fèisean
NAN GÀIDHEAL

year of young people 2018
bliadhna na h-òigridh

Ceòl nam Fèis

Young singers and musicians from Fèisean across Scotland

Fèisean nan Gàidheal

Coinneamh den Bhòrd-stiùiridh
Taigh-òsta a' Bhaile, Glaschu
Dihaoine 28 Sultain 2018 @ 2:30f

Fèisean nan Gàidheal

Coinneamh den Bhòrd Stiùiridh gu bhith ga cumail ann an Taigh-òsta a' Bhaile, Glaschu, Dihaoine 28 Sultain 2018 bho 2.30f

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Fèisean nan Gàidheal

Geàrr-chunntas air coinneamh a' Bhùird Stiùiridh a chaidh a chumail ann an Taigh-òsta Kingsmills, Inbhir Nis air Dihaoine 18 Cèitean 2018 bho 11.30m

2.2018.01 CÙISEAN TÒISEACHAIDH

(a) An Làthair

Kirsteen Ghreumach (Cathraiche), Deirdre Beck, Anna Mhoireach, Seòras Stoddart, Sarah-Jayne Shankland, Cailean Sandilands, Anna NicAmhlaigh, Siobhan NicAnndrais (Alba Chruthachail), Art MacCarmaig (a' frithealadh), Calum Ailig Mac a' Mhaoilein (a' frithealadh), Anne Willoughby (a' frithealadh), Eilidh NicCoinnich (a' frithealadh), Moreen Pringle (a' frithealadh).

Rinn Aonghas MacLeòid eadar-theangachadh mar-aon.

(b) Leisgeulan

Ealasaid NicIlleBhàin, Raibeart MacFhionghuin, An Comhairliche Iain A MacÌomhair (CnES), Mòrag Anna NicLeòid Mitchell (Comhairle na Gàidhealtachd), Jo Peteranna (HIE).

Chuir Kirsteen fàilte air a h-uile duine chun na coinneimh.

- Thuirt i gun robh co-fhaireachdainn a' Bhùird le Cailean Sandilands agus a theaghlach às dèidh bàs athar-chèile;
- Chuir i meal-a-naidheachd air na daoine a fhuair àite ann an Talla nan Gaisgeach airson Ceòl Traidiseanta na h-Alba o chionn ghoirid – gu h-àraidh Rita Nic an t-Sealgair, Peigi NicIllInnein agus Donnchadh MacAonghais.

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

Bhathar air geàrr-chunntas bhon choinneimh a chaidh a chumail air 23 Gearran 2018 a sgaoileadh.

Mhol Anna Mhoireach gum bu chòir gabhail ris mar chunntas fìrinneach den choinneimh, agus Anna NicAmhlaigh a' cur a taic rithe.

(d) Cùisean a thog ceann

- Dh'innis Art don Bhòrd gun deach am pròiseact ùr aig Fèisgoil, Beairteas, a chur air bhog agus gun robh fiosrachadh mu dheidhinn air an làrach-lìn. Tha sinn a' sgaoileadh shanasan an-dràsta airson luchd-labhairt na Gàidhlig a tha fileanta a bhiodh deònach tadhal air sgoiltean agus thèid am pròiseact fhoillseachadh gu foirmeil san àm ri thighinn.

2.2018.02 CÙISEAN LEASACHAIDH

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

Chaidh aithisg air ar pròram obrach gu deireadh na ràithe mu dheireadh de 2017-18 a sgaoileadh. Bha a' mhòr-chuid de nithean air an comharrachadh le uaine.

Chaidh na puingean a leanas a thogail:

- Cha deach againn air uiread trèanaidh ann an Gàidhlig 's a bu thoigh leinn a thoirt do dh'oidean, ach chaidh cuid a thrèanadh a thoirt seachad thairis air a' bhliadhna. Thuirt Anna NicAmhlaigh gu bheil OGE a' tabhann tòrr chlasaichean is stuthan teagaisg airson diofar ìrean a dh'fhaodadh a bhith feumail do dh'oidean. Cuiridh i barrachd fiosrachaidh gu Art.
- Bha e air a bhith doirbh daoine òga a tharraing gus pàirt a ghabhail sna Duaisean Ealain. Ge-tà, bha cuid de na daoine a ghabh pàirt sna Cèilidhean air Chuairt am-bliadhna gu bhith ag obair air PDA tro Cholaiste na Gàidhealtachd an Iar.
- Chaidh coimisean a thoirt do Robbie MacLeòid gus òran ùr a sgrìobhadh airson Bliadhna na h-Òigridh.
- Thairis air a' bhliadhna, chaidh tabhartasan luach £31,500 a thoirt do 43 luchd-iarrtais tro Thasgadh airson phròiseactan luach £122,474.

- Chaidh Fèis nan Òran a chumail sa Ghearran agus ghabh 9 sheinneadairean Gàidhlig òga pàirt innte.

Thug Buill a' Bhùird fa-near don aithisg.

(b) Blas 2018

Chaidh aithisg le Calum Ailig Mac a' Mhaoilein a sgaoileadh le fiosrachadh do Bhuill a' Bhùird air na planaichean airson pròram Bhlas 2018, a' gabhail a-steach buidseat airson fèis na bliadhna sa.

Bhathar an dùil beagan atharraichean a dhèanamh air an dreachd den phròram, ach bhathar an dòchas crìoch a chur air a dh'aithghearr agus dùil ann am pròram fhoillseachadh ro dheireadh an Ògmhios. Chaidh Criosaidh NicRath fhastadh a-rithist mar Cho-òrdanaiche Fèis Bhlas. Chaidh Nick Firth fhastadh air chùmhnant mar Cho-òrdanaiche le a bhith ag obair le tachartasan airson Bliadhna na h-Òigridh. Bhiodh ceathrar dhaoine òga an sàs sa Bhuidhinn gus am Pròram a chur air dòigh.

Chaidh am buidseat a chuairteachadh, ach cha b' urrainn do Chomhairle Earra-Ghàidheal is Bhòid taic a thoirt do Bhlas agus mar sin bheirear air falbh an £12,000 acasan agus cha bhi tachartasan Bhlas san sgìre aca am-bliadhna. Thathar an dùil tachartasan a chumail sna h-Eileanan Siar a-rithist am-bliadhna.

Thugadh fa-near don aithisg is don bhuidseat agus chaidh aontachadh riutha.

(c) Fèisgoil

Chaidh aithisg le Eilidh NicCoinnich a sgaoileadh le fiosrachadh as ùr air pròiseactan Fèisgoil.

Thug na Buill fa-near don aithisg agus don liuthad obrach a bhathar a' dèanamh.

(d) 5 Latha

Dh'innis Calum Ailig Mac a' Mhaoilein do na Buill mu mar a chaidh do 5 Latha a chaidh a chumail ann an Leòdhas eadar 2 is 7 Giblean. Ghabh 12 pàirt ann - 6 bho na h-Eileanan Siar agus 6 bho sgìrean eile. Bha deagh shìde ann agus chòrd an t-seachdain glan ris a h-uile duine, agus fhuaras beachdan taiceil air ais bhon fheadhainn a ghabh pàirt agus am pàrantan.

Bhathar gu math taingeil airson na taice a fhuaras bhon choimhearsnachd – bha còrr is 100 an làthair aig a' chèilidh.

Rinn Tormod MacLeòid, oide aig an tachartas, film goirid a' sealltainn cuid de na rudan a bha a' dol tron t-seachdain agus chaidh sin a shealltainn do Bhuill a' Bhùird. Cuideachd, dheigheadh a chur suas air an làrach-lìn againn far am faodadh daoine fhaicinn.

Chaidh bruidhinn a-rithist air mar a ghabhadh an aon seòrsa tachartais a chumail air tìr-mòr. Tha tòrr àiteachan ann far am faodadh e tachairt, ach dh'fhaodadh gun cosgadh e barrachd a chur air dòigh sna h-àiteachan sin.

(e) FèisTV agus Oide

Mhìnich Calum Ailig Mac a' Mhaoilein mun phròiseact seo agus dh'innis e mu mar a chaidh oidean fhastadh gus leasanan air-loidhne a lìbhrigeadh ann an seinn is diofar ionnsramaidean ciùil. Bidh trì ìrean ann – neach-tòiseachaidh, meadhan-ìre agus adhartach. Bidh na ciad leasanan an-asgaidh, agus an uair sin ma tha daoine airson cumail orra, feumaidh iad pàigheadh.

Thathar an dùil na leasanan a chlàradh ann an Glaschu agus tha Eilidh NicFhionghain a' cuideachadh le bhith a' co-òrdanachadh na h-obrach sin agus feumar tuilleadh obrach a dhèanamh air an làrach-lìn feuch an gabh na leasanan a thoirt seachad air.

Faodaidh na Fèisean an uidheamachd airson FèisTV a chleachdadh gus tachartasan, consairtean msaa a chlàradh is a chraoladh. Thèid fèis dràma a chumail ann an Slèite air Dimàirt 22 Cèitean agus thathar an dòchas sin a chraoladh beò no a chlàradh airson a shealltainn aig àm eile.

2.2018.03 CÙISEAN IONMHASAIL

(a) Teachd-a-steach is Cosgaisean 2018-19

Chaidh aithisg leis a' Mhanaidsear Ghnìomha, Anne Willoughby, a sgaoileadh a' sealltainn teachd-a-steach is cosgaisean leis na thachair gu 30 Giblean 2018.

Bha na notaichean aig deireadh na h-aithisge a' sealltainn a' mhaoineachaidh a fhuaras agus a bha ri fhaighinn fhathast. Thug Anne fiosrachadh do na Buill air maoineachadh a fhuaras bho chaidh an aithisg ullachadh.

(b) Cunntasan Banca agus am fiosrachadh às ùire

Mar a bha na cunntasan aig an àm:

- Cunntas Làitheil - £2,465.67
- Cunntas Àrd-rèidh - £482,545.60
- Cunntas Bhlas - £1,345.08
- An t-Urras Leasachaidh - £8,705.07

(c) Cunntasan Riaghlaidh gu 31 Màrt 2018

Chaidh lethbhreac de na Cunntasan Riaghlaidh gu 31 Màrt 2018, a bha air an ullachadh le Mann Judd Gordon, a sgaoileadh agus thugadh fa-near dhaibh agus bhruidhinn Anne Willoughby ann am barrachd doimhneachd mu chuid de na suimeannan a chaidh a phàigheadh/a fhuaras.

Bidh Anndra Cuimeineach a' tadhal air oifis Phort Rìgh tràth san Ògmhios gus an obair sgrùdaidh a dhèanamh.

(d) Tabhartasan do dh'Fhèisean airson 2018-19

Chaidh liosta de thabhartasan a chaidh a ghealltainn do dh'Fhèisean airson 2018-19 a sgaoileadh, le suimeannan a chaidh a phàigheadh, agus thugadh fa-near dhi.

Chaidh litrichean le tairgse air tabhartas a chur chun a h-uile Fèis agus fhuair na Fèisean a chaidh a chumail aig àm na Càisge an taic-airgid aca. Bhiodh na tabhartasan a bha air fhàgail air an toirt seachad air feadh na bliadhna.

Fèis Spè

Chaidh aithisg le Calum Ailig Mac a' Mhaoilein a sgaoileadh gus Buill a chuideachadh le bhith a' beachdachadh air iarrtas ùr bho Fhèis Spè airson an ath thrì bliadhna.

Às dèidh dhaibh pàipearan a' Bhùird a leughadh air-loidhne, bha muinntir Fèis Spè air tilleadh thugainn agus iad den bheachd nach robh am pàipear a chaidh a sgaoileadh mar thaic don iarrtas-mhaoineachaidh aca a' toirt seachad dealbh fhìor de na bha iad air coileanadh eadar 2015-18. Mar sin, chaidh fiosrachadh eile bho Fhèis Spè a chuairteachadh am measg nam Ball gus an cuideachadh le bhith a' beachdachadh air an iarrtas.

Chaidh ceithir roghainnean a mholadh san aithisg. Às dèidh dhaibh bruidhinn mu dheidhinn, ghabh Buill a' Bhùird ri Roghainn 3. Thèid tabhartas a bharrachd a phàigheadh do dh'Fhèis Spè airson na h-ùine eadar 1 Iuchar is 31 Dùbhlachd. San ùine sin, le taic bho Fhèisean nan Gàidheal, faodaidh an Fhèis coimhead airson maoineachadh bho thobraichean eile.

(e) Cothromachadh air Maoineachadh gu 31 Màrt 2018

Chaidh nota a sgaoileadh le fiosrachadh air suimeannan a bharrachd a chaidh a phàigheadh do dh'Fhèisean aig deireadh na bliadhna ionmhais, agus thugadh fa-near dha.

(f) Aontaidhean Maoineachaidh

Chaidh aithisg le Art MacCarmaig a sgaoileadh le fios as ùr do na Buill air an t-suidheachadh a bh' ann a thaobh nam prìomh aontaidhean maoineachaidh aig a' bhuidhinn.

Bha Comhairle Earra-Ghàidheal is Bhòid air innse dhuinn nach robh maoineachadh ann do na Fèisean no Fèisean nan Gàidheal, air sàillibh gun deach a' mhòr-chuid den mhaoineachadh aca airson chùisean cultarach a thoirt do LiveArgyll. Tha Art MacCarmaig air bruidhinn ris a'

Chomhairliche Robin MacMhuirich, a tha na Cheann-Poileasaidh airson Gàidhlig aig a' Chomhairle, feuch an gabh taic-airgid a lorg sna buidseatan eile aig a' Chomhairle a leigeas leotha cùmhnant airson seirbheis a thoirt dhuinn a-rithist.

Dhearbh EventScotland gun toireadh iad tabhartas luach £110,000 dhuinn mu choinneamh nan cosgaisean airson prìomh thachartas airson Bliadhna na h-Òigridh.

Thug Buill a' Bhùird fa-near don aithisg.

2.2018.04 LUCHD-OBRACH

(a) Fios as ùr

Dh'fhàg luchd-obrach Fèisean nan Gàidheal (ach a-mhàin Art MacCarmaig) a' choinneamh fhad 's a bhathar a' bruidhinn air cùisean luchd-obrach.

2.2018.05 CÙISEAN GNÌOMHACH

(a) Aithisgean Adhartais Luchd-obrach

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

(b) Ag Ùrachadh Phoileasaidhean

Chaidh aithisg le Anne Willoughby a sgaoileadh. Tha againn ri ath-sgrùdadh a dhèanamh air poileasaidhean gu cunbhalach agus an ùrachadh/atharrachadh nuair a bhios feum air sin.

Chaidh aontachadh ri trì poileasaidhean aig a' choinneimh mu dheireadh, agus chaidh ceithir eile a sgaoileadh aig a' choinneimh seo.
'S iad sin:

- Aithris air Co-ionannachd Chothroman (mar phàirt de ar Poileasaidh So-ruigsinneachd)
- Poileasaidh Àrainneachd
- Poileasaidh Prìobhaideachd (ùr, gus cumail ri GDPR)
- Modhan-obrach Ionmhasail

A thaobh nam Modhan-obrach Ionmhasail, thugadh fa-near gu bheil ùghdarras aig Art MacCarmaig an-dràsta cosgaisean a cheadachadh suas gu £20,000 gun a bhith a' sireadh aonta a' Bhùird. Ge-tà, air sàillibh thachartasan airson Bliadhna na h-Òigridh am-bliadhna, tha e buailteach gum bi am fàirdeal airson PA/solais/na tachartasan a chur air dòigh msaa nas àirde na an t-sùim sin.

Chaidh aontachadh gum biodh ùghdarras aig Art suimeannan a cheadachadh a rèir nan suimeannan a chaidh aontachadh airson buidseat an tachartais.

Chuir am Bòrd aonta ris a h-uile poileasaidh ùr/ùraichte a chaidh a chuairteachadh, le Deirdre Beck a' moladh aonta a chur riutha agus Anna NicAmhlaigh a' cur a taic rithe.

(c) Aithisg Bhliadhnail air Rianachd Chunnartan

Chaidh aithisg a sgaoileadh le Anne Willoughby le fiosrachadh ùr do Bhuill a' Bhùird air mar a bhathar a' cumail rian air cunnartan taobh a-staigh Fèisean nan Gàidheal.

Tha 67 cunnartan sa Chlàr-chunnartan againn agus chaidh aontachadh roimhe gum faigheadh am Bòrd aithisg gach bliadhna mu na 10 cunnartan as motha a tha a' toirt buaidh air, no a dh'fhaodadh buaidh a thoirt air, Fèisean nan Gàidheal.

Ghabh am Bòrd ris na modhan-obrach a bhathar a' cleachdadh gus rian a chumail air cunnartan, ach chaidh aontachadh gum bu chòir sùil as ùr a thoirt air a' chlàr air fad agus thèid lethbhreac dheth a chur gu na Buill airson am beachdan fhaighinn air.

Chaidh aontachadh cuideachd gum biodh an Cathraiche, Kirsteen Ghreumach, na riochdaire don Bhòrd gus an Ceannard a chuideachadh le bhith a' cumail rian air cunnart 42 (an treas cunnart as motha) a thaobh a bhith a' fastadh dhaoine le sgilean don Bhòrd Stiùiridh.

(d) Molaidhean airson àite far an tèid Co-labhairt 2018 a chumail

Aig a' choinneimh mu dheireadh, chaidh aontachadh Coinneamh Bhliadhnail/Co-labhairt na bliadhna sa a chumail ann an Glaschu air 28/29 Sultain.

Bha Moreen Pringle air bruidhinn ri grunn thaighean-òsta, ach cha b' urrainn tòrr dhiubh an tachartas againn a chumail. Ge-tà, tha sinn air The Village Hotel a ghleidheadh agus tha Anne a' dol a thadhal orra gus planaichean a chur air dòigh airson an tachartais.

Bu chòir molaidhean sam bith a thaobh luchd-labhairt agus bùithtean-obrach a chur gu Art ro dheireadh a' Chèitein.

2.2018.06 EILE

(a) Ceann-latha na h-Ath Choinneimh

Thèid an ath choinneimh a chumail air 28 Sultain ann an Glaschu nuair a tha a' Choinneamh Bhliadhnail/Co-labhairt ann.

(b) Siostam Gleidhidh Air-loidhne

Bha Kirsteen Ghreumach bho Fhèis an Earraich air faighneachd, an robh fios aig daoine air siostam gleidhidh air-loidhne math a b' urrainn don Fhèis a chleachdadh far am faodadh daoine leasanan msaa a ghleidheadh. Bhruidhinn Deirdre Beck bho Fhèis Lochabair mu Wufoo a bhios iadsan a' cleachdadh. Chaidh aontachadh gum biodh e math bùth-obrach no seisean fiosrachaidh a chumail aig a' Cho-labhairt air na buannachdan a gheibh Fèisean bho shiostaman air-loidhne agus air mar a tha iad ag obrachadh.

Fèisean nan Gàidheal

Adhartas le Prògram-obrach Fèisean nan Gàidheal

Àireamh air a' Chlàr Chùisean: 3.2018.02(a)

Adhbhar a' Phàipeir

Airson geàrr-iomradh a thoirt do bhuill a' Bhùird air adhartas le prògram-obrach na buidhne sa chiad ràith de 2018-19 suas gu 31 Ògmhios 2018.

Cùl-fhiosrachadh

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

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

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

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

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

Àir.		Raon sa Phlana Prògraim	Adhartas	Ìre
Alba Chruthachail - Àrd-amasan				
A' toirt aithne do is a' cur sùim ann an sàr obair is daoine a tha feuchainn rudan ùra sna h-ealain, ann am film is telebhisean agus sna gnìomhachasan cruthachail				
AC1	Maoineachadh airson leasachaidhean ùra tro Mhaoin Leasachaidh nam Fèisean.		Cha deach tabhartas sam bith a ghealltainn ann an R1.	
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.		Chaidh £16,850 a thabhann do dh'Fhèis Spè gus taic a chumail ri dreuchd Oifigear Leasachaidh.	

AC3	Taic do dh'obair ùr agus obair a tha feuchainn rudan ùra sna h-ealain Ghàidhlig.		Chaidh coimisean airson ceòl ùr a dheasachadh airson Blas.	
AC4	Taic do bhith sgrìobhadh òrain Ghàidhlig ùra.		Cha do thachair càil ann an R1.	
AC5	Cothroman do luchd-ciùil, luchd-dràma is seinneadairean a bhith leasachadh sgilean sgrìobhaidh ùra tro choimiseanan ùra.		Bidh coimisean ùr Blas 2018 a' toirt cothrom do sgrìobhadair òg cèol a dheasachadh agus taisbeanaidhean a dhèanamh. Le taic-airgid bho Thorntons Investments bidh cothrom ann an ceòl a chlàradh an dèidh làimh.	
AC6	A' cur Sgoil Shamhraidh Dràma Ghàidhlig air dòigh.		Thèid an Sgoil Shamhraidh Dràma Ghàidhlig a chumail ann am Port Rìgh eadar 2 agus 14 luchar. Tha dùil ri 14 com-pàirtichean.	
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 aif na h-ìrean a tha Aonadh an Luchd-chiùil a' moladh, ma bhios taic-airgid gu leòr ann.		Chaidh £217,925 a thabhann do 46 Fèisean tron Sgeama Thabhartasan agus chaidh aire luchd-eagrachaidh a tharraing gu ìrean pàighidh Aonadh an Luchd-chiùil le moladh gluasad gu bhith pàigheadh thuarastalan aig na h-ìrean sin.	
AC8	A' toirt cothrom an-asgaidh do na Fèisean air ionnstramaidean ciùil bho ar Stòras Ionnsramaidean Ciùil.		Tha iarrtas mòr ann fhathast air ionnstramaidean nuair a tha na Fèisean a' tachairt, agus tha grunn dhiubh air mhàl aig amannan eile le teachd a-steach bhuapa.	
AC9	A' stiùireadh sgeama PVG bho ar prìomh oifisean gus dèanamh cinnteach gu bheil dìon ga dhèanamh air clann is inbhich a tha feumach air an dìon.		Tha sinn a' cumail oirnn a' stiùireadh an sgeama seo bho ar prìomh oifisean agus tha sinn a' cumail oirnn a' dèanamh deuchainnean 'foillseachaidh' (*disclosure*) airson Fèisean le 41 dhiubh ann an R1.	
AC10	Taic ionmhasail a bharrachd a thoirt seachad gus dèanamh cinnteach gum bi cothrom aig daoine, le feumalachdan taice a bharrachd, air tachartasan.		Gheibhear maoineachadh a bharrachd airson luchd-cùraim agus/no tuilleadh oidean nuair a tha iad sin a dhìth gus dèanamh cinnteach gum faigh daoine òga le feumalachdan taice a bharrachd cothrom air teagasg is tachartasan. Bha taic a dhìth air dà Fhèis ann an R1.	
AC11	Conaltradh cunbhalach le Oifigearan Leasachaidh, Co-labhairt bhliadhnail agus cruinneachaidhean roinneil mar a bhios iomchaidh.		Bidh na h-Oifigearan Leasachaidh a' conaltradh gu cunbhalach ris na Fèisean a tha an urra riutha. Ann an co-bhonn ri Fèis Rois agus Fèis Phàislig chuir sinn cruinneachadh air dòigh ann an Peairt air 13 Cèitean far an deach togail air iomadh cuspair. Bidh coinneamh agus co-labhairt bhliadhnail againn san t-Sultain ann an Glaschu.	
AC12	Bùithtean-obrach is pròraman le Meanbh-Chuileag (tro mheadhan na Gàidhlig no a tha ag èirigh às a' Ghàidhlig).		Thug sinn taic le oide do sgoiltean Earra Ghàidheil agus chum sinn fèis dràma ann an ceann a deas an Eilein Sgitheanaich le latha taisbeanaidh ann an Sabhal Mòr Ostaig. Dh'obraich sinn cuideachd le Eden Court gus dealbhan-cluiche a thaisbeanadh bho sgoilearan Steòrnabhaigh agus Inbhir Nis.	
AC13	Obair Ghàidhlig aig na Fèisean le Sgioba-G.		Cha robh taic sam bith a dhìth ann an R1.	
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.		Chaidh ar n-iomairt ro-sgoile, Hùb Hàb, do 19 sgoiltean. Bha 749 sgoilearan an sàs.	

AC15	Meanbh-Fhèisean ann an sgoiltean airson a dhèanamh cinnteach gu bheil com-pàirteachas ann an dualchas Gàidhlig ri fhaighinn.		Chaidh Meanbh-Fhèis air adhart ann an Àrd-sgoil Phort Rìgh aig deireadh an Ògmhios – tachartas bliadhnail a tha a' toirt buaidh air taghaidhean cànain a-measg òigridh na sgoile.	
AC16	A' cumail a' toirt taic do chuirmean Fhèisean ionadail.		Bidh co-dhiù aon chuirm phoblach aig gach Fèis - bidh a dhà aig a' mhòr-chuid - agus gheibh iad sin taic bhon Sgeama Thabhartasan.	
AC17	Ma bhios maoineachadh ann, stiùiridh sinn Sgeama Thabhartasan Beaga airson nan Ealain Traidiseanta às leth Alba Chruthachail.		Bidh Fèisean nan Gàidheal a' stiùireadh na maoine Tasgadh, le airgead a bharrachd luach £35,000 a fhuair sinn bho Alba Chruthachail, agus thèid £31,500 de sin a sgaoileadh mar thabhartasan. Tha a' chiad de na trì cinn-latha airson an sgeama ann an 2018-19 air 13mh luchar.	
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.		Chaidh £13.2k a thabhann do dh'Fhèisean gus luchd-eagrachaidh ionadail fhastadh, 1.0 dreuchd Ionann ri Làn-thìde (ILT).	
AC19	Taic do bhuidhnean coimhearsnachd a tha ag iarraidh Fèisean ùra a stèidheachadh.		'S i Fèis Chille Bhrìghde an Ear as ùire a ghabh ballrachd sa bhuidhinn agus dùil aca tachartas a chur air dòigh san t-Sultain. Tha ùidh air nochdadh, cuideachd, bho bhuidheann ann an Obar Pheallaidh.	
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.		Bidh ar Prìomh Oifigear Leasachaidh a' dol gu coinneamhan den Bhuidhinn-stiùiridh aig Com-pàirteachas Ealain Òigridh na Gàidhealtachd agus bidh sinn ag obair còmhla riutha air pròiseact son Bliadhna na h-Òigridh 2018.	
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.		Thèid pròram Fèis Bhlas 2018 fhoillseachadh tràth san luchar agus thèid an fhèis a chumail eadar 7 is 15 Sultain. Chaidh taisbeanadh ùr a bharantachadh bho neach-ciùil òg mar phàirt de sreath thachartasan a bhios a' comharrachadh Bliadhna na h-Òigridh 2018.	
AC22	Cothroman air tachartasan còmhnaidheach, leis na h-ealain Ghàidhlig agus le cur-seachadan ann an coimhearsnachdan, air an cumail ann an Gàidhlig.		Chaidh 5 Latha a chumail sa Ghiblean agus thèid Sgoil Shamhraidh Dràma Ghàidhlig a chumail san luchar, tha na dhà dhiubh nan tachartasan còmhnaidheach air an cumail sa Ghàidhlig. Bha planaichean againn airson 5 Latha nan Oileanach ach tha e air a bhith gu math doirbh àm freagarrach den bhliadhna a chomharrachadh agus ma dh'fhaodte gum bi againn ri smaoineachadh mu dheidhinn tachartas còmhnaidheach eile.	
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 leithid Cèilidhean air Chuairt no Fuaran. Tha iad an sàs ann an tòrr dhiofar leasachaidhean airson nam Fèisean.	
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 Fèisean nan Gàidheal a' cumail orra a' cruthachadh caochladh phoileasaidhean, agus faodaidh Fèisean fa leth a' mhòr-chuid dhiubh a ghabhail òs làimh iad fhèin. Tha cuid dhuibh feumach air ùrachadh agus tha an obair seo a' dol air adhart thairis air a' bhliadhna seo.	

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' faighinn àrachas mar phàirt den bhallrachd 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.		Ghabh 18 neach-eagrachaidh cothrom air trèanadh ann an 36 seiseanan. Bidh trèanadh eile ri fhaighinn aig àm sam bith nuair a bhios feum air.	
AC27	Trèanadh cunbhalach do luchd-obrach Fèisean nan Gàidheal is nam Fèisean fhèin.		Tha 31 seiseanan trèanaidh air a bhith ann don deichnear ag obair aig Fèisean nan Gàidheal.	
AC28	Taic le sgrìobhadh chruthachail tro obair dràma agus cùrsaichean sònraichte.		Bidh sgrìobhadh cruthachail na phàirt de dh'obair na Sgoile Samhraidh Dràma a bhios ga cumail san Iuchar.	
AC29	A' dol an sàs ann an obair chom-pàirteach gus tuilleadh chothroman a thoirt do dhaoine òga adhartas a dhèanamh.		Bidh Fèisean nan Gàidheal a' cumail taic ri Fèisean ionadail gus sgilean òigridh a leasachadh tro chlasaichean leantainneach, bùithtean-obrach agus sàr chlasiachean. Tha cothroman co-obrachaidh a' dol air adhart tro phròiseactan HYAH agus Fòram Ciùil Traidiseanta na h-Alba. Tha sinn an dùil com-pàirtichean nan Cèilidhean air Chuiart a chur tro chùrsa airson teisteanas PDA fhaighinn a thaobh sgilean taisbeanaidh agus làimhseachadh uidheamachd le taic bho Cholaiste Taobh Siar na Gàidhealtachd.	
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.		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, agus bidh an Sgioba-G a' cur tachartasan Gàidhlig air dòigh.	
AC31	Taic do bhith leudachadh an àireamh Chèilidhean air Chuairt as t-samhradh.		Bidh 7 Cèilidhean air Chuairt a' faotainn taic bhuainn ann an 2018. Bidh Fèis Rois cuideachd a' cumail 3 Cèilidhean air Chuairt a bharrachd, le maoineachadh fa leth.	
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.		Thèid Blas a chumail eadar 7 agus 15 Sultain 2018. Faicibh AC21 gu h-àrd.	
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.		Fhuiar sinn £110,000 bho EventScotland mu choinneimh prìomh thachartas a chur air dòigh airson Bliadhna na h-Òigridh 2018. Bidh *Òran Mòr* a' tachairt aig Blas san t-Sultain.	
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.		Chan eil càil air thachairt ann an R1 ach tha dùil gum bi cothroman ann nas fhaide air adhart air a' bhliadhna eadar Guth nan Gael, Belladrum, Blas agus Celtic Connections. Chaidh iarraidh oirnn le Fèis Rois maoin a thoirt seachad airson taisnbeanadh Albannach aig fèis chiùil Interceltique de Lorient san Lùnastal, far am bi gu leòr a ghabh pàirt anns na Fèisean roimhe a' nochdadh.	

AC35	A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan.		Tha barrachd is barrachd der n-obair ga taisbeanadh sna meadhanan sòisealta agus tha grunn thachartasan rim faicinn a-nis air ar sianal YouTube. The cuid de chuirmean beò air a bhith air-loidhne agus chaidh daoine fhastadh airson a' chiad sreath de leasanan 'Oide' a bhios nam pàirt den seanail didseatach FèisTV, leis na clàraidhean gu bhith deiseil ro dheireadh an Lùnastail.	
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 obair a dhèanamh le oidean air goireasan ùr *Aithris is Oideas* san Ògmhios.	
AC37	Trèanadh cunbhalach ann an sgilean Gàidhlig do dh'oidean nam Fèisean gus cleachdadh na Gàidhlig a leudachadh a-rèir ar Poileasaidh Gàidhlig.		Tha sreath de sheiseanan trèanaidh Gàidhlig do dh'oidean ri chur air dòigh fhathast.	
AC38	Iomairtean airson barrachd òigridh a thoirt a-steach air stiùireadh agus co-dhùnaidhean.		Tha sinn air a bhith co-obrachadh le buidheann de 14 deugairean co-cheangailte ri Bliadhna na h-Òigridh gu sònraichte, ged a bhitheamaid an dùil leantainn ris an dòigh obrach seo. Tha ceathrar dhuibh air a bhith an sàs gu cunbhalach ann an tachartasan Blas a chur air dòigh.	
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.	
AC40	A' toirt sgilean do dhaoine òga a thaobh a bhith a' cruinneachadh stuthan, gan cur ann an cruth didseatach agus gan sgrìobhadh sìos.		Fhuair sinn taic bho Bhòrd na Gàidhlig airson Fuaran a leudachadh, agus bidh na daoine òga an sàs sa phròiseact sin a' togail nan sgilean sin.	
AC41	A' toirt trèanadh ann an sgilean cleasachd do dhaoine òga.		Bidh muinntir nan Cèilidhean air Chuairt a' dèanamh seachdain trèanaidh aig Fèis Alba san luchar, agus bidh iad a' dol gu tachartasan trèanaidh ionadail deireadh-sheachdaineach ron sin.	
AC42	A' toirt trèanadh do dhaoine òga airson a bhith ag obair ann an gnìomhachas a' chiùil.		Bidh pàirt den trèanadh sin mar phàirt de dh'Fhèis Alba san luchar, agus cuiridh sinn tuilleadh trèanaidh air dòigh ma tha sin a dhìth.	
AC43	A' sanasachd Fèisgoil mar sheirbheis iomlan a tha tabhann cothrom air ionnsachadh cruthachail tro dhiofar sheòrsaichean ealain.		Bha an t-seirbheis Fèisgoil gu math trang ann an R1 le clasaichean Blasad Gàidhlig ann an sia sgìrean ùghdarrais agus leasanan ciùil air Ghàidhealtachd.	
AC44	Clasaichean ann an Ceòl Traidiseanta ann an sgoiltean tro Iomairt Chiùil na h-Òigridh agus prògraman eile a leithid Acadamaidhean a' Mhòid.		Lean clasaichean ceòl traidiseanta anns gach sgoil an sgìre Chomhiarle na Gàidhealtachd ann an 2017-18. Chaidh an t-seirbheis ciùil a chur a-mach air cùmhnant do High Life na Gàidhealtachd agus tha iadsan air dearbhadh gu bheil iad ag iarraidh leantainn leis a' cho-obrachadh seo. Bha clann gan ullachadh airson mòdan ionadail agus bidh sinn a' co-obrachadh a-rithist leis a' Chomunn Gàidhealach air Acadamaidh a' Mhòid.	

AC45	PròGraman de chlasaichean Blasad Gàidhlig a lìbhrigeadh ann an sgoiltean air a bheil feum air eòlas bunaiteach air a' chànain.		Faicibh AC43.	
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.		Chaidh an sgeama ùr seo a stèidheachadh agus tha sinn an-dràsta a' trusadh dhaoine airson pàirt a ghabhail le dùil a chur fo sheòl gu foirmeil sa bhliadhna ùr sgoile.	
AC47	Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan.		Chaidh 5 Latha a chumail sa Ghiblean agus ghabh 12 deugaire le Gàidhlig pàirt ann an grunn chur-seachadan ann an Gàidhlig.	
AC48	CPD ann an ealain is cultar na Gàidhlig do luchd-teagaisg nan sgoiltean.		Cha do thachair càil ann an R1.	
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.		Cha do thachair càil ann an R1.	
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 a thèid ùrachadh nas fhaide air adhart sa bhliadhna.	
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 fiosrachadh a bharrachd againn mu sgaoilidhean gualain nar n-oifisean.	
AC52	A' cruthachadh Plana Làimhseachadh Gualain airson 2018-21.		Bidh sinn a' cruthachadh plana airson smachd a chumail air sgaoilidhean gualain a-rèir ar n-aonta le Alba Chruthachail.	
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. Tha sinn air aon chuairt-litir a dheasachadh ann an 2018-19 thuige seo, agus chaidh sin a sgaoileadh gu h-eileagtronaigeach. Bidh sinn a' cleachdadh ar làrach-lìn, meadhanan sòisealta agus Mailchimp gus sanasachd a dhèanamh air tachartasan is iomairtean eile gu didseatach.	
AC54	A' dèanamh ghoireasan Gàidhlig is ciùil thraidiseanta ùra.		Tha sinn an-dràsta a' toirt sùil air mar a ghabhadh goireasan a sgaoileadh ann an cruth didseatach.	
AC55	A' cur ghoireasan teagaisg is eile ann an cruth didseatach feuch an gabh iad an cleachdadh le barrachd dhaoine.		Tha sinn an-dràsta a' toirt sùil air mar a ghabhadh goireasan ùra a sgaoileadh ann an cruth didseatach agus leasanan ciùil air-loidhne tro FèisTV.	
AC56	A' cruinneachadh òrain dhualchasach Ghàidhlig agus gan cur ann an cruth didseatach.		Tha sinn an dùil gum bi seinneadairean eile an sàs san aon seòrsa obrach seo tro Fhuaran. Tha aig na còmhlain Cèilidh air Chuairt ri rannsachadh a dhèanamh agus òrain Ghàidhlig agus fuinn a chleachdadh bhon sgìre dham buin iad.	

