

Bòrd na Gàidhlig

A' Chomataidh Poileasaidh is Ghoireasan

Dimàirt 06/02/2024 09.30 – 12.30

Tro Teams

GEÀRR-CHUNNTAS

Policy & Resources Committee

Tuesday 06/02/2024 09.30 – 12.30

Via Teams

MINUTES

SEISEAN FOSGAILTE 1.0 CÙISEAN TÒISEACHAIDH	OPEN SESSION OPENING ITEMS
<p>1.1 Fàilte is Leisgeulan Buill Comataidh an Làthair: Seonaidh Charity (Cathraiche) [SC] Dòmhnall MacAoidh [DMA] Michelle NicLeòid [MNL] John N Dòmhnallach [JND] A' frithealadh: Ealasaid Dhòmhnallach, Ceannard/Oifigear Cunntachail [ED] Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh [IMM] Jennifer McHarrie, Stiùiriche Foghlaim [JMH] Nicola Pearson, Ceann an Ionmhas is Cùisean Corporra [NP] Steven Kellow, Manaidsear Maoineachaidh is Phròiseactan [SK] – <i>Puing 2</i> Karen Smith, Manaidsear Gnìomhan [KS] – <i>Puing 5</i> Stuart Dunmore, Oifigear Phlanaichean Càin [SD] – <i>Puing 3</i> Angus Mhoireasdan, Acair [AM] – <i>Puing 8</i> Marie Duke, Acair [MD] – <i>Puing 8</i> Orla NicDhòmhnail, A' clàradh a' Gheàrr-chunntais [OND] Leisgeulan: Coinneach MacIomhair [CMI]</p>	<p>Welcome & Apologies Committee Members Present: Seonaidh Charity (Chair) [SC] Donald MacKay [DMK] Michelle MacLeod [MML] John N MacDonald [JNM] In Attendance: Ealasaid MacDonald, Ceannard/Accountable Officer [ED] Iain MacMillan, Director of Development [IMM] Jennifer McHarrie, Director of Education [JMH] Nicola Pearson, Head of Finance and Corporate Affairs [NP] Steven Kellow, Funding & Projects Manager [SK] – <i>Point 2</i> Karen Smith, Operations Manager [KS] – <i>Point 5</i> Stuart Dunmore, Language Plans Officer [SD] – <i>Point 3</i> Angus Morrison, Acair [AM] – <i>Point 8</i> Marie Duke, Acair [MD] – <i>Point 8</i> Orla MacDonald, Recording the Minutes [OMD]</p>
<p>1.2 A' nochdadh Chom-pàirtean SC – Comhairle na Gàidhealtachd MNL – Theatre gu Leòr JND – Ceòlas</p> <p>1.3 GISBE Cha robh gin ann.</p>	<p>Apologies: Kenneth MacIver [KMI] Declarations of Interest SC – Highland Council MML – Theatre gu Leòr JNM - Ceòlas AOCB There were none.</p>
<p>2.0 IONMHAS 2.1 Aithisg Ionmhais gu 31/12/2023 Thug NP iomradh air an aithisg ionmhas gu 31/12/2023. Thugadh fa-near gu robh fo-chosgais ann aig deireadh na Dùbhlachd ach gu robhar an dùil ri cosgais slàn den bhuidseat aig deireadh a' Mhàirt. <u>Co-dhùnadh:</u> Thug Buill fa-near don aithisg ionmhas gu 31/12/2023.</p>	<p>FINANCE Finance Statement to 31/12/2023 NP provided an overview of the statement to 31/12/2023. It was noted that total spend was behind budget at the end of December but that a full spend by the end of March was anticipated. <u>Decision:</u> Members noted the Finance Statement.</p>
<p>2. Prìomhachasan Maoin Phlanaichean Gàidhlig 24/25 Thug SK iomradh air an fhiosrachadh sa phàipear agus thugadh mìneachadh gu robh e ag amas dòigh-obrach an Sgeama Maoin Phlanaichean Gàidhlig atharrachadh agus fios air ciamar a bhiodh seo ag obair agus dè a' bhuaidh a bhiodh ann.</p>	<p>Priorities of Gaelic Plans Fund 24/25 SK gave an overview of the information in the paper, and it was explained that the aim was that the procedures of the Gaelic Plans Fund Scheme and he explained how this would work and what the effect would be.</p>

Dh'fhaighnich Buill am biodh na h-atharraichean a' ciallachadh nach b' urrainn do bhuidhnean cur a-steach airson tuilleadh maoin eachadh ma tha aonta aca mu thràth. Thug SK agus IMM fios gum biodh cothrom ann do na buidhnean obair le Bòrd na Gàidhlig air atharraichean a bhiodh a dhìth, ach gum biodh an dòigh-obrach ùr a' toirt cothrom dhaibh planadh airson na trì bliadhna ri teachd.

