Bòrd na Gàidhlig

Geàrr-chunntas na coinneimh: **Comataidh Poileasaidh is Ghoireasan** **Dimàirt 09/11/2021 09.30 – 12.30 Tro Teams**	**Minutes of the meeting:** **Policy & Resources Committee** **Tuesday 09/11/2021 09.30 – 12.30 Via Teams**
SEISEAN DÙINTE	**CLOSED SESSION**
Buill Bùird an Làthair: Dòmhnall MacLeòid (Cathraiche) [DML] Dòmhnall MacAoidh [DMA] Johan Nic a' Ghobhainn [JNG]	**Board Members Present:** Donald MacLeod (Chair) [DML] Donald MacKay [DMK] Johan Smith [JS]
A' frithealadh: Shona NicIllinnein, Ceannard [SNI] Nicola Pearson, Ceann an Ionmhais agus Chùisean Corporra [NP] Seumas Whannel, Stiùiriche Foghlaim [SW] Stuart Pescodd, Riaghaltas na h-Alba [SP] Orla NicDhòmhnaill, A' clàradh a' gheàrr-chunntais [OND]	**In attendance:** Shona MacLennan, Ceannard [SML] Nicola Pearson, Head of Finance & Corporate Affairs [NP] Jim Whannel, Director of Education [JW] Stuart Pescodd, Scottish Government [SP] Orla MacDonald, Recording the minutes [OMD]
Leisgeulan: Daibhidh Boag, Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd [DB]	**Apologies:** David Boag, Director of Language Planning & Community Developments [DB]

1.0	**CÙISEAN TÒISEACHAIDH**	**OPENING ITEMS**
1.1	**Fàilte is Leisgeulan** Chuir an Cathraiche fàilte air a h-uile duine don choinneimh.	**Welcome & Apologies** The Chair welcomed everyone to the meeting.
1.2	**A' Nochdadh Chom-pàirtean** DML - Comhairle nan Eilean Siar JNG – Comhairle nan Leabhraichean, Acair	**Declaration of Interests** DML – Comhairle na Eilean Siar JS – Comhairle nan Leabhraichean, Acair
1.3	**Geàrr-chunntas na coinneimh air 01/09/2021** Thug Buill fa-near don gheàrr-chunntas.	**Minutes from meeting on 01/09/2021** Member noted the minutes.
1.4	**Clàr-ghnìomhan** Thug Buill fa-near don chlàr-gnìomhan.	**Actions Listing** Members noted the actions listing.
1.5	**GISBE** Bha Buill airson comharrachadh gur e seo a' choinneamh comataidh mu dheireadh aig JNG agus bha iad airson fios fhaighinn air adhartas le trusadh Buill ùra.	**AOCB** Members drew attention to the fact that this is JS' final committee meeting and asked for an update on the recruitment of new Members.
2.0	**PLANAICHEAN CÀNAIN**	**LANGUAGE PLANS**
2.1	**Dreachd Stiùireadh Reachdail air Planaichean Gàidhlig** Thug SNI iomradh air an stiùireadh agus an adhbhar air a shon. Chaidh an stiùireadh don Bhòrd-stiùiridh ann an 2019 agus an uair sin gu Co-chomhairle Phoblach. Chaidh ceist a thogail a bheil an stiùireadh cho eadar-dhealaichte is gu bheil feum air co-chomhairle phoblach. Beachdaichidh BnG agus an Riaghaltas air seo. Dh'fhaighnich Buill a bheil dòigh nas làidire ann toirt air buidhnean an stiùireadh seo a chleachdadh. Chaidh moladh gun tèid adhartas na buidhne leis a' phlana Gàidhlig aca suas don ìre seo a chlàradh. Bu chòir	**Draft Statutory Guidance for Gaelic Plans** SML presented the guidance and explained its rationale. This guidance went to the Bòrd in 2019 and then to public consultation. The question was raised whether the guidance is so different as to necessitate public consultation. BnG and the Scottish Government are to discuss this. Members asked whether there was a more robust way to ensure public bodies use this guidance. There was a recommendation that the organisation's progress with their Gaelic plan to

fios a bhith ann mu dè thachair san eagran mu dheireadh.

this point be recorded. There should be information about what happened in the previous iteration.

