicUalraig an sàs mar òraidiche sònraichte a' lìbhrigeadh seisean sònraichte air Glaschu agus Gàidhlig.

Tha 161 air clàradh, le liosta feitheimh a bharrachd, agus tha na seiseanan ri fhaotainn aig trì ìrean, a-rèir eòlas agus misneachd a th' aca sa Ghàidhlig.

CEÒL
ICO: Tha sgìrean ionadail nam fèis air fad na seiseanan ICO aca a lìbhrigeadh.

Oidean	sgoiltean	seiseanan	sgoilearan
35	167	1,720	4,355

Acadamaidh a' Mhòid:
Tha sinn a' co-obrachadh leis a' Chomunn Gàidhealach agus Còmhairle na Gàidhealtachd a' lìbhrigeadh sheiseanan seinn air-loidhne. Tha Sandra NicLeòid a' lìbhrigeadh 15 seiseanan air-loidhne an teirmsa le taic do chòmhlain-ciùil ann an trì bun-sgoiltean agus tha sgioba de sianar a' lìbhrigeadh 126 seiseanan seinn aon neach le 19 duine chloinne air-loidhne as deidh latha sgoile.

CnES: Tha mi ag obair le CnES air goireas ùr Saoghal na Cloinne Bige, òrain do chlann òga.

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

Seachdain trèanaidh CLPL (luchd teagaisg) agus Latha Trèanaidh do dh'oidean. Bha cuid an sàs nach robh eòlach air FnG ro na seiseanan taice. Le Hùb Hàb agus Tutagan a' dol a-mach gu poblach air-loidhne ann an riochd bhideo, bidh cothrom ann don luchd èisteachd as ùire am faicinn. Le Comhairle Baile Ghlaschu tha cothrom air leth a bhith ag obair le daoine nach robh an sàs nar tachartasan roimhe.

Riaghladh, ionmhas agus luchd-obrach

Bha mi an sàs le tòrr choinneamhan, nam measg cuid aig MEPG, cuid aig HIAL agus cuid eile le luchd obrach Còmhairle Baile Ghlaschu

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Ainm	Nicola Simpson
Dreuchd	Àrd Oifigear Leasachaidh

Taic do agus ag adhartachadh nam Fèisean

Fèis Air an Oir

- Bidh mi a' coineachadh leis an Fhèis air an13mh den Chèitean airson bruidhinn mu dheidhinn tachartas a dh'fhaodadh a bhith aca tro mìosan an t-sàmhraidh.

Fèis a' Bhaile

- Bidh mi a' coinneachadh leis a' chomataidh air an 25mh den Cèitean airson planaichean a chur air dòigh airson am prìomh a bhios a gabhail àite san Dàmhair, ma bhios sin ceadaichte.

Fèis Inbhir Narainn

- Tha na clasaichean leantainneach a' cumail a' dol air-loidhne.

Fèis Obar Dheathain

- Ruith an Fhèis ceithir seachdainean dè bhùithtean-obrach dràma/geamaichean air-loidhne sa Mhàirt, airson clann bun-sgoile agus àrd-sgoile.
- Anns an t-Ògmhios bidh an Fhèis a' ruith ceithir seiseanan de Fèis Bheag agus clas beòthachadh-dhealbhan air-loidhne.

Fèis Chataibh

- Cha do chum Fèis Chataibh tachartasan sam air a' bhliadhna dh'fhalbh. Tha mi an dùil coinneachadh riutha a dh'aithghearr.

Fèis Spè

- Tha na clasaichean leantainneach a' cumail a' dol air-loidhne.
- Chaidh a' choinneamh bhliadhnail air adhart air zoom air Dimàirt 23mh den Ghèarrain.
- Bidh iad a' ruith Latha Ciùil aig Ionad cur seachadan a-muigh Badaguish air 29mh den Cèitean airson bun-sgoilearean agus bidh iad a' ruith latha eile airson deugairean agus inbhich anns an t-Ògmhios.
- Bidh Fèis Spè a' gabhail pàirt ann an Treòir.
- Bidh comhlan cèilidh na Fèise a' gabhail pairt ann am Fèis Dhulchais Bhàideanach anns an t-Sultain.

Fèis Ghallaibh

- Bidh na bùithtean-obrach aig Fèis Ghallaibh a' toiseachadh a-rithist nuair a tha e sàbhailte agus iomchaidh a' bhith cruinn còmhla.

Fèis Mhoireibh

- Tha iad a' leantainn oirre le clasaichean air-loidhne.
- Tha mi an dùil a' bhith a' coinneachadh ris a' chomataidh a dh'aithghearr airson bruidhinn air planaichean airson Latha Fèise air an taobh a-muigh as t-samhradh.

Fèis Lochabair - Pròiseact Danns Gleann Urchaidh.

- Bidh cothrom aig com-pàirtichean Fèis Lochabair a bhith an sàs ann am pròiseact ùr stèidhichte air leabhar ùr *Dance Legacies of Scotland – the True Glen Orchy Kick* a chaidh a sgrìobhadh le Mats Melin agus Jennifer Schoonover, tidsear dannsa à Boston. Mar phàirt den prhòiseict bidh iad a' cruthachadh bhideo goirid agus a' cur Ceilidh air dòigh ann an Talla Dhrochaid Urchaidh nuair a tha e ceadaichte.

Cothrom Còmhraidh

- Chaidh an 'Cothrom Còmhraidh' mu dheireadh againn air adhart anns a' Ghiblean agus bha Art còmhla rinn airson bruidhinn mu dheidhinn riaghladh agus a freagairt ceistean bho na Fèisean a bha an làthair

Stiùireadh airson na Fèisean

- Tha mi ag obair leis an sgioba leasachaidh airson stiùireadh a' chur air dòigh a' thaobh Covid airson na Fèisean a tha an duil ri tachartasan a chuir air doigh tron t-samhraidh. Bidh seo deiseil airson sgaoileadh dha na Fèisean a dh'aithghearr.

A' leasachadh sgilean is thàlantan

Deireadh-seachdain de chlasaichean-maighstireachd aig Pitcalzean

- Leis gu bheil cuingealachaidhean a' lasachadh tha mi an dùil gum bi an tachartas seo a' dol air adhart anns an t-Samhain, agaidh ri agaidh ach le àireamhan cuibhrichte.

Sruth

- Tha mi toilichte innse gun robh an iarrtas a chur mi a-staigh gu Colmcille 1500 soirbheachail agus bidh mi ag obair le Angus agus Calum Ailig gus am pròiseact seo a thoirt gu buil. Bidh com-pàirtichean bho na Fèisean ag obair gu dlùth le Èireannaich òga airson pìosan ùr de cheòl agus dràma a chruthachadh. Cuiridh sinn crìoch air a' phròiseact le consart bhirtual aig Blas 2021.

Ceilidhean air Chuairt/Fèis Alba

- Cha bhith na Ceilidhean air Chuairt a' ruith mar as abhaist a-rithist am bliadhna seo ach bidh mi ag obair leis na Fèisean agus an Sgioba Leasachaidh airson cothrom eile a chuir air doigh airson deugairean tron t-samhraidh. Dh'obraich Fèis Alba Air-Loidhne glè mhath an-uiridh agus ruithidh mi ruideigin coltach ri sin a-rithist am bliadhna.

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

Mar a bha sinn an dùil chaidh an Latha Trèanaidh 2021 air adhart air-loidhne air 6 Màrt. Bha e glè shoirbheacail le seiseanan air cànan, dràma, dualchas, slàinte-inntinn, feumalachdan sònraichte agus Colmcille 1500.

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

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

Ainm	Aonghas MacLeòid
Dreuchd	Oifigear Dràma

Taic do agus ag adhartachadh nam Fèisean

Seirbheis eadar-theangachaidh agus dearbh-leughaidh

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

Dràma Gàidhlig aig na Fèisean
Thathar a' dèanamh measadh air an ìre de dhràma a th'air a theagasg tro mheadhan na Gàidhlig aig Fèisean agus na cothroman a dh'fhaodadh a bhith ann gus cùisean a leasachadh. Bidh latha trèanaidh do dh'oidean a' gabhail àite air Disathairne 6 Màrt far an tèid seisean 'Dràma agus Cànan' a' lìbhrigeadh le Dougie Beck.

A' leasachadh sgilean is thàlantan

A' cruthachadh chothroman cosnaidh do dh'òigridh
Thathar a' tabhann chothrom-cosnaidh agus cothroman gus sgilean a leasachadh do chleasaichean le Gàidhlig tro phròiseactan leithid Meanbh-chuileag, Hùb Hàb agus am panto Gàidhlig. Thathar a' tabhann chothroman-obrach do dh' oidean dràma le Gàidhlig tro na Fèisean dràma a bhios
againn do sgoiltean le foghlam tro mheadhan na Gàidhlig agus tron Sgoil Shamhraidh Dràma. Chaidh dithis dhaoine òga fhastadh anns an fhilm Hùb Hàb 'Cuairt Bheag' a chaidh riochdachadh rè an Fhaoillich 's a' Ghearrain.

Stòr-dàta de Chleasaichean
Thathar an dùil cur ris an àireamh de dhaoine òga le Gàidhlig san stòr-dàta againn aig am biodh ùidh ann an obair-chleasachd anns na pròiseactan dràma againn. Tha tuilleadh fiosrachaidh ri fhaotainn aig www.feisean.org/cothroman.

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

Panto Gàidhlig 2020 – Ròs Bhàn agus na Seachd Sìthichean
Chaidh am panto a thabhann do sgoiltean bho 7 Dùbhlachd air adhart. Chunnaic corr is 3000 sgoilear am film tro taisbeanaidhean-sgoile. Chaidh sruthadh poblach a dhèanamh den phanto air Diardaoin 17 Dùbhlachd tron duilleag Facebook againn agus gu ruige seo chaidh am film fhaicinn corr is 2,900 turas. Às dèidh brath fhaighinn bho Dougie brown, Riochdaire Thachartasan aig Fèis Belladrum, chaidh cead a thoirt seachad gus a' phanto a shruthadh air an duilleag Facebook aca air Disathairne 19 Dùbhlachd mar phàirt den chlàr-ama de thachartasan air loidhne a bh'aig A Very Bella Christmas Festival.

Hùb Hàb 2021
Anns an Dùbhlachd rinn mi planaichean gus Hùb Hàb air loidhne a' riochdachadh. Anns an Fhaoilleach sgrìobh mi sgriobt airson film le trì òran ùra na cois. Chaidh Ceitidh NicPhàrlain fhastadh mar chleasaiche agus sheinneadair san fhilm. Chaidh Pablo Lafuente fhastadh gus am filmadh a dhèanamh, ceòl-taic a chluich 's na seiseanan-ciùil a chlàradh. Thug mi stiùireadh dhaibh rè sreath sheiseanan Zoom san Fhaoilleach agus sa Ghearran. Dheasaich mi an fhilm meadhan a' Ghearrain agus chaidh am film a' sgaoileadh air sgoiltean 's sgoiltean-àraich a sheall ùidh ann air Diardaoin 23 Gearran. Thathar an dùil taisbeanadh poblach a dhèanamh air Disathairne 13 den Mhàirt aig 1030m.

Dràma aig Fèis Air Loidhne 5
Bidh mi a' lìbhrigeadh sreath de bhùthan-obrach dràma mar phàirt de Fèis Air Loidhne 5 a bhios mi tòiseachadh air Dimàirt 2 Màrt. Thathar an dùil gum bi Lana Pheutan a' lìbhrigeadh sreath de 8 bùthan-obrach dràma freagarrach do dheugairean eadar S2 agus S6 mar phàirt den Fhèis seo cuideachd.

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

Thèid naidheachd mu na pròiseactan dràma a th'air an lìbhrigeadh tro Fèisgoil fhoillseachadh 's a shanasachd gu cunbhallach tro ar làrach-lìn 's na cunntasan meadhanan-sòisealta againn. Chaidh naidheachd mun dealbh-chluich Nollaige fhoillseachadh air ar làrach-lìn, Facebook agus Twitter. Chaidh naidheachd a chur gu luchd-naidheachd aig m.e. Radio nan Gàidheal, BBC An Là, agus

pàipearan-naidheachd. Rinn mi agallamh mun dealbh-chluich Nollaig air Feasgar aig Radio nan Gàidheal. Dh'fhoillsich Am Pàipear Beag, an Stornoway Gazette agus an Ross-shire Journal naidheachd mun fhilm. Às dèidh brath fhaighinn bho Belladrum Festival mun fhilm chaidh cead a thoirt dhaibh sruthadha a dhèanamh le leth-bhreac den fhilm a thug sinn dhaibh mar phairt den Fhèis air loidhne a bh'aca A Very Bella Christmas. Chaidh a shruthadh air an duilleag Facebook aca aig a bheil corr is 54,00 luchd-leantainn.

Riaghladh, ionmhas agus luchd-obrach

Coinneamhan:
Sgioba luchd-obrach Inbhir Nis – turas san t-seachdain (Zoom/ Skype)
Sreath-stiùiriche – co dhiù aon turas gach seachdain (Skype)

Amy Liptrott, Pitlochry Theatre – Chaidh coinneamh Zoom a chumail le Amy Liptrott, Stiùiriche Dàimheach aig Tèatar Bhaile Chloichridh agus Eilidh NicCoinnich air 19 Faoilleach 2021 mun phròiseact aca 'Tay's Gaelic Memoir'.

Hùb Hàb 2021 – Cuairt Bheag: Bha sreath de choinneamhan riochdachaidh agam le Ceitidh NicPhàrlain agsu Pablo Lafuente rè an Fhaoillich agus a' Ghearrain air 20/01/21, 25/01/21, 1/02/21, 5/2/21, 6/2/21 and 8/2/21

Ainm	Karen Oakley
Dreuchd	Oifigear Leasachaidh

Taic do agus ag adhartachadh nam Fèisean

Chuidich mi na Fèisean agam le bhith a' tarraing fios còmhla airson an **cnap mu dheireadh de dh'airgid 2020/21**. Fhreagair mi an cuid ceistean mu **Mhaoin Slànachaidh COVID** cuideachd. Bha Fèisean gu math taingeil airson na taice.

Fèis Eige

- Chuidich mi an Fhèis le sanasachd na Coinneimh Bhliadhnail agus chaidh mi don Choinneamh, 24 Màrt. Tha Nan Fee na Cathraiche den Fhèis a-nise agus tha sinn air a bhith a' cumail fios is cuideachadh chèile.
- Chuidich mi an Fhèis le sanas-obrach is tuairisgeul-obrach 's iad a' lorg neach-rianachd ùr. Tha iarrtasan fosgailte an-dràsta.

Fèis Lochabair

- Chaidh mi a Choinneamh Bhliadhnail na Fèise, 25 Gearran. Thug mi taic don Fhèis a bhith a' planadh is a' sanasachd na Coinneimh Fhosgailte, 29 Giblean. Tha taic leantainneach ga thoirt don Chathraiche Lauren Byrne is an comataidh.
- Rinn mi foirm beachd don Fhèis airson na clasaichean aca. Tha 25 a' frithealadh nan clasaichean an-dràsta le dùil ri barrachd is clasaichean a bharrachd a' tòiseachadh an ceartair.

Fèis Thiriodh

- Chaidh mi a Choinneamh Bhliadhnail is coinneamh comataidh na Fèise, 16 Màrt. Tha triùir air ùr thighinn don chomataidh.
- Tha dà chòmhradh air a bhith agam le Cathraiche ùr na Fèise, Janice NicAonghais on uair sin gus cluinntinn an cuid naidheachd is an cuideachadh le planadh.
- Chuidich mi an Fhèis le sanas, tuairisgeul-obrach is cùmhnant an neach-rianachd ùr. Tha Shari NicFhionghain a' fàgail às dèidh 10 bliadhna leis an Fhèis agus tha Linda Nic a' Ghobhainn a' gabhail a h-àite.

Fèis nan Garbh Chrìochan

- Chaidh mi gu Coinneamh Bhliadhnail na Fèise, 8 Màrt. Chan eil atharrachaidhean air a' chomataidh.
- Thug mi cuideachadh don Fhèis le leithid litir airson gnìomhasachan agus le planadh airson cosgais beag a chur air ionnsramaidean.
- Tha taic practaigeach leantainneach ga thoirt don Fhèis le bhith a' fastadh neach-ciùil is òigridh Treòir.

Tha còmhraidhean air a bhith a' dol aig comataidh **Fèis na h-Apainne** 's iad a' beachdadh air rudan Fèise a dh'fhaodadh iad a dhèanadh 's tha mi air a bhith gam brosnachadh.

Rinn mi dreachd postair airson Coinneamh Bhliadhnail **Fèis na h-Òige**. Tha an Fhèis an dùil a cumail an ceartair.

Dh'obraich mi le **Fèis Latharna** is leis an Sgioba Leasachaidh gus **Fèis na Càisge**, 5-9 Giblean, a chur air dòigh. Bhruidhinn mi le oidean is chuir mi cùmhantan air dòigh, rinn mi sanasachd am measg sgoiltean is Fèisean.

A' leasachadh sgilean is thàlantan

Fuaran

- Tha mi-fhìn is Abi Lightbody a' cur clàradh Fuaran air dòigh air an-ath mhìos le taic bho Chalum Ailig Mac a' Mhaoilein. Bidh aon com-pàirtichean deug a' clàradh nan òran aca ann an Cromba, Leòdhas is Glaschu.

A' cur trèanadh air dòigh do dh'oidean

- Chuir mi dà sheisean cothrom còmhraidh Gàidhlig air aghaidh do dh'oidean Fèis na Càisge. Ghabh còignear pàirt le stiùir bho Dheirdre Ghreumach.
- Chuir mi cothrom-obrach air dòigh do Evie Waddell is Fearghas Rothach eòlas a chur air teagasg dràma seisean planaidh còmhla ri Artair Donald, a' coimhead mar a bha Artair a' teagasg clas agus a' stiùireadh geamaichean iad fhèin is a' faighinn beachd Artair.
- Rinn mi seisean air Zoom còmhla ri Artair Donald is Megan NicEunraig ro Fhèis na Càisge a' sealltainn mar a chuirear Zoom gu feum an uair a thathar a' teagasg.

Trèanadh comataidhean (is dhomh fhìn!)

- Dh'obraich mi leis an Sgioba gus dà chothrom còmhraidh a chur air dòigh 's a shanas: seisean mu dheidhinn a bhith a' cumail cunntasan Fèis ann an rian le Calum Ailig, 4 Màrt, agus seisean mu riaghladh le Art MacCarmaig, 27 Giblean. Cha b'urrainn do thriùir bho na Fèisean agam a bhith ann a bha airson is sgaoil mi fios thuca às dèidh làimh.

Trèanadh agam fhìn

- Chuir mi crìoch air Sgilean Cànain, cùrsa gràmair Colaistle a' Chaisteil UHI.
- Rinn mi seisean "Managing Volunteers and Staff", leis a Hub Inbhir Nis, 22 Giblean.

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

Café Bheairteis

Chuir mi aoighean na seachdain air dòigh ron Chàisg agus às dèidh na Càisge is rinn mi sanasachd mun Chafe. Seo fios an teirm-seo gu ruige seo:

Ceann-latha	Aoigh na seachdain	Àireamh òigridh
23.04.21	Emma NicLeòid (Oifigear na Gàidhlig, Riaghaltas na h-Alba)	6
30.04.21	Màiri NicIlleMhoire (cleasaiche is seinneadair)	7

07.05.21	Hannah NicKirdy (preasantair is cleasaiche)	6
14.05.21	Shannon Cowie (trèanadh a bhith na dotair)	
21.05.21	Iain MacDiarmid (craoladair podcasts, tele is radio)	
04.06.21	Iain-Murdo Mac a' Mhaoilein (tidsear bun-sgoile)	
11.06.21	Seònaid NicGriogair (na tidsear àrd-sgoile cheana)	

Ainm	Abi Lightbody
Dreuchd	Oifigear Leasachaidh

Taic do agus ag adhartachadh nam Fèisean

Tha mi air a bhith a' cumail taic ris a h-uile Fèis agam a tha a' tighinn beò a-rithist beag air bheag agus a' coimhead air planaichean airson tachartasan air-loidhne agus aghaidh ri aghaidh ann an 2021.

