

## BÒRD NA GÀIDHLIG

Coinneamh a' Bhùird-stiùiridh

Diardaoin 14/12/2023 09.30

Air loidhne tro MS Teams

CLÀR-GNOTHAICH

Board Meeting

Thursday 14/12/2023 09.30

Online via MS Teams

AGENDA

SEISEAN FOSGAILTE		OPEN SESSION	09.30
<b>1.0</b>	<b>CÙISEAN TÒISEACHAIDH</b>	<b>OPENING ITEMS</b>	
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>	
<b>2.0</b>	<b>IONMHAS</b>	<b>FINANCE</b>	
2.1	<b>Airson Fiosrachadh*</b> Aithisg Ionmhais PT1 Aithisg Ionmhais gu 30/09/2023 <i>Nicola Pearson, Ceann an Ionmhais &amp; Chùisean Corporra</i>	<b>For Information*</b> Finance Report PT1 Finance Report to 30/09/2023 <i>Nicola Pearson, Head of Finance &amp; Corporate Affairs</i>	<b>d. 4</b>
<b>3.0</b>	<b>PLANA CORPORRA IS COILEANADH</b>	<b>CORPORATE PLAN AND PERFORMANCE</b>	
3.1	<b>Airson Fiosrachadh*</b> Fios as ùr air foghlam <i>Jennifer McHarrie, Stiùiriche Foghlam</i>	<b>For Information*</b> Education Update <i>Jennifer McHarrie, Director of Education</i>	<b>d. 7</b>
3.2	<b>Airson Fiosrachadh*</b> Suirbhidh Luchd-ùidh 22-23 PT1 Aithisg air Toraidhean Suirbhidh Luchd-ùidh 22-23 <i>Ruairidh Hamilton, Oifigear Conaltraidh</i>	<b>For Information*</b> Stakeholder Survey 22-23 PT1 Report on Results of the Stakeholder Survey 22-23 <i>Ruairidh Hamilton, Communications Officer</i>	<b>d. 10</b>
<b>4.0</b>	<b>RIANACHD MHÌ-CHINNTEAN</b>	<b>RISK MANAGEMENT</b>	
4.1	<b>Ri Aontachadh</b> Clàr mhì-chinntean Ro-innleachdail PT1 Clàr mhì-chinntean ro-innleachdail <i>Nicola Pearson, Ceann an Ionmhais is Chùisean Corporra</i>	<b>For Decision</b> Strategic Risk Register PT1 Strategic risk register <i>Nicola Pearson, Head of Finance &amp; Corporate Affairs</i>	<b>d. 22</b>
<b>5.0</b>	<b>CORPORRA</b>	<b>CORPORATE</b>	
5.1	<b>Ri Aontachadh</b> Prògram coinneamhan a' Bhùird-stiùiridh 2024/25 PT1 Prògram coinneamhan 2024/25 <i>Nicola Pearson, Ceann an Ionmhais is Chùisean Corporra</i>	<b>For Decision</b> Board Meeting Schedule 2024/25 PT1 Meeting schedule 2024/25 <i>Nicola Pearson, Head of Finance &amp; Corporate Affairs</i>	<b>d. 32</b>
5.2	<b>Airson Fiosrachadh</b> Ballrachd Chomataidhean <i>Ealasaid Dhòmhnallach, Ceannard</i>	<b>For Information</b> Committee Membership <i>Ealasaid MacDonald, Ceannard</i>	<b>d. 35</b>
5.3	<b>Ri Aontachadh</b> Plana-obrach a' Bhùird-stiùiridh PT1 Plana-obrach a' Bhùird-stiùiridh 23/24 <i>Ealasaid Dhòmhnallach, Ceannard</i>	<b>For Decision</b> Board Workplan PT1 Board workplan 23/24 <i>Ealasaid MacDonald, Ceannard</i>	<b>d. 37</b>
<b>6.0</b>	<b>GISBE</b>	<b>AOCB</b>	
	Ceann-latha na h-ath coinneimh 07/03/2024	Date of next meeting 07/03/2024	
	Dùnadh na coinneimh	Close of meeting	
	Lèirmheas air a' choinneamh	Review of meeting	

**Pàipearan Fiosrachaidh**

- Tha pàipearan '*Airson Fiosrachadh*' airson toirt-fa-near agus chan eil ùine deasbaid no còmhraidh air a chur mun coinneamh sa chlàr-ghnothaich.
- Far a bheil cothrom ann deasbad is còmhradh a chumail air pàipearan '*Airson Fiosrachadh*', bidh na pàipearan sin air an comharrachadh le rionnag \* air a chlàr-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](mailto: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](mailto: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



<b>For</b>	Board Meeting
<b>Date of Meeting</b>	14/12/2023
<b>Location:</b>	Online
<b>Item on Agenda</b>	2.1

<b>Paper Title</b>	Finance Report to 30 <sup>th</sup> September 2023	
<b>Recommendation</b>	For Information *	
<b>Spokesperson</b>	Nicola Pearson, Head of Finance & Corporate Affairs	
<b>Governance Route</b>	<b>Date of Meeting</b>	<b>Decision</b>
Policy & Resources Committee	07/11/2023	For Information
Leadership Team	26/10/2023	For Information
<b>Appendices:</b>	PT1 – Finance Report	
<b>1.0</b>	<b>Purpose</b>	
<b>1.1</b>	To give information to the Board on the financial position as at 30 <sup>th</sup> September 2023.  The paper is in English as it will be presented by the Head of Finance and Corporate Affairs.	
<b>2.0</b>	<b>Background</b>	
<b>2.1</b>	Bòrd na Gàidhlig has a total budget of £5,622k for the financial year 2023/24.  PT1 provides an overview of the position to the half year along with a full year forecast.	
<b>3.0</b>	<b>Main Points</b>	
<b>3.1</b>	To the end of September 2023, total spend was £120k ahead budget. This was primarily driven by Development cost spend which was overspent by £138k. This was offset by an £18k underspend in running costs to the end of September.	
<b>4.0</b>	<b>Recommendation</b>	
<b>4.1</b>	Members are requested to consider the report and note the information.	
<b>5.0</b>	<b>Main Strategic Impacts</b>	
<b>5.1</b>	<b>Impact on Finance</b>	
	As described above.	
<b>5.2</b>	<b>Impact on Staff</b>	
	n/a	
<b>5.3</b>	<b>Impact on Training</b>	
	n/a	
<b>5.4</b>	<b>Links to Strategic and Corporate Aims</b>	
	This paper supports the Committee in fulfilling the aims for the year.	
<b>5.5</b>	<b>Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta/ Links to the National Performance Framework</b>	
	<b>Our Purose</b>	<b>Our Values</b>
	To focus on creating a more successful country with opportunities for all of Scotland to flourish through increased	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

Seisean Fosgailte : Open Session  
Cuspair 2.1

	wellbeing, and sustainable and inclusive economic growth		
<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
	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 checked="" type="checkbox"/>
	Successful innovative businesses	<input checked="" type="checkbox"/>	
<b>5.6</b>	<b>Buaidhean air Cliù/Impacts on Reputation</b>		
	It is important the BnG continues to demonstrate effective management of its finances.		
<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd/Impacts on Health and Safety</b>		
	n/a		
<b>5.8</b>	<b>Buaidhean Laghail/Legal Impacts</b>		
	n/a		
<b>5.9</b>	<b>Buaidhean air Co-ionannas/Impacts on Equality</b>		
	n/a		
<b>5.10</b>	<b>Buaidhean air Àrainneachd/Impacts on the Environment</b>		
	n/a		

## 30 September 2023

		TO 30.09.23				FULL YEAR PROJECTION						
		BUDGET £'000	ACTUAL £'000	VAR £'000	VAR %	BUDGET £'000	ACTUAL £'000	ACTUAL + COMMITTED £'000	EAU £'000	FORECAST £'000	VAR £'000	VAR %
FUNDING / INCOME	Funding brought forward	98	98	0	0%	98	98	98	-	98	0	0%
	Grant in Aid	2,450	2,450	0	0%	5,425	2,450	2,450	-	5,425	0	0%
	Other Grant In Aid	99	99	0	0%	99	99	99	-	99	0	0%
	Reclaimed Funding	-	7	-7	-100%	-	7	7	-7	-	0	0%
	<b>TOTAL AVAILABLE BUDGET</b>	<b>2,647</b>	<b>2,654</b>	<b>-7</b>	<b>0%</b>	<b>5,622</b>	<b>2,654</b>	<b>2,654</b>	<b>-7</b>	<b>5,622</b>	<b>0</b>	<b>0%</b>
EXPENDITURE	Gaelic Usage	736	958	222	30%	2,055	958	2,105	46	2,151	96	5%
	Gaelic Learning	726	664	-62	-9%	1,421	664	1,146	181	1,327	-94	-7%
	Gaelic Promotion	189	167	-22	-12%	314	167	257	55	312	-2	-1%
	<b>TOTAL DEVELOPMENT COSTS</b>	<b>1,651</b>	<b>1,789</b>	<b>138</b>	<b>8%</b>	<b>3,790</b>	<b>1,789</b>	<b>3,508</b>	<b>282</b>	<b>3,790</b>	<b>0</b>	<b>0%</b>
	Staff Costs	660	652	-8	-1%	1,384	652	1,285	98	1,383	-1	0%
	Other Running Costs	201	191	-10	-5%	448	191	337	112	449	1	0%
	<b>TOTAL RUNNING COSTS</b>	<b>861</b>	<b>843</b>	<b>-18</b>	<b>-2%</b>	<b>1,832</b>	<b>843</b>	<b>1,622</b>	<b>210</b>	<b>1,832</b>	<b>0</b>	<b>0%</b>
<b>TOTAL COSTS</b>	<b>2,512</b>	<b>2,632</b>	<b>120</b>		<b>5,622</b>	<b>2,632</b>	<b>5,130</b>	<b>492</b>	<b>5,622</b>	<b>0</b>	<b>0%</b>	

\*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.