AC57	App a ghabhadh luchdadh a-nuas a chruthachadh le fiosrachadh mu thachartasan agus na mheadhan airson ionnsachadh na Gàidhlig.			Tha seo an ìre mhath deiseil agus thèid a chur gu seòl ann an R2.				
AC58	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. Bidh sinn a' sruthadh sreath de chuirmean beò aig Blas 2018.				
Fiosrachadh Àireamheil								
Obraichean air an cruthachadh/gleidheadh ILT (84.5/21)		17.4	Airgead prìobhaideach no poblach air a tharraing a-steach gu sgìre HIE (£4.4m)	£474,381	Meudachadh san toradh ionmhasail (£360k)	£76,207	Luchd Saor-thoileach (640)	79
Tabhartasan do dh'Fèisean		£50,961	Tabhartasan Eile	£10,037	Compàitichean/luchd-ionnsachaidh aig Fèisean	812	Luchd-èisteachd aig consairtean/tachartasan nam Fèisean	1,226
Tachartasan Cultarach (1,441)		124	Prògraman trèanaidh le teisteanasan air an lìbhrigeadh (264)	0	Piseach air suidheachaidhean airson fàs ann an raointean obrach (1)	0	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)	1	Buidhnean coimhearsnachd no daoine fa leth ann an sgìre HIE le comasan air an leasachadh (40)	7
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		
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 gu h-àrd.				
InG2	Cuairtean timcheall làraich eachdraidheil agus dùthchasail air feadh Alba.			Cha do thachair càil ann an R1.				
InG3	A' leudachadh phrògraman ealain Ghàidhlig aig ìre nan tràth-bhliadhnaichean tro Hùb Hàb.			Faicibh AC14 gu h-àrd.				
InG4	Òrain Ghàidhlig agus dràma ann an sgoiltean far nach eil Gàidhlig ga teagasg airson eòlas a thoirt do dh'òigridh air dualchas na Gàidhlig.			Faicibh 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 gu Gàidhlig 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 pròg raman 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	Pròg raman 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.		Cha do thachair càil ann an R1.	
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	Pròg raman gus sgilean dhaoine fastaichte agus saor-thoileach a leasachadh, a’ gabhail a-steach togail-airgid, stìuireadh, ICT, dìon chloinne agus ciad chobhair.		Faicibh 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.		Cha do thachair càil ann an R1.	
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.		Tha sinn a’ cleachdadh siostam air-loidhne airson tiogaidean Blas a reic a tha a’ toirt cothrom dhuinn conaltradh ri luchd-cleachdaidh. Tha sinn cuideachd a’ rannsachadh ghoireasan air-loidhne a ghabhadh a chleachdadh airson ar sgeama	

			tabhartasan airson adhartas a dhèanamh le ar dàimh ris na Fèisean. Tha tuilleadh obrach a dhìth air seo.	
InG35	Taic a chumail ri cothroman còmhnaidheach ionnsachaidh cruthachail airson òigridh aig ìre sgìreil agus eadar-nàiseanta.		Faicibh AC22 gu h-àrd. Tha tuilleadh obrach a dhìth air seo.	
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. Ths sinn an ìre mhath cinnteach gum bi BBC Alba a' dèanamh phrògraman bho na tachartasan airson Bliadhna na h-Òigridh aig Blas san t-Sultain.	
InG41	Sgeama Thabhartasan Beaga airson nan Ealain Traidiseanta a ruith às leth Alba Chruthachail.		Faicibh AC17 gu h-àrd.	
Builean Bhòrd na Gàidhlig				
BnG1	Taic do na h-Iomairtean Gàidhlig sna sgìrean far a bheil oifigearan Fèisean nan Gàidheal stèidhichte, le fianais air cuideachadh pragtaigeach nuair a chaidh taic a thabhann ro 31.03.19.		Tha an obair seo a' leantainn far a bheil co-obrachadh chunbhalach a' dol eadar oifigearan nan iomairtean agus Oifigearan Leasachaidh nam Fèisean. Bidh luchd-obrach a' clàradh na h-ùine a bhios iad a' cur seachad ag obair leis na h-Iomairtean.	
BnG2	Seisean seinn gach mìos ann an Inbhir Nis agus seiseanan 'cofaidh is còmhradh' gu cunbhalach ann an oifisean Phort Rìgh/Inbhir Nis nam biodh dearbhadh air iarrtas ann.		Chaidh *Tac an Teine* a chumail air 12 Cèitean agus 9 Ògmhios le timcheall air 25 neach aig gach seisean. Tòisichidh na seiseanan a-rithist san t-Sultain aig àm Blas. Chan eil ùidh air nochdadh ann an *Cofaidh is Còmhradh* ann am Port Righ aig an ìre-sa. Tha sinn an dùil a bhith coinneachadh uair sa mhìos ann an Inbhir Nis bhon t-Sultain air adhart 's tha sinn dùil a bhith ga chumail aig Eden Court.	
BnG3	Co-dhiù 4 seiseanan trèanaidh airson sgilean cànain do luchd-obrach ro 31.03.19.		Chaidh a' chiad seisean trèanaidh cànain a chumail san Ògmhios le tuilleadh trèanaidh romhainn san fhoghar.	
BnG4	Co-dhiù 4 seiseanan trèanaidh eile do luchd-obrach ro 31.03.19.		Faicibh AC27 gu h-àrd.	
BnG5	A' toirt taic do co-dhiù 44 Fèis air feadh Alba, tro thabhartasan, trèanadh, àrachas, ionnsramaidean agus sgilean Gàidhlig ro 31.03.19.		Faicibh AC7 gu h-àrd. Tha seo a' leantainn mar bu chòir le 47 Fèisean a-nis nam buill de dh'Fhèisean nan Gàidheal. Bidh Fèis Chille Bhrìghde an Ear, a chaidh a stèidheachadh bho chionn goirid, a' cumail a' chiad latha fèise aca san t-Sultain.	
BnG6	Fèis Bheag neo seiseanan tràth-bhliadhnaichean aig co-dhiù 6 Fèisean ro 31.03.19.		Suas gu deireadh R1 bha 3 Fèisean air seiseanan tràth-bhliadhnaichean a chumail.	
BnG7	Panto Gàidhlig ann an co-dhiù 6 àiteachan ro 31.03.19.		Thathar an dùil gun tachair seo san Dùbhlachd (R3).	

BnG8	80 bùth-obrach dràma Gàidhlig air an lìbhrigeadh ann an coimhearsnachdan air feadh Alba ro 31.03.19.		Chaidh 36 bùithtean-obrach dràma a lìbhrigeadh suas gu deireadh R1.	
BnG9	Fèis Dràma a chur air adhart ann an co-bhonn ri Eden Court ma bhios airgead ann tro Sgeama Ealain na Gàidhlig.		Faicibh AC12 gu h-àrd.	
BnG10	Turas 6 seachdainean timcheall bhun-sgoiltean far a bheil Gàidhlig air a teagasg, ro 31.03.19.		Thèid seo air adhart tràth ann an 2019 agus thathas a' bruidhinn ri luchd-teagaisg airson beachdan fhaighinn air cuspairean a bu fhreagarraiche do na sgoiltean.	
BnG11	Turas 2 sheachdain le dealbh-chluich dhà-chànanach, gu sònraichte airson sgoiltean a tha a' faighinn FLI no seiseanan Fèisgoil, ro 31.03.19.		Bidh dealbh-cluiche a' tadhail air sgoiltean anns an t-Sultain.	
BnG12	30 tachartas aig Blas 2018 le prògram coimhearsnachd is sgoile na lùib, ann an co-bhonn ri buidhnean eile agus far am bi Gàidhlig na prìomh chànan air an àrd-ùrlar.		Faicibh AC21 gu h-àrd. Bidh prògram foghlaim le taisbeanaidhean ciùil is dràma a' tadhal air sgoiltean rè na fèise cuideachd.	
BnG13	Consairtean air an lìbhrigeadh gu dà-chànanach le prìomhachas air a' Ghàidhlig, le fear/bean-an-taighe le Gàidhlig. Luchd-ciùil le Gàidhlig air am brosnachadh a bhith a' cleachdadh na Gàidhlig aig an fhèis.		Tha e mar prìomhachas do Fèisean nan Gàidheal gum bi a' Ghàidhlig aig cridhe Blas agus gu bheil i ri cluinntinn agus ri faicinn aig gach tachartas. Tha sinn an dùil gum bi Fear no Bean an Taighe le Gàidhlig aig gach tachartas agus tha e mar chumha ann an cùmhnantan an luchd-ciùil is an luchd-ealain eile, ma tha Gàidhlig aca, gun cleachd iad i nuair a tha iad a' bruidhinn ris an luchd-èisteachd. Mar phàirt de Bhliadhna na h-Òigridh bidh sinn ag amas air cothrom a thoirt do dhaoine òga an obair seo a dhèanamh.	
BnG14	Pìosan ciùil ùra air an cluich le luchd-ciùil mar phàirt de Bhlas 2018, le co-dhiù 4 taisbeanaidhean rè na Fèise.		Faicibh AC21 gu h-àrd.	
BnG15	Fiosrachadh agus sanasachd dà-chànanach mar phàirt bunaiteach den Fhèis, a' gabhail a-steach fear/bean-an-taighe aig gach tachartas.		Tha brathan-naidheachd is sanasachd air an dèanamh gu dà-chànanach agus bidh fear/bean-an-taighe a' lìbhrigeadh gach consart san dà chànan.	
BnG16	Ag amas air 15 duine aois 14–18 a bhith a' gabhail pàirt ann an Sgoil Shamhraidh Dràma 2018.		Thèid An Sgoil Shamhraidh 2018 a chumail eadar 2 agus 14 luchar.	
BnG17	Ag amas air 16 sgoilear àrd-sgoile a bhith a' gabhail pàirt san tachartas còmhnaidh aig na Gearrannan, Eilean Leòdhais aig àm na Càisge 2019.		Thèid 5 Latha 2019 a chumail eadair 8 agus 13 Giblean.	
BnG18	A' cur Poileasaidh Gàidhlig na buidhne an gnìomh, le dearbhadh air Gàidhlig mar chànan làitheil agus rianachd na buidhne.		Thathas a' cur am poileasaidh an gnìomh tro gach raon-obrach sa bheil sinne mar bhuidheann, agus na Fèisean, an sàs.	
BnG19	Fios ùr gach ràithe air ciamar a chaidh airgead a' Bhùird a chleachdadh anns an ràithe mu dheireadh.		Tha an aithisg seo ann cho math ri aithisg eile a bhios Manaidsear Leasachaidh Fèisean nan Gàidheal ag ullachadh do Bhòrd na Gàidhlig.	
BnG20	Fios ùr gach ràithe air suidheachadh ionmhasail na buidhne gu h-iomlan.		Tha Cunntasan Riaghlaidh air an dearbhadh le luchd-sgrùdaidh bhon taobh a-muigh mar phàirt den aithisg seo.	

BnG21	Clàr-chunnartan air a thoirt do Bhòrd na Gàidhlig aig toiseach na bliadhna agus lethbhric de phàipearan airson coinneamhan Bòrd Fèisean nan Gàidheal co-cheangailte ris a' chuspair seo, le fios às ùr air gnìomhan lasachaidh, an dèidh choinneamhan Bòrd Fèisean nan Gàidheal.		Bidh Bòrd na Gàidhlig a' faighinn a h-uile pàipear airson coinneamhan bòrd-stiùiridh na buidhne. Chaidh aithisg mu Chlàr Chunnartan na buidhne a chur gu Bòrd-Stiùiridh Fèisean nan Gàidheal sa Chèitean agus chuir am Manaidsear Leasachaidh lethbhreac air adhart do Bhòrd na Gàidhlig.	
BnG22	Ag aithneachadh taic a' Bhùird an lùib gach pròiseact, le fianais as ùr gach ràithe.		Bithear a' sealltainn suaicheantas Bhòrd na Gàidhlig anns na stuthan clò-bhuailte uile agus bithear a' toirt aithne don taic bho Bhòrd na Gàidhlig anns gach brath-naidheachd, air an làrach-lìn againn agus an cois phuist-d.	
BnG23	Sanasan naidheachd air an cur gu sgioba conaltraidh a' Bhùird ro làimh agus cothrom a thoirt don Bhòrd fios a chur riutha.		Bidh cothrom aig Bòrd na Gàidhlig nuair a tha taic ga thoirt don obair air a bheil an t-sanas naidheachd a' toirt iomradh, m.e. cur gu seòl Blas san luchar agus dealbh-chluich na Nollaige san Dùbhlachd.	
Builean Comhairle na Gàidhealtachd				
CnG1	Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R1.		Chan urrainnear aithris air adhartas.	
Builean Comhairle nan Eilean Siar				
CnES1	Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R1.		Chan urrainnear aithris air adhartas.	
Builean Comhairle Earra-Ghàidheal is Bhòid				
CEB1	Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R1.		Chan urrainnear aithris air adhartas.	

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
Sultain 2018

Fèisean nan Gàidheal

Fèisgoil

Àireamh air a' Chlàr Chùisean: 3.2018.02(d)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mu adhartas le Fèisgoil eadar An Cèitean agus An t-Sultain 2018.

Bun Fhiosrachadh

Bidh fios aig buill a' Bhùird gu bheil an t-seirbheis Fèisgoil a' toirt a-steach an obair air fad a bhios Fèisean nan Gàidheal a' dèanamh ann an sgoiltean, cho math ri obair sam bith anns a bheil sinn an sàs a' toirt taic do dh'ùghdarrasan ionadail agus bhuidhnean poblach amasan sna planaichean Gàidhlig aca a chur an gnìomh.

Prìomh obrach

Seo na prìomh thachartasan a tha air a bhith a' dol anns na beagan mhìosan a dh'fhalbh.

Dràma:

Sgoil Shàmhraidh - Thachair an sgoil eadar 2 agus 14 An t-Iuchar le 12 còmpairtiche òga an làthair. Bha Màiri Mhoireasdan, cleasaiche is seinneadair à Leòdhas, na stiùiriche is fhuair na daoine òga iomadh cothrom sgilean cleasachd a leasachadh le taic bho Mhàiri fhèin, Oifigear Dràma FnG, Aonghas MacLeoid, Catriona NicNeacail, Alasdair MacAoidh agus neach oide SkyeDance.

Bùithtean-obrach is tursan:

1. **Hùb Hàb:** *Seirm na Sìde* – earrann 2

   Oidean: Anna NicDhòmhnaill & Catriona NicNeacail

Oidean an sàs	Sgoiltean an sàs	Seiseanan gan ruith	Sgoilearan an sàs
2	19	20	tbc

2. **Sporan:** air thuras an dràsta – cha bhi na h-àireamhan againn gu an ath thuras

   Oide: Aonghas Maclèoid

Oidean an sàs	Sgoiltean an sàs	Seiseanan gan ruith	Sgoilearan an sàs
1	tbc	tbc	tbc

Ceòl:

1. **Iomairt Chiùil na h-Òigridh**
   Lìbhrigidh sinn 8 seachdainnean ann an 173 bun-sgoiltean air a' Ghàidhealtachd rè bliadhna sgoile 2018-19. Thòisich sinn na seiseanan a ruith an seachdain sa chaidh agus lìbhrigidh sinn a' chuid as motha de na seiseanan eadar An t-Sultain is An t-Samhain 2018.

2. **Seinn**
   Taic le ullachadh airson mòdan agus taisbeanaidhean ann an sgoiltean an Eilein Sgitheanaich le taic bho Chomhairle na Gàidhealtachd. Aig toiseach an ràith seo, chuir sinn seiseanan air doigh le triùir a' tadhal air BS Stafainn, BS Chille Mhoire, BS Ghàidhlig Phort Rìgh agus BS Shlèite. Tha beagan taic fhathast a' dol aig BS Stafain/Chille Mhoire le Cairistìona Ghreumach ach chan eil ach beagan maoin air fhàgail air a shon.

3. Acadamaidh a' Mhòid

Le taic airgid bho An Comunn Gàidhealach/Còmhairle Earra Ghàidheal is Bòid (mu £6K) son 11 sgoiltean an teirmsa chaidh is 9 sgoiltean an terimsa ann an sgìre Dhùn Omhain le triùir an sàs - Joy Dunlop, Catherine Tinney agus Katie NicChoinnich.

4. Aithris is Oideas

Goireas ùr bho Fèisgoil. Chruinnich deichnear à Fèis na h-Òige anns an Ògmhios agus chlàr sinn seann òrain is òrain ùra airson geamaichean raon-chluich freagarrach do chlann aig aois bun-sgoile. Tha sinn fada an comain Eden Court airson stiùidio an-asgaidh a thoirt dhuinn.

5. Taisbeanadh ùr Bun-sgoil Ghàidhlig Loch Abar/Bun-sgoil Ghàidhlig Phort Rìgh agus Bun-sgoil Ghàidhlig Inbhir Nis le Taic Airgead bho Riaghaltas na h-Alba

Chuir Catriona Leacsaidh Chaimbeul scriobt air doigh do Fèisgoil - Oidhche Challainn – agus tòisichidh oidean dràma is cìuil air ullachadh ro dheireadh an teirmsa le dùil gum bi taisbeanadh anns na trì sgoiltean ro àm na Nollaige.

Cànan:

Blasad Gàidhlig* - a' cleachdadh gach seòrsa ealain eadar sgeulachdan, òrain, geamannan agus mar sin air adhart.
**(bha cuid de na seiseanan a' ruith aig deireadh an raith sa chaidh is cuid aig toiseach an raith seo – mar sin, tha na stats ann an dà pàipear a' bhùird)*

Gu mi-fhortanach, as deidh dà bhliadhna gu leth, dh'fhàg Linda NicLeòid sgioba Blasad Gàidhlig aig deireadh na bliadhna sgoile air sgath 's gun d' fhuair i obair ùr aig BBC Alba. Ach tha naoinear oidean ùra Blasad Gàidhlig air bòrd ann am meadhan na dùthcha.

1. An Eaglais Bhreac 2017-18

Teirm 4 (4 seachdainnan)

Oidean an sàs	Sgoiltean an sàs	Seiseanan gan ruith	Sgoilearan an sàs
4	7	148	900+

2. A' Ghàidhealtachd

Teirm 4 (3 seachdainean)
Oidean: Cairistìona Stone, Riona NicIlleBhàin, Sandra NicLeòid, Gillian NicIllinnein,

Oidean an sàs	Sgoiltean an sàs	Seiseanan gan ruith	Sgoilearan an sàs
6	10	63	387

3. Lannraig a Tuath

BS Gartcosh
Teirm 4 Oide: Norrie Mac Iomhair & Catherine Tinney

Oidean an sàs	Sgoiltean an sàs	Seiseanan gan ruith	Sgoilearan an sàs
2	1	6	c90

BS Tollbrae
Teirm 4; Oide: Norrie Mac Iomhar (+ Robaidh Greig & Hamish MacLeòid)

Oidean an sàs	Sgoiltean an sàs	Seiseanan gan ruith	Sgoilearan an sàs
3	1	42	146

4. Glaschu – BS Sandwood
Teirm 4 (C1-3) Oide: Eilidh NicCarmaig

Oidean an sàs	Sgoiltean an sàs	Seiseanan gan ruith	Sgoilearan an sàs
1	1	20	154

5. Sruighlea – BS Fintry & BS Buchlyvie
Teirm 4: Oide: Norrie MacIomhair

Oidean an sàs	Sgoiltean an sàs	Seiseanan gan ruith	Sgoilearan an sàs
1	2	42	116

6. Àir a Deas – BS Baile an t-Streath & BS Colmonell

Oidean an sàs	Sgoiltean an sàs	Seiseanan gan ruith	Sgoilearan an sàs
1	2	35	96

7. 18/19 Teirm 1: Glaschu – blasad

Oidean an sàs	Sgoiltean an sàs	Seiseanan gan ruith	Sgoilearan an sàs
10	6	Fhathast a' dol: tbc	Fhathast a' dol: tbc

Obair Fèisgoil le buidhnean poblach - Thug sinn taic do Àrainneachd Eachdraidheil an h-Alba le pròiseact ealain aig taigh-dubh Àrnoil, fo stiùir an neach-ealain Sandra Ceannadach. Bha taisbeanadh poblach aig Sgoil an Taobh Siar anns an t-seachdain mu dheireadh de bhliadhna sgoile 17-18.

Tachartas a bharrachd: Blas : Òran Mòr
Bha mi uabhasach fhèin trang a' tarraing nan sgoiltean còmhla airson pàirt a ghabhail san Òran Mòr - an tachartas as motha riamh a bh' aig Fèisean nan Gàidheal. A bharrachd air sin chuir sinn sgioba seinn air dòigh, luchd-obrach FnG na measg, a' tabhann taic do na sgoiltean leis an òran ùr aig Robbie MacLeòid, Beò an Dòchas, agus na h-òrain cèilidh a bha sinn a' seinn còmhla air an latha.

Gnìomh a dhìth
Thathar air buill a' Bhùird fa-near a thoirt don fhiosrachadh mu obair Fèisgoil bhon Cheitean 2018 air adhart.

Eilidh NicCoinnich
Manaidsear Fèisgoil
An t-Sultain 2018

Fèisean nan Gàidheal

Tasgadh: Tabhartasan Beaga airson Ealain Dùthchasach

Àireamh air a' Chlàr Chùisean: 3.2018.02(e)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mun sgeama Tasgadh a tha sinn a' ruith a-rithist ann an 2018-19 le taic bho Alba Chruthachail.

Bun Fhiosrachadh

Bidh cuimhne aig buill a' Bhùird gun deach a dhearbhadh aig a' choinneimh mu dheireadh aca gun robh Alba Chruthchail airson taic a chumail ri Tasgadh a-rithist ann an 2018-19 agus gu bheil Fèisean nan Gàidheal a' ruith sgeama tabhartasan beaga le £31.5k ri sgaoileadh ann an 2018-19.

A' Chiad Chuairt ann an 2018-19

B' e 13mh Iuchar a' chiad ceann-latha airson iarrtasan ann an 2019-19. Air a' cheann-latha sin bha 17 iarrtasan againn, luach £14,671 gu h-iomlan, leis na raontean ealain a leanas air an riochdachadh:

Dannsa	2
Sgeulachdan	3
Ceòl	6
Barrachd air aon nòs-ealain	6

Choinnich a' phanail air 28mh Iuchar gus co-dhùnaidhean a ruighinn air na h-iarrtasan. B' e na tagraichean a leanas a shoirbhich, a' ciallachdh gun deach £9,811 a thabhann:

The Storyteller's Apprenticeship	Mentoring Programme for apprentice Storytellers	**£600**
Jenni Wren	Week long artistic residency at Annat Hall	**£800**
Comunn Gàidhealach Mhuile	Two Gaelic song workshops and a concert	**£460**
Beth Hamilton-Cardus	Storytelling project in Fife with people with ASD	**£920**
Kae Sakurai	Slanjavyah Danza and Sound of Dance Project	**£740**
Fèis Obar Dheathain	Establish Fèis Bheag Bhìodach and Fèis Bheag	**£700**
The Rockfield Centre	Mini Music Club – monthly trad music workshops	**£726**
Fèis an Tairbeirt	Adult groupwork/band sessions/workshops	**£300**
Fiona J NicChoinnich	Waulk on the Wild Side	**£600**
Patrick Geddes Centre	Patrick Geddes Centre public sessions	**£520**
Scots Fiddle Festival	Youth Engagement Programme	**£845**
Scots Language Café	Scots Language Café	**£700**
Hecla & Sian	Western Isles Tour	**£1,000**
Islay & Jura Highland Dancers	Develop Dances and go to Euro Disney	**£900**
AIR TABHANN GU H-IOMLAN		**£9,811**

Cothroman eile ann an 2018-19

Bidh dà cheann-latha eile ann an 2018-19 airson iarrtasan a chur a-steach: 28mh Dàmhair 2017 and 1mh Gearran 2019.

Gnìomh a dhìth

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

Art MacCarmaig
Ceannard
Sultain 2018

Fèisean nan Gàidheal

Plana Co-Ionnanachd, Iomadachd agus In-ghabhail 2018-21

Àireamh air a' Chlàr Chùisean: 3.2012.02(f)

Adhbhar a' Phàipeir

Dreach a thoirt do bhuill a' Bhùird de Phlana Co-ionnanachd, Iomadachd agus In-ghabhail airson nam bliadhnaichean 2018-21.

Bun fhiosrachadh

Bidh cuimhne aig buill a' Bhùird gu bheil e na dhleastanas sa chùmhnant againn le Alba Chruthachail Plana Co-ionnanachd, Iomadachd agus In-ghabhail a dheasachadh airson 2018-21, a' leantainn air a' phlana a bha sinn a' cur an gnìomh eadar 2016 agus 2018.

Plana Co-Ionnanachd, Iomadachd agus In-ghabhail

Tha am plana ùr a' sealltainn toraidhean rannsachadh a chaidh a dhèanamh mar ghnìomh san t-seann phlana a tha a' toirt buaidh air na molaidhean a tha anns a' phlana ùr airson 2018-21.

Tha na molaidhean anns a' phlana freagarrach a rèir ar pròghraim agus ar comasan lìbhrigidh.

Tha Alba Chruthachail ag iarraidh am plana ron 28mh An t-Sultain. Tha mi air innse do Sìobhan NicAnndrais gum bi sinn a' sireadh aonta ris a' phlana air an dearbh latha sin agus gur e sin a' chiad chothrom a bhios aig buill beachdachadh air.

Dh'aontaich mi lethbhreac a chur gu Siobhan air urras gun gabhadh a dhearbhadh gu math goirid an dèidh làimh a bheil am Bòrd air aontachadh ris, gus nach eil, agus atharraichean a dhèanamh nam biodh sin a dhìth air thoiseach air sin a dhaingneachadh.

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird:

(a) Fa-near a thoirt don dreach phlana

agus

(b) An dèidh atharraichean sam bith a dhèanamh, a rèir molaidhean nam ball, cead a thoirt dhomh a chur air adhart gu Alba Chruthachail airson aontachaidh.

Art MacCarmaig
Ceannard
Sultain 2018

Equality, Diversity and Inclusion Action Plan 2018-21

September 2018 draft to be agreed with Creative Scotland

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

www.feisean.org

Equality, Diversity and Inclusion Action Plan 2018-21

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1 INTRODUCTION

Fèisean nan Gàidheal believes participation in the arts and creativity promotes equality and diversity, contributes to wellbeing and to the economy of Scotland.

The main purpose of the organisation is to support Gaelic arts provision for young people aged 0 to 25. Most of our members provide bilingual activities in Gaelic and English, while some provide Gaelic-medium activities. Children attending a Gaelic-medium Fèis, or related activity, would be expected to have a sufficient level of fluency in Gaelic to be able to participate in the event. Participation in bilingual Fèisean would normally involve some engagement with Gaelic language activities such as Gaelic song, drama and language. Respect for Gaelic language and culture would be expected from participants, a respect reciprocated by Fèisean nan Gàidheal in relation to other cultures and languages.

As a provider of arts and cultural activities for Gaelic speakers and Gaelic learners Fèisean nan Gàidheal's position is that, although Gaelic speakers are not specifically protected under the Equality Act 2010, they are nevertheless a minority in Scotland and we believe it is right to focus on their needs, which are different from the needs of people who do not speak the language. Fèisean nan Gàidheal promotes Gaelic language and culture to those who have not experienced it before and facilitates the learning about, and celebration of, a unique aspect of Scotland's diverse culture.

Creative Scotland has a statutory requirement to support Gaelic language, primarily through its own Gaelic Language Plan, but also recognises the important role arts and culture play in increasing the visibility of Gaelic and engagement with the language. Our work provides, in part, the diversity Creative Scotland seeks in this regard.

Creative Scotland is subject to the Equality Act 2010 (the Act) which replaced all existing equality legislation such as the Race Relations Act 1976, the Disability Discrimination Act 1995 and the Sex Discrimination Act 1975.

To help deliver on its duty under the Act, Creative Scotland requires organisations such as Fèisean nan Gàidheal to report on equality, diversity and inclusion (EDI) and implement a clear Action Plan. The Act simplifies the law and extends protection from discrimination in some areas. For the most part the effect of the new law is the same as it has been in the past – meaning that Creative Scotland and, through its funding agreement, Fèisean nan Gàidheal cannot unlawfully discriminate against people with protected characteristics covered by the Act. Definitions of those are included in Appendix 1 to which Creative Scotland has added a further characteristic of socioeconomic deprivation, covering such areas as poverty, crime, rural isolation, low economic activity/unemployment and poor educational attainment.

Fèisean nan Gàidheal has prepared this EDI Action Plan building on information gained from the implementation of our previous plan, having taken cognisance of the 2016 Creative Scotland *Understanding Diversity in the Arts Survey* and good practice elsewhere. The proposed actions are proportionate for an organisation of our size which has demonstrated over the years that it is inclusive and welcoming. Our future actions will continue to reinforce that as we aim to adopt a fair and accessible approach in everything we do and commit to making EDI an important aspect of all our work and better articulating what we do in that respect.

Although the focus of this Plan is that which Fèisean nan Gàidheal can deliver at its own hand we would hope that, through raising awareness of EDI issues and offering training, we will encourage and support our members to deliver further work that demonstrates equality, diversity and inclusion.

Arthur Cormack
Chief Executive
September 2018

2 WHAT WE DO

The main focus of our work is the support of local Fèisean. Our work supports geographical areas that are rurally isolated, some of which also suffer from low economic activity. In 2017-18, 23 out of 47 Fèisean took place in what Highlands & Islands Enterprise (HIE) terms fragile areas.[1] Our work encourages participation in the arts in many areas where such provision is disproportionately low and where the activities of the local Fèis may, in fact, be the only cultural engagement on offer.

We provide arts and cultural activities for Gaelic speakers and Gaelic learners and although Gaelic speakers are not specifically protected under the Equality Act 2010, they are a minority in Scotland. We also undertake a lot of advocacy work in supporting Gaelic and defending it, and its speakers, from some of the negative comments which appear in the press and online all too regularly.

In his *Independent Review of Hate Crime Legislation in Scotland*[2], published in May 2018, Lord Bracadale considered "that there is a fairly strong argument that Gaelic speaking Gaels belong to an 'ethnic group' within the meaning of the current race aggravation. That means that, in a case in which hostility towards Gaelic speakers did amount to a criminal offence, COPFS could consider prosecuting the offence as a hate crime with the statutory race aggravation". He continued: "the concept of hostility should not be limited to the cases where the victim does in fact have the relevant protected characteristic. It should also cover cases where the hostility occurs because the victim is presumed to have the characteristic or has an association with those who do. I consider that would very likely be the case in relation to such Gaelic speakers".

Supporting work geared towards a particular ethnic group, such as those who identify with each other based on Gaelic language and cultural experiences, is not intended to be a barrier to participation by people who do not readily identify with that group. A very important element of Fèisean nan Gàidheal's work is the promotion of Gaelic language and culture, facilitating, in an inclusive way, the learning about, and celebration of, a unique aspect of Scotland's diverse culture.

We organise Cèilidh Trails, which support youth employment, often in fragile areas. The Blas Festival underpins the employment of musicians, technicians and accommodation providers as well as supporting promoters and community halls through ensuring high quality events are available in rural communities. We provide drama, music and Gaelic language tuition in schools, including special schools, to a diverse pupil base. Youth Music Initiative (YMI) work includes schools in rurally isolated communities and some within areas where educational attainment may be poor. All pupils are included in our work on an equal basis. The same is true of our drama work in schools.

While primarily a youth-orientated organisation supporting a large volunteer base, people of all ages already benefit from the opportunities afforded by access to the work our programme supports. *Fuaran*, *5 Latha* and the *Blas Education & Community Programme* engage young people in inter-generational work with older people in a number of communities. As one of the partners in the Highland Youth Arts Hub, we supported the engagement of young people in making decisions about the arts activities in which they would like to be involved. This led us to involve young people more closely in plans for events to celebrate the Year of Young People 2018.

Fèisean nan Gàidheal has long operated under an Equal Opportunities Policy, recently reviewed and amended, that ensures individuals working within the organisation are selected on the basis of relevant merits and abilities. Fèisean nan Gàidheal aims to ensure that no potential or actual employee, contract worker, tutor or volunteer receives more or less favourable treatment on the grounds of race, colour,

[1] http://www.gov.scot/Publications/2010/07/30101940/4 "*fragile areas are characterised by weakening of communities through population loss, low incomes, limited employment opportunities, poor infrastructure and remoteness.*"
[2] https://www.gov.scot/Resource/0053/00535892.pdf

ethnic or national origins, marital status, sex, sexual orientation, disability, age, whether they are pregnant or a parent/carer, their social background or religious beliefs.

In relation to participation our Access Policy, also recently reviewed and amended, commits us to equality of opportunity in the access granted to participants in events run by the organisation, or on the organisation's behalf. This extends to Fèisean which are members of the organisation. To facilitate access, we have a specific fund to enable Fèisean to employ extra tutors and/or carers to ensure young people with disabilities or additional learning needs can enjoy Fèis activities. We have also, in the past, committed funds to specific projects to ensure inclusion of young people with disabilities and/or additional learning needs.

Our Child Protection Policy ensures that people who may have been convicted of minor offences in the past, but who have since undergone rehabilitation and pose no threat to them, may be employed or volunteer to work with young people.

3 EQUALITY, DIVERSITY AND INCLUSION INFORMATION AND PRACTICE

3.1 DATA

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

The key results are as follows:

Responses from Board Members	13%
Responses from Staff	13%
Responses from Grant Applicants	59%
Responses from Tutors/Contractors	15%

Of the grant applicants:

Fèisean applying to Fèisean nan Gàidheal's Grant Schemes	69%
Applicants to the Tasgadh Fund which we operate on behalf of Creative Scotland	31%

Chairs in organisations responded as follows:

Age	
16-24 years	5%
25-44 years	31%
45-65 years	31%
65+ years	29%
Prefer not to say	4%

Disability	
Disabled	7%
Non-disabled	81%
Long-term illness	5%
Prefer not to say	7%

Gender	
Male	41%
Female	53%
Prefer not to say	6%

Committee members responded as follows:

Age	
16-24 years	9%
25-44 years	35%
45-65 years	36%
65+ years	17%
Prefer not to say	2%

Disability	
Disabled	9%
Non-disabled	75%
Long-term illness	10%
Prefer not to say	6%

Gender	
Male	45%
Female	51%
Prefer not to say	4%

Tutors responded as follows:

Age	
16-24 years	22%
25-44 years	36%
45-65 years	26%
65+ years	14%
Prefer not to say	2%

Disability	
Disabled	7%
Non-disabled	78%
Long-term illness	11%
Prefer not to say	4%

Gender	
Male	44%
Female	52%
Prefer not to say	4%

Employees responded as follows:

Age	
16-24 years	14%
25-44 years	47%
45-65 years	29%
65+ years	5%
Prefer not to say	5%

Disability	
Disabled	9%
Non-disabled	69%
Long-term illness	16%
Prefer not to say	6%

Gender	
Male	29%
Female	63%
Prefer not to say	8%

Volunteers responded as follows:

Age	
16-24 years	25%
25-44 years	29%
45-65 years	28%
65+ years	17%
Prefer not to say	1%

Disability	
Disabled	10%
Non-disabled	72%
Long-term illness	8%
Prefer not to say	10%

Gender	
Male	45%
Female	45%
Prefer not to say	5%

Overall results in relation to other questions were as follows:

Nationality	
White Scottish/White British	61%
Irish	9%
Polish	7%
Asian Scottish/Asian British	2%
Chinese Scottish/Chinese British	2%
Arab Scottish/Arab British	2%
Prefer not to say	17%

Sexual Orientation	
Heterosexual/straight	76%
Gay/lesbian	5%
Prefer not to say	19%

Work of their organisation is led by people with disabilities	3%
Work of their organisation is not led by people with disabilities	97%

Work of their organisation is minority ethnic led	3%
Work of their organisation is not minority ethnic led	97%

Work of their organisation supports Gaelic language	94%
Work of their organisation does not support Gaelic language	6%

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

Minority ethnic	31%
Disabled people	33%
LGBTI	27%
Gender group	28%
Gaelic & Gaelic Culture	68%

Children and Young People (0-25)	65%
Older people	35%
Religion	27%
Wellbeing	32%

3.2 CONCLUSIONS

- In all categories women are well-represented, with more women than men involved in most areas of our work. The percentages involved is above that quoted by women as being a barrier in the 2016 Creative Scotland *Understanding Diversity in the Arts Survey.*[3]
- Young people are under-represented among chairs of organisations.
- Chairs with disabilities and long-term illnesses are engaged in our work although the percentage involved is under the national average.
- Young people are under-represented among committees of organisations.
- Committee members with disabilities and long-term illnesses are engaged in our work with the percentage involved close to the national average.
- There is a good spread of ages within our tutor cohort.
- Tutors with disabilities and long-term illnesses are engaged in our work although the percentage involved is slightly below the national average.
- There appears to be a good spread of ages among employees and a reasonable percentage of

[3] https://www.creativescotland.com/__data/assets/pdf_file/0017/42920/Arts-and-Diversity-Survey-Summary.pdf

young people employed.

- We engage employees with disabilities and long-term illnesses and the percentage involved is higher than the national average although lower than the Scottish average.
- There appears to be a good spread of ages among volunteers.
- Volunteers with disabilities and long-term illnesses are engaged in our work although the percentage involved is slightly below the national average.
- Although results in relation to nationality show a majority of people involved in our work are white there is, nevertheless, a spread of nationalities involved.
- Results in relation to sexual orientation seem to be in line with expectations given that we are not engaged in work specifically for LGBTI or gender groups and this conclusion extends to the answers to questions relating to work led by people with disabilities and ethnic groups.
- Given the aims of the organisation, the answer to the question relating to work supporting Gaelic language is in line with expectations.
- Although nobody is excluded from Fèisean nan Gàidheal's work, we are not engaged in work specifically with minority (other than Gaels), religious, disabled and LGBTI or gender groups. The statistics in respect of those groups come through Tasgadh, which supports a diverse range of work in addition to Fèisean nan Gàidheal's core programme.

3.3 SUMMARY OF PRACTICE WITHIN FÈISEAN NAN GÀIDHEAL

The foregoing demonstrates that, given the aims and focus of the organisation, Fèisean nan Gàidheal performs well on gender balance, has a spread of age-groups involved in line with the work in which it is involved and includes a reasonable proportion of people with disabilities and illnesses. Not surprisingly, the work in which most respondents are involved supports Gaelic language and culture, young people, older people and wellbeing.

Fèisean nan Gàidheal supports work by 23 Fèisean in fragile areas across the Highlands and Islands as well as urban areas which have some of the most deprived areas in Scotland. The work we do helps to alleviate rural isolation and low economic activity, supporting around 90 FTE posts.

Our YMI work takes place in schools in fragile areas in the Highlands. All pupils get the opportunity to participate in YMI activities during their primary education.

We regularly employ students on short-term summer placements as well as graduates on year-long placements. This, along with the short-term employment of young people involved in Cèilidh Trails, addresses issues relating to youth unemployment especially in areas of rural isolation.

Although the focus of our work is on providing arts and cultural activities for young people aged 0-25, the foregoing responses demonstrate there is no age discrimination. A number of our Board members are retired, have time to devote to the organisation and possess valuable skills gained throughout their working lives. Intergenerational work is regularly encouraged in order to pass on music and Gaelic language skills. This has been amply demonstrated in a number of archiving projects, the recent *Fuaran* and *Taigh an Dualchais* initiatives as well as our *5 Latha* event in Lewis.

