Bòrd na Gàidhlig

A' Chomataidh Poileasaidh is Ghoireasan

Coinneamh air Diciadain 10/05/2022 09.30 – 12.30

Tro Teams

Policy & Resources Committee

Meeting on Wednesday 10/05/2022 09.30 – 12.30

Via Teams

CLÀR-GNOTHAICH / **AGENDA**

SEISEAN DÙINTE		**CLOSED SESSION**	**09.30**
2.0	**SEISEAN FOSGAILTE**	**OPEN SESSION**	**09.50**
2.1	**Fàilte & Leisgeulan**	**Welcome & Apologies**	
2.2	**A' nochdadh Chom-pàirtean**	**Declarations of Interest**	
3.0	**DÀTA HR**	**HR DATA**	09.50-10.15
3.1	**Airson Fiosrachadh** * Dàta Daonna *Louise NicIlleathain, Manaidsear Gnìomhan*	**For Information** * HR Data *Louise Maclean, Operations Manager*	**d. 14**
3.2	**Ri Aontachadh** Slàinte is Sàbhailteachd *Louise NicIlleathain, Manaidsear Gnìomhan*	**For Decision** Health and Safety *Louise Maclean, Operations Manager*	**d. 17**
3.3	**Airson Fiosrachadh*** Trèanadh is leasachadh *Louise NicIlleathain, Manaidsear Gnìomhan*	**For Information*** Learning and development *Louise Maclean, Operations Manager*	**d. 20**
4.0	**IONMHAS**	**FINANCE**	10.15-10.35
4.1	**Airson Fiosrachadh*** Aithisg Ionmhais gu 31/03/2022 *Nicola Pearson, Ceann an Ionmhais is Chùisean Corporra*	**For Information*** Finance Statement to 31/03/2022 *Nicola Pearson, Head of Finance & Corporate Affairs*	**d. 25**
4.2	**Airson Fiosrachadh*** Aithisg Bliadhnail air Solarachadh *Nicola Pearson, Ceann an Ionmhais is Chùisean Corporra*	**For Information*** Annual Report on Procurement *Nicola Pearson, Head of Finance & Corporate Affairs*	**d. 26**
5.0	**PLANA GNÌOMH**	**OPERATIONAL PLAN**	10.35-10.50
5.1	**Airson Fiosrachadh*** Plana Gnìomh 2021/22 - Sgrùdadh – *ri leantainn* *Shona NicIllinnein, Ceannard*	**For Information*** Operational Plan 2021/22 – Monitoring – *to follow* *Shona MacLennan, Ceannard*	
	STAD	**BREAK**	10.50-11.05
6.0	**CLEACHDADH**	**USAGE**	11.05-11.40
6.1	**Ri Aontachadh** Dreach Plana Gàidhlig Comhairle Siorrachd Lannraig a Tuath – Eagran 3 (PGR034) *Jim Whannel, Stiùiriche Foghlaim* *Christie Maclean, Oifigear Buileachaidh nam Planaichean*	**For Decision** Draft Gaelic Language Plan for North Lanarkshire Council – 3rd Edition (PGR034) *Jim Whannel, Director of Gaelic Education* *Christie MacLean, Gaelic Plans Implementation Officer*	**d. 32**
7.0	**IONNSACHADH**	**LEARNING**	11.40-12.00
7.1	**Airson Fiosrachadh*** Adhartas air Foghlam Gàidhlig – *ri leantainn* *Seumas Whannel, Stiùiriche Foghlaim*	**For Information*** Progress with Gaelic Education – *to follow* *Jim Whannel, Director of Gaelic Education*	
7.2	**Ri Aontachadh** Prìomhachasan Sgeamaichean Taic-airgid Foghlaim 2022/23 *Steven Kellow, Oifigear Maoineachaidh is Phròiseactan*	**For Decision** Priorities of 2022/23 Education Grant Schemes *Steven Kellow, Funding & Projects Officer*	**d. 61**

7.3	**Airson Fiosrachadh*** Buaidh bho thaic BnG air obair òigridh *Steven Kellow, Oifigear Maoineachaidh is Phròiseactan*	**For Information*** Effect of BnG support on youth work *Steven Kellow, Funding & Projects Officer*	**d. 65**
8.0	**DEAGH RIAGHLADH**	**GOOD GOVERNANCE**	12.00-12.20
8.1	**Ri Aontachadh** Gnàth-Riaghailtean na Comataidh *Shona NicIllinnein, Ceannard*	**For Decision** Terms of Reference *Shona MacLennan, Ceannard*	**d. 70**
8.2	**Ri Aontachadh** Còd Ghiùlain *Shona NicIllinnein, Ceannard*	**For Decision** Code of Conduct *Shona MacLennan, Ceannard*	**d. 76**
8.3	**Ri Aontachadh** Aithisg Bhliadhnail na Comataidh *Shona NicIllinnein, Ceannard*	**For Decision** Committee Annual Report *Shona MacLennan, Ceannard*	**d. 78**
9.0	**PLANA OBRACH NA COMATAIDH**	**COMMITTEE WORK PLAN**	12.20-12.25
9.1	**Ri Aontachadh** Plana Obrach na Comataidh Poileasaidh is Ghoireasan *Shona NicIllinnein, Ceannard*	**For Decision** Policy & Resources Committee Work Plan *Shona MacLennan, Ceannard*	**d. 85**
10.0	**GNOTHACH IOMCHAIDH SAM BITH EILE**	**ANY OTHER BUSINESS**	12.25-12.30
	Ceann-latha na h-ath choinneimh: 30/08/2022 *Lèirmheas den choinneimh às dèidh làimh*	Date for the next meeting: 30/08/2022 *Post-meeting Review of meeting*	

Pàipearan Fiosrachaidh

- Tha pàipearan '*Airson Fiosrachadh'* airson a bhi a toirt-fa-near dhiubh agus chan eil ùine deasbad no còmhradh air an cur mun coinneamh sa chlàr gnothaich.
- Far am bheil cothrom ann deasbad is còmhradh a chumail air pàipearan '*Airson Fiosrachadh'*, bidh na pàipearan sin air an comharrachadh le rionnag * air a chlàr gnothaich.
- Bidh cothrom aig Buill deasbad iarraidh air pàipearan '*Airson Fiosrachadh'* air nach eil rionnag * le bhi a' leigeil fios don Cathraiche na Comataidh co-dhiù latha ron choinneimh.
- Far am bheil ceistean aig Buill co-cheangailte ri leithid clàr-ghnìomhan, poileasaidhean, planaichean neo cùisean ionmhais a th' anns na pàipearan, thathar gam brosnachadh gus na ceistean sin a chur air post-d gu oifis@gaidhlig.scot co-dhiù dà latha obrach ron choinneamh. Cuiridh an sgioba rianachd a cheist sin air adhart chun oifigear iomchaidh airson am freagairt, agus airson a bhi cothromach thèid am freagairt a' sgaoileadh air na Buill gu lèir airson gum bidh an aon thuigse an uairsin aig a h-uile neach.

Seisean fosgailte
Cuspair 3.1

A' freagairt ri	A' Chomataidh Poileasaidh is Goireasan
Ceann-latha na Coinneimh	10/05/2022
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	3.1

Tiotal a' Phàipeir	Dàta Daonna	
Moladh do Bhuill	Airson fiosrachadh*	
Neach labhairt:	Louise NicIlleathain	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba Stiùiridh	10/05/2022	Airson fiosrachadh
Pàipear-taice air a cheangal ris	PT1 – Dàta Daonna	

1.0	**Adhbhar**
1.1	Tha am pàipear seo airson fios a chumail ris a' Chomataidh Poileasaidh is Goireasan air cùisean daonna aig Bòrd na Gàidhlig thairis bliadhna 2021/22.
2.0	**Cùl-fhiosrachadh**
2.1	Tha an aithisg a' toirt seachad fiosrachadh air cùisean àbhaisteach aig buidheann sam bith – àireamh luchd-obrach; àireamh luchd-obrach a tha a' fàgail; àireamh a tha a' tòiseachadh; ìre tinneis (an comas ri bliadhnaichean eile).
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	'S e am fiosrachadh as cudromaiche gu bheil an ìre làithean dheth le tinneas air a dhol suas – bho 132.75 làithean (2.4%) ann an 20/21 gu 195.5 (3.9%) làithean ann an 21/22.
3.2	Tha sinn air na dreuchdan a leanas a shanasachd anns a' bhliadhna a dh'fhalbh – Manaidsear Foghlaim (Fòrladh Màthaireil); Manaidsear Foghlam (rè-ùine, dreuchd ùr); Ceann an Ionmhas agus Seirbheisean Corporra; Oifigear Conaltraidh; Oifigear-taic Conaltraidh; Oifigear Leasachaidh (Tidsearan); Oifigear Phlanaichean (dreuchd ùr); Manaidsear Cùisean Phoblach (Eadar-amail, dreuchd ùr); Stiùiriche Leasachaidh (dreuchd ùr); Rianaire.
3.3	Tha aon dreuchd bàn againn – Stiùiriche Leasachaidh.
3.4	Tha tuilleadh fiosrachaidh ann am PT1.
4.0	**Moladh**
4.1	Aire a thoirt don fiosrachadh ann am PT1.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**

Seisean fosgailte
Cuspair 3.1

	Chan eil buaidh ionmhais ann.
5.2	**Buaidhean air Luchd-obrach**
	Cha bhi buaidh a bharrachd air an luchd-obrach.
5.3	**Buaidhean air Trèanadh**
	Chan eil buaidh aig an aithisg seo air trèanadh.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**
	Tha am fiosrachadh seo a' cur ris an amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.
5.5	**Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	AR LUACHAN
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach

AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☐	Clann	☐
Cultar	☐	Coimhearsnachdan	☐
Àrainneachd	☐	Bochdainn	☐
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☐	Eaconamaidh	☐
Gnothachasan soirbheachail is ùr-ghnàthach	☒		

5.6	**Buaidhean air Cliù**
	Cha bhi buaidh air cliù.
5.7	**Buaidhean air Slàinte is Sàbhailteachd**
	Cha bhi buaidh air slàinte is sàbhailteachd.
5.8	**Buaidhean Laghail**
	Cha bhi buaidh laghail ann.
5.9	**Buaidhean air Co-ionannas**
	Chan eil buaidh air co-ionnanas.
5.10	**Buaidhean air an àrainneachd**
	Cha bhi buaidh air an àrainneachd.

*Fosgailte airson deasbad aig a choinneamh

Seisean fosgailte
Pàipear PT 3.1

PT1 - Aithisg air Data Daonna aig 31 Màrt 2022

1. **Àireamh luchd-obrach**

	Aig 31 Màrt 2022		Aig 31 Màrt 2021	
	Boireannaich	Fireannaich	Boireannaich	Fireannaich
Buill a' Bhùird-stiùiridh	3	5	3	3
Sgioba-stiùiridh	2	2	2	2
An Sgioba	12	6	12	5

2. **Luchd-obrach dheth tinn**

	2021-22	2020-21	2019-20	2018-19	2017-18
Làithean uile gu lèir	195.5	132.75	125	218	241
Sa cheud	3.9%	2.4%	3%	4.4%	4.3%
Làithean cuibheasach airson gach neach-obrach	9.9	6.3	5.5	10	10
Ùine fhada (> 4 seachdain)	5.1%	4.7%	0%	44%	54%
Ùine ghoirid (< 4 seachdain)	94.9%	95.3%	100%	56%	46%

256 làithean obrach, 19.7 FTE

3. **Gluasadan**

Ann an 2022/22, thòisich 6 luchd-obrach agus 3 buill den bhòrd-stiùiridh ùra aig Bòrd na Gàidhlig agus dh'fhàg 6 luchd- obrach agus 2 bhuill den bhòrd-stiùiridh.

Tha Stiùiriche Leasachaidh againn air cùmhnant 6 mìosan an-dràsta.

4. **Fiosrachadh eile**

'S e an fhaid seirbheis cuibheasach aig luchd-obrach Bhòrd na Gàidhlig 7.2 bliadhnaichean. Tha an fhaid seirbheis airson daoine fa leth eadar 2 mhìos agus 17 bliadhna agus 3 mìosan.

Louise NicIlleathain
Manaidsear Gnìomhan
12 Giblean 2022

Seisean fosgailte
Cuspair 3.2

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	10/05/2022
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	3.2

Tiotal a' Phàipeir	Slàinte is Sàbhailteachd	
Moladh do Bhuill	Ri Aontachadh	
Neach labhairt:	Louise NicIlleathain	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba Stiùiridh	10/05/2022	Ri Aontachadh
Pàipear-taice air a cheangal ris	-	

1.0	**Adhbhar**
1.1	Tha am pàipear seo airson fios a chumail ris a' Chomataidh air slàinte is sàbhailteachd aig Bòrd na Gàidhlig.
2.0	**Cùl-fhiosrachadh**
2.1	Tha dleastanas air buill a' bhùird-stiùiridh a dhearbhadh gu tèid a h-uile oidhirp a dhèanamh gus dìon a thoirt dhan luchd-obrach tro phoileasaidh is siostaman airson slàinte is sàbhailteachd aig an ìre as àirde.
2.2	Tha a' bhuidheann a' cleachdadh companaidh Peninsula gus taic a chumail rithe airson nan dleastanasan seo a choileanadh.
2.3	Tha a' mhòr chuid de luchd-obrach Bòrd na Gàidhlig ag obair aig an taigh fhathast.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Cha robh tubaist aig ìre 'reportable' aig Bòrd na Gàidhlig ann an 21/22.
3.2	Cha deach tubaist sam bith a chlàradh aig Bòrd na Gàidhlig ann an 21/22.
3.3	Tron bhliadhna 21/22, chùm sinn a' dol le measaidhean slàinte 's sàbhailteachd airson luchd-obrach ag obair aig an taigh
3.4	**COVID-19** Bho Mhàrt 2020, tha an sgioba air fad air a bhith ag obair bhon taigh làn ùine. s On uair sin, tha a' bhuidheann air a bhith trang le taic eadar-dhealaichte gus slàinte is sàbhailteachd dhaoine a dhìon.
3.5	'S e iad seo cuid de na gnìomhan: • Stiùireadh – a' cleachdadh stiùireadh bhon Riaghaltas agus NHSInform;

	• Conaltradh cunbhalach – an dà chuid, foirmeil – m.e. Dè tha Dol gach seachdain, pasgan sònraichte air SharePoint le fios, co-labhairt luchd-obrach - is neo-fhoirmeil – Cupa Tì còmhla dà thuras gach seachdain; • Taic le uidheamachd, m.e sgrìon mhòr, luch shònraichte, cathair; • Taic le slàinte inntinn – fiosrachadh air goireasan taic, m.e. seirbhisean Employee Assistance Program; • Stiùireadh ath-fhoillseachadh gus dèanamh cinnteach gun gabhadh an luchd-obrach na saor-làithean aca; • Stiùireadh air ùine a ghabhail air falbh bhon sgrìn; • Ceisteachan air uairean obrach agus aonta a bhith a' gabhail ris na h-iarrtasan thairis air a' bhuidheann air fad.
4.0	**Moladh**
4.1 **4.2**	Aire a thoirt don fiosrachadh sa phàipear seo. Aonta a thoirt don phàipear.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**
	Bidh buaidh air ionmhas le ceannachd uidheamachd is taic a bharrachd is thèid clàr a chumail air dè chaidh a chosg air sgath Covid-19. Tha na cosgaisean eile sa bhuidseat co-dhiù.
5.2	**Buaidhean air Luchd-obrach**
	Leis na ceumannan a tha air an gabhail, thathar an dòchas gum bi deagh bhuaidh air an luchd-obrach.
5.3	**Buaidhean air Trèanadh**
	Tha na ceumannan seo a' toirt buaidh air trèanadh agus thèid trèanadh sam bith a tha a dhìth a thabhainn.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**
	Tha am fiosrachadh seo a' cur ris an amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.
5.5	**Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	AR LUACHAN
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach

AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☒	Clann	☐
Cultar	☐	Coimhearsnachdan	☐
Àrainneachd	☐	Bochdainn	☐
Slàinte	☒	Eadar-nàiseanta	☐
Foghlam	☐	Eaconamaidh	☐
Gnothachasan soirbheachail is ùr-ghnàthach	☒		

5.6	**Buaidhean air Cliù**

Seisean fosgailte
Cuspair 3.2

	Mur robh a' bhuidheann a' dèanamh na h-obrach seo, thigeadh droch chliù air a' bhuidhinn.
5.7	**Buaidhean air Slàinte is Sàbhailteachd**
	Iomradh sa phàipear
5.8	**Buaidhean Laghail**
	Tron obair seo, tha a' bhuidheann a' cumail ris an lagh.
5.9	**Buaidhean air Co-ionannas**
	-
5.10	**Buaidhean air an àrainneachd**
	Cha bhi buaidh air an àrainneachd.

*Fosgailte airson deasbad aig a choinneamh

Seisean fosgailte
Cuspair 3.3

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	10/05/2021
Àite:	Air loidhne
Nì a' Chlàir-ghnothaich	3.3

Tiotal a' Phàipeir	Aithisg Trèanaidh is Leasachaidh 2021/22	
Moladh do Bhuill	Airson fiosrachadh*	
Neach labhairt:	Louise NicIlleathain, Manaidsear Gnìomhan	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba-stiùiridh	10/05/2022	Airson fiosrachadh*
Pàipear-taice air a cheangal ris	Tha PT1 – Aithisg Trèanaidh is Leasachaidh 2021/22	

1.0	**Adhbhar**
1.1	Tha an aithisg seo airson tar-sealladh a thoirt air trèanadh is leasachadh ann am Bòrd na Gàidhlig ann an 2021/22.
2.0	**Cùl-fhiosrachadh**
2.1	Thathas air am poileasaidh, siostaman agus pròiseasan timcheall air trèanadh is leasachadh aig Bòrd na Gàidhlig a leasachadh thairis air na dà bhliadhna mu dheireadh. Tha iad a' ruith gu math agus tha trèanadh is leasachadh a' tachairt gu cunbhalach.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Tha an aithisg seo a' toirt seachad fiosrachadh air an trèanadh is leasachadh a rinneadh aig Bòrd na Gàidhlig ann an 2021/22.
4.0	**Moladh**
4.1	Gun gabh an Sgioba Stiuiridh ris an aithisg seo agus gun tèid e air adhart gu Comataidh Poileasaidh is Ghoireasan.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**
	Tha am buidseat airson trèanadh is leasachadh ann an 2022/23 air aontachadh.
5.2	**Buaidhean air Luchd-obrach**
	Cha bhi buaidh aig an aithisg seo air an luchd-obrach.
5.3	**Buaidhean air Trèanadh**
	Cha bhi buaidh aig an aithisg seo air trèanadh.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**
	Tha seo a' cur ris an amas gum bi Bòrd na Gàidhlig a' leasachadh nan dòighean obrach aige.
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	**AR LUACHAN**
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach

AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☐	Clann	☐
Cultar	☐	Coimhearsnachdan	☐
Àrainneachd	☐	Bochdainn	☐
Slàinte	☐	Eadar-Nàiseanta	☐
Foghlam	☐	Eaconamaidh	☐

Seisean fosgailte
Cuspair 3.3

	Gnothachasan soirbheachail is ùr-ghnàthach	☐
5.6	**Buaidhean air Cliù**	
	Tha an aithisg seo a' sealltainn gu bheil Bòrd na Gàidhlig a' cur luach ann an trèanadh is leasachadh airson luchd-obrach agus buill a' Bhùird-stiùiridh.	
5.7	**Buaidhean air Slàinte is Sàbhailteachd**	
	Cha bhi buaidh air slàinte is sàbhailteachd.	
5.8	**Buaidhean Laghail**	
	Cha bhi buaidh laghail ann.	
5.9	**Buaidhean air Co-ionannas**	
	Cha bhi buaidh air co-ionannas.	
5.10	**Buaidhean air an àrainneachd**	
	Cha bhi buaidh air an àrainneachd.	