Chaidh moladh gum biodh geàrr-chunntas aig toiseach an stiùiridh.

It was recommended that there should be an executive summary at the beginning of the guidance.

Bu chòir oifigearan dèanamh cinnteach gu bheilear riaraichte leis na clàran-ama.

Officers should ensure that the timetable is satisfactory.

Thug SP am fios as ùire seachad air ròl an Riaghaltais sa phròiseas.

SP gave an update about the role of the Scottish Government in the process.

Co-dhùnadh:
Thug Buill **FA-NEAR** don stiùirieadh.

Decision:
The members **NOTED** the information.

SEISEAN FOSGAILTE / OPEN SESSION

Buill Bùird an Làthair:
Dòmhnall MacLeòid (Cathraiche) [DML]
Dòmhnall MacAoidh [DMA]
Johan Nic a' Ghobhainn [JNG]

Board Members Present:
Donald MacLeod (Chair) [DML]
Donald MacKay [DMK]
Johan Smith [JS]

A' frithealadh:
Shona NicIllinnein, Ceannard [SNI]
Nicola Pearson, Ceann an Ionmhais agus Chùisean Corporra [NP]
Seumas Whannel, Stiùiriche Foghlaim [SW]
Stuart Pescodd, Riaghlatas na h-Alba [SP]
Louise NicIlleathain, Manaidsear Gnìomhan [LNI] (Puing 3)
Steven Kellow, Oifigear Maoineachaidh is Phròiseactan (Puing 4)
Kyle Orr, Oifigear Planaichean Cànain [KO] (Puing 6)
Màiri NicIllemhoire, Oifigear Leasachaidh Foghlam [MNI] (Puing 7.1)
Orla NicDhòmhnaill, A' clàradh a' gheàrr-chunntais [OND]

In attendance:
Shona MacLennan, Ceannard [SML]
Nicola Pearson, Head of Finance & Corporate Affairs [NP]
Jim Whannel, Director of Education [JW]
Stuart Pescodd, Scottish Government [SP]
Louise MacLean, Operations Manager [LML] (Point 3)
Steven Kellow, Funding & Projects Officer (Point 4)
Kyle Orr, Language Plans Officer [KO] (Point 6)
Màiri Morrisson, Education Development Officer [MM] (Point 7.1)
Orla MacDonald, Recording the minutes [OMD]

Leisgeulan:
Daibhidh Boag, Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd [DB]

Apologies:
David Boag, Director of Language Planning & Community Developments [DB]

3.0 RIAGHLADH / GOVERNANCE

3.1 **Poileasaidhean Daonna**
Chaidh na poileasaidhean seo a thaisbeanadh don Sgioba-stiùiridh. Chaidh iad cuideachd tro cho-chomhairle le luchd-obrach agus don aonadh.

HR Policies
These policies were presented to the Leadership Group. They were also consulted on with staff and with the union.

Chaidh ceist a thogail mun adhbhar a tha a' chomataidh a' coimhead air poileasaidhean agus chaidh am pròiseas a dhearbhadh.

A question was raised as to why the committee consider policies and the process was confirmed.

Gnìomh: SNI gus gnàth-riaghailtean na Comataidh a chur do na buill gus comasan is dleastanasan na Comataidh a dhearbhadh.

Action: SML to issue Committee standing orders to Members to confirm the scope and responsibilities of the Committee.

Chaidh ceistean a thogail mun ìre is gu bheil luchd-obrach an sàs le susbaint nam poileasaidhean agus mu cho fada 's a tha am poileasaidh air ùine dheth. Thug LNI fios a bharrachd seachad air na puingean seo.

Questions were raised about the extent to which staff were involved in the content of the policies and about the length of the managing absence

policy. LML gave further information on these points.

