



# **Equality, Diversity & Inclusion**

## **Action Plan 2022-23**

**Fèisean nan Gàidheal**  
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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.

In its 2018-21 Equality, Diversity and Inclusion (EDI) plan, the organisation's main purpose and its clear approach to EDI was articulated in more detail. That plan was delivered despite the challenges caused by the global pandemic.

We may be required to create a more detailed plan when submitting a bid for regular funding to Creative Scotland, but this document is a statement of Fèisean nan Gàidheal's EDI priorities for 2022-23. Many aspects of EDI are now much better embedded in our day-to-day work and the outcomes proposed in the organisation's Programme Plan 2022-27. However, we are not complacent about our duty, nor our potential to continually change and improve what we do, to include as wide a range of people as possible in our work.

Although Gàidheil - Gaelic speakers - are not specifically protected under the Equality Act 2010, they are nevertheless a minority in Scotland and Fèisean nan Gàidheal believes 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 importance of arts and cultural activities in increasing the visibility of Gaelic and engagement with the language. Our work provides, in part, the inclusion and diversity Creative Scotland seeks in this regard. The same is true for other public bodies which support our work.

Fèisean nan Gàidheal has prepared this EDI Action Plan building on information collected and experience gained from implementing previous plans. The proposed actions are proportionate for an organisation of our size and we will help reinforce that the organisation is inclusive and welcoming.

**Arthur Cormack**  
Chief Executive  
October 2022

## 2 OBJECTIVES, RISK AND FIT WITH PROGRAMME

We shall continue to build on the objectives set out in our EDI Plan for 2018-21:

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

- Include EDI questionnaires in recruitment processes for staff
- Continue to collect data from Fèisean and other organisations when applying for grants as well as tutors and contractors when engaged by Fèisean nan Gàidheal for the first time
- Increase the number of young people involved in decision-making within Fèisean nan Gàidheal.

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

- Publish our 2022-23 EDI Plan and highlight the measures within it to Board, staff and Fèis organisers
- Offer awareness-raising training on EDI issues to new Fèisean nan Gàidheal staff members when recruited
- Offer awareness-raising training on EDI issues to Fèis tutors as part of normal tutor training.

In 2022-23, we shall focus on a range of tasks to deliver three objectives. The areas of work in our Programme Plan 2022-27 to which each objective relates is also indicated. The average risk score and status is shown against each group of tasks, assessed as follows:

	<b>High</b> (16 to 25)		<b>Medium</b> (11 to 15)		<b>Low</b> (5 to 10)
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Objective One		Risk Score	
<b>Policies and procedures implemented to ensure equality, inclusion and diversity avoiding discrimination of any kind</b>		<b>8</b>	
<b>Area/s of Work in Fèisean nan Gàidheal's Programme Plan 2018-21 to which objective relates</b>			
<ul style="list-style-type: none"> <li>▪ Governance and Staffing</li> </ul>			
<b>Rationale</b>			
Fèisean nan Gàidheal has a duty to ensure there is no discrimination in delivering its programme of work and that a positive attitude prevails towards ensuring equality, inclusion and diversity. This is assisted with the range of policies and work practices in place.			
<b>Tasks</b>		<b>Lead</b>	<b>Measures of success</b>
Publish our revised policies and ensure all staff, volunteers and contractors are aware of them through conditions of funding or engagement.		Administrator	All policies available to view online.
<b>Target and date</b>	Plan published as soon as it is agreed by Creative Scotland		
Commit to Fair Work for all staff		Executive Manager	All staff paid in excess of Living Wage and no zero hours contracts offered.
<b>Target and date</b>	Recognition as a Living Wage Employer by April 2022		
Commit, as a minimum, to maintaining payments in line with industry standards for all contracted artists.		CEO	All contracted artists in receipt of fees in line with revised industry standards.
<b>Target and date</b>	Increases in MU and Equity rates reflected in pay to artists by September 2022		