*Fosgailte airson deasbad aig a' choinneimh

Seisean fosgailte
Cuspair 3.3 PT1

Aithisg Trèanaidh Bòrd na Gàidhlig 2021/22

Ro-ràdh

Tha Bòrd na Gàidhlig air prògram trèanaidh is leasachaidh coileanta is èifeachdach a lìbhrigeadh ann an 2021/22. Tha seo a dh'aindeoin Covid-19 a thug, mar a bhiodh dùil, buaidh air trèanadh is leasachadh a-rithist. Chaidh an trèanadh a dhèanamh air-loidhne agus tha ionnsachadh air-loidhne air tuilleadh chothroman agus tuilleadh ruigsinneachd a lìbhrigeadh air cùrsaichean nach robh ruigsinneach roimhe do Bhòrd na Gàidhlig. Ach, tha sinn mothachail nach eil lìbhrigeadh air-loidhne a' còrdadh ris h-uile duine, agus nuair a bhios trèanadh agus cothroman leasachaidh aghaidh-ri-aghaidh rim faighinn a-rithist, cleachdaidh sinn iad sin a rèir togradh luchd-obrach far a bheil poileasaidhean siubhail a' comasachadh seo mar an dòigh lìbhrigidh as fheàrr.

Cosgaisean agus Buidseat

B' e £25k am buidseat airson na bliadhna 21/22. Is e £29,193.37 a chaidh a chosg. Faodar an t-eadar-dhealachadh a mhìneachadh air a' chaiteachas air trèanadh is leasachadh ann an 2021/22. Is e sin gun tàinig am follais gun robh airgead ri fhaighinn bho bhuidseatan eile agus ghabh sinn an cothrom tuilleadh cothroman trèanaidh a thabhainn.

Leasachaidhean agus pròiseasan

Siostaman làithreach

Tha uallach airson sùil a chumail air ionnsachadh is leasachadh air a' Mhanaidsear Gnìomhan agus Rianaire. Tha sinn a' cumail dà choinneamh gach mìos airson sùil a chumail air iarrtasan trèanaidh, foirmichean luachaidh, trèanadh a chaidh a dhèanamh, am buidseat agus rud sam bith eile a nochdas a tha co-cheangailte ri trèanadh is leasachadh.

Tha am preantas ceumnaiche againn air an dàrna bhliadhna aca a chrìochnachadh gu soirbheachail agus tha iad a-nis air an treasamh bliadhna den chùrsa BA le Urram Stiùireadh Gnothachais.

Is e eisimpleirean de chùrsaichean foirmeil a chaidh a ghabhail am-bliadhna:

- Iarrtasan saorsa an fhiosrachaidh
- Meantaireachd
- Dìon dàta
- Trèanadh inntrigidh
- On Board (airson buill a' bhùird-stiùiridh ùra)
- A' stiùireadh agus a' cumail smachd air pròiseactan
- A' stiùireadh dhaoine
- A' cumail smachd air cunnartan
- Prionnsabalan airson a' cumail smachd air dàta
- Prionnsabalan tèarainteachd stiùireadh fiosrachaidh

- Ceannardas agus riaghladh

Is iad eisimpleirean de thrèanadh neo-fhoirmeil:

- Gnàth-riaghailtean
- Seiseanan fèin-leasachaidh
- Padlet
- Wordpress
- Microsoft Planner
- Powerpoint

Leasachaidhean ann an 2021/22

Chaidh am poileasaidh ionnsachaidh is leasachaidh ath-sgrìobhadh agus le Comataidh Poileasaidh is Ghoireasan sa Chèitean 2021. Chaidh dreuchdan agus dleastanasan a sgioblachadh, a shoilleireachadh agus a dhèanamh nas sìmplidh.

Thathas a' cumail oirnn leis a' phròiseas gus leasachadh Planaichean Leasachaidh Pearsanta (PDPan) a nì gach neach-obrach agus ball den bhòrd-stiùiridh dà thuras gach bliadhna, aig deireadh ah Fhaoillich agus aig deireadh an Iuchair. Tha susbaint nam foirmean sin air taic fiosrachaidh a thoirt don phlana trèanaidh againn air feadh na buidhne. Tha am plana seo a' toirt dealbh dhuinn air na prìomhachasan trèanaidh is leasachaidh airson na bliadhna ri thighinn. Ann an co-bhonn ri Planaichean Obrach Pearsanta (POPan) tha sinn air ionnsachadh agus leasachadh taobh a-staigh BnG a neartachadh. Ge-tà, faodaidh luchd-obrach agus buill a' bhùird-stiùiridh trèanadh iarraidh aig àm sam bith tron bhliadhna.

Chaidh foirm luachaidh ùr a chur ri chèile gus trèanadh neo-fhoirmeil a chomharradh gus dèanamh cinnteach gu bheil barrachd trèanaidh neo-fhoirmeil air a luachadh oir tha sinn mothachail gum faod ionnsachadh neo-fhoirmeil a bhith a cheart cho buannachdail ri cùrsaichean foirmeil a chaidh a bhrosnachadh don luchd-obrach air fad.

Tha sinn air ar Coinneamhan Dè tha Dol? seachdaineach a leasachadh le seisean deasbaid gach 4 seachdainean a bhios fosgailte do luchd-obrach agus buill a' bhùird-stiùiridh. Mar eisimpleir air na cuspairean a chaidh a bhruidhinn air tro 2021/22, bhruidhinn Dr Rachel Allan air slàinte inntinn; bhruidhinn Joy Dunlop mu dheidhinn Seachdain na Gàidhlig agus chaidh deasbad a chumail air an àrainneachd agus COP26.

Leasachaidhean air an dealbhadh airson 2022/23

Cumaidh sinn a' dol leis an cleas far am bi am Manaidsear Gnìomhan agus an Rianaire a coinneachadh gach mìos gus beachdachadh air a' phlana trèanaidh, trèanadh a chaidh a dhèanamh air a' mhìos sin, luachadh a chaidh a chur a-steach, luachadh ri chur a-steach agus gnìomhan sam bith a tha riatanach mar thoradh air beachdan air ais a fhuaireadh air a' mhìos sin.

Tha am poileasaidh agus na pròiseasan timcheall air trèanadh is leasachadh ag obair gu math, ach cumaidh sinn sùil air cothroman leasachaidh tro 2022/23.

Tha sinn an dùil seiseanan goirid a chumail gu tric gus fiosrachadh a cho-roinn air goireasan leithid ri Outlook, SharePoint agus eile.

Tha sinn an dùil, le bacaidhean COVID-19 a' tighinn gu crìoch gum faod sinn tòiseachadh air cùrsaichean aghaidh ri aghaidh agus gum bi e comasach co-labhairt luchd-obrach a chumail aghaidh ri aghaidh airson a' chiad turas bho 2019.

Seisean fosgailte
Cuspair 3.3 PT1

Co-dhùnadh

Bha luchd-obrach Bòrd na Gàidhlig agus buill a' bhùird-stiùiridh an sàs ann an grunn chothroman ionnsachaidh is leasachaidh tro 2021/22, gach cuid foirmeil agus neo-fhoirmeil. Thàinig na gnìomhan sin bho bhith a' comharrachadh feumalachdan leasachaidh ro-innleachdail na buidhne a thuilleadh air siostaman airson a bhith a' comharrachadh feumalachdan fa leth. A thuilleadh air sin, chaidh grunn tachartasan ionnsachaidh is leasachaidh tron bhliadhna, leithid co-labhairt an luchd-obrach, fhiosrachadh le molaidhean is iarrtasan luchd-obrach. Tha lìbhrigeadh prògram farsaing air cur ris na sgilean agus an eòlas taobh a-staigh na buidhne. Tha an t-àrdachadh anns an uiread seiseanan trèanaidh fo stiùir luchd-obrach ann an 2021/22 na rud a tha sinn an dùil cumail a' dol air feadh 2022/23.

Le poileasaidh aontaichte, stèidhichte, agus modhan-obrach gus dèanamh cinnteach gum bi e air a bhuileachadh gu h-èifeachdach, tha sinn a' coimhead air adhart ri bliadhna ionnsachaidh soirbheachail eile ann an 2022/23.

Louise NicIlleathain
Manaidsear Gnìomhan
20 Giblean 2022

Seisean Fosgailte : Open Session
Cuspair 4.1

For	Policy and Resources Committee
Date of Meeting	10/05/2022
Location:	Online
Item on Agenda	4.1

Paper Title	Finance Report to 31st March 2022	
Recommendation	For Information *	
Spokesperson	Nicola Pearson, Head of Finance & Corporate Affairs	
Governance Route	**Date of Meeting**	**Decision**
Leadership Team	28/04/2022	For Information
Appendices:	N/a	

1.0	**Purpose**
1.1	To give information to the Committee on the financial position as at 31st March 2022. The paper is in English as it will be presented by the Head of Finance and Corporate Affairs.
2.0	**Background**
2.1	At the start of 21-22, Bòrd na Gàidhlig were been awarded £5,179k in Grant in Aid which was the original budget for the financial year. However, in June BnG were awarded a further £400k, taking the Grant in Aid budget to £5,579k - £200k towards additional staffing in BnG and £200k for additional Gaelic officer posts. The adjusted high level income and expenditure budgets are detailed below: **Income:** **£m** Grant-in-aid 5.579 Other income (CnaP) 0.100 **Total** **5.679** **Expenditure:** **£m** Development 3.845 Running Costs 1.834 **Total** **5.679**
3.0	**Main Points**
3.1	At the end of the financial year, total spend was just 1.5% under budget. This was primarily driven by running cost spend which was under by £129k and this was offset by a £41k overspend in Development costs. When last reported, development spend was lagging budget by £900k. With significant effort and focus from the Funding and Projects team over the final quarter, this was brought in a little ahead of budget. A number of factors led to the underspend position in running costs, the biggest of which was being unable to recruit into the post for which additional grant in aid had been provided.

The summary end of year position is below:

Bòrd na Gàidhlig Aithisg Ionmhais

31 March 2022	BUDGET £m	ACTUAL £m	VAR £m
Using Gaelic	1.938	2.047	0.109
Learning Gaelic	1.584	1.513	(0.071)
Promoting Gaelic	0.322	0.326	0.004
DEVELOPMENT SPEND	**3.845**	**3.886**	**0.041**
Salaries	1.412	1.162	(0.250)
Other Costs	0.422	0.543	0.121
RUNNING COSTS	**1.834**	**1.705**	**(0.129)**
IOMLAN	**5.679**	**5.591**	**(0.088)**

With funding brought forward from the previous financial year, there was an overall cash underspend of £155k at the 31st March 2022. We obtained agreement to carry forward this underspend to be used in development in the first three months of the new financial year.

4.0 Recommendation

4.1 Members are requested to consider the report and note the information.

5.0 Main Strategic Impacts

5.1 Impact on Finance

As described above.

5.2 Impact on Staff

N/a

5.3 Impact on Training

N/a

5.4 Links to Strategic and Corporate Aims

This paper supports the Committee in fulfilling the aims for the year.

5.5 Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta/ Links to the National Performance Framework

Our Purose	Our Values
To focus on creating a more successful country with opportunities for all of Scotland to flourish through increased wellbeing, and sustainable and inclusive economic growth	We are a society which treats all our people with kindness, dignity and compassion, respects the rule of law, and acts in an open and transparent way

AR LUACHAN BUILEAN NÀISEANTA

Human Rights	☐	Children & Young People	☐
Culture	☐	Communities	☐
Environment	☐	Poverty	☐
Health	☐	International	☐
Learning	☐	Economy	☒
Successful innovative businesses	☒		

5.6 Buaidhean air Cliù/Impacts on Reputation

It is important the BnG continues to demonstrate effective management of its finances.

5.7	**Buaidhean air Slàinte is Sàbhailteachd/Impacts on Health and Safety**
	N/a
5.8	**Buaidhean Laghail/Legal Impacts**
	N/a
5.9	**Buaidhean air Co-ionannas/Impacts on Equality**
	N/a
5.10	**Buaidhean air Àrainneachd/Impacts on the Environment**
	N/a

Seisean Fosgailte : Open Session
Cuspair 4.2

For	Policy and Resources Committee
Date of Meeting	10/05/2022
Location:	Online
Item on Agenda	4.2

Paper Title	Annual Procurement Report 2021/22	
Recommendation	For Information *	
Spokesperson	Nicola Pearson, Head of Finance & Corporate Affairs	
Governance Route	**Date of Meeting**	**Decision**
Leadership Team	03/05/2022	For Information
Appendices:	PT1 – Annual Procurement Report	

1.0	**Purpose**
1.1	To give the Committee an overview of Bòrd na Gàidhlig's approach to procurement and give assurance that the procurement policy is being followed. The paper is in English as it will be presented by the Head of Finance and Corporate Affairs.
2.0	**Background**
2.1	Internal Audit made the following recommendations in October 2020: 1. That the Board or one of its Committees are provided with a report which details the organisation's procurement activities on at least an annual basis. 2. That the organisation considers its annual cumulative spend with all of its individual suppliers to establish any that have annual orders totalling more than £50,000 and that for any that total over £25,000, the organisation undertake a tender exercise if appropriate. The first procurement report was presented to the Policy and Resources Committee in August 2021
3.0	**Main Points**
3.1	In reviewing BnG procurement activity over the year to 31st March 2022 we can see that: 11 contracts were awarded after a tender exercise 3 contracts were awarded after a single tender approach and 1 contract was awarded via the Scottish Government (SG) Framework of suppliers A review of cumulative spending throughout the year allowed a compliance check to ensure that spending is profiled and adhering to the correct procurement processes. Please refer to PT1 for further information.
4.0	**Recommendation**
4.1	Members are requested to consider the report and note the information.
5.0	**Main Strategic Impacts**

5.1	**Impact on Finance**
	N/a
5.2	**Impact on Staff**
	N/a
5.3	**Impact on Training**
	N/a
5.4	**Links to Strategic and Corporate Aims**
	This paper supports the Committee in fulfilling the aims for the year.
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta/ Links to the National Performance Framework**

Our Purose	Our Values
To focus on creating a more successful country with opportunities for all of Scotland to flourish through increased wellbeing, and sustainable and inclusive economic growth	We are a society which treats all our people with kindness, dignity and compassion, respects the rule of law, and acts in an open and transparent way

AR LUACHAN BUILEAN NÀISEANTA			
Human Rights	☐	Children & Young People	☐
Culture	☐	Communities	☐
Environment	☐	Poverty	☐
Health	☐	International	☐
Learning	☐	Economy	☒
Successful innovative businesses	☒		

5.6	**Buaidhean air Cliù/Impacts on Reputation**
	It is important the BnG continues to demonstrate effective management of its finances and is following Scottish Model of Procurement.
5.7	**Buaidhean air Slàinte is Sàbhailteachd/Impacts on Health and Safety**
	N/a
5.8	**Buaidhean Laghail/Legal Impacts**
	N/a
5.9	**Buaidhean air Co-ionannas/Impacts on Equality**
	N/a
5.10	**Buaidhean air Àrainneachd/Impacts on the Environment**
	N/a

PT1 – Cuspair 4.2

Annual Procurement Report 2021/22

Purpose

Bòrd na Gàidhlig (BnG)'s approach to procurement is to ensure that goods and services are acquired by competition unless there are convincing reasons to the contrary, such as urgent requirements or single suppliers. This Annual Procurement Report has been prepared to inform the Policy and Resources Committee of BnG's procurement activities supporting the expenditure over the period 1 April 2021 – 31 March 2022. Development Grants have been excluded.

Overview of procurement activity

A regulated procurement is any procurement for public supplies or services with value of over £50,000, and public works with a value of over £2 million, where an award notice has been published or where the procurement process otherwise comes to an end. This includes contracts and framework agreements.

Within Bòrd na Gàidhlig pocurements above the "Regulated Procurement" level of £50k are rare and for every procurement within BnG, unless a call-off, framework or central contract is available, the following process will apply:

- Purchases between £1,000 and £5,000 require verbal quotations from at least 3 suppliers;
- Purchases between £5,000 and £25,000 require formal written quotations from at least 3 suppliers; and
- Purchases in excess of £25,000 require formal tendering procedures, in accordance with relevant legislation and guidance.

Below is a summary of new procurement activity over the last year:

Table 1

Procurement Activity 01/04/21 - 31/03/22		
Goods / service procured	**Procurement process**	**Contract value**
Development and delivery of #cleachdi Còmhla project and website	Tender	£25 > < £50k
Provision of fully managed ICT service	Tender	£25 > < £50k
Provision of Internal Audit Services 2022-25	Tender	£25 > < £50k
Development of CRM system	Tender	£5k > < £25k
National Gaelic Language Plan 2023-28 statutory public consultation	Tender	£5k > < £25k
Lèirmheas air cùmhnantan iomadh-bhliadhna	Tender	£5k > < £25k
Best Practice review	Single tender approach	£5k > < £25k
Iomairt Tràth-bhliadhnaichean	SG framework	£5k > < £25k
Seirbheis Conaltraidh	Tender	£5k > < £25k
Taic Chorporra	Single tender approach	£1k > < £5k
Siostaman Phlanaichean	Single tender approach	£1k > < £5k
Bank of images with permissions	Tender	£1k > < £5k
Bank of images with permissions	Tender	£1k > < £5k
Bank of images with permissions	Tender	£1k > < £5k
Bank of images with permissions	Tender	£1k > < £5k

As part of the annual procurement review, BnG also look at the annual cumulative spend across all suppliers to establish whether any have annual orders totalling more than £25,000 – the threshold for a tender process unless

already subject to a contract or framework – and therefore ensure that we are complying with the Procurement Policy.

The cumulative spend in 2021/22 is based on the provision of similar goods or services provided by a single supplier, adding multiple transactions together.

Table 2 reflects all cumulative spend over £25,000 in the last financial year:

Table 2

Summary of spend by supplier > £25k 01/04/21 - 31/03/22		
Goods / service received	**Cumulative Value £**	**Procurement process followed**
Temporary professional staff	68,640	SG Framework
Property costs	49,378	MOTU
Software management	44,039	Tender
IT support	40,350	Tender

As can be seen in Table 2, when the total spend on a supplier across the full year has exceeded £25,000 there is either an appropriate agreement in place, the Scottish Government framework had been used or a tender exercise had been undertaken to procure the goods or services received.