Fèis Dhùn Bhreatainn an Iar
Fhuair FDBI Tabhartas Slànachaidh Covid agus tha iad fhathast a' ruith clasaichean air-loidhne.

Fèis Dhun Eideann
Fhuair FDE Tabhartas Slànachaidh Covid agus ghaibh iad pàirt ann an Fhèis a' Ghearrainn a chuir Fèisean nan Gàidheal air loidhne. Bha Tawana Maramba (seinn) agus Robbie Greig (fidheall) a' teagasg às leth FDE.

Fèis Oigridh Ile agus Dhiura
Fhuair FOID Tabhartas Slànachaidh Covid agus ghaibh iad cuideachd pàirt ann an Fhèis a' Ghearrainn a chuir Fèisean nan Gàidheal air loidhne. Bha Mairi McGillvray (seinn) agus Ciara McTaggert (fìdeag) a' teagasg às leth FOID.

Fèis Fhoirt
Fhuair FF Tabhartas Slànachaidh Covid agus tha iad a' gabhail pàirt sa phròiseact Treòir. Tha mi air a bhith coinneachadh le FF gu tric airson bruidhinn mu dheidhinn Treòir agus a' cuir planaichean còmhla. Tha iad an dùil ri clasaichean a' cuir air dòigh do dh'fhògarraich à Siria agus bidh iad a' cuir sanas a-mach ann am beagan seachdainean. Chuir FF a' Chèilidh air Chuairt aca dheth a-rithist airson 2021.

Fèis Phaislig
Fhuair FP Tabhartas Slànachaidh Covid agus tha iad a' gabhail pàirt sa phròiseact Treòir cuideachd. Tha iad airson ceòladair fhastadh airson seisein blasad Fèis Phàislig a stiùireadh sna sgoiltean airson 's gum biodh barrachd fios air clann sa sgìre air an obair a tha iad a' ruith. Tha na clasaichean agus còisir Ghàidhlig aca fhathast a' ruith air-loidhne agus tha iad an dòchas a bhith air ais aghaidh ri aghaidh san t-Sultain. An àite Cèilidh air Chuairt àbhaisteach, tha Grant MacFarlane ag obair air pròiseact clàraidh agus tha mi ag obair còmhla ris airson maoineachadh fhaighinn air a shon.

Fèis Ghàidhlig Ghlaschu
Fhuair FGG Tabhartas Slànachaidh Covid agus ghabh iad pàirt ann am Fèis na Càisge a chuir Fèisean na Gàidheal air-loidhne sa Ghiblean. Theagasg Catherine Tinney òran na Fèise dhaibh.

Fèis Arainn
Fhuair FA Tabhartas Slànachaidh Covid airson tachartasan ann an 2021/22. Bha Coinneamh Bhliadhnail aca air 11/03/2021 agus chuir iad dheth a' phrìomh Fhèis a-rithist airson 2021 ach tha iad an dùil ri buthan-obrach nas bige a ruith anns an Dàmhair ma tha e comasach is ceadaichte.

Fèis Lannraig a Tuath
Fhuair FLT Tabhartas Slànachaidh Covid cuideachd agus tha iad a' ruith clasaichean air-loidhne.

Fèis Chille Bhrìghde an Ear
Fhuair FCBE Tabhartas Slànachaidh Covid.

Fèis Thatha
Fhuair FT Tabhartas Slànachaidh Covid agus tha iad ag obair air pròiseact còmhla ri Taigh-cluiche Baile Chloichridh agus an dùil ri tachartas air a bhlàr a-muigh tron t-samhraidh.

Fèis an Tairbeirt
Fhuair FanT Tabhartas Slànachaidh Covid agus tha iad a' gabhail pàirt ann an Treòir cuideachd le dòchas gum biodh tachartas fàilte aca aghaidh ri aghaidh, agus an uair sin streath dhe chlasaichean air-loidhne.

A' leasachadh sgilean is thàlantan

- Tha mi cha mhòr deiseil ag obair air a' chursa Gàidhlig aig UHI
- Bha chothrom chòmhraidh airson duine a tha a' ruith Fèisean againn air Diardaoin 4mh am Màirt **còmhla ri Calum Ailig mu dheidhinn a bhith a' cumail cunntasan Fèise**
- Bha chothrom chòmhraidh eile airson duine a tha a' ruith Fèisean againn air Dimàirt 27mh Ghiblean **còmhla ri Art MacCaramaig mu dheidhinn riaghladh**
- Tha mi nam bhall de Fòram Conaltraidh na Gàidhlig aig Bòrd na Gàidhlig agus bidh sinn a' coinneachadh gach 6 seachdainean - 'S e fòram mi-fhoirmeil a th' ann do oifigearan conaltraidh/margaidheachd aig buidhnean Gàidhlig
- Tha mi cuideachd nam bhall de Cruinneachadh Gàidhlig Earra-Ghàidheal agus tha sinn ag obair air tachartas air Ìle ann an 2022
- Bha measadh agam le Calum Ailig air 26/04/2021 agus tha prìomh tharagaidean agam a-nis airson 2021/2022

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

Fèis na Càisge - Bha mi ag obair le Calum, Nicola agus Karen air Fèis na Càisge a bha a' ruith air-loidhne eadar an 5mh agus 9mh Ghiblean

Fèis Air Loidhne - Chuir sinn crìoch air Fèis Air Loidhne 5 agus air sgàth 's gu bheil com-pàirtichean airson cumail a' dol, tha mi a' cuir ceithir seachdainnean eile air, ro làithean-saora an t-samhraidh anns na leanas:

Diluain	Bogsa-Ciùil	Beginner 1-2-1	TBC	4 Participants
	Feadan	Beginner 1-2-1	Alana MacInnes	4 Participants
Dimairt	Meur-chlàr	Beginner 1-2-1	Richard Smith	4 Participants
Diciadain	Fidheall	Beginner 1-2-1	Chloë Bryce	5 Participants
Diardaoin	Fìdeag	Beginner 1-2-1	Alana MacInnes	3 Participants
Dihaoine	Fidheall	Beginner 1-2-1	Chloë Bryce	4 Participants

Fuaran - Tha mi ag obair le Karen is Calum Ailig is a' cuir air dà latha clàradh ann an Glaschu air an 15mh agus 19mh an t-Ògmhios le Evie Waddell, Sophie Dòmhnallach, Calum Ross agus Peigi Nic a' Phiocair

Ainm	Luke Slater
Dreuchd	Rianadair

Taic do agus ag adhartachadh nam Fèisean

- Làimhseachadh leantainneach air rianachd Tasgadh agus Maoin nan Ealan Gàidhlig
- Làimhseachadh leantainneach air ionnsramaidean agus cùmhnantan fastaidh
- Taic coitcheann làrach-lìn airson buill na sgioba
- Cosgaisean fàirdeal agus logaidh
- A' sgaoileadh fhàirdealan cìs ballrachd
- Taic IT airson Microsoft Teams a chleachdadh
- Seiseanan trèanaidh airson oidean agus luchd-obrach a' cleachdadh Teams agus Wordpress

A' leasachadh sgilean is thàlantan

- A' cleachdadh Duolingo gu cunbhalach
- Le misneachd sa Ghàidhlig a' fàs chuir mi romham a bhith ga cleachdadh tòrr nas trice, ga sgrìobhadh agus ga bruidhinn
- Ionnsachadh leantainneach de bhathar-bog deasachaidh bhideo, air a chleachdadh airson bhideothan seachdaineach BCU
- Ionnsachadh leantainneach air siostaman Microsoft Teams airson taic teicnigeach a thoirt seachad
- A' cleachdadh uidheamachd camara gus stiùireadh air mar a ghabhadh 'Ceòl nam Fèis 1 & 2 – Digital editions' a chleachdadh, a thèid air-loidhne a dh'aithghearr.

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

- Obair gach seachdain air Bliadhna Cladaichean is Uisgeachan na h-Alba a th' air a leudachadh gu 2021. Àireamh luchd-amhairc air Facebook gu ruige seo ann an 2021 - 14,640
- Obair dealbhaidh air a chrìochnachadh airson grunn phròiseactan, gu sònraichte Fèisgoil
- Stòr-dàta ùr agus inneal CSV deiseil airson làrach-lìn Fuaran, nach deach a sgaoileadh fhathast
- Cuairt-litir Mailchimp ùr air a dhealbhadh, air a chruthachadh agus air a sgaoileadh.

Fèisean nan Gàidheal

Plana Pròghraim 2022-27

Àireamh air a' Chlàr Chùisean: 2.2021.02(e)

Adhbhar a' Phàipeir

Airson fiosrachadh a thoirt do bhuill mu adhartas air Plana Pròghraim ùr ullachadh airson 2022-27.

Bun Fhiosrachadh

Bidh cuimhne air buill a' Bhùird gum faca iad taisbeanadh aig a' choinneimh mu dheireadh aca sa Mhàrt a thaobh an fheum a bha air Plana Pròghraim ùr a dheasachadh agus gun deach aontachadh gum bu chòir don phlana a' ruith bho 2022 gu 2027.

Thàinig am Plana Pròghraim againn airson 2018-21 gu ceann sa Mhàrt am-bliadhna.

Airson chaochladh adhbharan cha deach seo ùrachadh san dòigh àbhaisteach. Thug Covid buaidh air lìbhrigeadh a' phlana agus dh'adhbharaich e mi-chinnt mun àm ri teachd. Chuir sgaoileadh an galair ìmpidh air ùine an sgioba obrach.

Chaidh sìneadh a thoirt air ar n-aonta le Alba Chruthachail agus, tha sinn an dòchas, Iomairt na Gàidhealtachd 's nan Eilean. 'S e a' bhuannachd bhon t-suidheachadh seo gum bi aontaidhean bhon dà bhuidheann maoineachaidh sin a' tighinn gu ceann aig an aon àm ri Bòrd na Gàidhlig sa Mhàrt 2022.

Tha sinn a' gabhail ris gum bi sinn a' dol air adhart le prògram ann an 2021-22 a tha gu math faisg air a' phrògram a bh' againn ann an 2020-21. Tha sinn ag aithneachadh, cuideachd, gum bi feum air plana ùr uaireigin air a' bhliadhna seo ma tha cothroman gu bhith ann tagraichean airgid ullachadh airson 2022-23 air adhart.

Adhartas

An dèidh beachdan a shireadh bho bhuill a' Bhùird sa Mhàrt, chaidh cothrom a thoirt don sgioba obrach am beachdan a chur an cèill.

Tha dreach àrd-ìreil de phlana anns na duilleagan a leanas. Aig an ìre seo, 's e ùrachadh air a' phlana a bh' againn roimhe a tha seo le molaidhean airson atharraichean/gnìomhan ùra ann an dearg cho math ri nòtaichean a' comharrachadh far a bheil ùrachaidhean eile a dhìth.

Aon uair 's gu bheil aonta againn ann am prionnsabail ris an t-slighe a tha sinn a' gabhail, thèid ath-sgrìobhadh a dhèanamh air teacs a' phlana, far a bheil sin a dhìth, agus bidh plana nas doimhne air ullachadh ma dh'fhaodte ann an cruth gu tur eadar-dhealaichte. Thèid beachdan iarraidh an uair sin bho bhuill a' Bhùird a-rithist, na Fèisean agus buidhnean eile le ùidh sa chùis.

Chan eil fiosrachadh againn fhathast bho Alba Chruthachail mu na prìomhachasan a dh'fhaodadh a bhith acasan no mun dòigh sam bi iadsan a' maoineachadh bhuidhnean san àm ri teachd a tha an-dràsta a' faotainn maoin chunbhalach bhuapa. Ged a tha sinn an-dràsta den bheachd gum bu chòir plana a bhith an ìre mhath deiseil airson aonta a chur ris aig coinneamh a' Bhùird san t-Sultain, dh'fhaodadh seo atharrachadh a rèir stiuir sam bith bho Alba Chruthachail.

Gnìomh a dhìth

Thathas ag iarraidh air buill a' bhùird:

1. Fa-near a thoirt don adhartas gu ruige seo
2. Beachd no moladh mu ghnìomh sam bith sa phlana, no a bu chòir a bhith ann, a chur an cèill
3. A' daingneachadh ma tha iad riaraichte leis a' phlana san fharsaingeachd aig an ìre seo agus
4. Fa-near a thoirt don amas plana a bhith deiseil airson aontachadh aig coinneamh den Bhòrd san t-Sultain.

Art MacCarmaig
Ceannard
Cèitean 2021

Fèisean nan Gàidheal
Programme Plan 2022-27

Draft for Board meeting 21.05.2021

Updated map showing communities
in which our work takes place

Contents

		Page
1	Background and Context	XX
2	Summary of Plan	XX
3	Mission, Ambition and Outcomes	XX
4	Programme of Work 2022-27	XX
5	What our programme delivers	XX
6	Governance and Staffing	XX
7	Budget projections 2022-25	XX

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Funder Logos Here

1 Background and Context

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

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

The UN Convention of the Rights of the Child (UNCRC), Article 31 - leisure, play and culture - aims to ensure that 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.

This section be updated with short passage on the history of Fèisean and Fèisean nan Gàidheal, referencing research plus information on achievements from 2018 to 2022.

Hopefully some useful information from the impact study currently being worked on to be included in this section too.

2 Summary of Plan

One-page summary, to be completed once plan is finalised.

There seems to be general agreement that our mission and aims remain fit for purpose so this text would remain.

A' toirt ar dualchais do ar n-òigridh

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

3 Mission, Ambition and Outcomes

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

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

Some new/altered outcomes here
Pursuing our ambition shall enable delivery of the following outcomes
We will:

- Ensure the Fèisean are fully supported to recover from the Covid pandemic and that their work resumes and returns to previous levels of engagement
- Create more employment opportunities for artists with a view to alleviating the uncertainty which exists around freelance work
- Work particularly, though not exclusively, with island Fèisean to increase the use of Gaelic in their creative activities
- Use creativity as a means to attract people across Scotland to Gaelic and offer opportunities to learn, use and develop the language
- Promote work that leads to a better understanding and appreciation of Scotland's traditional arts and work inspired by the Gaelic language
- Widen access to and enjoyment of Gaelic arts and culture, in partnership with other agencies, to ensure as many people as possible from diverse backgrounds can participate
- Support young people to be involved in a range of creative experiences which develop their skills and contribute to their wellbeing regardless of geographical location or social background
- Ensure diversity in the people who engage with us and equality of treatment and opportunity
- Enhance the creative talent and life skills of young people and support experimentation in the Gaelic arts
- Strengthen community confidence and improve quality of life and wellbeing through creativity and opportunities to use Gaelic
- Maximise the economic benefits of our work supporting population retention and growth through employment in cultural activities
- Support activities which enhance community cultural development particularly, though not exclusively, in areas of low economic activity
- Utilise digital technology to bring our work to a wider, more diverse and dispersed audience
- Commit to Fair Work and retain a skilled workforce that uses Gaelic in the workplace and provides strong leadership and advocacy in the Gaelic arts sector
- Promote an authentic visitor experience supporting cultural tourism
- Promote work internationally and ensure Gaelic language, arts and culture contribute to Scotland's distinctiveness
- Be adaptive and responsive to changing priorities, evaluation of our work and external

research

- Plan to reduce carbon use in delivering our programme.

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

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 & Creative Talent	Enhancement of Gaelic Arts & Culture in Education	Audience Engagement
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	*		*	*

The above table to be tidied up and the information below to be updated.

According to the economist, Steve Westbrook, in a report assessing the economic impact of the Fèisean, the principal ways in which the Fèis movement contributes to the Government's Economic Strategy are through:

- Generating output of over £2.2m per year.
- Equipping young people with the skills and practical experience to take up careers in the creative industries, one of Scotland's target sectors for growth in output, productivity, and exports.
- Increasing participation in the labour force through providing full and part time work opportunities, often in areas with limited employment options.
- Improving equity across Scotland through the quality of work and tuition in remote and rural communities, with a relatively high impact in fragile areas within the Highlands and Islands.
- Encouraging population retention and growth in small and remote communities through providing social activities (especially for young people), social and cultural interaction, and a greater understanding of the Gaelic and cultural heritage of people's home areas. Return visits by tutors, performers, and family members during Fèisean weeks and for related special events encourage the retention of links and future return migration, as evidenced in various studies.

Fèisean nan Gàidheal's approach to delivering specific outcomes for a number of individual organisations are detailed in Section 5.

4 Programme of Work 2022-27

Themes
Fèisean nan Gàidheal will deliver a programme covering four themes:
1. Support and Development of Fèisean
2. Enhancement of Skills & Creative Talent
3. Enhancement of Gaelic Arts & Culture in Creative Learning
4. Audience Engagement and Development

This section onwards to be updated.

Benefits
According to the 2010 study *Economic and Social Impacts of the Fèisean*, the total employment generated by the Fèisean equates to around 95 FTEs contributing over £2m to the economy[1]. In 2015-16 those figures rose as individual Fèisean spent £1.2 million and Fèisean nan Gàidheal's turnover was £1.35 million – a total of £2.21m with grants from Fèisean nan Gàidheal to the Fèisean removed. This is significant when it is considered that the turnover of Fèis Rois (£823k in 2015-16), included in the 2010 report, has been removed from the 2015-16 figures since it is regularly funded separately by Creative Scotland and no longer receives funding from Fèisean nan Gàidheal.

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

The Scottish Government already accepts the case for the role of government in supporting the cultural sector. We actively support the case for public subsidy of the arts. We understand that culture and heritage have a value in and of themselves.

I don't need or want the culture or heritage sector to make a new economic or social case to justify public support for their work. I know what these sectors can deliver because I see it in action. I visit hardworking artists and practitioners who are exploring new ways of working; and who are creating dynamic and exciting new ways of enjoying and sharing their work and the work of our ancestors. They think in new ways precisely because they are artists.

So, for this Government, the case has been made.
Fiona Hyslop MSP, Scotland Government Cabinet Secretary for Culture

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

Demand
Demand for the work we support remains very high:

[1] http://www.feisean.org/wp-content/uploads/HIE-Economic-Impact-of-the-Feisean1.pdf (page 28)

- Over the past two years young people taking part in the Fèisean and other arts engagement opportunities has averaged around 6,000 annually. Our overall engagement with participants and audiences increased to over 70,000 annually and that figure rises to 325,000 when television appearances and YouTube hits are taken into account.
- We have maintained numbers of young people attending individual Fèisean at a time when family incomes have diminished. We have striven to ensure access and participation, through bursaries and free places, for those who could not afford to pay, or pay the full amount, in these difficult times.
- Although the audience for Blas has fluctuated because of uncertainty of funding from year-to-year, it remains healthy and overall audience figures remain good, as do satisfaction ratings.
- Summer Cèilidh Trails reach a very large audience, depending on the events at which they appear, providing an authentic visitor experience as well as training and employment for young musicians. Cèilidh Trails have also been a vehicle for showcasing outwith Scotland the talents of the young people involved, including appearances at various festivals in Ireland and the annual International Shinty-Hurling matches.
- Fèisgoil has begun to flourish with the appointment of a full-time manager and the proliferation of Gaelic Language Plans. An increasing number of local authorities and public bodies have contracted Fèisgoil to help deliver measures within their plans.
- We have seen increases in the number of people employed to deliver Fèisean nan Gàidheal's programme due to additional teaching opportunities created as a result of initiatives such as Fèisgoil.
- Our increased use of social media demonstrates the interest in our work. Using digital media enables us to disseminate information to large numbers of people quickly and cheaply. Our YouTube channel provides an opportunity to bring our work to a wider audience and this will expand further with the advent of FèisTV.

