

BÒRD NA GÀIDHLIG

Coinneamh a' Bhùird-stiùiridh

Diardaoin 09/03/2023 09.30-13.00

AL3 Lecture Theatre (Rm 110), An Lòchran
CLÀR-GNOTHAICH

Board Meeting

Thursday 09/03/2023 09.30-13.00

AL3 Lecture Theatre (Rm 110), An Lòchran
AGENDA

1.0	SEISEAN FOSGAILTE	OPEN SESSION	09.30
1.1	Fàilte bhon Chathraiche	Welcome	
1.2	Leisgeulan	Apologies	
1.3	A' nochdadh chom-pàirtean <i>Bu chòir do Bhuill com-pàirt ionmhasail no neo-ionmhasail a th' aca ann an cùis sam bith air am bithear a' beachdachadh a chlàradh, le bhith a' comharrachadh na puinge buntainnich agus an t-seòrsa com-pàirt a th' aca</i>	Declarations of interest <i>Members should declare any financial and non-financial interest they have in the items of business for consideration, identifying the relevant agenda item, and the nature of their interest</i>	
2.0	IONMHAS	FINANCE	
2.1	Airson Fiosrachadh* Aithisg Ionmhais gu 31/12/2022 PT1 Aithisg Ionmhas <i>Nicola Pearson, Ceann an Ionmhais & Chùisean Corporra</i>	For Information* Finance Report to 31/12/2022 PT1 Finance Report <i>Nicola Pearson, Head of Finance & Corporate Affairs</i>	d. 4 d. 7
2.2	Ri Aontachadh Iarrtasan Taic-airgid £100,000+ <i>Steven Kellow, Oifigear Maoineachaidh is Pròiseactan</i>	For Decision Funding Applications £100,000+ <i>Steven Kellow, Funding & Projects Officer</i>	d. 8
3.0	PLANA CORPORRA IS COILEANADH	CORPORATE PLAN AND PERFORMANCE	
3.1	Airson Fiosrachadh* PCCan 2022/23 - Sgrùdadh <i>Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh</i>	For Information* KPIs 2022/23 – Monitoring <i>Iain MacMillan, Director of Development</i>	d. 10
3.2	Airson Fiosrachadh* Plana Nàiseanta na Gàidhlig 2023-28 <i>Shona NicIllinnein, Ceannard</i> <i>Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh</i>	For Information* National Gaelic Language Plan 2023-28 <i>Shona MacLennan, Ceannard</i> <i>Iain MacMillan, Director of Development</i>	d. 14
3.3	Airson Fiosrachadh* Adhartas nas Luaithe PT1 Aithisg air Trusadh is Glèidheadh Thidsearan PT2 Fiosrachadh a bharrachd airson Buidheann Obrach air Cothroman Eaconomach is Sòisealta PT3 Dòighean-obrach gus fàs a thoirt air an eaconamaidh stèidhichte air àite <i>Jennifer NicHarrie, Stiùiriche Foghlaim</i>	For Information* Faster Rate of Progress PT1 Report on Recruitment and Retention of Teachers PT2 Additional Information for Working Group on Economic and Social Opportunities for Gaelic PT3 Place-based approaches to growing the economy <i>Jennifer McHarrie, Director of Education</i>	d. 17 d. 20 d. 27 d. 31
4.0	RIANACHD MHÌ-CHINNTEAN	RISK MANAGEMENT	
4.1	Ri Aontachadh Clàr mhì-chinntean Ro-innleachdail PT1 Clàr mhì-chinntean ro-innleachdail <i>Nicola Pearson, Ceann an Ionmhais is Chùisean Corporra</i>	For Decision Strategic Risk Register PT1 Strategic risk register <i>Nicola Pearson, Head of Finance & Corporate Affairs</i>	d. 34 d. 37
5.0	PLANA OBRACH A' BHÙIRD-STIÙIRIDH	BOARD WORK PLAN	
5.1	Ri Aontachadh Plana-obrach a' Bhùird-stiùiridh PT1 Plana-obrach a' Bhùird-stiùiridh 23/24 <i>Shona NicIllinnein, Ceannard</i>	For Decision Board Workplan PT1 Board workplan 23/24 <i>Shona MacLennan, Ceannard</i>	d. 38 d. 40
6.0	GISBE	AOCB	
	Ceann-latha na h-ath coinneimh 22/06/2023	Date of next meeting 22/06/2023	

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-ghnothaich.
- Bidh cothrom aig Buill deasbad iarraidh air pàipearan '*Airson Fiosrachadh*' air nach eil rionnag * le bhith a' leigeil fios do Chathraiche a' Bhùird-stiùiridh 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 Board 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 2.1

For	Board Meeting
Date of Meeting	09/03/2023
Location:	An Lòchran, Inverness
Item on Agenda	2.1

Paper Title		Finance Report to 3st December 2022																	
Recommendation		For Information *																	
Spokesperson		Nicola Pearson, Head of Finance and Corporate Affairs																	
Governance Route		Date of Meeting	Decision																
Policy and Resources Committee		24/01/2023	For information																
Sgioba Stiuiridh		12/01/2023	For information																
Appendices:		PT1 – Finance Report																	
1.0	Purpose																		
1.1	To give information to the Board on the financial position as at 31st December 2022. The paper is in English as it is presented by the Head of Finance and Corporate Affairs.																		
2.0	Background																		
2.1	<p>Bòrd na Gàidhlig has a total budget of £5,779k for the financial year 2022/23.</p> <p>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.</p> <p>The adjusted high level income and expenditure budgets are detailed below:</p> <table><tr><td>Income:</td><td>£m</td></tr><tr><td>Grant-in-aid</td><td>5.679</td></tr><tr><td>Other income (CnaP)</td><td>0.100</td></tr><tr><td>Total</td><td>5.779</td></tr><tr><td>Expenditure:</td><td>£m</td></tr><tr><td>Development</td><td>3.845</td></tr><tr><td>Running Costs</td><td>1.934</td></tr><tr><td>Total</td><td>5.779</td></tr></table>			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
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Running Costs	1.934																		
Total	5.779																		
3.0	Main Points																		
3.1	<p>At the end of the third quarter, total spend was £156k behind budget. This was as a result of a £163k underspend in running costs offset by a development over spend of £7k.</p> <p>The majority of the running costs underspend is against the budget for salaries. This is due to a number of vacancies and in year slippage on posts that were filled part of the way through the year.</p>																		

Seisean Fosgailte : Open Session
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	<p>Looking towards the end of the financial year, we are projecting an overspend against budget of £72k but once we include the approved carry forward from 21/22 and reclaimed funding we are forecasting a cash underspend of around £93k.</p> <p>We requested, and were granted permission to carry forward a cash underspend of £90k into 2023/24. This will allow BnG to maintain the fixed term positions which we due to conclude in the first half of next year until the end of March 2024.</p>
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
	With the agreed carry forward of projected underspend, fixed term posts will continue until 31 st March 2024.
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

Finance report (against strategic priorities and full year forecast) – 31st December 2022

31 December 2022		TO END Q.1				TO END Q.2				YTD				FULL YEAR FORECAST						
		BUDGET	ACTUAL	VAR		BUDGET	ACTUAL	VAR	VAR %	BUDGET	ACTUAL	VAR	VAR %	BUDGET	YTD	COMMITTED	EAU	TOTAL	VAR	VAR %
FUNDING	Opening Available Budget	0	154,877	(154,877)		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		2,629,000	2,629,000	0		4,489,000	4,489,000	0		5,679,000	4,489,000	0	0	5,679,000	0	
	Funding From External Bodies	25,000	25,000	0		50,000	50,000	0		75,000	75,000	0		100,000	75,000	0	0	75,000	25,000	
	Reclaimed Funding	0	11,000	(11,000)		0	23,000	(23,000)		0	35,000	(35,000)		0	35,000	0	0	35,000	(35,000)	
	AVAILABLE BUDGET	1,414,000	1,579,877	165,877		2,679,000	2,856,877	177,877		4,564,000	4,753,877	189,877		5,779,000	4,753,877	0	0	5,943,877	164,877	
EXPENDITURE	Using Gaelic	377,000	619,000	242,000	64%	670,275	970,358	300,083	45%	1,386,599	1,493,011	106,411	8%	1,839,180	1,493,011	328,518	336,560	2,158,089	318,909	17%
	Learning Gaelic	324,000	237,000	(87,000)	-27%	758,928	587,449	(171,479)	-23%	1,206,300	1,151,965	(54,335)	-5%	1,665,320	1,151,965	332,675	55,454	1,540,094	(125,226)	-8%
	Promoting Gaelic	145,000	127,000	(18,000)	-12%	201,891	197,154	(4,737)	-2%	319,316	274,206	(45,110)	-14%	340,500	274,206	50,480	34,329	359,015	18,515	5%
	DEVELOPMENT SPEND	846,000	983,000	137,000	16%	1,631,094	1,754,962	123,867	8%	2,912,215	2,919,181	6,966	0%	3,845,000	2,919,181	711,673	426,343	4,057,198	212,198	6%
	Salaries	371,064	285,824	(85,240)	-23%	733,626	584,933	(148,693)	-20%	1,100,439	951,984	(148,455)	-13%	1,467,247	951,984	339,553	0	1,291,537	(175,710)	-12%
	Other Costs	90,800	94,176	3,376	4%	194,713	200,930	6,217	3%	344,624	330,331	(14,293)	-4%	466,753	330,331	43,235	128,318	501,884	35,131	8%
	RUNNING COSTS	461,864	380,000	(81,864)	-18%	928,339	785,863	(142,476)	-15%	1,445,063	1,282,315	(162,748)	-11%	1,934,000	1,282,315	382,787	128,318	1,793,421	(140,579)	-7%
	TOTAL SPEND	1,307,864	1,363,000	55,136	4%	2,559,433	2,540,825	(18,608)	-1%	4,357,278	4,201,497	(155,782)	-4%	5,779,000	4,201,497	1,094,460	554,661	5,850,619	71,619	1%
	BUDGET CARRIED FORWARD	106,136	216,877	110,741		119,567	316,052	196,485		206,722	552,380	345,659		projected cash underspend (93,258)						

*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.



