BÒRD NA GÀIDHLIG

	Coinneamh a' Bhùird-stiùiridh **Diardaoin 06/10/2022 09.30-14.30** **Air-loidhne tro MS Teams** **CLÀR-GNOTHAICH**	**Board Meeting** **Thursday 06/10/2022 09.30-14.30** **Online via MS Teams** **AGENDA**	
	SEISEAN DÙINTE	**CLOSED SESSION**	**09.30-12.30**
8.0	**TOISEACH AN T-SEISEIN FHOSGAILTE**	**OPEN SESSION START**	**12.30-14.00**
8.1	Fàilte bhon Chathraiche	Chair's Welcome	
8.2	Leisgeulan	Apologies	
8.3	A' nochdadh chom-pàirtean	Declaration of interests	
9.0	**IONMHAS**	**FINANCE**	
9.1	**Airson Fiosrachadh***	**For Information***	**d. 147**
	Aithisg Ionmhais gu 30/06/2022	Finance Report to 30/06/2022	
	PT1 Aithisg Ionmhais	PT1 Finance Report	
	Nicola Pearson, Ceann an Ionmhais is Chùisean Corporra	*Nicola Pearson, Head of Finance & Corporate Affairs*	
10.0	**PLANA GNÌOMH IS COILEANADH**	**OPERATIONAL PLAN AND PERFORMANCE**	
10.1	**Airson Fiosrachadh***	**For Information***	**d. 150**
	Sgrùdadh Ràitheil den Phlana Gnìomh 2022/23	Quarterly Operational Plan Monitoring 2022/23	
	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh	*Iain MacMillan, Development Director*	
10.2	**Airson Fiosrachadh***	**For Information***	
	Adhartas nas Luaithe – aithris labhairteach	Faster Rate of Progress – verbal report	
	Seumas Whannel, Stiùiriche Foghlam na Gàidhlig	*Jim Whannel, Director of Gaelic Education*	
10.3	**Airson Fiosrachadh***	**For Information***	**d. 154**
	Suirbhidh Luchd-ùidh 21-22	Stakeholder Survey 21-22	
	PT1 Aithisg Suirbhidh Luchd-ùidh	PT1 Stakeholder Survey Report	
	Brian O hEadhra, Manaidsear Compairtichean	*Brian O hEadhra, Partnerships Manager*	
11.0	**AM PLANA NÀISEANTA NA GÀIDHLIG 2023-28**	**NATIONAL GAELIC LANGUAGE PLAN 2023-28**	
11.1	**Airson Fiosrachadh***	**For Information***	**d. 162**
	Am Plana Nàiseanta na Gàidhlig	National Gaelic Language Plan 2023-28	
	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh	*Iain MacMillan, Director of Development*	
12.0	**RIANACHD MHÌ-CHINNTEAN**	**RISK MANAGEMENT**	
12.1	**Ri Aontachadh**	**For Decision**	**d. 165**
	Rianachd Mhì-chinntean	Risk Management	
	PT1 Clàr Mhì-chinntean Ro-innleachdail	PT1 Strategic Risk Register	
	Nicola Pearson, Ceann an Ionmhais is Cùisean Corporra	*Nicola Pearson, Head of Finance & Corporate Affairs*	
13.0	**CORPORRA**	**CORPORATE**	
13.1	**Ri Aontachadh**	**For Decision**	**d. 172**
	Èifeachdas agus trèanadh a' Bhùird-stiùiridh	Training and Effectiveness of the Board	
	PT1 Aithisg air Èifeachdas	PT1 Report on Effectiveness	
	Nicola Pearson, Ceann an Ionmhais is Cùisean Corporra	*Nicola Pearson, Head of Finance & Corporate Affairs*	
14.0	**PLANA OBRACH A' BHÙIRD-STIÙIRIDH**	**BOARD WORK PLAN**	
14.1	**Ri Aontachadh**	**For Decision**	**d. 185**
	Plana Obrach a' Bhùird-stiùiridh	Board Workplan	
	PT1 Plana Obrach a' Bhùird-stiùiridh 22/23	PT1 Board workplan 22/23	
	Nicola Pearson, Ceann an Ionmhais is Cùisean Corporra	*Nicola Pearson, Head of Finance & Corporate Affairs*	

15.0	**GISBE**	**AOCB**	
	Ceann-latha na h-ath coinneimh 15/12/2022	**Date of next meeting 15/12/2022**	
	Dùnadh na coinneimh	**Close of meeting**	
	SEISEAN DÙINTE	**CLOSED SESSION**	**14.00-14.30**

Lèirmheas air a' choinneamh ***Review of meeting***

Pàipearan Fiosrachaidh

- Tha pàipearan '*Airson Fiosrachadh'* airson toirt-fa-near agus chan eil ùine deasbaid no còmhraidh air a chur mun coinneamh sa chlàr-ghnothaich.
- Far a 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 bhith a' leigeil fios do Chathraiche na Comataidh co-dhiù latha ron choinneimh.
- Far a bheil ceistean aig Buill co-cheangailte ri leithid clàr-ghnìomhan, poileasaidhean, planaichean no 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 choinneimh. Cuiridh an sgioba rianachd a' cheist sin air adhart chun an oifigeir iomchaidh airson freagairt, agus airson a bhith cothromach thèid an fhreagairt a' sgaoileadh air na Buill gu lèir gus am bi an aon thuigse an uair sin aig a h-uile neach.

For Information Papers

- 'For Information' papers are for noting and time for debate or discussion is not allocated in the agenda.
- Where there is an opportunity to debate and discuss 'For Information' papers, these papers will be marked with an asterisk * on the agenda.
- Members will have the opportunity to request a discussion on unstarred 'For Information' papers * by notifying the Chair of the Committee at least one day in advance of the meeting.
- Where Members have questions related to items such as agendas, policies, plans or financial matters contained in the papers, they are encouraged to email these questions to oifis@gaidhlig.scot at least two working days in advance of the meeting. The administrative team will forward that question to the appropriate officer for an answer, and in the interests of fairness, the answer will be circulated to all Members so that everyone has the same understanding

Seisean Fosgailte : Open Session
Cuspair 9.1

For	Board Meeting
Date of Meeting	06/10/2022
Location:	Online
Item on Agenda	9.1

Paper Title	Finance Report to 30th June 2022	
Recommendation	For Information *	
Spokesperson	Nicola Pearson, Head of Finance and Corporate Affairs	
Governance Route	**Date of Meeting**	**Decision**
Policy and Resources Committee Leadership Team	30/08/2022 02/08/2022	For information For information
Appendices:	PT1 – Finance Report	

1.0	**Purpose**
1.1	To give information to the Board on the financial position as at 30th June 2022. The paper is in English as it is presented by the Head of Finance and Corporate Affairs.
2.0	**Background**
2.1	Bòrd na Gàidhlig has a total budget of £5,779k for the financial year 2022/23. This is the baseline Grant in Aid (GiA) of £5,179k plus additional GiA for this year of £500k and £100k for Commun nam Parant from the Corra Foundation. The adjusted high level income and expenditure budgets are detailed below: **Income:** **£m** Grant-in-aid 5.679 Other income (CnaP) 0.100 **Total** **5.779** **Expenditure:** **£m** Development 3.845 Running Costs 1.934 **Total** **5.779**
3.0	**Main Points**
3.1	At the end of the first quarter, total spend was £55k ahead of budget. This was primarily driven by Development cost spend which was overspent by c£137k offset by a £82k underspend in running costs. The Scottish Government granted approval to carry forward the 2021/22 cash underspend with the condition that this was utilised in the first quarter of the year and spent on the Gaelic development schemes. The initial funding to these groups was paid out in May and pushed the spend ahead of the approved budget figure.

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 Board in fulfilling the aims for the year.
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta/ Links to the National Performance Framework**
	n/a
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
PT1 - Cuspair 9.1

Finance report (against strategic priorities and full year forecast) – 30th June 2022

		QUARTER 1			YTD (1 Apr - 30 Jun)			FULL YEAR FORECAST					
		BUDGET	ACTUAL	VAR	BUDGET	ACTUAL	VAR	BUDGET	YTD	COMMITTED*	EAU**	TOTAL	VAR
FUNDING	Opening Available Budget	0	154,877	(154,877)	0	154,877	(154,877)	0	154,877	0	0	154,877	(154,877)
	Grant In Aid	1,389,000	1,389,000	0	1,389,000	1,389,000	0	5,679,000	1,389,000	0	0	5,679,000	0
	Funding From External Bodies	25,000	25,000	0	25,000	25,000	0	100,000	25,000	0	0	100,000	0
	Reclaimed Funding	0	11,000	(11,000)	0	11,000	(11,000)	0	11,000	0	0	11,000	(11,000)
	AVAILABLE BUDGET	**1,414,000**	**1,579,877**	**165,877**	**1,414,000**	**1,579,877**	**165,877**	**5,779,000**	**1,579,877**	**0**	**0**	**5,944,877**	**165,877**
EXPENDITURE	Using Gaelic	377,000	619,000	(242,000)	377,000	619,000	(242,000)	1,839,180	619,000	1,103,404	271,653	2,005,057	(165,877)
	Learning Gaelic	324,000	237,000	87,000	324,000	237,000	87,000	1,665,320	237,000	1,120,003	308,317	1,665,320	(0)
	Promoting Gaelic	145,000	127,000	18,000	145,000	127,000	18,000	340,500	127,000	172,540	40,960	340,500	0
	DEVELOPMENT SPEND	**846,000**	**983,000**	**(137,000)**	**846,000**	**983,000**	**(137,000)**	**3,845,000**	**983,000**	**2,395,947**	**620,930**	**4,010,878**	**(165,877)**
	Salaries	371,064	285,824	85,240	371,064	285,824	85,240	1,467,247	285,824	1,003,240	0	1,289,064	178,183
	Other Costs	90,800	94,176	(3,376)	90,800	94,176	(3,376)	466,753	94,176	70,831	479,929	644,936	(178,183)
	RUNNING COSTS	**461,864**	**380,000**	**81,864**	**461,864**	**380,000**	**81,864**	**1,934,000**	**380,000**	**1,074,071**	**479,929**	**1,934,000**	**0**
	TOTAL SPEND	**1,307,864**	**1,363,000**	**(55,136)**	**1,307,864**	**1,363,000**	**(55,136)**	**5,779,000**	**1,363,000**	**3,470,018**	**1,100,859**	**5,944,878**	**(165,877)**
	BUDGET CARRIED FORWARD	**106,136**	**216,877**	**110,741**	**106,136**	**216,877**	**110,741**						**0**

* Committed funds are those that have had approval, purchase order raised and contract sent to client.
** EAU - expected additional utilisation - funds allocated to a specific project but approval, purchase order and contract not yet in place.