Seisean Fosgailte
Cuspair 6.1

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	10/05/2022
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	6.1

Tiotal a' Phàipeir	Planaichean Gàidhlig	
Moladh do Bhuill	Ri Aontachadh	
Neach-labhairt:	Jim Whannel, Stiùiriche Foghlaim	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba-stiùiridh	29/04/2022	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 - PGR034 EO3 Comhairle Siorrachd Lannraig a Tuath 2022-2027	

1.0	**Adhbhar**
1.1	A' sireadh aonta air 1 plana reachdail fo Achd na Gàidhlig (Alba) 2005
2.0	**Cùl-fhiosrachadh**
2.1	Chaidh measadh a dhèanamh air an Dreachd phlana PGR034 EO3 Comhairle Siorrachd Lannraig a Tuath 2022-2027 le pannal nam planaichean. Thug am pannal sùil-mhionaideach air a' phlana agus mhol iad atharrachaidhean.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Ghabh Comhairle Siorrachd Lannraig a Tuath ris a' mhòr-chuid de na molaidhean aig a' phannal agus far nach do ghabh, tha oifigearan a' Bhùird riaraichte leis a' bhriathrachas a chleachd iad. Thathas a' moladh gun tèid aontachadh ris a' phlana seo.
4.0	**Moladh**
4.1	Aire a thoirt don fhiosrachadh ann am PT1.
4.2	Aonta a chur ris an dreachd phlana PGR034 EO3 Comhairle Siorrachd Lannraig a Tuath 2022-2027.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas** Chan eil buaidh ann.
5.2	**Buaidhean air Luchd-obrach** Chan eil buaidh ann.
5.3	**Buaidhean air Trèanadh** Chan eil buaidh ann.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra** Tha dlùth cheangal ann eadar na planaichean reachdail seo agus a' cur air adhart cleachdadh, ionnsachadh agus ìomhaigh na Gàidhlig anns an sgìre seo. Bidh am plana seo a' cur air adhart nam prìomh amasan anns a' phlana chorporra aig Bòrd na Gàidhlig gu sònraichte mar a leanas:-

"A' dèanamh cinnteach gum bi buaidh nas motha aig Planaichean Gàidhlig air cùisean agus a' toirt taic do dh'Ùghdarrasan Poblach gus sanasachd a dhèanamh air an obair a nì iad don Ghàidhlig"

5.5 **Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	AR LUACHAN
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach

AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☒	Clann	☒
Cultar	☒	Coimhearsnachdan	☒
Àrainneachd	☐	Bochdainn	☒
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☒	Eaconamaidh	☒
Gnothachasan soirbheachail is ùr-ghnàthach	☒		

5.6 **Buaidhean air Cliù**
Tha cunnart ann gum bi eus-aonta eadar Bòrd na Gàidhlig agus ùghdarras poblach a' toirt droch bhuaidh air gach buidheann. Anns an t-suidheachadh seo ge-tà, bha oifigearan a' Bhùird agus na h-oifigearan aig Comhairle Sirrachd Lannriag a Tuath ag obair gu math còmhla, dhan ìre far a bheil e comasach moladh aonta a thoirt seachad.

5.7 **Buaidhean air Slàinte is Sàbhailteachd**
Chan eil buaidh ann.

5.8 **Buaidhean Laghail**
Tha am plana reachdail seo a' tighinn fo sgèith Achd na Gàidhlig (Alba) 2005 agus tha dleastanasan aig Comhairle Siorrachd Lannraig a Tuath fo sgèith Achd an Fhoghlaim (Alba) 2016 co-cheangailte ri foghlam Gàidhlig a bhrosnachadh.

5.9 **Buaidhean air Co-ionannas**
Chan eil buaidh dhìreach air co-ionannas tron phlana seo ach bidh oifigearan a' Bhùird a' cumail sùil air cùisean co-ionannachd mar phàirt den phròiseas dearcnachaidh ann an co-bhonn leis an ùghdarras seo.

5.10 **Buaidhean air an Àrainneachd**
Cha bhi buaidh ann.

GAELIC LANGUAGE PLAN

2022-2027

DRAFT

This plan was prepared under the Gaelic Language (Scotland) Act 2005 by officers of North Lanarkshire Council with support from Bord Na Gaidhlig

Foreword

This is the latest edition of our Gaelic Language Plan for North Lanarkshire Council, and it is informed by both the National Gaelic Language Plan 2018-23 and our own Plan for making North Lanarkshire the best place in Scotland to live, work and learn.

In this five year edition of our plan, we set out how we are going to meet the national aims of increasing the use of Gaelic, increasing the learning of Gaelic and promoting a positive image of the language.

We are committing to some ambitious plans to research the desire for Gaelic Medium Education and provide access to those who wish to use it, both in primary and secondary education and more widely through our Community Learning and Development Services and Culture NL.

We are further ensuring that Gaelic is given equal status as a modern, vibrant language by committing to increase the offer to pupils in schools to learn Gaelic as part of the 1+2 Language Plan as well as ensuring that opportunities exist for the wider community to learn the language and use it in daily life.

North Lanarkshire has long had links to the wider Gaelic Community right across the Central Belt, and we are committed to further strengthening these through corporate commitments to ensuring equal status for Gaelic in all areas of council business, and through working with our partners in neighbouring authoritities and beyond.

The pandemic has caused a number of negative impacts on our local area, but it has also shown us that we can work in partnership with a wide range of stakeholders to ensure best outcomes for our learners and, over the life of this edition of the plan, it is hoped that we can use this new-found knowledge and expertise to give genuine access to a broad range of Gaelic experiences and activities for all in the community

Your faithfully

Des Murray
Chief Executive

DRAFT

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    - Gaelic within North Lanarkshire Council
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    - Mainstreaming
3. **Plan Commitments**
4. **Consultation Process**
5. **Links to National Performance Framework**
6. **Links to Regional and Local Performance Frameworks**
7. **Publication**
8. **Resourcing the Plan**
9. **Monitoring the Plan**
10. **The Gaelic Language Plan and the Public Authority**

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1. INTRODUCTION

Our Context

North Lanarkshire occupies around 181 square miles in the Central Belt of Scotland. The area is mainly urban with some rural areas. There are three main urban areas in North Lanarkshire: Cumbernauld and Kilsyth, Airdrie and Coatbridge, and Motherwell, Wishaw and Shotts.

The council area has a population of 340,000, making it Scotland's fourth largest local authority. In 2017, the council established the North Lanarkshire Fairness Commission to develop policy recommendations aimed at tackling poverty and inequality in the area and the recommendations have been reflected in The Plan for North Lanarkshire

The vision for North Lanarkshire is to be 'a place to live, learn, work, invest and visit'. This is embedded in The Plan for North Lanarkshire which was approved and published in March 2019 and is based on an analysis of the area and the challenges and opportunities that exist.

One of the council's key priorities is supporting children and young people to realise their full potential. This includes reducing childhood inequalities, which is a priority for both the council and its partners.

The council receives additional funding as one of nine Scottish Attainment Challenge authorities. Scottish Government guidance says that this funding should be used to target support for children affected by poverty to achieve their full potential.

Gaelic within North Lanarkshire Council

Background

In the 11th-12th century the Lanarkshire area was predominantly Gaelic speaking. The Gaelic origin of many place names, for example Cumbernauld, Airdrie, Glenboig and Mollinsburn is evidence of this history. The 2011 census recorded that some 2127 people in the council area had speaking, reading or writing skills in Gaelic, less than 1% of the population. However, the National Mod held in Airdrie in 1993 and the opening of Gaelic Medium Education provision in Cumbernauld have increased general awareness of and support for Gaelic language development in North Lanarkshire. Links have been made between the Irish heritage and Scottish Gaelic development in our council area.

Gaelic Medium Education

Gaelic Medium Education has been a part of the offer to pupils at Condorrat Primary School 1997, with pupils educated in GME moving on to provision in Greenfaulds High School. Currently there are around 250 pupils in GME in the Cumbernauld area, though a significant proportion of those pupils come from outwith the locality, mainly from Airdrie and Coatbridge, with further nursery provision at Tollbrae PS and NC. These figures show the breakdown of children in GME at the time of creating the original plan. However, these numbers have increased in session 21-22 and there are now 16 children in GME in Tollbrae, 178 in Condorrat and 97 accessing GME at some points in the week at Greenfaulds High.

School	Tollbrae Nursery	Condorrat PS & Nursery	Greenfaulds High
Cumbernauld and Kilsyth		125	27
Airdrie	5 (8 by Feb 20)	39	26
Coatbridge and Bellshill	1 (Feb 20)	8	4
Motherwell and Wishaw	1	4	1
Outwith North Lanarkshire		9	12
Total	6 (10 by Feb 20)	185	70

"Gaelic-medium education is **considered a success story and the benefits** of it, and its **encouragement of bilingual competency in general**, have been **well publicised**. Research shows it provides improved cognitive development and pupils going through GME perform at least as well, if not better, in English than their monolingual peers". *(Holyrood Magazine Dec 2018)*

Gaelic is a community language and opportunities to use it in as many settings as possible for our pupils who are undertaking GME is crucial to its success. This includes opportunities to use in a variety of community settings, with other speakers of Gaelic from across the generations.

The importance of Gaelic provision in growing and sustaining the language informs the council approach in accordance with the following:

"We will implement new legal duties and rights to support Gaelic medium education as part of our on- going commitment to stabilise and increase the number of Gaelic speakers…ensuring that the growing population of young Gaelic speakers is supported to continue using the language, and to pass it on to the next generation, is critical to the maintenance of Gaelic as a living language."

National Gaelic Plan 2018-23

Potential for Growth in GME

This provision is greatly valued by the community and the opportunity to expand will be taken as part of this edition of the plan. A preliminary survey of potential users of Gaelic Medium Education was undertaken in autumn 2020, and interest in GME provision was expressed by residents across North Lanarkshire. The following table illustrate the numbers who would wish to enrol their children in GME at nursery stage:

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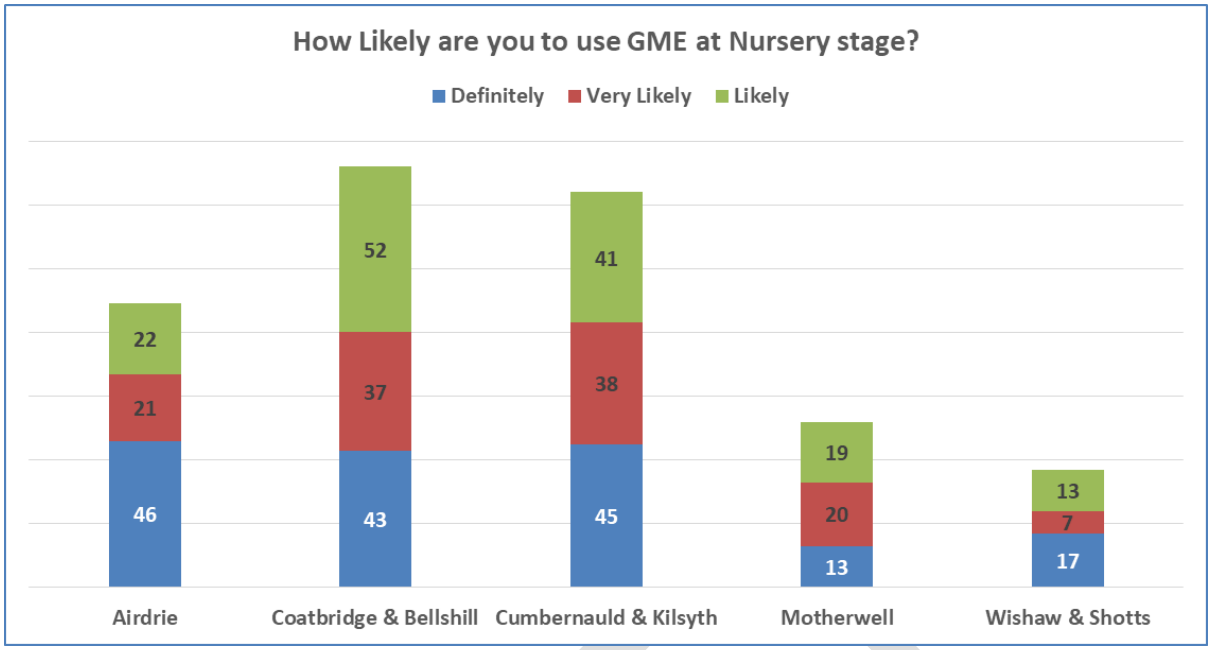
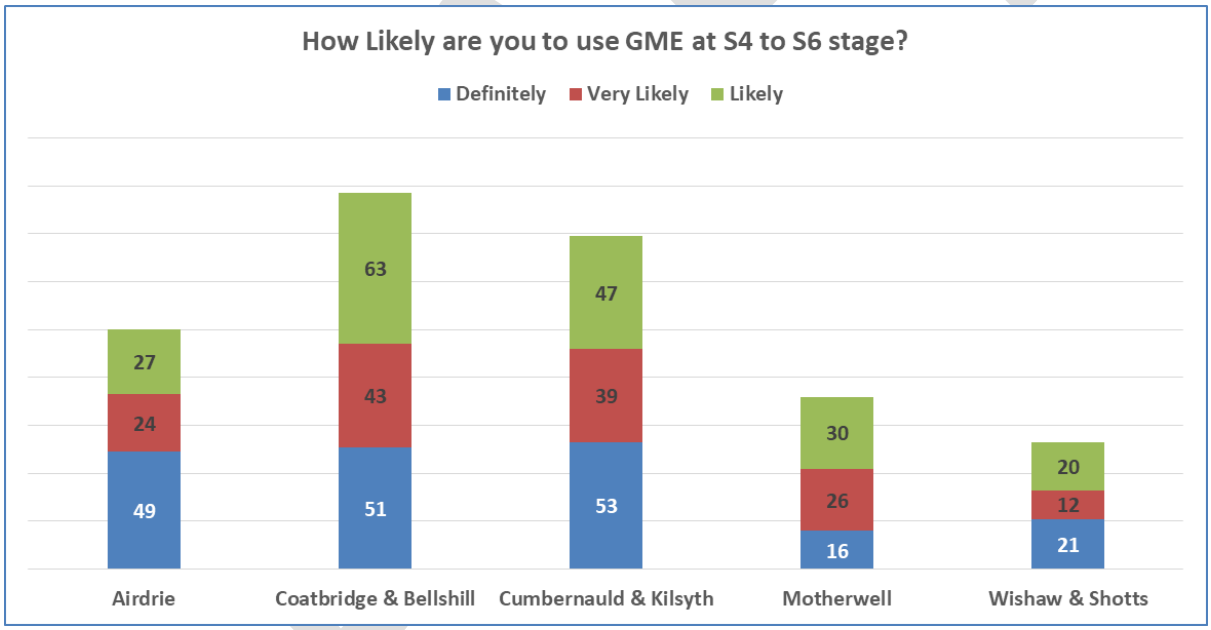


The table below illustrates the number who would wish to have their children in GME in the Senior Phase:



There is a full list of the charts in the appendix. Extrapolating from this information, there would appear to be significant interest from across the authority in using GME from nursery to the end of the senior phase. While this preliminary data is indicative only, there is a pressing need to establish the likely demand for GME and to ensure that this demand is met as soon as possible.

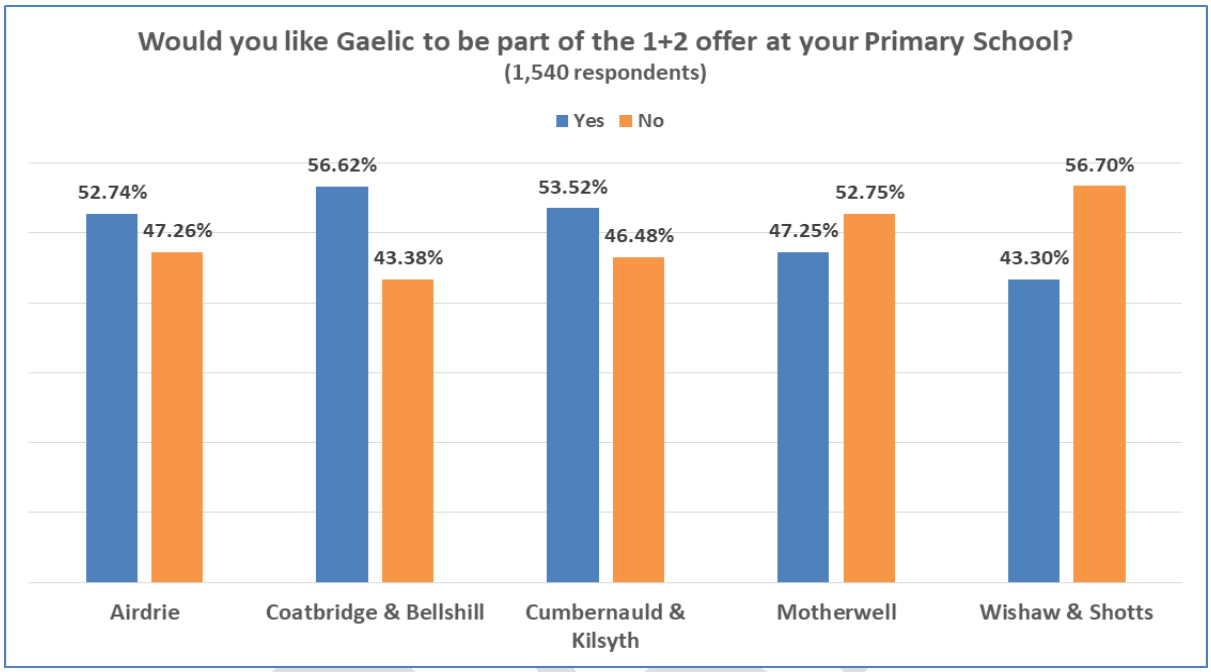
Further work will be done on this to establish how best to meet this demand, with the establishment of a stand-alone campus as a priority. This work will include identifying the most appropriate location, design, funding streams and a strategy for recruiting both staff and pupils.

The required work will be done in the first year of this edition of the plan.

Further, a consultation group drawn from parents with children currently in GME or expressing an interest in GME will be set up in August 2021, to advise on a number of areas while establishing this provision.

Potential for Growth in Gaelic Learning

As part of this, we intend to ensure that Gaelic is part of the active **1+2** offer in our primary schools. Currently, pupils in the Greenfaulds Cluster are offered Gaelic as an additional language and a number of these go on to take Gaelic as a Modern Language at secondary. We intend to increase this offer to ensure that all pupils who wish to take Gaelic as a second or additional language are able to do so, in accordance with our recent preliminary survey of parents regarding this.
Please see table below:



While this requires further investigation, the high level of positive responses indicates that there appears to be a genuine appetite for this provision.

This naturally provides an apt time to offer significant training opportunities to upskill staff to enable them to deliver this. A recent General Teaching Council report on the numbers of teachers who wished to acquire Gaelic Language skills also showed a promising picture, with around 40 staff in North Lanarkshire already indicating an interest in this.

Gaelic in Our Community

Our Community Learning and Development team also promote a positive image of Gaelic language and culture, publishing opportunities and showcasing Gaelic on its social media channels, including regular features in local newsletters and by working in partnership with both new and well-established Gaelic community organisations and projects such as the Gaelic Choir. An enthusiastic tutor team promote Gaelic through community based language and conversation classes. CLD also organise large scale public events aimed at both speakers and no-speakers such as the Spring Fling, Leap into Gaelic and the recent 'Big Ceilidh' which was delivered virtually. Closer working between the sectors delivering Gaelic skills and opportunities will be fostered over this edition of our plan.

We continue to promote a positive image of Gaelic by ensuring visibility and through sharing information and resources on social media, as well as in the schools. Our schools use SM such as Twitter and the school Blog to inform parents/carers and the wider community about the learning and teaching, attainment and achievements of the young people in their schools.

The Gaelic Activities Lead frequently posts on social media (Instagram & Twitter) sharing useful information about Gaelic events within the community, Gaelic word banks and sharing schools and pupils' work. The GAL also networks with Gaelic influencers and communities online, helping create connections and establish Gaelic within NLC.

The Gaelic Language (Scotland) Act 2005

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic language plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This is North Lanarkshire Council's third edition of our Gaelic Language Plan which has been prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic. This edition of the plan has been prepared in accordance with statutory criteria set out in the 2005 Act and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

The National Gaelic Language Plan

North Lanarkshire Council supports the aim of the National Gaelic Language Plan 2018-23 that "Gaelic is used more often, by more people and in a wider range of situations."

