

**The North/South Language Body
Annual Report and Accounts
for the year ended 31 December 2020**

**An Foras Teanga
Tuarascáil Bhliantúil agus Cuntais
don bhliain dar chríoch 31 Nollaig 2020**

**Tha Boord o Leid
An Account o the Darg
for the year hinmaist 31 Decemmer 2020**

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An Foras Teanga Thuaidh/Theas - North/South Language Body
Tuarascáil Bhliantúil agus Cuntais - Annual Report and Accounts
Don bhliain dar críoch 31 Nollaig 2020 - For the year ended 31 December 2020

Curtha faoi bhráid Chomhthionól Thuaisceart Éireann
Faoin Ordú um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe) (Tuaisceart Éireann),
1999, Sceideal 1, Iarscríbhinn 2, Cuid 7, Airteagail 1.3 agus 2.6 ag an Roinn Pobal.

Laid before the Northern Ireland Assembly under North/South Co-operation (Implementation
Bodies) (Northern Ireland) Order 1999 Schedule 1, Annex 2, Part 7, paragraphs 1.3 and 2.6
by the Department for Communities.

16 Feabhra 2023/16 February 2023



**The North / South Language Body
Annual Report and Accounts
for the year ended
31 December 2020**

**An Foras Teanga
Tuarascáil Bhliantúil agus Cuntais
don bhliain dar
críoch 31 Nollaig 2020**

**Tha Boord o Leid
An Accont o tha Darg
for the year hinmaist 2020**

The Language Body is a North / South Implementation Body sponsored by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) and the Department for Communities (DfC). It was established on the 2nd of December 1999 under the British-Irish Agreement which set up the implementation bodies and was underpinned by the British-Irish Agreement Act 1999 and the North / South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999. It reports to the North / South Ministerial Council (NSMC).

The Language Body comprises Foras na Gaeilge and the Ulster-Scots Agency. Foras na Gaeilge has the principal function of the promotion of the Irish language on an all-island basis. The principal function of the Ulster-Scots Agency is the promotion of greater awareness and use of Ullans and of Ulster Scots cultural issues, both within Northern Ireland and throughout the island.

Further information and Board Minutes are available on the agencies' websites:

www.forasnagaeilge.ie

www.ulsterscotsagency.com

Is Comhlacht Forfheidhmithe Thuaidh / Theas é an Foras Teanga agus tá sé urraithe ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) agus an Roinn Pobal (RP). Bunaíodh é an 2 Nollaig 1999 faoi Chomhaontú na Breataine-na hÉireann lenar bunaíodh na comhlachtaí forfheidhmithe, comhaontú a bhfuil an tAcht um Chomhaontú na Breataine-na hÉireann agus an North / South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 mar bhonn faoi. Tuairiscíonn sé don Chomhairle Aireachta Thuaidh/Theas (CATT).

Tá an Foras Teanga comhdhéanta d'Fhoras na Gaeilge agus de Ghníomhaireacht na hUltaise. Is é príomhfheidhm Fhoras na Gaeilge an Ghaeilge a chur chun cinn ar bhonn uile-oileáin. Is é príomhfheidhm Ghníomhaireacht na hUltaise eolas níos fearr faoi Ultais agus úsáid agus saincheisteanna cultúir Ultach-Albanacha a chur chun cinn, laistigh de Thuaisceart Éireann agus ar fud an oileáin.

Tá breis eolais agus Miontuairiscí Boird ar fáil ar shuíomh gréasáin na ngníomhaireachtaí:

www.forasnagaeilge.ie

www.ulsterscotsagency.com

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Board Members of the Language Body

The following served as Board Members during 2020

Joint-Chairpersons

Pól Ó Gallchóir / *Term ended 12/12/2020*

Keith Gamble*

Julie Andrews*

Iain Carlisle*

Sorcha Ní Chéide

Maighrlead Ní Chonghaile

Mairéad Farrell / *Resigned 08/02/2020*

Niall Ó Gallochobhair

Conor McGuinness

Barra Ó Muirí (*Deputy Chair, Foras na Gaeilge*)

David McNarry*

Máire Ní Neachtain

Wuraola Majekodunmi / *Appointed 27/11/2020*

Dáithí Mac Cárthaigh / *Appointed 27/11/2020*

Neasa Ní Chiaráin / *Appointed 27/11/2020*

Liam Rushe / *Appointed 16/12/2020*

Liadh Ní Riada / *Appointed 16/12/2020*

Kevin Ó hEadhra / *Appointed 16/12/2020*

Caoimhín Mac Giolla Mhín / *Appointed 16/12/2020*

Doiminic Ó Brolcháin / *Appointed 16/12/2020*

**Denotes Board membership of The Ulster-Scots Agency; unmarked denotes Board membership of Foras na Gaeilge.*

Comhaltaí Boird an Fhorais Teanga

Bhí na daoine seo leanas ina gComhaltaí Boird le linn 2020

Comh-Chathaoirligh

Pól Ó Gallchóir / *Deireadh le téarma 12/12/2020*

Keith Gamble*

Julie Andrews*

Iain Carlisle*

Sorcha Ní Chéide

Maighréad Ní Chonghaile

Mairéad Farrell / *d'éirigh as 08/02/2020*

Niall Ó Gallochobhair

Conor McGuinness

Barra Ó Muirí (*Leas-Chathaoirleach, Foras na Gaeilge*)

David McNarry*

Máire Ní Neachtain

Wuraola Majekodunmi / *Ceaptha 27/11/2020*

Dáithí Mac Cárthaigh / *Ceaptha 27/11/2020*

Neasa Ní Chiaráin / *Ceaptha 27/11/2020*

Liam Rushe / *Ceaptha 16/12/2020*

Liadh Ní Riada / *Ceaptha 16/12/2020*

Kevin Ó hEadhra / *Ceaptha 16/12/2020*

Caoimhín Mac Giolla Mhín / *Ceaptha 16/12/2020*

Doiminic Ó Brolcháin / *Ceaptha 16/12/2020*

**Léiríonn ballraíocht de Bhord na hUltaise; léiríonn easpa réiltín ballraíocht d'Fhoras na Gaeilge.*

Thegither Forethocht • Joint Introduction • Comhréamhrá

The year 2020 was one of great challenge, as people across these islands and around the world were confronted by the Covid-19 pandemic, requiring us all to adjust to a rapidly changing public health situation, while at the same time working to maintain service delivery and as much normality as possible in very abnormal circumstances. The agencies of the Language Body, the Ulster-Scots Agency and Foras na Gaeilge, were no exception.

The Ulster-Scots Agency adapted quickly across all areas of its work, moving to remote working whilst maintaining contact with and support for our stakeholders. We used technology to enable all our staff to continue working and maintain services to the community, adopting flexible approaches that enabled us to move a substantial amount of cultural programming online and ensure that our funding support continued to flow smoothly to those who needed it.

Despite the difficulties the Agency was able to commence exciting new partnership projects with Union Theological College, the Linen Hall Library and the Presbyterian Church in Ireland, as well as continuing to work with local councils to take forward projects such as the Andrew Jackson Cottage interpretation. Ulster-Scotch Leid Week / Ulster-Scots Language Week continued to grow, delivering a successful series of online events, and our social media channels attracted unprecedented numbers throughout the year due to the increased focus on the digital realm.

Thanks to our colleagues in the Department for Communities, following an intervention from Minister Ní Chuilín, the Agency was awarded additional funding of £850k via the Indigenous Language and Culture COVID Support Scheme to provide vital support to Ulster-Scots groups struggling to survive the social and economic consequences of the pandemic, in what was the largest funding programme ever delivered for the Ulster-Scots sector.

The Agency maintained its presence in schools by carrying on work remotely. Tutors were able to provide Zoom lessons and recorded video media for their pupils. The Agency continued to assist the development of capacity within the Ulster-Scots community at grassroots level through our funding of the Monreagh Ulster-Scots Heritage Centre and the Ulster-Scots Community Network who continued to provide guidance on funding opportunities, governance, and training needs to the community throughout the year. This led to groups getting access to £634K of grant funding from a range of sources during the year.

In Foras na Gaeilge's case, while the COVID-19 pandemic continued to impact on the organisation's work agenda and those of our grantees, all necessary collaborative efforts were made in order to adapt plans and arrangements.

Foras na Gaeilge's largest investment in 2020 - an investment of some €8.5m - was in the community sector. This equates to €1 out of every €2 of Foras na Gaeilge's budget and was channelled mainly through the six Irish Language Lead-Organisations, the Irish Language Community Scheme as well as youth, education and arts projects.

President of Ireland Micheál D. Ó hUiginn launched the first major Irish dictionary for sixty years, *Concise English Irish Dictionary*. The publication is much in demand, with more than 5,000 copies sold within the first six months after its launch on the 30th of October 2020. In the field of lexicography and terminology, there was an increase in the number of users of Foras na Gaeilge sites: 2.4 million users on focloir.ie (a rise of 13% since 2019), 2.4 million users on teanglann.ie (a rise of 26% from 2019) and 560,000 users on téarma.ie (a rise of 17% since 2019).

In the field of language planning, plans for the next seven years were approved for one Gaeltacht service town and five networks throughout the island.

Book sales from Áis rose by 5.3% compared to 2019 and 200,000 books were distributed to more than 250 bookshops throughout the island and abroad. The twelve publishing houses who receive support through the Publications Scheme published some seventy-two books in 2020. The site leitheoiri.ie was established in association with *Comhar* to sustain and develop a reading public for Irish publications.

Some 21.6 million impressions are evidence of the major impact the #LeChéile cross-platform campaign had on the online community. The number of views on Foras na Gaeilge accounts increased by 468% as a result of this campaign, which supported the community in their use of Irish at home during lockdown.

On behalf of the Language Body we would like to thank all those, in the agencies and beyond, who contributed to our work in this difficult year, which despite all the hurdles has continued to improve awareness of and participation in the Irish language and Ulster-Scots language, heritage and culture on the island of Ireland and further afield, particularly via the digital space.

Keith Gamble
Chairman
The Ulster-Scots Agency

Barra Ó Muiri
Deputy Chairperson
Foras na Gaeilge

Comhréamhrá • Joint Introduction • Thegither Forethocht

Bliain fhíordhúshlánach a bhí in 2020, inar ghá do dhaoine sna hoileáin seo agus ar fud na cruinne dul i ngleic leis an bpaidéim COVID-19 agus inar ghá dúinn uile rudaí a chur in oiriúint do thoscaí sláinte poiblí a bhí ag athrú go tapa ach fós féin inar ghá iarracht a dhéanamh seachadadh seirbhísí agus an gnáthshaol a thabhairt slán a oiread agus ab fhéidir in ainneoin na dtoscaí fíor-mhínormálta. Níor thaise do ghníomhaireachtaí an Fhorais Teanga, Gníomhaireacht na hUltaise agus Foras na Gaeilge, é.

Chuaigh Gníomhaireacht na hUltaise i dtaithí go tapa inár réimsí éagsúla oibre go léir ar an athrú go cianobair agus ag an am céanna ag síneadh amach chun tacú lenár bpáirtithe leasmhara go léir. D'úsáideamar an teicneolaíocht lenár bhfoireann uile a chumasú chun leanúint ar aghaidh ag obair agus ag soláthar seirbhísí don phobal, agus ghlacamar le bealaí oibre solúbtha a chuir ar ár gcumas cuid shubstaintiúil dár gclár oibre cultúrtha a bhogadh ar líne ag cinntiú dá réir go raibh maoiniú ag dul go réidh a fhad leo siúd a raibh sé ag teastáil uathu.

In ainneoin na ndeacrachtaí bhí an Gníomhaireacht ábalta tionscadail chomhpháirtíochta iontacha a thosú le Coláiste Diagachta an Aontais, Leabharlann Halla an Línéadaigh agus an Eaglais Phreispitéireach in Éirinn. Leanann an Gníomhaireacht ar aghaidh ag obair i gcomhpháirt le comhairlí áitiúla chun tionscadail amhail léirmhíniú Theachín Andrew Jackson a thabhairt chun tosaigh. Lean Ulster-Scotch Leid Week / Seachtain na hUltaise ag méadú agus seachadadh sraith rathúil d'imeachtaí ar líne agus mheall ár meáin shóisialta líon daoine nach bhfacthas riamh roimhe i rith na bliana mar gheall ar an mbéim níos mó ar an réimse digiteach.

A bhui lenár gcomhghleacaithe sa Roinn Pobal, tar éis idirghabháil ón Aire Ní Chuilín, bronnadh £850k tríd an Scéim Tacaíochta COVID do Theanga agus Cultúr Dúchais chun tacaíocht a raibh géarghá léi a thabhairt doghrúpaí Ultach-Albanach a bhí ag streachailt le hiarmhairtí sóisialta agus eacnamaíocha na paindéime, an t-clár maoinithe ba mhó riamh a cuireadh ar fáil don earnáil Ultach-Albanach.

Choinnigh an Gníomhaireacht a láithreach i scoileanna trí roinnt oibre a dhéanamh ó chian. Bhí teagascóirí ábalta ceachtanna Zoom a chur ar fáil agus thairfead siad meáin físe dá ndaltaí. Lean an Gníomhaireacht de bheith ag cabhrú le cumas a fhorbairt i bpobal na hUltaise ag an mbonnleibhéal trínár maoiniú d'Ionad Oidhreachta Ultaise na Móine Riabhaí agus do Líonra Pobail na hUltaise a lean ar aghaidh ag tabhairt teorach maidir le deiseanna maoinithe, rialachas, agus riachtanais oiliúna i rith na bliana. De thoradh air seo bhí rochtain ag grúpaí ar £634k de mhaoiniú deontais ó réimse foinsí i mbliana.

I gcás Fhoras na Gaeilge, cé gur lean an coróinvireas ag imirt tionchair ar chlár oibre na heagraíochta agus ar chlár oibre ár ndeontaithe uile, rinneadh gach comhoibriú ba ghá le pleananna agus socruithe a choigeartú.

Ba í an infheistíocht ba mhó a rinne Foras na Gaeilge in 2020 - infheistíocht arbh fhiú €8.5 milliún í - an caiteachas in earnáil an phobail. Is ionann sin agus €1 as gach €2 de bhuiséad Fhoras na Gaeilge agus is trí na sé Cheanneagraíocht Ghaeilge, an Scéim Pobal Gaeilge, chomh maith le scéimeanna óige, oideachais agus ealaíon a díriodh í.

Sheol Uachtarán na hÉireann Micheál D. Ó hUiginn an chéad mhórfhoclóir Gaeilge le seasca bliain, *Concise English Irish Dictionary*. Tá an-éileamh ar an bhfoilseachán agus díoladh níos mó ná 5,000 cóip laistigh den chéad sé mhí ó seoladh é ar an 30 Deireadh Fómhair. I réimse na foclóireachta agus na téarmaíochta, tháinig méadú ar líon úsáideoirí shuíomhanna Fhoras na Gaeilge: 2.4 milliún úsáideoir ar focloir.ie (ardú 13% ó 2019), 2.4 milliún úsáideoir ar teanglann.ie (ardú 26% ó 2019) agus 560,000 úsáideoir ar teama.ie (ardú 17% ó 2019).

I réimse na pleanála teanga, ceadaíodh pleananna do chúig líonra agus do bhaile seirbhíse Gaeltachta amháin ar fud an oileáin le haghaidh na seacht mbliana amach romhainn.

Tháinig ardú 5.3% ar dhíolachán leabhar Áis i gcomparáid le 2019 agus dáileadh 200,000 leabhar ar níos mó ná 250 siopa leabhar ar fud oileán na hÉireann agus thar lear. D'fhoilsigh an dá fhoilsitheoir déag Gaeilge a fhaigheann tacaíocht trí Scéim na Foilsitheoireachta dhá leabhar agus seachtó in 2020. Bunaíodh an suíomh gréasáin leitheoiri.ie i gcomhar le *Comhar* le pobal léitheoireachta na Gaeilge a chothú agus a fhorbairt.

Léiríonn 21.6 milliún imprisean go ndeachaigh feachtas trasardáin #LeChéile go mór i bhfeidhm ar an bpobal ar líne. Tháinig méadú 468% ar líon na n-amharc ar chuntais Fhoras na Gaeilge mar thoradh ar an bhfeachtas seo a thacaigh leis an bpobal Gaeilge a úsáid sa bhaile le linn na dianghlása.

Thar ceann an Fhorais Teanga ba mhaith linn ár mbaíochas a ghabháil leosan ar fad laistigh de na gníomhaireachtaí agus lasmuigh a chabhraigh lenár gcuid oibre i rith na bliana dúshlánaí seo inar éirigh linn in ainneoin na hainneoinne feasacht ar agus rannpháirtíocht san Ultais, san oidhreachta agus sa chultúr Ultach-Albanach agus sa Ghaeilge a mhéadú ar oileán na hÉireann agus thar lear, go háirithe tríd an spás digiteach.

Barra Ó Muirí
Deputy Chairperson
Foras na Gaeilge

Keith Gamble
Chairman
The Ulster-Scots Agency



Tuairisc Fhoras na Gaeilge

Report of Foras na Gaeilge



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Introduction

2020 was an exceptional and difficult year for the health sector and for individuals throughout the world. In the Irish language sector, those working in the areas of community, education, business and the arts had to overcome challenges when the global COVID-19 pandemic struck in the first quarter of 2020. While the coronavirus impacted on the agenda of all Foras na Gaeilge employees and grantees, all necessary collaborative efforts were made in order to adapt plans and arrangements. The year's highlights include the areas and projects below:

- Foras na Gaeilge's largest investment in 2020 was in the community sector. A significant investment of €8.5 million was made in community (€1 out of every €2 of Foras na Gaeilge's budget) through the six Irish Language Lead-Organisations, the Irish Language Community Scheme as well as youth, education and arts projects.
- President of Ireland Micheál D. Ó hUiginn launched the first major Irish dictionary for sixty years, *Concise English Irish Dictionary*. The publication is much in demand, with more than 5,000 copies sold since September 2020.
- In the field of lexicography and terminology, there was an increase in the number of users of Foras na Gaeilge sites: 2.4 million users on focloir.ie (a rise of 13% since 2019), 2.4 million users on teanglann.ie (a rise of 26% from 2019) and 560,000 users on téarma.ie (a rise of 17% since 2019).
- In the field of language planning, plans for the next seven years were approved for one Gaeltacht service town and five networks throughout the island.
- Book sales from Áis rose by 5.3% compared to 2019 and 200,000 books were distributed to more than 250 bookshops throughout the island of Ireland and abroad.
- The twelve publishing houses who receive support through the Publications Scheme published some seventy-two books in 2020.
- The site léitheoirí.ie was established in association with *Comhar* to sustain and develop a reading public for Irish publications.
- Some 21.6 million impressions are evidence of the major impact the #LeChéile cross-platform campaign had on the online community. The number of views on Foras na Gaeilge accounts increased by 468% as a result of this campaign, which supported the community in their use of Irish at home during lockdown.

Our Chief Executive Seán Ó Coinn has expressed his pride in our grantees and Foras na Gaeilge staff for how they supported each other while dealing with coronavirus restrictions imposed during 2020. I agree wholeheartedly. The team continued to work remotely nine months after the start of lockdown and what they have achieved gives me much encouragement for the year ahead. The Irish-language community throughout the island have demonstrated their resilience and ability to support each other and to act together as a language community, even as a virtual one. I would like to thank the six Irish language Lead Organisations for their efforts and dedication during this year and for their support for Irish language communities throughout the island.

As an Acting Chair, I warmly welcome board appointments made by the North/South Ministerial Council on behalf of the two governments: Liadh Ní Riada, Kevin Ó hEadhra, Caoimhín Mac Giolla Mhín, Doimínic Ó Broilcháin, Liam Rushe, Waraola Majekodunmi, Dr Neasa Ní Chiaráin, and Dáithí Mac Cárthaigh, and the reappointment of Sorcha Ní Chéide and Máire Ní Neachtain. The Members' expertise and experience will greatly enhance the board's work during 2021. I wish to give a particular word of thanks to our outgoing chairperson, Pól Ó Gallchóir, for his guidance, his insight and his support for Foras na Gaeilge since 2017.

Barra Ó Muiri
Acting Chairperson
Foras na Gaeilge

Réamhrá

Bliain eisceachtúil agus chrua a bhí in 2020 do réimse na sláinte agus do chách ar fud na cruinne, ach bhí dúshlán le sárú ag réimsí an phobail, an oideachais, an ghnó agus na n-ealaíon in earnáil na Gaeilge nuair a bhuail paidéim dhomhanda COVID-19 sa chéad ráithe de 2020. Cé go raibh tionchar ag an gcoróinvíreas ar chláir oibre gach fostaí agus gach deontáí de chuid Fhoras na Gaeilge, rinneadh gach comhoibriú le socruithe agus pleananna a chur in oiriúint do na srianta. Áirítear na réimsí agus tionscadail thíos i measc bhuaicphointí na bliana:

- Is i réimse an phobail a rinne Foras na Gaeilge an infheistíocht is mó in 2020. Rinneadh timpeall €8.5 milliún d'infheistíocht shuntasach sa phobal (€1 as gach €2 de bhuiséad Fhoras na Gaeilge) trí na sé Cheanneagraíocht Ghaeilge, an Scéim Pobal Gaeilge, chomh maith le scéimeanna óige, oideachais agus ealaíon.
- Sheol Uachtarán na hÉireann Micheál D. Ó hUiginn an chéad mhórfhoclóir Gaeilge le seasca bliain, *Concise English Irish Dictionary*. Tá an-éileamh ar an bhfoilseachán agus tá níos mó ná 5,000 cóip díolta ó mhí Mheán Fómhair 2020.
- I réimse na foiclóireachta agus na téarmaíochta, tháinig méadú ar líon úsáideoirí shuíomhanna Fhoras na Gaeilge: 2.4 milliún úsáideoir ar focloir.ie (ardú 13% ó 2019), 2.4 milliún úsáideoir ar teaglann.ie (ardú 26% ó 2019) agus 560,000 úsáideoir ar tearma.ie (ardú 17% ó 2019).
- I réimse na pleanála teanga, ceadáíodh pleananna do chúig líonra agus do bhaile seirbhíse Gaeltachta amháin ar fud an oileáin le haghaidh na seacht mbliana amach romhainn.
- Tháinig ardú 5.3% ar dhíolachán leabhar Áis i gcomparáid le 2019 agus dáileadh 200,000 leabhar ar níos mó ná 250 siopa leabhar ar fud oileán na hÉireann agus thar lear.
- D'fhoilsigh an dá fhoilsitheoir déag Gaeilge a fhaigheann tacaíocht trí Scéim na Foilsitheoireachta dhá leabhar agus seachtó in 2020.
- Bunaíodh léitheoirí.ie i gcomhar le *Comhar* le pobal léitheoireachta na Gaeilge a chothú agus a fhorbairt.
- Léiríonn 21.6 milliún imprisean go ndeachaigh feachtas trasardáin #LeChéile go mór i bhfeidhm ar an bpobal ar líne. Tháinig méadú 468% ar líon na n-amharc ar chuntais Fhoras na Gaeilge mar thoradh ar an bhfeachtas seo a thacaigh leis an bpobal Gaeilge a úsáid sa bhaile le linn na dianghlasála.

Tá sé ráite ag an bPríomhfheidhmeannach Seán Ó Coinn go raibh sé thar a bheith bródúil as ár ndeontaithe agus as foireann Fhoras na Gaeilge as an tacaíocht a thug siad dá chéile le dul i ngleic le srianta an choróinvírís le linn 2020 agus aontaím go láidir leis. Bhí an fhoireann fós ag feidhmiú ó chian naoi mí i ndiaidh thus na dianghlasála agus tugann an méid a baineadh amach i mbliana misneach agus dóchas dom don bhliain atá romhainn. Léirigh pobal na Gaeilge ar fud an oileáin go bhfuil an acmhainneacht acu agus an teacht aniar iontu mar phobal le tacú le chéile, le gníomhú mar phobal, agus le bheith mar phobal teanga, más pobal fíorúil féin é. Is mian liom focal ar leith buíochais a thabhairt do na sé Cheanneagraíocht Ghaeilge as a ndua agus as a ndúthracht le linn na bliana seo agus as an tacaíocht a thug siadsan do phobail Ghaeilge ar fud an oileáin.

Mar Chathaoirleach Gníomhach, fáiltím go mór roimh na ceapacháin boird a rinne an Chomhairle Aireachta Thuaidh/Theas thar ceann an dá rialtas: Liadh Ní Riada, Kevin Ó hEadhra, Caoimhín Mac Giolla Mhín, Doiminic Ó Brolcháin, Liam Rushe, Wuraola Majekodunmi, an Dr Neasa Ní Chiaráin, agus Dáithí Mac Cárthaigh, agus roimh athcheapadh Shorcha Ní Chéide agus Mháire Ní Neachtain. Cuirfidh saineolas agus taithí na gComhaltaí go mór le gnó an bhoird in 2021. Is mian liom focal ar leith buíochais a thabhairt dár gCathaoirleach, Pól Ó Gallchóir, ar tháinig deireadh lena thréimhse ar an mBord, as a stiúir, as a léargas agus as a thacaíocht d'Fhoras na Gaeilge ó 2017.

*Barra Ó Muiri
Cathaoirleach Gníomhach
Foras na Gaeilge*

Buaicphointí Highlights

2020

Pobal
c.€8.5m
Community

c.€8.5m curtha ar fáil do phobail
c.€8.5m provided to communities

€1 as gach €2 i dtreo pobal
€1 of every €2 towards
communities

1/2

Comhpháirtíocht le 6
cheanneagraíocht Ghaeilge
agus ag tacú le 22 pobal
Gaeilge ar fud an oileáin

Partnership with 6
lead organisations and
supporting 22 Irish
language communities
throughout the island



89

gcampa samhraidh ó thuaidh
agus ó dheas ceadaithe
summer camps north and
south approved



Ní neart
go cur
le chéile

Imrisean
21.6m
Impressions

56,000
idirghníomhaíocht · interactions

254,800
radharc · views



COLMCILLE 1500

Comóradh 1500 bliain
Colmille seolta
1500 year commemoration
of Colmcille launched

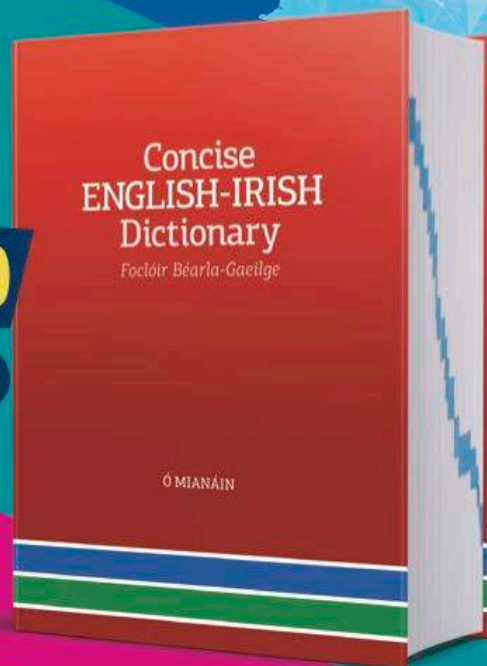
2020 2027

Pleananna teanga
7 mbliana aontaithe anois
do 5 Líonra Gaeilge
7 year language plans
agreed for 5 Irish
language networks

#Foclóir

An *Concise English-Irish Dictionary*
foilsithe. Seolta ag Uachtarán na
hÉireann Micheál D. Ó hUiginn.
5,000 cóip díolta

The *Concise English-Irish Dictionary*
published. Launched by President
of Ireland Micheál D. Ó hUiginn.
5,000 copies sold



5,000

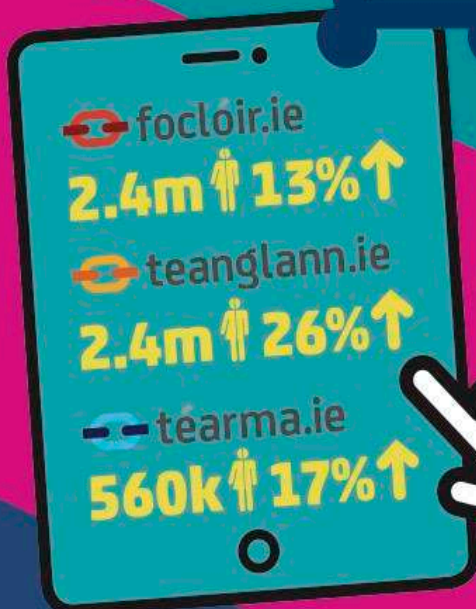
1.8m focal · words

30,000 iontráil · entries

85,000 ciall · senses

200,000

frása agus abairt shamplach
phrases and example
sentences



72

leabhar le 12 foilsitheoir foilsithe trí
Scéim na Foilsitheoireachta
books by 12 publishers published
through the Publishing Scheme

21

leabhar Gaeilge ar ghearrliostaí
na nGradam Foilsitheoireachta i
gcomhar le hOireachtas na Gaeilge
books on the Publishing Awards
shortlists in collaboration with
Oireachtas na Gaeilge

5.3% ↑

ÁIS: Díolachán leabhair
ardaithe 5.3% ar 2019
ÁIS: Book sales increased
5.3% on 2019



CORPORATE OBJECTIVE 1: STATUS

Enhancing the status of the Irish language

Enhancing the status of Irish through cooperation and partnership

€832,457 was granted to the Lead Organisation, Conradh na Gaeilge, to carry out a programme of work in the area of awareness raising, language protection and representation (on behalf of the language community with state authorities).

A one-year plan was agreed with Conradh na Gaeilge. This plan was monitored and reported on in each quarter.

Among Conradh na Gaeilge's main projects were:

Seachtain na Gaeilge/Irish Language Week

Despite difficulties with COVID-19, hundreds of thousands of people took part in Seachtain na Gaeilge 2020. Events took place around the world, including special events for International Women's Day, Social Media Day and New Communities Day. For International Women's Day, an event was organised in association with the GAA. Social Media Day saw an event for schools in the Mansion House, featuring special workshops. For New Communities Day, a panel of speakers was organised with the New Irish communities in the Drogheda area. For the first time in recent years there was an event with politicians and local schools in Stormont.

Some 900,000 people took part in Seachtain na Gaeilge in 2020.

The festival strategy was developed for the year 2021 and a start was made on arrangements from May 2020.

The Dúshlán Competition 2020

This third level competition was organised by Conradh na Gaeilge, with 800 students taking part.

Peig.ie

Significant developments have been made on the Peig.ie site. The directory is back on the site with 217 registered organisations. Development work has been undertaken to provide local versions of the site and significantly improve its speed in order to enhance user experience.

As a result of COVID-19, some 4,000 online events were registered in 2020. There was regular contact with other Lead Organisations and with other groups in Ireland and around the world to gather information on events. Information on more than 1,000 events and over fifty Irish-language and other services was shared during the year through the daily PEIG newsletter, which attracted 300,000 hits. This represents an ongoing increase in the number of hits on the site (203,000 in 2017; 300,000 in 2018 Bliain na Gaeilge, 250,000 in 2019 and 300,000 in 2020).

The aim was to have 4,000 users registered for the newsletter, through email or on WhatsApp (1,677 in 2017; 2,380 in 2018; 2,849 in 2020); 5,000 followers on Facebook (2,600 in 2017; 3,788 in 2018; 4,421 in 2019 and 4,783 in 2020); and 5,000 on Twitter (1,887 in 2017; 3,026 in 2018; 4,412 in 2019; 5,140 in 2020) 5,000 on Instagram (2,150 in 2019; 3,328 in 2020).

CUSPÓIR CORPARÁIDEACH 1: STÁDAS

Stádas na Gaeilge a neartú

Cur le stádas na Gaeilge trí chomhoibriú agus trí chomhpháirtíocht
Ceadaíodh €832,457 don Ceanneagraíocht Conradh na Gaeilge chun clár oibre a chur i gcrích sa réimse ardú feasachta, cosaint teanga agus ionadaíocht (thar ceann na teanga le húdaráis stáit).

Aontaíodh plean bliana le Conradh na Gaeilge a ndearnadh tuairisciú agus monatóireacht ráithiúil air.

I measc na bpríomhthionscadal de chuid Chonradh na Gaeilge bhí siad seo:

Seachtain na Gaeilge

In ainneoin deacrachtaí le COVID-19 ghlac na céadta míle duine páirt i Seachtain na Gaeilge 2020. Bhí imeachtaí ar siúl ar fud an domhain, ina measc imeachtaí speisialta do Lá Idirnáisiúnta na mBan, Lá na Meán Sóisialta agus Lá na bPobal nua. Do Lá Idirnáisiúnta na mBan eagraíodh imeacht in éineacht le CLG, do Lá na Meán Sóisialta eagraíodh imeacht do scoileanna i dTeach an Ard-Mhéara le ceardlanna speisialta, agus do Lá na bPobal nua eagraíodh painéal cainte i nDroichead Átha le pobal na nÉireannach nua sa cheantar. Den chéad uair le blianta anuas bhí imeacht le polaiteoirí agus scoileanna áitiúla in Stormont.

Bhí 900,000 duine páirteach i Seachtain na Gaeilge in 2020.

Forbraíodh straitéis don fhéile don bhliain 2021 agus tosaíodh ar na socrúithe ó Bhealtaine 2020 ar aghaidh.

An Comórtas Dúshlán 2020

Reáchtáil Conradh na Gaeilge an comórtas seo, comórtas don tríú leibhéal ar ghlac 800 mac léinn páirt ann.

Peig.ie

Rinneadh forbairtí suntasacha ar shuíomh peig.ie agus tá an t-eolaire ar ais ag feidhmiú ar an suíomh le 217 gcomhlacht cláraithe air. Tá obair fhorbartha déanta ar leaganacha áitiúla den suíomh a chur ar fáil agus luas an tsuímh feabhsaithe go mór le cur le heispéiris an úsáideora.

Cláraíodh 4,000 imeacht ar líne in 2020 toisc cúrsaí COVID-19. Bhí teagmháil rialta leis na Ceanneagraíochtaí eile, grúpaí eile in Éirinn agus ar fud an domhain chun eolas a bhailiú maidir le himeachtaí. Roinneadh eolas faoi níos mó ná 1,000 imeacht, níos mó ná caoga seirbhís Gaeilge agus eile i rith na bliana trí nuachtlitir laethúil PEIG a tharraing 300,000 buille, a léiríonn ardú leanúnach tagtha ar líon na mbuillí ar an suíomh (203,000 in 2017; 300,000 in 2018 Bliain na Gaeilge, 250,000 in 2019 agus 300,000 in 2020).

Ba é 4,000 an sprioclíon clárúchán don nuachtlitir idir ar ríomhphost agus ar WhatsApp (1,677 in 2017; 2,380 in 2018; 2,849 in 2020); 5,000 leantóirí ar Facebook (2,600 in 2017; 3,788 in 2018; 4,421 in 2019 agus 4,783 in 2020); agus 5,000 ar Twitter (1,887 in 2017; 3,026 in 2018; 4,412 in 2019; 5,140 in 2020) 5,000 ar Instagram (2,150 in 2019; 3,328 in 2020).

Advocacy with public representatives

In September, more than seventy politicians from the Irish Government jurisdiction took part in the SEAS advocacy event. A similar event was organised in the Executive jurisdiction in November and was attended by more than thirty representatives from five political parties, along with some independents. There have been ongoing meetings with politicians on legislation, strategies, sector funding, education and other matters in both jurisdictions throughout the year.

In the Executive jurisdiction, meetings were held with the Minister for Finance, the Minister for Infrastructure, the Community Minister, the Deputy First Minister and the Secretary of State. In the South, meetings were held with both Ministers in DTCAGSM and the Minister for Housing.

Some significant results

In the Irish Government jurisdiction, a major public engagement campaign was organised, involving forums in thirty-five electoral areas. Pledges were won from the political parties regarding our four demands in the run-up to the general election and progress has been made following on from that:

- Demand 1, an additional €17.5 million in funding for the Irish language and the Gaeltacht was promised in 2021;
- Demand 2, a Senior Minister who has ability in Irish and is able to work as a Minister of State;
- Demand 3, 2030 to be laid down in the Language Bill as a deadline for reaching a 20% target for Irish language proficiency among new recruits to the public service, a demand originally made by Conradh na Gaeilge;
- Demand 4, that the Programme for Government should include a policy for Irish in the education system, from preschool to third-level (although further pressure is needed to secure action on this).

In the Executive jurisdiction, the demands were:

- Demand 1, the new agreement *New Decade, New Approach* – legislation, a strategy and increased funding for Irish;
- Demand 2, a new policy on bilingual signage in Belfast City Council;
- Demand 3, £610,000 in relief funding from the Irish Language Communities Scheme for community groups during the COVID-19 pandemic.

Support and advice for the public service

Gaelchultúr is providing specialised training courses for the public sector and public sector staff in both jurisdictions, helping them to adequately serve the Irish-speaking community.

Progress has been made on telephone responders in the local authorities, thanks to the opportunities Gaelchultúr provides to the public sector. They succeeded in putting together a new course for local authority receptionists and telephone responders. The first course was run in May and repeated in October. A total of 27 people attended these courses.

The Accreditation System for Translators

Foras na Gaeilge established the Accreditation system in 2006, in association with an Gúm, an Coiste Téarmaíochta and the Translation Department of the Houses of the Oireachtas.

This is a robust accreditation system, which demands awareness of the complexity of the various dialects, modern and technical registers, and the prose used in official communication. It ensures the highest standards in the

Abhcóideacht le hionadaithe poiblí

Eagraíodh an t-imeacht abhcóideachta SEAS le níos mó ná seachtó polaiteoir i ndlíne Rialtas na hÉireann i mí Mheán Fómhair. Eagraíodh SEAS i ndlíne an Fheidhmeannais i mí na Samhna agus d'fhreastail breis is tríocha ó chúig pháirtí agus neamhspleách amháin air agus bhí cruinnithe leanúnacha ann le polaiteoirí maidir le reachtaíocht, straitéisí, maoiniú na hearnála, cúrsaí oideachais agus eile sa dá dhlíne tríd an mbliain.

Eagraíodh cruinnithe leis an Aire Airgeadais, leis an Aire Bonneagair, leis an Aire Pobail, leis an LeasChéad-Aire, leis an Rúnaí Stáit i ndlíne an Fheidhmeannais; agus cruinnithe leis an mbeirt Airí sa RTCEGSM agus leis an Aire Tithíochta i ndlíne Rialtas na hÉireann.

Roinnt de na príomhthorthaí a baineadh amach

Eagraíodh feachtas mór le rannpháirtíocht leathan ón bpobal, e.g. eagraíodh fóraim do chúig thoghcheantar is tríocha roimh an olltoghchán i ndlíne Rialtas na hÉireann. Baineadh amach gealltanais ó na páirtithe roimh an olltoghcháin maidir lenár gceithre éileamh agus rinneadh dul chun cinn orthu ó shin:

- Éileamh 1, €17.5 milliún sa bhreis do mhaoiniú na Gaeilge agus na Gaeltachta geallta in 2021;
- Éileamh 2, Aire Sinsearach a bheith ann a bhfuil cumas sa Ghaeilge aige/aici agus atá ábalta feidhmiú mar Aire Stáit;
- Éileamh 3, spriocbhliain de 2030 curtha sa Bhille Teanga leis an bhforáil, molta ag an gConradh ón tús, go mbeidh 20% earcaíocht do dhaoine inniúil ar an nGaeilge san earnáil phoiblí amach anseo;
- Éileamh 4, polasaí don Ghaeilge sa chóras oideachais ón réamhscoil go dtí an tríú leibhéal a bheith san áireamh sa Chlár Rialtais (ach tá gá le tuilleadh brú le go bhfeidhmeoidh siad air seo).

I dlíne an Fheidhmeannais ba iad na héilimh:

- Éileamh 1, an comhaontú úr *New Decade, New Approach / Ré Nua, Cur Chuige Nua* - reachtaíocht, straitéis agus maoiniú breise don Ghaeilge;
- Éileamh 2, polasaí úr comharthaíochta dátheangai i gComhairle Cathrach Bhéal Feirste;
- Éileamh 3, maoiniú faoisimh £610,000 faoin Scéim Pobal Gaeilge do ghrúpaí pobail le linn phaindéim COVID-19.

Tacaíocht agus comhairle a chur ar fáil don earnáil phoiblí

Tá Gaelchultúr ag soláthar sainchúrsaí oiliúna don earnáil phoiblí, le cabhrú seirbhísí a thairiscint do phobal na Gaeilge agus d'fhoireann na hearnála poiblí sa dá dhlíne ionas go mbeidh siad in ann freastal cuí a dhéanamh ar an bpobal céanna.

Tá dul chun cinn déanta maidir le lucht freagratha gutháin sna húdaráis de bharr na ndeiseanna a chuireann Gaelchultúr ar fáil d'fhostaithe san earnáil phoiblí. D'éirigh leo cúrsa nua a chur le chéile d'fháilteoirí agus do lucht freagratha gutháin sna húdaráis áitiúla. Reáchtáladh an chéad chúrsa i mí Bealtaine agus anisn arís i mí Dheireadh Fómhair. D'fhreastail 27 duine san iomlán ar na cúrsaí seo.

An Séala Creidiúnaithe d'Aistritheoirí le cur isteach

Chuir Foras na Gaeilge tús leis an gCóras Creidiúnaithe in 2006 i gcomhar leis an nGúm, an Coiste Téarmaíochta agus Rannóg an Aistriúcháin i dTithe an Oireachtais.

Is córas láidir creidiúnaithe é seo, ina n-áirítear castacht na gcanúintí éagsúla, béarlaí nua-aimseartha agus teicniúil, agus prós agus cumarsáid oifigiúil. Cinntítear, mar sin, na caighdeáin is airde i dtionscal an aistriúcháin agus

translation industry and protects the reputation of able translators. The Accreditation System plays a key role in the ongoing development of the language. To date, 220 translators have been accredited.

The Translation and Interpretation Unit of the National University of Ireland, Galway, conducted the Accreditation exam for the Seal of Accreditation on behalf of Foras na Gaeilge on 5 December. Forty-nine candidates took part.

Irish Language Officers Scheme

Virtual monitoring visits were carried out in councils involved in the Irish Language Officers Scheme, to ensure progress and support. Work plans were agreed with the relevant councils and opinions on future requirements were sought.

Foras na Gaeilge has been in regular contact with Cumann na nOifigeach Forbartha Gaeilge (COFG or ‘the Society of Irish Language Officers’) in recent years. Regular meetings are organised between Foras na Gaeilge staff members and the Steering Committee of COFG to discuss the Cumann's development and work. Funding was provided to the Cumann in 2020, which enables them to carry out additional work, such as the development of a new website.

Providing support to the translation sector and enhancing its professionalism

Help line for the public sector

Freagra is providing help and advice to the Irish-speaking community and to those who deal with translation and terminology in their work. Most enquiries come from the public service, government departments, state bodies, local authorities and educational institutions. The service is also used by teachers, primary and post-primary students. Other users include a wide range of society here and abroad. Enquiries come from Great Britain, other European countries, the United States, Canada, Asia and Australia.

Aistear

Funding was provided for www.aistear.ie so that they can continue to provide training and resources for translators, editors and those involved with written Irish. The Aistear serves a particular user profile, i.e. translators and editors.

Helping to raise awareness of Irish in the private business sector

An awareness campaign on the value and role of the Irish language in the context of the private business sector continued, providing the business community with advice, translation and proofreading services. Participants included the Marketing Institute of Ireland, the Irish Hospitality Institute, Tayto, chambers of commerce and enterprise boards.

An information service, in tweet format, helped promote the use of Irish in the business sector (www.twitter.com/gnoasgaeilge and [@gnoasgaeilge](https://twitter.com/gnoasgaeilge)). The service had over 1,280 followers by the end of 2020.

Thirty-seven specific resources serving the business sector are available free of charge from the order section of the Foras na Gaeilge website. A selection of adhesive signs, badges, leaflets and other items is part of the package to increase the visibility of the Irish language in a business environment. In 2020, ninety-eight orders were dealt with and 25,995 items were made available for businesses in eighteen counties.

cosnaítear cáil na n-aistritheoirí cumasacha, agus tá ról lárnach ag an gCóras Creidiúnaithe i bhforbairt leanúnach na teanga. Tá 220 aistritheoir creidiúnaithe faoin gcóras go dtí seo.

Is é an tAonad Aistriúcháin agus Ateangaireachta in Ollscoil na hÉireann, Gaillimh, a réachtáil an scrúdú le haghaidh an tSéala Creidiúnaithe thar ceann Fhoras na Gaeilge ar an 5 Nollaig agus ghlac naoi nduine is daichead páirt ann.

Scéim na nOifigeach Gaeilge

Tugadh cuairteanna monatóireachta fíorúla ar na comhairlí cuí atá páirteach i Scéim na nOifigeach Gaeilge le dul chun cinn a dheimhniú agus le tacaíocht a chur ar fáil. Aontaíodh pleananna oibre leis na comhairlí ábhartha agus bailíodh tuaraimí maidir le riachtanais sa todhchaí.

Tá Foras na Gaeilge i dteagmháil rialta le Cumann na nOifigeach Forbartha Gaeilge (COFG) le blianta beaga anuas. Eagraítear cruinnithe rialta idir baili fhoireann Fhoras na Gaeilge agus Coiste Stiúrtha COFG chun cúrsaí forbartha agus obair an Chumainn a phlé agus cuireadh maoiniú ar fáil don Chumann in 2020, a chuireann ar a gcumas obair bhreise a dhéanamh, ar nós láithreán gréasáin nua a fhorbairt, mar shampla.

Tacaíocht a chur ar fáil d'earnáil an aistriúcháin agus cur le gairmiúlacht na hearnála

Líne chabhrach don earnáil phoiblí

Tá Freagra Nua Teo. ag cur seirbhís agus comhairle ar fáil do phobal na Gaeilge agus do dhreamanna a bhíonn ag plé le haistriúchán agus téarmaíocht. Tagann formhór na bhfiosraithe ón tseirbhís phoiblí, ranna rialtais, comhlachtaí stáit, údaráis áitiúil agus institiúidí oideachais. Baineann múinteoirí, daltaí bunscoile agus scoláirí iar-bhunscoile úsáid as an tseirbhís. I measc úsáideoirí eile tá réimse leathan den phobal anseo agus thar lear. Tagann fiosruithe ón mBreatain Mhór, tíortha eile san Eoraip, na Stáit Aontaithe, Ceanada, an Áise agus an Astráil.

Aistear

Cuireadh maoiniú ar fáil do www.aistear.ie chun gur féidir leo leanúint le hoiliúint agus acmhainní a chur ar fáil d'aistritheoirí, d'eagarthóirí agus do dhaoine a bhí ag plé leis an nGaeilge scríofa. Tá aistear ag freastal ar spriocluacht léitheoireachta, i.e. aistritheoirí agus eagarthóirí.

Tacú le hardú feasachta Gaeilge san earnáil gnó phríobháidigh

Leanadh den fheachtas feasachta ar luach agus ar fheidhm na Gaeilge i gcomhthéacs na hearnála gnó phríobháidigh. Cuireadh seirbhísí comhairle, aistriúcháin agus profléitheoireachta ar fáil don lucht gnó. Ina measc bhí Institiúid Margaíochta na hÉireann, Institiúid Aíochta na hÉireann, Tayto, na cumainn tráchtála gnó agus na boird fiontair.

Soláthraíodh seirbhís eolais i bhfoirm tvúiteanna dírithe ar úsáid na Gaeilge i gcomhthéacs na hearnála gnó (www.twitter.com/gnoasgaeilge agus [@gnoasgaeilge](https://twitter.com/gnoasgaeilge)) ag a raibh breis agus 1,280 leantóir faoi dheireadh 2020.

Tá seacht sain-áis agus tríocha tacaíochta don earnáil gnó forbartha agus ar fáil saor in aisce ón gcóras féinordaithe ar shuíomh gréasáin Fhoras na Gaeilge. Tá rogha de chomharthaí féinghreamaitheacha, de shuaitheantais, de bhileoga agus d'earraí tacaíochta eile mar chuid den phacáiste chun cur le hinfeictheacht na Gaeilge i dtimpeallacht gnó. In 2020, déileáladh le naoi n-ordú is ochtú agus cuireadh 25,995 áis ar fáil do ghnólachtaí in ocht gcontae dhéag.

Business sponsorship projects included the 2020 All Ireland Marketing Awards, organised by the Marketing Institute of Ireland. Energia was the winner of the Marketing Through Irish Award category.

A fund of €48,225 was provided under the Business Support Scheme in 2020. This provided funding, on a matching-funds basis, to forty-three companies in fifteen counties nationwide.

The operation of partnership structures with the Lead Organisations

The implementation of the Lead Organisations plans has been continuously monitored through monitoring meetings, progress reports and updates at meetings of the Partnership Forum. All the overall targets agreed at the beginning of the year were met.

The process of evaluating the partnership structures continued, with the appointment of new consultants to undertake the review.

Raising the status of Irish among young people

Gaelbhrtach

Foras na Gaeilge approved a grant of €120,000 to Lead Organisation Gael Linn for the Gaelbhrtach project. 199 schools took part (104 primary and ninety-five post-primary schools) in the school year 2019/2020. 162 schools were on a waiting list (104 primary schools and fifty eight at post-primary) and will be accepted as spaces become available on the project in the future. 105 schools received a flag and/or certificate for the 2019/2020 school year. The website was enhanced in response to COVID-19 and a series of workshops, videos and podcasts were published on the site. The Department of Education also provided funding to the value of €120,000 for the project during 2020.

Gael Linn

Throughout 2020, Gael Linn continued to support an Gréasán, a support network for Irish language teachers. The website www.angreasan.ie was launched and updated regularly during the year with resources and information. There was a particular focus on distance learning and teaching.

Raising the status of Irish in the community

Conradh na Gaeilge received €832,547 in funding to carry out a programme of work in the area of awareness raising, language protection and representation on behalf of the language with state authorities. A series of public awareness-raising sessions and successful campaigns were held throughout the island.

The Drama Companies Scheme

This scheme is for Irish language drama companies who aim to foster, develop and provide Irish language drama to the arts sector, the Irish language community, the wider community and the education sector. In addition, this scheme focuses on the development of audiences for drama events. Funding was made available to seventeen companies under the scheme.

As a result of COVID-19, groups had to implement new plans and find alternative ways to make the year's programme of events available online or virtually. Sixteen companies successfully did so while one group did not proceed with events for the year.

I measc na dtionscadal urraíochta gnó bhí na Duaiseanna Margaíochta Uile-Éireann 2020, á n-eagrú ag Institiúid Margaíochta na hÉireann. Ba é Energia buaiteoir na catagóire Gradam Margaíochta le Gaeilge.

Tríd an Scéim Tacaíochta Gnó in 2020 cuireadh ciste €48,225 ar fáil i bhfoirm deontais ar bhonn maoiniú meaitseála do thrí ghnólacht is daichead i gcúig chontae dhéag ar fud na tíre.

Feidhmiú na struchtúr comhpháirtíochta leis na Ceanneagraíochtaí

Rinneadh monatóireacht leanúnach ar fheidhmiú phleananna na gCeanneagraíochtaí trí chruinnithe monatóireachta, tuairisci ar dhul chun cinn agus nuashonruithe ag cruinnithe den Fhóram Comhpháirtíochta. Baineadh amach na mórspriocanna ar fad a aontaíodh ag tús na bliana. Leanadh den phróiseas luachála ar na struchtúir chomhpháirtíochta, agus ceapadh sainchomhairleoirí nua le tabhairt faoin athbhreithniú.

Stádas na Gaeilge a ardú i measc daoine óga

Gaelbhrtach

Cheadaigh Foras na Gaeilge deontas ar luach €120,000 don Ceanneagraíocht Gael Linn don tionscadal Gaelbhrtach. Bhí 199 scoil páirteach (104 bunscoil agus cúig iar-bhunscoil is nócha) sa bhliain scoile 2019/2020). Bhí 162 ar an liosta feithimh (104 scoil ag an mbunleibhéal agus ocht gcinn is caoga ag an iar-bhunleibhéal) agus glactar leo de réir mar a bheidh spásanna ar fáil ar an tionscadal sa todhchaí. Fuair 105 scoil brat agus/nó teastas don scoilbhliain 2019/2020. Mar gheall ar COVID-19 rinneadh forbairt ar an suíomh gréasáin agus cuireadh sraith ceardlann, físeán agus podchraoltaí ar an suíomh. Chuir an Roinn Oideachais maoiniú ar luach €120,000 ar fáil don tionscadal le linn 2020 freisin.

Gael Linn

Lean Gael Linn ag tabhairt tacaíochta don Ghréasán, an gréasán tacaíochta do mhúinteoirí Gaeilge le linn 2020. Seoladh an suíomh gréasáin www.angreasan.ie agus rinneadh uasdátú rialta air le linn na bliana le háiseanna agus le heolas, go háirithe maidir leis an gcianfhoghlaim agus leis an gcianteagasc.

Stádas na Gaeilge a ardú i measc an phobail

Tugadh €832,547 de mhaoiniú do Chonradh na Gaeilge chun clár oibre a chur i gcrích sa réimse ardú feasachta, cosaint teanga agus ionadaíocht (thar ceann na teanga le húdaráis stáit). Reáchtáladh sraith de sheisiúin phoiblí ardaithe feasachta agus feachtais rathúla ar fud an oileáin.

Scéim na gCompántas Drámaíochta

Díríonn an scéim seo ar chompántais drámaíochta Gaeilge a bhfuil sé mar aidhm acu drámaíocht na Gaeilge a chothú, a fhorbairt, agus a chur ar fáil d'earnáil na n-ealaíon, do phobal na Gaeilge, don mhórphobal, agus don earnáil oideachais. Lena chois sin, is ar fhorbairt pobail freastail agus féachána imeachtaí drámaíochta a dhíríonn an scéim seo. Cuireadh maoiniú ar fáil do sheacht gcompántas déag faoin scéim.

De bharr COVID-19 bhí ar ghrúpaí pleananna nua a chur i bhfeidhm agus teacht ar bhealaí eile chun clár imeachtaí na bliana a chur ar fáil ar líne nó go fíorúil, agus d'éirigh le sé chompántas déag é sin a dhéanamh go sásúil ach bhí grúpa amháin ann nach éirigh leis imeachtaí na bliana a chur i gcrích

Festivals Scheme

This scheme is aimed at nurturing and promoting, through the medium of Irish or bilingually, the Irish language arts, indigenous arts and heritage as an integral part of a given festival, and providing a platform for the Irish language community, the wider community and the arts sector. Funding was provided for fifty-six festivals under this scheme. COVID-19 obliged groups to make changes to their programme of events and to put together revised programmes. Even so, some thirty-four festivals were held online or virtually. Twenty-two festivals decided not to proceed with the year's festivals as they did not have suitable resources at their disposal.

Scheme for Major Art Events

This scheme focuses on major events which aim to foster and promote the Irish language and Irish language-based arts, either through the medium of Irish or bilingually as an integral part of a major event. The scheme also focuses on Irish language social networks, the general public and the arts sector on an all-island and international basis. Six major events were funded under this scheme. COVID-19 resulted in three major events being cancelled. The organising groups demonstrated that they had organised and prepared their major arts events for the year and expressed disappointment that they had no choice but to cancel them. Three groups decided to prepare other events and made plans so that they can continue some of the events using digital systems and online content.

Publishing Scheme

Clár na Leabhar Gaeilge provides funding support under the Publishing Scheme to help Irish language publishers in the areas of production, development and marketing, based on the delivery of a comprehensive annual plan. This scheme is a major supporter of the publishing sector, who produce high quality books in a variety of literary genres for readers of books in Irish.

Clár na Leabhar Gaeilge provided funding assistance to twelve publishers under the 2020 scheme. Seventy-six books in various literary genres were published. This funding has also enabled various marketing and development activities.

The publishers for whom funding was approved under the Publishing Scheme in 2020 are as follows:

- Cumann na Sagart
- An tSnáthaid Mhór
- Cló Iar-Chonnacht
- Coiscéim
- Éabhlóid
- Foilseacháin Ábhair Spioradálta
- Futa Fata
- LeabhairCOMHAR
- Leabhar Breac
- Arlen House
- MLÓG (ML Education and Innovation [MLEI])
- Oidhreacht Chorca Dhuibhne

Scéim na bhFéilte

Díríonn an scéim seo ar na healaíona Gaeilge, ar na healaíona dúchasacha agus ar oidhreacht na Gaeilge a chothú agus a chur chun cinn trí mheán na Gaeilge nó go dátheangach, mar dhlúthchuid d'fhéile, agus ar ardán a chur ar fáil do phobal na Gaeilge, don mhórphobal agus d'earnáil na n-ealaíon. Cuireadh maoiniú ar fáil do shé fhéile is caoga faoin scéim seo. De bharr COVID-19 bhí ar ghrúpaí athruithe a dhéanamh ar chlár imeachtaí agus clár leasaithe a chur le chéile agus d'éirigh le ceithre fhéile is tríocha imeachtaí a chur ar fáil ar líne nó go fíorúil. Bheartaigh dhá fhéile is fiche gan dul ar aghaidh le féilte na bliana de bhri nach raibh na foinsí feiliúnacha ar fáil acu.

Scéim na Mór-Imeachtaí Ealaíon

Díríonn an scéim seo ar mhór-imeachtaí a bhfuil sé d'aidhm acu an Ghaeilge agus na healaíona teangabhunaithe Gaeilge a chothú agus a chur chun cinn trí mheán na Gaeilge nó go dátheangach mar dhlúthchuid de mhórimeacht. Lena chois sin díríonn an scéim ar na gréasáin shóisialta Ghaeilge, ar an mórphobal agus ar earnáil na n-ealaíon ar bhonn uile-oileáin agus go hidirnáisiúnta. Cuireadh maoiniú ar fáil do shé mhórimeacht faoin scéim seo. Cuireadh trí mhórimeachtaí ar ceal de bharr COVID-19. Léirigh grúpaí díomá mar bhí eagrúchán agus ullmhúchán déanta acu do na mhórimeachtaí ealaíon don bhliain ach ní raibh aon rogha ag cuid acu ach iad a chur ar ceal. Bheartaigh trí ghrúpa eile imeachtaí agus pleananna a réiteach ionas go mbeadh siad in ann leanúint le cuid de na himeachtaí trí chórais dhigiteacha a úsáid agus ábhar a chur ar líne nó go fíorúil.

Scéim na Foilsitheoireachta

Faoi Scéim na Foilsitheoireachta cuireann Clár na Leabhar Gaeilge tacaíocht maoinithe ar fáil d'fhoilsitheoirí na Gaeilge sna réimsí táirgeachta, forbartha agus margaíochta bunaithe ar phlean cuimsitheach bliana a bheith curtha ar fáil acu. Tacaíonn an scéim seo go mór le hearnáil na foilsitheoireachta leabhair ar ardchaighdeán faoi réimsí litríochta éagsúla a fhoilsiú agus a chur ar fáil don phobal léitheoireachta Gaeilge.

Thug Clár na Leabhar Gaeilge cúnaimh maoinithe do dhá fhoilsitheoir déag faoi scéim na bliana 2020 agus foilsíodh sé leabhar is seachtó faoi réimsí liteartha éagsúla. Cuireadh gníomhaíochtaí margaíochta agus forbartha éagsúla i gcrích chomh maith mar thoradh ar an maoiniú sin.

Is iad seo a leanas na foilsitheoirí ar faomhadh maoiniú dóibh faoi Scéim na Foilsitheoireachta 2020:

- Cumann na Sagart
- An tSnáthaid Mhór
- Cló Iar-Chonnacht
- Coiscéim
- Éabhlóid
- Foilseacháin Ábhair Spioradálta
- Futa Fata
- LeabhairCOMHAR
- Leabhar Breac
- Arlen House
- MLÓG (ML Education and Innovation [MLEI])
- Oidhreacht Chorca Dhuibhne

A selection of books published under the Publishing Scheme was assessed and feedback was provided to the publishers.

IMRAM

Clár na Leabhar Gaeilge, under the Literature Projects Scheme, provided funding for IMRAM's Irish language literature activities in 2020. A wide range of events were held, including prose, poetry and music for Irish speakers throughout the island. Publishers and authors of the Irish language had the opportunity to put their work on centre stage. These events provided an important platform for writing and Irish language writers. These included:

- An online literary film festival.
- A production of a play entitled *Mo Bhagáiste* in the Comhcheol Arts & Wellness Centre. This was a one-man, bilingual play written by Pól Ó Gallchóir with himself in the part of Seosamh Mhic Gianna. It was based on Mac Grianna's renowned autobiography, *Mo Bhealach Féin*. Mac Grianna was a talented writer from Rann na Feirste, which was among the strongest Gaeltacht areas at the time. Unfortunately, Mac Grianna was silenced by the onset of mental illness.
- *Crann* ('Tree'), by Richard Berengarten, is a symphonic hymn that draws upon the Tree of Life in the Kabala and also upon the central place that trees occupy in spiritual traditions throughout the world. Nick Roth has recently adapted Gabriel Rosenstock's Irish language version for voice choir featuring the singers Caitriona O'Leary, Michelle O'Rourke and Olesya Zdorovetska. Various areas of natural beauty were chosen as locations while *Crann* was being filmed.

Status of the Irish Language in the Education Systems

Goals relating to advocacy were agreed through the Partnership Forum and achieved with the education departments North and South. This was done by agreeing priorities with Gael Linn and Gaeloideachas, and monitoring the implementation of their plans.

€650,183 was made available to the Lead Organisation Gael Linn to carry out their educational programme in the English medium and adult sectors, and to provide students with opportunities to use the Irish language.

€708,562 was made available to the Lead Organisation Gaeloideachas to carry out their programme in the field of Irish-medium/immersion education and pre-school education.

Representation in the education sector

Foras na Gaeilge representatives serve on various boards and committees relating to education on an all-island basis. They have participated in meetings organised by various bodies, including Comhairle na Gaelscolaíochta, the National Council for Curriculum and Assessment, and an Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta. Foras na Gaeilge is participating in the Advisory Group on Gaeltacht Education which is involved in the implementation of the Policy on Gaeltacht Education.

Rinneadh measúnú ar rogha de leabhair a foilsíodh faoi Scéim na Foilsitheoireachta agus cuireadh aiseolas ar fáil do na foilsitheoirí ina leith.

IMRAM

Chuir Clár na Leabhar Gaeilge maoiniú ar fáil d'imeachtaí litríochta Gaeilge de chuid IMRAM in 2020 faoi Scéim na dTionscadal Litríochta. Reáchtáladh réimse leathan imeachtaí ina chuimsítear próis, filíocht agus ceol do chainteoirí Gaeilge ar fud an oileáin. Bhí deis ag foilsitheoirí agus údair na Gaeilge a gcuid saothar a chur i lár an aonaigh. Thug na himeachtaí seo ardán iontach tábhachtach do scríbhneoireacht agus do scríbhneoirí na Gaeilge. Ina measc bhí:

- Féile ar líne de scannáin liteartha
- Léiriúcháin den dráma *Mo Bhagáiste* san ionad Comhcheol Arts & Wellness, dráma aonair dátheangach, arna scríobh ag Pól Ó Gallchóir agus é féin i bpáirt Sheosaimh Mhic Gianna, bunaithe ar dhírbeathaisnéis cháiliúil Mhic Grianna, *Mo Bhealach Féin*. Scríbhneoir tréitheach ab ea Mac Grianna as Rann na Feirste, ceann de na ceantair ba Ghaelaí ag an am, ach chuir meabhairghalar an Griannach ina thost, faraor.
- *Crann*. Iomann siansach don chrann agus gach gné de is ea Tree de chuid Richard Berengarten, dán fada ina dtarraingítear ar Chrann na Beatha sa Chabála, agus an t-ionad lárnach atá ag an gcrann i dtraidisiúin spioradálta ar fud an domhain. Tá Nick Roth tar éis an leagan Gaeilge de a rinne Gabriel Rosenstock a chur in oiriúint do chór guthanna leis na hamhránaithe Caitriona O'Leary, Michelle O'Rourke agus Olesya Zdorovetska. Roghnaíodh suíomhanna scéimhe ar fud na tíre agus an scannánú á dhéanamh ar *Crann*.

Stádas na Gaeilge sna córais oideachais

Baineadh amach spriocanna a aontaíodh tríd an bhFóram Comhpháirtíochta a bhaineann le hábhcóideacht leis na ranna oideachais thuaidh agus theas trí thosaíochtaí a aontú le Gael Linn agus le Gaeloideachas, agus trí mhonatóireacht a dhéanamh ar fheidhmiú a gcuid pleananna.

Cuireadh €650,183 ar fáil don Cheanneagraíocht Gael Linn chun clár oibre a chur i gcrích sa réimse oideachas in earnáil an Bhéarla agus d'aoisigh, agus deiseanna úsáide do dhaltaí scoile.

Cuireadh €708,562 ar fáil don Cheanneagraíocht Gaeloideachas chun clár oibre a chur i gcrích sa réimse Gaeloideachas/tumoideachas agus réamhscolaíocht lán-Ghaeilge.

Ionadaíocht san earnáil oideachais

Tá ionadaithe ainmnithe ag Foras na Gaeilge ar bhoird agus ar choistí éagsúla a bhaineann le cúrsaí oideachais ar bhonn uile-oileáin agus bhí na hionadaithe rannpháirteach sna cruinnithe éagsúla, is iad sin Comhairle na Gaelscolaíochta, an Chomhairle Náisiúnta Curaclaim agus Measúnachta, agus An Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta.

Tá Foras na Gaeilge rannpháirteach sa Ghrúpa Comhairleach um Oideachas Gaeltachta a bhfuil baint aige le cur i bhfeidhm an Pholasaí don Oideachas Gaeltachta.

CORPORATE OBJECTIVE 2: ACQUISITION

Supporting the learning, acquisition and consolidation of Irish by increasing the number of learning opportunities at each level and enhancing the quality of teaching

Promoting acquisition through cooperation and partnership

€708,562 was made available to the Lead Organisation Gaeloideachas to carry out their programme in the field of Irish-medium/immersion education and pre-school education.

A grant of £272,486 was approved for St. Mary's University College Belfast, enabling the Aisaonad to provide facilities for the Irish-medium sector. Additional funding to the value of £62,082 was approved to provide resources for preschools, design of a new website and reprints of existing publications during 2020.

€1,078,615 in funding was approved for Lead Organisation Glór na nGael to implement their programme in the area of community and economic development.

€650,183 was made available to the Lead Organisation Gael Linn to carry out their work programme in the field of education in the English-medium and adult sectors, and also to provide students with opportunities to use the Irish language.

Gaeloideachas

This Lead Organisation carried out extensive work in the following domains:

Lobbying

Media interviews were conducted on subjects such as new schools, Irish language units, patronage, exemption and in particular in relation to a legal case over the lack of a secondary school in Dublin 6. Other subjects included information technology, an Irish-medium education policy and the work of the organisation. Statistics on the sector were published on www.gaeloideachas.ie www.gaeloideachas.ie

Provision

Gaeloideachas was active in supporting the current provision but, because of COVID-19, no new provision opened in 2020. However, discussions continue on opening a new preschool in Manorhamilton and investigations are being carried out into the establishment of new preschools in Cork, Wexford, Bearnna and Dublin. In addition, Douglas NS, Kerry, has moved into an all-Irish system and is now known as Gaelscoil Naomh Séamas.

Regarding Coláiste Lú, a meeting was held between stakeholders and legal staff and the various options were discussed.

Support for the Irish-medium Sector

'Tea and Discussion' sessions were held on Zoom for preschool directors and teachers.

Below are some details relating to the organisation's information service:

- 12,515 sessions
- 8,895 users
- 40,718 hits

CUSPÓIR CORPARÁIDEACH 2: SEALBHÚ

Tacú le foghlaim, sealbhú agus daingniú na Gaeilge trí chur le líon na ndeiseanna foghlama ag gach leibhéal agus cur le caighdeán teagaisc

Cur le sealbhú na Gaeilge trí chomhoibriú agus trí chomhpháirtíocht

Cuireadh €708,562 ar fáil don Cheanneagraíocht Gaeloideachas chun clár oibre a chur i gcrích sa réimse Gaeloideachas/tumoideachas agus réamhscolaíocht lán-Ghaeilge.

Ceadáíodh deontas ar luach £272,486 do Choláiste Ollscoile Naomh Muire, Béal Feirste, le haghaidh an Áisaonaid chun áiseanna a sholáthar d'earnáil na Gaelscolaíochta. Ceadáíodh maoiniú breise ar luach £62,082 chun áiseanna don náiscolaíocht, dearadh ar an suíomh nua agus athchlónna a dhéanamh le linn 2020.