Ability to deliver

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

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

HIE has supported Fèisean nan Gàidheal throughout those periods also, as has Bòrd na Gàidhlig since soon after its establishment.

Key local authorities such as The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council have also been very supportive. However there is significant uncertainty over future local authority funding.

An innovative and adaptive organisation, Fèisean nan Gàidheal always looks to lever funds and maximise benefit for funding bodies and mitigate its reliance on public funding somewhat by earning additional income. At present in earns around 50% 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 in 2022-27.

Section 6 offers more detail of our governance arrangements and staffing structure. The following is an organisational SWOT analysis (to be updated):

Strengths
S

- Clear development plans underpin the work of the organisation, good leverage to organisations funding us, contributing to Scotland's economy
- Ability to earn income through selling services and a strong record of delivering projects successfully
- Fair pay for staff and tutors contracted by Fèisean nan Gàidheal
- Low staff turnover resulting in a skilled core team with expertise in offering quality services
- Sound governance and financial management in place with a gender balanced Board of Trustees representative of the Fèisean
- Increased awareness of carbon use through the recording of use having been incrementally introduced
- Innovative ways employed to support the Fèis infrastructure, creating opportunities for participants
- Programme supports employment for marginally more women than men in rurally isolated areas
- Programme supports Gaelic language which is used by a minority in Scotland
- EDI Plan in place and approved by Creative Scotland
- Strong volunteer involvement in local Fèisean and membership consulted on all major issues
- A collaborative approach working cooperatively to deliver programme
- Positive relationships with government and local authorities through effective advocacy and collaboration
- Effective use of digital media to increase engagement and contribute to a sustainable environment

Weaknesses
W

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

Opportunities
O

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

Threats
T

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

Theme 1 SUPPORT AND DEVELOPMENT OF FÈISEAN

RATIONALE (to be updated)

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. Each Fèis is different and the voluntary effort that goes into running them is one of the Fèis movement's key strengths. The geographical spread of the Fèisean creates challenges but also enables communities across Scotland to be transformed through cultural development with the opportunities afforded by the Fèisean having the ability to enhance the quality of life for all. We recognise the important role arts and culture play in increasing the visibility of Gaelic and engagement with the language and the role Fèisean play in that.

We acknowledge and value the role of volunteers and aim to make the work less onerous and more enjoyable for them through the provision of a range of services. The contribution of some of Scotland's foremost musicians and singers who tutor at Fèisean is highly valued and Fèisean nan Gàidheal seeks to pay a realistic wage for their work with us. Through close cooperation and joint working, we wish to ensure delivery of creative projects. We agree with the Time to Shine[2] vision and can help ensure "all Scotland's children and young people flourish and achieve in and through the arts and creativity".

OUTCOMES

- Ensure the Fèisean are fully supported to recover from the Covid pandemic and that their work resumes and returns to previous levels of engagement
- Create more employment opportunities for artists with a view to alleviating the uncertainty which exists around freelance work
- Work particularly, though not exclusively, with island Fèisean to increase the use of Gaelic in their creative activities
- Widen access to and enjoyment of Gaelic arts and culture, in partnership with other agencies, to ensure as many people as possible from diverse backgrounds can participate
- Support young people to be involved in a range of creative experiences which develop their skills and contribute to their wellbeing regardless of geographical location or social background
- Ensure diversity in the people who engage with us and equality of treatment and opportunity
- Use creativity as a means to attract people across Scotland to Gaelic and offer opportunities to learn, use and develop the language
- Promote work that leads to a better understanding and appreciation of Scotland's traditional arts and work inspired by the Gaelic language
- Enhance the creative talent and life skills of young people and support experimentation in the Gaelic arts
- Strengthen community confidence and improve quality of life and wellbeing through creativity and opportunities to use Gaelic

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

- Maximise the economic benefits of our work supporting population retention and growth through employment in cultural activities
- Support activities which enhance community cultural development particularly, though not exclusively, in areas of low economic activity
- Utilise digital technology to bring our work to a wider, more diverse and dispersed audience
- Plan to reduce carbon use in delivering our programme.

STRATEGY (updates so far in red)
Our priorities and timetable for **Support and Development of Fèisean** shall include:

	2022/23	2023/24	2024/25	2025/26	2026/27
Regular funding for Fèis activities through a Grants Scheme for Fèisean with a commitment to paying tutors MU minimum rates if sufficient funding is available	√	√	√		
Funding for new developments through a Fèis Development Fund	√	√	√		
Employment of tutors in residencies with Fèisean when opportunities arise to include musicians, dancers and drama workers					
The continuation of strategic and practical support through a network of Development Officers each with a portfolio of Fèisean	√	√	√		
Continue support for local organisers paid through Annualised Hours as part of our Grants Scheme for Fèisean	√	√	√		
Assistance for community groups wishing to establish new Fèisean	√	√	√		
Further development of Gaelic use at Fèisean particularly, but not exclusively, in island communities	√	√	√		
Regular engagement with local Fèisean through Lead Officers, an annual conference and regional gatherings	√	√	√		
Establishment of a Fèis 'buddy system' to encourage mutual support and joint working between Fèisean					
The lending of instruments for free use at the Fèisean from our Musical Instrument Bank	√	√	√		
Supporting Fèisean to establish local musical instrument banks to cut down on transport					
The central administration of a PVG scheme to ensure protection for children and vulnerable adults	√	√	√		
Assistance with the implementation of our Gaelic Language Policy	√	√	√		
Development of policies recommended for adoption across the Fèis movement to ensure high quality organisation and provision of arts activities	√	√	√		

Enhancing the understanding and status of our work through dissemination of news on our website, to media contacts, social media and digital newsletters	√	√	√		
Inclusion of young people in decision-making within Fèisean	√	√	√		
Production of new Gaelic and traditional music resources in digital formats		√	√		
Provision of insurance giving Fèisean cover for all aspects of their arts activities	√	√	√		
Provision of additional financial assistance, where required, to ensure access for those with additional support needs	√	√	√		
Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	√	√	√		
Support for new and experimental work in the Gaelic arts	√	√	√		
The collection and digitisation of traditional Gaelic songs	√	√	√		
Gaelic proof-reading for Fèisean	*	*	*		
Simple graphic design to help Fèisean ensure Gaelic use and visibility	√	√	√		

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

WHAT WE WILL DO (to be updated)

In implementing the above strategy, Fèisean nan Gàidheal will strive to deliver the priorities set out in order to ensure access for as wide a range of people as possible to enjoy enriching creative experiences in the traditional arts. In doing so we will promote equality, diversity and inclusion through engagement with people from a wide range of communities across the country, including those in areas of social and economic deprivation. As far as possible, we will enable people to participate in arts activities in their own locality where that is desirable.

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

Our Fèis Development Fund has been an extremely valuable mechanism for supporting innovation, with relatively modest sums of support from Fèisean nan Gàidheal often levering in substantial additional investment to local communities. We aim to continue operating a development fund during the lifetime of this plan.

With Fèis Rois funded separately from Fèisean nan Gàidheal, Fèis Spè has been supported over the past three years to develop within the area covered by the Cairngorm National Park. While continued funding would be desirable to retain Fèis Spè's staff complement, other

Fèisean could benefit from this level of investment. Subject to available funding we would continue to support Fèisean to deliver an enhanced programme of work.

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 those groups fulfil the required criteria and to ensure they are strategically placed to meet the access and inclusion aims of Fèisean nan Gàidheal. Fèisean nan Gàidheal staff will continue to provide support for communities to establish new Fèisean which would normally be funded, initially, from our Fèis Development Fund and outside sources of funding. Taking a strategic overview of where new Fèisean are established can cut down on the need for some young people to travel long distances to access activities, thus addressing sustainability issues.

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

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 by the management team to ensure Fèisean continue to benefit from one-to-one attention from a Lead Officer who should, ordinarily, be the first point of contact for Fèisean in their dealings with Fèisean nan Gàidheal. They will be enabled to help with a range of issues such as grant form completion, grant compliance including assistance with disclosure checking, raising of external funding for specific projects, publicity for events, compliance with Fèisean nan Gàidheal's Gaelic Policy, hands-on assistance for committees during their Fèis, organisation of training for organisers as well as the strategic development of collections of Fèisean in geographical areas and more.

Fèisean nan Gàidheal's Musical Instrument bank is well used and demand regularly outstrips the supply of available instruments. During the period of this plan, Fèisean nan Gàidheal will continue to make instruments available to Fèisean fee free and allow individuals to access them with low rental charges. Fèisean nan Gàidheal will maintain the current instruments and invest in new instruments, as capital funding allows and in line with demand. Lead Officers will assist Fèisean to raise funds to establish local instrument banks.

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

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

Fèisean nan Gàidheal believes young people should be involved in decision-making within local Fèisean. We recognise the challenges that exist to achieving this and will work with the Highland Youth Arts Hub and others on initiatives to encourage this. We also expect that one of the legacies of involvement in the 2018 Year of Young People would be the involvement of more young people in devising and delivering projects.

We will engage in the digitisation of teaching resources making them available in e-book formats that can be accessed free of charge in some cases and on a pay-to-download basis in the case of others. New resources will be produced in digital formats as much as possible.

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

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

Certain areas of the traditional arts remain under-represented in the Fèisean. We will promote under-represented disciplines to increase opportunities for Fèis participants to access experiences of them.

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

We intend to develop further *An Taigh Òran* engaging those who are renowned writers of Gaelic songs and pairing them with young people, and adults, to encourage more people to learn the craft of song writing and to experiment in a range of genres. These new songs will be made widely available digitally.

Theme 2 ENHANCEMENT OF SKILLS & CREATIVE TALENT

RATIONALE (to be updated)

We recognise the role of the Fèisean in encouraging participation in the arts and in nurturing talent. Perhaps their greatest value is to the thousands of young people who have taken part in Fèis activities over 40 years and who have gained additional skills as a result. Several hundred have gone on to be outstanding musicians, singers or actors and now make their living through performance and/or teaching and we acknowledge the central role of the Fèisean in that process. Former Fèis participants play in bands that sustain the programmes of festivals across the country and abroad. Our work has had an influence on the creative, linguistic and social skills of the young people who participate in Fèisean[3].

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

OUTCOMES

- Create more employment opportunities for artists with a view to alleviating the uncertainty which exists around freelance work
- Work particularly, though not exclusively, with island Fèisean to increase the use of Gaelic in their creative activities
- Promote work that leads to a better understanding and appreciation of Scotland's traditional arts and work inspired by the Gaelic language
- Support young people to be involved in a range of creative experiences which develop their skills and contribute to their wellbeing regardless of geographical location or social background
- Ensure diversity in the people who engage with us and equality of treatment and opportunity
- Enhance the creative talent and life skills of young people and support experimentation in the Gaelic arts
- Strengthen community confidence and improve quality of life and wellbeing through creativity and opportunities to use Gaelic
- Maximise the economic benefits of our work supporting population retention and growth through employment in cultural activities
- Utilise digital technology to bring our work to a wider, more diverse and dispersed audience
- Commit to Fair Work and retain a skilled workforce that uses Gaelic in the workplace and

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

provides strong leadership and advocacy in the Gaelic arts sector

- Be adaptive and responsive to changing priorities, evaluation of our work and external research
- Plan to reduce carbon use in delivering our programme.

STRATEGY (updates so far in red)
Our priorities and timetable for **Enhancement of Skills & Creative Talent** shall include:

	2022/23	2023/24	2024/25	2025/26	2026/27
Regular training in teaching skills for tutors allowing them to progress through various levels and, where possible, gain accreditation	√	√	√		
Regular Gaelic language training for Fèis tutors to ensure an increase in Gaelic use in line with the implementation of our Gaelic policy	√	√	√		
Training for staff and Fèis organisers in elements of language planning, possibly through the newly-established network of Gaelic Officers, to assist in increasing use of Gaelic in community events					
Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible	√	√	√		
Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean	√	√	√		
Cooperative working to offer further progression to individual young people	√	√	√		
Address disciplines under-represented in the Fèisean through specialist events bringing tutors and experts together to share skills and best practice		√	√		
Provide inter-generational training with less experienced tutors learning from recognised tradition bearers					
Use digital platforms to deliver at least some training online, cutting down on travel and, therefore, carbon emissions					
Provision of digitisation, collecting and transcribing skills for young people	√	√	√		
Provision of performance skills training for young people	√	√	√		
Provision of music business skills training for young people	√	√	√		
Opportunities for artists to develop writing/composing skills through new commissions	√	√	√		
Participation in initiatives that will lead to employment for young people in the arts and creativity	√	√	√		

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

WHAT WE WILL DO (to be updated)
In implementing the above strategy, Fèisean nan Gàidheal will promote excellence in its own working practices and the practices of those with whom it works. We will assist young people and adults as far as possible to pursue a career in the arts and creative industries if that is their wish.

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

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

While Fèisean nan Gàidheal is best placed to provide some of the training on offer, particularly for the Fèis organisers, we will engage external trainers as and when required in response to training needs identified. We will assist with the cost of delivery of relevant training provided by external trainers. We will explore ways in which the skills acquired by volunteers can be recognised more formally.

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

We will continue to support on-going training for tutors involved in the delivery of our formal education work. This will include passing on best practice in teaching and the use of relevant resources in the classroom in order to deliver *Curriculum for Excellence* outcomes. We have registered with Education Scotland to enable us to deliver Career Long Professional Learning (PL) for school teachers.

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

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

Fèisean nan Gàidheal continually learns from experiences and adapts delivery to ensure the training provided is relevant, valuable and of high quality. We will ensure the views of young people involved in our skills development are gathered and taken on board. We invite feedback on all activities we organise and we will, from time to time, convene focus groups or questionnaires, mainly using digital media, to invite comment and feedback on activities that we are planning in order to gauge demand and ensure they meet participants' needs.
As a result of Fèisean nan Gàidheal's investment, many young people can now make use of their creative skills to generate income and we aim to provide a number of teaching and performance opportunities to allow them to do so. Young people who have come through the Fèis movement as participants have long been able to return as tutors. We will encourage engagement with schemes such as the Duke of Edinburgh Awards, Arts Awards and Saltire Awards to recognise the achievements of young people.

We will engage fully in the 2018 Year of Young People and subsequent themed year, if appropriate. There is a significant opportunity to involve young people in developing and running events for 2018, building on the work of the Highland Youth Arts Hub and this should become a regular feature of our programme.

Certain areas of the traditional arts remain under-represented in the Fèisean and, as well we will bring tutors and experts together to share skills and good practice in various disciplines to ensure they have confidence to teach them at Fèisean and in schools. This could widen access to step dance and Gaelic drama, for example.

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

Our Fèis Cèilidh Trails offer young people the opportunity 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 that give them the opportunity to make an informed decision about pursuing a career in the arts.

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

Theme 3 ENHANCEMENT OF GAELIC ARTS & CULTURE IN CREATIVE LEARNING

RATIONALE (to be updated)

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

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

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

OUTCOMES

- Create more employment opportunities for artists with a view to alleviating the uncertainty which exists around freelance work
- Use creativity as a means to attract people across Scotland to Gaelic and offer opportunities to learn, use and develop the language
- Promote work that leads to a better understanding and appreciation of Scotland's traditional arts and work inspired by the Gaelic language
- Widen access to and enjoyment of Gaelic arts and culture, in partnership with other agencies, to ensure as many people as possible from diverse backgrounds can participate
- Support young people to be involved in a range of creative experiences which develop their skills and contribute to their wellbeing regardless of geographical location or social background
- Ensure diversity in the people who engage with us and equality of treatment and opportunity
- Enhance the creative talent and life skills of young people and support experimentation in the Gaelic arts
- Strengthen community confidence and improve quality of life and wellbeing through creativity and opportunities to use Gaelic
- Maximise the economic benefits of our work supporting population retention and growth

through employment in cultural activities
- Utilise digital technology to bring our work to a wider, more diverse and dispersed audience
- Be adaptive and responsive to changing priorities, evaluation of our work and external research
- Plan to reduce carbon use in delivering our programme.

STRATEGY (updates so far in red)
Our priorities and timetable for **Enhancement of Gaelic Arts & Culture in Creative Learning** shall include:

	2022/23	2023/24	2024/25	2025/26	2026/27
Promotion of Fèisgoil as a coherent service offering opportunities for active participation in creative learning across a number of art forms	√	√	√		
Continue using digital platforms for at least some education work, to reach a wider, more diverse audience and cut down on carbon emissions					
Traditional Music classes in schools though the Youth Music Initiative (YMI) and other programmes such as Mòd Academies	√	√	√		
Further development and promotion of *Beairteas* – an inter-generational scheme matching Gaelic speakers with young people online or schools and community groups to enrich language and cultural experiences	√	√	√		
Residential opportunities for community activities delivered in Gaelic including 5 Latha	√	√	√		
Blasad Gàidhlig – programmes for schools requiring an introduction to Gaelic language and public bodies requiring Gaelic Awareness Training	√	√	√		
Professional learning opportunities in Gaelic arts and culture for school teachers and Fèisgoil tutors	*	*	*		
Gaelic medium drama workshop and performance programmes with Meanbh-Chuileag	√	√	√		
Gaelic related drama workshop and performance programmes through Sporan for learners of Gaelic		√	√		
Work in partnership with others to support community Gaelic drama particularly, but not exclusively, in islands to increase Gaelic use in communities and promote inter-generational participation in creative activities					
Promoting active participation for early years groups through Hùb Hàb	*	*	*		
Support for new Gaelic song writing		√			
Gaelic language support work at Fèisean with Sgioba-G to ensure engagement of more young people in Gaelic language	√	√	√		

Support for other Gaelic medium artforms and activities that could be delivered in schools through the Fèisgoil service	*	*	*		
Mini-Fèisean in schools and communities to ensure knowledge of and participation in Gaelic culture	√	√	√		
Experimentation in creative work not currently available in Gaelic	*	*	*		
Music, song and drama delivered through the medium of Gaelic in schools where Gaelic is taught	√	√	√		
Gaelic song and Gaelic-related drama delivered in schools where Gaelic is taught as an additional language to ensure children gain a knowledge of Gaelic language and culture	√	√	√		
Assistance with creative writing through drama work and bespoke courses	√	√	√		
Simultaneous interpretation (Gaelic to English) at meetings and events	√	√	√		

√ Very likely to attract contracts

* As and when contracts are tendered or funding becomes available

WHAT WE WILL DO (to be updated)

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

Fèisgoil was established in response to a number of opportunities created by Scottish Government initiatives as well as priorities set out in Creative Scotland's 10-Year Plan, the *National Gaelic Language Plan* and the plans of local authorities and public bodies developed under the Gaelic Language (Scotland) Act 2005.

The work of Fèisgoil has developed greatly over the past two years following the appointment of a Fèisgoil Manager. We aim to continue building relationships with public bodies and other agencies to assist them in the provision of high quality public services that will contribute to delivering shared outcomes.

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

Fèisgoil offers local authorities a valuable service that helps deliver the active participation of pupils in creative work in schools and Gaelic language for learners contributing towards outcomes expected of the *Curriculum for Excellence* relating to Expressive Arts, Health & Well-being and Literacy & Gàidhlig. The service also assists local authorities and public bodies deliver commitments in their Gaelic Language Plans and can contribute to the best practice outlined in the *Statutory Guidance on Gaelic Education*. We also work with An Comunn

Gàidhealach and local authorities to prepare children for participation in local and national mòds.

We will establish a new intergenerational programme - *Beairteas* (richness) - to match community-based fluent Gaelic speakers with schools. Their richness of language, specialist knowledge of Gaelic culture and many other subjects about which they could speak in Gaelic, would provide a valuable resource for pupils. Some Gaelic speakers feel disenfranchised from developments in the language and the aim of *Beairteas* will be to appreciate their considerable abilities and engage them in enriching pupils' language skills and knowledge of Gaelic culture.

Fèisgoil will continue to contribute to Creative Scotland's commitment to increasing opportunities for everyone to extend their understanding of themselves through engagement with the arts and creative industries. It will help deliver the *Time to Shine* vision of ensuring that "all Scotland's children and young people flourish and achieve in and through the arts and creativity".