A' freagairt ri	Am Bòrd-stiùiridh
Ceann-latha na Coinneimh	09/03/2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	2.2

Tìotal a’ Phàipeir	Iarrtasan taic-airgid		
Moladh do Bhuill	Ri 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			Ri Aontachadh
Pàipear-taice air a cheangal ris		Chan eil	
1.0	Adhbhar		
1.1	A’ sireadh aonta bhon Bhòrd-stiùiridh airson taic-airgid a thoirt do 1 iarrtas taic-airgid aig ìre £100k+.		
2.0	Cùl-fhiosrachadh		
2.1	Chaidh aontachadh san Dàmhair 2021 taic-airgid fad 3-bliadhna a thabhann do MG ALBA is Sabhal Mòr Ostaig gus taic a chumail ris an iomairt SpeakGaelic, is seo na phasgan luach £396,000 thairis air 3 bliadhnaichean-ionmhais (is £100,000 a bharrachd air aontachadh as t-foghar 2020 aig tòiseach a’ phròiseict).		
2.2	Chaidh £24,000 a bharrachd aontachadh don phròiseict sa Ghearran 2022, gu sònraichte airson leabhraichean a chruthachadh is fhoillseachadh a bheireadh taic do luchd-ionnsachaidh air cùrsaichean SpeakGaelic, a bharrachd air na goireasan saor an-asgaidh ri fhaighinn air-loidhne.		
2.3	Thathar den bheachd gu bheil a’ bhuidheann a’ coileanadh nan dleastanasan aca fo na h-aontaidhean taic-airgid aca.		
3.0	Prìomh Aithris/Fiosrachadh		
3.1	Thathar a’ sireadh aonta gus taic-airgid a dhearbhadh do MG ALBA mar phàirt den bliadhna mu dheireadh den phasgan taic-airgid do SpeakGaelic.		
3.2	Ann an 2023/24 bidh obair a’ leudachadh air cruthachadh susbaint airson ìrean B1 is B2 den phrògram, airson taic a chumail ri luchd-ionnsachaidh aig ìre nas adhartaiche san t-slighe aca gu fileantas sa Ghàidhlig.		
3.3	Tha an taic-airgid air a tabhann le Bhòrd na Gàidhlig gu sònraichte a’ dol a dh’ionnsaigh taic a chumail ri ullachadh nan goireasan-teagaisg gus cùrsaichean SpeakGaelic a libhrigeadh.		
3.4	Thathar den bheachd gu bheil deagh adhartas air a bhith ann le SpeakGaelic gu ruige seo, is gum bi an obair a tha gu bhith air a crìochnachadh sa bhliadhna ri teachd a’ cur gu mòr ri ionnsachadh na Gàidhlig san àm ri teachd.		
3.5	Bidh còmhraidhean ann tron bhliadhna le MG ALBA gus beachdan a thogail air adhartais le SpeakGaelic is mu bhith a’ cur na h-ath cheumannan den phròiseict an gnìomh.		

4.0	Moladh																																				
	Thathar ag iarraidh air Buill:																																				
4.1	Aontachadh gus £130,000 a thabhann do MG ALBA airson pròiseact SpeakGaelic (Goireasan-teagaisg) airson na bliadhna-ionmhais 2023/24, leis na cumhaichean: <ul style="list-style-type: none">Gun tèid suaicheantas Bhòrd na Gàidhlig a chleachdadh air duilleag-aghaidh stuthan foillsichte sam bith aig SpeakGaelicGum faigh Bòrd na Gàidhlig aithneachadh mar bhuidheann-maoineachaidh de SpeakGaelic aig gach cothrom iomchaidh																																				
5.0	Prìomh Bhuidhean Ro-innleachdach																																				
5.1	Buidhean air Ionmhas																																				
5.1.1	Bidh iad seo mar pàirt den buidseat 2023/24, is chaidh beachdachadh air na figearan seo mar pàirt de phròiseas cruthachaidh a’ bhuidseat.																																				
5.2	Buidhean air Luchd-obrach																																				
	Chan eil gin ann.																																				
5.3	Buidhean air Trèanadh																																				
	Chan eil gin ann.																																				
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra																																				
5.4.1	Tha seo a’ cur ri gnìomhan sa Phlana Gnìomh Bòrd na Gàidhlig 2022/23 a thaobh: <ul style="list-style-type: none">PCC-5 – “Bidh barrachd dhaoine ag aontachadh ris an abairt, “Tha mi air na sgilean Gàidhlig agam a thoirt air adhart.”																																				
5.5	Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta																																				
	<table><tr><th colspan="2">AR N-ADHBHAR</th><th colspan="2">AR LUACHAN</th></tr><tr><td colspan="2">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</td><td colspan="2">’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</td></tr><tr><th colspan="4">AR LUACHAN BUILEAN NÀISEANTA</th></tr><tr><td>Còraichean daonna</td><td><input type="checkbox"/></td><td>Clann</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Cultar</td><td><input checked="" type="checkbox"/></td><td>Coimhearsnachdan</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Àrainneachd</td><td><input type="checkbox"/></td><td>Bochdainn</td><td><input type="checkbox"/></td></tr><tr><td>Slàinte</td><td><input type="checkbox"/></td><td>Eadar-Nàiseanta</td><td><input type="checkbox"/></td></tr><tr><td>Foghlam</td><td><input checked="" type="checkbox"/></td><td>Eaconamaidh</td><td><input checked="" type="checkbox"/></td></tr><tr><td colspan="3">Gnòthachasan soirbheachail is ùr-ghnàthach</td><td><input checked="" type="checkbox"/></td></tr></table>	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	<input type="checkbox"/>	Clann	<input checked="" type="checkbox"/>	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>	Slàinte	<input type="checkbox"/>	Eadar-Nàiseanta	<input type="checkbox"/>	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>	Gnòthachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
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	Gnòthachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>																																	
5.6	Buidhean air Cliù																																				
5.6.1	Dh’fhaodadh seo buaidh a thoirt air cliù a’ Bhùird leis nach deach sgeama fad-ùine fhoillseachadh mar a bhathar an dùil, is seo an dàrna turas a tha sinn air dàil a chur air sin.																																				
5.6.2	Thathar den bheachd ge-tà, gu bheil e nas iomchaidh gu bheil sinn a’ cur an cèill gu bheil sinn airson beachdan a’ phobaill is buidhnean dhan ath Phlana Nàiseanta a chur an gnìomh is gum biodh sin mar fhreagairt air a seo.																																				
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5.10	Buidhean air an Àrainneachd
	Chan eil gin ann.

Seisean Fosgailte
Cuspair 3.1

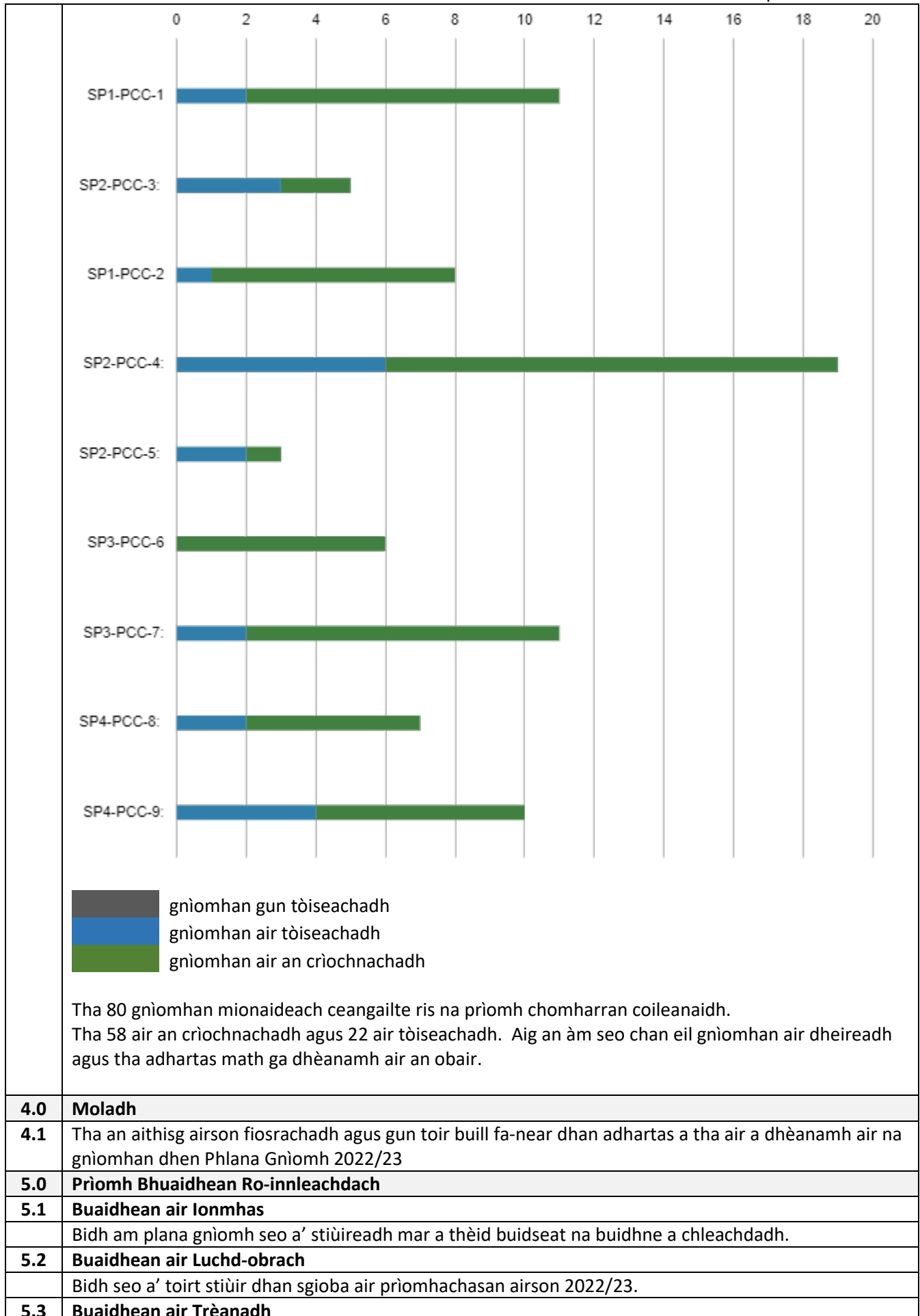
A' freagairt ri	Coinneamh a' Bhùird-stiùiridh
Ceann-latha na Coinneimh	09/03/23
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	3.1