<b>A' freagairt ri</b>	Am Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	14.12.2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	3.1

<b>Tìotal a' Phàipeir</b>	Fios as ùr air foghlam		
<b>Moladh do Bhuill</b>	Airson fiosrachadh*		
<b>Neach-labhairt:</b>	Jennifer McHarrie, Stiùiriche Foghlaim		
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>	
Sgioba-stiùiridh	01.12.2023	Ri Aontachadh	
<b>Pàipear-taice air a cheangal ris</b>	-		
<b>1.0</b>	<b>Adhbhar</b>		
<b>1.1</b>	Tha an aithisg seo a' coimhead air cuid de ghnìomhan co-cheangailte ri foghlam		
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>		
<b>2.1</b>	Tha an aithisg a' toirt ùrachadh do bhuill a' Bhùird-stiùiridh air cuid de ghnìomhan a chaidh a dhèanamh bho chionn ghoirid		
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>		
<b>3.1</b>	<p><b>Freagairtean Co-chomhairle bhon Dàmhair 2023 air adhart:</b> Freagairtean air an cur a-steach chun nan co-chomhairlean a leanas co-cheangailte ri rudan a tha a' toirt buaidh air FtG</p> <ul style="list-style-type: none"> <li>• <a href="#">Consultation Response: GME Catchment Areas in the Highland Council – Bòrd na Gàidhlig (gaidhlig.scot)</a></li> <li>• A' stèidheachadh sgìre-sgoile airson foghlam àrd-sgoile tro mheadhan na Gàidhlig aig Acadamaidh Inbhir Chluaidh ann an Inbhir Chluaidh (ri fhoillseachadh air làrach-lìn BnG a dh'aithghearr)</li> </ul>		
<b>3.2</b>	<p>Tha tòrr cho-chomhairlean nàiseanta fosgailte an-dràsta a bheir buaidh air foghlam agus tha sinn ag obair air freagairtean don fheadhainn a leanas aig a bheil cinn-latha dùnaidh ro dheireadh na bliadhna.</p> <ul style="list-style-type: none"> <li>• <a href="#">Education Bill provisions: consultation – gov.scot (www.gov.scot)</a></li> <li>• <a href="#">West Cumbernauld Area Reconfiguration Proposal Consultation – North Lanarkshire Council</a></li> <li>• <a href="#">Your views on Additional Support for Learning (ASL) in Scotland – Scottish Parliament – Citizen Space</a></li> <li>• <a href="#">Shared inspection framework (careinspectorate.com)</a></li> </ul> <p>Tha sinn airson dèanamh cinnteach gum bi barrachd bhuidhnean a' toirt a-steach feumalachdan FtG nam freagairtean, agus tha sinn air a bhith a' bruidhinn ri diofar bhuidhnean nàiseanta eile le raon-ùghdarrais foghlaim gus an smaoinich iad air ar molaidhean sna freagairtean aca fhèin.</p>		
<b>3.3</b>	<p><b>Trusadh is taic do thidsearan</b> Thoisich an t-Oifigear Leasachaidh (tidsearan) ùr Sian Baldwin san dreuchd aig deireadh na Sultain. Tha gnìomhan air gabhail a-steach:</p> <ul style="list-style-type: none"> <li>• Taisbeanadh aig fèill dhreuchdan ann an Steòrnabhagh air 15/10/23 far an tug SB fiosrachadh seachad do sgoilearan mu obraichean Foghlam Gàidhlig agus slighean gu teagasg Gàidhlig, dh'fhaighnich grunn sgoilearan mu mhaoineachadh airson cùrsaichean Gàidhlig agus thug i seachad fiosrachadh mun mhaoineachadh a tha ri fhaotainn bho BnG.</li> <li>• Tachartas "Siuthad" airson àrd-sgoiltean air feadh sgìre Comhairle na Gàidhealtachd air 09/11/23, air a chur air dòigh le CnG agus SDS le maoineachadh a' tighinn bho HIE agus Bòrd na Gàidhlig. B' e amas an tachartais tro mheadhan na Gàidhlig seo, fiosrachadh mu dhreuchdan</li> </ul>		

<p>3.6</p> <p>3.7</p> <p>3.8</p> <p>3.9</p>	<p>Gàidhlig a thoirt gu aire dhaoine cho math ri cothroman Gàidhlig ann an roinnean far a bheil sgilean Gàidhlig nam buannachd. Bha e gu math buannachdail a bhith a' bruidhinn ri mòran chloinne is daoine òga às leth BnG agus a bhith a' brosnachadh dhòighean a-steach gu teagasg na Gàidhlig.</p> <ul style="list-style-type: none"> <li>Fhuair Sabhal Mòr Ostaig maoineachadh bho BnG gus cùrsa pìleat a ruith <u>Slighe gu Teagasg 2023-- Sabhal Mòr Ostaig (uhi.ac.uk)</u> airson sgoilearan àrd-ìre a tha a' beachdachadh air dreuchd ann an teagasg. Ghabh SB pàirt ann le bhith a' libhrigeadh seisean do sgoilearan mu obair BnG agus mar a bhios sinne mar bhuidheann a' brosnachadh foghlam Gàidhlig, a' bruidhinn ris na sgoilearan chuir i gnìomhachd air dòigh airson sgoilearan gus beachdachadh air "Dè a tha a' dèanamh tidsear math?"</li> </ul> <p><b>Stiùireadh Reachdail air Foghlam Gàidhlig</b> Bhathas an dùil co-chomhairleachadh poblach fhosgladh air ùrachaidhean don Stiùireadh Reachdail air Foghlam Gàidhlig (mar a chaidh aontachadh aig coinneamh mu dheireadh a' Bhùird-stiùiridh) ach leis an àireimh de chonaltraidhean mu fhoghlam a tha fosgailte an-dràsta, còmhla ri foillseachadh Bile nan Cànan Albannach o chionn ghoirid, thèid seo a chur dheth fad greis agus beachdaichidh sinn air na h-ath cheumnan anns na mìosan a tha romhainn mar phàirt de phròiseas a' bhile.</p> <p><b>Tachartasan gus Foghlam bun-sgoile Gàidhlig a bhrosnachadh</b> Tha sinn ag obair le ùghdarrasan ionadail air dòighean gus FtG a bhrosnachadh airson daoine le ùine ann an FtG air thoiseach air clàrachadh sgoile-àraich is BS1. Chaidh seisean fiosrachaidh a chur air dòigh ann an co-obrachadh le Comhairle Siorrachd Àir a Tuath agus Comann nan Pàrant ann am Bun-sgoil Pàirc Whitehirst air 30/10/23, agus bha Feasgar Fosgailte againn ann an co-obrachadh le Comhairle Inbhir Chluaidh agus Comann nam Pàrant nuair a chur sinn air dòigh seisean fiosrachaidh air 28/11/23 airson daoine le ùine ann an FtG air thoiseach air clàrachadh sgoile-àraich is BS1.</p> <p><b>Obair com-pàirteachais le buidhnean eile</b></p> <ul style="list-style-type: none"> <li>Choinnich JMH, AM agus riochdairean bho sgiobaidhean maoineachaidh is conaltraidh le SDS gus bruidhinn air a' chiad bhliadhna den Ghàidhlig a bhith mar phàirt de Bhursaraidh Teagaisg na h-Alba agus bha cothrom ann molaidhean a thoirt seachad</li> <li>Ghabh AM pàirt anns a' choinneimh/na gnìomhan eadar-dhealaichte a dh'iarr GTCS oirnn a dhèanamh gus na beachdan againn a thoirt seachad air a' Mheòrachan air Riatanasan Inntigidh airson Prògraman ITE (<i>Memorandum on Entry Requirements to Programmes of ITE</i>). riochdaich i taobh na Gàidhlig gu làidir agus gun do rinn mi ceanglaichean le luchd-obrach GTCS, a bhios feumail san àm ri teachd m.e. a' bruidhinn mu bhith a' dèanamh leasachadh air <i>So You Want to Teach in Gaelic?</i></li> <li>Bha Manaidsear Foghlaim AM na briteamh air pannal airson pròiseact DYW aig Àrd-sgoil Ghlinn Chaldair - clas ÀS2 a bha ag obair air le Astar Media, is far an robhar a' cur air adhart bheachdan airson prògraman airson BBC Alba.</li> <li>Manaidsear Foghlaim ZNI air pannal de bhrìtheamhan airson Dragons Den tro mheadhan na Gàidhlig a chaidh a ruith le Social Enterprise Academy airson cothrom a thoirt do sgoilearan na beachdan aca a thoirt seachad agus far am faigh na buidheann a bhuannaicheas airgead dhan gnìomhachas a tha iad a' ruith.</li> <li>obair le SALT (Comann Albannach son Teagasg Chànanan) gus beachdachadh air dòighean a bheir a-steach cothroman do thidsearan FLi mar phàirt den ath cho-labhairt aca agus le CLAS (Comann Luchd-teagaisg Àrd-sgoiltean) airson dòighean a lorg gus obair nan lionraidhean sin a cho-roinn agus a' smaoinichadh air seiseanan airson na co-labhairt aca a dham bi BnG a' toirt taic an ath-bhliadhna</li> <li>Taisbeanadh air BnG bho JM airson Ionnsachadh is Leasachadh Coimhearsnachd Fèis Gheamhraidh</li> <li>Choinnich JM ri Bilingualism Matters gus smaoinichadh air dòighean airson obair com-pàirteachais san àm ri teachd air mar as urrainn dhuinn buannachdan dà-chànanaidh a bhrosnachadh</li> </ul>
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Seisean Fosgailte  
Cuspair 3.1

<b>4.0</b>	<b>Moladh</b>																																				
<b>4.1</b>	Gun toir a' Chomataidh am pàipear seo fa-near.																																				
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>																																				
<b>5.1</b>	<b>Buidhean air Ionmhas</b> Tha na cosgaisean uile taobh a-staigh a' bhuidseit.																																				
<b>5.2</b>	<b>Buidh air Luchd-obrach</b> Cha bhi buaidh ann																																				
<b>5.3</b>	<b>Buidh air Trèanadh</b> Cha bhi buaidh ann																																				
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachdail agus Corporra</b> Tha an obair seo a' cur ri amas corporra 2: Gum bi barrachd chothroman 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.																																				
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>																																				
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Fiosrachadh air giorrachaidhean

FtG Foghlam tro Mheadhan na Gàidhlig

FLi Foghlam Luchd-ionnsachaidh

SDS Skills Development Scotland/Leasachadh Sgilean na h-Alba

ITE Initial Teacher Education

DYW Developing the Young Workforce

GTCS General Teaching Council Scotland





<b>A' freagairt ri</b>	Am Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	14/12/2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàr-ghnothaich</b>	3.2