Cuspair 10.1

A' freagairt ri	Coinneamh a' Bhùird-stiùiridh
Ceann-latha na Coinneimh	06/10/2022
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	10.1

Tiotal a' Phàipeir	Sgrùdadh Ràitheil den Phlana Gnìomh 2022/23
Moladh do Bhuill	Airson Fiosrachadh**
Neach labhairt:	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh

Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Comataidh Poileasaidh is Ghoireasan	30/08/222	Airson Fiosrachadh
Sgioba Stiùiridh	08/09/22	Airson Fiosrachadh
Pàipear-taice air a cheangal ris	PT1 – Plana Gnìomh (Àrd-ìre) 2022-23	

1.0	**Adhbhar**
1.1	Airson fiosrachadh air an adhartas a tha air a dhèanamh air a' Phlana Gnìomh a chaidh aontachadh aig coinneamh a' Bhùird-stiùiridh air 02/03/2022.
2.0	**Cùl-fhiosrachadh**
2.1	Aig coinneamh a' Bhùird anns a' Mhàirt 2022 chaidh aontachadh ri dòigh-obrach ùr airson aire a' Bhùird a chumail air adhartas air a' Phlana Gnìomh le fòcas nas ro-innleachdail air na Prìomh Chomharran Coileanaidh (PCC)
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Tha naoi Prìomh Chomharran Coileanaidh (PCC) airson na buidhne sa phlana; tha iad uile co-cheangailte ris a' Phlana Chorporra airson 2018-2023 agus chaidh measadh a dhèanamh air adhartas airson an t-seisein leis an sgioba san Dùbhlachd.
3.2	Tha na prìomhachasan mar a leanas sa chlàr gu h-ìosal:

Iomradh	Prìomh Chomharran Coileanaidh (PCC)	Na Prìomh Slatan-tomhais
PCC – 1	**Barrachd chothroman do dhaoine na sgilean Gàidhlig aca a chleachdadh**	**ag obair le 70 buidhnean poblach air cruthachadh, a' cur an gnìomh agus a' measadh phlanaichean Gàidhlig**
PCC – 2	**Bidh barrachd dhaoine ag aontachadh ris an abairt, "Tha a' Ghàidhlig a' dèanamh diofar nam bheatha."**	**cùmhnantan ioma-bhliadhna ann airson nam prìomh buidhnean lìbhrigidh Gàidhlig**
PCC – 3	**Barrachd taic do sholar sna Tràth-bhliadhnaichean**	**Maoineachadh air a thoirt do sholar tràth-bhliadhnaichean tron Ghàidhlig**
PCC – 4	**Barrachd chothroman do dhaoine na sgilean Gàidhlig aca a thoirt air adhart**	**Stiùireadh Reachdail airson Foghlam Gàidhlig air ùrachadh**
PCC – 5	**Bidh barrachd dhaoine ag aontachadh leis an abairt, "Tha mi air na sgilean Gàidhlig agam a thoirt air adhart."**	**Goireasan B1 agus B2 SpeakGaelic air ullachadh**
PCC – 6	**A' dèanamh cinnteach gu bheil barrachd àite aig a' Ghàidhlig ann an aithne nàiseanta na h-Alba, aithne-dùthcha fhosgailte le iomadh taobh is cultar**	**Plana Nàiseanta ùr air aontachadh ro 31 Am Màrt 2023**

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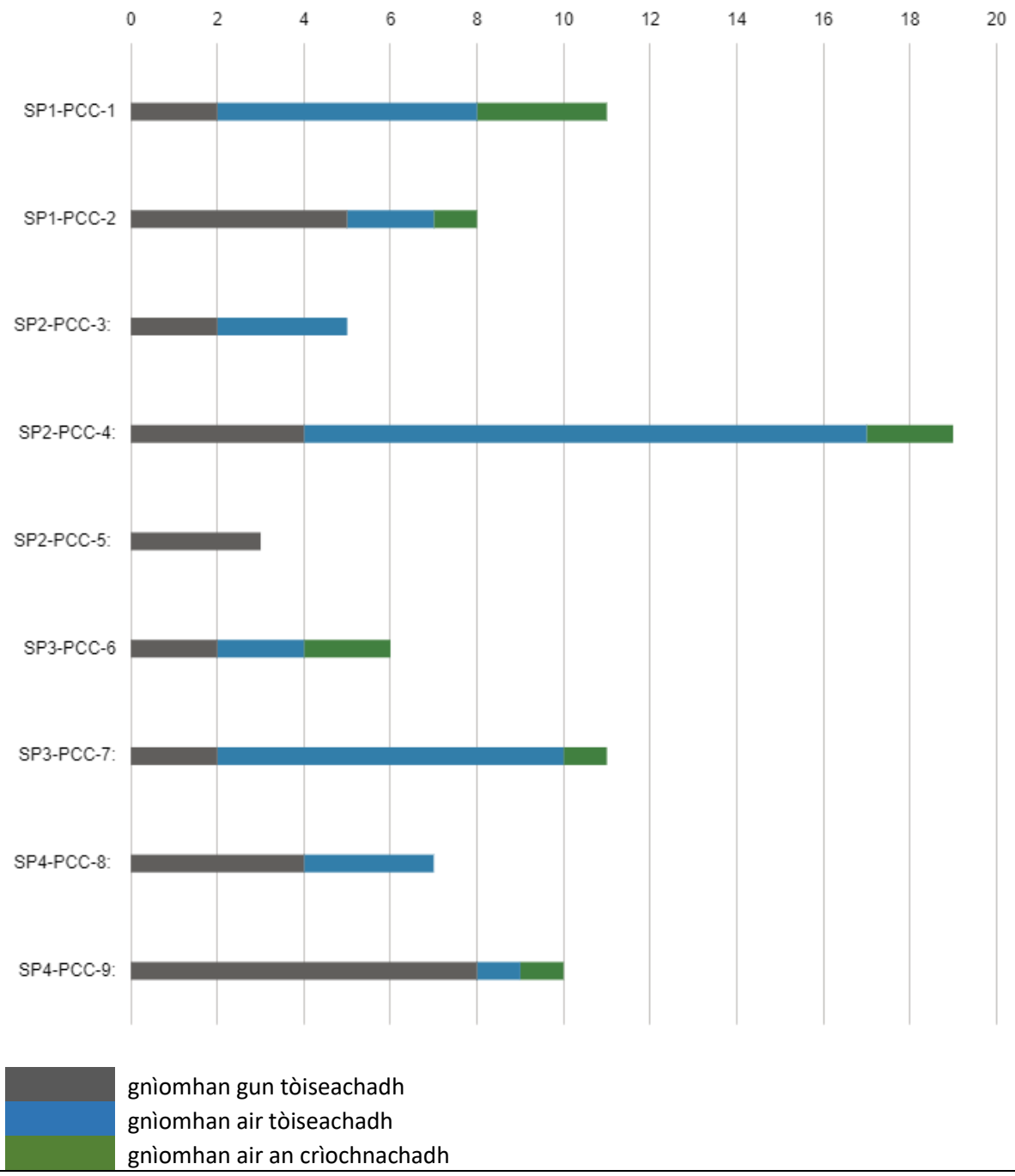
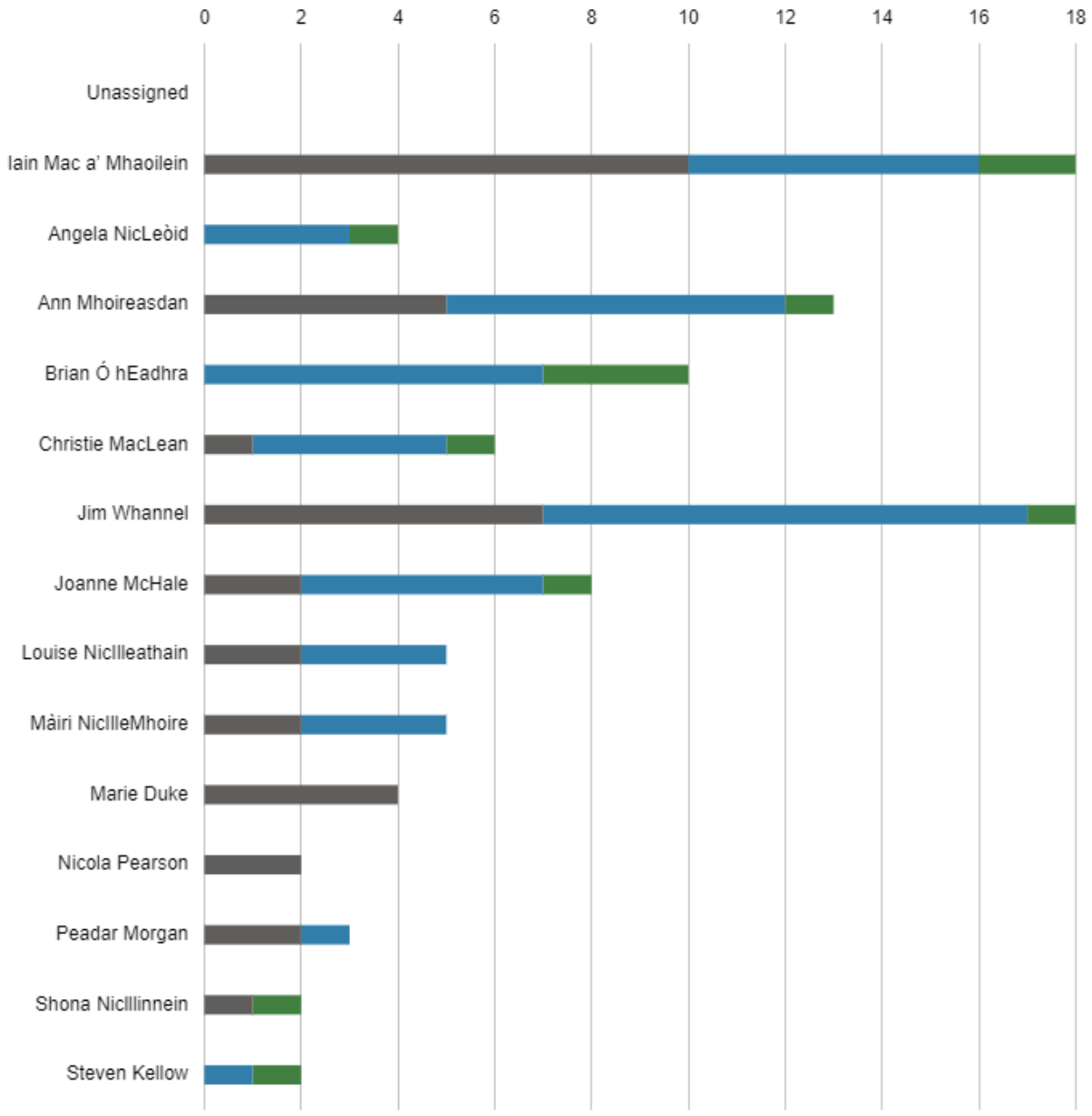
PCC – 7	**Bidh barrachd dhaoine ag aontachadh ris an abairt, "Tha a' Ghàidhlig cudromach do dh'Alba."**	**Aithisg 'Thuirt sibh, rinn sinne' air fhoillseachadh às a' cho-chomhairleachadh air PCN#4**
PCC – 8	**Bidh barrachd den luchd-obrach againn ag aontachadh ris an abairt, "Tha an obair agam aig Bòrd na Gàidhlig a' còrdadh rium agus tha i a' dèanamh diofar."**	**Plana Corporra Ùr air a chruthachadh le ceangal dìreach ri Plana Nàiseanta na Gàidhlig#4 ri planadh agus gnìomhachd Bhòrd na Gàidhlig agus an luchd-obrach aige**
PCC - 9	**Bidh barrachd de ar luchd-ùidhe ag aontachadh ris an abairt, "Tha Bòrd na Gàidhlig a' coileanadh a dhleastanasan gu h-èifeachdach agus tha e a' cur taic ris an obair againne."**	**cruthaichidh sinn ro-innleachd luchd-ùidh le plana gnìomh a tha soilleir agus a ghabhas tomhas**

3.3 Tha adhartas math air a bhith ann air na gnìomhan a tha air an coileanadh aig ìre luchd-obrach agus tha an t-adhartas ri fhaicinn anns a' chlàr gu h-ìosal:



Tha 80 gnìomhan mionaideach ceangailte ris na prìomh chomharran coileanaidh.
Tha 10 air an crìochnachadh, 38 air tòiseachadh agus 32 gun tòiseachadh. Aig an àm seo chan eil gnìomhan air dheireadh agus tha adhartas math ga dhèanamh air an obair.