Tìotal a’ Phàipeir		Prìomh Chomharran Coileanaidh - Adhartas 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	
Sgioba-stiùiridh Comataidh Poileasaidh is Ghoireasan		24/1/23	Airson Aontachadh Airson Fiosrachadh	
Pàipear-taice air a cheangal ris		Chan eil		
1.0	Adhbhar			
1.1	Airson fiosrachadh air an adhartas a tha air a dhèanamh air na Prìomh Chomharran Coileanaidh a chaidh aontachadh aig coinneamh a’ Bhùird-stiùiridh air 02/03/2022 mar phàirt dhen Phlana Gnìomh.			
2.0	Cùl-fhiosrachadh			
2.1	Aig coinneamh a’ Bhùird-stiùiridh anns a’ Mhàirt 2022 chaidh aontachadh ri dòigh-obrach ùr airson aire a’ Bhùird-stiùiridh 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	Adhartas
	PCC – 1	Barrachd chothroman do dhaoine na sgìlean Gàidhlig aca a chleachdadh	ag obair le 70 buidhnean poblach air cruthachadh, a’ cur an gnìomh agus a’ measadh phlanaichean Gàidhlig	Tha sinn ag obair an dràsta le 66 Buidhnean le dùil gum bi sinn air an àireamh 70 a ruigsinn ro dheireadh na bliadhna
	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 libhrigidh Gàidhlig	Chaidh lèirmheas a dhèanamh agus tha am Bòrd-stiùiridh air aontachadh clàr-ama airson nan atharrachaidhean a chur an sàs
	PCC – 3	Barrachd taic do sholar sna Tràth-bhliadhnaichean	Maoineachadh air a thoirt do sholar tràth-bhliadhnaichean tron	Sgeama thabhartasan tràth-bhliadhnaichean air a libhrigeadh

Seisean Fosgailte

Cuspair 3.1

			Ghàidhlig		
	PCC – 4	Barrachd chothroman do dhaoine na sgilean Gàidhlig aca a thoirt air adhart	Stiùireadh Reachdail airson Foghlam Gàidhlig air ùrachadh	Bidh seo ga thoirt air adhart as a Mhairt	
	PCC – 5	Bidh barrachd dhaoine ag aontachadh ris an abairt, “Tha mi air na sgilean Gàidhlig agam a thoirt air adhart.”	Goireasan B1 agus B2 SpeakGaelic air ullachadh	Tha MG ALBA agus SMO air tòiseachadh air na goireasan seo ullachadh le dùil a bhith deiseil Samhradh 2023.	
	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	Tha am Bòrd-stiùiridh air am Plana aontachadh agus a chur air adhart chun an Riaghaltais	
	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	Tha dreach dhen aithisg seo deiseil ach cha bhi cothrom a foillseachadh gus am bi am Plana Nàiseanta air aontachadh leis a’ Riaghaltas.	
	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 ris an luchd-obrach aige	Leis a’ Phlana Nàiseanta air aontachadh leis a’ Bhòrd-stiùiridh agus air a dhol gu Ministearan bidh an obair a tha seo a tòiseachadh agus dreach a Phlana air aontachadh	
	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	Tha an obair a tha seo air tòiseachadh le dùil gum bi e crìochnaichte ro deireadh na bliadhna. Bha a cheud dreach crìochnaichte san Dùbhlachd.	
3.3	Tha adhartas math air a bhith ann cuideachd air na gnìomhan mionaideach a tha ceangailte ris a’ Phlana Gnìomh aig ìre luchd-obrach agus tha an t-adhartas ri fhaicinn anns a’ chlàr gu h-ìosal:				

Seisean Fosgailte
Cuspair 3.1

Seisean Fosgailte

Cuspair 3.1

	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-innleachail agus Corporra			
	Tha am plana seo co-cheangailte ris na 4 prìomhachasan corporra aig BnG.			
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 seasmach 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	<input type="checkbox"/>	Clann	<input checked="" type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
	Àrainneachd	<input checked="" type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input checked="" type="checkbox"/>	Eadar-Nàiseanta	<input checked="" type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
5.6	Buaidhean air Cliù			
	Bidh e nas fhasa a bhith a' mineachadh 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.			

Seisean Fosgailte : Open Session
Cuspair 3.2

A' freagairt ri	Am Bòrd-stiùiridh
Ceann-latha na Coinneimh	09/03/2023
Àite:	Inbhir Nis
Nì a' chlàr-ghnothaich	3.2

Tìotal a' Phàipeir	Plana Nàiseanta na Gàidhlig 2023-28	
Moladh do Bhuill	Airson fiosrachadh*	
Neach-labhairt:	Shona NicIlinnein, Ceannard	
Cùrsa Riaghlaidh airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh	27/02/2023	Airson fiosrachadh
Pàipear-taice air a cheangal ris	Chan eil	
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.	
2.4	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).	
2.5	Bha a' mhòr-chuid a' moladh an dreachd, is chaidh brath-naidheachd fhoillseachadh leis na toraidhean tòiseachail.	
3.	Priomh Aithris/Fiosrachadh	
3.1	Chaidh an dreachd mu dheireadh gu coinneamh a' Bhùird-stiùiridh air 22.09.2022 far an do dh'aontaich am Bòrd-stiùiridh ris, le molaidhean nach robh susbainteach air an cur ris agus chaidh e air adhart do Mhinistearan na h-Alba ro dheireadh na Sultain 2022.	
3.2	'S e fear de na PCCan aig BnG am-bliadhna gun tèid aithisg 'Thuirt sibh, rinn sinne' fhoillseachadh nuair a bhios aonta ann air a' Phlana. A bharrachd air an aithisg seo, thèid	

Seisean Fosgailte : Open Session
Cuspair 3.2

	aithisg air Measadh Buaidh Coimhearsnachdan Eileanach agus Measadh Buaidh Co-lonannachd fhoillseachadh.						
3.3	San fhreagairt air co-chomhairleachadh Riaghaltas na h-Alba air a' Ghàidhlig is Albais, rinn BnG moladh nach tèid stad a chur air siostam plana nàiseanta airson na Gàidhlig leis gu bheil e a' toirt seachad stiùireadh agus ro-innleachd, gu sònraichte do bhuidhnean poblach air na tha a dhìth gus àireamhan luchd-labhairt agus cleachdadh na Gàidhlig a leudachadh.						
3.4	Cuideachd, bha moladh ann gum biodh an dleastanas airson Plana Nàiseanta ullachadh air a chumail le Bòrd na Gàidhlig.						
3.5	Bidh na h-ath cheumannan a thaobh a' Phlana Nàiseanta a rèir co-dhùnaidhean Ministearan na h-Alba ach thathar an dùil gun tèid plana ùr fhoillseachadh as t-Earrach 2023. Ma bhios barrachd fios ann nuair a choinnicheas am Bòrd-stiùiridh air 09/03/2023, bidh aithris labhairteach ann.						
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 Cànan 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						
<table> <tr> <th>AR N-ADHBHAR</th><th>AR LUACHAN</th></tr> <tr> <td>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</td><td>'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</td></tr> <tr> <td colspan="2">AR LUACHAN BUILEAN NÀISEANTA</td></tr> </table>		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	
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							

Seisean Fosgailte : Open Session
Cuspair 3.2

Còraichean daonna	<input checked="" type="checkbox"/>	Clann	<input checked="" type="checkbox"/>
Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
Àrainneachd	<input checked="" type="checkbox"/>	Bochdainn	<input checked="" type="checkbox"/>
Slàinte	<input checked="" type="checkbox"/>	Eadar-nàiseanta	<input checked="" type="checkbox"/>
Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnàthach		<input checked="" type="checkbox"/>	

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 dleistanais 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
Cuspair 3.3

A' freagairt ri	Am Bòrd-stiùiridh
Ceann-latha na Coinneimh	09/03/2023
Àite:	Inbhir Nis
Nì a' chlàr-ghnothaich	3.3