<b>Tìotal a' Phàipeir</b>	Suirbhidh Luchd-ùidh 2023	
<b>Moladh do Bhuill</b>	Airson Fiosrachadh *	
<b>Neach labhairt:</b>	Ruairidh Hamilton, Oifigear Conaltraidh	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba Stiùiridh	01/12/2023	Airson Fiosrachadh
<b>Pàipear-taice air a cheangal ris</b>	PT1-Aithisg-suirbhidh-luchd-ùidh	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Airsonnan toraidhean bhon t-suirbhidh luchd-ùidh bhliadhnail aithris	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	Gach bliadhna bidh Bòrd na Gàidhlig a' cumail ceisteachan luchd-ùidh. Am bliadhna-sa chaidh an ceisteachan a chumail thar an Ògmhios. Dh'obraich am Manaidsear Chom-pàirteachasan is Maoineachaidh agus an Oifigear Conaltraidh air seo. Chaidh fiosrachadh a sgaoileadh fada is farsaing air na meadhanan-sòisealta air fad cho math ri cuairt-litir.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	An cois seo lorgaidh sibh pàipear le fiosrachadh is na toraidhean bho cheisteachan luchd-ùidh Bhòrd na Gàidhlig 2023. Chì sibh gun do rinn sinn coimeas eadar 2023 agus an dà bhliadhna ron a sin (nuair a b' urrainnear a dhèanamh) airson adhartas no neo-adhartas fhaicinn. Tha am pàipear seo a' toirt blasad do Bhuill air mar a chaidh an t-suirbhidh le beachdan bhon t-Oifigear a tha air na freagairtean uile a leughadh.	
<b>3.2</b>	<p>Co-dhùnadh a' phàipeir:</p> <p><i>“Tha meud an t-seata dàta glè chudromach nuair a thathar a' feuchainn ri freagairtean cainneachdail a sgrùdadh, mar a tha ann an ceistean 2, 4 agus 6. Aig a' chiad sealladh, tha coltas ann nach eil luchd-ùidh Bhòrd na Gàidhlig cho toilichte leis an taic a fhuair iad am-bliadhna na bha iad ann an 2022, ach tha na freagairtean a' toirt sealladh eadar-dhealaichte sa cho-theacsa cheart agus leotha fhèin.</i></p> <p><i>Tha na freagairtean a' dearbhadh gu bheil Bòrd na Gàidhlig air adhartas mhòr a dhèanamh thar na bliadhnaichean a dh'fhalbh agus gu bheil a' mhòr-chuid den luchd-ùidh againn toilichte leis an taic a fhuair iad bhuainn, ach gu bheil obair ri dhèanamh fhathast gus coinneachadh ris na feumalachdan a th' aig cuid de na daoine agus na buidhnean leis a bheil sinn ag obair.</i></p> <p><i>Tha ceist ann mu carson nach deach an aon àireamh de fhreagairtean a chuir a-steach am-bliadhna agus ann an 2022 an taca ri 2021. Dh'fhaodadh gur e sgìos a thaobh lìonadh ceisteachain a th' ann – tha buidhnean air feadh na dùthcha a' ruith barrachd dhiubh na bha iad riamh is sinn uile a' feuchainn ri fios air ais agus beachdan fhaighinn bho ar luchd-ùidh nas trice. Tha conaltradh a bharrachd bhon luchd-ùidh a dhìth airson a bhith cinnteach.</i></p> <p><i>Ma tha am beachd gu h-àrd ceart, is dòcha gum biodh e na b' fheàrr an sgrùdadh seo a ruith a h-uile dhà no trì bliadhna seach a h-uile bliadhna. Beachdaichidh an Sgioba-stiùiridh agus Sgioba Conaltraidh air seo sna mìosan ri thighinn.”</i></p>	
<b>3.3</b>	Bidh na toraidhean seo cuideachail san rannsachadh a bhios a' tachairt timcheall a' Phlana Ghnìomh a tha ri thighinn sa bhliadhn' ùr agus nuair a thathar a' beachdachadh air na ghabhadh dèanamh airson feumalachdan ar luchd-ùidh a ruigsinn.	

Seisean Fosgailte  
Cuspair 3.2

<b>4.0</b>	<b>Moladh</b>																																				
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<b>5.10</b>	<b>Buidhean air Àireannachd</b>																																				
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# Aithisg air Toraidhean Cheisteachan Luchd-ùidh Bhòrd na Gàidhlig – Sultain 2023

Gach bliadhna bidh Bòrd na Gàidhlig a' cumail ceisteachan luchd-ùidh. Am bliadhna-sa chaidh a' cheisteachan a chumail tharais an t-Sultain agus dh'obraich an Oifigeir Conaltraidh air seo. Chaidh fiosrachadh a sgaoileadh fada is farsaing air na meadhanan-sòisealta air fad cho math le cuairt-litir.

Stiùireadh a chaidh a-mach leis an t-suirbhidh:

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

Chleachdar an aon cheistean a chaidh a chleachdadh ann an 2021 agus 2022 gus am b' urrainnear coimeas a dhèanamh eadar na freagairtean a fhuair sinn gach bliadhna. Bha naoi ceistean sa cheisteachan; cuid a' lorg freagairtean slàn, cuid eile a' lorg sgòr 1-5. San aithisg seo lorgar sgòraichean bho 2023, agus an dà bhliadhna ron a sin.

San aithisg seo gheibhear trì freagairtean air an taghadh air thuairream bho gach ceist.

## Toraidhean

### Àireamh de Fhreagairtean

**2023 – 21** (2022 – 29, 2021 – 70)

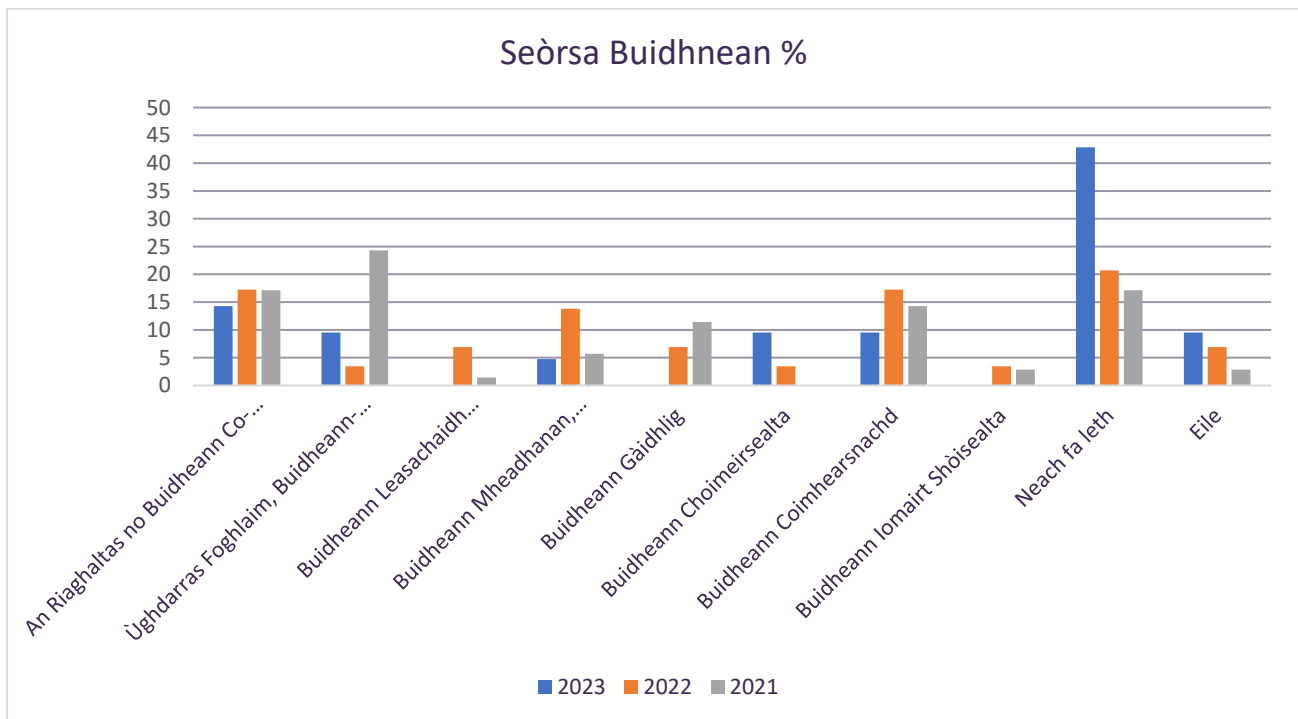
**Iomradh:** Tha coltas an gu bheil ìsleachadh san àireamh de freagairtean gach bliadhna. Tha e doirbh a ràdh dè as coireach, ach dh'fhaodadh gun robh ùidh mhòr ann sa chiad dol a-mach leis gur e cothrom ùr a bh' ann fios-air-ais a chur thugainn ann an 2021 ach nach eil beachdan daoine air Bòrd na Gàidhlig ag atharrachadh mòran bho bliadhna gu bliadhna agus chan eil faireachdainn ann gun fheum iad an t-suirbhidh a fhreagairt gach bliadhna.

Bha ceisteachan eile a' ruith aig an aon àm cuideachd; Co-chomhairleachadh air Dreachd Stiùireadh air Dealbhachadh Phlanaichean Gàidhlig Reachdail.

Mar a chaidh ainmeachadh san aithisg air suirbhidh an-uiridh, cho math le sin, tha ceist ann a bheil daoine a' fàs sgìth le diofar suirbhidhean a' dol air adhart bho dhiofar bhuidhnean fad na tìde? Tha sinn fhèin a' ruith suirbhidh bliadhnail air cleachdadh na Gàidhlig, mar eisimpleir.

### Seòrsa Buidhnean

	<b>2023 (21)</b>	<b>2022 (29)</b>	<b>2021 (70)</b>
An Riaghaltas no Buidheann Co-cheangailte	3 (14.29%)	5 (17.24%)	12 (17.14%)
Ùghdarras Foghlaim, Buidheann-ghnìomha no Buidheann	2 (9.52%)	1 (3.45%)	17 (24.29%)
Buidheann Leasachaidh Eaconamach, Cultarach no Turasachd	0	2 (6.9%)	1 (1.43%)
Buidheann Mheadhanan, Cruthachail no Dualchais	1 (4.76%)	4 (13.79%)	4 (5.71%)
Buidheann Gàidhlig	0	2 (6.9%)	8 (11.43%)
Buidheann Choimeirsealta	2 (9.52%)	1 (3.45%)	0
Buidheann Coimhearsnachd	2 (9.52%)	5 (17.24%)	10 (14.29%)
Buidheann Iomairt Shòisealta	0	1 (3.45%)	2 (2.86%)
Neach fa leth	9 (42.86%)	6 (20.69%)	12 (17.14%)
Eile	2 (9.52%)	2 (6.9%)	2 (2.86%)