4.0	**Moladh**
4.1	Tha an aithisg airson fiosrachadh agus gun toir buill fa-near dhan adhartas a tha air a dhèanamh air na gnìomhan dhen Phlana Gnìomh 2022/23
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**
	Bidh am plana gnìomh seo a' stiùireadh mar a thèid buidseat na buidhne a chleachdadh.
5.2	**Buaidhean air Luchd-obrach**
	Bidh seo a' toirt stiùir dhan sgioba air prìomhachasan airson 2022/23.
5.3	**Buaidhean air Trèanadh**
	Bidh trèanadh is leasachadh a dhìth a thaobh siostaman is pròiseactan gus am bi sinn comasach air an obair a lìbhrigeadh.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**
	Tha am plana seo co-cheangailte ris na 4 prìomhachasan corporra aig BnG.

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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**			
	Bidh e nas fhasa a bhith a' mìneachadh nan targaidean aig BnG leis an stoidhle seo is bidh sin a' cur ri cliù na buidhne.			
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.			

Cuspair 10.3

A' freagairt ri	Am Bòrd-stiùiridh
Ceann-latha na Coinneimh	06/10/2022
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	10.3

Tiotal a' Phàipeir	Suirbhidh Luchd-ùidh 2022	
Moladh do Bhuill	Airson Fiosrachadh *	
Neach labhairt:	Brian O hEadhra	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba Stiùiridh	27/07/2022	Airson Fiosrachadh
Pàipear-taice air a cheangal ris	Tha BNG-03-2223-10.3-PT1-Aithisg-suirbhidh-luchd-uidh	

1.0	**Adhbhar**
1.1	Airson na toraidhean bhon suirbhidh luchd-ùidh bhliadhnail aithris
2.0	**Cùl-fhiosrachadh**
2.1	Gach bliadhna bidh Bòrd na Gàidhlig a' cumail ceisteachan luchd-ùidh tràth sa bhliadhna ionmhais. Am bliadhna-sa chaidh a' cheisteachan a chumail tharais an Ògmhios. Dh'obraich am Manaidsear Chom-pàirteachasan is Maoineachaidh agus an Oifigear Conaltraidh air seo. Chaidh fiosrachadh a sgaoileadh fada is farsaing air na meadhanan-sòisealta air fad cho math le cuairt-litir.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	An cois lorgaidh sibh pàipear (BNG-03-2223-10.3-PT1-Aithisg-suirbhidh-luchd-uidh) le fiosrachadh is na toraidhean bhon cheisteachan luchd-ùidh Bhòrd na Gàidhlig 2022. Chì sibh gun do rinn sinn coimeas eadar 2022 agus 2021 (nuair a b' urrainnear a dhèanamh) airson adhartas no neo-adhartas fhaicinn. Tha am pàipear seo a' toirt blasad do Bhuill air mar a chaidh an t-suirbhidh le beachdan bhon sgioba fo na blasad de fhreagairtean.
3.2	Faclan Deireannach (conclusion) bhon phàipear: "Ged nach d'fhuair sinn an aon uimhir de fhreagairtean am bliadhna (29), tha e soilleir gu bheil adhartas air a bhith ann an cuid de roinnean. Tha an luchd-obrach air moladh fhaighinn ach tha molaidhean eile ann gun obraich BNG nas fheàrr no ann an dòighean eile. Tha a mhòr chuid mothachail gu bheil ar n-obair cuingealaichte le di-airgead bhon àrd."
3.4	Bidh na toraidhean seo cuideachail sa rannsachadh a bhios a' tachairt timcheall an Ro-innleachd Stakeholder Engagement ri thighinn.
4.0	**Moladh**
4.1	Gun toir am Bòrd-stiùiridh fa-near don fhiosrachadh anns an aithisg seo.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**
	Chan eil
5.2	**Buaidhean air Luchd-obrach**
	Dh'fhaodadh air cùlaibh co-dhùnaidhean air gnìomhan ri dhèanamh.
5.3	**Buaidhean air Trèanadh**
	Chan eil
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**
	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	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus

Cuspair 10.3

	soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		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 airson leasachadh nan dòighean-obrach gun tèid suirbhidh a chumail gach bliadhna agus gu bheil dòighean conaltraidh fosgailte ann eadar luchd-ùidh is na buidhne.			
5.7	**Buaidhean air Slàinte is Sàbhailteachd**			
	Chan eil			
5.8	**Buaidhean Laghail**			
	Chan eil			
5.9	**Buaidhean air Co-ionannas**			
	Chan eil			
5.10	**Buaidhean air Àireannachd**			
	Chan eil			

Cuspair 10.3 PT1

Aithisg Suirbhidh Luchd-ùidh Bhòrd na Gàidhlig – Ògmhios 2022

Gach bliadhna bidh Bòrd na Gàidhlig a' cumail ceisteachan luchd-ùidh tràth sa bhliadhna ionmhais. Am bliadhna-sa chaidh a' cheisteachan a chumail tharais an Ògmhios. Dh'obraich am Manaidsear Chom-pàirteachasan is Maoineachaidh agus an Oifigear Conaltraidh air seo. Chaidh fiosrachadh a sgaoileadh fada is farsaing air na meadhanan-sòisealta air fad cho math le cuairt-litir.

Stiùireadh a chaidh a-mach leis an t-suirbhidh:
Chaidh an suirbhidh seo a dhealbhadh gus fios fhaighinn air ais bho dhaoine fa leth agus bho bhuidhnean leis a bheilear ag obair. Tha sinn airson faighinn a-mach dè a tha sibh a' smaoineachadh a tha sinn a' dèanamh gu math agus mar as urrainn dhuinn an t-seirbheis againn a leasachadh dhuibh nas fheàrr.
Cleachdaidh sinn na toraidhean seo gus cothroman leasachaidh a chomharrachadh agus feabhas a chur air ar cuid obrach airson na Gàidhlig agus a bhith nas taiceil dha na feumalachdan agaibh.

Chleachdar an aon cheistean a chaidh a chleachdadh ann an 2021 gus am b' urrainnear coimeas a dhèanamh air leasachadh tharais na bliadhna. Bha naoi ceistean sa cheisteachan; cuid a' lorg freagairtean slàn, cuid eil a' lorg sgòr 1-5. San aithisg seo lorgar sgòraichean bho 2022 agus 2021.

Toraidhean

Àireamh de Fhreagairtean

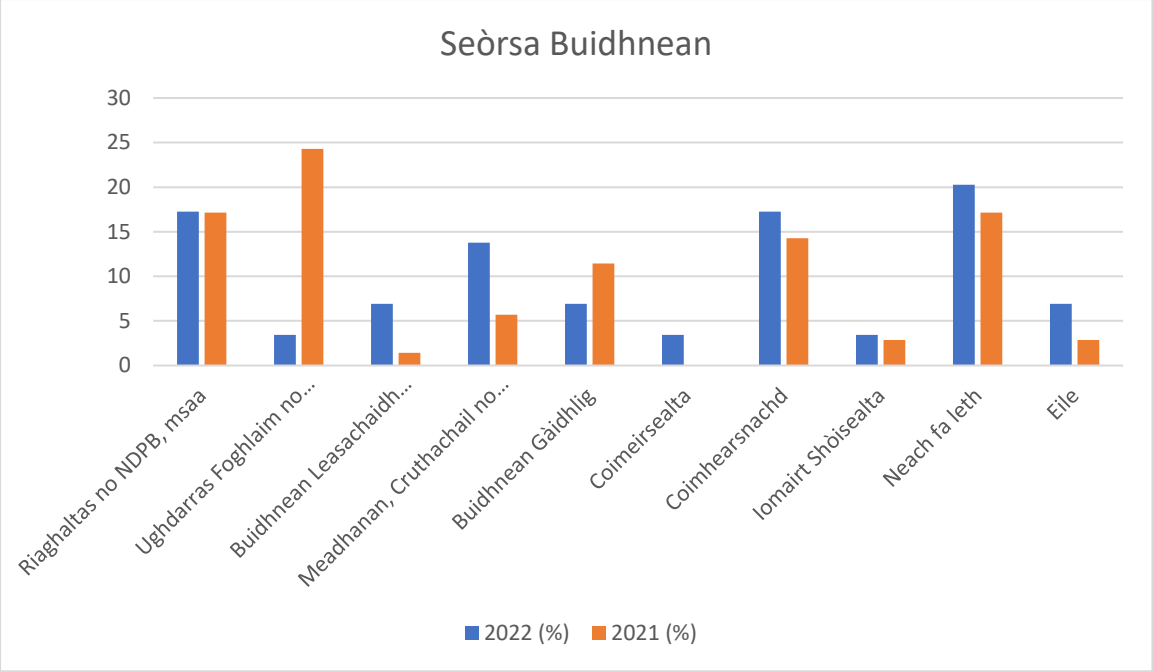
2022 – 29 (2021 – 70)

Iomradh: Dh'fhaodadh nach d'fhuair sinn an uiread de fhreagairtean am bliadhna air sgàth gun robh ceisteachan eile a' ruith aig an aon àm; Co-chomhairle Phlana Nàiseanta agus co-chomhairle goirid BNG 24 uair a chaidh air adhart san Ògmhios. Cho mhath le sin, tha ceist ann a bheil daoine a' fàs sgìth le diofar suirbhidhean a' dol air adhart bho dhiofar bhuidhnean fad na tìde?

Seòrsa Buidhnean

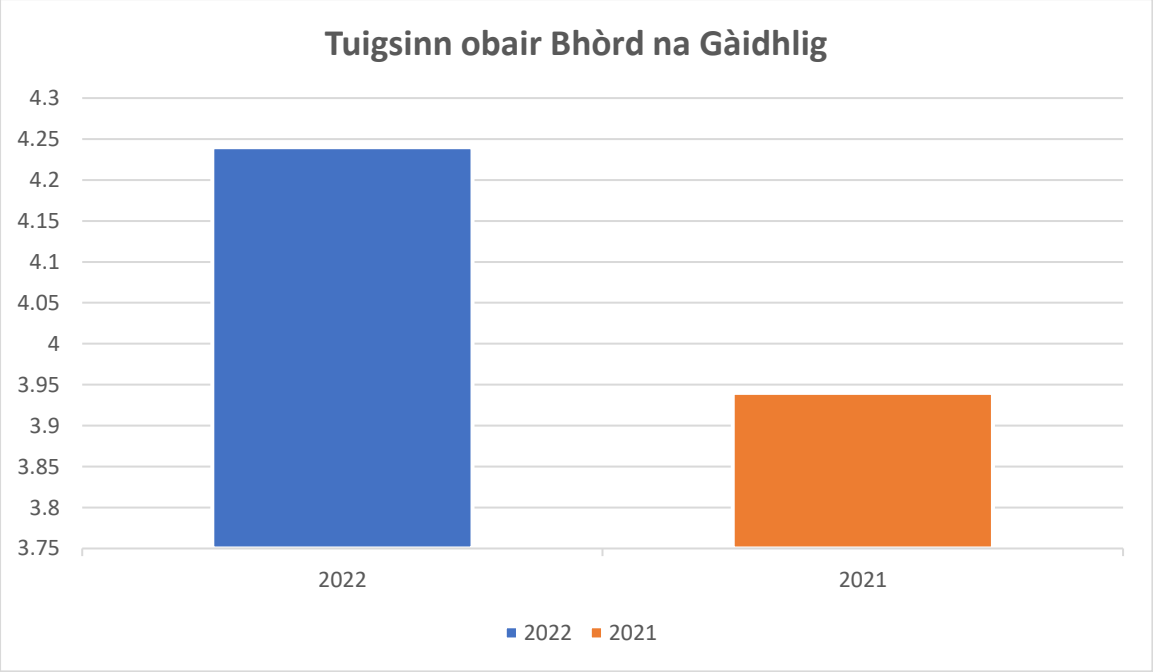
	2022 (29)	**2021 (70)**
An Riaghaltas no Buidheann Co-cheangailte	5 (17.24%)	12 (17.14%)
Ùghdarras Foghlaim, Buidheann-ghnìomha	1 (3.45 %)	17 (24.29%)
Buidheann Leasachaidh Eaconamach, Cultarach no Turasachd	2 (6.9%)	1 (1.43%)
Buidheann Mheadhanan, Cruthachail no Dualchais	4 (13.79%)	4 (5.71%)
Buidheann Gàidhlig	2 (6.9%)	8 (11.43%)
Buidheann Choimeirsealta	1 (3.45 %)	0
Buidheann Coimhearsnachd	5 (17.24%)	10 (14.29%)
Buidheann Iomairt Shòisealta	1 (3.45 %)	2 (2.86%)
Neach fa leth	6 (20.69%)	12 (17.14%)
Eile	2 (6.9%)	2 (2.86%)