Over the past five years, the organisation has supported members of staff through maternity and paternity leave. We employed two members of staff with disabilities.

We respect any religious beliefs held by staff and ensure we work around those, with no compulsion for them to work at times when their religious beliefs require to be observed.

We have a specific fund to enable Fèisean to employ extra tutors and/or carers to ensure young people with disabilities or additional learning needs can enjoy Fèis activities. The numbers who have benefitted from access to that support is small, but it has nevertheless ensured that no young person has been excluded from participation in Fèis activities.

4 ACTION PLAN FOR CHANGE

While certain aspects of equality, diversity and inclusion (EDI) are embedded in our work, some of which are detailed in 3, we recognise there are gaps. We are committed to playing a part in maximising opportunities for people to engage with and participate in the Gaelic arts specifically, and creativity more generally, throughout the country.

4.1 SWOT ANALYSIS

The following is a SWOT analysis based on the current situation:

Strengths	Weaknesses
• New Programme Plan with EDI issues highlighted more than in previous plans • Organisation is more or less gender balanced at staff and Board level • Tutor base is more or less gender balanced • More women than men are involved in local Fèis committees • Programme of work supports Gaelic language which is used by a minority in Scotland • Programme of work includes work with young people from rurally isolated areas • Programme of work brings financial benefits to areas of low economic activity • Formal education work includes schoolchildren from all backgrounds and protected characteristics • Programme of work provides engagement for people in care homes and hospitals • Programme of work includes reduced price tickets/free entry to certain events to engage more young people in the arts • Programme of work includes reduced price tickets for older people and those on benefits to ensure engagement in the arts for as wide a range of people as possible	• A partial set of relevant data to assist us in addressing gaps in provision • Under representation of young people among chairs and committee members of organisations we support • Our Board membership and workforce is not reflective of a range of ethnic backgrounds • Tension between demonstrating diversity and fulfilling the Gaelic language needs of the organisation at staff level • Conflict in demonstrating diversity and fulfilling the need for local Fèisean to be represented at Board level • Lack of work specifically for some protected groups
Opportunities	**Threats**
• Continuation of data collection to provide better statistics to inform change • Continuation of the positive nature of gender balance within the organisation • Increase numbers of young people involved in decision-making • Implement the tasks in our EDI Action Plan to fully embed EDI issues in the work of Fèisean nan Gàidheal • Ensuring access to our work by a more diverse range of people through digital means • Ensuring engagement with more diverse audiences • Examining ways to make Board membership more diverse	• Funding under threat if EDI Action Plan is not implemented and EDI issues are not addressed • Less funding could lead to a reduction in economic benefits for artists and communities with a resultant reduction in diversity and inclusion • Reductions in funding more generally 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

4.2 OBJECTIVES, RISK AND FIT WITH PROGRAMME

We shall focus on the following areas of activity as well as continuing the good practice in which we are already engaged. These activities address some of the weaknesses and opportunities identified in the SWOT analysis and data gathered to date.

A full risk assessment has been carried out for each task and is available on request, but for brevity, only the average risk score and status is shown against each group of tasks, assessed as follows:

	High (16 to 25)		**Medium (11 to 15)**		**Low (5 to 10)**

The areas of work in our Programme Plan 2015-20 to which each objective relates is also indicated.

Objective One			**Risk Score**
Carry out tasks to address the weaknesses highlighted through the previous survey and continue to collect a range of relevant data against which actions on equality, diversity and inclusion within our programme can be based and future planning informed			**5**
Area/s of Work in Fèisean nan Gàidheal's Programme Plan 2018-21 to which objective relates			
▪ Governance and Staffing			
Rationale			
Fèisean nan Gàidheal now holds a partial set of data relating to EDI issues, which is a substantial improvement on what was held previously. However, we need to continue collecting data on the people with whom we work to enable us to ensure we are reaching a wide range of people including those of protected characteristics.			
Tasks		**Lead**	**Measures of success**
Include EDI questionnaires in recruitment processes for staff and Board members		Executive Manager	Ongoing availability of data that will allow better EDI monitoring over the long term
Target and date	Questionnaires completed as and when new staff recruited		
Conduct a survey among any new Board members to collect baseline data on EDI		CEO	Availability of baseline data for all current Board members
Target and date	8 new Board member questionnaires returned by 31 December 2020		
Continue to collect data from committee members when applying for grants, tutors and contractors when engaged by Fèisean nan Gàidheal for the first time		Executive Manager	Better data available for 50% of committees, grant applicants, tutors and contractors (around 300 individuals)
Target and date	Ongoing survey with 150 responses by 31 December 2019		
Involve young people in curation and running of Year of Young People events		Executive Manager	3 Youth Ambassadors involved in all aspects of planning plus around 20 young people involved in working alongside crews and promoters involved in events.
Target and date	To be implemented by 30 September 2018		
Increase the number of young people involved in decision-making within Fèisean nan Gàidheal		Development Manager	2 young people recruited to Blas Programming Group and focus group of 10 young people consulted regularly on plans for various activities

		within our programme.
Target and date	To be implemented by 31 September 2019	

Objective Two	**Risk Score**
Continue to raise awareness of EDI issues within Fèisean nan Gàidheal and among our member Fèisean	**9**

Area/s of Work in Fèisean nan Gàidheal's Programme Plan 2018-21 to which objective relates

- Enhancement of Skills & Creative Talent
- Governance and Staffing

Rationale

In order to ensure Fèisean nan Gàidheal's staff team is equipped to make changes over the medium term, training in awareness of EDI issues will continue to be required. This should be extended to Fèis organisers, through time, to ensure the local community groups with which we work are also equipped to affect change. EDI issues will also be incorporated in tutor training offered by Fèisean nan Gàidheal.

Tasks	**Lead**	**Measures of success**
Publish our EDI Plan 2018-21 and highlight the measures within it to Board, staff and Fèis organisers	Business Officer	Plan available online and its content promoted
Target and date	Plan published as soon as it is agreed by Creative Scotland	
Offer awareness-raising training on EDI issues to Fèisean nan Gàidheal Board members when they join	CEO	All Board members having undergone training
Target and date	8 new Board members trained by 31 December 2020	
Offer awareness-raising training on EDI issues to Fèisean nan Gàidheal staff team, particularly new recruits	CEO	All staff having undergone training and are more aware of EDI issues
Target and date	12 staff members trained by 31 March 2019	
Offer awareness-raising training on EDI issues to Fèis tutors as part of normal tutor training	CEO	30 tutors have had EDI training with more on a regular basis
Target and date	15 tutors by 31 March 2019 Further 15 tutors by 31 March 2020 Ongoing as tutor training takes place thereafter	
Through conditions of grant, encourage volunteer Fèis organisers, and support them financially, to undertake online EDI lessons using resources such as those available through ACAS	Development Officers	100 volunteers having undertaken an online course with greater awareness of EDI issues
Target and date	Volunteers undertaking online training by 31 March 2021	

Objective Three	**Risk Score**
Increase access to our work by a more diverse range of people through digital means and ensure engagement with more diverse audiences	**11**

Area/s of Work in Fèisean nan Gàidheal's Programme Plan 2018-21 to which objective relates

- Audience Development and Engagement

Rationale

While Fèisean nan Gàidheal currently engages with a large number of people, there is little doubt

the range of people could be greater. Through digital means, primarily our new FèisTV service, we aim to increase access to our work for as diverse a range of people as possible. Free online streaming of some events, and music tuition, will address discrimination in terms of low income and rural isolation, meaning events can be enjoyed and lessons undertaken without the need to travel to areas of higher population. The availability of lessons in Gaelic will address the lack of access to, and inadequate provision for, such lessons among users of a minority language.

Tasks		Lead	Measures of success
Ongoing online streaming of events with monitoring of viewer information		CEO	Events streamed on a regular basis lead to an increase in the number of people accessing our work digitally and our ability to report on user characteristics
Target and date	6 streamed events per annum between 2018 and 2021		
Establish online music lessons with monitoring of user information from the start		Development Manager	Lessons available with the ability to monitor uptake and report on user characteristics
Target and date	An initial 10 lessons in 4 disciplines to be available in Gaelic and English versions by 31 December 2018		
Develop further online music lessons with integral monitoring of user information		Development Manager	Further uptake of lessons with the ability to promote their availability to people from a range of backgrounds
Target and date	A further 10 lessons in the original 4 disciplines to be available in Gaelic and English versions by 30 June 2019 A further 10 lessons in the original 4 disciplines and the second 4 disciplines to be available in Gaelic and English versions by 31 March 2020		

Objective Four	Risk Score
Expand our work in rural communities and deliver further Gaelic cultural activities to people of all backgrounds across Scotland	**8**

Area/s of Work in Fèisean nan Gàidheal's Programme Plan 2018-21 to which objective relates

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

Rationale

Research has shown that the work of the Fèis movement is transformational in promoting community and social cohesion, no more so than in geographically isolated areas. More recent initiatives such as Sistema Scotland - the Big Noise - work in socially challenged areas using classical music as a means of engaging young people in overcoming social problems and building confidence in themselves and their communities. Sight should not be lost of the role the Fèisean have played in doing exactly that, using traditional music and Gaelic arts, over the 35+ years of their existence. While areas in which the Fèisean operate may not have the same challenges as Raploch and Govanhill, they have their own challenges which the Fèisean have contributed to overcoming.

Tasks		Lead	Measures of success
Establish two new Fèisean in HIE fragile areas		CEO	2 new Fèisean established
Target and date	2 new Fèisean by 31 March 2021		
Year of Young People events involve large numbers of young (under 26) performers		CEO	700 young people have the opportunity to participate in

			Òran Mòr
Target and date	To be completed by 30 September 2018		
Up to 200 free tickets to be available to young people from areas of social deprivation for Year of Young People events		CEO	Uptake of 100 young people from areas of social deprivation attending Òran Mòr
Target and date	To be completed by 30 September 2018		
Increase of intergenerational work between young people and older people in relation to activities in our programme		Development Manager	6 young singers working, in 2018-20, with older people to collect and research songs in communities through Fuaran project 12 young people annually involved in work with older people in communities to gain a knowledge of a variety of activities learning through the medium of Gaelic through *5 Latha* 300 pupils, by March 2021, engaged in Gaelic language enrichment activities through our Beairteas scheme
Target and date	Work on an annual basis to be implemented fully by 31 March 2021		
Tour of a drama performance relating to Gaelic culture for schools where Gaelic is taught as a second language		Fèisgoil Manager	Greater awareness of Gaelic culture for 800 school pupils who experience the show
Target and date	A tour undertaken by Meanbh-Chuileag annually between 2018 and 2021		
Increase in the number of pupils across Scotland engaging with Gaelic language and culture in school		Fèisgoil Manager	1,500 school pupils with an awareness of Gaelic language and culture
Target and date	Gaelic lessons in schools in 8 local authority areas by March 2021		

4.3 OUTCOMES

The outcomes that will be delivered as a result of our undertaking the foregoing include:

- Continued delivery of that which we already do in relation to EDI
- Availability of better data to help articulate EDI, identify gaps and ensure further measures are taken to improve EDI in future planning
- An increase in the number of young people involved in decision-making
- A workforce trained to be aware of the importance of equality, diversity and inclusion which should ensure they fully consider how to overcome any issues when planning activities
- An increase in the range of people engaging with our work digitally, with the ability to monitor their characteristics and gain a clearer picture of inclusion and diversity among them
- Increased access to Gaelic language and cultural activities addressing issues of rural isolation and low income
- Increased support for further work in fragile areas or areas of deprivation
- Increased opportunities for young people to be involved in decision-making and enriching artistic and linguistic experiences
- Increased opportunities for intergenerational work
- Promotion of diversity through our work in schools
- Inclusion of more young people across Scotland in work relating to one of Scotland's minority languages and its related culture.

4.4 MONITORING

Ensuring tasks in the Action Plan are carried out will be the responsibility of the Chief Executive along with the lead officers named against each one. The EDI Action Plan will be a standing item on Fèisean nan Gàidheal staff meeting agendas to ensure regular monitoring of the tasks.

An annual progress report against each of the tasks will be presented for consideration by Fèisean nan Gàidheal's Board of Trustees.

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

APPENDIX 1 – FURTHER INFORMATION

Definitions

Diversity: Diversity literally means difference. Diversity recognises that though people have things in common with each other, they are also different and unique in many ways. Diversity is about recognising and valuing those differences. Diversity therefore consists of visible and non-visible factors, which include personal characteristics such as background, culture, personality and work-style in addition to the characteristics that are protected under discrimination legislation in terms of race, disability, gender, religion and belief, sexual orientation and age.

Equality: Equality means access to all opportunities and treating people in a way that is fair and equal and appropriate for their needs.

Inclusion: Inclusion is about equal opportunities for all participants, whatever their age, gender, ethnicity, attainment and background. It pays particular attention to the provision made for, and the achievement of, different groups of pupils within an activity. There is a need to create a productive environment in which everybody feels a sense of belonging, respected and valued for who they are.

Discrimination: Discrimination is the prejudicial treatment of an individual based on their membership in a certain group or category.

Protected Characteristics in 2010 Equality Act

Age: It is unlawful to discriminate on the basis of age unless the practice is covered by an exception allowed for by the Act.

Disability: A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment: The process of transitioning from one gender to another.

Marriage and civil partnership: Marriage is defined as a 'union between a man and a woman'. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples.

Pregnancy and maternity: Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth and this includes treating a woman unfavourably because she is breastfeeding.

Race: Refers to the protected characteristics of Race. It refers to a group of people defined by their race, colour and nationality (including citizenship), ethnic or national origins.

Religion and belief: Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you life it to be included in the definition.

Sex/Gender: A man or a woman.

Sexual orientation: Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

To the above list Creative Scotland has added its own characteristic of socioeconomic deprivation covering such areas as poverty, crime, rural isolation, low economic activity/unemployment and poor educational attainment.

In addition to maternity leave, Fèisean nan Gàidheal would consider paternity leave as well as shared parental leave and protect staff against discrimination.

Fèisean nan Gàidheal

Cùisean Ionmhasail

Àireamh air a' Chlàr Chùisean: 3.2018.03

Anns an aithisg seo:	**Gnìomh a dhìth**
Àireamh air a' Chlàr Chùisean: 3.2018.03(a)	
Teachd a-steach agus a-mach 2018-19 leis mar a thionndaidh cùisean a-mach gu 31 Lùnastal 2018	Airson Fiosrachaidh agus Deasbaid
Àireamh air a' Chlàr Chùisean: 3.2018.03(b)	
Bidh na suimeannan a th' againn anns a' bhanca air an dearbhadh aig a' choinneimh	Aithris airson Fiosrachaidh
Àireamh air a' Chlàr Chùisean: 3.2018.03(c)	
Cunntasan Riaghlaidh gu 30 Ògmhios 2018, air an ullachadh le Mann Judd Gordon	Airson Fiosrachaidh agus Deasbaid
Àireamh air a' Chlàr Chùisean: 3.2018.03(d)	
Tabhartasan air an gealltainn do na Fèisean airson 2018-19	Airson Fiosrachaidh
Àireamh air a' Chlàr Chùisean: 3.2019.03(e)	
Cunntas Bliadhnail gu 31 Màrt 2018, air an ullachadh le Mann Judd Gordon	Airson Aontachaidh

Anne Willoughby
Manaidsear Gnìomha
Sultain 2018

Teachd a-steach agus a-mach 2018-19 leis mar a thionndaidh cùisean a-mach gu 31 Lùnastal 2018

Àireamh air a' Chlàr Chùisean: 3.2018.03(a)

TEACHD A-STEACH	**2018-19**	**ÙINE**	**FÌOR**	**DIOFAR**	
Prìomh Thabhartasan	£340,759	£141,983	£148,267	-£6,284	
Cìsean Stiùiridh	£89,000	£37,083	£83,000	-£45,917	1
Sgeama Thabhartasan	£197,000	£82,083	£129,900	-£47,817	2
Maoin Leasachaidh nam Fèisean	£33,500	£13,958	£22,000	-£8,042	
Uairean Bliadhnail	£13,000	£5,417	£9,000	-£3,583	
Tabhartasan Beaga nan Ealan Traidiseanta	£35,000	£14,583	£0	£14,583	3
Trèanadh	£6,000	£2,500	£5,000	-£2,500	
Fèisgoil	£284,000	£118,333	£181,664	-£63,331	4
Fèis Bhlas	£293,882	£122,451	£90,000	£32,451	5
Teachd-a-steach Eile a chaidh a Chosnadh	£17,300	£7,208	£2,155	£5,053	
Taic do Chèilidhean air Chuairt	£56,000	£23,333	£53,600	-£30,267	6
Tachartasan Còmhnaidheach Gàidhlig	£32,000	£13,333	£25,548	-£12,215	7
Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	£7,000	£2,917	£3,000	-£83	
Mòr-chuirmean is Cothroman Eadar-nàiseanta	£7,000	£2,917	£3,000	-£83	
Goireasan is Pròg̀ram Didseatach	£6,900	£2,875	£2,000	£875	
Meadhanan/PR/Ùrachaidhean air an làrach-lìn/Cuairt-litir	£1,000	£417	£1,000	-£583	
Seirbheis Clàr-pàighidh do na Fèisean	£7,000	£2,917	£2,000	£917	
Teachd-a-steach fhathast ri thogail	£24,764	£10,318	£0	£9,777	
TEACHD A-STEACH GU H-IOMLAN	**£1,451,105**	**£604,627**	**£761,676**	**-£157,049**	
TEACHD A-MACH					
COSGAISEAN RUITH					
Tuarastalan an Luchd-obrach	£299,411	£124,755	£127,080	-£2,325	
Suimeannan NIC	£29,941	£12,475	£12,499	-£24	
Suimeannan Pàighte do Pheinnseanan	£14,971	£6,238	£6,201	£37	
Siubhal, Àiteachan-fuirich, Biadh do Luchd-obrach	£19,000	£7,917	£5,856	£2,061	
Màl is Cìsean airson Oifisean	£29,000	£12,083	£10,596	£1,487	
Stuthan Pàipeir, Clò-bhualadh, Postachd is Lethbhreacan pàipeir	£13,000	£5,417	£7,662	-£2,245	
Uisge is Dealain	£14,000	£5,833	£6,661	-£828	
Cosgaisean a' Bhùird	£5,000	£2,083	£667	£1,416	
Cur Poileasaidh Dìon Chloinne an Gnìomh	£8,000	£3,333	£5,413	-£2,080	

Àrachas	£7,500	£3,125	£143	£2,982	
Cosgaisean Beaga	£2,000	£833	£0	£833	
Cìsean Cunntasachd is Banca	£7,000	£2,917	£1,199	£1,718	
Cìsean Proifeiseanta	£4,000	£1,667	£350	£1,317	
A' Gleidheadh Stòras Ionnsramaidean	£2,000	£833	£853	-£20	
Feuman Taice a Bharrachd	£4,000	£1,667	£824	£843	
Cosgaisean Calpa	£3,000	£1,250	£0	£1,250	
COSGAISEAN PHRÒGRAM					
Tabhartasan air am Pàigheadh A-mach	£196,744	£81,977	£72,814	£9,163	
Uairean Bliadhnail	£13,256	£5,523	£3,478	£2,045	
Maoin Leasachaidh nam Fèisean	£28,500	£11,875	£17,400	-£5,525	
Tabhartasan Beaga nan Ealan Traidiseanta	£35,000	£14,583	£11,143	£3,440	
Cìs Stiùiridh Tabhartasan Beaga nan Ealan Traidiseanta	-£3,500	-£1,458	-£3,500	£2,042	
Pròram Trèanaidh	£6,000	£2,500	£2,201	£299	
Cìs Stiùiridh airson a' Phròraim Trèanaidh	-£1,000	-£417	-£1,000	£583	
Fèisgoil	£284,000	£118,333	£87,077	£31,256	8
Cìs Stiùiridh airson Fèisgoil	-£52,000	-£21,667	-£52,000	£30,333	9
Co-labhairt Bhliadhnail	£10,000	£4,167	£5,959	-£1,792	
Fèis Bhlas	£293,882	£122,451	£62,277	£60,174	10
Cìs Stiùiridh airson Fèis Bhlas	-£15,000	-£6,250	-£15,000	£8,750	
Taic do Chèilidhean air Chuairt	£56,000	£23,333	£34,786	-£11,453	11
Cìs Stiùiridh airson Cèilidhdean air Chuairt	-£6,000	-£2,500	-£6,000	£3,500	
Tachartasan Còmhnaidheach Gàidhlig	£32,000	£13,333	£19,729	-£6,396	
Cìs Stiùiridh airson Tachartasan Còmhnaidheach Gàidhlig	-£4,000	-£1,667	-£4,000	£2,333	
Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	£7,000	£2,917	£0	£2,917	
Cìs Stiùiridh: Sgrìobhadh Òrain Ghàidhlig, Tasglannan, Nithean Ùr-nodha	-£2,000	-£833	£0	-£833	
Meadhanan/PR/Ùrachaidhean air an làrach-lìn/Cuairt-litir	£1,000	£417	£1,760	-£1,343	
Mòr-chuirmean is Cothroman Eadar-nàiseanta	£7,000	£2,917	£0	£2,917	
Cìs Stiùiridh airson Mòr-chuirmean is Cothroman Eadar-nàiseanta	-£2,000	-£833	£0	-£833	
Goireasan is Pròram Didseatach	£6,900	£2,875	£0	£2,875	
Cìs Stiùiridh airson Goireasan is Pròram Didseatach	-£2,000	-£833	£0	-£833	
FèisTV	£7,000	£2,917	£8,643	-£5,726	
Cìs Stiùiridh FèisTV	-£1,500	-£625	-£1,500	£875	
Cùl-taice	£5,000	£2,083	£0	£2,083	
FO-SHÙIM IOMLAN AIRSON CAITEACHAS	**£1,362,105**	**£567,544**	**£430,271**	**£137,273**	
Cìsean Stiùiridh	£89,000	£37,083	£83,000	-£45,917	

CAITEACHAS IOMLAN	**£1,451,105**	**£604,627**	**£513,271**	**£91,356**
Air a chur chun na Maoine Glèidhte	£8,900	£3,708	£742	£2,966
CÒRR/(CALL)	**£0**	**£0**	**£248,405**	**-£248,405**

Fiosrachadh:

1. & 9. Tha cìsean stiùiridh air an toirt a-mach anns An Lùnastal.
2. Cha tàinig airgead a-staigh bho Comhairle nan Gàidhealtachd & Earra Ghaidheal is Bhòid fhathast.
3. Airgead ri tighinn a-staigh airson Tabhartasan Beaga nan Ealan Traidiseanta ach chan eil cosgais air a bhith ann gu ruige seo.
4. & 8. Airgead a-staigh bho High Life na Gàidhealtachd – thèid a chosg anns na mìosan a tha romhainn.
5. & 10. Fèitheamh ri airgead Comhairle na Gàidhealtachd - chan eil cosgais air a bhith ann.
6. & 11. Airgead air a roinn, cosgais air fad air a dhol a-mach.
7. Airgead air a roinn, cosgais air fad a dol a-mach airson Tachartasan Còmhnaidheach Gàidhlig

Fèisean nan Gàidheal

Cunntasan Riaghlaidh gu 30 Ògmhios 2018

Àireamh air a' Chlàr Chùisean: 3.2018.03(c)

Fèisean nan Gàidheal
Consolidated Management Accounts - adjusted following audit
Year ended 31 March 2018

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	ICT project - *restricted fund*	Development Fund- *restricted*	Tasgadh Fund- *restricted fund*
STATEMENT OF FINANCIAL ACTIVITIES									
INCOME AND ENDOWMENTS									
Creative Scotland	501,667	421,167	35,000	10,500					35,000
Highland Council	267,763	21,894	69,869		160,000	16,000			
Comhairle nan Eilean Siar	12,800	12,800							
Argyll & Bute Council	32,000	20,000	12,000						
Highland & Islands Enterprise	138,444	115,403	19,041			4,000			
Bord na Gaidhlig	129,091	61,942	16,900		23,000	27,249			
Scottish Government	45,000	0						45,000	
Donations	351	351							
Legacies	6,000	6,000							
Membership fees	6,210	6,210							
Sponsorship income	2,500		2,500						
Sale of publications	846	846							
Instrument bank revenue	5,356	5,356							
Ceilidh Trails - earned income	10,518	10,518							
Fèisgoil - earned income	104,312				104,312				
Gaelic Residential Income	7,192	7,192							
Management charges	86,500	86,500							
Box office / concerts	30,272		30,272						
Other income	9,660	2,875	2,244			4,541			
Bank interest received	143	143							
Total incoming respources	**1,396,627**	**779,199**	**187,826**	**10,500**	**287,312**	**51,790**	**0**	**45,000**	**35,000**
RESOURCES EXPENDED									
Charitable activities									
Wages	305,986	302,202						3,784	
Employer's National Insurance	26,429	26,094						335	
Pensions	15,119	14,930						189	
Child protection costs	9,359	9,359							
Training	8,481			8,481					
Resources	7,219				7,219				
Fèisgoil - delivery costs	196,918				168,889			28,029	
Showcase concerts	320				320				
Archiving project	2,394	2,394							
Sgoil Shamhraidh	18,117					18,117			
Ceilidh trails - other costs	2,141	2,141							
Meanbh-chuileag / Pantomime	6,686				6,686				
Tachartasan Comhnaidh	10,070					10,070			
Inter Feis activities	253	253							
Meanbh Feis	646				646				
Drama air Chuairt	14,097				14,097				
Management charges	86,500	7,000	15,000	2,000	45,000	14,000			3,500
Blas - Artistes costs	63,732		63,732						
Blas - Travel and support	25,023		25,023						
Blas - PA & Lighting	16,270		16,270						
Blas - Venue hire	1,413		1,413						
Blas - Promotion	26,421		26,421						
Blas - Project manager	15,050		15,050						
Blas - Feis TV equipment	22,383	0	21,976		407				
Grants to Feisean	269,313	269,313							
Grants for Tasgadh Fund	31,500								31,500
Grants for Ceilidh trails	54,243	54,243							
Instrument bank costs	2,833	2,833							
	1,238,917	690,762	184,885	10,481	243,265	42,187	0	32,337	35,000
Support costs									
Office rent	33,071	33,071							
Insurance	7,778	7,778							
Light and heat	2,800	2,800							
Telephone	13,292	13,292							
Printing postage & stationery	14,485	14,485							
Advertising	652	652							
Sundries	3,486	3,486							
Website	2,048	2,048							
Staff travel and expenses	19,540	19,540							
Capital costs	3,636	3,636							
Depreciation	7,520						7,520		
Bank charges and interest	305	305							
Audit & accountancy	7,300	6,240	1,060						
Committee expenses	4,072	4,072							
Annual conference	9,388	9,388							
Legal & professional fees	3,566	3,566							
	132,940	124,360	1,060	0	0	0	7,520	0	0
Total resources expended	**1,371,857**	**815,122**	**185,945**	**10,481**	**243,265**	**42,187**	**7,520**	**32,337**	**35,000**
Net incoming / (outgoing) resources - for the year ended 31 March 2018	**24,770**	**(35,923)**	**1,881**	**19**	**44,047**	**9,603**	**(7,520)**	**12,663**	**0**
Funds at 1 April 2017 - unrestricted	184,051	184,051							
Funds at 1 April 2017 - restricted	45,689						12,689	33,000	
Total funds at 31 March 2018	**254,511**	**148,127**	**1,881**	**19**	**44,047**	**9,603**	**5,170**	**45,663**	**0**

Fèisean nan Gàidheal
Consolidated Management Accounts - adjusted following audit
Year ended 31 March 2018

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	ICT project - *restricted fund*	Development Fund- *restricted*	Tasgadh Fund- *restricted fund*
BALANCE SHEET AS AT 31 MARCH 2018									
Fixed assets									
Computer equipment - cost	32,870								
Computer equipment - depreciation b/fwd	(20,181)								
Computer equipment - depreciation charge	(7,520)								
	5,170								
Current assets									
Grants receivable	37,464								
Prepayments	5,925								
VAT	(572)								
	42,817								
Bank accounts									
FnG current account	(13,991)								
FnG high interest account	262,546								
Blas Festival current account	1,818								
Lochaber Development account	8,725								
	259,098								
Current liabilities									
Trade creditors	0								
Grants to Feisean awarded but unpaid	0								
PAYE & National Insurance	(7,719)								
Deferred income	(28,100)								
Accrued expenses	(16,755)								
	(52,574)								
Net assets as at 31 March 2018	**254,511**								

Tabhartasan nam Fèisean 2018-19 aig 31.08.2018

Àireamh air a' Chlàr Chùisean: 3.2018.03(d)

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

Ainm Fèise	InG	InG Dùbhlanach	Prìomh Thabhartas Fèise	Maoin Ùghdarras Ionadail	Tabhartas Leantainneach	Uairean a rèir Bliadhna	Tabhartas Uairean Bliadhnail	Sgeama Leasachaidh	Tabhartas Iomlan air a Thabhann	Còrr Pàighte	Còrr gun rèiteach
Comhairle na Gàidhealtachd											
Fèis an Earraich	√	√	£3,237.00	£3,351.00	£1,801.00	70	£612.50	£0.00	£9,001.50	£0.00	£9,001.50
Fèis Lochabair	√		£2,542.00	£2,633.00	£7,295.00	70	£612.50	£0.00	£13,082.50	£10,335.35	£2,747.15
Fèis nan Garbh Chrìochan	√	√	£2,794.00	£2,892.00	£5,723.00	70	£612.50	£0.00	£12,021.50	£0.00	£12,021.50
Fèis Chataibh	√		£1,769.00	£1,831.00	£2,052.00	40	£350.00	£0.00	£6,002.00	£2,700.00	£3,302.00
Fèis a' Bhealaich	√	√	£0.00	£0.00	£584.00	0	£0.00	£0.00	£584.00	£0.00	£584.00
Fèis Eige	√	√	£722.00	£747.00	£455.00	35	£306.25	£0.00	£2,230.25	£1,255.25	£975.00
Feis Ghallaibh	√	√	£0.00	£0.00	£1,573.00	35	£306.25	£0.00	£1,879.25	£939.75	£939.50
Fèis Farr	√		£0.00	£0.00	£490.00	0	£0.00	£0.00	£490.00	£0.00	£490.00
Fèis na h-Òige	√		£1,738.00	£1,800.00	£3,995.00	0	£0.00	£0.00	£7,533.00	£2,654.00	£4,879.00
Fèis Air an Oir	√	√	£0.00	£0.00	£1,093.00	20	£175.00	£0.00	£1,268.00	£634.00	£634.00
Feis Ghleann Albainn	√		£902.00	£933.00	£0.00	0	£0.00	£0.00	£1,835.00	£1,376.00	£459.00
Fèis Rois	√	√	£0.00	£0.00	£0.00	0	£0.00	£5,000.00	£5,000.00	£4,500.00	£500.00
Fèis a' Bhaile	√		£2,266.00	£2,347.00	£3,434.00	70	£612.50	£260.00	£8,919.50	£2,283.25	£6,636.25
Fèis Òigridh na Mara	√	√	£135.00	£139.00	£3,529.00	70	£612.50	£0.00	£4,415.50	£0.00	£4,415.50
Fèis Inbhir Narann	√		£662.00	£686.00	£3,633.00	100	£875.00	£0.00	£5,856.00	£2,691.50	£3,164.50
Fèis Spè	√		£2,395.00	£2,480.00	£3,947.00	0	£0.00	£11,850.00	£20,672.00	£13,823.50	£6,848.50
Fèis an Iar Thuath	√	√	£562.00	£582.00	£150.00	0	£0.00	£0.00	£1,294.00	£0.00	£1,294.00
Fèis Thròndairnis	√	√	£1,622.00	£1,679.00	£0.00	0	£0.00	£0.00	£3,301.00	£2,476.00	£825.00
Feis a' Chaolais	√		£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Iomlan Comhairle na Gàidhealtachd			**£21,346.00**	**£22,100.00**	**£39,754.00**	**580**	**£5,075.00**	**£17,110.00**	**£105,385.00**	**£45,668.60**	**£59,716.40**
Comhairle nan Eilean Siar											
Fèis Tìr a' Mhurain	√	√	£3,775.00	£1,350.00	£465.00	50	£437.50	£675.00	£6,702.50	£675.00	£6,027.50
Fèis Eilean an Fhraoich	√		£2,850.00	£1,800.00	£1,581.00	70	£612.50	£0.00	£6,843.50	£5,034.50	£1,809.00
Fèis Tìr an Eòrna	√	√	£0.00	£1,350.00	£736.00	50	£437.50	£0.00	£2,523.50	£0.00	£2,523.50
Fèis Bharraigh	√	√	£3,283.00	£1,350.00	£1,040.00	75	£656.25	£0.00	£6,329.25	£848.25	£5,481.00
Fèis Eilean na Hearadh	√	√	£2,063.00	£1,350.00	£0.00	30	£262.50	£0.00	£3,675.50	£3,028.00	£647.50
Fèis an Rubha	√		£1,303.00	£1,350.00	£0.00	0	£0.00	£0.00	£2,653.00	£2,327.00	£326.00
Fèis Taigh Dhonnchaidh	√	√	£811.00	£1,350.00	£1,558.00	0	£0.00	£0.00	£3,719.00	£1,620.75	£2,098.25

Iomlan Comhairle nan Eilean Siar			**£14,085.00**	**£9,900.00**	**£5,380.00**	**275**	**£2,406.25**	**£675.00**	**£32,446.25**	**£13,533.50**	**£18,912.75**
Earra-Ghàidheal agus Bhòid											
Fèis Cholla	√	√	£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis Latharna	√		£6,600.00	£2,000.00	£4,783.00	70	£612.50	£0.00	£13,995.50	£6,450.00	£7,545.50
Fèis Mhuile	√	√	£1,059.00	£500.00	£0.00	20	£175.00	£0.00	£1,734.00	£0.00	£1,734.00
Fèis Thiriodh	√	√	£2,880.00	£1,500.00	£303.00	40	£350.00	£0.00	£5,033.00	£2,335.00	£2,698.00
Fèis Ìle agus Dhùira	√	√	£2,025.00	£2,000.00	£4,015.00	0	£0.00	£0.00	£8,040.00	£0.00	£8,040.00
Fèis na h-Apainne	√	√	£0.00	£1,000.00	£2,818.00	0	£0.00	£0.00	£3,818.00	£1,409.00	£2,409.00
Fèis Cheann Loch Goibhle	√		£1,569.00	£1,000.00	£646.00	40	£350.00	£0.00	£3,565.00	£0.00	£3,565.00
Fèis an Tairbeirt	√		£0.00	£1,000.00	£3,105.00	40	£350.00	£0.00	£4,455.00	£1,727.50	£2,727.50
Iomlan Earra-Ghàidheal agus Bhòid			**£14,133.00**	**£9,000.00**	**£15,670.00**	**210**	**£1,837.50**	**£0.00**	**£40,640.50**	**£11,921.50**	**£28,719.00**
Sgìrean Eile/Bailtean Mòra											
Fèis Arainn	√		£2,963.00	£0.00	£2,783.00	40	£350.00	£0.00	£6,096.00	£3,788.50	£2,307.50
Fèis Mhoireibh	√	√	£1,078.00	£0.00	£2,484.00	20	£175.00	£0.00	£3,737.00	£0.00	£3,737.00
IOMLAN InG	**37**	**23**	**£53,605.00**	**£41,000.00**	**£66,071.00**	**1,125**	**£9,843.75**	**£17,785.00**	**£188,304.75**	**£74,912.10**	**£113,392.65**
Fèis Dhùn Èideann			£2,153.00	£0.00	£8,020.75	160	£1,400.00	£0.00	£11,573.75	£4,010.38	£7,563.37
Fèis Obair Dheathain			£1,390.00	£0.00	£140.00	20	£175.00	£0.00	£1,705.00	£0.00	£1,705.00
Feis Dhùn Bhreatainn			£0.00	£0.00	£575.00	20	£175.00	£0.00	£750.00	£0.00	£750.00
Fèis Lannraig a Tuath			£1,325.00	£0.00	£171.00	0	£0.00	£115.20	£1,611.20	£1,109.20	£502.00
Fèis Fhoirt			£4,375.00	£0.00	£5,369.00	120	£1,050.00	£0.00	£10,794.00	£2,684.50	£8,109.50
Fèis Ghlaschu			£2,456.00	£0.00	£0.00	0	£0.00	£0.00	£2,456.00	£1,842.00	£614.00
Fèis Chille Brìghde an Ear			£0.00	£2,000.00	£282.00	0	£0.00	£0.00	£2,282.00	£2,141.00	£141.00
Fèis Innis an Uillt			£0.00	£0.00	£282.00	20	£175.00	£0.00	£457.00	£0.00	£457.00
Fèis an Iar Dheas			£0.00	£0.00	£2,233.00	0	£0.00	£0.00	£2,233.00	£1,117.00	£1,116.00
Fèis Phàislig			£2,837.00	£0.00	£4,459.00	50	£437.50	£0.00	£7,733.50	£2,229.50	£5,504.00
Iomlan Sgìrean Eile/Bailtean Mòra			**£18,577.00**	**£2,000.00**	**£26,798.75**	**450**	**£3,937.50**	**£115.20**	**£51,428.45**	**£18,922.08**	**£32,506.37**
			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			**£ 68,141.00**	**£ 43,000.00**	**£ 87,602.75**	**1,515**	**£ 13,256.25**	**£ 17,785.00**	**£ 229,900.20**	**£ 90,045.68**	**£ 139,854.52**

REGISTERED COMPANY NUMBER: SC130071 (Scotland)
REGISTERED CHARITY NUMBER: SC002040

Report of the Trustees and Financial Statements for the Year Ended 31 March 2018 for FÈISEAN NAN GÀIDHEAL (consolidated)

Mann Judd Gordon Ltd
Registered Auditors &
Chartered Accountants
26 Lewis Street
Stornoway
Isle of Lewis
HS1 2JF

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for the Year Ended 31 March 2018

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Report of the Trustees
for the Year Ended 31 March 2018

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2018. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The purpose and ambition of Fèisean nan Gàidheal is to support the creative development of our young people, recognising their skills and providing opportunities for them to flourish. We are committed to working with communities across Scotland, supporting teams of dedicated volunteers and professionals to promote access and participation in Gaelic arts and cultural activities, ensuring that our language and traditions continue to grow and be key to the uniqueness and richness of Scotland.