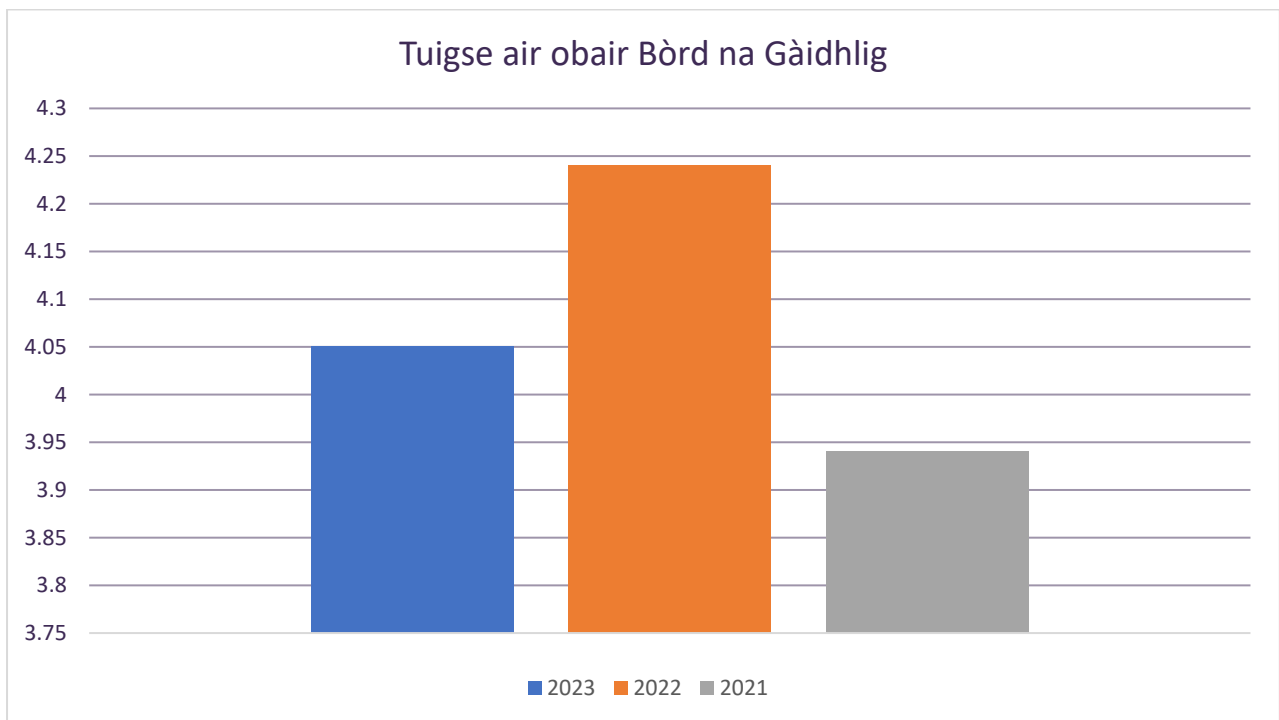


**Iomradh:**

Tha e iongantach nach deach freagairtean sam bith a chur a-steach le 'buidhnean Gàidhlig'. Dh'fhaodadh gu bheil seo a' cuir ris am beach gu h-àrd mu atharrachadh beachdan agus faireachdainnean mu feum sna freagairtean aca. Bha àrdachadh mòr anns an àireamh sa cheud de fhreagairtean bho daoine fa leth cuideachd. Dh'fhaodadh gur ann mar thoradh air atharrachadh san dòigh anns a bheil fiosrachadh air a cho-roinn a tha seo, le puist air na meadhanan meadhanan sòisealta a' ruighinn daoine fa leth nach eil air na liostaichean-sgaoilidh àbhaisteach againn.

**Ceist 1: Gu dè an ìre is gu bheil sibh a' tuigsinn obair Bhòrd na Gàidhlig?**

Àireamh cuibheas a-mach à 5: 4.05 (2022 – 4.24, 2021 – 3.94)

**Mìneachaidhean:**

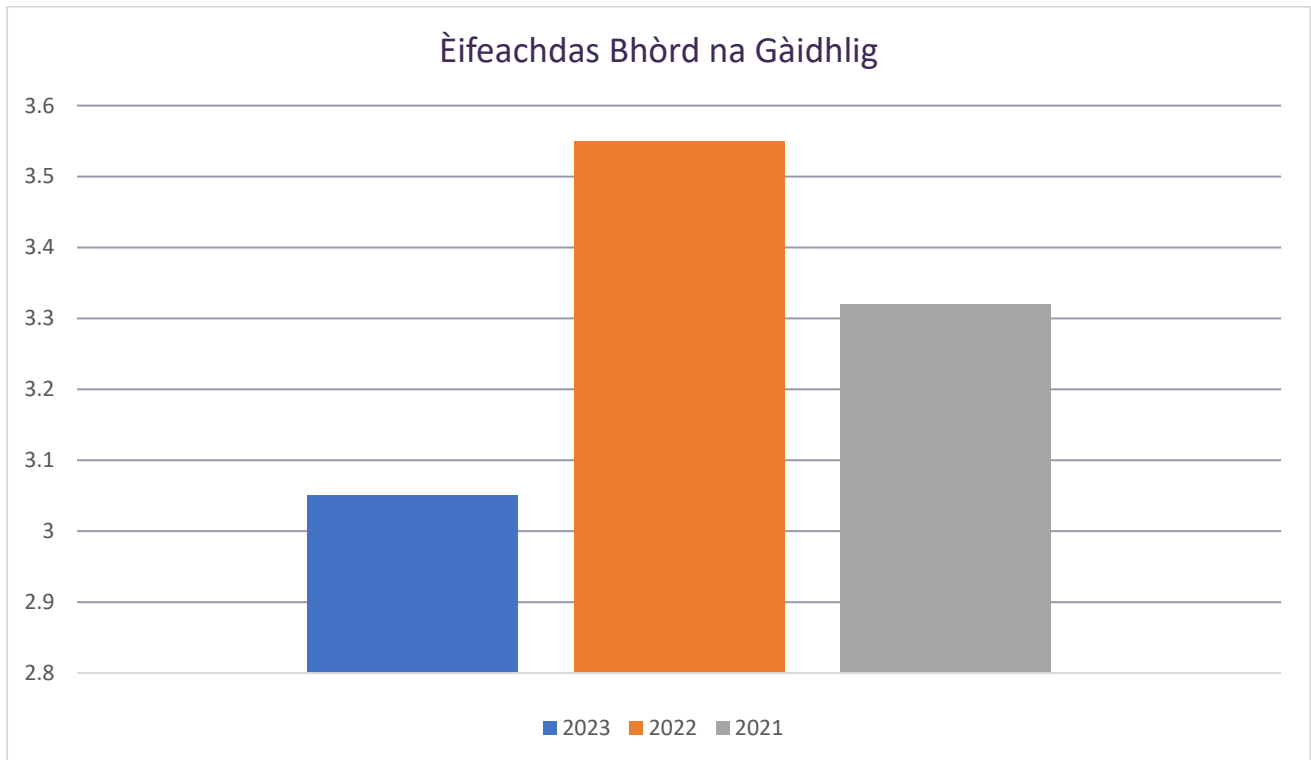
- *I understand that Bòrd na Gàidhlig's goal is centred around the cultural resurgence of Gaelic in Scotland and creating and following the steps to reach their goal.*
- *Tha sibh ag iarraidh gum bidh a' ghàidhlig mar chànan làitheil ar fud na h-alba ach tha mi a' smaoinichadh nach eil e ag obair ro mhaith a-nis fhèin. ach 's e mo bheachd gum bu chòir fìor ghàidhlig chruinn na seann-ghàidhealtachda a chumail beò gun gàidhlig ùr chumtha (?) made up. b'fheàrr faclan beurla a chleachdadh anns a n-àiteachan gun a bheith a' cruthachadh cànan nach robh ann gu neamh-nàdurra. . .*
- *The objectives are clear and valuable.*

**Iomradh:**

Tha na freagairtean a fhuair sinn a' sealltainn gu bheil tuigse mu na h-amasan againn aig cha mhòr an aon ìre is a bha e an uiridh. Tha luchdachadh beag ann ge-tà agus feumaidh fiosrachadh mu na h-amasan seo a cho-roinn gu soilleir fad na h-ùine, fiù 's nuair a tha fianais ann gu bheil tuigse math aig a' chuid as motha de luchd-ùidh.

**Ceist 2: A bheil sibh a' smaoinichadh gu bheil Bòrd na Gàidhlig èifeachdach ann a bhith a' coileanadh nam prìomhachasan aca?**

Àireamh cuibheas a-mach à 5: 3.05 (2022 - 3.55, 2021 - 3.32)

**Mìneachaidhean:**

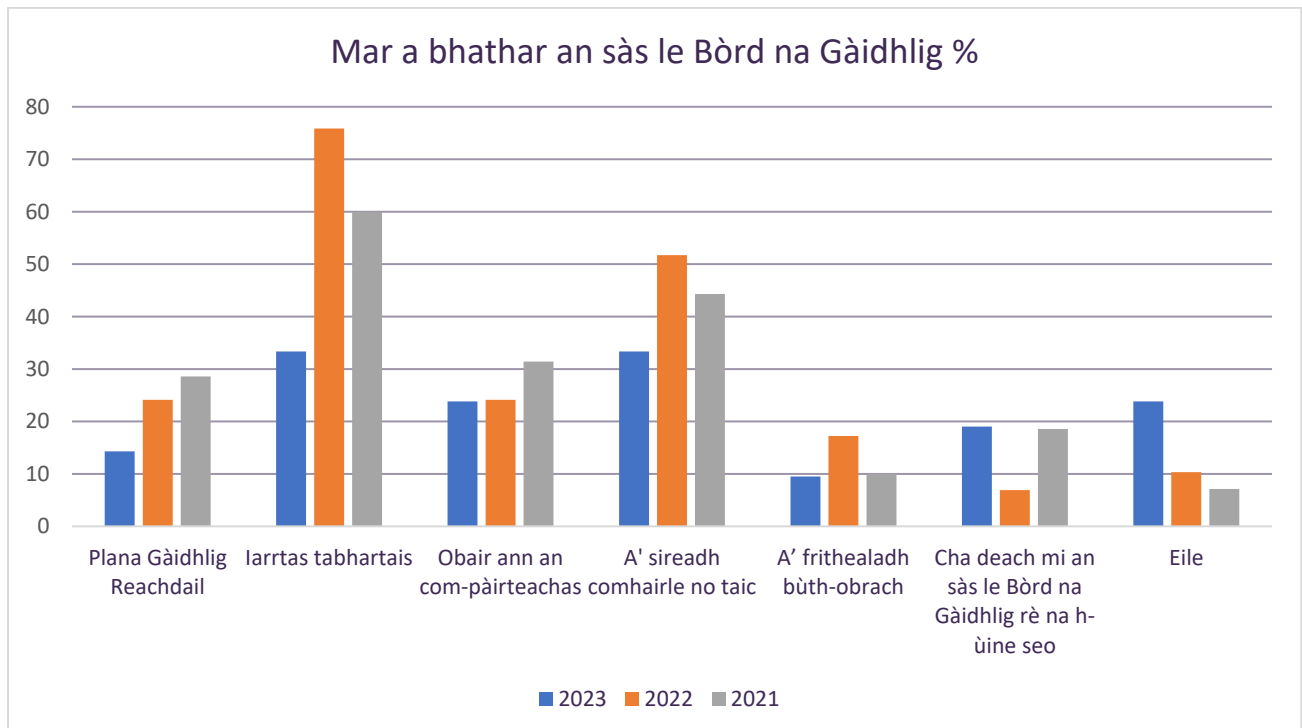
- *Not all opportunities are identified and embraced. An established, 'acceptable', 'traditional' core of methods appear supported, but not many new ideas strategised.*
- *Everything can be improved upon, of course, but in my view they seem to perform their role both professionally and enthusiastically. The current Director's and staff all seem exceptionally good at their job.*
- *You have significant constraints on achieving your priorities, not least the dominance of the English language. The Welsh government is more assertive than the Scottish in promoting their language from the top so perhaps you want to push the government to invest more and legislate.*

**Iomradh:**

Gu math coltach ri toraidhean 2021 is 2022. Tha a' mhòr-chuid mothachail gu bheil sinn a' dèanamh ar dicheall leis na goireasan a th' againn. Tha ìsleachadh air tighinn san àireamh cuibheas ge-tà agus chan eil tèama follaiseach sna freagairtean a fhuair sinn a tha g' adhbharachadh sin.