Cuspair 10.3 PT1



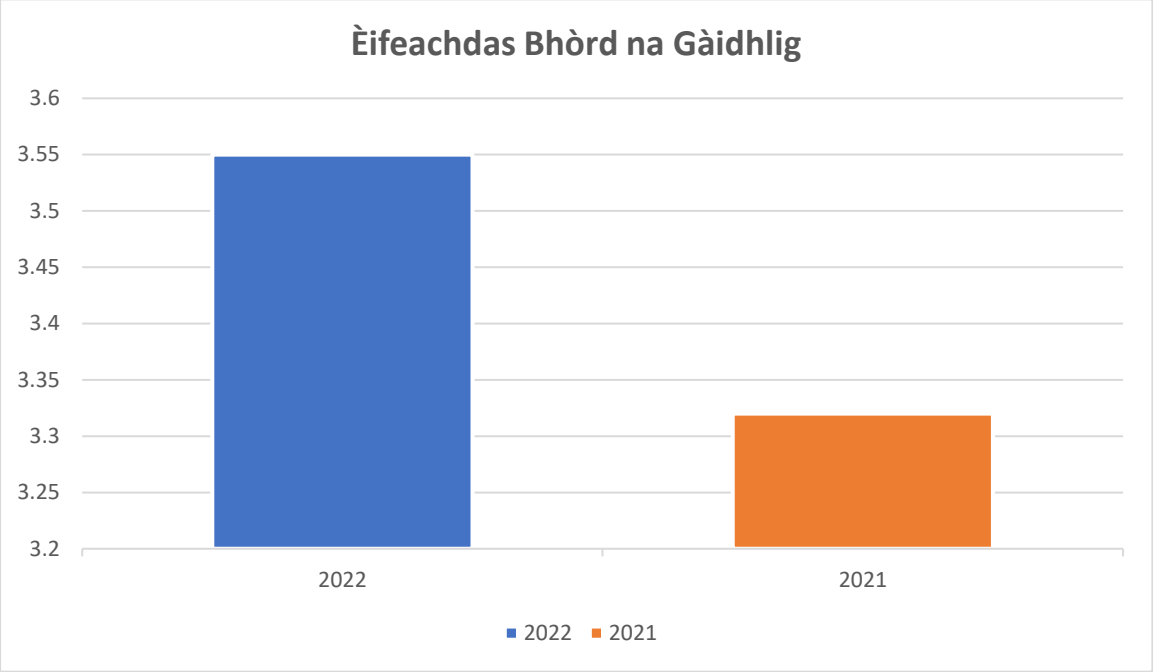
Iomradh:
'S e freagairtean bho "Ùghdarras Foghlaim, Buidheann-ghnìomha no Buidheann" an diofar as motha eadar na bliadhnaichean.

Ceist 1: Gu dè an ìre is gu bheil sibh a' tuigsinn obair Bhòrd na Gàidhlig?
Àireamh cuibheas: 4.24 ann an 2022; 3.94 ann an 2021. A-mach à còig.



Iomradh:
Tha barrachd tuigse air obair a' Bhùird am bliadhna-sa na bha an-uiridh. A mhòr chuid toilichte leis an t-eòlas a th' aca air ar n-obair.

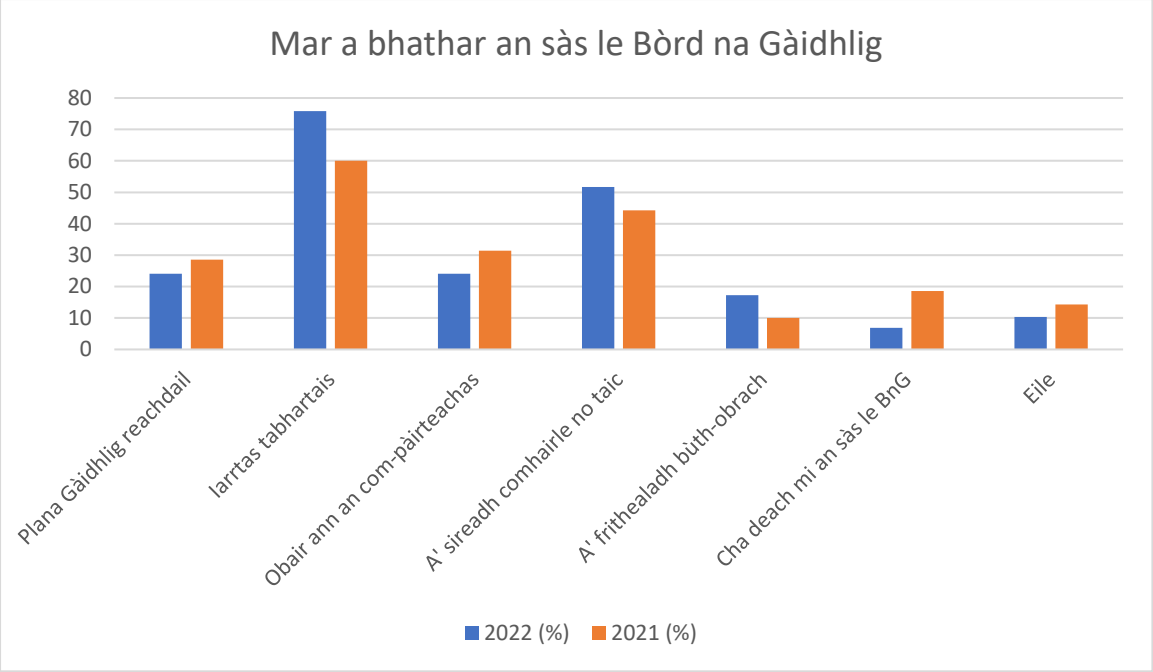
Ceist 2: A bheil sibh a' smaoineachadh gu bheil Bòrd na Gàidhlig èifeachdach ann a bhith a' coileanadh nam prìomhachasan aca?
Àireamh cuibheas: 3.55 ann an 2022; 3.32 ann an 2021. A-mach à còig.



Iomradh:
Gu math coltach ri 2021, tha a mhòr-chuid mothachail gu bheil sinn a' dèanamh ar dìcheall leis na goireasan a th' againn.

Ceist 3: Rè na h-ùine An Giblean 2021 - Am Màrt 2022, innsibh dhuinn mar a chaidh sibh an sàs le Bòrd na Gàidhlig.

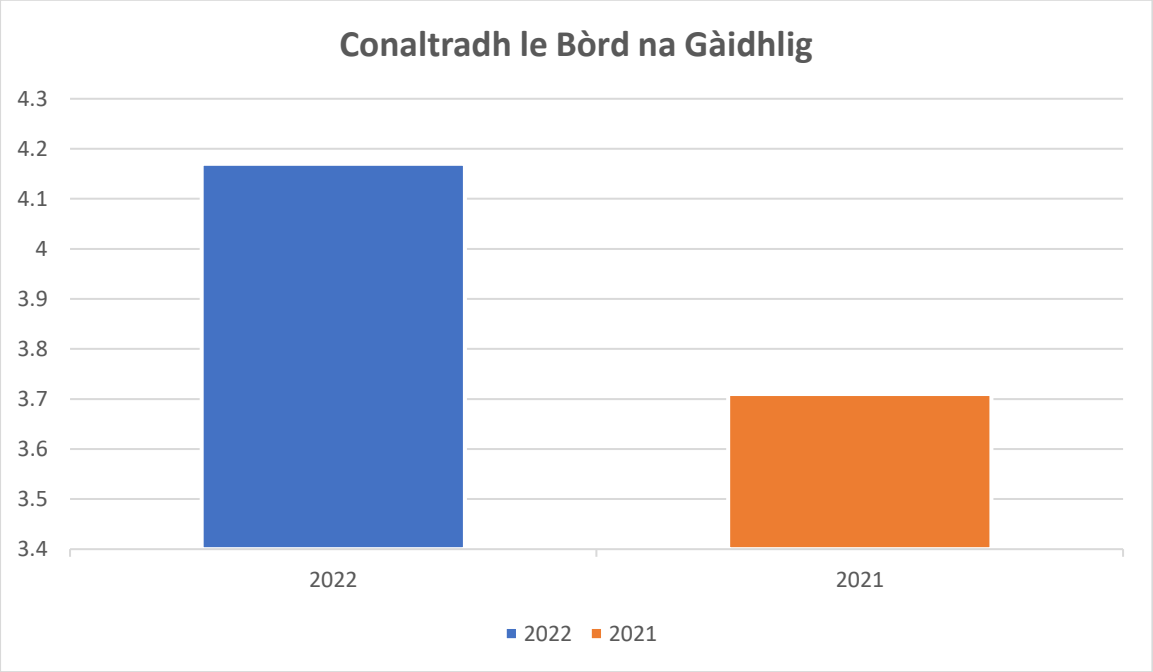
Aire: Iomadh tagh ri fhaighinn	2022 (29)	2021 (70)
Plana Gàidhlig Reachdail	7 (24.14%)	20 (28.57%)
Iarrtas tabhartais	22 (75.86%)	42 (60%)
Obair ann an com-pàirteachas	7 (24.14%)	22 (31.43%)
A' sireadh comhairle no taic	15 (51.72%)	31 (44.29%)
A' frithealadh bùth-obrach	5 (17.24%)	7 (10%)
Cha deach mi an sàs le Bòrd na Gàidhlig rè na h-ùine seo	2 (6.9%)	13 (18.57%)
Eile	3 (10.34%)	5 (7.14%)



Iomradh:
Tha e soilleir gun robh barrachd daoine (a fhreagair an ceisteachan) an sàs le BnG ann an 2021. Tha obair ann an com-pàirteachas sìos am bliadhna. Dh'fhaodadh cùisean Covid a bhith air cùlaibh seo.

Ceist 4: Gu dè an ìre 's gun do chuir ur conaltradh le Bòrd na Gàidhlig ris na tha sibh a' dèanamh?

Àireamh cuibheas: 4.17 ann an 2022; 3.71 ann an 2021. A-mach à còig.