Ceadáíodh €1,078,615 de mhaoiniú don Cheanneagraíocht Glór na nGael chun clár oibre a chur i gcrích sa réimse forbairt pobail agus geilleagair.

Cuireadh €650,183 ar fáil don Cheanneagraíocht Gael Linn chun clár oibre a chur i gcrích sa réimse oideachas in earnáil an Bhéarla agus d'aoisigh, agus deiseanna úsáide do dhaltai scoile.

Gaeloideachas

Rinne an Cheanneagraíocht seo go leor oibre sna réimsí seo thíos:

Stocaireacht

Rinneadh agallamh leis na meáin maidir le scoileanna nua, aonaid, pátrúnacht, díolúine, go háirithe maidir leis an gcás dlí nach bhfuil meánscoil i mBaile Átha Cliath 6, teicneolaíocht na faisnéise, polasai don oideachas lán-Ghaeilge agus obair na heagraíochta. Foilsíodh staitisticí faoin earnáil ar www.gaeloideachas.ie

Soláthar

Bhí Gaeloideachas gníomhach ag tacú leis an soláthar reatha ach de dheasca COVID-19 níor oscail aon soláthar nua in 2020. Mar sin féin, tá plé leanúnach ar bun maidir le naíonra nua a oscailt i gCluainín Uí Ruairc, tá fiosrúcháin á ndéanamh maidir le naíonraí nua a bhunú i gCorcaigh, Loch Garman, Bearna agus Baile Átha Cliath. Lena chois sin tá Douglas NS, Ciarraí, mar a bhí aistriú go córas lán-Ghaeilge – Gaelscoil Naomh Séamas anois atá uirthi.

Maidir le Coláiste Lú, reáchtáladh cruinniú idir na páirtithe leasmhara agus an fhoireann dlí agus pléadh na roghanna.

Tacaíocht don earnáil lán-Ghaeilge

Eagraíodh seisiún Tae & Plé eagraithe ar Zoom do stiúrthóirí agus múinteoirí naíonra.

Seirbhísí eolais na heagraíochta

- 12,515 sheisiún.
- 8,895 úsáideoir.
- 40,718 n-amas.

- A bilingual parents' newsletter with 412 subscribers, an increase of 19. The Irish only newsletter has 149 subscribers, an increase of 121 (**note:** 2019 is the basis for comparison of all these figures).
- A preschools newsletter with 398 subscribers, an increase of 13.
- A primary schools newsletter with 673 subscribers, an increase of 66.
- A post-primary newsletter with 283 subscribers, an increase of 21.
- A newsletter dealing with Special Educational Needs (SEN) with 799 subscribers, an increase of 49.
- 5926 'likes' on Facebook, an increase of 443.
- 3803 Twitter followers, an increase of 339.
- 1636 Instagram followers, an increase of 346.

Newsletters

- Three editions of a newly-established weekly newsletter entitled *Moladh na Seachtaine*. It has 1670 subscribers, an increase of 361.
- Three editions of the preschool newsletter. It has 412 subscribers, an increase of 13.
- Two editions of the primary schools newsletter. It has 699 subscribers, an increase of 64.
- Two editions of a post-primary newsletter with 296 subscribers, an increase of 26.

Representation

- Four Zoom workshops were organised with Gaeltacht schools on the theme of Irish and socialisation.
- There was active participation at the meeting of the Advisory Committee on Gaeltacht Education Policy on 7 July.
- Irish-medium education was recognised for its work in the area of SEN.
- A submission was made to a public consultation by the Joint Committee on Education and Skills regarding education and the sustainability of islands.
- On the subject of school entries, a letter was issued to the Minister for Education and Skills on the situation in preschools and the negative impact on continuity.
- Advice and documentation were made available to Dublin Diocese to help them deal with the question of school entries.
- An Cumann Gael-Litearthachta ('The Society for Literacy in Irish') is developing a questions and answers leaflet for parents.
- The Dyslexia Association of Ireland launched an information leaflet during a Zoom event. More than 600 participants registered over two nights.
- A questions and answers leaflet for parents on the subject of dyslexia has been published on the website.
- Gaeloideachas has developed a year-long development plan for the SEN area, including a seminar for teachers and parents on a range of SEN issues.

- Nuachtlitreacha na dtuismitheoirí, 412 shíntiúsóir (dátheangach), ardú naoi nduine dhéag agus 149 síntiúsóir (Gaeilge amháin), ardú 121 duine (**nóta:** is é 2019 an bonn comparáide do na figiúirí uile seo).
- Nuachtlitir na naíonraí, 398 síntiúsóir, ardú trí dhuine dhéag
- Nuachtlitir an bhunleibhéil, 673 síntiúsóir, ardú sé dhuine is seasca.
- Nuachtlitir an iar-bhunleibhéil, 283 shíntiúsóir, ardú duine is fiche.
- Nuachtlitir maidir le riachtanais speisialta oideachais (RSO), 799 síntiúsóir, ardú naoi nduine is daichead.
- 5926 'is maith liom' ar Facebook. ardú 443.
- 3803 leantóir ar Twitter, ardú 339 nduine.
- 1636 leantóir Instagram, ardú 346 dhuine.

Nuachtlitreacha

- Nuachtlitir sheachtainiúil nua cruthaithe *Moladh na Seachtaine*, trí eagrán di foilsithe, 1670 síntiúsóir, ardú 361.
- Nuachtlitir na naíonraí, trí eagrán, 412 shíntiúsóir, ardú trí dhuine dhéag.
- Nuachtlitir an bhunleibhéil, dhá eagrán, 699 síntiúsóir, ardú ceithre dhuine is seasca.
- Nuachtlitir an iar-bhunleibhéil, dhá eagrán, 296 shíntiúsóir, ardú sé dhuine is fiche.

Ionadaíocht

- Eagraíodh ceithre cheardlann Zoom ar an téama sóisialú na Gaeilge le scoileanna Gaeltachta.
- Freastalaíodh go gníomhach ar chruinniú an Choiste Comhairligh Pholasaí Oideachais Gaeltachta ar an 7 Iúil.
- Tugadh aitheantas do Ghaeloideachas as a chuid oibre sa réimse RSO.
- Cuireadh aighneacht faoi bhráid an Chomhchoiste Oideachais agus Scileanna maidir le hinmharthanacht na n-oileán agus cúrsaí oideachais mar a bhaineann le comhairliúchán poiblí.
- Maidir le hiontrálacha scoile, eisíodh litir chuig an Aire Oideachais agus Scileanna maidir le cás na naíonraí agus an drochthionchar ar an leanúnachas.
- Cuireadh comhairle agus cáipéisí chuig Deoise Bhaile Átha Cliath mar chúnaimh dóibh i leith cheist na n-iontrálacha scoileanna.
- Tá bileog ceisteanna agus freagraí á forbairt do thuismitheoirí ag Cumann Gael-Litearthachta.
- Seoladh bileog le Cumann Disléicse na hÉireann ag imeacht Zoom. Cláraíodh breis is 600 thar dhá oíche.
- Cuireadh bileog ceisteanna agus freagraí do thuismitheoirí ar dhísléicse ar an suíomh.
- D'fhorbair Gaeloideachas plean forbartha bliana don réimse RSO, ar a n-áirítear seimineár do mhúinteoirí agus do thuismitheoirí ar réimse éagsúla saincheisteanna RSO.
- Críochnaíodh agus scaipeadh Polasaí faoi Aonaid Ghaeilge ar phátrúin, pobail na scoileanna, páirtithe oideachais, ranna stáit agus eile.
- Réitíodh bileog stocaireachta do na forógraí olltoghcháin agus scaipeadh í ar gach iarrthóir agus páirtí polaitiúil. Sa bhreis air sin,

- An Irish Language Units Policy was completed and circulated to patrons, schools communities, education partners, state departments and others.
- A leaflet designed to inform the manifestos of various political parties was prepared and circulated to all candidates and parties. Gaeloideachas is also mentioned in Conradh na Gaeilge’s campaigning materials, among other organisations.
- A letter was sent to the Minister for Education on the need to address the issue of preschool and school entries.
- A letter was sent to all parties in the new government canvassing for a senior Minister for the Irish Language.
- Many discussions are underway with state bodies and stakeholders regarding the sector as a whole, the sector’s overall workforce development plan, guidelines on standards, funding for the sector and more.
- Meetings were held with:
 - The Transitions Stakeholder Group
 - The National Early Years Forum
 - The National Voluntary Childcare Collaborative
 - Professionalisation Subgroup (PSG) of the Early Years Framework (EYF)
 - Workforce Development Plan Stakeholder Group (Department of Children and Youth Affairs)

An tÁisaonad

An tÁisaonad worked in association with an Gúm, Foras na Gaeilge, an Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG) and other parties to achieve the best results for the Irish-medium education sector north and south. Work included:

- CLEITE – ten books were trialled in eight schools North and South. Feedback from these schools, which are noted for their good practice, was considered and the design and layout for each book was jointly agreed and made known to the publishers. Ten books were made available and Band 4 was completed in 2020.
- Comhairle na Gaelscolaíochta – a number of meetings were held with Comhairle na Gaelscolaíochta on how best to fund the increasing needs of the Irish-medium education sector. Comhairle na Gaelscolaíochta reported that they had raised the question of increasing funding for the Áisaonad with the Department of Education in previous meetings. A number of other meetings were held with Comhairle na Gaelscolaíochta to promote and consolidate the role of An tÁisaonad and gather additional funding so that it can meet the ever-growing needs described by those in the sector.
- Scríobh Leabhar (‘Write a Book’) – this competition was promoted differently in 2020 than in other years. Pupils wrote the books at home and were not able to exchange them with students from other schools.
- IMSGOL (‘Irish Medium Steering Group for Online Learning’) – due to the COVID-19 emergency, a new layout was used for meetings. Meetings of IMSGOL were planned but were cancelled while intensive lockdown measures were in place. However, a series of remote meetings was held to ensure the maximum level of cooperation between sectoral groups and deliver optimal service of pupils unable to attend school.
- COVID-19 – the COVID-19 emergency was a unique challenge for the sector and for the Áisaonad. The main focus was to ensure that service be continued on a remote basis. Subsequently, a new plan was developed and agreed with Foras na Gaeilge to ensure that the

bhí Gaeloideachas luaite ar ábhair stocaireachta Chonradh na Gaeilge i measc na n-eagraíochtaí eile.

- Cuireadh litir stocaireachta chuig an Aire Oideachais maidir le cás na naíonraí agus iontrálacha scoileanna.
- Cuireadh litir stocaireachta chuig gach páirtí sa rialtas nua maidir le haire sinsearach don Ghaeilge.
- Tá go leor plé ar bun le forais stáit agus páirtithe leasmhara maidir leis an earnáil trí chéile maidir le plean forbartha do lucht saothair na hearnála, treoirlínte maidir le dea-chaighdeán, agus comhairliúcháin maidir le maoiniú don earnáil agus eile.
- Bhí cruinnithe ann le:
 - Grúpa Páirtithe Leasmhara um Aistrithe (*Transitions Stakeholder Group*).
 - Fóram Náisiúnta na Luathbhlianta
 - An Comhar Náisiúnta Deonach um Chúram Leanaí
 - Foghrúpa um Ghairmiúlú de Chreat na Luathbhlianta (*Professionalisation Subgroup (PSG) of the Early Years Framework (EYF)*)
 - An Grúpa Páirtithe Leasmhara um Plean Forbartha an Lucht Oibre (*Workforce Development Plan Stakeholder Group (RLGO)*)

An tÁisaonad

D'oibrigh an tÁisaonad i gcomhar leis an nGúm, Foras na Gaeilge, an Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG) agus páirtithe eile leis an toradh is fearr a bhaint amach d'earnáil na Gaelscolaíochta thuaidh agus theas. I measc na hoibre bhí:

- CLEITE – rinneadh deich leabhar a thriail in ocht scoil dea-chleachtas thuaidh-theas. Rinneadh an t-aiseolas ó na scoileanna seo a mheas agus comhaontaíodh ar an dearadh agus leagan amach agus cuireadh iad ar fáil do na foilsitheoirí do gach leabhar. Cuireadh deich leabhar ar fáil agus cuireadh Banda 4 i gcrích in 2020.
- Comhairle na Gaelscolaíochta – reáchtáladh roinnt cruinnithe le Comhairle na Gaelscolaíochta maidir leis an dóigh is fearr le riachtanais mhéadaitheacha earnáil na Gaelscolaíochta a mhaoiniú. Chuir Comhairle na Gaelscolaíochta in iúl gur thóg siad ceist maidir le hardú maoinithe don Áisaonad leis an Roinn Oideachais i gcruinnithe a bhí acu leo roimhe. Reáchtáladh roinnt cruinnithe eile le Comhairle na Gaelscolaíochta leis an dóigh a dtiocfaí ról an Áisaonaid a chur chun cinn agus a dhaingniú agus tuilleadh maoinithe a fháil dó le go mbeadh sé in ann freastal ar na riachtanais a chuir an earnáil in iúl go sonraíoch, riachtanais atá ag fás de shíor.
- Scríobh Leabhar – cuireadh an comórtas seo chun cinn ar dhóigh dhifriúil in 2020 ná i mblianta eile. Rinne daltaí scríobh na leabhar sa bhaile agus ní raibh siad ábalta iad a mhalartú le daltaí ó scoileanna eile.
- IMMSGOL, Grúpa Stiúrtha Gaelscolaíochta don Fhoghlaim Ar Líne (*Irish Medium Steering Group for Online Learning*) – mar gheall ar éigeandáil COVID-19, reáchtáladh na cruinnithe le leagan amach nua. Bhí cruinnithe de IMMSGOL beartaithe ach cuireadh ar ceal iad cionn is go raibh bearta dianghlasála i bhfeidhm. Ina n-áit, áfach, reáchtáladh sraith de chianchruinnithe leis an uasmhéid comhoibríthe idir grúpaí earnála a chinntiú chun an freastal is fearr a dhéanamh ar dhaltaí nach raibh ábalta freastal ar an scoil
- COVID-19 – dúshlán uathúil a bhí in éigeandáil COVID-19 don earnáil agus don Áisaonad. Ba é an príomhfhócas cinnte a dhéanamh de go leanfaí den tseirbhís nuair a bhí an obair á cur i gcrích ó chian. Ina dhiaidh sin, cuireadh plean nua le chéile agus comhaontaíodh é

most urgent needs of the pupils were met while they were not in school.

Glór na nGael

Fifty-four community committees registered with schemes ran by Glór na nGael during 2020:

- Forty-two committees registered for the Glór na nGael Competition.
- Seventeen committees registered with the 'Céimeanna' scheme.
- Seven third level Irish Language Societies registered with the 2020 'Cumann Gaelach' competition.
- The Glór na nGael team carried out 296 engagements with community groups during 2020, advising and supporting these groups.
- 'Glór an Fhómhair' consisted of four online talks on matters relating to community development for Irish Language committees.
- The Seosamh Mac Donncha Foundation is organised in conjunction with the GAA to promote the language at local club level. Some 196 societies were registered in 2020.
- The Glór na nGael team undertook 531 engagements with GAA clubs during 2020, advising and supporting these clubs in promoting the Irish language at club level.
- With the help and advice of the Glór na nGael team, five GAA clubs compiled thirty language plans based on the results of the 2020 national survey.
- Glór na nGael released a new app in November to provide information, resources, guidance and news on the promotion of the Irish language in GAA clubs.
- Glór na nGael published forty-eight videos during 2020 as resources for GAA clubs.

The Teanga Tí ('Language of the Home') scheme saw the following major developments during 2020:

- The launch of a website, www.teangati.ie, full of advice and resources for families raising children with Irish.
- Twenty-six newsletters have been sent to a database of 1,412 subscribers.
- A good practice book for play groups was published.
- A book of fun activities for children was published.
- Two workshops were organised on the subject of raising children with Irish. One took place in Donegal with twelve parents participating and the other in Co. Down with seven parents taking part.
- Two weekends were organised for families raising children with Irish.
- Thirty-two 'Teanga Tí' groups were registered.
- A further twenty-seven Teanga Tí groups were registered in school communities around the island.
- During lockdown, the following virtual events replaced physical ones:
 - 194 online videos were produced and broadcast featuring crafts, cookery, storytelling and exercise.
 - 16 quizzes were broadcast.

le Foras na Gaeilge lena chinntiú go raibh freastal ar riachtanais ba phráinní na ndaltaí ann nuair nach raibh siad ar scoil.

Glór na nGael

Chláraigh ceithre choiste pobail is caoga le scéimeanna Ghlór na nGael le linn 2020:

- Dhá choiste is daichead a chláraigh le haghaidh Chomórtas Ghlór na nGael.
- Seacht goiste dhéag a chláraigh leis an scéim Céimeanna.
- Chláraigh seacht gcumann Ghaelacha sna coláistí tríú leibhéal le Comórtas na gCumann Gaelach 2020.
- Rinne foireann Ghlór na nGael 296 ghníomh timireachta ar choistí pobail le linn 2020, ag tabhairt comhairle agus tacaíochta do na grúpaí sin.
- Glór an Fhómhair – eagraíodh ceithre chaint ar líne ar ábhair forbartha pobail le haghaidh choistí Gaeilge.
- Maidir le Fondúireacht Sheosaimh Mhic Dhonncha, a eagraítear i gcomhar le Cumann Lúthchleas Gael leis an teanga a chur chun cinn ag leibhéal clubanna áitiúla, cláraíodh 196 gcumann in 2020.
- Rinne foireann Ghlór na nGael 531 ghníomh timireachta le clubanna CLG le linn 2020, ag tabhairt comhairle agus tacaíocht do na clubanna sin agus iad ag cothú na Gaeilge ag leibhéal an chlub.
- Le cuidiú agus comhairle ó fhoireann Ghlór na nGael, scríobh cúig chlub CLG agus tríocha plean teanga bunaithe ar thorthaí an tsuirbhé náisiúnta le linn 2020.
- D’fhoilsigh Glór na nGael aip nua i mí na Samhna le heolas, áiseanna, treoir agus nuacht maidir le cur chun cinn na Gaeilge i gclubanna CLG a chur ar fáil.
- D’fhoilsigh Glór na nGael ocht bhfiseán is daichead le linn 2020 mar áis do chlubanna CLG.

Rinneadh forbairtí móra ar an scéim Teanga Tí le linn 2020:

- Seoladh suíomh gréasáin, www.teangati.ie, lán de chomhairle agus d’aacmhainní do theaghlaigh atá ag tógáil clainne le Gaeilge.
- Seoladh sé nuachtlitr is fiche chuig bunachar sonraí ina bhfuil 1,412 teagmhálaí.
- Foilsíodh leabhar dea-chleachtais do ghrúpaí súgartha.
- Foilsíodh leabhar siamsaíochta do pháistí.
- Eagraíodh dhá cheardlann maidir le tógáil clainne le Gaeilge. Tharla ceann acu i nDún na nGall le dháréag tuismitheoirí agus an ceann eile i gContae an Dúin le seachtar tuismitheoirí.
- Eagraíodh dhá dheireadh seachtaine do theaghlaigh atá ag tógáil clainne le Gaeilge.
- Cláraíodh dhá grúpa agus tríocha Teanga Tí sa phobal.
- Cláraíodh seacht ngrúpa is fiche Teanga Tí breise i scoilphobail timpeall an oileáin.
- In áit na n-imeachtaí fisiciúla, le linn na dianghlasála:
 - léiríodh agus craoladh 194 fiseáin ar líne idir cheardaíochta, cócaireachta, scéalaíochta agus aclaíochta.
 - craoladh 16 tráth na gceist.

- 15 bingo games were broadcast live on Facebook.
- Ionad na Gaeilge, National University of Ireland, Galway, completed a study on families raising their children with Irish outside of the Gaeltacht.
- A six-week awareness campaign on raising children with Irish was organised on Instagram, Facebook and Twitter.

The field of entrepreneurship saw the following developments:

- 2020 saw the publication of *Liathróid Aclaíochta Gaeilge; Os mo Chionn* (an Irish language version of *Hedbanz*), *Tríonna* (an Irish language version of *30 Seconds*) and an Irish version of the international board game *Cluedo* (with the support of Foras na Gaeilge and COGG).
- www.udar.ie has created a new publicity and sales platform for young entrepreneurs.
- A scheme has been announced which will provide small support grants for young entrepreneurs to develop Irish-language goods from design to production.

Promoting the teaching of Irish

Through the Summer Camps Scheme, Foras na Gaeilge provided grants to eighty-nine camps throughout the island to the value of €185,761. Due to COVID-19, Foras na Gaeilge decided that only funding for virtual camps would be available. Forty-nine virtual camps were funded in 2020.

Scríobh Leabhar ('Write a Book')

The Scríobh Leabhar project is sponsored by Clár na Leabhar Gaeilge. It is run in conjunction with various education centres throughout Ireland. Scríobh Leabhar gives primary school children the opportunity to write, design, and publish their own books in Irish. It promotes reading and writing in Irish among young children.

Three education centres took part in the Project in the school year 2019-20:

- Carrick-on-Shannon Education Centre
- West Cork Education Centre
- Laois Education Centre

2,300 children took part in the project during the school year 2019-20. The pandemic led to a drop in participation figures from education centres and schools. No books from the 2019-20 school year were placed on the site due to COVID-19. A selection of the books written as a result of the project so far is available on www.scriobhleabhar.ie.

The 2020-21 project did not take place due to COVID-19. A proposal to move www.scriobhleabhar.ie to Foras na Gaeilge was made in 2021, with the aim of strengthening the project's identity and branding.

An Gúm

The Séideán Sí primary school project

Three workbooks related to novels for third to sixth class were made available online. Two commissioned works were published last year, a verse version of Red Riding Hood for beginners classes and a novel for sixth class entitled *An Gadai Dubh*. Editing began on three other commissioned works. A new version of the site www.seideansi.ie has been launched and more

- craoladh 15 cluiche biongó beo ar Facebook.
- Chríochnaigh Ionad na Gaeilge, Ollscoil na hÉireann, Gaillimh, stáidéar ar theaghligh atá ag tógáil a gclainne le Gaeilge lasmuigh den Ghaeltacht.
- Eagraíodh feachtas feasachta sé seachtaine ar thógáil clainne le Gaeilge ar Instagram, Facebook agus Twitter.

Rinneadh na forbairtí seo a leanas i gcúrsaí fiontraíochta:

- Le linn 2020 foilsíodh *Liathróid Aclaíochta Gaeilge*; Os mo Chionn (*Hedbanz* as Gaeilge), *Trionna (30 Seconds)* as Gaeilge) agus an cluiche idirnáisiúnta *Cluedo* as Gaeilge (le tacaíocht Fhoras na Gaeilge agus COGG).
- Cruthaíodh ardán poiblíochta agus díolacháin ar www.udar.ie d'fhiontraíthe óga.
- Fógraíodh scéim miondeontas tacaíochta d'fhiontraíthe óga le hearraí Gaeilge a fhorbairt ó dhearadh go táirgeacht.

Múineadh na Gaeilge a chur chun cinn

Trí Scéim na gCampaí Samhraidh chuir Foras na Gaeilge deontais ar fáil le haghaidh naoi gcampa is ochtó ar fud an oileáin ar luach €185,761. Mar gheall ar COVID-19, ghlac Foras na Gaeilge cinneadh gur maoiniú do champaí fíorúla amháin a bheadh ar fáil. Tugadh maoiniú do naoi gcampa fhíorúla is daichead in 2020.

Scríobh Leabhar

Is tionscadal é Scríobh Leabhar atá urraithe ag Clár na Leabhar Gaeilge. Reáchtálfar an tionscadal i gcomhar le hionaid oideachais éagsúla ar fud na hÉireann. Tugann Scríobh Leabhar deis do pháistí bunscoile a gcuid leabhar féin a scríobh, a dhearadh, agus a fhoilsiú as Gaeilge. Cuireann sé léitheoireacht agus scríbhneoireacht na Gaeilge chun cinn i measc páistí óga.

Bhí trí ionad oideachais páirteach sa tionscadal sa scoilbhliain 2019-20:

- Ionad Oideachais Chora Droma Rúisc
- Ionad Oideachais Iarthar Chorcaí
- Ionad Oideachais Laoise

Bhí 2,300 páiste páirteach sa tionscadal i rith na scoilbhliana 2019-20. Bhí titim sna figiúirí rannpháirteachais ó na hionaid oideachais agus na scoileanna le tuiscint mar thoradh ar an bpaindéim. Níor cuireadh aon leabhar ón scoilbhliain 2019-20 ar an suíomh mar gheall ar COVID-19. Tá rogha de na leabhair a scríobhadh faoin tionscadal go dtí seo ar fáil ar www.scriobhleabhar.ie.

Níor réachtáladh an tionscadal do 2020-21 de dheasca COVID-19. Forbraíodh moladh maidir le www.scriobhleabhar.ie a aistriú chuig www.forasngaeilge.ie in 2021 ar mhaithe le féiniúlacht agus brandáil an tionscadail a láidriú.

An Gúm

An tionscadal bunscoile Séideán Sí

Cuireadh trí leabhar saothair a bhain le húrscéalta rang a trí go rang a sé ar fáil ar líne. Foilsíodh dhá shaothar a ndearnadh coimisiúnú orthu anuraidh, mar atá, leagan véarsaíochta do na bunranganna de *Cochailín Dearg* agus úrscéal do rang a sé, *An Gadaí Dubh*. Cuireadh tús leis an eagarthóireacht ar thrí shaothar choimisiúnaithe eile.

functions have been added. A test version of the app for infant classes was provided and confirmed as satisfactory.

PDF copies of reading books for class one and two were made available online, along with PDF versions of *Lámhleabhar an Oide* and *Leabhar Saothair an Dalta* for all classes. PDF versions of novels and some posters for advanced classes were provided. The following works were published for preschool and primary school pupils:

- *Ar Thóir Focal le Róbó, Sa Bhaile Mór, Faoin Tuath*, three joint editions for preschool children with a particular emphasis on building vocabulary.
- *Cá bhfuil Bran?* A new edition in a new format.
- *Ag Dul i dTír* by Miriam Molony with illustrations by Steve Doogan. A class novel for advanced classes. The second in a series of novels that deals with emigration in the aftermath of the Great Famine.
- *Lúba* by Alan Titley with illustrations by John White. A lively novel about young people struggling with the challenges of life. It was launched virtually during the Oireachtas and was the subject of a social media publicity campaign.

Supporting the provision of teaching and learning resources

An Gúm

Among the materials published were:

Primary schools

Féach Thart: Tíreolaíocht Rang 6 – eleven series of slides were published online along with seven chapters of the workbook.

Mata go Deo – PDF versions of all books in the series were made available online.

Líon an Dúlra – four issues of this environmental newsletter were published, one in each quarter.

Post-primary schools

Work began on editing a maths textbook for Leaving Cert.

Two further chapters of the Leaving Cert art textbook were made available online.

Teicneolaíocht Ábhar: Adhmad – editing continued on this work.

Téacsleabhar Foirgníochta don Ardeist – editing continued on this work.

Editing continued on the Irish version of the important work, *L'Adventura de Said*.

Lexicography

The printed version of New English-Irish Dictionary, *Concise English-Irish Dictionary*, was published in May and over 5,000 copies had been sold by the end of the year.

The book was officially launched by President Micheál D. Ó hUigínn during an online event in October 2020. Among the well-known guests who took part in the event were Mary McAleese, Dara Ó Briain and Micheál Ó Muircheartaigh.

A major publicity campaign was carried out in the fourth quarter of the year. The dictionary was mentioned in more than twenty-five newspapers (including *the Irish Times* and *the Irish Independent*), the staff of the

Seoladh leagan nua den suíomh www.seideansi.ie agus cuireadh breis feidhmeanna leis. Cuireadh leagan tástála den Aip le haghaidh ranganna na naíonán ar fáil agus deimhníodh go raibh sé sásúil.

Cuireadh cóipeanna PDF de leabhair léitheoireachta rang a haon agus rang a dó ar fáil ar líne móide leaganacha PDF de *Lámhleabhar an Oide* agus *Leabhar Saothair an Dalta* do na ranganna uile. Cuireadh leaganacha PDF d'úrscéalta na n-ar-dranganna chomh maith le roinnt póstaer ar fáil leis.

Foilsíodh na saothair seo a leanas do dhaltáí réamhscoile agus bunscoile:

- *Ar Thóir Focal le Róbó, Sa Bhaile Mór, Faoin Tuath*, trí chomheagrán dírithe ar leanáí réamhscoile agus béim ar leith iontu ar chur le stór focal an pháiste.
- *Cá bhfuil Bran*, eagrán nua i bhformáid nua.
- *Ag dul i dtír* le Miriam Molony, Steve Doogan a mhaisigh. Úrscéal ranga do na hardranganna. An dara leabhar i sraith a bhaineann le scéal na himirce tar éis an Ghorta Mhóir.
- *Lúba* le Alan Tittley, John White a mhaisigh. Úrscéal spleodrach a bhaineann le sracadh an duine óig le dúshláin an tsaoil. Seoladh é go fíorúil le linn an Oireachtais agus ritheadh feachtas poiblíochta ar na meáin shóisialta faoi.

Tacú le soláthar áiseanna teagaisc agus foghlama

An Gúm

I measc an ábhair a foilsíodh bhí:

An bhunscolaíocht

Féach Thart: Tíreolaíocht Rang 6 – foilsíodh aon sraith déag de shleamhnáin ar líne móide seacht gcaibidil den leabhar saothair.

Mata go Deo – cuireadh leaganacha PDF de na leabhair uile sa tsraith ar fáil ar líne.

Líon an Dúlra – foilsíodh ceithre eagrán den nuachtlitir timpeallachta seo, ceann in aghaidh na ráithe.

An iar-bhunscolaíocht

Tosaíodh ar an eagarthóireacht ar an téacsleabhar matamaitice don Ardteist.

Cuireadh dhá chaibidil sa bhreis den téacsleabhar ealaíne don Ardteist ar fáil ar líne.

Teicneolaíocht Ábhar: Adhmad – leanadh den eagarthóireacht ar an saothar seo.

Téacsleabhar Foirgníochta don Ardteist – leanadh den eagarthóireacht ar an saothar seo.

Leanadh den eagarthóireacht ar eagrán Gaeilge den mhórshaothar *L'Adventura de Said*.

An fhoclóireacht a fhorbairt

Foilsíodh an leagan clóite den Fhoclóir Nua Béarla-Gaeilge, an *Concise English-Irish Dictionary*, i mí Bealtaine agus bhí breis is 5,000 cóip de díolta faoi dheireadh na bliana.

Sheol an tUachtarán Micheál D. Ó hUigínn an leabhar go hoifigiúil in ócáid ar líne i mí Dheireadh Fómhair 2020. I measc na ndaoine mór le rá a ghlac páirt san ócáid bhí Máire Mhic Ghiolla Íosa, Dara Ó Briain agus Micheál Ó Muircheartaigh.

dictionary conducted radio interviews on RTÉ Radio 1, Newstalk and RTÉ Raidió na Gaeltachta, there was an item on RTÉ News At One, RTÉ News At Nine and RTÉ News: Six One. Reviews of the dictionary were published in *Comhar*, *the Irish Examiner*, *Tuairisc*, *Nós* and *An Timire*.

Terminology

Twelve meetings of the Terminology Committee were held in 2020 – physical meetings in the first quarter and virtual meetings in the rest of the year.

The National Terminology Database continued to be accessible to the public on www.tearma.ie. Two tender competitions were announced for hosting, developing and editing the National Terminology Database for 2021-2023. The competitions were completed by the end of 2020.

The Terminology Committee approved or amended over 8,500 terms, including terms from the *New English-Irish Dictionary*, which were made available on the public website www.tearma.ie.



At an event to celebrate the launch of the dictionary in 2020, from left: Seán Ó Coinn, CEO of Foras na Gaeilge, Dr Pádraig Ó Mianáin, Editor of the dictionary, Jack Chambers TD, Minister of State DTCAGSM, An Taoiseach Micheál Ó Máirtín TD and Wuraola Majekodunmi, Foras na Gaeilge Board Member.

Rinneadh mórfeachtas poiblíochta sa cheathrú ráithe den bhliain. Luadh an foclóir i mbreis is cúig nuachtán is fiche (an *Irish Times* agus an *Irish Independent* san áireamh), rinne foireann an fhoclóra agallaimh raidió ar RTÉ Radio 1, Newstalk agus RTÉ Raidió na Gaeltachta, bhí mír faoin bhfoclóir ar RTÉ News At One, RTÉ News At Nine agus ar RTÉ News: Six One. Foilsíodh léirmheasanna ar an bhfoclóir in *Comhar*, an *Irish Examiner*, *Tuairisc*, *Nós* agus *An Timire*.

An téarmaíocht a fhorbairt

Tionóladh dhá chruinniú dhéag den Choiste Téarmaíochta in 2020 – cruinnithe fisiciúla sa chéad ráithe, cruinnithe fíorúla sa chuid eile den bhliain.

Bhí rochtain leanúnach ag an bpobal ar an mBunachar Náisiúnta Téarmaíochta ar www.tearma.ie. Fógraíodh dhá chomórtas tairisceana d'óstáil, forbairt agus eagarthóireacht ar an mBunachar Náisiúnta Téarmaíochta don tréimhse 2021-2023 agus cuireadh na comórtais sin i gcrích faoi dheireadh 2020.

Rinne an Coiste Téarmaíochta faomhadh nó leasú ar bhreis agus 8,500 téarma, lena n-áirítear téarmaí ón bhFoclóir Nua Béarla-Gaeilge, agus cuireadh na téarmaí sin ar fáil ar an suíomh poiblí www.tearma.ie.



Ag ócáid le seoladh an Fhoclóra a cheiliúradh in 2020, ó chlé: Príomhfheidhmnéannach Fhoras na Gaeilge Seán Ó Coinn, eagarthóir an Fhoclóra an Dr Pádraig Ó Mianáin, Jack Chambers TD, Aire Stáit RTCEGSM, An Taoiseach Micheál Ó Mairtín TD, agus Wuraola Majekodunmi, Comhalta Boird de chuid Fhoras na Gaeilge.

CORPORATE OBJECTIVE 3: USE

To increase the use of Irish throughout the island of Ireland

Increasing the use of Irish through cooperation and partnership

Opportunities to use Irish were provided (school-based opportunities and opportunities for adults and young people) by providing funding to the Lead Organisations on the basis of agreed priorities.

Oireachtas na Gaeilge

Foras na Gaeilge selected Oireachtas na Gaeilge as the Lead Organisation responsible for the development of networks for young people and for providing opportunities to use the Irish language. Work undertaken by Oireachtas na Gaeilge in this area included a virtual Oireachtas na Samhna. Seventy-eight official events took place over ten days, as well as twenty-eight broadcasts on national media. Some twenty-eight organisations/institutions/bodies organised events in association with Oireachtas na Gaeilge.

Media Awards – 250 viewers watched this virtual event and thirteen awards were given.

Literary competitions – 693 people watched this virtual awards ceremony. Prize money of €26,500 was awarded. Some 223 writers were competing in the various competitions.

Na Gradaim Fhoilsitheoireachta – a virtual event. Three competitions were held in 2020. The Réics Carló Award was presented to Futa Fata publishing house for *An Féileacán agus an Rí* by Máire Zeph. The Leabhar Breac publication *Ar Luch agus ar Dhuine*, a skilful translation by Colmcille Ó Monacháin, won Gradam de Bhaldraithe. Móinín was awarded Gradam Uí Shúilleabháin for the book *Máchail* by Ré Ó Laighléis.

There were partnerships with other events such as Sean-Nós na Fearsaide, Féastaí Sráide Parkrun Abú, Steip na Seachtaine, Tráth na gCeist, Amhrán na Seachtaine and Bí Cruthaitheach.

To promote and sustain the use of Irish on a regional and local basis

Targets agreed with successful candidates under the Irish Language Communities Scheme have been met through continuous monitoring of the scheme's implementation and the provision of training opportunities for development officers. Twenty-two local committees throughout the island have been funded through the Irish-language Communities Scheme, Foras na Gaeilge's major support scheme through which a network of twenty-two Irish language development officers are employed in the committees' areas to implement a community development programme throughout the year. A consultation process on the future of the scheme was conducted and extensions until 2021 have been approved for grantees taking part in the current round of scheme, at which point agreement will have been made regarding re-announcement.

The agreed goals of local initiatives have been achieved with other grantees, including Cultúrlann McAdam Ó Fiaich, Cultúrlann Uí Chanáin, and the East Belfast Mission. Cultúrlann McAdam Ó Fiaich in Belfast and Cultúrlann Uí Chanáin in Derry received a three-year grant from January 2018 in a new support scheme. An agreed work programme was also implemented during 2020. This scheme was re-announced in 2020 and both cultural centres were again successful.

CUSPÓIR CORPARÁIDEACH 3: ÚSÁID

Úsáid na Gaeilge a mhéadú ar fud oileán na hÉireann

Cur le húsáid na Gaeilge trí chomhoibriú agus trí chomhpháirtíocht

Deimhníodh gur soláthraíodh deiseanna úsáidte Gaeilge bunaithe ar thosaíochtaí aontaithe (deiseanna scoilbhunaithe, deiseanna d'aoisigh agus deiseanna do dhaoine óga) trí mhaoiniú a chur ar fáil do na Ceanneagraíochtaí go háirithe.

Oireachtas na Gaeilge

Roghnaigh Foras na Gaeilge Oireachtas na Gaeilge mar Cheanneagraíocht freagrach as forbairt deiseanna úsáidte Gaeilge agus gréasán do dhaoine óga. I measc na hoibre ar thug Oireachtas na Gaeilge fúithi sa réimse oibre seo bhí: Oireachtas na Samhna Fíorúil. Reáchtáladh ocht n-imeacht oifigiúla is seachtó thar dheich lá, ocht gceoladh is fiche ar na meáin náisiúnta agus bhí ocht n-eagraíocht/institiúid/comhlacht is fiche ag eagrú imeachtaí i bpáirt le hOireachtas na Gaeilge.

Na Gradaim Chumarsáide – ócáid fhíorúil, 250 a bhreathnaigh ar an ócáid agus bronnadh trí ghradam déag.

Comórtas liteartha – ócáid fhíorúil, bronnadh duaischiste €26,500, bhí trí chomórtas liteartha agus fiche agus 223 iomaitheoir ann. D'fhéach 693 dhuine ar an ócáid bhronnta fhíorúil.

Na Gradaim Fhoilsitheoireachta – ócáid fhíorúil, reáchtáladh trí chomórtas sa bhliain 2020. Is ar an teach foilsitheoireachta Futa Fata a bronnadh Gradam Réics Carló don saothar *An Féileacán agus an Rí* le Máire Zeph. Bronnadh Gradam de Bhaldraithe ar Leabhar Breac don saothar *Ar Luch agus ar Dhuine*, aistriúchán cumasach a rinne Colmille Ó Monacháin. Is ar an Teach Foilsitheoireachta Móinín a bronnadh Gradam Uí Shúilleabháin don saothar *Máchail* le Ré Ó Laighléis.

Rinneadh páirtnéireacht le himeachtaí eile ar nós Sean-Nós na Fearsaíde, Féastaí Sráide Parkrun Abú, Steip na Seachtaine, Tráth na gCeist, Amhrán na Seachtaine agus Bí Cruthaitheach.

Úsáid réigiúnach agus logánta na Gaeilge a fhorbairt agus a chothú

Deimhníodh gur baineadh amach na spriocanna aontaithe leis na hiarrthóirí rathúla faoin Scéim Pobal Gaeilge, a bhaineann le húsáid na Gaeilge, trí mhonatóireacht leanúnach a dhéanamh ar fheidhmiú na scéime agus deiseanna oiliúna a chur ar fáil do na hoifigigh forbartha. Tá dhá choiste áitiúla is fiche ar fud an oileáin maoinithe tríd an Scéim Pobal Gaeilge, mórscéim tacaíochta Fhoras na Gaeilge trína bhfuil gréasán de dhá oifigeach forbartha Gaeilge is fiche fostaithe i gceantair na gcoistí Gaeilge le clár forbartha pobail a chur i bhfeidhm ar feadh na bliana. Reáchtáladh próiseas comhairliúcháin ar thodhchaí na scéime agus tá sínithe ama ceadaithe le deontaithe an bhabhta reatha den scéim go 2021 go n-aontófar ar athfhógairt.

Deimhníodh gur baineadh amach na spriocanna aontaithe de thionscadail logánta le deontaithe eile, ina measc Cultúrlann McAdam Ó Fiaich, Cultúrlann Uí Chanáin, agus Misean Oirthear Bhéal Feirste. Forbraíodh scéim úr tacaíochta inar éirigh le Cultúrlann McAdam Ó Fiaich i mBéal Feirste agus Cultúrlann Uí Chanáin i nDoire deontas trí bliana a ghnóthú ó Eanáir 2018 ar aghaidh agus cuireadh clár oibre aontaithe i bhfeidhm le linn 2020 chomh maith. Athfhógraíodh an scéim sin in 2020 agus d'éirigh leis an dá chultúrlann arís.

Cross-community work

The multi-annual grant to the East Belfast Mission in support of 'Turas' (an Irish language initiative for the Protestant community) was also continued. In addition, funding was provided for a programme of activities at Gaeláras Mhic Ardghail in Newry during 2020.

With of our funding for the East Belfast Mission, Foras na Gaeilge is the main support for such cross-community work. This particular project has been successful and it's worth mentioning that cross-community events also feature in some of the activities carried out under the Irish Language Communities Scheme, the Irish Language Officers Scheme, the Cultúrlann Scheme and the annual plans drawn up by the Lead Organisations.

The Community Radio Scheme

The Community Radio Scheme was re-announced in 2019 and another multi-annual grant from 2020 was approved for both successful applicants, Raidió na Life in Dublin and Raidió Fáilte in Belfast. Raidió na Life is based in Foras na Gaeilge's headquarters on Amiens Street and Raidió Fáilte is located in newly-built premises in the centre of Belfast.

Both stations broadcast approximately 160 hours of Irish language content a week and provide training to roughly one hundred students in every three month period.

Broadcasts feature a wide and varied range of subjects, interviews with knowledgeable and authoritative figures not often heard on other media as well as a widely diverse choice of music. They have attracted loyal audiences in communities in both cities and around the world through live online broadcasts at www.raidionalife.ie and www.raidiofailte.com.

One of the most important aspects of the work of both stations in the community radio sector is the ongoing cooperation between them, seen most clearly in the sharing of items from their schedules.

Language planning and Irish language networks

Under the Gaeltacht Act (2012), Foras na Gaeilge conducted an open application process through which five successful applicants were selected to undertake the preparation of a language plan on behalf of the following areas: Ennis in County Clare, Clondalkin in County Dublin and Loughrea in County Galway in the Southern jurisdiction south and Carntogether in County Derry and West Belfast in Co. Antrim in the Northern jurisdiction. All language plans were approved by the Department in the first quarter of 2020 and Foras na Gaeilge offered a grant to the five Lead Organisations in April. However, the offers had not been accepted by the end of 2020, and discussions are ongoing.

Gaeltacht Service Towns

Under the Gaeltacht Act (2012), Foras na Gaeilge is responsible for administering an application and support process for thirteen of the sixteen towns that have been designated by the government as a Gaeltacht Service Towns (GST). The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media provides dedicated additional funding to Foras na Gaeilge to fulfil its duties under the act. The Department approved a language plan for Letterkenny and the implementation of that language plan began in the last quarter of 2020. Galway City language plan was prepared by the end of 2019 and was being evaluated by the Department during 2020. Work continued in support of language plans in the five Gaeltacht service towns that have already appointed Lead Organisations: Cork, Castlebar, Tralee, Dungarvan and Cahersiveen.

Obair thrasphobail

Leanadh freisin den deontas ilbhliantúil do Mhisean Oirthear Bhéal Feirste ar son an tionscnaimh tacaíochta Gaeilge don phobal Protastúnach ar ar tugadh ‘Turas’ agus maoiníodh clár gníomhaíochtaí le Gaeláras Mhic Ardghail ar an lár le linn 2020 chomh maith.

Is trínár maoiniú do Mhisean Oirthear Bhéal Feirste is mó a thacaíonn Foras na Gaeilge leis an obair thrasphobail. Tá ag éirí go han-mhaith leis an tionscadal sin agus, lena chois sin, bíonn cuid de na gníomhaíochtaí a dhéantar a eagrú faoin Scéim Pobal Gaeilge, faoi Scéim na nOifigeach Gaeilge, faoi Scéim na gCultúrlann agus faoi phleananna bliana na gCeanneagraíochtaí dírithe ar imeachtaí trasphobail.

An Scéim Raidió Pobail

Athfhógraíodh an Scéim Raidió Pobail in 2019 agus ceadaíodh deontas ilbhliantúil eile ó 2020 don dá iarratasóir rathúla, mar atá Raidió na Life i mBaile Átha Cliath agus Raidió Fáilte i mBéal Feirste. Tá Raidió na Life lonnaithe i gceannáras Fhoras na Gaeilge ar Shráid Amiens agus tá Raidió Fáilte suite i bhfoirgneamh úrthógtha i lár Bhéal Feirste.

Craolann an dá stáisiún faoi seach timpeall 160 uair an chloig d’ábhar Gaeilge in aghaidh na seachtaine agus bíonn thart ar chéad mac léinn faoi oiliúint acu faoi seach in aghaidh na ráithe.

Úsáidtear réimse leathan agus domhain ábhair, agallaimh le daoine údarásacha agus eolgaiseacha nach gcloistear ar mheáin eile agus éagsúlacht sa cheol nach bhfuil go hiomlán faoi anáil na gcairteacha le lucht éisteachta dílis a mhealladh sna ceantair phobail thart ar an dá chathair agus ar fud an domhain tríd an ggraolachán beo ar line ag www.raidionalife.ie agus www.raidiofailte.com.

Ar na gnéithe is tábhachtaí den obair a dhéanann an dá stáisiún in earnáil an raidió pobail tá an comhoibriú leanúnach eatarthu, arb é malartú sliotán an ghné is feiceálaí de.

Pleanáil Teanga & Líonraí Gaeilge

Faoi réir Acht na Gaeltachta (2012) reáchtáil Foras na Gaeilge próiseas oscailte iarratais faoinar roghnaíodh cúig iarratasóir rathúla le tabhairt faoi phlean teanga a ullmhú ar son na gceantar seo a leanas: Inis i gContae an Chláir, Cluain Dolcáin i gContae Bhaile Átha Cliath agus Baile Locha Riach i gContae na Gaillimhe sa dlínse ó dheas agus dhá cheann ó thuaidh, Carn Tóchair i gContae Dhoire agus Iarthar Bhéal Feirste i gContae Aontroma. D’fhaomh an Roinn na pleananna teanga uile sa chéad ráithe de 2020 agus thairg Foras na Gaeilge deontas do na cúig Cheanneagraíocht i mí Aibreáin. Ní raibh glacadh leis na tairiscintí faoi dheireadh 2020, áfach, agus tá idirghabháil fós ar siúl.

Bailte Seirbhíse Gaeltachta

Faoi réir Acht na Gaeltachta (2012), tá Foras na Gaeilge freagrach as próiseas iarratais agus tacaíochta a riar do thrí cinn déag de na sé bhaile dhéag atá ainmnithe ag an rialtas mar bhailte a d’fhéadfadh aitheantas mar Bhaile Seirbhíse Gaeltachta (BSG) a bhaint amach. Cuireann an Roinn Turasoireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) maoiniú breise faoi leith ar fáil d’Fhoras na Gaeilge leis na dualgais faoin acht a chomhlíonadh. D’fhaomh an Roinn plean teanga do Leitir Ceanainn agus cuireadh tús le cur i bhfeidhm an phlean teanga sa ráithe dheireanach de 2020. Ullmhaíodh plean teanga Chathair na Gaillimhe faoi dheireadh 2019 agus bhí meastóireacht na Roinne ar siúl air le linn 2020. Leanadh den tacaíocht leis na pleananna teanga sna cúig bhaile seirbhíse Gaeltachta ag a bhfuil Ceanneagraíocht ceaptha cheana: Corcaigh, Caisleán an Bharraigh, Trá Lí, Dún Garbhán agus Cathair Saidhbhín.

Other work in this area

County Donegal Language Planning Committee has nominated staff members but the county council did not organise a meeting of the committee during 2020. No nomination has yet been obtained for the other relevant counties.

Providing young people with opportunities to use Irish

Opportunities to use Irish were provided for young people based on agreed priorities with Cumann na bhFiann and Gael Linn and by monitoring agreed plans. The following Lead Organisations were funded to carry out their various responsibilities:

Gaeltacht Scholarship Scheme 2020-22

A new scholarship scheme to provide Gaeltacht scholarships commenced in 2020. This is a three year scheme which was approved in 2019 with a total value of €211,572. The aim of the scheme is to provide young people and adults with an opportunity to attend a Gaeltacht course. The scheme has a particular focus on areas with a high degree of disadvantage as well as Gaeltacht service towns and Irish language networks. Conradh na Gaeilge and Gael Linn are operating as administrators to the scheme for Northern students under eighteen years while Gael Linn administers the scheme for adults throughout the island.

Amounts provided for scholarships

Conradh na Gaeilge	€113,841 (€37,947 in 2020, 2021 & 2022)
Gael Linn (under 18)	€85,731 (€28,577 in 2020, 2021 & 2022)
Gael Linn (adults)	€12,000 (€4,000 in 2020, 2021 & 2022)

The 2020 scholarships had been awarded by the administering organisations before the summer colleges were cancelled due to COVID-19 restrictions. Accordingly, Foras na Gaeilge agreed to pay the 2020 provision to the administrators and the recipients of the scholarships were given the opportunity to attend a Gaeltacht course in 2021. It was recognised that colleges would need additional support to attract students back to the Gaeltacht and to ensure full attendance on the courses. It was thought that this decision would make a significant contribution to the learning opportunities of learners and that it would create awareness and confidence in the sector and the Irish language in general.

Cumann an Phiarsaigh was awarded a grant of €10,000 to provide Gaeltacht scholarships to families but the summer courses were cancelled due to COVID-19.

Cumann na bhFiann

This Lead Organisation organised a network of fifty-eight weekly youth clubs which met in each province for twenty-five weeks during the school year. Over 1,800 young people attended these clubs outside of school time under the direction of 150 volunteer youth workers.

In 2020, twelve information nights were held throughout the island to inform children and parents about the various services available. These took place at the end of February and at the beginning of March with an attendance of 274. Cumann na bhFiann were able to host virtual clubs when COVID-19 restrictions came into force. The Lead Organisation also carried out the following projects in the course of 2020:

Scléip na hÓige

As a result of COVID-19 restrictions in 2020, Cumann na bhFiann decided to run a virtual event on 28 and 29 October in conjunction with other youth organisations. Events included:

- A circus skills workshop

Obair eile sa réimse seo

Tá baill foirme ainmnithe ar Choiste Pleanála Teanga Chontae Dhún na nGall ach níor eagraigh an chomhairle contae cruinniú den choiste le linn 2020. Níl ainmniúchán faighte do na contaetha ábhartha eile fós.

Deiseanna úsáide a chur ar fáil don óige

Deimhníodh go soláthraíodh deiseanna úsáidte Gaeilge don óige bunaithe ar thosaíochtaí aontaithe le Cumann na bhFiann agus le Gael Linn trí mhonatóireacht a dhéanamh ar phleananna aontaithe. Tugadh maoiniú do na Ceanneagraíochtaí seo atá luaite thíos le plé leis na freagrachtaí atá luaite leo:

Scéim na Scoláireachtaí Gaeltachta 2020-22

Cuireadh tús le scéim scoláireachtaí nua in 2020 (scéim trí bliana a ceadáíodh in 2019) ar luach €211,572 san iomlán le scoláireachtaí Gaeltachta a chur ar fáil. Tá sé mar aidhm ag an scéim deis a chur ar fáil do dhaoine óga agus fásta freastal a dhéanamh ar chúrsa Gaeltachta. Díríonn an scéim go háirithe ar cheantair a bhfuil líon ard daoine faoi mhíbhuntáiste ina gcónaí iontu chomh maith leis na bailte seirbhíse Gaeltachta agus na líonraí Gaeilge. Tá Conradh na Gaeilge agus Gael Linn ag feidhmiú mar riarthóirí ar an scéim do dhaltaí ó thuaidh faoi ocht mbliana déag d'aois agus Gael Linn mar riarthóir ar an scéim do dhaoine fásta fud fad an oileáin.

Suimeanna curtha ar fáil do scoláireachtaí

Conradh na Gaeilge	€113,841 (€37,947 in 2020, 2021 & 2022)
Gael Linn (f/18)	€85,731 (€28,577 in 2020, 2021 & 2022)
Gael Linn (fásta)	€12,000 (€4,000 in 2020, 2021 & 2022)

Toisc go raibh scoláireachtaí 2020 bronnta ag na heagraíochtaí riaracháin sular cuireadh na coláistí samhraidh ar ceal de bharr shrianta COVID-19, d'aontaigh Foras na Gaeilge soláthar 2020 a íoc leis na heagraíochtaí riaracháin agus tugadh deis d'fhaighteoirí na scoláireachtaí freastal a dhéanamh ar chúrsa Gaeltachta in 2021. Aithníodh go mbeadh tacaíocht bhreise de dhíth ar na coláistí le scoláirí a mhealladh ar ais chun na Gaeltachta agus le lánfhreastal ar na cúrsaí a chinntiú. Measadh go gcuirfeadh an cinneadh seo go mór le deiseanna foghlamtha na bhfoghlaimeoirí agus go gcruthódh sé ardú meanman agus feasachta san earnáil agus i saol na Gaeilge trí chéile.

Bronnadh deontas ar luach €10,000 ar Chumann an Phiarsaigh le scoláireachtaí Gaeltachta a chur ar fáil do theaghlaigh ach cuireadh na cúrsaí ar ceal le linn an tsamhraidh mar gheall ar COVID-19.

Cumann na bhFiann

Reáchtáil an Cheanneagraíocht seo gréasán de chlubanna seachtainiúla, gréasán d'ocht n-ógclub sheachtainiúla chaighdeánacha agus caoga a cuireadh sa siúl i ngach cúige ar feadh cúig seachtaine is fiche i rith na scoilbhliana. D'fhreastail breis agus 1,800 duine óg ar na clubanna seo taobh amuigh d'am scoile faoi stiúir 150 oibrí óige deonach.

In 2020 socraíodh dhá oíche eolais déag timpeall an oileáin le páistí agus tuismitheoirí a chur ar an eolas faoi na seirbhísí éagsúla atá ar fáil. Cuireadh ar siúl iad ag deireadh mhí Feabhra agus ag tús mhí an Mhárta agus d'fhreastail 274 dhuine orthu. D'éirigh le Cumann na bhFiann clubanna fíorúla a reáchtáil nuair a cuireadh srianta COVID-19 i bhfeidhm. Anuas air sin, thug an Cheanneagraíocht faoi na tionscadail seo a leanas le linn 2020:

Scléip na hÓige

Bheartaigh Cumann na bhFiann, i gcomhar leis na hóg-eagraíochtaí eile, imeacht fíorúil a reáchtáil ar an 28 agus an 29 Deireadh Fómhair mar gheall ar na srianta a bhain le COVID-19 in 2020. I measc na n-imeachtaí bhí:

- Ceardlann scileanna sorcais

- A sean-nós dancing workshop
- A quiz
- A concert with the group Seo Linn
- Finals of 'Slua le Bua'

Around 250 young people attend the Scéip na hÓige festival each year but the number of participants grew dramatically in 2020 due to the fact that the events were available online.

Project impact

Impressions	4,671
Interactions	492
Engagements	10,316

Slua le Bua

Due to COVID-19 restrictions, two talent competitions, 'Slua le Bua' and 'Slua le Bua na nÓg', were run online in 2020 and a comprehensive plan to promote them was put in place. Publicity has contributed significantly to Cumann na bhFiann's online presence and has enhanced communication with stakeholders. 192 applications were received for these competitions from youth organisations, grantees of the Youth Events Scheme, Gaelscoileanna and Gaelcholáistí, Muintearas, and other groups. Some 333 people took part in the competitions. An online voting system was put in place with 9,164 participants. The videos that reached the finals were viewed by 123,861.

School Exhibitions

Cumann na bhFiann organised exhibitions in the following schools during the first quarter of 2020, before restrictions came into force. The numbers of pupils participating is shown below:

School	Participants
Coláiste CBS, Naas, Kildare	170
Scoil Mhuire, Newbridge, Kildare	200
Bunscoil Naomh Sheosamh, Longford	204
Coláiste Éanna, Rathfarnham, Dublin	105
Cnoc an Teampaill, Virginia, Co Cavan	30
Scoil Náis. Carraig a Bruis, Virginia, Co Cavan	30
Scoil Naomh Cholmcille, Rathfarnham, Dublin	200
Scoil Naomh Pádraig, Rathfarnham, Dublin	280
Bunscoil Naomh Pól, Navan, Co Meath	100
Bunscoil Loreto, Navan, Co Meath	100
Scoil Mháthair Dé, Limerick	75
Coláiste Laurel Hill, Limerick	60
Bunscoil Naomh Mél, Ardagh, an Longford	140
Coláiste Éanna, Rathfarnham, Dublin	210
Coláiste Naomh Aingeal Ursuline, Waterford	60
Bunscoil Droim Conga, Leitrim	40
Scoil na Naomh Uilig, Newbridge, Kildare	160
Bunscoil Naomh Mícheál, Longford	120
Bunscoil an Traonaigh, Fermanagh	30

Dóchas – a Christmas song

A Song for Christmas was a new initiative undertaken by Cumann na bhFiann at the end of the year. *Happy Xmas (War is Over)*, a song by John Lennon and Yoko Ono was translated and renamed *Dóchas* ('Hope').

This was done to raise money and promote awareness for the charity ALONE. 312 people took part in the video, which had 8,554 views on

- Ceardlann damhsa ar an sean-nós
- Tráth na gceist
- Ceolchoirm le Seo Linn
- Craobh Slua le Bua

Bíonn tuairim agus 250 duine óg ag freastal ar Scléip na hÓige gach bliain ach d'fhás líon na rannpháirtithe as cuimse in 2020 toisc go raibh an t-imeacht ar fáil ar líne.

Tionchar an tionscadail

Radharcanna	4,671
Idirghníomhaíochtaí	492
Teagmhálacha	10,316

Slua le Bua

Mar gheall ar shrianta COVID-19, cinneadh dhá chomórtas tallainne, Slua le Bua agus Slua le Bua na nÓg, a reáchtáil ar líne in 2020 agus cuireadh pleán cuimsitheach i bhfeidhm le poiblíocht a dhéanamh orthu. Chuir an phoiblíocht go mór le láithreach Chumann na bhFiann ar líne agus d'fhorbair an chumarsáid dá bharr leis na páirtithe leasmhara. Rinneadh 192 iarratas ar na comórtais seo ó óg-eagraíochtaí, deontaithe Scéim na nImeachtaí Óige, Gaelscoileanna agus Gaelcholáistí, Muintearas, agus grúpaí eile nach iad, agus ghlac 333 dhuine páirt sna comórtais. Cuireadh córas vótála ar líne i bhfeidhm le 9,164 rannpháirteach agus 123,861 radharc ar na fiseáin a bhain áit amach sa chraobh.

Taispeántais i Scoileanna

D'eagraigh Cumann na bhFiann taispeántais sna scoileanna seo a leanas le linn an chéad ráithe de 2020 sular tháinig na srianta i bhfeidhm. Léirítear líon na ndalta scoile a bhí rannpháirteach ann thíos:

Scoil	Rannpháirtithe
Coláiste CBS, Nás, Cill Dara	170
Scoil Mhuire, Droichead Nua, Cill Dara	200
Bunscoil Naomh Sheosamh, An Longfort	204
Coláiste Éanna, Ráth Fearnáin, Baile Átha Cliath	105
Cnoc an Teampaill, Achadh an Iúir, An Cabhán	30
Scoil Náis. Carraig a Bruis, Achadh an Iúir, An Cabhán	30
Scoil Naomh Cholmcille, Rath Fearnáin, Baile Átha Cliath	200
Scoil Naomh Pádraig, Rath Fearnáin, Baile Átha Cliath	280
Bunscoil Naomh Pól, an Uaimh, An Mhí	100
Bunscoil Loreto, an Uaimh, An Mhí	100
Scoil Mháthair Dé, Luimneach	75
Coláiste Laurel Hill, Luimneach	60
Bunscoil Naomh Mól, Ardach, An Longfort	140
Coláiste Éanna, Ráth Fearnáin, Baile Átha Cliath	210
Coláiste Naomh Aingeal Ursuline, Port Láirge	60
Bunscoil Droim Conga, Liatroim	40
Scoil na Naomh Uilig, Droichead Nua, Cill Dara	160
Bunscoil Naomh Micheál, An Longfort	120
Bunscoil an Traonaigh, Fear Manach	30

Amhrán na Nollaig – *Dóchas*

Thug Cumann na bhFiann faoi thionscnamh nua ag deireadh na bliana Amhrán na Nollag. Rinneadh aistriúchán ar amhrán John Lennon agus Yoko Ono, *Happy Xmas (War is over)*, agus tugadh ainm nua don amhrán, *Dóchas*. Rinneadh seo le hairgead a thiomsú agus feasacht a ardú

YouTube, Instagram and Facebook. There were interactions with 213,567 social media accounts, contributing greatly to awareness of Cumann na bhFiann. €2,008 was collected for the charity.

Social media and Communications

Cumann na bhFiann focused strongly on the development of social media during 2020, due to COVID-19 restrictions. There was particular focus on Instagram – which has been recognised as the most popular platform among young people – and on Facebook, which has been identified as the most popular platform among parents. The goals set out in the organisation’s communication plan were implemented and new opportunities arose from this work. A new website (óige.ie) has been developed which will be a valuable resource for the youth sector throughout the island. This site will host all kinds of information for youth groups and clubs. The organisation’s YouTube channel has been expanded with guidance for events, games, dances and other resources for groups involved in youth work through the medium of Irish. Various activities have been developed, including a commentary on eight games that are now available for download.

2020 activities included:

- Slua le Bua & Slua le Bua na nÓg
- The Christmas song *Dóchas*
- A virtual Scléip na hÓige festival
- Virtual clubs
- Saturday activities under the title Satharn Sásta
- Thursday activities under the title Caitheamh Siar ar an Déardaoin
- Podcasts
- Inspiration of the Week
- Meme of the week
- Tongue-twister of the week
- County facts
- Spot the differences
- Líon isteach é! ('Fill it in!')
- The Féirín ('little present') competition

Social media statistics

Facebook	2018	2019	2020
Followers	6,175	6,214	7,172
Likes	856	1,219	15,241
Engagements with accounts	245,532	106,694	1,200,465
Engagements with posts	66,635	8,976	25,804

Instagram	2018	2019	2020
Followers	1,085	1,580	2,065
Likes	7,734	18,633	20,050
Engagements with accounts	N/B	203,708	733,647

don charthanas ALONE. Ghlac 312 dhuine páirt san fhíseán agus bhí 8,554 radharc ag an bhfíseán ar YouTube, Instagram agus Facebook. Rinneadh teagmháil le 213,567 gcuntas shóisialta, rud a d'ardaigh feasacht ollmhór do Cumann na bhFiann chomh maith. Bailíodh €2,008 don charthanas.

Na Meáin Shóisialta & Cúrsaí Cumarsáide

Dhírigh Cumann na bhFiann go mór ar fhorbairt na meán sóisialta a bhaint amach le linn 2020 mar gheall ar shrianta COVID-19, go háirithe ar Instagram atá aitheanta mar an meán is coitianta i measc daoine óga, agus Facebook atá aitheanta mar an meán is coitianta i measc tuismitheoirí. Cuireadh na spriocanna atá leagtha síos i bplean cumarsáide na heagraíochta i bhfeidhm agus forbraíodh deiseanna nua ag eascairt ón obair sin. Forbraíodh suíomh gréasáin úr (óige.ie) a bheidh ina áis luachmhar d'earnáil na hóige sa todhchaí fud fad an oileáin. Beidh gach eolas ar an suíomh seo do ghrúpaí agus do chlubanna óige. Cuireadh le cainéal YouTube na heagraíochta ar a bhfuil treoir d'imeachtaí, cluichí, rincí, agus tuilleadh do ghrúpaí atá ag plé leis an óige trí mheán na Gaeilge. Forbraíodh gníomhaíochtaí éagsúla, ina measc rinneadh tráchtairacht ar ocht gcluiche atá anois ar fáil le híoslódáil.

I measc na bhfeachtas in 2020 bhí:

- Slua le Bua & Slua le Bua na nÓg
- Amhrán na Nollag, *Dóchas*
- Scléip na hÓige Fíorúil
- Clubanna Fíorúla
- Gníomhaíochtaí don Sathairn - Satharn Sásta
- Caitheamh Siar ar an Déardaoin
- Podchraoltaí
- Spreagadh na Seachtaine
- Méim na Seachtaine
- Rabhlóg na Seachtaine
- Fíricí Contaetha
- Aimsigh na Difríochtaí
- Líon isteach é!
- Comórtas Féirín

Staitisticí Meán Sóisialta

Facebook	2018	2019	2020
Leantóirí	6,175	6,214	7,172
Is maith liom	856	1,219	15,241
Teagmháil le cuntais	245,532	106,694	1,200,465
Teagmháil le postálacha	66,635	8,976	25,804

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Youth Events Scheme

Under the Youth Events Scheme, Foras na Gaeilge provided 85 grants to the value of €340,308.53 to enable groups to organise Irish language events. Eight applications under the scheme were not successful due to lack of funds. More than 6,800 young people are expected to benefit from opportunities provided under the 2020/2021 Youth Events Scheme.

The Investment Fund

No grant was approved under the Investment Fund for the Establishment of Pre-school and Childcare Procurement during 2020, but the possibility of funding for 2021 was discussed with Comhairle na Gaelscolaíochta and a new preschool committee. The new committee is due to apply to the fund in early 2021.

Gael Linn

Gael Linn organised many extra-curricular events. 2020's highly successful programme of events featured the following:

Ó Cadhain Debating Competition – fifty teams participated. Over 300 attended the final at Salthill Hotel, Galway.

Quiz – 1,500 pupils from four schools took part.

Scléip – thirty seven Irish-medium schools took part in Scléip 2020.

There were four pre-rounds, one in the North, and the final was held at Dublin's Clasach Theatre. The theatre was full, with over 300 in attendance. There was an excellent standard, particularly in the singing competitions. A CD featuring the winners was issued and played on Irish-language radio stations.

Coirm – seven schools took part, with 250 pupils attending.

Abair 2019 – The competition was changed to a video format this year. 10 schools applied. The competition ended in 2020.

Spraioicheist – a fun quiz for primary pupils - An online fun quiz was organised on the Kahoot platform. These were held weekly and lasted for one hour each. Primary school children had to engage with vocabulary challenges while enjoying the antics of Giggles the clown. Up to 80 teams took part every week and many returned week after week. Prizes were posted to the winners.

Teacht le chéile ('Coming Together' – A 40-minute video featuring musicians, storytellers and poets performing from their homes on Gael Linn's live Facebook page and on YouTube. PDFs of song lyrics were made available and the contributing musicians talked a lot in Irish as well.

With regard to Gael Linn's work in creating opportunities to use Irish at third level, the following results were achieved:

- The finals of Bréagchúirt Uí Dhálaigh 2020 were held online on various platforms used by Gael Linn. A third level debating competition was organised in conjunction with Conradh na Gaeilge and proved very successful. It was held in 2020 on various platforms used by Gael Linn.

Scéim na nImeachtaí Óige

Trí Scéim na nImeachtaí Óige 2020/2021 chuir Foras na Gaeilge deontais ar luach €340,308.53 ar fáil le haghaidh seacht ndeontas agus ochtó do ghrúpaí chun imeachtaí trí Ghaeilge a chur ar fáil. Níor éirigh le hocht n-iarratas faoin scéim cheal airgid. Trí Scéim na nImeachtaí Óige 2020/2021 tuartar go mbainfidh breis agus 6,800 duine óg tairbhe as na deiseanna seo.

An Ciste Infheistíochta

Maidir leis an gciste Infheistíochta do Bhunú Soláthair Réamhscolaíochta agus Cúraim Leanaí, níor ceadaíodh aon deontas faoin gciste le linn 2020 ach rinneadh plé le Comhairle na Gaelscolaíochta agus le coiste naiscoile nua maidir le féidearthachtaí do 2021. Tá an coiste nua chun iarratas a dhéanamh faoin gciste go luath in 2021.