Tìotal a' Phàipeir	Adhartas nas Luaithe	
Moladh do Bhuill	Airson fiosrachadh *	
Neach-labhairt:	Jennifer McHarrie, Stiùiriche Foghlam na Gàidhlig	
Air ullachadh le:	Jennifer McHarrie, Stiùiriche Foghlam na Gàidhlig Shona NicIllinnein, Ceannard	
Cùrsa Riaghlaidh airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh	27/02/2023	Airson fiosrachadh
Pàipear-taice air a cheangal ris	PT1 – Aithisg air Trusadh is Glèidheadh Thidsearan PT 2 - Fiosrachadh a bharrachd airson Buidheann Obrach air Cothroman Eaconamach is Sòisealta PT3 - Dòighean-obrach gus fàs a thoirt air an eaconamaidh stèidhichte air àite	
1	Adhbhar	
1.1	Airson am fiosrachadh as ùire a thoirt do Bhuill a' Bhùird-stiùiridh mu dheidhinn na h-iomairt Adhartas nas Luaithe.	
2.	Cùl-fhiosrachadh	
2.1	Chaidh an iomairt Adhartas nas Luaithe a stèidheachadh aig Riaghaltas na h-Alba, gus na prìomhachasan ann am Plana Cànan Nàiseanta Gàidhlig 2018-23 a thoirt air adhart. Tha am pìos seo ann am Plana Cànan Nàiseanta Gàidhlig 2018-23:- “Fàs nas luaithe is buaidh nas fharsainghe Tha sinn riarachta gu bheil prìomhachasan a' Phlana seo freagarrach airson fàs a thoirt air a' Ghàidhlig aig ìre nas luaithe ann an Alba.”	
2.2	Bha a' chiad choinneamh “Adhartas nas Luaithe” ann am Battleby, faisg air Peairt anns an Lùnastal 2018, le riochdairean bho còrr is 20 ùghdarras poblach an làthair agus le Iain Swinney, Leas-phrìomh Mhinistear na h-Alba sa chathair. Bha coinneamh Adhartas nas Luaithe eile anns an Lùnastal 2019 agus ceithir eile air-loidhne on uair sin.	
2.3	Tha na buidhnean a tha an sàs sna sruthan-obrach a' coinneachadh eadar nan coinneamhan leis a' Mhinistear gus an obair a thoirt air adhart.	
2.4	A bharrachd air co-obrachadh eadar diofar ùghdarrasan poblach, tha co-obrachadh taobh-a-staigh na buidhne a' dol air adhart cuideachd, le fòcas air na 6 sruthan-obrach seo.	
2.5	Dhearbhaich buill Co-cruinneachadh na Gàidhealtachd is nan Eilean (Convention of the Highlands and Islands) anns a' Mhàirt 2021 gum bi iad a' cumail sùil air leasachadh na Gàidhlig fo sgèith nan diofar chuspairean air a' chlàr-ghnothaich aca, mar eisimpleir	

Seisean Fosgailte
Cuspair 3.3

2.6	<p>taigheadas is leasachaidhean eaconamach. Aig a' choinneimh aca air a' mhìos seo (27/03/2023), bidh pàipear air am beulaibh air na cothroman agus na dùbhlain a tha ann a thaobh na Gàidhlig.</p> <p>Sa Mhàrt 2022, stèidhich Rùnaire na h-Eaconamaidh Buidheann Obrach Geàrr-bheatha air Cothroman Eaconamach is Sòisealta don Ghàidhlig gus cuideachadh le libhrigeadh mhiannan na Ro-innleachd Nàiseanta 10 bliadhna ùire son Cruth-atharrachadh Eaconamach. Tha a' bhuidheann ann gus molaidhean a dhèanamh air cothroman eaconamach a chuidicheas neartachadh choimhearsnachdan Gàidhlig air feadh na h-Alba. Choinnich Cathraiche is Ceannard Bhòrd na Gàidhlig ris a' bhuidhinn san Ògmhios an-uiridh agus a-rithist o chionn beagan sheachdainean. Thug BnG tri pàipearan dhan Bhuidhinn – PT1 – Aithisg air trusadh is Glèidheadh Thidsearan, PT2 Fiosrachadh a bharrachd airson Buidheann Obrach air Cothroman Eaconamach is Sòisealta agus PT3 Dòighean-obrach gus fàs a thoirt air an eaconamaidh stèidhichte air àite. Tha sinn a' dèanamh fiughair ris an aithisg agus na molaidhean fhaicinn.</p>												
3	Prìomh Aithris/Fiosrachadh												
3.1	<p>Tha obair Adhartas nas Luaithe a' dol air adhart le diofar bhuidhnean a' gabhail uallach airson sruthan-obrach. Aig a' choinneimh san t-Sultain, chaidh aontachadh gum biodh beagan atharrachaidhean air na sruthan-obrach a bh' ann agus fear ùr air a chur riutha. Tha iad a-nise mar a leanas:</p> <table border="1" data-bbox="300 981 1388 1709"> <tr> <td data-bbox="300 981 831 1106">Trusadh agus glèidheadh Thidsearan</td><td data-bbox="831 981 1388 1106">Comhairle Choitcheann Teagaisg na h-Alba (GTCS) agus Comhairle Maoineachaidh na h-Alba (SFC)</td></tr> <tr> <td data-bbox="300 1106 831 1263">Ionnsachadh is Cleachdadh (air an robh ionnsachadh didseatach agus meadhanan roimhe)</td><td data-bbox="831 1106 1388 1263">MG ALBA is Comhairle nan Eilean Siar (CnES)</td></tr> <tr> <td data-bbox="300 1263 831 1388">Eaconamaidh agus margaid-obrach</td><td data-bbox="831 1263 1388 1388">Leasachadh Sgilean na h-Alba (SDS) is Iomairt na Gàidhealtachd is nan Eilean (HIE)</td></tr> <tr> <td data-bbox="300 1388 831 1491">Ceanglaichean coimhearsnachd</td><td data-bbox="831 1388 1388 1491">Comhairle nan Eilean Siar (CnES)</td></tr> <tr> <td data-bbox="300 1491 831 1608">Com-pàirteachadh agus tionnsgalachd sna Meadhanan Didseatach</td><td data-bbox="831 1491 1388 1608">MG ALBA</td></tr> <tr> <td data-bbox="300 1608 831 1709">Turasachd is Cultar</td><td data-bbox="831 1608 1388 1709">VisitScotland le Alba Chruthachail is Àrainneachd Eachdraidheil na h-Alba</td></tr> </table>	Trusadh agus glèidheadh Thidsearan	Comhairle Choitcheann Teagaisg na h-Alba (GTCS) agus Comhairle Maoineachaidh na h-Alba (SFC)	Ionnsachadh is Cleachdadh (air an robh ionnsachadh didseatach agus meadhanan roimhe)	MG ALBA is Comhairle nan Eilean Siar (CnES)	Eaconamaidh agus margaid-obrach	Leasachadh Sgilean na h-Alba (SDS) is Iomairt na Gàidhealtachd is nan Eilean (HIE)	Ceanglaichean coimhearsnachd	Comhairle nan Eilean Siar (CnES)	Com-pàirteachadh agus tionnsgalachd sna Meadhanan Didseatach	MG ALBA	Turasachd is Cultar	VisitScotland le Alba Chruthachail is Àrainneachd Eachdraidheil na h-Alba
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3.2	'S e meadhan air leth chudromach a th' ann an Adhartas nas Luaithe gus amasan a' Phlana Nàiseanta a choileanadh agus bidh aithris labhairteach ann air na tha a' dol aig a' choinneimh.												
4.	Moladh												
4.1	Gum bi Buill a' Bhùird-stiùiridh a' gabhail fa-near dhan fhiosrachadh anns a' phàipear seo.												
5.	Prìomh Bhuidhean Ro-innleachdach												
5.1	Buidhean air Ionmhas												
	Chan eil gin ann.												
5.2	Buidhean air Luchd-obrach												

Seisean Fosgailte
Cuspair 3.3

	Tha e follaiseach gu bheil buaidh aig seo air obair taobh a-staigh na buidhne, le fòcas às ùr air na sruthan-obrach a' dèanamh diofar agus gu bheil seo a' còrdadh ri daoine. Tha dlùth cheangal eadar an obair seo agus a bhith a' cur phlanaichean reachdail aig na h-ùghdarrasan poblach an gnìomh, agus tha Adhartas nas Luaithe a' cruthachadh cothrom an ceangal eadar leasachadh na Gàidhlig agus planaichean reachdail a neartachadh am measg an sgioba.																																				
5.3	Buaidhean air Trèanadh																																				
	Chan eil gin ann.																																				
5.4	Ceanglaichean ri Amasan Ro-innleachdail agus Corporra																																				
	Tha am fiosrachadh seo a' cur ri: Amas 1. Gum bi barrachd dhaoine a' cleachdadh Gàidhlig agus a' faotainn bhuannachdan bhon chànan nan obair, aig an taigh agus sna coimhearsnachdan aca Amas 2. Gum bi barrachd cothroman ann do dhaoine aig aois sam bith na sgilean Gàidhlig aca a thoirt air adhart agus gum bi e nas fhasa dhaibh na cothroman sin a ghabhail Amas 3. Gum bi barrachd dhaoine ann an Alba taiceil is bàidheil do chànan is cultar na Gàidhlig.																																				
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta																																				
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Aithris – Luchd-teagaisg**Introduction**

Bòrd na Gàidhlig provides professional advice and support to Local Authorities relating to the development of Gaelic-medium Education (GME) and Gaelic Learners' Education (GLE). This includes financial support around developing the workforce for GME and GLE. Bòrd na Gàidhlig has a dedicated officer whose remit is the promotion of teaching careers in GME. In addition the Early Years remitted officer supports career development in GME Early Years provision across the country.

It has been apparent that there are specific challenges in Gaelic education workforce recruitment within Highland, Argyll and Bute and the City of Aberdeen. The underlying factors include the following:

- Rural nature of Highland and Argyll and Bute
- the distance from existing Initial Teacher Education (ITE) providers for all three Local Authorities
- Relative scarcity of school placement uptake in ITE courses
- Concomitant factors such as housing challenges, connectivity, transport.

It is recognised that specific challenges are also impacting on GME and GLE development in other parts of the country including in large urban authorities. Some of the major issues relating to these contexts will be noted in Section Two.

In discussion with colleagues in the Gaelic and Scots Division at Scottish Government it was agreed that the Director of Gaelic Education at Bòrd na Gàidhlig would provide a paper detailing challenges and offering potential solutions. Remitted officers in all three Local Authorities have provided information and proposals for this paper. It is in two sections as follows:

Section One – issues specifically relating to Highland, Argyll and Bute and Aberdeen City Councils

Section Two – wider issues relating to national contexts and proposals for further action.