Dh'fhaighnich Buill ciamar a thèid buaidh na h-obrach a thomhas agus thug SK fios gun tèid seo a dhèanamh tro aithisgean, dearcnachadh Phlanaichean Gàidhlig agus targaidean is builean.

Thug SK fios air an ìre iarrrtas airson an sgeama seo agus mu na slatan-tomhais agus pròiseas airson measadh.

Dh'innis IMM gun tèid dèanamh soilleir do bhuidhnean gu bheilear an dùil ri adhartas nas motha agus tuilleadh buaidh bhon obair. Thogadh gum biodh e na cothrom agus uallach do Bhòrd na Gàidhlig agus na buidhnean libhrigidh air mar a thèid a maoin a chleachdadh.

Thog Buill ceist an robh pileat gu bhith ann agus thug SK fios air mar a thaghadh iad na h-ùghdarrasan ionadail agus gur e nàdar de phileat a bhiodh ann. Thugadh fios mu na planaichean son an àm ri teachd ma bhios an sgeama soirbheachail.

Co-dhùnadh:

Dh'aontaich Buill ris na molaidhean sa phàipear.

Members asked if the changes would mean that organisations could not apply for further funding if they already have an agreement. SK and IMM explained that there would be an opportunity for the groups to work with Bòrd na Gàidhlig on changes, but that the new approach would allow them to plan for the next three years.

Members asked how the impact of the work will be measured and SK explained that this will be done through reports, approval of Gaelic Language Plans and targets and outcomes.

SK told Members of the level of demand for this scheme and the criteria and process for evaluation.

IMM stated that it will be made clear to organisations that greater progress and further impact is expected from their work. It was raised that it would be an opportunity for Bòrd na Gàidhlig and the delivery partners to decide how funds are used.

Members raised the question of whether there was going to be a pilot and SK explained how they chose the local authorities and that it would be a form of a pilot. Information was provided about the plans for the future if the scheme is successful.

Conclusion:

Members approved the recommendations in the paper.

2.3 **Adhartais nam Buidhnean Com-pàirteach Libhrigidh 23/24**

Thug SK iomradh air an fhiosrachadh sa phàipear. Thug e fios gu robh na buidhnean a' coileanadh nan gnìomhan mu choinneimh an aonta aca san fharsaingeachd. Far nach robh seo ga dhèanamh, 's e duilgheadasan a thaobh dìth-airgid a bu chòir mar as trice. Thugadh fios gu bheil cosgaisean nas àirde air fhàgail nas duilghe cuid de gnìomhan a choileanadh.

Thathar an dùil airson 24/25 agus air adhart gum biodh atharrachadh ann air mar a tha targaidean is builean nam buidhnean air an cruthachadh gus barrachd fòcas a chur air adhartas is fàs anns an obair aca, seach na gnìomhan a tha iad a' coileanadh, gus am bi buaidh na h-obrach nas fhollaisiche.

Dh'fhaighnich Buill a bheil oifigearan a cruinneachadh an dàta seo ann an dòigh eile agus thug SK fios air an t-seòrsa

Progress of Delivery Partners 23/24

SK gave an overview of the information in the paper. He explained that organisations were generally fulfilling the actions from their agreements. Where this was not being done, lack of funds was usually the main issue. It was noted that higher costs have made it more difficult to carry out some actions.

It is expected for 24/25 and onwards that there would be a change in how the targets and the outcomes of the organisations are created to focus more on progress and growth in the their work, rather than the actions they fulfil, so that the impact of the work is clearer.

Members asked if officers collect this data in another way and SK explained the type of information that is

fiosrachadh a thathar a faighinn agus gu bheil cothroman ann airson cruinneachadh fiosrachadh san fharsaingeachd.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

2.4 **Aithris labhairteach air Lionra Oifigearan**

Coimhearsnachd Gàidhlig

Thug IMM iomradh air an Lionra Oifigearan Coimhearsnachd Gàidhlig agus an obair a chaidh a dhèanamh thar na mìosan a chaidh seachad. Thugadh iomradh air coinneamhan a chaidh a chumail do dh'oifigearan agus dè na buannachdan a tha tighinn asta. Thugadh beachd cuideachd air cothroman a bhios ann as dèidh dhan Stiùireadh Reachdail aonta fhaighinn .