Gael Linn

D'eagraigh Gael Linn go leor imeachtaí seach-churaclaim. D'éirigh go maith le clár imeachtaí na bliana 2020 agus baineadh amach na spriocanna seo a leanas:

Comórtas Díospóireachta Uí Chadhain – bhí caoga foireann páirteach ann. Bhí breis agus 300 i láthair ag an gcraobh in Óstán Bhóthar na Trá, Gaillimh.

Tráth na gCeist – 1,500 dalta as ceithre scoil is fiche a ghlac páirt.

Scléip – bhí seacht scoil lán-Ghaeilge agus tríocha páirteach i Scléip 2020. Bhí ceithre réamhbhabhta ann, ceann amháin acu sa tuaisceart, agus bhí an chraobh in Amharclann Clasach i mBaile Átha Cliath. Bhí an tionad lán, le breis is 300 i láthair, agus bhí sárchaighdeán sna comórtais amhránaíochta go háirithe. Eisíodh dlúthdhiosca de na buaiteoirí agus seinneadh sin ar na stáisiúin raidió Ghaeilge.

Coirm – bhí seacht scoil páirteach le 250 duine i láthair.

Abair 2019 – Athraíodh an comórtas i mbliana go comórtas fiseáin ar chuir 10 scoil isteach air. Chríochnaigh an comórtas in 2020.

Spraiocheist do pháistí bunscoile - Eagraíodh spraoicheist ar líne ar an ardán Kahoot a lean uair a chloig, uair sa tseachtain. Bhí dúshlán ann do pháistí bunscoile ó thaobh stór focal agus bhí spraoi i gceist leis fear grinn Giggles páirteach. Ghlac suas le 80 foireann páirt gach seachtain agus tháinig cuid mhór daoibh ar ais seachtain i ndiaidh seachtaine. Cuireadh duaiseanna amach sa phost chuig na duaiseoirí.

Teacht le chéile - Fiseán 40 nóiméad a cuireadh ar fáil de cheoltóirí, scéalaithe agus filí ag láithriú óna dteach féin ar leathanach beo Facebook Gael Linn, agus ina dhiaidh sin ar YouTube. Nuair is ceoltóirí a bhí i gceist cuireadh PDF d'fhocail na n-amhrán ar fáil agus bhí neart comhrá i nGaeilge uathu chomh maith.

Maidir le hobair Ghael Linn ag cruthú deiseanna úsáide ag an tríú leibhéal baineadh amach na torthaí seo:

- Eagraíodh Craobhchomórtas Bhréagchúirt Uí Dhálaigh Ghael Linn 2020 ar líne ar ardáin éagsúla Ghael Linn.

Bhí an-rath ar an gcomórtas díospóireachta don tríú leibhéal a eagraítear i gcomhar le Conradh na Gaeilge 2020 a bhí ar líne ar ardáin éagsúla Ghael Linn.

The Project Fund

The Project Fund was launched by Foras na Gaeilge in 2020. The fund focuses on projects not covered by the current Foras na Gaeilge schemes and grants between €1,000/£900 and €12,000/£10,800 were available. Innovative projects were welcomed, with new concepts, wide impact and ensuring the promotion, cultivation and perpetuation of the Irish language. Here is a summary of the projects developed in 2020:

Organisation name	The Tomás Ó Máille Commemoration Committee (NUI, Galway)
Project name	A commemorative exhibition on Tomás Ó Máille
Project description	A travelling exhibition for the university community in Ireland and overseas and for various centres around the island. It includes digitisation of videos, creation of a high-quality digital facility, and the production and tour of an exhibition. A version will be permanently available online. Funding has also been provided by the Department of the Gaeltacht and National University of Ireland, Galway.
Grant	€12,000

Organisation name	Friends of Sliabh Fuait
Project name	Cultural tourism in the Keady area.
Project description	A self-directed driving trip around historic and heritage sites in the Keady area. Visitors will be provided with information about the history, folklore, place names, natural environment and archaeology of the area.
Grant	£10,800

Organisation name	Project Arts Centre
Project name	Tar Anseo
Project description	A short film based on Clare Island in Cork. The producers will visit the island and talk to the community, collecting stories and exploring language relating to spending and sorrow, friendship and violence. The film will be displayed nationally and internationally at the Dublin International Film Festival, Galway International Film Festival, the Cork Film Festival, the Fastnet Film Festival in Cork, and more.
Grant	€12,000

Organisation name	Coiste Gaeloideachas Chromghlinne/Crumlin Committee for Irish-medium Education
Project name	Caifé na gCrom
Project description	This project is a non-profit social enterprise that will create employment opportunities in the Irish language sector in this semi-rural area. The cafe will encourage excellence in language use by creating a social and informal space that will give the community the opportunity to use, learn and normalise Irish.
Grant	£10,800

An Ciste Tionscadal

Chuir Foras na Gaeilge tús leis an gCiste Tionscadal in 2020. Diríonn an ciste ar thionscadail nach bhfuil clúdaithe faoi na scéimeanna reatha atá ag Foras na Gaeilge agus bhí deontais idir €1,000/£900 agus €12,000/£10,800 ar fáil. Cuireadh fáilte roimh thionscadail nuálacha, le coincheapa nua, le tionchar leathan agus a chinntigh cur chun cinn, cothú agus buanú na Gaeilge. Seo achoimre ar na tionscadail a forbraíodh in 2020:

Ainm na heagraíochta	Coiste Comórtha Thomáis Uí Mháille (Ollscoil na hÉireann, Gaillimh)
Ainm an tionscadail	Taispeántas Comórtha ar Thomás Ó Máille
Cur síos ar an tionscadal	Taispeántas taistil do phobal na hollscoile in Éirinn agus thar sáile agus d'ionaid éagsúla timpeall an oileáin ina mbeidh digitíú ar fhíseáin, áis dhigiteach ar ardchaighdeán a chruthú, agus taispeántas a léiriú agus a chur ar chamchuart. Beidh leagan ar fáil ar líne go buan. Tá maoiniú curtha ar fáil ag Roinn na Gaeltachta agus ag Ollscoil na hÉireann, Gaillimh chomh maith don tionscadal seo.
Deontas	€12,000

Ainm na heagraíochta	Friends of Sliabh Fuait
Ainm an tionscadail	Turasóireacht Chultúrtha i gCeantar an Chéide
Cur síos ar an tionscadal	Turas tiomána féintreoirithe thart ar shuíomhanna stairiúla agus oidhreacht i gceantar an Chéide. Cuirfear eolas ar fáil do chuiditheoirí faoi stair, béaloideas, logainmneacha, dúlra agus seandálaíocht an cheantair.
Deontas	£10,800

Ainm na heagraíochta	Project Arts Centre
Ainm an tionscadail	Tar Anseo
Cur síos ar an tionscadal	Gearrscannán bunaithe ar Oileán Chléire i gCorcaigh ina mbeidh lucht léirithe ag tabhairt cuairt ar phobal an oileáin agus ag comhrá leo, ag bailiú scéalta agus ag déanamh iniúchadh ar théarmaíocht chaiteachais agus bhróin, chairdis agus foréigin. Beidh an scannán ar taispeáint go náisiúnta agus idirnáisiúnta ag Féile Scannán Idirnáisiúnta Bhaile Átha Cliath, Féile Scannán Idirnáisiúnta na Gaillimhe, Féile Scannán Chorcaí, Féile Scannán Fastnet i gCorcaigh, agus eile.
Deontas	€12,000

Ainm na heagraíochta	Coiste Gaeloideachas Chromghlinne
Ainm an tionscadail	Caifé na gCrom
Cur síos ar an tionscadal	Fiontar sóisialta neamhbhrabúsach atá i gceist leis an tionscadal seo, a cruthóidh deiseanna fostaíochta in eamáil na Gaeilge sa cheantar leath-tuaithe seo. Spreagfaidh an caifé seo barr feabhais in úsáid teanga trí spás sóisialta agus neamhfhoirmiúil a chruthú a thabharfaidh deis don phobal Gaeilge a úsáid, a fhoghlaim agus a normalú.
Deontas	£10,800

Organisation name	Conradh na Gaeilge Charn Tóchair
Project name	Animation for children
Project description	A visual app with story-based animations and songs suitable for children aged two to seven years old. It features a mixture of rhymes and songs used at nursery level and common traditional songs. This app is a great resource for parents to learn Irish with their children.
Grant	£10,800

The Gaelic Athletic Association in Ulster

The aim of this project is to consolidate and make permanent the long-established structures for the promotion of the Irish language in Ulster. It aims to improve, develop and promote the use of Irish through defined opportunities within the community and to promote positive attitudes towards the language. GAA clubs are at the heart of the community, parishes and towns throughout Ulster and the organisation has an impact on all age groups, men and women and non-playing members. This project focuses on the target groups identified by Foras na Gaeilge – community schools, community events and youth work.

An Irish language officer was appointed on a thirty-month contract in 2018, a period that was due to end on 24 March 2021. COVID-19 has had a negative impact on the final year of the project, which was to be a valuable and vital period when all the work came together and the long-term results were to be confirmed. Due to the pandemic, the Ulster GAA was not able to develop certain aspects of the work that had commenced. Despite this, the Ulster GAA expressed commitment to the project and the Irish language, for example by adapting the work plan by providing classes online for GCSE and A-level students in the north. The Board of Foras na Gaeilge approved a one-year extension to allow for completion of the project at the December 2020 board meeting. Notably, the Ulster GAA has been able to get a lot of work done in the course of 2020, despite COVID-19 restrictions, including:

- Twelve weeks of online Irish classes with seventeen staff attending.
- Partnership with Glór na nGael on the Gradam Sheosaimh Uí Dhonncha Foundation. Eleven clubs were assessed.
- Ongoing attendance at meetings of the National Irish Language Committee and the Irish Language and Heritage Committee.
- Two online courses lasting six-weeks were provided for Junior Certificate students, for GCSE, Leaving Cert and A-Level students with participants from eight counties in Ulster.
- Ulster GAA have carried out an audit on the clubs. The results have been published and work has started in implementing the recommendations made, including useful phrases for social media and publicising the resources on the website.
- Material was provided for the magazine *Cuaille* on a regular basis.
- A new awareness project, School Profile, was initiated to showcase Irish-medium schools in Ulster and to show their link with GAA. They included Scoil Naomh Éanna, Coláiste Feirste, Gaelscoil Phádraig Naofa and Coláiste na Carraige.
- A video campaign was carried out during Seachtain na Gaeilge, which raised awareness about clubs in the province and their efforts to promote the Irish language.
- Because the Ulster GAA project, Coirnéal na Gaeilge, has been so successful, it was agreed nationally that Coirnéal na Gaeilge will

Ainm na heagraíochta	Conradh na Gaeilge Charn Tóchair
Ainm an tionscadail	Beochan do pháistí
Cur síos ar an tionscadal	Aip fhísiúil le beochaintí bunaithe ar rannta agus amhráin a bheidh feiliúnach do pháistí idir dhá bhliain agus seacht mbliana d’aois. Tá meascán ann idir rannta agus amhráin a úsáidtear ag leibhéal naiscoile agus seanamhráin thraidisiúnta choitianta. Tá an aip seo ina hacmhainn iontach do thuismitheoirí le Gaeilge a fhoghlaim lena gcuid páistí.
Deontas	£10,800

Cumann Lúthchleas Gael Uladh

Is é sprioc an tionscadail seo comhdhlúthú agus buanú a dhéanamh ar na struchtúir atá fadhbunaithe do chur chun cinn na Gaeilge in Ultaibh, agus tá aidhm ann úsáid na Gaeilge a fheabhsú, a fhorbairt agus a chur chun cinn trí dheiseanna sainithe i measc an phobail agus dearcadh dearfach a chur chun cinn. Tá clubanna CLG i gcroílár an phobail, i bparóistí agus i mbailte Chúige Uladh agus tá tionchar ag an eagraíocht ar gach aoisghrúpa, fir agus mná agus ar bhail a imríonn agus nach n-imríonn na cluichí. Dírionn an tionscadal seo ar na spriocghrúpaí atá aitheanta ag Foras na Gaeilge – scoileanna pobail, imeachtaí pobail agus obair óige.

Ceapadh oifigeach Gaeilge ar chonradh tríocha mí in 2018 agus bhí deireadh le teacht leis an tréimhse sin ar an 24 Márta 2021. D’imir COVID-19 drochthionchar ar bhliain deiridh an tionscadail, tréimhse luachmhar agus fhíorthábhachtach, mar is é seo an tréimhse nuair a bhí an obair ar fad le teacht le chéile agus nuair a bhí na torthaí fadtéarmacha le daingniú. Mar gheall ar an bpaindéim níor éirigh le CLG Uladh forbairt a dhéanamh ar ghnéithe áirithe den obair a bhí tosaithe. Ina ainneoin seo léirigh CLG Uladh tiomantas don tionscadal agus don Ghaeilge tríd an bplean oibre a fhorbairt agus a chur in oiriúint trí ranganna a chur ar fáil ar líne do dhaltáí TGM agus A-leibhéal ó thuaidh mar shampla. Cheadaigh Bord Foras na Gaeilge síneadh bliana leis an tionscadal a chur i gcrích ag cruinniú boird na Nollag 2020. D’éirigh le CLG Uladh neart oibre a chur i gcrích le linn 2020, áfach, beag bean ar shrianta COVID-19, ina measc:

- Ranganna Gaeilge ar líne ar feadh dhá sheachtain déag le seacht mball foirne déag ag freastal.
- Comhpháirtíocht le Glór na nGael ag obair ar Fhondúireacht Sheosaimh Mhic Dhonncha. Rinneadh measúnú ar aon chlub déag.
- Freastal leanúnach ar chruinnithe de Choiste Náisiúnta na Gaeilge agus de Choiste na Gaeilge agus na hOidhreacht
- Cuireadh dhá chúrsa sé seachtaine ar líne ar fáil do scoláirí Teastais Shóisearaigh agus TGM agus scoláirí Ardteiste agus A-leibhéal le rannpháirtithe ó ocht gcontae i gCúige Uladh.
- Foilsíodh torthaí iniúchadh CLG Uladh ar na clubanna agus thosaigh obair leis na moltaí a rinneadh a chur i bhfeidhm, lena n-áirítear frásaí úsáideacha do na meáin shóisialta agus poiblíocht ar na hacmhainní atá ar an suíomh gréasáin.
- Cuireadh ábhar ar fáil go leanúnach don iris *Cuaille*.
- Cuireadh tús le tionscadal feasachta nua, Próifil Scoile, le spotsolas a chaitheamh ar Ghaelscoileanna i gCúige Uladh agus an nasc atá acu le CLG a léiriú. Ina measc bhí Scoil Naomh Éanna, Coláiste Feirste, Gaelscoil Phódraig Naofa agus Coláiste na Carraige.
- Cuireadh feachtas fiseán i gcrích le linn Sheachtain na Gaeilge, rud a d’ardaigh feasacht do na clubanna sa chúige agus na hiarrachtaí atá idir lámha acu leis an nGaeilge a chur chun cinn.

- PDF files have been developed as a resource for coaches in the clubs. They feature relevant terminology relating to areas such as skills, training drills, communication with players, how to encourage young players. Planning for the development of more videos has begun.
- Significant progress was made on a teaching plan that will be available to the clubs in early 2021.

Promoting writing, publishing & reading in Irish

Foras na Gaeilge's reading strategy

Comhar was nominated to develop a reading strategy for the Irish Language Readers project. The new website www.léitheoirí.ie was launched and a consultation process with the reading public was launched at the end of 2020.

Book of the Year Awards

The Oireachtas, in partnership with Foras na Gaeilge, announced the winners of the 2020 Publishing Awards – Gradam Réics Carló (Book of the Year for Young Readers), Gradam de Bhaldraithe (Book of the Year in translation into Irish from another language) and Gradam Uí Shúilleabháin (The Book of the Year for Adult Readers).

The Futa Fata publishing house was presented with the Réics Carlo Award for *An Feileacán agus an Rí* by Máire Zepf, with illustrations by Shona Shirley Macdonald. Leabhar Breac won Gradam de Bhaldraithe with *Ar Luch agus ar Dhuine*, a skilful translation by Colmille Ó Monacháin of John Steinbeck's novel, *Of Mice and Men*. Gradam Uí Shúilleabháin went to the publishing house Móinín for the book *Máchail* by Ré Ó Laighléis. A total prize fund of €17,000 was announced.

Áis manages the scheme with the aim of providing marketing support to the Irish language publishing sector. The Love Leabhar Gaeilge marketing campaign is also organised under this scheme. A new scheme was announced during 2020, covering a period of thirty months between July 2020 and December 2022. This new scheme will be administered in conjunction with Cumann na bhFoilsitheoirí (the Association of Publishers).

Literary Projects Scheme

Clár na Leabhar Gaeilge provided funding under the Literary Projects Scheme for the following projects to promote Irish language writing, publishing and reading:

- **Gaelchultúr** – ClubLeabhar.com, an online book club.
- **Móinín** – an Scríobhlann, an intensive course in short story and novel writing.
- **Irish Writers Centre** – creative writing bursaries, Writers in Residence (online), The Writer in Residence Scheme (The River Mill).
- **Éigse Éireann/Poetry Ireland** – a series of residencies in Gaeltacht schools (primary and secondary) and in Gaelscoileanna and Gaelcholáistí.
- **Young at Art** – sessions for children with Irish language authors.
- **Ó Bhéal** – a series of bilingual poetry readings with musical accompaniment.
- **NUI Galway** – a conference on Irish language literature and culture which gives PhD students a platform to talk about their research. NUI Galway withdrew from the scheme due to COVID-19.

- De bhrí gur éirigh chomh maith sin le togra CLG Uladh, Coirnéal na Gaeilge, aontaíodh ar bhonn náisiúnta go mbeidh Coirnéal na Gaeilge i bhfeidhm sna staideanna i gCúige Chonnacht le linn 2021 agus i ngach cúige faoi 2022.
- Forbraíodh comhaid PDF mar áis do chóitseálaithe sna clubanna leis an téarmaíocht ábhartha, mar shampla, na scileanna, druileanna traenála, cumarsáid le himreoirí, conas imreoirí óga a spreagadh. Tá tús curtha leis an bpleanáil le físeáin a fhorbairt.
- Rinneadh dul chun cinn sunstasach ar phlean teagaisc a bheidh ar fáil do na clubanna go luath in 2021.

Scríbhneoireacht, foilsitheoireacht & léitheoireacht na Gaeilge a chothú

Stráitéis léitheoireachta Foras na Gaeilge

Ainmníodh Comhar le tabhairt faoin stráitéis léitheoireachta a chur i bhfeidhm faoin tionscadal léitheoireachta Léitheoirí na Gaeilge. Seoladh an suíomh gréasáin nua www.leitheoiri.ie agus cuireadh tús le próiseas comhairliúcháin i gcomhar le saol na léitheoireachta faoi dheireadh na bliana 2020.

Gradaim Leabhar na Bliana

D'fhógair an tOireachtas, i gcomhpháirt le Foras na Gaeilge, buaiteoirí Ghradaim Fhoilsitheoireachta 2020 – Gradam Réics Carló (Leabhar na Bliana don Léitheoir Óg), Gradam de Bhaldráithe (Leabhar na Bliana do shaothar aistrithe go Gaeilge ó theanga eile) agus Gradam Uí Shúilleabháin (Leabhar na Bliana don Léitheoir Fásta).

Is ar an teach foilsitheoireachta Futa Fata a bronnadh Gradam Réics Carló don saothar *An Féileacán agus an Rí* le Máire Zepf agus a mhaisigh Shona Shirley Macdonald. Bronnadh Gradam de Bhaldráithe ar Leabhar Breac don saothar *Ar Luch agus ar Dhuine*, aistriúchán cumasach a rinne Colmcille Ó Monacháin ar an saothar le John Steinbeck, *Of Mice and Men*. Is chuig an teach foilsitheoireachta Móinín a chuaigh Gradam Uí Shúilleabháin don saothar *Máchail* le Ré Ó Laighléis. Fógraíodh duaischiste iomlán €17,000.

Déanann Áis riar ar an scéim le tacaíocht margaióchta a sholáthar d'earnáil na foilsitheoireachta Gaeilge. Is faoin scéim seo a eagraítear an feachtas margaióchta Love Leabhar Gaeilge. Rinneadh scéim nua a fhógairt le linn 2020, a chlúdóidh tréimhse tríocha mí idir Iúil 2020 agus Nollaig 2022. Déanfar an scéim úr seo a riar i gcomhair le Cumann na bhFoilsitheoirí.

Scéim na dTionscadal Litríochta

Chuir Clár na Leabhar Gaeilge maoiniú ar fáil faoi Scéim na dTionscadal Litríochta do na tionscadaíl seo a leanas chun scríbhneoireacht, foilsitheoireacht agus léitheoireacht na Gaeilge a chothú:

- **Gaelchultúr** – ClubLeabhar.com, club leabhar ar líne.
- **Móinín** – an Scríobhlann, dianchúrsa oiliúna i scríobh an ghearrscéil agus an úrscéil.
- **Áras Scríbhneoirí na hÉireann** – sparántachtaí scríbhneoireachta cruthaithí, Scríbhneoirí ina gCónaí (ar líne), Scéim an Scríbhneora Cónaithe (The River Mill).
- **Éigse Éireann/Poetry Ireland** – sraith cónaitheachtaí i scoileanna Gaeltachta (bunscoileanna agus meánscoileanna), Gaelscoileanna agus Gaelcholáistí.
- **Young at Art** – seisiúin do pháistí le húdair Ghaeilge.
- **Ó Bhéal** – sraith léamha filíochta dátheangacha, arna dtionlacan ag ceol.

ClubLeabhar.com

The number of followers of ClubLeabhar.com increased in terms of members and Facebook friends and followers. Over 3,700 people are registered with the online club, and, between Facebook and Twitter, more than 3,300 are following on social media.

Ó Bhéal

Poetry readings took place on 11 May with poets Louis de Paor and Caitríona Ní Chléirchín performing on Zoom and Facebook Live. They received great feedback and the video was viewed more than 970 times. Forty people took part in the event.

The organisations are to be commended for the remarkable work they have carried out during the pandemic, in particular on the virtual projects that took place due to ongoing COVID-19 restrictions.

Commissions Scheme

The Commissions Scheme focuses on ensuring satisfactory provision in the various areas of reading. Clár na Leabhar Gaeilge has managed forty-five commissions under schemes 2015, 2017, 2019 and during 2020. Extensions were provided until 2021 for some of the commissions under the schemes 2015 and 2017. The 2019 scheme is on target and will be completed by July 2022.

The Mentoring Scheme

Under the Mentoring Scheme Clár na Leabhar Gaeilge gives new writers an opportunity to get advice on their writing and craft from mentors who are recognised and established writers.

Eleven writers and mentors worked together under the 2019-20 scheme.

Áine Ní Ghlinn, who was appointed Laureate na nÓg in 2020, worked as coordinator of the scheme and provided support to all participating mentors and writers. She organised a weekend workshop at the start of the scheme in a hotel in Portlaoise, and two hour workshops on Zoom at the end of the scheme, due to Covid-19.

21 texts from eight writers under the scheme were reviewed. This was done with discretion, through Clár na Gaeilge, and the writer did not know the identity of the reviewer or critic. It was for the writers themselves to avail of this feedback and they were not obliged to accept the conclusions.

Promoting reading in Irish

Despite limited funds, Clár na Leabhar Gaeilge provided funding for sixty playgroups and preschools and forty-five Gaelscoileanna and Gaeltacht schools in both jurisdictions to increase the provision of Irish language books. This was done to compensate for the absence of literary events in the libraries during the pandemic.

Clár na Leabhar Gaeilge Committee

Clár na Leabhar Gaeilge had three committee meetings during 2020.

An Gúm

A completed text of the talks given at the 90th An Gúm Commemorative Conference in 2016 was published in PDF format on the site.

- **Ollscoil Éireann Gaillimh** – comhdháil ar litríocht agus ar chultúr na Gaeilge do mhic léinn PhD le labhairt faoina gcuid taighde. Tharraing OÉG siar ón scéim mar gheall ar COVID-19.

ClubLeabhar.com

Tháinig méadú ar líon na leantóirí atá ag ClubLeabhar.com, idir bhaill, cairde Facebook agus leantóirí Facebook. Tá breis agus 3,700 duine cláraithe leis an gclub ar líne, agus idir Facebook agus Twitter tá breis agus 3,300 á leanúint ar na meáin shóisialta.

Ó Bhéal

Bhí ócáid léamha filíochta ar an 11 Bealtaine leis na filí Louis de Paor agus Caitríona Ní Chléirchín ar Zoom agus Facebook Live. Fuair siad aiseolas iontach ina leith agus breathnaíodh ar an bhfiseán níos mó ná 970 uaire. Ghlac daichead duine páirt san ócáid.

Tá na heagraíochtaí le moladh as an obair iontach a cuireadh i gcrích le linn na paindéime, go háirithe maidir leis na tionscadail fhíorúla a réachtáladh mar gheall ar shrianta leanúnacha COVID-19.

Scéim na gCoimisiún

Díríonn Scéim na gCoimisiún ar sholáthar sásúil sna réimsí éagsúla léitheoireachta a chinntiú. Rinne Clár na Leabhar Gaeilge bainistíocht leanúnach ar chúig choimisiún agus daichead faoi scéimeanna 2015, 2017 agus 2019 le linn na bliana 2020. Cuireadh sínithe ama ar fáil go dtí 2021 do chuid de na coimisiúin faoi scéimeanna 2015 agus 2017. Tá scéim 2019 ar sprioc agus cuirfear í i gcrích faoi mhí Iúil 2022.

An Scéim Meantóireachta

Faoin Scéim Meantóireachta tugann Clár na Leabhar Gaeilge deis do scríbhneoirí i dtús a ré scríbhneoireachta comhairle faoina gcuid scríbhinní agus faoi cheird na scríbhneoireachta a fháil ó mheantóirí ar scríbhneoirí aitheanta iad.

Bhí aon scríbhneoir déag agus aon mheantóir déag ag obair lena chéile faoin scéim 2019-20.

Bhí Áine Ní Ghlinn, a ceapadh ina Laureate na nÓg in 2020, ag obair mar chomhordaitheoir ar an scéim. Chuir Áine tacaíocht ar fáil do na meantóirí agus na scríbhneoirí go léir faoin scéim. D'eagraigh sí ceardlann deireadh seachtaine ag tús na scéime in óstán i bPortlaoise, agus dhá cheardlann uair a chloig ar Zoom ag deireadh na scéime mar gheall ar Covid-19.

Rinneadh léirmheastóireacht ar 21 ábhar scríbhneoireachta ó ochtar scríbhneoirí faoin scéim. Rinneadh seo ar bhonn discríde, trí Chlár na Gaeilge, agus ní raibh a fhios ag an scríbhneoir cé a rinne an léirmheas ná ag an léirmheastóir cé a scríobh an píosa. Is faoin scríbhneoir féin a bhí sé an deis léirmheastóireachta seo a thapú agus ní raibh aon iallach orthu glacadh leis seo.

Cothú na Léitheoireachta Gaeilge

Chuir Clár na Leabhar Gaeilge maoiniú ar fáil do sheasca naíonraí nó naiscoil agus do chúig cinn is daichead de Ghaelscoileanna agus scoileanna Gaeltachta sa dá dhlíne faoi chistí teoranta ar mhaithe le cur le soláthar leabhair Ghaeilge in ionad ócáidí litríochta a réachtáil sna leabharlanna le linn na paindéime.

Coiste Chlár na Leabhar Gaeilge

Eagraíodh trí chruinniú de choiste Chlár na Leabhar Gaeilge in 2020.

An Gúm

Cuireadh téacs iomlánaithe de na cainteanna a tugadh ag Comhdháil Chomórtha 90 bliain an Ghúim in 2016 ar fáil i bhfoirm PDF ar an suíomh.

An Gúm

A completed text of the talks given at the 90th An Gúm Commemorative Conference in 2016 was published in PDF format on the site.

Áis

Áis (an Áisíneacht Dáileacháin Leabhar/the Book Distribution Agency) was established in 1980 as a wholesaler to distribute Irish language publications both nationally and internationally. This is a challenging period in the book business as a whole, but Áis succeeded in surpassing its 2020 target with sales over 8% higher than the previous year. Over 200,000 books were distributed in 2020, with a total value above €1,080,000. During 2020 Áis distributed books to over 260 different shops – 248 on the island of Ireland and twelve in the rest of the world.



Colmille – promoting the use of the Gaelic languages

Work continued on the various aspects of Colmille's programme: the Grant Scheme, Minor Grants Scheme and Bursary Scheme. Work on the Slí Cholmille website was postponed to 2020 to make it ready for the commemoration in 2020 and 2021 – 1,500 years since the birth of Colmille. The Board of Foras na Gaeilge and Bord na Gàidhlig approved the Colmille three-year plan (2019-2021) and it has been submitted to the sponsoring departments.

Q-Mark for Irish

The National Standards Authority of Ireland (NSAI) carried out an annual examination of the processes relating to the Q-Mark developed by Foras na Gaeilge. Once again, they affirmed this accreditation as an ISO 9001:2015 standard. Five more firms were examined by the external auditor during 2020 and will be awarded the Q-Mark for Irish Language in Business in 2021. Nine other companies have been identified to start the audit process in 2021.

A strategy for the business sector

A business strategy jointly agreed with other stakeholders involved in the working group under the direction of Glór na nGael was finalised.

Áis

Bunaíodh an Áisíneacht Dáileacháin Leabhar (Áis) in 1980 chun foilseacháin Ghaeilge a dháileadh mar mhórdhioltóir go náisiúnta agus go hidirnáisiúnta. Is tréimhse dhúshlánach í seo i ngnó na leabhar trí chéile ach d'éirigh le hÁis an sprioc do 2020 a shárú le díolachán a bhí 8% níos airde ná an bhliain roimhe. Dáileadh os cionn 200,000 leabhar san iomlán in 2020, díolachán ar fiú níos mó ná €1,080,000 é. Le linn 2020 rinne Áis dáileadh chuig níos mó ná 260 siopa éagsúil, 248 acu ar oileán na hÉireann agus dhá cheann déag sa chuid eile den domhan.

Úsáid na dteangacha Gaelacha a chothú, Colmcille

Rinneadh riar ar na gnéithe éagsúla de chlár oibre Cholmcille: an Scéim Deontas, an Scéim Miondeontas agus an Scéim Sparánachta. Cuireadh an obair ar shuíomh gréasáin Shlí Cholmcille siar go dtí 2020 le go mbeadh sé in inmhe don chomóradh in 2020 agus 2021 ar 1,500 bliain ó rugadh Colmcille. D'fhaomh Bord Fhoras na Gaeilge agus Bord na Gàidhlig plean trí bliana Cholmcille (2019-2021) agus tá sé curtha faoi bhráid na ranna coimircíochta.



Q-Mharc don Gaeilge

Rinne an tÚdarás um Chaighdeán Náisiúnta na hÉireann (NSAI) scrúdú bliantúil ar na próisis a bhaineann leis an Q-Mharc faoi stiúir Fhoras na Gaeilge agus d'athdheimhnigh siad an séala aitheantais ardchaighdeán seo mar chaighdeán de chuid ISO 9001:2015. Chuir an t-iniúchóir seachtrach cúig ghnólacht eile faoi scrúdú le linn 2020 agus bronnfar an séala Q-Mharc Gnó le Gaeilge orthu in 2021. Tá naoi ngnólacht eile aitheanta le tús a chur leis an bpróiseas iniúchta in 2021.

Straitéis i leith earnáil an ghnó

Cuireadh bailchríoch ar an straitéis aontaithe gnó leis na páirtithe leasmhara eile a bhí rannpháirteach sa mheitheal oibre faoi stiúir Ghlór na nGael.

Ghlór na nGael: comórtas Ghlór na nGael

Ar eagrán speisialta den chlár Barrscéalta ar RTÉ Raidió na Gaeltachta a craoladh ar an 19 Feabhra 2020, d'fhógair Frainc Mac Cionnaith, Bainisteoir Forbartha, agus Sara Ní Chuireáin, Oifigeach Forbartha Ghlór na nGael, torthaí Chomórtas Náisiúnta Ghlór na nGael 2019. Fógraíodh duaischiste de

Glór na nGael competition

On 19 February 2020, during a special edition of RTÉ Raidió na Gaeltachta's Barrscéalta programme, Frainc Mac Cionnaith, Development Manager, and Sara Ní Chuireáin, Glór na nGael's Development Officer, announced the results of the 2019 Glór na nGael National Competition. Prizes to the value of €80,000 were announced and distributed among Irish language communities throughout the island. The main winner of 2019 was Cultúrlann McAdam Ó Fiaich, who were presented with the Glór na nGael Trophy.

Supporting the use of Irish in the media and multi-media platforms

A consultation was completed, under the direction of Foras na Gaeilge, on the future of Irish language media. The Board of Foras na Gaeilge agreed on a revised approach to its grant selection process in 2019. The Board of Foras na Gaeilge approved a further extension to complete the appointment process and tenders were completed with the three current providers in December 2020.

The Online Newspaper Scheme

A four-year grant of €1.2 million was approved for tuairisc.ie in 2014. The online news publication was published weekly in 2019 and was read by over 276,000 users until the end of the year, representing a 6% increase in the number of users in 2018. Between 10,000 and 15,000 unique users visited the site per week in 2019 and there were 2,211,189 page views in the course of the year. The Board of Foras na Gaeilge approved the extension of the current contract until December 2020.

The Lifestyle Magazine Scheme

NOS was the successful applicant under this scheme to publish an online feature magazine. Monthly editions were published during 2019 with over 66,062 website visitors to the end of the year, a slight decrease of 3.4% on 2018. The number of regular readers rose by 30%. The 2020 NÓS Music Awards were also held under the auspices of www.nos.ie. The Board of Foras na Gaeilge approved the extension of the current contract until December 2020.

The Scheme for a Printed Irish language Magazine

Comhar was the successful applicant under this scheme to provide a publication devoted to Irish language matters. Twelve editions of the magazine have been published since the beginning of 2019 with 600–700 copies being printed. Developments during the year include the publication of three special commemorative editions and an increase in the number of subscribers to 338. Between 120–220 copies of the magazine are now sold monthly from Easons and other shops on an all-island basis. The extension of the current contract was granted until December 2020.

luach €80,000 agus roinneadh na duaiseanna sin ar choistí pobail Gaeilge ar fud an oileáin. Ba í Cultúrlann McAdam Ó Fiaich príomhbhuaiteoir 2019 ar bronnadh Trófaí Ghlór na nGael orthu.

Tacú le húsáid na Gaeilge sna meáin agus ar na hardáin ilmheán

Rinneadh comhairliúchán ar thodhchaí scéimeanna na meán Gaeilge atá faoi stiúir Fhoras na Gaeilge agus d'aontaigh Bord Fhoras na Gaeilge ar chur chuige athbhreithnithe maidir le próiseas roghnúcháin deontaithe in 2019. Cheadaigh Bord Fhoras na Gaeilge síneadh ama eile chun an próiseas ceapacháin a chur i gcrích agus rinneadh tairiscintí leis na trí sholáthraí reatha i Nollaig 2020.

An Scéim le haghaidh Nuachtán ar Líne

Ceadaíodh deontas ceithre bliana de luach €1.2 milliún do Tuairisc.ie in 2014. Foilsíodh an tseirbhís nuachta ar líne gach lá le linn 2020 agus bhain os cionn 338,000 úsáideoir uathúil úsáid as. B'in ardú 22% ar líon na n-úsáideoirí in 2019. Thug idir 12,000 agus 16,000 úsáideoir uathúil cuairt ar an suíomh in aghaidh na seachtaine in 2020. Thug na húsáideoirí sin 1.13 milliún cuairt ar Tuairisc.ie in 2020 agus d'amharc siad ar os cionn 2.55 milliún leathanach le linn na gcuartheanna sin. Cheadaigh Bord Fhoras na Gaeilge síneadh ama ar an gconradh reatha go Nollaig 2020.

An Scéim le haghaidh Iris Stíle Maireachtála

Ba é *NOS* an t-iarratasóir rathúil in 2014 leis an scéim seo chun gné-iris ar líne a fhoilsiú. Rinneadh eagrán mhíosúla a fhoilsiú le linn 2019 agus bhí os cionn 90,164 cuairteoir ar shuíomh na hirise anuas go deireadh na bliana, sin ardú suntasach de 36% ar 2019. Léigh na daoine sin 260,004 leathanach ar NÓS sa tréimhse seo. An líon is airde amharc leathanaigh riamh i stair na hirise. Eagraíodh Gradaim Cheoil NÓS 2020 faoi scáth www.nos.ie chomh maith. Cheadaigh Bord Fhoras na Gaeilge síneadh ama ar an gconradh reatha go Nollaig 2020.

An Scéim le haghaidh Iris Ghaeilge Chlóite

Ba é *Comhar* an t-iarratasóir rathúil sa scéim seo in 2014 chun foilseachán ar ábhar Gaeilge a chur ar fáil. Foilsíodh dhá eagrán déag den iris ó thús 2020 agus bhí 600-700 cóip á gcur i gcló. I measc na bhforbairtí a rinneadh le linn na bliana, foilsíodh trí eagrán comórtha/speisialta, ardaíodh líon na síntiúsóirí go 380 agus bhí idir 50-100 cóip den iris á ndíol anois go míosúil ó shiopaí Easons agus eile ar bhonn uile-oileáin. Bhí titim ar dhíolachán irise sna siopaí ach méadú ar líon na síntiúsóirí mar thoradh ar shrianta Covid19 agus iarrachtaí léitheoirí nua a mhealladh le linn 2020. Cheadaigh Bord Fhoras na Gaeilge síneadh ama ar an gconradh reatha go Nollaig 2020.

CORPORATE OBJECTIVE 4: COMMUNICATION

To communicate effectively with stakeholders and promote the effective marketing of the Irish language throughout the island of Ireland

Directing the public's attention toward the Irish language

Various promotional campaigns were organised to support Foras na Gaeilge's projects including Do Ghairm le Gaeilge, #Foras20 (a commemoration of 20 years for Foras na Gaeilge) and a major campaign entitled #LeChéile. #Foras20 was a cross-platform campaign that ended in February 2020 having attracted 1.9 million impressions and 555,400 views. The campaign celebrated major developments since the establishment of Foras na Gaeilge with a series of new videos highlighting the establishment and development of the partnership approach with the six Irish language Lead Organisations. As part of the campaign, the podcast Motherfoclóir was sponsored between November 2019 and February 2020 to raise awareness among listeners.

The impact of the #LeChéile cross-platform campaign upon the online community is evidenced by the 21.6 million impressions achieved during 2020. The number of views on Foras na Gaeilge's accounts increased by 468% as a result of the campaign, which supported the public's use of Irish at home during lockdown.

Activities and advice relating to crafts, sports, reading, mindfulness and many other areas were presented by a series of well-known personalities who took over Foras na Gaeilge's platforms. To support the use of Irish, there was a partnership with a téarma.ie to present a number of new and timely terms, including 'social distancing' and 'remote working'.

The level of activity and the number of followers on Foras na Gaeilge's main social media accounts increased significantly in 2020. The number of followers on Twitter rose by 38.8%. There was a 155% increase in the number of followers on Instagram and a 60% increase in the number of followers on Facebook from 2019.



*Online yoga class as part of the #LeChéile Campaign.
Rang Ióga ar líne mar chuid d'ócáidí eagraithe faoin bhfeachtas #LeChéile.*

CUSPÓIR CORPARÁIDEACH 4: CUMARSÁID

Cumarsáid éifeachtach a dhéanamh le páirtithe leasmhara agus margatócht éifeachtach na Gaeilge ar fud oileán na hÉireann a chur chun cinn

Aird an phobail a tharraingt ar an nGaeilge

Eagraíodh feachtais phoiblíochta éagsúla le tacú le tionscadail de chuid Fhoras na Gaeilge lena n-áirítear Do Ghairm le Gaeilge, #Foras20 (comóradh 20 bliain d'Fhoras na Gaeilge) agus mórfheachtas #LeChéile. Bhí 1.9 milliún imprisean agus 555,400 amharc ag an bhfeachtas trasardáin #Foras20 a tháinig chun deiridh i mí Feabhra 2020. Rinne an mórfheachtas ceiliúradh ar mhórfhorbairtí a rinneadh ó bunaíodh Foras na Gaeilge agus seoladh sraith fiseán nua a thugann léargas ar bhunú agus ar fhorbairt an chur chuige comhpháirtíochta leis na sé cheanneagraíocht Ghaeilge. Mar chuid den fheachtas, rinneadh urraíocht ar an bpodchraoladh Motherfoclóir idir Samhain 2019 agus Feabhra 2020 le feasacht a ardú i measc éisteoirí.

Léiríonn 21.6 milliún imprisean go ndeachaigh feachtas trasardáin #LeChéile go mór i bhfeidhm ar an bpobal ar líne le linn 2020. Tháinig méadú 468% ar líon na n-amharc ar chuntais Fhoras na Gaeilge mar thoradh ar an bhfeachtas a thacaigh leis an bpobal Gaeilge a úsáid sa bhaile le linn na dianghlása.

Roinneadh seisiúin agus comhairle a bhain le ceardaíocht, spórt, léitheoireacht, aireachas agus go leor réimsí eile trí shraith de phearsana aitheanta a ghlac seilbh ar ardáin Fhoras na Gaeilge. Le tacú le húsáid na Gaeilge, rinneadh comhpháirtíocht le téarma.ie le sraith téarmaí nua agus tráthúla a chur faoi bhráid an phobail, 'scaradh sóisialta' agus 'cianobair' ina measc.

Tháinig ardú suntasach ar an leibhéal gníomhaíochta agus ar líon na leantóirí ar phríomhchuntais Fhoras na Gaeilge ar na meáin shóisialta in 2020. Tháinig ardú 38.8% ar líon na leantóirí ar Twitter, ardú 155% ar líon na leantóirí ar Instagram agus ardú 60% ar líon na leantóirí ar Facebook ó 2019.



Large-scale occasions

Because of COVID-19 restrictions, 2020 was an exceptional year in terms of large-scale events. Even so, many events were organised online.

Launch of Concise English-Irish Dictionary

The launch of the new English-Irish Dictionary was the single biggest event of the year. The President of Ireland, Micheál D. Ó hUiginn, officially launched the *Concise English-Irish Dictionary* at an online event on 30 October. The event involved well-known figures such as Dara Ó Briain, Micheál Ó Muircheartaigh, Mary McAleese and many more, who shared their experiences with the Irish language and their attachment to the national language.

Colmcille 1500

Monday 7 December 2020 saw the beginning of Colmcille 1500, a commemorative celebration of the legacy of St Colmcille 1500 years since his birth.

As part of the commemoration, in association with Bòrd na Gàidhlig, the newly-designed Colmcille site was launched on June 9th, St Colmcille's feast day. The site features a new logo for Colmcille, the partnership programme linking Irish and Scottish Gaelic. The co-hosted site is available in Irish, Scottish Gaelic and English, and is integrated with social media channels (www.colmcille.net).

Book awards

The Publishing Awards for the Irish Language books of the Year took place. These include Gradam Réics Carló (Book of the Year for Young Readers), Gradam Uí Shúilleabháin (Book of the Year for Adult Readers) and a new award for translated works, titled Gradam de Bhaldraithe in memory of Tomás de Bhaldraithe. This work is done in partnership with Oireachtas na Gaeilge. The importance of the Awards in the context of communication lies in recognising best practice, creativity and presentation at all levels of the process of preparing a book for the market. The 2020 winners are:

- Gradam de Bhaldraithe, *Ar Luch agus ar Dhuine*, translated by Colmcille Ó Monacháin, published by Leabhar Breac.
- Gradam Réics Carló, *An Féileacán agus an Rí* by Máire Zepf, with illustrations by Shona Shirley Macdonald. Published by Futa Fata.
- Gradam Uí Shúilleabháin, *Máchail* by Ré Ó Laighléis, published by Móinín.

Coverage and presence in national media

A very important aspect of Foras na Gaeilge's work is to keep the public informed of projects, relevant news and other activities.

Foras na Gaeilge had regular contact with Irish and English language media during 2020. Representatives were made available for radio, television and newspaper interviews and press releases were issued on an ongoing basis.

Communication plans were put in place to share important information with the media and to explore issues with relevant partners.

During 2020 and COVID-19 restrictions, particular emphasis was placed on ongoing and clear communication with both the media and public through the website and social media.

Sponsorships and partnership projects

Foras na Gaeilge was delighted to provide sponsorship for a wide range of projects, including: Turas Tíre sa Teach with Sadhbh Devlin and Tarsila Krüse (a colouring book and activities for children), a new podcast entitled

Mórcáidí

Bliain eisceachtúil ab ea 2020 ó thaobh mórcáidí de bharr shrianta COVID-19, ach tapáidh deiseanna nua le hócáidí a reáchtáil ar líne.

Seoladh *Concise English-Irish Dictionary*

Ba í seoladh an fhoclóra nua Béarla-Gaeilge mórcáid na bliana nuair a sheol Uachtarán na hÉireann, Micheál D. Ó hUiginn, *Concise English-Irish Dictionary* go hoifigiúil ag ócáid ar líne ar an 30 Deireadh Fómhair. Bhí daoine mór le rá rannpháirteach san ócáid amhail Dara Ó Briain, Micheál Ó Muircheartaigh, Máire Mhic Ghiolla Íosa agus go leor eile nuair a roinn siad linn a gcuid taithí leis an nGaeilge agus an dáimh atá acu leis an teanga náisiúnta.

Colmille 1500

Ar an Luan an 7 Nollaig 2020 cuireadh tús le Colmille 1500, ceiliúradh cuimhneacháin ar feadh bliana ar 1500 ó rugadh Naomh Colmille agus ar a oidhreacht.

Mar chuid den chomóradh, seoladh suíomh nuadheartha Cholmille, i gcomhar le Bòrd na Gàidhlig, ar an 9 Meitheamh, lá féile Naomh Colmille. Ar an suíomh tá lógó nua do Cholmille, an clár comhpháirtíochta a nascann Gaeilge na hÉireann agus Gaeilge na hAlban. Tá an suíomh comhóstáilte ar fáil i nGaeilge na hÉireann, i nGaeilge na hAlban agus i mBéarla, agus tá sé comhtháite le cainéil ar na meáin shóisialta (www.colmille.net).

Gradaim Leabhar

Bronnadh Gradaim Foilsitheoireachta Leabhair Ghaeilge na Bliana – Gradam Réics Carló (Leabhar na Bliana don Léitheoir Óg), Gradam Uí Shúilleabháin (Leabhar na Bliana don Léitheoir Fásta) agus gradam úrnua do shaothair aistriúcháin, Gradam de Bhaldráithe i ndilchuimhne Thomáis de Bhaldráithe. Is i gcomhpháirt le hOireachtas na Gaeilge a dhéantar an obair seo agus is é an tábhacht atá léi, ó thaobh na cumarsáide de go háirithe, go tugann na gradaim seo aitheantas do dhea-chleachtais, do chruthaíocht agus do chur i láthair ag gach aon leibhéal den phróiseas a bhaineann le leabhar a ullmhú don mhargadh. Is iad duaisleabhair 2020:

- Buaiteoir Ghradam de Bhaldráithe, *Ar Luch agus ar Dhuine*, arna aistriú ag Colmille Ó Monacháin, arna fhoilsiú ag Leabhar Breac.
- Buaiteoir Ghradam Réics Carló, *An Féileacán agus an Rí* le Máire Zepf, arna mhaisiú ag Shona Shirley Macdonald, arna fhoilsiú ag Futa Fata.
- Buaiteoir Ghradam Uí Shúilleabháin, *Máchail* le Ré Ó Laighléis, arna fhoilsiú ag Móinín.

Clúdach agus láithreacht sna meáin náisiúnta

Is gné an-tábhachtach é seo d'obair Foras na Gaeilge leis an bpobal a choimeád ar an eolas maidir le tionscadail, nuacht ábhartha agus gníomhaíochtaí eile.

Bhí teagmháil rialta ag Foras na Gaeilge leis na meáin Ghaeilge agus Bhéarla le linn 2020. Cuireadh ionadaithe ar fáil d'agallaimh raidió, teilifíse agus nuachtáin agus eisíodh preaseisiúintí ar bhonn leanúnach. Cuireadh pleananna cumarsáide i bhfeidhm le faisnéis thábhachtach a roinnt leis na meáin agus le ceisteanna ábhartha a chioradh le páirtithe cuí. Le linn 2020, cuireadh béim ar leith ar chumarsáid leanúnach agus shoiléir leis na meáin agus leis an bpobal le linn srianta COVID-19 tríd an suíomh gréasáin agus na meáin shóisialta.

Urraíochtaí agus tionscadail le comhpháirtithe

Bhí áthas ar Fhoras na Gaeilge urraíocht a chur ar fáil do raon leathan tionscadal agus i measc na dtionscadal bhí: *Turas Tíre sa Teach* le Sadhbh Devlin agus Tarsila Krüse (leabhar dathúcháin agus gníomhaíochtaí do

Comhrá le Ógie with hÓgie Ó Céilleachair and a series of sean-nós videos as part of Togra Tom a' tSeoighe (in association with Molscéal, Cló Iar-Chonnacht and Ealaín na Gaeltachta).

A wide range of awards were sponsored to recognise best practice in using Irish in various fields. These included the Aisling Awards and the Irish Marketing Awards.

Feature advertising in the media and other projects

Printed media remain a very powerful marketing tool. They provide us with a valuable opportunity to spread content and messages widely, not only among the Irish-speaking community but in all of the island's communities.

- Sponsorship was given to a Seachtain na Gaeilge supplement in *the Irish Independent* entitled '*Grá don Ghaeilge!*' ('Love for Irish!') which was included with the newspaper on the 26th of February.
- Foras na Gaeilge's websites were constantly maintained and updated.
- Twitter, Instagram, Facebook, LinkedIn and YouTube were regularly used to publicise Foras na Gaeilge's activities during 2020. Innovative campaigns were held on the various platforms to focus public attention on the work of Foras na Gaeilge, as well as the work of various grantees and the Irish Language Lead Organisations.
- The Concise English-Irish Dictionary was the subject of a major promotional campaign on social and traditional media. Information on the online version of the English-Irish Dictionary was circulated on www.focloir.ie as a flagship project by Foras na Gaeilge. There was collaboration with PEIG.ie on a Word of the Day campaign.
- The services available on the Irish language portal site were managed under a service contract with the provider.
- A cross-departmental internal working group developed the presence of Foras na Gaeilge on social media and strengthened awareness of Foras na Gaeilge among the community.
- The Do Ghairm le Gaeilge ('Professional Opportunities with Irish') campaign was run in conjunction with Gradireland and PEIG.ie.
- A new series of interviews was filmed with various people working through Irish and made available on social media and on the Foras na Gaeilge YouTube channel.
- The GradIreland Careers Fair took place online on 30 September and 1 October 2020 and staff of Foras na Gaeilge and PEIG.ie were available to advise students on training and employment opportunities through Irish.
- The global Irish language community and Irish language audiences around the world were accommodated by this emphasis on online services, in particular in relation to learning aids available on the Foras na Gaeilge website under An Gúm (<http://www.forasnagaeilge.ie/fuinn/an-gum>) and the support material associated with the Séideán Sí project (<http://www.seideansi.ie>) and language resources at www.focloir.ie, www.tearma.ie and www.teanglann.ie. The Gúm and publishers funded by Clár na Leabhar Gaeilge have published a selection of their work in the form of an e-book which can be accessed around the world. Other funded groups were asked to be aware of the opportunities to serve these international communities, an example being how Raidió na Life and Raidió Fáilte broadcast their programmes online.

leanaí), podchraoladh nua *Comhrá le hÓgie* le hÓgie Ó Céilleachair agus sraith fiseán sean-nóis mar chuid de Thogra Tom a' tSeoighe (i gcomhar le Molscéal, Cló Iar-Chonnacht agus Ealaín na Gaeltachta).

Rinneadh urraíocht ar raon leathan gradam le haitheantas a thabhairt don sárchleachtas trí Ghaeilge i réimsí difriúla. I measc na ngradam bhí Gradaim na hAislinge agus Gradaim Mhargaióchta na hÉireann.

Gnéfhógraíocht sna meáin agus tionscadail eile

Is uirlis iontach láidir mhargaióchta iad na meáin chlóite i gcónaí. Tugann na meáin seo deis luachmhar dúinn ábhar agus teachtaireachtaí a scaipeadh go forleathan, ní hamháin i measc phobal na Gaeilge ach i measc phobal uile an oileáin:

- Rinneadh urraíocht ar fhorlíonadh Sheachtain na Gaeilge in *The Irish Independent* dar teideal *Grá don Ghaeilge!* a cuireadh ar fáil leis an nuachtán ar an 26 Feabhra.
- Rinneadh cothabháil agus nuashonruithe ar shuíomhanna idirlín Fhoras na Gaeilge.
- Baineadh úsáid rialta as Twitter, Instagram, Facebook, LinkedIn agus YouTube le gníomhaíochtaí Fhoras na Gaeilge a phoibliú le linn 2020. Reáchtáladh feachtais nuálacha ar na hárdáin éagsúla le haird an phobail a dhíriú ar obair Fhoras na Gaeilge, deontaithe éagsúla chomh maith leis na Ceanneagraíochtaí Gaeilge.
- Rinneadh mórfeachtas poiblíochta faoin Concise English-Irish Dictionary ar na meáin shóisialta agus sna meáin thraidisiúnta. Scaipeadh eolas maidir leis an leagan ar líne den Fhoclóir Béarla-Gaeilge ar www.focloir.ie mar thionscadal suaitheanta de chuid Fhoras na Gaeilge. Rinneadh obair i gcomhar le PEIG.ie ar an bhfeachtas Focal an Lae.
- Rinneadh bainistíocht ar na seirbhísí a chuirtear ar fáil tríd an suíomh tairsigh don Ghaeilge trí chonradh seirbhíse leis an soláthróir.
- Rinne meitheal thras-rannach inmheánach forbairt ar láithreach Fhoras na Gaeilge ar na meáin shóisialta agus feachtas faoi Fhoras na Gaeilge i measc an phobail a threisiú.
- Reáchtáladh an feachtas Do Ghairm le Gaeilge i gcomhar le Gradireland agus Peig.ie.
- Rinneadh scannánú ar shraith nua agallamh le daoine éagsúla atá ag obair trí Ghaeilge atá ar fáil ar na meáin shóisialta agus ar chainéal YouTube Fhoras na Gaeilge.
- Reáchtáladh Aonach Gairmeacha Grad Ireland ar líne ar an 30 Meán Fómhair agus an 1 Deireadh Fómhair 2020 agus bhí foireann Fhoras na Gaeilge agus [peig.ie](http://www.peig.ie) ar fáil le comhairle a chur ar mhic léinn maidir le deiseanna oiliúna agus fostaíochta trí Ghaeilge.
- Rinneadh freastal ar phobal domhanda na Gaeilge agus ar lucht spéise na Gaeilge ar fud an domhain trí bhéim a chur ar sheirbhísí ar líne, go háirithe áiseanna foghlama atá ar fáil ar shuíomh Fhoras na Gaeilge faoin nGúm (<http://www.forasnagaeilge.ie/fuinn/an-gum>) agus an t-ábhar tacaíochta a bhaineann leis an tionscadal Séideán Sí (<http://www.seideansi.ie>), agus áiseanna teanga ag www.focloir.ie, www.tearma.ie agus www.teanglann.ie. D'fhoilsigh an Gúm agus foilsitheoirí atá maoinithe ag Clár na Leabhar Gaeilge rogha oiriúnach dá saothar i bhfoirm ríomhleabhar ar féidir teacht orthu ar fud an domhain. Iarradh ar ghrúpaí eile a gcuirtear maoiniú ar fáil dóibh a bheith airdeallach agus iad i mbun oibre ar na deiseanna atá ann freastal ar na pobail idirnáisiúnta seo, mar shampla an tslí a gcaolann idir Raidió na Life agus Raidió Fáilte a gcuid clár ar líne.

CORPORATE OBJECTIVE 5: POLICY, PLANNING & RESEARCH

To propose, advise on, implement and monitor policies and programmes of work in order to meet the needs of language promotion in the public and private sectors throughout the island of Ireland

Staff integration and organisational affairs

COVID-19 has made these aspects of the organisation's work particularly challenging. COVID-19 has added to the workload of human resources in terms of communication and access to offices. Even so, these challenges have been overcome. The business continuity plan has been successful and the organisation continues to operate without interruption in service delivery despite the particular challenges in the areas of human resources and information technology. A dedicated working group has been dealing with the implications of the pandemic for the organisation, highlighting the lessons learned from this emergency and considering how it can best be used to improve working methods when the emergency comes to an end.

Arrangements for flexibility were put in place in both jurisdictions, based on guidance by both governments. These are monitored and revisited on an on-going basis with a view to greater clarity on working methods in the long term.

Three full staff meetings were held virtually to promote the integration of staff from the various offices and to share key information.

Staff performance has been managed through a standardised system across the organisation with personal, departmental and strategic planning informed by the organisation's annual business plan. A system of attendance was put into operation and, as a component of staff development, staff members were given opportunities to work remotely as far as possible.

A report by external consultants on a possible re-adaptation of human resources in the organisation was circulated but, as a result of COVID-19, no discussion started until the last quarter of 2020.

As a result of COVID-19, further work was undertaken to adapt the various financial processes related to claims, payments etc. to the present circumstances (mainly staff working remotely). Additional meetings were held to deal with expenditure that was planned but could not take place because of various circumstances, including of course COVID-19.

Statutory duties: annual reports and accounts

Materials were made available in relation to the 2019 Annual Report and Accounts in fulfilment of statutory obligations in this area.

Statutory duties: business plan and corporate plan

Foras na Gaeilge presented to the sponsoring departments a draft of the 2021 Business Plan and updated drafts of the 2020 Business Plan, along with the Corporate Plan 2020-2022.

Other statutory and reporting duties

Many other tasks relating to statutory and reporting duties were fulfilled: reporting at formal monitoring meetings with the sponsoring departments with written reports on progress on the annual business plan; reporting on all matters within Foras na Gaeilge's areas of responsibility in relation to the Five Year Action Plan prepared by the Department of Tourism, Culture, Arts,

CUSPÓIR CORPARÁIDEACH 5: POLASAÍ, PLEANÁIL & TAIGHDE

Polasaithe agus cláir oibre a mholadh, comhairle orthu a thabhairt, iad a chur chun feidhme agus monatóireacht a dhéanamh orthu d'fhonn freastal ar na riachtanais a bhaineann le cur chun cinn na teanga san earnáil phoiblí agus san earnáil phríobháideach ar fud oileán na hÉireann

Comhtháthú foirne agus reáchtáil eagraíochtúil

Bhain dúshlán ar leith leis na ngné seo d'obair na heagraíochta de bharr COVID-19. Bhí obair bhreise ann i réimse acmhainní daonna de bharr COVID-19 i dtaca le cumarsáid agus rochtain ar oifigí de ach sáraíodh na dúshláin a bhí i gceist. D'éirigh leis an bplean leanúnachais gnó sna cúinsí seo agus dá bharr lean an eagraíocht ag feidhmiú gan aon bhriseadh i soláthar seirbhísí in ainneoin na ndúshlán ar leith i réimsí na n-acmhainní daonna agus theicneolaíocht na faisnéise. Bhí meitheal ar leith ag plé go leanúnach le himpleachtaí na paindéime don eagraíocht agus ag tabhairt suntas dá bhfuil foghlamtha ón éigeandáil seo féachaint conas is fearr é a úsáid le modhanna oibre a fheabhsú nuair a bheidh an éigeandáil féin thart.

Bhí socruithe solúbhthachta i bhfeidhm sa dá dhlínse bunaithe ar threoir lárnach ón dá rialtas. Rinneadh monatóireacht agus athbhreithniú leanúnach orthu ag súil le breis soiléireachta faoin gcur chuige oibre go fadtéarmach.

Reáchtáladh trí ollchruinniú foirne go fíorúil le comhtháthú na foirne ó na hoifigí éagsúla a chur chun cinn agus eolas tábhachtach a roinnt go lárnach.

Rinneadh bainistíocht ar fheidhmíocht na foirne trí chóras caighdeánach ar fud na heagraíochta le pleananna oibre pearsanta, rannóige, stiúrthóireachta a eascraíonn ó phlean gnó bliantúil na heagraíochta. Feidhmíodh córas tinrimh agus tugadh deiseanna don fhoireann tabhairt faoi chianoiliúint ábhartha a oiread agus a bhí indéanta mar ghné den fhorbairt foirne.

Scaipeadh tuairisc a scríobh comhairleoirí seachtracha faoi athoiriúnú féideartha ar úsáid acmhainní daonna san eagraíocht ach de bharr COVID-19 níor tosaíodh ar phlé ar bith faoi go dtí an ráithe dheireanach de 2020.

De dheasca COVID-19 rinneadh obair bhreise leis na próisis airgeadais éagsúla a bhaineann le héilimh, íocaíochtaí etc. a chur in oiriúint do na cúinsí reatha (go príomha an fhoireann a bheith ag obair ó chian). Reáchtáladh cruinnithe breise athdháilte le plé le caiteachas a bhí beartaithe ach nach dtarlódh ar chúinsí éagsúla, COVID-19 ina measc ar ndóigh.

Dualgais reachtúla: tuarascálacha bliantúla agus cuntais

Cuireadh ábhar ar fáil i dtaca le Tuarascáil Bhliantúil agus Cuntais 2019 de leis na dualgais reachtúla a chomhlíonadh sa réimse seo.

Dualgais reachtúla: plean gnó agus plean corparáideach

Chuir Foras na Gaeilge dréacht de Phlean Gnó 2021 agus dréachtaí nuashonraithe de Phlean Gnó 2020, agus de Phlean Corparáideach 2020-2022 faoi bhráid na ranna coimircíochta.

Dualgais reachtúla agus tuairiscithe eile

Rinneadh freastal ar go leor cúraimí eile a raibh dualgais reachtúla agus tuairiscithe ag roinnt leo: tuairisciú ag cruinnithe foirmiúla monatóireachta leis na ranna coimircíochta trí thuairiscí scríofa a chur ar fáil ar dhul chun cinn ar an bplean gnó bliantúil, tuairisciú ar gach ábhar atá faoi réimsí

Gaeltacht, Sport and Media; appropriate reporting on prompt payments, freedom of information, data protection, publication of minutes, Dáil and Assembly questions and questions from other government departments. Elsewhere in this document, there is a separate description of some of the ways in which statutory advice is given to governments and various other authorities (see, for example, representation on different educational forums).

Best practice in language planning

Co-operation with Údarás na Gaeltachta continued on an organisational basis, particularly regarding an approach to support the language planning process. This included a series of training workshops, planning meetings and development of a number of resources.

Under the auspices of the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media, and with funding from the same source, Language Planners continued their work as part of the language planning process.

Foras na Gaeilge formally reported on the progress achieved by Foras na Gaeilge during the 2018-2022 action plan (which is a sub-plan for the implementation of the 20 Year Strategy for the Irish Language 2010-2030).

Policy, planning and research

A Strategic Direction for Foras na Gaeilge

In 2019 a draft Strategic Direction document was developed covering a period of five years. The various planning streams, both internal (Business Plan and Corporate Plan) and external (the 20 Year Strategy for the Irish Language and the Strategy to Improve and Protect the Development of the Irish Language) were taken into account. The consultation process was extended until the end of January 2020 and the second public consultation event took place in Belfast.

However, due to COVID-19 and the fact that vacancies on the Board remained unfilled (including the Chairperson's role), work on the Strategic Direction could not be progressed as expected in 2020.

Online systems

Further work on the online application system was carried out in 2020. This will integrate the capture, processing and evaluation of applications and their connection to payment and reporting systems. It is planned that the system will be phased in during 2021.

The Language Development Forum

Three meetings of the Language Development Forum were held during 2020. During these meetings, the work and plans of Lead Organisations were discussed, and feedback given during meetings of the Partnership Forum. In addition, recommendations were made to Lead Organisations on a wide range of topics. These included proposals on research topics that would benefit the work of the Lead Organisations; gaps identified in the language community in the provision of schemes and proposals; the specific needs of particular target groups; the most effective ways of presenting new projects to the public, the type of support provided at different stages of a scheme or project and the most effective ways to judge the merits of a scheme.

Siuán Ní Mhaonaigh's term as Chairperson ended in December and she was thanked for the work she had done since January 2017.

freagrachta Foras na Gaeilge i dtaca leis an bPlean Gníomhaíochta Chúig Bliana a ullmhaíonn an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán, tuairisciú cuí ar phrasiocaíochtaí, saoráil faisnéise, cosaint sonraí, foilsiú miontuairiscí, ceisteanna Dála agus Tionóil agus ceisteanna ó ranna rialtais eile. Tá cur síos ar leith ar roinnt de na bealaí a gcuirtear comhairle reachtúil ar na rialtais agus údaráis éagsúla eile in áiteanna eile sa cháipéis seo (féach, mar shampla, an ionadaíocht a dhéantar ar fhóraitm oideachasúla éagsúla).

Dea-chleachtas pleanála teanga

Leanadh den chomhoibriú le hÚdarás na Gaeltachta ar bhonn eagraíochtúil agus go háirithe ar chur chuige le tacaíocht a thabhairt don phróiseas pleanála teanga, ina measc sraith de cheardlanna oiliúna, cruinnithe pleanála agus roinnt áiseanna.

Faoi réir agus le maoiniú ón Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán lean an Pleanálaí Teanga lena cuid oibre mar chuid den phróiseas pleanála teanga.

Rinne Foras na Gaeilge tuairisciú foirmiúil ar an dul chun cinn a bhí déanta ag Foras na Gaeilge fad is a bhain leis an bplean gníomhaíochta 2018-2022 (atá mar fho-phlean d'fhorfheidhmiú *Straitéis 20 Bliain don Ghaeilge 2010-2030*).

Polasaí, pleanáil agus taighde

Treo Straitéiseach d'Fhoras na Gaeilge

In 2019 rinneadh forbairt ar an dréacht den Treo Straitéiseach a chlúdódh tréimse cúig bliana. Rinneadh deimhin de go raibh na sruthanna éagsúla pleanála, inmheánacha (Plean Gnó agus Plean Corparáideach) agus seachtracha (Straitéis 20 Bliain don Ghaeilge agus an Straitéis le Forbairt na Gaeilge a Fheabhsú agus a Chosaint) curtha san áireamh. Cuireadh síneadh ama leis an bpróiseas comhairliúcháin go dtí deireadh mhí Eanáir 2020 agus reáchtáladh an dara hócáid comhairliúcháin phoiblí i mBéal Feirste.

De bharr chúinsí COVID-19, áfach, agus chúinsí an Bhoird (de bharr nár líonadh na folúntais a bhí ar an mBord – folúntas an Chathaoirligh ina measc), níorbh fhéidir an obair ar an Treo Straitéiseach a chur chun cinn in 2020 mar a rabhtas ag súil leis.

Córas ar líne

Rinneadh obair bhreise ar an gcóras iarratais ar líne in 2020. Déanfaidh sé seo comhtháthú ar ghabháil, phróiseáil agus mheasúnú iarratas agus iad a cheangal le córais íocaíochta agus tuairiscithe. Tá sé i gceist an córas a thabhairt i bhfeidhm ar bhonn céimnitheach le linn 2021.

An Fóram Forbartha Teanga

Tionóladh trí chruinniú den Fhóram Forbartha Teanga le linn 2020. Le linn na gcruinnithe sin, rinneadh plé agus scagadh ar obair agus ar phleananna na gCeanneagraíochtaí agus tugadh aiseolas dá réir le linn cruinnithe den Fhóram Comhpháirtíochta. Lena chois sin, tugadh moltaí do na Ceanneagraíochtaí maidir le réimse leathan ábhar. Ina measc, bhí moltaí maidir le hábhair thaighde a rachadh chun sochair d'obair na gCeanneagraíochtaí; bearnaí a aithníodh sa phobal ó thaobh soláthar scéimeanna agus tograí de; sainriachtanais atá ag spriocghrúpaí faoi leith; na bealaí is éifeachtaí le tograí nua a chur i láthair an phobail, an cineál tacaíochta a chuirtear ar fáil ag céimeanna éagsúla de scéim nó de thogra agus na slata tomhais is éifeachtaí le breithiúnas a thabhairt ar fhiúntas scéime.

Tháinig deireadh le tréimhse cheapacháin an Chathaoirligh, Siún Ní Mhaonaigh, i mí na Nollag agus gabhadh buíochas léi as an obair a bhí déanta aici i mbun an chúraitm ó bhí Eanáir 2017 ann.