Section One: Highland, Argyll and Bute and Aberdeen City.**Context.**

- All three Local Authorities have GME Early Years, Primary and Secondary provision and GLE Primary and Secondary as part of the 1+2 Programme (L2 and L3).
- All three authorities continue to have a range of vacancies across Early Years, Primary and Secondary GME provision including Class Teacher, Promoted Posts, Maternity Cover and Pupil Support Assistant vacancies.
- Highland has been unable to develop a new GME Primary service in Applecross (initiated under the Statutory Guidance for Gaelic Education) due to inability to recruit a GME teacher for the new provision.
- Aberdeen City has experienced challenges in recruiting GME teachers to both Primary and Secondary provision.
- Highland has a range of GME Primary provision and standalone schools.

- There are very limited promotion structures in Argyll and Bute and Aberdeen, although the latter has recently expanded, and no standalone GME Primary provision.
- Aberdeen has begun developing a promotion structure with the advertising of a GME Principal Teacher post in October 2022.
- There are significant challenges relating to maternity cover, short-term contracts, part-time contracts and GME supply cover.
- Factors relating to rural communities and perceived remoteness impact particularly on Highland and Argyll and Bute (housing, connectivity, transport, challenges for island communities, depopulation etc.). In addition the relatively high cost of housing impacts on Aberdeen City.
- School placements as part of ITE are not always as readily available in the three Local Authorities.
- Probationer teachers do not always access probationer placements in the 3 Local Authorities.
- Uptake of the Bòrd na Gàidhlig Immersion Support programme has been relatively low across all three Local Authorities (see proposals)

Some Potential Developments (compiled in liaison with Local Authority Officers):

1. Incentivising GME (and potentially GLE) posts more effectively. There exists currently a relocation package within Highland (see proposals).
2. ITE providers receive additional support from the Scottish Funding Council (SFC) to provide student teacher placements in the 3 Local Authorities. This would include additional support for tutor visits, accommodation for student teachers and tutors etc. (see proposals).
3. The provision of Probationer placements would be reviewed. This would include potential incentives and the selection of Highland or Argyll and Bute being more specific to particular areas (whilst this may not improve uptake in particular parts of these local authorities it has the potential to reduce the challenges in the Inverness or Oban areas, for example).
4. Although an immersion option is provided at Sabhal Mòr Ostaig which is within Highland this has not attracted significant uptake by the Local Authority. The potential for online delivery and further face-to-face delivery should be reviewed (see proposals).
5. In addition a wide range of other proposals which are included in Section 2 which although national in nature will have the potential to impact positively on provision in Highland / Argyll and Bute and Aberdeen City.
6. Bòrd na Gàidhlig and the three Local Authorities will provide written responses to all relevant national consultations on issues relating to, for example, housing, connectivity, National Islands Plan etc. Wherever possible Bòrd na Gàidhlig will alert the Gaelic Officers in the three local authorities where public consultations may impact on these issues.

Section Two: Wider National Issues and Proposals from Bòrd na Gàidhlig

Wider Issues:

1. It is important to acknowledge that simplistic or “quick fix” solutions for complex issues will not be successful. Therefore simply providing more spaces in ITE courses will not impact significantly as there is no evidence that there is a large pool of prospective ITE students who have been unable to access places or that ITE providers lack funding. The Scottish Funding Council has, for example, provided potentially 25 places for Strathclyde University for the session 22-23 with only 5 places being filled. UHI overall has been provided with funding for approximately 200 places with a minimal uptake for GME ITE. It would be helpful if UHI were to evaluate the success of their ITE offer relating to GME and to then implement actions to improve impact on the sector.

Progress will be dependent on carefully considered, planned interventions, which are packaged, together and synchronised with any new Gaelic Education Strategy (resulting from the Scottish Government Consultation on Gaelic and Scots).

2. National Statistics compiled by the Scottish Government indicate that a deployment factor is potentially an issue, with approximately one third of teachers who are able to teach in GME currently not doing so. [Current statistics](#) indicate the following:
GME Primary – 370 teachers able to teach in GME with 244 employed in the sector
GME Secondary – 170 teachers able to teach in GME with 112 currently employed in the sector.

In addition evidence from the recent GTCS Survey of Scottish Teachers indicated a range of interest in Gaelic Education across the country (see proposals).

Proposals:

1. A National Working Group be set up and led by Bòrd na Gàidhlig to review current issues and advise on next steps. The Group would feed into the Teacher Recruitment Work stream within Faster Rate of Progress and would have high-level representation from the following:

Bòrd na Gàidhlig
Scottish Government Gaelic and Scots Team
Local Authority Representation
GTCS
SFC
ITE Provider Representation

The National Working Group would consequently report to the Cabinet Secretary for Education and Skills through the Faster Rate of Progress initiative and be conducted within existing resources. A clear timeline for interim and concluding reports would be established from the onset and activity synchronised with the National Plan for Gaelic 2023-28 and the outcomes of the Scottish Government Consultation on Gaelic and Scots (2022).

2. In addition, the [Teacher Workforce Planning Advisory Group](#) would have a clear remit to consider GME Teacher provision and include specific information and recommendations relating to GME in all its publications. It is recommended that the Group includes expertise

relating to Gaelic Education and that a review of outputs takes place so that the Advisory Group impacts on GME and GLE provision. Currently none of the outputs from the Advisory Group appear to reflect the principle that Scotland provides education through either Gaelic or English. Bòrd na Gàidhlig can provide professional support and advice for the Advisory Group (again this can be delivered using existing resource).

3. A national statistical package using Scottish Government Data relating to GME and GLE data would be compiled annually which can be used to monitor and track development (e.g. percentages of teachers able to teach in GME currently doing so etc.)

Where additional research might be beneficial, Bòrd na Gàidhlig would commission this as appropriate (e.g. perceived barriers amongst fluent speakers transferring to GME from English-medium, perceived barriers relating to applying for immersion courses etc.)

4. The National Working Group would review Incentive Packages with a specific focus on the 3 Local Authorities. Evidence of impact would be assessed and monitored with Incentive Packages being promoted across all vacancies. Additional incentives would be considered. Bòrd na Gàidhlig has proposed in our submission to the Consultation on Gaelic and Scots that the STEM Programme is extended to Gaelic Teacher Education (becoming STEM+G). Currently STEM supports both English and Gaelic-medium candidates for STEM subjects. Gaelic-medium and Gaelic language candidates should be included in the STEM programme. Additional support and professional advice for the STEM team can be provided by the Bòrd na Gàidhlig Education Team.

5. Language Assistant teams within Local Authorities providing GME could be systematically developed with support from the Specific Grant Scheme. This will provide the following benefits:

- ❖ GME teaching becomes more attractive and staffing immersion delivery becomes more effective.
- ❖ Where supply and maternity cover remain challenging, English-medium supply will be augmented by Gaelic-language delivery in the classroom from Language Assistants ensuring there is bilingual delivery.
- ❖ Language Assistants would be provided with clear pathways into GME teaching. This may not be suitable for all Language Assistants but would be available and monitored over a period of time. Regular events and training opportunities for Language Assistants would highlight the pathways. As this workforce begins to grow Bòrd na Gàidhlig would provide focused opportunities for Language Assistants to find out more about GME teaching and devise an additional online promotional resource similar to DèanDiofar (the English resource <https://getintoteaching.education.gov.uk/train-to-be-a-teacher> is also a possible reference point for the creation of new promotion materials).

6. The National Working Group would review probationer allocations and ITE school placements in Highland, Argyll and Bute and Aberdeen City and devise improvements which will impact on the following:
- i) New structures and support for ITE providers and student teachers to improve the uptake of ITE school placements in the three local authorities.
 - ii) Review of probationer allocations including potential incentives and the ability to select specified areas for probation within Argyll and Bute and Highland.

7. The National Working Group would review the provision of GME ITE and recommend improvements in the following areas:
 - i) Bòrd na Gàidhlig will continue to deliver a range of promotional activities across Scotland focusing on teacher recruitment and devise new ways to support ITE providers in their promotion of GME ITE courses.
 - ii) The ITE immersion route into GME teaching for candidates without Gaelic, currently only available at the University of Edinburgh and currently accounting for 44% of all student teachers on GME ITE courses. The impact of this route into GME teaching cannot be over estimated. The National Working Party would devise new ways to promote this pathway and support other ITE providers to deliver similar courses. The current pathway at SMO (Cùrsa Comais in Year 1 with 4- year Degree course follow-up is currently being reflected on by the SMO team so that a clear 5 year pathway may be available). Discussions have also begun between Aberdeen University and Bòrd na Gàidhlig and a Liaison Meeting with Strathclyde University will take place in December 2022 (Bòrd Education Team and ITE team at Strathclyde). Please see additional information note *

8. Bòrd na Gàidhlig provides financial support for English-medium teachers to undertake immersion and transfer to an appropriate post in GME. This is available at the following:

University of Glasgow
SMO
UHI Innse Gall

The National Working Group would reflect on where additional immersion programmes can be encouraged and specifically whether a hybrid online / face-to-face immersion course can be provided. This will have the potential to address challenges cited by Highland Council relating to accessing immersion for English-medium teachers unable to relocate for a full education session. In addition the potential for the provision of an extended part-time immersion course would be assessed.

9. All Local Authorities providing GME would address the provision of career progression within GME. This will entail the following:
 - a) Extending the availability of Principal Teacher / Depute Head Teacher/ Faculty Head posts in dual language schools.
 - b) Extending the number of standalone GME schools so that GME headship posts are more frequently available (currently only available at Primary in Edinburgh, Glasgow and Highland and at Secondary level only in Glasgow).
 - c) Gaelic Language Plans and the Specific Grants Scheme can provide strategic direction and additional resource to support the delivery of career structures in GME.
10. All Local Authorities would review current delivery of GME Secondary in the following areas:
 - a) Conduct a review of the deployment of GME Secondary Teachers to ensure they are delivering a full timetable within GME.