**Ceist 3: Rè na h-ùine An Giblean 2022 – An t-Sultain 2023, innsibh dhuinn mar a chaidh sibh an sàs le Bòrd na Gàidhlig.**

Aire: Iomadh tagh ri fhaighinn	2023	2022	2021
Plana Gàidhlig Reachdail	3 (14.29%)	7 (24.14%)	20 (28.57%)
Iarrtas tabhartais	7 (33.33%)	22 (75.86%)	42 (60%)
Obair ann an com-pàirteachas	5 (23.81%)	7 (24.14%)	22 (31.43%)
A' sireadh comhairle no taic	7 (33.33%)	15 (51.72%)	31 (44.29%)
A' frithealadh bùth-obrach	2 (9.52%)	5 (17.24%)	7 (10%)
Cha deach mi an sàs le Bòrd na Gàidhlig rè na h-ùine seo	4 (19.04%)	2 (6.9%)	13 (18.57%)
Eile	5 (23.81%)	3 (10.34%)	5 (7.14%)



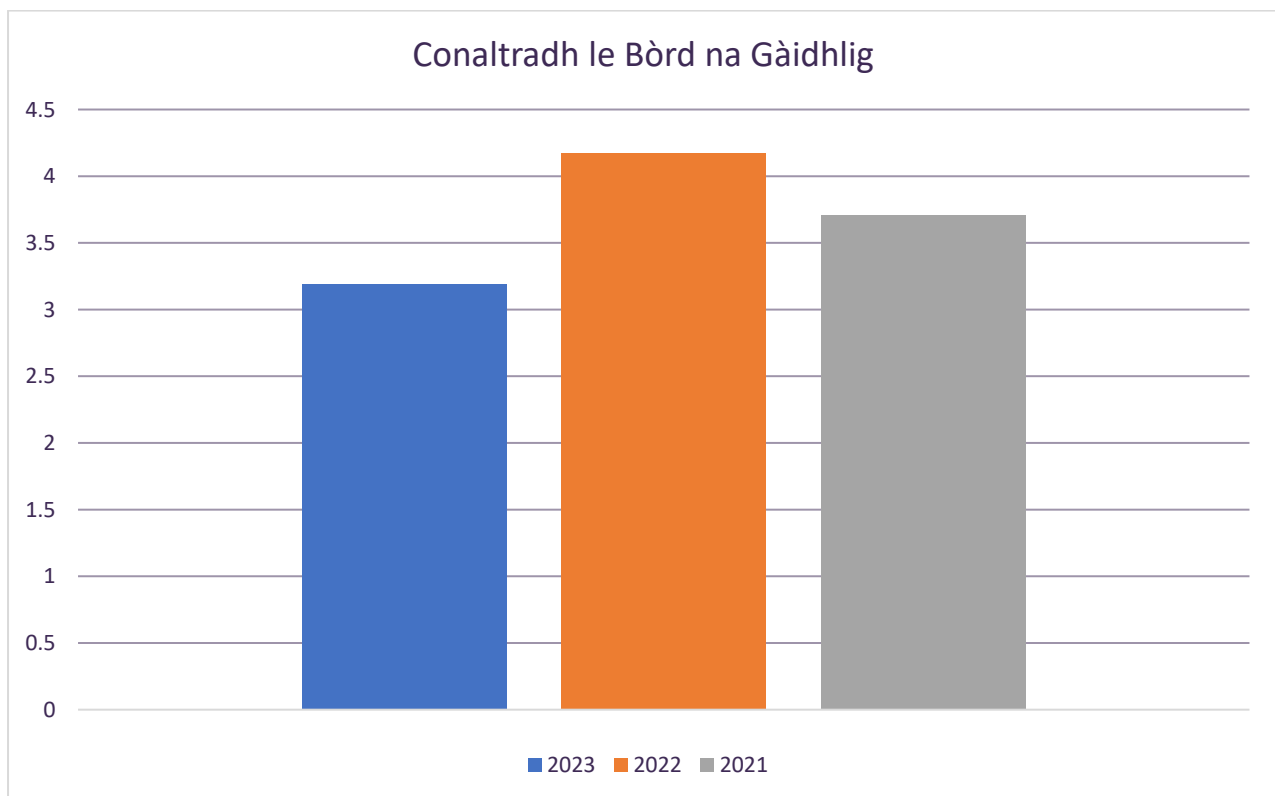
**Iomradh:**

Bha na h-adhbharan a chaidh a thoirt seachad airson a bhith ag obair le Bòrd na Gàidhlig air a' bhliadhna a dh'fhalbh nas sgaoilte na bha iad ann an 2022 agus 2021. Ainmich barrachd dhaoine/buidhnean gun deach iad ann an conaltradh leinn airson 1 adhbhar a-mhàin am bliadhna cuideachd. Dh'fhaodadh dìth fhreagairtean bho bhuidhnean Gàidhlig, leis a bheil Bòrd na Gàidhlig ag obair ann an iomadh dòigh eadar-dhealaichte, agus an àrdachadh ann am freagairtean bho dhaoine fa-leth seo a mhìneachadh.

Chan eil e coltach gur e fìor riochdachadh a tha seo air an àireamh dhaoine agus bhuidhnean a tha a' dol an sàs le Bòrd na Gàidhlig airson na h-adhbharan sin a tha seo agus chan eil e a' toirt dhuinn ach sealladh air a' cho-obrachadh a chaidh a dhèanamh leis an fheadhainn a fhreagair an suirbhìdh a-mhàin.

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

Àireamh cuibheas a-mach à 5: 3.19 (2022 - 4.17, 2021 - 3.71)

**Mìneachaidhean:**

- *I have to face other financial support to achieve my project.*
- *No issues.*
- *No response as I cannot remember contacting you*



**Iomradh:**

Fhuair sinn ceithir freagairtean bho daoine nach eil air obair a dhèanamh còmhla rinn no air a bhith ann an conaltradh leinn agus freagair iad uile le sgòr '1'. Tha seo air an àireamh cuibheas a thoirt sìos agus gun na freagairtean sin, 's e **3.71** a bhiodh ann.

Bha cuid gu math toilichte leis an taic is conaltradh a fhuair iad bho luchd-obrach Bhòrd na Gàidhlig agus **b' e '5' am freagairt as cumanta** a fhuair sinn, a' gabhail a-steach na freagairtean a dh'ainmich mi gu h-àrd. Tha seo a' sealltainn gun robh buaidh mhòr aig freagairtean dhaoine agus bhuidhnean a bha mì-thoilichte leis an taic a fhuair iad, ged 's nach robh iad sa mhòr-chuid, rud a tha na dhuilgheadas cumanta nuair a thathar a' dèiligeadh ri seata dàta cho beag.

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

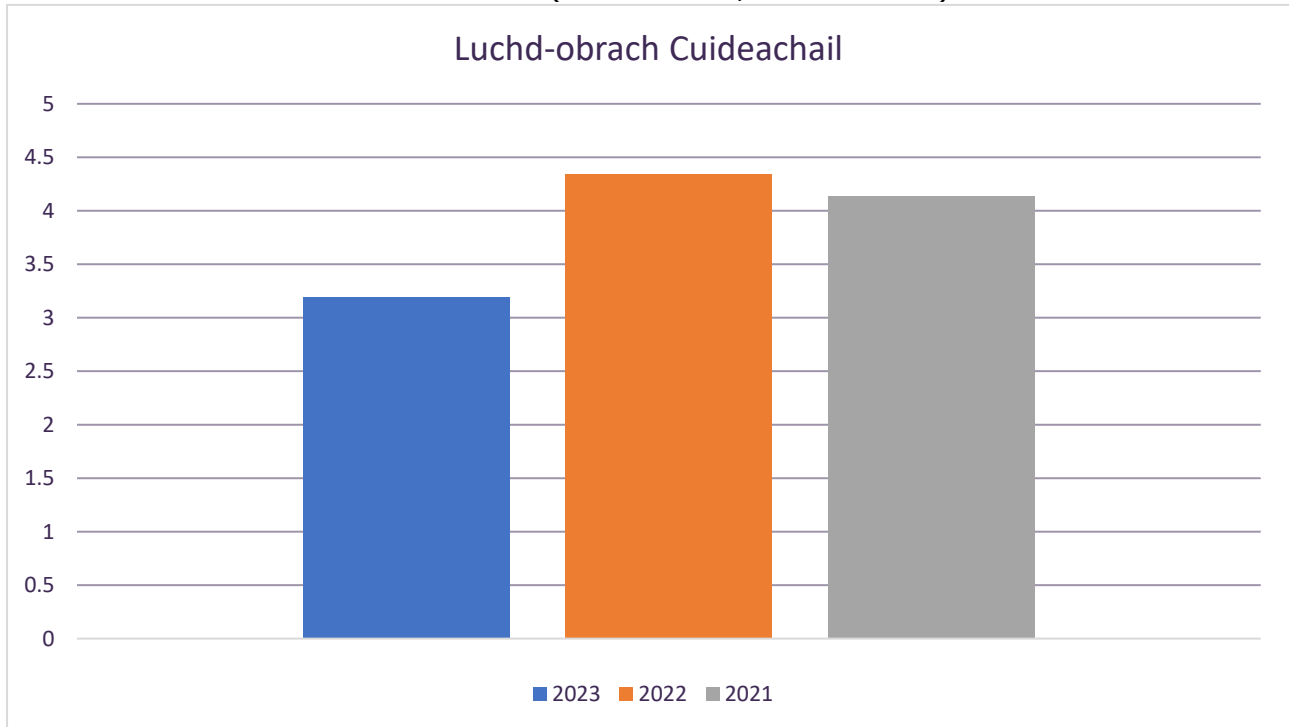
- *If they had more funding, they could offer co-funding to more organisations*
- *Possibly, by planning out cooperation annually in advance, but even then, there would always be exceptions which would crop up unexpectedly.*
- *Actively encourage new initiatives that may not necessarily fit current funding guidelines.*

**Iomradh:**

Fhuair sinn raon farsaing de fhreagairtean don cheist seo, a' gabhail a-steach aithneachadh gu bheil feum air barrachd maoineachaidh, miann airson fios air ais mu aithisgean pròiseict a thoirt seachad nas luaithe, barrachd co-obrachadh aig ìre coimhearsnachd agus sgioblachadh air fiosrachaidh a tha ri lorg air-loidhne. Leis gu bheil gach freagairt cho eadar-dhealaichte bhon a chèile, bhiodh e na b' fheàrr beachdachadh air gach fear fa-leth seach mar chuspair coitcheann no le bhith a' cleachdadh tèaman.

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

Àireamh cuibheas a-mach à 5: 3.19 (2022 - 4.34, 2021 - 4.14)



Mìneachaidhean:

- *Chan eil mi buileach cinnteach - a bharrachd air maoinachadh agus an co-obrachadh a rinn sinn chan eil an obair againne ro thrì ceangailte ri obair Bòrd na Gàidhlig*
- *The staff are good but they don't have enough instruments to deal with other social and academic needs.*
- *Excellent support*

**Iomradh:**

Mar a thachair ris an àireamh cuibheas bho na freagairtean a fhuair sinn airson Ceist 4, bha buaidh aig na freagairtean a fhuair sinn bho daoine is buidhnean a thuir nach deach iad ann an conaltradh leinn aig uair sam bith tron bhliadhna. Gun na freagairtean seo, 's e **3.81** a bhiodh ann. Tha lùghdachadh an sin bhon uiridh ge-tà, agus tha e soilleir gu bheil obair a dhìth gus seo a cheartachadh.