We are committed to the achieving this aim by focussing our work through these three platforms:-

- Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic more often when they interact with us
- Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations
- Promoting a positive image of Gaelic as part of our day-to-day operations as an organisation

Internal Gaelic Capacity Audit

Number of staff that received Gaelic training	12
Number of posts were Gaelic is an essential skill	25, mainly based in education
Number of staff within the organisation with Gaelic skills	95

2. KEY PRINCIPLES

North Lanarkshire Council recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area. Our **Gaelic Language Plan 2016-2021 (English) / Gaelic Language Plan 2016-2021 (Gàidhlig)** details the actions we have been taking to develop awareness and use of the Gaelic language over the life of the plan.

This edition of our Gaelic Language plan has been co-ordinated by our Education Team, in consultation with relevant stakeholders, both internally and externally. This edition of the plan has been created in line with National Gaelic Language Plan 2018-2023 priorities:

- Increasing the use of Gaelic
- Increasing the learning of Gaelic
- Promoting a positive image of Gaelic

Our High Level Aims for Gaelic across all areas of NLC services in provision, which informs our Gaelic Plan, were created in co-operation with Bòrd na Gàidhlig and approved by the Bòrd na Gàidhlig on the 2nd February 2021.

These aims cover all aspects of the provisions made for increasing the cachet and visibility of Gaelic language and culture, for enhancing and expanding the educational offer to children and adults, and for engaging with stakeholders to identify their wants and needs in relation to Gaelic.

Taken together, these amount to a bold vision for the strategic expansion of Gaelic Language activity in North Lanarkshire, which is grounded in the understanding of the significant opportunities that investing in Gaelic language provides.

North Lanarkshire Council will ensure that where Gaelic is included as part of our operations and services, we will ensure they are of an equal standard and quality to those we provide in English.

Equal Respect

Under the terms of the 2005 Act, Bòrd na Gàidhlig works with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language and the Bòrd in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

North Lanarkshire Council will ensure that where Gaelic is included as part of our operations and services, we will ensure they are of an equal standard and quality as those that we provide in English.

Active Offer

North Lanarkshire Council will make an active offer of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are created, Gaelic users are made aware of their

existence, and are actively encouraged to use them. This will take the responsibility away from the individual to ask for the service and will give Gaelic users the confidence to know that their needs will be met if that is their choice. We will ensure that our Gaelic language services are as accessible as our English language services.

Mainstreaming

North Lanarkshire Council will ensure that opportunities for the public and our staff to use Gaelic are highlighted, in support of the National Gaelic Language Plan 2018-23 aim that Gaelic is used more often, by more people and in a wider range of situations.

We will ensure key communications with residents of North Lanarkshire will be made available in both Gaelic and English and that a positive image of Gaelic is promoted.

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3. PLAN COMMITMENTS

High-level aims

INCREASING THE USE OF GAELIC

High-level Aim	Carry out a feasibility study into the creation of a Gaelic hub as part of the cluster approach to public services within the council area on approval of the plan
Desired Outcome	A plan is established to create a Gaelic language community hub within the North Lanarkshire Council area that will create further opportunities for the learning and usage of Gaelic within the community.
Current Practice	There is no Gaelic language community hub within North Lanarkshire Council are.
Actions Required	Undertake the feasibility study for establishing a Gaelic Hub with consideration given to using current available estate.
Target Date	Year 2
Responsibility	Education and Families Manager
High-level Aim	Establish and maintain a Gaelic language plan implementation group with senior representation from all Council departments.
Desired Outcome	A Gaelic implementation group (GIG) is established with representation from all departments within the Council. All departments are aware of their responsibilities regarding the implementation of the Gaelic Language Plan and the group works successfully across the council to ensure progress is being made with the implmentaiton of the plan.
Current Practice	There is currently no Gaelic Implementation group within the Council.
Actions Required	Work collaboratively across the Council to identify officers to sit on the group. Establish the GIG and ensure that the group meets quarterly to report progress on the implementation of the plan.
Target Date	Year 1 and annually
Responsibility	Education and Families Manager

INCREASING THE LEARNING OF GAELIC

High-level Aim	Plans agreed for the establishment of a Gaelic Medium 3-18 campus within the Council Area.
Proposed Outcome	Plans will be agreed to stablish a 3-18 campus within the area and work will be commenced within the lifetime of this plan.
Current Practice	There are currently 2 early years provisions, 1 primary school and 1 secondary offering Gaelic medium education at separate sites.
Actions Required	Set up a Parent Consultation Group to inform the establishment of any new GME provision.
Target Date	Year 1
Actions Required	Set up an internal working group to support the establishment of a GME 3-18 campus with all relevant departments represented to ensure all milestones are being met.
Target Date	Year 1
Responsibility	Education and Families Manager
High-level Aim	Undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic Medium Education to NLC residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education (GME).
Proposed Outcome	20% increase in the number of pupils attending across GME settings. 40% of our 110 primary schools will offer Gaelic as part of 1+2. Increase the offer to the wider community to learn Gaelic annually. Increased promotion of Gaelic medium Education annually. Annual improvement on the Gaelic medium secondary curriculum offer. Increased access to pupils in GME to activities promoting Gaelic Culture such as Music, Art, Drama Parents who wish to learn Gaelic are accommodated through existing resources such as CLD and the Gaelic Activities Lead. Community Learning and Development are enabled in increase their offer to the wider community to learn Gaelic.
Current Practice	In School year 2020-2021 there was 1 school offering Gaelic as L3 in primary school, 1 secondary offering Gaelic Learners as a subject, 2 nurseries offering GME, 1 Primary School and one Secondary school.
Actions Required	We will establish a baseline for current L2 and L3 delivery.
Target Date	Year 1
Responsibility	Education and Families Manager
Actions Required	We will establish a baseline for early years, primary and secondary GME provision.
Target Date	Year 1
Responsibility	Education and Families team

Action	Using information acquired form the staff audit, we will set up an L3 training programme. This will be monitored annually to ensure the 40% target is achieved.
Target Date	Year 2
Responsibility	Education and Families team
Action	Deliver a promotional campaign annually to encourage greater uptake across early years, primary and secondary. This will be monitored annually, and progress will be reported in the monitoring reports.
Target Date	Year 1 then annually
Responsibility	Education and Families team
	Establish a baseline of the current GME curriculum offer available at Greenfaulds Secondary School.
Target Date	Year 1
Responsibility	Education and Families team
Action	Provide annual improvement planning and standards and quality reporting on the curriculum secondary school offer improvement.
Target Date	Year 1 then annually
Responsibility	Education and Families team
Action	We will audit all parents/carers in GME regarding Gaelic language learning needs and by working with Comann nam Parant deliver within the first two years of the plan services to ensure that all parents/carers have access to Gaelic learning.
Target Date	Year 2
Responsibility	Education and Families team
Action	Undertake an audit of all current services available to the community for Gaelic learning and deliver an annual improvement plan for provision.
Target Date	Year 2
Responsibility	Education and Families team
Action	We will undertake a community satisfaction audit on Gaelic learning in the community.
Target Date	Year 5
Responsibility	Education and Families team
Action	Undertake an audit of all cultural additionality provided within early years, primary and secondary provision.
Target Date	Year 1
Responsibility	Education and Families team
Action	Using school improvement and standards and quality reporting processes, we will ensure annual improvement on cultural additionality in every GME establishment.
Target Date	Year 2 then annually
Responsibility	Education and Families team

PROMOTING A POSITIVE IMAGE OF GAELIC

In addition to the High Level Aims that have been set out above, North Lanarkshire Council commits to delivering on the third key priority that is set out in the National Gaelic Language Plan 2018-2023 to promote a positive image of Gaelic. We will be doing this through the implementation of our commitments for increasing the learning and usage of Gaelic along with the implementation of our

corporate service aims that are set out below.

Corporate Service Aims

STATUS

Desired Outcome	**Logo and brand** The council's corporate logo and branding in both Gaelic and English will be incorporated as part of any renewal process. The logo should demonstrate equal prominence for both languages.
Current Practice	All communications are currently in English and using accessible platforms and action is required.
Actions Required	• As part of any future renewal of branding, we will render the new corporate Council logo as bilingual. • We will approve a programme of work to apply the bilingual logo, upon its completion, to council branding on key platforms and council stationary on a renewals basis.
Target Date	Year 2
Responsibility	Education and Families, Corporate Communications

Desired Outcome	**Signage** Prominent signage will include Gaelic and English as part of any renewal process.
Current Practice	A programme of signage updates is currently underway for the council's brand re-fresh.
Actions Required	• Ensure that Gaelic versions of the logo and appropriate signage are included in the renewal programme. • Establish a programme of work to render new signage near all GME setting bilingual on a renewals basis.
Target Date	Year 4
Responsibility	Corporate Communications, Property

COMMUNICATING WITH THE PUBLIC

Desired Outcome	**Promotion** That the public are aware that Gaelic education for children and young people is available in North Lanarkshire and that Gaelic language can be communicated on a range of platforms.
Current Practice	Currently the offering is through education provision and letters are sent to parents/carers of all prospective pupils to inform them of the Gaelic offer available.
Actions Required	• Conduct a review of all council communication platforms to assess Gaelic language application. Apply recommendations of review to council communication channels.

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	• Create a dedicated page on the council website to Gaelic learning provision and promote on social media signposting people to the page
Target Date	Year 1
Responsibility	Education and Families and Corporate Communication

Desired Outcome	**Written Communication** Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.
Current Practice	This is not current practice
Actions Required	• Identify members of the service with a public facing role who can deal with enquiries etc submitted in Gaelic • Offer appropriate training for staff who express an interest in learning Gaelic • Where possible, ensure that staff in public-facing roles are available for Gaelic speakers who request this
Target Date	Year 2.
Responsibility	Heads of Service/Equivalent

Desired Outcome	**Reception and phone** Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.
Current Practice	This is not current practice. Reception
Actions Required	• Identify members of reception/admin staff who are able to converse in Gaelic. • Offer appropriate training for staff who express an interest in learning Gaelic. • Where possible, ensure that reception staff are available for Gaelic speakers who request this.
Target Date	Year 2
Responsibility	Admin

Desired Outcome	**Public meetings** Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
Current Practice	Public meetings are not routinely held in Gaelic
Actions Required	• Establish an internal policy for the inclusion of Gaelic within public meetings and promote its use regularly.
Target Date	Year 2
Responsibility	All

INFORMATION

Desired Outcome	**News releases**

	High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Current Practice	This is not current practice
Actions Required	These commitments should be changed to the following: • Establish a process to identify topics that will be covered bilingually. • Publish 5 bilingual news releases annually.
Target Date	Year 5
Responsibility	Corporate Comms team

Desired Outcome	**Social Media** Gaelic content distributed regularly through social media, guided by the level of actual and potential users
Current Practice	Schools which offer Gaelic Medium Education and CLD regularly post content in Gaelic. Major announcements and key policy/plans (to be identified) should be translated into Gaelic.
Actions Required	• Establish a baseline for the amount of Gaelic content that is currently being distributed on all social media channels. • Expand the use of Gaelic on all Council social media channels with the aim of increasing content annually by 5%.
Target Date	Year 2
Responsibility	Corporate Comms

Desired Outcome	**Website** Gaelic content should be available on the council's website, with emphasis on key policies and plans and those pages with the highest potential reach.
Current Practice	Only for Gaelic provision.
Actions Required	• Undertake a review of the current website and implement the Bòrd na Gàidhlig national advice on local authority websites. • Create a designated page which will cover information on Gaelic leanrning in North Lanarkshire and opportunities for Gaelic usage in the area.
Target Date	Year 2
Responsibility	Education and Families

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Desired Outcome	**Corporate Publications** Produced in Gaelic and English, with priority given to those with the highest potential reach.
Current Practice	This is not current practice
Actions Required	• Undertake a review of all corporate publications and designate those with the highest potential reach to be translated into Gaelic upon renewal. • Publish 5 corporate communications bilingually
Target Date	Year 2
Responsibility	Corporate Communications

Desired Outcome	**Language utility** A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.
Current Practice	This is not current practice
Actions Required	• We will ensure that we will seek the services of a professional translator when seeking services for translation on publications, website and social media when required
Target Date	Year 2
Responsibility	Corporate Comms

Desired Outcome	**Exhibitions** Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.
Current Practice	This is not current practice
Actions Required	• Deliver 2 Public exhibitions bilingually
Target Date	Year 1
Responsibility	Culture NL

STAFF

Desired Outcome	**Internal audit** Conduct an all-staff internal audit of Gaelic skills
Current Practice	This is not common practice across all areas of the service
Actions Required	• Conduct an all staff internal Gaelic language skills audit.
Target Date	Year 1
Responsibility	EFM/ Steering group

Desired Outcome	**Induction** Include content about the Gaelic Language Plan in all induction programmes for new staff and Councillors.
Current Practice	This is not common practice
Actions Required	• Include content about the Gaelic Language Plan in all induction programmes for new staff and Councillors.
Target Date	Year 1
Responsibility	EFM/HR

Desired Outcome	**Language training** Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.
Current Practice	GLS for staff are part of the CLD offer. Teaching and support staff are offered Gaelic trainiong as part of the CLPL offer
Actions Required	• From baseline information from the staff audit, we will increase Gaelic learning opportunities for all interested staff. • We will work collaboratively with other public authorities to provide online learning opportunities to staff.
Target Date	Year 2
Responsibility	EFM/ Steering group

Desired Outcome	**Awareness training** Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public. Annual updates and refresher courses provided annually
Current Practice	Not routinely offered
Actions Required	• Offer Gaelic Awareness sessions annually to all staff and Councillors • Ensure that all staff and Councillors are offered refresher Gaelic awareness sessions
Target Date	Year 2
Responsibility	Steering group

Desired Outcome	**Recruitment** Recognising and respecting Gaelic skills within the recruitment process throughout the public authority
Current Practice	This is the case when recruiting staff in the Gaelic sector

Actions Required	• We will establish a policy and procedure for identifying where posts should be considered as being Gaelic desirable or Gaelic essential.
Target Date	Year 3
Responsibility	HR/ All

Desired Outcome	**Recruitment** Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.
Current Practice	Where it is a requirement for the role
Actions Required	• We will identify post where Gaelic language skills would be essential or desirable, with an initial focus on posts within the communications, coproate and community development teams.
Target Date	Year 3
Responsibility	Talent Team

Desired Outcome	**Recruitment** Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current Practice	This is not current practice
Actions Required	• We will ensure that all job adverts where Gaelic is an essential skill are published bilngually.
Target Date	Year 3
Responsibility	Talent Team

GAELIC LANGUAGE CORPUS

Desired Outcome	**Gaelic Orthographic Conventions** The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.
Current Practice	This is current practice
Actions Required	• Continue to ensure that recent Gaelic Orthographic Conventions are adhered to in all written materials we produce.
Target Date	Year 1
Responsibility	Corporate Comms

Desired Outcome	**Place-names**

	Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.
Current Practice	Where new signage is required, and where funding for this is available, this is current practice
Actions Required	• We will continue to use Ainmean-Àite na h-Alba whenever we require information relating to placenames for signage. •
Target Date	From Year 1
Responsibility	Enterprise and Communities Team

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4. CONSULTATION PROCESS

The draft GLP was put to 6 week public consultation in April, with a closing date of 7th June 2021.

The plan was publicised via the Council Website, Social Media and via the schools currently offering GME. Further, it was publicised to staff via the weekly Bulletin.

Meetings were held with parents and stakeholders via telephone (3), Teams (3)and Webex (20).

There were 16 written responses received.

The key points mentioned were:

You said…	We did…
Availability of GME is not advertised widely enough	Began work on refreshing information on Council website to highlight GME offer
Over-emphasis in the draft plan on learning Gaelic in schools as part of 1+2	Refocused the first section to highlight the importance of Gaelic Medium Education to the overall strategy
Timescales were too vague	Ensured that clear realistic timescales were included in the redrafted plan
Lack of wider offer in cultural activities for schools	Engaged a Gaelic Activities Lead to provide a range of extracurricular activities including drama and art activities. Strengthened collaboration between Education and CLD in Gaelic offer

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5. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

In line with the aims of the National Performance Framework, which can be accessed here, https://nationalperformance.gov.scot/
North Lanarkshire Council aims to ensure that all of the residents have access to the best possible opportunities to fulfil their potential and ambitions in line with the National Outcomes. In particular to:

- grow up loved, safe and respected so that they realise their full potentiallive in communities that are inclusive, empowered, resilient and safe
- are creative and their vibrant and diverse cultures are expressed and enjoyed widely
- are well educated, skilled and able to contribute to society
- respect, protect and fulfil human rights and live free from discrimination
- are open, connected and make a positive contribution internationally

The social and cultural benefits of learning in Gaelic, learning to speak Gaelic and appreciating the importance of Gaelic underpin this latest iteration of the Gaelic Language Plan.

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6. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

North Lanarkshire Council has created a bold strategic plan for the area to make North Lanarkshire the place to live, learn, work, invest and visit:

The Plan for North Lanarkshire[929kb]

This plan will inform all of the developments right across the work of the Authority and will impact on the lives of all of the stakeholders in North Lanarkshire. Ensuring that the cultural heritage of the area is recognised, valued and enhanced is a key part of this vision.

North Lanarkshire Council Education and Families Service is actively involved in the Education Regional Improvement Collaborative in a number of areas, and our young people are benefitting from this shared approach to good practice in areas including Learning and Teaching, Assessment and Moderation and Leadership.

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7. PUBLICATION

Publishing and publicising the Plan

Following this consultation the Gaelic Language Plan 2021-26 draft plan will be updated as Gaelic Language Plan 2022-2027, and amended as appropriate and will be published in Gaelic and in English on our website. In addition, we will:-

- issue a bilingual press release announcing the plan
- publicise the plan through a variety of social media platforms
- distribute copies to arms-length organisations and other third-party organisations, explaining their role in the delivery of the plan
- distribute copies of the plan to key stakeholders in the public, private and third sectors
- distribute copies of the plan to relevant Gaelic organisations and other interested bodies
- make hard copies available on request

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8. RESOURCING THE PLAN

The first year of the implementation of the plan will be accommodated within existing budgets which includes the funding from external sources.
Further expansion within GME and GLE will require to be costed and appropriate funding will be sought to support this both internally and externally.

We will work towards normalising the costs associated with implementing our corporate commitments as we have set out in the plan, within our existing budgets.

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9. MONITORING THE PLAN

The on-going monitoring of approved Gaelic language plans is a requirement of the Gaelic Language (Scotland) Act. The relevant Education and Families Manager with responsibility for the plan will ensure this is carried out and an annual progress report will be provided to Bòrd na Gàidhlig and made available to the public.

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10. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

Responsibility for the plan

The Head of Service (Education and Families) has overall responsibility for preparation, delivery and monitoring of North Lanarkshire Council's Gaelic Language Plan.
Mrs J O'Neill
Head of Service
oneillja@northlan.gov.uk

An Education and Families Manager has day-to-day responsibility for the delivery and monitoring of North Lanarkshire's Gaelic Language Plan.
Mrs J Cahill
Education and Families Manager
cahilljac@northlan.gov.uk

Gaelic Language plan implementation and monitoring group

A steering group will be convened with appropriate representation from across the services. It will also encompass guidance on how to engage with third sector organisations to ensure that Gaelic is given due prominence and North Lanarkshire Council's commitment to the promotion of the language and culture is clear and unambiguous.