Fèisean nan Gàidheal has four development targets to support its aims:

(1) Support and Development of Fèisean
(2) Enhancement of Skills & Creative Talent
(3) Enhancement of Gaelic Arts & Culture in Creative Learning
(4) Audience Development and Engagement

Report of the Trustees
for the Year Ended 31 March 2018

ACHIEVEMENT AND PERFORMANCE

Performance against objectives

Fèisean nan Gàidheal's year-round programme, agreed with Creative Scotland, HIE and Bòrd na Gàidhlig, was successfully delivered in 2017-18 as evidenced in the reports prepared for the Board of Trustees, and funders, which detail delivery against targets. We also delivered services to The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council through Service Delivery Contracts.

Fèisean nan Gàidheal's priority is to ensure continued support for and development of its member Fèisean. In addition to each Fèis being assigned a Development Officer, who leads on offering regular support, Fèisean receive support from all staff, grant funding, insurance, musical instruments, training and disclosure checking as part of their membership.

We were very happy to receive an application for membership from Fèis Chille Bhrìghde an Ear who will hold their first events in 2018. It was also pleasing to see the return of Fèis Ghàidhlig Ghlaschu following a short hiatus. Fèis Lochabair, Fèis na h-Òige and Fèis Eilean na Hearadh celebrated their 25th anniversaries.

The work of Fèisean nan Gàidheal was recognised when the organisation won the *Gaelic as an Economic Asset* category at the 2017 Gaelic Awards, organised by Bòrd na Gàidhlig and sponsored by the Daily Record.

Creative Scotland continued its support of the traditional arts grants scheme, *Tasgadh*, which is administered by Fèisean nan Gàidheal. During the year the fund supported 43 projects with grants totalling £31.5k awarded to projects worth a total of a £122.5k. An independent panel make decisions on *Tasgadh* grants.

In April 2017 we held our sixth Gaelic medium residential event, 5 Latha, with participants experiencing a wide range of community activities, in addition to music sessions, all delivered through the medium of Gaelic from the event's base at the Gearrannan Blackhouses in Carloway. The local community continued to provide a great deal of support the event and our participants.

Fèisgoil services include Gaelic language teaching, music tuition, drama work and Gaelic awareness training. During 2017-18 the service experienced further growth as we delivered a wide range of projects for public bodies and local authorities across the country. We delivered services to The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council as well as securing a number of contracts from other local authorities, notably Falkirk, and public bodies such as Historic Environment Scotland.

We continued to deliver YMI tuition in the Highland Council area with Fèis Phàislig and Fèis Rois delivering YMI tuition in Paisley and Dumfries and Galloway respectively. The outcomes of YMI traditional music tuition continue to be very positive. Due to a significant reduction in funding from The Highland Council in the school year 2017-18, the number of tuition weeks was reduced from 12 to 8. Despite this, we ensured that all pupils continued to receive high-quality tuition and rewarding experiences through our service delivery.

Our schools drama programme has one of its busiest years to date with 226 drama sessions delivered to over 7,000 pupils in primary and secondary schools across the country. Meanbh Chuileag's annual tour focused on Bonnie Prince Charlie and the annual pantomime was based on Little Red Riding Hood. During the year we launched *Sporan*, a theatre-in-dducation project for schools offering Gaelic as a second and/or third language, which has been very well received. Our *Hùb-Hàb* shows for early years continue to be very popular and we look forward to developing this further in 2018-19.

Fèisean nan Gàidheal's annual Gaelic Drama Summer School took place in early July 2017 with 12 participants. The school was directed by David Walker, assisted by Arthur Donald with a Gaelic script-writing workshop led by Catriona Lexy Cambpbell. Participants also had the opportunity to take part in puppeteering workshops with Gavin Glover and produced a film with Dòmhnall Eòin Mackinnon. The summer school came to an end with a public performance in Plockton alongside Fèis Alba participants and a further performance in Kilmuir with support from Fèis Thròndairnis.

In their 19th year, the Cèilidh Trails continued to provide a unique opportunity to young musicians aged 16-25 to develop their musical skills and gain invaluable experience through summer employment as a touring musician. In total 47 participants took part in 45 training sessions covering topics such as sound engineering, event organisation, promotion, music for dancing, Gaelic song and stage presentation, as well as working with leading traditional musicians to arrange their material before going on tour in their local areas. In 2017-18, Fèisean nan Gàidheal supported 7 Cèilidh trails who performed to around 15,000 people at over 200 events across the country. Fèis Rois also ran a further 3 Cèilidh Trails which were independently funded.

Report of the Trustees
for the Year Ended 31 March 2018

ACHIEVEMENT AND PERFORMANCE

Performance against objectives

Dràma air Chuairt, funded by Bòrd na Gàidhlig, took place for the first time in August/September 2017. Based on the Cèilidh Trail model, but with Gaelic actors instead of musicians, the project offered four young actors aged between18 and 25 the opportunity to be part of fortnight of training and rehearsals before taking took to the road with a newly-written Gaelic play, *Clach na Nathrach* (The Adder's Stone), by Catriona Lexy Campbell of Theatre gu Leòr, who also directed the play and led the rehearsals. The group performed in three high schools as part of the Blas Festival schools programme and at two public performances in Sleat and Inverness with excellent feedback.

In August 2017, 12 young Irish and Gaelic speaking youngsters took part in Fèis Lochabair as well as getting a real taste of West Highland culture from Mairead Ford and Fergie MacDonald. A return leg to Ireland will take place in 2018. We are grateful for Bòrd na Gàidhlig and Foras na Gaeilge's continued support, through Colmcille, for our partnership with the Oriel Centre in Dundalk, Ireland.

Despite uncertainty of funding from The Highland Council, the 13th annual Blas Festival took place between 1 and 9 September 2017, with Gaelic language, culture and the arts celebrated in communities across the Highlands, Argyll and, for the first time, the Western Isles. The programme included 38 concerts with an extensive schools and community programme over 9 days reaching an audience of 12,851.

A very successful AGM and Conference was held in Ballachulish in September 2017 at which Gaelic singer and broadcaster, Mary Ann Kennedy, was our guest speaker. The Fèis representatives had an open discussion session on many aspects of what made a successful Fèis and background was offered on the GDPR as well as information about equalities and diversity. In March 2017, Fèis Rois and Fèis Phàislig joined forces with Fèisean nan Gàidheal to run an additional open conversation day, in Perth, with representatives of Fèisean who could not attend the Annual Conference.

Training sessions were provided for tutors involved in delivery of Fèisgoil YMI activities in Highland Council schools and Blasad Gàidhlig across a number of local authority areas. Volunteers from within Fèisean took part in a variety of training opportunities to support them with the programme of activities they deliver. Our staff continued their programme of professional development with Gaelic language training sessions and a variety of subjects to ensure they continually strengthen their professional skills. We trained a number of experienced tutors who are now able to deliver our new training courses.

FèisTV streamed its first live broadcasts in September 2017 with two events from the Blas Festival. Our Gaelic Panto was also broadcast through the service. Viewing figures for the service have been encouraging to date with further broadcasts planned from Fèisean, Cèilidh Trails, Drama performances and Blas.

We put out a tender in early 2018 for tutors who could provide lessons through our online tuition service 'Oide'. There was great interest in this opportunity and the first lessons will be recorded and available in 2018-19.

Report of the Trustees
for the Year Ended 31 March 2018

ACHIEVEMENT AND PERFORMANCE

Fundraising activities

Fèisean nan Gàidheal is extremely grateful to all the bodies which supported its work during the year. Although funding remains challenging, we have been fortunate to have the security of £1.4m funding award from Creative Scotland for 2015-18 and a contract from HIE worth up to £420k over the same period. Bòrd na Gàidhlig offered a one-year contract during 2017-18 at the same level as the previous year but also granted additional sums to help with specific projects.

We were particularly pleased to secure new 3-year funding agreements with both HIE and Creative Scotland, having secured regular funding from the latter for 2018-21. We also received confirmation of funding from EventScotland for a signature event called *Òran Mòr* as part of the Year of Young People which will be held as part of the 2018 Blas Festival. This funding will also support a new commission by a young person and a *Ceòl nam Fèis* concert.

The security of 3-year funding agreements with Creative Scotland and HIE enabled Fèisean nan Gàidheal to deliver its programme successfully without the constant need to raise new funding for projects. However, the Fèisean nan Gàidheal team continued to do that and Development Officers assisted Fèisean with fund-raising in their localities.

Our Fèisgoil service contributed significantly to our income through the delivery of contracts for third parties. Management fees from contract delivery are reinvested to ensure funding for Fèisean is protected as much as possible in the current, difficult financial climate.

We are grateful to The Highland Council, Bòrd na Gàidhlig, HIE, Creative Scotland, Argyll & Bute Council and Còmhairle nan Eilean Siar for their support of Blas 2017.

We received funding for a ScotGrad summer placement via HIE.

Internal and external factors

During the year, Fèisean nan Gàidheal relocated its Inverness base from offices in Academy Street to improved accommodation in Ardross Terrace. There were one-off capital expenses related to that move.

Staffing was fairly stable and we welcomed back Senior Development Officer, Nicola Simpson, from maternity leave. Rachel Harris, who had been working as Senior Development Officer during Nicola's maternity leave, left the organisation in January to take up a nursing course in Belfast. Karen Oakley, who had covered Rachel's post while she covered Nicola's maternity leave, was retained on the Fèisean nan Gàidheal staff as a support officer and, following Rachel's departure, was appointed to the role of Development Officer. Another of our Development Officers, Rowan Paterson, is now based at An Lèanag in Glasgow.

The Highland Council reduced YMI funding for the school session 2017-18, due to overall cuts in YMI funding nationally. The result of this was the number of tuition sessions in schools been reduced from 12 to 8 weeks in Highland schools.

Although there were no further funding cuts from local authorities during the year, The Highland Council again considered reducing the funding for Blas. For the second year running this caused loss of momentum in organising the festival and uncertainty over the festival's future remains an issue.

Chrissie Macrae was contracted to be the Blas Festival Co-ordinator and supported Fèisean nan Gàidheal staff in the organisation and delivery of the 2017 festival.

Due to funding constraints, staff worked across the range of services and project in which Fèisean nan Gàidheal was involved, rather than sticking rigidly to their job descriptions. As a result, a very full programme was delivered with a relatively small team. While relying on such goodwill is fine over a short period, over the medium term staffing requires to be addressed.

Comhairle nan Eilean Siar and The Highland Council agreed to pay charges for school lets internally, on a one-off basis, which mitigated some of the problems of rising costs experienced by local Fèisean in those areas.

FINANCIAL REVIEW

Financial position

The 2017-18 outturn is satisfactory and we have sums accrued for projects which will be undertaken in 2018-19.

Report of the Trustees
for the Year Ended 31 March 2018

FINANCIAL REVIEW

Principal funding sources

Fèisean nan Gàidheal received grant-aid from a wide variety of bodies in support of our work notably Creative Scotland, Highlands & Islands Enterprise and Bòrd na Gàidhlig. We also secured contract income from The Highland Council, Comhairle nan Eilean Siar, Argyll & Bute Council, Falkirk Council, Historic Environment Scotland, An Comunn Gàidhealach and a number of other bodies for which we delivered services.

Reserves policy

In 2013-14 Fèisean nan Gàidheal achieved a long-term aim of having 3 months' operating costs in reserve at all times and we have increased our reserve slightly this year. Management fees received for delivering contracts such as Blas and Fèisgoil activities enable us to reinvest in the activities of local Fèisean.

Our reserves are principally to enable the organisation to fulfil contractual obligations in the event it requires to be wound up. The only likely scenario in which this would occur would be if funding from our major stakeholder, Creative Scotland, were to be withdrawn. We would likely have around 6 months' notice if that were to happen and, if reorganisation proved impossible, our reserves would enable us to cover redundancy payments, other liabilities and contractual obligations, currently estimated to cost a maximum of £137,000. Given the period of notice attached to the withdrawal of funding, it is very likely the company could be wound up with lower costs but, with unrestricted funds in excess of £203k, we have ample funds to cope with such a scenario.

FUTURE PLANS

Through our Fèisgoil service, Fèisean nan Gàidheal will continue to build on its formal education work and offer solutions in delivering Gaelic language teaching as well as arts-related work, such as music and drama, primarily in Gaelic school and units.

We made a bid for regular funding from Creative Scotland for the years 2018-21 and we were pleased to receive confirmation of regularly funding of £1.4m for that period. The organisation will engage continuously in fund-raising and earning additional income through the delivery of contracts for third party organisations and will seek to take advantage of funding available through new streams such as the 2018 Year of Young People.

Our online digital television channel - FèisTV - broadcast its first shows during 2017-18 with online lessons and further streaming planned for 2018-19. We were pleased to maintain our Irish/Scottish exchange Guth na nGael and will continue to seek opportunities for international partnerships in the future.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

During the year 5 trustees stood down from the Board of Trustees as they reached the end of their permitted terms. They were replaced with 5 new trustees who joined the board in December 2017. When trustees are recruited this is done so through an open election process with potential trustees nominated by their local Fèis, and then elected by the membership.

Organisational structure

Fèisean nan Gàidheal is governed by a Board of Trustees made up of up to 10 Fèis representatives elected by the membership, along with observers from the three main funding bodies that support the organisation. The Board met 4 times during the year. All Board papers are published routinely on the organisation's website, as is its Annual Report and Financial Statements.

Induction and training of new trustees

With a number of trustees due to stand down following the 2017 AGM a decision was taken to invite potential new members to the meeting of the Board of Trustees in May 2017. 3 people, who subsequently stood for election, had the opportunity to learn more about the make-up of the board and the role and responsibility of a Trustee.

The 5 new trustees received an induction session which included a presentation outlining the aims and objectives of the organisation, the work in which it is involved and sources of funding as well as the responsibilities of trustees as directors of a company limited by guarantee and a registered charity.

Report of the Trustees
for the Year Ended 31 March 2018

STRUCTURE, GOVERNANCE AND MANAGEMENT

Wider network

Fèisean nan Gàidheal continues to work closely with organisations and projects to promote the Gaelic language, culture and the traditional arts. We regularly engage with our funding bodies and throughout 2017-18 staff attended various conferences, seminars and information sessions organised by them.

Fèisean nan Gàidheal staff were actively involved in a range of advocacy and promotional work collaborating with a number of networks and organisations such as the Traditional Music Forum, Creative Scotland's Traditional Arts Advisory Group, the Highland Youth Music Forum, the Gaelic Drama Network, Hands Up for Trad, the Music Education Partnership Group and the Highland Youth Arts Hub.

The organisation routinely submitted comments to public consultations on the Gaelic Language Plans of a number of organisations and the proposed National Culture Strategy. Staff and Board engaged in advocacy work connected to our local authority funding.

Fèisean nan Gàidheal continued its sponsorship of the Traditional Music Hall of Fame at the 2017 Scots Trad Music Awards.

Related parties

The trustees are members of local Fèisean which receive grants from the charity from time to time. The sums which were approved for each year were as follows:

Name	Status	Fèisean	2018	2017
Deirdre Beck	Trustee	Fèis Lochabair	£12,818	£16,098
Kirsteen Graham	Trustee	Fèis an Earraich	£19,580	£14,480
Elizabeth Bain	Trustee	Fèis Ceann Loch Goibhle	£3,642	£4,483
George Stoddart	Trustee	Fèis Fhoirt	£19,222	£16,160
Bob MacKinnon	Trustee	Fèis Dhùn Bhreatainn an Iar	£475	£690
Anne MacAulay	Trustee	Fèis an Rubha	£2,863	£0
Anna Murray	Trustee	Fèis Eilean an Fhraoich	£7,484	£8,194
Colin Sandilands	Trustee	Fèis Farr	£576	£0
Sarah-Jayne Shankland	Trustee	Fèis nan Garbh Chrìochan	£16,829	£0

It should be noted that the grants scheme operated allocates funding on the basis of a formula under powers delegated to the Chief Executive. Board members do not, therefore, discuss the level of grant aid for individual Fèisean although they approve the overall sums involved annually.

Risk management

The trustees acknowledge their duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

A risk register is maintained by Fèisean nan Gàidheal, managed by the staff and monitored annually by the Executive Group with a report to the full Board. In addition, risk assessments are carried out for each of the organisation's offices, as well as for events run by Fèisean nan Gàidheal.

Report of the Trustees
for the Year Ended 31 March 2018

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
SC130071 (Scotland)

Registered Charity number
SC002040

Registered office
Meall House
Portree
Isle of Skye
IV51 9BZ

Trustees

Robert Allan Mackinnon	
Kirsteen Anne Graham	
Elizabeth Blyth Bain	
Deirdre Ann Beck	
Colin Sandilands	- appointed 8.12.17
Sarah-Jayne Shankland	- appointed 8.12.17
Anne Catherine Macaulay	- appointed 8.12.17
Anna Murray	- appointed 8.12.17
George Keiller Stoddart	- appointed 8.12.17
Duncan MacQuarrie	- resigned 8.12.17
Peigi Maclennan	- resigned 8.12.17
Elaine Margaret Spence	- resigned 8.12.17
Seumas Campbell	- resigned 8.12.17
Uisdean Robertson	- resigned 8.12.17

Company Secretary
Colin Sandilands

Auditors
Mann Judd Gordon Ltd
Registered Auditors &
Chartered Accountants
26 Lewis Street
Stornoway
Isle of Lewis
HS1 2JF

Chief Executive
Arthur Cormack

Report of the Trustees
for the Year Ended 31 March 2018

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also the directors of FÈISEAN nan GÀIDHEAL for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

AUDITORS

The auditors, Mann Judd Gordon Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 28 September 2018 and signed on its behalf by:

Kirsteen Graham - Trustee

Report of the Independent Auditors to the Trustees and Members of Fèisean nan Gàidheal

Opinion

We have audited the financial statements of Fèisean nan Gàidheal (the 'charitable company') for the year ended 31 March 2018 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2018 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 22 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- the charitable company has not kept proper and adequate accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees
As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report
This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members and trustees as a body, for our audit work, for this report, or for the opinions we have formed.

A Cumming (Senior Statutory Auditor)
for and on behalf of Mann Judd Gordon Ltd
Registered Auditors &
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Chartered Accountants
26 Lewis Street
Stornoway
Isle of Lewis
HS1 2JF

28 September 2018

Note:
The maintenance and integrity of the Fèisean nan Gàidheal website is the responsibility of the trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

Statement of Financial Activities
for the Year Ended 31 March 2018

	Notes	Unrestricted fund £	Restricted funds £	31.3.18 Total funds £	31.3.17 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	6,351	-	6,351	-
Charitable activities	5				
Core activities		680,001	35,000	715,001	764,214
Training		10,500	-	10,500	7,000
Blas Festival		187,826	-	187,826	189,274
Fèisgoil		287,312	45,000	332,312	371,481
Gaelic residential		51,790	-	51,790	27,000
Other trading activities	3	92,702	-	92,702	110,797
Investment income	4	144	1	145	237
Total		1,316,626	80,001	1,396,627	1,470,003
EXPENDITURE ON					
Raising funds	6	2,833	-	2,833	4,424
Charitable activities	7				
Core activities		812,289	42,520	854,809	846,633
Training		10,481	-	10,481	6,188
Blas Festival		185,945	-	185,945	183,531
Fèisgoil		243,264	32,337	275,601	349,493
Gaelic residential		42,187	-	42,187	26,419
Total		1,296,999	74,857	1,371,856	1,416,688
NET INCOME		19,627	5,144	24,771	53,315
RECONCILIATION OF FUNDS					
Total funds brought forward		184,051	45,689	229,740	176,425
TOTAL FUNDS CARRIED FORWARD		203,678	50,833	254,511	229,740

The notes form part of these financial statements

Balance Sheet
At 31 March 2018

	Notes	Unrestricted fund £	Restricted funds £	31.3.18 Total funds £	31.3.17 Total funds £
FIXED ASSETS					
Tangible assets	16	-	5,170	5,170	12,690
CURRENT ASSETS					
Debtors	17	35,514	7,875	43,389	70,718
Cash at bank		214,635	44,462	259,097	200,323
		250,149	52,337	302,486	271,041
CREDITORS					
Amounts falling due within one year	18	(46,471)	(6,674)	(53,145)	(53,991)
NET CURRENT ASSETS		203,678	45,663	249,341	217,050
TOTAL ASSETS LESS CURRENT LIABILITIES		203,678	50,833	254,511	229,740
NET ASSETS		203,678	50,833	254,511	229,740
FUNDS	20				
Unrestricted funds				203,678	184,051
Restricted funds				50,833	45,689
TOTAL FUNDS				254,511	229,740

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Board of Trustees on 28 September 2018 and were signed on its behalf by:

Colin Sandlinds - Trustee

The notes form part of these financial statements

Cash Flow Statement
for the Year Ended 31 March 2018

	Notes	31.3.18 £	31.3.17 £
Cash flows from operating activities:			
Cash generated from operations	1	58,629	60,842
Net cash provided by (used in) operating activities		58,629	60,842
Cash flows from investing activities:			
Interest received		145	237
Net cash provided by (used in) investing activities		145	237
Change in cash and cash equivalents in the reporting period		58,774	61,079
Cash and cash equivalents at the beginning of the reporting period		200,323	139,244
Cash and cash equivalents at the end of the reporting period		259,097	200,323

The notes form part of these financial statements

Notes to the Cash Flow Statement
for the Year Ended 31 March 2018

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.18	31.3.17
	£	£
Net income for the reporting period (as per the statement of financial activities)	24,771	53,315
Adjustments for:		
Depreciation charges	7,520	4,727
Interest received	(145)	(237)
Decrease/(increase) in debtors	27,329	(27,962)
(Decrease)/increase in creditors	(846)	30,999
Net cash provided by (used in) operating activities	58,629	60,842

Notes to the Financial Statements
for the Year Ended 31 March 2018

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The presentation currency of the financial statements is the Pound Sterling (£).

The accounts are rounded to the nearest £1.

The Charity is a going concern and there are no material uncertainties casting significant doubt over its ability to continue as a going concern

Critical accounting judgements and key sources of estimation uncertainty
Fixed asset net book value and depreciation charges are the areas of the accounts which are affected by significant judgements and estimates. The trustees exercise judgement in determining both the useful economic life and the likely residual value of the charity's assets. This judgement affects the rates of and charge for depreciation in the accounts for the year. It also therefore affects the net book value of the assets in the balance sheet.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether ‘capital’ grants or ‘revenue’ grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets
It is the policy of the charity not to capitalise expenditure unless the cost incurred is over £1,000.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2018

1. ACCOUNTING POLICIES - continued

Debtors and creditors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

2. DONATIONS AND LEGACIES

	31.3.18	31.3.17
	£	£
Donations	351	-
Legacies	6,000	-
	6,351	-

3. OTHER TRADING ACTIVITIES

	31.3.18	31.3.17
	£	£
Sale of publications	846	608
Instrument bank revenue	5,356	6,689
Management charges	86,500	103,500
	92,702	110,797

4. INVESTMENT INCOME

	31.3.18	31.3.17
	£	£
Deposit account interest	145	237

Notes to the Financial Statements - continued
for the Year Ended 31 March 2018

5. INCOME FROM CHARITABLE ACTIVITIES

	Core activities	Training	Blas Festival
	£	£	£
Grants	688,206	10,500	152,810
Other income	2,875	-	2,244
Cèilidh Trails - earned income	10,518	-	-
Membership fees	6,210	-	-
Wages reimbursed by Fèisean	-	-	-
No description	7,192	-	-
Box office / concerts	-	-	30,272
Sponsorships	-	-	2,500
Fèisgoil - earned income	-	-	-
	715,001	10,500	187,826

	Fèisgoil	Gaelic residential	31.3.18 Total activities	31.3.17 Total activities
	£	£	£	£
Grants	228,000	47,249	1,126,765	990,904
Other income	-	4,541	9,660	9,778
Cèilidh Trails - earned income	-	-	10,518	17,839
Membership fees	-	-	6,210	5,300
Wages reimbursed by Fèisean	-	-	-	1,962
No description	-	-	7,192	-
Box office / concerts	-	-	30,272	32,626
Sponsorships	-	-	2,500	579
Fèisgoil - earned income	104,312	-	104,312	299,981
	332,312	51,790	1,297,429	1,358,969

Grants received, included in the above, are as follows:

	31.3.18	31.3.17
	£	£
Creative Scotland	501,667	501,666
Highland Council	267,763	107,663
Comhairle nan Eilean Siar	12,800	15,340
Argyll & Bute Council	32,000	32,000
Highland & Islands Enterprise	138,444	142,386
Bòrd na Gàidhlig	129,091	158,849
Scottish Government	45,000	33,000
	1,126,765	990,904

6. RAISING FUNDS

Other trading activities

	31.3.18	31.3.17
	£	£
Instrument bank costs	2,833	4,424

Notes to the Financial Statements - continued
for the Year Ended 31 March 2018

7. CHARITABLE ACTIVITIES COSTS

	Direct costs (See note 8)	Grant funding of activities (See note 9)	Support costs (See note 10)	Totals
	£	£	£	£
Core activities	367,873	355,057	131,879	854,809
Training	10,481	-	-	10,481
Blas Festival	184,885	-	1,060	185,945
Fèisgoil	275,601	-	-	275,601
Gaelic residential	42,187	-	-	42,187
	881,027	355,057	132,939	1,369,023

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.18	31.3.17
	£	£
Staff costs	347,534	214,614
Child protection costs	9,359	8,783
Training	8,481	4,188
Resources	7,219	5,682
Showcase concerts	320	-
Fèisgoil - delivery costs	196,918	262,223
Archiving project	2,394	974
Sgoil Shamhraidh	18,117	14,743
Cèilidh Trails	2,141	31,147
Meanbh-chuileag / Pantomime	6,686	10,429
Tachartasan Còmhnaidh	10,070	7,676
Project management	-	1,200
Meanbh-Fhèis	646	-
Drama air Chuairt	14,097	-
Management charges	86,500	103,500
Gaelic language Development	-	6,079
Inter Fèis activities	253	1,643
Blas - Artistes costs	63,732	64,515
Blas - Travel and support	25,023	24,151
Blas - PA and lighting	16,270	13,618
Blas - Venue hire	1,413	282
Blas - Promotion	26,421	26,363
Blas - Project manager	15,050	32,500
Blas - Commissions	-	7,700
Blas - Equipment	-	3,130
Fèis TV	22,383	1,080
	881,027	846,220

9. GRANTS PAYABLE

	31.3.18	31.3.17
	£	£
Core activities	355,057	302,841

Notes to the Financial Statements - continued
for the Year Ended 31 March 2018

9. GRANTS PAYABLE - continued

The total grants paid to institutions during the year was as follows:

	31.3.18	31.3.17
	£	£
Grants to Fèisean	269,314	215,147
Tasgadh Fund	31,500	31,034
Cèilidh Trails grants	54,243	56,660
	355,057	302,841

10. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Core activities	108,308	305	23,266	131,879
Blas Festival	-	-	1,060	1,060
	108,308	305	24,326	132,939

11. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.18	31.3.17
	£	£
Auditors' remuneration	2,274	3,660
Auditors' remuneration for non audit work	5,026	3,792
Depreciation - owned assets	7,520	4,725

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2018 nor for the year ended 31 March 2017.

Trustees' expenses
There were no trustees' expenses paid for the year ended 31 March 2018 nor for the year ended 31 March 2017.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2018

13. STAFF COSTS

	31.3.18	31.3.17
	£	£
Wages and salaries	305,986	299,651
Social security costs	26,429	25,035
Other pension costs	15,119	14,878
	347,534	339,564

The average monthly number of employees during the year was as follows:

	31.3.18	31.3.17
Charitable activities	9	9
Support costs	3	3
	12	12

No employees received emoluments in excess of £60,000.

During the year no employees received emoluments in excess of £60,000 (2017 - none).

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Core activities	729,214	35,000	764,214
Training	7,000	-	7,000
Blas Festival	189,274	-	189,274
Fèisgoil	338,481	33,000	371,481
Gaelic residential	27,000	-	27,000
Other trading activities	110,797	-	110,797
Investment income	237	-	237
Total	1,402,003	68,000	1,470,003
EXPENDITURE ON			
Raising funds	4,424	-	4,424
Charitable activities			
Core activities	807,403	39,230	846,633
Training	6,188	-	6,188
Blas Festival	183,531	-	183,531
Fèisgoil	349,493	-	349,493
Gaelic residential	26,419	-	26,419
Total	1,377,458	39,230	1,416,688
NET INCOME	24,545	28,770	53,315

Notes to the Financial Statements - continued
for the Year Ended 31 March 2018

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES – continued

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
RECONCILIATION OF FUNDS			
Total funds brought forward	159,506	16,919	176,425
TOTAL FUNDS CARRIED FORWARD	184,051	45,689	229,740

15. SUBSIDIARY COMPANY

Fèisean nan Gàidheal owns 100% of the issued share capital of Blas Festival Ltd (SC308889), a company registered in Scotland. This company was incorporated to operate an annual arts festival of the same name.

Audited accounts have been filed with the Registrar of Companies and have been consolidated with those of Fèisean nan Gàidheal in the group accounts presented here.

A summary of the trading results, as extracted from the audited accounts, for the years to 31 March 2018 and 2017 are shown below.

	2018	**2017**
	£	**£**
Turnover	187,826	189,274
Cost of sales	169,885	172,259
Gross profit	17,941	17,015
Administrative expenses	16,060	11,272
Donation to Fèisean nan Gàidheal	1,579	5,375
Profit / (loss) for year	302	368
Interest receivable / (payable) for year	-	-
	302	368
Taxation	-	-
Profit / (loss) after taxation	302	368
Net (liabilities) / assets at 31 March	(1,372)	(1,674)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2018

16. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2017 and 31 March 2018	32,870
DEPRECIATION	
At 1 April 2017	20,180
Charge for year	7,520
At 31 March 2018	27,700
NET BOOK VALUE	
At 31 March 2018	5,170
At 31 March 2017	12,690

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.18 £	31.3.17 £
Other debtors	-	35,579
Prepayments	5,925	1,000
Grants receivable	37,464	34,139
	43,389	70,718

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.18 £	31.3.17 £
Social security and other taxes	7,719	7,754
VAT	572	40
Deferred income	28,100	-
Accrued expenses	16,754	27,810
Deferred grants	-	18,387
	53,145	53,991

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.18 £	31.3.17 £
Within one year	1,000	-
Between one and five years	5,000	-
In more than five years	1,000	-
	7,000	-

Notes to the Financial Statements - continued
for the Year Ended 31 March 2018

20. MOVEMENT IN FUNDS

	At 1.4.17 £	Net movement in funds £	At 31.3.18 £
Unrestricted funds			
General fund	184,051	19,627	203,678
Restricted funds			
Information and Communication Technologies project	12,689	(7,519)	5,170
Development fund	33,000	12,663	45,663
	45,689	5,144	50,833
TOTAL FUNDS	229,740	24,771	254,511

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,316,626	(1,296,999)	19,627
Restricted funds			
Information and Communication Technologies project	1	(7,520)	(7,519)
Tasgadh Fund	35,000	(35,000)	-
Development fund	45,000	(32,337)	12,663
	80,001	(74,857)	5,144
TOTAL FUNDS	1,396,627	(1,371,856)	24,771

Comparatives for movement in funds

	At 1.4.16 £	Net movement in funds £	At 31.3.17 £
Unrestricted Funds			
General fund	159,506	24,545	184,051
Restricted Funds			
Information and Communication Technologies project	16,919	(4,230)	12,689
Development fund	-	33,000	33,000
	16,919	28,770	45,689
TOTAL FUNDS	176,425	53,315	229,740

Notes to the Financial Statements - continued
for the Year Ended 31 March 2018

20. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,402,003	(1,377,458)	24,545
Restricted funds			
Tasgadh Fund	35,000	(35,000)	-
Development fund	33,000	-	33,000
Information and Communication Technologies project	-	(4,230)	(4,230)
	68,000	(39,230)	28,770
TOTAL FUNDS	1,470,003	(1,416,688)	53,315

21. RELATED PARTY DISCLOSURES

During the year Blas Festival Ltd paid management and administration charges to Fèisean nan Gàidheal of £15,000 (2017 - £10,000).

At the year end a gift aid donation of £1,579 (2017 - £5,375) is due by Blas Festival Ltd to Fèisean nan Gàidheal.

At the year end date Blas Festival Ltd owed Fèisean nan Gàidheal £1,558 (2017 - £2,472). There are no repayment terms in place and interest is not charged on the balance.

22. APB ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

23. ULTIMATE CONTROLLING PARTY

There is no ultimate controlling party.

Detailed Statement of Financial Activities for the Year Ended 31 March 2018

	Unrestricted funds £	Restricted funds £	31.3.18 Total funds £	31.3.17 Total funds £
INCOME AND ENDOWMENTS				
Donations and legacies				
Donations	351	-	351	-
Legacies	6,000	-	6,000	-
	6,351	-	6,351	-
Other trading activities				
Sale of publications	846	-	846	608
Instrument bank revenue	5,356	-	5,356	6,689
Management charges	86,500	-	86,500	103,500
	92,702	-	92,702	110,797
Investment income				
Deposit account interest	144	1	145	237
Charitable activities				
Grants	1,046,765	80,000	1,126,765	990,904
Box office / concerts	30,272	-	30,272	32,626
Other income	9,660	-	9,660	9,778
Cèilidh Trails - earned income	10,518	-	10,518	17,839
Fèisgoil - earned income	104,312	-	104,312	299,981
Membership fees	6,210	-	6,210	5,300
Sponsorships	2,500	-	2,500	579
Wages reimbursed by Fèisean	-	-	-	1,962
No description	7,192	-	7,192	-
	1,217,429	80,000	1,297,429	1,358,969
Total incoming resources	1,316,626	80,001	1,396,627	1,470,003
EXPENDITURE				
Other trading activities				
Instrument bank costs	2,833	-	2,833	4,424
Charitable activities				
Wages	302,202	3,784	305,986	186,902
Employer's National Insurance	26,094	335	26,429	12,834
Pensions	14,930	189	15,119	14,878
Child protection costs	9,359	-	9,359	8,783
Training	8,481	-	8,481	4,188
Resources	7,219	-	7,219	5,682
Showcase concerts	320	-	320	-
Fèisgoil - delivery costs	168,889	28,029	196,918	262,223
Archiving project	2,394	-	2,394	974
Carried forward	539,888	32,337	572,225	496,464

Detailed Statement of Financial Activities for the Year Ended 31 March 2018

	Unrestricted funds £	Restricted funds £	31.3.18 Total funds £	31.3.17 Total funds £
Charitable activities				
Brought forward	539,888	32,337	572,225	496,464
Sgoil Shamhraidh Dràma	18,117	-	18,117	14,743
Cèilidh Trails	2,141	-	2,141	31,147
Meanbh-chuileag / Pantomime	6,686	-	6,686	10,429
Tachartasan Còmhnaidh	10,070	-	10,070	7,676
Project management	-	-	-	1,200
Meanbh-Fhèis	646	-	646	-
Drama air Chuairt	14,097	-	14,097	-
Management charges	83,000	3,500	86,500	103,500
Gaelic language Development	-	-	-	6,079
Inter Fèis activities	253	-	253	1,643
Blas - Artistes costs	63,732	-	63,732	64,515
Blas - Travel and support	25,023	-	25,023	24,151
Blas - PA and lighting	16,270	-	16,270	13,618
Blas - Venue hire	1,413	-	1,413	282
Blas - Promotion	26,421	-	26,421	26,363
Blas - Project manager	15,050	-	15,050	32,500
Blas - Commissions	-	-	-	7,700
Blas - Equipment	-	-	-	3,130
Fèis TV	22,383	-	22,383	1,080
Grants to institutions	323,557	31,500	355,057	302,841
	1,168,747	67,337	1,236,084	1,149,061
Support costs				
Management				
Wages	-	-	-	112,749
Social security	-	-	-	12,201
Office rent	33,071	-	33,071	32,257
Insurance	7,778	-	7,778	7,232
Light and heat	2,800	-	2,800	5,900
Telephone	13,292	-	13,292	14,211
Printing, postage & stationery	14,485	-	14,485	13,483
Advertising	652	-	652	116
Sundries	3,486	-	3,486	5,053
Website	2,048	-	2,048	1,544
Staff travel and expenses	19,540	-	19,540	23,156
Capital costs	3,636	-	3,636	1,728
Depreciation of tangible and heritage assets	-	7,520	7,520	4,727
	100,788	7,520	108,308	234,357
Finance				
Bank charges	305	-	305	320
Governance costs				
Auditors' remuneration	2,274	-	2,274	3,660
Auditors' remuneration for non audit work	5,026	-	5,026	3,792
Legal fees	3,566	-	3,566	3,719
Committee expenses	4,072	-	4,072	3,170
Annual conference	9,388	-	9,388	14,185
	24,326	-	24,326	28,526

Detailed Statement of Financial Activities for the Year Ended 31 March 2018

	Unrestricted funds £	Restricted funds £	31.3.18 Total funds £	31.3.17 Total funds £
Total resources expended	1,296,999	74,857	1,371,856	1,416,688
Net income	19,627	5,144	24,771	53,315

Fèisean nan Gàidheal

Cùmhnantan Maoineachaidh

Àireamh air a' Chlàr Chùisean: 3.2018.03(g)

Adhbhar a' Phàipeir

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

Bun Fhiosrachadh

Bidh sinn a' conaltradh gu tric ris na buidhnean a gar maoineachadh agus tha e riatanach fiosrachadh a bhith aig buill a' Bhùird mun ìre aig a bheil ar cùmhnantan.

Cùmhnantan Maoineachaidh

1. Alba Chruthachail

Tha airgead Alba Chruthachail air tighinn thugainn a-rèir cùmhnaint. Fhuaireas dearbhadh mu mhaoin airson Tasgadh a riaghladh dhaibh agus tha aithisg mun sin fo 3.2018.02(e).