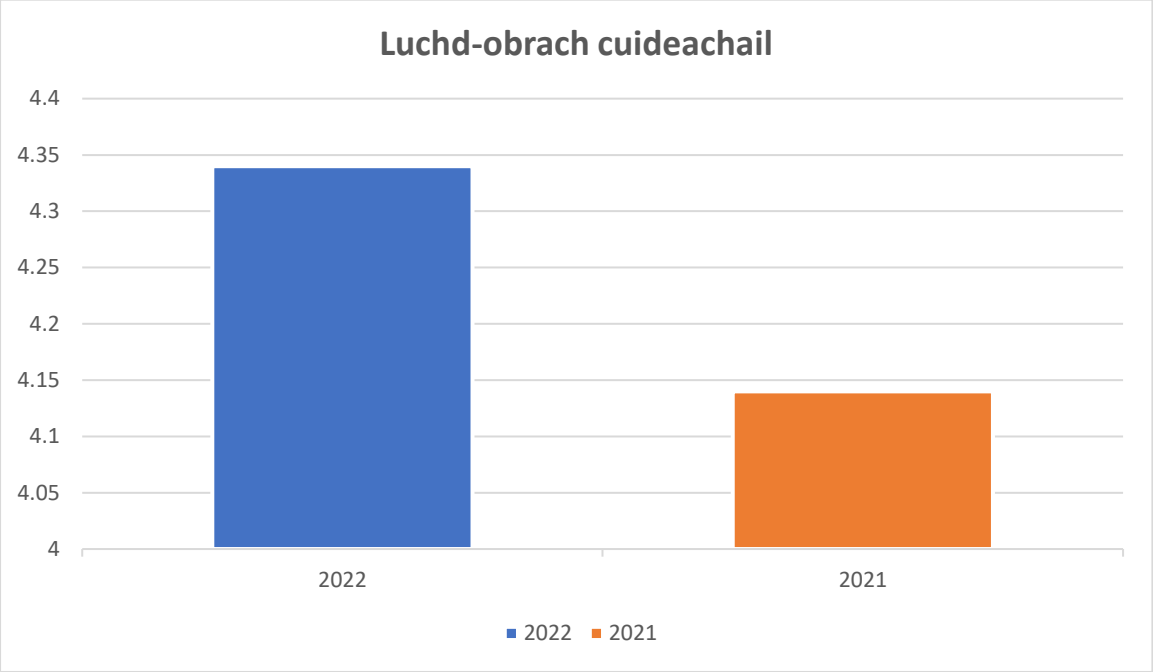
Iomradh:
Sgòr conaltraidh nas fheàrr am bliadhna-sa ach tha e follaiseach gu bheil adhartas a dhìth le cuid de bhuidhnean.

Ceist 5: Ciamar a b' urrainn do Bhòrd na Gàidhlig a bhith nas èifeachdaiche ann a bhith a' coileanadh ur feumalachdan no feumalachdan na buidhne agaibh?

Iomradh:
Tha cuid glè thoilichte agus cuid eile le molaidhean airson dòighean-obrach ùra; gu sònraichte timcheall coinneamhan/conaltradh.

Ceist 6: Gu dè an ìre is gu bheil sibh ag aontachadh gun robh luchd-obrach Bòrd na Gàidhlig na chuideachadh dhuibh no don bhuidhinn agaibh?

Àireamh cuibheas: 4.34 ann an 2022; 4.14 ann an 2021. A-mach à còig.



Iomradh:
Tha a mhòr chuid toilichte leis an luchd-obrach ach cuid le puingean sònraichte timcheall co-dhùnaidhean is dòighean obrach.

Ceist 7: Ciamar a dh'fhaodadh luchd-obrach Bòrd na Gàidhlig leasachadh a dhèanamh air an taic a gheibh sibh bhuainn?

Iomradh:
Tha e soilleir gu bheil cuid mi-chinnteach air dè 's urrainn is nach urrainn dhuinn a thabhainn do bhuidhnean.

Ceist 8: A bheil molaidhean agaibh air dòighean leasachaidh gus ar conaltradh a neartachadh leibh?

Iomradh:
Measgachadh de fhreagairtean/beachdan an seo.

Ceist 9: A bheil càil sam bith eile ann a bu mhath leibh innse dhuinn mar phàirt den sgrùdadh seo?

Iomradh:
A mhòr chuid dòchasach agus taingeil. Cuid le dùbhlain sònraichte.

Faclan Deireannach

Ged nach d'fhuair sinn an aon uimhir de fhreagairtean am bliadhna, tha e soilleir gu bheil adhartas air a bhith ann an cuid de roinnean. Tha an luchd-obrach air moladh fhaighinn ach tha molaidhean eile ann a bhith ag obair nas fheàrr no ann an dòighean eile. Tha a mhòr chuid mothachail gu bheil ar n-obair cuingealaichte le di-airgead bhon àrd.

Thathar an dòchas gum bi adhartas ann air cùlaibh pròiseactan is leasaichean aig a' Bhòrd am bliadhna mar: cleachdi.scot, goireasan airson leasachadh planaichean reachdail, siostam rianachd ùr le tabhartasan, ro-innleachd luchd-ùidh, maoin iomadh-bliadhna do bhuidhnean lìbhrigidh, msaa.

Seisean Fosgailte : Open Session
Cuspair 11.0

A' freagairt ri	Am Bòrd-stiùiridh
Ceann-latha na Coinneimh	06.10.2022
Àite:	Air-loidhne
Nì a' chlàr-ghnothaich	11.0

Tiotal a' Phàipeir	Plana Nàiseanta na Gàidhlig 2023-28	
Moladh do Bhuill	Airson fiosrachadh*	
Neach-labhairt:	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh	
Cùrsa Riaghlaidh airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba-stiùiridh	22/09/2022	Airson fiosrachadh
Pàipear-taice air a cheangal ris		

1	**Adhbhar**
1.1	Airson fiosrachadh às ùr a thoirt do na Buill air adhartas le Plana Nàiseanta na Gàidhlig 2023-28.
2.	**Cùl-fhiosrachadh**
2.1	Fo Achd na Gàidhlig (Alba) 2005, tha dleastanas air Bòrd na Gàidhlig Plana Nàiseanta na Gàidhlig (PNG) fhoillseachadh co-dhiù gach 5-bliadhna. Chaidh am fear a th' ann an-dràsta fhoillseachadh anns a' Mhàrt 2018 agus feumar an ath fhear fhoillseachadh tràth sa bhliadhna 2023.
2.2	Feumaidh Bòrd na Gàidhlig am PNG a sgrìobhadh agus an uair sin a chur gu Ministearan na h-Alba airson aonta.
2.3	Chaidh a' chiad dreachd air beulaibh a' Bhùird-stiùiridh air 15 Dùbhlachd 2021 agus chaidh aontachadh airson a dhol a-mach gu co-chomhairleachadh poblach.
3.	**Prìomh Aithris/Fiosrachadh**
3.1	Às dèidh co-chomhairleachadh air leth soirbheachail a ruith, thàinig barrachd is 250 freagairtean a-steach. Am measg nan coinneamhan a chaidh a chumail, bha an Cathraiche, an Stiùiriche Foghlaim is an Stiùiriche Leasachaidh aig Comataidh Foghlam, Clann is Òigridh Pàrlamaid na h-Alba. Choilean seo dleastanas fo Achd na Gàidhlig (Alba) 2005, earann 2 (3) (a).
3.2	Bha a' mhòr-chuid a' moladh an dreachd, is chaidh brath-naidheachd fhoillseachadh leis na toraidhean tòiseachail.
3.3	Thèid an dreachd mu dheireadh gu coinneamh a' Bhùird-stiùiridh air 22.09.2022 le dòchas gun tèid aontachadh ris, agus às dèidh sin, thèid e gu Ministearan na h-Alba a' sireadh aonta.
3.4	Thathar an dòchas gun tèid fhoillseachadh san Earrach 2023.
4.	**Moladh**
4.1	Gum bi Buill a' Bhùird-stiùiridh a' toirt fa-near dhan fhiosrachadh anns a' phàipear seo.
5.	**Prìomh Bhuaidhean Ro-innleachdach**

5.1	**Buaidhean air Ionmhas**
	Tha na cosgaisean airson na h-obrach seo uile taobh a-staigh buidseat na bliadhna.
5.2	**Buaidhean air Luchd-obrach**
	’S e fear de na dleastanasan as cudromaiche a th’ air Bòrd na Gàidhlig a bhith a’ sgrìobhadh Plana Nàiseanta na Gàidhlig agus tha oifigearan air a bhith ag obair air seo is bidh airson nam mìosan a tha romhainn.
5.3	**Buaidhean air Trèanadh**
	Chan eil aig an ìre seo ach tha e cudromach gum bi trèanadh ann dhan sgioba far a bheil sin a dhìth tron phròiseas seo.
5.4	**Ceanglaichean ri Amasan Ro-innleachdail agus Corporra**
	Leis gu bheil an dleastanas seo air Bòrd na Gàidhlig fo sgèith Achd na Gàidhlig (Alba) 2005, ’s e pròiseact deatamach a th’ ann gus an Achd seo a chur an gnìomh. Ann am Plana Corporra 2018-23 tha sinn a’ cantainn gur e fear de na prìomh dhleastanasan air Bòrd na Gàidhlig a bhith “Ag ullachadh a’ Phlana Cànain Nàiseanta Ghàidhlig agus a’ co-òrdanachadh coileanadh a’ Phlana sin.” Bidh aig Bòrd na Gàidhlig ri Plana Corporra 2023-28 ullachadh, le ceanglaichean làidir ri PNG 2023-28 airson sealltainn mar a bhios sinn a’ cur a’ Phlana Nàiseanta ùir an gnìomh.
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**
	Mar fhear de na prìomh dhleastanasan air Bòrd na Gàidhlig fo sgèith Achd na Gàidhlig (Alba) 2005 tha e cudromach airson cliù na buidhne gun ullaich sinn PNG 2023-28 a tha a’ gabhail a-steach nam prìomhachasan aig luchd-labhairt na Gàidhlig agus a bhios a’ toirt stiùir soilleir do leasachadh a’ chànain thairis air na bliadhnaichean ri thighinn. Tha e cudromach cuideachd gum bi sinn a’ coileanadh an dleastanais seo a rèir a’ chlàir-ama a tha stèidhichte anns an Achd.
5.7	**Buaidhean air Slàinte is Sàbhailteachd**
	Chan eil gin ann.

5.8	**Buaidhean Laghail**
	Tha dleastanas reachdail air Bòrd na Gàidhlig fo sgèith Achd na Gàidhlig (Alba) 2005 gus Plana Nàiseanta na Gàidhlig ullachadh.
5.9	**Buaidhean air Co-ionannachd**
	Chaidh measadh a dhèanamh air a' bhuaidh air co-ionannachd aig an dreachd a chaidh dhan Bhòrd-stiùiridh.
5.10	**Buaidhean air an Àrainneachd**
	Cha bhi buaidh air an àrainneachd.