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Seisean Fosgailte
Cuspair 7.2

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	10/05/2022
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	7.2

Tiotal a' Phàipeir	Prìomhachasan & Bun-riaghailtean Sgeamaichean Taic-airgid Foghlaim 2022/23	
Moladh do Bhuill	Airson Aontachadh	
Neach labhairt:	Steven Kellow, Oifigear Maoineachaidh is Phròiseactan	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba Stiùiridh	29/04/2022	Ri Aontachadh
Pàipear-taice air a cheangal ris	Chan eil	

1.0	**Adhbhar**
1.1	A' sireadh aonta bhon Chomataidh Poileasaidh is Ghoireasan air prìomhachasan is bun-riaghailtean sgeamaichean taic-airgid Tabhartasan nan Tràth-bhliadhnaichean agus Tabhartasan Foghlaim 2022/23.
2.0	**Cùl-fhiosrachadh**
2.1	Bidh na sgeamaichean taic-airgid Tabhartasan Tràth-bhliadhnaichean agus Tabhartasan Foghlaim a' fosgladh airson iarrtasan 2022/23 a dh'aithghearr.
2.2	A' leantainn na dòigh-obrach a bha ann airson tabhartasan GLAIF, Colmcille agus Taic Freumhan Coimhearsnachd airson 2022/23, thathar a' sireadh bheachdan bho bhuill na Comataidh air prìomhachasan is bun-riaghailtean nan sgeamaichean seo.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Is e an dà sgeama seo na prìomh dhòighean anns am bi Bòrd na Gàidhlig a' cumail taic-airgid ri raointean tràth-bhliadhnaichean is trèanadh theagaisg.
3.2	Thathar a' moladh gu mòr oidhirp nam buidhnean air fad a tha an sàs ann a bhith a' cur air adhart cothroman cleachdaidh don òigridh is an dùil gum bi sgeamaichean san àm ri teachd a' cumail fòcas aca gus taic-airgid a thabhann don leithid.
3.3	Airson sgeama taic-airgid Tabhartasan nan Tràth-bhliadhnaichean, tha £75,000 de bhuidseat an sgeama a' tighinn tro thabhartas bho Chomann nam Pàrant, a tha faighinn taic bho sgeama CYPFEIF is ALEC (Children, Young People and Families Early Intervention & Adult Learning and Empowering Communities) aig Riaghaltas na h-Alba, a tha air an ruith leis an CORRA Foundation.
3.4	Leis gu bheil taic-airgid airson sgeama Tabhartasan nan Tràth-bhliadhnaichean a' tighinn bho CORRA Foundation, tha prìomhachasan a thathar a' moladh airson an sgeama sin a' freagairt gu dlùth air amasan a th' aig maoin CYPFEIF is ALEC, is iad seo air aontachadh le Comann nam Pàrant is an CORRA Foundation ro làimh.
3.5	Airson sgeama nan Tabhartasan Foghlaim, chan eil prìomhachasan sònraichte ann airson tagraichean, ach gu bheil iad clàraichte air cùrsa teagaisg (no trèanadh Gàidhlig) iomchaidh – is diofar ìrean taic ri fhaighinn a rèir dè an cùrsa agus dè an taic-airgid a tha iad air faighinn tron sgeama a-cheana.

3.6 Gheibhear tuilleadh fios gu h-ìosal air prìomhachasan is bun-riaghailtean an dà sgeama, agus gheibhear fiosrachadh fo phuing 5.4 air mar a tha na sgeamaichean seo a' freagairt air gnìomhan Plana Chorporra agus Plana Gnìomh Bòrd na Gàidhlig.

3.7 **Tabhartasan nan Tràth-bhliadhnaichean**

A' fosgladh	A' dùnadh	Pròiseactan a' ruith
16 Cèitean 2022	21 Iuchar 2021	Lùnastal 22 – Ògmhios 23

3.8 Buidseat 2022/23 (tuairmse): £120,000

3.9 Prìomhachasan

- A' daingneachadh gu bheil cothrom seasmhach aig clann is teaghlaichean air solar tràth-bhliadhnaichean Gàidhlig
- A' cur ris an àireamh chloinne a tha a' cumail a' dol le ionnsachadh tron Ghàidhlig aig ìrean eadar-ghluasaid
- A' cuideachadh barrachd theaghlaichean ann an Alba a bhith mothachail air na buannachdan a thig bho dhà-chànanas agus air na cothroman a gheibhear le foghlam tron Ghàidhlig
- A' cuideachadh phàrantan gus am bi eòlas nas fheàrr aca air goireasan agus air na cothroman a th' ann gus taic a chumail is conaltradh a dhèanamh ri an cuid chloinne tron Ghàidhlig san taigh agus sa choimhearsnachd

3.10 Bun-riaghailtean

- Tha an sgeama fosgailte do bhuidhnean sam bith, ach le prìomhachas air buidhnean carthannais (gus deagh riaghladh a bhrosnachadh am measg buidhnean tràth-bhliadhnaichean) agus an uair sin air buidhnean saor-thoileach
- Chan fhaod buidhnean ach 1 iarrtas a chur a-steach
- Chan fhaodar iarrtas a chur a-steach airson còrr is £5,000, ach ma tha a' bhuidheann a' ruith barrachd na aon seisean san t-seachdain, faodar iarrtas a chur a-steach suas ri £15,000

3.11 Slatan-tomhais

- A' freagairt air prìomhachasan na maoine
- Comasan air seiseanan Gàidhlig aig deagh inbhe a' lìbhrigeadh
- Cho math is a tha a' bhuidheann a' cur ri cleachdadh, ionnsachadh is cur air adhart na Gàidhlig
- Soirbheachas na buidhne ann a bhith a' cur ri àireamhan frithealaidh, àireamhan a' dol a-steach gu FtG agus a bhith a' cur air adhart na Gàidhlig san sgìre
- Comasan na buidhne gus sùil a chumail air is measadh a dhèanamh air adhartas
- A' brosnachadh co-ionnanas agus a' toirt seachad cothroman do chlann a tha fo chùram
- Luach an airgid ga shealltainn anns an iarrtas

3.12 **Tabhartasan Foghlaim**

A' fosgladh	A' dùnadh	Pròiseactan a' ruith
13 Ògmhios 2022	1 Sultain 2022	Sultain 22 – Ògmhios 23

3.13 Buidseat 2022/23 (tuairmse): £75,000

3.14 Prìomhachasan

Tha an sgeama ann gus taic a chumail ri:

- Oileanaich air cùrsa teagaisg Gàidhlig
- Oileanaich air cùrsa thràth-bhliadhnaichean neo cùraim-chloinne Gàidhlig
- Luchd-teagaisg an sàs ann am foghlam tron Ghàidhlig (a tha airson cùrsa a dhèanamh gus na sgilean aca a leasachadh)

3.15	Bun-riaghailtean • Tha taic airson cìsean suas ri £1,820, ri fhaighinn ach ma tha e ceadaichte do thagraiche na cìsean aca a phàigheadh tro SAAS chan fhaod iad taic iarraidh airson cìsean • Tha tabhartas suas ri £1,000 ri fhaighinn mar thabhartas a rèir dè a' chùrsa agus dè an ìre den chùrsa air a bheil an tagraiche (m.e. suim nas ìsle airson cùrsa pàirt-thìde) • Tha tabhartas suas ri £5,000 gu h-iomlan ri fhaighinn airson daoine a tha air dreuchd làn-thìde a leigeil seachad airson an cùrsa a ghabhail, is tha an t-suim seo air lùghdachadh a rèir dè cho fada is a tha an tagraiche air a bhith ann an obair (m.e. £5,000 ma tha iad air a bhith ann an obair airson 4+ bliadhna, ach dìreach £2,000 ma tha iad air a bhith ann an obair airson 1 bliadhna) Slatan-tomhais
3.16	Thèid iarrtasan a mheasadh, còmhla ri fianais a bharrachd a thathar a' sireadh, gus dearbhadh gu bheil an neach freagarrach airson taic-airgid fhaighinn, is ma tha iad freagarrach gheibh iad an t-suim air a bheil iad airidh.
3.17	Tha oifigearan a' cur fàilte air beachdan nam ball air na prìomhachasan, bun-riaghailtean is slatan-tomhais seo is tha iad toilichte molaidhean a ghabhail airson biadhachadh a-steach do sgeamaichean foghlaim 2022/23.
4.0	**Moladh**
	Thathar a' sireadh air Buill:
4.1	Aontachadh ris na prìomhachasan is bun-riaghailtean nan sgeamaichean taic-airgid foghlaim airson 2022/23.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**
5.1.1	Bidh a' mhòr-chuid de bhuidseat na sgeamaichean seo air a' chosg taobh a-staigh a' bhliadhna-ionmhais seo, is beagan ann am bliadhna-ionmhais 2023/24.
5.1.2	Tha na molaidhean a thaobh buidseat taobh a-staigh an airgid a tha air fhàgail anns na loidhnichean-bhuidseat, no le eòlas gum bi airgead bho loidhnichean eile ri fhaighinn airson taic a bharrachd a thoirt seachad (gu sònraichte airson sgeama Tabhartasan Tràth-bhliadhnaichean).
5.2	**Buaidhean air Luchd-obrach**
	Bidh an sgioba Thabhartasan an sàs anns an dà sgeama airson rianachd mheasaidhean is aontaidhean, agus taic ri fhaighinn bho sgioba an fhoghlaim a thaobh measadh is obair leis na buidhnean/daoine a tha a' cur iarrtasan a-steach.
5.3	**Buaidhean air Trèanadh**
	Cha bhi buaidh aig trèanadh air luchd-obrach a' Bhùird, ach bidh an dà sgeama seo a' cur gu mòr ri trèanadh feachd-obrach foghlaim Gàidhlig.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**
5.4.1	Bidh na sgeamaichean seo a' cur taic ris na gnìomhan a leanas bho Phlana Corporra Bòrd na Gàidhlig:
5.4.2	**Cleachdadh na Gàidhlig** • "A' toirt taic do bhuidhnean is daoine fa leth airson barrachd chur-seachadan, thachartasan is ghoireasan a chur air dòigh, agus feadhainn nas fheàrr, do dhaoine òga agus a' toirt taic do dh'fheadhainn a thèid a chur air dòigh le daoine òga" (Tràth-bhliadhnaichean) • "A' cur barrachd chothroman, is cothroman nas fheàrr, air adhart far am bi teaghlaichean a' cleachdadh na Gàidhlig anns an dachaigh aca" (Tràth-bhliadhnaichean)
5.4.3	**Ionnsachadh na Gàidhlig** • "Ag obair còmhla ri buidhnean de phàrantan is buidhnean buntainneach gus fàs a thoirt air FtG" (Tràth-bhliadhnaichean, Foghlam)

	• "A' cur iomairtean air dòigh le luchd-compàirt gus barrachd taic a thoirt do theaghlaichean nuair a tha a' chlann aca aig ìre nan tràth-bhliadhnaichean" (Tràth-bhliadhnaichean) • "A' toirt taic do luchd-compàirt gus cothroman ionnsachaidh proifeiseanta a chruthachadh is a lìbhrigeadh leis an amas gum bi barrachd luchd-obrach ann agus barrachd sgilean aig luchd-obrach" (Foghlam) • "A' toirt taic do chothroman dreuchdail agus ionnsachadh proifeiseanta airson luchd-obrach proifeiseanta is luchd-obrach taice a tha ag obair ann am foghlam, agus a' dèanamh sanasachd air na cothroman is air an ionnsachadh sin" (Foghlam)
5.4.4	Bidh sgeama Tabhartasan nan Tràth-bhliadhnaichean a' cur taic ri Prìomh Comharra Coileanaidh (PCC) 3 bho Plana Gnìomh 2022/23 agus bidh sgeama Tabhartasan Foghlaim a chur taic ri PCC4.
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta**

	AR N-ADHBHAR		AR LUACHAN	
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean daonna	☒	Clann	☒
	Cultar	☒	Coimhearsnachdan	☒
	Àrainneachd	☐	Bochdainn	☐
	Slàinte	☐	Eadar-Nàiseanta	☐
	Foghlam	☒	Eaconamaidh	☒
	Gnothachasan soirbheachail is ùr-ghnàthach			☒

5.6	**Buaidhean air Cliù**
	Tha na sgeamaichean seo a' cur ri cliù na buidhne is iad a' cumail taic ri luchd-ùidh ann an raointean sònraichte gus Gàidhlig a leasachadh.
5.7	**Buaidhean air Slàinte is Sàbhailteachd**
	Bidh aig gach pròiseact a gheibh taic-airgid tro Thabhartasan nan Tràth-bhliadhnaichean ri dhearbhadh mar phàirt de dh'aonta cùmhnant taic-airgid gum bi am pròiseact aca a' leantainn an lagh is stiùireadh slàinte as ùire ri linn sgaoileadh a' choròna-bhìorais.
5.8	**Buaidhean Laghail**
	Airson gach sgeama taic-airgid aig Bòrd na Gàidhlig tha sinn ag iarraidh air luchd-iarrtais a bhith mothachail air clann a tha fo chùram is cothroman a chruthachadh dhaibh, is seo mar dhleastanas oirnn fo Achd na Cloinne is nan Daoine Òga (Alba) 2004 agus Plana Pàrantan Corporra aig Bòrd na Gàidhlig.
5.9	**Buaidhean air Co-ionannas**
	Tha co-ionannas is Pàrantan Corporra mar pàirt àbhaisteach de dh'fhoirmichean-iarrtais Bòrd na Gàidhlig gus am bi luchd-iarrtais mothachail air na dleastanasan aca gus co-ionannas is cothroman a bhrosnachadh do chlann a tha, no a th' air a bhith, fo chùram.
5.10	**Buaidhean air an àrainneachd**
	Cha bhith mòran buaidh air an àrainneachd leis na phròiseactan seo, is thèid iarraidh air buidhnean/daoine a bhith mothachail air a seo.

Seisean Fosgailte
Cuspair 7.3

A' freagairt ri	A' Chomataidh Poileasaidh is Goireasan
Ceann-latha na Coinneimh	10/05/2022
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	7.3

Tiotal a' Phàipeir	Buaidh bho thaic BnG air obair òigridh
Moladh do Bhuill	Airson Fiosrachadh*
Neach labhairt:	Steven Kellow, Oifigear Maoineachaidh is Phròiseactan

Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba Stiùiridh	29/04/2022	Ri Aontachadh

Pàipear-taice air a cheangal ris	PT1 – Clàr de phròiseactan a fhuair taic BnG ann an 2021/22 co-cheangailte ri òigridh

1	**Adhbhar**
1.1	Gus fiosrachadh a thoirt do bhuill na Comataidh mun bhuaidh a th' aig phròiseactan a gheibh taic-airgid bho Bhòrd na Gàidhlig air obair òigridh sa Ghàidhlig.
2.	**Cùl-fhiosrachadh**
2.1	Tha am pàipear seo a' freagairt air gnìomh ann am plana obrach na Comataidh gus lèirmheas a dhèanamh air buaidh taic-airgid BnG air obair òigridh, is mar ùrachadh den fhiosrachaidh a chaidh a thoirt seachad aig coinneamh 9 Ògmhios 2020 agus 18 Cèitean 2021.
3.	**Prìomh Aithris/Fiosrachadh**
3.1	Tha am Plana Cànan Nàiseanta Gàidhlig agus Plana Chorporra Bhòrd na Gàidhlig a' cur prìomhachas air obair òigridh, gus dhaoine òga a bhrosnachadh gus an cànan a chleachdadh taobh a-muigh na sgoile le amas gum bi iad a' cleachdadh na Gàidhlig nas trice, is a' cumail orra leis a' chleachdadh sin às dèidh dhaibh foghlam tro mheadhan na Gàidhlig fhàgail.
3.2	Tro obair nan tabhartasan aig Bòrd na Gàidhlig, thathar a' cur an aon phrìomhachas seo air obair òigridh tro na diofar sgeamaichean a thathar a' ruith. Gheibhear iomradh gu h-ìosal air na prìomhachasan a bha aig na diofar sgeamaichean an uiridh a bha ag amas gu sònraichte air taic a chumail ri daoine òga: **Taic Freumhan Coimhearsnachd 2021/22** • "A' brosnachadh cleachdadh na Gàidhlig agus tar-chur eadar-ghinealach sa choimhearsnachd" • "A' brosnachadh cleachdadh na Gàidhlig taobh a-muigh na sgoile airson sgoilearan foghlam tro mheadhan na Gàidhlig" • "A' brosnachadh cleachdadh na Gàidhlig anns an dachaigh" **Colmcille 2021/22** • "A' toirt luchd-labhairt òga na Gàidhlig is na Gaeilge còmhla tro thachartasan no pròiseactan sgoile **GLAIF 2021/22** • "A' brosnachadh cleachdadh na Gàidhlig is a' togail chomasan airson leasachadh na Gàidhlig anns a' choimhearsnachd, gu h-àraidh am measg dhaoine òga"

3.3	A bharrachd air na phuingean gu h-àrd, bhathar cuideachd a' ruith sgeama Tabhartasan nan Tràth-bhliadhnaichean ann an co-bhann le Comann nam Pàrant, le taic-airgid bhon sgeama CYPEIF is ALEC (Children, Young People and Families Early Intervention & Adult Learning and Empowering Communities) aig Corra Foundation (is airgead airson an sgeama sin a' tighinn bho Riaghaltas na h-Alba), is tha seo stèidhichte gu tur air cothroman cleachdadh is ionnsachadh na Gàidhlig a thabhann do chlann òga.
3.4	Thathar a' tomhais thairis air na sgeamaichean taic-airgid air fad gun deach timcheall air £1.16 millean de thaic-airgid (timcheall air trian de bhuidseat leasachaidh a' Bhùird) a ghealltainn ann am bliadhna-ionmhais 2021/22 do thimcheall air 81 phròiseactan no bhuidhnean a tha an sàs gu dìreach ann a bhith a' cur taic ri tachartasan no gnìomhan airson dhaoine òga. Tha seo faisg air na h-àireamhan a bha ann airson 2019/20, agus beagan nas ìsle na figearan 2020/21.
3.5	Tha tuilleadh fiosrachaidh air na phròiseactan sònraichte seo ri fhaighinn ann am PT1, is fiosrachadh nas mionaidiche air na phròieactan ri fhaighinn tro GrantNav.
3.6	Tha buaidh air a bhith aig a' choròna-bhìoras is riaghailtean ri linn sin air cuid mhath de na phròiseactan seo, ach ann an 2021/22 bha e comasach tuilleadh a lìbhrigeadh aghaidh ri aghaidh no air-loidhne na bha comasach ann an 2020/21, is oidhirp shònraichte aig na buidhnean gus cothroman cleachdadh na Gàidhlig a thoirt seachad don òigridh.
3.7	A thuilleadh air na pròiseactan a thathar a' maoineachadh tro sgeamaichean taic-airgid, tha cuid mhath de na Buidhnean Lìbhrigidh Com-pàirteach cuideachd a' cur taic ri gnìomhan a bhios a' cumail taic ri cleachdadh na Gàidhlig am measg òigridh.
3.8	'S e am prìomh eisimpleir de seo an lìonra Iomairtean is prògram thachartasan nàiseanta air an ruith le Comunn na Gàidhlig, is fhuair a' bhuidheann £336,200 airson seo an-uiridh (agus £172,810 a bharrachd aig deireadh 2020/21 airson a chleachdadh ann an 2021/22).
3.9	Tha buidhnean com-pàirteach eile a' cur taic san roinn seo: • Fèisean nan Gàidheal (Fèis sgoil, 5 latha, Sgoil Samhraidh Dràma) • An Comunn Gàidhealach (Mòdan ionadail is seiseanan ullachaidh airson a' Mhòid Nàiseanta) • Comhairle nan Leabhraichean (Leugh is Seinn le Linda) • Theatre Gu Leòr (Seiseanan aig Sgoil Ghàidhlig Ghlaschu is Captain Cora)
3.10	Thathar a' moladh gu mòr oidhirp nam buidhnean air fad a tha an sàs ann a bhith a' cur air adhart cothroman cleachdaidh don òigridh is an dùil gum bi sgeamaichean san àm ri teachd a' cumail fòcas aca gus taic-airgid a thabhann don leithid.
4.	**Moladh**
	Thathar ag iarraidh air Buill na Comataidh am fiosrachadh sa phàipear a leughadh agus na pàipearan-taice a thoirt fa-near.
5.	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**
	Chan eil gin ann.
5.2	**Buaidhean air Luchd-obrach**
	Chan eil gin ann.
5.3	**Buaidhean air Trèanadh**