Review of the Partnership Approach

The arrangements for the Partnership Approach are in place as a result of the North/South Ministerial Council decision of 10 July 2013. On 17 January 2014, Foras na Gaeilge announced the six Lead Organisations that would take responsibility for six major areas of work. This is the first formal review of all arrangements since then and, although the review was resumed in 2019, COVID-19 has substantially affected some of the proposed measures. The report of the reviewer was submitted to the Foras na Gaeilge Board in the first quarter of 2021.

Use of Irish in a business context

Survey-based, all-island research on the use of Irish in a business context was commissioned. The research covered issues of general ability to use the language, questions about the additional advantage of branding goods through Irish and questions about the added monetary value associated with such branding. Comprehensive sampling (1,000+ people in both jurisdictions) was carried out so as to be representative of the entire population. The work has been carried out in a way that ensures consistency and comparison with results from other years. The survey work was carried out by Kantar.

Cad é an Scéal? ('What's the Story?')

As part of their awareness-raising work in 2020, and as the Lead Organisation responsible for advocacy, Conradh na Gaeilge published *Cad é an Scéal? 2020*, an annual research publication on issues relating to the Irish language.

A Strategic Plan for Irish as a Family Language

This work is being carried out under the auspices of Glór na nGael, one of the Lead Organisations. Representatives from Foras na Gaeilge participated in the meetings of the joint representative committee preparing a Strategic Plan for Irish as a Family Language. A draft plan has been agreed and the next steps discussed with the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media.

Strategy for Entrepreneurism

This work is being carried out under the auspices of Glór na nGael, one of the Lead Organisations. Representatives from Foras na Gaeilge participated in the joint committee meetings with other relevant organisations. The joint committee aims to agree on a sectoral strategic plan for encouraging and increasing the use of Irish in the context of business. The work of the joint committee continued throughout 2020.

Foras na Gaeilge corporate initiatives

New resources, publications and online events were regularly advertised on social media.

The dictionary staff gave public talks and lectures and conducted interviews in many different forums, particularly regarding the launch of the printed version of the New English-Irish Dictionary.

The Focal an Lae ('Word for the Day') campaign was carried out in collaboration with PEIG.ie.

Foras na Gaeilge participated in the general assembly of the European Federation of National Language Institutions (EFNIL) held virtually on 20 September and 1 October and decided to run a number of other webinars on Federation projects virtually in 2021.

Athbhreithniú ar an gCur Chuige Comhpháirtíochta

Tá na socrúithe a bhaineann leis an gCur Chuige Comhpháirtíochta i bhfeidhm de thoradh chinneadh na Comhairle Aireachta Thuaidh/Theas ar an 10 Iúil 2013, agus d'fhógair Foras na Gaeilge ar an 17 Eanáir 2014 na sé Cheanneagraíocht a bhí le freagracht a ghlacadh as sé mhór-réimse oibre. Seo an chéad athbhreithniú foirmiúil a rinneadh ar na socrúithe ar fad ó shin agus cé gur atosáíodh an t-athbhreithniú in 2019, chuir COVID-19 isteach go mór ar roinnt de na céimeanna a bhí beartaithe. Cuireadh tuairisc an athbhreithneora faoi bhráid Bhord Foras na Gaeilge sa chéad ráithe de 2021.

Úsáid na Gaeilge i gcomhthéacs gnó

Coimisiúnaíodh taighde i modh suirbhé faoi úsáid na Gaeilge i gcomhthéacs gnó ar bhonn uile-oileáin. Chuimsigh an taighde ceisteanna cumais i gcoitinne, ceisteanna faoin mbuntáiste breise atá ag earraí le brandáil trí Ghaeilge agus ceisteanna faoi luach airgeadúil breise a shamhlaítear leo. Rinneadh sampláil chuimsitheach (1,000+ duine sa dá dhlínse) agus ionadaíocht ar an bpobal uile agus rinneadh deimhin de gur tugadh faoin obair ar bhealach a dheimhnigh leanúnachas ar mhaithe le comparáid a dhéanamh le torthaí ó bhlianta eile. Ba é an comhlacht Kantar a rinne an obair suirbhéireachta dúinn.

Cad é an scéal?

Mar chuid den obair feasachta a rinne siad in 2020, mar Cheanneagraíocht atá freagrach as cúrsaí abhcóideachta, d'fhoilsigh Conradh na Gaeilge *Cad é an Scéal 2020*, taighde bliantúil faoi cheisteanna a bhaineann leis an nGaeilge.

Plean Straitéiseach don Ghaeilge mar Theanga Chlainne

Is faoi scáth na Ceanneagraíochta Glór na nGael atá an obair seo ar siúl. Bhí ionadaithe ó Fhoras na Gaeilge rannpháirteach i gcruinnithe an chomhchoiste ionadaíoch atá ag ullmhú *Plean Straitéiseach don Ghaeilge mar Theanga Chlainne*. Tá dréacht den phlean aontaithe agus plé tosaithe leis an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltacht, Spóirt agus Meán maidir leis na chéad chéimeanna eile.

Straitéis fiontraíochta

Is faoi scáth na Ceanneagraíochta Glór na nGael atá an obair seo ar siúl. Bhí ionadaithe ó Fhoras na Gaeilge rannpháirteach i gcruinnithe chomhchoiste ionadaíoch d'eagrais ábhartha. Tá sé mar aidhm ag an gcomhchoiste plean straitéiseach earnála a aontú maidir le húsáid na Gaeilge i gcomhthéacs gnó a spreagadh agus a mhéadú. Leanadh d'obair an chomhchoiste le linn 2020.

Tionscadail chorparáideacha éagsúla de chuid Fhoras na Gaeilge

Rinneadh fógraíocht rialta ar na meáin shóisialta ar áiseanna, ar fhoilseacháin nua agus ar imeachtaí ar líne.

Thug foireann an fhoclóra cainteanna agus léachtaí poiblí agus rinne siad agallaimh in go leor fóraim éagsúla, go háirithe faoi sheoladh an leagain chlóite den Fhoclóir Nua Béarla-Gaeilge.

Bhí an feachtas Focal an Lae ar bun in éineacht le PEIG.ie.

Ghlac Foras na Gaeilge páirt i gcomhthionól ginearálta Chónaidhm Eorpach na nInstitiúidí Náisiúnta Teanga (EFNIL) a reáchtáladh go fíorúil ar an 20 Meán Fómhair agus ar an 1 Deireadh Fómhair agus glacadh cinneadh roinnt seimineár gréasáin eile faoi thionscadail na Cónaidhme a reáchtáil go fíorúil in 2021.

Various projects and funding approved by Foras na Gaeilge's Board were publicised in the media, the website and social media on an ongoing basis.

Reporting on energy

Office Location / County	Electricity	Fossil Fuels					Action and Planning	
	kWh Electricity	kWh Natural Gas (heat)	kWh Gas Oil	kWh Transport Fuel (Petrol, diesel)	kWh Transport Fuel (LPG)	kWh Total Fossil Fuel	Actions taken in 2020	Planning for 2021
Amiens St/ Dublin	175,011	132,771	N/a	N/a	N/a	N/a	New A-rated Office Building, solar panels in use. Airconditioning system in use. Heat recovery system also in use. Doors and windows closed most of the time.	Continue with the new automatic systems.
Gaoth Dobhair / Donegal	31,189	N/a	N/a	N/a	N/a	N/a	Energy-saving bulbs in use where possible	Lights are kept off and doors closed where possible.
AIS - Dunshaughlin / Co. Meath	36,658	137,230	N/a	N/a	N/a	N/a	New office and warehouse, C3-rated. Doors closed and lights off where possible. LED lights installed in the offices and warehouse.	Lights are kept off and doors closed where possible.
Ráth Chairn (RC) / Co. Meath	25,651	N/a	N/a	N/a	N/a	N/a	Storage heaters in use which accounts for the single bill here.	Lights and heat are kept off when nobody is in the room.

Rinneadh poiblíocht leanúnach ar thionscadail éagsúla agus ar mhaoiniú a cheadaigh Bord Foras na Gaeilge sna meáin, ar an suíomh gréasáin agus ar na meáin shóisialta.

Tuairisciú i leith fuinnimh

Oifig / Centrae	Leictreachas	Breosla Iontaise					Céimeanna agus Pleanáil	
	Leictreachas	Gás Nádirtha (teas)	Gás Ola	Breosla iompar (Peitreal, artola)	Breosla iompar (LPG)	Breosla Iontaise iomlán	Céimeanna tógtha 2020	Pleanáil do 2021
Sráid Amiens / Baile Átha Cliath	175,011	132,771	Ní/bh	Ní/bh	Ní/bh	Ní/bh	Oifig/Foirgneamh nua, grád A. Páineil greine ina úsáid. Córas aerchoirthe in úsáid. Córas ghluabála, teasa freisin. Doirse agus fuinneoga dúnta den chuid is mó.	Leasúcháin ar aghaidh le na córais nua uathoibríoch.
Gaoth Dobhair / Dún na nGall	31,189	Ní/bh	Ní/bh	Ní/bh	Ní/bh	Ní/bh	Eileibeanna tiosacha fíod agus is féidir.	Soilse a mhúchadh agus doirse a choinneáil dúnta an oiread is féidir.
AIS - Dún Seachlainn / Co. na Mí	36,658	137,230	Ní/bh	Ní/bh	Ní/bh	Ní/bh	Oifigi & trádáil nua, grád C3. Doirse dúnta agus soilse múchta an oiread is gur féidir. Soilse LED curtha isteach sna hOifigi, agus sa trádáil.	Soilse a mhúchadh agus doirse a choinneáil dúnta an oiread is féidir.
Ráth Chairn (RC) / Co. na Mí	25,651	Ní/bh	Ní/bh	Ní/bh	Ní/bh	Ní/bh	Taisc chaitheamh atá in úsáid agus sin an fith nach bhfuil ach bille amháin acu.	Múchta soilse agus feis nuair nach mbíonn duine sa seomra.

RENUMERATION REPORT

The North/South Implementation Bodies Annual Reports and Accounts Guidance, issued jointly by the Department of Finance (DoF) in the North and the Department of Public Expenditure & Reform (DPER) in the South, requires the disclosure of the remuneration and pension entitlements of certain senior staff members.

The Senior Management team consists of the Chief Executive and Directors. The Chief Executive is the Accountable Person for Foras na Gaeilge.

Remuneration Policy

Foras na Gaeilge's remuneration policy is to follow Public Sector salaries for staff based on the island of Ireland and as directed by sponsor departments in the relevant jurisdiction.

Recruitment and Selection Policy

Staff appointments are made in accordance with the Language Body recruitment code which requires appointments to be made on merit principle on the basis of fair and open competition.

Termination, compensation or severance payments

During 2020 there were no termination, compensation or severance payments made.

Benefit in kind

The monetary value of benefits in kind covers any benefits provided by the employer to staff and treated as a taxable emolument. Senior management received no benefits in kind during 2020.

Bonuses

It is not the policy of Foras na Gaeilge to make any bonus payments to members of the senior management team or staff. No bonus payments have been made during the year.

Pay multiples

Foras na Gaeilge is required to disclose the relationship between remuneration of the highest-paid director in the organisation and the median remuneration of the organisation's workforce.

	2020 €	2020 £	2019 €	2019 £
The highest paid Director	128,229	114,085	125,715	113,144
Median Remuneration of staff	50,577	44,998	49,943	44,949
Ratio	2.54	2.54	2.52	2.52

In 2020 and 2019 no employee received remuneration in excess of the highest paid director.

TUAIRISC AR LUACH SAOTHAIR

Éilíonn an Treoir do Chuntais do na Comhlachtaí Forfheidhmithe

Thuaidh/Theas atá comh-eisithe ag an Roinn Airgeadais i dTuaisceart Éireann agus ag an Roinn Caiteachais Phoiblí agus Athchóirithe i bPoblacht na hÉireann go bhfoilseofaí teidlíochtaí sochair oifige agus pinsin i gcás baill shinsearacha foirne áirithe.

Is é an Fhoireann Ardbhainistíochta ná an Príomhfheidhmeannach agus na stiúrthóirí.

Is é an Príomhfheidhmeannach an Duine Freagrach i bhForas na Gaeilge.

Polasaí Íocaíochta

Is é polasaí íocaíochta Fhoras na Gaeilge ná treoir na seirbhíse poiblí a leanúint i dtaobh tuarastail de ar oileán na hÉireann, agus faoi ordú na ranna urraíochta sa dlínse chuí.

Polasaí Earcaíochta agus Roghnaithe

Earcaítear baill foirne de réir chód earcaíochta an Fhoras Teanga, cód a éilíonn go ndéanfar ceapacháin ar phrionsabal an fhiúntais agus ar bhonn na hiomaíochta córa agus oscailte.

Íocaíochtaí Foirceanta, i gCúiteamh nó Téarfa

Le linn 2020 níor íocadh aon íocaíochtaí foirceanta, i gcúiteamh nó téarfa.

Sochar Comhchineáil

Clúdaíonn luach airgeadais ar shochar comhchineáil aon sochar tugtha ag an bhfostaí don fhoireann agus caitear leis mar shaothar oifige inchánach. Ní bhfuair baill na hardbhainistíochta aon sochar comhchineáil in 2020.

Íocaíochtaí sa Bhreis

Ní polasaí é i bhForas na Gaeilge íocaíochtaí sa bhreis a íoc le lucht na hardbhainistíochta nó leis an bhfoireann. Níor íocadh aon íocaíocht sa bhreis i mbliana.

Iolraithe Pá

Éilítear ar Fhoras na Gaeilge an gaol idir luach saothair an stiúrthóra is airde pá san eagraíocht agus luach saothair airmheánach fhoireann na heagraíochta.

	2020 €	2020 £	2019 €	2019 £
An stiúrthóir is airde pá	128,229	114,085	125,715	113,144
Luach saothair airmheánach na foirne	50,577	44,998	49,943	44,949
Cóimheas	2.54	2.54	2.52	2.52

Ní bhfuair aon fhostaí in 2020 ná 2019 luach saothair níos mó ná an stiúrthóir ab airde pá.

Salary and Pension entitlements of the Senior Management team

	Chief Executive	Director of Development Services	Director of Corporate Services	Director of Publishing, Lexicography & Terminology	Deputy Chief Executive/ Director of Education Services
	S. Ó Coinn				
Salary 2020	€128,229	€102,159	€101,114	€99,177	€62,326
Accrued Pension at Pension Age as at 31 12 20	€15,300	€51,100	€5,400	€12,800	€4,800
Accrued Lump Sum as at 31 12 20	€45,800	€153,200	€21,700	€38,400	-
Real increase in Pension at pension age	€2,100	€1,100	€1,200	€1,400	€1,300
Real increase in Lump Sum at pension age	€6,200	€3,100	€4,600	€4,300	-
CETV @ 31/12/19	€305,400	€1,133,700	€65,600	€269,500	€31,000
CETV @ 31/12/20	€362,000	€1,130,400	€86,400	€296,900	€43,800
Real increase in CETV	€56,600	(€3,300)	€20,800	€27,400	€12,800
Value of Pension benefits accrued in 2019	€43,600	€39,200	€26,300	€32,000	€30,000
Value of Pension benefits accrued in 2020	€48,200	€25,100	€28,600	€32,300	€26,000

Notes:

The Cash Equivalent Transfer Values (“CETVs”) are not guaranteed and are for illustrative purposes only.

CETVs have been calculated based on estimated projected pension benefits as at 31 December 2019 and 31 December 2020.

The value of pension benefits accrued in 2019 and 2020 include employee contributions payable given individual data is not available.

Teidlíochtaí tuarastail agus pinsin na Foirne Ardbhainistíochta

	Príomh- fheidhm- eannach	Stiúrthóir Seirbhísí Forbartha	Stiúrthóir Seirbhísí Corparáid- eacha	Stiúrthóir Seirbhísí Foilsitheoir- eachta, Foclóir- eachta agus Téarmaíochta	Leas-Phríomh- fheidhm- eannach / Stiúrthóir Seirbhísí Oideachais
	S. Ó Coinn				
Tuarastal 2020	€128,229	€102,159	€101,114	€99,177	€62,326
Sochar Fabhraithe ag Aois Pinsin de réir 31 12 20	€15,300	€51,100	€5,400	€12,800	€4,800
Cnapshuim fhabhraithe de réir 31 12 20	€45,800	€153,200	€21,700	€38,400	-
Méadú iarbhír ar Shochair ag Aois Phinsin	€2,100	€1,100	€1,200	€1,400	€1,300
Méadú iarbhír ar Chnapshuim ag Aois Phinsin	€6,200	€3,100	€4,600	€4,300	-
LACA@ 31/12/19	€305,400	€1,133,700	€65,600	€269,500	€31,000
LACA@ 31/12/20	€362,000	€1,130,400	€86,400	€296,900	€43,800
Méadú iarbhír ar LACA	€56,600	(€3,300)	€20,800	€27,400	€12,800
Luach ar Shochair Phinsin Fabhraithe in 2019	€43,600	€39,200	€26,300	€32,000	€30,000
Luach ar Shochair Phinsin Fabhraithe in 2020	€48,200	€25,100	€28,600	€32,300	€26,000

Nótaí:

Níl an Luach Aistrithe Coibhéis Airgid (LACA) cinnte agus foilsítear é chun críocha léiriúcháin amháin.

Ríomhadh Luach Aistrithe Coibhéis Airgid (LACA) bunaithe ar shochair phinsin réamh-mheasta ar an 31 Nollaig 2019 agus an 31 Nollaig 2020.

Tá ranníocaíochtaí foirne san áireamh i luach na sochar pinsin iníoctha in 2019 agus 2020 toisc nach bhfuil fáil ar shonraí faoi dhaoine aonair.

For members over NRA there are no available CETV factors published. In such circumstances we have calculated an estimated factor using extrapolation.

For Alpha benefits, the accrued pension figures assume the salary provided by the Body is equal to Actual Pensionable Earnings over the year to 31 March 2020.

The calculations in the table above are based on salary as at 31 March 2020 which is the renewal date for the North South Pension Scheme.

SALARY BANDS FOR EMPLOYEES

The number of employees at the end of the year whose emoluments (including pension contributions) fell within the following bands (this represents the annual emoluments) were as follows:

	2020	2019
	No.	No.
Less than €40,000	23	24
€40,001-€50,000	5	6
€50,001 - €60,000	11	10
€60,001 - €70,000	4	4
€70,001 - €80,000	5	9
€80,001 - €90,000	6	1
€90,001 - €100,000	0	1
€100,001 - €110,000	3	2
€110,001 - €120,000	0	0
€120,001 - €130,000	1	1

BOARD MEMBERS REMUNERATION

Board Members' emoluments (the Chairperson included) for the year ended 31 December 2020 were as follows:

Board 01 January - 31 December 2020	2020	2020
	€	Stg£
Pól Ó Gallchóir - Chairperson (term ended 12/12/2020)	11,359	10,106
Barra Ó Muirí - Deputy Chairperson	7,519	6,690
Máire Ní Neachtain	7,695	6,846
Conor Mc Guinness	7,695	6,846
Mairéad Farrell (resigned from the Board 08/02/2020)	818	728
Maighréad Ní Chonghaile	5,884	5,235
Sorcha Ní Chéide	7,695	6,846
Niall Ó Gallochobhair	7,695	6,846
Wuraola Majekodunmi (appointed to the Board 27/11/2020)	727	647
Dáithí Mac Cárthaigh (appointed to the Board 27/11/2020)	727	64
Dr Neasa Ní Chiaráin (appointed to the Board 27/11/2020)	Note (i)	Note (i)
Liam Rushe (appointed to the Board 16/12/2020)	331	295
Liadh Ní Riada (appointed to the Board 16/12/2020)	331	295
Kevin Ó hEadhra (appointed to the Board 16/12/2020)	331	294
Caoimhín Mac Giolla Mhín (appointed to the Board 16/12/2020)	253	225

I gcás baill atá thar an aois náisiúnta scoir ní fhoilsítear aon tosca LACA. Ina gcásanna siúd, ríomhamar tosca measta trí eachtarshuí.

I gcás sochair Alpha, glactar leis sna figiúirí fabhraithe pinsin gurbh ionann an tuarastal a iocann an Foras agus Tuilleamh Iarbhír Inphinsin thar an mbliain go 31 Márta 2020.

Tá na ríomhanna sa tábla thuas bunaithe ar thuarastal amhail dáta athbhreithnithe na Scéime Pinsin Thuaidh Theas, 31 Márta 2020.

BANDAÍ TUARASTAIL NA FOIRNE

Seo a leanas an líon fostaithe ag deireadh na bliana ar tháinig a gcuid sochar oifige (lena n-áirítear ranníocaíochtaí pinsin) laistigh de na bandaí seo a leanas (léiríonn sé seo na sochair oifige bhliantúla):

	2020	2019
	Líon	Líon
Níos lú ná €40,000	23	24
€40,001-€50,000	5	6
€50,001 - €60,000	11	10
€60,001 - €70,000	4	4
€70,001 - €80,000	5	9
€80,001 - €90,000	6	1
€90,001 - €100,000	0	1
€100,001 - €110,000	3	2
€110,001 - €120,000	0	0
€120,001 - €130,000	1	1

LUACH SAOTHAIR AN BHOIRD

Seo a leanas luach saothair na gcomhaltáí boird (an Cathaoirleach san áireamh) don bhliain dar chríoch an 31 Nollaig 2020:

An Bord 01 Eanáir - 31 Nollaig 2020	2020	2020
	€	Stg£
Pól Ó Gallchóir – Cathaoirleach (d'éag a chomhaltas 12/12/2020)	11,359	10,106
Barra Ó Muirí – Leas-Chathaoirleach	7,519	6,690
Máire Ní Neachtain	7,695	6,846
Conor Mc Guinness	7,695	6,846
Mairéad Farrell (d'éirigh as an mBord 08/02/2020)	818	728
Maighréad Ní Chonghaile	5,884	5,235
Sorcha Ní Chéide	7,695	6,846
Niall Ó Gallochobhair	7,695	6,846
Wuraola Majekodunmi (ceaptha ar an mBord 27/11/2020)	727	647
Dáithí Mac Cárthaigh (ceaptha ar an mBord 27/11/2020)	727	647
An Dr Neasa Ní Chiaráin (ceaptha ar an mBord 27/11/2020)	Nóta(i)	Nóta (i)
Liam Rushe (ceaptha ar an mBord 16/12/2020)	331	295
Liadh Ní Riada (ceaptha ar an mBord 16/12/2020)	331	295
Kevin Ó hEadhra (ceaptha ar an mBord 16/12/2020)	331	294
Caoimhín Mac Giolla Mhín (ceaptha ar an mBord 16/12/2020)	253	225

Doiminic Ó Brolcháin (appointed to the Board 16/12/2020)	253	225
Southern Nominee (to be confirmed)	n/a	n/a
Southern Nominee (to be confirmed)	n/a	n/a
	<u>59,313</u>	<u>52,771</u>

There were two vacancies (two southern nominees) on the Board of Foras na Gaeilge at 31 December 2020.

Board Members' expenses were €9,473 (Stg£8,428) in 2020.

Note (i) No board fees payable under the Department of Public Expenditure and Reform's, 'One Person One Salary' principle.

Board members received no bonus payments benefits in kind or pension benefits during 2020.

Doimnic Ó Brolcháin (ceaptha ar an mBord 16/12/2020)	253	225
Ainmní ó dheas (le deimhniú)	n/bh	n/bh
Ainmní ó dheas (le deimhniú)	n/bh	n/bh
	<u>59,313</u>	<u>52,771</u>

Bhí dhá fholúntas (dhá ainmní ó dheas) ar bhord Fhoras na Gaeilge ar an 31 Nollaig 2020.

Ba é an méid a caitheadh ar chostais Chomhaltaí Boird in 2020 ná €9,473 (Stg£8,428).

Nóta (i) Ní raibh aon táillí boird iníoctha faoin bprionsabal Duine Amháin Tuarastal Amháin de chuid na Roinne Caiteachais Phoiblí agus Athchóirithe.

Ní bhfuair comhaltaí boird íocaíochtaí sa bhreis, sochair chomhchineáil nó sochair phinsin le linn 2020.



A modern metal bridge with a white frame and railings spans across a rocky river. The water is turbulent, creating white foam as it flows over dark rocks. In the background, a steep, green hillside rises, dotted with large, dark rocks. The sky is clear and blue.

Accoont o Tha Boord o Ulstèr-Scotch
Report of The Ulster-Scots Agency
Tuairisc ó Ghníomhaireacht na hUltaise

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Vision and Mission Statement

Vision

The vision of the Ulster-Scots Agency is that Ulster-Scots should flourish as a rich, vibrant and growing culture with a global legacy that is recognised at home and abroad.

Mission

The Ulster-Scots Agency will inspire, educate and empower people to understand and enjoy their Ulster-Scots identity, while working to continuously improve the governance, financial performance and customer focus of the organisation.

Fís agus Ráiteas Misin

Fís

Is é fis Gníomhaireacht na hUltaise an Ultais a bheith faoi bhláth mar chultúr saibhir, beoga agus fásamhar a bhfuil oidhreacht dhomhanda aige a aithnítear sa bhaile agus thar lear.

Misean

Tabharfaidh Gníomhaireacht na hUltaise inspioráid, oideachas agus cumas do dhaoine lena bhféiniúlacht Ultaise a thuiscint agus le taitneamh a bhaint aisti, ag obair go leanúnach ag an am céanna le rialachas, feidhmíocht airgeadais agus fócas ar chustaiméirí na heagraíochta a fheabhsú.

Chairman's Foreward

2020 has been a challenging year with the COVID-19 pandemic impacting upon many elements of our work.

When COVID-19 struck, the Agency adapted quickly across our various areas of work to switch to remote working whilst reaching out to support all of our stakeholders during this unprecedented time. Our focus at the beginning was to protect our staff and community and to deal with the immediate impacts of COVID-19.

The Agency used technology to seamlessly enable all our staff to continue working and deliver services to the community, thus ensuring funding was getting to those that needed it. The Agency had to also restructure the way in which it works to be able to deliver more content and services digitally.

The Agency was able to commence exciting partnership projects with the Gamble Library, the Linen Hall Library and the Presbyterian Church in Ireland. The Agency continues to work in partnership with local councils to take forward projects such as the Andrew Jackson cottage interpretation.

The disconnection from our community was a major challenge and we overcame this with online platforms such as Zoom and Microsoft Teams. We also delivered Language Week online with a successful series of events and our social media attracted unprecedented numbers throughout the year due to the increased focus in the digital realm.

Thanks to our colleagues in the Department for Communities, following an intervention from Minister Ní Chuilín, the Agency was awarded additional funding of £850k via the Indigenous Language and Culture COVID Support scheme to support the community during this difficult time. This was a significant investment in our community.

The Agency maintained its presence in schools by carrying on some work remotely. Tutors were able to provide Zoom lessons and recorded video media for their pupils.

The Agency continued to assist the development of capacity within the Ulster-Scots community at grassroots level through our funding of the Monreagh Ulster-Scots Heritage Centre and the Ulster-Scots Community Network who continued to provide guidance on funding opportunities, governance, and training needs to the community throughout the year. This led to groups getting access to £634K of grant funding from a range of sources in this year.

On behalf of the Agency board I would like to thank all those, both inside and outside the Agency, who contributed to our work in this difficult year, which despite all the hurdles has continued to improve awareness of and participation in Ulster-Scots across Ulster and build the reputation of Ulster-Scots at home and abroad.

*Keith Gamble
Chairman*

Réamhrá an Chathaoirligh

Bliain dhúshlánach a bhí in 2020, agus paindéim COVID-19 ag cur isteach a go leor gnéithe dár gcuid oibre.

Nuair an tharla COVID-19, chuaigh an Ghníomhaireacht i dtraith go tapa inár réimsí éagsúla oibre go léir, le hathrú go cianobair agus ag an am céanna ag síneadh amach chun tacú lenár bpáirtithe leasmhara go léir le linn an ama seo nach raibh a leithéid riamh ann. Dhíríomar ar dtús ar ár bhfoireann agus ár bpobal a chosaint agus chun plé le tionchair thosaigh COVID-19.

D'úsáid an Ghníomhaireacht teicneolaíocht go réidh lenár bhfoireann uile a chumasú chun leanúint ar aghaidh ag obair agus ag soláthar seirbhísí don phobal, ag cinntiú dá réir go raibh maoiniú ag dul a fhad leo siúd a raibh sé ag teastáil uathu. B'éigean don Ghníomhaireacht an chaoi ina n-oibríonn sí a athstruchtúru chun a bheith ábalta níos mó inneachair agus seirbhísí a sholáthar go digiteach.

Bhí an Ghníomhaireacht ábalta tionscadail chomhpháirtíochta iontacha a thosú le Leabharlann Gamble, Leabharlann Halla an Línéadaigh agus an Eaglais Phreispitéireach in Éirinn. Leanann an Ghníomhaireacht ar aghaidh ag obair i gcomhpháirt le comhairlí áitiúla chun tionscadail amhail léirmhíniú theach Andrew Jackson a thabhairt chun tosaigh.

Bhí an scaradh ónár bpobal ina dhúshlán mór agus sháraíomar seo le hardáin ar líne amhail Zoom agus Microsoft Teams. Sholáthraíomar Seachtain Teanga ar líne freisin, le sraith rathúil imeachtaí agus mheall ár meáin shóisialta líon daoine nach bhfacthas riamh roimhe i rith na bliana mar gheall ar an mbéim níos mó sa réimse digiteach.

A bhui lenár gcomhghleacaithe sa Roinn Pobal, tar éis idirghabháil ón tAire Ní Chuilín, bronnadh £850,000 tríd an scéim Tacaíochta COVID do Theanga agus Cultúr Dúchais chun tacú leis an bpobal ag an am deacair seo. Bhí seo ina infheistiú suntasach inár bpobal.

Choinnigh an Ghníomhaireacht a láithreach i scoileanna trí roinnt oibre a dhéanamh ó chian. Bhí teagascóirí ábalta ceachtanna Zoom a chur ar fáil agus thairfead siad meáin fise dá ndaltaí.

Lean an Ghníomhaireacht ar aghaidh ag cabhrú cumas a fhorbairt istigh i bpobal na hUltaise ag an mbonnleibhéal trínár maoiniú d'Ionad Oidhreachta Ultaise na Móine Riabhaí agus Líonra Pobail na hUltaise a lean ar aghaidh ag tabhairt treorach maidir le deiseanna maoinithe, rialachas, agus riachtanais oiliúna i rith na bliana. De bharr seo bhí rochtain ag grúpaí ar £634,000 de mhaoiniú deontais ó réimse foinsí i mbliana.

Thar ceann na Gníomhaireachta ba mhaith liom buíochas a ghabháil leo siúd go léir, taobh istigh agus taobh amuigh den Ghníomhaireacht, a chabhraigh maidir lenár gcuid oibre le linn na bliana deacra seo, a lean léi, in ainneoin na gconstaicí go léir, ag feabhsú feasacht ar an Ultais agus rannpháirtíocht inti ar fud Chúige Uladh agus a lean léi ag tógáil chlu na hUltaise sa bhaile agus thar lear.

*Keith Gamble
Cathaoirleach*

Background to the Ulster-Scots Agency

The North/South Language Body was set up as one of the North/South bodies under the Belfast Agreement of 1998. The body comprises two agencies, Tha Boord o Ulster-Scotch (The Ulster-Scots Agency) and Foras na Gaeilge (The Irish Language Agency). Each of these Agencies has a separate Board; the two Boards together constitute the Board of the North/South Language Body. The Chairpersons of the Agencies are the Joint Chairs of the North/South Language Body – otherwise known as Tha Boord o Leid in Ulster-Scots and An Foras Teanga in Irish.

The Body has a Board of 24 members appointed by the North/South Ministerial Council (NSMC). Of those members:-

- Sixteen are drawn from among persons appearing to NSMC to have an interest in, or experience of, matters relating to the functions of the Body in relation to the Irish language; and
- Eight are drawn from among persons appearing to NSMC to have an interest in, or experience of, matters relating to the functions of the Body in relation to Ullans and Ulster-Scots cultural issues.

The Agency is responsible to the North/South Ministerial Council, and in particular to the two Ministers, in the Northern Ireland Assembly and Dáil Eireann, whose remit includes language and culture.

The Agency's statutory remit is the "promotion of greater awareness and use of Ullans and Ulster-Scots cultural issues, both within Northern Ireland and throughout the island"

In carrying out its functions in relation to Ulster-Scots language and cultural issues the Agency may:

- Provide advice to both administrations, public bodies and other groups in the private and voluntary sectors;
- Undertake research and promotional campaigns; and
- Support projects and grant aid bodies and groups.

The Agency has a staffing complement of 15.77 approved posts, headed by a Chief Executive Officer and 3 Directors. The Agency has its headquarters in Belfast with a regional office in Raphoe, County Donegal.

Cúlra Gníomhaireacht na hUltaise

Bunaíodh an Foras Teanga Thuaidh/Theas mar cheann de na comhlachtaí Thuaidh/Theas faoi Chomhaontú Bhéal Feirste 1998. Tá dhá ghníomhaireacht sa chomhlacht, Gníomhaireacht na hUltaise agus Foras na Gaeilge. Tá Bord ar leith ag an dá Gníomhaireacht seo; is ionann an dá Bhord le chéile agus Bord an Fhorais Teanga Thuaidh/Theas. Is iad Cathaoirligh na nGníomhaireachtaí Comh-Chathaoirligh an Fhorais Teanga Thuaidh/Theas – ar a dtugtar Tha Boord o Leid in Ultais agus An Foras Teanga i nGaeilge.

Tá Bord ceithre chomhalta is fiche ag an bhForas Teanga, arna gceapadh ag an gComhairle Aireachta Thuaidh/Theas (CATT). Ar na comhaltaí sin:-

- is daoine iad seisear déag acu ar léir do CATT spéis nó taithí a bheith acu i gcúrsaí a bhaineann le feidhmeanna an Fhorais Teanga maidir leis an nGaeilge; agus
- tarraingítear ochtar acu as measc daoine ar léir do CATT spéis nó taithí a bheith acu i gcúrsaí a bhaineann le feidhmeanna an Fhorais Teanga maidir leis an Ultais agus le saincheisteanna cultúrtha na hUltaise.

Tá an Foras Teanga freagrach don Chomhairle Aireachta Thuaidh/Theas, agus go háirithe don dá Aire, i dTionól Thuaisceart Éireann agus i nDáil Éireann, a bhfuil teangacha agus cultúr san áireamh ina sainchúram.

Is é sainchúram reachtúil na Gníomhaireachta “níos mó feasachta ar an Ultais agus a húsáid, agus níos mó feasachta ar shaincheisteanna cultúrtha na hUltaise, a chur chun cinn laistigh de Thuaisceart Éireann agus ar fud an oileáin”.

Agus í ag comhlíonadh a cuid feidhmeanna maidir le teanga na hUltaise agus le saincheisteanna cultúrtha, féadfaidh an Gníomhaireacht na nithe seo a leanas a dhéanamh:

- Comhairle a thabhairt don dá lucht riaracháin, do chomhlachtaí poiblí agus do ghrúpaí eile san earnáil phríobháideach agus san earnáil dheonach;
- Tabhairt faoi thaighde agus faoi fheachtais fógraíochta; agus
- Tacaíocht a thabhairt do thionscadail agus comhlachtaí agus grúpaí deontaschabhracha.

Tá líon foirne 15.77 post faofa, faoi cheannas an Phríomhfheidhmeannaigh agus triúr Stiúrthóirí. Tá ceanncheathrú na Gníomhaireachta i mBéal Feirste agus tá oifig réigiúnach i Ráth Bhoth gContae Dhún na nGall.

Director's Report

How the Board Operates

The Chairperson leads the Board and ensures its effectiveness. In addition to the Chairperson, there were four independent North South Ministerial Council (NSMC) appointed board members who have a range of strong and complementary skills and a keen interest in Ulster-Scots. Unfortunately due to the stalemate at Stormont and the elections in the Southern constituency the Southern appointees terms ran out in mid- December 2019 and it is unlikely they will be replaced until March 2021. However the Agency continues to have a quorum and operate within standing orders. A statement of their responsibilities is set out in the foreword to the Accounts.

The Agency Board provides strategic direction and leadership to the organisation within the parameters of policy set by, and in consultation with, the NSMC. The Board has delegated responsibility to the Senior Management Team for the day to day management of operations, staff and budgets to ensure that the business targets set by the Board are progressed on a timely basis. The Board's primary function is, therefore, to set the corporate business agenda and ensure that the organisation delivers in terms of its strategic goals. The Board reviews performance against targets including any consequent corrective actions, risk implications and contingency measures.

The Agency also has an Audit & Risk Committee to support the Board in identifying risk, its impact and the corporate response to managing that risk. The Committee's main objective is to contribute independently to the Board's overall process for ensuring that an effective internal control system is maintained.

Before each Board and Committee meeting, relevant reports and papers, including financial performance data and detailed updates on the progress and implementation of the strategic plan where appropriate, are circulated to Board/Committee members. The Board has the opportunity to discuss these reports and updates and to challenge directly the Senior Management Team, who attend all or part of the Board meetings.

The key responsibilities and areas of focus for the Board are:

- Strategy – contribute to the development of, and agree, the Agency's strategy.
- Financial and operational performance – review and monitor the performance of the Agency, including through regular reporting and discussions with the Senior Management Team.
- Senior management – ensure that the Senior Management Team has the skills and resources to deliver the strategy and that appropriate succession and contingency planning is in place.
- Evaluation and composition – review the performance of the Board and its Committees to ensure that they are effective. Ensure that the Board and its Committees comprise competent and capable individuals with a range of skills and experience who bring independent views to the decisions being made.

Tuairisc an Stiúrthóra

An chaoi a bhfeidhmíonn an Bord

Tá an Cathaoirleach i gceannas ar an mBord agus cinntíonn sé nó sí go bhfuil sé éifeachtach. Chomh maith leis an gCathaoirleach, bhí ceithre chomhalta boird neamhspleácha ann arna gceapadh ag an gComhairle Aireachta Thuaidh Theas (CATT) a bhfuil réimse de scileanna láidre agus comhlántacha acu agus a bhfuil spéis mhór acu san Ultais. Ar an drochuair, mar gheall ar an tsáinn in Stormont agus na toghcháin sa toghcheantar ó Dheas, tháinig téarmaí na ndaoine ceaptha sa Deisceart chun críche i lár mhí na Nollag 2019 agus ní dócha go gcuirfear aon duine ina n-ionad go dtí Márta 2021. Ach tá córam ag an nGníomhaireacht fós agus feidhmíonn sí fós laistigh d'orduithe seasta. Leagtar amach ráiteas ar a bhfreagrachtaí sa réamhrá leis na Cuntais.

Cuireann Bord na Gníomhaireachta treoir straitéiseach agus ceannasaíocht ar fáil don eagraíocht laistigh de na teorainneacha polasaí atá leagtha síos ag, agus i gcomhairle leis, an gComhairle Aireachta Thuaidh Theas. Tá an fhreagracht tarmilgthe ag an mBord don Fhoireann Ardbhainistíochta as bainistiú laethúil ar chúrsaí oibriúcháin, foirne agus buiséid chun a chinntiú go bhfuil na spriocanna gnó atá leagtha síos ag an mBord curtha chun cinn go tráthúil. Is é príomhfeidhm an Bhoird, dá bhrí sin, an clár gnó chorparáidigh a shocrú agus a chinntiú go n-éiríonn leis an eagraíocht maidir lena spriocanna straitéiseacha. Déanann an Bord athbhreithniú ar fheidhmíocht de réir spriocanna, ag áireamh aon bheart ceartaitheach dá bharr sin, impleachtaí riosca agus bearta teagmhasachta.

Tá Coiste Iniúchta & Riosca ag an nGníomhaireacht chomh maith le tacú leis an mBord riosca, a thionchar agus an fhreagairt chorparáideach ar bhainistiú an riosca sin a aithint. Is é príomhchuspóir an Choiste cur go neamhspleách le próiseas foriomlán an Bhoird maidir le cinntiú go gcoimeádtar córas éifeachtach rialaithe inmheánaigh.

Roimh gach cruinniú Boird agus Coiste scaiptear tuairiscí agus páipéir ábhartha, lena n-áirítear sonraí maidir le feidhmíocht airgeadais agus nuashonruithe mionsonracha ar dhul chun cinn agus feidhmiú an phlean straitéisigh nuair is cuí, ar bhail Boird/Coiste. Bíonn an deis ag an mBord na tuairiscí agus na nuashonruithe seo a phlé agus dúshlán díreach a thabhairt don Fhoireann Ardbhainistíochta, a fhreastalaíonn ar na cruinnithe Boird go léir nó ar chuid acu.

Is iad príomhfhreagrachtaí agus réimsí fócais an Bhoird:

- Straitéis – cur le forbairt straitéis na gníomhaireachta agus í a chomhaontú.
- Feidhmíocht airgeadais agus oibriúcháin – athbhreithniú agus monatóireacht ar fheidhmíocht na gníomhaireachta, lena n-áirítear tuairiscí rialta agus comhráite leis an bhfoireann ardbhainistíochta.
- Ardbhainistíocht – a chinntiú go bhfuil na scileanna agus na hacmhainní ag an fhoireann ardbhainistíochta leis an straitéis a chur i gcrích agus go bhfuil pleanáil chuí maidir le comharbas agus teagmhas i bhfeidhm.
- Measúnú agus ballraíocht – athbhreithniú a dhéanamh ar fheidhmíocht an Bhoird agus a Choistí lena chinntiú go bhfuil siad éifeachtach. A chinntiú go bhfuil daoine inniúla agus cumasacha ar an mBord agus a Choistí a bhfuil réimse scileanna agus taithe acu a thugann tuairimí neamhspleácha go dtí na cinntí atá á ndéanamh.

- Internal controls – maintain an appropriate internal control framework.
- Risk – ensure that there are effective risk management policies and processes in place and an appropriate governance structure.

During 2020, the Board of the Agency met on 9 occasions and the following table sets out the attendance:

Board Member	Number of Meetings potentially able to attend	Number of Meetings actually attended
Mr Keith Gamble (Chairperson)	9	9
Ms Julie Andrews	9	9
Mr Iain Carlisle	9	9
Mr David McNarry	9	2

The Audit and Risk Committee

The Audit and Risk Committee should comprise of 3 Board members and 2 members co-opted from other bodies. Due to the late appointment of Southern Board Members the Agency operated with one Board member and 2 members co-opted from other bodies as follows and met on 4 occasions during 2020 and the following table sets out the attendance:

Audit and Risk Committee Member	Number of Meetings Potentially able to attend	Number of Meetings actually attended
Ms Julie Andrews (Chairperson)	4	4
Mr Ray Dolan (co-opted from Safefood)	4	4
Ms Patricia McCaffrey (co-opted from Waterways Ireland)	4	4

During the year other sub- committees namely the Grants Committee, Grants Appeals Committee did not meet due to not having enough Board members to make up the membership of these committees. All business was taken to the Board.

- Rialuithe inmheánacha – creatlach rialaithe inmheánaigh chuí a choinneáil.
- Riosca – a chinntiú go bhfuil polasaithe agus próisis éifeachtacha maidir le bainistíocht riosca i bhfeidhm agus struchtúr rialachais cuí.

Le linn 2020 tháinig Bord na Gníomhaireachta le chéile naoi n-uaire agus leagtar amach sa tábla seo thíos an tinreamh:

Comhalta Boird	Líon na ggruinnithe arbh fhéidir freastal orthu	Líon na ggruinnithe a ndearnadh freastal orthu go fíor
An tUas. Keith Gamble (Cathaoirleach)	9	9
An tUas. Julie Andrews	9	9
An tUas. Iain Carlisle	9	9
An tUas. David McNarry	9	2

An Coiste Iniúchta agus Riosca

Ba cheart triúr comhaltaí Boird agus beirt chomhaltaí arna gcomhthoghadh ó chomhlachtaí eile a bheith ar gCoiste Iniúchta agus Riosca. Mar gheall ar cheapachán mall Comhaltaí Boird ón Deisceart, d'fheidhmigh an Ghníomhaireacht le comhalta Boird amháin agus beirt chomhaltaí arna gcomhthoghadh ó chomhlachtaí eile mar seo a leanas agus tháinig siad le chéile ceithre huair le linn 2020 agus leagtar amach sa tábla seo a leanas an freastal:

Comhalta Coiste Iniúchta agus Riosca	Líon na ggruinnithe arbh fhéidir freastal orthu	Líon na ggruinnithe a ndearnadh freastal orthu go fíor
An tUas. Julie Andrews (Cathaoirleach)	4	4
An tUas. Ray Dolan (comhthofa ó Bhiaslán)	4	4
An tUas. Patricia McCaffrey (comhthofa ó Uiscebhealaí Éireann)	4	4

Le linn na bliana níor tháinig fochoistí eile, is iad sin Coiste na nDeontas, Coiste na nAchomharc Deontais, le chéile de bhrí nach raibh go leor comhaltaí Boird acu chun ballraíocht na gcoistí seo a dhéanamh suas. Tugadh an gnó uile go dtí an Bord.

Remuneration Report

Report on the Remuneration of Senior Management

The senior management of the Agency are considered to be the CEO, Directors and Board of the Ulster-Scots Agency. The Chief Executive is the Accounting Officer as approved by NSMC and is responsible for the efficient and effective administration of the Agency.

Policy on the remuneration of senior managers for current and future financial years.

At the beginning of the year, senior managers are set objectives based on the Agency's Corporate and Business plans. These are periodically reviewed and reported to the Board on a continual basis. Individual goals and objectives of the senior management team are reviewed and assessed throughout the year using the Agency's Performance Management Framework. This means that the CEO assesses the Directors' performance which is then reviewed and countersigned by the Chairman of the Board. The CEO's is also assessed by the Chairman of the Board.

The pay scales of the Senior Management who are based in the NI jurisdiction mirror those of the NICS pay scales. The pay scales for each NICS grade contain a number of pay points from minima to maxima, allowing progression towards the maxima based on performance. The Annual increments are issued to the Agency through the Sponsoring Department in the relevant jurisdiction (Department for Communities (DfC)) from the Department of Finance which has been approved by the Finance Minister. Prior to implementation, the proposed salary increases are approved by the Agency's Board and both Sponsoring Departments of each jurisdiction (DfC and Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM)).

Service contracts

Senior management appointments are made in accordance with the North/South Language Recruitment Code, which requires appointment to be on merit principle on the basis of fair and open competition but also includes the circumstances when appointments may otherwise be made. The senior management of the Ulster-Scots Agency appointments are open-ended with a notice period of three months/twelve weeks. Termination payments are in accordance with contractual terms. During the year 2020 there were no compensation or severance payments to senior management.

Salary and pension entitlements

The following sections provide details of the remuneration and pension interests of the senior management of the Agency.

Tuairisc ar Luach Saothair

Tuairisc ar luach saothair Ardbhainisteoirí

Meastar gurb iad Príomhoifigeach Feidhmiúcháin, Stiúrthóirí agus Bord Gníomhaireacht na hUltaise ardbhainisteoirí na Gníomhaireachta. Is é an Príomhfheidhmeannach an tOifigeach Cuntasach mar atá faofa ag CATT agus tá sé freagrach as riarachán éifeachtúil agus éifeachtach na Gníomhaireachta.

Polasaí ar luach saothair ardbhainisteoirí don bhliain airgeadais reatha agus do bhlianta amach anseo

Ag tús na bliana, socraítear cuspóirí do bhainisteoirí sinsearacha bunaithe ar phleananna Corparáideacha agus Gnó na Gníomhaireachta. Déantar iad seo a athbhreithniú go tréimhsiúil agus tuairiscítear iad don Bhord ar bhonn leanúnach. Déantar spriocanna agus cuspóirí fhoireann na hardbhainistíochta a athbhreithniú agus a mheasúnú i rith na bliana ag úsáid Chreat Bainistíochta Feidhmíochta na Gníomhaireachta. Ciallaíonn sé seo go ndéanann an Príomhfheidhmeannach feidhmíocht na Stiúrthóirí a mheasúnú, atá ansin athbhreithnithe agus comhshínithe ag Cathaoirleach an Bhoird. Déanann Cathaoirleach an Bhoird measúnú chomh maith ar fheidhmíocht an Phríomhfheidhmeannaigh.

Tá scálaí pá na nArdbhainisteoirí, atá go léir bunaithe ar dhlínse TÉ, ar aon dul le scálaí pá Státseirbhís Thuaisceart Éireann. Sna scálaí pá do gach grád de Státseirbhís Thuaisceart Éireann tá roinnt pointí pá ón mbun go dtí an barr, rud a ligean do dhul chun cinn i dtreo an bhair bunaithe ar fheidhmíocht. Eisítear na hincrimintí bliantúla don Gníomhaireacht trí na Ranna Coimircíochta sa dlínse chuí (an Roinn Pobal (RP)) ón Roinn Airgeadais atá ceadaithe ag an Aire Airgeadais. Sula gcuirtear i bhfeidhm iad, ceadáíonn Bord na Gníomhaireachta agus an dá Roinn Coimircíochta sa dá dhlínse (RP agus an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM)).

Conarthaí seirbhíse

Déantar ceapacháin bhainistíochta shinsearacha de réir an Chóid Earcaíochta Teanga Thuaidh/Theas, a éilíonn go mbeidh ceapachán de réir fiúntais ar bhonn iomaíocht chothrom agus oscailte ach a áiríonn chomh maith na tosca nuair a fhéadfaidh ceapacháin a dhéanamh seachas sin. Is ceapacháin cheannoscailte iad ardbhainisteoirí Gníomhaireacht na hUltaise, le fógra trí mhí nó dhá sheachtain déag. Tá íocaíochtaí foirceanta de réir téarmaí conartha. Le linn na bliana 2020 ní dhearnadh aon chúiteamh nó scaoilíocaíocht le hardbhainisteoirí.

Teidlíochtaí tuarastail agus pinsin

Sna codanna seo a leanas tá sonraí chúiteamh agus leasanna pinsin ardbhainisteoirí na Gníomhaireachta.

Remuneration (including salary) and pension entitlements of Senior Management Staff – CEO (Chief Executive Officer), DOCS (Director of Corporate Services), DOEL (Director of Education & Language).

	2020				2019			
	Salary £	Salary €	Pension Benefits £*	Benefits in kind	Salary £	Salary €	Pension Benefits £*	Benefits in kind
Ian Crozier ** (CEO)	54,588	61,355	26,100	Nil	55,458	63,178	24,000	Nil
David McCallum (DOCS)	45,512	51,154	22,300	Nil	41,934	47,772	31,100	Nil
Richard Hanna (DOEL)	39,909	44,857	20,000	Nil	36,929	42,070	18,000	Nil

*The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increases due to inflation and any increase or decrease due to a transfer of pension rights.

Pay multiples

The Agency is required to disclose the relationship between remuneration of the highest-paid director in their organisation and the median remuneration of the organisation’s workforce.

	2020 £	2020 €	2019 £	2019 €
The highest paid Director	54,588	61,355	55,458	63,178
Median remuneration of staff	32,523	36,554	31,614	36,014
Ratio	1.7		1.7	

The remuneration of the highest paid director in 2020 was £54,588 (2019: £55,458). This was 1.7 times the median salary of the workforce which in 2020 was £32,523. In 2020 no employee received remuneration in excess of the highest paid director.

Total remuneration includes salary and non-consolidated performance-related pay. It does not include employer pension contributions and the cash equivalent transfer value of pensions.

Salary

‘Salary’ includes gross salary and any other allowance to the extent that it is subject to UK/Irish taxation. There were no overtime, recruitment and retention allowances, private office allowances or ex gratia payments paid to any staff member in the year.

Benefits in Kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by HM Revenue and Customs / Ireland’s Department of Revenue as a taxable emolument. There were no benefits in kind provided to staff in the year.

Bonuses

It is not the policy of the Agency to make any bonus payments to members of the senior management team or staff. No bonus payments have been made during the year.

Luach saothair (lena n-áirítear tuarastal) agus teidliochtaí pinsin Ball Foirne Ardbhainistíochta – PF (Príomhfheidhmeannach), SSC (Stiúrthóir Seirbhísí Corparáideacha), SOT (Stiúrthóir Oideachais & Teanga).

	2020				2019			
	Tuarastal £	Tuarastal €	Sochair Phinsin £*	Sochair chomh- chineáil	Tuarasta l £	Tuarastal €	Sochair Phinsin £*	Sochair chomh- chineáil
Ian Crozier ** (PF)	54,588	61,355	26,100	Nialas	55,458	63,178	24,000	Nialas
David McCallum (SSC)	45,512	51,154	22,300	Nialas	41,934	47,772	31,100	Nialas
Richard Hanna (SOT)	39,909	44,857	20,000	Nialas	36,929	42,070	18,000	Nialas

*Déantar luach sochar pinsin a fhabhraítear le linn na bliana a ríomh mar (an fíorardú pinsin iolraithe faoi 20) móide (an fíorardú in aon chnaphshuim) lúide (na ranníocaíochtaí déanta ag an duine). Ní áirítear sna fíorarduithe arduithe mar gheall ar bhoilsciú agus aon ardú nó ísliú mar gheall ar aistriú ceartuithe pinsin.

Iolraí pá

Tá de cheangal ar an nGníomhaireacht an coibhneas idir luach saothair an stiúrthóra is airde pá ina n-eagraíocht agus luach saothair airmheánach lucht oibre na heagraíochta.

	2020 £	2020 €	2019 £	2019 €
An Stiúrthóir is airde pá	54,588	61,355	55,458	63,178
Luach saothair airmheánach foirne	32,523	36,554	31,614	36,014
Cóimheas	1.7		1.7	

Ba é luach saothair an stiúrthóra ab airde pá in 2020 £54,588 (2019: £55,458). Bhí seo 1.7 uair níos airde ná tuarastal airmheánach an lucht oibre in 2020, £32,523. In 2020 ní bhfuair aon fhostaí luach saothair níos mó ná an stiúrthóir is airde pá.

Áirítear ar luach saothair iomlán tuarastal agus pá i gcoibhneas le feidhmíocht neamh-chomhdhlúite. Ní áirítear air ranníocaíochtaí pinsin an fhostaí agus comhluach in airgead tirim luach aistrithe pinsean.

Tuarastal

Áirítear ar ‘tuarastal’ olltuarastal agus aon liúntas eile a fhad is go bhfuil sé faoi réir chánachas RA/na hÉireann. Ní raibh aon liúntas ragoibre, earcaíochta agus coinneála, liúntas d’oifig phríobháideach nó íocaíochtaí ex gratia íochta le haon bhall foirne sa bhliain.

Sochair chomhchineáil

Clúdaíonn luach airgid sochar chomhchineáil aon sochair a chuireann an fostóir ar fáil agus a bpléann HM Revenue and Customs/Coimisinéirí Ioncaim na hÉireann leis mar dhíolaíocht inchánach. Níor cuireadh aon sochair chomhchineáil eile ar fáil do bhaill foirne sa bhliain.

Bónais

Níl sé de pholasaí ag an nGníomhaireacht aon íocaíochtaí bónais a dhéanamh le baill foirne ardbhainistíochta nó baill foirne. Ní dhearnadh aon íocaíochtaí bónais le linn na bliana.

Pension Benefits

	Accrued pension at pension age as at 31/12/20 and related lump sum	Real increase in pension and related lump sum at pension age	CETV at 31/12/20	CETV at 31/12/19	Real increase in CETV
	£	£	£	£	£
Mr. Ian Crozier <i>Chief Executive</i>	Pension £10,600 Lump Sum £9,400	Pension £1,300 Lump Sum £100	117,000	103,000	14,000
Mr. David McCallum <i>Director of Corporate Services</i>	Pension £12,400 Lump Sum £20,800	Pension £1,100 Lump Sum £300	185,000	169,000	16,000
Mr. Richard Hanna <i>Director of Education & Language</i>	Pension £ 2,800 Lump Sum £ -	Pension £ 1,000 Lump Sum £ -	40,000	25,000	15,000

Members of the Board do not receive pension benefits. For full listing of the Board and their total remuneration, please see below.

Pension Arrangements - General Description of the Scheme

The pension scheme consists of a number of sections with different benefit structures. The main sections are:

The Core Final Salary Section - this is a final salary pension arrangement with benefits modelled on the Classic section on the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension (one eightieth per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal retirement age is a member's 60th birthday. Pensions in payment (and deferment) increase in line with general price inflation.

The Core Alpha Section - this is a career averaged revalued earning pension arrangement or CARE scheme with benefits modelled on the alpha section of the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension based on a percentage (2.32%) of pensionable pay for each year of active membership (the pension is increased at the start of each scheme year in line with general price inflation) and spouse's and children's pensions. Normal Retirement Age is a member's State Pension Age in the relevant jurisdiction, which is currently 67, 68 or between 67 and 68 in the UK and 66 in Ireland. The State pension age in Ireland was due to rise to 67 from 1 January 2021 and then 68 from 1 January 2028 however, the government has deferred this change and a Pensions Commission has been established to consider the change to the State pension age, among other issues such as sustainability and intergenerational fairness. Pensions in payment (and deferment) increase in line with general price inflation.

Most Core section members have benefits in both the Final Salary and alpha sections and new entrants who join the Scheme after 1 April 2015 will, in most cases, become members of the Core alpha section.

The valuation used for FRS 102 disclosures at 31 December 2020 has been carried out by a qualified independent actuary (Deloitte). The results this year have been prepared by carrying out a full valuation of the Scheme's liabilities incorporating market conditions and scheme data at 31 December 2020.

Sochair phinsin

	Pinsean fabhraithe ag aois phinsin mar a bhí ag 31/12/20 agus cnapshuim ghaolmhar	Fíorardú i bpinsean agus sa cnapshuim ghaolmhar ag aois phinsin	LACA ag 31/12/20	LACA ag 31/12/19	Fíorardú i LACA
	£	£	£	£	£
An tUas. Ian Crozier <i>Príomhfheidhmeannach</i>	Pinsean £10,600 Cnapshuim £9,400	Pinsean £1,300 Cnapshuim £100	117,000	103,000	14,000
An tUas. David McCallum <i>Stiúrthóir Seirbhísí Corparáideacha</i>	Pinsean £12,400 Cnapshuim £20,800	Pinsean £1,100 Cnapshuim £300	185,000	169,000	16,000
An tUas. Richard Hanna <i>Stiúrthóir Oideachais & Teanga</i>	Pinsean £ 2,800 Cnapshuim £ -	Pinsean £ 1,000 Cnapshuim £ -	40,000	25,000	15,000

Ní fhaigheann comhaltaí Boird aon sochair phinsin. Chun liosta iomlán an Bhoird agus a luach saothair iomlán a fheiceáil, féach thíos le do thoil.

Socruithe Pinsin – Cur Síos Ginearálta ar an Scéim

Is é atá sa scéim pinsin líon rannán a bhfuil struchtúir shochair éagsúla acu. Is iad na príomhrannáin:

An Croi-rannán Tuarastail Deiridh – is socrú pinsin tuarastail deiridh seo le sochair múnlaithé ar rannán Classic Phríomhscéim Pinsin na Státseirbhíse i dTuaisceart Éireann. Cuireann an scéim pinsean ar fáil (ochtódú amháin in aghaidh bliain seirbhíse), aisce nó cnapshuim (trí ochtódú in aghaidh bliain seirbhíse) agus pinsin céile agus leanaí. Is é an ghnáthaois scoir seacadú breithlá an bhaill. Ardaíonn pinsin atá á n-íoc (agus iarchurtha) i gcomhréir le boilsciú ginearálta praghsanna.

Croirannán Alpha – is socrú pinsin tuillimh athluacháilte meánaithe gairmré seo nó scéim TAMG le sochair múnlaithé ar an rannán alpha de Phríomhscéim Pinsin na Státseirbhíse i dTuaisceart Éireann. Soláthraíonn an scéim pinsean bunaithe ar chéatadán (2.32%) de phá inphinsin do gach bliain de bhallaíocht ghníomhach (méadaítear an pinsean ag tús gach scéimbhliana i gcomhréir le boilsciú ginearálta praghsanna) agus pinsin céile agus leanaí. Is é an Ghnáthaois Phinsin Aois Phinsin Stáit baill sa dlínse ábhartha, is é sin 67, 68 nó idir 67 agus 68 sa RA agus 66 in Éirinn. Bhí an aois pinsin Stáit in Éirinn le hardú go dtí 67 ón 1 Eanáir 2021 agus ansin 68 ón 1 Eanáir 2028, ach tá an t-athrú seo curtha siar ag an rialtas agus tá Coimisiún Pinsean curtha ar bun chun machnamh a dhéanamh ar an athrú ar an aois pinsin Stáit, i measc saincheisteanna eile amhail inbhuanaitheacht agus cothroime ó ghlúin go glúin. Ardaíonn pinsin atá á n-íoc (agus atá iarchurtha) i gcomhréir le boilsciú ginearálta praghsanna.

Tá sochair ag an gcuid is mó ball den Chroi-rannán sa rannán Tuarastail Deiridh agus sa rannán alpha araon agus beidh iontrálaithe nua a théann isteach sa scéim i ndiaidh an 1 Aibreán 2015, sa chuid is mo cásanna, ina mball den Chroi-rannán alpha.

Tá an luacháil a úsáidtear do nochtuithe CTA 102 ag an 31 Nollaig 2020 déanta ag achttúire neamhspleách cáilithe (Deloitte). Tá na torthaí i mbliana ullmhaithe trí luacháil iomlán a dhéanamh ar dhliteanais na scéime ag cur san áireamh dálaí margaidh agus sonraí scéime ag an 31 Nollaig 2020.

Cash Equivalent Transfer Values (CETV)

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The CETV figures include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the Agency's pension arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008 and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

Real increase in CETV

This reflects the increase in CETV that is funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

Compensation for loss of office

During the current and preceding financial year there were no compulsory or voluntary redundancies in the Agency. Therefore no costs have been incurred by the Agency and no compensation payments have been made.

Board Members' Remuneration

	2018	2018	2017	2017
	£	€	£	€
Keith Gamble	8,140	9,201	8,140	9,285
Ida Fisher	6,746	7,625	6,746	7,695
Val O'Kelly	6,746	7,625	6,746	7,695
Allen McAdam	6,746	7,625	6,746	7,695
Frederick Kettle	8,618	9,741	8,618	9,830
Iain Carlisle	5,235	5,917	5,235	5,971
Julie Andrews	5,235	5,917	5,235	5,971
David McNarry	5,235	5,917	5,235	5,971

	2020	2020	2019	2019
	£	€	£	€
Keith Gamble	8,140	9,149	8,140	9,273
Ida Fisher*	-	-	6,410	7,302
Val O'Kelly*	-	-	6,410	7,302
Allen McAdam *	-	-	6,410	7,302

Luachanna Aistrithe Coibhéise Airgid (LACA)

Is é is Luach Aistrithe Coibhéise Airgid (LACA) luach caipitlithe measúnaithe go hachtúireach shochair na scéime pinsin fabhraithe ag baill ag pointe áirithe san am. Is iad na sochair a luacháiltear sochair fhabhraithe an bhaill agus aon phinsean céile teagmhasach atá iníoctha ón scéim. Is íocaíocht é LACA a dhéanann scéim nó socrú pinsin le sochair phinsin a chinntiú i scéim nó socrú pinsin eile nuair a imíonn an ball ó scéim agus a roghnaíonn na sochair atá fabhraithe ina seanscéim a aistriú. Baineann na figiúirí pinsin a thaispeántar leis na sochair atá fabhraithe ag duine mar thoradh ar a mballraíocht iomlán sa scéim pinsin, ní hamháin a seirbhís i gcáil shinsearach lena mbaineann nochtadh.

Áirítear ar fhigiúir LACA luach aon sochair pinsin i scéim nó socrú eile atá aistrithe ag an duine isteach i socrú pinsin na gníomhaireachta. Áirítear orthu chomh maith aon socrú pinsin breise a fhabhraítear don bhall mar thoradh ar iad blianta breise seirbhíse pinsin a cheannach sa scéim ar a gcostas féin. Déantar LACA a áireamh de réir The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008 agus ní chuireann siad san áireamh aon laghdú iarbhir nó féideartha i sochair mar thoradh ar Cháin Liúntais Saoil a fhéadfaidh a bheith dlite nuair a ghlactar sochair phinsin.

Fíorardú i LACA

Léiríonn seo an méadú in LACA atá maoinithe ag an bhfostaitheoir. Ní áirítear air an méadú sa phinsean fabhraithe mar thoradh ar bhoilsciú, ranníocaíochtaí déanta ag an fhostaí (lena n-áirítear luach aon sochair a aistrítear ó scéim nó sochar pinsin eile) agus úsáideann sé fachtóirí coitianta luachála margaidh do thús agus deireadh na tréimhse.

Cúiteamh as oifig a chailleadh

Le linn na bliana airgeadais reatha agus roimhe seo ní raibh aon iomarcaíochtaí éigeantacha nó deonacha sa Ghníomhaireacht. Mar sin níl aon chostais tabhaithe ag an nGníomhaireacht agus níl aon íocaíochtaí cúitimh déanta.

Luach Saochair Bhaill an Bhoird

	2018	2018	2017	2017
	£	€	£	€
Keith Gamble	8,140	9,201	8,140	9,285
Ida Fisher	6,746	7,625	6,746	7,695
Val O’Kelly	6,746	7,625	6,746	7,695
Allen McAdam	6,746	7,625	6,746	7,695
Frederick Kettle	8,618	9,741	8,618	9,830
Iain Carlisle	5,235	5,917	5,235	5,971
Julie Andrews	5,235	5,917	5,235	5,971
David McNarry	5,235	5,917	5,235	5,971

	2020	2020	2019	2019
	£	€	£	€
Keith Gamble	8,140	9,149	8,140	9,273
Ida Fisher*	-	-	6,410	7,302
Val O’Kelly*	-	-	6,410	7,302
Allen McAdam *	-	-	6,410	7,302

Frederick Kettyle *	-	-	8,188	9,328
Iain Carlisle	5,235	5,884	5,235	5,964
Julie Andrews	5,235	5,884	5,235	5,964
David McNarry	5,235	5,884	5,235	5,964

Board members received no bonus payments, benefits in kind or pension benefits during the years ended 31 December 2019 and 2020. The amounts above reflect their total remuneration. Southern board members (*) retired 12th December 2019 and were not replaced during 2020 as expected.

Board Members expenses in 2020 were £Nil (€Nil) (2019: £8,234 (€9,380)).

Salary bands for all employees

Number of employees whose emoluments for the twelve months ending 31 December 2020 fell within the following bands:

Salary bands (£)	2020 (Nu. of employees)	2019 (No. of employees)
Less than 40,000	10	10
40,000 – 49,999	1	2
50,000 – 59,999	2	1
60,000 – 69,999	0	0

Frederick Kettyle *	-	-	8,188	9,328
Iain Carlisle	5,235	5,884	5,235	5,964
Julie Andrews	5,235	5,884	5,235	5,964
David McNarry	5,235	5,884	5,235	5,964

Ní bhfuair comhaltaí an bhoird aon íocaíochtaí bónais, sochair chomhchineáil nó sochair phinsin le linn na mblianta dar chríoch an 31 Nollaig 2019 agus 2020. Léiríonn na méideanna thuas ar luach saothair iomlán. Chuaigh Comhaltaí boird sa Deisceart (*) ar scor ar an 12 Nollaig 2019 agus níor ionadaíodh iad le linn 2020 mar a bhíodhas ag dréim leis.

Ba iad speansais Comhaltaí Boird in 2020 £Nialas (€Nialas) (2019: £8,234 (€9,380)).

Bandáí tuarastail do gach fostaí

Líon na bhfostaithe ar thit a luach saothair do na dhá mhí dhéag dar chríoch an 31 Nollaig 2020 sna bandáí seo a leanas:

Bandáí tuarastal (£)	2020 (Líon fostaithe)	2019 (Líon fostaithe)
Níos lú ná 40,000	10	10
40,000 – 49,999	1	2
50,000 – 59,999	2	1
60,000 – 69,999	0	0

Review of the Year

Strategic Themes

Following the review of the structure of the business plan the number of strategic objectives was reduced from four to three. It has been deemed a success recognising ‘learning’ about Ulster-Scots at the core of all the Agency’s work.

Although an important aspect of the Agency’s work, schools’ based education is one aspect of a much broader lifelong learning approach.

SA1 – Inspire

The Agency will identify, interpret and animate Ulster-Scots language, heritage and culture.

SA2 – Empower

The Agency will equip individuals and groups with knowledge and skills to engage with Ulster-Scots heritage, language and culture.

SA3 – Engage

The Agency will reach out locally and globally, to enhance friendship with people in Ulster whose primary identity is not Ulster-Scots: and foster kinship with people beyond Ulster who share our identity.