A-rithist, **b' e '5' am freagairt as cumanta** a fhuair sinn agus thuig na freagairtean bho daoine agus buidhnean a bha mì-thoilichte leis an taic a fhuair iad buaidh mòr air toradh na ceiste, ged nach robh iad sa mhòr-chuid.

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

- *Tha measaidhean air aithisgean dearcnachaidh a' tighinn air ais thugainn mìosan mòra às dèidh dhuinn an cur a-steach. Feumaidh buidhnean aig a bheil planaichean cànan cumail ri ceann-ama trì mìosan agus chan eil na h-aon 'riaghailtean' ann taobh a' Bhùird. Tha seo a' fàgail nach eil mòran de luach idir sna h-aithisgean is na measaidhean (out of date) - briseadh-dùil a th' ann is sinn air ùine mhòr a chur seachad gan ullachadh taobh a-staigh a' chinn-ama.*
- *Maybe by using other kinds of support*
- *Direct more resources into adult education, especially online. I live in Cambridge and can't find anyone local to converse with.*

**Iomradh:**

Tha e doirbh na freagairtean seo a sheòrsachadh a thaobh tèaman agus bhiodh e nas fheàrr beachdachadh air gach fear leis fhèin.

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

- *No not really, you guys are all doing a great job promoting Gaidhlig in Scotland anyway.*
- *Chan eil fhios agam*
- *So far so good, hence no*

**Iomradh:**

Measgachadh de bheachdan an seo agus cuid mi-chinnteach mu dè a ghabhadh dèanamh. Tha e doirbh tèaman a lorg sna freagairtean agus bhiodh e nas fheàrr beachdachadh air gach fear leis fhèin.

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

- *Gaelic language needs to be better promoted and made usable to the proletariat not just the enthused, academic and culturally inclined. Perhaps BnG could be less passive and more involved in leading some initiatives as currently, I think much funding is absorbed by an expert few 'funding' wise bodies, groups and individuals with very little lasting impact beyond keeping said bodies groups and individuals in personal cash!*
- *Please support initiatives that could tour areas that have no GME provision so children can access a cultural experience that is of good quality. Gaelic career fairs for primary children also to highlight positive prospects would be good for them and their parents to hear. Maybe a real needs assessment annually to support delivery is what's needed.*
- *No*

**Iomradh:**

A-rithist, tha e doirbh na freagairtean seo a sheòrsachadh a thaobh tèaman agus bhiodh e nas fheàrr beachdachadh air gach fear leis fhèin.

**Faclan Deireannach**

Tha meud an t-seata dàta glè chudromach nuair a thathar a' feuchainn ri freagairtean cainneachdail a sgrùdadh, mar a tha ann an ceistean 2, 4 agus 6. Aig a' chiad sealladh, tha coltas ann nach eil luchd-ùidh Bhòrd na Gàidhlig cho toilichte leis an taic a fhuair iad am-bliadhna na bha iad ann an 2022, ach tha na freagairtean a' toirt sealladh eadar-dhealaichte sa cho-theacsa cheart agus leotha fhèin.

Tha na freagairtean a' dearbhadh gu bheil Bòrd na Gàidhlig air adhartas mhòr a dhèanamh thar na bliadhnaichean a dh'fhalbh agus gu bheil a' mhòr-chuid den luchd-ùidh againn toilichte leis an taic a fhuair iad bhainn, ach gu bheil obair ri dhèanamh fhathast gus coinneachadh ris na feumalachdan a th' aig cuid de na daoine agus na buidhnean leis a bheil sinn ag obair.

Tha ceist ann mu carson nach deach an aon àireamh de fhreagairtean a chuir a-steach am-bliadhna agus ann an 2022 an taca ri 2021. Dh'fhaodadh gur e sgìos a thaobh lìonadh ceisteachain a th' ann – tha buidhnean air feadh na dùthcha a' ruith barrachd dhiubh na bha iad riamh is sinn uile a' feuchainn ri fios air ais agus beachdan fhaighinn bho ar luchd-ùidh nas trice. Tha conaltradh a bharrachd bhon luchd-ùidh a dh'ith airson a bhith cinnteach.

Ma tha am beachd gu h-àrd ceart, is dòcha gum biodh e na b' fheàrr an sgrùdadh seo a ruith a h-uile dhà no trì bliadhna seach a h-uile bliadhna. Beachdaichidh an Sgioba-stiùiridh agus Sgioba Conaltraidh air seo sna mìosan ri thighinn.



<b>For</b>	Board Meeting
<b>Date of Meeting</b>	14/12/2023
<b>Location:</b>	Online
<b>Item on Agenda</b>	4.1

<b>Title</b>	Risk Management	
<b>Request</b>	For Decision	
<b>Spokesperson</b>	Nicola Pearson, Head of Finance and Corporate Affairs	
<b>Governance route for the report</b>	<b>Date</b>	<b>Type of Treatment</b>
Audit & Assurance Committee	21/11/2023	For approval
Leadership Team	25/10/2023	For approval
<b>Appendices</b>	PT1 – Strategic Risk Register	
<b>1.0</b>	<b>Purpose</b>	
1.1	<p>The paper presents the strategic risk register. This was approved by the Leadership Team on 25 October and the Audit &amp; Assurance Committee on 21 November 2023.</p> <p>The paper is in English as it will be reviewed by the internal and external auditors as part of their audit work.</p>	
<b>2.0</b>	<b>Background</b>	
2.1	The strategic risk register records and assesses the major risks faced by Bòrd na Gàidhlig. It also records the mitigating actions and progress on these undertaken to reduce or control the level of the risk faced.	
2.2	Risks are assessed to assert the significance of the threat and at what level the risk should be treated. Each risk is scored as very high, high, medium or low based on the risks Impact x Likelihood. Detailed information on scoring can be found in the Risk Management Strategy.	
<b>3</b>	<b>Main points</b>	
3.1	The register aims to focus on the risks (uncertainties, opportunities, and negative impacts) which most directly impact of BnG's priorities. It is challenging to maintain a focus solely on what is within BnG's responsibilities and duties. However, in order to be an effective system, this has to be achieved.	
3.2	The function and systems underlying the register are described in the Risk Management Strategy which is reviewed and approved by the Audit and Assurance Committee annually.	
3.3	The Risk Appetite shows the level of risk that Bòrd na Gàidhlig is prepared to accept for the identified risk and follows the colour coding from the Strategy shown in the table below.	

	<table border="1"> <tr> <td style="background-color: red; color: white;">Very High</td> <td>Risk Score 20-25</td> <td>Unacceptable level of risk exposure that requires immediate mitigating action and monthly monitoring</td> </tr> <tr> <td style="background-color: orange;">High</td> <td>Risk Score 12-16</td> <td>Unacceptable level of risk which requires controls to be put in place to reduce exposure and monthly monitoring</td> </tr> <tr> <td style="background-color: yellow;">Medium</td> <td>Risk Score 6-10</td> <td>Controls can be put in place or the risk accepted. Subjected to quarterly monitoring.</td> </tr> <tr> <td style="background-color: green;">Low</td> <td>Risk Score 1-5</td> <td>Acceptable level of risk subject top six monthly monitoring</td> </tr> </table>	Very High	Risk Score 20-25	Unacceptable level of risk exposure that requires immediate mitigating action and monthly monitoring	High	Risk Score 12-16	Unacceptable level of risk which requires controls to be put in place to reduce exposure and monthly monitoring	Medium	Risk Score 6-10	Controls can be put in place or the risk accepted. Subjected to quarterly monitoring.	Low	Risk Score 1-5	Acceptable level of risk subject top six monthly monitoring																								
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3.4	<p>Going forward, Risk Appetite will be updated to include scores and a narrative on what the score represents.</p> <p>The full risk register is presented to this meeting for approval. Members are also to consider what, going forward, they would like to receive at Board meetings to give the necessary assurance that the strategic risks are being reviewed and addressed by the Audit and Assurance Committee.</p>																																				
<b>4.0</b>	<b>Recommendation</b>																																				
4.1	<p>The Board is requested to:</p> <ul style="list-style-type: none"> <li>- Discuss the register</li> <li>- Approve the register</li> <li>- Suggest what they would like presented to future board meetings</li> </ul>																																				
<b>5.0</b>	<b>Key Strategic Impacts</b>																																				
<b>5.1</b>	<b>Impact on Finance</b>																																				
	No direct impact but ensures that financial risks are considered by the organisation.																																				
<b>5.2</b>	<b>Impact on Staff</b>																																				
	The risk register provides direction on controls and actions which are put in place by staff.																																				
<b>5.3</b>	<b>Impact on Training</b>																																				
	Risk management training to board members and leadership team regularly.																																				
<b>5.4</b>	<b>Links to Corporate Aims</b>																																				
	<p>The strategic risk register contributes to Corporate Aim 4:</p> <ul style="list-style-type: none"> <li>- Bòrd na Gàidhlig continues to develop how it works.</li> </ul>																																				
<b>5.5</b>	<b>Links to the National Performance Framework</b>																																				
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<b>5.6</b>	<b>Impact on Reputation</b>																																				
	Effective risk management is core to maintaining a positive reputation as an effective and efficient public organisation.																																				
<b>5.7</b>	<b>Impact on Health and Safety</b>																																				

Seisean Fosgailte | Open Session  
Cuspair 4.1

	n/a
<b>5.8</b>	<b>Legal Impact</b>
	It is a requirement of the Scottish Public Finance Manual that a public body maintains risk management processes <a href="https://www.gov.scot/publications/scottish-public-finance-manual/risk-management/risk-management/">https://www.gov.scot/publications/scottish-public-finance-manual/risk-management/risk-management/</a>
<b>5.9</b>	<b>Impact on Equality</b>
	n/a
<b>5.10</b>	<b>Impact on Environment</b>
	n/a

## BnG Strategic Risk Register

**Untreated risks** [what has to be borne with no mitigating actions or controls]: None currently

### Scoring

I/L/S = Impact (max 5) x Likelihood (max 5) = Score

refer to Section 4 of Risk Management Strategy for detailed information [2023-05-23-Risk-Management-Strategy.docx](#)

<b>Very High</b>	Risk Score 20-25	Unacceptable level of risk exposure that requires immediate mitigating action and monthly monitoring
<b>High</b>	Risk Score 12-16	Unacceptable level of risk which requires controls to be put in place to reduce exposure and monthly monitoring
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<b>Low</b>	Risk Score 1-5	Acceptable level of risk subject top six monthly monitoring