	Chan eil gin ann.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**
	Tha obair òigridh na prìomhachas do Bhòrd na Gàidhlig, is tha na gnìomhan a leanas bho Phlana Chorporra 2018-23 air an ainmeachadh co-cheangailte ris a' phrìomhachas sin:
5.4.1	**Cleachdadh na Gàidhlig** • "A' cur ris na th' ann de chothroman do dhaoine òga gus sgilean obrach ionnsachadh agus gus cur ri buaidh eaconamach na Gàidhlig, tro cho-obrachadh le buidhnean iomairt is sgilean" • "A' toirt taic do bhuidhnean is daoine fa leth airson barrachd chur-seachadan, thachartasan is ghoireasan a chur air dòigh, agus feadhainn nas fheàrr, do dhaoine òga agus a' toirt taic do dh'fheadhainn a thèid a chur air dòigh le daoine òga" • "A' cur barrachd chothroman, is cothroman nas fheàrr, air adhart far am bi teaghlaichean a' cleachdadh na Gàidhlig anns an dachaigh aca"
5.4.2	**Ionnsachadh na Gàidhlig** • "A' cur iomairtean air dòigh le luchd-compàirt gus barrachd taic a thoirt do theaghlaichean nuair a tha a' chlann aca aig ìre nan tràth-bhliadhnaichean"
5.4.3	**Cur air adhart na Gàidhlig** • "Ag obair còmhla ri luchd-compàirt airson iomairtean a dhealbh is a chur an gnìomh a bheir taic do dh'ionnsachadh is cleachdadh na Gàidhlig"
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	**AR LUACHAN**
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach

AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☐	Clann is Òigridh	☒
Cultar	☒	Coimhearsnachdan	☒
Àrainneachd	☐	Bochdainn	☐
Slàinte	☒	Eadar-nàiseanta	☐
Foghlam	☒	Eaconamaidh	☒
Gnothachasan soirbheachail is ùr-ghnàthach		☒	

5.6	**Buaidhean air Cliù**
	Bidh na pròiseactan a tha a Bòrd na Gàidhlig a mhaoineachadh co-cheangailte ri obair òigridh Ghàidhlig a' cur ri cliù na buidhne.
5.7	**Buaidhean air Slàinte is Sàbhailteachd**
	Chan eil gin ann.
5.8	**Buaidhean Laghail**
	Chan eil gin ann.
5.9	**Buaidhean air Co-ionannachd**
	Chan eil gin ann.
5.10	**Buaidhean air an Àrainneachd**
	Chan eil gin ann.

Còd	Buidheann	Pròiseact	Suim	Sgìre	Sgeama
2122/09	Comunn na Gàidhlig	Iomairtean Gàidhlig	£316,200	Nàiseanta	Buidhnean Com-pàirteach Lìbhrigidh
2122/09	Comunn na Gàidhlig	Prògram Nàiseanta	£20,000	Nàiseanta	Buidhnean Com-pàirteach Lìbhrigidh
2122/10	An Comunn Gàidhealach	Mòdan Ionadail	£5,000	Nàiseanta	Buidhnean Com-pàirteach Lìbhrigidh
2122/14	Fèisean nan Gàidheal	Fèis Sgoil	£60,000	Nàiseanta	Buidhnean Com-pàirteach Lìbhrigidh
2122/14	Fèisean nan Gàidheal	Sgoil Samhraidh Drama	£20,000	Nàiseanta	Buidhnean Com-pàirteach Lìbhrigidh
2122/22	Cànan Graphics Studio	FilmG 2021/22	£19,000	Nàiseanta	Buidhnean Com-pàirteach Lìbhrigidh
2122/IG/CNES	Comhairle nan Eilean Siar	Oifigearan Iomairtean Gàidhlig	£95,100	Na h-Eileanan an Iar	Buidhnean Com-pàirteach Lìbhrigidh
2122/IG/EGB	Comhairle Earra-Ghàidheal is Bhòid	Oifigearan Iomairtean Gàidhlig	£34,200	Earra-Ghàidheal	Buidhnean Com-pàirteach Lìbhrigidh
2122/IG/GL	Comhairle Baile Ghlaschu	Oifigear Iomairtean Gàidhlig	£15,600	Glaschu	Buidhnean Com-pàirteach Lìbhrigidh
2122/IG/DE	Comhairle Baile Dhùn Èideann	Oifigear Iomairtean Gàidhlig	£15,600	Dùn Èideann	Buidhnean Com-pàirteach Lìbhrigidh
2122/31	Comunn na Gàidhlig	Seirbheis Taic Tràth-ìrean (Pìleat Lìbhrigidh)	£74,500	Nàiseanta	Tabhartasan Coitcheann / General Grants
2122/33	Hands Up for Trad	Seachdain na Gàidhlig / World Gaelic Week	£25,000	Nàiseanta	Tabhartasan Coitcheann / General Grants
2122/34	Sabhal Mòr Ostaig	Seachdain na Teaghlaich	£6,000	A' Ghàidhealtachd	Tabhartasan Coitcheann / General Grants
2122/36	Comhairle nam Pàrant Bun-sgoil Ghàidhlig Ghleann Dàil	Seiseanan Dràma Ghàidhlig	£320	Glaschu	Tabhartasan Coitcheann / General Grants
2122/38	Buidheann Dràma Greenfaulds	Buidheann Dràma Greenfaulds	£3,000	Siorrachd Lannraig a Tuath	Tabhartasan Coitcheann / General Grants
2122/201	Bun-sgoil Ghàidhlig Loch Abar	Turas a dh' Èirinn	£3,600	A' Ghàidhealtachd	Colmcille
2122/209	Sabhal Mòr Ostaig	Pàrlamaid nan Oileanaich / Parliamint na Mac Léinn	£12,500	A' Ghàidhealtachd	Colmcille
2122/217	Armagh Rhymers	Tarsainn air na tuinn 3	£10,000	Èirinn	Colmcille
2122/218	Fèisean nan Gàidheal	Sruth	£8,000	A' Ghàidhealtachd	Colmcille
2122/219	Co-Roinn Ghàidhlig Mhuile agus Idhe	Co-dhualchas	£4,100	Earra-Ghàidheal	Colmcille
2122/224	Comann nam Pàrant Inbhir Narainn	Co-Là Breith Math Colmcille	£3,600	A' Ghàidhealtachd	Colmcille
2122/225	Comhairle na Gàidhealtachd	Turas Cholmcille airson Sgoilearan 21/22	£6,150	A' Ghàidhealtachd	Colmcille
2122/3004	Comhairle nan Eilean Siar	OL GME & Summer Activity Provision	£5,100	Na h-Eileanan an Iar	GLAIF
2122/3006	Comhairle nan Eilean Siar	Faclan Òga and Faclan Òga a Deas	£3,500	Na h-Eileanan an Iar	GLAIF
2122/3011	Comhairle Lodainn an Iar	Gaelic learning through activities in the community	£5,000	Lodainn an Iar	GLAIF
2122/3012	Comhairle Earra-Ghàidheal is Bhòid	Increasing the Use of Gaelic in Argyll and Bute	£11,620	Earra-Ghàidheal	GLAIF
2122/3015	Comhairle Earra-Ghàidheal is Bhòid	Gaelic Language Classes	£10,000	Earra-Ghàidheal	GLAIF
2122/3021	Sabhal Mòr Ostaig	Comann Nàiseanta nan Oileanach Ghàidhlig	£10,000	A' Ghàidhealtachd	GLAIF
2122/3025	Sabhal Mòr Ostaig	Tachartasan Dheugairean	£10,000	A' Ghàidhealtachd	GLAIF
2122/3027	Comhairle Siorrachd Dhùn Bhreatainn an Iar	Promoting Gaelic usage and building capacity	£8,000	Siorrachd Dùn Bhreatainn an Iar	GLAIF
2122/3029	Comhairle Siorrachd Dhùn Bhreatainn an Iar	Stengthening the Gaelic skills, promoting awarness...	£10,000	Siorrachd Dùn Bhreatainn an Iar	GLAIF
2122/3030	Comhairle Siorrachd Dhùn Bhreatainn an Iar	Promoting the development and expansion of GME	£10,000	Siorrachd Dùn Bhreatainn an Iar	GLAIF
2122/3032	Comhairle nan Eilean Siar	Sgeama Greis Gnìomhachais	£11,250	Na h-Eileanan an Iar	GLAIF
2122/3033	Comhairle nan Eilean Siar	Luach 2022	£7,500	Na h-Eileanan an Iar	GLAIF
2122/3040	Comhairle nan Eilean Siar	Gàidhlig Bheò - Prògram Samhraidh	£2,300	Na h-Eileanan an Iar	GLAIF
2122/3042	Highlands and Islands Students' Association	Gaelic Student Communities	£16,000	A' Ghàidhealtachd	GLAIF
2122/3047	Comhairle na Gàidhealtachd	Gaelic Youth Ambassador (Champion)	£28,000	A' Ghàidhealtachd	GLAIF
2122/3048	Comhairle na Gàidhealtachd	Prògram Taic BSGP	£6,000	A' Ghàidhealtachd	GLAIF
2122/3049	Comhairle na Gàidhealtachd	Gàidhlig agus Cultur - Coimhearsnachd Geàrrloch	£4,000	A' Ghàidhealtachd	GLAIF
2122/3052	Comhairle na Gàidhealtachd	Birth to Three Strategic Partnership	£45,000	A' Ghàidhealtachd	GLAIF
2122/3053	Comhairle na Gàidhealtachd	Ball-coise Gàidhlig	£3,500	A' Ghàidhealtachd	GLAIF

Còd	Buidheann	Pròiseact	Suim	Sgìre	Sgeama
2122/3054	Comhairle na Gàidhealtachd	Gàidhlig anns a' Choimhearsnachd	£5,000	A' Ghàidhealtachd	GLAIF
2122/3067	Comhairle Baile Dhùn Èideann	Early Years GME Development Officer	£32,000	Dùn Èideann	GLAIF
2122/3071	Comhairle Fìobha	Family Learning	£6,000	Fìobha	GLAIF
2122/3075	Comhairle nan Eilean Siar	Cùrsaichean KSB	£8,000	Na h-Eileanan an Iar	GLAIF
2122/3077	Comhairle Pheairt is Cheann Rois	Aig a' Mhòid	£17,100	Peairt is Cheann Rois	GLAIF
2122/3082	Colaisde a' Chaisteil	Seanchas is Òg	£8,400	Na h-Eileanan an Iar	GLAIF
2122/4007	Alzheimer Scotland - Action On Dementia	Gaelic Conversations	£2,360	A' Ghàidhealtachd	Taic Freumhan Coimhearsnachd
2122/4008	Comann nam Pàrant Chomhghall	Gaelic in Cowal 2021/22	£4,000	Earra-Ghàidheal	Taic Freumhan Coimhearsnachd
2122/4011	Comunn Gàidhealach an Òbain	Mòd Acadamaidh an Òbain	£3,000	Earra-Ghàidheal	Taic Freumhan Coimhearsnachd
2122/4012	Comann nam Pàrant Inbhir Narainn	Mu dheidhinn a' Ghàidhlig ann an Inbhir Narainn	£2,500	A' Ghàidhealtachd	Taic Freumhan Coimhearsnachd
2122/4013	Tiree Community Development Trust	Gaelic Development Officer	£5,000	Earra-Ghàidheal	Taic Freumhan Coimhearsnachd
2122/4015	Comann nam Pàrant Sruighlea	Club Saor-Làithean Sruighlea	£3,000	Sruighlea	Taic Freumhan Coimhearsnachd
2122/4016	Fèis Taigh Dhonnchaidh	Clasaichean Seinn & Taigh-Cèilidh	£1,850	Na h-Eileanan an Iar	Taic Freumhan Coimhearsnachd
2122/4017	Comhairle nam Pàrant Bun-sgoil Ghàidhlig Ghleann Dàil	A' roinneadh Gàidhlig anns a' choimhearsnachd againn	£1,700	Glaschu	Taic Freumhan Coimhearsnachd
2122/4022	Urras an Taobh Sear	Taigh-tasgaidh, a Thasgaidh!	£2,100	A' Ghàidhealtachd	Taic Freumhan Coimhearsnachd
2122/4024	Comann Ceilteach Oilthigh Dhùn Èideann	Turas don Ghàidhealtachd	£2,000	Dùn Èideann	Taic Freumhan Coimhearsnachd
2122/4025	Rural Nations Scotland CIC	Freumhan Dualchais	£5,000	Na h-Eileanan an Iar	Taic Freumhan Coimhearsnachd
2122/4026	Fèis Spè	Fèis Spè - a' leasachadh Gàidhlig	£3,300	A' Ghàidhealtachd	Taic Freumhan Coimhearsnachd
2122/4032	Comhairle nam Pàrant Bun-sgoil Ghàidhlig Baile a' Ghobhainn	Cuimhneachadh Sophia	£2,200	Glaschu	Taic Freumhan Coimhearsnachd
2122/4036	Bun-sgoil Ghàidhlig Loch Abar	Spòrs Gàidhlig aig BSGLA	£220	A' Ghàidhealtachd	Taic Freumhan Coimhearsnachd
2122/4037	Bun Sgoiltean Chille Mhoire agus Stafainn	Prògram 2021/22	£2,200	A' Ghàidhealtachd	Taic Freumhan Coimhearsnachd
2122/801	North Ayrshire Gaelic Baby & Toddler Group	North Ayrshire Gaelic Baby & Toddler Group	£4,700	Siorrachd Àir a Tuath	Tabhartasan nan Tràth-bhliadhnaichean
2122/802	Cròileagan Obar Dheathain	Cròileagan Obar Dheathain	£3,000	Obar Dheathain	Tabhartasan nan Tràth-bhliadhnaichean
2122/803	Cròileagan an Ath Leathainn	Cròileagan an Ath Leathainn	£3,900	A' Ghàidhealtachd	Tabhartasan nan Tràth-bhliadhnaichean
2122/804	Cròileagan Inbhir Pheofharain	Cròileagan Inbhir Pheofharain	£7,000	A' Ghàidhealtachd	Tabhartasan nan Tràth-bhliadhnaichean
2122/805	Clann Trang Cille Bhrìde an Ear	Clann Trang Cille Bhrìde an Ear	£5,000	Siorrachd Lannraig a Deas	Tabhartasan nan Tràth-bhliadhnaichean
2122/807	Bròg an Beaga Ulapuil	Bròg an Beaga Ulapuil	£300	A' Ghàidhealtachd	Tabhartasan nan Tràth-bhliadhnaichean
2122/808	Cròileagan Grianach	Cròileagan Grianach	£12,500	A' Ghàidhealtachd	Tabhartasan nan Tràth-bhliadhnaichean
2122/809	Casan Beaga Baile Dhubhthaich	Casan Beaga Baile Dhubhthaich	£500	A' Ghàidhealtachd	Tabhartasan nan Tràth-bhliadhnaichean
2122/810	Corragan Beaga Mallaig	Corragan Beaga Mallaig	£2,800	A' Ghàidhealtachd	Tabhartasan nan Tràth-bhliadhnaichean
2122/811	Barra Children's Centre	Barra Children's Centre	£1,800	Na h-Eileanan an Iar	Tabhartasan nan Tràth-bhliadhnaichean
2122/813	Cluich Gaelic Toddler Group	Cluich Gaelic Toddler Group	£2,200	A' Ghàidhealtachd	Tabhartasan nan Tràth-bhliadhnaichean
2122/814	Comhairle Phàrant Sgoil Bhreascleit	Pàrant is Pàiste Bhreascleit	£2,000	Na h-Eileanan an Iar	Tabhartasan nan Tràth-bhliadhnaichean
2122/815	Ionad Chaluim Chille Ìle	Bogha Frois Ìle	£1,000	Earra-Ghàidheal	Tabhartasan nan Tràth-bhliadhnaichean
2122/816	Cròileagan Dhùn Èideann	Cròileagan Dhùn Èideann	£800	Dùn Èideann	Tabhartasan nan Tràth-bhliadhnaichean
2122/817	Cròileagan Obar Pheallaidh	Cròileagan Obar Pheallaidh	£4,000	Peairt is Cheann Rois	Tabhartasan nan Tràth-bhliadhnaichean
2122/818	Cròileagan Pheairt	Cròileagan Pheairt	£7,500	Peairt is Cheann Rois	Tabhartasan nan Tràth-bhliadhnaichean
2122/819	Ceuman Beaga Inbhir Nis	Ceuman Beaga Inbhir Nis	£3,300	A' Ghàidhealtachd	Tabhartasan nan Tràth-bhliadhnaichean
2122/820	Comann nam Pàrant Port Rìgh	Comann nam Pàrant Port Rìgh	£14,460	A' Ghàidhealtachd	Tabhartasan nan Tràth-bhliadhnaichean
2122/821	Cothrom Learning Centre	Cothrom Learning Centre	£4,000	Na h-Eileanan an Iar	Tabhartasan nan Tràth-bhliadhnaichean

Seisean Fosgailte : Open Session
Pàipear 8.1

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	10-05-2022
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	8.1

Tiotal a' Phàipeir	Bun-riaghailtean agus Ballrachd na Comataidh	
Moladh do Bhuill	Ri Aontachadh	
Neach labhairt:	Shona C NicIllinnein, Ceannard	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
-	-	-
Pàipear-taice air a cheangal ris	Tha PT 1 – Bun-riaghailtean na Comataidh Poileasaidh is Ghoireasan	

1.0	**Adhbhar**
1.1	'S e as adhbhar don aithisg seo, cothrom a thoirt do Bhuill na Comataidh beachdachadh air Bun-riaghailtean airson na Comataidh Poileasaidh is Ghoireasan, agus ballrachd na Comataidh; agus molaidhean a thoirt seachad ma tha atharraichean sam bith a dhìth gus cuideachadh le bhith a' dèanamh cinnteach gum bi siostaman-riaghlaidh èifeachdach ann fhathast.
2.0	**Cùl-fhiosrachadh**
2.1	
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	'S e am prìomh atharrachadh gun tèid Màiri NicAonghais ainmeachadh mar chathraiche eadar-amail den Chomataidh is Nicola NicThòmais mar chathraiche san àm ri teachd.
4.0	**Moladh**
4.1	Thathar ag iarraidh air Buill na Comataidh: • beachdachadh air na Bun-riaghailtean airson na comataidh (PT 1) agus molaidhean a thoirt seachad, ma tha atharraichean a dhìth; • an aonta a chur ris an dà Bhun-riaghailtean agus ballrachd na Comataidh agus am moladh don Bhòrd-stiùiridh airson an aonta.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**
	Chan eil buaidh a bharrachd ann.
5.2	**Buaidhean air Luchd-obrach**
	Chan eil seo a' bualadh air luchd-obrach ann an dòighean ùra.
5.3	**Buaidhean air Trèanadh**
	Bidh buill a' faighinn trèanadh iomchaidh ann an riaghlaidh.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**
	Tha na bun-riaghailtean a' cur ris an amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.
5.5	**Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	AR LUACHAN
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas,

	dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean daonna	☐	Clann	☐
	Cultar	☐	Coimhearsnachdan	☐
	Àrainneachd	☐	Bochdainn	☐
	Slàinte	☐	Eadar-nàiseanta	☐
	Foghlam	☐	Eaconamaidh	☐
	Gnothachasan soirbheachail is ùr-ghnàthach		☒	
5.6	**Buaidhean air Cliù**			
	Tha deagh riaghlaidh a' cur ri deagh chliù airson na buidhne.			
5.7	**Buaidhean air Slàinte is Sàbhailteachd**			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air Slàinte is Sàbhailteachd.			
5.8	**Buaidhean Laghail**			
	Tha Bun-riaghailtean cudromach a thaobh a bhith a' cumail taic ris a' bhuidhinn ann an coileanadh dhleastanasan reachdail is laghail, agus a thaobh deagh riaghaladh.			
5.9	**Buaidhean air Co-ionannachd** Chan eil buaidh sam bith a bharrachd aig an aithisg seo air co-ionannachd.			
5.10	**Buaidhean air an Àrainneachd**			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air an àrainneachd.			