2. Iomairt na Gàidhealtachd agus nan Eilean

Dh'aontaich InG maoin de £370,000 airson 2018-21 agus tha sinn a-nise air aontachadh ri cùmhnant mu choinneimh na maoin.

3. Bòrd na Gàidhlig

Mar a chaidh a mhìneachadh anns na pàipearan airson na coinneimh mu dheireadh, bha Bòrd na Gàidhlig air aontachadh ri cùmhnantan airson sia mìosan a-mhàin. An dèidh sin, nochd fios gun robhas a' dol a shìneadh sin gu bliadhna agus tha sin a' ciallachadh gu bheil £124,000 ri fhaighinn ann an 2018-19.

Chùm Bòrd na Gàidhlig coinneamh de bhuidhnean Gàidhlig san Ògmhios agus às a dèidh fhuair sinn cuireadh tagradh a chur a-steach airson maoin trì-bliadhna. Rinn sinn sin ron cheann-latha dùnaidh de 13mh Sultain.

4. Comhairle na Gàidhealtachd agus High Life na Gàidhealtachd

Cha d' fhuair sinn cùmhnant bho Chomhairle na Gàidhealtachd fhathast airson 2018-19 ged a chaidh airgead airson Blas a dhearbhadh aig £65,885 agus cha deach gearradh sam bith a dhèanamh air maoin nam Fèisean.

Tha High Life Highland air £160k a phàigheadh dhuinn airson leasanan ann an ceòl traidiseanta a lìbhrigeadh sa bhliadhna sgoile 2018-19.

5. Comhairle nan Eilean Siar

Chaidh £12,800 a phàigheadh agus chuir sinn pàipear don Chomhairle mu na gearraidhean a tha san amharc aca bho 2019-20 air adhart.

6. Comhairle Earra Ghàidheal is Bhòid

An dèidh ùine fhada ann an conaltradh riutha ràinig sinn aonta le Comhairle Earra Ghàidheal is Bhòid agus bidh sinn a' faotainn £20k airson 2018-19. Rinn an t-oifgear a bhios a' dèiligeadh rinn, Rona Gold, oidhirp airgead trì-bliadhna fhaighinn ach cha do shoirbhich leatha agus 's ann airson bliadhna a tha an t-aonta seo aig ìre £12k nas lugha na b' àbhaist dhuinn fhaighinn. Mar sin, cha robh tachartasan Blas ann an Earra-Ghàidheal am-bliadhna.

7. EventScotland

Fhuair sinn a' mhòr chuid de mhaoin EventScotland mu choinneimh Òran Mòr agus thig an cuibhreann mu dheireadh air dhuinn aithisg bhuilean a chur thuca ro mheadhan na Samhna.

Gnìomh a dhìth

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

Art MacCarmaig
Ceannard
Sultain 2018

Fèisean nan Gàidheal

Geàrr-aithisgean Luchd-obrach

Àireamh air a' Chlàr Chùisean: 3.2018.05(a)

Ainm	Art MacCarmaig
Dreuchd	Ceannard

Cinn-latha cudromach bhon choinneamh mu dheireadh

23.05.18 Coinneamh de Chomann nam Pàrant Port Rìgh (Iomairtean)
24.05.18 Coinneamh fòn le Donna NicRath agus Moreen Pringle mun stòr-data ùr
29.05.18 Coinneamh de Bhuidheann Ro-innleachd Turasachd na Gàidhlig aig VisitScotland ann am Peairt
30.05.18 Coinneamh mu Ro-innleachd Nàiseanta Cultarach ann an Glaschu
31.05.18 A' gabhail pàirt ann an Coinneamh den Bhuidheann Thar-Pàrtaidh na Gàidhlig aig Pàrlamaid na h-Alba
11.06.18 Coinneamh de Bhuidheann-stiùiridh Bhlas
14.06.18 Coinneamh fòn le Danielle Logan bho Young Scot
15.06.18 Coinneamh le Pelican Design mu làrach-lìn FèisTV agus app FnG
19.06.18 Coinneamh eadar Comann nam Pàrant Port Rìgh agus Àrd-sgoil Phort Rìgh (Iomairtean)
20.06.18 Coinneamh le Kateryna NicFhionghuin aig HIE mu cho-labhairt san t-Sultain
25.06.18 An làthair aig Meanbh-Fhèis Àrd-sgoil Phort Rìgh
28.06.18 Coinneamh de na buidhnean Gàidhlig ga cur air dòigh le Bòrd na Gàidhlig
29.06.18 Còmhradh ri Verity Blanchard, Bliadhna na h-Òigridh 2018 (air fòn)
04.07.18 An làthair aig cur gu seòl Blas 2018 ann an Inbhir Nis
05.07.18 An lathair aig Fèis Alba sa Phloc (seachdain 1)
12.07.18 An lathair aig Fèis Alba sa Phloc (seachdain 2)
16.07.18 Agallamh le Calum MacLeòid mu Bhlas 2018
23.07.18 Coinneamh de phanal Tasgadh
25.07.18 Còmhradh fòn le Stacey Toner mu rannsachadh OGE
03.08.18 An làthair aig Fèis Thròndairnis
20.08.18 Agallamh le Susan Welsh mu Bhlas 2018
21.08.18 Coinneamh sgioba-obrach
22.08.18 Coinneamh eadar Comann nam Pàrant Port Rìgh agus Àrd-sgoil Phort Rìgh (Iomairtean)
22.08.18 Coinneamh le Iain Swinney BPA agus dealbhan a chur air dòigh son Beairteas a chur gu seòl
27.08.18 Coinneamh fòn le Craig Duncan aig Limelight
03.09.18 An làthair aig fosgladh Bun-sgoil Ghàidhlig Phort Rìgh (Iomairtean)
05.09.18 Còmhradh ri Verity Blanchard, Bliadhna na h-Òigridh 2018 (air fòn)
05.09.18 Agallamh air Travelling Folk mu Bhlas 2018
07.09.15 An làthair aig cèilidh Fèis an Earraich (Blas) agus ga sruthadh beò air FèisTV
08.09.15 An làthair aig cuirm Alasdair MhicIllÌosa (Blas) agus ga sruthadh beò air FèisTV
14.09.15 An làthair aig Ceòl nam Fèis (Blas) agus ga sruthadh beò air FèisTV
15.09.15 An làthair aig Òran Mòr (Blas)
20.09.18 A' bruidhinn aig co-labhairt ann an Eden Court: People of the North - Across the Generations
28.09.18 Coinneamh den Bhòrd-stiùiridh ann an Glaschu
29.09.18 Co-labhairt Fèisean nan Gàidheal ann an Glaschu

Ainm	**Calum Ailig Macmhaoilein**	**Dreuchd**	**Manaidsear Leasachaidh**	
Àir.		**Raon sa Phlana Pròga ram**	**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.**			
	Tha mi a' coimhead às dèidh a' mhaoin seo 's gu ruige seo ann an 2018-19 tha na Fèisean a leanas air taic fhaighinn: • Fèis Tìr a' Mhurain - £675 mu choinneamh pròiseact le Fèis an Eilean Dorcha • Fèis Òigridh na Mara - £260 airson bùithtean-obrach le Nae Plans. • Fèis Spè - £11,850 mu choinneamh dreuchd oifigear leasachaidh • Fèis Rois - £5,000 airson taisbeanaidhean ciùil a chuir air dòigh aif Fèis Lorient			

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 pròg ram obrach fad na bliadhna a chur air chois.**	
	Tha sinn a' beachdachadh air diofar dhòighean taic ro-innleachdail a chumail ri na Fèisean 's gu h-àiridh a bhith a' leasachadh agus a' leudachadh a' phrògraim de chlasaichean leanntaineach a tha ri fhaotainn aig an ìre-sa.	
AC4	**Taic do bhith sgrìobhadh òrain Ghàidhlig ùra.**	
	Thug sinn coimisean do Robbie MacLeòid òran ùr a sgrìobhadh dhuinn airson Bliadhna na h-Òigridh. Le taic bho Bhòrd na Gàidhlig bidh sinn a' cur air dòigh bùithtean-obrach thairis air a' Gheamhradh airson sgrìobhadh òrain ùra.	
AC5	**Cothroman do luchd-ciùil, luchd-dràma is seinneadairean a bhith leasachadh sgilean sgrìobhaidh ùra tro choimiseanan ùra.**	
	Fhuair Mischa Nic a' Phearsain cothrom coimisean ùra a chuir air dòigh mar phàirt de Bhlas 's theid a choimisean a chlàradh le taic sònraichte a fhuair sinn bho Throntons Investments. Mar phàirt de Dhràma air Chuairt chaidh 9 dealbhan-cluiche ghoirid a sgrìobhadh sa thaisbeanadh mar phàirt de Bhlas cuideachd.	
AC6	**A' cur Sgoil Shamhraidh Dràma Ghàidhlig air dòigh.**	
	Bha mi an làthair aig an taisbeanadh sa Phloc san t-Iuchar.	
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 aif na h-ìrean a tha Aonadh an Luchd-chiùil a' moladh, ma bhios taic-airgid gu leòr ann.**	
	Tha mi gu bhith a' cur sùil air dòighean an sgeama seo a ghluasad gu riochd air-loidhne.	
AC11	**Conaltradh cunbhalach le Oifigearan Leasachaidh, Co-labhairt bhliadhnail agus cruinneachaidhean roinneil mar a bhios iomchaidh.**	
	Tha mi a' cumail còmhraidhean cunbhalach leis an sgioba leasachaidh 's tha mi an-dràsta a' gabhail uallach airson Fèisean nan Eilean Siar agus an t-Eilean Sgitheanach leis gu bheil Shona Nic a' Mhaoilein air Fèisean nan Gàidhela fhàgail.	
AC13	**Obair Ghàidhlig aig na Fèisean le Sgioba-G.**	
	Tha cruaidh fheum air seo a leasachadh 's bidh mi a' còmhradh air a' chuspair seo leis na Fèisean aig a' cho-labhairt bhliadhnail.	
AC16	**A' cumail a' toirt taic do chuirmean Fhèisean ionadail.**	
	'S e obair leantainneach a tha seo 's nuair a bhios e comasach dhomh bidh mi feuchainn ris na tachartasan ionadail a fhrithealadh.	
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.**	
	Tha seo a' leantainn	
AC19	**Taic do bhuidhnean coimhearsnachd a tha ag iarraidh Fèisean ùra a stèidheachadh.**	
	Thug mi taic do Fèis Chille Bhrighde an Ear air a' bhliadhna a dh' fhalbh 's chum iad a' chiad tachartais aca air Disathairne 15 Sultain. Tha ùidh air nochdadh bho bhuidheann de phàrantan ann an Ceann a-Deas an Eilean Sgitheanaich tachartasan Fèise a chuir air dòigh 's bidh mi còmhradh riutha sna seachdainean a tha romhainn.	
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.**	
	Chuir mi Dràma air Chuairt air dòigh a-rithist am bliadhna 's fhuair triùir chleasaichean agus aon stiùiriche cothroman cosnaidh mar phàirt dhan phròiseact. Bha còrr is 50 com-pàirtiche an sàs sna cèilidhean air chuairt 's fhuair iadsan cosnadh Samhraidh a-mach as a' phròiseact. A bharrachd air sin fhuair còrr is deichnear obair pàighte mar luchd-teagaisg, luchd-aire, eòlaichean dannsaidh is fuaim agus mar sin air adhart.	
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.**	

	Bha mi gu mòr an sàs ann a bhith a' cur Blas air dòigh am bliadhna. A-measg na bha mi a' dèanamh; dhealbhaich mi program le taic bhon a' bhuidheann phròġramaidh 's chum mi taic is stiùir don a' cho-òrdanaiche. Bha mi an làthair aig na leanas: 8 Sultain – Blas @ UHI, Inbhir Nis 8 Sultain – Crossing the Minch, Ulapul, 9 Sultain – 'Mol', Inbhir Nis 11 Sultain – 'Bho Èirigh gu laighe na Grèine', Farr 12 Sultain – Julie Fowlis, Eamonn Doorley, Zoe Conway & John McIntyre le Kim Carnie, Inbhir Nis 14 Sultan – Ceòl nam Fèis, Srath Pheofhair 15 Sultain – Òran Mòr
AC22	**Cothroman air tachartasan còmhnaidheach, leis na h-ealain Ghàidhlig agus le cur-seachadan ann an coimhearsnachdan, air an cumail ann an Gàidhlig.**
	Thèid 5 Latha 2019 a chumail eadar 8-13 Giblean
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.**
	Tha an obair seo a' leantainn 's tha mi cumail taic is stiùir làitheil ris an sgioba leasachaidh, 's mar a dh' ainmich mi gu h-àrd tha mi cumail taic dha na Fèisea sna h-Eileanan Siar agus an t-Eilean Sgitheanach an-dràsta.
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.**
	Bidh mi a' cumail taic ri na h-oifigearan agus luchd-eagrachaidh gus dèanamh cinnteach gu bheil iad a' faighinn an taic iomchaidh a tha dhìth oirre.
AC27	**Trèanadh cunbhalach do luchd-obrach Fèisean nan Gàidheal is nam Fèisean fhèin.**
	Bidh sinn a' cur air dòigh trèanadh Gàidhlig dhan sgioba, na comataidheadh agus luchd-teagaisg nam Fèisean air na miosan a tha romhainn.
AC28	**Taic le sgrìobhadh chruthachail tro obair dràma agus cùrsaichean sònraichte.**
	Faic AC4
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.**
	Bidh mi a' toirt seachad òraid ghoirid aig a' choinneamh Bhliadhnail 's tro na h-oifigearan leasachaidh bidh sinn a' cumail taic cunbhalach ri na Fèisean gus dèanamh cinnteach gu bheil am poileasaidh seo air a chur an gnìomh mar bu chòir.
AC31	**Taic do bhith leudachadh an àireamh Chèilidhean air Chuairt as t-samhradh.**
	Thòisich Cèilidh air Chuairt le Fèis Phàislig air an t-samhradh seo. Cha do shoirbhich leinn Cèilidh air Chuairt a chuir air dòigh sna h-Eileanan Siar am bliadhna 's bidh mi conaltradh le na Fèisean san sgìre gus coimhead air na h-adhbharan nach do dh' obraich seo.
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.**
	Faic AC5 agus AC21
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.**
	Mar phàirt de Bhliadhna na h-Òigridh chuir sinn consart ceòl nam Fèis air dòigh le 134 com-pàirtichean bho air feadh nam fèisean a' gabhail pàirt. Chuir sinn Òran Mòr air dòigh cuideachd le còrr is 700 neach-òga an sàs.
AC35	**A' dèanamh cinn`teach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan.**
	Chum mi taic is stiùir do Janet Nic a' Phiocair a bha ag obair còmhla ruin air greis gnìomhachais. Chleachd i na meadhannan sòisealta mar dòigh tachartasan Fèisean, Blas agus na Cèilidhean air Chuairt a shanas. A bharrachd air sin bha I a' sgaoileadh fiosrachadh mu na tachartasan seo air diofar làraich-lìn agus tro phostairean is bileagan. Rinn mi agalamhan le Reidio nan Gàidheal gus innse mu thachartasan Blas 's chaidh trì thachartasan a shruthadh bho Bhlas am bliadhna.
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.	
AC37	**Trèanadh cunbhalach ann an sgilean Gàidhlig do dh'oidean nam Fèisean gus cleachdadh na Gàidhlig a leudachadh a-rèir ar Poileasaidh Gàidhlig.**
	Faic AC27
AC38	**Iomairtean airson barrachd òigridh a thoirt a-steach air stiùireadh agus co-dhùnaidhean.**
	Mar phàirt de Bhliadhna na h-Òigridh chuir mi air rannsachadh dòigh a-measg òigridh air dè na tachartasan a bu chaomh leotha fhaicinn aig Blas agus mar phàirt de dh' Òran Mòr. A bharrachd air sin chaidh ceathrar a thaghadh airson a bhith mar phàirt de bhuidheann programaidh na Fèise 's dh' obraich mi còmhla riutha thar miosan an t-samhraidh.
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.**
	Chaidh cha mhòr a h-uile tachartas Blas a lìbhrigeadh le bean/fear-an-taighe òga. Bidh sinn ag amas air daoine òga a thoirt a-steach air buidheann phrogramaidh Blas san àm ri teachd oir tha e cudromach gu bheil guth aca as na co-dhùnaidhean a tha sinn a' dèanamh mun fhèis.
AC40	**A' toirt sgilean do dhaoine òga a thaobh a bhith a' cruinneachadh stuthan, gan cur ann an cruth didseatach agus gan sgrìobhadh sìos.**
	Bidh sinn a' sanasachd an ath-ìre de Fuaran a dh' aithghearr.
AC41	**A' toirt trèanadh ann an sgilean cleasachd do dhaoine òga.**
	Faic AC20
AC47	**Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan.**
	Faic AC22
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.**
	Faic AC19
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.**
	Tha mu dèanamh seo mar phàirt dhan obair làitheil agam
AC54	**A' dèanamh ghoireasan Gàidhlig is ciùil thraidiseanta ùra.**
	Tha mi an-dràsta ag obair air goireasan didseatach a dhèanamh de leabhraichean Cèol nam Fèis.
AC55	**A' cur ghoireasan teagaisg is eile ann an cruth didseatach feuch an gabh iad an cleachdadh le barrachd dhaoine.**
	Faic AC54
AC56	**A' cruinneachadh òrain dhualchasach Ghàidhlig agus gan cur ann an cruth didseatach.**
	Faic AC40
AC58	**A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan, gu h-àraid FèisTV.**
	Faic AC35
Builean Iomairt na Gàidhealtachd is nan Eilean	
A' Toirt Ealain is Cultar na Gàidhlig air Adhart an Lùib Oideachadh Cruthachail/na seirbheis Fèisgoil	
InG5	**Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan.**
	Faic AC22
InG7	**Eadar-theangachaidhean agus dearbhadh Gàidhlig do dh' Fhèisean.**
	Faic AC30
Taic do is ag Adhartachadh nam Fèisean	
InG12	**Maoineachadh cunbhalach do dh'obair nam Fèisean tro Sgeama Thabhartasan nam Fèisean.**
	Faic AC7
InG13	**Taic leantainneach ro-innleachdail is phragtaigeach do na Fèisean bho-lìonra taice nam**

	Fèisean.	
	Faic AC7, AC11, AC16	
InG14	**A’ cur taic ri buidhnean coimhearsnachd airson obair leudachaidh agus gus Fèisean ùra a stèidheachadh.**	
	Faic AC2, AC19	
InG15	**Tuilleadh leasachaidh air Fèisean tro mheadhan na Gàidhlig.**	
	Faic AC19	
InG17	**Iomairtean airson barrachd òigridh a thoirt a-steach air stiùireadh agus co-dhùnaidhean.**	
	Faic AC38	
InG18	**A’ cur ghoireasan teagaisg is eile ann an cruth didseatach feuch an gabh iad an cleachdadh le barrachd dhaoine.**	
	Faic AC54	
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.**	
	Faic AC4 & AC40	
A’ Leasachadh Sgilean is Thàlantan/obraichean do dh’òigridh		
InG22	**Pròg raman gus sgilean dhaoine fastaichte agus saor-thoileach a leasachadh, a’ gabhail a-steach togail-airgid, stiùireadh, ICT, dìon chloinne agus ciad chobhair.**	
	Faic AC26 & AC27	
InG23	**A’ toirt trèanadh ann an sgilean cleasachd do dhaoine òga**	
	Faic AC20	
InG26	**Cothroman coimeirsealta airson a leigeil le luchd-ealain cosnadh a dhèanamh à coimiseanan ùra.**	
	Faic AC4	
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.**	
	Faic AC20	
InG28	**A’ toirt sgilean do dhaoine òga a thaobh a bhith a’ cruinneachadh stuthan, gan cur ann an cruth didseatach agus gan sgrìobhadh sìos.**	
	Faic AC40	
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.**	
	Faic AC39	
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.**	
	Faic AC2	
A’ tarraing luchd-èisteachd is a’ leudachadh nan àireamhan aca/turasachd chultarach		
InG31	**Taic a chumail ri Chèilidhean air Chuairt an t-samhraidh.**	
	Faic AC20	
InG32	**A’ cur air dòigh agus a’ leasachadh Fèis Bhlas.**	
	Faic AC21	
InG35	**Taic a chumail ri cothroman còmhnaidheach ionnsachaidh cruthachail airson òigridh aig ìre sgìreil agus eadar-nàiseanta.**	
	Faic AC4 & AC22	
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.**	
	Faic AC22	
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.**	
	Faic AC38 & AC39	
InG39	**A’ gabhail pàirt ann an tachartasan ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh.**	
	Bidh sinn a’ dèanamh gach oidhirp seo a dhèanamh le tachartasan leithis Ceòl nam Fèis agus Òran Mòr ‘s feuchainn ti tuilleadh cothroman a chruthachadh coltach ri seo air a’ bhliadhna a tha romhainn.	

InG40	**FèisTV a leasachadh agus com-pàirteachas a thogail leis a' BhBC agus BBC Alba airson stuth a chruthachadh do sgrìn agus craobh-sgaoileadh.**	
	Faic AC35 agus chaidh Òran Mòr a chlàradh le BeesNees airson BBC Alba.	
BnG1	**Taic do na h-Iomairtean Gàidhlig sna sgìrean far a bheil oifigearan Fèisean nan Gàidheal stèidhichte, le fianais air cuideachadh pragtaigeach nuair a chaidh taic a thabhann ro 31.03.19.**	
	Tha an obair seo a' leantainn far a bheil co-obrachadh cunbhalach a' dol eadar oifigearan nan iomairtean agus Oifigearan Leasachaidh nam Fèisean. Bidh luchd-obrach a' clàradh na h-ùine a bhios iad a' cur seachad ag obair leis na h-Iomairtean.	
BnG2	**Seisean seinn gach mìos ann an Inbhir Nis agus seiseanan 'cofaidh is còmhradh' gu cunbhalach ann an oifisean Phort Rìgh/Inbhir Nis nam biodh dearbhadh air iarrtas ann.**	
	Chaidh 'Tac an Teine' a chumail air 12 Cèitean agus 9 Ògmhios le timcheall air 25 neach aig gach seisean. Thèid an ath sheisean a chumail air 6 Damhair Chan eil ùidh air nochdadh ann an Cofaidh is Còmhradh ann am Port Righ aig an ìre-sa. Tha sinn an dùil a bhith coinneachadh uair sa mhìos ann an Inbhir Nis bhon Damhair air adhart 's tha sinn an dòchas a bhith ga chumail aig Eden Court.	
BnG3	**Co-dhiù 4 seiseanan trèanaidh airson sgilean cànain do luchd-obrach ro 31.03.19.**	
	Chum sinn latha trèanaidh de luchd-obrach san Ògmhios 's thèid latha a bharrachd a chui air dòigh sna mìosan ri teachd.	
BnG4	**Co-dhiù 4 seiseanan trèanaidh eile do luchd-obrach ro 31.03.19.**	
	Tha luchd-obrach a' gabhail pàirt ann an trèanadh ann an diofar chuspairean co-cheangailte ri dealbhadh, sanasachd, cànain, ciad-cobhair, dràma is eile. Mar bhuidheann tha sinn a' dèanamh lèirmheas cunbhalach air feumalachdan luchd-obrach na buidhne gus trèanadh iomchaidh, èifeachdach a chur air dòigh dhaibh.	
BnG5	**A' toirt taic do co-dhiù 44 Fèis air feadh Alba, tro thabhartasan, trèanadh, àrachas, ionnsramaidean agus sgilean Gàidhlig ro 31.03.19.**	
	Tha seo a' leantainn mar bu chòir le 47 Fèisean a-nis nam buill de dh'Fhèisean nan Gàidheal. Chaidh a' chiad latha Fèise aig Fèis Chille Bhrìghde an Ear a chumail air 15 Sultain.	
BnG6	**Fèis Bheag neo seiseanan tràth-bhliadhnaichean aig co-dhiù 6 Fèisean ro 31.03.19.**	
	Tha còrr is 10 Fèise air seiseanan tràth-bhliadhnaichean a thabhainn mar tha am bliadhna.	
BnG7	**Panto Gàidhlig ann an co-dhiù 6 àiteachan ro 31.03.19.**	
	Thèid a' phanto a chur air dòigh tràth san Dùbhlachd 2018.	
BnG8	**80 bùth-obrach dràma Gàidhlig air an lìbhrigeadh ann an coimhearsnachdan air feadh Alba ro 31.03.19.**	
	Tha sinn air barrachd air 50 bùithtean-obrach dràma a lìbhrigeadh air a' bhliadhna ionmhais seo.	
BnG9	**Fèis Dràma a chur air adhart ann an co-bhonn ri Eden Court ma bhios airgead ann tro Sgeama Ealain na Gàidhlig.**	
	Chaidh an tachartas seo a chumail aig toiseach an Ògmhios 's ged a bha na h-àireamhan a ghabh pàirt ìseal, fhuair an fheadhainn a bha an sàs cothrom sònraichte ionnsachadh bho eòlaichean dràma 's dh'ullaich iad pìosan dràma son taisbeanadh.	
BnG10	**Turas 6 seachdainean timcheall bhun-sgoiltean far a bheil Gàidhlig air a teagasg, ro 31.03.19.**	
	Thèid seo air adhart tràth ann an 2019 's thathas a' bruidhinn ri luchd-teagaisg airson beachdan fhaighinn air cuspairean a bu fhreagarraiche do sgoiltean.	
BnG11	**Turas 2 sheachdain le dealbh-chluich dhà-chànanach, gu sònraichte airson sgoiltean a tha a' faighinn FLI no seiseanan Fèisgoil, ro 31.03.19.**	
	Tha seo a' dol air adhart an-dràsta (Sultain 18)	
BnG12	**30 tachartas aig Blas 2018 le pròg ram coimhearsnachd is sgoile na lùib, ann an co-bhonn ri buidhnean eile agus far am bi Gàidhlig na prìomh chànan air an àrd-ùrlar.**	
	Am bliadhna chuir sinn 36 tachartasan air dòigh air feadh na Gàidhealtachd 's na h-Eileanan Siar. Mar phàirt de Bhliadhna na h-Òigridh rinn sinn oidhirp bean/fear an taighe òga le Gàidhlig a chleachadh aig gach tachartas. Chithear barrachd fiosrachaidh gu h-àrd aig AC5, 21, 35 agus 39.	
BnG13	**Consairtean air an lìbhrigeadh gu dà-chànanach le prìomhachas air a' Ghàidhlig, le fear/bean-an-taighe le Gàidhlig. Luchd-ciùil le Gàidhlig air am brosnachadh a bhith a' cleachdadh na Gàidhlig aig an fhèis.**	

	Faic gu h-àrd	
BnG14	**Pìosan ciùil ùra air an cluich le luchd-ciùil mar phàirt de Bhlas 2018, le co-dhiù 4 taisbeanaidhean rè na Fèise.**	
	Faic AC5	
BnG15	**Fiosrachadh agus sanasachd dà-chànanach mar phàirt bunaiteach den Fhèis, a' gabhail a-steach fear/bean-an-taighe aig gach tachartas.**	
	Chaidh seo a dhèanamh	
BnG17	**Ag amas air 16 sgoilear àrd-sgoile a bhith a' gabhail pàirt san tachartas còmhnaidh aig na Gearrannan, Eilean Leòdhais aig àm na Càisge 2019.**	
	Faic AC22	
BnG18	**A' cur Poileasaidh Gàidhlig na buidhne an gnìomh, le dearbhadh air Gàidhlig mar chànan làitheil agus rianachd na buidhne.**	
	Faic AC30	
BnG19	**Fios ùr gach ràithe air ciamar a chaidh airgead a' Bhùird a chleachdadh anns an ràithe mu dheireadh.**	
	Thathas a' dèanamh seo gach ràithe	
BnG20	**Fios ùr gach ràithe air suidheachadh ionmhasail na buidhne gu h-iomlan.**	
	Thathas a' dèanamh seo gach ràithe	
BnG21	**Clàr-chunnartan air a thoirt do Bhòrd na Gàidhlig aig toiseach na bliadhna agus lethbhric de phàipearan airson coinneamhan Bòrd Fèisean nan Gàidheal co-cheangailte ris a' chuspair seo, le fios às ùr air gnìomhan lasachaidh, an dèidh choinneamhan Bòrd Fèisean nan Gàidheal.**	
	Chaidh seo a dhèanamh.	
BnG22	**Ag aithneachadh taic a' Bhùird an lùib gach pròiseact, le fianais as ùr gach ràithe.**	
	Thathas a dèanamh seo	
BnG23	**Sanasan naidheachd air an cur gu sgioba conaltraidh a' Bhùird ro làimh agus cothrom a thoirt don Bhòrd fios a chur riutha.**	
	Thàthas a' dèanamh seo mar a tha iomchaidh.	
Builean Comhairle na Gàidhealtachd		
CnG1	**Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R1.**	
Builean Comhairle nan Eilean Siar		
CnES1	**Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R1.**	
Builean Comhairle Earra-Ghàidheal is Bhòid		
CEB1	**Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R1.**	

Ainm	**Anne Willoughby**	**Dreuchd**	**Manaidsear Gnìomha**	
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.**			
	Tha £33,500 anns a'Mhaoin Leasachadh nam Fèisean airson pròiseactan airson bliadhna 2018/19. Fhuair Fèis Spè £11,850 airson tuarastal oifigear leasachaidh làn-thìde gu ruige seo agus tha e air a'phàigheadh a-mach dhaibh.			
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 pròg ram obrach fad na bliadhna a chur air chois.**			
	Chaidh £11,850 a thabhann do dh'Fhèis Spè am-bliadhna gus taic a chumail ri dreuchd Oifigear Leasachaidh a chuidicheas le bhith toirt pròg ram obrach aonaichte gu buil. Fhuair Fèis Òigridh na Mara £260 airson buthan-obrach sònraichte, fhuair Fèís Tìr a'Mhurain £675 airson Fèis HebCelt/Fèis Eilean Dorcha agus Fèis Rois £5,000 airson a'dhol gu Fèisl Interceltique de Lorient.			
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 aif na h-ìrean a tha Aonadh an**			

	Luchd-chiùil a' moladh, ma bhios taic-airgid gu leòr ann.	
	Chaidh £229,900.20 a thabhann do 46 Fèisean tron Sgeama Thabhartasan agus tha fiosrachadh aig na Fèisean air na h-ìrean a tha Aonadh an Luchd-chiùil a' moladh agus feuch gun urrainn dhaibh gluasad thar ùine gu bhith pàigheadh thuarastalan aig na h-ìrean sin. Tha £90,045.68 air a dol a-mach gu 30 Fèisean an dràsta.	
AC9	**A' stiùireadh sgeama PVG bho ar prìomh oifisean gus dèanamh cinnteach gu bheil dìon ga dhèanamh air clann is inbhich a tha feumach air an dìon.**	
	Obair leantainneach aig Sandy Gray le sgrùdaidhean ùraichte gach 3 bliadhna fon sgeama ùr PVG. Feumaidh gach Fèis liosta luchd-teagaisg a chur a-steach mus fhaigh iad tabhartas. Thèid iad sin a sgrùdadh feuch a bheil aithisg sgrùdaichte aca uile. Tha seo à' dol air adhart mar iarrtas. Tha cosgaisean air à' dhol suas airson teisteanas ùr gu £59.00 agus airson teisteanas ùrachadh gu £18.00. Tha sin cumail sùil air cosgaisean bho àm gu àm. Tha 114 neach air a dol tron sgeama am bliadhna.	
AC10	**Taic ionmhasail a bharrachd a thoirt seachad gus dèanamh cinnteach gum bi cothrom aig daoine, le feumalachdan taice a bharrachd, air tachartasan.**	
	Gheibh Fèisean maoineachadh a bharrachd airson luchd-cùraim agus/no tuilleadh oidean nuair a tha iad sin a dhìth gus dèanamh cinnteach gum faigh daoine òga le feumalachdan taice a bharrachd cothrom air teagasg is tachartasan. Tha Fèis na h-Oige a faighinn taic cunbhalach agus gheibh Fèis Chataibh taic airson an Fhèis aca agus buthan-obrach.	
AC11	**Conaltradh cunbhalach le Oifigearan Leasachaidh, Co-labhairt bhliadhnail agus cruinneachaidhean roinneil mar a bhios iomchaidh.**	
	Tha Co-labhairt bliadhnail ag gabhail àite ann An Ghlaschu air 29 Sultain am bliadhna. Tha program air an làrach-lìn.	
AC16	**A' cumail a' toirt taic do chuirmean Fhèisean ionadail.**	
	Tha chuirmean aig Fèisean le luchd-teagaisg agus airson com-pàirtichean mar as trice.	
AC17	**Ma bhios maoineachadh ann, stiùiridh sinn Sgeama Thabhartasan Beaga airson nan Ealain Traidiseanta às leth Alba Chruthachail.**	
	Tha Fèisean nan Gàidheal a' stiùireadh na maoine, Tasgadh, le airgead a bharrachd luach £35,000 a fhuair sinn bho Alba Chruthachail, agus thèid £31,500 de sin a sgaoileadh mar thabhartasan. Bidh a' chiad de na trì cinn-latha airson an sgeama ann an 2018/19 ann air 13 Iuchar 2018, an ath ceann latha, 26 Dàmhair 2018 agus tha am fear mo dheireadh air 01 Gearran 2019.	
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.**	
	Chaidh £13,256.25 a thabhann do dh'Fhèisean gus luchd-eagrachaidh ionadail fhastadh, sin mar 1.5 dreuchdan Ionann ri Làn-thìde (ILT), mar pairt de Sgeama Thabhartasan nam Fèisean.	
AC19	**Taic do bhuidhnean coimhearsnachd a tha ag iarraidh Fèisean ùra a stèidheachadh.**	
	Bha Fèis an Iar Dheas, Fèis Phàislig agus Fèis na h-Apainne nam Fèisean ùr ann an 15/16, Fèis an Tairbeart ann an 2016; Fèis Gàidhlig Ghlaschu anns an Giblean 2017, Fèis Chille Brìghde an Ear ann an 2017.	
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.**	
	Thèid Blas a chumail eadar 7 is 15 Sultain 2018. Tha uallach orm airson smachd a chumail air an airgid agus siostaman ionmhais air fad aig Blas. Tha mi air a bhi cumail taic goireasan daoine, dealbhan-obrach, chùmhnantan, agallamhan msaa am bliadhna. Bha mi aig tachartas Òran Mòr, Ceòl nam Fèis agus cèilidh ann an Cille-Mhoire.	
Thèid beachdan-smaoin a chur an gnìomh le caochladh luchd-obrach is cheannardan sgileil a nì obair ann an co-cheangail ri chèile		
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 Fèisean nan Gàidheal a' cumail orra a' cruthachadh, ag ath-dheasachadh agus a' lìbhrigeadh caochladh phoileasaidhean, agus faodaidh Fèisean fa leth a' mhòrchuid dhiubh a ghabhail òs làimh iad fhèin. Tha 3 poileasaidhean air an ùrachadh agus air aontachadh le Buill a'Bhùird. Tha 4 phoileasaidhean air an ùrachadh agus a dol mo choinneamh Buill a'Bhùird an-dràsta.Tha foirm-sgrùdaidh airson Co-ionannachd air surveymonkey airson Fèisean, Luchd-obrach agus Buill a'Bhuird airson gu bi fiosrachadh staitistigeil cudromach again a-mach bhon seo. Tha luchd-obrach a'dèanamh cùrsa air loidhne cuideachd. Chaidh fiosrachadh a-mach gu luchd-teagaisg pàirt a'ghabhail anns an sgrùdadh agus an trèanadh seo cuideachd. Bha oifigearan leasachaidh a'brosnachadh Fèisean seo a'lionadh a-staigh ro 31 Màirt 2018 airson targaidean a'choileanadh.	