### Acronyms of people responsible:

DoD – Director of Development

DoE – Director of Education

HoF&CS – Head of Finance and Corporate Services



Ref	Risk description	Cause	Impact	Gross score [prior to current controls]  (I/L/S)	Current controls [systems already in place]	Net score [including current controls]  (I/L/S)	Proposed actions and controls [tasks being undertaken to deal with arising risk]	Risk owner
1	Lack of resources	<p>Medium and longer-term finances are not increased therefore Gaelic development is constrained</p> <p>[BnG baseline funding has remained static since 2007/08; this is a real-terms decrease of approx 45%]</p>	<p>BnG's contribution to Gaelic development ceases to grow in line with demand</p> <p>We have insufficient staff capacity and/or capability to deliver our Corporate Plan</p> <p>Impact on wellbeing of staff and board</p> <p>Reputation is negatively impacted</p>	<p>20</p> <p>(4x5)</p>	<p>Business case presented to SG which has resulted in annual but not consolidated uplifts</p> <p>MFTP updated annually and presented to Board</p> <p>Effective recruitment, induction, training and development and performance management systems in place</p> <p>Budget management in place to comply with SG GiA requirements for running costs</p>	<p>16</p> <p>(4x4)</p>	<p>Implementation of multi-year funding agreements for main delivery partners which encourage collaboration</p> <p>New corporate plan to be developed in line with new NGLP</p> <p>Programme for development of middle managers skills and knowledge</p> <p>Continue to make the case for increased funding for BnG or amendment to running costs cap</p>	Ceannard

Ref	Risk description	Cause	Impact	Gross score [prior to current controls]  (I/L/S)	Current controls [systems already in place]	Net score [including current controls]  (I/L/S)	Proposed actions and controls [tasks being undertaken to deal with arising risk]	Risk owner
<b>Risk Appetite</b>								
2	<p>Failure to deliver through partnerships and network organisations</p> <p>[BnG has effectively increased its partnership development and advisory function and this needs to be maintained]</p>	<p>Minimal control over direction and impact of third-party delivery</p> <p>BnG strategies for engagement and/or relationships do not respond to stakeholders' needs</p> <p>Quality and reach of communication is insufficient to engage</p> <p>Failure to adapt to changes in primary or secondary legislation</p>	<p>Difficult to achieve anticipated impacts</p> <p>Support for Gaelic is undermined</p> <p>Willingness to collaborate and engage with BnG is reduced</p>	<p>12</p> <p>[4x3]</p>	<p>Increased communication with key delivery bodies</p> <p>Change in GLP processes leading to engagement between BnG and public authorities</p> <p>Framework agreement with SG</p>	<p>8</p> <p>[4x2]</p>	<p>New stakeholder strategy being developed</p> <p>New corporate and operational plans will focus on outcomes with effective performance metrics thereby providing clearer direction internally and externally</p>	DoD

Ref	Risk description	Cause	Impact	Gross score [prior to current controls]  (I/L/S)	Current controls [systems already in place]	Net score [including current controls]  (I/L/S)	Proposed actions and controls [tasks being undertaken to deal with arising risk]	Risk owner
<b>Risk Appetite</b>								
3	Supporting growth in Gaelic education is ineffective	<p>BnG advisory input is not of sufficient quality and impact</p> <p>Political decisions are taken which address the majority, not the minority</p> <p>Statutory Guidance on Gaelic education is not sufficiently strong</p>	<p>Advice provided by BnG on Education Reform and other legislation is ignored or not implemented</p> <p>Gaelic education is not normalised within Scotland, leading to reduced uptake, attainment and impact</p> <p>Gaelic is not normalised across Scottish society, increasing</p>	<p>20</p> <p>[5x4]</p>	<p>Consistent advice provided to the ongoing processes for Education Reform and Scottish Languages Bill</p> <p>Engagement with SG Gaelic and Scots Division in collaborative work</p> <p>Participation in regional and other fora to promote Gaelic</p>	<p>15</p> <p>[5x3]</p>	<p>Revision and renewal of Statutory Guidance on Gaelic Education and Guidance on Gaelic Language Plans</p> <p>Increased engagement with political parties on the importance of Gaelic education for normalising and growing Gaelic</p> <p>Input to the Scottish Languages Bill process on a new national GM Education strategy</p>	DoE

Ref	Risk description	Cause	Impact	Gross score [prior to current controls]  (I/L/S)	Current controls [systems already in place]	Net score [including current controls]  (I/L/S)	Proposed actions and controls [tasks being undertaken to deal with arising risk]	Risk owner
			language loss and disaffection					
<b>Risk Appetite</b>								
4	People don't understand the role and functions of BnG	BnG strategies for engagement and/or relationships are ineffective  Negative media - external/generally and internal to Gaelic communities  Insufficient communication on what BnG does to make a difference	Reduced support for Gaelic development  Reduced impact of BnG and  Gaelic speakers and learners lose confidence in the mission; and therefore negative effect on the community	12  [4x3]	Communications strategy refreshed and being implemented  Increased emphasis on organisations who receive funding clearly acknowledging BnG support	9  [3x3]	Develop role of board members as ambassadors for BnG  Use launch of new NGLP and BnG Corporate Plan to reinforce the key messages of what we do	HoF&CS
<b>Risk Appetite</b>								

Ref	Risk description	Cause	Impact	Gross score [prior to current controls]  (I/L/S)	Current controls [systems already in place]	Net score [including current controls]  (I/L/S)	Proposed actions and controls [tasks being undertaken to deal with arising risk]	Risk owner
5	We fail to maximise the benefits from the work undertaken by our key stakeholders and delivery partners	Communication strategy with our key stakeholders and delivery partners is ineffective  Insufficient capacity and/or capability among our key stakeholders and delivery partners	Damages the credibility and reputation of BnG. Ultimately this could lead to a reduction in support (financial and other) from Scottish Government, key partners and communities	16  [4x4]	Grant systems in place which provide monitoring  Gaelic language plans system in place  Increased social media and comms	12  [4x3]	New multi-year agreements being developed  Updated GLP Statutory Guidance being progressed	DoD
<b>Risk Appetite</b>								
6	The governance developments implemented in the organisation are not sustained	Insufficient capacity and/or capability  New responsibilities are allocated without	Organisation does not meet stakeholders' expectations leading to disillusion and criticism; ultimately impacting on	16  [4x4]	Continuous improvement planning system in place  Increasing use of technology enabling staff to	9  [3x3]	Engage fully in parliamentary process for new languages bill  Increased number of board members bringing additional skills and resilience	Ceannard

Ref	Risk description	Cause	Impact	Gross score [prior to current controls]  (I/L/S)	Current controls [systems already in place]	Net score [including current controls]  (I/L/S)	Proposed actions and controls [tasks being undertaken to deal with arising risk]	Risk owner
		commensurate resources  Widening field of operations due to external or internal pressure.	Gaelic development		focus on higher-level impact			
<b>Risk Appetite</b>								



<b>For</b>	Board Meeting
<b>Date of Meeting</b>	14/12/2023
<b>Location:</b>	Online
<b>Item on Agenda</b>	5.1

<b>Title</b>	Board meeting schedule 2024/25	
<b>Request</b>	For approval	
<b>Spokesperson</b>	Nicola Pearson, Head of Finance and Corporate Affairs	
<b>Governance route for the report</b>	<b>Date</b>	<b>Type of Treatment</b>
Sgioba Stiùiridh	29/11/2023	For Approval
<b>Appendices</b>	PT 1 – Clàr-ama coinneamhan	
<b>1.0</b>	<b>Purpose</b>	
<b>1.1</b>	The purpose of this report is to agree a timetable for meetings of the Board and Committees over 2024 and the start of 2025.  This paper is in English as presented by the Head of Finance and Corporate Affairs.	
<b>2.0</b>	<b>Cùl-fhiosrachadh/Background</b>	
<b>2.1</b>	There will be the opportunity to make amendments if changes are required through the year.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh / Main points</b>	
<b>3.1</b>	This is a timetable for the year 2024/25 and it aims to integrate the work of the committees efficiently into that of the Board.  It is likely that the majority of meetings will continue to be held online.	
<b>4.0</b>	<b>Moladh /Recommendation</b>	
<b>4.1</b>	Members are asked to consider and approve the attached timetable.	
<b>5.0</b>	<b>Key Strategic Impacts</b>	
<b>5.1</b>	<b>Impact on Finance</b>	
	This report has no direct financial impact.	
<b>5.2</b>	<b>Impact on Staff</b>	
	There is a significant amount of work involved in the planning, preparation and completion of these meetings but this is part of the Corporate teams work plan for the year.	
<b>5.3</b>	<b>Impact on Training</b>	
	We are continuously working on ways to improve the processes involved in the meetings and this will be rolled out across the team.	
<b>5.4</b>	<b>Links to Corporate Aims</b>	
	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.	
<b>5.5</b>	<b>Links to the National Performance Framework</b>	
	<b>Our Purpose</b>	<b>Our Values</b>

	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.	
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>		
	Human Rights	<input type="checkbox"/>	Children & Young People
	Culture	<input type="checkbox"/>	Communities
	Environment	<input type="checkbox"/>	Poverty
	Health	<input type="checkbox"/>	International
	Learning	<input type="checkbox"/>	Economy
	Successful innovative businesses	<input checked="" type="checkbox"/>	
<b>5.6</b>	<b>Impact on Reputation</b>		
	Broadcasting meetings online contributes to openness and accountability.		
<b>5.7</b>	<b>Impact on Health and Safety</b>		
	n/a		
<b>5.8</b>	<b>Legal Impact</b>		
	n/a		
<b>5.9</b>	<b>Impact on Equality</b>		
	n/a		
<b>5.10</b>	<b>Impact on Environment</b>		
	n/a		