Seisean Fosgailte | Open Session
Cuspair 12.1

For	Board Meeting
Date of Meeting	06/10/2022
Location:	Online
Item on Agenda	12.1

Title	Risk Management	
Request	For Decision	
Spokesperson	Nicola Pearson, Head of Finance and Corporate Affairs	
Governance route for the report	**Date**	**Type of Treatment**
Audit and Assurance Committee Leadership Team	06.09.2022 25.08.2022	For Approval For Approval
Appendices	PT1 – Strategic Risk Register	

1.0	**Purpose**
1.1	The paper presents the strategic risk register. This was reviewed and considered by the Leadership Team on 25th August 2022 and approved by the Audit and Assurance Committee at their meeting on the 6th September 2022. The paper is in English as it is presented by the Head of Finance and Corporate Affairs and will be reviewed by the internal and external auditors as part of their audit work.
2.0	**Background**
2.1	n/a
3.0	**Main points**
3.1	The strategic risk register has been redesigned to aid understanding of the key risks facing the organisation and to allow members to see the unmitigated risk rating, the mitigation and actions proposed and the revised risk rating. **Risk Register Highlights:**

Risk ↑	Risk ↓	Other
• *3.2* ***12 up to 16*** *Politicisation of the language*	• *3.1* ***12 down to 9*** *Gaelic does not maintain a positive image*	• *Covid-19 specific risks removed* • *Census completion risk removed*

	The rating of risk 3.2 has increased due to the launch of the SG consultation on Scottish Government commitments to Gaelic and Scots and a Scottish Languages Bill in August. The rating of risk 3.1 has been decreased as a result of the recently published findings of the Scottish Social Attitudes Survey. It is proposed that the Covid-19 specific risks are removed as their more general elements are already included or have been added to risks within the Developing how Bòrd na Gàidhlig works section. While it has been recommended that the risk 2.2 is removed as the mitigation and actions relating to it are now past, the outputs from the Census will be important when they are published in 2023. At this point we do not have a publication date for the Gaelic report and when that has been advised, we will re-introduce a risk on this subject to the strategic risk register.
4.0	**Recommendation**
4.1	The Board are requested to: - Discuss the register - Make recommendations for changes as viewed appropriate; and - Approve the register.
5.0	**Key Strategic Impacts**
5.1	**Impact on Finance**
	No direct impact but ensures that financial risks are considered by the organisation.
5.2	**Impact on Staff**
	The strategic risk register has an impact on the work that staff deliver in terms of ameliorating risks to the organisation or utilising opportunities.
5.3	**Impact on Training**
	Apart from increasing staff understanding of the issues raised by the risk register, there is no direct impact.
5.4	**Links to Corporate Aims**
	The register contributes to the corporate aim that BnG continues to develop how it works, and to the achievement of the three other corporate aims.
5.5	**Links to the National Performance Framework**

OUR PURPOSE	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

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

5.6	**Impact on Reputation**
	Managing risk has a significant impact on the organisation. The regular review of the strategic risk registers ensure the organisation focuses on this.
5.7	**Impact on Health and Safety**
	n/a
5.8	**Legal Impact**
	n/a
5.9	**Impact on Equality**
	n/a
5.10	**Impact on Environment**
	n/a

PT1 Cuspair 12.1

STRATEGIC RISK REGISTER

	Ref	Description	Consequence	Initial risk rating	Mitigation	Risk rating post mitigation	Actions: tolerate/ treat/ transfer/ terminate/ take the opportunity	Movement	Current rating	Risk owner	Date reviewed
Covid - 19	*Moved to Developing how BnG works*	~~*Downturn in the economy Financial concerns leading to reducing public funds and greater need for financial interventions leading to static or reduced public funding for Gaelic.*~~	~~*Less funding available for Gaelic development*~~	~~*16*~~	~~*Programme of awareness raising and messaging that in order to achieve ambitions for Gaelic,a positive outcome from the Strategic Spending Review is critical to growth of Gaelic.*~~	~~*8*~~	~~***Take an opportunity:***~~ ~~*Provide key messages on the opportunities and challenges for Gaelic and support SG to deliver its Programme for Government commitments for Gaelic; including normalising Gaelic within other commitments.*~~		~~*16*~~	~~*Ceannard*~~	~~*May-22*~~
	Included 4.2	~~*Loss of staff due to illness*~~	~~*Reduced ability to carry out BnG's work and impact on staff morale.*~~	~~*16*~~	~~*Programme of support for staff in working from home.*~~	~~*12*~~	~~***Treat:***~~ ~~*Review organisational priorities and/or identify alternative routes to delivering functions.*~~ ~~*Ensure wellbeing is a priority for staff and board.*~~ ~~*Implement new protocols rigorously to minimise risk of illness when allowed to return to office working.*~~		~~*12*~~	~~*Ceannard*~~	~~*May-22*~~
	Included 4.2	~~*Reduction in staff productivity*~~	~~*Reduced capacity to deliver BnG's work due to impact of continued lockdown.*~~	~~*16*~~	~~*Programme of support for staff in working from home.*~~	~~*8*~~	~~***Treat:***~~ ~~*Review organisational priorities.*~~ ~~*Ensure wellbeing is a priority for staff and board.*~~ ~~***Take the Opportunity:***~~ ~~*Ensure that those most likely to be affected are offered earliest opportunity to return to office-based working..*~~		~~*8*~~	~~*Ceannard*~~	~~*May-22*~~
More people using and benefitting from Gaelic at work, home and in the community	1.1	~~Ageing and declining traditional Gaelic-speaking communities.~~ Insufficient support to address decline of Gaelic in island and rural areas	~~Absence of economically active workforce will reduce ability for intergenerational transmission and usage.~~ Opportunities for intergenerational transmission and usage are lost	12	~~Ensuring that policies affecting Gaelic-speaking communities aim to retain and attract young people.~~ Ensuring that BnG advises Ministers and other stakeholders on how to address this issue	9	**Treat:** Include Gaelic language in development of policies and contribute to public consultations. **Take the Opportunity:** Support initiatives aimed at retaining and attracting people to Gaelic speaking communities inluding encourage organisations to see current home-working as an opportunity for young people to live in the islands. Use existing consultations and particularly for NGLP#4 to engage further with traditional communities. Continue to emphasise the messages of the current National Plan on the impact of socio-economic issues.	↔	9	Ceannard	Aug-22
	~~2.2~~	~~Scotland's Census 2022~~	~~Continued deline of Gaelic speakers will negatively impact the view of the public and politicians~~	~~12~~	~~Encouraging Gaelic speakers to acknowledge their Gaelic skills in the census~~	~~6~~	~~**Tolerate:**~~ ~~Communication strategy to enourage people to acknowledge their Gaelic skills in Scotland's Census 2022. Communication strategy in place to prior to publication of census results~~ ~~**Take an Opportunity:**~~ ~~Encourage anyone who has Gaelic skills to participate in the census process.~~ ~~Build on SG campaign around Census awareness.~~		~~6~~	~~Interim Director of Development~~	~~Apr-22~~
	1.2	Economy	Reduced funding for public bodies will result in less spending on Gaelic	16	Cooperating with public bodies to encourage maintainance of support for Gaelic	12	**Treat:** Make the case for Gaelic as an economic asset. Develop Gaelic Plans which progress essential priorities Use Gaelic Plans to encourage public bodies to normalise Gaelic spending in key areas such as education **Take the Opportunity:** Continue to make the case that was made at CoHI that Gaelic be part of its work. Continue working on the Faster Rate of Progress delivery and explore expansion opportunities. Maximise the positive messages on adult learning and the economy. Participate in short-life working group on economy and Gaelic.	↔	12	Ceannard	Aug-22

PT1 Cuspair 12.1

STRATEGIC RISK REGISTER

	Ref	Description	Consequence	Initial risk rating	Mitigation	Risk rating post mitigation	Actions: tolerate/ treat/ transfer/ terminate/ take the opportunity	Movement	Current rating	Risk owner	Date reviewed
Opportunities to develop Gaelic skills at any age increased and more accessible	2.1	As consequence of budgetary pressures ~~resulting from Covid-19~~ LAs do not prioritise extending Gaelic Education.	Number of children with Gaelic skills is insufficient to maintain speaker numbers	20	Ensuring that there is enough people and financial resources to meet demand	16	**Transfer:** Working with local authorities to support their work to ensure that staff are available where they are needed. Working with colleges, universities, and training providers to ensure that their courses are delivering enough staff to meet demand. Providing professional advice and support for the teacher recruitment workstream in Faster Rate of Progress. **Treat:** Continuing support for LAs on Gaelic Plan commitments and through engagement with national networks (GLAN, ADES etc.) **Take the Opportunity:** Use the work underway to review the implementation of the Statutory Guidance to increase understanding of it and its use. Provide advice for the development of the SG ~~manifesto~~ Programme for Government commitments for education.	↔	16	Director of Gaelic Education	Aug-22
	2.2	Local authorities unwilling to grow Gaelic Education	Number of children with Gaelic skills is insufficient to maintain speaker numbers	20	Making the case (financial, economic and educational) for Gaelic education.	12	**Treat:** Working with Scottish Government and local authorities to ensure there is robust supporting information for a strong case. Continuing support for LAs on Gaelic Plan commitments and through engagement with national networks (GLAN, ADES etc.) and the developing work with the Gaelic teacher recruitment officer e.g. projects such as Dèandiofar. In addition, working with a variety of LAs on developing GME services Statutory Guidance. **Take the opportunity:** Continue to promote the positive news about research into bilingualism. Provide advice for the development of the SG commitments for education for inclusion as part of the national consultation on Gaelic which opens in August	↔	12	Director of Gaelic Education	Aug-22
	2.3	Learning needs of individuals not met	People do not feel confident in their Gaelic skills, leading to reduced use	15	Ensuring that Gaelic education remains a choice. Ensuring that all children starting Gaelic education can follow it through to secondary level. Ensuring that all adults who aim to develop their Gaelic skills have the opportunity to do so.	16	**Transfer:** Continuing support for LAs on Gaelic Plan commitments and through engagement with national networks (GLAN, ADES, GLAD etc.) Education team have agreed education priorities with planning team which are now impacting upon planning assessments. Continuing partnership work with LearnGaelic, SpeakGaelic and national organisations such as Education Scotland and the SQA. Dialogue with local authorities to ensure that as many young people as possible who learn Gaelic at primary school can continue this at secondary school. Maximise the opportunities for GME in Professor Muir report. Ensure that there is strategic lead to ensure that learning resources are in place to fulfil needs and ambitions. **Take the Opportunity:** Work with all partners to promote access to online resources for all stages and types of learning needs and support resource expansion to ensure continued growth on online learning for all types of learning needs, particularly SpeakGaelic. Make use of data provided by LearnGaelic and SpeakGaelic		16	Director of Gaelic Education	Aug-22