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' faighinn àrachas mar phàirt den bhallrachd aca agus tha seo air sgrùdadh agus ùrachadh anns An Gearran am bliadhna mar 's abhaist. Chaidh àrachas a'chuir air doigh airson Fèis Bhlas cuideachd.	
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.**	
	Gheibh luchd-eagrachaidh nam Fèisean cothrom air trèanadh nuair a tha sin a dhìth. Uaireannan bidh buidhnean eile ga chur air dòigh. Aig amannan eile, 's e trèanadh a dh'aona-ghnothach a bhios ann a chuireas Fèisean nan Gàidheal air dòigh mar an co-labhairt anns air 28/29 An t-Sultain. Tha 101 luchd-eagrachaidh air a bhith faighinn 108 seisean trèanaidh.	
AC27	**Trèanadh cunbhalach do luchd-obrach Fèisean nan Gàidheal is nam Fèisean fhèin.**	
	Rinn an luchd-obrach trèanadh ann an Gràmair Gàidhlig anns An t-Òg-mhìos, An Samhain, An Dùbhlachd 2017 agus Am Màirt 2018. Rinn a h-uile duine trèanadh Co-ionnachd air loidhne. Bha Eilidh a faighinn leasain Gàidhlig bho Seònaid NicGriogair. Tha Aonghas air trèanadh a dhèanamh comhla ri YTS. Rinn cuid cùrsaichean air loidhne ann an Dion-Chloinne. Tha trèanadh a dol air adhart ann an Ciad-Cobhair, GDPR agus sgrìobhadh naidheachdan an-dràsta.	
AC29	**A' dol an sàs ann an obair chom-pàirteach gus tuilleadh chothroman a thoirt do dhaoine òga adhartas a dhèanamh.**	
	Rinn sin trèanadh gus an urrainn do luchd-obrach Fèisean nan Gàidheal stiùireadh a thoirt do dhaoine òga fhad 's a tha iad ag obair gus Duaisean Ealain a chosnadh. Thathar an dòchas gun dèan muinntir nan Cèilidhean air Chuairt obair am-bliadhna feuch am bi iad airidh air duaisean. Bha Diane Bruce air ScotGrad placement fad an t-shàmhraidh. Bha 47 daoine oga anns na Cèilidhean air Chuairt aig 45 seasanan trèanaidh aig Fèis Alba anns Am Phloc.	
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.**	
	Bidh Fèisean nan Gàidheal a' dèanamh obair aig ìre luchd-obrach agus a' Bhùird sa Ghàidhlig agus thèid conaltradh a dhèanamh le Fèisean ionadail tron Ghàidhlig. Nì sinn cinnteach gum bi Fèisean a' cumail ris na pàirtean den Phoileasaidh Ghàidhlig a bhuineas riutha agus tha Plana Gàidhlig aca uile tha iad a leanntain.	
AC31	**Taic do bhith leudachadh an àireamh Chèilidhean air Chuairt as t-samhradh.**	
	Tha 8 Chèilidhean air Chuairt a'ruith ann an 2018-19 agus tha £35,950 air a'phàigheadh a-mach dhaibh. Tha Fèis Rois a'ruith 3 Chèilidhean air Chuairt cuideachd.	
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.**	
	Thèid Blas a chumail eadar 7 is 15 Sultain 2018. Tha uallach orm airson smachd a chumail air an airgid agus siostaman ionmhais air fad aig Blas. Tha mi air a bhi cumail taic goireasan daoine, dealbhan-obrach, chùmhnantan, agallamhan msaa am bliadhna. Bha mi aig tachartas Òran Mòr, Ceòl nam Fèis agus cèilidh ann an Cille-Mhoire.	
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		
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 plana ùr ga chur air dòigh an-dràsta.	
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.**	
	Thòisich luchd-obrach is Buill a' Bhùird a' clàradh sgaoilidhean carbon bho 1 Giblean 2015. Tha sin air a bhi clàradh sgaoilidhean carbon bhon an luchd-teagasg bho 1 Giblean 2016.	
AC52	**A' cruthachadh Plana Làimhseachadh Gualain airson 2018-21.**	
	Tha sin ag obair air Plana Làimhseachadh Gualain.	
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	

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		
InG22	**Pròraman gus sgilean dhaoine fastaichte agus saor-thoileach a leasachadh, a' gabhail a-steach togail-airgid, stiùireadh, ICT, dìon chloinne agus ciad chobhair.**	
	Faicibh AC27 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	
BnG1	**Taic do na h-Iomairtean Gàidhlig sna sgìrean far a bheil oifigearan Fèisean nan Gàidheal stèidhichte, le fianais air cuideachadh pragtaigeach nuair a chaidh taic a thabhann ro 31.03.19.**	
	Tha an obair seo a' leantainn far a bheil co-obrachadh cunbhalach a' dol eadar oifigearan nan iomairtean agus Oifigearan Leasachaidh nam Fèisean. Bidh luchd-obrach a' clàradh na h-ùine a bhios iad a' cur seachad ag obair leis na h-Iomairtean agus cosg.	
BnG2	**Seisean seinn gach mìos ann an Inbhir Nis agus seiseanan 'cofaidh is còmhradh' gu cunbhalach ann an oifisean Phort Rìgh/Inbhir Nis nam biodh dearbhadh air iarrtas ann.**	
	Chan eil seo ach sàmhach an-dràsta ach chaidh rannsachadh a'dhèanamh agus cha robh iarrtais ann air a shon an-dràsta. Cumaidh sin sùil air agus tha dùil gun tòisichidh e a-rithist nas fhaide air adhart.	
BnG3	**Co-dhiù 4 seiseanan trèanaidh airson sgilean cànain do luchd-obrach ro 31.03.19.**	
	Chaidh seisean trèanaidh Gàidhlig anns an Òg-mhìos. Samhain, An Dùbhlachd 2017 agus Màirt 2018. Tha Eilidh a faighinn leasain Gàidhlig bho Seònaid NicGriogair a h-uile mìos.	
BnG4	**Co-dhiù 4 seiseanan trèanaidh eile do luchd-obrach ro 31.03.19.**	
	Faicibh gu h-àrd	
BnG5	**A' toirt taic do co-dhiù 44 Fèis air feadh Alba, tro thabhartasan, trèanadh, àrachas, ionnsramaidean agus sgilean Gàidhlig ro 31.03.19.**	
	Thathar a cumail taice a thoirt do 48 Fèisean ann an 2018-19 le tabhartasan, àrachas, ionnsramaidean ciùl agus sgilean Gàidhlig.	
BnG18	**A' cur Poileasaidh Gàidhlig na buidhne an gnìomh, le dearbhadh air Gàidhlig mar chànan làitheil agus rianachd na buidhne.**	
	Bidh Fèisean nan Gàidheal a' dèanamh obair aig ìre luchd-obrach agus a' Bhùird sa Ghàidhlig agus thèid conaltradh a dhèanamh le Fèisean ionadail tron Ghàidhlig.	
BnG19	**Fios ùr gach ràithe air ciamar a chaidh airgead a' Bhùird a chleachdadh anns an ràithe mu dheireadh.**	
	Seo air a'dhèanamh gach raithe	
BnG20	**Fios ùr gach ràithe air suidheachadh ionmhasail na buidhne gu h-iomlan.**	
	Tha Cunntasan Riaghlaidh air an dearbhadh le luchd-sgrùdaidh bhon taobh a-muigh mar phàirt den aithisg seo agus tha mi dèanamh cinnteach gu bheil seo a tachairt ann an deagh àm	
BnG21	**Clàr-chunnartan air a thoirt do Bhòrd na Gàidhlig aig toiseach na bliadhna agus lethbhric de phàipearan airson coinneamhan Bòrd Fèisean nan Gàidheal co-cheangailte ris a' chuspair seo, le fios às ùr air gnìomhan lasachaidh, an dèidh choinneamhan Bòrd Fèisean nan Gàidheal.**	
	Fhuair Bòrd na Gàidhlig a h-uile pàipear bho choinneamhan a' Bhùird aig Fèisean nan Gàidheal agus tha an clàr chunnartasan air ùrachadh a h-uile bliadhna anns An Ceitean airson coinneamh a'Bhùird.	
Builean Comhairle na Gàidhealtachd		
CnG1	**Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R2.**	
	Thèid taic a chumail ri 19 Fèisean ann an Roinn na Gàidhealtachd ann an 2018-19. Tha Fèisean nan Gàidheal air £105,385.00 a chomharrachadh airson Fèisean air a' Ghàidhealtachd ann an 2018-19, a' gabhail a-steach an £22,100 a fhuaras bho Chomhairle na Gàidhealtachd. Thathar a' cosg an còrr der tabhartas air cosgaisean ar n-obrach agus mar phàirt dhe sin cosgaisean an dithis Oifigear Leasachaidh stèidhichte air a' Ghàidhealtachd	
Builean Comhairle nan Eilean Siar		
CnES1	**Aonta Ìre Seirbheis aig deireadh R2.**	
	Chaidh maoineachadh luach £32,446.25 a thabhann do dh'Fhèisean sna h-Eileanan Siar, a' gabhail a-	

	staigh an £9,900 bho Chomhairle nan Eilean Siar, a rèir an Aonta Mhaoineachaidh tha sin sùileachadh. Thèid an £2,900 a tha air fhàgail a chosg mu choinneimh nan cosgaisean airson Oifigear Leasachaidh nam Fèisean làn-thìde a bhith ann airson nan Eilean Siar.	
Builean Comhairle Earra-Ghàidheal is Bhòid		
CEB1	**Aonta Ìre Seirbheis aig deireadh R2.**	
	Chaidh maoineachadh luach £40,640.50 a thabhann do dh'Fhèisean Earra-Ghàidheal is Bhòid a' gabhail a-staigh an £9,000 tha sin sùileachadh bhon Chomhairle. Thèid an £11,000 a chosg mu choinneimh nan cosgaisean airson Oifigear Leasachaidh nam Fèisean làn-thìde.	

Ainm	**Eilidh NicCoinnich**	**Dreuchd**	**Manaidsear Fèisgoil**	
Àir.		**Raon sa Phlana Pròghraim**	**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**				
AC3	**Taic do dh'obair ùr agus obair a tha feuchainn rudan ùra sna h-ealain Ghàidhlig.**			
	An ràith seo chuir FnG taic do cheòl ùr tro Fèis Bhlas – coimisean agus òrain ùr eile a bharrachd. Agus le taic airgid bho Riaghaltas na h-Alba chuir sinn coimisean air doigh do neach-sgriobhaidh Gàidhlig. Tha scriobt againn is tha sinn a' coimhead air adhart ris a phroiseact seo a' leasachadh sna mìosan ri thighinn.			
AC4	**Taic do bhith sgrìobhadh òrain Ghàidhlig ùra.**			
	Le taic airgid bho EventScotland, dh'iarr sinn air Robaidh MacLeòid òran ùr a sgrìobhadh airson Blas 2018 - Beò an Dòchas - mar phàirt de mholaidhean Bliadhna na h-Òigridh. Le taic-airgid bho Riaghaltas na h-Alba fhuair Catriona Leacsaidh Caimbeul coimisean scriobt a sgrìobhadh le facail airson òrain ùra mar phairt dhe. Fhuair mi an scriobt is na facail dhe dà òran ùr bhuaipe aig deireadh An Lùnastal is tha agam (no aig cuideigin) fuinn a chur orra.			
AC5	**Cothroman do luchd-ciùil, luchd-dràma is seinneadairean a bhith leasachadh sgilean sgrìobhaidh ùra tro choimiseanan ùra.**			
	Coimiseanan ùra is cothromon 1 Mischa Nic a Phearsain – Bho Èirigh gu Laighe na Grèine 2 Catriona leacsaidh Caimbeul – Oidhche Challainn 3 Dràma air Chuairt – Trì nithean is trì nighean			
AC6	**A' cur Sgoil Shamhraidh Dràma Ghàidhlig air dòigh.**			
	Chuir mi beagan taic do Aonghas Macleoid le rianachd SSD18 a thachair eadar 2 agus 14 An t-Iuchar. Bha dà thaisbeanadh ann is nochd mi-fhìn aig a' chiad fhear, anns a' Phloc, mar phàirt de dh'Fhèis Alba. Chuir iad dealbh chluich *Call na h-Iolaire* air doigh fo stiùir Mhàiri Mhoireasdan.			
Tha cothrom aig a h-uile duine pàirt a ghabhail ann is tlachd fhaighinn às na h-ealain is nithean cruthachail				
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.**			
	A' bruidhinn ri Sandy Gray airson a dhèanamh cinnteach gu bheil oidean air a dhol fo dheuchainn uair sam bith a bhios oidean ùra ag obair còmhla rinn. Chuir sinn stòr-data oidean Fèisgoil air dòigh.			
AC12	**Bùithtean-obrach is prògraman le Meanbh-Chuileag (tro mheadhan na Gàidhlig no a tha ag èirigh às a' Ghàidhlig).**			
	Meanbh Chuileag 2018/19 – fo leasachaidh sna mìosan ri thighinn			
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.**			
	Tha an dara earrann de Hùb Hàb, Seirm na Sìde, seachad. Aig toiseach na Sultaine thadhail Anna Nic Dhòmhnaill is Catriona NicNeacail air sgoiltean is buidhnean coimhearsnachd air a' Ghàidhealtachd, Obar Dheathain is Moireibh.			
AC15	**Meanbh-Fhèisean ann an sgoiltean airson a dhèanamh cinnteach gu bheil com-pàirteachas ann an dualchas Gàidhlig ri fhaighinn.**			
	Anns an Ògmhìos, lìbhrig sgioba Fèisgoil latha slàn aig Àrd-sgoil Phort Rìgh le Meanbh Fhèis far an robh na sgoilearan an sàs le bùithtean obrach beum-chiùil, seinn, ealain is mar sin air adhart le cèilidh feasgar far an do chluich Aonghas 'Dàimh' MacCoinnich is Eachann MacAonghais le cuireadh ga thoirt do na deugairean dannsa a dhèanamh aig an aon àm.			
Thèid cruth-atharrachadh a thoirt air àiteachan is beatha dhaoine tro mhac-meanmna dhaoine, àrd-amasan agus tuigse air na e an comas do dhaoine a chruthachadh				
AC20	**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.
	Bha iomadh neach òg an sàs le Blas – ro làimh a' nochdadh aig coinneamhan mar bhall den bhuidheann-stiùiridh no air an latha fhèin mar neach leasachaidh ealain/innleadair fuaim/margaideach/riaghaladh thachartasan/neach oide is mar sin air adhart.
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.**
	Chuir sinn Blas air dòigh mar bu chòir le coimisean ùr aig Mischa Nic a' Phearsain is òran ùr aig Robaidh MacLeòid. Thug sinn cuireadh do na fèisean air fad is na sgoiltean air a' Ghàidhealtachd far a bheil iad a' dèanamh Gàidhlig mar FTMG, no cànan a bharrachd no fiù' s FTMG ann am meadhan na dùthcha. Bha uallach orm am-bliadhna sgoiltean a tharraing air bòrd airson tachartais Òran Mòr.
AC22	**Cothroman air tachartasan còmhnaidheach, leis na h-ealain Ghàidhlig agus le cur-seachadan ann an coimhearsnachdan, air an cumail ann an Gàidhlig.**
	SSD18 (faicibh AC6). A bharrachd air sgilean dràma, chaidh na compàirtichean don mhuir air an deireadh sheachdain le Whitewave agus rinn iad beagan fiolmaidh còmhla ri Alasdair MacAoidh bho Shabhal Mòr Ostaig/FilmG.
Thèid beachdan-smaoin a chur an gnìomh le caochladh luchd-obrach is cheannardan sgileil a nì obair ann an co-cheangail ri chèile	
AC27	**Trèanadh cunbhalach do luchd-obrach Fèisean nan Gàidheal is nam Fèisean fhèin.**
	Gu deireadh bliadhna sgoile 17/18 fhuair mi taic Gaidhlig bho Seònaid NicGhriogair.
AC28	**Taic le sgrìobhadh chruthachail tro obair dràma agus cùrsaichean sònraichte.**
	Faicibh AC55.
AC29	**A' dol an sàs ann an obair chom-pàirteach gus tuilleadh chothroman a thoirt do dhaoine òga adhartas a dhèanamh.**
	Faicibh AC20.
Tha Alba na dùthaich shònraichte, chruthachail aig a bheil ceanglaichean ris an t-saoghal	
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.**
	Bha mi an sàs, mar neach oide is neach rianachd, leis an tachartas Òran Mòr aig Blas am-bliadhna far an do sheinn/chluich barrachd na 700 duine òga òran ùr le Robaidh MacLeòid, Beò an Dòchas. Bidh mi aig Fèill Ionnsachaidh na h-Alba ann an Glaschu agus An t-Alltan san Aghaidh Mhòir gus obair Fèisgoil a reic.
AC35	**A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan.**
	Ged a tha mi a' sgaoileadh fiosrachaidh tro mheadhanan sòisealta pearsanta feumaidh mi beagan a bharrachd a dhèanamh tro na meadhanan sòisealta aig FnG.
Alba Chruthachail – Cuspairean Co-cheangailte **Ionnsachadh cruthachail: Tha sinn airson a bhith nar buidheann ionnsachaidh agus feadhainn eile a bhrosnachadh gu bhith mar an ceudna. Tha cruaidh fheum air ionnsachadh ma tha ginealaichean ùra gu bhith uidheamaichte gus togail air na tha soirbheachadh an-diugh agus gus obair innleachdach ùr a chruthachadh iad fhèin.**	
AC36	**Trèanadh cunbhalach ann an sgilean teagaisg do dh'oidean a leigeas leotha gluasad suas ìrean agus, far a bheil e comasach, teisteanas fhaotainn.**
	Lìbhrig mi-fhìn is Eilidh NicCarmaig seisean trèanaidh Blasad Gàidhlig ann an Glaschu far an do nochd deichnear, ceathrar air Skype is sianar an làthair.
AC38	**Iomairtean airson barrachd òigridh a thoirt a-steach air stiùireadh agus co-dhùnaidhean.**
	Bha Bliadhna na h-Òigridh gu math feumail.
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 AC20.
AC40	**A' toirt sgilean do dhaoine òga a thaobh a bhith a' cruinneachadh stuthan, gan cur ann an cruth didseatach agus gan sgrìobhadh sìos.**
	Cha do thachair dad san ràith seo tro Fèisgoil
AC41	**A' toirt trèanadh ann an sgilean cleasachd do dhaoine òga.**
	Tro chola-deug SSD18 fhuair na compàirtichean iomadh cothrom sgilean dràma, ciùil, is dannsa a leasachadh le taic bho Mhàiri Mhoireasdan, Oifigear Dràma FnG Aonghas MacLeoid, Catriona NicNeacail, Alasdair MacAoidh agus neach oide SkyeDance. Bha triùir an sàs le Dràma air Chuairt is fhuair iad iomadh cothrom sgilean cleasachd a leasachadh le taic bho Iain MacRath.

AC43	**A' sanasachd Fèisgoil mar sheirbheis iomlan a tha tabhann cothrom air ionnsachadh cruthachail tro dhiofar sheòrsaichean ealain.**
	Tha mi ann an conaltradh le diofar ùghdarrasan ionadail mu sheirbheis Fèisgoil. A bharrachd air na tursan dràma is seiseanan ciùil bidh mi a' sanasachd Blasad Gàidhlig, an t-seirbheis cànain aig FnG. San ràith seo tha sinn ag obair còmhla ri ùghdarrasan ionadail ann am meadhan na dùthcha, a' lìbhrigeadh sheiseanan Blasad Gàidhlig. Tha Glaschu air bòrd le Blasad Gàidhlig – rinn sinn seiseanan 'taster' an terimsa le dùil gun till sinn an dèidh saor-làithean an Dàmhair agus seiseanan seachdaineach a chur air dòigh. O chionn greiseag fhuair sinn dearbhadh bho Chomhairle na h-Eaglais Brice gum bi sinn a' lìbhrigeadh seirbheis nas motha san sgìre – fàs de 32% sa bhuidseat againn - ach tha mi fhathast a' feitheamh airson liosta de na sgoiltean far am bi sinn a' lìbhrigeadh chlasaichean.
AC44	**Clasaichean ann an Ceòl Traidiseanta ann an sgoiltean tro Iomairt Chiùil na h-Òigridh agus prògraman eile a leithid Acadamaidhean a' Mhòid.**
	Thòisich seiseanan Iomairt Chiùil na h-Òigridh aig toiseach na Sultaine ann an cuid as motha de na sgoiltean air Ghàidhealtachd. Mar a rinn sinn an-uiridh, lìbhrigidh sinn na clasaichean ciùil tro 8 seachdainnean anns gach sgoil, a' tabhann bùiththean-obrach ann an seinn, fìdeag no a' cluich còmhla mar còmhlain-ciùil.
AC45	**Prògraman de chlasaichean Blasad Gàidhlig a lìbhrigeadh ann an sgoiltean air a bheil feum air eòlas bunaiteach air a' chànain.**
	An teirm 's a chaidh, lìbhrig Fèisgoil seiseanan Blasad Gàidhlig ann an 2 sgoil ann an Sruighlea, 2 ann an Àir a Deas, 2 ann an Lannraig a Tuath, 1 ann an Glaschu, 10 air a' Ghàidhealtachd agus 7 anns an Eaglais Bhreac. An teirm-sa, lìbhrig sgioba Blasad Gàidhlig 6 seiseanan mar 'taster' ann an Glaschu far an robh ar phriomh oide ag obair còmhla ri oide ùr, na sgilean aca a leasachadh leis an dùill gum bi iad deiseil airson seisean a lìbhrigeadh leotha fhèin an deidh nan saor-laithean.
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.**
	Tràth san fhoghar, choinnich mi-fhìn, Art MacCarmaig is Cairistiona Greumach ri Iain Swinney is bha còmhradh againn mu dheidhinn Beairteas is a leasachadh. Tha mi 'n dùil Beairteas a leasachadh anns na mìosan a tha ri thighinn.
AC47	**Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan.**
	SSD18 – 02.07-14.07 2018. Lìbhrig sinn i.
AC48	**CPD ann an ealain is cultar na Gàidhlig do luchd-teagaisg nan sgoiltean.**
	Tro na seiseanan Blasad Gàidhlig, tha an luchd-teagaisg a' faighinn cothrom abairtean, òrain is facail Gàidhlig ionnsachadh còmhla ris na sgoilearan sna clasaichean aca.
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.**
	Gach latha bidh mi fhathast a' toirt mo chàr dealain dhan oifis is air ais.
Didseatach: Tha teicneòlas didseatach a' toirt dhuinn cothroman inntinneach a thaobh a bhith cruthachadh agus an lùib a' chomainn-shòisealta agus eaconamaidh na h-Alba	
AC53	**A' sgaoileadh naidheachdan tro ar làrach-lìn, na meadhanan agus le cuairt-litrichean didseatach gu cunbhalach.**
	Bidh mi a' sgrìobhadh aithisgean goirid air pròiseactan Fèisgoil, ach dràma, airson *Failleas* agus nuair a bhìos ùine agam a' cur naidheachdan air làrach-lìn Fèisean nan Gaidheal is tro na meadhanan sòisealta ach tha barrachd agam ri dhèanamh.
AC54	**A' dèanamh ghoireasan Gàidhlig is ciùil thraidiseanta ùra.**
	Tha sinn a' leasachadh Oide is tha Aithris is Oideas deiseil airson sgaoilidh.
AC56	**A' cruinneachadh òrain dhualchasach Ghàidhlig agus gan cur ann an cruth didseatach.**
	Aithris is Oideas – faicibh AC54.
AC58	**A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan, gu h-àraid FèisTV.**
	Chuir sinn cuid de na consairtean Blas air Fèis TV. Aithris is Oideas – faicibh AC54.
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.

InG2	**Cuairtean timcheall làraich eachdraidheil agus dùthchasail air feadh Alba.**
	Cha do rinn sinn càil an ràith seo ach rinn san ràith roimhe (Taigh-dubh Àrnoil is Caisteal Dhùn Èidean)
InG3	**A' leudachadh phrògraman ealain Ghàidhlig aig ìre nan tràth-bhliadhnaichean tro Hùb Hàb.**
	Bha Hùb Hàb 2018 air chuairt le dealbh chluich ùr, sgrìobhte le Aonghas Macleòid, dà thuras sa bhliadhna ionmhais. Chaidh dithis san dàrna earann aig toiseach na Sultaine, a' tadhal air bun-sgoiltean is sgoiltean àraich air feadh na Gàidhealtachd, ann an Obar Dheathain is cuideachd ann am Mòireibh fad chola-deug.
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.**
	Mar phairt de Blasad Gàidhlig, tha Fèisgoil a' lìbhrigeadh òrain Gàidhlig. A bharrachd air sin, tha 7 sgoiltean gun Ghàidhlig far a bheil sinn a' toirt seachad Acadamaidh a Mhòid. Fhuair na sgoiltean anns a' Ghàidhealtachd far a bheil iad a' teagaisg Gàidhlig mar C2 no C3 cothrom a bhith mar phairt de Òran Mòr aig Blas am-bliadhna agus chuir sinn seiseanan seinn air doigh far an robh iad ag iarraidh taic bhuainn. Dh'ionnsaich a' chlann air fad na sèistean tro sheiseanan ciùil còmhla ri sgioba seinn Fèisgoil, Gwen Culbertson, Anna Mhàrtainn, Raibeart MacAonghais, Carrie Afrin, Kerrie Finlay, Shannon Cowie, Dòmhnall Barker, Sandra NicLeòid, Màiri Nic a' Phiocair is luchd=obrach Fèisean nan Gàidheal, Karen Oakley is Eilidh NicCoinnich nam measg. Thadhail Aonghas MacLeòid le seirbheis luchd ionnsachaidh, Sporan, air sgoiltean ann an sgìre Inbhir Nis far a bheil iad ag ionnsachadh Gàidhlig mar chànan a bharrachd agus tha seo fhathast a' dol.
InG5	**Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan.**
	Faicibh AC47.
InG6	**Leasachadh Proifeiseanta Leantainneach ann an ealain is cultar na Gàidhlig ann am foghlam foirmeil.**
	A' teagaisg an luchd-teagaisg is a' chlann aig an aon àm mar aon de na prìomh amasan aig an t-seirbheis Fèisgoil.
InG8	**Clasaichean ann an Ceòl Traidiseanta ann an sgoiltean tro Iomairt Chiùil na h-Òigridh agus pròg̀raman eile a leithid Acadamaidhean a' Mhòid.**
	Faicibh AC44.
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.
InG10	**Pròg̀raman Blasad Gàidhlig a lìbhrigeadh ann an sgoiltean agus a-measg bhuidhnean poblach air a bheil feum air eòlas bunaiteach air a' chànain.**
	Faicibh AC45.
InG11	**Iomairt ùr a' cumail taic ri bùithtean-obrach dràma do dhaoine a tha ag ionnsachadh na Gàidhlig.**
	Sporan – stèidhichte an-uiridh le Aonghas MacLèoid – air thuras an dràsta-fhèin le bùth-obrach air Na Fuadaichean.
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.**
	An ràith seo bha mi an sas le dà sheisean trèanaidh. Aig a' chiad fhear, Music Syposium le Fèis Rois (12.08.18) fhuair mi cothrom an òran ùr Blas, Beò an Dòchas, a theagaisg do na h-oidean ciùil a bha an làthair. Chuir mi fhìn an dàrna latha trèanaidh air doigh airson oidean ùra Blasad Gàidhlig ann an Glaschu (14.08.18). Nochd deichnear, sianar an làthair is ceathrar air Skype.
InG22	**Pròg̀raman gus sgilean dhaoine fastaichte agus saor-thoileach a leasachadh, a' gabhail a-steach togail-airgid, stiùireadh, ICT, dìon chloinne agus ciad chobhair.**
	Bha seisean Gàidhlig no dhà agam còmhla ri Seònaid NicGhriogair is chòrd iad rium gu mòr.
InG23	**A' toirt trèanadh ann an sgilean cleasachd do dhaoine òga**
	Faicibh AC41.
InG26	**Cothroman coimeirsealta airson a leigeil le luchd-ealain cosnadh a dhèanamh à coimiseanan ùra.**
	Gheibh Mischa Nic a' Phearsain cothrom clàradh a dhèanamh den choimisean 'Bho Èirigh gu Laighe na Grèine'.
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 AC20.	
InG28	**A' toirt sgilean do dhaoine òga a thaobh a bhith a' cruinneachadh stuthan, gan cur ann an cruth didseatach agus gan sgrìobhadh sìos.**	
	Cha do rinn mi sian san ràith seo.	
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.	
A' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca/turasachd chultarach		
InG32	**A' cur air dòigh agus a' leasachadh Fèis Bhlas.**	
	Faicibh AC21.	
InG36	**Sgoil Shamhraidh Dràma Ghàidhlig a chumail gach bliadhna.**	
	Faicibh AC47.	
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.**	
	SSD18 – Faicibh AC47.	
InG39	**A' gabhail pàirt ann an tachartasan ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh.**	
	Blas 2018; Fèill Ionnsachaidh na h-Alba - duilgheadas siubhail is gu mi-fhortanach cha robh mi an làthair; An t-Alltan, An Aghaidh Mhòr.	
BnG2	**Seisean seinn gach mìos ann an Inbhir Nis agus seiseanan 'cofaidh is còmhradh' gu cunbhalach ann an oifisean Phort Rìgh/Inbhir Nis nam biodh dearbhadh air iarrtas ann.**	
	Cha robh iad a' tachairt san ràith seo.	
BnG3	**Co-dhiù 4 seiseanan trèanaidh airson sgilean cànain do luchd-obrach ro 31.03.19.**	
	An àth ràith.	
BnG4	**Co-dhiù 4 seiseanan trèanaidh eile do luchd-obrach ro 31.03.19.**	
	An àth ràith.	
BnG7	**Panto Gàidhlig ann an co-dhiù 6 àiteachan ro 31.03.19.**	
	Tha dreachd turais aig Oifigear Dràma le dùil gum bi e ann an conaltradh leis na sgoiltean agus ga leasachaidh le beagan taic bhuam fhìn a dh'aithghearr.	
BnG8	**80 bùth-obrach dràma Gàidhlig air an lìbhrigeadh ann an coimhearsnachdan air feadh Alba ro 31.03.19.**	
	Tron bhliadhna ionmhais 18/19 lìbhrig sinn bùithtean obrach tro Hùb Hàb, TòG, Fèis Dràma a' Chinn a Deas & Sporan	
BnG9	**Fèis Dràma a chur air adhart ann an co-bhonn ri Eden Court ma bhios airgead ann tro Sgeama Ealain na Gàidhlig.**	
	TòG– an Lab - 05.18	
BnG10	**Turas 6 seachdainean timcheall bhun-sgoiltean far a bheil Gàidhlig air a teagasg, ro 31.03.19.**	
	Meanbh Chuileag gu bhith a' deasachadh tràth san Dàmhair is air thuras tràth sa Bhliadhn' Ùir	
BnG11	**Turas 2 sheachdain le dealbh-chluich dhà-chànanach, gu sònraichte airson sgoiltean a tha a' faighinn FLI no seiseanan Fèisgoil, ro 31.03.19.**	
	Tha Sporan air thuras an dràsta fhèin.	
BnG12	**30 tachartas aig Blas 2018 le pròg ram coimhearsnachd is sgoile na lùib, ann an co-bhonn ri buidhnean eile agus far am bi Gàidhlig na prìomh chànan air an àrd-ùrlar.**	
	34 consairtean mar phairt Blas le tachartas biadh is deoch aig UHI is 5 taisbeanaidhean den dheilbh-chluich (9 uile gu lèir) mar Dràma air Chuairt, Trì Nithean is Trì Nighean. Thàinig Blas gu crìch le dà thachartas mòr, Ceòl nam Fèis agus Òran Mòr le barrachd na 700 daoine òga na lùib. Bha Hùb is Hàb cuideachd air thuras mar phairt de Bhlas, oidean ciùil a' tòiseachadh na seiseanan Iomairt Chiùil na h-òigridh 18/19 tro sheachdain Bhlas, Sporan aig an fhìor thoiseach agus sgioba seinn air an rathad a' dèanamh cinnteach gum bi na h-òrain aig 700+ air an latha mhòr.	
BnG13	**Consairtean air an lìbhrigeadh gu dà-chànanach le prìomhachas air a' Ghàidhlig, le fear/bean-an-taighe le Gàidhlig. Luchd-ciùil le Gàidhlig air am brosnachadh a bhith a' cleachdadh na Gàidhlig aig an fhèis**.	
	Thachair seo aig a' chuid as motha de chonsairtean Blas am-bliadhna.	
BnG14	**Pìosan ciùil ùra air an cluich le luchd-ciùil mar phàirt de Bhlas 2018, le co-dhiù 4 taisbeanaidhean rè na Fèise.**	
	Bha 4 taisbeanaidhean slàn ann de *Bho Èirigh gu Laighe na Grèine* agus taisbeanadh rud beag nas giorra aig Òran Mòr.	

BnG15	**Fiosrachadh agus sanasachd dà-chànanach mar phàirt bunaiteach den Fhèis, a' gabhail a-steach fear/bean-an-taighe aig gach tachartas.**	
	Faicibh BnG13.	
BnG16	**Ag amas air 15 duine aois 14–18 a bhith a' gabhail pàirt ann an Sgoil Shamhraidh Dràma 2018.**	
	Bha 12 an làthair.	
BnG18	**A' cur Poileasaidh Gàidhlig na buidhne an gnìomh, le dearbhadh air Gàidhlig mar chànan làitheil agus rianachd na buidhne.**	
	Tha mi a' feuchainn ris a' Ghàidhlig a chleachdadh cho tric 's as urrainn dhomh san oifis.	
BnG22	**Ag aithneachadh taic a' Bhùird an lùib gach pròiseact, le fianais as ùr gach ràithe.**	
	Suaicheantas BnG a' nochdadh air Aithris is Oideas, postairean ùra Fèisgoil agus sanasachd Blas.	
BnG23	**Sanasan naidheachd air an cur gu sgioba conaltraidh a' Bhùird ro làimh agus cothrom a thoirt don Bhòrd fios a chur riutha.**	
	Mar bu chòir, far a bheil e iomchaidh sin a dhèanamh.	
Builean Comhairle na Gàidhealtachd		
CnG1	**Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R1.**	
	Chan eil sian ri innse.	
Builean Comhairle nan Eilean Siar		
CnES1	**Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R1.**	
	Chan eil sian ri innse.	
Builean Comhairle Earra-Ghàidheal is Bhòid		
CEB1	**Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R1.**	
	Chan eil sian ri innse.	

Ainm	**Moreen Pringle**	**Dreuchd**	**Oifigear Ghnothaichean**	
Àir.		**Raon sa Phlana Pròghraim**	**Adhartas**	**Ìre**
Alba Chruthachail - Àrd-amasan **Tha cothrom aig a h-uile duine pàirt a ghabhail ann is tlachd fhaighinn às na h-ealain is nithean cruthachail**				
AC7	**Maoineachadh cunbhalach do dh'obair nam Fèisean tro Sgeama Thabhartasan nam Fèisean a leigeas leinn pàigheadh a thoirt do dh'oidean aif na h-ìrean a tha Aonadh an Luchd-chiùil a' moladh, ma bhios taic-airgid gu leòr ann.**			
	Ag obair air Sgeama Tabhartasan nam Fèisean tha mi a cuir thabhartasan a-mach gu Fèisean airson na Priomh Fèisean, Clasaichean agus Uairean-Rianachd aca. Anns an raithe seo, chur mi thabhartasan a-mach gu 14 Fèisean.			
AC8	**A' toirt cothrom an-asgaidh do na Fèisean air ionnstramaidean ciùil bho ar Stòras Ionnsramaidean Ciùil.**			
	Leantainneach agus air a dheagh chleachdadh fad an t-shiubhal aig na Fèisean. Tha iad ag iarraidh ionnsramaidean diofaraichte airson clasaichean ùra a tha iad a' tòiseachadh. Chaidh ionnsramaidean a-mach gu Fèis Tìr an Eorna, Fèis Eilean na Hearadh, Fèis Tir a Mhurain, Fèis Eilean an Fhraoich, Fèis an Rubha, Fèis Thiriodh, Fèis Chataibh; Fèis na h-Oige; Fèis nan Garbh Chriochan, Fèis Phaislig, Fèis Arainn, Fèis Lannraig a' Tuath agus Fèis Throndairnis.			
AC9	**A' stiùireadh sgeama PVG bho ar prìomh oifisean gus dèanamh cinnteach gu bheil dìon ga dhèanamh air clann is inbhich a tha feumach air an dìon.**			
	Feumaidh gach Fèis liosta luchd-teagaisg a chur a-steach mus fhaigh iad tabhartas. Thèid iad sin a sgrùdadh feuch a bheil aithisg sgrùdaichte aca uile. Rinn mi mòran obair ag ùrachadh an stòr-dàta agus tha seo leantainneach.			
AC11	**Conaltradh cunbhalach le Oifigearan Leasachaidh, Co-labhairt bhliadhnail agus cruinneachaidhean roinneil mar a bhios iomchaidh.**			
	Bidh an Co-labhairt Bhliadhnail 2018 ann an Taigh-òstaa' Bhaile, Glaschu air 28/29 Sultain. Chaidh na cuireadhean a' mach.			
AC17	**Ma bhios maoineachadh ann, stiùiridh sinn Sgeama Thabhartasan Beaga airson nan Ealain Traidiseanta às leth Alba Chruthachail.**			
	S e stòras a th' ann an Tasgadh maoinichte le Alba Chruthachail, air a riaghladh le Fèisean nan Gàidheal agus fosgailte do bhuidhnean agus daoine fa leth. Bha an ath cheann-latha 13 Iuchar 2018. Fhuair sinn			

	17 iarrtas agus chaidh taic aontachadh do 13 tagraiche.	
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.**	
	Faicibh AC7 gu h-àrd	
Thèid beachdan-smaoin a chur an gnìomh le caochladh luchd-obrach is cheannardan sgileil a nì obair ann an co-cheangail ri chèile		
AC27	**Trèanadh cunbhalach do luchd-obrach Fèisean nan Gàidheal is nam Fèisean fhèin.**	
	Tha mi a dol gu seiseanan trèanaidh Gàidhlig agus seseanan eile	
Alba Chruthachail – Cuspairean Co-cheangailte **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 mi a' clàradh sgaoilidhean carbon	
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.**	
	Tha Làrach-lìn www.feisean.org ga ùrachadh gu cunbhalach. Chaidh Faileas air an Làrach-Lìn deireadh an t-Ògmhios agus tha sin a deisealachadh fear eile airson an t-Sultain. Tha Faileas a dol a-mach go a h-uile duine air an stòr-data cuideachd.	
Builean Iomairt na Gàidhealtachd is nan Eilean		
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	
InG16	**A' toirt cothrom an-asgaidh do na Fèisean air ionnstramaidean ciùil bho ar Stòras Ionnsramaidean Ciùil.**	
	Faicibh AC8 gu h-àrd	
A' Leasachadh Sgilean is Thàlantan/obraichean do dh'òigridh		
InG22	**Pròghraman gus sgilean dhaoine fastaichte agus saor-thoileach a leasachadh, a' gabhail a-steach togail-airgid, stiùireadh, ICT, dìon chloinne agus ciad chobhair.**	
	Tha tòrr seiseanan trèanaidh a thachair fad a' bhliadhna	
InG41	**Sgeama Thabhartasan Beaga airson nan Ealain Traidiseanta a ruith às leth Alba Chruthachail.**	
	Faicibh AC17 gu h-àrd	
Builean Bòrd na Gàidhlig		
BnG2	**Seisean seinn gach mìos ann an Inbhir Nis agus seiseanan `cofaidh is còmhradh' gu cunbhalach ann an oifisean Phort Rìgh/Inbhir Nis nam biodh dearbhadh air iarrtas ann.**	
	Chaneil Cofaidh is Còmhradh air an-dràsta, ach bidh sin a tòiseachadh a-rithist ma tha ùidh ann	
BnG3	**Co-dhiù 4 seiseanan trèanaidh airson sgilean cànain do luchd-obrach ro 31.03.19.**	
	Tha tòrr seiseanan trèanaidh Gàidhlig a thachair fad a' bhliadhna	
BnG4	**Co-dhiù 4 seiseanan trèanaidh eile do luchd-obrach ro 31.03.19.**	
	Faicibh InG22 gu h-àrd	
BnG5	**A' toirt taic do co-dhiù 44 Fèis air feadh Alba, tro thabhartasan, trèanadh, àrachas, ionnsramaidean agus sgilean Gàidhlig ro 31.03.19.**	
	Tha mi a' toirt taic do na Fèisean le tabhartasan, leabhraichean, ionnstramaidean, Faileas, m.s.a.a.	
Builean Comhairle na Gàidhealtachd		
CnG1	**Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R1.**	
Builean Comhairle nan Eilean Siar		
CnES1	**Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R1.**	
Builean Comhairle Earra-Ghàidheal is Bhòid		

CEB1	**Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R1.**	

Ainm	**Aonghas MacLeòid**	Dreuchd	**Oifigear Dràma**	
Àir.		Raon sa Phlana Pròghraim	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

AC5 **Cothroman do luchd-ciùil, luchd-dràma is seinneadairean a bhith leasachadh sgilean sgrìobhaidh ùra tro choimiseanan ùra.**

Thathar a' rannsachadh cothroman maoineachaidh gus sgrìobhadh ùr a bhrosnachadh a bhiodh freagarrach airson a' phròiseact tèatar-oideachaidh Meanbh-chuileag agus an Sgoil Shamhraidh Dràma.