2020 has been a challenging year with the onset of the worldwide pandemic in March 2020. The Agency Headquarters in Belfast and our regional office in Raphoe were both closed in March 2020, with staff working from home since that date, with only essential access to the office in line with government guidance. As reported in the last Corporate Plan review the 2018 accounts were certified in December 2019 however, they were not laid until March 2021. The 2019 accounts are on target to be certified early 2021. We again expect the work with Audit to be hampered by COVID-19 as we will continue to work remotely until instructed we are able to do otherwise.

There was no change in the budget allocation and the Agency continued to work through the Draft Corporate Plan 2020 - 2022 & Business Plan 2020 and performed well to meet targets under challenging circumstances. There were areas of work affected by Covid -19 which resulted in targets not being able to be achieved. The Agency reallocated funding to other areas to ensure utilisation of the budget. During the year the Agency secured further funding for Covid-19 support in the community which resulted in extra funding of £850k .

A summary of the draft Corporate Plan’s and Business Plan targets can be seen below, the Covid funding targets are not included in these figures:

Strategic Area	Corporate Plan Targets	BP Targets 2020
SA1 - Inspire	16	20
SA2 - Empower	16	13
SA3 - Engage	6	8

Athbhreithniú ar an mBliaín

Téamaí Straitéiseacha

Tar éis athbhreithniú ar struchtúr an phlean gnó laghdáíodh líon na gcuspóirí straitéiseacha ó cheithre cinn go dtí trí cinn. Measadh gur éirigh leis, ag aithint ‘foghlaím’ faoin Ultais a bheith ag croílár obair na Gníomhaireachta.

Cé gur gné thábhachtach d’obair na Gníomhaireachta é, is gné amháin é an t-oidreachas scoilbhunaithe de chur chuige i bhfad níos leithne maidir le foghlaim ar feadh an tsaol.

RS1 – Spreag

Aithneoidh, léirmhíneoidh agus cuirfidh an Gníomhaireacht i láthair teanga, oidhreacht agus cultúr na hUltaise.

RS2 – Cumasaigh

Tabharfaidh an Gníomhaireacht do dhaoine aonarach agus do ghrúpaí eolas agus scileanna le bheith páirteach in oidhreacht, teanga agus cultúr na hUltaise.

RS3 – Meall

Déanfaidh an Gníomhaireacht for-rochtain go háitiúil agus ar fud na cruinne, le cairdeas a fheabhsú le daoine i gCúige Uladh nach Albanach-Uladh a bpríomhfhéiniúlacht, agus le dáimh a chothú le daoine taobh amuigh de Chúige Uladh a chomhroinneann ár bhféiniúlacht.

Bliain dhúshlánach a bhí in 2020, le tús na paindéime domhanda i Márta 2020. Bhí Ceanncheathrú na Gníomhaireachta i mBéal Feirste agus ár n-oifig réigiúnach i Ráth Bhoth beirt dúnta i Márta 2020, agus bhí baill foirne ag obair ón mbaile ón dáta sin i leith, gan ach rochtain riachtanach ar an oifig de réir threoir an rialtais. Mar a tuairiscíodh san athbhreithniú deireanach ar an bPlean Corparáideach rinneadh cuntais 2018 a dheimhniú i mí na Nollag 2019, ach níor leagadh iad go dtí Márta 2021. Tá cuntais 2019 ar sprioc le bheith deimhnithe go luath in 2021. Táimid ag glacadh leis go gcuirfidh COVID-19 isteach arís an obair iniúchta agus sinn ag obair ó chian fós go dtí go dtreorófar dúinn gur féidir linn a mhalairt a dhéanamh.

Ní raibh aon athrú sa leithdháileadh buiséid agus lean an Gníomhaireacht ar aghaidh ag obair tríd an Dréachtphlean Corparáideach 2020-2022 & Plean Gnó 2020 agus d’éirigh go maith léi spriocanna a chur i gcrích i dtosca dúshlánacha. Bhí réimsí oibre ann ar chuir Covid-19 isteach orthu nárbh fhéidir dá thoradh sin a spriocanna a bhaint amach. Rinne an Gníomhaireacht maoiniú a athdháileadh ar réimsí eile chun úsáid an bhuiséid a chinntiú. Le linn na bliana fuair an Gníomhaireacht tuilleadh maoinithe le haghaidh thacaíocht Covid-19 sa phobal, a raibh de thoradh air £850,000 de mhaoiniú breise.

Is féidir achoimre ar spriocanna an Dréachtphlean Chorporáidigh agus an Phlean Gnó a fheiceáil thíos, níl spriocanna maoinithe Covid san áireamh sna figiúirí seo:

Réimse Straitéiseach	Spriocanna Plean Chorporáidigh	Spriocanna Phlean Gnó 2020
RS1 – Spreag	16	20
RS2 – Cumasaigh	16	13
RS3 – Meall	6	8

The Draft Corporate Plan targets are underpinned by the Business Plan which sets out how we intend to deliver the corporate objectives.

The Business Plan and Corporate Plan targets had to be amended in year to take account of COVID-19 which resulted in funding being reallocated to utilise the funding to its optimum effectiveness. Festival and Summer schools grants were impacted and that funding was diverted to partnership projects such as our Community Impact groups and the Gamble Library. We extended our digital learning resources and commenced on a refresh of the Discover Ulster-Scots centre to prepare for its reopening.

The Southern members of the Board were retired during December 2019 which resulted in the Agency only having 4 Board members throughout the year. The Agency achieved its monitoring and evaluation targets with bi-monthly Board meetings, Audit and Risk Committee meetings however, we did not have the numbers to convene a Grants Committee or Education Committee. In the interim all business was put through the Board mechanism. Externally the Agency attended 4 Monitoring meetings with Sponsor Departments by year end. The Director of Corporate Services attends the Chief Executive's Pension Committee on behalf of the Chief Executive as well as various working groups with other members of the North/South bodies. The Staff Officer Accountant attends Finance committees and the HR & Office Manager attends the HR committee, these meetings all continued remotely.

SA1 – INSPIRE

2020 has been a year of many challenges for the Agency and a number of the targets within the Corporate Plan and Business Plan have been affected by COVID-19. Areas in which there have been delays have been centred on areas where we have been delivering events or programmes, notably delivery of North/South primary school twinnings, after-school clubs, delivery of talks, and supporting exhibitions in venues throughout the country.

The second Ulster-Scots Language week took place during November 2020 and the week was hosted online. One such event was a panel discussion in which Scottish writer, presenter and podcaster Alastair Heather, Steve Dornan a teacher, poet and writer from County Down who now lives in Aberdeenshire and Wesley Hutchinson, Professor Emeritus of Irish Studies Université Sorbonne led a lively debate.

The Agency undertook a funding call for small grants of up to €3,000 for community and voluntary groups in the Border Counties, along similar lines to those being offered in Northern Ireland via the additional Barnett consequential funds. The programme was substantially over subscribed and we allocated additional resources to meet the level of need, awarding a total of **€56,679** to 21 groups.

Focus was placed on the social media aspect of the Agency and we increased our followings on Instagram and Facebook throughout the year.

The Agency maintained a minimal presence in schools. Covid-related arrangements in schools such as maintaining 'bubbles' made it very challenging for bringing children together from different classes for music/dance tuition.

Guidance provided by authorities to schools provided considerable discretion to principals. Some principals took the decision not to permit any visits from outside agencies. A minority had been prepared to do so. The result is that Ulster-Scots Agency programmes in which we provide external tutor support have been affected.

The Agency adopted a flexible approach by offering face-to-face tuition to those schools wishing to take up the offer and distance learning opportunities for others. Any combination of face-to-face/distance learning has been accommodated by the Agency depending on demand from schools and the ability to safely follow restrictions.

Cuireann an dréachtphlean gnó taca faoin dréachtphlean corparáideach a leagann amach cad é mar is rún dúinn na cuspóirí corparáideacha a chur i gcrích.

B'éigean spriocanna an Phlean Gnó agus an Phlean Chorparáidigh a leasú le linn na bliana chun COVID-19 a chur san áireamh, agus bhí de thoradh air sin gur athdháileadh maoiniú chun an maoiniú a úsáid ar an mbealach is éifeachtaí. Bhí tionchar ar dheontais d'fhéilte agus scoileanna samhraidh agus atreoraíodh an maoiniú sin go dtí tionscadail chomhpháirtíochta amhail ár ngrúpaí Tionchair Pobail agus Leabharlann Gamble. Shíníomar ár n-acmhainní foghlama digítí agus thosaíomar ar athnuachan ar Ionad Eolais na hUltaise chun é a ullmhú le hoscait arís.

Bhí comhaltaí an Bhoird ón Deisceart ar scor le linn mhí na Nollag 2019, agus is é an toradh air sin nach raibh ach ceathrar comhaltaí Boird ag an nGníomhaireacht i rith na bliana. Bhain an Gníomhaireacht amach a spriocanna monatóireachta agus measúnaithe le cruinnithe Boird dhá uair sa mhí, cruinnithe den Choiste Iniúchta agus Riosca, ach ní raibh an líon daoine againn le Coiste Deontas nó Coiste Oideachais a thionól. San idirlinn cuireadh gach gnó trí mheicníocht an Bhoird. Go seachtrach d'fhreastail an Gníomhaireacht ar cheithre chruinniú Monatóireachta le Foras na Gaeilge faoi dheireadh na bliana. Freastalaíonn an Stiúrthóir Seirbhísí Corparáideacha ar Choiste Pinsin na bPríomhfheidhmeannach thar ceann an Phríomhfheidhmeannaigh chomh maith le grúpaí oibre éagsúla le baill eile de na comhlachtaí Thuaidh/Theas. Freastalaíonn an Cuntasóir Oifigigh Foirme ar choistí Airgeadais agus freastalaíonn an Bainisteoir AD agus Oifige ar an gcoiste AD, lean na cruinnithe seo go léir ar aghaidh ó chian.

RSI – SPREAG

Bliain ina raibh dúshlán go leor a bhí in 2020 don Gníomhaireacht agus chuir COVID-19 isteach ar roinnt de na spriocanna sa Phlean Corparáideach agus Plean Gnó. Is iad réimsí ina raibh moilleanna réimsí mar a rabhamar ag soláthar imeachtaí nó clár, go suntasach nascadh bunscoileanna Thuaidh/Theas a sholáthar, clubanna iarscoile, cainteanna a sholáthar, agus tacú le taispeántais in ionaid ar fud na tíre.

Tharla an dara seachtain Teanga Ultaise le linn na Samhna 2020 agus rinneadh an tseachtain a óstáil ar líne. Imeacht amháin acu seo ba ea plé painéil inar stiúir an scríbhneoir Albanach, an láithreoir agus an podchraoltóir, Alastair Heather, Steve Dornan, múinteoir, file agus scríbhneoir ó Chontae an Dúin agus atá anois ina chónaí i Siorrachd Obar Dheathain, agus Wesley Hutchinson, Ollamh Emeritus an Léinn Éireannaigh in Ollscoil Sorbonne, díospóireacht bhríomhar.

Thug an Gníomhaireacht faoi ghlaoch maoinithe le haghaidh miondeontas suas le €3,000 do ghrúpaí pobail agus deonacha i gcontaetha na teorann, cosúil leo siúd atá á dtairiscint i dTuaisceart Éireann trí na cistí iarmhartacha breise Barnett. Bhí ró-éileamh suntasach ar an gclár agus leithdháileadh acmhainní breise dúinn chun riar ar an leibhéal riachtanais, agus bhronnamar **€56,679** san iomlán ar ghrúpa is fiche.

Díríodh ar ghné na meán sóisialta den Gníomhaireacht agus mhéadaíomar ár lucht leanúna ar Instagram agus Facebook i rith na bliana.

Choinnigh an Gníomhaireacht láithreach fosta i scoileanna. Mar gheall ar shocruithe a bhain le Covid, leithéid 'bolgáin' a choinneáil, bhí sé iontach dúshlánach páistí a thabhairt le chéile ó ranganna éagsúla le haghaidh teagasc ceoil/damhsa.

I dtreoir a thug údaráis do scoileanna tugadh a lán rogha do phríomhoidí. Ghlac roinnt príomhoidí an cinneadh gan aon chuartheanna a cheadú ó gníomhaireachtaí seachtracha. Bhí mionlach sásta sin a dhéanamh. Ba é an toradh gur cuireadh isteach ar chláir de Gníomhaireacht na hUltaise ina gcuirimid tacaíocht ó theagascóir seachtrach ar fáil.

Ghlac an Gníomhaireacht le cur chuige solúbtha trí theagasc duine le duine a thairiscint do na scoileanna sin a bhí ag iarraidh glacadh leis an tairiscint agus deiseanna cianfhoghlama a thairiscint do scoileanna eile. Thug an Gníomhaireacht slí do mheascán ar bith d'fhoghlaim duine le duine/ó chian ag brath ar éileamh ó scoileanna agus an cumas srianta a leanúint.

Education Interventions

The Agency continued to support the educational sector with grant funding of **£196,813** towards interventions in the schools sector. Key outputs in this area of work included **£64,152** funding for music and dance tuition in schools where it was able to be facilitated throughout the year.

After School Clubs

The After School club programme attracted funding of **£5,476**, this proved very successful in the first quarter of 2020. The clubs give pupils and staff a “taster” of the various strands of the Ulster Scots language and culture and serve as a very successful introduction to more in-depth programmes such as the Flagship Schools Programme. The feedback from teachers has been very positive and this was reflected given the number of teachers who contacted us to investigate the possibility of building on the Club by participating in our Ulster-Scots Flagship School programme.

Flagship School Programme

The Flagship Programme got off to a great start in 2020 and attracted funding of **£6,336**, however this was interrupted by the intermittent school closures due to COVID-19. Tutors were able to carry on the tuition in schools which were able to facilitate outdoor classes, socially distanced classes or remote learning. In 2020, we introduced a Schools of Excellence programme which requires schools to be involved in an annual assessment to retain recognition as an Ulster-Scots School, funding in year amounted to **£15,275**. In February 2020, we were able to present Portlean National School in County Donegal with their Flagship Award, we are hopeful that we can catch up on our presentations during 2021.

OCN Lambeg & Fife

In order to meet demand, we undertook an overhaul of our OCN Lambeg course. We are now able to offer OCN courses in the Lambeg (children’s entry course) and Lambeg (adult course). As well as this, we can now offer OCN accreditation in the Fife. The OCN Lambeg course was piloted in Moy Regional Primary School, County Tyrone and Upper Ballyboley Primary School, Co Antrim. The feedback from both schools was very positive and we hope to arrange their presentation of certificates during 2021.

Online Learning Resources

The Agency committed **£33,230** to online learning resources in year including a new flagship Discover Ulster-Scots website. Other notable interventions were 24 Ulster-Scots inspired recipes published as 2 volumes of iBook on the iBook store available in 60 countries. These ‘book’s include videos. In addition, the recipes are in the process of being developed to be published as a traditional recipe book for 2021.

A second When o Wurds quiz has been developed. This follows the first one developed in 2019 which has been taken 40,000 times. This year’s quiz includes audio which enables users to hear the Ulster-Scots word pronounced and also in a contextual sentence. The test can be taken **HERE**.

Idirghabhálacha Oideachais

Lean an Ghníomhaireacht ar aghaidh ag tacú leis an earnáil oideachais le maoiniú deontais **£196,813** i dtreo idirghabhálacha san earnáil scoileanna. I measc príomhtháirgí sa réimse seo oibre bhí **£64,152** de mhaoiniú do theagasc ceoil agus damhsa i scoileanna, mar arbh fhéidir seo a éascú i rith na bliana.

Clubanna Iarscoile

Mheall an clár clubanna Iarscoile **£5,476** de mhaoiniú, agus bhí an-rath air seo sa chéad ráithe de 2020. Tugann na clubanna do dhaltai agus do bhaill foirne blaiseadh de shnáitheanna éagsúla de theanga agus de chultúr na hUltaise agus is intreoir an-mhaith iad ar chláir níos doimhne, cosúil leis an gClár Scoileanna Suaitheantais. Bhí an t-aiseolas ó mhúinteoirí iontach dearfach agus léiríodh seo i líon na múinteoirí a rinne teagmháil linn chun an fhéidearthacht a fhiosrú cur leis an gClub trí pháirt a ghlacadh inár gClár Scoileanna Suaitheantais.

Clár Scoileanna Suaitheantais

Cuireadh tús iontach leis an gClár Suaitheantais in 2020 agus mheall sé **£6,336** de mhaoiniú, ach chuir dúnadh scoileanna ó am go ham mar gheall ar COVID-19 isteach air seo. Bhí teagascóirí ábalta leanúint ar aghaidh leis an teagasc i scoileanna a bhí ábalta ranganna taobh amuigh, ranganna ina raibh scaradh sóisialta nó cianfhoghlaim a éascú. In 2020, thugamar isteach clár Scoileanna den Scoth, a éilíonn ar scoileanna a bheith páirteach i measúnú bliantúil chun aitheantas a choinneáil mar Scoil Ultaise, b'ionann maoiniú sa bhliain agus **£15,275**. I mí Feabhra 2020, bhíomar ábalta a nGradam Suaitheantais a bhronnadh ar Scoil Náisiúnta Phort Lín, táimid dóchasach go mbeimid ábalta breith suas ar ár n-ócáidí bronnta le linn 2021.

Druma Lann Bheag & Fíf Líonra Coláistí Oscailte (LCO)

Chun riar ar éileamh, thugamar faoi leasú ó bhonn ar ár gcúrsa Druma Lann Bheag LCO. Táimid anois ábalta cúrsaí LCO a chur ar fáil sa druma Lann Bheag (cúrsa iontrála leanaí) agus druma Lann Bheag (cúrsa do dhaoine fásta). Chomh maith leis seo, is féidir linn creidiúnú LCO san fhíf a thairiscint. Rinneadh an cúrsa LCO sa druma Lann Bheag a phiolótú i mBunscoil Réigiúnach na Maighe, Contae Thír Eoghain, agus Bunscoil Bhaile na Buaille Uachtair, Co. Aontroma. Bhí an t-aiseolas ón dá scoil iontach dearfach agus tá súil againn bronnadh a dteastas a shocrú le linn 2021.

Acmhainní Foghlama Ar Líne

Thiomnaigh an Ghníomhaireacht **£33,230** d'acmhainní foghlama ar líne sa bhliain, lena n-áirítear suíomh nua suaitheantais Eolais Ultaise. Idirghabhálacha suntasacha eile ba iad ceithre oideas déag arna spreagadh ag an Ultais a foilsíodh mar dhá imleabhar de ríomhleabhar sa siopa ríomhleabhar ar fáil i seasca tír. I measc na 'leabhar' seo tá físeáin. Chomh maith leis sin, táthar i mbun na hoidis a fhorbairt le foilsiú mar leabhar oideas traidisiúnta do 2021.

Tá an dara tráth ceisteanna Wheen o Words forbartha. Leanann seo ar aghaidh ón gcéad cheann a forbraíodh in 2019, a rinneadh 40,000 uair. I dtráth ceisteanna na bliana seo tá fuaim, rud a ligeann d'úsáideoirí an focal Ultaise a chloisteáil á fhuaimniú agus in abairt comhthéacsúil chomh maith. Is féidir an teist a dhéanamh ANSEO.



Lambeg Tutor Craig Sloan

Discover Ulster-Scots CREDITS COPYRIGHT

Recipes

 Butter & Soda Farts	 Molly Gowan & Clappy Doo	 Whiskey Cured Spiced Beef with Barley & Scallion
 Potato Bread/Fadga	 Crowdie (Crying Cheese)	 Treats & Ale Cake with Yellowman Honeycomb
 Scotch Broth	 Pork Griskin with Cider and Apple	 Lamb in Honey and Dulce Stout Glaze with Neeps
 Mackerel & Herrings with Mealie Crushie	 Cloutie Dumpling & Elderflower Cider Custard	 Buttermilk Cream with Sloe Gin, Blackberries and Flakemeal Biscuits













Wee Taste Recipes on the Discover Ulster-Scots website



Teagascóir Dhruma Lann Bheag Craig Sloan

Discover Ulster-Scots CREDITS COPYRIGHT

Recipes

 Butter & Soda Farris	 Molly Gowan & Clappy Doo	 Whiskey Cured Spiced Beef with Barley & Scallion
 Potato Bread/Fadga	 Crowdie (Crying Cheese)	 Treatie & Ale Cake with Yellowman Honeycomb
 Scotch Broth	 Pork Griskin with Cider and Apple	 Lamb in Honey and Dulce Stout Glaze with Neeps
 Mackerel & Herrings with Mealie Crushie	 Clootie Dumpling & Elderflower Cider Custard	 Buttermilk Cream with Sloe Gin, Blackberries and Flakemeal Biscuits

Oidís 'Wee Taste' ar an suíomh Discover Ulster-Scots

Promotional Films

This was an area the Agency has increased its activity in during the past year. **£10,406** was committed to this area and the results have been well received in many quarters. Films that were produced include the Remembrance video which is an Ulster-Scots video tribute to the 36th (Ulster) Division published on social media to mark Remembrance Day. The video received 2,000 views in the first two days and has had more than 5,000 views since publication. A series of 6 videos entitled A Bit o a Yarn featuring conversations between two native Ulster-Scots speakers were published during language week. These have maintained healthy engagements.

Ulster-Scots Language Week

Ulster-Scots Language Week (USLW), took place from 23rd to 28th November 2020. Despite the challenge posed by COVID restrictions the Agency and its partners developed a broad range of activities including panel discussions, workshops, poetry and walking tours.

The programme was supported by four local councils, Derry City and Strabane; Mid Ulster; Antrim and Newtownabbey and Lisburn and Castlereagh. In addition Monaghan County Council officials assisted in facilitating introductory language sessions with 6 local primary schools. These sessions were well received and offer new opportunities for engagement in what is not traditionally an Ulster-Scots speaking area.

Queen's Student Union facilitated an Ulster-Scots writing workshop with local writer Angeline King and a virtual social night featuring storytelling, poetry and music.

Once again a number of the events featured contributors from Scotland who are key players within the Scots language scene and their participation has both facilitated important discussions and encouraged local Ulster-Scots writers and language enthusiasts. As a result of language week, a local linguist has started to promote an Ulster-Scots word of the day on twitter.

Language week offers an important opportunity for the local Ulster-Scots community to reach out to other minority language communities and learn from their experience. In 2020 the Manx Language Development Officer or Yn Greinneyder (the encourager), delivered a workshop on her experience working to promote and support the Manx language within the community.

Despite being restricted to online activity, Language Week received significant coverage both online and in local press.

SA2 - EMPOWER

Corefunded Groups

Investment of **£376,433** was committed to core funded groups undertaking Ulster-Scots activities.

The Ulster-Scots Community Network (USCN) assisted member groups to design and deliver projects and secure necessary funding support in the region on **£634,000**. The USCN responded promptly and efficiently with up to date and accurate information and advice via one to one sessions and in excess of 3,500 phone call enquiries. The USCN continued to deliver Access NI support to 59 groups and continue to provide information about the changes to ensure compliance with AccessNI guidance.

Due to restrictions, the USCN were unable to deliver any real world roadshows and instead hosted online information sessions and sent them out through social media channels. Reach on Facebook alone was in excess of 3,000 people. Staff also worked with a range of groups and bands to assist with applications during the Covid-19 resilience grant round.

Scannáin Fógraíochta

Ba réimse seo inar mhéadaigh an Ghníomhaireacht a gníomhaíocht le linn na bliana seo caite. Tiomnaíodh **£10,406** don réimse seo agus fáiltíodh roimh na torthaí ina lán áiteanna. I measc scannáin a léiríodh tá an fiseán Remembrance, ar fiseán ómóis Ultaise é don 35ú Rannán (Ulaidh), a foilsíodh ar na meáin shóisialta chun an Lá Cuimhneacháin a chomóradh. Fuair an fiseán 2,000 amharc sa chéad dá lá agus bhí 5,000 amharc air ó foilsíodh é. Foilsíodh le linn na seachtaine teanga sraith de shé fhíseán dar teideal A Bit o a Yarn ina bhfuil comhráite idir dhá chainteoir dúchais Ultaise. Choinnigh siad seo teagmhálacha folláine.

Seachtain Teanga na hUltaise

Bhí Seachtain Teanga na hUltaise (STU) ar siúl ón 23 go dtí an 28 Samhain 2020. In ainneoin an dúshláin ó shrianta COVID d'fhorbair an Ghníomhaireacht agus a comhpháirtithe réimse leathan gníomhaíochtaí, lena n-áirítear plé painéil, ceardlanna, filíocht agus turais siúil.

Thacaigh ceithre chomhairle áitiúla leis an gclár, Cathair Dhoire agus an Srath Bán; Lár Uladh; Aontroim agus Baile na Mainistreach; Lios na gCearrbhach agus an Caisleán Riabhach. Chomh maith leis sin, chabhraigh oifigigh Chomhairle Contae Mhuineacháin seisiúin tosaigh teanga a éascú le sé bhunscoil áitiúla. Fáiltíodh roimh na seisiúin seo agus tugann siad deiseanna nua le haghaidh rannpháirtíochta i gceantar nach bhfuil traidisiún labhartha na hUltaise ann.

D'éascaigh Ollscoil na Banríona ceardlann scríbhneoireachta Ultaise leis an scríbhneoir áitiúil Angeline King agus oíche shóisialta fhíorúil le scéalaíocht, filíocht agus ceol.

Arís eile, bhí daoine ó Albain ag cur le cuid de na himeachtaí, ar daoine mór le rá iad i saol theanga na hAlbainise, agus mar gheall ar a rannpháirtíocht éascaíodh comhráite tábhachtacha agus spreagadh scríbhneoirí agus díograiseoirí áitiúla Ultaise. De thoradh ar an tseachtain teanga, thosaigh teangeolaí áitiúil ag cur chun cinn focal Ultaise an lae chun cinn ar Twitter.

Tugann an tseachtain teanga deis thábhachtach don phobal áitiúil Ultaise teagmháil a dhéanamh le pobail mhionteanga eile agus foghlaim óna dtaithí. In 2020 thug an tOifigeach Forbartha Manainnise, Yn Greinneyder (an Gríosaitheoir), ceardlann ar a taithí ag obair chun an Mhanainnis a chur chun cinn agus tacú léi sa phobal.

In ainneoin a bheith teoranta do ghníomhaíocht ar líne, fuair an tSeachtain Teanga clúdach suntasach ar líne agus sna meáin áitiúla.

RS2- CUMASAIGH

Grúpaí Bunmhaoinithe

Tiomnaíodh **£376,433** d'infheistíocht do ghrúpaí bunmhaoinithe ag gabháil de láimh gníomhaíochtaí Ultaise.

Chuidigh Líonra Pobail na hUltaise (LPU) le ballghrúpaí tionscadail a dhearadh agus a chur i gcrích agus tacaíocht mhaoinithe riachtanach timpeall **£634,000** a fháil. D'fhreagair LPU go pras agus go héifeachtúil le faisnéis chun dáta agus chruinn agus comhairle trí sheisiúin duine le duine agus níos mó ná 3,500 fiosrú gutháin. Lean LPU ar aghaidh ag soláthar thacaíocht Access NI do naoi ngrúpa is caoga agus tá siad go fóill ag soláthar faisnéise faoi na hathruithe chun comhlíontacht le treoir AccessNI a chinntiú.

Mar gheall ar shrianta, ní raibh LPU ábalta aon taispeántas taistil a sholáthar san fhíorshaol agus seachas sin d'ostaigh siad seisiúin faisnéise ar líne agus chuir siad amach iad trí chainéil ar na meáin shóisialta. Ar Facebook amháin sroicheadh corradh is 3,000 duine. D'oibrigh baill foirne chomh maith le raon grúpaí agus bannaí chun cabhrú maidir le hiarratais le linn bhabhta deontas athléimneachta Covid-19.

Music and Dance Tuition in the Community

The Agency provided grant aid to 117 projects valued at **£171,398**, which provided tuition in Scottish country and highland dance, piping, drumming, accordion, flute, drum major, fife and lambeag drumming. In March the tuition classes were suspended due to the Covid Lockdown. The Agency responded to this situation by permitting online tuition, extending the project deadlines to the 31st December and increasing financial support by increasing the level of grants from 75% to 90% support of total eligible costs. Approximately 80% of groups were able to complete their projects using the online option.

Other Grants

The Agency provided support to five projects, including a Burns based Community theatre project delivered by Bready & District Ulster-Scots to schools. The Agency supported two community radio broadcasts delivered in the summer and at Christmas in the Mourne area. The Agency continued to service demand for fiddle and highland dance tuition in Mid Armagh and supported the ongoing development of the Ulster-Scots Agency Juvenile Pipe Band. These projects adapted to COVID-19 by offering tuition via online platforms such as YouTube and developing piping and drumming teaching materials to ensure that these projects could proceed.

Community Impact

The Agency has continued to support three Community Impact projects. These projects had been greatly restricted by COVID-19, which has reduced work around group support, networking and capacity building options. The projects have diversified and offered support to the Ulster-Scots community with online options.

Community Showcases

A few Community showcases were completed before lockdown. The Agency worked in partnership with LibrariesNI to celebrate the life of Robert Burns. A Burns evening was hosted on Arranmore Island and in the Discover Ulster-Scots centre in Raphoe.

Covid -19 Resilience Fund

During October 2020 the Department for Communities received Business Case approval for £29m under the Barnett consequential to provide support for the Culture, Language, Arts and Heritage sectors.

Following an intervention from Minister Ní Chuilín, the Indigenous Language and Culture COVID Support scheme was awarded funding of £2.5m of which the Ulster-Scots share was to be £850,000.

There were 3 streams within the grant round as follows:

- Small Grants Budget of £660k = 220 grants of £3k
- Language Grants Budget of £100k = 10 grants of £10k
- Large Group Grants Budget of £90k to support group with significant losses

Grants under the Ulster-Scots scheme were awarded at the full 100% rate. The first round saw 421 groups awarded £1.053m in total, with £253,000 of the support coming from the Agency's baseline budget for 2020. The Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media (DTCAGSM) agreed with this approach given the short-term nature of the funding.

Teagasc ceoil agus damhsa sa phobal

Thug an ghníomhaireacht cúnamh deontais do 117 dtionscadal dar luach **£171,398**, lenar cuireadh ar fáil teagasc sa damhsa tíre Albanach agus damhsa na nGarbhchríoch, píobaireacht, drumadóireacht, cairdín, feadóg mhór, maor drumá, fíof agus drumadóireacht Lann Bheag. I mí an Mhárta cuireadh na ranganna teagaisc ar fionraí mar gheall ar dhianghlásáil Covid. D'fhreagair an Ghníomhaireacht ar an staid seo trí theagasc ar líne a cheadú, ag síneadh spriocdhátaí an tionscadail go dtí an 31 Nollaig agus ag ardú tacaíocht airgeadais trí leibhéal na ndeontas a ardú ó 75% go dtí 90% tacaíochta do chostais incháilithe iomlána. Bhí timpeall 80% de ghrúpaí ábalta a dtionscadail a chur i gcrích ag úsáid na rogha ar líne.

Deontais Eile

Thug an Ghníomhaireacht tacaíocht ar fáil do chúig thionscadal, lena n-áirítear tionscadal téatair Pobail bunaithe ar Burns, arna sholáthar ag Albainis na Bréadaí & an Cheantair do scoileanna. Thacaigh an Ghníomhaireacht le dhá chraoladh raidió pobail a seachadadh sa samhradh agus ag an Nollaig i gceantar Mhúrn. Lean an Ghníomhaireacht ar aghaidh ag freastal ar éileamh ar theagasc fíde agus damhsa na nGarbhchríoch agus thacaigh sí le forbairt leanúnach Ógbhanna Píob Ghníomhaireacht na hUltaise. Chuaigh na tionscadail seo in oiriúint do COVID-19 trí theagasc a thairiscint trí ardáin ar líne amhail YouTube agus ábhair theagaisc phíobaireachta agus dhrumadóireachta a fhorbairt chun a chinntiú go bhféadfadh na tionscadail seo dul ar aghaidh.

Tionchar ar an bPobal

Lean an Ghníomhaireacht ar aghaidh ag tacú le trí thionscadal Tionchair Pobail. Bhí srian mór ar na tionscadail seo mar gheall ar COVID-19, a laghaigh obair timpeall ar thacaíocht do ghrúpaí, líonrú agus roghanna maidir le acmhainneacht a thógáil. D'éagsúlaigh na tionscadail agus thairg siad tacaíocht do phobal na hUltaise le roghanna ar líne.

Taispeántais Phobail

Cuireadh roinnt taispeántas Pobail i gcrích roimh an dianghlásáil. D'oibrigh an Ghníomhaireacht i gcomhpháirt le LibrariesNI chun saol Robert Burns a cheiliúradh. Óstáladh oíche Burns ar Árainn Mhór agus in Ionad Eolais na hUltaise i Ráth Bhoth.

Ciste Athléimneachta COVID-19

Le linn Dheireadh Fómhair 2020 fuair an Roinn Pobal faomhadh ar Chás Gnó le haghaidh £29m faoin gciste iarmhartach Barnett chun tacaíocht a chur ar fáil do na hearnálacha Cultúir, Teanga, Ealaíon agus Oidhreacht.

Tar éis idirghabháil ón Aire Ní Chuilín, bronnadh £2.5 milliún de mhaoiniú ar an scéim Tacaíochta COVID do Theanga agus Cultúr Dúchais, arbh é cuid na Ultaise £850,000.

Bhí trí shruth an laistigh den bhabhta deontais mar seo a leanas:

- Miondeontais £660,000 de bhuiséad = 220 deontas £3,000
- Deontais teanga £100,000 de bhuiséad = 10 ndeontas £10,000
- Deontais do ghrúpaí móra £90,000 de bhuiséad chun tacú le grúpa a bhfuil caillteanais mhóra aige

Bronnadh deontais faoi scéim na hUltaise ag an ráta iomlán 100%. Sa chéad bhabhta bronnadh £1.053m san iomlán ar 421 ghrúpa, agus tháinig £253,000 den tacaíocht ó bhuiséad bonnlíne na Gníomhaireachta do 2020.

Chomhaontaigh an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán (RTCEGSM) leis an gcur chuige seo agus nádúr gearrthéarmach an mhaoinithe san áireamh.

The Small Grants and Language Grants streams opened on 2nd November 2020 and closed on 2nd December 2020. The Larger Group Grants opened on 23rd November 2020 and closed on 7th December 2020.

The Small Grants stream at year end was substantially over subscribed. The Department has previously indicated that funders who find themselves over subscribed will be met with flexibility, so we are hopeful that additional resources can be made available in early 2021. We approved applications on a first come, first served basis and once the current small grants budget of £660k was allocated, the remaining applications were placed on a reserve list, pending the availability of additional funds.

SA3 - ENGAGE

Ulster-Scots in curriculum-based learning

During 2020 a number of primary schools in Northern Ireland that the Agency fund were involved in a pilot programme involving the Agency developed 'Land of Promise' curriculum-based teaching and learning experience. The subject is based on 18th century migration of Ulster-Scots to the north-east of America (present day Maine).

The programme explores organised migration of Ulster-Scots families to America in the 18th century whilst making it engaging for young children. The story follows the McFadden family who left County Londonderry in 1718 and settled in Merymeeting Bay in what is now the state of Maine.

This particular family was chosen because a descendent of the family owns the site where the family settled and an archaeological dig of the McFadden homestead has been taking place for some years and is ongoing.

This provides, we believe, a tangible link with history and adds value to learning through 'living history' opportunities.

The 'Land of Promise' Programme has a number of elements which are designed to help schools embed an Ulster-Scots based thematic approach and provide active learning opportunities through engaging resources and experiences.

Recognition of Past Projects

An event that took place which included the Omagh Protestant Boys band's appearance in the St Patrick's Day Parade in Savannah Georgia during 2019 was used as a case study in the Scottish & Irish Ireland-Scotland Joint Bilateral Review. This has given some focus for both governments on the exchange of good practice which increases the scope for increased exchange and partnerships between different diaspora organisations. The case study can be read **HERE**.

Joint Projects

The Safeguarding team continued to work with the Department for Communities Arts and Culture Safeguarding Forum in conjunction with Foras na Gaeilge. The Corporate Teams also worked together on the annual Section 75 duties and reports.

Osclaíodh sruth na Miondeontas agus sruth na nDeontas Teanga ar an 2 Samhain 2020 agus dúnadh iad ar an 2 Nollaig 2020. Osclaíodh Deontas na nGrúpaí Móra ar an 23 Samhain 2020 agus dúnadh é ar an 7 Nollaig 2020.

Bhí ró-éileamh suntasach ar shruth na Miondeontas ag deireadh na bliana. Chuir an Roinn in iúl roimhe go bpléifear go solúbtha le maoinitheoirí a mbeidh ró-éileamh orthu, mar sin táimid dóchasach gur féidir acmhainní breise a chur ar fáil go luath in 2021. D’fhaomhamar iarratais an mbonn tús freastail ar an gceann is túisce agus a luaithe is a leithdháileadh an buiséad reatha miondeontas £660,000, cuireadh na hiarratais a bhí fágtha ar liosta cúlta, ag feitheamh le cistí breise a bheith ar fáil.

RS3 - MEALL

An Ultais i bhfoghlaim churaclambhunaithe

Le linn 2020 bhí roinnt bunscoileanna i dTuaisceart Éireann atá maoinithe ag ciste na Gníomhaireachta páirteach i gclár píolótach lena mbaineann an t-eispéireas teagaisc agus foghlama curaclambhunaithe a d’fhorbair an Gníomhaireacht. Tá an t-ábhar bunaithe ar imirce Albanaigh Ultacha san ochtú haois déag go hoirthuaisceart Mheiriceá (Maine sa lá atá inniu ann).

Fiosraíonn an clár imirce eagraithe teaghlach Albanach Ultach go Meiriceá san ochtú haois déag, agus déanann é tarraingteach do pháistí óga. Leanann an scéal teaghlach Mhic Pháidín, a d’fhág Contae Dhoire in 1718 agus a lonnigh in Merrymeeting Bay i gceantar atá i stát Maine mar atá inniu.

Roghnaíodh an teaghlach áirithe seo mar tá an suíomh ar lonnigh an teaghlach ann i seilbh duine de shliocht an teaghlaigh agus tá tochailt seandálaíochta in áitreabh Mhic Pháidín ar siúl le roinnt blianta.

Tugann sé seo, dar linn, nasc follasach leis an stair agus cuireann sé luach leis an bhfoghlaim trí dheiseanna ‘staire beo’.

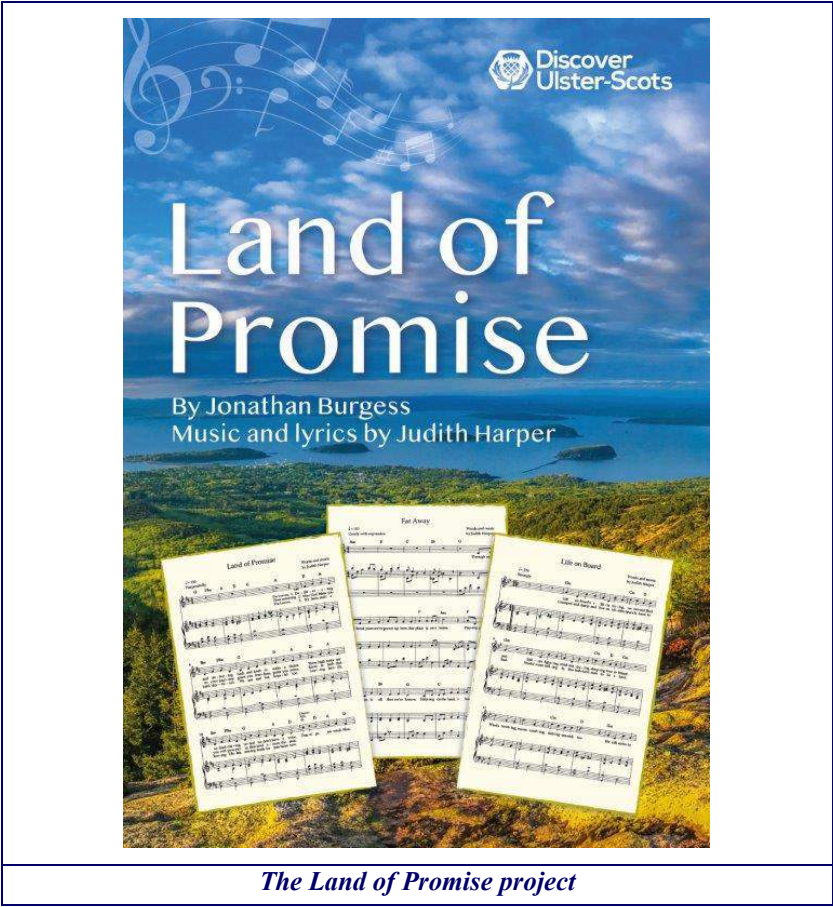
Tá roinnt gnéithe ag an gClár ‘Tír a bhfuil Gealladh Fúithi’ atá deartha le cabhrú le scoileanna cur chuige téamach bunaithe ar an Ultais a leabú agus deiseanna foghlama gníomhacha a chur ar fáil trí acmhainní agus eispéirí tharraingteacha.

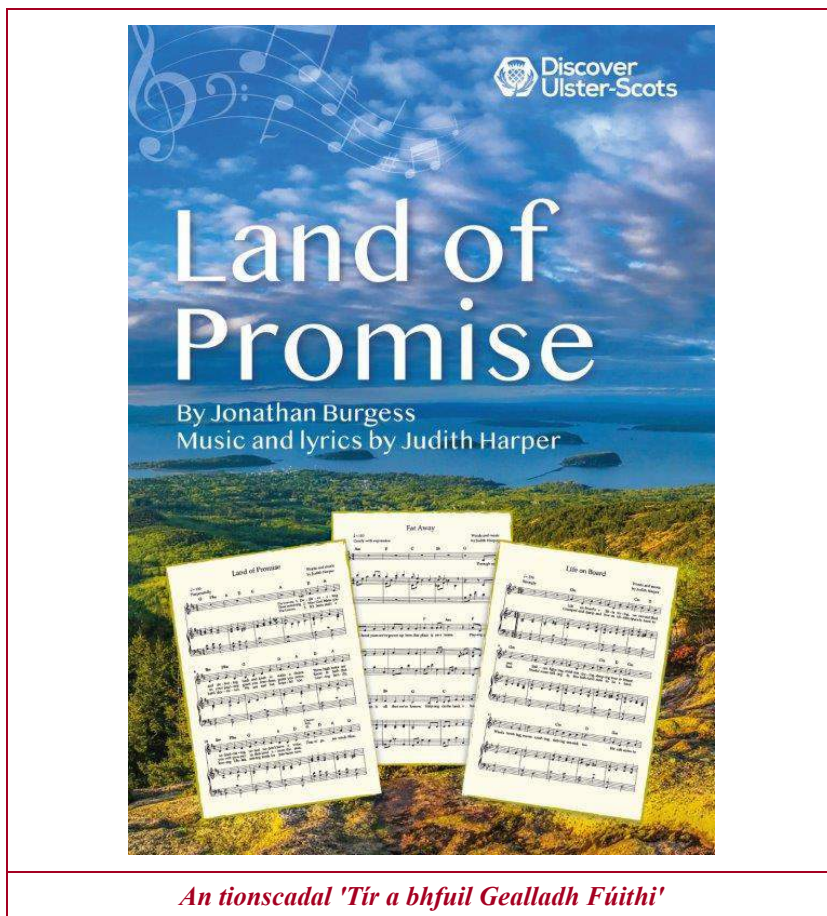
Aitheantas ar Thionscadail Roimhe Seo

Úsáideadh imeacht a tharla ina raibh Banna Fliúite Bhuachaillí Protastúnacha na hÓmaí i Mórshiúl Lá Fhéile Pádraig in Savannah Georgia, le linn 2019, mar chás-staidéar sa Chomh-athbhreithniú Déthaobhach Éireann-Alban Éireannach & Albanach. Thug seo roinnt fócais don dá rialtas maidir le malartú an chleachtais is fearr, rud a mhéadaíonn an raon le haghaidh níos mó malairte agus comhpháirtíochtaí idir eagraíochtaí éagsúla diaspóra. Is féidir an cás-staidéar a léamh **ANSEO**.

Comhthionscadail

Bhí an fhoireann um Chumhdach fós ag obair le Fóram um Cumhdach na Roinne Pobal, Ealaíon agus Cultúir i gcomhar le Foras na Gaeilge. D’oibrigh na foirne corparáideacha le chéile chomh maith ar dhualgais agus tuairiscí bliantúla alt 75.





Corporate

Corporate Plan & Business Plan 2020

An annual review of activity against the 2017-2019 Corporate Plan took place in January 2020; it showed that the Agency were on target to meet the vast majority of the aims and objectives as laid out in the plan. This however underwent many amendments as the year progressed and the COVID-19 situation evolved.

Systems

The Agency continued to monitor its IT systems and during 2020 smoothly and securely shifted to remote working for the duration of COVID-19. 2020 also saw the Agency shift its email services to Office 365 and in 2021 will see the entire filing structure moved to a cloud based subscription service which will also enhance our business continuity plans and disaster recovery plans. There were no significant outages during the year or any breaches of security in the system.

Internal Audit

Internal Audit is an important part of the overall Corporate Governance of the Agency. The Internal Audit function is carried out by an external contractor so as to operate an independent appraisal function. The Internal Auditors test systems, associated procedures and controls and reports upon their effectiveness which Management then review and adjust as necessary to ensure robust systems of control are in place.

Below is the table of ratings that is achievable.

Satisfactory	Overall there is a satisfactory system of governance, risk management and control. While there may be some residual risk identified, this should not significantly impact on the achievement of system objectives.
Limited	There are significant weaknesses within the governance, risk management and control framework which, if not addressed, could lead to the system objectives not being achieved.
Unsatisfactory	The system of governance, risk management and control has failed or there is a real and substantial risk that the system will fail to meet its objectives.

During 2020 the Agency reviewed the following areas and ratings achieved:

Area Audited 2020	Internal Audit Assurance Rating
Complaints, Gifts and Hospitality	Satisfactory
Drawdown Procedures	Satisfactory
Finance	Satisfactory
Grants Management & Government Funding Database	Satisfactory
Safeguarding	Satisfactory
IT Security, Business Continuity Plan & Disaster Recovery	Satisfactory
GDPR	Satisfactory

Corparáideach

Plean Corparáideach & Plean Gnó 2020

Rinneadh athbhreithniú bliantúil ar ghníomhaíocht de réir Phlean Corparáideach 2017-2019 i mí Eanáir 2020 agus léirigh sé go raibh an Gníomhaireacht ar sprioc an chuid is mó de na haidhmeanna agus cuspóirí mar a leagtar amach sa phlean a bhaint amach. Rinneadh a lán leasuithe air seo, áfach, de réir mar a lean an bhliain ar aghaidh agus gur fhorbairt tosa COVID-19.

Córais

Lean an Gníomhaireacht ar aghaidh ag déanamh monatóireacht ar a córais TF agus le linn 2020 d'aistrigh sí go ré agus go slán go cianobair ar feadh COVID-19. In 2020 chomh maith d'aistrigh an Gníomhaireacht a seirbhísí ríomhphoist go Office 365 agus in 2021 d'aistrigh an struchtúr comhdúcháin ar fad go dtí seirbhís síntiúis néalbhunaithe a fheabhsóidh freisin ár bpleananna leanúnachais gnó agus pleananna athshlánaithe tubaiste. Ní raibh aon éradh seirbhíse suntasach ann le linn na bliana nó aon sárú slándála sa chóras.

Iníúchadh Inmheánach

Is cuid thábhachtach de Rialachas Corparáideach iomlán na Gníomhaireachta é an tIníúchadh Inmheánach. Gabhann conraitheoir seachtrach de láimh feidhm an Iníúchta Inmheánaigh chun feidhm breithmheasa neamhspleách a chur i bhfeidhm. Déanann na hIníúcháirí Inmheánacha tástáil ar chórais, nósanna imeachta gaolmhara agus rialail agus tuairiscí ar a n-éifeachtúlacht, a ndéanann lucht bainistíochta a athbhreithniú agus a choigeartú de réir mar is gá lena chinntiú go bhfuil córais láidre rialacháin i bhfeidhm.

Thíos anseo tá tábla de rátálacha atá inbhainte amach:

Sásúil	Ar an iomlán tá córas sásúil rialachais, bainistíochta riosca agus rialaithe ann. Cé gur féidir riosca iarmharach éigin a bheith aitheanta, níor chóir go gcuirfeadh seo isteach go suntasach ar chur i gcrích chuspóirí an chórais.
Teoranta	Tá roinnt laigí suntasacha sa rialachas, bainistíú riosca agus creat rialaithe, agus mura dtabharfar fúthu d'fhéadfadh sé go mbeidh do thoradh air nach mbainfear cuspóirí amach.
Neamhshásúil	Tá teipthe ar an chóras rialaithe, bainistithe riosca agus rialaithe nó tá fíor-riosca nó riosca substaintiúil go dteipfidh ar an chóras a chuspóirí a bhaint amach.

Le linn 2020 d'athbhreithnigh an Gníomhaireacht na réimsí seo a leanas agus rátálacha a baineadh amach:

Réimse a Iníúchadh in 2020	Grádú Ráthaíochta Iníúchta Inmheánaigh
Gearáin, Bronntanais agus Aíocht	Sásúil
Nósanna Imeachta Tarraingthe Anuas	Sásúil
Airgeadas	Sásúil
Bainistíocht Deontas & Bunachar Sonraí Maoinithe Rialtais	Sásúil
Cumhdach	Sásúil
Slándáil TF, Plean Leanúnachais Gnó & Athshlándáil Tubaiste	Sásúil
RGCS	Sásúil

Prompt Payments

Monthly reviews were conducted to measure how promptly the Agency paid suppliers and grant payments. During 2020 the Agency ensured that 100% of supplier payments were issued within 30 days, in addition to this, 100% of grant payments were issued within 10 days during 2020.

Section 75 Duties

During the year the Agency continued to review new policies for Section 75 purposes. The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations. It provides an opportunity to improve decision-making and support evidence based policy making. All policies screened were screened out (meaning the policies did not give any due concern in relation to S75 and did not require an Equality Impact Assessment carried out.)

Freedom of Information & Complaints

The Agency received no Freedom of Information requests in year. The Agency received no complaints in 2020.

Investors in People Accreditation

The Agency successfully retained their IIP accreditation and has worked within IIP structure and will continue to do so over the next couple of years in the hope of attaining the next higher award. The Agency will be due for renewal end of 2021 / start of 2022.

Human Resources

The HR department has continued to build upon a solid foundation.

The Agency's HR function in 2020 maintained its focus on effective administration to ensure relevant details were being recorded appropriately, this included continuous monitoring of absences resulting in regular ill-health review meetings where appropriate.

Policy Development remains a focus for the department and the following policies were monitored, reviewed or amended where appropriate:

- Staff Induction Policy
- Social Media Policy
- Early Retirement on Medical Grounds
- Data Breach Policy
- Health & Safety at Work NI
- Health & Safety at Work ROI
- Travel & Subsistence Policy
- Staff Development/Training Policy
- Gifts & Hospitality Policy
- Staff Code of Conduct

The Agency had a vacancy within the marketing team and was preparing to go out to public competition for a number of key roles within the Agency when COVID-19 struck. This resulted in suspension of all recruitment until quarter four of 2020.

Prasíocaíochtaí

Rinneadh athbhreithnithe míosúla lena thomhas cé chomh pras a d'íoc an Ghníomhaireacht a soláthraithe agus íocaíochtaí deontais. Le linn 2020 chinntigh an Ghníomhaireacht gur eisíodh 100% d'íocaíochtaí do sholáthraithe faoi thríocha lá, chomh maith leis seo eisíodh 100% d'íocaíochtaí deontais taobh istigh de dheich lá le linn 2020.

Dualgais Alt 75

Le linn na bliana lean an Ghníomhaireacht ar aghaidh ag athbhreithniú beartais nua maidir le hAlt 75. Is é an cuspóir atá ag an scagadh seo na polasaithe a aithint is dócha go mbeadh tionchar acu ar chomhionannas deise agus/nó an dea-chaidreamh. Tugann sé deis an chinnteoireacht a fheabhsú agus tacaíonn sé le ceapadh beartas bunaithe ar fhianaise. Scagadh amach gach beartas a scagadh (is é sin le rá níor thug na beartais aon ábhar imní cuí maidir le hAlt 75 agus níorbh éigean measúnú tionchair comhionannais a dhéanamh).

Saoráil Faisnéise & Gearáin

Ní bhfuair an Ghníomhaireacht aon iarratas ar shaoráil faisnéise sa bhliain. Ní bhfuair an Ghníomhaireacht aon gearán in 2020.

Creidiúnú Infheisteoirí i nDaoine

D'éirigh leis an nGníomhaireacht a creidiúnú Infheisteoirí i nDaoine (IIP) a choinneáil agus d'oibrigh sí laistigh de struchtúr IIP agus leanfaidh sí ar aghaidh á dhéanamh seo sa chúpla bliain seo amach romhainn, ag súil go bhfaighidh sí an chéad dámhachtain eile is airde. Beidh creidiúnú na Gníomhaireachta le hathnuachan ag deireadh 2021 nó tús 2022.

Acmhainní Daonna

Lean an roinn AD ar aghaidh ag tógáil ar dhúshraith dhaingean.

Choinnigh feidhm AD na Gníomhaireachta in 2020 a fócas ar riarachán éifeachtach lena chinntiú go raibh sonraí bainteacha á dtaifeadadh go cuí. San áireamh bhí monatóireacht leanúnach ar asláithreachtaí, a raibh de thoradh uirthi cruinnithe athbhreithnithe drochshláinte nuair ba chúí.

Is fócas fós don roinne é forbairt beartais agus rinneadh monatóireacht, athbhreithniú nó leasú ar na beartais seo a leanas nuair ba chúí:

- Beartas Ionduchtúcháin Foirne
- Beartas Meán Sóisialta
- Beartas um Scor Luath ar Chúiseanna Leighis
- Beartas um Shárú Sonraí
- Sláinte & Sábháilteacht ag an Obair TÉ
- Sláinte & Sábháilteacht ag an Obair PÉ
- Beartas Taistil & Cothabhála
- Beartas um Fhorbairt/Oiliúint Foirne
- Beartas um Bronntanais & Aíocht
- Cód Iompair Foirne

Bhí folúntas ag an nGníomhaireacht san fhoireann mhargaíochta agus bhí sí ag ullmhú dul amach ar chomórtas poiblí le haghaidh roinn príomhról sa Ghníomhaireacht nuair a tharla COVID-19. Bhí de thoradh air sin gach earcaíocht a chur ar fionraí go dtí ráithe a ceathair de 2020.

As the impact of COVID-19 continued throughout 2020 the Agency turned to a more virtual way of working and including greater focus on online workshops/programmes and as a result the Agency recruited a Digital Marketing Officer in December 2020.

Training

The Agency completed various modules of training in 2020. Training need was identified by legislative needs and professional development needs of individual Agency staff. Training need was also derived from audit recommendations.

All Agency staff completed the following training:

- Health & Safety in the Workplace;
- Safeguarding Awareness Training (Both Children and Adults);
- Cyber Security and fraud Awareness;
- Data Protection;
- Welfare and Mental Health Awareness;
- Equality; and
- Business Writing.

The Finance team attended a number of specific training courses which included:

- Payroll for Finance; and
- Anti-Money Laundering for Finance.

The HR Department attended a number of training events to include:

- Payroll; and
- HR Employment Update including Employment Law

Specific Training for Safeguarding Officers included:

- Designated Officer Training

Pension Management

The Agency is required to offer a pension scheme to all employees, to automatically enroll qualifying staff and to contribute to the scheme. This is known as automatic enrolment and the Agency has fully complied with its duties in the current year. Every 3 years the Agency is required to re-enrol staff. The Agency has a pension scheme and attends regular meetings with other HR representatives from the Pension Administrators. The Agency carried out its auto enrolment duties in April 2019, the next auto-enrolment is due 2022.

Corporate Responsibility

In 2020 the Agency continued to action its Corporate Social Responsibility Charter where possible which focused on the key impact areas of employees, community and environment and documents its commitment to operate in a responsible, sustainable and value-for-money manner as best serves all stakeholders.

Environmental Responsibility

During the first quarter of the year the Agency focused on increasing recycling and continued to use the designated recycling area in the office, which has resulted in a lot of recyclable waste such as cardboard, plastics and paper being diverted from landfill. It also continues to donate used ink cartridges to benefit local charities. The Agency has automatic lighting and seeks to minimise all other outputs. With the staff working remotely this has

De réir mar a lean tionchar COVID-19 ar aghaidh i rith 2020 thiontaigh an Gníomhaireacht go bealach níos fíorúla oibre, lena n-áirítear fócas níos mó ar cheardlanna/cláir ar líne agus dá thoradh sin d'earcaigh an Gníomhaireacht Oifigeach Margaíochta Digtí i mí na Nollag 2020.

Oiliúint

Chuir an Gníomhaireacht modúil éagsúla oiliúna i gcrích in 2020. Aithníodh riachtanas oiliúna de réir riachtanais reachtaíochta agus riachtanais forbartha gairmiúla bhaill aonair na Gníomhaireachta. Diorthaíodh riachtanas oiliúna ó mholtaí iniúchta.

Chuir baill foirne uile na Gníomhaireachta an oiliúint seo a leanas i gcrích:

- Sláinte & Sábháilteacht san Áit Oibre;
- Oiliúint um Fheasacht um Chumhdach (Leanaí agus Aosaigh Araon);
- Cibearshlándaíl agus Feasacht Chalaoise;
- Cosaint Sonraí;
- Folláine agus Feasacht Mheabhairshláinte;
- Comhionannas; agus
- Scríbhneoireacht Ghnó.

D'fhreastail an fhoireann Airgeadais ar roinnt cúrsaí oiliúna faoi leith, ar a n-áiríodh:

- Párolla don Airgeadas; agus
- Frithsciúradh Airgid don Airgeadas.

D'fhreastail an Roinn AD ar roinnt imeachtaí oiliúna, ar a n-áiríodh:

- Párolla; agus
- Nuashonrú Fostaíochta AD, lena n-áirítear Dlí Fostaíochta

Áiríodh ar Oiliúint Shonrach d'Oifigigh um Chumhdach:

- Oiliúint d'Oifigeach Ainmnithe

Bainistíocht Pinsin

Tá de cheangal ar an gníomhaireacht scéim pinsin a thairiscint do gach fostaí, baill foirne incháilithe a chlárú agus ranníocaíochtaí a dhéanamh leis an scéim. Tugtar clárú uathoibríoch air seo agus chloígh an Gníomhaireacht go hiomlán lena dualgais sa bhliain reatha. Gach trí bliana caithfidh an Gníomhaireacht baill foirne a athchlárú. Tá scéim pinsin ag an nGníomhaireacht agus freastalaíonn sí ar chruinnithe rialta le hionadaithe AD eile ó na Riarthóirí Pinsin. Rinne an Gníomhaireacht a dualgais uathchlárú in Aibreán 2019. Tá an chéad uathchlárú eile le déanamh in 2022.

Freagracht Chorparáideach

In 2020 lean an Gníomhaireacht ar aghaidh ag cur i gcrích a Cairte Corparáidí Freagrachta Sóisialta a dhírigh ar na príomhréimsí tionchair, is é sin fostaíthe, pobal agus timpeallacht, agus a dhéanann doiciméadú ar a tiomantas a bheith ag feidhmiú ar bhealach freagrach, inbhuanaithe agus ar luach ar airgead mar is fearr a fhreastalaíonn ar gach páirtí leasmhar.

Freagracht Chomhshaoil

Le linn na chéad ráithe den bhliain dhírigh an Gníomhaireacht ar athchúrsáil a mhéadú agus lean ar aghaidh ag úsáid an limistéir ainmnithe athchúrsála san oifig, rud a raibh de thoradh air a lán dramhaíola in-athchúrsáilte mar chairtchlár, plaisteach agus páipéar a atreorú ó líonadh talún. Leanann sí ar aghaidh ag deonú cartúis dúigh chaite chun sochair do charthanais áitiúla. Tá soilsiú uathoibríoch ag an gníomhaireacht agus féachann sí le

reduced the Agency's paper use in house as the majority of the documents are being stored digitally.

Employees

Agency employees continue to avail of additional benefits in the form of the Agency's membership of the childcare voucher scheme, the NICS Sports Association and also independent and confidential support through Inspire Workplaces for mental wellbeing. Agency employees are actively encouraged to continue their professional development incorporated in the Staff Development and Training policy.

Looking Forward

2021 will be another difficult year and we are monitoring all our business areas closely so as we can manage them in line with the ever shifting COVID-19 regulations. While many of the foundations have already been formed, the Agency is now committed to evolving the HR function within the Agency as well as improving upon our data and reporting as well as meeting our operational demands.

gach aschur eile a íoslaghdú. Agus an fhoireann ag obair ó chian tá úsáid inmheánach páipéir na Gníomhaireachta laghdaithe mar tá bunús na ndoiciméad á stóráil go digiteach.

Fostaithe

Tá fostaithe na Gníomhaireachta ag baint tairbhe go fóill as buntáistí breise, mar atá ballraíocht na gníomhaireachta sa scéim dearbhán cúraim leanaí, Cumann Spórt Státseirbhís Thuaisceart Éireann agus fosta tacaíocht neamhspleách agus faoi rún trí Inspire Workplaces for Mental Wellbeing. Spreagtar go gníomhach fostaithe na Gníomhaireachta leanúint ar aghaidh lena bhforbairt ghairmiúil mar chuid den pholasaí Forbartha Foirme agus Oiliúna.

Ag Breathnú Chun Cinn

Beidh 2021 ina bliain dheacair eile agus táimid ag déanamh monatóireacht ghéar ar ár réimsí gnó go léir ionas gur féidir linn iad a bhainistiú de réir rialachán faoi COVID-19 atá ag athrú de shíor. Cé go bhfuil cuid mhór den dúshraith déanta cheana féin, tá an Gníomhaireacht anois tiomanta don fheidhm AD a fhorbairt taobh istigh den ghníomhaireacht chomh maith lenár sonraí agus tuairisciú a fheabhsú chomh maith le riar ar ár n-éilimh oibriúcháin mhéadaitheacha.





**Financial Statements of
The North/South Language Body 2020**

Ráitis Airgeadais an Fhorais Teanga 2020

Accoonts o Tha Boord o Leid 2020

Financial Statements of
The Language Body 2020

Ráitis Airgeadais
An Fhorais Teanga 2020

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FOREWORD TO THE CONSOLIDATED STATEMENT OF ACCOUNT

The Language Body (An Foras Teanga/Tha Boord o Leid) is a North/South Implementation Body sponsored by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) and the Department for Communities (DfC). It was established under the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999. It reports to the North South Ministerial Council.

The Language Body comprises two agencies:

- Foras na Gaeilge
- The Ulster-Scots Agency

BASIS OF ACCOUNTING

The Consolidated Statement of Account of the Language Body discloses for the year of account the:

- funding received from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities and
- funding applied to Foras na Gaeilge and the Ulster-Scots Agency.

Separate accounts for Foras na Gaeilge and the Ulster-Scots Agency are set out at page 8 and page 33.

The accounts direction given by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities is set out at page 57.

RÉAMHRÁ LEIS AN RÁITEAS COMHDHLÚITE AR NA CUNTAIS

Is Comhlacht Forfheidhmithe Thuaidh / Theas é an Foras Teanga agus tá sé urraithe ag an Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) agus an Roinn Pobal (RP). Bunaíodh é ar an 2 Nollaig 1999 faoi Chomhaontú Aoine an Chéasta agus tá an tOrdú um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe) (Tuaisceart Éireann) agus an tAcht um Chomhaontú na Breataine-na hÉireann 1999 mar bhonn aige. Tuairiscíonn sé don Chomhairle Aireachta Thuaidh/Theas (CATT).

Dhá ghníomhaireacht atá san Fhoras Teanga:

- Foras na Gaeilge
- Gníomhaireacht na hUltaise

BONN NA CUNTASAÍOCHTA

Nochtann an Ráiteas Comhdhlúite ar Chuntas an Fhorais Teanga don bhliain na nithe seo a leanas:

- Maoiniú ón Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus ón Roinn Pobal agus
- Maoiniú tugtha d'Fhoras na Gaeilge agus do Gníomhaireacht na hUltaise.

Leagtar amach cuntais éagsúla d'Fhoras na Gaeilge agus do Gníomhaireacht na hUltaise ar leathanach 8 agus leathanach 33.

Leagtar amach treoir ón Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus ón Roinn Pobal ar leathanach 58.

Ráiteas i leith Freagrachtaí

Tá an Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus an Roinn Pobal tar éis treoir a thabhairt don Fhoras Teanga ráiteas cuntais a ullmhú i leith gach bliain airgeadais san fhoirm agus ar an mbonn atá leagtha amach sa treoir do chuntais in Aguisín 3 a ghabhann leis na cuntais seo.

Ullmhaítear na Cuntais, atá déanta den Ráiteas Comhdhlúite ar Chuntais an Fhorais Teanga, mar aon le cuntais ar leith Fhoras na Gaeilge agus Gníomhaireacht na hUltaise agus an Cuntas Ioncaim agus Caiteachais, Cláir Chomhardaithe, Ráiteas Sreabhadh Airgid, nótaí agus aguisíní le gach ceann acu, réitítear iad ar bhonn fabhrúithe agus ní mór dóibh léargas fírinneach agus cothrom a thabhairt ar staid chúrsaí an Fhorais mar atá, ar ioncam agus caiteachas, ar ghnóthachain agus cailleanais aitheanta iomlána, agus ar an sreabhadh airgid don bhliain.

Agus na cuntais á n-ullmhú aige, ceanglaítear ar an bhForas Teanga:

- an treoir do na cuntais arna heisiúint ag an Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus an Roinn Pobal, lena n-áirítear na ceanglais ábhartha maidir le cuntasáíocht agus faisnéisiú agus beartais chuntasáíochta iomchuí a chomhlíonadh ar bhonn comhsheasmhach;
- breithiúnais agus meastacháin a dhéanamh ar bhonn réasúnach;
- a rá ar comhlíonadh nó nár comhlíonadh na caighdeáin chuntasáíochta infheidhme agus aon difríocht ábhartha sna cuntais a mhíniú;
- na cuntais a ullmhú ar bhonn gnóthais leantaigh, ach amháin mura bhfuil sé cuí glacadh leis go leanfaidh an Foras de bheith i bhfeidhm.

Ceanglaíonn an Foras Teanga ar an dá aonad cuntais agus taifid airgeadais chearta a choimeád agus ráiteas cuntas a ullmhú i leith gach bliana. Leagtar amach freagrachtaí cuntasacha an dá aonad sna cuntais éagsúla.

Leagtar amach na freagrachtaí atá ar an mbeirt Phríomhfheidhmeannach sna Ráitis i leith Freagrachtaí atá ag an dá aonad faoi seach.

Seán Ó Coinn 13/05/2022
Príomhfheidhmeannach Dáta
Foras na Gaeilge

Ian Crozier 13/05/2022
Príomhfheidhmeannach Dáta
Gníomhaireacht na hUltaise

THE LANGUAGE BODY

CERTIFICATE OF THE COMPTROLLER AND AUDITORS GENERAL TO THE NORTHERN IRELAND ASSEMBLY AND THE HOUSES OF THE OIREACHTAS

Opinion on the accounts

We certify that we have audited the accounts of the Language Body (the Body) for the year ended 31 December 2020 pursuant to the provisions of the North/South Co-operation (implementation Bodies) (Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999 which require us to audit and to certify, in co-operation, the accounts presented to us by the Body. The accounts comprise:

- the consolidated statement of the Language Body
- the accounts of Foras na Gaeilge comprising the statement of income and expenditure, the statement of comprehensive income, the statement of financial position, the statement of cash flows and the related notes,
- the accounts of the Ulster Scots Agency comprising the income statement, the statement of comprehensive income, the statement of financial position, the statement of cash flows, the statement of changes in equity and related notes, and
- Appendix 3.

These accounts have been prepared under the accounting policies set out within them.

In our opinion, the accounts:

- give a true and fair view of the state of the Body's affairs as at 31 December 2020 and of its income and expenditure for the year then ended; and
- have been properly prepared in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) and the accounts direction in appendix 3 to the accounts.

Opinion on regularity

In our opinion, the expenditure and income recorded in the accounts have in all material respects been applied to the purposes intended by the Northern Ireland Assembly and the Houses of the Oireachtas and the financial transactions reported in the accounts conform to the authorities which govern them.