NA BUN-RIAGHAILTEAN

A' CHOMATAIDH POILEASAIDH IS GHOIREASAN

TERMS OF REFERENCE

POLICY AND RESOURCES COMMITTEE

Air aontachadh le/Approved by: **Am Bòrd-stiùiridh – The Board**
Air aontachadh air/Approved on: **2022-01-21**
Ath-nuadhachadh a dhìth/Review due on:
A' Ghàidhlig is Beurla Co-ionnan: **OND**

A' CHOMATAIDH POILEASAIDH IS GHOIREASAN NA BUN-RIAGHAILTEAN

Tha am Bòrd Stiùiridh air Comataidh Poileasaidh is Ghoireasan a stèidheachadh mar Chomataidh den Bhòrd-stiùiridh gus taic a thoirt do Bhòrd na Gàidhlig ann a bhith a' coileanadh an raon-dleastanais aige fo Achd na Gàidhlig (Alba) 2005 agus Achd Foghlam (Alba) 2016, agus airson rianachd iomlan a thoirt air stòrasan ionmhasail is goireasan daonna na buidhne.

Ballrachd

- Is iad buill na comataidh Buill a' Bhùird-stiùiridh: Dòmhnall M MacAoidh, Nicola NicThòmais agus Màiri NicAonghais.

- Bidh Màiri NicAonghais sa chathair air a' chomataidh gu h-eadar-amail, agus an uair sin bidh Nicola NicThòmais sa chathair.

- Bidh rùnaireachd na comataidh air a sholarachadh leis a' Cheannard.

Aithriseadh

- Bidh a' chomataidh ag aithris gu foirmeil ann an sgrìobhadh chun a' Bhùird-stiùiridh an dèidh gach coinneamh. Mar is àbhaist, bi geàrr-chunntas na coinneimh na bhun-stèidh airson na h-aithris.

- Bidh a' chomataidh a' toirt Aithisg Bhliadhnail don Bhòrd-stiùiridh, ann an deagh ùine gus taic a thoirt a thaobh crìoch a chur air an aithisg bhliadhnail agus air an aithris air riaghladh, anns an toir a' chomataidh geàrr-chunntas air na co-dhùnaidhean a rinneadh bhon obair aice rè na bliadhna.

Uallaichean

Bidh a' chomataidh

- a' cumail sùil air adhartas ùghdarrasan poblach ann an cur an gnìomh an cuid phlanaichean cànain;

- a' ceadachadh Amasan aig Àrd Ìre airson Phlanaichean Cànain;

- a' cumail sùil air adhartas an aghaidh targaidean is crìochan mar a chuireadh an cèill anns na Planaichean Corporra agus Gnìomh aig Bòrd na Gàidhlig;

- a' ceadachadh ro-innleachdan air rannsachadh agus fiosrachadh;

- a' ceadachadh Plana Ionmhasail sa Mheadhan-ùine (MTFP) ceangailte ris a' phlana chorporra agus ris an Ro-innleachd Ionmhasail sa Mheadhan-ùine aig Riaghaltas na h-Alba, agus a' moladh a' Phlana ris a' Bhòrd Stiùiridh;

POLICY AND RESOURCES COMMITTEE TERMS OF REFERENCE

The Board has established a Policy and Resources Committee as a Committee of the Board to support Bòrd na Gàidhlig in fulfilling its remit under the Gaelic Language (Scotland) Act 2005, the Education (Scotland) Act 2016, and for overall management of the organisation's financial and people resources.

Membership

- The members of the committee are Board Members: Donald M MacKay, Nicola Thomson and Mary MacInnes.

- The committee will be chaired in the interim by Mairi MacInnes, and then by Nicola Thomson
- The committee will be provided with a secretariat function by the Ceannard.

Reporting

- The committee will formally report in writing to the Board after each meeting. A copy of minutes of the meeting will usually form the basis of the report.

- The committee will provide the Board with an Annual Report, timed to support finalisation of the annual report and the governance statement, summarising its conclusions from the work it has done during the year.

Responsibilities

The committee will

- monitor progress with implementation by public authorities of their Gaelic language plans;
- approve Gaelic Language Plans High Level Aims;

- monitor progress against targets and goals as set out in Bòrd na Gàidhlig's Corporate and Operational Plans;

- approve research and information strategies;

- approve the Medium-Term Financial Plan (MTFP) linked to its corporate plan and the Scottish Government Medium-Term Financial Strategy, and recommend the Plan to the Board;

- a' ceadachadh a' bhuidseit bhliadhnail (aig a bheil ceanglaichean soilleir ris an MTFP) agus a' moladh buidseat na buidhne ris a' Bhòrd-stiùiridh;
- a' cumail sùil air teachd-a-steach agus caiteachas an aghaidh bhuidseatan ùghdarraichte;
- a' dèanamh lèirmheas air cùisean is co-dhùnaidhean cudromach a thaobh aithriseadh ionmhasail;
- a' leasachadh agus a' ceadachadh poileasaidh corporra agus ro-innleachdan, nam measg air obrachadh ann an com-pàirteachas;
- a' sgrùdadh phoileasaidhean air goireasan daonna;
- a' dèanamh cinnteach gu bheil rianachd èifeachdach ann airson chùisean ceangailte ris an luchd-obrach taobh a-staigh na buidhne;
- a' ceadachadh atharrachaidhean mòra ris na structaran airson luchd-obrach agus gu luchd-obrach a bharrachd mar a tha an Ceannard a' socrachadh;
- a' marasgladh ullachaidhean a' Chòd Ghiùlain airson Buill Bhòrd na Gàidhlig agus mar a tha stiùireadh no atharrachaidhean poileasaidh sam bith air an toirt a-steach ann an co-rèir ri ullachaidhean a' Chòd; agus
- a' beachdachadh air cùisean sam bith eile a dh'fhaodar am Bòrd-stiùiridh òrdachadh no Ministearan na h-Alba a riaghladh bho àm gu àm.

Bidh a' Chomataidh Poileasaidh is Ghoireasan cuideachd a' dèanamh lèirmheas air a' choileanadh is èifeachdas aice fhèin gach bliadhna agus ag aithris toraidhean an lèirmheis sin don Bhòrd-stiùiridh. Beachdaichidh Cathraiche na Comataidh air lèirmheas sam bith air ballrachd le Cathraiche a' Bhùird-stiùiridh.

Còraichean

Faodaidh a' chomataidh:

- buill a bharrachd a cho-thaghadh gus sgilean, fios agus eòlas sònraichte a thoirt dhan bhuidhinn;
- comhairle shònraichte fhaighinn air stèidh ad-hoc agus sin air a phàigheadh leis a' bhuidhinn, le ùmhlachd do chead buidseit bhon Bhòrd-stiùiridh no bhon Oifigear Chunntachail.

Ùghdarras

Tha a' chomataidh ùghdarraichte le Bòrd-stiùiridh Bhòrd na Gàidhlig na leanas, às an leth, a cheadachadh:

- approve the annual budget (which has clear links to the MTFP) and recommend the organisation's budget to the Board;
- monitor the income and expenditure against authorised budgets;
- review significant financial reporting issues and judgements;
- develop and approve corporate policy and strategies including partnership working;
- scrutinise HR policies;
- ensure there is effective management of people-related matters within the organisation;
- approve major changes to staffing structures and for additional staffing as determined by the Ceannard;
- oversee the provisions of the Code of Conduct for Members and the introduction of any guidance or policy changes in accordance with the provisions of the Code; and
- consider such other issues as may be prescribed by the Board or as Scottish Ministers may direct from time to time.

The Policy and Resources Committee will also annually review its own performance and effectiveness and report the results of that review to the Board. The Chair of the Committee will consider any review of membership with the Chair of the Board.

Rights

The committee may:

- co-opt additional members to provide specialist skills, knowledge and experience to the group;
- procure specialist ad-hoc advice at the expense of the organisation, subject to budgetary approval by the Board or Ceannard.

Authority

The commitee is authorised by the Board of Bòrd na Gàidhlig to approve, on their behalf:

- Gaelic Language Plans

- Planaichean Gàidhlig
- poileasaidhean obrachaidh
- poileasaidhean air luchd-obrach
- sgeamaichean thabhartasan is duaisean, ann an co-rèir ris an Sgeama airson Ùghdarras air a Thiomnadh

Coinneamhan

Is iad modhan na comataidh:

- bidh a' chomataidh a' coinneachadh co-dhiù ceithir tursan gach bliadhna. Faodaidh Cathraiche na Comataidh coinneamhan a bharrachd a ghairm, mar a tha e/i ga mheas riatanach;

- mar ìos-mheud, bidh dithis bhall den Chomataidh an làthair mus bi coinneamh air a meas cuòraichte;

- am bitheantas, bidh an Ceannard an làthair aig coinneamhan na Comataidh, agus far a bheil cùisean ann a tha a' buntainn ris na dreuchdan aca bidh buill eile den Sgioba-stiùiridh ~~Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd, Stiùiriche Foghlam na Gàidhlig, agus Ceann Roinn an Ionmhais~~ an làthair;

- faodaidh a' Chomataidh iarraidh air oifigich sam bith eile bhon bhuidhinn a bhith an làthair gus a cuideachadh le còmhraidhean air cùis shònraichte;

- faodaidh a' Chomataidh iarraidh air a h-uile duine a tha an làthair nach eil nam buill den Chomataidh, no air feadhainn dhiùbhsan, a tharraing air ais gus deasbad fosgailte is fosgarra fhurastachadh air cùisean sònraichte;

- faodaidh am Bòrd Stiùiridh no an Ceannard iarraidh air a' Chomataidh coinneamhan a bharrachd a ghairm gus cùisean sònraichte a dheasbad air a bheil iad ag iarraidh comhairle na Comataidh.

- operational policies
- people policies
- grants schemes and awards, as per the Scheme of Delegated Authority

Meetings

The procedures for meetings are:

- the committee will meet at least four times a year. The Chair of the Committee may convene additional meetings, as he/she deems necessary;

- a minimum of two members of the Committee will be present for a meeting to be deemed quorate;
- Committee meetings will normally be attended by the Ceannard, and for matters relating to their roles by the other members of the Leadership Team. ~~Director of Language Planning and Community Developments, Director of Gaelic Education, and the Head of Finance~~.

- the Committee may ask any other officials of the organisation to attend to assist it with its discussions on any particular matter;

- the Committee may ask any or all of those who normally attend but who are not members to withdraw to facilitate open and frank discussion of particular matters;

- the Board or Ceannard may ask the Committee to convene further meetings to discuss particular issues on which they want the Committee's advice.

Seisean Fosgailte
Cuspair 8.2

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	10/05/2022
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	8.2

Tiotal a' Phàipeir	Còd Ghiùlain Bhòrd na Gàidhlig	
Moladh do Bhuill	Ri Aontachadh	
Neach-labhairt:	Shona NicIllinnein, Ceannard	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
-	-	-
Pàipear-taice air a cheangal ris	PT1 – Modail de Chòd-giùlain PT2 – Nòta Stiùiridh	

1.0	**Adhbhar**
1.1	A' sireadh gum biodh buill a' Chomataidh a' beachdachadh air a' Chòd Ghiùlain ùr agus ga mholadh dhan Bhòrd-Stiùiridh.
2.0	**Cùl-fhiosrachadh**
2.1	Chaidh ùrachadh a dhèanamh air a' Mhodail de Chòd-giùlain le pròiseas co-chomhairleachaidh poblach agus chaidh e aontachadh le Pàrlamaid na h-Alba ann an Dùbhlachd 2021. Tha e a-nise aig buidhnean poblach a bhith a' gabhail ris a' Chòd ùr agus ga chur ann an gnìomh.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Tha àite cudromach aig Còdaichean-giùlain ann a bhith a' mìneachadh nan ìrean giùlain a dh'fheumas daoine ann an oifisean poblach a leantainn gu fosgailte is gu soilleir. Tha seo ro-chudromach gus earbsa a' phobaill ann am buill bùird buidhnean poblach tiomnaichte a dhaingneachadh is a neartachadh.
3.2	Tha e a' cur air adhart nam prionnsabalan agus riaghailtean a tha a' riaghaladh giùlan nam ball aig buidhnean poblach tiomnaichte. Tha Còd-giùlain Bhòrd na Gàidhlig stèidhichte air a' Chòd Modail seo. Chan eil moladh atharrachaidh sam bith bhon Chòd Modail do Chòd-giùlain Bhòrd na Gàidhlig.
3.3	Tha an Còd a-nise sgrìobhte sa chiad phearsa agus tha seo a' neartachadh agus a' soilleireachadh nan dleastanasan a tha nan laighe air gach ball de bhuidhinn phoblaich.
3.4	Ma bhios Buill na Comataidh riaraichte leis a' Chòd mar a tha e, thèid e dhan Bhòrd-Stiùiridh airson aontachadh.
3.5	'S e a cheum mu dheireadh gun aontaich Ministearan na h-Alba ris a' Chòd a bhios Bòrd na Gàidhlig air aontachadh.
4.0	**Moladh**
4.1	Aire a thoirt don fhiosrachadh ann am PT2.
4.2	Aonta a chur ris a' Chòd Giùlain agus a mholadh dhan Bhòrd-stiùiridh.

Seisean Fosgailte
Cuspair 8.2

5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas** Chan eil buaidh ann.
5.2	**Buaidhean air Luchd-obrach** Chan eil buaidh ann.
5.3	**Buaidhean air Trèanadh** Bidh treànadh a dhìth airson nam ball ‘s gun fàs iad eòlach air a’ Chòd ùr.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra** *Gun cum Bòrd na Gàidhlig air leasachadh nan dòighean-obrach aice.*
5.5	**Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	AR LUACHAN
Fòcas air a bhith a’ cruthachadh dùthaich nas soirbheachaile le cothroman do dh’Alba air fad soirbheachadh tro bhith a’ cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	’S e comann-sòisealta a th’ annainn a tha a’ dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a’ toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach

AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☐	Clann	☐
Cultar	☐	Coimhearsnachdan	☐
Àrainneachd	☐	Bochdainn	☐
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☐	Eaconamaidh	☐
Gnothachasan soirbheachail is ùr-ghnàthach		☒	

5.6	**Buaidhean air Cliù** Tha an Còd air leth cudromach a thaobh neartachadh earbsa a’ phobaill is cliù na buidhne, leis gum bi na buill is àrd-oifigearan a’ cumail ris a’ Chòd gu dlùth.
5.7	**Buaidhean air Slàinte is Sàbhailteachd** Chan eil buaidh ann.
5.8	**Buaidhean Laghail** Tha an Còd seo a’ tighinn fo Achd Inbhean Eiticeil sa Bheatha Phoblach is msaa (Alba) 2000.
5.9	**Buaidhean air Co-ionannas** Chan eil buaidh ann.
5.10	**Buaidhean air an Àrainneachd** Chan eil buaidh ann.

Seisean Fosgailte
Cuspair 8.3

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	10/05/2022
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	8.3

Tiotal a' Phàipeir	Aithisg Bhliadhnail bho Chathraiche Comataidh Poileasaidh is Ghoireasan	
Moladh do Bhuill	Ri Aontachadh	
Neach labhairt:	Shona NicIllinnein, Ceannard	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba-stiùiridh	29/04/2022	Airson aontachadh
Pàipear-taice air a cheangal ris	PT 1 – Aithisg Bhliadhnail	

1.0	**Adhbhar**
1.1	'S e adhbhar na h-aithisge seo cunntas a thoirt air an obair a rinn a' Chomataidh bho thòisich i gu deireadh na bliadhna ionmhais 2021/22.
2.0	**Cùl-fhiosrachadh**
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Bha ochd coinneamhan aig a' Chomataidh. Chaidh iad uile a chumail air-loidhne.
4.0	**Moladh**
4.1	Thathar ag iarraidh air a' Chomataidh Poileasaidh is Ghoireasan: • beachdachadh air an aithisg bhliadhnail a chithear ann an PT 1; agus • aonta a chur ris an aithisg gus an tèid a cur air beulaibh a' Bhùird-stiùiridh aig an ath choinneimh aca san Ògmhios 2021.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**
	Chan eil buaidh ionmhasail dhìreach sam bith aig an aithisg seo.
5.2	**Buaidhean air Luchd-obrach**
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air an luchd-obrach.
5.3	**Buaidhean air Trèanadh**
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air trèanadh.
5.4	**Ceanglaichean ri Amasan Ro-innleachdach agus Corporra**
	Tha am plana obrach a' cur ris an amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	**AR LUACHAN**
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach

AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☐	Clann is Òigridh	☒
Cultar	☒	Coimhearsnachdan	☒
Àrainneachd	☒	Bochdainn	☐
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☒	Eaconamaidh	☒
Gnothachasan soirbheachail is ùr-ghnàthach			☒

5.6	**Buaidhean air Cliù**

	Chan eil buaidh dhìreach sam bith aig an aithisg seo air cliù na buidhne.
5.7	**Buaidhean air Slàinte is Sàbhailteachd**
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air Slàinte is Sàbhailteachd.
5.8	**Buaidhean Laghail**
	Tha an aithisg a' sealltainn gu bheil a' Chomataidh a' coileanadh nan dleastanasan aice, agus tha cuid dhiubh mar dleastanasan reachdail is laghail.
5.9	**Buaidhean air Co-ionannachd** Chan eil buaidh sam bith a bharrachd aig an aithisg seo air co-ionannachd.
5.10	**Buaidhean air Àrainneachd** 'S e an aon buaidh a tha air an àrainneachd nach robh aig buill no oifigear a bhith a' siubhal airson nan coinneamhan is tha sin math a thaobh na h-àrainneachd.