- b) Contractual arrangements to ensure that all GME Secondary Teachers have clear remit to deliver GME with full timetable delivery and that GME staffing is calculated alongside the School Staffing Quotient (each school would have a GME and EME Staffing Quotient).
- c) Through Annual Development Planning and Standards and Quality Reporting, where GME teachers are not currently deployed fully in GME delivery, a clear timeline would be established for when each school will deliver this target.
- d) The national statistics which indicate that around a third of those able to teach in GME are currently not doing so would be used by each Local Authority to identify teachers within this category and devise a strategy to encourage the use of this staffing resource more effectively.

11. The following may strengthen the image of GME teaching and attracting applicants:

- a) e-Sgoil has the potential to provide additional input, which would strengthen the image of GME Secondary education and extend the curriculum provision available through the medium of Gaelic and therefore attracting people into the sector. As noted in the submission to the Consultation on Gaelic and Scots the impact of e-Sgoil on the GME sector would be reviewed and further development agreed. The National Working Party would consider any materials relating to the impact of e-Sgoil and work with partners to develop this further.
- b) The cultural richness of GME delivery may attract applicants and a review of cultural input and additional wider curriculum input from a range of additional sources such as Fèisean nan Gàidheal, Spòrs Gàidhlig, CNAG officer team would be conducted. This may be a task for Bòrd na Gàidhlig, which would then submit a review paper with recommendations to the National Working Party.
- c) Bòrd na Gàidhlig has provided a detailed response to the GTCS Consultation on Teacher Registration with clear proposals relating to GME Registration. National recognition of GME teaching skills will enhance the professional image of the sector.
- d) Bòrd na Gàidhlig has provided professional advice and support to SMO on piloting additional training relating to GME. This may include a national training module for English-speaking GME Leadership and a module for fluent-speakers considering Secondary Subject delivery through the medium of Gaelic. The National Working Party would specifically consider the training opportunities available to GME teachers and propose further development (this will include, for example, opportunities provided by Bòrd na Gàidhlig, Stòrlann Nàiseanta and Education Scotland). An improved national CLPL programme will also enhance the image of GME teaching.

12. The GTCS Survey of Scottish Teachers provides valuable evidence of interest in Gaelic Education across Scotland. The following tasks would be agreed:

- a) The National Working Party will work directly with the GTCS to ensure all Local Authorities access the information on their workforce.
- b) Local Authorities will be encouraged to evidence how they have used this information to deliver areas of work in their Gaelic Language Plans (in new editions and through annual monitoring reports).

- c) The GTCS with support from the Bòrd Education team and in liaison with GLAN, will devise an action plan using the survey results for sessions 23-24 and 24-25 and outline planning for a further survey and/or focused surveys on specific themes.

* Ireland and Wales are able to demonstrate 2 routes into Welsh-medium and Irish-medium teaching – through uptake from people from Welsh or Irish medium provision and from people who learn the languages in English-medium provision (Welsh or Irish as a Modern Language). Scotland has a very poor record in teaching Gaelic as a Modern Language within the English-medium sector:

- a) Gaelic accounts for less than 1% of all National 5 / Higher/ Advanced Higher certification in Modern Languages.
- b) Gaelic is rarely taught in the English-medium sector and extremely rarely by teachers who are not GME teachers (this can consequently negatively impact on the ability to expand GME as GME Teachers often provide Gaelic as a Modern Language courses)
- c) The ATQ Gaelic currently piloting at Strathclyde University and fully funded by Bòrd na Gàidhlig will be assessed at the beginning of 2024 following conclusion of the course for the current cohort. This will provide Modern Languages teachers with the ability to add Gaelic to their GTCS registration. Ensuring Gaelic is more widely available as a Modern Language has the potential to impact substantially on the GME workforce but this will take some time.
- d) In comparison with other Modern Languages, Gaelic is rarely an L2, as it is not available across a wide range of Secondary Schools. Encouraging greater provision of Gaelic, as an L3 is amongst the priorities for Bòrd na Gàidhlig in all new Gaelic Language Plans for Local Authorities. The Bòrd is working with all local authorities to ensure measureable targets are included in all local authority Gaelic Language Plans for provision of L3 (in 2022 appropriate percentage targets were agreed with North Lanarkshire, Argyll and Bute and Stirling for example).
- e) It should be noted that building immersion into an ITE course is far more cost-effective than providing immersion support for teachers who are currently employed in English-medium education (where annual supply costs are a significant spend from Bòrd na Gàidhlig resources – 80% of supply cost for an education session and course fees etc. with local authorities contributing 20% of supply teacher replacement costs).
- f) The ITE route for applicants with little or no Gaelic and the SMO routes are essential elements in any strategy as they address the current deficit in the English-medium system. Extending the availability of this provision whilst building the provision of Gaelic as a Modern Language longer term in the English-medium sector are key priorities.

Additional Information for Working Group on Economic and Social Opportunities for Gaelic

1. Childcare

We touched on this area at our meeting on Monday 6th February 2023 and would like to return to it in more depth. The availability of GM childcare from 0-5 and also wraparound care for school-age young people is central to both language growth and economic growth.

There is anecdotal evidence that there is no private GM provision in the Western Isles and recent reports on lack of childcare by the West Highland Free Press reinforces this message.

Childcare not only enables parents (usually mothers) to increase their availability for employment but it also creates economic opportunities as a service business.

Recommendation: There needs to be increased focus on delivering childcare training for Gaelic speakers and business enterprise support to encourage more into the sector and to increase confidence to establish new businesses, either as private business or social enterprises.

The recent SG [Best Start: Strategic early learning and school age childcare plan for Scotland 2022-26](#) sets out its importance:

Delivering our vision of a high quality, affordable and accessible system of childcare is crucial to our national mission to tackle child poverty, to promote family wellbeing, drive greater gender equality and to #Keep The Promise to our care experienced children. This will also make a real difference to households, businesses and service providers across the country who are facing a costs crisis. (p.3)

However it does not explicitly reference or recognise GM provision within the document. Conversations have recently started between the SG team and BnG on the importance of including GM provision within this workstream.

Recommendation: The expansion of this plan to incorporate GM early learning and school age childcare would create a strategy that supports this development, from gifting the baby box which would be illustrated with Gaelic text and contain Gaelic materials through to the development of sustainable, diverse and thriving sector and profession.

Health and Social Care

Similarly, the Skills Development Scotland presentation to the Highlands & Islands Skills Leadership Forum highlighted the need to develop opportunities and provision for GM training and development in the Health and Social Care Sector. The Health and Social Care Sector has significant economic impact particularly in island and rural communities.

Information was provided on the following, all of which could and should incorporate a vision for delivery through Gaelic:

Development of evidence and insights: Sector Skills Assessments, RSAs

Strategic engagement with national organisations such as NHS Academy, the SSSC, Public Health Scotland, Digital Health Innovation Centre

Career Information, Advice and Guidance

Development of school-based pathway for health



Skills for NHS Scotland Group (within Place and Wellbeing Programme)

Embed work-based learning opportunities

Improve the take up of existing apprenticeship frameworks across FA, MA and GA

Apprenticeship standards and framework development

Adult Social Care –skills response

Adult Social Care Recruitment Campaign

Support development of a strategic framework for Scotland's childcare workforce

Reviewing skills evidence base and priorities for the childcare sector

Scottish Childminding Partnership Pilot project

Mental Health Strategy and workforce plan

Engagement with Scottish Enterprise on Precision Medicine and wider Health and Wellbeing Programme

My World of Work Live -Engagement with NHS NES and other health boards on virtual reality and games development

Examples of regional engagement –GCR Healthy Working Lives, North East Regional Skills Fund and RGU, North East H&SC Regional Pathfinder, Moray Growth Deal, Edinburgh and South East Skills Gateway

2. Tourism

With reference to the paper on Place-based Approaches, some of the key factors to achieving the impact of the growth in interest in Gaelic language and culture relate to confidence in using the language and increased skills in deploying Gaelic as part of a business USP.

Recommendation: Increased knowledge and understanding by business advisers (eg Business Gateway, HIE, Local Authorities) on the potential for Gaelic and advice (webinars, support material, FAQs, awareness of the need to access quality translation services).

Recommendation: Support to increase co-ordination between businesses (private or social enterprises) and other groups which provide a Gaelic offer in specific localities (Western Isles, Skye, Argyll islands, and Glasgow and Edinburgh).

3. Educational Professionals – Teacher recruitment and retention

There are a number of opportunities to address some of the issues regarding teacher shortages in GME. The national census for teachers highlights one very obvious area:

2021 -

<https://www.gov.scot/binaries/content/documents/govscot/publications/statistics/2019/07/teacher-census-supplementary-data/documents/teacher-census-supplementary-statistics->

[2021/teacher-census-supplementary-statistics-2021/govscot%3Adocument/Teacher%2BCensus%2BSupplementary%2BStatistics%2B2021.xlsx](https://www.gov.scot/3Adocument/Teacher%2BCensus%2BSupplementary%2BStatistics%2B2021.xlsx)

Qualified to teach in GM Primary	Teaching in GM Primary	Number NOT teaching in GM Primary	% NOT teaching in GM Primary
370	244	126	34%
Qualified to teach in GM Secondary	Teaching in GM Secondary	Number NOT teaching in GM Secondary	% NOT teaching in GM Secondary
174	112	62	36%

Recommendation: Local Authorities could identify which teachers are currently not working in GM; research what would encourage these teachers to move to GM roles and put in place a range of actions to reduce the number not working in GM. The benefit of this is that these are teachers already qualified and change could happen relatively quickly.

4. Secondary Phase Curriculum

The lack of subject choice in secondary was raised at the meeting on 6 February and has been a consistent complaint from parents. The [draft National Gaelic Language Plan 23-28](#) included the following:

All GME secondary provision should provide annual improvement planning and a report on progress as part of their standards and quality process. The national inspection programme should clearly identify where progress is being made and where additional development is required. Each GME secondary provision should articulate a clear and attractive GME Curriculum Offer and link annual improvements to the annual school improvement planning for GME. (pp 29&30)

A similar recommendation was made in our response to the consultation on the Scottish Languages Bill.