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

While reductions in YMI funding will have an impact on how much traditional music we can deliver in schools, we will strive to deliver as much as we can with the funding available to continue engaging as many young people as possible in learning about, and participating in, Scottish culture.

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

Our Meanbh-Chuileag theatre-in-education company 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 they have tackled social issues, complementing the work being done in schools, while at other times they deal with elements of traditional Gaelic culture. In the case of school-based drama festivals in Argyll, Lochaber and the Western Isles, young people participate fully and produce their own plays for performance. The annual Gaelic pantomime toured by Meanbh-Chuileag encourages a high level of active participation on the part of pupils.

We are also mindful of the need to engage young people who are not in Gaelic medium education and drama is a powerful tool in educating young people who are learning Gaelic, or those who have never experienced it, to engage with this rich element of Scotland's culture. During 2019-20 we will embark on a new Theatre in Education initiative for young people not in Gaelic medium education.

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

Our annual Sgoil Shamhraidh Dràma and 5 Latha residential events will continue to provide almost unique opportunities for young people to actively engage in creativity, exploring Gaelic arts alongside community activities, delivered entirely in Gaelic. These events are deliberately held in rural areas to enable young people to experience first-hand and appreciate the positive and, sometimes, not so positive aspects of living in sparsely populated areas.

Theme 4 AUDIENCE ENGAGEMENT AND DEVELOPMENT

RATIONALE (to be updated)

We recognise the resource we have to ensure local residents and visitors can experience Gaelic arts and cultural events that 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 audience, contributing to the economy and social cohesion. We believe that people should not have to travel to centres of population to access excellent events as the norm and that events in small communities can be more environmentally sustainable.

OUTCOMES

- Ensure the Fèisean are fully supported to recover from the Covid pandemic and that their work resumes and returns to previous levels of engagement
- Create more employment opportunities for artists with a view to alleviating the uncertainty which exists around freelance work
- Work particularly, though not exclusively, with island Fèisean to increase the use of Gaelic in their creative activities
- Use creativity as a means to attract people across Scotland to Gaelic and offer opportunities to learn, use and develop the language
- Promote work that leads to a better understanding and appreciation of Scotland's traditional arts and work inspired by the Gaelic language
- Widen access to and enjoyment of Gaelic arts and culture, in partnership with other agencies, to ensure as many people as possible from diverse backgrounds can participate
- Ensure diversity in the people who engage with us and equality of treatment and opportunity
- Enhance the creative talent and life skills of young people and support experimentation in the Gaelic arts
- Strengthen community confidence and improve quality of life and wellbeing through creativity and opportunities to use Gaelic
- Maximise the economic benefits of our work supporting population retention and growth through employment in cultural activities
- Support activities which enhance community cultural development particularly, though not exclusively, in areas of low economic activity
- Utilise digital technology to bring our work to a wider, more diverse and dispersed audience
- Promote an authentic visitor experience supporting cultural tourism
- Promote work internationally and ensure Gaelic language, arts and culture contribute to Scotland's distinctiveness
- Be adaptive and responsive to changing priorities, evaluation of our work and external research
- Plan to reduce carbon use in delivering our programme.

STRATEGY (updates so far in red)
Our priorities and timetable for **Audience Development and Engagement** shall include:

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

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

WHAT WE WILL DO (to be updated)
In implementing the above strategy, Fèisean nan Gàidheal will continue to support Fèisean to provide opportunities for young people to access participation in traditional music, Gaelic song, traditional dance and Gaelic drama. Although tuition is the focus of the Fèisean, they also provide performance opportunities - valuable for confidence building, visibility and wider community participation - through the concerts they organise.

Summer Cèilidh Trails provide good quality performance experiences and employment for young musicians as well as entertainment for tourist audiences and a good proportion of local residents. There are currently 8 local Fèis Cèilidh Trails supported by Fèisean nan Gàidheal. We will continue to support these and establish others as demand grows, if finance allows.

The Blas Festival has been a very successful partnership between The Highland Council and Fèisean nan Gàidheal offering an authentic taste of the Highlands to locals and visitors alike.

It is established as a pivotal event in the Scottish cultural calendar. Around 55% of the Blas audience comes from the Highlands, with 27% from the rest of Scotland and 18% from outside Scotland. Events broadcast on BBC Alba enabled our culture, language, heritage and environment to be showcased across the world.

The Blas Schools and Communities Programme offers work featuring some of the artistes appearing at Blas and affords Fèisean nan Gàidheal the opportunity to work with a range of other organisations such as Music in Hospitals, Live Music Now, the National Theatre of Scotland, Scottish Natural Heritage, Comhairle nan Leabhraichean, LearnGaelic and MG ALBA among others.

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

Local authority funding reductions, however, mean there is a fairly significant risk that that The Highland Council may reduce, or withdraw altogether, its funding for Blas. While this would be a blow, it may provide an opportunity for Fèisean nan Gàidheal to take full ownership of the brand and continue to use Blas as a showcase for the Fèis movement, bringing in guests that inspire participants according to their wishes. There is significant interest in Blas widening its geographical reach and this is something we shall consider in consultation with partners. While we will be mindful of the effects Brexit may have on groups and individual artists from other countries taking part, as well as on the international audience, we will aim to increase its audience by exploring ways for a more diverse range of people to access some of the live events digitally through our FèisTV service.

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

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

We keep in touch with alumni and participants and offer them further opportunities as available. We communicate regularly with Fèis contacts and committee members and rely on them to communicate with their participants. We use online solutions such as Mailchimp

and social media such as Facebook, Twitter and Instagram, as well as data harvested from tickets sales, to communicate more widely with audiences.

More work is required to build our audience and continue to communicate with them. We will be launching an app, which will be a free download, publicising all events run and supported by Fèisean nan Gàidheal with the ability for people to buy tickets directly. In addition it will offer an introduction to Gaelic through words and phrases connected with our work, which can be used by participants, tutors and audience members.

In the past, Fèisean nan Gàidheal has been involved in the various themed years, national and international showcase events such as the commissioning of new music – *Dealbh Dùthcha* - and the creation of an ensemble of around 30 young musicians who were Scotland's only representatives in the 2008 Liverpool European Capital of Culture celebrations. We organised participation in the 2014 Commonwealth Games Cultural Programme.

There is an opportunity with the 2018 Year of Young People to produce a special event, or series of events, to involve young Fèis participants, possibly along with others in a celebration of traditional arts. We will explore this with EventScotland with a view to perhaps producing a signature event for 2018.

Our young people regularly provide music at annual international shinty-hurling final between Scotland and Ireland and several Fèisean have exchanges with groups in Ireland, Australia and Canada. Our Fuaran singers have taken part in Celtic Colours in Nova Scotia and we would hope to build on the relationship with the festival.

Several Fèisean have ongoing international exchanges with similar groups in other countries. We would continue to encourage and support such links and will keep a close eye on the effect of the UK's withdrawal from the EU may have on funding and free movement of people that enable some of those visits.

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

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

If funding remains available we will continue to run Tasgadh, an open Traditional Arts Small Grants Programme allowing organisations and individuals to access small grants for projects against agreed criteria. Tasgadh has been successful and has produced good leverage with the funding available. In order to ensure transparency we engaged a panel of specialists to assess applications and make decisions on awards. We maintain, and publish, a register of their interests to give applicants confidence that their bids are dealt with impartially. We publish details of all successful applications and include some case studies on our website promoting access and participation in a wide range of communities and projects.

5 What our programme delivers

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

Organisation and Theme	Fèisean nan Gàidheal Theme			
	Support and Development of Fèisean	Enhancement of Skills & Creative Talent	Enhancement of Gaelic Arts & Culture in Education	Audience Engagement
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.	*	*	*	*
Creative Scotland Ambition				
Excellence and experimentation across the arts, screen and creative industries is recognised and valued	*	*	*	*
Everyone can access and enjoy artistic and creative experiences	*	*	*	*
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity	*	*	*	*
Ideas are brought to life by a diverse, skilled and connected leadership and workforce	*	*	*	*
Scotland is a distinctive creative nation connected to the world	*	*	*	*
Creative Scotland Connecting Themes				
Creative learning: We want to encourage organisations including ourselves, to be responsive, adaptive and continually learn.	*	*	*	*
Equalities and diversity: Equalities and diversity are integral to all of our work and essential to delivering quality in the arts, screen and creative industries.	*	*	*	*
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland	*	*	*	*
Environment: We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same.	*	*	*	*
HIE Operational Plan and Ambitious for Culture Policy				
OP: By 2020, we aim to see a Highlands and Islands that is characterised by dynamic, sustainable communities	*	*	*	*

and an attractive region for young people				
OP: In partnership with Creative Scotland, we will expand the reach of our Collaborative Creative Communities programme which will ensure the benefits reach every area of our region.	*	*	*	*
OP: We will work with organisations to enhance the resilience of our cultural social enterprises through facilitating support networks for developing cultural enterprises, actively strengthening the sector	*	*	*	*
OP: Use the findings of Gaelic research to maximise the economic and social benefits of this distinctive regional asset	*	*	*	*
AfC: Influence and lead multi-agency partnerships to pro-actively take forward prioritised initiatives	*	*	*	*
AfC: Support businesses and social enterprises committed to sustainable growth within related sectors through access to support, products and account management	*	*	*	*
AfC: Strengthen communities, enabling cultural activities and sustainable projects which bring about community capacity building, as part of medium and long-term plans to accelerate community cultural development	*	*	*	*
National Gaelic Language Plan 2017-22				
Promoting Gaelic	*	*	*	*
Learning Gaelic	*	*	*	*
Using Gaelic	*	*	*	
The Highland Council Single Outcome Agreement and Gaelic Language Plan				
SOA: Create and support initiatives which strengthen the status and profile of Gaelic within general economic development, the creative industries and tourism in the Highlands; and work to develop strategies for Gaelic-related employment	*	*	*	*
GLP: We will provide language acquisition support in the home and community for pupils in Gaelic Medium Education			*	*
GLP: We will increase the profile and build the use of Gaelic within Council funded organisations and events within the Highlands	*	*	*	*
GLP: We will develop opportunities for people to engage with Gaelic through the media, arts and creative industries.	*	*	*	*
Comhairle nan Eilean Siar Single Outcome Agreement and Gaelic Language Plan				
SOA: Provision and promotion of Gaelic medium education for primary children	*		*	
GLP: Ensure that most young people will have an active involvement in Gaelic culture and the arts	*	*	*	*

GLP: Continue to provide Gaelic learning opportunities, resources and information in communities	*	*	*	*
GLP: Continue to promote and support Gaelic medium arts activity in the Isles	*		*	*
GLP: Support and develop Traditional Cultural Activity	*	*	*	*
Argyll & Bute Council Single Outcome Agreement and Gaelic Language Plan				
SOA: In Argyll and Bute the economy is diverse and thriving	*	*	*	*
SOA: People live in safer and stronger communities	*			*
GLP: Increase number of Fèisean events held in Argyll and Bute	*	*		*
GLP: Increase number participating in Fèisean events	*	*		*
GLP: Increase number attending Fèisean events	*	*		*

* Indicates where Fèisean nan Gàidheal and/or local Fèisean have a role in delivery

OP = Operating Plan
SOA = Single Outcome Agreemen
AfC = Ambitious for Culture
GLP = Gaelic Language Plan

Above table to be updated and appropriate places found for the following, replacing some of what is in the existing tables:

More generally, Fèisean nan Gàidheal's proposed programme will contribute to delivery of the following **Scottish Government National Outcomes** including those in the **Future Skills Action Plan**:

- We have a globally competitive, entrepreneurial, inclusive and sustainable economy
- We value, enjoy, protect and enhance our environment
- We have thriving and innovative businesses, with quality jobs and fair work for everyone
- We are well educated, skilled and able to contribute to society
- We are creative and our vibrant and diverse cultures are expressed and enjoyed widely
- We live in communities that are inclusive, empowered, resilient and safe
- We respect, protect and fulfil human rights and live free from discrimination

Specifically in relation to the **Future Skills Action Plan**, our programme will enhance access to upskilling and retraining opportunities.

Fèisean nan Gàidheal's programme will contribute to the delivery of **Scottish Government Priorities for Gaelic**:

- We will continue to provide additional funding for projects related to Gaelic Medium Education in Scotland
- More opportunities for communities and networks of Gaelic speakers of all kinds to use Gaelic
- Expansion of the use of Gaelic in places of work and an increase in employment opportunities where Gaelic skills are required in order to enable service delivery in the language
- Development of Gaelic arts and media as a means of promoting the language, attracting people to it and enhancing their commitment through opportunities to learn, use and develop Gaelic.

[2021 Manifesto Commitments]

- Promote Gaelic is an integral part of Scotland's culture
- Arrest the intensifying language shift in the remaining vernacular communities
- 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. In particular, we need to ensure specific support that makes it possible for the Gaelic language to be used more often in the home and community.

HIE's **Strengthening Communities Strategy** includes a commitment to a flexible approach in supporting communities: "We listen to you, and collaborate with you, to help you influence long-term change in your own community."

Supporting Gaelic is at the heart of HIE's remit for economic and social development in the Highlands and Islands. An important element of HIE's own Gaelic plan is to build on how the language is being used to add economic and social value with a commitment to capitalise on the significant opportunities arising from the language's potential contribution in helping to drive economic growth in its area. HIE's focus is on working with community organisations that can add economic and social value through using Gaelic as an asset. There is an acknowledgement that the current National Gaelic Language Plan aims to further develop and enhance the role Gaelic identity and culture plays in creating vibrant, resilient communities and sustainable economic growth.

Fèisean nan Gàidheal's programme will help facilitate delivery of the following outcomes in **Plana Nàiseanta nan Eilean/The National Islands Plan**:

- 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 the 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.
- Ensure that young people are given the same opportunities to access education as young people on mainland Scotland
- 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.

The **National Gaelic Language Plan 2018-23** states that particular emphasis must be given to maintaining and strengthening Gaelic in the island and rural communities where it remains relatively strong and is the first language for a sizeable proportion of the people. Our work, in

particular the employment again of a Western Isles-based officer, will help in this regard. Fèisean nan Gàidheal's programme will help contribute to the delivery of the following outcomes:

- Initiatives which promote the use of Gaelic by young people
- Gaelic in new media
- Gaelic in the arts and creative industries
- Gaelic in the workplace
- Initiatives which strengthen language richness, relevance and consistency
- Gaelic medium workforce recruitment, retention, training and supply
- Resources and support for learning
- Gaelic medium education (GME) in primary and secondary schools
- Gaelic learner education (GLE) in primary and secondary schools
- Gaelic Language Plans implemented by local authorities and public bodies
- Promoting a positive image of Gaelic and raising awareness through Gaelic education at all levels, and Gaelic arts
- Promoting the social, economic and cultural value of Gaelic
- Positive messages about Gaelic, bilingualism, and about diversity and inclusion
- Use of Gaelic in Island and Rural Communities.

Fèisean nan Gàidheal's programme will also assist **Scottish Rural Action**'s aims of:

- Rural communities addressing their own futures
- Supporting local action for local development
- Celebrating rural identity and culture.

6 Governance and Staffing

Section to be renewed with references to:
Updating of Memorandum and Articles of Association
Risks
Revision of policies and changes in legislation that may impact on our work
Commitment to Fair Work
Emphasis on wellbeing of staff and contractors

The Board of Trustees
A review of the function, appositeness and efficacy of Fèisean nan Gàidheal's Board was successfully concluded in January 2013 with changes to election procedures instituted at that time.

Members of Fèisean nan Gàidheal's Board are selected through an open process of nomination and election that ensures Fèis representatives continue to have overall responsibility for the organisation's strategic direction. The Board reflects the community it serves and has the power to co-opt two additional members should specific skills be required. In order to encourage new members to stand for election, we organise 'come and try' sessions where prospective Board members take part in an induction session before participating in a meeting to see how they operate and the kinds of issues they are expected to deal with.

The Board of Trustees normally meets four times annually. Board papers are produced in a digital format only and members utilise iPads to access them at meetings. This eradicates the cost, financially and environmentally, of producing and distributing papers and their distribution is instant.

Observers from key funding organisations, namely Creative Scotland, Highlands & Islands Enterprise, Comhairle nan Eilean Siar and The Highland Council are entitled to attend Board meetings.

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 are kept for Blas Festival Ltd, which is VAT-registered, and consolidated audited accounts are produced for the activities of it and Fèisean nan Gàidheal.

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

Fèisean nan Gàidheal strives to ensure excellent management of resources to the maximum benefit of the Fèis movement and those who invest in it. We have agreed a range of policies, procedures and guidance documents that promote good governance within the organisation and ensure the people we work with, and who work for us, are protected. These are as follows and all are available on the Fèisean nan Gàidheal website:

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

A Risk Register is maintained with the assessment and management of risks undertaken by staff on a day-to-day basis. The Board acknowledges its responsibility for overall risk, maintains a regular overview of risks and receives an annual report on the highest risks and the ways in which these are mitigated. Risk management is taken very seriously by management and is a consideration in everything they do.

Quarterly management accounts are available to the Board and funders allowing them to ensure that income and expenditure is on-track for each period. The management accounts are scrutinised by our external auditors which gives trustees, and funders, added comfort as to their accuracy, as well as adequate time to deal with any problems should they arise.

We have devised a quarterly reporting model that outlines progress against the deliverables set against measures within Fèisean nan Gàidheal's own plan and the agreements in place with all our main funders. All funders receive these quarterly reports as well as copies of all papers for meetings of the Board of Trustees.

In working with a budget of around £1.4m annually over the past decade, with funding from multiple sources, Fèisean nan Gàidheal has demonstrated sound financial management. It has regularly operated with a small annual surplus. It has managed, over the past three years, to build up and maintain a reserve sufficient to sustain the organisation for 3 months in the event of withdrawal of funding to the extent that would necessitate the organisation closing down and redundancy settlements having to be met.

The organisation has dealt timeously with new pension regulations and has at all times remained fully up to date with returns to Companies House and OSCR. It has no history of arrears in PAYE or VAT due to HMRC. A routine VAT inspection in April 2014 was concluded successfully with no action required.

All Board papers are published on Fèisean nan Gàidheal's website and we publish a full Annual Report which is made available to the public on our website along with our full Audited Accounts.

Equalities, Diversity and Inclusion (EDI)

Fèisean nan Gàidheal is committed to equality and diversity across the organisation and among its member Fèisean. Inclusion has been a hallmark of the Fèis movement. Our board and staff demonstrate gender equality and engagement in the work of the Fèisean includes

people from communities across Scotland, of all ages and social backgrounds, with a larger proportion of women than men running local Fèisean. Within our tutor cohort there are marginally more women than men.

Although not a minority in a legal sense, Gaelic speakers are nonetheless a minoritised community within Scotland. All our work aspires to give the Gaelic language parity of treatment, and equal respect, with English, leading to a better understanding of the language, appreciation of the need to support it and engender positive attitudes towards the language and its users. 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.

While we try and ensure equality, diversity and inclusion is integral to our work, and demonstrated in our working practices, we have also been engaged in delivering a separate EDI Action Plan with a range of measures designed to further embed EDI good practice and raise awareness among those with whom we work. Our Access Policy goes into further detail about our commitment to other areas of equality. We have a specific fund in place, for example, to cover any additional costs in employing carers to accompany young people with disabilities, or additional needs, to ensure access to creative work on an equal basis to everyone else.

Staffing

In addition to the leadership provided by the Trustees, key to delivering this plan will be the retention of a skilled and diverse workforce and utilisation of the tutors who work for us on a freelance basis.