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

3.0 CLEACHDADH

3.1 **Planaichean Gàidhlig**

PGR040 E03 Gailearaidhean Nàiseanta na h-Alba

Thugadh fios gu robh an treas eagraan de Phlana Gàidhlig aig Gailearaidhean Nàiseanta na h-Alba air beulaibh a' Chomataidh airson aonta. Tha a' bhuidheann air a bhith ag obair gu dlùth le Bòrd na Gàidhlig agus tha iad ag aithneachadh gu bheil àite ann airson tuilleadh adhartas a dhèanamh gus Gàidhlig a bhrosnachadh.

Thug Buill beachd air a' Phlana ann an coimeas ri Planaichean aig buidhnean eile agus thogadh gu robh cothroman ri fhaicinn san eagraan seo ann a bhith dèanamh oidhirp gus Gàidhlig a tharraing a-staigh dhan obair.

Thug Buill beachd seachad nach robh luchd-labhairt Gàidhlig fileanta san fheachd-obrach agus thogadh am beachd gum bu chòir dhan targaid air trusadh a thoirt air adhart. Thug SD fa-near don phuing.

Thug Buill gu robh grunn targaidean sa Phlana a' buntainn ris a' Phoball agus nach robh mòran a' tachairt taobh a-staigh na buidhne fhèin. Thug IMM fa-near don phuing agus chaidh còmhradh a chumail mun òrdugh anns an fheumar na gnìomhan a choileanadh gus Gàidhlig a bhrosnachadh gu soirbheachail. Thug IMM beachd seachad gu robh a' bhuidheann air adhartas a dhèanamh agus gur e rud math a bha seo agus a' toirt cothrom dhaibh togail air an obair.

Gnìomh:

received and that there are opportunities for collecting information in general.

Decision:

Members noted the information in the paper.

Verbal report on the Gaelic Community Officers Network

IMM gave an overview of the Gaelic Community Officers Network and the work done over the past months. He provided information on meetings that were held for officers and what benefits come from these. Consideration was also given to opportunities that will arise once the new Statutory Guidance is approved.

Decision:

Members noted the information in the verbal report.

USAGE

Gaelic Language Plans

PGR040 E03 National Galleries of Scotland

It was noted that the third edition of the Gaelic Language Plan at the National Galleries of Scotland was presented to the Committee for approval. The organisation had been working closely with Bòrd na Gàidhlig and they recognised that there was room for further progress in promoting Gaelic.

Members commented on the Plan in comparison with other organisations Plans and it was raised that there were opportunities in this edition in making an effort to bring Gaelic into the work.

Members commented on the fact that there were no fluent Gaelic speakers in the workforce, and it was recommended that the target regarding recruitment should be brought forward. SD noted the point.

Members pointed out that several targets in the Plan concerned the public and there was not much focus within the organisation itself. IMM took note of the point, and a discussion was held about the order in which the actions must be carried out to successfully promote Gaelic. IMM noted that the organisation had made progress and that this was a good thing which gave them the opportunity to build on their work.

Action:

Puing a thogail le Gailearaidhean Nàiseanta na h-Alba mu bhith cuir cudrom air am puing mu fastadh agus an òrdugh na gnìomhan.

Co-dhùnadh:

Dh'aontaich Buill ris a' Phlana, an urra ri na molaidhean a chaidh a thogail.

To raise a point with the National Galleries of Scotland about emphasising the point about recruitment and the order of the actions.

Decision:

Members approved the Plan, subject to the recommendations raised.

3.2 **Prìomhachasan Ro-innleachdail**

PGR073 E01 UHI a Tuath, an Iar is Innse Gall

Thugadh iomradh air an fhiosrachadh sa phàipear agus beachd gu robh àite sònraichte aig UHI a Tuath, an Iar is Innse Gall airson Gàidhlig a thoirt air adhart. Thugadh fa-near nach robh feum aig a' bhuidhinn ri seo a dhèanamh agus thog seo ìre mhisneachd. Dh'obraich Bòrd na Gàidhlig gu dlùth leis a' Cholaiste agus seo a chur air dòigh.