PT1 Poileasaidh mu mhì-chleachdadh stuthan
Thog buill puing mu dheidhinn abairt anns an treas seantans far an robh coltas ann gum faodadh an Ceannard a bhith a' toirt cead do luchd-obrach stuthan a chleachdadh far a bu chòir iomradh a bhith air dèoch-làidir a-mhàin.

Gnìomh: gun tèid an seantans seo atharrachadh gus am biodh e soilleir gur ann airson dibhe a bhiodh cead.

Co-dhùnadh:
Dh'aontaich Buill ris a' phoileasaidh.

PT1 Substance abuse policy
Members raised a point about the third sentence which appeared to say that the Ceannard may give permission to staff to use substances whereas it should only refer to alcohol.

Action: That this sentence is amended to make it clear that it refers to permission only in relation to alcohol.

Decision:
Members approved the policy.

PT2 Poileasaidh air ùine dheth
Co-dhùnadh:
Dh'aontaich Buill ris a' phoileasaidh leis an tuigse gun tèid ceangal ri 'Stiùireadh Obair Aonair' a chur ris.

PT2 Managing absence policy
Decision:
Members approved the policy subject to the addition of a link to the 'Lone Working Guidance.'

PT3 Poileasaidh slàinte is sàbhailteachd
Co-dhùnadh:
Dh'aontaich Buill ris a' phoileasaidh.

PT3 Health and safety policy
Decision:
Members approved the policy.

PT4 Poileasaidh airson deagh shunnd agus dèiligeadh ri trom-uallach san àite-obrach
Co-dhùnadh:
Dh'aontaich Buill ris a' phoileasaidh.

PT4 Stress management and wellbeing in the workplace policy
Decision:
Members approved the policy.

4.0 IONMHAS / FINANCE 10.30-10.45

4.1 **Aithisg Ionmhais gu 30/09/2021**
PT1 Aithisg Ionmhas gu 30/09/2021
Thug NP geàrr-chunntas seachad air an Aithisg Ionmhais gu 30/09/2021. Chaidh innse dhuinn gur e cùis ùine a th' anns an fho-chosg leasachaidh agus gum bu chòir a rèiteach. Thathar a' dol tro aithisgean ionmhais agus tha dùil gun tèid coinneachadh ris a' bhuidseat anns na mìosan a tha romhainn.

Chaidh a thoirt fa-near gu bheil fo-chosg ann an cosgaisean ruith, agus dhaingnich NP gun tèid cead iarraidh bho Riaghaltas na h-Alba an t-airgead a ghluasad gu maoinean leasachaidh, ma tha fo-chosg fhathast ann.

Bha ceist ann mun 10% den mhaoin nach robh air a riarachadh agus chaidh am pròiseas a dhaingneachadh.

Co-dhùnadh:
Thug na Buill fa-near don Aithisg Ionmhais.

Finance Statement to 30/09/2021
PT1 Finance Report to 30/09/2021
NP gave an overview of the Finance Report to 30/09/2021. It was pointed out that the development underspend is a timing issue and should be resolved. Outstanding reports are being followed up and it is expected that the budget will be met in the coming months.

It was highlighted that there is an underspend in running costs and NP confirmed that if this is still the case, Scottish Government will be asked for permission for it to be transferred to development funds.

There was a query about the 10% unallocated funds and the process for this was confirmed.

Decision:
Members noted the Finance Report.

4.2 **Fios as ùr air Iarrtasan bho Bhuidhnean Lìbhrigidh Com-pàirteach 2022/23**
Tha a' chiad chuairt measaidh dèante agus thathar a-nis ag obair leis na buidhnean air ceistean is molaidhean. Thathar an dùil gun tèid seo don Sgioba-stiùiridh san Dùbhlachd.

Update on Delivery Partner Applications 2022/23
T
he first round of evaluation has taken place and the groups are now working on questions and recommendations. It is expected that this will go to the Leadership Group in December.

Chaidh am pròiseas airson mar a bhios na h-iarrtasan a' tighinn don Chomataidh is don Bhòrd-stiùiridh a dhearbhadh.