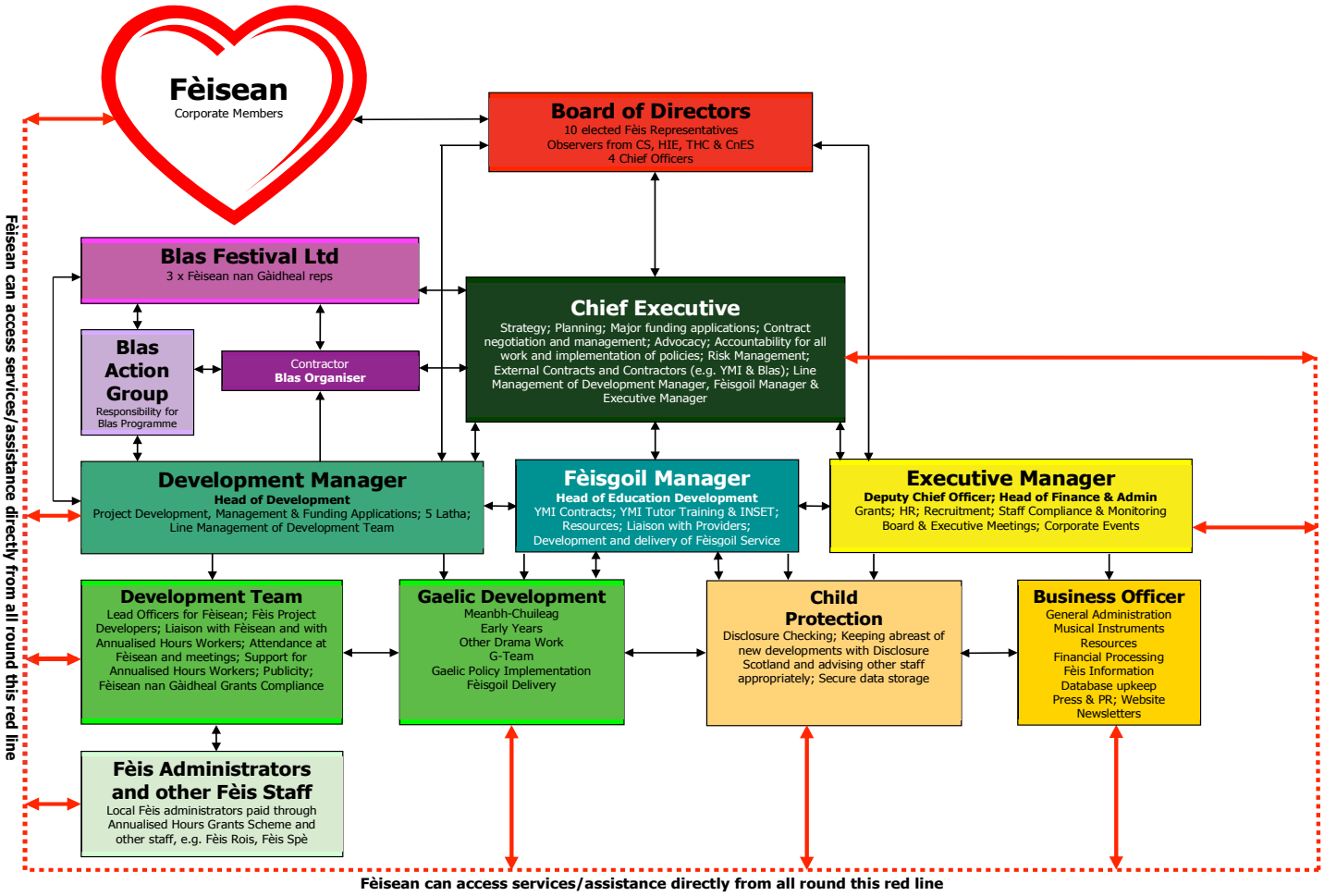
We value very highly the contribution of some of Scotland's foremost musicians, singers, dancers and drama practitioners who tutor at Fèisean and we pay a realistic wage for their work with us. Fèisean nan Gàidheal ensures tutors are paid at least MU rates for their work directly for us. Funding available between 2015 and 2018 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, we may lose some tutors. The alternative would be to seriously curtail the participation opportunities available in order to accommodate equality in pay within current funding levels.

Although they cover the whole of Scotland, all our officers except one are based in the Highlands & Islands, retaining jobs in the region. All are paid in excess of the Scottish Living Wage. Our team take seriously their responsibility to serve all the Fèisean. This has to be balanced with issues of cost in travelling widely across Scotland as well as carbon emissions. Travel is limited in instances where an alternative, digital method of meeting exists, e.g. phone or video conferencing.

While Fèisean nan Gàidheal has a commitment to operate in an environmentally sustainable manner, it has to be acknowledged that the practice is somewhat frustrated by the quality of communications available to some of our members and us. Many are based in remote areas with poor mobile phone or broadband connections. 3G or 4G mobile connectivity, or superfast broadband, remains an unrealistic prospect for some. The same is true of public transport in rural areas the quality and quantity of which often necessitates travel by car

where an alternative form of transport might be more efficient and environmentally friendly.

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



Networks and Advocacy

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

At a strategic level we will engage with the Traditional Music Forum, Creative Scotland's Traditional Arts Advisory Group, the Music Education Partnership Group, the Highland Youth Music Forum, Gaelic Drama Network, An Comunn Gàidhealach and Voluntary Arts Scotland. We will participate in Arts & Business events, the Gaelic Arts Forum and continue as a partner in the work of the Highland Youth Arts Hub and its constituent partners. We will maintain relationships with other delivery organisations including Music in Hospitals, Live Music NOW,

Theatre Gu Leòr, the National Theatre of Scotland, as well as others, in delivering mutually beneficial programmes of work.

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

European Folk Network, Amateo, Cultural Collectives etc to be added.

7 Budget projections 2022-25

Narrative here on budget assumptions and why only 3 years (to tie in, hopefully, with funding agreements) with all figures to be updated once projections prepared.

INCOME	**2022-23**	**2023-24**	**2024-25**
Core Grants	£418,352	£430,752	£433,752
Management Fees	£105,500	£86,300	£82,600
Grants Scheme	£283,900	£283,900	£283,900
Fèis Development Fund	£50,000	£22,500	£22,500
Annualised Hours	£22,500	£15,000	£15,000
Traditional Arts Small Grants Scheme	£35,000	£35,000	£35,000
Training	£17,500	£17,500	£17,500
Fèisgoil	£252,000	£262,500	£270,000
Blas Festival	£279,000	£179,500	£181,500
Other Earned Income	£17,300	£17,800	£18,300
Support Cèilidh Trails	£72,500	£72,500	£72,500
Gaelic Residential Events	£39,000	£39,000	£38,000
Gaelic Song-writing, Archiving, Innovations	£21,000	£20,000	£24,000
Showcase and International Opportunities	£14,000	£14,000	£14,000
Resources and Digitisation Programme	£10,400	£15,500	£14,000
Press/PR/Website Updates/Newsletter	£1,000	£1,000	£1,000
FèisTV	£8,000	£7,900	£7,800
Income still to be raised	£748	£13,939	£8,001
TOTAL INCOME	**£1,647,700**	**£1,569,591**	**£1,582,853**
EXPENDITURE			
RUNNING COSTS			
Staff Salaries	£330,000	£334,950	£339,974
NIC Contributions	£42,900	£43,543	£44,197
Pension Contributions	£16,500	£16,748	£16,999
Staff Travel, Accommodation & Subsistence	£22,000	£22,500	£23,000
Office Rent & Rates	£29,000	£30,000	£31,000
Stationery, Printing, Postage & Photocopiers	£13,000	£13,000	£13,000
Utilities and Communications	£14,000	£14,300	£14,600
Board Expenses	£5,000	£5,000	£5,000
PVG Service	£10,000	£10,000	£10,000
Insurance	£7,500	£7,550	£7,600
Sundry Expenses	£2,000	£2,000	£2,000
Accountancy & Bank Charges	£7,000	£7,200	£7,400
Professional Fees	£3,000	£3,000	£3,000
Instrument Bank Maintenance	£2,000	£2,000	£2,000
Additional Support Needs	£3,000	£3,000	£3,000
Capital Expenses	£3,000	£3,000	£3,000
PROGRAMME COSTS			
Grants to Fèisean	£283,900	£281,900	£279,900
Annualised Hours	£22,500	£22,500	£22,500
Fèis Development Fund	£50,000	£50,000	£50,000

Traditional Arts Small Grants Scheme	£35,000	£35,000	£35,000
Traditional Arts Small Grants Scheme Management Fee	-£3,500	-£3,500	-£3,500
Training Programme	£17,500	£17,500	£17,500
Training Programme Management Fee	-£4,000	-£4,000	-£4,000
Fèisgoil	£252,000	£262,500	£270,000
Fèisgoil Management Fee	-£42,000	-£42,000	-£39,000
Annual Conference	£12,000	£12,000	£12,000
Blas Festival	£279,000	£179,500	£181,500
Blas Festival Management Fee	-£35,000	-£15,000	-£15,000
Support Cèilidh Trails	£72,500	£72,500	£72,500
Cèilidh Trails Management Fee	-£7,000	-£7,000	-£7,000
Gaelic Residential Events	£36,500	£36,500	£35,500
Gaelic Residential Events Management Fee	-£4,000	-£4,000	-£4,000
Gaelic Song-writing, Archiving etc.	£39,000	£39,000	£38,000
Gaelic Song-writing, Archiving etc Management Fee	-£2,000	-£2,000	-£2,000
Press/PR/Website Updates/Newsletter	£500	£500	£500
Showcase & International Opportunities	£14,000	£14,000	£14,000
Showcase & International Opportunities Management Fee	-£4,000	-£4,000	-£4,000
Resources and Digitisation Programme	£10,400	£15,500	£14,000
Resources and Digitisation Management Fee	-£2,500	-£3,500	-£3,000
FèisTV	£8,000	£7,900	£7,800
FèisTV Management Fee	-£1,500	-£1,300	-£1,100
Contingency	£5,000	£5,000	£6,382
SUB-TOTAL EXPENDITURE	**£1,542,200**	**£1,483,291**	**£1,500,253**
Management Fees	£105,500	£86,300	£82,600
TOTAL EXPENDITURE	**£1,647,700**	**£1,569,591**	**£1,582,853**
Transfer to Reserves	£10,550	£8,630	£8,260
SURPLUS/(DEFICIT)	**£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: 2.2021.03

Anns an aithisg seo:	**Gnìomh a dhìth**
Àireamh air a' Chlàr Chùisean: 2.2021.03(a)	
Buidseat 2021-22 Ùraichte	Airson Aontachaidh
Àireamh air a' Chlàr Chùisean: 2.2021.03(b)	
Teachd a-steach agus a-mach 2021-22 leis mar a thionndaidh cùisean a-mach gu 10mh Cèitean 2021	Airson Deasbaid agus Fiosrachaidh
Àireamh air a' Chlàr Chùisean: 2.2021.03(c)	
Bidh na suimeannan a th' againn anns a' bhanca air an dearbhadh aig a' choinneimh	Aithris airson Fiosrachaidh
Àireamh air a' Chlàr Chùisean: 2.2021.03(d)	
Cunntasan Riaghlaidh gu 31mh Màrt 2021, air an ullachadh le Mann Judd Gordon	Airson Deasbaid agus Fiosrachaidh
Àireamh air a' Chlàr Chùisean: 2.2021.03(e)	
Tabhartasan air an gealltainn do na Fèisean airson 2021-22	Airson Fiosrachaidh agus Aontachaidh
Àireamh air a' Chlàr Chùisean: 2.2021.03(f)	
Cothormachadh Ionmhais gu 31mh Màrt 2021	Aithris airson Fiosrachaidh

Anne Willoughby
Manaidsear Gnìomha
Cèitean 2021

Fèisean nan Gàidheal: Buidseat 2021-22 Ùraichte

Àireamh air a' Chlàr Chùisean: 2.2021.03(a)

TEACHD A-STEACH	
Prìomh Thabhartasan	£368,531
Cìsean Stiùiridh	£97,500
Sgeama Thabhartasan	£206,203
Maoin Leasachaidh nam Fèisean	£11,500
Uairean Bliadhnail	£5,000
Tabhartasan Beaga nan Ealan Traidiseanta	£138,529
Trèanadh	£5,500
Fèisgoil	£258,236
Fèis Bhlas	£123,869
Teachd-a-steach Eile a chaidh a Chosnadh	£12,100
Taic do Chèilidhean air Chuairt	£29,500
Tachartasan Còmhnaidheach Gàidhlig	£57,000
Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	£11,000
Mòr-chuirmean is Cothroman Eadar-nàiseanta	£13,000
Goireasan is Pròg ram Didseatach	£9,500
Meadhanan/PR/Ùrachaidhean air an làrach-lìn/Cuairt-litir	£9,400
FèisTV	£20,500
Teachd-a-steach fhathast ri thogail	£27,599
TEACHD A-STEACH GU H-IOMLAN	**£1,411,036**
TEACHD A-MACH	
COSGAISEAN RUITH	
Tuarastalan an Luchd-obrach	£361,219
Suimeannan NIC	£34,400
Suimeannan Pàighte do Pheinnseanan	£18,811
Siubhal, Àiteachan-fuirich, Biadh do Luchd-obrach	£7,500
Màl is Cìsean airson Oifisean	£27,000
Stuthan Pàipeir, Clò-bhualadh, Postachd is Lethbhreacan pàipeir	£13,000
Uisge is Dealain	£14,600
Cosgaisean a' Bhùird	£1,000
Cur Poileasaidh Dìon Chloinne an Gnìomh	£5,000
Àrachas	£10,000
Cosgaisean Beaga	£1,800
Cìsean Cunntasachd is Banca	£7,400
Cìsean Proifeiseanta	£18,000
A' Gleidheadh Stòras Ionnsramaidean	£2,000
Feuman Taice a Bharrachd	£1,500
Cosgaisean Calpa	£3,000
COSGAISEAN PHRÒGRAM	
Tabhartasan air am Pàigheadh A-mach	£206,203
Uairean Bliadhnail	£11,500
Maoin Leasachaidh nam Fèisean	£11,569
Tabhartasan Beaga nan Ealan Traidiseanta	£138,529
Cìs Stiùiridh Tabhartasan Beaga nan Ealan Traidiseanta	-£13,500
Pròg ram Trèanaidh	£5,500
Cìs Stiùiridh airson a' Phròg raim Trèanaidh	-£1,000
Fèisgoil	£233,236
Cìs Stiùiridh airson Fèisgoil	-£50,000
Co-labhairt Bhliadhnail	£4,000
Fèis Bhlas	£123,869
Cìs Stiùiridh airson Fèis Bhlas	-£15,000
Taic do Chèilidhean air Chuairt	£29,500
Cìs Stiùiridh airson Cèilidhdean air Chuairt	-£5,000

Tachartasan Còmhnaidheach Gàidhlig	£57,000
Cìs Stiùiridh airson Tachartasan Còmhnaidheach Gàidhlig	-£3,000
Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	£11,000
Cìs Stiùiridh: Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	-£2,000
Meadhanan/PR/Ùrachaidhean air an làrach-lìn/Cuairt-litir	£9,400
Mòr-chuirmean is Cothroman Eadar-nàiseanta	£13,000
Cìs Stiùiridh airson Mòr-chuirmean is Cothroman Eadar-nàiseanta	-£2,000
Goireasan is Pròg̀ram Didseatach	£9,500
Cìs Stiùiridh airson Goireasan is Pròg̀ram Didseatach	-£3,000
FèisTV	£20,500
Cìs Stiùiridh FèisTV	-£2,000
Cùl-taice	£500
FO-SHÙIM IOMLAN AIRSON CAITEACHAS	**£1,313,536**
Cìsean Stiùiridh	£97,500
CAITEACHAS IOMLAN	**£1,411,036**
Air a chur chun na Maoine Glèidhte	£9,750
CÒRR/(CALL)	**£0**

Teachd a-steach agus a-mach 2021-22 leis mar a thionndaidh cùisean a-mach gu 10mh Cèitean 2021

Àireamh air a' Chlàr Chùisean: 2.2021.03(b)

TEACHD A-STEACH	**2021-22**	**ÙINE**	**FÌOR**	**DIOFAR**
Prìomh Thabhartasan	£368,531	£30,711	£26,667	£4,044
Cìsean Stiùiridh	£97,500	£8,125	£0	£8,125
Sgeama Thabhartasan	£206,203	£17,184	£15,000	£2,184
Maoin Leasachaidh nam Fèisean	£11,500	£964	£3,000	-£2,036
Uairean Bliadhnail	£5,000	£958	£9,000	-£8,042
Tabhartasan Beaga nan Ealan Traidiseanta	£138,529	£11,544	£3,500	£8,044
Trèanadh	£5,500	£458	£5,000	-£4,542
Fèisgoil	£258,236	£21,520	£14,135	£7,384
Fèis Bhlas	£123,869	£10,322	£20,000	-£9,678
Teachd-a-steach Eile a chaidh a Chosnadh	£12,100	£1,008	£965	£44
Taic do Chèilidhean air Chuairt	£29,500	£2,458	£10,000	-£7,542
Tachartasan Còmhnaidheach Gàidhlig	£57,000	£4,750	£10,000	-£5,250
Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	£11,000	£917	£3,000	-£2,083
Mòr-chuirmean is Cothroman Eadar-nàiseanta	£13,000	£1,083	£3,000	-£1,917
Goireasan is Pròg̣ram Didseatach	£9,500	£792	£2,000	-£1,208
Meadhanan/PR/Ùrachaidhean air an làrach-lìn/Cuairt-litir	£9,400	£783	£2,000	-£1,217
FèisTV	£20,500	£1,708	£8,000	-£6,292
Teachd-a-steach fhathast ri thogail	£27,599	£2,300	£0	£2,300
TEACHD A-STEACH GU H-IOMLAN	**£1,411,036**	**£117,586**	**£135,267**	**-£17,681**
TEACHD A-MACH				
COSGAISEAN RUITH				
Tuarastalan an Luchd-obrach	£361,219	£30,102	£24,401	£5,700
Suimeannan NIC	£34,400	£2,867	£2,452	£415
Suimeannan Pàighte do Pheinnseanan	£18,811	£1,568	£1,220	£348
Siubhal, Àiteachan-fuirich, Biadh do Luchd-obrach	£7,500	£625	£553	£72
Màl is Cìsean airson Oifisean	£27,000	£2,250	£1,330	£920
Stuthan Pàipeir, Clò-bhualadh, Postachd is Lethbhreacan pàipeir	£13,000	£1,083	£1,641	-£558
Uisge is Dealain	£14,600	£1,217	£1,661	-£444
Cosgaisean a' Bhùird	£1,000	£83	£335	-£252
Cur Poileasaidh Dìon Chloinne an Gnìomh	£5,000	£417	£0	£417
Àrachas	£10,000	£833	£221	£612
Cosgaisean Beaga	£1,800	£150	£756	-£606
Cìsean Cunntasachd is Banca	£7,400	£617	£0	£617
Cìsean Proifeiseanta	£18,000	£1,500	£0	£1,500
A' Gleidheadh Stòras Ionnsramaidean	£2,000	£167	£0	£167