Co-dhùnadh:

Dh'aontaich Buill ris na prìomhachasan ro-innleachdail.

Strategic Priorities

PGR073 E01 UHI North, West and Hebrides Reference was made to the information in the paper and an opinion raised that UHI North, West and Hebrides had a special role in promoting Gaelic. It was noted that the organisation did not have to prepare this and this provided a level of confidence. Bòrd na Gàidhlig worked closely with the College to prepare these.

Decision:

Members approved the strategic priorities.

4.0 IONNSACHADH

4.1 **Àireamhan Foghlam – Clann is Inbhich**

Thug JMH iomradh air an fhiosrachadh sa phàipear agus gun tèid am pròiseas àbhaisteachadh le obair an Riaghaltais. Thug Buill beachd gu robh seo iomchaidh.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

LEARNING

Education Figures – Children and Adults

JMH gave an overview of the information in the paper and noted that the process will be normalised in line with the work of the Government. Members noted that this was appropriate.

Decision:

Members noted the information in the paper.

4.2 **Adhartas air Foghlam Àrd-sgoile**

Thug JMH iomradh air an fhiosrachadh sa phàipear. Rinn Buill moladh air a' phuing mu bhith stèidheachadh sgìre-sgoile airson foghlam àrd-sgoile tro mheadhan na Gàidhlig ann an Inbhir Chluaidh.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

Progress with Secondary School Education

JMH gave an overview of the information in the paper. Members commended the point about establishing a catchment zone for secondary education through the medium of Gaelic in Inverclyde.

Decision:

Members noted the information in the paper.

4.3 **Adhartas air trusadh agus glèidheadh luchd-teagaisg**

Thug JMH iomradh air an fhiosrachadh sa phàipear. Thog Buill cho math 's a bha e gu robh pileat Slighe gu Teagaisg a' ruith aig Sabhal Mòr Ostaig agus cho cudromach 's a tha e a bhith ag obair ann an com-pàirteachas leis na h-oilthighean.

Co-dhùnadh:

Thug Buill fa-near don fhiosrachadh sa phàipear.

Progress on recruiting and retaining teachers

JMH gave an overview of the information in the paper. Members raised how positive it was that Sabhal Mòr Ostaig had a Routes into Teaching pilot and how important it is to work in partnership with the universities.

Decision:

Members noted the information in the paper.

5.0 CORPORRA

Poileasaidhean Daonna

5.1 **Poileasaidh Trusaidh**

CORPORATE

HR Policies

Recruitment Policy

Thug KNG iomradh air an fhiosrachadh sa phàipear agus fios air a' phròiseas airson am poileasaidh seo a chruthachadh.

Thog Buill dragh mu ùine phròbhaidh aig naoi mìosan a dh'fhaid. Thug KNG fios gun deach comhairle a lorg bhon taic HR air a' phuig seo agus thugadh fios air suidheachaidhean sònraichte far am biodh seo ag atharrachadh.

Thog Buill ceist mu na builean airson luchd-obrach ùra agus ciamar a thèid seo a thomhais.

Gnìomh:

Puing mu bhuilean airson luchd-obrach ùra ri chur ris a' phoileasaidh.
Lethbhreac ùraichte a sgaoileadh do Bhuill tro phost-d son aonta.

Co-dhùnadh:

Thèid dreach ùr a sgaoileadh tro phost-d airson aontachadh.

Poileasaidh Co-ionannachd, Iomadachd agus In-gabhaltas

Thug KNG iomradh air an fhiosrachadh sa phàipear agus fios gun deach moladh tro sgrùdadh am poileasaidh seo a chur air dòigh agus gun cleachdar stiùireadh bho ACAS.

Thog Buill gum bu chòir iomradh a thoirt air 'Equality of outcome' seach 'Equality of opportunity' aig puig 2.2 agus gum bu chòir fianais a chruinneachadh air seo.

Gnìomh:

Lèirmheas air a' phuig 2.2.

Co-dhùnadh:

Thèid dreach ùr a sgaoileadh tro phost-d airson aontachadh.

Poileasaidh Siubhail is Cosgaisean

Thug KNG iomradh air an fhiosrachadh sa phàipear.

Co-dhùnadh:

Dh'aontaich Buill ris a' phoileasaidh mar a chaidh a thaisbeanadh.