Objective Two		Risk Score
Enable a more diverse range of people to access our work in more places and ensure engagement with wider audiences		<b>11</b>
<b>Area/s of Work in Fèisean nan Gàidheal's Programme Plan 2018-21 to which objective relates</b>		
<ul style="list-style-type: none"> <li>▪ Audience Development and Engagement</li> </ul>		
<b>Rationale</b>		
<p>Over the past two years, Fèisean nan Gàidheal has engaged with a wider range of people than was the case previously, due to the increased digital delivery of its programme. While there is a move to return to face-to-face delivery of arts activities and performances, Fèisean nan Gàidheal will retain the involvement of those who engage digitally. Streaming of concerts, free events and community engagement events, as well as online music tuition, will help address equality of provision for those on low incomes or experiencing rural isolation. A wider range of people should be able to access and enjoy Fèisean nan Gàidheal events without having to travel to areas of higher population.</p>		
<b>Tasks</b>	<b>Lead</b>	<b>Measures of success</b>
Ongoing online streaming of events with monitoring of viewer information	CEO	Events streamed regularly lead to an increase in the number of people accessing our work digitally.
<b>Target and date</b>	10 streamed events by 31 March 2023	
Expand online pre-recorded music lessons with monitoring of user information	Development Manager	Lessons available with the ability to monitor uptake and report on user characteristics.
<b>Target and date</b>	11 new series of lessons to be available on the <i>Oide</i> platform by 30 June 2022	
Continue to offer a range of live online learning opportunities	Development Manager	Further uptake of lessons with the ability to promote their availability to people from a range of backgrounds.
<b>Target and date</b>	At least 20 online teaching sessions to be delivered by 31 March 2023	
Promotion of events in rural areas	Development Manager	<p>34 live Blas events to be held in communities of low population.</p> <p>20 live Blas events in HIE Fragile Areas.</p> <p>Support for 30 Fèisean in rural locations including 19 in HIE Fragile Areas.</p>
<b>Target and date</b>	Blas to be delivered in September 2022 Ongoing support for Fèisean throughout 2022-23	
Through the Covid Recovery Fund, assist work with refugees	CEO	<p>A number of Fèisean to work with refugees in the communities they serve.</p> <p>Continuation of the occasional <i>Còmhla</i> cèilidh, bringing refugees into a social, music-making, situation with people in the communities in which they have settled.</p>
<b>Target and date</b>	Funds to be allocated by 30 September 2022	

Objective Three		Risk Score
Expand work in rural communities across Scotland, including areas of socio-economic deprivation, and deliver Gaelic cultural activities to harder-to-reach groups.		4
<b>Area/s of Work in Fèisean nan Gàidheal's Programme Plan 2018-21 to which objective relates</b>		
<ul style="list-style-type: none"> <li>▪ Support and Development of Fèisean</li> <li>▪ Enhancement of Gaelic Arts &amp; Culture in Creative Learning</li> </ul>		
<b>Rationale</b>		
<p>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. This has been possible due to sustained support over 40+ years and continued engagement with a wide range of communities. While recovering from the effects of the pandemic there are new challenges with the impending cost-of-living crisis. It is important that we find new ways to ensure people are included in activities and those in communities challenged by geography and low economic activity are not discriminated against. 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.</p>		
<b>Tasks</b>	<b>Lead</b>	<b>Measures of success</b>
Through the Covid Recovery Fund, expand Fèis activities in HIE fragile areas and areas of socio-deprivation outwith the Highlands and Islands.	CEO	Several Fèisean offering free classes in areas of socio-economic deprivation across Scotland.
<b>Target and date</b>	Six new initiatives through Fèisean by 31 March 2023	
Intergenerational work between young people and older people	Development Manager	Introduction of Café Bheairteis podcasts where young Gaelic speakers interview older Gaelic speakers.
	Fèisgoil Manager	Re-establish the Beairteas programme in schools.
	Development Manager	Recruit a new cohort of Gaelic singers for the Fuaran programme.
<b>Target and date</b>	Podcasts to be delivered from October 2022 Beairteas in schools by 31 March 2023 Singers to be recruited by 31 January 2023	
Youth Music Initiative work in schools, free to access and open to all	Fèisgoil Manager	Delivery of YMI classes in all Highland primary schools, including special schools, ensuring access for all pupils in the target class group, Gaelic tuition in Gaelic medium settings and employment of around 25 tutors.
Continuation of Treòir   Voar   Virr (TVV) programme with free to access classes providing employment for artists in island communities	Fèisgoil Manager	Delivery of a range of bespoke arts-based classes in island schools encompassing

		local linguistic heritage and employing around 20 tutors.
<b>Target and date</b>	YMI sessions delivered in 170 schools by 31 March 2023 TVV session delivered in 30 schools by 31 March 2023	
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.
<b>Target and date</b>	A tour undertaken by Meanbh-Chuileag between September 2022 and February 2023	
Increase in the number of pupils across Scotland engaging with Gaelic language and culture in school	Fèisgoil Manager	1,200 school pupils with an awareness of Gaelic language and culture.
<b>Target and date</b>	Gaelic lessons, incorporating arts, in schools in 6 local authority areas by March 2023	

### 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
- Better data to help identify gaps and ensure improvements in future planning
- Maintaining young people in decision-making
- A workforce trained in the importance of EDI
- Increased range of people engaging with our work digitally
- Increased access to Gaelic language and cultural activities addressing issues of rural isolation and low income
- Further work in fragile areas or areas of deprivation
- Opportunities for young people to be involved in decision-making
- Opportunities for young people to be involved in enriching artistic and linguistic experiences
- Opportunities for intergenerational work
- Promotion of inclusion and 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 discussed regularly at Fèisean nan Gàidheal staff meetings to ensure regular monitoring of the tasks.

A progress report against each of the tasks will be presented for consideration by Fèisean nan Gàidheal's Board of Trustees at their February 2023 meeting.

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