The process of how the applications will come to the Committee and to the Board was confirmed.

Co-dhùnadh:
Thug Buill fa-near don fhiosrachadh.

Decision:
The members noted the information.

4.3 **Prìomhachasan Sgeamaichean Taic-airgid Taic Freumhan Coimhearsnachd is Colmcille**

Priorities for Taic Freumhan Coimhearsnachd and Colmcille funding schemes

Thug SK iomradh air a' phàipear agus cho cudromach 's a tha na sgeamaichean seo.

SK presented the paper and noted out the importance of these schemes.

Chaidh fhaighneachd ciamar a thathar a' tomhas sunnd. Thug SK fios air seo agus gum bi seo a' cuideachadh le bhith a' cur air adhart obair Bhòrd na Gàidhlig

It was asked how wellbeing is measured. SK explained this and how it would help to promote Bòrd na Gàidhlig's work.

Chaidh fhaighneachd mu dheidhinn dè thachras leis an fhiosrachadh agus a bheil e leantainneach. Chaidh ceist a thogail mu mar a thèid am fiosrachadh a chleachdadh agus thug SK barrachd fios seachad air seo.

It was asked what happens with the information gathered and whether if this is ongoing. It was also asked how the information will be used and SK gave further information on this.

Co-dhùnadh:
Dh'aontaich Buill ris na prìomhachasan.

Decision:
Members agreed the priorities.

5.0 PLANA GNÌOMH 20-21 / OPERATIONAL PLAN 20-21

5.1 **Plana Gnìomh 2020/21 – Sgrùdadh**
PT1 –Coileanadh a' Phlana Gnìomh 20/21

Operational Plan 2020/21 – Monitoring
PT1 –Operational plan delivery 20/21

Chaidh togail air mearachd anns a' phàipear seo aig coinneamh a' Bhùird-stiùiridh mu dheireadh agus chaidh a dhearbhadh gun deach a chur ceart.

An error in this paper was raised at the last Bòrd meeting and it was confirmed that it had been corrected at the last meeting.

Tha diofar mòr anns na h-àireamahan de ghniomhan a tha fo sheòl agus an dùil a bhith dèante agus tha seo gu math brosnachail. Tha an goireas seo glè fheumail airson sùil a chumail air adhartas na buidhne.

There is a big difference in the number of actions underway and expected to be completed and this is very encouraging. This resource is very useful for monitoring the group's progress.

Chaidh fhaighneachd dè tha na bucais glas a' ciallachadh. Chaidh a dhearbhadh gun robh targaid ann gum biodh 3 tachartasan a' ruith ach b' e Foghlam Alba (FA) a bha a' ruith Fèis Ionnsachadh na h-Alba is cha tug iad cead dha BnG ach aon tachart a ruith leis gun do dh'atharraich FA am format air sgàth COVID-19.

It was asked what the grey boxes mean. It was confirmed that there was a target that three events would be held but it is Education Scotland who run Scottish Learning Festival and they only allowed Bòrd na Gàidhlig to hold one event due to a change in the format as a result of COVID-19.

Thog Buill gun robh beagan a bharrachd fiosrachaidh a dhìth airson nan gnìomhan a bha fhathast ann an dearg mu cuin a dh'fhaodadh iad tòiseachadh no dè bhios a' tachairt leotha.

Members raised that the actions still in red require some extra information on when they will be started or what will happen with them.

Co-dhùnadh:
Thug Buill fa-near don phlana gnìomh.

Decision:
Members NOTED the operational plan.

6.0 CLEACHDADH / USAGE

6.1 **Amasan Àrd-ìre**
PT 1 Eagran 04, PGR010 – Comhairle Baile Ghlaschu

High Level Aims
PT 1 Edition 04, PGR010 – Glasgow City Council

Chaidh fhaighneachd an robh buidheann buileachaidh aig a' Chomairle ron a seo. Chaidh a dhearbhadh gun robh buidheann ann, cha robh iad a' coinneachadh ach tha iad a-nise.