Seisean Fosgailte
Cuspair 8.3

AITHISG BHLIADHNAIL NA COMATAIDH POILEASAIDH IS GHOIREASAN DHAN BHÒRD-STIÙIRIDH	ANNUAL REPORT TO THE BOARD FROM THE POLICY AND RESOURCES COMMITTEE
1. CÙL-FHIOSRACHADH	**1. BACKGROUND**
1.1 Bidh a' Chomataidh Poileasaidh is Ghoireasan (CPG) a' dèanamh aithris gach bliadhna dhan Bhòrd-stiùiridh air a h-obair thar na bliadhna, agus air na h-aithisgean a chaidh a thoirt dhan Chomataidh le luchd-rannsachaidh is eile.	1.1 The Policy and Resources Committee (PRC) reports annually to the Board on its activities over the year, and on the reports presented to the Committee by researchers and others.
1.2 Tha an Aithisg Bhliadhnail seo air a toirt seachad às leth na Comataidh Poileasaidh is Ghoireasan agus i a' coimhead air a h-obair eadar an Giblean 2021 agus am Màrt 2022.	1.2 This Annual Report is presented on behalf of the Policy and Resources Committee to cover the period April 2021 to March 2022.
2. TAR-SHEALLADH	**2. OVERVIEW**
2.1 Tha ùine na h-Aithisg Bliadhnail seo a' gabhail a-steach beachdachadh air na cunntasan deireannach airson 2021/22.	2.1 The period of this Annual Report covers consideration of final accounts for 2021/22.
2.2 Tha a' Chomataidh air a bhith a' cumail sùil air obair oifigearan agus luchd-rannsachaidh a chaidh a chur air bhonn leis a' bhuidhinn.	2.2 The Committee has continued to have oversight of the work of officers and external research commissioned by the organisation.
2.3 Choinnich a' Chomataidh ochd tursan rè àm na h-aithisg seo.	2.3 The Committee met eight times during the period covered by this report.
3. OBAIR NA COMATAIDH	**3. WORK OF THE COMMITTEE**
Coinneamhan CPG	**Meetings of the PRC**
3.1 Tha Leas-phàipear A a' liostadh ballrachd na Comataidh thar na h-ùine cho math ri luchd-frithealaidh cunbhalach bhon Sgioba-stiùiridh.	3.1 Annex A lists the membership of the Committee over the period and the regular attendees from the Leadership Team.
3.2 Chùm CPG coinneamhan air 6 Cèitean 2021; 18 Cèitean 2021; 21 Ògmhios 2021; 7 Iuchair 2021; 1 Sultain 2021; 9 Samhain 2021; 26 Faoilleach 2022 agus 8 Gearran 2022. Chaidh na coinneamhan uile a chraoladh beò air Teams Live. Thug Cathraiche na CPG seachad dreachd de na geàrr-chunntasan airson ochd de na coinneamhan aig CPG dhan ath choinneimh Bùird-stiùiridh, is	3.2 The PRC held meetings on 6 May 2021; 18 May 2021; 21 June 2021; 7 July 2021; 1 September 2021; 9 November 2021; 26 January 2022; and 8 February 2021. All of these meetings were broadcast live via Teams Live. The PRC Chair presented a draft of the minutes of eight meetings to the following Board meeting, and draft minutes of one meeting will be presented

thèid dreachd de na geàrr-chunntasan airson aon choinneamh aig CPG dhan ath choinneimh Bùird-stiùiridh air sgàth clàr-ama nan coinneamhan.	to a future board meeting, due to timetabling of meetings.
Prìomh ghnìomhan	**Key Activities**
4. A bharrachd air aithisgean bhon luchd-stiùiridh air adhartas air plana gnìomh 2021-22, aithisgean ionmhais is buaidh COVID-19 air BnG fhèin agus air na buidhnean is pròiseactan air am maoineachadh le BnG, bheachdaich a' Chomataidh air grunn chùisean eile tron bhliadhna.	4. In addition to management reports on progress with the operational plan 2021-22, financial reports and the impact of COVID-19 on BnG itself and the organisations and projects funded by BnG, the Committee also considered a number of other issues throughout the year.
4.1.1 Tha dleastanas air a' Chomataidh gus planaichean Gàidhlig a sgrùdadh agus aontachadh. Thèid na planaichean seo a sgrùdaidh le Pannal nam Planaichean mus tèid iad air adhart dhan Chomataidh. Tron ùine Giblean 2021 gu Màrt 2022, dh'aontaich a' Chomataidh ri Amasan Àrd-ìre aig 13 buidhnean (VisitScotland; Comhairle Dhùn Phrìs is Gall-Ghàidhealaibh; Comhairle Inbhir Chluaidh; Comhairle Shruighlea; Iomairt na Gàidhealtachd is nan Eilean; Oilthigh na Gàidhealtachd is nan Eilean; Comhairle Siorrachd Rinn Friù; Comhairle Siorrachd Obair Dheathain; Taighean-tasgaidh Nàiseanta na h-Alba; Comhairle Baile Ghlaschu; Alba Chruthachail; Comhairle Baile Dhùn Èideann; SpòrsAlba) agus ri 6 Planaichean Gàidhlig (Comhairle Baile Dhùn Dè; Puirt Adhair na Gàidhealtachd is nan Eilean; Comhairle Lodainn an Iar; Coimisean Fearainn na h-Alba; Comhairle Aonghais; Comhairle Maoineachaidh na h-Alba).	4.1.1 The Committee has responsibility for scrutinising and approving Gaelic language plans. These are considered in detail by the Plans' Panel before being submitted to the Committee. During the period April 2021 – March 2022, the Committee agreed the High Level Aims for 13 organisations (VisitScotland; Dumfries and Galloway Council; Inverclyde Council; Stirling Council; Highlands & Islands Enterprise; University of the Highlands and Islands; Renfrewshire Council; Aberdeenshire Council; National Museums Scotland; Glasgow City Council; Creative Scotland; Edinburgh City Council; SportScotland) and 6 Gaelic Language Plans (Dundee City Council; Highlands & Islands Airports; West Lothian Council; Scottish Land Commission; Angus Council; Scottish Funding Council).
4.1.2 Dh'aontaich CPG ris an dreachd buidseat airson 22/23 agus ris an dreachd Plana Ionmhas Meadhan-ùine agus mhol iad dhan Bhòrd-stiùiridh iad.	4.1.2 The Committee approved the draft budget 22/23 and the draft Medium-Term Financial Plan and recommended them to the Board.
4.1.3 Dh'aontaich CPG grunn iarrtasan taic-airgid. Dh'aontaich a' Chomataidh ris na Prìomhachasan is Bun-riaghailtean aig Sgeamaichean Taic-airgid ùra 2022/23. Dh'aontaich CPG cuideachd gun tèid lèirmheas a dhèanamh air buaidh nan aontaidhean maoineachadh iomadh-bhliadhna leis na buidhnean lìbhrigidh.	4.1.3 The Committee agreed a number of funding applications. The Committee agreed the new Priorities and Rules for 2022/23 Funding Schemes. PRC also agreed that a review of the impact of multi-year funding agreements with delivery partners would be progressed.

4.1.4 Fhuair a' Chomataidh aithisg air buaidh taic BnG air obair òigridh is chuir iad fàilte air an adhartas. Fhuair iad aithisg air Buaidh COVID-19 air pròiseactan maoinichte le BnG cuideachd.	4.1.4 The Committee received a report on the impact of BnG support on youth work and welcomed the progress. They also received a report on the impact of COVID-19 on BnG-funded projects.
4.1.5. Fhuair a' Chomataidh aithisgean cunbhalach air cuspairean co-cheangailte ri ionmhas agus adhartas le Plana Ghnìomh 21/22. Fhuair iad cuideachd aithisgean air feachd-obrach, a' gabhail a-staigh aithisg bheachdan luchd-obrach, trèanadh is leasachadh agus slàinte is sàbhailteachd.	4.1.5 The Committee received regular reports on finance and progression of the Operational Plan for 21/22. They also received reports on staffing including the staff survey, training and development and health and safety.
4.1.6 Fhuair a' Chomataidh aithisgean cunbhalach air cuspairean co-cheangailte ri foghlaim, mar eisimpleir Leasachadh Ìre as Àirde, Bogadh airson Tidsearan, Leasachaidhean Foghlam Luchd-Ionnsachaidh, agus àireamhan foghlaim.	4.1.6 The Committee received regular reports on education topics, such as Senior Phase Development, Immersion for Teachers, Gaelic Learners Education developments and education data.
4.1.7 Dh'aontaich a' Chomataidh ri moladh gun tèid ath-sgrùdadh a dhèanamh air mar a tha an Stiùireadh Reachdail airson Foghlam Gàidhlig air a chleachdadh le molaidhean airson leasachadh.	4.1.7 The Committee agreed a review of how the Statutory Guidance for Gaelic Education is being used and proposals for development.
4.1.8 Bheachdaich a' Chomataidh air dreachd Stiùireadh Reachdail airson Planaichean Gàidhlig agus rinn iad molaidhean airson a thoirt air adhart.	4.1.8 The Committee considered the draft Statutory Guidance for Gaelic Language Plans and made recommendations to progress it.
4.1.9 Dh'aontaich a' Chomataidh ris na poileasaidhean a leanas: ionnsachadh is leasachadh; slàinte is sàbhailteachd; deagh shunnd agus dèiligeadh ri trom-uallach san àite-obrach; fòrladh; màthaireachd, athaireachd agus uchd-mhacachd; ag obair gu sùbailte; ùine dheth; mhì-chleachdadh stuthan.	4.1.9. The Committee agreed the following policies: learning and development; health and safety; stress management and wellbeing in the workplace; leave; maternity, paternity and adoption; flexible working; managing absence; and substance abuse.
4.1.10 Chaidh taisbeanaidhean a thoirt dhan Chomataidh bho Chomann na Gàidhlig, Stòrlann Nàiseanta agus Comhairle nan Leabhraichean mun obair aca.	4.1.10 The Committee received presentations from Comann na Gàidhlig, Stòrlann Nàiseanta and the Gaelic Books Council on their work.
4.1.11 Rinn buill na Comataidh fèin-mheasadh air èifeachdas na Comataidh Poileasaidh is Ghoireasan. Chaidh na freagairtean a	4.1.11 Committee members carried out a self-assessment of the effectiveness of the Policy and Resources Committee. The responses were collated and as well as identifying a number of key strengths of the Committee it also reported a number of areas for improvement. The

chruinneachadh agus a bharrachd air a bhith a' comharrachadh grunn phrìomh neartan aig a' Chomataidh thug iad cunntas cuideachd air grunn raointean airson leasachadh. Chaidh na gnìomhan a chur ri plana leasachadh leantainneach. **Co-dhùnaidhean** 5. Tha a' Chomataidh Poileasaidh is Ghoireasan den bheachd gu bheil i air a bhith soirbheachail ann a bhith a' toirt air adhart prìomhachasan corporra a' Bhùird-stiùiridh rè ùine na h-aithisg bliadhnail seo. 6. Feuchaidh a' Chomataidh ri sùil a chumail air dòigh-obrach agus dòigh-làimhseachaidh na buidhne a thaobh prìomhachasan corporra, eadar poileasaidhean, ro-innleachdan agus goireasan a chur gu feum anns an dòigh as èifeachdaiche. 7. Bu toil leam taing a thoirt do Bhuill eile a' Bhùird-stiùiridh a bha air a' CPG. Bu mhath leam taing a thoirt dhan Sgioba-stiùiridh agus dhan Sgioba Rianachd cuideachd airson an cuid taice ann a bhith a' cur coinneamhan comataidh air dòigh agus ag ullachadh phàipearan agus airson an deòin, agus an dìcheall a bhith daonnan a' feuchainn ri piseach a thoirt air an dòigh sa bheil sinn ag obair. Màiri T NicAonghais Cathraiche (eadar-amail)	recommendations were added to the continuous improvement plan. **Conclusions** 5. The Policy and Resources Committee considers that it has been successful in progressing the Board's corporate priorities during the period covered by this annual report. 6. The Committee will seek to continue to have oversight of the organisation's corporate priorities, through strategies, policies and the most effective use of resources. 7. I would like to thank my fellow Board members who served on the PRC. I would also like to thank the Leadership Team and the Administration Team for their support in facilitating and in their preparation of papers for the Committee meetings and in their willingness, and determination, to continually strive for improving the way we work.

Seisean Fosgailte
Cuspair 8.3

Eàrr-ràdh A

Ballrachd Comataidh Poileasaidh is Ghoireasan aig Bòrd na Gàidhlig Giblean 2021 gu Màrt 2022

Buill:
Dòmhnall MacLeòid (Cathraiche)
Màiri T NicAonghais (Giblean-Cèitean 2021 & bho Fhaoilleach 2022)
Johan Nic a' Ghobhainn (gu Dùbhlachd 2021)
Dòmhnall MacAoidh (bho Ògmhios 2021)

Làthaireachd:

Ball	Àireamh de choinneamhan 2020-21	Làthaireachd
Dòmhnall MacLeòid (Cathraiche)	8	8
Dòmhnall MacAoidh	5	6
Màiri NicAonghais	4	4
Johan Nic a' Ghobhainn	6	6

An Làthair gu cunbhalach:
Sgioba-stiùiridh
Shona NicIllinnein
Daibhidh Boag (gu Lùnastal 2021)
Jim Whannel
Nicola Pearson (bho Sultain 2021)

An Làthair gu neo-chunbhalach:
Oifigearan
Steven Kellow
Peadar Morgan
Louise NicIlleathain
Kyle Orr
Anna Walker
Mairianne Stewart (gu Dàmhair 2021)

Taobh a-muigh
Liz Taylor, Oifigear Dìon Dàta
Stuart Pescodd, RnA

Annex A

Membership of the Bòrd na Gàidhlig Policy and Resources Committee April 2021 to March 2022

Members:
Donald MacLeod (Chair)
Mary MacInnes (Apr-May 2021; from January 2022)
Johan Smith (to December 2021)
Donald MacKay (from June 2021)

Attendance:

Member	Number of meetings 2020-21	Attendance
Donald MacLeod (Chair)	8	8
Donald MacKay	5	6
Mary MacInnes		6
Johan Smith		6

Regular Attendees:
Leadership Team
Shona MacLennan
Daibhidh Boag (to August 2021)
Jim Whannel
Nicola Pearson (from Sept 2021)

Occasional Attendees:
Officers
Steven Kellow
Peadar Morgan
Louise Maclean
Kyle Orr
Anna Walker
Mairianne Stewart (to October 2021)

External Attendees:
Liz Taylor, Data Protection Officer
Stuart Pescodd, SG

Seisean Fosgailte : Open Session
Cuspair 9.1

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	10/05/2022
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	9.1

Tiotal a' Phàipeir	Plana obrach na Comataidh	
Moladh do Bhuill	Ri Aontachadh	
Neach labhairt:	Shona NicIllinnein, Ceannard	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
-	-	-
Pàipear-taice air a cheangal ris	PT1 Plana-obrach	

1.0	**Adhbhar**
1.1	Gus pròg̀ram-obrach na Comataidh aontachadh
2.0	**Cùl-fhiosrachadh**
2.1	Tha pròg̀ram-obrach aig an dà Chomataidh agus aig a' Bhòrd-stiùiridh aig BnG. Tha iad feumail ann am planadh agus ann an dearbhadh gun tèid na cuspairean iomchaidh is cunbhalach air beulaibh choinneamhan.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Tha am pròg̀ram stèidhichte air gnàth-riaghailtean na Comataidh, agus air na bhios a' tachairt am-bliadhna. Aig a' choinneimh seo, bidh aithisg an fhoghlaim a' mìneachadh na tha a' tachairt a thaobh foghlam, a' gabhail a-steach an dà chuspair air a' phlana-obrach. Cha bhi iomradh air èifeachdas na Comataidh an turas seo air sgàth 's gu bheil dàil air a bhith san obair sin ach thig an lèirmheas dhan ath choinneimh den Chomataidh; agus cha robh iarrtasan taic-airgid ann aig an ìre a bhios a' tighinn dhan Chomataidh. Tha cuspair a bharrachd ann – Còd-giùlain – leis gun tàinig Modail ùr a-mach is gum feum BnG a bhith ag ùrachadh a' Chòd-giùlain aca.
4.0	**Moladh**
4.2	Aonta a chur ris a' phlana obrach airson 2022/23.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas** Chan eil buaidh ann.
5.2	**Buaidhean air Luchd-obrach** Bidh am plana obrach a' toirt stiùir dhan sgioba air an obair a tha a dhìth airson aithisgean a chur chun na Comataidh.
5.3	**Buaidhean air Trèanadh** Chan eil buaidh ann.
5.4	**Ceanglaichean ri Amasan Ro-innleachdail agus Corporra** Tha am pàipear seo a' cur ris an amas gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.
5.5	**Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR		AR LUACHAN	
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☐	Clann	☐
Cultar	☐	Coimhearsnachdan	☐
Àrainneachd	☐	Bochdainn	☐
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☐	Eaconamaidh	☐
Gnothachasan soirbheachail is ùr-ghnàthach		☒	

5.6	**Buaidhean air Cliù** Tha e cudromach do chliù na buidhne gu bheil siostaman ann a bhios a' dearbhadh gu bheil deagh riaghlaidh aig a' bhuidhinn.
5.7	**Buaidhean air Slàinte is Sàbhailteachd** Chan eil buaidh air slàinte is sàbhailteachd
5.8	**Buaidhean Laghail** Bidh am plana obrach a' cur ri coileanadh nan dleastanasan reachdail agus deagh riaghlaidh aig BnG.
5.9	**Buaidhean air Co-ionannas** Cha bhi buaidh air co-ionannas
5.10	**Buaidhean air an Àrainneachd** Cha bhi buaidh air an àrainneachd.

Seisean Fosgailte
Cuspair 9.1 PT1

Plana obrach na Comataidh 22/23

		Cèitean 10/05/2022	Lùnastal 30/08/2022	Samhain 01/11/2022	Faoilleach 24/01/2023
Puingean Stèidhichte	Cùisean Tòiseachaidh/Fàilte	√	√	√	√
	Geàrr-chunntas na coinneamh mu dheireadh	√	√	√	√
	Clàr gnìomhan	√	√	√	√
	Plana Obrach	√	√	√	√
	Lèirmheas air a' choinneamh	√	√	√	√
	Taisbeanadh	√	√	√	√
Deagh Riaghladh	Poileasaidhean Daonna	√	√	√	√
	Suirbhidh Luchd-obrach		√		
	Ro-innleachd ICT		√		
	Ùrachadh Bun-Riaghailtean na Comataidh	√			√
	Èifeachdas na Comataidh	~~√~~	√*		
	Aithisg Bhliadhnail na Comataidh	√			
	Dàta Daonna	√			
	Slàinte is Sàbhailteachd	√			
	Sgrùdadh Ràitheil den Phlana Gnìomh 21/22	√			
	Sgrùdadh Ràitheil den Phlana Gnìomh 22/23		√	√	√
	Plana Corporra				√
Ionmhas	Aithisg Ràitheil air Ionmhas	√	√	√	√
	Tabhartasan eadar £50,001 agus £100,000	~~√~~	√	√	√
	Plana Ionmhas Meadhan-ùine				√
	Buidseat Bliadhnail				√
	Aithisg Bliadhnail air Solarachadh	√			
Cleachdadh	Planaichean Gàidhlig	√	√	√	√
	Amasan Àrd-ìre	√	√	√	√
	Adhartas nam Prìomh Buidhnean Lìbhrigidh				√
	Molaidhean Taic-airgid nam prìomh buidhnean				√
Ionnsachadh	Àireamhan foghlam - clann is inbhich			√	
	Àireamhan luchd-teagaisg ùra & oileanaich teagaisg			√	
	Adhartas air fòghlaim àrd-sgoile	√		√	√
	Adhartas air a' trusadh agus a' gleidheadh luchd-teagaisg	√			√
Puingean Ad-hoc	Buaidh bho thaic BnG air obair òigridh	√			
	Còd Ghiùlain	√			

*Tha dàil air a bhith ann le seo is thig e dhan ath choinneamh