Basis of opinions

We conducted our audit in accordance with the International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditors' responsibilities section of this certificate. We are independent of the Body in accordance with the ethical requirements of the Financial Reporting Council's Revised Ethical Standard 2016 and of the Code of Ethics issued by the International Organisation of Supreme Audit Institutions and have fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information other than the accounts

The Body has presented certain other information together with the accounts. This comprises the annual report, the forewords to the accounts, the statements on the system of internal control and the remuneration reports. Our opinion on the accounts does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained during the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we report by exception

We have nothing to report in respect of the following matters which we report if, in our opinion:

- we have not received all the information and explanations we required for our audit, or
- the accounting records were not sufficient to permit the accounts to be readily and properly audited, or
- the accounts are not in agreement with the accounting records, or
- the statement on the system of internal control/governance statement does not reflect compliance with applicable guidance on corporate governance.

AN FORAS TEANGA

DEIMHNIÚ NA nARD-REACHTAIRÍ CUNTAS AGUS CISTE DO THIONÓL THUAISEART ÉIREANN AGUS DO THITHE AN OIREACHTAIS

Tuairim ar na cuntais

Dearbhaímid go bhfuil iniúchadh déanta againn ar chuntais an Fhorais Teanga (an Foras) don bhliain dar chríoch 31 Nollaig 2020 de bhun fhorálacha an Ordaithe um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe) / (Tuaisceart Éireann) 1999 agus an Achta um Chomhaontú na Breataine-na hÉireann 1999 a éilíonn orainn, i gcomhar le chéile, iniúchadh a dhéanamh agus dearbhú a thabhairt ar na cuntais a chuir an Foras inár láthair. Cuimsíonn na cuntais:

- ráiteas comhdhlúite cuntais an Fhorais Teanga
- cuntais Fhoras na Gaeilge, ina gcuimsítear ráiteas ioncaim agus caiteachais, ráiteas ar ioncam cuimsitheach, clár comhardaithe, ráiteas maidir le sreabhadh airgid, agus nótaí ábhartha
- cuntais Ghníomhaireacht na hUltaise, ina gcuimsítear ráiteas ioncaim, ráiteas ar ioncam cuimsitheach, clár comhardaithe, ráiteas maidir le sreabhadh airgid, ráiteas ar athruithe i gcothromas agus nótaí ábhartha, agus
- Auisín 3

Ullmhaíodh na cuntais seo i gcomhréir leis na polasaithe cuntasáochta a leagtar amach iontu.

Dar linn:

- tugann na cuntais dearcadh firinneach agus cothrom ar staid chúrsaí an Fhorais amhail an 31 Nollaig 2020 agus ar a chuid ioncaim agus caiteachais don bhliain dar chríoch chéanna; agus
- ullmhaíodh na cuntais i gceart de réir na gCaighdeán Tuarascála Airgeadais i bhfeidhm sa Ríocht Aontaithe agus i bPoblacht na hÉireann (FRS 102) agus de réir treorach do chuntais in auisín 3.

Tuairim ar rialtacht

Dar linn, i ngach slí ábhartha, cuireadh an caiteachas agus an t-ioncam i bhfeidhm ar son na gcuspóirí beartaithe ag Tionól Thuaisceart Éireann agus ag Tithe an Oireachtais agus tá na hidirbhearta airgeadais de réir na n-údarás a rialaíonn iad.

An Bunús lenár dtuairimí

Rinneamar ár n-iniúchadh ag teacht leis na Caighdeáin Idirnáisiúnta Iniúcháireachta (CII). Tabharfar tuilleadh sonraí faoinár bhfreagrachtaí faoi na caighdeáin seo sa chuid den teastas seo dar teideal Freagrachtaí na nIniúcháirí i leith an iniúchta ar na cuntais. Táimid neamhspleách ar an bhForas, ag teacht leis na riachtanais eitice de chuid Chaighdeán Athbhreithnithe Eitice 2016 na Comhairle um Thuairisciú Airgeadais, agus leis an gCód Eitice, arna eisiúint ag an Eagraíocht Idirnáisiúnta Uasfhoras Iniúcháireachta; agus tá ár gcuid dulgas eitice á gcomhlíonadh againn de réir na riachtanas sin.

Creidimid go bhfuil an fhaisnéis iniúchta a fuairamar dóthanach agus cuí le bunús a thabhairt dár dtuairim.

Ábhar nach mar chuid de na cuntais é

Chuir an Foras eolas áirithe sa bhreis inár láthair chomh maith leis na cuntais. Cuimsíonn sé seo an tuarascáil bhliantúil, na réamhráite leis na cuntais, na ráitis maidir le córas an rialúcháin inmheánaigh agus na tuarascálacha ar luach saothair. Ní chuimsíonn ár dtuairim ar na cuntais an t-eolas sa bhreis agus ní chuirimid aon chonclúid bharántais in iúl ina leith.

I gcomhpháirt lenár n-iniúchadh ar na cuntais, tá sé mar fhreagracht againn an t-eolas sa bhreis a léamh agus, mar chuid den léitheoireacht, caithfidh a mheas an réitíonn an fhaisnéis sa bhreis leis na cuntais nó leis an bhfaisnéis atá againn féin ón bpróiseas iniúcháireachta, nó cé acu a réitíonn an fhaisnéis leis na Cuntais ar bealach ábhartha eile nó nach réitíonn. Má chreidimid go bhfuil míochtadh suntasach faisnéise ann, agus an tuairim sin bunaithe ar an obair atá déanta againn; tá orainn an fhíric sin a fhógairt.

Níl dada le fógairt againn ina leith seo.

Ábhar ar a ndéanaimid tuairisc eisceachtúil

Níl dada le fógairt againn i leith na nithe seo a leanas a bhíonn le fógairt againn má chreidimid, inár dtuairim:

- nach bhfuairamar an t-eolas agus na míniúcháin a bhí ag teastáil le linn an iniúchta, nó
- nár leor na taifeadtaí ar na cuntais le go bhféadfaí iniúchadh ceart gan mhoill a dhéanamh orthu, nó
- nár réitigh na cuntais leis na taifid ar na cuntais, nó
- go léiríonn na ráitis ar an gcóras rialaithe inmheánach/ráiteas rialachais nach bhfuiltear ag leanúint na treorach cuí maidir leis an rialú corparáideach.

THE LANGUAGE BODY

CERTIFICATE OF THE COMPTROLLER AND AUDITORS GENERAL TO THE NORTHERN IRELAND ASSEMBLY AND THE HOUSES OF THE OIREACHTAS (continued)

Responsibilities of the Body and the Accounting Officers for the accounts

As explained more fully in the Statement of Responsibilities, the Body is responsible for the preparation of the accounts on the basis of the accounts direction included in Appendix 3 to the accounts and for being satisfied that they give a true and fair view. The Chief Executives, as Accounting Officers, are responsible for the propriety and regularity in relation to the use of public funds.

Responsibilities of the Auditors

Our responsibility is to audit the accounts in accordance with the provisions of the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999 and to report thereon to the Northern Ireland Assembly and to the Houses of the Oireachtas.

Our objective in carrying out the audit is to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether caused by fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these accounts.

As part of an audit in accordance with the ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. In doing so:

- We identify and assess the risks of material misstatement of the accounts whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.
- We conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Body's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our report to the related disclosures in the accounts or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our report. However, future events or conditions may cause the Body to cease to continue as a going concern.
- We evaluate the overall presentation, structure and content of the accounts, including the disclosures, and whether the accounts represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

In addition, we are required to obtain evidence sufficient to give reasonable assurance that expenditure and income recorded in the financial accounts have been applied to the purposes intended by the Northern Ireland Assembly and the Houses of the Oireachtas and that the financial transactions recorded in the accounts conform to the authorities which govern them.

Seamus McCarthy
Irish Comptroller and Auditor General
3A Mayor Street Upper
Dublin 1
Ireland
DO1 PF72

Kieran Donnelly
Comptroller and Auditor General for
Northern Ireland
Northern Ireland Audit Office
106 University Street
Belfast
BT7 1EU

18 May 2022

AN FORAS TEANGA

DEIMHNIÚ NA nARD-REACHTAIRÍ CUNTAS AGUS CISTE DO THIONÓL THUAISCEART ÉIREANN AGUS DO THITHE AN OIREACHTAIS(ar lean.)

Freagrachtaí an Fhorais agus na nOifigeach Cuntasach i leith na gcuntas

Mar a mhínítear níos iomláine sa Ráiteas i leith Freagrachtaí, tá an Foras freagrach as na cuntais a ullmhú ar an mbonn atá leagtha amach sa treoir do chuntais in Aguisín 3 a ghabhann leis na cuntais; agus as bheith sásta go dtugann na cuntais dearcadh firinneach agus cothrom ar an bhForas. Tá na Príomhfheidhmeannaigh, mar Oifigigh Chuntasacha, freagrach as cuibheas agus an rialú i leith airgead poiblí a chaitheamh.

Freagrachtaí na nIniúcháirí

Tá sé d'fhreagracht orainn iniúchadh a dhéanamh ar na cuntais bhun fhorálacha an Ordaithe um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe)/(Tuaisceart Éireann) 1999 agus an Achta um Chomhaontú na Breataine-na hÉireann 1999 agus tuairisc a dhéanamh ar an iniúchadh sin do Thionól Thuaisceart Éireann agus do Thithe an Oireachtais.

Is é ár gcuspóir le linn an iniúchta ná dearbhú réasúnta a fháil go bhfuil na cuntais ina n-iomláine saor ó mhínochtadh suntasach faisnéise, bíodh calaois nó botún ina chúis leis. Is dearbhú ardleibhéil é an dearbhú réasúnta, ach ní barántas é go dtabharfaidh iniúchadh de réir na gCII mínochtadh faisnéise faoi deara i gcónaí; más ann dó. D'fhéadfadh mínochtadh teacht aníos de bharr calaoise nó botúin agus áirítear é mar mhínochtadh suntasach más féidir a bheith ag súil leis, go réasúnta, go n-imreodh sé, as féin nó ar bhonn comhiomlán, tionchar a imirt ar bhearta eacnamaíochta a dhéanfaí amach anseo bunaithe ar na cuntais seo.

Mar chuid d'iniúchadh de réir na gCII, tá orainn bheith proifisiúnta inár mbreithiúnas, agus amhras proifisiúnta a choinneáil le linn an iniúchta. Mar chuid de seo:

- Aithnímid agus déanaimid breithiúnas ar na rioscaí a bhaineann le mínochtadh suntasach ar na cuntais, bíodh calaois nó botún ina chúis leis; Cuirimid próisis iniúchta le chéile agus i bhfeidhm i dtaca leis na rioscaí sin; agus faighimid faisnéis iniúchta atá dóthanach agus ábhartha le bunús a thabhairt dár dtuairim. Is mó an riosca mura dtugtar mínochtadh suntasach faisnéise de bharr calaoise faoi deara i gcomparáid le mínochtadh de bharr botúin, toisc go bhféadfadh go mbeadh claonpháirteachas, brionnú, easnamh d'aon ghnó, bréagléirithe, nó sárú an chórais rialaithe inmheánaigh bainteach leis an gcalaois.
- Faighimid tuiscint ar an rialú inmheánach atá ábhartha don iniúchadh le gur féidir linn próisis iniúchta a chur le chéile atá oiriúnach do chúinsí an Fhorais, ach ní ar maithe le héifeacht an rialaithe inmheánaigh a mheas.
- Measaimid feiliúnacht na bpolasaithe cuntasaióchta atá in úsáid, agus réasúntacht na meastachán cuntasaióchta mar aon leis an nochtadh a bhunaítear orthu sin.
- Tugaimid breithiúnas ar a oiriúnaí is atá sé na cuntais a ullmhú ar bhonn gnóthas leantach, agus, bunaithe ar an bhfaisnéis iniúchta a fhaightear, tugaimid breithiúnas ar cé acu atá nó nach bhfuil éiginnteacht ann i dtaca le eachtraí agus cúinsí a d'fhéadfadh amhras a chaitheamh ar chumas an Fhorais leanúint air mar ghnóthas leantach. Má chreidimid go bhfuil éiginnteacht suntasach ann, ceanglaítear orainn aird a tharraingt ar an nochtadh cuí sna cuntais inár dtuairisc nó, murar leor an nochtadh, ár dtuairim a athrú. Tá ár mbreithiúnas bunaithe ar faisnéis an iniúchta atá faighte go dtí dáta ár dtuairisce. D'fhéadfadh eachtraí nó cúinsí sa todhchaí stop a chur ar an bhForas leanúint air mar ghnóthas leantach, áfach.
- Déanaimid cur i láthair iomlán, struchtúr agus ábhar na gcuntas, nochtadh an áireamh, ina mheasc, agus measaimid an dtugann na cuntais léargas ar chroí-idirbhearta agus eachtraí ar bealach atá cóir agus cothrom.

Cuirimid in iúl dóibh siúd a bhfuil údarás acu maidir le, i measc ábhar eile, raon agus amscála beartaithe an iniúchta agus thorthaí suntasacha an iniúchta, teipeanna suntasacha sa chóras rialaithe inmheánaigh a thugamar faoi deara le linn ár n-iniúchta san áireamh.

Chomh maith leis sin, éilítear orainn fianaise a fháil atá imleor le hurrús réasúnta a thabhairt go bhfuil an caiteachas agus an tioncam a thuairiscítear sna cuntais curtha i bhfeidhm de réir na gcuspóirí beartaithe ag Tionól Thuaisceart Éireann agus ag Tithe an Oireachtais agus go bhfuil na hidirbhearta airgeadais de réir na n-údarás a rialaíonn iad.

Seamus McCarthy
Ardreachttaire Cuntas agus Ciste na hÉireann
3A Sráid an Mhéara Uachtarach
Baile Átha Cliath 1
Éire
D01 PFT2

Kieran Donnelly
Ardreachttaire Cuntas agus Ciste Thuaisceart
Éireann
Oifig Iniúchta Thuaisceart Éireann
106 Sráid na hOllscoile
Béal Feirste
BT7 1EU

18 Bealtaine 2022

THE LANGUAGE BODY
CONSOLIDATED STATEMENT OF ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2020

	2020		2019	
	€	Stg £	€	Stg £
GRANTS RECEIVED				
<i>Revenue grants</i>				
Department of Tourism, Culture, Arts, Gaeilteacht, Sport and Media	12,722,521	11,319,228	12,861,225	11,289,582
Department for Communities	5,957,726	5,300,590	6,143,569	5,392,824
Department of Education	120,000	106,763	120,000	105,336
	18,800,247	16,726,581	19,124,794	16,787,742
<i>Capital grants</i>				
Department of Tourism, Culture, Arts, Gaeilteacht, Sport and Media	31,475	28,004	41,472	36,404
Department for Communities	42,029	37,392	37,467	32,889
	73,504	65,396	78,939	69,293
Total grants received	18,873,751	16,791,977	19,203,733	16,857,035
FUNDING APPLIED TO				
<i>Foras na Gaeilge</i>				
Revenue grants	15,917,815	14,162,080	16,082,858	14,117,531
Capital grants	26,199	23,309	42,676	37,461
	15,944,014	14,185,389	16,125,534	14,154,992
<i>Ulster-Scots Agency</i>				
Revenue grants	2,882,432	2,564,501	3,041,936	2,670,211
Capital grants	47,305	42,087	36,263	31,832
	2,929,737	2,606,588	3,078,199	2,702,043
Total grants paid	18,873,751	16,791,977	19,203,733	16,857,035

Seán Ó Coinn 13/05/2022
 Chief Executive Date
 Foras na Gaeilge

Ian Crozier 13/05/2022
 Chief Executive Date
 Ulster-Scots Agency

Regina Uí Chollatáin 13/05/2022
 Chairperson Date
 Foras na Gaeilge

Freddie Kettle 13/05/2022
 Deputy Chairperson Date
 Ulster-Scots Agency

AN FORAS TEANGA
RÁITEAS COMHDHLÚITE CUNTAIS DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2020

	2020		2019	
	€	Stg £	€	Stg £
DEONTAIS A FUARTHAS				
<i>Deontais Ioncaim</i>				
Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán	12,722,521	11,319,228	12,861,225	11,289,582
An Roinn Pobal	5,957,726	5,300,590	6,143,569	5,392,824
An Roinn Oideachais	120,000	106,763	120,000	105,336
	18,800,247	16,726,581	19,124,794	16,787,742
<i>Deontais Chaipitil</i>				
Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán	31,475	28,004	41,472	36,404
An Roinn Pobal	42,029	37,392	37,467	32,889
	73,504	65,396	78,939	69,293
Iomlán na nDeontas a fuarthas	18,873,751	16,791,977	19,203,733	16,857,035
MAOINIÚ CURTHA I BHFEIDHM DO:				
<i>Foras na Gaeilge</i>				
Deontais Ioncaim	15,917,815	14,162,080	16,082,858	14,117,531
Deontais Chaipitil	26,199	23,309	42,676	37,461
	15,944,014	14,185,389	16,125,534	14,154,992
<i>Gníomhaireacht na hUltaise</i>				
Deontais Ioncaim	2,882,432	2,564,501	3,041,936	2,670,211
Deontais Chaipitil	47,305	42,087	36,263	31,832
	2,929,737	2,606,588	3,078,199	2,702,043
Iomlán na nDeontas a íocadh	18,873,751	16,791,977	19,203,733	16,857,035

Seán Ó Coinn 13/05/2022
Príomhfheidhmeannach
Foras na Gaeilge

Ian Crozier 13/05/2022
Príomhfheidhmeannach
Gníomhaireacht na hUltaise

Regina Uí Chollatáin 13/05/2022
Cathaoirleach
Foras na Gaeilge

Freddie Kettle 13/05/2022
Leas-Chathaoirleach
Gníomhaireacht na hUltaise

Appendix 1

FORAS NA GAEILGE

Accounts and notes to the accounts

FOR THE YEAR ENDED 31 DECEMBER 2020

Aguisín 1

FORAS NA GAELGE

Cuntais agus nótaí a ghabhann leis na cuntais

DON BHLIAIN DAR CHRÍOCH AN 31 NOLLAIG 2020

FOREWORD TO THE ACCOUNTS

Background Information

An Foras Teanga (The Language Body) is a North / South Implementation Body sponsored by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) and the Department for Communities (DfC). It was established on 2 December 1999 under the Good Friday Agreement and underpinned by the North / South Co-operation (Implementation Bodies) (Northern Ireland) Order and the British-Irish Agreement Act 1999. It reports to the North / South Ministerial Council (NSMC).

The principal function of Foras na Gaeilge is the promotion of the Irish language on an all-Island basis.

These accounts have been prepared in accordance with:

- the financial arrangements which are applicable to the Body set out in Part 7 of Annex 2 of the British-Irish Agreement establishing Implementation Bodies;
- the form directed by and approved by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities, as provided for in The Language Body's Financial Memorandum;
- the Annual Report and Accounts guidance provided by the Department of Finance and the Department of Public Expenditure and Reform.

Business Overview

An overview of Foras na Gaeilge's activities is given within its Annual Report. The results for Foras na Gaeilge are laid out in detail on the Statement of Income and Expenditure. The surplus for the year was €283,315 / Stg£252,067

Fixed Assets

Details of the movements of fixed assets are set out in note 9 to the accounts.

Research & Development

Effects and Implications of Covid-19

Foras na Gaeilge's Business Continuity Plan was most successful and the organisation's operations continued uninterrupted when all the staff had to work from home. A dedicated 'meitheal' or focus group is dealing with these issues on an ongoing basis and examining what has been learned from this pandemic to see how best to use it to improve working methods.

Review of the Partnership Approach

The current arrangements relating to the Partnership Approach have been put in place as a result of a decision made by the North/South Ministerial Council on 10 July 2013 and on 17 January 2014 Foras na Gaeilge announced the six Lead Organisations that were responsible for six main areas. This is the first opportunity to carry out a formal review of these arrangements and although the review was recommenced in 2019, Covid-19 greatly impacted some of the steps which had been planned. The reviewer's report was presented to the Board of Foras na Gaeilge in the first quarter of 2021.

The Use of Irish in a Business Context

Research in the form of a survey was commissioned into the use of Irish in a business context. The research included general questions about ability, questions about the advantages of branding good through the Irish language and questions about the additional monetary advantage of such goods.

Future Developments

Strategic Direction for Foras na Gaeilge

In 2019 the draft of the Strategic Direction was developed to cover a five year period. It was ensured that the various planning strategies, both internal (Business Plan and the Corporate Plan) and external (the 20 year Strategy for the Irish Language and the Strategy to Enhance and Protect the Development of the Irish Language) were taken into consideration. Owing to the impact of Covid-19 and circumstances relating to the Board (Foras na Gaeilge had a number of vacancies on the Board at year end – including that of the Chairperson) it was not possible to progress this work in 2020 as had been hoped.

On-line Grants Application System

Additional work was done on the on-line grants application system during 2020. It will integrate the receipt, processing and assessment of applications and link them to the payment and reporting systems. It is intended to begin using the system on a phased basis during 2021.

RÉAMHRÁ LEIS NA CUNTAIS

Cúlra

Is Comhlacht Forfheidhmithe Thuaidh / Theas é an Foras Teanga agus tá sé urraithe ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán (RTCEGSM) agus an Roinn Pobal (RP). Bunaíodh é ar an 2 Nollaig 1999 faoi Chomhaontú Aoine an Chéasta agus tá an tOrdú um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe) (Tuaisceart Éireann) agus an tAcht um Chomhaontú na Breataine-na hÉireann 1999 mar bhonn aige. Tuairiscíonn sé don Chomhairle Aireachta Thuaidh/Theas (CATT).

Is í príomhfheidhm Fhoras na Gaeilge ná an Ghaeilge a chur chun cinn ar bhonn uile-oileáin.

Ullmhaíodh na cuntais seo de réir:

- na socrúithe airgeadais atá infheidhme i leith an Chomhlachta arna leagan amach i gCuid 7 d'Aguisín 2 de Chomhaontú na Breataine-na hÉireann lena mbunaítear Comhlachtaí Forfheidhmithe;
- na foirme atá ordaithe agus ceadaithe ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán agus an Roinn Pobal, dá bhforáiltear i Meamram Airgeadais an Fhorais Theanga;
- na treorach do Thuarascáil Bhliantúil agus Cuntais Bhliantúla arna soláthar ag an Roinn Airgeadais agus an Roinn Caiteachas Poiblí agus Athchóirithe.

Forléargas ar Ghnó

Tugtar forléargas ar ghníomhaíochtaí Fhoras na Gaeilge laistigh dá Thuarascáil Bhliantúil. Tá na torthaí d'Fhoras na Gaeilge leagtha amach go mion ar an Ráiteas Ioncaim agus Caiteachais. Ba é an barrachas a bhí ann don bhliain ná €283,315 / Stg£252,067.

Sócmhainní Seasta

Tá mionsonraí faoi ghluaiseachtaí sócmhainní seasta leagtha amach i nóta 9 a ghabhann leis na cuntais.

Taighde & Forbairt

Tionchar agus Impleachtaí Covid-19

D'éirigh go han-mhaith le Plean Leanúnachais Gnó Fhoras na Gaeilge agus lean feidhmiú na heagraíochta gan bhriseadh nuair ba ghá don fhoireann uile obair ón mbaile. Tá meitheal ar leith ag plé go leanúnach leis an gceist seo agus ag tabhairt suntais dá bhfuil foghlamtha as an bpaindéim seo féachaint conas is fearr é a úsáid le modhanna oibre a fheabhsú.

Athbhreithniú ar an gCur Chuige Comhpháirtíochta

Tá na socrúithe a bhaineann leis an gCur Chuige Comhpháirtíochta i bhfeidhm de thoradh cinneadh an Chomhairle Aireachta Thuaidh/Theas ar an 10 Iúil 2013 agus gur fhógair Foras na Gaeilge ar an 17 Eanáir 2014 na sé Cheanneagraíocht a bhí le freagracht a ghlacadh as sé mhór-réimse oibre. Seo an chéad athbhreithniú foirmeálta a rinneadh ar na socrúithe ar fad ó shin agus cé gur atosáíodh an t-athbhreithniú in 2019, chuir Covid-19 isteach go mór ar roinnt de na céimeanna a bhí beartaithe. Cuireadh tuairisc an athbhreithneora faoi bhráid Bhord Fhoras na Gaeilge sa chéad ráithe de 2021.

Úsáid na Gaeilge i gComhthéacs Gnó

Coimisiúnaíodh taighde i modh suirbhé faoi úsáid na Gaeilge i gcomhthéacs gnó. Chuimsigh an taighde ceisteanna cumais i gcoitinne, ceisteanna faoin mbuntáiste breise atá ag earraí le brandáil trí Ghaeilge agus ceisteanna faoi luach airgeadúil breise a shamhlaítear leo.

Forbairtí sa Todhchaí

Treo Straitéiseach

In 2019 rinneadh forbairt ar an ndrúacht den Treo Straitéiseach a chlúdódh tréimhse chúig bliana. Rinneadh deimhin de go raibh na sruthanna éagsúla pleanála, inmheánacha (Plean Gnó agus Plean Corparáideach) agus seachtracha (Straitéis 20 Bliain don Ghaeilge agus an Straitéis le Forbairt na Gaeilge a Fheabhsú agus a Chosaint) curtha san áireamh. De bharr chúinsí Covid-19 agus chúinsí an Bhoird (bhí cúpla folúntas ar Bhord Fhoras na Gaeilge amhail deireadh na bliana – folúntas an Chathaoirligh ina measc), níorbh fhéidir an obair ar an Treo Straitéiseach a chur chun cinn in 2020 mar a rabhthas ag súil leis.

Córas Iarratais Deontais ar Líne

Rinneadh obair bhreise ar an gcóras iarratais ar líne in 2020. Déanfaidh sé seo comhtháthú ar ghabháil, phróiseáil agus mheasúnú iarratais agus iad a cheangal le córais íocaíochta agus tuairiscithe. Tá sé i gceist an córas a thabhairt i bhfeidhm ar bhonn céimnitheach le linn 2021.

Full time Posts

Of the 70 full-time staff complement approved in principle by the NSMC for Foras na Gaeilge, 58 posts have been approved by the Sponsor and Finance Departments in both jurisdictions for the year ended 31 December 2020.

Details of the average weekly number of employees (full time equivalent) are set out in note 5 to the accounts.

Corporate Governance

The organisation was re-accredited in 2018 in relation to the SWIFT 3000 Code of Practice for Corporate Governance Assessment in Ireland. The organisation also achieved the On Board “Gold Standard” in 2018, which recognises high standards of corporate governance. Both of these accreditations are valid until 2021.

Important Events Occurring After The Year End

No important events took place after 31 December 2020 which would affect the accounts.

Charitable Donations

Foras na Gaeilge made no charitable donations during the financial year ended 31 December 2020.

Board Members

The functions of Foras na Gaeilge are exercised by the Board. The following served as Board Members of Foras na Gaeilge during 2020.

Pól Ó Gallchóir – Chairperson	Term ended 12/12/2020
Barra Ó Muirí – Deputy Chairperson	
Máire Ní Neachtain	
Conor Mc Guinness	
Mairéad Farrell	Resigned 08/02/2020
Maighréd Ní Chonghaile	
Sorcha Ní Chéide	
Niall Ó Gallochobhair	
Wuraola Majekodunmi	Appointed 27/11/2020
Dáithí Mac Cárthaigh	Appointed 27/11/2020
Dr Neasa Ní Chiaráin	Appointed 27/11/2020
Liam Rushe	Appointed 16/12/2020
Liadh Ní Riada	Appointed 16/12/2020
Kevin Ó hEadhra	Appointed 16/12/2020
Caoimhín Mac Giolla Mhín	Appointed 16/12/2020
Doiminic Ó Brolcháin	Appointed 16/12/2020

There were two vacancies (two southern nominees) on the Board of Foras na Gaeilge at 31 December 2020.

Payment to Suppliers

Foras na Gaeilge is committed to prompt payment for goods and services received, in accordance with the Irish ‘Late Payments in Commercial Transactions Regulations, 2002’ and ‘Late Payment of Commercial Debts (Interest) Act 1998’, as amended and supplemented by the ‘Late Payment of Commercial Debts Regulations 2002’ in the UK. Unless otherwise stated in the contract, payment is due within 30 days on receipt of the goods or services, or on presentation of an authorised invoice or similar demand, whichever is required in accordance with legislation. Regular reviews were conducted to measure how promptly Foras na Gaeilge pays its bills and found that in 2020 97% of bills were paid within the standard.

Health and Safety Policy

Foras na Gaeilge’s Safety Statements (in accordance with the Safety, Health and Welfare at Work Act 2005 and the Safety, Health and Welfare at Work (General Application (Amendment) Regulations 2010) were revised in 2014. A standard review of Foras na Gaeilge’s Occupational Safety & Health management system was satisfactorily concluded by the Health and Safety Authority in December 2017 with no compliance matters arising. The organisation has specifically reviewed its Safety Statement for its Headquarters in Dublin in light of building moves in 2017. A full independent review of all premises was conducted during 2020 in light of the increased regulations and requirements relating to COVID-19.

Poist Lánaimseartha

As an 70 post lánaimseartha ceadaithe d'Fhoras na Gaeilge i bprionsabal ag an gCATT, tá 58 post díobh faofa ag na Ranna Urraíochta agus Ranna Airgeadais sa dá dhlinse don bhliain dar chríoch 31 Nollaig 2020.

Tá sonraí maidir le meánlíon seachtainiúil fostaithe (coibhéis lánaimseartha) i nóta 5 a ghabhann leis na cuntais.

An Rialú Corparáideach

Bhain an eagraíocht cáilíocht amach arís in 2018 maidir le Cód Cleachtais SWiFT 3000 ar Mheasúnú ar an Rialú Inmheánach in Éirinn. Chomh maith leis sin, bhain an eagraíocht an “Caighdeán Óir” de chuid On Board amach i 2018, caighdeán a aithníonn ardchaighdeán sa rialú corparáideach. Tá an dá cháilíocht seo bailí go dtí 2021.

Nithe suntasacha a tharla tar éis Dheireadh na Bliana

Níor tharla aon imeacht tábhachtach tar éis 31 Nollaig 2020 a d'imreodh tionchar ar na cuntais.

Tabhartais Charthanúla

Ní dhearna Foras na Gaeilge aon tabhartais charthanúla i rith na bliana dar chríoch 31 Nollaig 2020.

Comhaltaí Boird

Is ar Bhord Fhoras na Gaeilge atá sé feidhmeanna Fhoras na Gaeilge a chur i bhfeidhm. D'fhreastail na daoine seo a leanas ar Bhord Fhoras na Gaeilge mar chomhaltaí boird le linn na bliana 2020.

Pól Ó Gallchóir – Cathaoirleach	Comhaltas in éag 12/12/2020
Barra Ó Muirí – Leas-Chathaoirleach	
Máire Ní Neachtain	
Conor Mc Guinness	
Mairéad Farrell	D'éirigh sí as 08/02/2020
Maighréad Ní Chonghaile	
Sorcha Ní Chéide	
Niall Ó Gallochobhair	
Wuraola Majekodunmi	Ceaptha 27/11/2020
Dáithí Mac Cárthaigh	Ceaptha 27/11/2020
An Dr Neasa Ní Chiaráin	Ceaptha 27/11/2020
Liam Rushe	Ceaptha 16/12/2020
Liadh Ní Riada	Ceaptha 16/12/2020
Kevin Ó hEadhra	Ceaptha 16/12/2020
Caoimhín Mac Giolla Mhín	Ceaptha 16/12/2020
Doimín Ó Brolcháin	Ceaptha 16/12/2020

Bhí dhá fholúntas (dhá ainmní dheas) ar bhord Fhoras na Gaeilge amhail 31 Nollaig 2020.

Íocaíocht le Soláthraithe

Tá Foras na Gaeilge tiomanta d'íocaíocht phras billí le haghaidh earraí agus seirbhísí a fhaightear de réir ‘Rialacháin um Íocaíocht Dhéanach in Idirbhearta Tráchtála, 2002’ in Éirinn, agus an ‘Late Payment of Commercial Debts (Interest) Act, 1998’, arna leasú agus arna fhorlíonadh ag an ‘Late Payment of Commercial Debts Regulations 2002’ sa Ríocht Aontaithe. Mura ndeirtear a mhalairt sa chonradh, bíonn íocaíocht dlite laistigh de 30 lá ón am a bhfaightear na hearraí nó na seirbhísí, nó ón am a gcuirtear sonrasc údaraithe nó éileamh den sórt céanna isteach, cibé acu atá ag teastáil de réir reachtaíochta. Rinneadh athbhreithnithe rialta lena thomhas cé chomh pras a íocann Foras na Gaeilge a chuid billí agus fuarthas gur íocadh 97% de bhíllí laistigh den chaighdeán sa bhliain 2020.

Beartas Sláinte agus Sábháilteachta

Rinneadh athbhreithniú in 2014 ar Ráitis Shábháilteachta Fhoras na Gaeilge (de réir an Achta um Shábháilteacht, Sláinte agus Leas ag an Obair 2005 agus na Rialachán um Shábháilteacht, Sláinte agus Leas ag an Obair (Feidhm Ghinearálta (Leasú) 2010). Chuir an tÚdarás Sláinte & Sabháilteachta measúnú caighdeánach ar an gcóras bainistíochta ar Shláinte & Shábháilteacht Cheirde atá in úsáid ag Foras na Gaeilge, a críochnaíodh in 2017 gan aon cheist maidir le comhlíonadh na rialacha a bheith ardaithe aige. Rinne an eagraíocht athbhreithniú ar a Ráitis Shábháilteachta dá Cheannáras i mBaile Átha cliath i ndiaidh a bhogtha in 2017. Rinneadh athbhreithniú iomlán neamhspleách ar gach fhoirgneamh de chuid Fhoras na Gaeilge i rith 2020 i bhfianaise na dtreoirínte agus riachtanas nua a bhaineann le COVID-19.

Equality and Employees with Disabilities

In the South, Foras na Gaeilge reports on the employment of disabled persons as required by the Disability Act 2005. Every employee and applicant (real or possible) will be dealt with fairly and selections as regards employment, promotion, training or any other benefits will be made on a basis of suitability and ability. An employee survey was conducted in 2020 in which 6.25% of respondents to the survey indicated that they had a disability (in the previous calendar year) as defined in the Disability Act 2005.

In compliance with the requirements of Section 75 of the Northern Ireland Act 1998 the two agencies of The Language Body jointly prepared a revised Equality Scheme in 2013. This was approved by the Equality Commission for Northern Ireland on the 13th of December 2013 which included provision for disabled employees. Foras na Gaeilge and the Ulster-Scots Agency co-operated on an annual progress report (2015-16) on Equality and Good Relations Duties.

Decentralisation

An office was opened in Gaoth Dobhair on 1 September 2010 with the appointment of the Director for Publishing, Lexicography and Terminology. At 31 December 2020 there were seven employees attached to that office.

Employee Involvement

Employees were members of various trade unions during 2020, namely, SIPTU and FÓRSA. No labour relations difficulties arose during the year. Throughout the year employees were regularly advised of any new developments and were consulted with through formal and informal meetings, at courses and briefings where staff were given every opportunity to contribute or comment on new procedures and policies.

Statement of Responsibilities for Board Members

The role of each Board member is to provide leadership, vision, continuity of purpose and to be accountable to the public. The Board Members are required to:

- Contribute to decision-making and to be jointly responsible for the decisions taken.
- Attend Board meetings on a regular basis and to be well prepared by reading relevant papers in advance.
- Attend training events and keep up-to-date with subjects relevant to the work of the organisation.
- Contribute to the work of Board committees.
- Act at all times with propriety, declaring any interests that may conflict with their responsibilities as a Board Member.

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Comhionannas agus Fostaithe atá faoi Mhíchumas

Ó dheas, tuairiscíonn Foras na Gaeilge ar fhostú daoine atá faoi mhíchumas mar a éilítear faoin Acht um Mhíchumais 2005. Caithfear go cothrom le gach fostaí agus iarrthóir (fíor nó féideartha) agus is ar bhonn oiriúnachta agus cumais a dhéanfar roghanna a bhaineann le fostaíocht, ardú céime, oiliúint nó leas ar bith eile. Le linn 2020, rinneadh suirbhé foirne a léirigh go raibh 6.25% díobh siúd a ghlac páirt sa suirbhé (sa bhliain féilire roimhe) faoi mhíchumas de réir sainmhíniú an Achta um Mhíchumais 2005.

Ag comhlíonadh riachtanas Alt 75 den Northern Ireland Act 1998, d'ullmhaigh an dá ghníomhaireacht den Fhoras Teanga, i gcomhpháirt lena chéile, athbhreithniú ar an Scéim Comhionannais in 2013. Cheadaigh an Coimisiún Comhionannais i dTuaisceart Éireann an t-athbhreithniú seo ar 13 Nollaig 2013 ina raibh foráil d'fhostaithe faoi mhíchumas. Chomhoibrigh Foras na Gaeilge agus Gníomhaireacht na hUltaise ar thuarascáil bhliantúil ar dhul chun cinn (2015-16) ar Chomhionannas agus Dualgais Dhea-Chaidrimh.

Dílárú

Osclaíodh oifig i nGaoth Dobhair ar 1 Meán Fómhair 2010 nuair a ceapadh an Stiúrthóir Seirbhísí Foilsitheoireachta, Foclóireachta & Téarmaíochta. Ar 31 Nollaig 2020 bhí seachtar fostaithe nasctha leis an oifig sin.

Rannpháirtíocht Fostaithe

Bhí fostaithe de chuid Fhoras na Gaeilge ina mbaill de cheardchumainn éagsúla le linn 2020, is iad sin: SIPTU agus FÓRSA. Níor tháinig aon deacrachtaí ó thaobh caidreamh tionsclaíoch de aníos le linn na bliana. I rith na bliana, coinníodh fostaithe ar an eolas faoi aon fhorbairtí nua go rialta agus chuathas i gcomhairle leo ag cruinnithe foirmiúla agus neamhfhoirmiúla, ag cúrsaí agus ag seisiúin eolais, ina raibh deis ag baill foirne cur le nó trácht a dhéanamh ar nósanna imeachta nó polasaithe nua.

Ráiteas i leith Freagrachtaí do Chomhaltaí an Bhoird

Is é ról gach comhalta boird ceannaireacht, fíis agus leanúnachas cuspóra a sholáthar agus a bheith freagrach don phobal. Iarrtar ar chomhaltaí boird:

- Cuidiú le cinnteoireacht agus a bheith freagrach i bpáirt lena chéile as na cinntí a dhéantar.
- Freastal ar chruinnithe boird ar bhonn rialta agus a bheith ullmhaithe go maith dóibh trí na cáipéisí cuí a léamh roimh ré.
- Freastal ar imeachtaí oiliúna agus coinneáil cothrom le dáta le hábhair a bhaineann le hobair na heagraíochta.
- Páirt a ghlacadh in obair na gcoistí boird.
- Feidhmiú i gcónaí mar is cóir, agus aon choimhlint leasa a d'fhéadfadh teacht salach ar a gcuid freagrachtaí mar chomhalta boird a nochtadh.

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STATEMENT OF RESPONSIBILITIES

Foras na Gaeilge's Responsibilities

The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities have directed the Language Body to prepare a statement of accounts for each financial year in the form and on the basis set out in the accounts direction in the appendix to these accounts. The accounts are prepared on an accruals basis and must give a true and fair view of Foras na Gaeilge's state of affairs at the year end and of its income and expenditure, total recognised gains and losses, and cash flows for the financial year.

In preparing the accounts the Body is required to:

- observe the accounts direction issued by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities, including the relevant accounting and disclosure requirements, and apply accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards have been followed or have not been followed and disclose and explain any material departures in the accounts;
- prepare the accounts on a going concern basis, unless it is inappropriate to presume Foras na Gaeilge will continue in operation.

The Language Body requires Foras na Gaeilge to keep proper accounts and financial records and to prepare a statement of accounts in respect of each year.

Chief Executive's Responsibilities

The Chief Executive's responsibilities as the Accountable Person for Foras na Gaeilge, including the responsibility for the propriety and regularity of the public finances and for the keeping of proper records, are set out in the Financial Memorandum of Foras na Gaeilge.

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RÁITEAS I LEITH FREAGRACHTAÍ

Freagrachtaí Fhoras na Gaeilge

Tá an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán agus an Roinn Pobal tar éis treoir a thabhairt don Fhoras Teanga ráiteas cuntais a ullmhú i leith gach bliain airgeadais san fhoirm agus ar an mbonn atá leagtha amach sa treoir do chuntais san aguisín a ghabhann leis na cuntais seo. Ullmhaítear na cuntais ar bhonn fabhrúithe agus caithfidh siad léargas fírinneach cóir a thabhairt ar staid chúrsaí an Fhorais ag deireadh na bliana agus ar a ioncam agus a chaiteachas, a ghnóthachain agus a chaillteanais aitheanta iomlán, agus a shreabhadh airgid don bhliain airgeadais.

Agus na cuntais á n-ullmhú aige, ceanglaítear ar an bhForas Teanga:

- an treoir do na cuntais arna heisiúint ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán agus an Roinn Pobal, lena n-áirítear na ceanglais ábhartha maidir le cuntasaoíocht agus faisnéisiú agus beartais chuntasaoíochta iomchuí a chomhlíonadh ar bhonn comhsheasmhach;
- breithiúnais agus meastacháin a dhéanamh ar bhonn réasúnach;
- a rá ar comhlíonadh nó nár comhlíonadh na caighdeáin chuntasaoíochta infheidhme agus aon difríocht ábhartha sna cuntais a mhíniú;
- na cuntais a ullmhú ar bhonn gnóthais leantaigh, ach amháin mura bhfuil sé cuí glacadh leis go leanfaidh Foras na Gaeilge de bheith i bhfeidhm.

Ceanglaíonn an Foras Teanga ar Fhoras na Gaeilge cuntais agus taifid airgeadais chearta a choimeád agus ráiteas cuntas a ullmhú i leith gach bliana.

Freagrachtaí an Phríomhfheidhmeannaigh

Leagtar amach na freagrachtaí atá ar an bPríomhfheidhmeannach mar Dhuine Cuntasach Fhoras na Gaeilge, lena n-áirítear an fhreagracht as cuibheas agus rialtacht an airgeadais phoiblí agus as taifid chearta a choimeád, i Meamram Airgeadais Fhoras na Gaeilge.

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STATEMENT ON THE SYSTEM OF INTERNAL CONTROL

Responsibility for the System of Internal Control

As Chief Executive Officer of Foras na Gaeilge, I acknowledge my responsibility for ensuring that an effective system of internal control is operated and maintained.

The system can only provide reasonable and not absolute assurance that assets are safeguarded, transactions are authorised and properly recorded and that relevant errors or irregularities are either prevented or would be detected in a timely period.

Key Control Procedures

The system of internal control operated is based on detailed administrative procedures, segregation of duties, specific authorisations and monthly management review of reports outlining the actual and budgeted results of programmes operated by Foras na Gaeilge. In particular, it includes the following:

- An established organisational structure with clearly defined lines of responsibility;
- A Programme Manager for Finance and Information Technology who is a qualified accountant and is responsible for the financial procedures of the organisation and reports to Senior Management;
- The Director of Corporate Services is a qualified accountant, who reports to the Audit Committee and the Board;
- Risk assessment and mitigation processes are implemented at a Directorate level and at an Organisational level;
- The implementation of a comprehensive budgeting system, with bespoke software designed to monitor grant expenditure. The Corporate Services Directorate carries out monthly reviews of all budgets. All budgets are reviewed and agreed by the Board at each meeting;
- The Implementation of Conflict of Interest Policy and the associated procedures for both Board and staff;
- The Internal Audit function is outsourced to an accountancy and business advisory firm. The internal audit function reports to the Chair of the Audit Committee and the Chief Executive Officer;
- An Audit Committee consisting of five Board Members (one of whom acts as Chairperson), and two external appointees which met 5 times in 2020 to review the internal auditor's reports and discuss matters arising around the risk register and advised the Board accordingly;
- Outstanding audit recommendations, made by the internal auditor, are tracked and presented at Audit Committee meetings as a standing item on the agenda, they are also presented to Monitoring Meetings with the Sponsor Departments;
- A representative from the Department for Communities occasionally attends Foras na Gaeilge Audit Committee meetings, and receives the relevant documentation;
- Assurance Statements are completed by the Chief Executive in conjunction with the Senior Management Team. They are submitted to the Sponsor Departments and reviewed in detail, along with other relevant matters, at quarterly Monitoring Meetings with the Sponsor Departments. They are also presented for information purposes to the Audit Committee.

Annual Review of Controls

Foras na Gaeilge is committed to operating an efficient and economic internal control system.

My review of the effectiveness of the System of Internal Control is informed by the work of the internal auditor, the Audit Committee which oversees the work of the internal auditor, the managers within Foras na Gaeilge who have responsibility for the development and maintenance of the control processes and framework and by the comments made by the external auditors in the form of their management letter and other reports. This Statement of Internal Financial Controls was presented for consideration to the Audit Committee in March 2021 and to the Board in April 2021.

I have been advised on the implications of the result of my review of the effectiveness of the system of Internal Control by the Internal Auditor, managers within Foras na Gaeilge and the Audit Committee. No significant control matters occurred during the year.

Steps were taken to ensure its continuous improvement during the year. These include the following:

- A regular review of the risk register, informed by the Senior Management Team, is carried out by the Audit Committee, the Board and Sponsor Departments;
- A report on 2019 grant files of the 6 lead organisations was completed by the Internal Auditor in 2020;
- The following policies were reviewed and updated by the Audit Committee and the Board:
 - the Conflict of Interest Policy;
 - the Whistleblowing Policy;
 - the Fraud Policy; and
 - the Risk Management Policy;
- A report by Internal Audit on 2019 grant payments disclosed to the Government Funded Database was presented to the Audit Committee; and

RÁITEAS MAIDIR LE RIALÚCHÁN INMHEÁNAIGH AIRGEADAIS

Freagracht as an gCóras Rialaithe Inmheánaigh Airgeadais

Mar Phríomhfheidhmeannach Fhoras na Gaeilge, admhaím mo fhreagracht as córas éifeachtach rialaithe inmheánaigh airgeadais a fheidhmiú agus a choimeád.

Ní féidir leis an gcóras ach urrús réasúnta seachas urrús absalóideach a chur ar fáil go gcumhdaítear sócmhainní, go n-údaraitear agus go dtaifeadtar go cuí idirbhearta agus go gcoshtar nó go n-aimseofaí go tráthúil earráidí nó mírialtachtaí ábhartha.

Príomhnósanna Imeachta Rialaithe

Tá an córas rialaithe inmheánaigh a fheidhmítear bunaithe ar nósanna mionsonraithe riaracháin, deighilt dualgas, údaruithe sonracha agus athbhreithniú míosúil bainistíochta ar thuairiscí a thugann breac-chuntas ar thorthaí iarbhir agus buiséadaithe cláir atá á bhfeidhmiú ag Foras na Gaeilge. Áirítear go sonrach na nithe seo a leanas:

- Struchtúr bunaithe eagraíochtúil, le línte soiléire freagrachtaí;
- Clár bainisteoir Airgeadais agus Theicneolaíocht na Faisnéise atá ina chuntasóir cáilithe agus atá freagrach as nósanna imeachta airgeadais na heagraíochta agus a thuairiscíonn don Fhoireann Ardbhainistíochta;
- Stiúrthóir Seirbhísí Corparáideacha atá ina chuntasóir cáilithe agus a thuairiscíonn don Choiste Iniúchta agus don Bhord;
- Cuirtear próisis mheasúnaithe agus mhaolaithe rioscaí i bhfeidhm ag leibhéal na Stiúrthóireachtaí agus ag leibhéal na hEagraíochta ina hiomláine;
- Cuirtear córas cuimsitheach i bhfeidhm maidir le buiséadú, le bogearra saincheaptha chun monatóireacht a dhéanamh ar chaiteachas deontais. Déanann an Stiúrthóireacht Seirbhísí Corparáideacha athbhreithnithe míosúla ar gach buiséad. Athbhreithníonn agus faomhann an Bord gach buiséad ag gach cruinniú;
- Cuirtear Beartas um Choimhlint Leasa agus na nósanna imeachta gaolmhara i bhfeidhm don fhoireann agus don Bhord;
- Gnó seachtrach cuntasáíochta agus comhairle gnó a chuireann feidhm an iniúchta inmheánaigh ar fáil. Tuairiscíonn an tIniúcháir Inmheánach go comhuaineach do chathaoirleach an Choiste Iniúchta agus don Phríomhfheidhmeannach;
- Coiste Iniúchta atá comhdhéanta de chúigear comhaltaí boird (duine amháin díobh a fheidhmíonn mar Chathaoirleach), agus de bheirt atá ceaptha go seachtrach. Bhuail an Coiste Iniúchta le chéile 5 huairé sa bhliain chun athbhreithniú a dhéanamh ar thuarascálacha an Iniúchóra Inmheánaigh, agus le saincheisteanna a tháinig chun cinn maidir leis an gclár rioscaí a phlé agus chuir sé comhairle ar an mBord dá réir;
- Rianaítear moltaí iniúchta an Iniúchóra Inmheánaigh, agus cuirtear na cinn a bhíonn fós le réiteach faoi bhráid an Choiste Iniúchta mar mhír sheasta ar an gclár, cuirtear na moltaí seo faoi bhráid na Ranna Urraíochta ag Cruinnithe Monatóireachta chomh maith;
- Bíonn ionadaí ón Roinn Pobal i láthair ag cruinnithe de chuid an Choiste Iniúchta ó am go chéile, agus cuirtear an cháipéisíocht chuí ar fáil dó;
- Cuireann an Príomhfheidhmeannach, i gcomhar leis an Fhoireann Ardbhainistíochta, Ráitis Dearbhúcháin le chéile. Cuirtear faoi bhráid an Choiste Iniúchta iad mar eolas, agus faoi bhráid na Ranna Urraíochta iad. Déantar imscrúdú mionsonraithe orthu, mar aon le saincheisteanna ábhartha eile, ag Cruinnithe ráithiúla Monatóireachta leis na Ranna.

Athbhreithniú Bliantúil ar Rialúcháin

Tá Foras na Gaeilge tiomanta do chóras rialaithe inmheánaigh atá éifeachtach agus eacnamúil a fheidhmiú.

Tagann eolas i gcomhair m'athbhreithnithe ar éifeachtacht an chórais rialaithe inmheánaigh ó obair an Iniúchóra Inmheánaigh, ón gCoiste Iniúchta a mhaoirsíonn obair an Iniúchóra Inmheánaigh, ó na bainisteoirí laistigh d'Fhoras na Gaeilge a bhfuil an fhreagracht orthu as forbairt agus cothabháil na bpróiseas agus an chreata rialaithe, agus ó na ráitis a dhéanann iniúcháirí seachtracha i bhfoirm a litreach bainistíochta agus tuairiscí eile. Cuireadh an Ráiteas seo maidir le Rialachán Inmheánach Airgeadais faoi bhráid an Choiste Iniúchta i mí an Mhárta 2021 agus faoi bhráid an Bhoird i mí Aibreáin 2021.

Thug an tIniúcháir Inmheánach, bainisteoirí laistigh d'Fhoras na Gaeilge agus an Coiste Iniúchta comhairle dom ar impleachtaí thorthaí m'athbhreithnithe ar éifeachtacht an chórais rialaithe inmheánaigh airgeadais. Níor tháinig aon saincheisteanna suntasacha rialúcháin aníos le linn na bliana.

Glacadh céimeanna le feabhsú leanúnach a chinntiú le linn na bliana. Ina measc seo tá na nithe seo a leanas:

- Cuirtear athbhreithnithe rialta ar an gClár Rioscaí, arna chomhairliú ag an bhFoireann Ardbhainistíochta, faoi bhráid an Choiste Iniúchta, an Bhoird, agus na Ranna Urraíochta;
- Chuir an tIniúcháir Inmheánach tuairisc i gcrích a rinne iniúchadh ar chomhaid deontais 2019 na 6 Cheanneagraíocht in 2020;
- Rinne an Coiste Iniúchta agus an Bord athbhreithniú agus uasdátú ar na polasaithe seo a leanas:
 - An Polasaí Coimhlint Leasa,
 - An Polasaí Sceithreachta,
 - An Polasaí Calaoise, agus
 - An Polasaí Bainistithe Rioscaí;
- Cuireadh tuairisc ón Iniúcháir Inmheánach ar íocaíochtaí deontais 2019 a nochtadh ar an mBunachar Maoinithe Rialtas faoi bhráid an Choiste Iniúchta; agus

- A report on the internal audit activities for 2020 was carried out by the Internal Auditor. The systems of internal control were found in their view to be adequate and effective overall. This report was considered by the Audit Committee in March 2021.
- Covid 19:
 - Foras na Gaeilge staff impacted by office closures were enabled to work remotely - to process payments, pay grantees critical funding, pay salary and meet other organisational aims and objectives. Work processes were reviewed and amended as required. All offices were risk assessed prior to phased reopening.
 - Implications and arrangements resulting from the Covid-19 (financial and otherwise) were discussed at meetings of the audit committee, at Foras na Gaeilge board meetings and were reported to sponsor departments.
 - Within the organisation a business continuity group assessed the impact of guidance from both sponsor departments. The group reported to senior management and updated staff on Covid 19 implications and arrangements.

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- Chuir an Tníúchóir Innheánach tuairisc i gcrích ar ghníomhaíochtaí iniúchta sa bhliain 2020. Measadh sa tuairisc go raibh na córais rialaithe innheánacha sásúil agus éifeachtach ar an iomlán. Cuireadh an tuairisc seo faoi bhráid an Choiste Iniúchta i mí an Mhárta 2021.
- Covid 19
 - Cumasaíodh foireann Fhoras na Gaeilge le bheith in ann obair ó chian – le híocaíochtaí a phróiseáil, le maoiniú criticiúil a íoc le deontaithe, le turastail a íoc agus le feidhmeanna eile eagraíochtúla a chomhlíonadh. Rinneadh uasdátú agus athbhreithniú ar phróisis oibre de réir mar ba ghá. Cuireadh measúnuithe rioscaí i gcrích ar gach oifig sular athosclaíodh iad go céimnitheach;
 - Pléadh impleachtaí agus socruithe ag eascairt as Covid-19 (cinn airgeadais nó eile) ag cruinnithe den Choiste Iniúchta, den Bhord, agus tuairiscíodh iad do na Ranna Urraíochta.
 - Laistigh den eagraíocht rinne meitheal leanúnachais gnó measúnú ar impleachtaí na treorach ón dá Roinn Urraíochta. Thuairiscigh an meitheal seo don Fhoireann Ardbhainistíochta agus rinne sí uasdátaithe don fhoireann ar shocruithe agus impleachtaí fad is a bhain le Covid-19 de.

Seán Ó Coinn 13/05/2022
Príomhfheidhmeannach Dáta
Foras na Gaeilge

FORAS NA GAELIGE
STATEMENT OF INCOME & EXPENDITURE FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	2020 €	2020 Stg£	2019 €	2019 Stg£
INCOME					
Revenue from Departments	2	15,917,815	14,162,080	16,082,858	14,117,531
Deferred funding for Pensions	15.4.4	1,613,000	1,435,086	1,239,000	1,087,594
Release from Capital Grant Reserve	13	43,734	38,910	49,373	43,340
Income from Book Distribution and Sales		1,081,835	962,509	996,438	874,673
Other Operating Income	4	167,900	149,381	157,821	138,536
Total Income		18,824,284	16,747,966	18,525,490	16,261,674
EXPENDITURE					
Staff Costs & Board Remuneration	5	5,619,213	4,999,413	5,167,704	4,536,211
Grants expended by Foras na Gaeilge	8	9,617,978	8,557,114	9,754,227	8,562,261
Other Operating Costs	7	2,565,683	2,282,689	2,975,029	2,611,481
Direct Printing and Distribution Costs	3	694,361	617,773	811,022	711,915
Depreciation	9	43,734	38,910	49,373	43,340
Total Expenditure		18,540,969	16,495,899	18,757,355	16,465,208
Surplus / (Deficit) for the Year		283,315	252,067	(231,865)	(203,534)
Surplus carried forward from previous year		1,450,985	1,234,492	1,682,850	1,505,306
Currency Translation Adjustment	1.11	-	72,576	-	(67,280)
Surplus transferred to Revenue Reserves		1,734,300	1,559,135	1,450,985	1,234,492

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	2020 €	2020 Stg£	2019 €	2019 Stg£
Surplus / (Deficit) for the Year		283,315	252,067	(231,865)	(203,534)
Experience (Loss) / Gain	15.4.3	(253,000)	(225,000)	436,000	383,000
Gain / (Loss) due to currency movements	15.4.3	131,000	117,000	(99,000)	(87,000)
Loss on change of financial assumptions	15.4.3	(4,435,000)	(3,946,000)	(3,862,000)	(3,390,000)
Actuarial Loss on the pension liabilities		(4,557,000)	(4,054,000)	(3,525,000)	(3,094,000)
Adjustment to deferred pension funding		4,557,000	4,054,000	3,525,000	3,094,000
Recognised Surplus / (Deficit) for the Year		283,315	252,067	(231,865)	(203,534)

The notes 1 to 24 form part of these accounts.

Regina Uí Chollatáin 13/05/2022
Chairperson Date
Foras na Gaeilge

Seán Ó Coinn 13/05/2022
Chief Executive Date
Foras na Gaeilge

FORAS NA GAELIGE
RÁITEAS IONCAIM AGUS CAITEACHAIS DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2020

	Nótaí	2020 €	2020 Stg£	2019 €	2019 Stg£
IONCAM					
Ioncam ó na Ranna	2	15,917,815	14,162,080	16,082,858	14,117,531
Cistiúchán iarchurtha pinsin	15.4.4	1,613,000	1,435,086	1,239,000	1,087,594
Scaoileadh ó chúlchiste deontais chaipitil	13	43,734	38,910	49,373	43,340
Ioncam ó dháileadh agus ó dhíol leabhar		1,081,835	962,509	996,438	874,673
Ioncam oibriúcháin eile	4	167,900	149,381	157,821	138,536
Ioncam iomlán		18,824,284	16,747,966	18,525,490	16,261,674
CAITEACHAS					
Costais foirne & luach saothair an bhoird	5	5,619,213	4,999,413	5,167,704	4,536,211
Deontais íoctha ag Foras na Gaeilge	8	9,617,978	8,557,114	9,754,227	8,562,261
Costais oibriúcháin eile	7	2,565,683	2,282,689	2,975,029	2,611,481
Costais dhíreacha phriontála agus dáilte	3	694,361	617,773	811,022	711,915
Dímheas	9	43,734	38,910	49,373	43,340
Caiteachas iomlán		18,540,969	16,495,899	18,757,355	16,465,208
Barrachas / (Easnamh) don Bhliain		283,315	252,067	(231,865)	(203,534)
Barrachas a tugadh ar aghaidh ón mbliain roimhe		1,450,985	1,234,492	1,682,850	1,505,306
Coigeartú aistrithe airgeadra	1.11	-	72,576	-	(67,280)
Barrachas arna aistriú chuig cúlchistí ioncaim		1,734,300	1,559,135	1,450,985	1,234,492

RÁITEAS AR GHNÓTHACHÁN AGUS AR CHAILLTEANAS CUIMSITHEACH DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2020

	Nótaí	2020 €	2020 Stg£	2019 €	2019 Stg£
Barrachas / (Easnamh) don Bhliain		283,315	252,067	(231,865)	(203,534)
(Caillteanas) / Gnóthachan ó thaithí	15.4.3	(253,000)	(225,000)	436,000	383,000
Gnóthachan / (Caillteanas) ó mhalartú airgeadra	15.4.3	131,000	117,000	(99,000)	(87,000)
Caillteanas maidir le hathruithe sna toimhdí airgeadais	15.4.3	(4,435,000)	(3,946,000)	(3,862,000)	(3,390,000)
Caillteanas achtúireach ar an scéim pinsin		(4,557,000)	(4,054,000)	(3,525,000)	(3,094,000)
Leasú ar mhaoiniú pinsean iarchurtha		4,557,000	4,054,000	3,525,000	3,094,000
Barrachas / (Easnamh) aitheanta don Bhliain		283,315	252,067	(231,865)	(203,534)

Is cuid de na cuntais seo na nótaí 1 go 24.

Regina Uí Chollatáin 13/05/2022
Cathaoirleach Dáta
Foras na Gaeilge

Seán Ó Coinn 13/05/2022
Príomhfheidhmeannach Dáta
Foras na Gaeilge

FORAS NA GAEILGE
STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2020

	Notes	2020 €	2020 Stg£	2019 €	2019 Stg£
FIXED ASSETS					
Tangible assets	9	70,269	63,172	87,805	74,703
CURRENT ASSETS					
Stocks	10	680,203	611,502	556,476	473,450
Receivables due within one year	11	628,757	565,253	621,237	528,549
Cash at bank and in hand	14.2	709,396	637,746	568,387	483,577
		2,018,356	1,814,501	1,746,100	1,485,576
CURRENT LIABILITIES					
Creditors (amounts falling due within one year)	12	(284,057)	(255,367)	(295,117)	(251,086)
NET CURRENT ASSETS					
		1,734,299	1,559,134	1,450,983	1,234,490
Total Asset less current liabilities before pension		1,804,568	1,622,306	1,538,788	1,309,193
Deferred pension funding balance	15.4.6	37,139,000	33,387,961	30,705,000	26,123,814
Pension liability	15.4.2	(37,139,000)	(33,387,961)	(30,705,000)	(26,123,814)
TOTAL ASSETS LESS CURRENT LIABILITIES					
		1,804,568	1,622,306	1,538,788	1,309,193
FINANCED BY:					
CAPITAL AND RESERVES					
Revenue Reserve		1,734,300	1,559,135	1,450,985	1,234,492
Capital Grant Reserve	13	70,268	63,171	87,803	74,701
		1,804,568	1,622,306	1,538,788	1,309,193

The notes 1 to 24 form part of these accounts.

Regina Uí Chollatáin 13/05/2022
Chairperson Date
Foras na Gaeilge

Seán Ó Coinn 13/05/2022
Chief Executive Date
Foras na Gaeilge

FORAS NA GAEILGE
RÁITEAS AR STAID AN AIRGEADAIS AMHAIL AN 31 NOLLAIG 2020

	Nótaí	2020 €	2020 Stg£	2019 €	2019 Stg£
SÓCMHAINNÍ SEASTA					
Sócmhainní inláimhsithe	9	70,269	63,172	87,805	74,703
SÓCMHAINNÍ REATHA					
Stoic	10	680,203	611,502	556,476	473,450
Féichiúnaithe dlite laistigh de bhliain amháin	11	628,757	565,253	621,237	528,549
Airgead sa bhanc agus ar láimh	14.2	709,396	637,746	568,387	483,577
		2,018,356	1,814,501	1,746,100	1,485,576
DLITEANAIS REATHA					
Creidiúnaithe (méideanna a bheidh dlite laistigh de bhliain amháin)	12	(284,057)	(255,367)	(295,117)	(251,086)
GLANSÓCHMHAINNÍ REATHA					
		1,734,299	1,559,134	1,450,983	1,234,490
Sócmhainní iomlána lúide dliteanais reatha roimh pinsean					
		1,804,568	1,622,306	1,538,788	1,309,193
Iarmhéid maoiniúcháin phinsin iarchurtha	15.4.6	37,139,000	33,387,961	30,705,000	26,123,814
Dlitéanas pinsin	15.4.2	(37,139,000)	(33,387,961)	(30,705,000)	(26,123,814)
SÓCMHAINNÍ SAN IOMLÁN LÚIDE DLITEANAIS REATHA					
		1,804,568	1,622,306	1,538,788	1,309,193
ARNA AIRGEADÚ AG:					
CAIPITEAL AGUS CÚLCHISTÍ					
Cúlchiste ioncaim		1,734,300	1,559,135	1,450,985	1,234,492
Cúlchiste deontais chaipitil	13	70,268	63,171	87,803	74,701
		1,804,568	1,622,306	1,538,788	1,309,193

Is cuid de na cuntais seo na nótaí 1 go 24.

Regina Uí Chollatáin 13/05/2022
 Cathaoirleach Dáta
 Foras na Gaeilge

Seán Ó Coinn 13/05/2022
 Príomhfheidhmeannach Dáta
 Foras na Gaeilge

FORAS NA GAEILGE
STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	2020 €	2020 Stg£	2019 €	2019 Stg£
NET CASH INFLOW / (OUTFLOW) FROM OPERATING ACTIVITIES	14.1	141,009	154,169	(72,062)	(89,301)
CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT					
Payments to acquire Tangible Fixed Assets	9	(26,199)	(23,309)	(42,676)	(37,461)
NET CASH INFLOW / (OUTFLOW) BEFORE FINANCING		114,810	130,860	(114,738)	(126,762)
FINANCING					
Capital Grant Received	13	26,199	23,309	42,676	37,461
INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS	14.2	141,009	154,169	(72,062)	(89,301)

The notes 1 to 24 form part of these accounts.

FORAS NA GAEILGE
RÁITEAS MAIDIR LE SREABHADH AIRGID DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2020

	Nótaí	2020 €	2020 Stg£	2019 €	2019 Stg£
SREABHADH / (EIS-SREABHADH) GLAN AIRGID Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN	14.1	141,009	154,169	(72,062)	(89,301)
CAITEACHAS CAIPITIÚIL AGUS INFHEISTÍOCHT AIRGEADAIS					
Íocaíochtaí chun sócmhainní seasta inláimhsithe a fháil	9	(26,199)	(23,309)	(42,676)	(37,461)
SREABHADH / (EIS-SREABHADH) GLAN AIRGID ROIMH MHAOINIÚ		114,810	130,860	(114,738)	(126,762)
MAOINIÚ					
Deontas caipitil faighte	13	26,199	23,309	42,676	37,461
MÉADÚ / (LAGHDÚ) AR AIRGEAD TIRIM AGUS AR CHOIBHÉISÍ AIRGID THIRIM	14.2	141,009	154,169	(72,062)	(89,301)

Is cuid de na cuntais seo na nótaí 1 go 24.

FORAS NA GAEILGE – Notes to the accounts

1. Accounting Policies

The principal accounting policies, which have been adopted in the preparation of the accounts, are as follows:

1.1 Accounting Convention

The accounts have been prepared in accordance with the historic cost convention. The accounts have been prepared in accordance with the Accounts Direction given by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities with the approval of the respective Finance Departments, in accordance with the North/South co-operation (implementation bodies Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999. The accounts have been prepared in accordance with FRS 102.

1.2 Statement of Compliance

The Financial Statements of Foras na Gaeilge for the year ended 31st December 2020 have been prepared in accordance with FRS 102, the financial reporting standard applicable in the UK and Ireland issued by the Financial Reporting Council (FRC), as promulgated by Chartered Accountants Ireland.

1.3 Critical Accounting Judgements and Estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements have had the most significant effect on amounts recognised in the financial statements.

1.4 Fixed Assets

a) Tangible Fixed Assets are entered at their cost to Foras na Gaeilge.

b) Depreciation is calculated to write off the cost or re-evaluated amounts of fixed assets within their useful life. The following are the methods and rates used each year:

Motor Vehicles	25% straight line
Fixtures and Fittings	10% straight line
Computer Equipment	33.33% straight line
Office Equipment	15% - 20% straight line

c) Impairment of Fixed Assets

Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less cost to sell and value in use. Fixed assets that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

1.5 Receivables

Receivables are recognised at fair value, less a provision for doubtful debts. Foras na Gaeilge currently doesn't hold a provision for doubtful debts. Write-offs for doubtful debts are recognised in the statement for Income & Expenditure.

1.6 Pension Costs

The North/South Pension Scheme was established by the North/South Implementation Bodies and Tourism Ireland Limited with effect from 29 April 2005. It is a defined benefit pension scheme which is funded annually on a pay as you go basis. The scheme is administered by an external administrator. Funding is provided to Foras na Gaeilge from the Irish Government by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and from the Northern Ireland Executive by the Department for Communities.

As per the requirements of FRS 102, pension liabilities represent the present value of future pension payments earned by staff to date. Deferred pension funding represents the corresponding asset to be recovered in future periods from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) and the Department for Communities (DfC).

Pension costs reflect pension benefits earned by employees in the period. An amount corresponding to the pension charge is recognised as income to the extent that it is recoverable, and offset by grants received in the year to discharge pension payments. Pension liabilities represent the present value of future pension payments earned by staff to date.

From 2012, the current service cost is recognised gross of members' contributions. The accounting treatment in prior years had been to recognise members' contributions separately within the pension's note.

Actuarial gains or losses arising from changes to actuarial assumptions and from experience surpluses and deficits are reflected in the Statement of Comprehensive Income and a corresponding adjustment is recognised in the amount recoverable from the Northern Ireland Executive and the Irish Government.