Linking this improvement planning and reporting with the Scheme for Specific Grants may create an environment which encourages increased curriculum development in secondary.

5. Bòrd na Gàidhlig's functions

There are three recommendations in particular in our response to the Scottish Languages Bill which may be useful for the Working Group in considering Gaelic language planning in the traditional communities.

m) The legislative framework should be strengthened by transferring, from the Statutory Guidance on Plans into legislation, the following: "In those geographical locations in which the percentages or numbers of Gaelic speakers is greater, the scope of the Gaelic Language Plan of the public authority will be wider and the level of commitments in it will be stronger". This would support the mechanisms which recognise the importance of communities with higher percentages of Gaelic speakers (see 2.1).

n) Requiring there to be Inter-agency Gaelic Language Plans within defined geographical boundaries

should be included within the statutory powers of Bòrd na Gàidhlig. This could be linked to community planning partnerships and the current review of Community Empowerment (Scotland) Act 2015³² could include developments to support Gaelic communities. (See 2.10.)

o) A similar statutory power for BnG should be the ability to require public authorities to create collaborative sector-specific Gaelic language plans, thereby increasing effective use of resources and creating greater efficiencies of scale. Where these are created, there would not be a requirement to develop and implement a GLP on an individual authority basis.

Our full response is found [here](#).

6. Housing and land issues

Again, in our response to the Scottish Languages Bill we highlighted three specific areas being developed which are important to Gaelic (p29):

4.2.9 Community Empowerment Act Review

As referenced above (2.10 and 3.3.d) there are opportunities in this review of legislation to ensure that Gaelic language planning is normalised within the community planning partnership approach established by the Community Empowerment (Scotland) Act 2015. A regional approach to language planning could be one of the approaches which supports the concept of creating Gàidhealtachdan in Scotland.

4.2.10 Land Reform Bill

As per BnG's response to the consultation³³, the link between land, language and people has been recognised as important over centuries. The opportunities for ensuring Gaelic and re-peopling are taken forward in this important piece of legislation are significant and if enacted, would strengthen the position of Gaelic in future land reform implementation.

4.2.11 Remote, Rural and Island Housing Action Plan

The challenges facing traditional Gaelic communities have been highlighted by BnG and a wide range of public and community organisations particularly in the last five years, with increasing evidence of a growing impact of the lack of available and affordable housing on island and rural communities. The inclusion of the needs of Gaelic language communities within solutions to address these challenges is critical to the maintenance and growth of Gaelic as a community language in Scotland.

Place-based approaches to growing the economy

Gaelic is still in regular regular use in some communities in the Western Isles, Skye and some other islands in the west of Scotland. For it to continue as such and to grow in use and visibility, it is in need of greater recognition and support.

However its use is limited, its visibility is low and confidence and skills need grown: The number of businesses and service providers that use the language on a daily basis are limited and in many cases, language use would not be obvious to non-Gaelic speakers or people from outwith the immediate community.

There has been a phenomenal growth in the learning of Gaelic and interest in learning and experiencing the language:

- SpeakGaelic¹ – 400k learners since launch in October 2021; Calum MacLean, one of the two lead presenters recognised as Scottish TikTok influencer of the year
- Duolingo Scottish Gaelic² – 1.5million in 3 years with 36% based in the USA and 29% in the UK; c.400k actively learning (33% in the USA and 32% in UK)
- VisitScotland research - From 2018 to 2021, there was a 72% increase in the number of VisitScotland.com users visiting Gaelic-related content – with a peak in page views occurring during the 2020 lockdown.
- Overseas tourism – weak pound might equal potential for increased visitors

Public attitudes in Scotland to Gaelic are growing more positive and young people particularly support, want to learn, and increase their use of Gaelic.

- Scottish Social Attitudes Survey 2021³
 - o Younger people resounding feel that Gaelic is important to Scotland's cultural heritage, 90% of those aged 18-29 feel the language is very or fairly important in this way, compared to 60% of those aged over 70.
 - o Younger people are more supportive of Gaelic being taught in schools. 64% of those aged 18-29 feel that Gaelic should be taught in schools for an hour or two a week.
 - o Younger people show more signs of wanting to learn and improve their Gaelic than older age groups. 59% of those aged 18-29 who cannot speak the language fluently want to speak Gaelic better than they do now.
- YoungScot surveys⁴
 - o - 59% of young people who took part said that they wanted to learn Gaelic (10% increase on 2021)
 - o 2/3 who are learning Gaelic are doing so because they believe it's an important part of Scotland's culture and heritage
 - o Fluent speakers want more online resources in culture, history and news.

¹ Appendix 1 – data on LearnGaelic/SpeakGaelic for 12 months to Jan 2023

² Appendix 1 – analysis of Duolingo learners

³ <https://whatscotlandthinks.org/2022/12/does-the-future-of-gaelic-lie-in-young-peoples-hands/>

⁴ <https://youngscot.net/news-database/ysgaelic-survey-2022>

What's the Opportunity?

- Strengthening community confidence in themselves and the worth of Gaelic language and identity
- Increasing the use of Gaelic by fluent speakers and learners
- Increasing the sense of place, identity and uniqueness of these communities
- Increasing economic growth in island and rural communities through educational tourism and place-based products and services
- Uist and Skye and Raasay developing community Gaelic language plans, and these linking to Uist Repopulation Zone and Skye and Raasay Futures respectively

What's needed?

- **Public bodies** to ensure that they **regularly promote Gaelic** as part of the work that they do (eg, asking about opportunities for Gaelic in community surveys; ensuring that funding in the islands and rural communities specifically supports Gaelic as part of any development)
- **Public bodies** ensuring that **staff recruitment recognises Gaelic** as a desirable skill regardless of the role
- **Funding streams from Scottish Government** to include a requirement to address Gaelic needs and opportunities as was delivered by Natural and Cultural Heritage Fund. This could be developed in eg Scottish Futures Trust funding, Levelling Up Funds, Islands Deals, or other future development funds.
- **Dedicated officer(s)** who work with businesses (private and third-sector) to develop increased use of Gaelic through increasing confidence, providing good practice examples, building networks plus access to specialist advice on how to develop products which use the language in authentic and high-quality ways
- **Creating routes to purchase** products and/or services for those engaged in learning Gaelic

Appendix 1**LearnGaelic/SpeakGaelic**

Users for 12 months to January 2023 - **494,674** (excluding LearnGaelic dictionary users - **353,672**)

Duolingo Scottish Gaelic

USA	35.9%	531,670
UK	28.5%	422,078
Canada	5.7%	84,416
Australia	3.3%	48,872
Germany	2.8%	41,467
India	2.2%	32,581
France	1.6%	23,696
Netherlands	1.3%	19,253
New Zealand	1.0%	14,810
Spain	0.9%	13,329
Brazil	0.9%	13,329
Ireland	0.9%	13,329
Other	14.9%	220,665
TOTAL ALL TIME		1,480,975

UK	28.5%	422,078
<i>Wales*</i>	0.9%	13,329
<i>England*</i>	2.1%	31,100
<i>Scotland*</i>	25.5%	377,649
<i>*Estimate only</i>		

USA	33.4%	151,636
UK	31.9%	144,826
Canada	5.5%	24,970
Australia	3.3%	14,982
Germany	3.0%	13,620
France	1.6%	7,264
Netherlands	1.4%	6,356
India	1.4%	6,356
New Zealand	1.2%	5,448
Spain	1.1%	4,994
Ireland	0.9%	4,086
Brazil	0.7%	3,178
Other	14.6%	66,284
TOTAL ACTIVE		454,000

UK	31.9%	144,826
<i>Wales*</i>	0.9%	4,086
<i>England*</i>	2.0%	9,534
<i>Scotland*</i>	29.0%	131,660
<i>*Estimate only</i>		

Seisean Fosgailte | Open Session
Cuspair 4.1

For	Board Meeting
Date of Meeting	09/03/2023
Location:	An Lòchran, Inverness
Item on Agenda	4.1

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 & Assurance Committee		07/02/2023	For Approval
Leadership Team		25/01/2023	For Approval
Appendices		PT1 – Strategic Risk Register	
1.0	Purpose		
1.1	<p>The paper presents the strategic risk register. This was reviewed and considered by the Leadership Team on 25th January 2023 and subsequently approved by the Audit and Assurance Committee on 7th February 2023.</p> <p>This may be superseded following the facilitated session on Risk Management and the Strategic Risk Register which takes place on the 8th March 2023.</p> <p>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.</p>		
2.0	Background		
2.1	n/a		
3.0	Main points		
	<p>The strategic risk register should 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.</p> <p>Risk Register Highlights:</p> <div><div><p>Risk ↑</p><ul style="list-style-type: none"><i>No ratings have increased since the last review.</i></div><div><p>Risk ↓</p><ul style="list-style-type: none"><i>No ratings have reduced since the last review.</i></div><div><p>Other</p><ul style="list-style-type: none"><i>Updates made to the actions narrative across a number of risks.</i></div></div>		