### Clàr-ama Coinneamhan | Meeting Schedule 2024/25

2024									2025		
Gibl April	Cèit May	Ògmh June	Iuch July	Lùna Aug	Sult Sept	Dàmh Oct	Samh Nov	Dùbh Dec	Faoi Jan	Gearr Feb	Màrt March
1 Dil		3 Dil	1 Dil		2 Dil			2 Dil		3 Dil	3 Dil
2 Dim		4 Dim	2 Dim		3 Dim	1 Dim		3 Dim		4 Dim	4 Dim
3 Dic	1 Dic	5 Dic	3 Dic		4 Dic	2 Dic		4 Dic	1 Dic	5 Dic	5 Dic
4 Diar	2 Diar	6 Diar	4 Diar	1 Diar	5 Diar	3 Diar		5 Diar	2 Diar	6 Diar	6 Diar
5 Dih	3 Dih	7 Dih	5 Dih	2 Dih	6 Dih	4 Dih	1 Dih	6 Dih	3 Dih	7 Dih	7 Dih
6 Dis	4 Dis	8 Dis	6 Dis	3 Dis	7 Dis	5 Dis	2 Dis	7 Dis	4 Dis	8 Dis	8 Dis
7 Did	5 Did	9 Did	7 Did	4 Did	8 Did	6 Did	3 Did	8 Did	5 Did	9 Did	9 Did
8 Dil	6 Dil	10 Dil	8 Dil	5 Dil	9 Dil	7 Dil	4 Dil	9 Dil	6 Dil	10 Dil	10 Dil
9 Dim	7 Dim	11 Dim	9 Dim	6 Dim	10 Dim	8 Dim	5 Dim	10 Dim	7 Dim	11 Dim	11 Dim
10 Dic	8 Dic	12 Dic	10 Dic	7 Dic	11 Dic	9 Dic	6 Dic	11 Dic	8 Dic	12 Dic	12 Dic
11 Diar	9 Diar	13 Diar	11 Diar	8 Diar	12 Diar	10 Diar	7 Diar	12 Diar	9 Diar	13 Diar	13 Diar
12 Dih	10 Dih	14 Dih	12 Dih	9 Dih	13 Dih	11 Dih	8 Dih	13 Dih	10 Dih	14 Dih	14 Dih
13 Dis	11 Dis	15 Dis	13 Dis	10 Dis	14 Dis	12 Dis	9 Dis	14 Dis	11 Dis	15 Dis	15 Dis
14 Did	12 Did	16 Did	14 Did	11 Did	15 Did	13 Did	10 Did	15 Did	12 Did	16 Did	16 Did
15 Dil	13 Dil	17 Dil	15 Dil	12 Dil	16 Dil	14 Dil	11 Dil	16 Dil	13 Dil	17 Dil	17 Dil
16 Dim	14 Dim	18 Dim	16 Dim	13 Dim	17 Dim	15 Dim	12 Dim	17 Dim	14 Dim	18 Dim	18 Dim
17 Dic	15 Dic	19 Dic	17 Dic	14 Dic	18 Dic	16 Dic	13 Dic	18 Dic	15 Dic	19 Dic	19 Dic
18 Diar	16 Diar	20 Diar	18 Diar	15 Diar	19 Diar	17 Diar	14 Diar	19 Diar	16 Diar	20 Diar	20 Diar
19 Dih	17 Dih	21 Dih	19 Dih	16 Dih	20 Dih	18 Dih	15 Dih	20 Dih	17 Dih	21 Dih	21 Dih
20 Dis	18 Dis	22 Dis	20 Dis	17 Dis	21 Dis	19 Dis	16 Dis	21 Dis	18 Dis	22 Dis	22 Dis
21 Did	19 Did	23 Did	21 Did	18 Did	22 Did	20 Did	17 Did	22 Did	19 Did	23 Did	23 Did
22 Dil	20 Dil	24 Dil	22 Dil	19 Dil	23 Dil	21 Dil	18 Dil	23 Dil	20 Dil	24 Dil	24 Dil
23 Dim	21 Dim	25 Dim	23 Dim	20 Dim	24 Dim	22 Dim	19 Dim	24 Dim	21 Dim	25 Dim	25 Dim
24 Dic	22 Dic	26 Dic	24 Dic	21 Dic	25 Dic	23 Dic	20 Dic	25 Dic	22 Dic	26 Dic	26 Dic
25 Diar	23 Diar	27 Diar	25 Diar	22 Diar	26 Diar	24 Diar	21 Diar	26 Diar	23 Diar	27 Diar	27 Diar
26 Dih	24 Dih	28 Dih	26 Dih	23 Dih	27 Dih	25 Dih	22 Dih	27 Dih	24 Dih	28 Dih	28 Dih
27 Dis	25 Dis	29 Dis	27 Dis	24 Dis	28 Dis	26 Dis	23 Dis	28 Dis	25 Dis		29 Dis
28 Did	26 Did	30 Did	28 Did	25 Did	29 Did	27 Did	24 Did	29 Did	26 Did		30 Did
29 Dil	27 Dil		29 Dil	26 Dil	30 Dil	28 Dil	25 Dil	30 Dil	27 Dil		31 Dil
30 Dim	28 Dim		30 Dim	27 Dim		29 Dim	26 Dim	31 Dim	28 Dim		
	29 Dic		31 Dic	28 Dic		30 Dic	27 Dic		29 Dic		
	30 Diar			29 Diar		31 Diar	28 Diar		30 Diar		
	31 Dih			30 Dih			29 Dih		31 Dih		

CPG Air Dimairt	CSD Air Dimairt	Bòrd Stiùiridh Air Diardaoin	SS Air Diciadain	Laithean saor-poblach - Oifis Dùinte Public Holidays - Office Closed	Dil-Mon Dim-Tue Dic-Wed Diar-Thur Dih-Fri
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<b>A' freagairt ri</b>	Am Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	14/12/2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	5.2

<b>Tìotal a' Phàipeir</b>	Ballrachd nan Comataidhean	
<b>Moladh do Bhuill</b>	Airson Fiosrachadh	
<b>Neach labhairt:</b>	Ealasaid Dhòmhnallach	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
-	-	-
<b>Pàipear-taice air a cheangal ris</b>	Chan eil	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Tha am pàipear seo airson fiosrachadh às ùr a thoirt do Bhuill mu atharrachaidhean ann am Ballrachd Comataidhean o chionn ghoirid. Chaidh bruidhinn ri Buill gu lèir agus tha iad air am ballrachd aontachadh anns na comataidhean a leanas:  Comataidh Sgrùdaidh is Dearbhachd: Stewart MacLeòid (Cathraiche), Jennifer Gilmour, Raibeart Dunbar, Dòmhnall Mac a' Phì agus Rob MacFhionghuin (Ball Co-thaghte) Comataidh Poileasaidh is Ghoireasan: Seonaidh Charity (Cathraiche), Domhnall MacAoidh, Michelle NicLeòid, Iain Dòmhnallach agus Coinneach MacIomhair (Ball Co-thaghte)	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	-	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	-	
<b>4.0</b>	<b>Moladh</b>	
<b>4.1</b>	Thathar ag iarraidh air Buill a' Bhùird-stiùiridh: <ul style="list-style-type: none"> <li>• Na atharraichean a thoirt fa-near.</li> </ul>	
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>	
<b>5.1</b>	<b>Buidhean air Ionmhas</b>	
	Chan eil buaidh ionmhasail dhìreach sam bith aig an aithisg seo.	
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>	
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air trèanadh	
<b>5.3</b>	<b>Buidhean air Trèanadh</b>	
	Tha buaidh air buill ùra a thaobh trèanadh.	
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>	
	Tha na bun-riaghailtean agus gnàth-riaghailtean a' cur ris an amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.	
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>	
	<b>AR N-ADHBHAR</b>	<b>AR LUACHAN</b>
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar slugh le caoimhneas, urram agus co-fhaireachdainn, a' toirt

Seisean Fosgailte  
Cuspair 5.2

	soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
	Còraichean daonna	<input type="checkbox"/>	Clann <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"/>	
<b>5.6</b>	<b>Buidhean air Cliù</b>		
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air cliù na buidhne.		
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>		
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air Slàinte is Sàbhailteachd.		
<b>5.8</b>	<b>Buidhean Laghail</b>		
	Chan eil buaidh laghail dhìreach sam bith aig an aithisg seo.		
<b>5.9</b>	<b>Buidhean air Co-ionannachd</b>		
	Chan eil buaidh sam bith a bharrachd aig an aithisg seo air co-ionannachd.		
<b>5.10</b>	<b>Buidhean air an Àrainneachd</b>		
	Chan eil buaidh dhìreach sam bith aig an aithisg seo.		



<b>A' freagairt ri</b>	Am Bòrd-stiùiridh
<b>Ceann-latha na Coinneimh</b>	14/12/23
<b>Àite:</b>	Air loidhne
<b>Nì a' Chlàir-ghnothaich</b>	5.3

<b>Tìotal a' Phàipeir</b>	Plana Obrach a' Bhùird-stiùiridh	
<b>Moladh do Bhuill</b>	Ri Aontachadh	
<b>Neach-labhairt:</b>	Ealasaid Dhòmhnallach	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
-	-	-
<b>Pàipear-taice air a cheangal ris</b>	PT 1 Plana Obrach a' Bhùird-stiùiridh 23/24	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Is e adhbhar na h-aithris 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.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
	-	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	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.	
<b>3.2</b>	Leis nach eil am Plana Nàiseanta air fhoillseachadh fhathast tha seo air leantainn gu dàil ann am Plana Chorporra agus am Plana Gnìomh.	
<b>3.3</b>	Bidh trèanadh conaltraidh don Bhòrd na sheisean fosgailte le Morrison Media air 18 Faoilleach aig 1f.	
<b>3.4</b>	Bidh seisean bùird ann air Riaghladh Fiosrachaidh agus bidh tuilleadh fiosrachaidh mun seo ri fhaighinn a dh' aithghearr	
<b>4.0</b>	<b>Moladh</b>	
<b>4.1</b>	Thathar ag iarraidh air Buill beachdachadh air a' mholadh agus air am plana obrach an cois seo agus aontachadh.	
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>	
<b>5.1</b>	<b>Buidhean air Ionmhas</b>	
	Chan eil buaidh ionmhasail dhìreach sam bith aig an aithisg seo.	
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>	
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air trèanadh.	
<b>5.3</b>	<b>Buidhean air Trèanadh</b>	
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air trèanadh.	
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>	
	Amas Corporra 4: Gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.	
<b>5.5</b>	<b>Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta</b>	
	AR N-ADHBHAR	AR LUACHAN

Seisean Fosgailte  
Cuspair 5.3

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"/>		
<b>5.6</b>	<b>Buidhean air Cliù</b>			
	Tha plana-obrach a' Bhùird-stiùiridh a' neartachadh cliù na buidhne tro bhith fosgailte agus eagraichte a thaobh obair na buidhne.			
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air slàinte is sàbhailteachd.			
<b>5.8</b>	<b>Buidhean Laghail</b>			
	Tha am plana-obrach a' cur taic ri Bòrd na Gàidhlig ann an libhrigeadh nan dleastanasan reachdail aige.			
<b>5.9</b>	<b>Buidhean air Co-ionannachd</b>			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo.			
<b>5.10</b>	<b>Buidhean air an Àrainneachd</b>			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo.			

Seisean Fosgailte  
Cuspair 5.2 PT1

Plana Obrach a' Bhùird-stiùiridh 2023/24		Ògmhios 22/06/2023	Damhair 05/10/2023	Dùbhlachd 14/12/2023	Màrt 07/03/2024
<b>Puingean Stèidhichte</b>	Cùisean Tòiseachaidh / Fàilte	√	√	√	√
	Nochdadh Com-pàirt	√	√	√	√
	Geàrr-chunntas	√	√	√	√
	Clàr-gnìomhan	√	√	√	√
	Aithisg air PCCan 23/24	√	√	✘	√
	Aithisg Ionmhas	√	√	√	√
	Clàr Mi-chinntean	√	√	√	√
	Geàrr-chunntasan nan Comataidhean	√	√	√	√
	Aithisg a' Chathraiche	√	√	√	√
	Aithisg a' Cheannard	√	√	√	√
	Am Plana Obrach	√	√	√	√
	Iarrtasan Taic-airgid £100,000+	√	✘	✘	√
	Lèirmheas air a' choinneimh	√	√	√	√
<b>Prìomhachasan Ro-innleachdail</b>	Plana Corporra	-	✘	✘	√
<b>Puingean Cunbhalach Bliadhnail</b>	<b>Adhartas nas luaithe Fios as ùr air foghlam</b>	√	√	√	√
	Plana Gnìomh	✘	✘	✘	√
	Buidseat na Bliadhna	-	-	√	√
	Plana Ionmhas Meadhan-teirm	-	-	✘	√
	Riaghladh Ionmhas	-	√	-	-
	Aonta Frèam-obrach	-	√	-	-
	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	-	✘	√	-
<b>Puingean Ad Hoc</b>	Aithisg air Planaichean Gàidhlig	√	-	-	-