Poileasaidh Obrachadh Sùbailte

Thug KNG iomradh air an fhiosrachadh sa phàipear agus gun tèid ùrachadh gus gabhail ris a' lagh. Thugadh fios gun tèid an lagh atharrachadh sa Ghiblean ach cha tèid ach aon phìos mòr atharrachadh agus thèid seo a thaisbeanadh don Chomataidh.

KS gave an overview of the information in the paper and provided information on the process for creating this policy.

Members raised concerns about the probationary period being nine months. KS advised that advice had been sought from HR support on this point and noted specific circumstances where this would change.

Members raised a question about outcomes for new employees and how these were measured.

Action:

A point about outcomes for new employees to be added to the policy.
Updated copy distributed to Members via email for approval.

Decision:

An updated version will be distributed via email for approval.

Equality, Diversity and Inclusion Policy

KS gave an overview of the information in the paper and that it was recommended through an audit that this policy should be created and that guidance from ACAS was used.

Members raised that reference should be made to 'Equality of outcome' rather than 'Equality of opportunity' at point 2.2 and that evidence should be collected on this.

Action:

Review of the point 2.2.

Decision:

An updated version will be distributed via email for approval.

Travel and Subsistence Policy

KS gave an overview of the information in the paper.

Decision:

Members approved the policy as presented.

Flexible Working Policy

KS gave an overview of the information in the paper and noted that it has been updated to comply with the law. It was raised that the law will be changed in April but that there would only be one significant change and that this would be presented to the Committee.

Bheachdaich Buill gum bu chòir ath-sgrùdadh aig sia mìosan a bhith èigneachail.

Gnìomh:

Ùrachadh air a' phuing mun ath-sgrùdadh gach sia mìosan.

Co-dhùnadh:

Thèid dreach ùr a sgoileadh tro phost-d airson aontachadh.

Poileasaidh Fòrladh is Fòrladh Sònraichte

Thug KNG iomradh air an fhiosrachadh sa phàipear agus fios nach robh atharraichean mòra ann ach gun deach ath-sgrùdadh a dhèanamh leis an t-seirbhis HR. Thugadh fios gum biodh atharrachadh a' nochdadh mu fhòrladh airson luchd-cùraim agus gun tèid seo a thaisbeanadh nuair a thèid a stèidheachadh.

Gnìomh:

Atharraichean rin sealltainn anns na poileasaidhean a thèid a thaisbeanadh don Chomataidh.

Co-dhùnadh:

Dh'aontaich Buill ris a' phoileasaidh mar a chaidh a thaisbeanadh.

Members considered that a review at six months should be mandatory.

Action:

Update the point about a six-monthly review.

Decision:

An updated version will be distributed via email for approval.

Leave and Special Leave Policy

KS gave an overview of the information in the paper and explained that there were no major changes but that a review was carried out by the HR service. It was noted that there would be a change to leave for carers and that this would be presented when it comes into place.

Action:

Changes to be shown in the policies presented to the Committee.

Decision:

Members approved the policy as presented.

6.0 PLANA OBRACH NA COMATAIDH

6.1 Thug an Ceannard iomradh air a' phlana-obrach agus thugadh fios gum biodh atharraichean ann as dèidh dhan Phlana Chorporra ùr aontachadh.

Co-dhùnadh:

Dh'aontaich Buill ris a' Phlana-obrach.

7.0 GNOTHACH IOMCHÀIDH SAM BITH EILE

Cha robh gin ann.

8.0 TAISBEANADH

Acair

Thug MD agus AM fiosrachadh don Chomataidh mu Acair, na lùib: fios mu chùl-fhiosrachadh agus amas na buidhne, obair na buidhne, pròiseactan sònraichte, cothroman agus dùbhlain.

Thug Buill taing do MD agus AM airson an obair a tha iad a' dèanamh agus gu robh iad a' dèanamh fiughair ris na pròiseactan a tha a' tighinn an àrd.

COMMITTEE WORK PLAN

The Ceannard gave an overview of the work plan, and it was noted that there will be changes after the new Corporate Plan is approved.

Decision:

Members approved the Work Plan.

ANY OTHER BUSINESS

There were none.

PRESENTATION

Acair

MD and AM gave information to the Committee about Acair, including: information about the background and aim of the organisation, their work, special projects, and opportunities and challenges.

Members thanked MD and AM for the work they are doing and noted that they were looking forward to upcoming projects.