4.0	Recommendation																																				
4.1	The Board is requested to: <ul style="list-style-type: none">- 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																																				
	Risk management training has been arranged for all board members and SMT for March 2023.																																				
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																																				
	<table><tr><th colspan="2">OUR PURPOSE</th><th colspan="2">OUR VALUES</th></tr><tr><td colspan="2">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</td><td colspan="2">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</td></tr><tr><th colspan="4">NATIONAL OUTCOMES</th></tr><tr><td>Human Rights</td><td><input type="checkbox"/></td><td>Children & Young People</td><td><input type="checkbox"/></td></tr><tr><td>Culture</td><td><input type="checkbox"/></td><td>Communities</td><td><input type="checkbox"/></td></tr><tr><td>Environment</td><td><input type="checkbox"/></td><td>Poverty</td><td><input type="checkbox"/></td></tr><tr><td>Health</td><td><input type="checkbox"/></td><td>International</td><td><input type="checkbox"/></td></tr><tr><td>Learning</td><td><input type="checkbox"/></td><td>Economy</td><td><input type="checkbox"/></td></tr><tr><td>Successful innovative businesses</td><td><input checked="" type="checkbox"/></td><td></td><td></td></tr></table>	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	<input type="checkbox"/>	Children & Young People	<input type="checkbox"/>	Culture	<input type="checkbox"/>	Communities	<input type="checkbox"/>	Environment	<input type="checkbox"/>	Poverty	<input type="checkbox"/>	Health	<input type="checkbox"/>	International	<input type="checkbox"/>	Learning	<input type="checkbox"/>	Economy	<input type="checkbox"/>	Successful innovative businesses	<input checked="" type="checkbox"/>		
	OUR PURPOSE		OUR VALUES																																		
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	Health	<input type="checkbox"/>	International	<input type="checkbox"/>																																	
	Learning	<input type="checkbox"/>	Economy	<input type="checkbox"/>																																	
Successful innovative businesses	<input checked="" type="checkbox"/>																																				
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																																				

STRATEGIC RISK REGISTER

Seisean Foagilte - Cuspair 4.1 PT1

	Ref	Description	Consequence	Mitigation	Unmitigated risk rating	Actions: tolerate/ treat/ transfer/ terminate/ take the opportunity	Movement	Current rating	Risk owner	Date reviewed
More people using and benefitting from Gaelic at work, home	1.1	Insufficient support to address decline of Gaelic in island and rural areas	Opportunities for intergenerational transmission and usage are lost	Ensuring that BnG advises Ministers and other stakeholders on how to address this issue	20	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 including 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. *Support communities which want to develop area-wide community language plans.	↔	16	Ceannard	Jan-23
	1.2	Economic conditions	Reduced funding for public bodies will result in less spending on Gaelic	Cooperating with public bodies to encourage maintenance of support for Gaelic	20	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. *Use positive results from SSAS and number of adult learners to emphasise support and demand for Gaelic. *Maximise the positive messages on adult learning and the economy. *Contribute to short-life working group on economy and Gaelic.	↔	16	Ceannard	Jan-23
Opportunities to develop Gaelic skills at any age increased and more accessible	2.1	As consequence of budgetary pressures-LAs do not prioritise extending Gaelic Education.	Number of children with Gaelic skills is insufficient to maintain speaker numbers	Ensuring that there is enough people and financial resources to meet demand	25	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 Programme for Government commitments for education.	↔	16	Director of Gaelic Education	Jan-23
	2.2	Local authorities unwilling to grow Gaelic Education	Number of children with Gaelic skills is insufficient to maintain speaker numbers	Making the case (financial, economic and educational) for Gaelic education.	20	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 using Statutory Guidance. Take the opportunity: *Continue to promote the positive news about research into bilingualism. *Continue to promote the needs and opportunities of GME within ongoing education reform consultations.	↔	12	Director of Gaelic Education	Jan-23
	2.3	Opportunities to learn Gaelic are not provided. (GME, GLE and adult learning.)	People do not feel confident in their Gaelic skills, leading to reduced use	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.	15	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 development of plans. *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.	↔	12	Director of Gaelic Education	Jan-23

STRATEGIC RISK REGISTER

Seisean Fosgailte - Cuspair 4.1

	Ref	Description	Consequence	Mitigation	Unmitigated risk rating	Actions: tolerate/ treat/ transfer/ terminate/ take an 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	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 SpeakGaelic, Duolingo, LearnGaelic and online activities. *Provide leadership on the interdependence of all Gaelic communities and the importance of collaboration and mutual support.	↔	9	Ceannard	Jan-23
	3.2	Politicisation of the language	More difficult to maintain support for the language at national and particularly local authority levels	Continuing dialogue with all political parties on a non-partisan basis.	16	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.	↔	12	Ceannard	Jan-23
	3.3	Gaelic not seen as important	Public and political support for Gaelic eroded	Normalising Gaelic within Scottish life	16	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	Jan-23
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.	Reduction in the level of Gaelic activity being undertaken leading to a decline in its use, learning and visibility	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.	20	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. Continue to contribute to working groups and policy consultations to ensure opportunities for Gaelic are normalised within other bodies' delivery.	↔	16	Ceannard	Jan-23
	4.2	Insufficient staff capacity	Bòrd na Gàidhlig is unable to fulfil its commitments and staff morale and productivity is reduced.	Business case for more staff. Increased number of posts established and filled	20	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	Jan-23
	4.3	Reputation of the organisation	Negative aspects of reputation affect Bòrd na Gàidhlig’s ability to deliver its role due to need to counter inaccurate information.	Communications Strategy to highlight Bòrd na Gàidhlig’s role in promoting and funding Gaelic development	12	Treat: * Ensuring organisations which receive funding publicly acknowledge BnG's contribution. *Continue to publish internal and external audit reports demonstrating effective governance. Take the Opportunity: *Use the results of stakeholder survey and new stakeholder strategy to strengthen positive reputation. Ensure publication on the next corporate plan clearly articulates BnG's ambitions, responsibilities and relationships.	↔	8	Ceannard	Jan-23

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.



A' freagairt ri	Am Bòrd-stiùiridh
Ceann-latha na Coinneimh	09/03/2023
Àite:	Inbhir Nis
Nì a' Chlàir-ghnothaich	5.1

Tìotal a’ Phàipeir		Plana Obrach a’ Bhùird-stiùiridh	
Moladh do Bhuill		Ri Aontachadh	
Neach-labhairt:		Shona NicIllinnein	
Cùrsa Riaghlachais airson na h-Aithris		Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
-		-	-
Pàipear-taice air a cheangal ris		Eàrr-ràdh A – Plana Obrach a’ Bhùird-stiùiridh 22/23 Eàrr-ràdh B - Plana Obrach a’ Bhùird-stiùiridh 23/24	
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 seo agus na h-ath-bhliadhna.		
2.0	Cùl-fhiosrachadh		
	-		
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.		
3.2	Leis gu bheil obair a’ dol fhathast air a’ Phlana Chorporra 23-28, thèid Plana Gnìomh 23-24 dhan Bhòrd-stiùiridh as dèidh aonta a ruigsinn air a’ Phlana Chorporra. Mar sin, cha bhi e air a’ chlàr-gnothach son na coinneimh seo.		
3.3	Tha plana obrach ann airson 2023/24 a bheireas stiùir do dh’obair a’ Bhùird-stiùiridh thairis air a’ bhliadhna.		
4.0	Moladh		
4.1	Thathar ag iarraidh air Buill beachdachadh air a’ mholadh agus air an dà phlana obrach an cois seo agus aontachadh.		
5.0	Prìomh Bhuidhean Ro-innleachdach		
5.1	Buidhean air Ionmhas		
	Chan eil buaidh ionmhasail dhìreach sam bith aig an aithisg seo.		
5.2	Buidhean air Luchd-obrach		
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air trèanadh.		
5.3	Buidhean 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

Seisean Fosgailte : Open Session
Cuspair 5.1

	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	<input type="checkbox"/>	Clann agus òigridh	<input type="checkbox"/>

	Cultar	<input type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
	Foghlam	<input type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
	Gnothachasan soirbheachail is ùr-Ghnàthach	<input checked="" type="checkbox"/>		
5.6	Buidhean 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	Buidhean air Slàinte is Sàbhailteachd			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air slàinte is sàbhailteachd.			
5.8	Buidhean Laghail			
	Tha am plana-obrach a' cur taic ri Bòrd na Gàidhlig ann an libhrigeadh nan dleastanasan reachdail aige.			
5.9	Buidhean air Co-ionannachd			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo.			
5.10	Buidhean air an Àrainneachd			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo.			

Seisean Fosgailte
Cuspair 5.1 PT1

Plana Obrach a' Bhùird-stiùiridh 2023/24		Ògmhios 22/06/2023	Damhair 05/10/2023	Dùbhlachd 14/12/2023	Màrt 07/03/2024
Puingean Stèidhichte	Cùisean Tòiseachaidh / Fàilte	✓	✓	✓	✓
	Nochdadh Com-pàirt	✓	✓	✓	✓
	Geàrr-chunntas	✓	✓	✓	✓
	Clàr-gnìomhan	✓	✓	✓	✓
	Aithisg air PCCan 23/24	✓	✓	✓	✓
	Aithisg Ionmhas	✓	✓	✓	✓
	Clàr Mì-chinntean	✓	✓	✓	✓
	Geàrr-chunntasan nan Comataidhean	✓	✓	✓	✓
	Aithisg a' Chathraiche	✓	✓	✓	✓
	Aithisg a' Cheannard	✓	✓	✓	✓
	Am Plana Obrach	✓	✓	✓	✓
	Iarrtasan Taic-airgid £100,000+	✓	✓	✓	✓
	Lèirmheas air a' choinneimh	✓	✓	✓	✓
Prìomhachasan Ro-innleachdail	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 Luchd-obrach	✓	-	-	-
	Aithisg Slàinte is Sàbhailteachd	✓	-	-	-
	Èifeachdas is Trèanadh a' Bhùird-stiùiridh	-	✓	-	-
	Plana Feachd-obrach	✓	-	-	✓
	Plana Trèanaidh	✓	-	-	-
	Gnàth-Riaghailtean	✓	-	-	-
	Prògram coinneamhan a' Bhùird-stiùiridh	-	-	✓	-
	Maoineachadh nam Buidhnean Gàidhlig	-	-	✓	✓
	Suirbhidh Luchd-ùidh	-	✓		
	Aithisg air Planaichean Gàidhlig	✓	-	-	-
Puingean Ad Hoc					