PT1 Cuspair 12.1

STRATEGIC RISK REGISTER

	Ref	Description	Consequence	Initial risk rating	Mitigation	Risk rating post mitigation	Actions: tolerate/ treat/ transfer/ terminate/ take the opportunity	Movement	Current rating	Risk owner	Date reviewed
More people in Scotland positive about Gaelic	3.1	Gaelic does not maintain a positive image	People less inclined to be involved with or learn the language	20	Promote widely the positive messages from Scottish Social Attitudes Survey. Ensuring the success of Gaelic in Scotland's towns and cities is highlighted. Highlighting the value of the language to traditional Gaelic-speaking communities. Countering negative messages and misinformation.	12	**Treat:** Having an active communication strategy to publicise the successes and counter misinformation. **Transfer:** Encourage others to maximise good news stories about Gaelic **Take the Opportunity:** Continue to promote the statistics from Duolingo, LearnGaelic, SpeakGaelic and online activities. Provide leadership on the interdependence of all Gaelic communities and the importance of collaboration and mutual support.	↓	9	Ceannard	Aug-22
	3.2	Politicisation of the language	~~Maximise the impact of the commitments for Gaelic in the main political parties' manifestos~~. Communication with all political parties at national and regional level	16	Continuing dialogue with all political parties on a non-partisan basis.	12	**Take the Opportunity:** Continue communication with MSPs who are involved with and supportive of Gaelic to support national developments using SSAS results and growth in learning.	↑	16	Ceannard	Aug-22
	3.3	Gaelic not seen as important	Public and political support for Gaelic eroded	16	Normalising Gaelic within Scottish life	12	**Treat:** Emphasise the social and economic worth of Gaelic to the whole of Scotland. **Take the Opportunity:** Use the very positive results from the Scottish Social Attitudes Survey and YoungScot's survey to strengthen Gaelic's positive image.	↔	12	Ceannard	Aug-22
Developing how BnaG works	4.1	Financial concerns leading to reducing public funds and greater need for financial interventions leading to static or reduced public funding for Gaelic.	Less funding available for Gaelic development	16	Programme of awareness raising and messaging that in order to achieve ambitions for Gaelic,a positive outcome from the Strategic Spending Review is critical to growth of Gaelic.	8	**Take the opportunity:** Provide key messages on the opportunities and challenges for Gaelic and support SG to deliver its Programme for Government commitments for Gaelic; including normalising Gaelic within other commitments.	↔	16	Ceannard	Aug-22
	4.2	Insufficient staff capacity	Bòrd na Gàidhlig is unable to fulfil its commitments and staff morale and productivity is reduced.	20	Business case for more staff. ~~Implement interim measures to increase SMT and other teams' capacity~~. Increased number of posts established and filled	16	**Treat:** Continue to make a business case to Scottish Government Attention given in the workforce plan to ensure that enough staff resource is in place to successfully deliver GLPs and policy functions in the short and long term. Review organisational priorities and/or identify alternative routes to delivering functions. Ensure wellbeing is a priority for staff and board.	↔	16	Ceannard	Aug-22
	4.3	Reputation	Negative aspects of reputation affect Bòrd na Gàidhlig's ability to deliver its role.	25	Communications Strategy to highlight Bòrd na Gàidhlig's role in promoting and funding Gaelic development	8	**Treat:** Utilising all media channels to tell our story **Take the Opportunity:** Increase communication through the work in developing the 4th National Gaelic Language Plan. Use the results of stakeholder survey and new stakeholder strategy to strengthen positive reputation.	↔	8	Ceannard	Aug-22

PT1 Cuspair 12.1

STRATEGIC RISK REGISTER

Ref	Description	Consequence	Initial risk rating	Mitigation	Risk rating post mitigation	Actions: tolerate/ treat/ transfer/ terminate/ take the opportunity	Movement	Current rating	Risk owner	Date reviewed

Very High	Risk Score **20-25**	Unacceptable level of risk exposure that requires immediate mitigating action and monthly monitoring
High	Risk Score **12-19**	Unacceptable level of risk which requires controls to be put in place to reduce exposure and monthly monitoring
Medium	Risk Score **6-11**	Controls can be put in place or the risk accepted. Subjected to quarterly monitoring.
Low	Risk Score **1-5**	Acceptable level of risk subject to six monthly monitoring

Once a risk has been assessed it is necessary to determine the most appropriate response to managing it. There are five potential ways to manage risks. These are:
Tolerate - Accept the consequences of the risk should it occur. If the risk is tolerated no control measures require to be implemented and therefore the risk only requires to be monitored on quarterly basis.
Treat - Take action to reduce the probability and/or impact of the risk.
Transfer - Remove part of the risk to someone else
Terminate - Cease the action/activity that is causing the risk to occur if this is appropriate
Take an opportunity - Share the risk with a partner involved in the area of work

Seisean Fosgailte : Open Session
Cuspair 13.0

For	Board Meeting
Date of Meeting	06/10/2022
Location:	Online
Item on Agenda	13.0

Paper Title	Board, Committee and SMT Effectiveness and Training Report	
Recommendation	For Decision	
Spokesperson	Nicola Pearson, Head of Finance and Corporate Affairs	
Governance Route	**Date of Meeting**	**Decision**
SMT	22/09/2022	For approval
Appendices:	PT1 – Effectiveness Report	

1.0	**Purpose**
1.1	The paper presents the report on Senior Management Team (SMT), Committee and Board Effectiveness for Board approval.
2.0	**Background**
2.1	This is part of an ongoing assurance that policies and systems contribute to good governance across the organisation. The report was carried out by an independent contractor and this is the third year that this work has been delivered by them. The paper is in English as the report is in English.
3.0	**Main Points**
3.1	Over 2021/22 Bòrd na Gàidhlig continued to embed its policies and systems to ensure that board members and officers are suitably trained and skilled to carry out their roles and responsibilities effectively and efficiently.
3.2	This year, for the first time, this review extended to include Senior Management Team alongside the two Committees of the Board and the Board itself. The systems for good governance include: - Policies which provide direction for the organisation's work - Appraisals at individual, SMT, committee and board levels and the organisation as a whole - Reports on implementation of these policies and progress - Mechanisms for proposing and implementing continuous improvement.
3.3	The positive impact of these systems can be seen in reports submitted to the Board during the year, particularly the external auditors' annual report, the Annual Report and Accounts and the internal audit reports submitted to the Audit and Assurance Committee on a regular basis.
3.4	The report has not identified any specific areas which require immediate action for improvement and makes a number of suggestions for consideration. These suggestions have potential impact on across the governance of the organisation, from Scottish Government Public Appointments Unit which is responsible for the recruitment of board members; the Board itself; the two Committees; and the SMT. As the final version was received mid-September, there has not been time to consider prioritisation of the suggestions before presenting the paper. To take forward the suggestions, SMT will review all the suggestions and create a plan to implement as appropriate.

4.0	**Recommendation**
4.1	Members are requested to consider the information presented, particularly the suggestions for development and identify whether they consider any of these as priority to inform the next stage of development; and approve the report.
5.0	**Main Strategic Impacts**
5.1	**Impact on Finance**
	There are no impacts which are not already within budget.
5.2	**Impact on Staff**
	SMT will spend some time in considering the suggestions and progressing those as appropriate.
5.3	**Impact on Training**
	Some of the suggestions link to induction processes and these will be considered for inclusion within the existing systems.
5.4	**Links to Strategic and Corporate Aims**
	This paper supports Bòrd na Gàidhlig in Corporate Aim 4 – Bòrd na Gàidhlig continues to develop how it works.
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta/ Links to the National Performance Framework**
	This paper contributes to the NPF outcome that Scotland has thriving and innovative businesses, with quality jobs and fair work for everyone.
5.6	**Buaidhean air Cliù/Impacts on Reputation**
	It is important the BnG continues to demonstrate transparency of evaluation and that it is committed to continuous improvement in governance processes.
5.7	**Buaidhean air Slàinte is Sàbhailteachd/Impacts on Health and Safety**
	n/a
5.8	**Buaidhean Laghail/Legal Impacts**
	The appointment of Board Members, both the process and the minimum and maximum number of members, is set out in the Gaelic Language (Scotland) Act 2005.
5.9	**Buaidhean air Co-ionannas/Impacts on Equality**
	n/a
5.10	**Buaidhean air Àrainneachd/Impacts on the Environment**
	n/a

Bòrd na Gàidhlig
Report on effectiveness of the Board and Committees

12 September 2022

Saffery Champness
CHARTERED ACCOUNTANTS

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2. What is working well 4
3. What could be working better 7
4. Keep doing 10
5. Improvements noted from our prior year review 11

1. Background and introduction

1.1 We have been asked to undertake a review of the effectiveness of the Board, the Audit and Assurance Committee, the Policy and Resources Committee and the Senior Management Team (SMT). The purpose of this review is to take a temperature check of the effectiveness of these arrangements rather than an in-depth analysis of their performance.

1.2 The scope of our work is set out in the appendix to our engagement letter dated 6 May 2021. Saffery Champness LLP are independent of Bòrd na Gàidhlig and the report is based on the observations of the Board and Committee members and the Senior Management Team (SMT) reported through interviews conducted via MS Teams. The scope of our work did not extend to obtaining any clarification or corroboration of the responses given. Our analysis is informed by our knowledge and expertise, drawing on our experience of working with both private and public-sector boards.

1.3 Whilst we set out to report on the three committees and the SMT separately, the findings and analysis were such that comments related across the various groups and so we have presented these together.

1.4 Our report is prepared solely for the confidential use of Bòrd na Gàidhlig solely for the purposes of reporting on the agreed matters outlined in our engagement letter. It may not be relied upon by Bòrd na Gàidhlig for any other purpose whatsoever. Our Report must not be recited or referred to in whole or in part in any other document. Our Report must not be made available, copied, or recited to any other party without our express written permission. Saffery Champness LLP neither owes nor accepts any duty to any other party and shall not be liable for any loss, damage or expense of whatsoever nature which is caused by their reliance on our report.

1.5 We would like to thank all the Board and Committee members and the Senior Management Team for giving of their time to meet with us as part of the engagement.

2. What is working well

2.1 Succession planning

2.1.1 Succession planning has been challenging but there has been some creativity in looking at alternative options to attract Board members and SMT such as considering co-opted members, headhunting individuals directly, use of videos and drop-in session to promote posts (particularly for the Director of Education role) and reengineering job descriptions.

2.1.2 There is a clear cycle of rotation after a maximum of two terms. This enables fresh thinking and the development of strong corporate governance structures.

2.1.3 There are longer term plans in place to grow internal talent within the staff team, building up the middle management and providing staff with opportunities to progress and stretch themselves thereby providing confidence and talent for the future.

2.1.4 There is diversity in the board and SMT in terms of gender balance, age, skills across the Gaelic and non-Gaelic community, education and business. There is also good balance of length of tenure.

2.2 Membership, induction and training

2.2.1 Members feel supported by management and each other in a formal and informal setting to ensure that they can deliver on the terms and reference of the Committees and Board. There is a supportive approach to onboarding new members, providing a safe environment whilst getting up to speed.

2.2.2 The interview process is robust and has been refined and developed to tease out the skills required to be effective in the Board member role and to help give an insight into the types of challenges which are faced and need to be overcome.

2.2.3 The training for Board members is excellent, very useful and practical. An induction checklist is now in place to ensure and evidence that everything is being covered that should be.

2.2.4 The Committee structure is generally considered to be more effective than in the past. Rotating committee members ensures there is fresh thinking and opportunities to increase knowledge in areas which may be less familiar.

2.3 **Meetings/administration**

2.3.1 It is thought that the meetings are run well, the papers are of a high quality, timely and pitched at the right level and it is clear when decisions need to be made and when there are items for note.

2.3.2 Conflicts of interest are being managed well and the process is clear and actioned – from the point of joining the board through to making changes, redaction of papers and stepping out of meetings.

2.3.3 Continual reflection of the purpose of meetings has taken place to ensure they can be as slick and effective as possible.

2.3.4 There is good balance on the agenda between the time taken to discuss agenda items versus relative importance of the topic. The length of meetings is also considered to be optimum.

2.4 **Internal control**

2.4.1 Whilst Bòrd na Gàidhlig is a small organisation, it is subject to significant external scrutiny and therefore needs to have a robust system of internal control in place. It is clear that it has been a challenging few years for the organisation but interviewees commented that there has been huge collective progress across the organisation to improve and embed change.

2.5 **Financial Reporting and regulatory matters**

2.5.1 It was noted that positive progress has been made in this area.

2.5.2 The systems and risk register are being continually fine-tuned.

2.5.3 There is more focus on matching spend and financial processes to the priorities.

2.5.4 The financial reporting is clear and the papers are comprehensive.

2.6 **Internal and external audit**

2.6.1 It is widely thought that the Board has assurance over the system of internal control and that this area is now under control and the focus is in the right areas.

2.6.2 There is now a greater emphasis on internal audit reporting being more focused on findings at Committee and Board level to ensure the members are looking through a strategic rather than operational lens.

2.7 **Internal and external stakeholders**

2.7.1 There is an annual stakeholder engagement survey which has seen an increase in scores and is moving in the right direction.