Feuman Taice a Bharrachd	£1,500	£125	£0	£125	
Cosgaisean Calpa	£3,000	£250	£0	£250	
COSGAISEAN PHRÒGRAM					
Tabhartasan air am Pàigheadh A-mach	£206,203	£17,184	£0	£17,184	1
Uairean Bliadhnail	£11,500	£958	£0	£958	
Maoin Leasachaidh nam Fèisean	£11,569	£964	£0	£964	
Tabhartasan Beaga nan Ealan Traidiseanta	£138,529	£11,544	£0	£11,544	2
Cìs Stiùiridh Tabhartasan Beaga nan Ealan Traidiseanta	-£13,500	-£1,125	£0	-£1,125	
Pròram Trèanaidh	£5,500	£458	£0	£458	
Cìs Stiùiridh airson a' Phròraim Trèanaidh	-£1,000	-£83	£0	-£83	
Fèisgoil	£233,236	£19,436	£11,167	£8,270	
Cìs Stiùiridh airson Fèisgoil	-£50,000	-£4,167	£0	-£4,167	
Co-labhairt Bhliadhnail	£4,000	£333	£0	£333	
Fèis Bhlas	£123,869	£10,322	£0	£10,322	3
Cìs Stiùiridh airson Fèis Bhlas	-£15,000	-£1,250	£0	-£1,250	
Taic do Chèilidhean air Chuairt	£29,500	£2,458	£0	£2,458	
Cìs Stiùiridh airson Cèilidhdean air Chuairt	-£5,000	-£417	£0	-£417	
Tachartasan Còmhnaidheach Gàidhlig	£57,000	£4,750	£6,824	-£2,074	
Cìs Stiùiridh airson Tachartasan Còmhnaidheach Gàidhlig	-£3,000	-£250	£0	-£250	
Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	£11,000	£917	£0	£917	
Cìs Stiùiridh: Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	-£2,000	-£167	£0	-£167	
Meadhanan/PR/Ùrachaidhean air an làrach-lìn/Cuairt-litir	£9,400	£783	£497	£286	
Mòr-chuirmean is Cothroman Eadar-nàiseanta	£13,000	£1,083	£0	£1,083	
Cìs Stiùiridh airson Mòr-chuirmean is Cothroman Eadar-nàiseanta	-£2,000	-£167	£0	-£167	
Goireasan is Pròram Didseatach	£9,500	£792	£0	£792	
Cìs Stiùiridh airson Goireasan is Pròram Didseatach	-£3,000	-£250	£0	-£250	
FèisTV	£20,500	£1,708	£0	£1,708	
Cìs Stiùiridh FèisTV	-£2,000	-£167	£0	-£167	
Cùl-taice	£500	£42	£0	£42	
FO-SHÙIM IOMLAN AIRSON CAITEACHAS	**£1,313,536**	**£109,461**	**£53,058**	**£56,404**	
Cìsean Stiùiridh	£97,500	£8,125	£0	£8,125	
CAITEACHAS IOMLAN	**£1,411,036**	**£117,586**	**£53,058**	**£64,529**	
Air a chur chun na Maoine Glèidhte	£9,750	£813	£0	£813	
CÒRR/(CALL)	**£0**	**£0**	**£82,209**	**-£82,209**	

Fiosrachadh:

1. & 2. Tabhartasan ri dhol a-mach a-rèir feum

3. Chan eil cosgais ann fhathast airson Fèis Bhlas

Fèisean nan Gàidheal

Cunntasan Riaghlaidh gu 31 Màrt 2021

Àireamh air a' Chlàr Chùisean: 2.2021.03(d)

Fèisean nan Gàidheal
Consolidated Management Accounts
Year ended 31 March 2021

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	Development Fund- *restricted fund*	Devolved Fund- *restricted fund*	Tasgadh Fund- *restricted fund*
STATEMENT OF FINANCIAL ACTIVITIES									
INCOME AND ENDOWMENTS									
Creative Scotland	606,625	487,500	25,000	2,000		2,000		38,750	51,375
Highland Council	100,663	37,794	62,869						
Comhairle nan Eilean Siar	10,000	10,000							
Argyll & Bute Council	18,450	18,450							
Highland & Islands Enterprise	115,000	103,000	10,000			2,000			
Bord na Gaidhlig	177,600	137,600	20,000			20,000			
Donations	2,871	2,871							
Membership fees	5,250	5,250							
Sale of publications	9	9							
Instrument bank revenue	3,867	3,867							
Ceilidh Trails - earned income	13,393	13,393							
Fèisgoil - earned income	224,584				224,584				
Feis TV income	5,128	5,128							
Rental income	3,473	3,473							
Management charges	105,500	105,500							
Box office / concerts	5,681		5,681						
Other income	5,889	5,589	300						
Bank interest received	190	190							
Total incoming respources	**1,404,174**	**939,614**	**123,850**	**2,000**	**224,584**	**24,000**	**0**	**38,750**	**51,375**
RESOURCES EXPENDED									
Charitable activities									
Wages	189,546	189,546							
Employer's National Insurance	7,346	7,346							
Pensions	15,851	15,851							
Child protection costs	2,199	2,199							
Training	950			950					
Resources	6,575				6,575				
Fèisgoil - delivery costs	122,035				122,035				
Archiving project	11,570	11,570							
Sgoil Shamhraidh	650					650			
Meanbh-chuileag / Pantomime	12,352				12,352				
Tachartasan Comhnaidh	2,240					2,240			
Feis TV	11,871	5,254	2,187		1,331		3,100		
Digital Resources	778	778							
Year of Coasts & Project	4,006						4,006		
Devolved Fund	49,623							49,623	
Other project expenses	700	700							
cleachiaigantaigh	38,177	38,177							
SG - Beartais	3,275				3,275				
Management charges	105,500	11,000	15,000	1,000	65,000	5,000		5,000	3,500
Blas - Artistes costs	34,191		34,191						
Blas - Travel and support	7,271		7,271						
Blas - PA & Lighting	11,053		11,053						
Blas - Venue hire	1,990		1,990						
Blas - Promotion	3,531		3,531						
Blas - Project manager	15,280		15,280						
Blas - Commissions	3,950		3,950						
Blas - Filming for Online	20,075		20,075						
Grants to Feisean	126,520	121,520					5,000		
Grants for Tasgadh Fund	27,222								27,222
Grants for Ceilidh trails	7,210	7,210							
Grants for COVID-19 Recovery	197,863	197,863							
Grants for Treoir	71,127	71,127							
Instrument bank costs	304	304							
	1,112,829	680,444	114,526	1,950	210,567	7,890	12,106	54,623	30,722
Support costs									
Wages	127,365	127,365							
Employer's National Insurance	13,940	13,940							
Office rent	18,531	18,531							
Insurance	7,293	7,054	240						
Light and heat	3,965	3,965							
Telephone	12,120	12,120							
Printing postage & stationery	8,729	8,591	138						
Sundries	1,889	1,889							
Website	3,138	2,882	256						
Staff travel and expenses	2,934	2,934							
Depreciation	7,225	7,225							
Bank charges and interest	56	56							
Audit & accountancy	9,030	7,930	1,100						
Committee expenses	1,079	1,079							
Annual conference	1,547	1,547							
Legal & professional fees	4,348	4,348							
	223,189	221,455	1,734	0	0	0	0	0	0
Total resources expended	**1,336,018**	**901,899**	**116,260**	**1,950**	**210,567**	**7,890**	**12,106**	**54,623**	**30,722**
Net incoming / (outgoing) resources - for the year ended 31 March 2021	**68,156**	**37,715**	**7,590**	**50**	**14,017**	**16,110**	**(12,106)**	**(15,873)**	**20,653**
Funds at 1 April 2020 - unrestricted	288,477	288,477							
Funds at 1 April 2020 - restricted	64,144						25,394	38,750	
Total funds at 31 March 2021	**420,777**	**326,192**	**7,590**	**50**	**14,017**	**16,110**	**13,288**	**22,877**	**20,653**

Fèisean nan Gàidheal
Consolidated Management Accounts
Year ended 31 March 2021

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	Development Fund- *restricted fund*	Devolved Fund- *restricted fund*	Tasgadh Fund- *restricted fund*
	BALANCE SHEET AS AT 31 MARCH 2021								
Fixed assets									
Computer equipment - cost	61,769								
Computer equipment - additions	10,285								
Computer equipment - depreciation b/fwd	(32,870)								
Computer equipment - depreciation charge	(7,225)								
	31,959								
Current assets									
Other debtors	0								
Grants receivable	53,875								
Prepayments	0								
VAT	(291)								
	53,584								
Bank accounts									
FnG current account	13,309								
FnG high interest account	342,567								
Blas Festival current account	3,853								
Lochaber Development account	8,525								
	368,254								
Current liabilities									
Trade creditors	0								
Grants to Feisean awarded but unpaid	0								
PAYE & National Insurance	(8,186)								
Deferred income	0								
Accrued expenses	(24,834)								
	(33,019)								
Net assets as at 31 March 2021	**420,777**								

Tabhartasan nam Fèis 2021-22 aig 10.05.2021

Àireamh air a' Chlàr Chùisean: 2.2021.03(e)

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

Ainm Fèise	InG	InG Dùbhlanach	Prìomh Thabhartas Fèise	Maoin Ùghdarras Ionadail	Tabhartas Leantainneach	Uairean a rèir Bliadhna	Tabhartas Uairean Bliadhnail	Sgeama Leasachaidh	Tabhartas Iomlan air a Thabhann	Còrr Pàighte	Còrr gun rèiteach
Comhairle na Gàidhealtachd											
Fèis an Earraich	√	√	£3,029.00	£3,946.00	£5,628.70	50	£465.00	£0.00	£13,068.70	£0.00	£13,068.70
Fèis Lochabair	√		£1,270.00	£1,655.00	£9,394.70	70	£651.00	£0.00	£12,970.70	£0.00	£12,970.70
Fèis nan Garbh Chrìochan	√	√	£1,351.00	£1,759.00	£5,565.70	70	£651.00	£0.00	£9,326.70	£0.00	£9,326.70
Fèis Chataibh	√		£1,791.00	£2,334.00	£3,003.00	30	£279.00	£0.00	£7,407.00	£0.00	£7,407.00
Fèis a' Bhealaich	√	√	£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis Eige	√	√	£576.00	£750.00	£420.00	30	£279.00	£0.00	£2,025.00	£0.00	£2,025.00
Fèis Ghallaibh	√	√	£0.00	£0.00	£2,270.80	30	£279.00	£0.00	£2,549.80	£0.00	£2,549.80
Fèis Farr	√		£0.00	£0.00	£486.50	0	£0.00	£0.00	£486.50	£0.00	£486.50
Fèis na h-Òige	√		£1,933.00	£2,517.00	£996.10	0	£0.00	£0.00	£5,446.10	£0.00	£5,446.10
Fèis Air an Oir	√	√	£2,171.00	£2,829.00	£3,500.00	0	£0.00	£0.00	£8,500.00	£0.00	£8,500.00
Fèis Ghleann Albainn	√		£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis Rois	√	√	£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis a' Bhaile	√		£1,235.00	£1,608.00	£2,366.00	30	£279.00	£0.00	£5,488.00	£0.00	£5,488.00
Fèis Òigridh na Mara	√	√	£662.00	£862.00	£3,475.50	70	£651.00	£0.00	£5,650.50	£0.00	£5,650.50
Fèis Inbhir Narann	√		£526.00	£687.00	£3,500.00	70	£651.00	£0.00	£5,364.00	£0.00	£5,364.00
Fèis Spè	√		£1,238.00	£1,612.00	£2,800.00	30	£279.00	£0.00	£5,929.00	£0.00	£5,929.00
Fèis an Iar Thuath	√	√	£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis Thròndairnis	√	√	£1,183.00	£1,541.00	£0.00	20	£186.00	£0.00	£2,910.00	£0.00	£2,910.00
Fèis a' Chaolais	√		£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Iomlan Comhairle na Gàidhealtachd			**£16,965.00**	**£22,100.00**	**£43,407.00**	**500**	**£4,650.00**	**£0.00**	**£87,122.00**	**£0.00**	**£87,122.00**
Comhairle nan Eilean Siar											
Fèis Tìr a' Mhurain	√	√	£3,694.00	£0.00	£865.20	40	£372.00	£0.00	£4,931.20	£0.00	£4,931.20
Fèis Eilean an Fhraoich	√		£4,348.00	£0.00	£2,217.60	60	£558.00	£0.00	£7,123.60	£0.00	£7,123.60
Fèis Tìr an Eòrna	√	√	£2,975.00	£0.00	£625.10	40	£372.00	£0.00	£3,972.10	£0.00	£3,972.10
Fèis Bharraigh	√	√	£4,060.00	£0.00	£2,128.00	60	£558.00	£0.00	£6,746.00	£0.00	£6,746.00
Fèis Eilean na Hearadh	√	√	£1,840.00	£0.00	£126.00	30	£279.00	£0.00	£2,245.00	£0.00	£2,245.00
Fèis an Rubha	√		£1,478.00	£0.00	£1,002.00	30	£279.00	£0.00	£2,759.00	£0.00	£2,759.00
Fèis Taigh Dhonnchaidh	√	√	£1,010.00	£0.00	£2,764.30	30	£279.00	£0.00	£4,053.30	£0.00	£4,053.30
Iomlan Comhairle nan Eilean Siar			**£19,405.00**	**£0.00**	**£9,728.20**	**290**	**£2,697.00**	**£0.00**	**£31,830.20**	**£0.00**	**£31,830.20**

Earra-Ghàidheal agus Bhòid											
Fèis Latharna	√		£452.00	£5,748.00	£3,763.20	70	£651.00	£0.00	£10,614.20	£0.00	£10,614.20
Fèis Mhuile	√	√	£67.00	£845.00	£0.00	10	£93.00	£0.00	£1,005.00	£0.00	£1,005.00
Fèis Thiriodh	√	√	£222.00	£2,828.00	£827.40	30	£279.00	£0.00	£4,156.40	£0.00	£4,156.40
Fèis Ìle agus Dhùira	√	√	£154.00	£1,963.00	£4,660.60	30	£279.00	£0.00	£7,056.60	£0.00	£7,056.60
Fèis na h-Apainne	√	√	£0.00	£0.00	£2,116.80	0	£0.00	£0.00	£2,116.80	£0.00	£2,116.80
Fèis Cheann Loch Goibhle	√		£49.00	£616.00	£254.80	0	£0.00	£0.00	£919.80	£0.00	£919.80
Fèis an Tairbeirt	√		£0.00	£0.00	£2,519.30	40	£372.00	£0.00	£2,891.30	£0.00	£2,891.30
Iomlan Earra-Ghàidheal agus Bhòid			**£944.00**	**£12,000.00**	**£14,142.10**	**180**	**£1,674.00**	**£0.00**	**£28,760.10**	**£0.00**	**£28,760.10**
Sgìrean Eile/Bailtean Mòra											
Fèis Arainn	√		£4,408.00	£0.00	£2,625.00	30	£279.00	£0.00	£7,312.00	£0.00	£7,312.00
Fèis Mhoireibh	√	√	£1,262.00	£0.00	£383.60	10	£93.00	£0.00	£1,738.60	£0.00	£1,738.60
IOMLAN InG	**37**	**23**	**£42,984.00**	**£34,100.00**	**£69,651.40**	**1,010**	**£9,393.00**	**£0.00**	**£156,762.90**	**£0.00**	**£156,762.90**
Fèis Dhùn Èideann			£2,588.00	£0.00	£9,456.30	67	£623.10	£0.00	£12,667.40	£0.00	£12,667.40
Fèis Obair Dheathain			£1,838.00	£0.00	£154.00	10	£93.00	£0.00	£2,085.00	£0.00	£2,085.00
Fèis Dhùn Bhreatainn			£0.00	£0.00	£1,866.20	10	£93.00	£0.00	£1,959.20	£0.00	£1,959.20
Fèis Lannraig a Tuath			£1,394.00	£0.00	£819.00	0	£0.00	£0.00	£2,213.00	£0.00	£2,213.00
Fèis Fhoirt			£2,738.00	£0.00	£4,872.00	55	£511.50	£0.00	£8,121.50	£0.00	£8,121.50
Fèis Ghlaschu			£3,350.00	£0.00	£184.10	30	£279.00	£0.00	£3,813.10	£0.00	£3,813.10
Fèis Chille Brìghde an Ear			£0.00	£0.00	£261.80	0	£0.00	£0.00	£261.80	£0.00	£261.80
Fèis Innis an Uillt			£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis an Iar Dheas			£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis Phàislig			£4,040.00	£0.00	£5,084.80	55	£511.50	£0.00	£9,636.30	£0.00	£9,636.30
Fèis Thatha			£0.00	£0.00	£2,081.80	0	£0.00	£0.00	£2,081.80	£0.00	£2,081.80
Iomlan Sgìrean Eile/Bailtean Mòra			**£21,618.00**	**£0.00**	**£27,788.60**	**267**	**2,483**	**£0.00**	**£51,889.70**	**£0.00**	**£51,889.70**
			Prìomh Thabhartas Fèise	**Maoin Ùghdarras Ionadail**	**Tabhartas Leantainneach**	**Uairean a rèir Bliadhna**	**Tabhartas Uairean Bliadhnail**	**Sgeama Leasachaidh**	**Tabhartas Iomlan air a Thabhann**	**Còrr Pàighte**	**Còrr gun rèiteach**
GU H-IOMLAN			**£ 58,932.00**	**£ 34,100.00**	**£ 95,065.90**	**1,237**	**£ 11,504.10**	**£ 0.00**	**£ 199,602.00**	**£ 0.00**	**£ 199,602.00**

Fèisean nan Gàidheal

Cùmhnantan Maoineachaidh

Àireamh air a' Chlàr Chùisean: 2.2021.03(g)

Adhbhar a' Phàipeir

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

Bun Fhiosrachadh

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

Cùmhnantan Maoineachaidh

1. Alba Chruthachail

Tha Alba Chruthachail air airgead a phàigheadh airson a' chiad ràith de 2021-22 agus tha sinn air ar plana airson na bliadhna a chur thuca a tha ri fhaicinn ann am pàipear-taic 2.2021.03(g) PT1.

Bidh coinneamh agam le Siobhan NicAnndrais air 24mh Cèitean nuair a bhios cothrom againn a dhol thairis air aithisg adhartais na bliadhna a dh'fhalbh agus còmhradh a chumail mu phlanaichean 2021-22 mus tig aonta foirmeil bho Alba Chruthachail.

2. Iomairt na Gàidhealtachd agus nan Eilean (HIE)

Chuir sinn tagradh gu InG arson taic ann an 2021-22. Choinnich mi fhìn agus Anne Willoughby ri Màiri Bhochanan an dèidh dhi fios fhaighinn air ais bho mhanaidsearan agus chaidh iarraidh oirnn an t-suim a bha sinn a' sireadh a lùghdachadh, agus rinn sinn sin.

Aig an ìre seo tha sinn gun dearbhadh fhaotainn mu thaic bho InG ann an 2021-22, ged a tha sinn an dòchas gum bi i ann.

3. Bòrd na Gàidhlig

Tha airgead air a bhith a' tighinn thugainn mar bu chòir agus a rèir ar cùmhnaint luach £145,600 airson ar pròg ram a lìbhrigeadh ann an 2021-22.

4. Comhairle na Gàidhealtachd agus High Life na Gàidhealtachd

Ann an còmhraidhean le oifigearan mu na Cùmhnantan Lìbhrigidh Seirbhis againn le Comhairle na Gàidhealtachd cha robh dùil ri atharrachadh sam bith anns na suimeannan a bhios ri fhaighinn airson taic a chumail ris na Fèisean (£37,974) no Blas (£62,869) ann an 2021-22.

Ged a tha conaltradh air a bhith ann mun t-seòrsa cùmhnant a bu chòir a bhith againn airson 2021-22, cha d' fhuair sinn dearbhadh fhathast mun taic-airgid.

Tha clasaichean ICO ann an sgoiltean na Gàidhealtachd an ìre mhath uile air an lìbhrigeadh agus tha còmhraidhean air a bhith ann le Tormod Bolton mun chùmhnant againn a chumail a' dol tro bhliadhna sgoile 2021-22.

5. Comhairle nan Eilean Siar

Chaidh taic £10,000 aontachadh le e-Sgoil airson sheiseanan air-loidhne a lìbhrigeadh dhaibh, ann an co-bhann ri Fèisgoil, agus £4,000 eile airson obair le buidhnean tràth bhliadhnachean.

Ged a chuir sinn pàipear gu Stiùiriche an Fhoghlaim mu cho-obrachadh eile sam b' urrainn dhuinn a dhol an sàs, cha chuala sinn air ais bhuaithe fhathast.

6. Comhairle Earra Ghàidheal is Bhòid

Choinnich mi ri Caroline Swain agus Laura NicDhòmhnaill air 27 Giblean airson beachdachadh air an aithisg thoraidhean a dheasaich mi mu choinneamh obair 2020-21 agus còmhradh a chumail mu chùmhnant airson 2021-22.