FORAS NA GAEILGE - Nótaí a ghabhann leis na cuntais

1. Beartais Chuntasaíochta

Is iad seo a leanas na príomhbheartais chuntasaíochta ar glacadh leo agus na cuntais á n-ullmhú:

1.1 Coinbhinsiún Cuntasaíochta

Ullmhaíodh na cuntais de réir choinbhinsiúin an chostais stairiúil. Ullmhaíodh na cuntais de réir treoraithe cuntasaíochta tugtha ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán agus ag an Roinn Pobal, le faomhadh ó na Ranna Airgeadais faoi seach, de réir Ordú Comhaontas Thuaidh/Theas (Comhlachtaí Forfheidhmithe Thuaisceart Éireann) 1999 agus Comhaontú na Breataine/na hÉireann 1999.

1.2 Ráiteas Comhlíonta

Ullmhaíodh Ráitis Airgeadais Fhoras na Gaeilge don bhliain dar chríoch 31 Nollaig 2020 de réir FRS 102, an caighdeán tuarascála airgeadais i bhfeidhm sa Ríocht Aontaithe agus in Éirinn agus atá eisithe ag an gComhairle Tuarascála Airgeadais (Financial Reporting Council – FRC), agus curtha i bhfeidhm ag Chartered Accountants Ireland.

1.3 Breithiúnais agus Meastacháin Chriticiúla Cuntasaíochta

Agus na ráitis airgeadais á gcur le chéile, bíonn ar an bhfoireann bainistíochta breithiúnais agus tuairimí a thabhairt, agus meastacháin a ríomh maidir le haon rud a d'fhéadfaí cur isteach ar na méideanna fógartha i gcomhair sócmhainní agus dlíteanas le linn na bliana. Mar sin féin, is é nádúr an mheastacháin ná go bhféadfadh méideanna fíora a bheith éagsúil lena meastacháin sin. Bhí an tionchar is mó ag na breithiúnais seo a leanas ar na méideanna aitheanta ar na ráitis airgeadais.

1.4 Sócmhainní Seasta

a) Cuirtear luach a gcostais ar Fhoras na Gaeilge le Sócmhainní Seasta Inláimhsithe.

b) Ríomhtar dímhéas chun costas nó méideanna athluacháilte sócmhainní seasta a dhíscríobh laistigh dá saolré úsáideach. Is iad seo a leanas na modhanna a ghlactar agus na rátaí a úsáidtear gach bliain:

Mótarfheithiclí	25% de réir líne chothrom
Daingneáin agus feistis	10% de réir líne chothrom
Trealamh ríomhaireachta	33.33% de réir líne chothrom
Trealamh oifige	15% - 20% de réir líne chothrom

c) Lagú Sócmhainní Seasta

Déantar athbhreithniú i gcomhair lagaithe sa chás go dtagann amúchadh i bhfeidhm ar shócmhainní. Déantar an t-athbhreithniú seo uair ar bith a athraíonn coinníollacha nó a tharlaíonn eachtraí a thugann le fios nach mbeadh an tsuim ghlanluacha in-aisghabhála. Aithnítear an difríocht idir an tsuim ghlanluacha agus an tsuim in-aisghabhála mar chailteanas amúchta. Is í an tsuim in-aisghabhála ná luach cóir sócmhainne lúide costas a díolta agus luach a feidhmiú. Déantar athbhreithniú ag gach dáta tuarascála ar shócmhainní seasta ar tháinig amúchadh i bhfeidhm orthu i gcomhair malartú féideartha ar an amúchadh sin.

1.5 Infháiltais

Aithnítear infháiltais ag luach cóir, lúide soláthar i gcomhair fiacha amhrasacha. Ní dhéanann Foras na Gaeilge soláthar i gcomhair fiacha amhrasacha faoi láthair. Aithnítear díscríobhanna ar fhiacha amhrasacha sa ráiteas um Ioncaim agus Chaiteachais.

1.6 Costais Phinsin

Bhunaigh na Forais Forfheidhmithe Thuaidh/Theas agus Tourism Ireland Limited an Scéim Pinsin Thuaidh/Theas le héifeacht ó 29 Aibreán 2005. Is scéim pinsin sochair shainithe í a chistítear go bliantúil ar bhonn íoctar-mar-a-úsáidtear. Bíonn an scéim á riaradh ag riarthóir seachtrach. Cuireann an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán maoiniú ó Rialtas na hÉireann ar fáil agus cuireann an Roinn Pobal maoiniú ó Fheidhmeannas Thuaisceart Éireann ar fáil.

Faoi réir riachtanais FRS102, cuimsíonn dlíteanas phinsin an luach reatha d'íocaíochtaí pinsin na todhchaí atá tuillte ag an bhfoireann go dáta. Is ionann maoiniú iarchurtha pinsin agus an tsócmhainn chomhfhreagrach a bheidh le héileamh sa todhchaí ar an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán (RTCEGSM) agus ar an Roinn Pobal (RP).

Léiríonn costais phinsin sochair phinsin tuillte ag fostaithe sa tréimhse. Aithnítear méid atá cothrom leis an muirear pinsin mar ioncam a mhéad is a bheidh sé in-aisghabhála, agus seach-churtha ag deontais a fuarthas sa bhliain le híocaíochtaí pinsin a chomhlíonadh. Is ionann dlíteanas phinsin agus luach reatha íocaíochtaí pinsin amach anseo, tuillte ag baill foirne go dáta.

Ó 2012, is é costas seirbhíse reatha comhlán aitheanta ranníocaíochtaí na mball. An cur chuige cuntasaíochta a bhíodh ann roimhe seo ná ranníocaíochtaí na mball a aithint ar línte ar leith sa nóta pinsin.

Léirítear gnóthachain nó cailteanas achtúireacha a tharlaíonn de bharr athruithe ar thiomhdí achtúireacha agus de bharr taithe ar bharrachais agus ar easnaimh sa Ráiteas faoi na Gnóthachain agus na hEasnaimh Aitheanta Iomlána agus aithnítear coigeartú dá réir sa tsuim in-aisghabhála ó Fheidhmeannas Thuaisceart Éireann agus ó Rialtas na hÉireann.

1.7 Deferred Pension Funding

In accordance with accounting practice for non-commercial State bodies in the Republic of Ireland, Foras na Gaeilge recognises an asset representing resources to be made available by the UK and Irish Exchequers for the unfunded deferred liability for pensions on the basis of a number of past events. These events include the statutory backing for the superannuation schemes, and the policy and practice in relation to funding public service pensions in both jurisdictions including the annual estimates process. While there is no formal agreement and therefore no guarantee regarding these specific amounts with the funding bodies, Foras na Gaeilge has no evidence that this funding policy will not continue to progressively meet this amount in accordance with current practice. This treatment is inconsistent with accounting practice for UK Non-Departmental Bodies, where, due to the absence of a formal guarantee, a funding liability is not recognised until the commitment falls due.

1.8 Stocks

Stocks comprise of books and other published material held for resale. Stocks are stated at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

1.9 Leases

Finance leases

Leases in which substantially all the risks and rewards of ownership are transferred by the lessor are classified as finance leases. Tangible fixed assets acquired under finance leases are capitalised at the lease's commencement at the lower of the fair value of the leased property and the present value of the minimum lease payments and are depreciated over the shorter of the lease term and their useful lives. The capital element of the lease obligation is recorded as a liability and the interest element of the finance lease rentals is charged to the profit and loss account on an annuity basis.

Operating leases

Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases are charged to profit or loss on a straight-line basis over the period of the lease.

1.10 Value Added Tax

The divisions Áis, An Gúm, An Coiste Téarmaíochta and Foclóir within Foras na Gaeilge, are registered to reclaim VAT on appropriate purchases which are accounted for net of VAT. Otherwise Foras na Gaeilge was not registered for VAT and was not in a position to reclaim VAT. VAT was therefore included as expenditure in all other instances and where appropriate capitalised in the value of Fixed Assets.

1.11 Reporting Currency

The transactions and balances are reported in both Euro and Sterling. The working currency of the organisation is Euro and transactions are initially recorded in that currency. Transactions in currencies other than Euro or Sterling are recorded at the exchange rate ruling at date of the transactions. Monetary Assets and Liabilities denominated in other currencies are translated into Euro at the rates prevailing at the Balance Sheet date. Realised gains and losses are taken to the Income and Expenditure Account. The exchange rate amounts were reported in the Income and Expenditure Account, in the Cash flow Statement, in the Balance Sheet and in the related notes in Euro. The exchange rate used in the statement of financial position was €1=Stg£ 0.8990 (the exchange rate at the statement of financial position date) and the rate used for the statement of Income and Expenditure was €1=Stg£0.8897 (the average exchange rate during the year ended 2020).

1.12 Grants Payable

Grants payable to third parties are chargeable to the Income and Expenditure Account in the year in which the recipient carries out the activity that creates an entitlement.

1.13 Grants Receivable

Revenue Grants receivable are recognised as income in the period in which they are received. Capital Grants received are credited to the Capital Grant Reserve and released to the Income and Expenditure Account in line with the depreciation charged on the relevant assets.

1.14 Capital Grant Reserve

The Government Grant Reserve represents the unamortised value of income used for capital purposes.

1.7 Cistiúchán Iarchurtha Pinsin

Faoi réir na gcleachtas cuntasaióchta do chomhlachtaí neamhthráchtála Stáit i bPoblacht na hÉireann, aithníonn Foras na Gaeilge sócmhainn a léiríonn acmhainní a chuirfidh státhchistí RA agus na hÉireann ar fáil don dliteanas neamh-mhaoinithe iarchurtha a bhaineann le pinsin ar bhonn roinnt eachtraí san am a chuaigh thart. Áirítear ar na heachtraí seo bunús reachtúil do scéimeanna aoisliúntais, agus an polasaí agus an cleachtas maidir le pinsin seirbhíse poiblí a mhaoiniú sa dá dhlínse lena n-áirítear próiseas na meastachán bliantúil.

Cé nach bhfuil aon aontú foirmiúil ann agus dá réir sin níl aon bharántas maidir leis na suimeanna ar leith seo leis na heagrais mhaoinithe, níl aon fhianaise ag Foras na Gaeilge nach leanfaidh an polasaí maoinithe seo ar aghaidh diaidh ar ndiaidh ag cur an méid seo ar fáil de réir an chleachtais reatha. Níl an cur chuige seo ag teacht leis an gcleachtas cuntasaióchta i gcás Eagrais Neamh-Rannach in RA, áit nach n-aithnítear dliteanas maoinithe go dtí go mbíonn an ceanglas dlite, de bhrí nach bhfuil barántas foirmiúil i gceist.

1.8 Stoic

Luaitear stoic leabhar agus ábhar foilsithe eile ag an luach is ísle idir an costas agus an glanluach inréadaithe, i ndiaidh soláthar a dhéanamh ar stoic atá as feidhm nó mall chun bogadh.

1.9 Léasanna

Léasanna airgeadais

Áirítear léasanna ina bhfuil na rioscaí agus torthaí uile á n-aistriú go substainteach ag an léasóir mar léasanna airgeadais. Caipitlítear sócmhainní seasta inlámhsithe atá ceannaithe faoi léasanna airgeadais ag tús chur i bhfeidhm an léasa ag an luach is ísle de luach cóir an earra léasaithe agus dímheastar luach reatha na mbuníocaíochtaí léasa thar an tréimhse is giorra den léas agus a saolré ionchais. Cláraítear an chuid chaipitil each den dualgas léasa mar dhliteanas agus gearrtar an chuid úis de chiosanna léasa airgeadais ar an gcuntas brabúis agus cailiteanais ar bhonn anáide.

Léasanna Oibriúcháin

Áirítear léasanna ina bhfuil na rioscaí agus torthaí uile á gcoinneáil go substainteach ag an léasóir mar léasanna oibriúcháin. Gearrtar íocaíochtaí a dhéantar faoi léasanna oibriúcháin ar brabús nó cailiteanas ar bhonn líne cothrom thar tréimhse an léasa.

1.10 Cáin Bhreisluacha

Tá na rannáin Áis, An Gúm, Tionscadal an Fhoclóra agus an Coiste Téarmaíochta laistigh d'Fhoras na Gaeilge cláraithe chun CBL a aiséileamh ar cheannacháin chúil agus tá cuntas déanta orthu seo glan ó CBL. Taobh amuigh de sin, ní raibh Foras na Gaeilge cláraithe do CBL agus níorbh fhéidir CBL a aiséileamh. Dá bhrí sin tá CBL san áireamh mar chaiteachas agus nuair is cuí caipitilithe i luach na Sócmhainní Seasta.

1.11 Airgeadra Tuairiscithe

Déantar bearta agus iarmhéideanna a thuairiscíú in Euro agus Steirling araon. Is é an Euro an príomhairgeadra na heagraíochta agus déantar bearta a thairfeadh ar dtús san airgeadra sin. Déantar bearta in airgeadraí eile nach euro nó steirling iad a thairfeadh ag an ráta malairte atá i bhfeidhm ar dháta an bhirt. Déantar sócmhainní agus dliteanais airgeadais in airgeadraí eile a aistriú go euro ag na rátaí malairte a bhíonn i bhfeidhm dáta an chláir chomhardaithe. Tugtar gnóthúchain agus cailiteanais réadaithe go dtí an cuntas ioncaim agus caiteachais. Faisnéisíodh méideanna aistrithe sa chuntas ioncaim agus caiteachais, sa ráiteas ar shreabhadh airgid, sa chlár comhardaithe agus sna nótaí gaolmhara leo in euro. Ba é an ráta malairte a úsáideadh sa ráiteas ar staid an airgeadais ná €1=Stg£ 0.8990 (an ráta malairte amháil an 31 Nollaig 2020) agus ba é an ráta a úsáideadh don Chuntas Ioncaim agus Caiteachais €1=Stg£0.8897 (an meánráta malairte le linn na bliana dar chríoch 31 Nollaig 2020).

1.12 Deontais Iníochta

Maidir le deontais a bhíonn iníochta le tríú páirtithe, breactar sa chuntas ioncaim agus caiteachais iad sa bhliain a ndéanann an faighteoir an ghníomhaíocht a chruthaíonn teidlíocht.

1.13 Deontais Infhála

Aithnítear deontais ioncaim mar ioncam sa tréimhse ina bhfaightear iad. Cuirtear deontais chaipitil leis an gcúlchiste deontais chaipitil agus scaoiltear iad leis an gcuntas ioncaim agus caiteachais i gcomhréir leis an dímheas a ghearrtar ar an sócmhainn ábhartha.

1.14 Cúlchiste Deontais Chaipitil

Is ionann an Cúlchiste Deontais Chaipitil agus an luach gan amúchadh ar an ioncam a caitheadh i leith críocha caipitil.

2. GRANTS FROM THE DEPARTMENTS

	2020 Grant Revenue €	2020 Grant Capital €	2020 Grant Total €	2019 Grant Revenue €	2019 Grant Capital €	2019 Grant Total €
Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) Vote 33 Subhead D (Note (i))	10,784,609	19,649	10,804,258	10,952,429	30,811	10,983,240
Department for Communities (DfC) (Note (i))	3,591,174	6,550	3,597,724	3,641,471	10,270	3,651,741
DTCAGSM - Clár na Leabhar Gaeilge Vote 33 Subhead D (Note (ii))	1,061,165	-	1,061,165	1,059,570	1,595	1,061,165
DTCAGSM – Colmcille Vote 33 Subhead D (Note (iii))	96,161	-	96,161	118,518	-	118,518
DfC – Colmcille (Note (iii))	95,458	-	95,458	118,370	-	118,370
DTCAGSM – Language Planning Process Vote 33 Subhead C.10 (Note (iv))	120,000	-	120,000	72,500	-	72,500
DTCAGSM – Language Planning Co- Ordinator (Note (iv))	49,248	-	49,248	-	-	-
Department of Education (DoE) – Gaelbhhratach Vote 26	120,000	-	120,000	120,000	-	120,000
Total	15,917,815	26,199	15,944,014	16,082,858	42,676	16,125,534

	2020 Grant Revenue Stg£	2020 Grant Capital Stg£	2020 Grant Total Stg£	2019 Grant Revenue Stg£	2019 Grant Capital Stg£	2019 Grant Total Stg£
Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) Vote 33 Subhead D (Note (i))	9,595,067	17,482	9,612,549	9,614,042	27,046	9,641,088
Department for Communities (DfC) (Note (i))	3,195,068	5,827	3,200,895	3,196,483	9,015	3,205,498
DTCAGSM - Clár na Leabhar Gaeilge Vote 33 Subhead D (Note (ii))	944,119	-	944,119	930,090	1,400	931,490
DTCAGSM – Colmcille Vote 33 Subhead D (Note (iii))	85,554	-	85,554	104,035	-	104,035
DfC – Colmcille (Note (iii))	84,929	-	84,929	103,905	-	103,905
DTCAGSM – Language Planning Process Vote 33 Subhead C.10 (Note (iv))	106,764	-	106,764	63,640	-	63,640
DTCAGSM – Language Planning Co- Ordinator (Note (iv))	43,816	-	43,816	-	-	-
Department of Education (DoE) – Gaelbhhratach Vote 26	106,763	-	106,763	105,336	-	105,336
Total	14,162,080	23,309	14,185,389	14,117,531	37,461	14,154,992

The Body was paid grants from money voted by Dáil Éireann and the Northern Ireland Assembly.
 Note (i) DTCAGSM and DfC provide this ring fenced funding to Foras na Gaeilge in a 75:25 ratio.
 Note (ii) DTCAGSM provides this ring fenced funding to Foras na Gaeilge for Clár na Leabhar Gaeilge.
 Note (iii) DTCAGSM and DfC provide ring fenced funding to Foras na Gaeilge for Colmcille in a 50:50 ratio.
 Note (iv) DTCAGSM provides this ring fenced funding to Foras na Gaeilge for the language planning process.

2. DEONTAIS Ó NA RANNA

	2020	2020	2020	2019	2019	2019
	Ioncam ó Dheontais	Caipiteal Deontais	Ioncam Iomlán ó Dheontais	Ioncam ó Dheontais	Caipiteal Deontais	Ioncam Iomlán ó Dheontais
	€	€	€	€	€	€
An Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán (RTCEGSM) Vóta 33 Fomhír D (nóta (i))	10,784,609	19,649	10,804,258	10,952,429	30,811	10,983,240
An Roinn Pobal (RP) (nóta (i)) RTCEGSM - Clár na Leabhar Gaeilge (Nóta (ii)) Vóta 33 Fomhír D	3,591,174	6,550	3,597,724	3,641,471	10,270	3,651,741
RTCEGSM - Colmcille (Nóta (iii)) Vóta 33 Fotheideal D	1,061,165	-	1,061,165	1,059,570	1,595	1,061,165
RP – Colmcille (Nóta (iii)) RTCEGSM – Próiseas Pleanála Teanga Vóta 33 Fomhír C.10 (Nóta (iv))	96,161	-	96,161	118,518	-	118,518
RTCEGSM – Comhordaitheoir Pleanála Teanga (Nóta (iv))	95,458	-	95,458	118,370	-	118,370
Roinn Oideachais (RO) – Gaelbhhratach Vóta 26	120,000	-	120,000	72,500	-	72,500
	49,248	-	49,248			
Iomlán	15,917,815	26,199	15,944,014	16,082,858	42,676	16,125,534

	2020	2020	2020	2019	2019	2019
	Ioncam ó Dheontais	Caipiteal Deontais	Ioncam Iomlán ó Dheontais	Ioncam ó Dheontais	Caipiteal Deontais	Ioncam Iomlán ó Dheontais
	Stg£	Stg£	Stg£	Stg£	Stg£	Stg£
An Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán (RTCEGSM) Vóta 33 Fomhír D (nóta (i))	9,595,067	17,482	9,612,549	9,614,042	27,046	9,641,088
An Roinn Pobal (RP) (nóta (i)) RTCEGSM - Clár na Leabhar Gaeilge (Nóta (ii)) Vóta 33 Fomhír D	3,195,068	5,827	3,200,895	3,196,483	9,015	3,205,498
RTCEGSM - Colmcille (Nóta (iii)) Vóta 33 Fotheideal D	944,119	-	944,119	930,090	1,400	931,490
RP – Colmcille (Nóta (iii)) RTCEGSM – Próiseas Pleanála Teanga Vóta 33 Fomhír C.10 (Nóta (iv))	85,554	-	85,554	104,035	-	104,035
RTCEGSM – Comhordaitheoir Pleanála Teanga (Nóta (iv))	84,929	-	84,929	103,905	-	103,905
Roinn Oideachais (RO) – Gaelbhhratach Vóta 26	106,764	-	106,764	63,640	-	63,640
	43,816	-	43,816	-	-	-
Iomlán	14,162,080	23,309	14,185,389	14,117,531	37,461	14,154,992

Íocadh deontais leis an bhForas ó airgead a vótáil Dáil Éireann agus Tionól Thuaisceart Éireann.

Nóta (i) Cuireann an RTCEGSM agus an RP maoiniú imfhálaithe ar fáil d'Fhoras na Gaeilge i gcomhréir 75:25.

Nóta (ii) Cuireann an RTCEGSM maoiniú imfhálaithe ar fáil do Chlár na Leabhar Gaeilge.

Nóta (iii) Cuireann an RTCEGSM agus an RP maoiniú imfhálaithe ar fáil d'Fhoras na Gaeilge i leith gníomhaíochtaí Cholmcille i gcomhréir 50:50.

Nóta (iv) Cuireann an RTCEGSM maoiniú imfhálaithe ar fáil don Phróiseas Pleanála Teanga.

3. DIRECT PRINTING AND DISTRIBUTION COSTS

	2020	2020	2019	2019
	€	Stg£	€	Stg£
Book Purchases and Distribution Costs (Áis)	452,549	402,633	395,015	346,744
Printing and Production Costs (An Gúm)	241,812	215,140	416,007	365,171
Total	694,361	617,773	811,022	711,915

4. OTHER OPERATING INCOME

	2020	2020	2019	2019
	€	Stg£	€	Stg£
Early Education Scheme - (Séideán Sí) Vote 26	144,912	128,928	117,757	103,367
Gain on exchange of car	-	-	4,773	4,190
Miscellaneous Income Dictionary Project	91	81	110	97
Other Income - Other Words	4,232	3,765	8,258	7,249
Interest and miscellaneous income FNAG	18,665	16,607	26,923	23,633
Total	167,900	149,381	157,821	138,536

The net cost of the Early Education Scheme, after proceeds of sales of Séideán Sí books by Áis, is funded by the Department of Education.

5. STAFF COSTS AND BOARD REMUNERATION

- (a) The average weekly number of employees (full time equivalent) for 2020 was 56 (2019: 56).
- (b) The costs incurred in respect of these employees and Board members were:

	2020	2020	2019	2019
	€	Stg£	€	Stg£
Wages and Salaries	3,108,662	2,765,776	2,988,416	2,623,232
Board Member Fees	59,313	52,771	73,333	64,372
Social Security Costs	288,238	256,445	268,955	236,088
Pension Costs	2,163,000	1,924,421	1,837,000	1,612,519
Total Staff Costs	5,619,213	4,999,413	5,167,704	4,536,211

During the year, additional superannuation contributions amounting to €39,804 (Stg£35,413) were paid over to the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media.

Further information regarding the pay and pension packages of the senior management, staff and board is contained in the Remuneration Report in the Annual Report.

6. PERFORMANCE AGAINST KEY FINANCIAL TARGETS

The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities did not consider it appropriate to set key financial targets for Foras na Gaeilge for the year ended 31 December 2020.

Foras na Gaeilge is accountable to the NSMC and to the Ministers in the Sponsor Departments. Foras na Gaeilge reports formally to the NSMC at periodic sectoral meetings (when the NSMC is in session) and to Sponsor Departments on a regular basis at monitoring meetings. Foras na Gaeilge also has a Service Level Agreement with the Departments in place for 2020 which sets out the primary areas of focus and responsibility and the method by which they are assessed for the year.

3. COSTAIS DHÍREACHA PHRIONTÁLA AGUS DÁILTE

	2020	2020	2019	2019
	€	Stg£	€	Stg£
Ceannacháin leabhar agus costais dáiliúchán (Áis)	452,549	402,633	395,015	346,744
Costais chló agus táirgthe (An Gúm)	241,812	215,140	416,007	365,171
Iomlán	694,361	617,773	811,022	711,915

4. IONCAM OIBRIÚCHÁIN EILE

	2020	2020	2019	2019
	€	Stg£	€	Stg£
Scéim Luathoideachais - (Séideán Sí) Vóta 26	144,912	128,928	117,757	103,367
Gnóthachan ar mhalartú cairr	-	-	4,773	4,190
Ioncam ilchineálach Tionscnamh an Fhoclóra	91	81	110	97
Ioncam eile - (Focail eile)	4,232	3,765	8,258	7,249
Ús agus ioncam eile FNAG	18,665	16,607	26,923	23,633
Iomlán	167,900	149,381	157,821	138,536

Maoiníonn an Roinn Oideachais glanchostas na Scéime Luathoideachais tar éis díolacháin leabhair Shéideán Sí ag Áis.

5. COSTAIS FOIRNE AGUS LUACH SAOTHAIR AN BHOIRD

- (a) Ba é meánlíon seachtainiúil fostaithe (coibhneas lánaimseartha) sa bhliain 2020 ná 56 (2019: 56).
- (b) Ba iad na costais tabhaithe i leith na bhfostaithe agus na gcomhaltaí boird:

	2020	2020	2019	2019
	€	Stg£	€	Stg£
Tuarastail agus pá	3,108,662	2,765,776	2,988,416	2,623,232
Táillí comhaltaí boird	59,313	52,771	73,333	64,372
Costais leasa shóisialaigh	288,238	256,445	268,955	236,088
Costais phinsin	2,163,000	1,924,421	1,837,000	1,612,519
Costais iomlána foirne	5,619,213	4,999,413	5,167,704	4,536,211

Le linn na bliana baineadh **€39,804** (Stg£35,413) d'asbhaintí pinsin agus íocadh é leis an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán.

Leagtar amach tuilleadh eolais maidir le socruithe pá agus pinsin na foirne ardbhainistíochta, na foirne agus na gcomhaltaí boird sa Tuarascáil ar Luach Saothair sa Tuarascáil Bhliantúil.

6. FEIDHMIÚ IN AGHAIDH EOCHAIR-SPRIOCANNA AIRGEADAIS

Níor chreid an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán ná an Roinn Pobal go mbeadh sé iomchuí eochairspríocanna airgeadais a leagan d'Fhoras na Gaeilge don bhliain dar chríoch 31 Nollaig 2020.

Tá Foras na Gaeilge freagrach don CATT agus do na hAirí sna Ranna Urraíochta. Tuairiscíonn Foras na Gaeilge go foirmiúil don CATT ag cruinnithe rialta earnála (nuair a bhíonn an CATT ina shuí) agus do na Ranna Urraíochta ar bhonn rialta ag cruinnithe monatóireachta. Chomh maith leis sin, tá Comhaontú Seirbhíse do 2020 ag Foras na Gaeilge leis na Ranna Urraíochta, comhaontú a leagann amach príomhábhair fhócais agus fhreagrachta, mar aon leis an gcaoi a ndéanfar measúnú ar an bhForas don bhliain.

7. OTHER OPERATING COSTS

	2020 €	2020 Stg£	2019 €	2019 Stg£
<u>Internal Programme Costs</u>				
Internal Programmes & Activities	297,365	264,565	269,207	236,310
Communications & Sponsorship	365,878	325,522	317,010	278,271
Irish in the Business Community	30,990	27,572	53,202	46,701
Dictionary Project (i)	250,469	222,843	276,395	242,619
Corpus (ii)	68,420	60,873	29,636	26,014
Tibus national database	11,529	10,257	11,529	10,120
Early Education Scheme – (Séideán Sí)	223,108	198,500	210,495	184,773
Website (maintenance and development)	21,294	18,945	52,493	46,078
	1,269,053	1,129,077	1,219,967	1,070,886
<u>Administration Expenses</u>				
Travel & Subsistence (iii)	29,664	26,392	188,414	165,390
Office, Printing & Stationery	94,325	83,921	106,823	93,770
Consultancy (iv)	9,690	8,621	14,252	12,511
The Partnership Approach	1,325	1,179	7,248	6,362
Legal & Professional Services	13,712	12,200	37,641	33,041
Outsourcing	95,113	84,622	189,808	166,613
Audit	31,400	27,937	31,000	27,212
Telecommunications & Postage	41,178	36,636	66,246	58,150
Training & Staff Development	18,458	16,422	40,366	35,434
Recruitment	450	400	6,783	5,954
Pension Administration Costs	26,521	23,596	26,618	23,366
Distribution	6,934	6,169	15,504	13,610
Subscriptions	5,738	5,105	9,396	8,248
	374,508	333,200	740,099	649,661
<u>Establishment Expenses</u>				
Rent & Rates	721,166	641,622	719,241	631,350
Repairs & Renewals	10,281	9,147	15,134	13,285
Licence for Software	36,804	32,745	38,190	33,523
Lifts in the Head Office	2,519	2,241	2,801	2,458
Light & Heat	69,061	61,443	72,186	63,365
Insurance	8,253	7,343	30,588	26,850
Cleaning & Canteen	38,579	34,323	70,798	62,146
	886,663	788,864	948,938	832,977
<u>Financial Charges</u>				
Bank Interest and Charges	2,396	2,132	3,362	2,951
Bad debt write off	13,885	12,354	53,892	47,306
Foreign Exchange Loss/(Gain)	19,178	17,062	8,771	7,700
	35,459	31,548	66,025	57,957
Total	2,565,683	2,282,689	2,975,029	2,611,481

- (i) In 2020, Foras na Gaeilge incurred expenditure of €323,814 (Stg£288,097) in relation to its various dictionary projects, in particular the New English-Irish Dictionary project, which commenced in 2000. The website and app versions have been completed since year-end 2016. The Concise English-Irish Dictionary, the print version of the dictionary, was published in 2020. The above project does not include broader/longer-term lexicographic work such as the teanglann.ie (containing digitised versions of older dictionaries, grammar files and sound files) and focal.ie (where Irish words and their sources are listed) websites; and corpus development (huge collections of texts for researching language use and

7. COSTAIS OIBRIÚCHÁIN EILE

	2020	2020	2019	2019
	€	Stg£	€	Stg£
<u>Costais na gClár</u>				
Cláir & Gníomhaíochtaí Inmheánacha	297,365	264,565	269,207	236,310
Cumarsáid & Urraíocht	365,878	325,522	317,010	278,271
Gaeilge i measc an Phobail Ghnó	30,990	27,572	53,202	46,701
Tionscnamh an Fhoclóra (i)	250,469	222,843	276,395	242,619
Corpus na Gaeilge Labhartha (ii)	68,420	60,873	29,636	26,014
Bunachar Náisiúnta Tibus	11,529	10,257	11,529	10,120
Scéim Luathoideachais – (Séideán Sí)	223,108	198,500	210,495	184,773
Suíomh gréasáin (cothabháil agus forbairt)	21,294	18,945	52,493	46,078
	1,269,053	1,129,077	1,219,967	1,070,886
<u>Costais Riaracháin</u>				
Taisteal & cothú (iii)	29,664	26,392	188,414	165,390
Oifig, priontáil & stáiseanóireacht	94,325	83,921	106,823	93,770
Sainchomhairliúchán (iv)	9,690	8,621	14,252	12,511
An cur chuige comhpháirtíochta	1,325	1,179	7,248	6,362
Seirbhísí dlí & gairmiúla	13,712	12,200	37,641	33,041
Seachfhoinisí	95,113	84,622	189,808	166,613
Iniúchadh	31,400	27,937	31,000	27,212
Teileachumarsáid & postas	41,178	36,636	66,246	58,150
Oiliúint & forbairt foirne	18,458	16,422	40,366	35,434
Earcaíocht	450	400	6,783	5,954
Costais riartha pinsin	26,521	23,596	26,618	23,366
Dáileadh	6,934	6,169	15,504	13,610
Síntiúis	5,738	5,105	9,396	8,248
	374,508	333,200	740,099	649,661
<u>Costais Bhunaíocha</u>				
Cíos & Rátaí	721,166	641,622	719,241	631,350
Deisiúcháin & athnuachaintí	10,281	9,147	15,134	13,285
Ceadúnas bogearraí	36,804	32,745	38,190	33,523
Ardaítheoirí sa cheannoifig	2,519	2,241	2,801	2,458
Solas & teas	69,061	61,443	72,186	63,365
Árachas	8,253	7,343	30,588	26,850
Glanadh & ceaintín	38,579	34,323	70,798	62,146
	886,663	788,864	948,938	832,977
<u>Muirir Airgeadais</u>				
Muirir & ús baine	2,396	2,132	3,362	2,951
Díscríobh ar Drochfhiacha	13,885	12,354	53,892	47,306
Caillteanas/(Gnóthachan) in airgeadra coigríche	19,178	17,062	8,771	7,700
	35,459	31,548	66,025	57,957
Iomlán	2,565,683	2,282,689	2,975,029	2,611,481

(i) Sa bhliain 2020, chaith Foras na Gaeilge €323,814 (Stg£288,097) ar thionscadail foclóireachta, agus go háirithe ar thionscadal an Fhoclóra Nua Béarla-Gaeilge ar cuireadh tús leis in 2000. Cuireadh críoch leis an bhfoclóir ar líne agus leis an aip in 2016, agus foilsíodh an Concise English-Irish Dictionary, leagan clóite den Fhoclóir, in 2020. Níl obair foclóireachta níos leithne/níos fadtéarmaí san áireamh sa tionscadal sin, ar nós shuíomhanna idirlín teanglann.ie (ina bhfaightear leaganacha digiteacha d'fhoclóirí níos sine, comhaid ghramádaí, comhaid fuaimne) agus focal.ie (mar a

patterns). A Corpus is a very large collection of texts of all types, which can be analysed for information on language usage and patterns. It is an essential infrastructure component for modern dictionaries.

- (ii) Foras na Gaeilge incurred no costs relating to foreign travel for the staff or Board in 2020 (2019: €7,115 / Stg£6,245).
- (iii) Consultancy expenditure relating to a review of the Irish Communities Scheme and the maintenance of software amounted to €9,690 / Stg£8,621. Consultancy expenditure in 2019 relating to Language Planning, a review of Irish Language Media funded by Foras na Gaeilge and the development of Software amounted to €14,252 / Stg£12,511.

8. GRANTS

Foras na Gaeilge makes offers of grant assistance which, if accepted, remain valid as commitments of the organisation. Such offers are de-committed when the offer period has expired or the circumstances alter.

	2020 €	2020 Stg£	2019 €	2019 Stg£
Grant Commitments at 1 January	9,594,709	8,163,178	10,452,817	9,350,045
Grant Approvals in the year	11,830,545	10,525,636	8,859,525	7,776,891
Grants De-committed in the year	(335,112)	(298,149)	(149,602)	(131,321)
Total net grant commitment authorised	11,495,433	10,227,487	8,709,923	7,645,570
Grant Expenditure	(9,617,978)	(8,557,114)	(9,754,227)	(8,562,261)
Grant Commitments at 31 December	11,472,164	9,833,551	9,408,513	8,433,354
Currency translation adjustment (Note 1.11)	(127,295)	365,486	186,196	(270,176)
Grant Commitments at 31 December as restated	11,344,869	10,199,037	9,594,709	8,163,178

- The currency translation adjustment shows the change in the value of grants approved (to reflect changes in rates of currency exchange).

Grant Payments to Lead Organisations

Foras na Gaeilge provides a significant percentage of its grant assistance to 6 lead organisations. Details of the payments made in 2020 and 2019 are set out in the table below:

	2020 €	2020 Stg£	2019 €	2019 Stg£
Gaeilgeachas	708,562	630,408	708,562	621,976
Gael Linn	650,183	578,468	650,183	570,731
Glór na nGael	1,078,615	959,644	1,078,615	946,808
Oireachtas na Gaeilge	622,594	553,922	581,687	510,605
Conradh na Gaeilge	832,457	740,637	832,457	730,731
Cumann na bhFiann	745,136	662,947	727,185	638,323
Total	4,637,547	4,126,026	4,578,689	4,019,174

liostaítear na focail Ghaeilge agus a bhfoinsí); agus forbairt chorpais (bailiúcháin ollmhóra de théacsanna chun taighde a dhéanamh ar úsáid agus patrúin teanga).

- (ii) Níor tharraing Foras na Gaeilge aon chaiteachas air ar thaisteal thar lear don fhoireann ná don Bhord in 2020 (2019: €7,115 / Stg£6,245).
- (iii) In 2020, caitheadh €9,690 / Stg£8,621 ar sainchomhairleoireacht ar athbhreithniú ar an Scéim Pobal Gaeilge agus ar chothú bogearraí. In 2019, caitheadh €14,252 / Stg£12,511 ar comhairleoireacht ar an bpleanáil teanga, ar athbhreithniú ar chomhlachtaí sna Meáin Ghaeilge a bhfaigheann maoiniú ó Fhoras na Gaeilge, agus ar fhorbairt bogearraí.

8. DEONTAIS

Cuireann Foras na Gaeilge tairiscintí cúnamh dheontais ar fáil agus, má ghlactar leo, fanann siad bailí mar cheangaltais ar an eagraíocht. Díthiomnaítear na tairiscintí sin nuair atá tréimhse na tairisceana in éag nó má athraítear cúinsí.

	2020	2020	2019	2019
	€	Stg£	€	Stg£
Ceangaltais deontas amhail 1 Eanáir	9,594,709	8,163,178	10,452,817	9,350,045
Deontais cheadaithe sa bhliain	11,830,545	10,525,636	8,859,525	7,776,891
Deontais díthiomnaíthe sa bhliain	(335,112)	(298,149)	(149,602)	(131,321)
Glandliteanas iomlán deontais a údaraíodh	11,495,433	10,227,487	8,709,923	7,645,570
Caiteachas deontais	(9,617,978)	(8,557,114)	(9,754,227)	(8,562,261)
Ceangaltais deontais amhail 31 Nollaig	11,472,164	9,833,551	9,408,513	8,433,354
Coigeartú aistriithe airgeadra (nóta 1.11)	(127,295)	365,486	186,196	(270,176)
Ceangaltais deontais amhail an 31 Nollaig athshonraithe	11,344,869	10,199,037	9,594,709	8,163,178

- Léiríonn an coigeartú don aistriú airgeadra an t-athrú i luach deontais cheadaithe (chun athruithe i rátaí malairte airgeadra a léiriú).

Íocaíochtaí Deontais do Cheanneagraíochtaí

Tugann Foras na Gaeilge méid suntasach dá chúnadh airgid i ndeontais do 6 cheanneagraíocht. Seo thíos sonraí na híocaíochtaí a rinneadh in 2020 agus 2019:

	2020	2020	2019	2019
	€	Stg£	€	Stg£
Gaeloideachas	708,562	630,408	708,562	621,976
Gael Linn	650,183	578,468	650,183	570,731
Glór na nGael	1,078,615	959,644	1,078,615	946,808
Oireachtas na Gaeilge	622,594	553,922	581,687	510,605
Conradh na Gaeilge	832,457	740,637	832,457	730,731
Cumann na bhFiann	745,136	662,947	727,185	638,323
Iomlán	4,637,547	4,126,026	4,578,689	4,019,174

The Lead Organisations below are responsible for the following major areas and work relating to the Irish language:

Lead Organisation	General Area of Work
Gaelscoileanna Teo.	Irish Medium Education/Immersion Education & Irish Medium Preschool Education
Gael Linn	Education in the English language sector, adult education, & opportunities for use for school pupils
Glór na nGael	Community & Social-Economic Development
Oireachtas na Gaeilge	Opportunities which support the use of Irish & establishing networks for adults
Conradh na Gaeilge	Raising awareness, language protection & advocacy on behalf of the language to state authorities
Cumann na bhFiann	The development of opportunities for the use of Irish and networks for young people

9. FIXED ASSETS

	Office Furniture €	Office Equipment €	Motor Vehicles €	Total €
COST				
At 1 January 2020	118,887	707,840	23,740	850,467
Additions	-	26,199	-	26,199
At 31 December 2020	118,887	734,039	23,740	876,666
ACCUMULATED DEPRECIATION				
At 1 January 2020	94,982	661,746	5,935	762,663
Charge for the year	3,415	34,384	5,935	43,734
At 31 December 2020	98,397	696,130	11,870	806,397
NET BOOK VALUE				
At 31 December 2020 (€)	20,490	37,909	11,870	70,269
At 31 December 2020 (Stg£)	18,230	33,728	10,561	62,519
Currency translation adjustment	190	353	110	653
As 31 December 2020 (Stg£) as restated	18,420	34,081	10,671	63,172
At 31 December 2019 (€)	23,905	46,095	17,805	87,805
At 31 December 2019 (Stg£)	20,339	39,216	15,148	74,703

The currency translation adjustment is the difference between the net book value of fixed assets calculated using year end exchange rates and their net book value stated at historic rates of exchange.

Tá na Ceanneagraíochtaí freagrach as na réimsí oibre Gaeilge seo a leanas:

Ceanneagraíocht	Mór-réimse Oibre
Gaelscoileanna Teo.	Gaeloideachas/Tumoideachas agus Réamhscolaíocht Lán-Ghaeilge
Gael Linn	Oideachas in earnáil an Bhéarla agus d'aosaigh, agus deiseanna úsáide do dhaltai scoile
Glór na nGael	Forbairt Pobail agus Eacnamaíochta
Oireachtas na Gaeilge	Deiseanna a thacaíonn le hÚsáid na Gaeilge agus le bunú gréasán do dhaoine fásta
Conradh na Gaeilge	Ardú Feasachta, Cosaint Teanga agus Ionadaíocht thar ceann na teanga le húdaráis stáit
Cumann na bhFiann	Forbairt Deiseanna Úsáide Gaeilge agus Gréasán do Dhaoine Óga

9. SÓCMHAINNÍ SEASTA

	Troscán Oifige	Trealaimh Oifige	Mótar- fheithiclí	Iomlán
	€	€	€	€
COSTAS				
Amhail 1 Eanáir 2020	118,887	707,840	23,740	850,467
Breiseanna	-	26,199	-	26,199
Amhail 31 Nollaig 2020	118,887	734,039	23,740	876,666
DÍMHEAS CARNTHA				
Amhail 1 Eanáir 2020	94,982	661,746	5,935	762,663
Muirear don bhliain	3,415	34,384	5,935	43,734
Amhail 31 Nollaig 2020	98,397	696,130	11,870	806,397
GLANLUACH DE RÉIR NA LEABHAR				
Amhail 31 Nollaig 2020 (€)	20,490	37,909	11,870	70,269
Amhail an 31 Nollaig 2020 (Stg£)	18,230	33,728	10,561	62,519
Coigeartú ar airgeadra a aistriú	190	353	110	653
Amhail 31 Nollaig 2020 (Stg£) arna athlua	18,420	34,081	10,671	63,172
Amhail 31 Nollaig 2019 (€)	23,905	46,095	17,805	87,805
Amhail 31 Nollaig 2019 (Stg£)	20,339	39,216	15,148	74,703

Léiríonn an coigeartú ar airgeadra a aistriú an difríocht idir glanluach shócmhainní seasta de réir na leabhar, ríofa ag baint úsáid as rátaí malairte dheireadh na bliana, agus a nglanluach de réir na leabhar luaite ag rátaí malairte stairiúla.

10. STOCK

	2020	2020	2019	2019
	€	Stg£	€	Stg£
An Gúm: Book Stock	4,391	3,947	36,320	30,901
Áis: Book Stock	675,812	607,555	520,156	442,549
Total	680,203	611,502	556,476	473,450

11. RECEIVABLES DUE WITHIN ONE YEAR

	2020	2020	2019	2019
	€	Stg£	€	Stg£
Receivables	384,208	345,404	365,788	311,213
Other Receivables	8,485	7,628	10,087	8,582
Early Education Scheme	27,695	24,898	6,946	5,909
Prepayments	199,395	179,256	207,595	176,622
Repayment of VAT	8,974	8,067	30,821	26,223
Total	628,757	565,253	621,237	528,549

12. PAYABLES DUE WITHIN ONE YEAR

	2020	2020	2019	2019
	€	Stg£	€	Stg£
Grant Liabilities	15,512	13,945	16,506	14,043
Payroll taxes	86,197	77,491	70,913	60,333
Board Fees Accrual	3,733	3,356	2,394	2,037
Payables & Accruals	178,615	160,575	205,304	174,673
Total	284,057	255,367	295,117	251,086

13. CAPITAL GRANT RESERVE

	2020	2020	2019	2019
	€	Stg£	€	Stg£
Opening balance at 1 January	87,803	74,701	94,500	84,529
Capital Grant Received	26,199	23,309	42,676	37,461
	114,002	98,010	137,176	121,990
Transfer to Income and Expenditure Account				
Amortisation of fixed assets	(43,734)	(38,910)	(49,373)	(43,340)
Disposal of fixed assets	-	-	24,555	21,555
Accumulated depreciation on disposal of fixed assets	-	-	(24,555)	(21,555)
	(43,734)	(38,910)	(49,373)	(43,340)
Currency translation adjustment	-	4,071	-	(3,949)
Balance at 31 December (as restated)	70,268	63,171	87,803	74,701

10. STOC

	2020	2020	2019	2019
	€	Stg£	€	Stg£
An Gúm: stoc leabhar	4,391	3,947	36,320	30,901
Áis: stoc leabhar	675,812	607,555	520,156	442,549
Iomlán	680,203	611,502	556,476	473,450

11. FÉICHIÚNAITHE DLITE LAISTIGH D’AON BHLIAIN AMHÁIN

	2020	2020	2019	2019
	€	Stg£	€	Stg£
Féichiúnaithe	384,208	345,404	365,788	311,213
Féichiúnaithe eile	8,485	7,628	10,087	8,582
Scéim luathoideachais	27,695	24,898	6,946	5,909
Réamhíocaíochtaí	199,395	179,256	207,595	176,622
Aisíoc CBL	8,974	8,067	30,821	26,223
Iomlán	628,757	565,253	621,237	528,549

12. CREIDIÚNAITHE DLITE LAISTIGH D’AON BHLIAIN AMHÁIN

	2020	2020	2019	2019
	€	Stg£	€	Stg£
Dlíteanais deontas	15,512	13,945	16,506	14,043
Cánacha Párolla	86,197	77,491	70,913	60,333
Fabhruithe ar Táillí Boird	3,733	3,356	2,394	2,037
Creidiúnaithe agus fabhruithe	178,615	160,575	205,304	174,673
Iomlán	284,057	255,367	295,117	251,086

13. CÚLCHISTE DEONTAIS CHAIPITIL

	2020	2020	2019	2019
	€	Stg£	€	Stg£
Iarmhéid tosaigh amhail an 1 Eanáir	87,803	74,701	94,500	84,529
Deontas Caipitil Faighte	26,199	23,309	42,676	37,461
	114,002	98,010	137,176	121,990
Aistriú chuig an gCuntas Ioncaim agus Caiteachais				
Maitheamh sócmhainní seasta	(43,734)	(38,910)	(49,373)	(43,340)
Diúscairt sócmhainní seasta	-	-	24,555	21,555
Dímheas carntha ar dhiúscairt sócmhainní seasta	-	-	(24,555)	(21,555)
	(43,734)	(38,910)	(49,373)	(43,340)
Coigeartú ar airgeadra a aistriú	-	4,071	-	(3,949)
Iarmhéid deiridh amhail an 31 Nollaig (arna athshonrú)	70,268	63,171	87,803	74,701

14. NOTES TO THE STATEMENT OF CASH FLOWS

14.1 RECONCILIATION OF THE SURPLUS / (DEFICIT) FOR THE YEAR TO NET CASH INFLOW / (OUTFLOW) FROM OPERATING ACTIVITIES

	2020 €	2020 Stg£	2019 €	2019 Stg£
Surplus / (Deficit) for the year	283,315	252,067	(231,865)	(203,534)
Adjustment for non-cash transactions				
Depreciation	43,734	38,910	(49,373)	(43,340)
Transfer from Capital Grant Reserve	(43,734)	(38,910)	49,373	43,340
	<u>283,315</u>	<u>252,067</u>	<u>(231,865)</u>	<u>(203,534)</u>
Adjustments for movements in working capital				
(Increase) / Decrease in Stock	(123,727)	(138,052)	(7,922)	17,232
(Increase) / Decrease in Receivables	(7,520)	(36,704)	136,854	149,564
Increase / (Decrease) in Payables	(11,059)	4,282	30,871	14,717
	<u>(142,306)</u>	<u>(170,474)</u>	<u>159,803</u>	<u>181,513</u>
Currency translation adjustment	-	72,576	-	(67,280)
	<u>-</u>	<u>72,576</u>	<u>-</u>	<u>(67,280)</u>
Net cash inflow / (outflow) from operating activities	<u>141,009</u>	<u>154,169</u>	<u>(72,062)</u>	<u>(89,301)</u>

The currency translation adjustment reflects the amount of the movement in the value of current assets and liabilities which is attributable to the change in exchange rates over the year.

14.2 ANALYSIS OF CHANGE IN CASH AND CASH EQUIVALENTS

	2020 €	2020 Stg£	2019 €	2019 Stg£
Cash in Bank at 1 January	568,387	483,577	640,449	572,878
Net Cash inflow / (outflow) from operating activities	141,009	154,169	(72,062)	(89,301)
Cash in Bank at 31 December	<u>709,396</u>	<u>637,746</u>	<u>568,387</u>	<u>483,577</u>

14. NÓTAÍ A GHABHANN LEIS AN RÁITEAS FAOI SHREABHADH AIRGID

14.1 RÉITEACH AN BHARRACHAIS / (EASNAIMH) DON TRÉIMHSE LEIS AN nGLAN-INSREABHADH / (EIS-SREABHADH) AIRGID Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN

	2020	2020	2019	2019
	€	Stg£	€	Stg£
Barrachas / (Easnamh) don bhliain Coigeartú i leith idirbhearta nach idirbhearta airgid iad	283,315	252,067	(231,865)	(203,534)
Dímheas	43,734	38,910	(49,373)	(43,340)
Aistriú ó chúlchiste deontais chaipitil	(43,734)	(38,910)	49,373	43,340
	283,315	252,067	(231,865)	(203,534)
Coigeartuithe i leith gluaiseachtaí i gcaipiteal oibre				
(Méadú) / Laghdú ar an Stoc	(123,727)	(138,052)	(7,922)	17,232
(Méadú) / Laghdú ar na Féichiúnaithe	(7,520)	(36,704)	136,854	149,564
Méadú/(Laghdú) ar na Creidiúnaithe	(11,059)	4,282	30,871	14,717
	(142,306)	(170,474)	159,803	181,513
Coigeartú ar airgeadra a aistriú	-	72,576		(67,280)
Insreabhadh / (Eis-sreabhadh) airgid glan ó ghníomhaíochtaí oibriúcháin	141,009	154,169	(72,062)	(89,301)

Léiríonn an coigeartú ar airgeadra a aistriú an méid difríochta i luach sócmhainní seasta agus luach dliteanas a tharlaíonn de bharr athrú sna rátaí malairte i rith na bliana.

14.2 ANAILÍS AR ATHRUITHE AR AIRGEAD TIRIM AGUS AR CHOIBHÉISÍ AIRGID THIRIM

	2020	2020	2019	2019
	€	Stg£	€	Stg£
Airgead sa bhanc amhail an 1 Eanáir	568,387	483,577	640,449	572,878
Insreabhadh / (Eis-sreabhadh) airgid glan ó ghníomhaíochtaí oibriúcháin	141,009	154,169	(72,062)	(89,301)
Airgead sa bhanc amhail an 31 Nollaig	709,396	637,746	568,387	483,577

15. PENSION OBLIGATIONS

Pension obligations are included in the financial statements for the year ended 31 December 2020 as stated in FRS 102. The pension scheme consists of a number of sections with different benefit structures. The main sections are:

The Core Final Salary section – this is a final salary pension arrangement with benefits modelled on the Classic section of the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension (eightieths per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal Retirement Age is a member's 60th birthday. Pensions in payment (and deferment) increase in line with general price inflation.

The Core Alpha section – this is a career averaged revalued earnings pension arrangement or CARE scheme with benefits modelled on the alpha section of the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension based on a percentage (2.32%) of pensionable pay for each year of active membership (the pension is increased/decreased at the start of each scheme year in line with general price inflation) and spouse's and children's pensions. Normal Retirement Age is a member's State Pension Age in the relevant jurisdiction, which is currently 67, 68 or between 67 and 68 in the UK and 66 in Ireland. The State pension age in Ireland was due to rise to 67 from 1 January 2021 and then 68 from 1 January 2028 however, the government has deferred this change and a Pensions Commission has been established to consider the change to the State pension age, among other issues such as sustainability and intergenerational fairness. Pensions in payment (and deferment) increase in line with general price inflation.

Reserved Rights sections – these are a number of sections of the scheme that are modelled on the Irish public service pension schemes that employees of the North/South Bodies were members of at the point they were designated and transferred at the formation of the Bodies. These schemes are final salary pension arrangements with benefits the same as the relevant Irish public sector scheme e.g. Superannuation Scheme for Established Civil Servants. These schemes provide a pension (for non-integrated members eightieths per year of service but for integrated members two-hundredths per year of service on salary up to 3.333 times the Old Age Contributory State Pension and eightieths per year of service on salary above 3.333 times the Old Age Contributory State Pension), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal Retirement Age is a member's 60th birthday (or 65th in the Non-Contributory Pension Scheme for Non-Established State Employees). Pensions in payment (and deferment) generally increase in line with general public sector salary inflation. The applicable Reserved Rights Schemes for Foras na Gaeilge is the Superannuation Scheme for Established Civil Servants and Bord na Gaeilge Superannuation Scheme.

Most Core section members have benefits in both the Final Salary and alpha sections and new entrants who join the Scheme after 1 April 2015 will, in most cases, become members of the Core alpha section.

The valuation used for FRS 102 disclosures at 31 December 2020 has been carried out by a qualified independent actuary (Deloitte). The results this year have been prepared by carrying out a full valuation of the Scheme's liabilities incorporating market conditions and scheme data at 31 December 2020.

15.1 Assessment of Liabilities and Costs

The assessed liabilities depend on the benefits payable from the scheme in future. The benefits are defined in the scheme's trust deed and rules as amended from time to time.

15.2 Value of Assets

The scheme is unfunded and therefore there are no assets of the scheme held in respect of employees or ex-employees of Foras na Gaeilge. Benefits paid to pensioner members are funded through the employee contributions with any excess being met by Foras na Gaeilge.

15.3 Assumptions - General

In order to assess the liabilities and costs it has been necessary to make assumptions about the future economic and demographic events that will affect the level of the benefits promised. These assumptions should be mutually compatible and lead to the best estimate of the future cash flows that will arise from the scheme's liabilities. A full list of the assumptions for the 31 December 2020 and 31 December 2019 accounting dates and the methodology of deriving these assumptions is given below.

15. DUALGAIS PHINSIN

Áirítear dualgais phinsin sna ráitis airgeadais don bhliain dar chríoch 31 Nollaig 2020 mar a léirítear in FRS 102. Roinnt rannán le struchtúir leasa éagsúla iontu atá sa scéim pinsin. Is iad na príomhranna ná:

Croi-Rannán Tuarastail Deiridh – is socrú tuarastal deiridh é seo le leasa bunaithe ar an bPríomhscéim Pinsin Státseirbhíse i dTuaisceart Éireann é seo. Cuireann an scéim pinsean ar fáil (ochtódú do gach bliain seirbhíse), cnapshuim (trí hochtódú do gach bliain seirbhíse) agus pinsean do chéilí agus do linbh. Is é an gnáthaois scoir ná 60ú breithlá an bhaill. Téann pinsin in íocaíochtaí (agus in iarchur) i méid de réir gnáthbhoilsciú phraghas.

Croi-rannán Alpha – is socrú pinsin méan gairmréime athluacháilte nó scéim CARE le leasa bunaithe ar an rannán Alpha den Phríomhscéim Pinsin Státseirbhíse i dTuaisceart Éireann é seo. Cuireann an scéim pinsean ar fáil bunaithe ar cheatadán (2.32%) de phá inphinsin de gach bliain ballraíochta gníomhach (méadaítear an phinsean ag tús gach bliain de réir gnáthbhoilsciú phraghas) agus pinsean do chéilí agus do linbh. Is é an gnáthaois scoir ná Aois Phinsin Stáit an bhaill sa dlínse cuí, mar sin 67, 68 nó idir 67 agus 68 sa RA agus 66 in Éirinn faoi láthair. Bhí an Aois Phinsin Stáit le hardú go 67 in Éirinn amhail 1 Eanáir 2021 agus le hardú go 68 amhail 1 Eanáir 2028 ach tá an cinneadh seo curtha ar athló agus tá Coimisiún Pinsin curtha ar bun chun breathnú ar an Aois Phinsin Stáit a athrú i measc saincheisteanna eile ar nós inbhuanachta agus cothrom na féinne idirghlúine. Téann pinsin in íocaíochtaí (agus in iarchur) i méid de réir gnáthbhoilsciú phraghas.

Rannáin fhorchoimeáda – is roinnt rannán den scéim iad seo bunaithe ar scéimeanna pinsin de chuid sheirbhís phoiblí na hÉireann a raibh fostaithe de Chomhlachtaí Forfheidhmithe Thuaidh/Theas ina mbaill díbh nuair a ainmníodh agus aistríodh iad ag an am ar bunaíoch na Comhlachtaí. Is socrúithe tuarastail deiridh iad na scéimeanna seo, leis na leasa céanna agus an scéim seirbhíse poiblí Éireannach cuí m.sh.: Scéim Aoisliúntais d'Fhostaithe Stáit Bunaithe. Cuireann na scéimeanna seo pinsean ar fáil (ochtódú do gach bliain seirbhíse do bhaill neamh-chomhtháite ach dhá chéadú do gach bliain seirbhíse do bhaill chomhtháite a bhí ar thuarastal thuas go 3.333 méid an Phinsin Seanaoise Ranníocaíoch Stáit), bónas nó cnapshuim (trí ochtódú do gach bliain seirbhíse) agus pinsean do chéilí agus do linbh. Is é an gnáthaois scoir ná 60ú breithlá an bhaill (nó 65ú sa Scéim Pinsin Neamhranníocaíoch d'Fhostaithe Stáit Neamhbhunaithe). Téann pinsin in íocaíochtaí (agus in iarchur) i méid de réir bhoilsciú ginearálta tuarastal na seirbhíse poiblí. Is é an scéim cuí gach cheart ar chosaint d'Fhoras na Gaeilge ná an Scéim Aoisliúntais d'Fhostaithe Stáit Bunaithe agus Scéim Aoisliúntais Bhord na Gaeilge.

Beidh leasa ag formhór na gcroi-baill sna míreanna buntuarastal deireanach agus alpha agus i gcásanna formhór na mbaill a théann isteach sa scéim ó 1 Aibreán 2015 ar aghaidh, beidh siad ina mbaill den chroiscéim alpha.

An luacháil a úsáideadh d'fhaisnéisiú FRS 102 ag 31 Nollaig 2020, ba achtúire cáilithe neamhspleách (Deloitte) a rinne é. Ullmhaíodh torthaí na bliana seo trí dliteanais na scéime amhail an 31 Nollaig 2020, cúinsí margadh san áireamh, a thomhas.

15.1 Measúnú ar Dhliteanais agus ar Chostais

Braitheann na dliteanais mheasúnaithe ar na sochair iníoctha ón scéim sa todhcháif. Leagtar síos na sochair i ngníomhas trusta na scéime agus sna rialacha mar a leasaítear ó am go ham.

15.2 Luach na Sócmhainní

Níl an scéim maoinithe agus dá réir sin ní choinnítear sócmhainní de chuid na scéime i leith fostaithe nó iarfhostaithe de chuid Foras na Gaeilge. Maoinítear sochair a íoctar le ballphinsinéirí trí ranníocaíochtaí fostaithe agus soláthraíonn Foras na Gaeilge aon ní breise.

15.3 Toimhdí - Ginearálta

Le measúnú a dhéanamh ar na dliteanais agus ar na costais ba ghá toimhdí a bheith ann maidir le himeachtaí eacnamaíochta agus deimeagrafaíochta sa todhcháif a mbeidh tionchar acu ar leibhéal na sochar atá geallta. Ba chóir go mbeadh na toimhdí seo ag comhardadh le chéile agus gurb é an toradh a bheadh orthu ná an meastachán is fearr ar na sreabhaí airgid a thiocthaid i gceist de bharr dliteanais na scéime. Tugtar thíos liosta iomlán de na toimhdí a bhain leis na dátaí cuntasaíochta 31 Nollaig 2020 agus 31 Nollaig 2019 agus den mhodheolaíocht a úsáideadh le teacht orthu.

15.4 Disclosure Figures

15.4.1 Principal actuarial assumptions used for the calculations

	2020	2019
Discount rate		
Republic of Ireland:	0.80%	1.30%
Northern Ireland:	1.35%	2.10%
Inflation Rate		
Republic of Ireland:	1.05%	1.15%
Northern Ireland:	2.20%	2.00%
Rate of increase in salaries		
Republic of Ireland*:	2.20%	2.00%
Northern Ireland:	2.20%	2.00%
Increase in pensions paid	Core/Reserved Rights	Core/Reserved Rights
Republic of Ireland:	1.05% or 2.20%**	1.15% or 2.00%**
Northern Ireland:	2.20%	2.00%

Mortality:

SAPS S3PA tables with allowance for future improvements in longevity in line with the CMI 2019 improvements with a long term trend of 1.25% (A=0.5%) and a sk factor of 7.

Average expected future life at age 65 for:	2020	2019
	years	years
Male currently aged 65	22.3	22.0
Female currently aged 65	24.6	23.9
Male currently aged 45	23.6	23.4
Female currently aged 45	26.0	25.4

Withdrawals from active services

Withdrawals did not occur.

Percentage Married

It is presumed that 80% of pensioners are married at present.

Difference in the age of spouses

It is presumed that married women are three years younger than their husbands.

Provision for commutation

There is no provision made for commutation at retirement.

Retirement age:

At age 63 for "Classic" members.

For Alpha members, at the age at which all benefits are payable unreduced (i.e. a member's State Pension Age).

* Certain members in the Republic of Ireland will receive pension increases in line with salary increases. Other members in the Republic of Ireland will receive pension increases in line with inflation.

**Our assumptions as at 31 December 2020 do not allow for the impact of changes in pension increases as a result of Circular 02/2018, or Application of 6.2 of the Public Service Stability Agreement 2018-2020 to Core pensioners.

15.4 Figiúiri Faisnéise

15.4.1 Na príomh-thoimhdí achtúireacha ar a bhfuil na háirimh bunaithe

	2020	2019
Ráta Iascaine		
Éire:	0.80%	1.30%
Tuaisceart Éireann:	1.35%	2.10%
Ráta Boilscithe		
Éire:	1.05%	1.15%
Tuaisceart Éireann:	2.20%	2.00%
Ráta Méadaithe ar Thuarastail		
Éire*:	2.20%	2.00%
Tuaisceart Éireann:	2.20%	2.00%
Méadú ar Phinsin íoctha	Croíchearta/cearta ar cosaint	Croíchearta/cearta ar cosaint
Éire:	1.05% nó 2.20%	1.15% nó 2.00%**
Tuaisceart Éireann:	2.20%	2.00%

Básmhaireacht:

Táblaí SAPS S3PA le lamháltas d'fheabhais sa todhchaí ar fadsaoil de réir feabhais CMI 2019 agus treocht fadtréimhseach de 1.25% (A= 0.5%) agus fachtóir sk de 7.

Meán-fhadsaoil ionchasach ar aois 65 do:	2020	2019
	Blianta	Blianta
Fear aois 65 anois	22.3	22.0
Bean aois 65 anois	24.6	23.9
Fear aois 45 anois	23.6	23.4
Bean aois 45 anois	26.0	25.4

Cúlú ó sheirbhís ghníomhach

Níor tharla cúlú.

Céatadán Pósta

Glactar leis go bhfuil 80% de phinsinéirí pósta faoi láthair.

Difear idir aois na bpáirtithe

Glactar leis go bhfuil mná pósta trí bliana níos óige ná a bhfir chéile.

Soláthar do chómhálartú

Níl aon soláthar déanta do chómhálartú ar éirí as oifig.

Aois Scoir

Ag aois 63 do bhail 'Chlasaiceacha'

Do bhail Alpha, ag an aois ar a bhfuil gach sochar ar fáil gan laghdú (sé sin, Aois Phinsin Stáit an Bhaill)

* Gheobhaidh baill áirithe i bPoblacht na hÉireann méaduithe pinsin ag teacht le méaduithe tuarastal. Gheobhaidh baill eile i bPoblacht na hÉireann méaduithe pinsin ag teacht le boilsciú.

** Níl tionchar na n-athruithe ar arduithe pinsin de thoradh Chiorclán 02/2018 nó Cur i bhFeidhm 6.2 de Chomhaontú Cobhsaíochta na Seirbhíse Poiblí 2018-2020 do Chroíphinsinéirí san áireamh inár dtoimhdí airgeadais amhail 31 Nollaig 2020.

15.4.2 Movement in the Net Pension Liabilities during the financial year

	2020	2020	2019	2019
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Deficit in the plan at the beginning of the year	(30,705)	(26,124)	(25,941)	(23,205)
Exchange differences	-	(1,541)	-	1,263
Benefits paid during the year	550	489	598	525
Current service cost *	(1,736)	(1,545)	(1,262)	(1,108)
Other finance charge	(427)	(380)	(575)	(505)
Actuarial (loss) / gain	(4,821)	(4,289)	(3,525)	(3,094)
(Deficit) in the plan at the end of the year	(37,139)	(33,390)	(30,705)	(26,124)

* Member contributions are included within the Current Service Cost disclosed.

15.4.3 Analysis of the movement in (deficit) in the Plan over the year

	2020	2020	2019	2019
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Experience gain / (loss)	(253)	(225)	436	383
Loss / (gain) due to currency movements	131	117	(99)	(87)
(Loss) / gain on change to assumptions	(4,435)	(3,946)	(3,862)	(3,390)
Actuarial (loss) / gain	(4,557)	(4,054)	(3,525)	(3,094)

15.4.4 Analysis of the net deferred funding for pensions

	2020	2020	2019	2019
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Current service cost	1,736	1,545	1,262	1,108
Other finance cost	427	380	575	505
Benefits paid during the year	(550)	(489)	(598)	(525)
Total	1,613	1,436	1,239	1,088

15.4.5 Analysis of the pension service costs

	2020	2020	2019	2019
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Current service cost	1,736	1,545	1,262	1,108
Other finance cost	427	380	575	505
Total	2,163	1,925	1,837	1,612

15.4.6 Deferred Asset for Pensions

	2020	2020	2019	2019
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Opening balance as at 1 January	30,705	26,124	25,941	23,204
Increase / (decrease) in Deferred Funding of Pension Asset	6,434	7,265	4,764	2,919
Closing balance as at 31 December	37,139	33,389	30,705	26,123

15.4.2 Gluaiseacht sna Glandliteanais Phinsin le linn na bliana airgeadais

	2020	2020	2019	2019
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Caillteanas sa phlean i dtús na bliana	(30,705)	(26,124)	(25,941)	(23,205)
Difríochtaí malairte	-	(1,541)	-	1,263
Sochair a íocadh le linn na bliana	550	489	598	525
Costais seirbhíse reatha*	(1,736)	(1,545)	(1,262)	(1,108)
Muirir Airgeadais Eile	(427)	(380)	(575)	(505)
(Caillteanas) / Gnóthachan Achtúireach	(4,821)	(4,289)	(3,525)	(3,094)
Easnamh sa phlean ag deireadh na bliana	(37,139)	(33,390)	(30,705)	(26,124)

*Tá ranníocaíochtaí na mball san áireamh sa Chostas Seirbhíse Reatha a nochtar.