It was asked whether the Council had previously had an implementation group. It was confirmed that is a group. They hadn't been meeting but now are.

Tha amas ann gum biodh luchd-obrach bho sgiobaidhean seach an sgioba Gàidhlig iad fhèin an sàs sa bhuidhinn. Tha na h-amasan seo aontaichte air taobh Comhairle Baile Glaschu.

There is an aim that staff from other teams in addition to the Gaelic team be involved in the group. These aims have been agreed by Glasgow City Council.

Chaidh fhaighneachd dè na ceumanan a thathar a' faicinn eadar na h-eagranan far a bheil iad a' dèanamh adhartas. Thug SW fios air adhartas agus gu bheil e misneachail mu dheidhinn.

It was asked in which areas progress had been made between editions of the plan. JW reported progress and that he is optimistic about this.

Thuirt Buill gun robh iad toilichte gu bheilear air aontachadh ceathramh bun-sgoil a stèidheachadh agus gu bheil iad a' cur ri leasachadh foghlam Gàidhlig.

Members noted that that they are happy that it has been agreed to establish a fourth primary school and that they are to further develop Gaelic education.

Tha e brosnachail mar a tha iad a' coimhead air adhart agus nan deagh eisimpleir airson leasachadh foghlam Gàidhlig.

How they are planning ahead is encouraging and a good example for Gaelic education.

Co-dhùnadh:
Dh'aontaich Buill ris na h-Amasan Àrd-ìre.

Decision:
The Members agreed the High-level Aims.

7.0 IONNSACHADH / LEARNING

7.1 Stiùireadh airson Tràth-bhliadhnaichean

Thug SW fios gun robh aon atharrachadh ann:
"Bu chòir do dh'Ùghdarrasan Ionadail ceist mu Thràth - ionnsachadh is Cùram-chloinne sa Ghàidhlig a chur ri co-chomhairle sam bith a nithear a thaobh leudachadh no lìbhrigeadh Tràth-ionnsachadh is Cùram-chloinne sna sgìrean aca."

Guidance on Early Years

JW reported that there had been one change:
"Local Authorities should include a question about Gaelic ELC in parental consultations regarding the expansion or delivery of ELC in their areas."

Chaidh cudrom a chur air cho cudromach 's a tha bogadh sa Ghàidhlig aig an ìre seo.

It was emphasised how important Gaelic immersion is at this stage.

Chaidh ceist a thogail mu saor-thoilichagus dè na dùbhlain a tha an lùib a bhith ag obair le buidheann de shaor-shaoilich. Thug MNI fios air obair nam buidhnean seo.

A question was raised about volunteers. What are the challenges in working with a group of volunteers. MM explained the work of these groups.

Co-dhùnadh:
Dh'aontaich Buill ris an stiùireadh.

Decision:
Members agreed the guidance.

7.2 Adhartas air Foghlam Àrd-sgoile

Thug SW am pàipear seachad.

Progress with Secondary School Education

JW presented the report.

Co-dhùnadh:
Thug Buill fa-near don fhiosrachadh sa phàipear.

Decision:
The members noted the information in the paper.

7.3 Àireamhan Luchd-teagaisg Ùra is Oileanaich Teagasg

Chaidh ceist a thogail mu dheidhinn fileantais luchd-teagaisg is oileanaich. Dhearbh SW gu bheil oilthighean ag atharrachadh nan greisean-obrach aca gus am gu bi iad tro meadhan na Gàidhlig a-mhàin.

New Teacher and Teaching Student Figures

A question was raised about the level of fluency of teachers and students. JW confirmed that universities are changing their work placements so that they will be through the medium of Gaelic only.

Chaidh fhaighneachd a bheil gu leòr a' tighinn tron oilthigh gus am bi gu leòr thidsearan ann agus thug SW fios gu bheil fiosrachadh air siostam an Riaghaltais mu aoisean tidsearan agus fiosrachadh eile a tha a' freagairt air seo.

It was asked whether enough teachers are coming through the university system to increase the number of teachers and JW stated that information is on the Government's system about teacher age and other relevant information.