Ged nach deach seo a dhearbhadh fhathast, the Caroline an ìre mhath cinnteach gun tèid an aon shuim - £18,450 - aontachadh airson na bliadhna seo.

7. Riaghaltas na h-Alba

Tha còmhraidhean air a bhith ann le Sgioba nan Eilean aig Riaghaltas na h-Alba mu phròiseact ann an sgoiltean eileanach agus 's dòcha gum bi beagan a bharrachd fiosrachaidh againn aig coinneamh a' Bhùird.

Chaidh iarraidh oirnn, cuideachd, le Sgioba na Gàidhlig tagradh a chur air adhart airson phròiseactan a ghabhadh a lìbhrigeadh ann 2021-22.

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird:

1. Fa-near a thoirt do shuidheachadh nan cùmhnantan maoineachaidh aig an àm seo agus
2. Fa-near a thoirt don fhiosrachadh ann am pàipear-taic 2.2021.03(f) PT2 a chaidh air adhart gu Alba Chruthachail.

Art MacCarmaig
Ceannard
Cèitean 2021

RFO Funding Annual Plan

Review your submission

Close

Activity and Programme Plan 2021-22

Activities of Work Change

Activity Title

Support and Development of Fèisean

Overview of Planned Activity

In its support an development of Fèisean, Fèisean nan Gàidheal will: a. Operate a Grants Scheme for Fèisean to offer regular funding for activities, particularly to aid recovery once Covid restrictions are relaxed. Fèisean nan Gàidheal pays at least MU rates for all activities it operates directly and commits the Fèisean to doing so if funding is sufficient. The scheme also allows for annualised hours to pay local organisers and a Fèis Development Fund for new developments. b. Offer strategic and practical support through a network of Development Officers each with a portfolio of Fèisean with a focus on restoring activities as Covid restrictions are relaxed. c. Undertake further development of Gaelic medium work in Fèisean. d. Engage regularly with local Fèisean through officers, an annual conference, regional gatherings, training events and the Treòir musician-in-residence programme. e. Lend instruments from our Musical Instrument Bank. f. Provide insurance covering Fèisean for all risks in their arts activities. g. Implement our Gaelic Language Policy. h. Continue to include young people in decision-making within Fèisean. i. Produce new Gaelic and traditional music digital resources. j. Provision of additional financial assistance, where required, to ensure access for participants with additional needs. k. Offer, or help access externally, strategic financial support for Fèisean wishing to expand and sustain a year-round programme of work focussing on recovery from Covid. l. Support new and experimental work in the Gaelic arts. m. Support collection and digitisation of traditional Gaelic songs.

Development Goals

Fèisean nan Gàidheal's support and development of Fèisean aims to: a. Ensure Fèisean are supported in their recovery from the Covid pandemic and that the arts provision for which they are responsible is rebuilt. b. Widen access to and enjoyment of Gaelic arts and culture, in partnership with other agencies, to ensure as many people as possible from diverse backgrounds can participate. c. Support young people to be involved in a range of creative experiences regardless of geographical location or social background. d. Promote work that leads to a better understanding and appreciation of Scotland's traditional arts and work inspired by the Gaelic language. e. Attract people to Gaelic and offer opportunities to learn, use and develop the language. f. Enhance the creative talent and life skills of young people and support experimentation in the Gaelic arts. g. Strengthen community confidence and improve quality of life through creativity and opportunities to use Gaelic. h. Maximise the economic benefits of our work supporting population retention and growth through employment in cultural activities, including new opportunities through online delivery and programmes such as Treòir. i. Support projects that enhance community cultural development particularly, though not exclusively, in areas of low economic activity. j. Utilise digital technology to bring our work to a wider, more diverse and dispersed audience.

Milestones

Fèisean nan Gàidheal's anticipates the following milestones in delivering support and development of Fèisean: a. Grants of approximately £210k agreed for 45 Fèisean for 2021-22 by April 2021. b. Finance for at least 3 development projects during 2021-22. c. Annualised hours allocated with grants by April 2021. d. Insurance in place for all member Fèisean by April 2021. e. Additional financial support for Fèisean involved in strategic developments agreed on an ongoing basis, particularly where funding is needed to aid recovery from Covid. f. Gaelic medium activities further developed as opportunities arise with online provision offering an opportunity. g. Ongoing engagement throughout the year with our annual conference due to take place in September 2021. h. Instruments made available on an ongoing work during the year with peaks at the times the Fèisean normally operate. i. Continued engagement with young people involved in Beairteas, youth apprenticeships with YoungScot, the Blas Festival Programming Group and Fèisean nan Gàidheal's Board. j. New digital resources for Oide to be in place by August 2021. k. Songs commissioned for the Year of Coasts and Waters 2020 will be re-run throughout 2021 since the themed year has been extended due to Covid. l. A Gaelic Drama Summer School will be held in July 2021, either face-to-face or online depending on prevailing Covid restrictions. m. New recordings of traditional songs will be undertaken and available by August 2021 through the Fuaran project.

Alignment to Creative Scotland ambitions

Excellence, Access, Places, Leadership, Connected

Activity Title

Enhancement of Skills & Creative Talent

Overview of Planned Activity

In enhancing Skills & Creative Talent, Fèisean nan Gàidheal will: a. Offer employment and mentoring opportunities to less-established tutors to enhance their teaching skills through the Treòir programme and other initiatives. b. Offer regular training opportunities for tutors in teaching skills allowing them to progress through various levels and, where possible, gain accreditation. c. Support Fèis tutors to undertake the TMF's Mentoring for Traditional Arts scheme. d. Offer regular Gaelic language training for Fèis tutors to ensure an increase in Gaelic use in line with the implementation of our Gaelic policy and to address Gaelic use in island communities. e. Make training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible. f. Offer regular, relevant training for the staff of Fèisean nan Gàidheal and individual Fèisean to help them undertake their duties effectively. g. Work cooperatively to offer further progression to individual young people. h. Utilise the talents and opinions of young people in developing and running events. i. Provide digitisation, collecting and transcribing skills for young people. j. Provide performance skills training for young people. k. Provide music business skills training for young people. l. Provide opportunities for artists to develop writing skills through new commissions. m. Participate in initiatives that will lead to employment for young people in the arts and creativity.

Development Goals

Fèisean nan Gàidheal's enhancement of Skills & Creative Talent aims to: a. Retain as many freelance artists as possible working in the traditional arts. b. Promote work that leads to a better understanding and appreciation of Scotland's traditional arts and work inspired by the Gaelic language c. Attract people to Gaelic and offer opportunities to learn, use and develop the language d. Enhance the creative talent and life skills of young people and support experimentation in the Gaelic arts e. Strengthen community confidence and improve quality of life through creativity and opportunities to use Gaelic f. Maximise the economic benefits of our work supporting population retention and growth through employment in cultural activities g. Retain a skilled workforce that uses Gaelic in the workplace and provides strong advocacy for and leadership in the Gaelic arts sector h. Address sustainability issues in relation to our work.

Milestones

Fèisean nan Gàidheal anticipates the following milestones in delivering enhancement of Skills & Creative Talent: a. Around 10 less experienced/emerging tutors will be mentored by experienced tutors to enhance their teaching skills and experiences during 2021-22. b. Training will be offered on demand for tutors to ensure they take all precautions necessary, while Covid persists, to ensure work is offered in a safe environment. c. At least 20 tutors will be trained in teaching skills during 2021-22. d. 20 tutors will undertake Gaelic language learning during 2021-22. e. At least 20 training sessions for Fèis organisers will be delivered as and when requested and at our Annual Conference in September 2021. f. 4 training days for all staff will be arranged during 2021-22 and individual needs also to be provided for. g. Collaboration with West Highland College UHI to provide around 15 young people an opportunity to gain accreditation for their performance and sound engineering work. h. Continuation of work with at least 6 young people to gather opinions and involve them meaningfully in decision-making. i. Provide digitisation, collecting and transcribing skills for around 15 young people involved in Fuaran. j. Provide performance skills and music business skills training for around 15 young people involved in Fèis Alba. k. Offer opportunities for artists to develop writing skills through new commissions at Blas and, possibly, Christmas. l. 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.

Alignment to Creative Scotland ambitions

Excellence, Access, Places, Leadership, Connected

Activity Title

Enhancement of Gaelic Arts & Culture in Creative Learning

Overview of Planned Activity

In pursuing enhancement of Gaelic Arts & Culture in Creative Learning Fèisean nan Gàidheal will: a. Continue to promote Fèisgoil as a coherent service offering opportunities for active participation in creative learning across a number of art forms. b. In light of ongoing Covid restrictions, promote Fèisgoil as a service through which tutors take all necessary precautions to ensure a safe environment in which young people can learn. c. Offer traditional music classes in schools though the Youth Music Initiative (YMI) and other programmes such as Mòd Academies. d. Continue Beairteas – a scheme to match Gaelic speakers with schools and community groups to enrich language and cultural experiences. e. If Covid restrictions allow, organise residential opportunities for community activities delivered in Gaelic to include 5 Latha and the Gaelic Drama Summer School. f. Deliver Blasad Gàidhlig – programmes for schools requiring an introduction to Gaelic language and public bodies requiring Gaelic awareness training. g. Provide a programme of Gaelic medium music and drama activities for early years groups through Hùb Hàb. h. Provide a programme of Gaelic medium drama workshops and performances in primary schools through Meanbh-Chuileag. i. Provide a programme of Gaelic related drama workshops and performances in primary schools through Sporan. j. Provide Gaelic language support work at Fèisean through Sgioba-G to ensure engagement of more young people in Gaelic language. k. If Covid restrictions allow, offer Mini-Fèisean in schools and communities to ensure knowledge of and participation in Gaelic culture. l. Provide assistance with creative writing through drama work and bespoke courses. m. Offer simultaneous interpretation (Gaelic to English) at meetings and events. n. Undertake simple graphic design for Gaelic flyers and posters to help bodies and individuals ensure Gaelic use and visibility.

Development Goals

Fèisean nan Gàidheal's enhancement of Gaelic Arts & Culture in Creative Learning aims to: a. As relaxation of Covid restrictions allows, widen access to and enjoyment of Gaelic arts and culture in partnership with other agencies to ensure as many people as possible from diverse backgrounds can participate. b. Promote work that leads to a better understanding and appreciation of Scotland's traditional arts and work inspired by the Gaelic language. c. Attract people to Gaelic and offer opportunities to learn, use and develop the language. d. Support young people to be involved in a range of creative experiences regardless of ability, geographical location or social background. e. Enhance the creative talent and life skills of young people and support experimentation in the Gaelic arts. f. Strengthen community confidence and improve quality of life through creativity and opportunities to use Gaelic. g. Maximise the economic benefits of our work supporting population retention and growth through employment in cultural activities. h. Promote equality and diversity in our work. i. Utilise digital technology to bring our work to a wider, more diverse and dispersed audience.

Milestones

Fèisean nan Gàidheal anticipates the following milestones in delivering Gaelic Arts & Culture in Creative Learning: a. Promotion throughout the year to local authorities and public bodies as well as attendance at An t-Alltan – the Gaelic education CPD festival should it take place. b. Delivery of 10 traditional music tuition sessions in around 190 Highland primary schools through a YMI contract with High Life Highland. c. Work with around 10 Inverness schools preparing children to participate in singing and instrumental competitions at the 2021 Mòd. d. Beairteas sessions to be offered weekly online and through a dedicated programme with e-Sgoil. Once Covid restrictions permit, we would like to deliver face-to-face sessions. e. An online 5 Latha in April 2021 with around 10 participants. f. An online Gaelic Drama Summer School in July with around 10 participants. g. Depending on Covid restrictions, a Fèis Spòrs with the possibility of further one-off Gaelic arts/sports opportunities in collaboration with Spòrs Gàidhlig. h. The securing of at least one new Blasad Gàidhlig contract and continuation of current work plus awareness training as and when commissioned. i. Minimum of 90 Gaelic drama workshops or performances for schools during 2021-22. j. Aiming to deliver at least one mini-Fèis in secondary schools during 2021-22 although it may need to be online. k. Creative writing delivery as an element of the Gaelic Drama Summer School. l. Ongoing Gaelic support offered by our team of Development Officers and others as appropriate.

Alignment to Creative Scotland ambitions

Excellence, Access, Places, Leadership, Connected

Activity Title

Audience Development and Engagement

Overview of Planned Activity

In its Audience Development and Engagement work, Fèisean nan Gàidheal will: a. Support performances at local Fèisean. b. Continue to support Fèis Cèilidh Trails or summer performances while Covid persists. c. Organise and promote the annual Blas Festival and include a new commission. d. Offer a Gaelic Drama Summer School either in person or online which is normally a component in a series of residential opportunities for arts and community activities delivered in Gaelic. e. Promote Fèis participation in themed years such as the Year of Coasts and Waters and Colmcille 1500. f. Participate in showcasing opportunities in Scotland and abroad as and when opportunities arise or can be created although this may be challenging at present. g. Build audiences through a range of events and engage with them in a variety of ways including online ticketing and marketing solutions. h. Engage with audiences and participants through a commissioned research assignment. i. Continue to renew information on our app promoting events and a Gaelic learning tool. j. Ensure our work is available to as wide and diverse an audience as possible through various media, in particular FèisTV. k. Build participation and audiences through the awarding of grants from Tasgadh and the Gaelic Arts Fund grants, operated on behalf of Creative Scotland.

Development Goals

Fèisean nan Gàidheal's Audience Development and Engagement work aims to: a. Depending on prevailing Covid restrictions, widen access to and enjoyment of Gaelic arts and culture in partnership with other agencies to ensure as many people as possible from diverse backgrounds can participate b. Promote work that leads to a better understanding and appreciation of Scotland's national traditional arts and work inspired by the Gaelic language c. Attract people to Gaelic and offer opportunities to learn, use and develop the language d. Support young people to be involved in a range of creative experiences regardless of geographical location or social background e. Enhance creative talent and life skills of young people and support experimentation in the Gaelic arts f. Strengthen community confidence and improve quality of life through creativity and opportunities to use Gaelic g. Maximise the economic benefits of our work supporting population retention and growth through employment in cultural activities h. Support projects that enhance community cultural development particularly, though not exclusively, in areas of low economic activity i. Promote an authentic visitor experience supporting growth in cultural tourism j. Promote our work internationally and ensure Gaelic language, arts and culture contribute to Scotland's distinctiveness k. Utilise digital technology to bring our work to a wider, more diverse and dispersed audience l. Address sustainability issues in relation to our work.

Milestones

Fèisean nan Gàidheal anticipates the following milestones in delivering its Audience Development and Engagement work: a. Around 20 Fèis performances to be supported during 2021-22, or collaborative performances should work continue online. b. Support for 5 Cèilidh Trails, or summer performances if Covid restrictions do not allow for normal trails, accounting for around 100 performances during July and August 2021. c. Around 40 events planned for Blas 2021 dependent on local authority funding and Covid restrictions. d. The Gaelic Drama Summer School will take place in July 2021 and we aim for 10 participants. e. Colmcille 1500 will be promoted through a project with Guth na nGael further on in 2021 and also a performance at Blas. f. The songs recorded for our online project celebrating the 2020 Year of Scotland's Coasts and Waters will be re-run, one per week, on social media to increase the viewer numbers with this themed year having been extended to 2021. g. There will be ongoing work on gathering, managing and utilising data from audiences to promote further work. h. A commissioned research assignment should report on the cultural, social, economic, linguistic and wellbeing impacts of Fèisean nan Gàidheal. i. Content will be continuously added to our website to feed Fèisean nan Gàidheal's app. j. Events will be streamed throughout the year and around 11 series of online lessons will be added to Oide in the first half of 2021-22. k. 3 rounds of Tasgadh grants will be delivered during 2021-22. l. 2 rounds of Maoin nan Ealan Gàidhlig grants will be delivered during 2021-22.

Alignment to Creative Scotland ambitions

Excellence, Access, Places, Leadership, Connected

Connecting Themes 2021-22 −

Activities of Work Change

Activity Title

Support and Development of Fèisean

Overview of Planned Activity

In its support and development of Fèisean, Fèisean nan Gàidheal will: a. Review delivery of its 2018-21 EDI Plan and develop a new plan for delivery from 2021 onwards. b. Provide additional financial assistance, where required, to ensure access for those with additional support needs. c. Undertake the central administration of a PVG scheme to ensure protection for children and vulnerable adults. d. Develop and revise policies recommended for adoption across the Fèis movement to ensure high quality organisation and provision of arts activities. e. Collect and digitise traditional Gaelic songs.

Development Goals

Fèisean nan Gàidheal's support and development of Fèisean aims to: a. Dependent on prevailing Covid restrictions, widen access to and enjoyment of Gaelic arts and culture, in partnership with other agencies, to ensure as many people as possible from diverse backgrounds can participate b. Support young people to be involved in a range of creative experiences regardless of geographical location or social background c. Promote work that leads to a better understanding and appreciation of Scotland's traditional arts and work inspired by the Gaelic language d. Attract people to Gaelic and offer opportunities to learn, use and develop the language e. Enhance the creative talent and life skills of young people and support experimentation in the Gaelic arts f. Strengthen community confidence and improve quality of life through creativity and opportunities to use Gaelic g. Maximise the economic benefits of our work supporting population retention and growth through employment in cultural activities h. Support projects that enhance community cultural development particularly, though not exclusively, in areas of low economic activity i. Utilise digital technology to bring our work to a wider, more diverse and dispersed audience.

Milestones

Fèisean nan Gàidheal anticipates the following milestones in delivering support and development of Fèisean: a. A new EDI Plan will be published and delivery shall begin from 2021 with an annual report on progress to our Board. b. EDI data collected on a regular basis will inform future planning. c. Availability of funds for additional support needs will be published and allocated as and when required with the aim of supporting at least 4 Fèisean should face-to-face activities be permitted. d. Disclosure checks are offered to Fèisean free or charge and on demand and it is anticipated that up to 60 may be processed during 2021-22. e. During 2021-22 we will begin complying the requirements of the Disclosure (Scotland) Act 2020. f. All policies are being reviewed regularly and there will be a continuous process of renewal in 2021-22. g. The Fuaran project has a new cohort of young Gaelic singers who will be involved in this work.

Alignment to Creative Scotland connecting themes

Creative Learning, EDI, Environment, Digital, Organisational Governance

Activity Title

Enhancement of Skills & Creative Talent

Overview of Planned Activity

In enhancing Skills & Creative Talent, Fèisean nan Gàidheal will: a. Offer mentoring opportunities to less-established tutors to enhance their teaching skills through the Treòir programme and other initiatives. b. Offer regular training opportunities for tutors in teaching skills allowing them to progress through various levels and, where possible, gain accreditation. c. Support Fèis tutors to undertake the TMF's Mentoring for Traditional Arts scheme. d. Offer regular Gaelic language training for Fèis tutors to ensure an increase in Gaelic use in line with the implementation of our Gaelic policy and to address Gaelic use in island communities. e. Make training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible. f. Offer regular, relevant training for the staff of Fèisean nan Gàidheal and individual Fèisean to help them undertake their duties effectively. g. Work cooperatively to offer further progression to individual young people. h. Utilise the talents and opinions of young people in developing and running events. i. Provide digitisation, collecting and transcribing skills for young people. j. Provide performance skills training for young people. k. Provide music business skills training for young people. l. Provide opportunities for artists to develop writing skills through new commissions. m. Participate in initiatives that will lead to employment for young people in the arts and creativity.

Development Goals

Fèisean nan Gàidheal's enhancement of Skills & Creative Talent aims to: a. Promote work that leads to a better understanding and appreciation of Scotland's traditional arts and work inspired by the Gaelic language b. Attract people to Gaelic and offer opportunities to learn, use and develop the language c. Enhance the creative talent and life skills of young people and support experimentation in the Gaelic arts d. Strengthen community confidence and improve quality of life through creativity and opportunities to use Gaelic e. Maximise the economic benefits of our work supporting population retention and growth through employment in cultural activities f. Retain a skilled workforce that uses Gaelic in the workplace and provides strong advocacy for and leadership in the Gaelic arts sector g. Address sustainability issues in relation to our work.