AC6 **A' cur Sgoil Shamhraidh Dràma Ghàidhlig air dòigh.**

Chaidh Sgoil Shamhraidh Dràma na bliadhna sa a chumail eadar Diluain 2 agus Disathairne 14 Iuchair 2018 ann am Port Rìgh. Bha 12 compàirtichean eadar 13 agus 18 aig an Sgoil le 1 ann airson 6 latha agus 11 ann son 12 latha. Dh'fhuirich compàirtichean na Sgoile aig ostail Àrd-sgoil Phort Rìgh agus chaidh an oideachadh aig an Àrd-sgoil. Le Mairi Mhoireasdan gan stiùireadh chaidh an dealbh-chluich Call na h-Iolaire a leasachadh agus chaidh a thaisbeanadh air Diardaoin 12 den Iuchair sa Phloc agus aig Talla Chille Mhoire air Dihaoine 13 den Iuchair.

Thèid Sgoil Shamhraidh Dràma 2019 a chumail eadar 8 agus 20 den Iuchair s bi e fosgailte do dheugairean eadar 13 agus 17 bliadhna a dh'aois. Thèid postair agus fiosrachadh a' sanasachd na Sgoile a' sgaoileadh air a h-uile àrd-sgoil aig a bheil roinnean Gàidhlig do dh'fhileantaich 's luchd-ionnsachaidh na Gàidhlig agus fios a chur air ar làrach-lìn, Facebook agus Twitter.
Lorgar ceangal gu foirm-iarrtais air-loidhne air làrach-lìn Fèisean nan Gàidheal aig www.feisean.org/ssd

Tha cothrom aig a h-uile duine pàirt a ghabhail ann is tlachd fhaighinn às na h-ealain is nithean cruthachail

AC12 **Bùithtean-obrach is prògraman le Meanbh-Chuileag (tro mheadhan na Gàidhlig no a tha ag èirigh às a' Ghàidhlig).**

Sporan 2018
Anns an Lùnastal leasaich mi 'Fuadach nan Gàidheal', bùth-obrach eadar-obrachail a tha ag amas air sgoilearan P5-P7 a tha ag ionnsachadh Gàidhlig mar chànan a bharrachd
Air Dimàirt 11 Sultain, thòisich turas leis a' bhùth-obrach 's tha mi ga thoirt timcheall sgoiltean ann an sgìre Inbhir Nis s Siorrachd Rois.

Bun-sgoil Bhruach na Muilne – Bùthan-obrach dràma
Air 12 Sultain thòisich mi a' lìbhrigeadh sreath de bhùthan-obrach dràma seachdaineil do bhuidhnean sgoile eadar P1-P3 agus P4-P7. Leanaidh na bùthan-obrach seo gu deireadh an teirm.

Panto 2018
Tha mi a' sgrìobhadh sgriobt airson panto Gàidhlig na bliadhna seo a thèid air an rathad eadar 26 Samhain agus 14 Dùbhlachd 2018.

Meanbh-chuileag: 2018/2019
Thathar a' leasachadh dealbh-chluich airson a bhliadhna-sgoile 2018/2019 le sùil turas nàiseanta rè 5 's 6 seachdain a dhèanamh leis ro dheireadh a bhliadhna ionmhais.

AC13 **Obair Ghàidhlig aig na Fèisean le Gàidhlig Dhuinn Uile.**

Gaelic for All – Tha mi ag obair leis an Àrd Oifigear Leasachaidh Nicola Simpson gus pasgan de ghoireasan is cur-seachadan a leasachadh a bheireadh cothroman a bharrachd 's taic do dh'Fhèisean Gàidhlig a chleachadh 's a chur gu feum.

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.

Hùb Hàb 2018

Anns a' Ghiblean sgrìobh mi sgriobt ùr airson Hùb Hàb, am pròiseact tèatar do bhuidhnean chloinne sna tràth-bhliadhnaichean. Tha Hùb Hàb: Seirm na Sìde stèidhte air an t-sìde 's dathan a' bhogha fhrois is tha an aon seòrsa fhòrmat air 's bh'air na pròiseactan Hùb Hàb a dh'fhalbh m.e. Hùb Hàb air Ghleus ann an 2016 agus Hùb Hàb: Cumaidhean Ceòlmhor ann an 2017.

Tha an dealbh-chluich seo ag amas air buidhnean Gàidhlig ro-sgoile ach tha e cuideachd freagarrach airson clasaichean P1, P2 agus P3 anns a roinn Ghàidhlig agus sa roinn Bheurla gu h-àraidh ma tha iad ag ionnsachadh Gàidhlig mar chànan a bharrachd.

Chaidh an turas seo air adhart anns a' Chrios Mheadhanach, siorrachd Pheairt agus sgìre Earra-Ghàidheal eadar 23 Giblean agus 4 Cèitean. Chaidh dithis chleasaichean: Megan NicIllFhialain agus Catriona NicNeacail fhastadh gus a' phròiseact seo a' lìbhrigadh.

Bha 22 taisbeanaidhean ann de Seirm na Sìde rè an turais le taisbeanaidhean airson 19 bun-sgoiltean Gàidhlig/ sgoiltean-àraich. Uile gu lèir bha corr is 700 sgoilear an làthair aig na taisbeanaidhean seo.

Chaidh an dàrna turas leis an dealbh-chluich a chumail eadar 3 agus 14 Sultain Gàidhlig le Catriona NicNeacail agus Anna NicDhòmhnaill a' cleasachd ann. Chaidh a thaisbeanadh 20 uair rè an turais do 19 buidhnean bho sgoiltean-àraich 's bun-sgoiltean Gàidhlig air feadh sgìre Chomhairle na Gàidhealtachd agus Obar Dheathain. B'fheudar dhaibh dà thaisbeanadh a bhathar an dùil a lìbhrigeadh aig Bun-sgoil Shlèite 's Bun-sgoil an Ath Leathainn a chur dheth air sgàth tinneas.

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

AC22 **Cothroman air tachartasan còmhnaidheach, leis na h-ealain Ghàidhlig agus le cur-seachadan ann an coimhearsnachdan, air an cumail ann an Gàidhlig.**

Chaidh Sgoil Shamhraidh Dràma na bliadhna sa a chumail eadar Diluain 2 agus Disathairne 14 Iuchair 2018 ann am Port Rìgh. Bha 12 compàirtichean eadar 13 agus 18 aig an Sgoil le 1 ann airson 6 latha agus 11 ann son 12 latha. Dh'fhuirich compàirtichean na Sgoile aig ostail Àrd-sgoil Phort Rìgh agus chaidh an oideachadh aig an Àrd-sgoil. Le Mairi Mhoireasdan gan stiùireadh chaidh an dealbh-chluich Call na h-Iolaire a leasachadh agus chaidh a thaisbeanadh air Diardaoin 12 den Iuchair sa Phloc agus aig Talla Chille Mhoire air Dihaoine 13 den Iuchair.

Thèid Sgoil Shamhraidh Dràma 2019 a chumail eadar 8 agus 20 den Iuchair s bi e fosgailte do dheugairean eadar 13 agus 17 bliadhna a dh'aois. Thèid postair agus fiosrachadh a' sanasachd na Sgoile a' sgaoileadh air a h-uile àrd-sgoil aig a bheil roinnean Gàidhlig do dh'fhileantaich 's luchd-ionnsachaidh na Gàidhlig agus fios a chur air làrach-lìn, Facebook agus Twitter.
Lorgar ceangal gu foirm-iarrtais air-loidhne air làrach-lìn Fèisean nan Gàidheal aig www.feisean.org/ssd

Thèid beachdan-smaoin a chur an gnìomh le caochladh luchd-obrach is cheannardan sgileil a nì obair ann an co-cheangail ri chèile

AC28 **Taic le sgrìobhadh chruthachail tro obair dràma agus cùrsaichean sònraichte.**

- Sgrìobh mi Hùb Hàb: Seirm na Sìde le taic bho Eilidh NicCoinnich
- Leasaich mi a' bhùth-obrach Fuadach nan Gàidheal airson Sporan
- Tha mi toirt taic do sgoilearan Bun-sgoil Bhruach na Muilne le dealbh-chluich a tha iad a leasachadh stèidhte air an Dàrna Cogadh.
- Tha mi a' sgrìobhadh sgriobt airson panto Gàidhlig am bliadhna seo

Tha Alba na dùthaich shònraichte, chruthachail aig a bheil ceanglaichean ris an t-saoghal

AC35 **A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan.**

Obair leantainneach a thaobh a bhith a' foillseachadh pìosan naidheachd mu obair Fhèisean nan Gàidheal, Fèisgoil agus pròiseactan dràma air làrach lìn Fèisean nan Gàidheal aig www.feisean.org

Thèid naidheachd mu phròiseactan a chur gu luchd-naidheachd m.e. Radio nan Gàidheal, BBC An Là, agus pàipearan naidheachd.

	A' cruthachadh sgeulachdan agus brathan-naidheachd airson duilleag Facebook Fèisean nan Gàidheal aig www.facebook.com/feisean A' foillseachadh naidheachdan tron chunntas twitter aig Fèisean nan Gàidheal @FNGaidheal A' deasachadh fiolmaichean goirid ceangailte ri obair Fèisean nan Gàidheal 's gan taisbeanadh air an t-sianail YouTube againn aig www.youtube.com/feiseannangaidheal A' taisbeanadh agus a' cumail tasglann de obair na Sgoile Samhraidh Dràma thar nam bliadhnaichean air Vimeo aig www.vimeo.com/feiseannangaidheal A' taisbeanadh agus a' cumail tasglann den obair aig Fèisean nan Gàidheal, an Sgoil Shamhraidh Dràma agus pròiseactan eile air Flickr aig www.flickr.com/feiseannangaidheal A' taisbeanadh agus a' cumail tasglann den obair aig Fèisean nan Gàidheal, an Sgoil Shamhraidh Dràma agus pròiseactan eile air Instagram aig www.instagram.com/fngaidheal/
Alba Chruthachail – Cuspairean Co-cheangailte **Ionnsachadh cruthachail: Tha sinn airson a bhith nar buidheann ionnsachaidh agus feadhainn eile a bhrosnachadh gu bhith mar an ceudna. Tha cruaidh fheum air ionnsachadh ma tha ginealaichean ùra gu bhith uidheamaichte gus togail air na tha soirbheachadh an-diugh agus gus obair innleachdach ùr a chruthachadh iad fhèin.**	
AC41	**A' toirt trèanadh ann an sgilean cleasachd do dhaoine òga.** • Chaidh dithis cleasaichean òga fhastadh gus obair deasachaidh agus turas a dhèanamh airson Hùb Hàb: Seirm na Sìde, am pròiseact tèatar do bhuidhnean chloinne sna tràth-bhliadhnaichean. Chaidh an turas, a mhair 10 latha, timcheall sgoiltean 's sgoiltean-àraich a' lìbhrigeadh eadar 3 agus 14 Sultain. • Thathar an dùil cuir 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 mun Stòr-dàta de Chleasaichean agus ceangal gu foirm-clàraidh air-loidhne ri fhaotainn aig www.feisean.org/cothroman.
AC43	**A' sanasachd Fèisgoil mar sheirbheis iomlan a tha tabhann cothrom air ionnsachadh cruthachail tro dhiofar sheòrsaichean ealain.** Tha mi gu cunbhallach a' sanasachd na th'againn de phròiseactan dràma fo sgèith an t-seirbheis Fèisgoil
AC47	Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan. **Sgoil Shamhraidh Dràma 2018** Faic AC6
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 mi a' cumail clàr de sgaoilidhean carbon ann am foirmean-iarrtais airson cosgaisean.
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.** Obair leantainneach a thaobh a bhith a' foillseachadh pìosan naidheachd mu obair Fhèisean nan Gàidheal, Fèisgoil agus pròiseactan dràma air làrach lìn Fèisean nan Gàidheal aig www.feisean.org Thèid brathan-naidheachd mu phròiseactan a chur gu luchd-naicheachd m.e. Radio nan Gàidheal, BBC An Là, agus pàipearan naidheachd. A' cruthachadh sgeulachdan agus brathan-naidheachd airson duilleag Facebook Fèisean nan Gàidheal

	aig www.facebook.com/feisean A' foillseachadh naidheachdan tron chunntas twitter aig Fèisean nan Gàidheal @FNGaidheal A' deasachadh fiolmaichean goirid ceangailte ri obair Fèisean nan Gàidheal 's gan taisbeanadh air an t-sianail YouTube againn aig www.youtube.com/feiseannangaidheal A' taisbeanadh agus a' cumail tasglann de obair na Sgoile Samhraidh Dràma thar nam bliadhnaichean air Vimeo aig www.vimeo.com/feiseannangaidheal A' taisbeanadh agus a' cumail tasglann den obair aig Fèisean nan Gàidheal, an Sgoil Shamhraidh Dràma agus pròiseactan eile air Flickr aig www.flickr.com/feiseannangaidheal A' taisbeanadh agus a' cumail tasglann den obair aig Fèisean nan Gàidheal, an Sgoil Shamhraidh Dràma agus pròiseactan eile air Instagram aig www.instagram.com/fngaidheal/
AC55	**A' cur ghoireasan teagaisg is eile ann an cruth didseatach feuch an gabh iad an cleachdadh le barrachd dhaoine.**
	Thathar a' rannsachadh na cothroman a th'ann gus na h-òrain a chaidh a sgrìobadh 's a thaisbeanadh tro Hùb Hàb a sgaoileadh.
AC58	**A' dèanamh cinnteach gu bheil cothrom aig tòrr dhaoine air an obair againn tro bhith dèanamh feum de dhiofar mheadhanan, gu h-àraid FèisTV.**
	Obair leantainneach a thaobh a bhith a' foillseachadh pìosan naidheachd mu obair Fèisean nan Gàidheal, Fèisgoil agus pròiseactan dràma air làrach lìn Fèisean nan Gàidheal aig www.feisean.org Thèid brathan-naidheachd mu phròiseactan a chur gu luchd-naicheachd m.e. Radio nan Gàidheal, BBC An Là, agus pàipearan naidheachd. A' cruthachadh sgeulachdan agus brathan-naidheachd airson duilleag Facebook Fèisean nan Gàidheal aig www.facebook.com/feisean A' foillseachadh naidheachdan tron chunntas twitter aig Fèisean nan Gàidheal @FNGaidheal A' deasachadh fiolmaichean goirid ceangailte ri obair Fèisean nan Gàidheal 's gan taisbeanadh air an t-sianail YouTube againn aig www.youtube.com/feiseannangaidheal A' taisbeanadh agus a' cumail tasglann de obair na Sgoile Samhraidh Dràma thar nam bliadhnaichean air Vimeo aig www.vimeo.com/feiseannangaidheal A' taisbeanadh agus a' cumail tasglann den obair aig Fèisean nan Gàidheal, an Sgoil Shamhraidh Dràma agus pròiseactan eile air Flickr aig www.flickr.com/feiseannangaidheal A' taisbeanadh agus a' cumail tasglann den obair aig Fèisean nan Gàidheal, an Sgoil Shamhraidh Dràma agus pròiseactan eile air Instagram aig www.instagram.com/fngaidheal/
Builean Iomairt na Gàidhealtachd is nan Eilean	
A' Toirt Ealain is Cultar na Gàidhlig air Adhart an Lùib Oideachadh Cruthachail/na seirbheis Fèisgoil	
InG1	**A' sanasachd Fèisgoil mar sheirbheis iomlan a tha tabhann cothrom air ionnsachadh cruthachail tro dhiofar sheòrsaichean ealain.**
	Sgoil Shamhraidh Dràma 2018 Faic AC6 **Fèis Thèatar Òigridh na Gàidhlig** Ann an 2013 thòisich Fèisean nan Gàidheal agus Eden Court Creative ag obair còmhla gus cothroman a bharrachd a thoirt do sgoilearan àrd-sgoile le Gàidhlig air a' Ghàidhealtachd sgilean dràma ionnsachadh agus taisbeanaidhean dràma a dhèanamh tro mheadhan na Gàidhlig. Aig toiseach na bliadhna thug sinn taic do Eden Court Creative le tagradh soirbheachail a chur iad a-steach gu Bòrd na Gàidhlig son taic-airgid bho *Maoin nan Ealain Gàidhlig 2018* is thug sinn taic dhaibh gus a phròiseact lìbhrigeadh. Tha planaichean Eden Court Cruthachail son a phròiseact san àm ri teachd rin dearbhadh. **Meanbh-chuileag: 2018/2019** Thathar a' leasachadh dealbh-chluich airson a bhliadhna-sgoile 2018/2019 le sùil turas nàiseanta rè 5 's

	6 seachdain a dhèanamh leis ro dheireadh a bhliadhna ionmhais. **Sporan: Pròiseact Oideachaidh airson Luchd-ionnsachaidh na Gàidhlig** Anns an Lùnastal leasaich mi 'Fuadach nan Gàidheal', bùth-obrach eadar-obrachail a tha ag amas air sgoilearan P5-P7 a tha ag ionnsachadh Gàidhlig mar chànan a bharrachd Air Dimàirt 11 Sultain, thòisich turas leis a' bhùth-obrach 's tha mi ga thoirt timcheall sgoiltean ann an sgìre Inbhir Nis s Siorrachd Rois.
InG3	**A' leudachadh phrògraman ealain Ghàidhlig aig ìre nan tràth-bhliadhnaichean tro Hùb Hàb.**
	Hùb Hàb 2018 – Turas de sgìre Chomhairle na Gàidhealtachd agus Obar Dheathain Faic AC14
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.**
	Hùb Hàb 2018 – Turas de sgìre Chomhairle na Gàidhealtachd agus Obar Dheathain Faic AC14 **Sporan: Pròiseact Oideachaidh airson Luchd-ionnsachaidh na Gàidhlig** Anns an Lùnastal leasaich mi 'Fuadach nan Gàidheal', bùth-obrach eadar-obrachail a tha ag amas air sgoilearan P5-P7 a tha ag ionnsachadh Gàidhlig mar chànan a bharrachd Air Dimàirt 11 Sultain, thòisich turas leis a' bhùth-obrach 's tha mi ga thoirt timcheall sgoiltean ann an sgìre Inbhir Nis s Siorrachd Rois.
InG5	**Cothroman gus tachartasan còmhnaidheach a chumail ann an Gàidhlig ann an coimhearsnachdan.**
	Sgoil Shamhraidh Dràma 2018 Faic AC6
InG11	**Iomairt ùr a' cumail taic ri bùithtean-obrach dràma do dhaoine a tha ag ionnsachadh na Gàidhlig.**
	Sporan: Pròiseact Oideachaidh airson Luchd-ionnsachaidh na Gàidhlig Anns an Lùnastal leasaich mi 'Fuadach nan Gàidheal', bùth-obrach eadar-obrachail a tha ag amas air sgoilearan P5-P7 a tha ag ionnsachadh Gàidhlig mar chànan a bharrachd Air Dimàirt 11 Sultain, thòisich turas leis a' bhùth-obrach 's tha mi ga thoirt timcheall sgoiltean ann an sgìre Inbhir Nis s Siorrachd Rois
A' Leasachadh Sgilean is Thàlantan/obraichean do dh'òigridh	
InG23	**A' toirt trèanadh ann an sgilean cleasachd do dhaoine òga**
	Sgoil Shamhraidh Dràma 2018 Faic AC6 **Fèis Thèatar Òigridh na Gàidhlig** Ann an 2013 thòisich Fèisean nan Gàidheal agus Eden Court Creative ag obair còmhla gus cothroman a bharrachd a thoirt do sgoilearan àrd-sgoile le Gàidhlig air a' Ghàidhealtachd sgilean dràma ionnsachadh agus taisbeanaidhean dràma a dhèanamh tro mheadhan na Gàidhlig. Aig toiseach na bliadhna thug sinn taic do Eden Court Creative le tagradh soirbheachail a chur iad a-steach gu Bòrd na Gàidhlig son taic-airgid bho *Maoin nan Ealain Gàidhlig 2018* is thug sinn taic dhaibh gus a phròiseact lìbhrigeadh. Tha planaichean Eden Court Cruthachail son a phròiseact san àm ri teachd rin dearbhadh.
A' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca/turasachd chultarach	
InG36	**Sgoil Shamhraidh Dràma Ghàidhlig a chumail gach bliadhna.**
	Sgoil Shamhraidh Dràma 2018 Faic AC6
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.**
	Sgoil Shamhraidh Dràma 2018 Faic AC6
BnG7	**Panto Gàidhlig ann an co-dhiù 6 àiteachan ro 31.03.19.**

	Dealbh-chluich na Nollaig 2018 Tha mi a' sgrìobhadh sgriobt airson panto Gàidhlig na bliadhna seo a thèid air an rathad eadar 26 Samhain agus 14 Dùbhlachd 2018.
BnG8	**80 bùth-obrach dràma Gàidhlig air an lìbhrigeadh ann an coimhearsnachdan air feadh Alba ro 31.03.19.**
	Meanbh-chuileag: 2018/2019 Thathar a' leasachadh dealbh-chluich airson a bhliadhna-sgoile 2018/2019 le sùil turas nàiseanta rè 5 's 6 seachdain a dhèanamh leis ro dheireadh a bhliadhna ionmhais. **Sporan: Pròiseact Oideachaidh airson Luchd-ionnsachaidh na Gàidhlig** Anns an Lùnastal leasaich mi 'Fuadach nan Gàidheal', bùth-obrach eadar-obrachail a tha ag amas air sgoilearan P5-P7 a tha ag ionnsachadh Gàidhlig mar chànan a bharrachd Air Dimàirt 11 Sultain, thòisich turas leis a' bhùth-obrach 's tha mi ga thoirt timcheall sgoiltean ann an sgìre Inbhir Nis s Siorrachd Rois. **Bun-sgoil Bhruach na Muilne – Bùthan-obrach dràma** Air 12 Sultain thòisich mi a' lìbhrigeadh sreath de bhùthan-obrach dràma seachdaineil do bhuidhnean sgoile eadar P1-P3 agus P4-P7. Leanaidh na bùthan-obrach seo gu deireadh an teirm. **Hùb Hàb 2018 – Turas de sgìre Chomhairle na Gàidhealtachd agus Obar Dheathain** Faic AC14
BnG9	**Fèis Dràma a chur air adhart ann an co-bhonn ri Eden Court ma bhios airgead ann tro Sgeama Ealain na Gàidhlig.**
	Fèis Thèatar Òigridh na Gàidhlig Ann an 2013 thòisich Fèisean nan Gàidheal agus Eden Court Creative ag obair còmhla gus cothroman a bharrachd a thoirt do sgoilearan àrd-sgoile le Gàidhlig air a' Ghàidhealtachd sgilean dràma ionnsachadh agus taisbeanaidhean dràma a dhèanamh tro mheadhan na Gàidhlig. Aig toiseach na bliadhna thug sinn taic do Eden Court Creative le tagradh soirbheachail a chur iad a-steach gu Bòrd na Gàidhlig son taic-airgid bho *Maoin nan Ealain Gàidhlig 2018* is thug sinn taic dhaibh gus a phròiseact lìbhrigeadh. Tha planaichean Eden Court Cruthachail son a phròiseact san àm ri teachd rin dearbhadh.
BnG10	**Turas 6 seachdainean timcheall bhun-sgoiltean far a bheil Gàidhlig air a teagasg, ro 31.03.19.**
	Meanbh-chuileag: 2018/2019 Thathar a' leasachadh dealbh-chluich airson a bhliadhna-sgoile 2018/2019 le sùil turas nàiseanta rè 5 's 6 seachdain a dhèanamh leis ro dheireadh a bhliadhna ionmhais.
BnG11	**Turas 2 sheachdain le dealbh-chluich dhà-chànanach, gu sònraichte airson sgoiltean a tha a' faighinn FLI no seiseanan Fèisgoil, ro 31.03.19.**
	Sporan 2018 Anns an Lùnastal leasaich mi 'Fuadach nan Gàidheal', bùth-obrach eadar-obrachail a tha ag amas air sgoilearan P5-P7 a tha ag ionnsachadh Gàidhlig mar chànan a bharrachd Air Dimàirt 11 Sultain, thòisich turas leis a' bhùth-obrach 's tha mi ga thoirt timcheall sgoiltean ann an sgìre Inbhir Nis s Siorrachd Rois. **Hùb Hàb 2018 – Turas de sgìre Chomhairle na Gàidhealtachd agus Obar Dheathain** Faic AC14
BnG16	**Ag amas air 15 duine aois 13–17 a bhith a' gabhail pàirt ann an Sgoil Shamhraidh Dràma 2019.**
	Ann an 2018 bha 12 compàirtiche aig an Sgoil Shamhraidh Dràma. **Sgoil Shamhraidh Dràma 2019** Thèid Sgoil Shamhraidh Dràma 2019 a chumail eadar 8 agus 20 den Iuchair s bi e fosgailte do dheugairean eadar 13 agus 17 bliadhna a dh'aois. Thèid postair agus fiosrachadh a' sanasachd na Sgoile a' sgaoileadh air a h-uile àrd-sgoil aig a bheil roinnean Gàidhlig do dh'fhileantaich 's luchd-ionnsachaidh na Gàidhlig agus fios a chur air ar làrach-lìn, Facebook agus Twitter.

	Lorgar ceangal gu foirm-iarrtais air-loidhne air làrach-lìn Fèisean nan Gàidheal aig www.feisean.org/ssd	
BnG22	**Ag aithneachadh taic a' Bhùird an lùib gach pròiseact, le fianais as ùr gach ràithe.**	
	Chaidh aithne a thoirt do thaic Bhòrd na Gàidhlig ann am brathan-naidheachd mu Sgoil Shamhraidh Dràma 2018 agus Hùb Hàb: Seirm na Sìde. Nochd naidheachd mun Sgoil Shamhraidh Dràma 2018 agus an dealbh-chluich a bh'aig na compàirtichean 'Call na h-Iolaire air-loidhne agus anns na pàipearan-naidheachd a leanas: West Highland Free Pres, Stornoway Gazette agus Press and Journal. Bha naidheachd mun dàrna earrann den turas le Hùb Hàb: Seirm na Sìde anns a' Phàipear Bheag.	
Builean Comhairle na Gàidhealtachd		
CnG1	**Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R1.**	
Builean Comhairle nan Eilean Siar		
CnES1	**Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R1.**	
Builean Comhairle Earra-Ghàidheal is Bhòid		
CEB1	**Fhathast a' feitheamh ri Aonta Ìre Seirbheis aig deireadh R1.**	

Ainm	**Karen Oakley**	**Dreuchd**	**Oifigear Leasachaidh**	
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.**			
	An ràith-sa, shoirbhich le Fèis Òigridh na Mara le iarrtas don Mhaoin Leasachaidh a rinn mi leatha airson bùth-obrach sgrìobhadh-ciùil.			
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 pròg ram obrach fad na bliadhna a chur air chois.**			
	Fèis Farr: Chuir an fhèis sreath de bhùthan-obrach ealain agus sgeulachdan air dòigh (11, 14 & 18 Lùnastal 2018) a fhuair maoineachadh bho Fhèisean nan Gàidheal agus chum mi taic riutha.			
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.**			
	Ann an iarrtasan maoineachaidh, bidh mi a' dèanamh buidseatan leis na Fèisean Bidh mi a' toirt do na Fèisean agam le buidseatan agus far a bheil beàrnan, bidh mi a' dèanamh iarrtasan airson maoineachadh on taobh a-muigh airson gun tèid aig Fèisean àrdachadh a dhèanamh air na h-ìrean pàighidh aca.			
AC8	**A' toirt cothrom an-asgaidh do na Fèisean air ionnstramaidean ciùil bho ar Stòras Ionnsramaidean Ciùil.**			
	Le taic o Mhoreen Pringle, bidh mi a' toirt cothroman do na Fèisean feum a dhèanamh de ionnsramaidean bho ar Stòras.			
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.**			
	Bidh mi a' conaltradh le Moreen agus Sandy Gray agus Oifigear Dìon Chloinne gach fèis gus dèanamh cinnteach gu bheil a h-uile neach comataidh agus tuitear na ball den sgeama PVG.			
AC10	**Taic ionmhasail a bharrachd a thoirt seachad gus dèanamh cinnteach gum bi cothrom aig daoine, le feumalachdan taice a bharrachd, air tachartasan.**			
	Bidh mi a' bruidhinn le na Fèisean agam mu chùisean sònraichte far a bheil feum air taic a bharrachd agus le taic bho Anne, bidh sinn a' cur taic ionmhasail air dòigh dhaibh.			
AC11	**Conaltradh cunbhalach le Oifigearan Leasachaidh, Co-labhairt bhliadhnail agus**			

	cruinneachaidhean roinneil mar a bhios iomchaidh.	
	Bidh mi tric a' conaltradh leis na Fèisean agam air a' fòn agus post-d. Thachair mi aoigh ri aoigh as t-samhradh ri na daoine a tha a' cumail stiùir air na Fèisean a leanas: Fèis na h-Òige, Fèis Thiriodh, Fèis Eige, Fèis nan Garbh Chrìochan, Fèis Gleann Albainn agus Fèis Lochabair. Bha e cudthromach agus feumail dhomh agus math dhaibhsan barrachd a chluinntinn mu m' obair fhèin agus obair Fèisean nan Gàidheal. Thug mi cothrom do na Fèisean agam an cuid bheachd fhèin air na chòrdadh riutha a dhèanamh aig a' Choinneamh Bhliadhnail againne.	
AC16	**A' cumail a' toirt taic do chuirmean Fhèisean ionadail.**	
	Faic AC11	
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.**	
	Tha neach-eagraiche aig 6/12 do na Fèisean agam. Bidh mi a' cumail taic riutha tron bhliadhna a bharrachd air na comataidhean fèise.	
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.**	
	Bhrosnaich mi na Fèisean agam a bhith mar phàirt do dhà chuirm Bhlas: Cheòl nam Fèis, 14.09.18 agus an t- Òran Mòr (OM), 15.09.18. Chuir mi àite-fuirich is siubhal air dòigh do na Fèisean còmhla ri Àrd-Oifigear Leasachaidh Nicola Simpson agus Nick Firth, co-òrdanaich OM. Bha mi a' teagasg òran Robbie MhicLeòid, Beò an Dòchas (coimisean Blas) aig Fèis Lochabair (09.08.18), Fèis Farr (27.08.18) agus aig Bun-sgoil Ghàidhlig Inbhir Nis (06.09.18).	
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 mise a' coimhead às dèidh 12 fèisean air a' Ghàidhealtachd agus Earra Ghàidheal. An ràith-sa: Fèis Eige: Shoirbhich leis an fhèis le iarrtas maoineachaidh Foundation Scotland a rinn mi leatha gus clasaichean ùra agus seisean na Fèis Bige a stèidheachadh. Fèis Latharna: Rinn mi iarrtas do thabhartas coimhearnachd Scottish Sea Farms leis an fhèis (Òg Mhìos 2018) airson taic-airgid mu choinneamh ionnsramaidean ùra, clasaichean leantannaich na fèise agus àrdachadh a dhèanamh air ìre-pàighidh nan tuitearan. Fèis nan Garbh Chrìochan: Chuir mi iarrtas a-staigh às leth an fhèis do Urras Gòrdon Fhriseal (Òg Mhìos 2018) airson clàrsaich ùra a chuireadh compàirtichean nan clasaichean leantainniche agus na prìomh fhèis feum. Fèis Lochabair: Chum mi taic don Fhèis a bhith a' sanasachd Coinneamh Èigeannach na fèise (28.08). Thagh an Fhèis comataidh ùr, slàn agus tha a' dèanamh fiughar a bhith ag obair leotha.	
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.**	
	Rinn Jill Skeoch, Oifigear Dìon Chloinne Fèis Gleann Albainn trèanadh cùraim chloinne Care and Learning Alliance (CALA), 23.06.18 Chuir mi trèanadh ciad cobhair Red Cross air dòigh do Lauren Byrne, co-òrdanaiche Cèilidh air Chuairt Fèis Lochabair, 29.06.18	
AC27	**Trèanadh cunbhalach do luchd-obrach Fèisean nan Gàidheal is nam Fèisean fhèin.**	
	Chaidh Latha Conaltradh agus Co-obrachaidh nam Fèisean air aghaidh 13.05.18 ann am Peairt. Faic cuideachd AC26	
AC29	**A' dol an sàs ann an obair chom-pàirteach gus tuilleadh chothroman a thoirt do dhaoine òga adhartas a dhèanamh.**	

	Dh' obraich mi le Nicola agus an t-Ionad Oirghialla gus còignear luchd-ciùil òga à Alba a thoirt a-null a dh' Èireann do Fleadh Cheòil na hÉireann Drogheda (9-14/08). Chluichear còmhla ri sgioba de luchd-ciùil òga Èireannach seataichean de phuirt Èireannach agus Albannach, fo bhrataich Guth na nGael. Thàinig iad cruinn còmhla a-rithist beagan sheachdainean as dèidh làimh aig Ceòl nam Fèis agus an Òran Mòr.
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.**
	Bidh mi a' cumail taic do na Fèisean agam Gàidhlig an cuid Phoileasaidh Gàidhlig a chur an gnìomh.
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.**
	Faic AC21.
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.**
	Faic AC29. Chluich còignear luchd-ciùil òga à Alba aig cuirmean ann an Èireann.
Alba Chruthachail – Cuspairean Co-cheangailte **Ionnsachadh cruthachail: Tha sinn airson a bhith nar buidheann ionnsachaidh agus feadhainn eile a bhrosnachadh gu bhith mar an ceudna. Tha cruaidh fheum air ionnsachadh ma tha ginealaichean ùra gu bhith uidheamaichte gus togail air na tha soirbheachadh an-diugh agus gus obair innleachdach ùr a chruthachadh iad fhèin.**	
AC39	**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.**
	Thug mi taic don sgioba òigridh a thrusadh airson buidheann-stiùiridh Bhlas agus sgioba de luchd-eagraiche (leithid fear/bean an taighe agus dealbhadairean) a thrusadh airson tachartasan Blas agus an Òran Mòr le bhith a' cur fios air na Fèisean agam agus air na 'contacts' agam fhèin. Rinn an sgioba de dh' ògannaich obair ionmhalta agus rinn na h-inbhich a chuidich nan ùine fhèin aig Blas agus an t-Òran Mòr.
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.**
	Nam foirm cosgaisean, bidh mi a' clàradh na th' ann de ghual a tha mi a' cosg agus a' dèanamh feum de fòn agus post-d mas urrainn airson nach bi feum an uiread siubhal a dhèanamh.
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.**
	Bidh mi a' sgrìobhadh naidheachdan nam Fèisean agus na pròiseactan sa bheil mi a sàs airson ar làrach-lìn, na meadhanan agus cuairt-litrichean, mar as iomchaidh.
AC54	**A' dèanamh ghoireasan Gàidhlig is ciùil thraidiseanta ùra.**
	Thug mi taic don sgioba Fèisgoil (Eilidh NicChoinnich & Aonghas MacLeòid), Aithris is Oideas (AO) a stiùireadh is a chlàradh, 08.06.18 le buidheann de dheugairean Fèis na h-Oige. 'S e goireas teagaisg a th' ann an AO le òrain traidiseanta, òrain ùr air a dhèanamh le Eilidh fhèin agus geamanan a tha sinn ag amas a ni luchd-teagaisg nam fèis agus Fèisgoil feum.
AC55	**A' cur ghoireasan teagaisg is eile ann an cruth didseatach feuch an gabh iad an cleachdadh le barrachd dhaoine.**
	Faic AC54
Taic do is ag Adhartachadh nam Fèisean	
InG12	**Maoineachadh cunbhalach do dh'obair nam Fèisean tro Sgeama Thabhartasan nam Fèisean.**
	Faic AC7

InG13	**Taic leantainneach ro-innleachdail is phragtaigeach do na Fèisean bho-lìonra taice nam Fèisean.**	
	Faic AC1, 2, 7, 8, 9, 10, 11, 18, 23, 25, 53	
InG16	**A' toirt cothrom an-asgaidh do na Fèisean air ionnstramaidean ciùil bho ar Stòras Ionnsramaidean Ciùil.**	
	Faic AC8	
InG17	**Iomairtean airson barrachd òigridh a thoirt a-steach air stiùireadh agus co-dhùnaidhean.**	
	Faic AC39	
InG18	**A' cur ghoireasan teagaisg is eile ann an cruth didseatach feuch an gabh iad an cleachdadh le barrachd dhaoine.**	
	Faic AC54	
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.**	
	Thug mi taic practaigeach do Fèis Farr sreath de bhùthan-obrach sgeulachdan agus ealain a chur air dòigh a tha stèidhichte air ainmean-àite na sgìre. Rinnear mapa mòr a chaidh a thaisbeanadh aig cuirm Bhlas aig Talla coimhearsnachd Farr, 11.09.18.	
InG20	**Taic shònraichte a thoirt seachad gus dèanamh cinnteach gum bi cothrom aig daoine le feumalachdan taice a bharrachd air tachartasan.**	
	Faic AC10	
A' Leasachadh Sgilean is Thàlantan/obraichean do dh'òigridh		
InG22	**Prògraman gus sgilean dhaoine fastaichte agus saor-thoileach a leasachadh, a' gabhail a-steach togail-airgid, stiùireadh, ICT, dìon chloinne agus ciad chobhair.**	
	Faic AC26	
InG24	**A' cur taic ri sgeamaichean ùghdarraichte do dhaoine òga, leithid Duaisean Dhiùc Dhùn Èideann, Duaisean Ealain agus Duaisean Chrann na h-Alba.**	
	Tha 14 do na Fèisean clàraichte le na Duaisean Saltire.	
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.**	
	Faic AC39	
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.**	
	Tha mi a' cumail taic do Raghnaid Sandilands, a bhios a' stiùireadh Fèis Farr, a bhios a' dèanamh taisbeanadh aig ar Coinneamh Bhliadhnail is Co-Labhairt mu bhùth-obrach ealain is sgeulachdan ionadail na fèise agus na ghabhas Fèisean eile ionnsachadh bhuapa.	
A' tarraing luchd-èisteachd is a' leudachadh nan àireamhan aca/turasachd chultarach		
InG31	**Taic a chumail ri Chèilidhean air Chuairt an t-samhraidh.**	
	Tha mi a' cumail taic do Ewan Dòmhnallach agus Lauren Byrne a bha a' stiùireadh Cèilidhean air Chuairt Fèis Latharna agus Fèis Lochabair as t-samhradh.	
InG32	**A' cur air dòigh agus a' leasachadh Fèis Bhlas.**	
	Faic AC21	
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.**	
	Faic AC33	

InG39	**A' gabhail pàirt ann an tachartasan ann an Alba agus thall thairis far a bheil cothrom ar n-obair a thaisbeanadh.**	
	Faic AC34	
BnG5	**A' toirt taic do co-dhiù 44 Fèis air feadh Alba, tro thabhartasan, trèanadh, àrachas, ionnsramaidean agus sgilean Gàidhlig ro 31.03.19.**	
	Faic AC1, 2, 7, 8, 9, 10, 11, 18, 23, 25, 53	
BnG6	**Fèis Bheag neo seiseanan tràth-bhliadhnaichean aig co-dhiù 6 Fèisean ro 31.03.19.**	
	Lean seiseanan Fèis Bheag agus Fèis Bheag Bhiodach Fèis nan Garbh Chrìochan agus Fèis Lochabair as t-samhradh agus tha iad air fàs on a thòisich iad an-uiridh. A bharrachd air sin bidh Fèis na h-Òige, Fèis Gleann Albainn, Fèis na h-Apainne, Fèis Mhuile & Fèis Thiriodh (FT) uile a' tabhainn Fèis Bheag.	
BnG12	**30 tachartas aig Blas 2018 le pròg ram coimhearsnachd is sgoile na lùib, ann an co-bhonn ri buidhnean eile agus far am bi Gàidhlig na prìomh chànan air an àrd-ùrlar.**	
	Bha mi nam bhean an taighe aig cuirm Cruinn agus Assynt ann an Inbhir Garadh, 11.09.18 agus chleachd mi mo Ghàidhlig cho mòr 's a b' urrainn ann an dòigh nàdarrach. Faic cuideachd AC21.	
BnG13	**Consairtean air an lìbhrigeadh gu dà-chànanach le prìomhachas air a' Ghàidhlig, le fear/bean-an-taighe le Gàidhlig. Luchd-ciùil le Gàidhlig air am brosnachadh a bhith a' cleachdadh na Gàidhlig aig an fhèis**.	
	Faic BnG12	

Fèisean nan Gàidheal

Clàr Chunnartan

Agenda Item: 3.2018.05(b)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mun làn Chlàr Chunnartan a chaidh a dheasachadh le Fèisean nan Gàidheal ann an 2009.