Thoisich an iomart 'DeanDiofair' an-dè gus daoine a brosnachadh coimhead air dreuchdan ann am foghlam Gàidhlig.

The campaign 'DèanDiofar' began yesterday which encourages people to consider a career in Gaelic education.

<u>Co-dhùnadh:</u>
Thugadh fa-near don fhiosrachadh sa phàipear.

<u>Decision:</u>
The members noted the information in the paper.

8.0 PLANA OBRACH NA COMATAIDH / COMMITTEE WORK PLAN

8.1 **Plana Obrach Comataidh Poileasaidh is Ghoireasan**
PT1 – Plana obrach
<u>Co-dhùnadh:</u>
Dh'aontaich Buill ris a' phlana-obrach.

Policy & Resources Committee Work Plan
PT1 – Work plan
<u>Decision:</u>
Members agreed the work plan

9.0 GNOTHACH IOMCHAIDH SAM BITH EILE / ANY OTHER BUSINESS

Chaidh iomradh a thoirt air a' phròiseas aig Aonad nam Fastaidhean Poblach aig an Riaghaltas agus a rèir a' chlàr-ama a chaidh fhoillseachadh leotha gum biodh buill air am fastadh ro thoiseach an Fhaoillich 2022.

Reference was made to the process run by the Government's Public Appointments Unit and according to their published timetable , appointments will be made by the beginning of January 2022.

Thugadh taing do JNG airson a cuid obrach thar nam bliadhnaichan agus thathar a' guidhe gach soirbheas dhith anns a h-uile càil a nì i.

JS was thanked for all of her work over the years and she was wished every success for the future.

Ceann-latha na h-ath choinneimh: 26/01/2022

Date of next meeting: 26/01/2022

10.0 TAISBEANADH / PRESENTATION

Stòrlann Nàiseanta
Thug Dòmhnall Uilleam MacGillemhoire, Ceannard Stòrlann seachad taisbeanadh mu obair na buidhne.

Thugadh fios do Bhuill gu bheil Stòrlann gus oifigear treanaidh a chur an dreuchd airson ceangalaichean a neartachadh agus tha iad a' dèanamh fiughair ri neach-obrach tighinn a-staigh don dreuchd a tha seo.

Chaidh faighneachd a bheil na leabhraichean aig ìre 5 air am foillseachadh agus dhearbh Stòrlann gu bheil cuid aca.

Chaidh ceist a thogail mu na sgilean eadar-theangachaidh agus mar a tha Stòrlann a' dèanamh ceangal leis a' chùrsa aig Sabhal Mòr Ostaig. Thugadh fios gu bheil iad an còmhnaidh a' coimhead ri seo.

Thug an Cathraiche taing do Stòrlann airson an taisbeanaidh agus airson na h-obrach aca.

Stòrlann Nàiseanta
Donald Morrison, CEO of Stòrlann delivered a presentation about the group's work.

Members were informed that Stòrlann is to appoint a training officer to strengthen links and they are looking forward to this post being filled.

It was asked if the level 5 books have been published and Stòrlann confirmed that some of them have been.

A question was raised about translation skills and about how Stòrlann might make a link to the Sabhal Mòr Ostaig Course. The Members were informed that they would always consider this.

The Cathraiche thanked Stòrlann for their presentation and the work they are doing.

Lèirmheas den choinneimh às dèidh làimh

Post-meeting Review of meeting

Ceann-là na coinneimh	09/11/21
Dearbhte le Sgioba Stiùiridh	26/11/21
Air adhart gu Cathraiche na Comataidh airson dearbhadh/atharrachadh	30/11/21
Dearbhte le Cathraiche na Comataidh	03/11/21
Air falbh airson dearbhadh/eadar theangachadh	27/11/21
Dearbhte le Buill an CPG	16/12/21
Dearbhadh air atharraichean a bharrachd le ET	22/12/21
Dearbhadh air co-ionannachd eadar a' Ghàidhlig is a' Bheurla san dreach dheireannach	22/12/21