Milestones

Fèisean nan Gàidheal anticipates the following milestones in delivering enhancement of Skills & Creative Talent: a. Around 10 less experienced/emerging tutors will be mentored by experienced tutors to enhance their teaching skills and experiences during 2021-22. b. At least 20 tutors will be trained in teaching skills during 2021-22. c. 20 tutors will undertake Gaelic language learning during 2021-22. d. At least 20 training sessions for Fèis organisers will be delivered as and when requested and at our Annual Conference in September 2021. e. 4 training days for all staff will be arranged during 2021-22 and individual needs also to be provided for. f. Collaboration with West Highland College UHI to provide around 15 young people an opportunity to gain accreditation for their performance and sound engineering work. g. Continuation of work with at least 6 young people to gather opinions and involve them meaningfully in decision-making. h. Provide digitisation, collecting and transcribing skills for around 15 young people involved in Fuaran. i. Provide performance skills and music business skills training for around 15 young people involved in Fèis Alba. j. Offer opportunities for artists to develop writing skills through new commissions at Blas and, possibly, Christmas. k. 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 industry seminars to promote employment in the creative industries.

Alignment to Creative Scotland connecting themes

Creative Learning, Digital, Organisational Governance

Activity Title

Enhancement of Gaelic Arts & Culture in Creative Learning

Overview of Planned Activity

In pursuing enhancement of Gaelic Arts & Culture in Creative Learning Fèisean nan Gàidheal will: a. Continue to promote Fèisgoil as a coherent service offering opportunities for active participation in creative learning across a number of art forms. b. In light of ongoing Covid restrictions, promote Fèisgoil as a service through which tutors take all necessary precautions to ensure a safe environment in which young people can learn. c. Offer traditional music classes in schools though the Youth Music Initiative (YMI) and other programmes such as Mòd Academies. d. Continue Beairteas – a scheme to match Gaelic speakers with schools and community groups to enrich language and cultural experiences. e. If Covid restrictions allow, organise residential opportunities for community activities delivered in Gaelic to include 5 Latha and the Gaelic Drama Summer School. f. Deliver Blasad Gàidhlig – programmes for schools requiring an introduction to Gaelic language and public bodies requiring Gaelic awareness training. g. Provide a programme of Gaelic medium music and drama activities for early years groups through Hùb Hàb. h. Provide a programme of Gaelic medium drama workshops and performances in primary schools through Meanbh-Chuileag. i. Provide a programme of Gaelic related drama workshops and performances in primary schools through Sporan. j. Provide Gaelic language support work at Fèisean through Sgioba-G to ensure engagement of more young people in Gaelic language. k. If Covid restrictions allow, offer Mini-Fèisean in schools and communities to ensure knowledge of and participation in Gaelic culture. l. Provide assistance with creative writing through drama work and bespoke courses. m. Offer simultaneous interpretation (Gaelic to English) at meetings and events n. Undertake simple graphic design for Gaelic flyers and posters to help bodies and individuals ensure Gaelic use and visibility.

Development Goals

Fèisean nan Gàidheal's enhancement of Gaelic Arts & Culture in Creative Learning aims to: a. Widen access to and enjoyment of Gaelic arts and culture in partnership with other agencies to ensure as many people as possible from diverse backgrounds can participate b. Promote work that leads to a better understanding and appreciation of Scotland's traditional arts and work inspired by the Gaelic language c. Attract people to Gaelic and offer opportunities to learn, use and develop the language d. Support young people to be involved in a range of creative experiences regardless of ability, geographical location or social background e. Enhance the creative talent and life skills of young people and support experimentation in the Gaelic arts f. Strengthen community confidence and improve quality of life through creativity and opportunities to use Gaelic g. Maximise the economic benefits of our work supporting population retention and growth through employment in cultural activities h. Promote equality and diversity in our work i. Utilise digital technology to bring our work to a wider, more diverse and dispersed audience.

Milestones

Fèisean nan Gàidheal anticipates the following milestones in delivering Gaelic Arts & Culture in Creative Learning: a. Promotion throughout the year to local authorities an public bodies and attendance at An t-Alltan – the Gaelic education CPD festival. b. Delivery of 10 traditional music tuition sessions in around 190 Highland primary schools through a YMI contract with High Life Highland. c. Work with around 10 Inverness schools preparing children to participate in singing and instrumental competitions at the 2021 Mòd. d. Beairteas sessions to be offered weekly online and through a dedicated programme with e-Sgoil. Once Covid restrictions permit, we would deliver face-to-face sessions. e. An online 5 Latha in April 2021 with around 10 participants. f. An online Gaelic Drama Summer School in July with around 10 participants. g. Depending on Covid restrictions, a Fèis Spòrs with the possibility of further one-off Gaelic arts/sports opportunities in collaboration with Spòrs Gàidhlig. h. The securing of at least one new Blasad Gàidhlig contract and continuation of current work plus awareness training as and when commissioned. i. Minimum of 90 Gaelic drama workshops or performances for schools during 2021-22. j. Aiming to deliver at least one mini-Fèis in secondary schools during 2021-22 although it may need to be online. k. Creative writing delivery as an element of the Gaelic Drama Summer School. l. Ongoing Gaelic support offered by our team of Development Officers and others as appropriate.

Alignment to Creative Scotland connecting themes

Creative Learning, EDI, Environment, Digital

Activity Title

Audience Development and Engagement

Overview of Planned Activity

In its Audience Development and Engagement work, Fèisean nan Gàidheal will: a. Support performances at local Fèisean or online if necessary while Covid persists. b. Continue to support Fèis Cèilidh Trails or summer performances while Covid persists. c. Organise and promote the annual Blas Festival and include a new commission. d. Offer a Gaelic Drama Summer School either in person or online which is normally a component in a series of residential opportunities for arts and community activities delivered in Gaelic. e. Promote Fèis participation in themed years such as the Year of Coasts and Waters and Colmcille 1500. f. Participate in showcasing opportunities in Scotland and abroad as and when opportunities arise or can be created although this may be challenging at present. g. Build audiences through a range of events and engage with them in a variety of ways including online ticketing and marketing solutions. h. Engage with audiences and participants through a commissioned research assignment. i. Continue to renew information on our app promoting events and a Gaelic learning tool. j. Ensure our work is available to as wide and diverse an audience as possible through various media, in particular FèisTV. k. Build participation and audiences through the awarding of grants from Tasgadh and the Gaelic Arts Fund grants, operated on behalf of Creative Scotland. l. Disseminate information through digital newsletters and social media channels.

Development Goals

Fèisean nan Gàidheal's Audience Development and Engagement work aims to: a. Covid restrictions dependent, widen access to and enjoyment of Gaelic arts and culture in partnership with other agencies to ensure as many people as possible from diverse backgrounds can participate b. Promote work that leads to a better understanding and appreciation of Scotland's national traditional arts and work inspired by the Gaelic language c. Attract people to Gaelic and offer opportunities to learn, use and develop the language d. Support young people to be involved in a range of creative experiences regardless of geographical location or social background e. Enhance creative talent and life skills of young people and support experimentation in the Gaelic arts f. Strengthen community confidence and improve quality of life through creativity and opportunities to use Gaelic g. Maximise the economic benefits of our work supporting population retention and growth through employment in cultural activities h. Support projects that enhance community cultural development particularly, though not exclusively, in areas of low economic activity i. Promote an authentic visitor experience supporting growth in cultural tourism j. Promote our work internationally and ensure Gaelic language, arts and culture contribute to Scotland's distinctiveness k. Utilise digital technology to bring our work to a wider, more diverse and dispersed audience l. Address sustainability issues in relation to our work.

Milestones

Fèisean nan Gàidheal anticipates the following milestones in delivering its Audience Development and Engagement work: a. Around 20 Fèis performances to be supported during 2021-22. b. Support for 5 Cèilidh Trails, or summer performances if Covid restrictions do not allow for normal trails, accounting for around 100 performances during July and August 2021. c. Around 50 events planned for Blas 2021 dependent on council funds and Covid restrictions. d. The Gaelic Drama Summer School will take place in July 2021 and we aim for 10 participants. e. Colmcille 1500 will be promoted through a project with Guth na nGael further on in 2021 and also a performance at Blas. f. The songs recorded for our online project celebrating the 2020 Year of Scotland's Coasts and Waters will be re-run to increase the viewer numbers since this themed year has been extended to 2021. g. There will be ongoing work on gathering, managing and utilising data from audiences to promote further work. h. Interviews and assessments through a commissioned research assignment on the cultural, social, economic, linguistic and wellbeing impacts of Fèisean nan Gàidheal. i. Content will be continuously added to our website to feed Fèisean nan Gàidheal's app. j. Events will be streamed throughout the year and around 11 series of online lessons will be added to Oide in the first half of 2021-22. k. 3 rounds of Tasgadh grants will be delivered during 2021-22. l. At least 3 newsletters distributed digitally during 2021-22. m. Delivery of a revised Carbon Reduction Plan.

Alignment to Creative Scotland connecting themes

Creative Learning, EDI, Environment, Digital

Activity Title

Governance and Finance

Overview of Planned Activity

In ensuring good governance and financial management, Fèisean nan Gàidheal will: a. Ensure it retains a skilled, diverse Board providing sound governance. b. Undertake a review of its Memorandum and Articles of Association. c. Operate within its expected budget for 2021-22. d. Update and publish policies to guide the organisation's work. e. Commission a research assignment to measure outcomes and inform future plans. f. Develop a new EDI plan for 2021-24. g. Develop a new Carbon Reduction Plan for 2021-24. h. Devise a new 5-year Programme Plan for 2022-27.

Development Goals

In ensuring good governance and financial management, Fèisean nan Gàidheal aims to: a. Fill Board vacancies which arise. b. Work to ensure all expected local authority and other funding is confirmed. c. Make every effort to raise funds from external agencies and increase earned income through delivery of service contracts. d. Undertake future planning.

Milestones

Fèisean nan Gàidheal anticipates the following milestones in ensuring good governance and financial management: a. If necessary, organise an election to fill any vacancies following the organisation's AGM in September 2021. b. Ensure any alterations to its Memorandum and Article of Association are presented for approval to Fèisean nan Gàidheal's AGM in September 2021. c. Ensure local authority service agreements and HIE funding is agreed by June 2021. d. Ensure ongoing promotion of Fèisgoil services and secure contracts for delivery. e. Ensure completion of the commissioned research assignment on the cultural, social, economic, linguistic and wellbeing impacts of Fèisean nan Gàidheal. f. A new EDI Plan for 2021-24 is published by October 2021. g. A new Carbon Reduction Plan for 2021-24 is published by December 2021. h. A new 5-year Programme Plan for 2022-27 is published by December 2021.

Alignment to Creative Scotland connecting themes

EDI, Environment, Digital, Organisational Governance

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Fèisean nan Gàidheal

Aithisg Bhliadhnail air Riaghladh Chunnartan

Agenda Item: 2.2021.05(a)

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 fheàrr taobh a-staigh Fèisean nan Gàidheal, 's iad an luchd-obrach a bhios a' dèiligeadh riutha bho latha gu latha.

Cunnartasan agus Riaghladh

Chaidh clàr a stèidheachadh ann an 2009 an dèidh rannsachadh mun t-seòrsa chunnartan a dh'fhaodadh a bhith ro Fèisean nan Gàidheal. Chaidh ùrachaidhean a dhèanamh ris, le aonta a' Bhùird, ann an 2018-19 agus tha an clàr fo sgrùdadh cunbhalach.

Tha mothachadh làidir air cunnartan taobh a-staigh na buidhne agus bithear a' beachdachadh orra gu cunbhalach ann an obair làitheil Fèisean nan Gàidheal agus na tachartasan sa bhios sinn an sàs.

Ri linn suidheachaidhean a nochd an-uiridh, Brexit agus staing a' Choronabhìorais, chaidh dà chunnart ùr a chur ris a' chlàr. Leis gu bheil an cunnart co-cheangailte ri Coronabhìoras fhathast aig ìre àrd, tha e a' nochdadh mar phrìomh chunnart a dh'fhoadadh buaidh a thoirt air cunnartan eile cuideachd.

Thug Buill a' Bhùird fa-near do chunnart eile an-uiridh co-cheangailte ris an t-suidheachadh anns a bheil sinn. 'S e sin lan-earbsa ann an teicneolas agus na dh'fhaodadh tachairt nam bristeadh a h-uile nì sìos air feadh an t-saoghail. Tha seo a-nise anns a' chlàr agus air a mheasadh. Ged nach eil fàilleadh uile gu lèir 's dòcha cho coltach 's a bha e an-uiridh, dh'fhaodadh sìobar-tèarainteachd a bhith na dhuilgheadas gun teagamh.

Leis an aonta gum bu chòir don Bhòrd aithisg bhliadhnail fhaighinn air na prìomh chunnartan a dh'fhaodadh buaidh a thoirt air Fèisean nan Gàidheal, tha clàr leis a' phrìomh dheich cunnartan an cois seo.

Tha geàrr-iomradh air gach cunnart agus dearbhadh air ceumannan a bhios luchd-obrach a' gabhail airson buaidh nan cunnartan a lùghdachadh. Tha sinn a' comharrachadh far a bheil an ìre de chunnart air èirigh (↑), far a bheil an ìre air ìsealachadh (↓), no far nach tàinig atharrachadh air an ìre (↔) bho chaidh an aithisg bhliadhnail mu dheireadh a dheasachadh.

Gnìomh a dhìth

Thathair ag iarraidh air Buill a' Bhùird:

1. Còmhradh a chumail mu na h-atharraichean ris a' chlàr, gu h-àraidh na cunnartan ùra agus
2. A' dearbhadh gu bheil iad riaraichte leis na dòighean anns a bheil iad air an riaghladh, às an leth, taobh a-staigh Fèisean nan Gàidheal.

Anne Willoughby
Manaidsear Gnìomha
Cèitean 2021

Fèisean nan Gàidheal Risk Register

updated May 2021

Rank		Risk	Consequence/ Impact	Likelihood	Total Risk	Categorisation in Risk Matrix	Risk Ownership	Responsibility	Mitigation	Last Reviewed	Action Date	Progress/ Future Action (RAG)
1	68	FnG activities are threatened as a result of epidemic or pandemic disease	4.5	4.0	18.0	**HIGH** ⬇	CEO	Board	• Government guidelines on home working and social distancing will be adhered to during the Covid-19 pandemic • Reputational risk will be mitigated by ensuring goodwill payments to tutors who have had work cancelled • As much as possible of our programme will be delivered, online where required, and face-to-face once restrictions are relaxed • Guidance and procedures are in place for Fèisean to ensure a safe environment once activities are able to resume • Regular information is provided to Board and funders.	12.05.21	Ongoing	**Green**
2	14	Insufficient volunteers come forward to support Fèis activities.	4.0	4.0	16.0	**HIGH** ⬆	Development Manager	Board	• Support from Development Team to avoid volunteer burnout • All FnG staff to nurture volunteers to ensure the impact from Covid-19 pandemic does not increase volunteer fatigue or trigger reassessment of priorities • Encouragement needed to ensure Fèis activities begin and are built up again once Covid restrictions are relaxed • Encouraging turnover of members and young people to take an interest in committees • Identification by existing committees of possible committee members and volunteers • Encouraging parents to participate.	12.05.21	Ongoing	**Green**
3	19	Regular funding from Creative Scotland, Bòrd na Gàidhlig, HIE and/or local authorities is reduced significantly, or withdrawn altogether, leading to reduced sustainability with a resulting scale-down or cessation of activities.	4.5	3.0	13.5	**HIGH** ⬇	CEO	Board	• Forward planning is in place allowing early discussions with funders • FnG continues to help funders achieve their objectives and targets as partners • Negotiation of funding agreements with Creative Scotland (extended to 2022) and HIE (2021-22) as well as Bòrd na Gàidhlig (2021-22) means the majority of our programme can be delivered in 2021-22 • Covid-19 pandemic may be likely to affect local authority funding more than other government sources • Awareness that the current pandemic could result in unexpected reductions in public funding depending on the effect this has on the economy longer term • Awareness of possible alternative sources of funding is encouraged and other grants accessed where possible • Political lobbying for support for traditional music and Gaelic arts as an ongoing function	12.05.21	31.12.21	**Green**

									• External assessment of the outcomes from Fèisean nan Gàidheal's work is underway which should be a useful advocacy tool. • Awareness must be maintained that the potential withdrawal of funding from just one source could impact negatively on other funds being secured.			
4	67	Loss of funds should our bank fail since deposits are in excess of the maximum payable through the Financial Services Compensation Scheme	4.0	3.0	12.0	**HIGH** ↓	CEO/ Executive Manager	Board	• Awareness that the effect of the Covid-19 pandemic on the economy could have a negative impact on the viability of some banks • We will endeavour to spread deposits across a number of banks to ensure we remain within individual compensation limits when we can proceed with this.	12.05.21	Ongoing	**Green**
5	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	• Pay scales should remain in line with sector • Fatigue may be a factor having worked through the Covid pandemic • Recognition of over-reliance on single members of staff and sharing of knowledge where possible • Regular appraisals and discussion about career plans • Timesheets ensure all staff have knowledge of the work in which everyone else is involved • Succession planning and exit interviews where a key member indicates their intention to leave.	12.05.21	Ongoing	**Green**
6	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	• Project Officer relieved pressure on capacity • Western Isles Development Officer should also help with capacity issues • New post created to help the Fèisgoil Manager • Additional posts created as funding allows to support staff under pressure • Time, financial and project management controls continue to be implemented • Awareness of other projects ongoing in the organisation and expectations of time/financial commitments understood • Good project management practices promoted - likely benefits from new projects may outweigh risks • Updates on commitments given at staff meetings and through the appraisal system.	12.05.21	Ongoing	**Green**
7	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.	4.0	2.5	10.0	**HIGH** ↔ **NEW**	CEO	Board	• Awareness of the potential disruption this could cause • Employees made aware of cyber security risks and any data breaches • Staff identifying technology risks and determine possible solutions to manage or prevent • Minimising business impact by implementing controls such as offsite backups, password protection, data encryption and firewalls.	12.05.21	Ongoing	

8	16	Insufficient Gaelic speaking tutors could lead to reputational damage to FnG. Insufficient tutors available could impact on ability to deliver programme.	3.8	2.6	9.9	**MEDIUM** ↔	Fèisgoil Manager and Development Manager	Board	• Gaelic policy should ensure provision of Gaelic training and 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 training programme for tutors has been developed • Ongoing Gaelic training needed for tutors.	12.05.21	Ongoing	**Green**
9	12	Volunteer effort within the Fèisean is unable/unwilling to adhere to 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.	3.8	2.5	9.5	**MEDIUM** ↔	Executive Manager and Development Manager	Board	• Policies and guidelines published on the FnG website and implemented by Fèisean and Development Team • Ensure compliance and good practice by example and training opportunities for staff, tutors and volunteers • Early Disclosure checking of tutors is more essential than ever due to the Disclosure Scotland Act 2020 • Importance of adherence to key policies is underlined to members and imposed by conditions of funding with potential financial penalties for non-compliance • Risk of fines for GDPR breaches minimised through training and awareness-raising • 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 • Equalities, Diversity and Inclusion Plan proposes clear outcomes and includes separate risk assessment.	12.05.21	Ongoing	**Green**
10	43	Number of Fèisean continues to increase resulting in less support being available to each one and pressure on financial resources.	3.4	2.5	8.5	**MEDIUM** ↓	Development Manager	BOARD	• New Fèisean must be compliant 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 • Funding through Development Fund for new activity • Ongoing efforts made to secure new funding.	12.05.21	Ongoing	**Green**

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