Bun Fhiosrachadh

Ged a tha dleasdanas air a' Bhòrd gu corporra airson 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. An dèidh aithisg a thoirt do bhuill a' Bhùird aig a' choinneimh mu dheireadh mun phrìomh 10 cunnartan a tha ro Fhèisean nan Gàidheal, dh'iarr iad sealladh air a' chlàr slàn.

Clàr Chunnartan

Chaidh clàr a stèidheachadh ann an 2009 le 67 cunnartan an dèidh rannsachadh air an t-seòrsa chunnartan a dh'fhaodadh a bhith ro Fhèisean nan Gàidheal. Tha an clàr slàn ann am pàipearan a' Bhùird.

Bha na cunnartan sin air an comharrachadh ann am bùth-obrach, le Deloitte os a cionn, agus tha iad air buaidh a thoirt air modhan-obrach na buidhne agus na dòighean anns am bi tachartasan na buidhne gan stiùireadh.

Chan eil teagamh nach eil na cunnartan air atharrachadh agus gun deach leasachadh a dhèanamh orra rè ùine, ach is cinnteach gu bheil an t-àm ann lèirmheas a dhèanamh orra. Chan eil ùine air a bhith againn seo a ghabhail os làimh agus, co-dhiù, 's e gnìomh a th' ann far am bu chòir don Bhòrd agus luchd-obrach a bhith an sàs còmhla.

Ma tha buill a' Bhùird deònach, mholainn gum bu chòir dhuinn latha a chur air dòigh, taobh a-muigh coinneamh àbhaisteach den Bhòrd, far am b' urrainn dhuinn cruinneachadh còmhla ri buidheann freagarrach, le eòlas, airson cunnartan a chomharrachadh, am measadh agus an cur ann an roinnean eadar-dhealaichte. Bheireadh seo bunait don sgioba obrach na prìomh chunnartan a làimhseachadh sna bliadhnaichean ri teachd.

Gnìomh a dhìth

Thathair ag iarraidh air buill a' Bhùird beachd sam bith a thoirt seachad air a' Chlàr Chunnartan agus dearbhadh a bheil iad a' gabhail ris a' mholadh shuas.

Art MacCarmaig
Ceannard
Sultain 2018

The DCS Risk Action Matrix is documented as follows:

LIKELIHOOD	CONSEQUENCE / IMPACT				
	Insignificant (1)	Minor (2)	Moderate (3)	Major (4)	Extreme (5)
Almost Certain (5)	MEDIUM	HIGH	HIGH	VERY HIGH	VERY HIGH
Likely (4)	MEDIUM	MEDIUM	HIGH	HIGH	VERY HIGH
Possible (3)	LOW	MEDIUM	MEDIUM	HIGH	VERY HIGH
Unlikely (2)	LOW	MEDIUM	MEDIUM	MEDIUM	HIGH
Rare (1)	LOW	LOW	LOW	MEDIUM	HIGH

Rating	Score
VERY HIGH	>20
HIGH	10-19
MEDIUM	4-9
LOW	1-3

The following action is required based on the risk score:

Risk Rating	Action Required to Reduce Risk Score
LOW	ACCEPT RISK *Manage by Routine Procedures*
MEDIUM	MANAGEMENT ACTION REQUIRED AS SOON AS IS REASONABLY PRACTICABLE *May require bids for central funding*
HIGH	SENIOR MANAGEMENT ACTION REQUIRED *Senior management to be informed. Priority for funding.*
VERY HIGH	IMMEDIATE EXECUTIVE MANAGEMENT ACTION REQUIRED. *Chief Executive to be informed. Immediate action plan required. High priority for funding.*

All risks have been colour coded in the RISK TABLE and TOP 20 RISK WORKSHEETS

Risk #	Risk Table	Consequence / Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix
1	Funding from public sources is withdrawn or restricted	4.6	3.2	14.7	HIGH
2	Schools continue to promote classical rather than traditional music, reducing opportunities to expose children to our cultural heritage	2.5	2.9	7.3	MEDIUM
3	Enthusiasm wanes amongst volunteers (boredom) leading to reduced ability to run Feisean	3.3	3.1	10.2	HIGH
4	Key staff members and / or volunteers are lost to the organisation through external job offers leaving gaps in core operational areas	3.6	3.2	11.5	HIGH
5	A child is harmed due to the action or inaction of FnG, leading to loss of confidence and possible legal action	4.4	2.4	10.6	HIGH
6	Use of premises is lost or restricted due to fire or other event leading to severe operational disruption	3.3	2.2	7.3	MEDIUM
7	There is a major mood swing away from traditional music amongst young people leading to a lack of demand for Feisean	3.2	2	6.4	MEDIUM
8	We devote too much time to risk assessment and other compliance issues, taking the eye off the core purpose	2.3	1.8	4.1	MEDIUM
9	Increasing numbers of staff will be recruited from non-Gaelic speaking candidates	3.3	2.5	8.3	MEDIUM
10	Staff and board members are not fully committed to the aims and ethos of the organisation	3.5	2	7	MEDIUM
11	Non-compliance with legal requirements and policies will result in an incident which damages the reputation of FnG	4.4	2.5	11	HIGH
12	Volunteer effort within the Feisean is unable / unwilling to adhere to policies / guidelines / legal requirements	4.1	3	12.3	HIGH
13	Competing activities will reduce the "client" base of FnG	3	2.5	7.5	MEDIUM
14	Insufficient volunteers come forward	3.9	3.1	12.1	HIGH
15	Insufficient tutors available / come forward	3.8	2.8	10.6	HIGH
16	Insufficient Gaelic speaking tutors	3.9	3.7	14.4	HIGH
17	Support funding is not confirmed	4.4	3.1	13.6	HIGH
18	FnG takes on too much in an effort to survive	3.6	2.7	9.7	MEDIUM
19	A lack of funding for projects / future development	4.3	3.5	15.1	HIGH
20	Staff redundancies	3.6	2	7.2	MEDIUM
21	Economic downturn results in parents not being able to afford to send their children to Feisean, pay for lessons etc	3.5	3	10.5	HIGH
22	An existing or new organisation may take on a similar role to FnG and duplicate activities	2.9	2.1	6.1	MEDIUM
23	Increasing fuel costs will impact on people attending Feisean, instrument transportation, staff travelling costs etc	3.1	2.5	7.8	MEDIUM
24	Landlords decide not to renew the office leases resulting in FnG having to find alternative accommodation	2.9	2.3	6.7	MEDIUM
25	Core funding by SAC, HIE and Highland Council is withdrawn resulting in a scale-down of activities	4.8	2.7	13	HIGH
26	Due to over-reliance on a small staff we lose key personnel to other agencies	3.8	3.2	12.2	HIGH
27	Important data is lost due to equipment malfunction, fire electrical storm, resulting in insufficient IT back-up control systems	4.2	2.8	11.8	HIGH
28	No role for an umbrella organisation due to changes in the political environment i.e. one Gaelic body rather than 15 different organisations	3.9	2.1	8.2	MEDIUM
29	Loss of reputation due to child protection issues through lack of controls by third parties i.e failure to disclosure-check tutors	4.6	2.6	12	HIGH
30	Legal action by employees, participants, tutors, parents, volunteers - anyone - resulting in financial crisis or expensive tribunals	3.8	2.2	8.4	MEDIUM
31	Premises are not suitable for potential employee disability	3.4	3.8	12.9	HIGH
32	Employees do not comply with policies and procedures resulting in financial loss to cover outcomes	3.6	2.6	9.4	MEDIUM
33	Insufficient financial management controls by Board members resulting in liquidation	4.2	1.9	8	MEDIUM
34	Insufficient funding for staff development particularly in Gaelic language skills area resulting in inadequate development programme and resources for staff	3.8	2.7	10.3	HIGH
35	Staff / funds are overcommitted to projects resulting in less flexibility and tighter controls in other areas	3.6	3.2	11.5	HIGH
36	New technology changes resulting in substantial financial outlays and training implications	2.9	2.4	7	MEDIUM
37	New legislation being imposed on employers resulting in constraints and financial implications	3.1	2.8	8.7	MEDIUM
38	Creative Scotland fails to give priority to traditional music resulting in the withdrawal in our major funder	4.7	2.7	12.7	HIGH
39	BnG fails to implement a strong policy on the Gaelic Arts resulting in less funding being available for Gaelic-specific work	4.1	2.6	10.7	HIGH
40	Bodies that have traditionally funded work place an over-reliance on new funders like BnG, resulting in the withdrawal from their partnership	3.9	3	11.7	HIGH
41	difficult to argue that community participation and education is necessary	3.8	2.8	10.6	HIGH
42	FnG fails to recruit the right skills to the Board	3.7	2.8	10.4	HIGH
43	Numbers of Feisean continues to increase resulting in less support being available to each one	3.5	3.4	11.9	HIGH
44	Blas festival fails to reach its target ticket sales resulting in a shortfall in funding	3.2	2.7	8.6	MEDIUM
45	Lack of knowledge does not allow absences to be adequately covered	3.3	3	9.9	MEDIUM
46	Data is lost due to the lack of consistency in making back ups	3.8	3.2	12.2	HIGH
47	FnG become too focused in contract delivery in order to generate income, resulting in less support for the Feisean	3.8	2.5	9.5	MEDIUM
48	Disabled children are accepted without due care and attention being paid to their disability resulting in potential danger to other children	3.3	2.5	8.3	MEDIUM
49	A child gets lost due to inadequacies in the registration system	3.9	2.2	8.6	MEDIUM
50	Children are not placed in classes suited to their skills and abilities	2.4	3.2	7.7	MEDIUM
51	A member of the management team leaves at short notice	4.1	3	12.3	HIGH
52	Overhead costs may become too costly for the organisation	3.6	2.5	9	MEDIUM
53	Compliance costs may become over burdensome	3.5	2.8	9.8	MEDIUM
54	Health and safety requirements may discourage volunteers from coming on board	3.6	3	10.8	HIGH
55	A volunteer may try to discredit the organisation	2.9	1.7	4.9	MEDIUM
56	May reach over capacity of demand / supply	3.5	2.9	10.2	HIGH
57	The organisation continues to expand however funding and resources do not	4.1	3.5	14.4	HIGH
58	Staff and the Board are not aware of what the other is doing	3.5	2.7	9.5	MEDIUM
59	Dispersed nature of staff leads to poor communication	3.2	3.3	10.6	HIGH
60	The risk that we don't get more than one quote for outsourced work means that we may not get the best deal available	2.8	2.4	6.7	MEDIUM
61	The risk that inaccurate balance sheets could result from inadequate management controls.	3.2	1.9	6.1	MEDIUM
62	The risk that if we are under insured it could affect the quality of our day to day running in the event of a theft / breakdown etc.	3.5	2.3	8.1	MEDIUM
63	Insufficient implementation of health and safety requirements	4	2.7	10.8	HIGH
64	Loss of reputation by association with a third party	3.5	2.2	7.7	MEDIUM
65	Loss of revenue through misuse of intellectual property	2.8	2.2	6.2	MEDIUM
66	Lack of succession planning	3.5	3	10.5	HIGH
67	Inappropriate advice from third parties	3.4	2.4	8.2	MEDIUM

Rank	Risk #	Risk - Overall Rankings	Consequence / Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix
1	19	A lack of funding for projects / future development	4.3	3.5	15.1	HIGH
2	1	Funding from public sources is withdrawn or restricted	4.6	3.2	14.7	HIGH
3	16	Insufficient Gaelic speaking tutors	3.9	3.7	14.4	HIGH
4	57	The organisation continues to expand however funding and resources do not	4.1	3.5	14.4	HIGH
5	17	Support funding is not confirmed	4.4	3.1	13.6	HIGH
6	25	Core funding by SAC, HIE and Highland Council is withdrawn resulting in a scale-down of activities	4.8	2.7	13	HIGH
7	31	Premises are not suitable for potential employee disability	3.4	3.8	12.9	HIGH
8	38	Creative Scotland fails to give priority to traditional music resulting in the withdrawal in our major funder	4.7	2.7	12.7	HIGH
9	12	Volunteer effort within the Feisean is unable / unwilling to adhere to policies / guidelines / legal requirements	4.1	3	12.3	HIGH
10	51	A member of the management team leaves at short notice	4.1	3	12.3	HIGH
11	26	Due to over-reliance on a small staff we lose key personnel to other agencies	3.8	3.2	12.2	HIGH
12	46	Data is lost due to the lack of consistency in making back ups	3.8	3.2	12.2	HIGH
13	14	Insufficient volunteers come forward	3.9	3.1	12.1	HIGH
14	29	Loss of reputation due to child protection issues through lack of controls by third parties i.e failure to disclosure-check tutors	4.6	2.6	12	HIGH
15	43	Numbers of Feisean continues to increase resulting in less support being available to each one	3.5	3.4	11.9	HIGH
16	27	Important data is lost due to equipment malfunction, fire electrical storm, resulting in insufficient IT back-up control systems	4.2	2.8	11.8	HIGH
17	40	Bodies that have traditionally funded work place an over-reliance on new funders like BnG, resulting in the withdrawal from their partnership	3.9	3	11.7	HIGH
18	4	Key staff members and / or volunteers are lost to the organisation through external job offers leaving gaps in core operational areas	3.6	3.2	11.5	HIGH
19	35	Staff / funds are overcommitted to projects resulting in less flexibility and tighter controls in other areas	3.6	3.2	11.5	HIGH
20	11	Non-compliance with legal requirements and policies will result in an incident which damages the reputation of FnG	4.4	2.5	11	HIGH
21	54	Health and safety requirements may discourage volunteers from coming on board	3.6	3	10.8	HIGH
22	63	Insufficient implementation of health and safety requirements	4	2.7	10.8	HIGH
23	39	BnG fails to implement a strong policy on the Gaelic Arts resulting in less funding being available for Gaelic-specific work	4.1	2.6	10.7	HIGH
24	5	A child is harmed due to the action or inaction of FnG, leading to loss of confidence and possible legal action	4.4	2.4	10.6	HIGH
25	15	Insufficient tutors available / come forward	3.8	2.8	10.6	HIGH
26	41	Arts funding is now going to be prioritised in the basis of commercial viability and on the artform's contribution to the creative industries, resulting in it	3.8	2.8	10.6	HIGH
27	59	Dispersed nature of staff leads to poor communication	3.2	3.3	10.6	HIGH
28	21	Economic downturn results in parents not being able to afford to send their children to Feisean, pay for lessons etc	3.5	3	10.5	HIGH
29	66	Lack of succession planning	3.5	3	10.5	HIGH
30	42	FnG fails to recruit the right skills to the Board	3.7	2.8	10.4	HIGH
31	34	Insufficient funding for staff development particularly in Gaelic language skills area resulting in inadequate development programme and resources for	3.8	2.7	10.3	HIGH
32	3	Enthusiasm wanes amongst volunteers (boredom) leading to reduced ability to run Feisean	3.3	3.1	10.2	HIGH
33	56	May reach over capacity of demand / supply	3.5	2.9	10.2	HIGH
34	45	Lack of knowledge does not allow absences to be adequately covered	3.3	3	9.9	MEDIUM
35	53	Compliance costs may become over burdensome	3.5	2.8	9.8	MEDIUM
36	18	FnG takes on too much in an effort to survive	3.6	2.7	9.7	MEDIUM
37	47	FnG become too focused in contract delivery in order to generate income, resulting in less support for the Feisean	3.8	2.5	9.5	MEDIUM
38	58	Staff and the Board are not aware of what the other is doing	3.5	2.7	9.5	MEDIUM
39	32	Employees do not comply with policies and procedures resulting in financial loss to cover outcomes	3.6	2.6	9.4	MEDIUM
40	52	Overhead costs may become too costly for the organisation	3.6	2.5	9	MEDIUM
41	37	New legislation being imposed on employers resulting in constraints and financial implications	3.1	2.8	8.7	MEDIUM
42	44	Blas festival fails to reach its target ticket sales resulting in a shortfall in funding	3.2	2.7	8.6	MEDIUM
43	49	A child gets lost due to inadequacies in the registration system	3.9	2.2	8.6	MEDIUM
44	30	Legal action by employees, participants, tutors, parents, volunteers - anyone - resulting in financial crisis or expensive tribunals	3.8	2.2	8.4	MEDIUM
45	9	Increasing numbers of staff will be recruited from non-Gaelic speaking candidates	3.3	2.5	8.3	MEDIUM
46	48	Disabled children are accepted without due care and attention being paid to their disability resulting in potential danger to other children	3.3	2.5	8.3	MEDIUM
47	28	No role for an umbrella organisation due to changes in the political environment i.e. one Gaelic body rather than 15 different organisations	3.9	2.1	8.2	MEDIUM
48	67	Inappropriate advice from third parties	3.4	2.4	8.2	MEDIUM
49	62	The risk that if we are under insured it could affect the quality of our day to day running in the event of a theft / breakdown etc.	3.5	2.3	8.1	MEDIUM
50	33	Insufficient financial management controls by Board members resulting in liquidation	4.2	1.9	8	MEDIUM
51	23	Increasing fuel costs will impact on people attending Feisean, instrument transportation, staff travelling costs etc	3.1	2.5	7.8	MEDIUM
52	50	Children are not placed in classes suited to their skills and abilities	2.4	3.2	7.7	MEDIUM
53	64	Loss of reputation by association with a third party	3.5	2.2	7.7	MEDIUM
54	13	Competing activities will reduce the "client" base of FnG	3	2.5	7.5	MEDIUM
55	2	Schools continue to promote classical rather than traditional music, reducing opportunities to expose children to our cultural heritage	2.5	2.9	7.3	MEDIUM
56	6	Use of premises is lost or restricted due to fire or other event leading to severe operational disruption	3.3	2.2	7.3	MEDIUM
57	20	Staff redundancies	3.6	2	7.2	MEDIUM
58	10	Staff and board members are not fully committed to the aims and ethos of the organisation	3.5	2	7	MEDIUM
59	36	New technology changes resulting in substantial financial outlays and training implications	2.9	2.4	7	MEDIUM
60	24	Landlords decide not to renew the office leases resulting in FnG having to find alternative accommodation	2.9	2.3	6.7	MEDIUM
61	60	The risk that we don't get more than one quote for outsourced work means that we may not get the best deal available	2.8	2.4	6.7	MEDIUM
62	7	There is a major mood swing away from traditional music amongst young people leading to a lack of demand for Feisean	3.2	2	6.4	MEDIUM
63	65	Loss of revenue through misuse of intellectual property	2.8	2.2	6.2	MEDIUM
64	22	An existing or new organisation may take on a similar role to FnG and duplicate activities	2.9	2.1	6.1	MEDIUM
65	61	The risk that inaccurate balance sheets could result from inadequate management controls.	3.2	1.9	6.1	MEDIUM
66	55	A volunteer may try to discredit the organisation	2.9	1.7	4.9	MEDIUM
67	8	We devote too much time to risk assessment and other compliance issues, taking the eye off the core purpose	2.3	1.8	4.1	MEDIUM

Rank	Risk #	Risk - Top 20 Risks	Consequence / Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix
1	19	A lack of funding for projects / future development	4.3	3.5	15.1	HIGH
2	1	Funding from public sources is withdrawn or restricted	4.6	3.2	14.7	HIGH
3	16	Insufficient Gaelic speaking tutors	3.9	3.7	14.4	HIGH
4	57	The organisation continues to expand however funding and resources do not	4.1	3.5	14.4	HIGH
5	17	Support funding is not confirmed	4.4	3.1	13.6	HIGH
6	25	Core funding by SAC, HIE and Highland Council is withdrawn resulting in a scale-down of activities	4.8	2.7	13	HIGH
7	31	Premises are not suitable for potential employee disability	3.4	3.8	12.9	HIGH
8	38	Creative Scotland fails to give priority to traditional music resulting in the withdrawal in our major funder	4.7	2.7	12.7	HIGH
9	12	Volunteer effort within the Feisean is unable / unwilling to adhere to policies / guidelines / legal requirements	4.1	3	12.3	HIGH
10	51	A member of the management team leaves at short notice	4.1	3	12.3	HIGH
11	26	Due to over-reliance on a small staff we lose key personnel to other agencies	3.8	3.2	12.2	HIGH
12	46	Data is lost due to the lack of consistency in making back ups	3.8	3.2	12.2	HIGH
13	14	Insufficient volunteers come forward	3.9	3.1	12.1	HIGH
14	29	Loss of reputation due to child protection issues through lack of controls by third parties i.e failure to disclosure-check tutors	4.6	2.6	12	HIGH
15	43	Numbers of Feisean continues to increase resulting in less support being available to each one	3.5	3.4	11.9	HIGH
16	27	Important data is lost due to equipment malfunction, fire electrical storm, resulting in insufficient IT back-up control systems	4.2	2.8	11.8	HIGH
17	40	Bodies that have traditionally funded work place an over-reliance on new funders like BnG, resulting in the withdrawal from their partnership	3.9	3	11.7	HIGH
18	4	Key staff members and / or volunteers are lost to the organisation through external job offers leaving gaps in core operational areas	3.6	3.2	11.5	HIGH
19	35	Staff / funds are overcommitted to projects resulting in less flexibility and tighter controls in other areas	3.6	3.2	11.5	HIGH
20	11	Non-compliance with legal requirements and policies will result in an incident which damages the reputation of FnG	4.4	2.5	11	HIGH

Rank	Risk #	Risk - Top 25 Consequences	Consequence / Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix
1	25	Core funding by SAC, HIE and Highland Council is withdrawn resulting in a scale-down of activities	**4.8**	2.7	13	**HIGH**
2	38	Creative Scotland fails to give priority to traditional music resulting in the withdrawal in our major funder	**4.7**	2.7	12.7	**HIGH**
3	1	Funding from public sources is withdrawn or restricted	**4.6**	3.2	14.7	**HIGH**
4	29	Loss of reputation due to child protection issues through lack of controls by third parties i.e failure to disclosure-check tutors	**4.6**	2.6	12	**HIGH**
5	17	Support funding is not confirmed	**4.4**	3.1	13.6	**HIGH**
6	11	Non-compliance with legal requirements and policies will result in an incident which damages the reputation of FnG	**4.4**	2.5	11	**HIGH**
7	5	A child is harmed due to the action or inaction of FnG, leading to loss of confidence and possible legal action	**4.4**	2.4	10.6	**HIGH**
8	19	A lack of funding for projects / future development	**4.3**	3.5	15.1	**HIGH**
9	27	Important data is lost due to equipment malfunction, fire electrical storm, resulting in insufficient IT back-up control systems	**4.2**	2.8	11.8	**HIGH**
10	33	Insufficient financial management controls by Board members resulting in liquidation	**4.2**	1.9	8	**MEDIUM**
11	57	The organisation continues to expand however funding and resources do not	**4.1**	3.5	14.4	**HIGH**
12	12	Volunteer effort within the Feisean is unable / unwilling to adhere to policies / guidelines / legal requirements	**4.1**	3	12.3	**HIGH**
13	51	A member of the management team leaves at short notice	**4.1**	3	12.3	**HIGH**
14	39	BnG fails to implement a strong policy on the Gaelic Arts resulting in less funding being available for Gaelic-specific work	**4.1**	2.6	10.7	**HIGH**
15	63	Insufficient implementation of health and safety requirements	**4**	2.7	10.8	**HIGH**
16	16	Insufficient Gaelic speaking tutors	**3.9**	3.7	14.4	**HIGH**
17	14	Insufficient volunteers come forward	**3.9**	3.1	12.1	**HIGH**
18	40	Bodies that have traditionally funded work place an over-reliance on new funders like BnG, resulting in the withdrawal from their partnership	**3.9**	3	11.7	**HIGH**
19	49	A child gets lost due to inadequacies in the registration system	**3.9**	2.2	8.6	**MEDIUM**
20	28	No role for an umbrella organisation due to changes in the political environment i.e. one Gaelic body rather than 15 different organisations	**3.9**	2.1	8.2	**MEDIUM**
21	26	Due to over-reliance on a small staff we lose key personnel to other agencies	**3.8**	3.2	12.2	**HIGH**
22	46	Data is lost due to the lack of consistency in making back ups	**3.8**	3.2	12.2	**HIGH**
23	15	Insufficient tutors available / come forward	**3.8**	2.8	10.6	**HIGH**
24	41	Arts funding is now going to be prioritised in the basis of commercial viability and on the artform's contribution to the creative industries, resulting in it being difficult to argue that community participation and education is necessary	**3.8**	2.8	10.6	**HIGH**
25	34	Insufficient funding for staff development particularly in Gaelic language skills area resulting in inadequate development programme and resources for staff	**3.8**	2.7	10.3	**HIGH**

Rank	Risk #	Risk - Top 25 Likelihood	Consequence / Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix
1	16	Insufficient Gaelic speaking tutors	3.9	**3.7**	14.4	**HIGH**
2	19	A lack of funding for projects / future development	4.3	**3.5**	15.1	**HIGH**
3	57	The organisation continues to expand however funding and resources do not	4.1	**3.5**	14.4	**HIGH**
4	1	Funding from public sources is withdrawn or restricted	4.6	**3.2**	14.7	**HIGH**
5	26	Due to over-reliance on a small staff we lose key personnel to other agencies	3.8	**3.2**	12.2	**HIGH**
6	46	Data is lost due to the lack of consistency in making back ups	3.8	**3.2**	12.2	**HIGH**
7	17	Support funding is not confirmed	4.4	**3.1**	13.6	**HIGH**
8	14	Insufficient volunteers come forward	3.9	**3.1**	12.1	**HIGH**
9	12	Volunteer effort within the Feisean is unable / unwilling to adhere to policies / guidelines / legal requirements	4.1	**3**	12.3	**HIGH**
10	51	A member of the management team leaves at short notice	4.1	**3**	12.3	**HIGH**
11	40	Bodies that have traditionally funded work place an over-reliance on new funders like BnG, resulting in the withdrawal from their partnership	3.9	**3**	11.7	**HIGH**
12	27	Important data is lost due to equipment malfunction, fire electrical storm, resulting in insufficient IT back-up control systems	4.2	**2.8**	11.8	**HIGH**
13	15	Insufficient tutors available / come forward	3.8	**2.8**	10.6	**HIGH**
14	41	Arts funding is now going to be prioritised in the basis of commercial viability and on the artform's contribution to the creative industries, resulting in it being difficult to argue that community participation and education is necessary	3.8	**2.8**	10.6	**HIGH**
15	25	Core funding by SAC, HIE and Highland Council is withdrawn resulting in a scale-down of activities	4.8	**2.7**	13	**HIGH**
16	38	Creative Scotland fails to give priority to traditional music resulting in the withdrawal in our major funder	4.7	**2.7**	12.7	**HIGH**
17	63	Insufficient implementation of health and safety requirements	4	**2.7**	10.8	**HIGH**
18	34	Insufficient funding for staff development particularly in Gaelic language skills area resulting in inadequate development programme and resources for staff	3.8	**2.7**	10.3	**HIGH**
19	29	Loss of reputation due to child protection issues through lack of controls by third parties i.e failure to disclosure-check tutors	4.6	**2.6**	12	**HIGH**
20	39	BnG fails to implement a strong policy on the Gaelic Arts resulting in less funding being available for Gaelic-specific work	4.1	**2.6**	10.7	**HIGH**
21	11	Non-compliance with legal requirements and policies will result in an incident which damages the reputation of FnG	4.4	**2.5**	11	**HIGH**
22	5	A child is harmed due to the action or inaction of FnG, leading to loss of confidence and possible legal action	4.4	**2.4**	10.6	**HIGH**
23	49	A child gets lost due to inadequacies in the registration system	3.9	**2.2**	8.6	**MEDIUM**
24	28	No role for an umbrella organisation due to changes in the political environment i.e. one Gaelic body rather than 15 different organisations	3.9	**2.1**	8.2	**MEDIUM**
25	33	Insufficient financial management controls by Board members resulting in liquidation	4.2	**1.9**	8	**MEDIUM**

Rank	Risk #	Risk - Top 25 Overall Score	Consequence / Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix
1	19	A lack of funding for projects / future development	4.3	3.5	**15.1**	**HIGH**
2	1	Funding from public sources is withdrawn or restricted	4.6	3.2	**14.7**	**HIGH**
3	16	Insufficient Gaelic speaking tutors	3.9	3.7	**14.4**	**HIGH**
4	57	The organisation continues to expand however funding and resources do not	4.1	3.5	**14.4**	**HIGH**
5	17	Support funding is not confirmed	4.4	3.1	**13.6**	**HIGH**
6	25	Core funding by SAC, HIE and Highland Council is withdrawn resulting in a scale-down of activities	4.8	2.7	**13**	**HIGH**
7	31	Premises are not suitable for potential employee disability	3.4	3.8	**12.9**	**HIGH**
8	38	Creative Scotland fails to give priority to traditional music resulting in the withdrawal in our major funder	4.7	2.7	**12.7**	**HIGH**
9	12	Volunteer effort within the Feisean is unable / unwilling to adhere to policies / guidelines / legal requirements	4.1	3	**12.3**	**HIGH**
10	51	A member of the management team leaves at short notice	4.1	3	**12.3**	**HIGH**
11	26	Due to over-reliance on a small staff we lose key personnel to other agencies	3.8	3.2	**12.2**	**HIGH**
12	46	Data is lost due to the lack of consistency in making back ups	3.8	3.2	**12.2**	**HIGH**
13	14	Insufficient volunteers come forward	3.9	3.1	**12.1**	**HIGH**
14	29	Loss of reputation due to child protection issues through lack of controls by third parties i.e failure to disclosure-check tutors	4.6	2.6	**12**	**HIGH**
15	43	Numbers of Feisean continues to increase resulting in less support being available to each one	3.5	3.4	**11.9**	**HIGH**
16	27	Important data is lost due to equipment malfunction, fire electrical storm, resulting in insufficient IT back-up control systems	4.2	2.8	**11.8**	**HIGH**
17	40	Bodies that have traditionally funded work place an over-reliance on new funders like BnG, resulting in the withdrawal from their partnership	3.9	3	**11.7**	**HIGH**
18	4	Key staff members and / or volunteers are lost to the organisation through external job offers leaving gaps in core operational areas	3.6	3.2	**11.5**	**HIGH**
19	35	Staff / funds are overcommitted to projects resulting in less flexibility and tighter controls in other areas	3.6	3.2	**11.5**	**HIGH**
20	11	Non-compliance with legal requirements and policies will result in an incident which damages the reputation of FnG	4.4	2.5	**11**	**HIGH**
21	54	Health and safety requirements may discourage volunteers from coming on board	3.6	3	**10.8**	**HIGH**
22	63	Insufficient implementation of health and safety requirements	4	2.7	**10.8**	**HIGH**
23	39	BnG fails to implement a strong policy on the Gaelic Arts resulting in less funding being available for Gaelic-specific work	4.1	2.6	**10.7**	**HIGH**
24	5	A child is harmed due to the action or inaction of FnG, leading to loss of confidence and possible legal action	4.4	2.4	**10.6**	**HIGH**
25	15	Insufficient tutors available / come forward	3.8	2.8	**10.6**	**HIGH**

Fèisean nan Gàidheal

Pròg ram na Coinneamh Bhliadhnail agus Co-labhairt 2018
Àireamh air a' Chlàr Chùisean: 3.2018.05(c)

Adhbhar a' Phàipeir
Fiosrachadh a thoirt do bhuill a' Bhùird mu phròg ram na Coinneamh Bhliadhnail agus na Co-labhairt.

Fèisean nan Gàidheal

Co-labhairt agus Coinneamh Bhliadhnail

Conference and Annual General Meeting

Taigh-òsta a' Bhaile, Glaschu Village Hotel, Glasgow
Dihaoine 28 & Disathairne 29 Sultain 2018 Friday 28 & Saturday 29 September 2018

CLÀR PROGRAMME

Dihaoine 28 Sultain		Friday 28 September
14.00	**Coinneamh den Bhòrd-Stiùiridh**	Meeting of Board of Directors
19.00	**A' Choinneamh Bhliadhnail**	Annual General Meeting
19.30	**Deoch le ceòl bho Fèisean na sgìre**	Pre-dinner drink with music by local Fèisean
	Teachdaireachd Bhideo - Maree Todd MSP **Minstear airson Clann agus Òigridh**	Video Message - Maree Todd MSP Minister for Children and Young People
20.00	**Dìnneir agus Cèilidh**	Dinner and Cèilidh

Disathairne 29 Sultain		Saturday 29 September
09.15	**Fàilte – Art MacCarmaig**	Welcome – Arthur Cormack
09.20	**Poileasaidh Gàidhlig Fèisean nan Gàidheal** **Calum Ailig Mac a' Mhaolain**	Fèisean nan Gàidheal's Gaelic Policy Calum Alex Macmillan
09.35	**Buidhnean Còmhraidh** **air an stiùireadh le Shannon Cowie**	Discussion Group led by Shannon Cowie
10.15	**Taisbeanadh - Pròiseact dualchais sgìre Fèise** **Raghnaid Sandilands, Fèis Farr**	Presentation on a Fèis project using local stories Rachel Sandilands, Fèis Farr
10.45	**Tì/Cofaidh**	Tea/Coffee
11.00	**Goireasan Dìdseatach** **Deasbad fosgailte le riochdairean bho chuid de na Fèisean a tha a' cleachdadh bathar-bog eadar-dhealaichte mu thràth**	Going Digital Open discussion regarding online booking systems with input from Fèisean already using different platforms
11.30	**Còd-obrach is Frèam Deagh-chàileachd Oidean** **Dave Francis, Fòram Ceòl Traidiseanta na h-Alba**	Code of Practice & Quality Framework for Tutors Dave Francis, Traditional Music Forum
12.00	**Seisean fosgailte** **Còmhradh mu dheidhinn puingnean bhon uiridh agus tachartas Pheairt no cuspair sam bith eile**	Open Session Discussion on points raised last year and at the Perth conversation plus any other subject
13.00	**Lòn**	Lunch

Gnìomh a dhìth
Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don fhiosrachadh mun phròg ram.

Anne Willoughby
Manaidsear Gnìomha
Sultain 2018

Fèisean nan Gàidheal

Aithisg Bhliadhnail 2018

Àireamh air a' Chlàr Chùisean: 3.2018.05(d)

Bun Fhiosrachadh

Thèid Aithisg Bhliadhnail Fèisean nan Gàidheal 2018 a sgaoileadh tro phost-d air thoiseach air coinneamh a' Bhùird, gus cothrom a thoirt do bhuill a leughadh. Bidh lethbhreacan aig a' choinneimh.

Gnìomh a dhìth

Bithear ag iarraidh air buill a' Bhùird fa-near a thoirt don fhiosrachadh san Aithisg Bhliadhnail agus aonta a thoirt rithe air thoiseach air a' Choinneamh Bhliadhnail.

Art MacCarmaig
Ceannard
Sultain 2018

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