2.7.2 It is felt that there is a better understanding of the role of the Board and an improved public image within the community than there has been in the past. This is thought to be a result of establishing more opportunities to engage with stakeholders and working together more collaboratively at national and local level.

2.8 **Technology and hybrid working**

2.8.1 The organisation has embraced technology and hybrid working and this has broken down geographical boundaries, extended the recruitment reach and opened up opportunities which may have previously not been possible. It has also allowed meetings to be more time efficient, cost effective and better for the environment.

2.8.2 New software has been embraced to facilitate openness and transparency and harness the benefits of technology and automation where possible.

2.8.3 Whilst there was a recognition that more face-to-face interactions would be welcomed, it was acknowledged that online meetings are more focused and efficient.

2.9 **Other points of note**

2.9.1 It is clear that the Board and SMT have gone through a challenging time and it down to the professionalism, resilience and loyalty of the Board members and SMT for coming through this period within the limitations that everyone is under. The organisation appears to be stable and there is a wider degree of internal satisfaction which will provide a sound basis for the organisation to move forward positively and with confidence.

3. What could be working better

3.1 Succession planning

3.1.1 It is widely accepted that the Board and committee membership is operating at the minimum number of members and there is an increased vulnerability (and risk of non-compliance with the Gaelic Language Act at the most extreme end) should there be unforeseen circumstances in the membership. This is further amplified by the Chair of the Board also being the Chair of the Policy and Resources Committee. Whilst best practice would be to ensure segregation of these roles, we understand that there are steps being taken to rotate the Chair of the Policy and Resources Committee in the near future.

3.1.2 A lot of experience has been lost through natural rotation and it is important to build this back up. The length of tenure is known and Board members can serve up to two terms of four years. Early planning is therefore essential to ensure that Board member recruitment becomes an ongoing rather than a reactive activity and perhaps consider whether board membership can be staggered to prevent a loss of experience in the same period.

3.1.3 It was noted that there could be a future financial experience skills gap on the Audit and Assurance Committee should one of the existing members to step down.

3.2 Membership, induction and training

3.2.1 Consider whether the performance development process could be adapted to the needs and styles of the individual as everyone learns and works differently and one size might not fit all. Whilst there has to be some level of consistency, there could be opportunities to provide some flexibility on the arrangements for individuals. For example, the current six-monthly performance development reviews for the Board and SMT members might be appropriate for new joiners, but could reduce to annual reviews in future; or be adapted to include a formal annual review with a lighter touch check in at the six-month point.

3.2.2 Consider opportunities for a more flexible or adaptable approach to setting the meeting and/or training diary to accommodate the needs and commitments that Board members might have.

3.2.3 Consider assigning a mentor or buddy so that new members have a main point of contact on a more informal basis. Should the board grow, it may necessitate the need for a different approach to help new members settle into the role more quickly.

3.2.4 Consider whether there could be more signposting embedded into the training materials to help breakdown the volume with a guide on the relative prioritisation of content that should be completed in the first week, the first month and so forth.

3.2.5 Consider whether the gap between interview and appointment could be better utilised within the governance constraints that you are operating in to keep potential members warm, keep in touch on progress of their application or begin reading some of the materials.

3.2.6 Consider whether more face-to-face training time can be structured, in particular for new joiners, so that they can benefit from the informal interactions.

3.2.7 One member commented that more accurate information on the time commitment required could be built into the job description when recruiting board members so that this is more open and transparent from the outset.

3.3 **Meetings/administration**

3.3.1 Consider whether the process of minute-taking, translation, reviewing and approval is working at an optimum level and whether minutes could be provided on a timelier basis so that conversations are easier to recollect. Consider what are the barriers to delivering them sooner and if the minutes could be reviewed in the language they are taken in and again once subsequently translated and who should be responsible for reviewing them in their initial and translated form.

3.3.2 It is understood that the papers for meetings are quite lengthy and could perhaps be summarised further as it moves from Committee to Board level. Whilst there is a balance to strike in terms of management preparation time, this would ensure that the Board is focusing on those areas of strategic importance.

3.3.3 The members of the Policy and Resources Committee have a close working relationship with the Executive Team and this could reduce the effectiveness of the Committee's ability to challenge management effectively.

3.4 **Financial Reporting and regulatory matters**

3.4.1 Consider whether there could be a greater focus on outcomes and impact for the investment made rather than output and how the money is being spent. Impact reporting is becoming the established best practice for Not for Profit and Public sector financial reporting.

3.5 **Internal control, internal and external audit**

3.5.1 There were no observations in this area which could be working better. It is, however, important that the organisation doesn't rest on its laurels and continues to make progress and adapt and maintain a robust system of internal control.

3.5.2 The level of scrutiny is high for an organisation of this size and there are significant administrative responsibilities that go with being a public body. Whilst not something that the Board can necessarily control, opportunities should be sought on ways to influence Government and provide feedback on how smaller organisations could be better supported.

3.6 **Internal and external stakeholders**

3.6.1 There has been a lot of progress with stakeholders and an increase in response and demand, but it was noted that there are barriers to further development, certainly at the same pace as has been seen, without further resource. A stakeholder management plan is currently in the process of being mapped. This will be transformational in helping the Board and SMT to set realistic expectations for each stakeholder group and therefore develop a communication plan and modus operandi which addresses stakeholder needs and improves engagement.

3.7 **Technology and hybrid working**

3.7.1 It was widely noted that it is important to maintain the team, at all levels in the organisation, as a community and ensuring there is a right balance struck between face to face and hybrid/remote working. Many of those who were interviewed commented that more face-to-face opportunities would be welcome and ensuring that time is being used effectively when doing so.

3.7.2 With hybrid working becoming part of the future and the constraints of the budget, one member commented as to whether the office space is optimum and fit for the future or if there could be opportunities to scale down whilst still maintaining facilities to ensure ongoing collaboration.

3.7.3 With the rise of hybrid working, organisations can be more susceptible to cyber threats and may require more offsite support from IT – one member commented as to whether your existing IT support remains appropriate and is fit for purpose.

3.7.4 Board and Committee meetings are publicly broadcasted, and it is worth noting that some members commented that these sessions have the potential to inhibit open discussion.

4. Keep doing

4.1 Membership, induction and training

4.1.1 Continually seek out external opportunities for board members to share ideas in different forums and build up a support network

4.2 Meetings/administration

4.2.1 Continue to evaluate the purpose of meetings at all levels of the organisation to ensure that they remain appropriate or adapt as needed as the organisation moves forward in its journey.

5. Improvements noted from our prior year review

5.1 Committee members are rotated between committees which allows for a fresh perspective on a periodic basis.

5.2 Committee members receive an induction on joining the committee and training needs are considered on an ongoing basis.

Seisean Fosgailte : Open Session
Cuspair 14.1

A' freagairt ri	Am Bòrd-stiùiridh
Ceann-latha na Coinneimh	06/10/2022
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	14.1

Tiotal a' Phàipeir	Plana Obrach a' Bhùird-stiùiridh	
Moladh do Bhuill	Ri Aontachadh	
Neach-labhairt:	Nicola Pearson	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
-	-	-
Pàipear-taice air a cheangal ris	Tha- Eàrr-ràdh A – Plana Obrach a' Bhùird-stiùiridh	

1.0	**Adhbhar**
1.1	Is e adhbhar na h-aithisge seo plana obrach a thoirt dhan Bhòrd-stiùiridh a tha a' mìneachadh nam prìomh nithean air am feumar beachdachadh mar phàirt den chlàr-obrach airson na bliadhna.
2.0	**Cùl-fhiosrachadh**
	Bidh an aithisg labhairteach sa Bheurla.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Tha e cudromach gum bi plana obrach aontaichte aig a' Bhòrd-stiùiridh airson na bliadhna air thoiseach. Thèid sùil a chumail air a' phlana obrach tron bhliadhna.
4.0	**Moladh**
4.1	Thathar ag iarraidh air Buill beachdachadh air a' phlana obrach an cois seo agus aontachadh.
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 fheachd-obrach.
5.3	**Buaidhean air Trèanadh**
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air trèanadh.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**
	Amas Corporra 4: Gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.
5.5	**Ceanglaichean ri Frèama-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 plana-obrach a' Bhùird-stiùiridh a' neartachadh cliù na buidhne tro bhith fosgailte agus eagraichte a thaobh obair na buidhne.
5.7	**Buaidhean air Slàinte is Sàbhailteachd**
	Bidh aithisg a' tighinn dhan Bhòrd-stiùiridh air Slàinte is Sàbhailteachd.
5.8	**Buaidhean Laghail**
	Tha cuid de na h-aithisgean a thig dhan Bhòrd-stiùiridh a' dèiligeadh ri rudan reachdail.
5.9	**Buaidhean air Co-ionnanachd** Bidh aithisg a' tighinn dhan Bhòrd-stiùiridh air co-ionannachd.
5.10	**Buaidhean air an Àrainneachd**
	Thig fiosrachadh dhan Bhòrd-stiùiridh air cùisean a thaobh na h-àrainneachd.

Seisean Fosgailte
Cuspair 14.1

Plana Obrach a' Bhùird-stiùiridh 2022/23		Òg mhios 23/06/2022	Damhair 06/10/2022	Dùbhlachd 15/12/2022	Màrt 09/03/2022
Puingean Stèidhichte	Cùisean Tòiseachaidh / Fàilte	√	√	√	√
	Nochdadh Com-pàirt	√	√	√	√
	Geàrr-chunntas	√	√	√	√
	Clàr-gnìomhan	√	√	√	√
	Aithisg air Plana Gnìomh	√	√	√	√
	Aithisg Ionmhas	√	√	√	√
	Clàr Mì-chìnntean	√	√	√	√
	Geàrr-chunntasan nan Comataidhean	√	√	√	√
	Aithisg a' Cheannard	√	√	√	√
	Am Plana Obrach	√	√	√	√
	COVID-19	√	~~√~~	~~√~~	~~√~~
	Iarrtasan Taic-airgid £100,000+	√	√	√	√
	Lèirmheas air a' choinneimh	√	√	√	√
Prìomhachasan Ro-innleachdail	Plana Corporra			√	√
	Am Plana Cànain Nàiseanta na Gàidhlig	√	√	√	√
	Adhartas nas Luaithe	√	√	√	√
Puingean Cunbhalach Bliadhnail	Plana Gnìomh				√
	Buidseat na Bliadhna				√
	Plana Ionmhas Meadhan-teirm				√
	Aithisg Bhliadhnail na Comataidh Sgrùdaidh is Dearbhachd	√			
	Aithisg Bhliadhnail na Comataidh Poileasaidh is Ghoireasan	√			
	Aithisg Bhliadhnail is Cunntasan		√		
	Aithisg an Luchd-sgrùdaidh on Taobh a-muigh		√		
	Aithisg Oifigear nan Inbhean	√			
	Aithisg Luchd-obrach	√			
	Aithisg Slàinte is Sàbhailteachd	√			
	Èifeachdas is Trèanadh a' Bhùird-stiùiridh	~~√~~	√		
	Plana Feachd-obrach	√			√
	Plana Trèanaidh	√			
	Gnàth-Riaghailtean	√			
	Pròg ram coinneamhan a' Bhùird-stiùiridh			√	
	Fosgailteachd	√			
	Maoineachadh nam Buidhnean Gàidhlig			√	√
	Aithisg air Planaichean Gàidhlig	√			
Puingean Ad Hoc	Suirbhidh Luchd-ùidh		√		
	Measadh air Modhan-obrach Choinneamhan	√			