15.4.3 Anailís ar ghluaiseacht (in easnamh) sa phlean le linn na bliana

	2020	2020	2019	2019
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Gnóthachan / (Caillteanas) ó thaithí	(253)	(225)	436	383
(Caillteanas) / Gnóthachan ó malartú airgeadra	131	117	(99)	(87)
(Caillteanas) / Gnóthachan maidir le hathruithe sna toimhdí airgeadais	(4,435)	(3,946)	(3,862)	(3,390)
(Caillteanas) / Gnóthachan Achtúireach	(4,557)	(4,054)	(3,525)	(3,094)

15.4.4 Anailís ar an nglanmhaoiniú iarchurtha do phinsin:

	2020	2020	2019	2019
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Costais reatha seirbhíse	1,736	1,545	1,262	1,108
Costais airgeadais eile	427	380	575	505
Sochair íoctha i rith na bliana	(550)	(489)	(598)	(525)
Iomlán	1,613	1,436	1,239	1,088

15.4.5 Anailís ar chostais na seirbhíse pinsin

	2020	2020	2019	2019
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Costais reatha seirbhíse	1,736	1,545	1,262	1,108
Costais airgeadais eile	427	380	575	505
Iomlán	2,163	1,925	1,837	1,612

15.4.6 Iarmhéid chistithe pinsin iarchurtha

	2020	2020	2019	2019
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Iarmhéid tosaigh amhail 1 Eanáir	30,705	26,124	25,941	23,204
Méadú / (Laghdú) ar an iarmhéid chistithe pinsin iarchurtha	6,434	7,265	4,764	2,919
Iarmhéid deiridh amhail 31 Nollaig	37,139	33,389	30,705	26,123

15.4.7 History of Defined Benefit Liabilities

	2020	2019	2018	2017
	€ (000)	€ (000)	€ (000)	€ (000)
Deficit as at 31 December	(37,139)	(30,705)	(25,941)	(26,379)
Experience gain / (loss)	(253)	436	(123)	(440)
Percentage of Scheme Liabilities	0.7%	(1.4%)	0.5%	(1.7%)

15.4.8 Employer contribution

The employer does not contribute to the scheme but makes up the difference between the benefits paid over the year and the employee contributions.

Notes on the actuarial loss for 2020

The main elements of the actuarial loss of €4,821,000 for 2020 are outlined below.

The increase in the value of the liabilities is mainly as a result of:

- the change in financial assumptions including a fall in the Northern and Southern discount rates, which results in an increase in the value of the liabilities, as shown in the “Gain / (loss) due to change in financial assumptions” item in the disclosures;
- the change in demographic assumptions including an update to the mortality assumption, which results in a small increase in the value of the liabilities, as shown as part of the “Gain / (loss) due to change in assumptions” item in the disclosures; and
- an experience loss on the liabilities which arises due to membership movements, as shown in the “Experience gain / (loss)” item in the disclosures.

These have been partially offset by:

- a reduction in the liabilities due to favourable currency movements, as shown in the “Gain/(loss) due to currency movements” item in the disclosures.

McCloud and Sargent ruling – Contingent Liability

Two employment tribunal cases in the cases of McCloud and Sargeant were brought against the UK Government in relation to possible discrimination in the implementation of transitional protection following changes made to public service pension scheme legislation in the UK in 2015.

In December 2018, the Court of Appeal ruled that the transitional protections gave rise to unlawful discrimination on the basis of age. The UK Government requested leave to appeal this decision to the Supreme Court, however the request was denied on 27 June 2019.

The Department of Finance (Northern Ireland) continues to liaise with HM Treasury for proposals to address age discrimination in the wider public service schemes, as a consequence of the McCloud ruling. The Department’s public service pensions consultation to remove the discrimination identified by the courts in the 2015 pension reforms closed in November 2020 and feedback is being analysed. The rectification process is expected to be long and time-consuming, and will need to address fairly the issue of pension accruals since 2015 and where individuals may have been better off in new schemes. In this regard certain staff of Foras na Gaeilge, who are scheme members of the Scheme, may need to be compensated for any discrimination suffered as a result of the transitional protections.

Quantifying the impact of the judgement at this stage is difficult as it will depend on the compensation awarded, members’ future salary increases, length of service and retirement age, and whether (and when) members withdraw from active service. The terms of any possible settlement will require further consideration which will need approval by both the Department of Finance (Northern Ireland) and the Department of Public Expenditure and Reform (Ireland).

On this basis, no provision has been made in the accounts for the McCloud/Sargent judgment. We estimate that any compensation payable by Foras na Gaeilge will be up to €500,000 as at 31 December 2020. (2019: €400,000).

15.4.7 Stair na nDliteanas le Sochar Sainithe

	2020	2019	2018	2017
	€ (000)	€ (000)	€ (000)	€ (000)
(Caillteanas) amhail 31 Nollaig	(37,139)	(30,705)	(25,941)	(26,379)
(Caillteanas) /Gnóthachan Taithíoch	(253)	436	(123)	(440)
Céatadán dliteanas na scéime	0.7%	(1.4%)	0.5%	(1.7%)

15.4.8 Ranníocaíochtaí an Fhostóra

Ní dhéanann an fostóir ranníocaíocht isteach sa scéim ach soláthraíonn sé an difríocht idir na sochair a íoctar le linn na bliana agus ranníocaíochtaí na bhfostaithe.

Nótaí ar an gcaillteanas achtúireach do 2020

Léirítear príomheilimintí an chaillteanais achtúirigh €4,821,000 do 2020 thíos.

Is toisc an t-athrú sna toimhdí achtúireacha go príomha a mhéadaigh luach na ndliteanais:

- Mar thoradh ar an athrú sna toimhdí airgeadais, lena n-áirítear an titim sna rátaí lascaine ó Thuaidh agus ó Theas, gurb ionann iad agus méadú ar luach na ndliteanas dá bharr, agus mar a nochtar sa mhír '(Caillteanas) / Gnóthachan maidir le hathruithe sna toimhdí airgeadais' de na Cuntais seo;
- Mar thoradh ar an athrú sna toimhdí deimeagrafaíochta, lena n-áirítear uasdátú ar an toimhde i dtaca le básmhaireacht, gurb ionann é agus méadú beag ar luach na ndliteanas dá bharr, agus mar a nochtar mar chuid den mhír '(Caillteanas) / Gnóthachan maidir le hathruithe sna toimhdí airgeadais' de na Cuntais seo; agus
- Mar thoradh ar an gcaillteanas ó thaithí ar na dliteanais a eascraíonn as gluaiseachtaí na mball, agus mar a nochtar sa mhír 'Gnóthachan / (Caillteanas) ó thaithí' de na Cuntais seo.

Tá cuid de chúiteamh déanta air seo ag:

- Laghdú sna dliteanais a eascraíonn as gluaiseachtaí buntáisteacha airgeadra, mar a nochtar sa mhír '(Caillteanas) / Gnóthachan ó malartú airgeadra' de na Cuntais seo.

Rialú McCloud agus Sargent – Dliteanas Teagmhasach

Cuireadh dhá chás, cás McCloud agus cás Sargent, os comhair binse fostaíochta in aghaidh Rialtas an Ríochta Aontaithe i dtaca le hidirdhealú féideartha ag eascairt as an gcaoi ar cuireadh cosaint idirthréimhseach i bhfeidhm nuair a athraíodh reachtaíocht faoin scéim phinsin i Seirbhís Phoiblí an Ríochta Aontaithe in 2015.

I mí na Nollag 2018, rialaigh an Chúirt Achomhairc gur eascair idirdhealú mídhleathach ar bonn aoise as an gcosaint idirthréimhseach. Lorg Rialtas an Ríochta Aontaithe cead chun achomharc a dhéanamh ar an rialú sin sa Chúirt Uachtarach, ach diúltaíodh don iarratas seo 27 Meitheamh 2019.

Leanann an Roinn Airgeadais (Tuisceart Éireann) ag plé le Stáitchiste na Banríona le moltaí a lorg a rachadh i ngleic leis an idirdhealú ar bhonn aoise i scéimeanna sa tseirbhís phoiblí i gcoitinne de thoradh rialú McCloud. Chuir an Roinn comhairliúchán um phinsin na seirbhíse poiblí i gcrích i mí na Samhna 2020 chun an t-idirdhealú a aithníodh sna cúirteanna in 2015 a bhaint agus tá anailís á dhéanamh ar aiseolas an chomhairliúcháin sin. Meastar gur próiseas fada agus fadálach a bheadh sa phróiseas coigeartaithe, agus beidh ar an bpróiseas seo aghaidh chothrom a thabhairt ar fábhrúithe pinsin ó 2015, mar aon le cásanna ina bhféadfadh daoine a bheith níos fearr as i scéimeanna nua. Dá réir seo, d'fhéadfadh baill áirithe foirne de chuid Fhoras na Gaeilge, ar bhaill iad den scéim phinsin Thuaidh/Theas, a bheith i dteideal cúitimh as aon idirdhealú a ndearnadh orthu de thoradh na cosanta idirthréimhsí.

Tá sé deacair luacháil chruinn a dhéanamh ar impleacht an rialaithe ag an bpointe seo toisc go mbraithfeadh sin ar an gcúiteamh a bhronnfaí, ar arduithe tuarastail, ar fhad seirbhíse agus aois scoir, agus cathain a éireoidh (má éireoidh) baill as seirbhís ghníomhach. Teastóidh a thuilleadh plé chun téarmaí aon chomhréirithe féideartha a aontú agus teastóidh faomhadh ar na téarmaí seo ón Roinn Airgeadais (Tuisceart Éireann) agus ón Roinn Caiteachais Phoiblí agus Athchóirithe (Rialtas na hÉireann) araon.

Ar an mbonn seo, níl aon soláthar déanta sna cuntais seo do rialú McCloud/Sargent. Measaimid amhail 31 Nollaig 2020 nach mó aon chúiteamh iníoctha ná €500,000 (2019: €400,000).

16. COMMITMENTS

16.1 Capital Commitments

There were no capital commitments as at 31 December 2020 for which no provision is made.

16.2 Operating Lease Commitments

At 31 December 2020 Foras na Gaeilge had commitments under operating leases as follows:

	2020	2020	2019	2019
Premises	€	Stg £	€	Stg £
Within 1 year	690,331	620,608	702,232	597,459
Between 2 and 5 years	2,531,585	2,275,895	2,585,647	2,199,868
More than 5 years	12,030,055	10,815,019	12,658,502	10,769,854
Total	15,251,971	13,711,522	15,946,381	13,567,181

17. RENT PAID IN 2020 IN RESPECT OF PREMISES USED BY FORAS NA GAEILGE

	Period Rent relates to	Expiry Date	€
Headquarters			
63-66 Amiens Street – Dublin	01/01/2020 - 31/12/2020	2047	593,448
Other Offices			
Westgate House – Belfast	01/01/2020 - 31/12/2020	2022	43,161
Ráth Chairn – Meath	01/01/2020 - 31/12/2020	2021	13,520
Gaoth Dobhair – Donegal	01/01/2020 - 31/12/2020	2021	22,490
Dunshaughlin – Meath	01/01/2020 - 31/12/2020	2027	35,000

18. PROVISIONS AND CONTINGENT LIABILITIES

There were no provisions or contingent liabilities at 31 December 2020.

19. STATEMENTS OF LOSSES AND SPECIAL PAYMENTS

There were no losses or special payments in the year.

20. RELATED PARTY TRANSACTIONS

Foras na Gaeilge is an arm of The Language Body, a North /South Implementation Body sponsored by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities. The Departments named above are regarded as related parties. During the year Foras na Gaeilge engaged in various transactions with these Departments.

21. BOARD MEMBERS AND EMPLOYEE DISCLOSURE OF INTERESTS

Formal procedures were put in place in 2006 regarding the conduct of Board or staff members in the event of a conflict of interest or a possible conflict of interest as regards the grants process. During the financial year ended 31 December 2020 Foras na Gaeilge undertook the following transactions:

- An aggregate payment of €42,075 / Stg£37,434 (2019: €58,299 / Stg£51,175) was made to Cumann Cultúrtha Mhic Reachtain, where a Board Member of Foras na Gaeilge is a committee member. This payment was made under the Irish Communities Scheme, the Youth Schemes, and the Festivals Scheme. This Board Member did not take part in the assessment of these grants and did not receive any documentation relating to these transactions.
- An aggregate payment of €41,285 / Stg£36,731 (2019: €44,344 / Stg£38,925) was made to Coiste Forbartha Charn Tóchair, where an employee of Foras na Gaeilge is a committee member. This payment was made under the Irish

16. CEANGALTAIS
16.1 Ceangaltais chaipitil

Ní raibh aon cheangaltais chaipitil ar 31 Nollaig 2020 nach bhfuil aon soláthar déanta ina leith.

16.2 Ceangaltais léasanna oibriúcháin

Faoi dheireadh na bliana bhí ceangaltais faoi léasanna oibriúcháin ar Fhoras na Gaeilge mar a leanas:

Bonn	2020 €	2020 Stg£	2019 €	2019 Stg£
Laistigh de bhliain amháin	690,331	620,608	702,232	597,459
Idir 2-5 bliana	2,531,585	2,275,895	2,585,647	2,199,868
Níos mó ná 5 bliana	12,030,055	10,815,019	12,658,502	10,769,854
	15,251,971	13,711,522	15,946,381	13,567,181

17. CÍOS 2020 INÍOCTHA I LEITH RÉADMHAOINE IN ÚSÁID AG FORAS NA GAEILGE

Ceanncheathrú	Tréimhse an chíos	Dáta Éagtha	€
63-66 Sráid Amiens – Baile Átha Cliath	01/01/2020 - 31/12/2020	2047	593,448
Oifigí eile			
Teach an Gheata Thiar – Béal Feirste	01/01/2020 - 31/12/2020	2022	43,161
Ráth Chairn – An Mhí	01/01/2020 - 31/12/2020	2021	13,520
Gaoth Dobhair – Dún na nGall	01/01/2020 - 31/12/2020	2021	22,490
Dún Seachlainn – An Mhí	01/01/2020 - 31/12/2020	2027	35,000

18. DLITEANAIS SHOLÁTHAR AGUS THEAGMHASACHA

Ní raibh aon dliteanais sholáthar agus theagmhasacha ar 31 Nollaig 2020.

19. RÁITIS AR CAILLTEANAIS AGUS ÍOCAÍOCHTAÍ SPEISIALTA

Ní raibh aon chaillteanas nó íocaíochtaí speisialta i mbliana.

20. IDIRBHEARTA PÁIRTITHE GAOLMHARA

Is géag é Foras na Gaeilge den Fhoras Teanga, ar Comhlacht Forfheidhmithe Thuaidh Theas é atá urraithe ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán agus an Roinn Pobal. Féachtar ar na Ranna atá ainmnithe thuas mar pháirtithe gaolmhara. I rith na tréimhse chuaigh Foras na Gaeilge i mbun idirbhearta éagsúla leis na Ranna sin.

21. NOCHTADH LEASA AG COMHALTAÍ BOIRD AGUS AG FOSTAITHE

Leagadh síos nósanna imeachta foirmiúla in 2006 maidir le hiompar Comhaltaí Boird nó baill foirne sa chás go bhfuil coimhlint leasa nó coimhlint leasa féideartha ann maidir leis an bpróiseas deontais. Le linn na bliana airgeadais dar chríoch 31 Nollaig 2020 Thug Foras na Gaeilge faoi na hidirbhearta seo a leanas a íoc:

- Íocadh íocaíocht chomhiomlán de luach €42,075 / Stg£37,434 (2019: €58,299 / Stg£51,175) le Cumann Cultúrtha Mhic Reachtain, áit a bhfuil Comhalta Boird le Foras na Gaeilge ina bhall den choiste. Bhain an íocaíocht seo leis an Scéim Pobal Gaeilge, leis na Scéimeanna Óige, agus le Scéim na bhFéilte. Níor ghlac an Chomhalta Boird seo páirt i measúnú na ndeontas seo agus níor cuireadh aon cháipéisíocht a bhain leis na hidirbhearta seo ar fáil dó.
- Íocadh íocaíocht chomhiomlán de luach €41,285 / Stg£36,731 (2019: €44,344 / Stg£38,925) le Coiste Forbartha Charn Tóchair, áit a bhfuil fostaí le Foras na Gaeilge ina bhall den choiste. Bhain an íocaíocht seo leis an Scéim Pobal Gaeilge,

Communities Scheme, the Youth Schemes, and the Festivals Scheme. This employee did not take part in the assessment of these grants and did not receive any documentation relating to these transactions.

A register of interests for Board Members and staff was compiled and is being maintained up to date.

22. FINANCIAL INSTRUMENTS, LIQUIDITY, INTEREST RATE AND FOREIGN CURRENCY RISK

a Financial Instruments

Foras na Gaeilge generates income from the sale and distribution of books (and from other sources). The majority of funding comes from Sponsor Departments therefore Foras na Gaeilge is not exposed to the degree of financial risk faced by other business entities. The Financial Memorandum permits borrowing subject to prior approval of the Sponsor Departments and the Finance Departments, which Foras na Gaeilge has not sought. The financial assets and liabilities are generated by day-to-day operational activities and are not held to change the risks faced in undertaking its activities. Foras na Gaeilge's financial instruments mainly consist of cash, trade debtors and trade creditors.

b Liquidity, Interest Rate and Foreign Currency Risk

Foras na Gaeilge's net revenue resource requirements are financed by resources voted annually by the Houses of the Oireachtas and the Northern Ireland Assembly and, as is its capital expenditure. It is therefore not exposed to significant liquidity risks.

Foras na Gaeilge does not access funds from commercial sources and so it not exposed to significant interest rate risk.

Foras na Gaeilge's exposure to foreign currency risk is not significant as it receives agreed levels of funding from its sponsoring Departments in sterling and euro. The majority of transactions are conducted in euro, and the majority of funding is received in euro, therefore Foras na Gaeilge is exposed to foreign currency risk to a limited degree.

23. PRINCIPAL RISKS AND UNCERTAINTIES

Brexit

On Wednesday 29th March 2017, the United Kingdom triggered Article 50 with the intention to leave the European Union. Following the departure of the United Kingdom on 31st January 2020, the impact of having one Sponsor Department in the EU and one Sponsor Department outside the EU over the longer term is currently unknown and unquantifiable.

Covid 19

The Board recognises that the Covid-19 pandemic is a significant ongoing event. The Board is taking the situation seriously and is monitoring the situation on an ongoing basis. The business continues to operate with measures in place to protect staff and Foras na Gaeilge's stakeholders. The majority of staff are working remotely and operations and activities are being maintained while adjusting to the different way in which the business is being delivered.

Approval of 2018-2020 Business Plans and Corporate Plans 2017-2019, 2020-2022

On 16 December 2020 the NSMC approved the North South Language Body Business Plans and Budgets/Grants for 2018, 2019 and 2020, and the 2017-2019 Corporate Plan, which had been completed in accordance with agreed guidance issued by the Department of Finance and the Department of Public Expenditure and Reform, and had been agreed by Sponsor Departments and Finance Ministers. At 31 December 2020 Foras na Gaeilge's 2021 Business Plans had not been formally approved by the Sponsor Departments, Finance Departments or the North South Ministerial Council (NSMC).

While there is a reasonable expectation that the respective Governments will continue to fund the activities of the Body, the level of funding is under constant review. Under the proposed Corporate Plan 2020-2022, prepared by the Board, funding levels is based at the same level as 2016. In real terms, there will be a continued decline as increased pensions and potential exchange rate and other costs impact directly on the money available to fund the Body's activities. Foras na Gaeilge pays the pension costs for all retired staff from its operating budget. The Sponsor Departments contribute up to the budget available with any additional requirement coming from operating funds.

24. APPROVAL OF 2020 FINANCIAL STATEMENTS

The Foras na Gaeilge financial statements were approved by the Board on 29th April 2022.

leis na Scéimeanna Óige, agus le Scéim na bhFéilte. Níor ghlac an fostaí seo páirt i measúnú na ndéontas seo agus níor cuireadh aon cháipéisíocht a bhain leis na hidirbhearta seo ar fáil dó.

Cuireadh clár de leasanna na gComhaltaí Boird agus na foirne le chéile agus coinnítear cothrom le dáta é.

22. IONSTRAIMÍ AIRGEADAIS, LEACHTAcht, RÁTA ÚIS AGUS RIOSCA AIRGEADRA EACHTRAIGH

a Ionstraimí Airgeadais

Gineann Foras na Gaeilge ioncam ó dhíolachán agus dáileachán leabhar (agus ó fhoinsí eile). Tagann an chuid is mó den mhaoiniú ó ranna urraíochta, mar sin níl Foras na Gaeilge faoi neamhchosanta ar an méid riosca airgeadais atá roimh aonáin ghnó eile. Ceadaíonn an Meabhrán Airgeadais iasacht faoi réir fhaomhadh na ranna urraíochta roimh agus na ranna airgeadais roimh ré, rud nár lorg Foras na Gaeilge. Tá na sócmhainní agus dliteanais airgeadais ginte ag gníomhaíochtaí oibriúcháin ó lá go lá agus ní ghlactar leis go n-athraíonn siad na rioscaí atá rompu agus iad ag tabhairt faoina ngníomhaíochtaí. Is é atá in ionstraimí airgeadais Fhoras na Gaeilge den chuid is mó ná airgead tirim, féichiúnaithe trádála agus creidiúnaithe trádála.

b Leachtacht, Ráta Úis agus Riosca Airgeadra Eachtraigh

Déantar riachtanais acmhainní ioncaim ghilana Fhoras na Gaeilge a mhaoiniú le hacmhainní a vótáiltear go bliantúil i dTithe an Oireachtais agus Tionól Thuaisceart Éireann agus, mar a chaiteachas caipítíl. Mar sin, níl sé, neamhchosanta ar rioscaí leachtachta suntasacha.

Ní fhaigheann Foras na Gaeilge cistí ó fhoinsí trádála agus níl sé neamhchosanta mar sin ar ardú suntasach úis.

Níl neamhchosaint Fhoras na Gaeilge ar riosca airgeadra eachtraigh suntasach mar faigheann sé leibhéil chomhaontaithe mhaoinithe óna ranna urraíochta i steirling agus in euro. Déantar mórchuid na n-idirbheart in euro, agus faightear mórchuid an mhaoinithe in euro, mar sin tá Foras na Gaeilge neamhchosanta ar riosca airgeadra eachtraigh go pointe teoranta.

23. PRÍOMHRIOSCAÍ AGUS PRÍOMHÉIGINTEACHTAÍ

An Breatimeacht

Dé Céadaoin an 29 Márta 2017, thionscain an Ríocht Aontaithe Alt 50 agus rún acu an tAontas Eorpach a fhágáil. I ndiaidh don Ríocht Aontaithe an tAontas Eorpach a fhágáil 31 Eanáir 2020, tá an toradh de roinn urraíochta amháin a bheith san AE agus roinn urraíochta eile taobh amuigh den AE anaithnid agus ní féidir é a thomhas faoi láthair.

Covid-19

Aithníonn an Bord gur imeacht leanúnach suntasach é paidéim Covid-19. Tá an Bord ag plé leis seo go dáiríre agus tá monatóireacht á déanamh aige air ar bonn leanúnach. Leanann an Foras de bheith ag feidhmiú agus tá socrú breise curtha i bhfeidhm le foireann agus páirtithe leasmhara Fhoras na Gaeilge a chosaint. Tá formhór den fhoireann ag obair ó chian, tá cothabháil á dhéanamh ar ghníomhaíochtaí an Fhorais, agus tá coigeartuithe á gcur i bhfeidhm ar na gníomhaíochtaí sin le freastal ar na bealaí nua a soláthraítear gnó.

Faomhadh Phleananna Gnó 2018-2020 agus Phlean Corparáideach 2017-2019, 2020-2022.

Ar 16 Nollaig 2020, d'fhaomh an Chomhairle Aireachta Thuaidh/Theas (an CATT) Pleananna Gnó agus Maoiniú do na bliana 2018, 2019, agus 2020, maraon leis an bPlean Corparáideach 2017-2019, a ullmhaíodh de réir treorach aontaithe a d'eisigh an Roinn Airgeadais agus an Roinn Caiteachais Phoiblí agus Athchóirithe, agus a bhí aontaithe ag na Ranna Urraíochta agus na hAirí Airgeadais. Amhail 31 Nollaig 2020 níor fhaomh na Ranna Urraíochta, na Ranna Airgeadais, ná an CATT Plean Gnó 2021 Fhoras na Gaeilge.

Cé go bhfuil ionchas réasúnta ann go leanfaidh na Rialtais faoi seach ag maoiniú gníomhaíochtaí an Fhorais, tá méid an mhaoinithe faoi athbhreithniú leanúnach. De réir an Phlean Corparáideach 2020-2022 molta, pleann atá ullmhaithe ag an mBord, tá leibhéil an mhaoinithe bunaithe ar leibhéil 2016. I bhfírinne, beidh íslíú leanúnach ann de bharr go gcuirfidh líon na bpinsean ag dul i méid agus rátaí féideartha malartaithe airgeadra isteach ar an méid airgid atá ar fáil le gníomhaíochtaí an Fhorais a mhaoiniú. Íocann Foras na Gaeilge costais phinsin le gach fostaí ar scoir óna bhuiséid oibriúcháin. Cuireann na Ranna Urraíochta leis an mbuiséid, de réir an méid atá le caitheamh acu, le haon riachtanas eile ón mbuiséid oibriúcháin a chlúdach.

24. FAOMHADH AR RÁITEAS AIRGEADAIS DON BHLIAIN 2020

D'fhaomh an Bord ráitis airgeadais Fhoras na Gaeilge ar an 29 Aibreán 2022.

Appendix 2

ULSTER-SCOTS AGENCY

Accounts and notes to the accounts

FOR THE YEAR ENDED 31 DECEMBER 2020

Aguisín 2

GNÍOMHAIREACHT NA hULTAISE

Cuntais agus nótaí a ghabhann leis na cuntais

DON BHLIAIN DAR CHRÍOCH AN 31 NOLLAIG 2020

FOREWORD TO THE ACCOUNTS

Background Information

The Ulster-Scots Agency is part of the Language Body, which is a North/South implementation body sponsored by the Department for Communities (DfC) in Northern Ireland and the Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media (DTCAGSM)¹ in the Republic of Ireland. The Body was established on the 2nd of December 1999 under the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British Irish Agreement Act 1999. The other part of the Language Body is Foras Na Gaeilge which has responsibility for the development of the Irish (Gaelic) Language. Each of these agencies has its own Board whose members together constitute the Board of the North South Language Body and each agency prepares financial statements.

The principal activities of the Ulster-Scots Agency are the promotion of greater awareness and use of Ullans and of Ulster-Scots cultural issues, both within Northern Ireland and throughout the island.

The financial arrangements applicable to the body are set out in Part 7 of Annex 2 to the Agreement² establishing Implementation Bodies. The statement of accounts is to be in a form directed by DfC and DTCAGSM, with the approval of the Finance Departments, as provided for in the body's Financial Memorandum, and the Annual Report and Accounts Guidance provided by the Department of Finance (DoF) and the Department of Public Expenditure and Reform (DPER).

Business Review

A review of the Ulster-Scots Agency's activities is given within its Annual Report for the year ended 31 December 2020. The financial results of the Ulster-Scots Agency are set out in detail on page 40. The surplus for the period was £280,459 (€315,226). In 2019 the surplus for the period was £191,640 (€218,316).

Property, Plant and Equipment

Details of the movement of tangible assets are set out in note 8.1 to the accounts. During the year the main expenditure on tangible assets was in relation to the refresh of our IT servers and equipment (£14k), fixtures and fittings to include new shelving and Covid-19 measures (£17k) and musical instruments (£8.7k).

Intangible Assets

Details of the movement of intangible assets are set out in note 8.2 to the accounts. There was no new expenditure during the year.

Important Events Occurring After the Year End

There have been no significant events since the year-end which would affect these accounts.

Impact of the withdrawal of Britain from the European Union (Brexit)

The UK's withdrawal from the EU has not resulted in fundamental changes to the core of the Agency. We look forward to continuing constructive engagements with our Sponsor Departments both North and South on the implications of the rollout for the Agency. We will continue to adopt a "business as usual" approach, while monitoring the situation closely over the coming months.

Charitable Donations

The Ulster-Scots Agency made no charitable donations during the year ended 31 December 2020.

Research & Development

The Ulster-Scots Agency made no payments for research and development during the year ended 31 December 2020.

Future Developments

The senior management team expect that the development of the Agency's activities will continue in accordance with the Business Plan.

¹ In September 2020, The Department of Culture, Heritage and the Gaeltacht changed its name to The Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media

² Agreement of 8th March 1999 between the Government of the United Kingdom of Great Britain and Northern Ireland and the Government of Ireland establishing Implementation Bodies.

RÉAMHRÁ LEIS NA CUNTAIS

Faisnéis Chúlra

Is cuid den Fhoras Teanga í Gníomhaireacht na hUltaise, comhlacht forfheidhmithe Thuaidh/Theas atá faoi choimirce na Roinne Pobal (RP) i dTuaisceart Éireann agus na Roinne Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM)¹ i bPoblacht na hÉireann. Cuireadh an Foras Teanga ar bun ar an 2 Nollaig 1999 faoin Ordú um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe)(Tuaisceart Éireann) 1999 agus faoin Acht um Chomhaontú na Breataine-na hÉireann 1999. Is é an chuid eile den Fhoras Teanga Foras na Gaeilge, a bhfuil an fhreagracht acu as forbairt na Gaeilge. Tá bord ar leith ag an dá ghníomhaireacht seo arb ionann a mbaill le chéile agus bord an Fhorais Teanga Thuaidh/Theas agus ullmhaíonn an dá ghníomhaireacht ráitis airgeadais.

Is iad na feidhmeanna atá ag Gníomhaireacht na hUltaise ná eolas níos fearr faoin Ultais agus úsáid na hUltaise agus saincheisteanna cultúrtha Ultach-Albanacha a chur chun cinn, laistigh de Thuaisceart Éireann agus ar fud an oileáin.

Tá na socrúithe airgeadais atá infheidhme i leith an Fhorais Teanga leagtha amach i Mír 7 d'Iarscríbhinn 2 den Chomhaontú² lena mbunaítear comhlachtaí forfheidhmithe. Tá an ráiteas cuntais le bheith i bhfoirm atá treoraithe ag an RP agus an RTCEGSM, le ceadú na Ranna Airgeadais, mar a fhoráiltear i Meamram Airgeadais an Fhorais Teanga, agus sa Treoir don Tuarascáil Bhliantúil agus na Cuntais Bhliantúla arna soláthar ag an Roinn Airgeadais (RA) agus an Roinn Caiteachais Phoiblí agus Athchóirithe (RCPA).

Forléargas ar Ghnó

Tugtar forléargas ar ghníomhaíochtaí Gníomhaireacht na hUltaise ina Tuarascáil Bhliantúil don bhliain dar chríoch an 31 Nollaig 2020. Tá torthaí airgeadais Gníomhaireacht na hUltaise leagtha amach go mionchruinn ar leathanach 40. Ba é barrachas na tréimhse ná £280,459 (€315,226). Ba é barrachas na tréimhse don bhliain 2019 ná £191,640 (€218,316)

Réadmhaoin agus Trealamh

Tugtar forléargas ar shócmhainní inláimhsithe i nóta 8.1 a ghabhann leis na cuntais. Le linn na bliana bhain an príomhchaitheachas ar shócmhainní inláimhsithe le hathnuachan ar freastalaithe agus trealamh ríomhaireachta (£14k), deisiúcháin agus fearais a chuimsíonn seilfeanna nua agus socrúithe Covid-19 (£17k), agus uirlisí ceoil (£8.7k)

Sócmhainní doláimhsithe

Tugtar forléargas ar shócmhainní doláimhsithe i nóta 8.2 a ghabhann leis na cuntais. Ní raibh aon nuachaitheachas le linn na bliana.

Teagmhais thábhachtacha a tharla tar éis Dheireadh na Bliana

Níor tharla aon ní suntasach tar éis dheireadh na bliana a dhéanfadh difear do na cuntais seo.

Éifeacht astarraingt na Breataine ón Aontas Eorpach (An Breatimeacht)

Níor eascair aon athruithe suntasacha i gceoicúraimí na Gníomhaireachta as astarraingt an Ríochta Aontaithe ón Aontas Eorpach. Táimid ag tnúth le tuilleadh pléanna dearfacha faoi impleachtaí na Breatimeachta lenár Ranna Coimircíochta ó thuaidh agus ó dheas. Leanfaimid orainn le cur chuige 'gnó mar is gnách', agus leanfaimid orainn ag déanamh monatóireachta air seo sna míonna atá romhainn.

Deonacháin Charthanúla

Ní dhearna Gníomhaireacht na hUltaise aon deonacháin charthanúla le linn na bliana dar chríoch an 31 Nollaig 2020.

Taighde & Forbairt

Ní dhearna Gníomhaireacht na hUltaise íocaíochtaí le haghaidh taighde agus forbartha le linn na bliana dar críoch 31 Nollaig 2020.

Forbairtí sa Todhchaí

Tá an fhoireann ardbhainistíochta ag súil go leanfaidh ar fhorbairt ghníomhaíochtaí na Gníomhaireachta de réir an Phlean Ghnó.

¹ I mí Mheán Fómhair 2020, d'athraigh an Roinn Cultúir Oidhreachta agus Gaeltachta a hainm go dtí An Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán.

² An Comhaontú ar an 8 Márta 1999 idir Rialtas Ríocht Aontaithe na Breataine Móire agus Thuaisceart Éireann agus Rialtas na hÉireann faoinar bunaíodh na comhlachtaí forfheidhmithe.

Board Members

The functions of the Agency are exercised by the Board. The following served as Board members during 2020:-

Mr Keith Gamble (Chairperson)

Mr Iain Carlisle

Ms Julie Andrews

Mr David McNarry

The Audit and Risk Committee comprised the following members during 2020:-

Mr Ray Dolan (Co-Opted Member from *SafeFood*)

Ms Patricia McCaffrey (Co-Opted Member from Waterways Ireland)

Ms Julie Andrews (Chairperson)

The Agency is awaiting the appointment of four board members by the NSMC. Despite this, the Agency continues to have a quorum and operates within standing orders.

Statement of Board Members responsibilities

The role of the Board is to provide leadership, vision, continuity of purpose and accountability to the public.

The Agency's board members are required to:

- Contribute to decision-making and to share responsibility for those decisions;
- Attend board meetings on a regular basis and to be well prepared by reading relevant papers in advance;
- Attend training events and keep up-to-date with subjects relevant to the work of the organisation;
- Contribute to the work of board committees;
- Act at all times with propriety, declaring any interests that may conflict with their responsibilities as a board member.

Disabled Employees

The Ulster-Scots Agency prepared an updated Equality Scheme and submitted to the Equality Commission for approval in December 2020. The scheme has also been submitted to the Board and it will go for public consultation in early 2021.

Employee Involvement

Throughout the year employees were kept involved in the full workings and plans of the Agency through formal and informal meetings, courses and briefings. Staff were consulted at all times as new procedures and policies were developed and they had an opportunity to contribute or comment.

Payment to Suppliers

The Ulster-Scots Agency is committed to the prompt payment of bills for goods and services received in accordance with the UK Late Payment of Commercial Debts (Interest) Act 1998, as amended and supplemented by the Late Payment of Commercial Debts Regulations 2002, and the Irish Late Payments in Commercial Transactions Regulations 2002. Unless otherwise stated in the contract, payment is due within 30 days of the receipt of the goods or services, or presentation of a valid invoice or similar demand, whichever is later. Regular reviews were conducted to measure how promptly the Agency paid its bills and found that 100% of bills were paid within this standard. The Agency also paid 100% of payments for grant claims within 15 days.

The Agency recognises the NI Executive's commitment to pay suppliers quickly (10 Day Prompt Payment Commitment) and has been applying this as much as possible since January 2014 in respect of supplier invoices. It was found that 95% of supplier payments are paid within this standard. The Agency also intends to work towards payment within 10 days for all grant claims following approval by the Grants Team, it was found that 100% of payments for grants claims were made within 10 working days.

Health and Safety Policy

The Ulster-Scots Agency has a Health and Safety policy.

The Ulster-Scots Agency prepared a circular to provide guidance for all staff in connection with the evacuation procedures and

Comhaltaí Boird

An bord a chuireann feidhmeanna na Gníomhaireachta i gcrích. D'fhóin na daoine seo a leanas mar chomhaltaí Boird le linn na bliana 2020:-

Keith Gamble, Uas. (Cathaoirleach)
Iain Carlisle, Uas.
Julie Andrews, Uas.
David McNarry, Uas.

Bhí na comhaltaí seo a leanas ar an gCoiste Iniúchta agus Riosca le linn na bliana 2020:-

Ray Dolan, Uas. (comhalta comhthofa ó Safefood)
Patricia McCaffrey, Uas. (comhalta comhthofa ó Uiscebhealaí Éireann)
Julie Andrews, Uas. (Cathaoirleach)

Tá an Gníomhaireacht ag súil go ndéanfaidh an CATT ceapacháin de cheathrar Comhaltaí Boird. Ina ainneoin sin, leanann an Gníomhaireacht de chóram a bheith aige agus feidhmíonn sé de réir na mbuan-orduithe.

Ráiteas i leith freagrachtaí comhaltaí boird

Is é ról an Bhoird ná ceannasaíocht, fis agus leanúnachas cuspóra a chur ar fáil, agus le bheith freagrach don phobal.

Ceanglaítear ar chomhaltaí boird na Gníomhaireachta:

- Páirt a ghlacadh sa chinnteoireacht agus an fhreagracht a roinnt as na cinntí sin;
- Freastal ar chruinnithe boird ar bhonn rialta agus a bheith ullmhaithe go maith trí pháipéir ábhartha a léamh roimh ré;
- Freastal ar ócáidí oiliúna agus coinneáil suas chun dáta mar gheall ar ábhair a bhaineann le hobair na heagraíochta;
- Cur le hobair na gcoistí boird;
- Feidhmiú i gcónaí mar is cóir, agus aon choimhlint leasa a d'fhéadfadh teacht salach ar a bhfreagrachtaí mar bhaill boird a nochtadh.

Fostaithe faoi Mhíchumas

Réitigh Gníomhaireacht na hUltaise a Scéim Comhionannais agus cuireadh faoi bhráid an Choimisiúin um Chomhionannas in Nollaig 2020 lena faomhadh. Cuireadh an scéim faoi bhráid an Bhoird chomh maith agus déanfar comhairliúchán poiblí uirthi go luath in 2021.

Rannpháirtíocht Fostaithe

I rith na bliana coinníodh na fostaithe páirteach in oibriúcháin agus pleananna iomlána na Gníomhaireachta trí chruinnithe foirmiúla agus neamhfhoirmiúla, cúrsaí, agus cruinnithe faisnéise. Rinneadh comhairliúchán le baill foirne i gcónaí de réir mar a forbraíodh nósanna imeachta agus polasaithe agus bhí deis acu cur leo nó tráchtairacht a dhéanamh.

Íocaíocht le Soláthraithe

Tá Gníomhaireacht na hUltaise tiomanta d'íoc pras billí le haghaidh earraí agus seirbhísí a fhaightear, de réir an Late Payment of Commercial Debts (Interest) Act 1998, de chuid na Ríochta Aontaithe, mar atá leasaithe agus forlionsa ag Late Payment of Commercial Debts Regulations 2002, agus Rialacháin um Íoc Déanach in Idirbhearta Tráchtála 2002 de chuid na hÉireann. Mura ndeirtear a mhalairt sa chonradh, bíonn íocaíocht dlite laistigh de 30 lá ón am a bhfaightear na hearraí nó na seirbhísí, nó ón am a gcuirtear sonrasc nó éileamh bailí den sórt céanna i láthair, cibé acu is déanaí. Rinneadh athbhreithnithe rialta lena thomhas cé chomh pras a d'íoc an ghníomhaireacht a billí agus fuarthas amach go raibh 100% de bhillí íochta laistigh den chaighdeán seo. D'íoc an ghníomhaireacht chomh maith 100% d'éilimh dheontais laistigh de 15 lá.

Aithníonn an Gníomhaireacht tiomantas Fheidhmeannas TÉ soláthraithe a íoc go pras (tiomantas i leith íocaíocht phras 10 lá) agus tá siad á chur seo i bhfeidhm an oiread agus is féidir ó Eanáir 2014 i leith sonraise soláthraithe. Fuarthas amach gur íocadh 95% d'íocaíochtaí soláthraithe laistigh den chaighdeán seo. Tá sé ar intinn ag an nGníomhaireacht chomh maith oibriú i dtreo íocaíocht laistigh de 10 lá do gach éileamh ar dheontas tar éis a fhaofa ag an bhfoireann deontas. Fuarthas amach go ndearnadh 100% d'íocaíochtaí laistigh de 10 lá oibre.

Beartas Sláinte agus Sábháilteachta

Tá Beartas Sláinte agus Sábháilteachta ag Gníomhaireacht na hUltaise.

D'ullmhaigh Gníomhaireacht na hUltaise ciorclán chun treoir a thabhairt don fhoireann go léir maidir le gnásanna aslonnaithe

security arrangements for all premises occupied by the body. This information has been provided to each individual member of staff and instructions are posted in prominent positions in the Belfast and Raphoe buildings.

Equality Policy

The Ulster-Scots Agency prepared an Equality Policy in compliance with the requirements of Section 75 of the Northern Ireland Act 1998 which was approved by the North/South Ministerial Council in June 2002 and by the Equality Commission in November 2002. The Ulster-Scots Agency prepared an updated scheme for the Body in late 2012 and this was ratified by the Equality Commission Board on 13 December 2013. The Ulster-Scots Agency prepared an updated Equality Scheme and submitted to the Equality Commission for approval in December 2020. The scheme has also been submitted to the Board and it will go for public consultation in early 2021.

Details of company directorships/register of interests

A register of interests is held by the Agency and may be viewed by contacting the Ulster-Scots Agency's office. Contact details are available on the Agency's website.

<u>Ian Crozier</u>	<u>13/05/2022</u>
Chief Executive	Date
Ulster-Scots Agency	

agus socruithe slándála le haghaidh gach áitribh ina bhfuil an comhlacht. Cuireadh an fhaisnéis seo ar fáil do gach ball foirne agus tá treoracha crochta in airde in áiteanna feiceálacha sna foirgnimh i mBéal Feirste agus in Ráth Bhoth.

Beartas Comhionannais

D'ullmhaigh an Gníomhaireacht scéim comhionannais de réir riachtanais Alt 75 den Acht um Thuaisceart Éireann Act 1998 a cheadaigh an Chomhairle Aireachta Thuaidh/Theas i mí an Mheithimh 2002 agus a cheadaigh an Coimisiún Comhionannais i mí na Samhna 2002. D'ullmhaigh Gníomhaireacht na hUltaise scéim nuashonraithe don Fhoras Teanga i ndeireadh 2012 agus dhaingnigh Bord an Choimisiúin Comhionannais seo ar an 13 Nollaig 2013. Réitigh Gníomhaireacht na hUltaise a Scéim Comhionannais agus cuireadh faoi bhráid an Choimisiúin um Chomhionannas in Nollaig 2020 lena faomhadh. Cuireadh an scéim faoi bhráid an Bhoird chomh maith agus déanfar comhairliúchán poiblí uirthi go luath in 2021.

Sonraí stiúrthóireachtaí an chomhlachtaí/clár leasa

Tá clár leasa á choinneáil ag an nGníomhaireacht agus is féidir breathnú air ach teagmháil a dhéanamh le hoifig Gníomhaireachta na hUltaise. Tá sonraí teagmhála ar fáil ar shuíomh gréasáin na Gníomhaireachta.

<u>Ian Crozier</u>	<u>13/05/2022</u>
Príomhfheidhmeannach	Dáta
Gníomhaireacht na hUltaise	

STATEMENT OF RESPONSIBILITIES

Ulster-Scots Agency Responsibilities

The Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media (DTCAGSM) have directed the Language Body to prepare a statement of accounts for each year ended 31 December in the form and on the basis set out in the accounts direction at the appendix to these financial statements. The accounts are prepared on an accruals basis and must give a true and fair view of the Ulster-Scots Agency's state of affairs at the year end and of its income and expenditure, changes in equity, and cash flows for the calendar year.

In preparing the accounts the Body is required to:

- Observe the accounts direction issued by the Sponsor Departments, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- Make judgements and estimates on a reasonable basis;
- State whether applicable accounting standards have been followed and disclose and explain any material departures in the financial statements;
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the Agency will continue in operation.

The Language Body requires the Ulster-Scots Agency to keep proper accounts and financial records and to prepare a statement of accounts in respect of each year.

Accountable Person's Responsibilities

The Chief Executive's responsibilities as the Accountable Person for the Ulster-Scots Agency, including responsibility for the propriety and regularity of the public finances and for the keeping of proper records, are set out in the Financial Memorandum of the Ulster-Scots Agency.

<u>Ian Crozier</u>	<u>13/05/2022</u>
Chief Executive	Date
Ulster-Scots Agency	

RÁITEAS I LEITH FREAGRACHTAÍ

Freagrachtaí Gníomhaireacht na hUltaise

Tá an Roinn Pobal (RP) agus an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) tar éis treoir a thabhairt don Foras Teanga ráiteas cuntas a ullmhú i leith gach bliain dar críoch an 31 Nollaig san fhoirm agus ar an mbonn atá leagtha amach san aguisín leis na ráitis airgeadais seo. Ullmhaítear na cuntais ar bhonn fabhrúithe agus caithfidh siad léargas firinneach agus cóir a thabhairt ar staid chúrsaí Gníomhaireacht na hUltaise ag deireadh na bliana agus ar a hioncam agus a caiteachas, a gnóthachain agus a cailleanais aitheanta, agus sreabhadh airgid don bhliain féilire.

Agus na cuntais á n-ullmhú aige, ní mór don Foras Teanga:

- An treoir do na cuntais arna heisiúint ag na Ranna Urraíochta, lena n-áirítear na ceanglais ábhartha maidir le cuntasáíocht agus nochtadh agus beartais chuntasáíochta iomchuí ar bhonn comhsheasmhach a leanúint;
- Breithiúnais agus meastacháin a dhéanamh ar bhonn réasúnach;
- A dhearbhu ar comhlíonadh na caighdeáin chuntasáíochta is infheidhme agus aon difríocht ábhartha sna cuntais a nochtadh agus a mhíniú;
- Na cuntais a ullmhú ar bhonn gnóthais leantaigh, ach amháin i gcás nach cuí a thiomhdiú go leanfaidh an gníomhaireacht de bheith ag feidhmiú.

Iarrann an Foras Teanga ar Gníomhaireacht na hUltaise leabhair chuntais agus taifid airgeadais chearta a choinneáil agus ráiteas cuntas a ullmhú i leith gach bliana.

Freagrachtaí an Duine Chuntasaigh

Tá freagrachtaí an Phríomhfheidhmeannaigh mar Dhuine Cuntasach do Gníomhaireacht na hUltaise, lena n-áirítear freagracht as cuibheas agus rialtacht an airgeadais phoiblí agus as taifid chearta a choimeád, leagtha amach i Meamram Airgeadais Gníomhaireacht na hUltaise.

<u>Ian Crozier</u>	<u>13/05/2022</u>
Príomhfheidhmeannach	Dáta
Gníomhaireacht na hUltaise	

STATEMENT ON THE SYSTEM OF INTERNAL CONTROL

1 Scope of Responsibility

As Accountable Person, I have responsibility for maintaining a sound system of internal control that supports the achievement of the Ulster-Scots Agency's policies, aims and objectives, whilst safeguarding the public funds and assets for which I am personally responsible, in accordance with the responsibilities assigned to me in *Managing Public Money Northern Ireland and Public Financial Procedures*.

As the Ulster-Scots Agency's Chief Executive I am directly responsible to the respective Ministers North and South and their Departments, for the Agency's performance and operations. The Ministers determine the policy framework under which the Ulster-Scots Agency operates and the scope of its activities. The Ministers also determine the resources to be made available to the Agency and approve the Corporate and Business Plans.

Through Working Group meetings, I consult with Departments on the handling of operational matters that could give rise to significant public or parliamentary concern, including the nature, scale and likelihood of risks.

The Accounting Officer of DfC has designated me by letter, in a form approved by the Department of Finance (DoF) and the Department of Public Expenditure and Reform (DPER), as the Accounting Officer for the Agency. This letter and the North/South Language Body Financial Memorandum define my role and responsibilities and our relationship.

2 The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable assurance and not absolute assurance of effectiveness.

The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Agency's policies, aims and objectives; to evaluate the likelihood of those risks being realised and the impact should they be realised; and to manage them efficiently, effectively and economically. The system of internal control has been further developed in the Agency for the year ended 31 December 2020 and up to the date of approval of the annual report and accounts, and accords with the Finance Departments' guidance.

3 Capacity to Handle Risk

The Agency Board provides strategic direction and leadership to the organisation within the parameters of policy set by, and in consultation with, the North South Ministerial Council. The Executive Team has responsibility for the day to day management of operations, staff and budgets to ensure that the business targets set by the Board are progressed on a timely basis. The Board's primary function is, therefore, to set the corporate business agenda and ensure that the organisation delivers in terms of its strategic goals. The Board reviews performance against targets including any consequent corrective actions, risk implications and contingency measures.

The identification and impact of risk is incorporated into the corporate planning and decision making processes of the Agency. Consequently the Agency ensures that there are procedures in place for verifying that internal control and aspects of risk management are regularly reviewed and reported on and are supplemented by detailed best practice guidelines on whistle-blowing and fraud management policies among others.

The Agency's Audit and Risk Committee receives regular reports concerning internal control and steps are taken to manage risks in significant areas of business and to monitor progress on key projects and targets. The Committee is authorised by the Board to investigate any activity within the scope of its terms of reference. The main objective is to contribute independently to the Board's overall process for ensuring that an effective internal control system is maintained.

The Audit and Risk Committee has lead responsibility for the periodic review of the risk framework and other records of risk. Management of risk categories has been allocated appropriately within the organisation. Any revision to the framework is discussed within the Audit and Risk Committee and recommended to the Board.

The Audit and Risk Committee also agrees the internal audit work schedule and all internal audit reports are reviewed by the Committee. Finally, the Audit and Risk Committee reviews the final reports and accounts and the ensuing report to those charged with governance. The Audit and Risk Committee met on 4 occasions in 2020.

RÁITEAS MAIDIR LEIS AN GCÓRAS RIALAITHE INMHEÁNAIGH

1 Cuimsiú Freagrachta

Mar Dhuine Cuntasach, tá freagracht orm córas rialaithe inmheánaigh fóna a chothú, córas a thacaíonn le polasaithe, aidhmeanna agus spriocanna Gníomhaireacht na hUltaise a chur i bhfeidhm, agus san am chéanna cumhdach a dhéanamh ar na cistí agus na sócmhainní poiblí atá faoi mo chúram go pearsanta de réir na bhfreagrachtaí atá leagtha orm in *Managing Public Money Northern Ireland* agus in *Public Financial Procedures*.

Mar Phríomhfheidhmeannach Gníomhaireacht na hUltaise, táim freagrach go díreach do na hAirí faoi seach ó thuaidh agus ó dheas agus dá Ranna, as feidhmíocht agus oibriúchán na Gníomhaireachta. Socraíonn na hAirí an creat polasaí faoina n-oibríonn Gníomhaireacht na hUltaise agus socraíonn siad cuimsiú a cuid gníomhaíochtaí. Socraíonn na hAirí chomh maith an acmhainn a bheidh ar fáil don Gníomhaireacht agus údaraíonn siad na Pleananna Corparáideacha agus Gnó.

Trí chruinnithe grúpa oibre, téim i gcomhairle leis na Ranna maidir le láimhseáil saincheisteanna feidhmiúcháin a d'fhéadfadh a bheith ina gcúis le buaireamh suntasach poiblí nó parlaiminte, ar a n-áirítear cineál, scála agus dóchúlacht rioscaí.

D'ainmnigh Oifigeach Cuntasach na RP mé i litir, i bhfoirm a d'údaraigh an Roinn Airgeadais agus an Roinn Caiteachais Phoiblí agus Athchóirithe, mar Oifigeach Cuntasach don Gníomhaireacht. Tá mo ról agus mo fhreagracht agus ár gcaidreamh sainmhínithe sa litir seo agus i Meamram Airgeadais an Fhorais Teanga Thuaidh/Theas.

2 Cuspóir an Chórais Rialaithe Inmheánaigh

Tá an córas rialaithe inmheánaigh ceaptha chun riosca a bhainistiú go leibhéal réasúnta seachas chun gach riosca teipe ar bheartais, aidhmeanna agus cuspóirí a chur ar ceal. Dá bhrí sin, ní féidir leis ach urrús réasúnta seachas urrús absalóideach ar éifeachtacht a chur ar fáil.

Tá an córas rialaithe inmheánaigh bunaithe ar phróiseas leanúnach atá ceaptha leis na rioscaí maidir le cur i bhfeidhm bheartais, aidhmeanna agus cuspóirí na gníomhaireachta a aithint agus a chur in ord tosaíochta; chun measúnú a dhéanamh ar an dóchúlacht go réadódh na rioscaí sin agus ar an tionchar a bheadh ann dá réadófaí iad; agus chun iad a bhainistiú go héifeachtúil, go héifeachtach agus go barainneach. Forbraíodh an córas rialaithe inmheánaigh a thuilleadh sa Gníomhaireacht le linn na bliana 31 Nollaig 2020 agus chomh fada le dáta faofa na tuarascála bliantúla agus na gcuntas; agus faoi réir threoir na Ranna Airgeadais.

3 An Cumas Riosca a Bhainistiú

Cuireann Bord na Gníomhaireachta treoir straitéiseach agus ceannasaíocht ar fáil don eagraíocht laistigh de na teorainneacha polasaí atá leagtha síos ag, agus i gcomhairle leis, an gComhairle Aireachta Thuaidh Theas. Tá an fhreagracht ar an bhfoireann feidhmiúcháin maidir le bainistiú laethúil ar chúrsaí oibriúcháin, foirne agus buiséid chun a chinntiú go bhfuil spriocanna gnó atá leagtha síos ag an mBord curtha chun cinn go tráthúil. Is é príomhfheidhm an Bhoird, dá bhrí sin, an clár gnó corparáideach a shocrú agus a chinntiú go n-éiríonn leis an eagraíocht maidir lena spriocanna straitéiseacha. Déanann an bord athbhreithniú ar fheidhmíocht de réir spriocanna, ag áireamh aon bheart ceartaitheach, impleachtaí riosca agus bearta teagmhasachta dá dhroim sin.

Tá aithint agus tionchar riosca comhtháite i bpróisis phleanála agus chinnteoireachta corparáideacha na Gníomhaireachta. Dá thoradh sin cinntíonn an Gníomhaireacht go bhfuil nósanna imeachta i bhfeidhm chun a dheimhniú go ndéantar athbhreithniú agus tuairisciú rialta ar rialú inmheánach agus ar ghnéithe de bhainistiú riosca agus go bhforlíontar iad le treoirlínte mionsonraithe dea-chleachtais faoi pholasaithe sceithireachta agus bainistíochta calaoise, idir eile.

Faigheann Coiste Iniúchta agus Riosca na Gníomhaireachta tuarascálacha rialta maidir le rialú inmheánach agus cuirtear gníomhartha i bhfeidhm le rioscaí a bhainistiú i réimsí suntasacha gnó agus le monatóireacht a dhéanamh ar dhul chun cinn maidir le príomhthionscadail agus spriocanna. Tá an coiste údaraithe ag an mBord aon pháirtithe riachtanacha a threorú le haon gníomhaíocht laistigh de raon a théarmaí tagartha a imscrúdú. Is é an príomhchuspóir ná cur go neamhspleách le próiseas foriomlán an Bhoird maidir le cinntiú go gcoimeádtar córas éifeachtach rialaithe inmheánaigh.

Ar an gCoiste Iniúchta agus Riosca atá an phríomhfhreagracht athbhreithniú tréimhsiúil a dhéanamh ar an gcreat riosca agus ar thaifid eile riosca. Tá bainistíocht ar chatagóirí riosca leithroinnte go cuí laistigh den eagraíocht. Pléitear aon leasú ar an gcreat laistigh den Choiste Iniúchta agus Riosca agus moltar é don Bhord.

Comhaontaíonn an Coiste Iniúchta agus Riosca an sceideal oibre iniúchta inmheánaigh chomh maith agus déanann an coiste gach tuarascáil inmheánach iniúchta a athbhreithniú. Mar chríoch, déanann an Coiste Iniúchta agus Riosca athbhreithniú ar na tuarascálacha agus na cuntais deiridh agus ar an tuairisc a dhéantar ina dhiaidh sin dóibh siúd atá freagrach as rialachas. Tháinig an Coiste Iniúchta le chéile ar 4 ócáid sa bhliain 2020.

Significant internal control improvements during the year

A number of specific actions have occurred during the year which have strengthened the internal control framework and helped in the managing of the major and inherent risks:

- Continuing investment in Agency wide security keeping up to date with latest virus and ransomware software;
- Continuing review of recommendations made by Internal and External Audit by means of a risk register review at Audit & Risk Committee Board Meeting and accountability meetings;
- The Internal Audit plan is agreed in advance by the Audit & Risk Committee, a new contract commenced in December 2018 and during the year the Agency received an overall 'satisfactory' rating;
- Continuing review of policies and procedures in the Agency by both Audit & Risk Committee and Board;
- Assessment by the Audit & Risk Committee using the National Audit Office Audit and Risk Assurance Committee Effectiveness Checklist;
- Refresher training for managers and key staff on key policies has taken place.

Significant internal control matters arising during the year

There were no significant control matters which occurred during the year.

The effectiveness of the system of internal financial control is assessed by the Board on the basis of work carried out by the senior management team within the Agency who have responsibility for the development and maintenance of the financial control framework. In conducting their review, the Board takes account of the management letter and other reports of the external auditor. The effectiveness of the system of internal financial controls was reviewed by the Board and the Board concluded that these controls were operating effectively and satisfactorily. Additionally the Board and the Audit & Risk Committee annually assess their own performance.

Factors affecting the Agency during the year

The North South Ministerial Council (NSMC) was established under the Belfast/Good Friday Agreement (1998), to develop consultation, co-operation and action within the island of Ireland. It is responsible for the Corporate Plan, annual Business Plan and budget for all North South bodies. Due to the absence of the Northern Ireland Assembly and Covid-19 pandemic, the NSMC was not able to meet and as a result the corporate plan, business plan and budget were not approved for 2018, 2019 and 2020 until 16th December 2020. The Agency's 2017 Business Plan was not formally approved by the Sponsor Departments, Finance Departments or the North South Ministerial Council (NSMC) due to an amount of £16,644 which was in excess to the cash ceiling approved for the Agency and therefore deemed unlawful. NSMC formally communicated to the Agency in March 2021 that although it is unable to give its formal approval to the 2017 Business Plan in accordance with the normal process, it recognised that this issue arose due to a technicality and there is no suggestion of any inappropriate action on the Agency's part. An appropriate disclosure was made in the Department's 2017/2018 Annual Report and Account. Remedial action has been taken and additional controls have also been put in place to ensure that the situation will not recur. In the interim, a contingency arrangement was put in place in Northern Ireland, whereby a grant can continue to be paid until the end of December 2020. In Ireland, the grant has already been approved via the 'estimates' process, and no contingency arrangement is required. There is therefore no significant risk in respect of going concern.

<u>Ian Crozier</u>	<u>13/05/2022</u>
Accountable Person	Date
Ulster-Scots Agency	

Feabhsuithe suntasacha a cuireadh i bhfeidhm ar an rialú inmheánach le linn na bliana.

Glacadh cúpla cinneadh ar leith le linn na bliana a chur le creat an rialaithe inmheánaigh agus a chuidigh i mbainistiú na rioscaí móra agus bunúsacha:

- Infheistiú leanúnach ar shlándáil ar fud na Gníomhaireachta, ag coinneáil chun dáta leis na bogearraí cosanta víris agus ríomhéirice is déanaí;
- Athbhreithniú leanúnach ar mholtaí a chuirtear chuig an nGníomhaireacht trí iniúchadh inmheánach agus seachtrach trí athbhreithniú ar an gclár rioscaí ag cruinnithe de chuid an Choiste Iniúchta agus Riosca, de chuid an Bhoird, agus ag cruinnithe monatóireachta na Ranna;
- Aontaítear plean an Iniúchta Inmheánaigh roimh ré ag an gCoiste Iniúchta agus Riosca, agus cuireadh tús le conradh nua in Nollaig 2018. Le linn na bliana bhain an Ghníomhaireacht rátáil ‘sásúil’ amach ar an iomlán;
- Déanann an Coiste Iniúchta agus Riosca agus an Bord athbhreithniú leanúnach ar pholasaithe agus ar phróisis na Gníomhaireachta;
- Baintear leas as Seicliosta Éifeachtacht Coistí Iniúchta agus Urrúis Rioscaí de chuid na hOifige Náisiúnta Iniúchta agus an Coiste Iniúchta agus Riosca i mbun measúnaithe;
- Cuireadh oiliúint athnuachana ar fáil do stiúrthóirí agus eochairbhaill foirne ar eochair-pholasaithe;

Nithe suntasacha maidir leis an rialú inmheánach a tháinig aníos le linn na bliana

Níor tháinig aon saincheisteanna suntasacha aníos I dtaobh leis an rialú inmheánach le linn na bliana.

Déanann Bord na Gníomhaireachta measúnú ar éifeacht an chórais rialaithe inmheánaigh ar bhonn na hoibre a dhéanann foireann na hardbhainistíochta laistigh den Ghníomhaireacht a bhfuil freagracht acu ar fhorbairt agus ar chothú an chreata rialaithe airgeadais. Agus a athbhreithniú ar bun aige, cuireann an Bord litir na bainistíochta agus tuarascálacha eile ón iniúchóir seachtrach san áireamh. Rinne an Bord athbhreithniú ar éifeacht an chórais rialuithe inmheánacha airgeadais agus mheas an Bord go raibh na rialuithe ag feidhmiú go héifeachtach agus go sásúil. Anuas air seo, déanann an Bord agus an Coiste Iniúchta agus Riosca measúnú bliantúil ar a bhfeidhmíocht féin.

Cúinsí a chuaigh i bhfeidhm ar an nGníomhaireacht le linn na bliana

Bunaíodh an Chomhairle Aireachta Thuaidh/Theas (CATT) de réir Comhaontú Bhéal Feirste/Aoine an Chéasta (1998), le comhairleoireacht, comhoibriú agus gníomhaireacht a fhorbairt ar fud oileán na hÉireann. Tá sí freagrach as Plean Corparáideach, as Plean Bliantúil Gnó agus as buiséad gach ceann de na forais Thuaidh/Theas. D’uireasa Thionól Thuaisceart Éireann agus de dheasca Covid-19, ní raibh sé de chumas na CATT dul ina suí agus mar thoradh ní raibh a beannacht ar an bplean corparáideach, ar an bplean gnó nó ar an mbuiséad do na blianta 2018, 2019 ná 2020 tugtha go dtí an 16 Nollaig 2020. Níor fhaomh na Ranna Urraíochta, na Ranna Airgeadais, nó an CATT Plean Gnó na Gníomhaireachta don bhliain 2017 go foirmeálta de thoradh suim ar luach £16,644 a sháraigh an teorainn airgid a ceadáidh don Ghníomhaireacht agus measadh go raibh sé neamhdhleathach dá bharr. Chuir an CATT in iúl go hoifigiúil don Ghníomhaireacht in Márta 2017 cé nárbh féidir leis a beannacht oifigiúil a thabhairt do Phlean Gnó 2017 de réir na ngnáthphróiseas, gur aithin sí gur tháinig an tsaincheist seo aníos de bharr pointe teicniúil agus dá bharr sin ní meastar go bhfuil aon ghníomh míchuí déanta ag an nGníomhaireacht. Rinneadh nochtadh cuí faoi i dTuarascáil Bhliantúil agus Cuntais 2017/2018 de chuid na Roinne. Tá obair feabhais déanta air seo agus rialuithe breise curtha i bhfeidhm lena chinntiú nach dtarlódh a leithéid arís. San idirlinn, cuireadh socrúchán teagmhais i bhfeidhm i dTuaisceart Éireann, ionas gur féidir leanúint ag íoc deontais go dtí deireadh mhí na Nollag 2020. In Éirinn, tá an deontas seo tar éis a bheith faofa cheana tríd an bpróiseas ‘meastacháin’, agus ní gá aon socrúchán teagmhais. Mar thoradh air seo, níl riosca suntasach ann i leith gnóthais leantaigh.

Ian Crozier 13/05/2022
Duine Cuntasach Dáta
Gníomhaireacht na hUltaise

INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	2020 £	2020 €	2019 £	2019 €
INCOME					
Revenue Grant from Departments	2	2,564,501	2,882,432	2,670,211	3,041,936
Release from Capital Grant Reserve		42,316	47,563	37,483	42,701
Other Income	3	303,498	341,123	227,208	258,840
Total Income		<u>2,910,315</u>	<u>3,271,118</u>	2,934,902	3,343,477
EXPENDITURE					
Staff Costs	4	919,959	1,034,008	849,422	967,671
Other Operating Costs	6	423,955	476,518	541,734	617,152
Grants	7	1,243,626	1,397,803	1,314,623	1,497,637
Depreciation	8	42,316	47,563	37,483	42,701
Total Expenditure		<u>2,629,856</u>	<u>2,955,892</u>	2,743,262	3,125,161
Surplus / (Deficit) for the period		280,459	315,226	191,640	218,316
Surplus/ (Deficit) carried forward from previous year		264,360	310,720	72,720	81,295
Currency Translation Adjustment			(19,918)		11,109
Amount Transferred to Reserves		<u>544,819</u>	<u>606,028</u>	264,360	310,720

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2020

		2020 €	2020 £	2019 €	2019 £
Surplus / (Deficit) for year		<u>280,459</u>	<u>315,226</u>	<u>191,640</u>	<u>218,316</u>
Experience Gain / (Loss) on pension scheme liabilities	15b	53,000	59,571	(23,000)	(26,202)
(Loss) / Gain due to currency movements	15b	(29,000)	(32,595)	20,000	22,784
(Loss) / Gain due to demographical assumptions	15b	(26,000)	(30,560)	-	-
Gain / (Loss) on change to assumptions	15b	<u>(1,223,000)</u>	<u>(1,374,620)</u>	<u>(502,000)</u>	<u>(571,885)</u>
Actuarial Gain / (Loss) on Pension Liabilities		(1,225,000)	(1,378,204)	(505,000)	(575,303)
Adjustment to Deferred Pension Funding		1,225,000	1,378,204	505,000	575,303
Total Comprehensive Income for the year		<u>280,459</u>	<u>315,226</u>	<u>191,640</u>	<u>218,316</u>

All amounts relate to continuing activities.

The notes numbered 1 to 19 form part of these financial statements.

Freddie Kettle 13/05/2022
Deputy Chairperson Date
Ulster-Scots Agency

Ian Crozier 13/05/2022
Chief Executive Date
Ulster-Scots Agency

CUNTAS IONCAIM DON BHLIAIN DÁR CHRÍOCH AN 31 NOLLAIG 2020

	Nótaí	2020 £	2020 €	2019 £	2019 €
IONCAM					
Deontas Ioncaim ó na Ranna	2	2,564,501	2,882,432	2,670,211	3,041,936
Scaoileadh ón gCúlchiste Deontais Chaipitil		42,316	47,563	37,483	42,701
Ioncam eile	3	303,498	341,123	227,208	258,840
Ioncam iomlán		2,910,315	3,271,118	2,934,902	3,343,477
CAITEACHAS					
Costais Foirne	4	919,959	1,034,008	849,422	967,671
Costais Oibriúcháin Eile	6	423,955	476,518	541,734	617,152
Deontais	7	1,243,626	1,397,803	1,314,623	1,497,637
Dímheas	8	42,316	47,563	37,483	42,701
Caiteachas Iomlán		2,629,856	2,955,892	2,743,262	3,125,161
Barrachas / (Easnamh) don tréimhse		280,459	315,226	191,640	218,316
Barrachas/ (Easnamh) curtha ar aghaidh ón bhliain roimhe		264,360	310,720	72,720	81,295
Coigeartú ar Airgeadra a Aistriú			(19,918)		11,109
Méid a Aistríodh go Cúlchisti		544,819	606,028	264,360	310,720

RÁITEAS FAOI IONCAM CUIMSITHEACH DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2020

		2020 €	2020 £	2019 €	2019 £
Barrachas / (Easnamh) don bhliain		280,459	315,226	191,640	218,316
Gnóthachan / (Caillteanas) ó thaithí ar dhliteanais scéime pinsin	15b	53,000	59,571	(23,000)	(26,202)
(Caillteanas) / Gnóthachan mar gheall ar ghluaiseachtaí airgeadra	15b	(29,000)	(32,595)	20,000	22,784
(Caillteanas) / Gnóthachan ar athrú ar thiomhdí déimeagrafacha	15b	(26,000)	(30,560)	-	-
(Caillteanas) / Gnóthachan ar athrú ar thiomhdí	15b	(1,223,000)	(1,374,620)	(502,000)	(571,885)
Gnóthachan / (Caillteanas) Achtúireach ar Dhliteanais Phinsin		(1,225,000)	(1,378,204)	(505,000)	(575,303)
Coigeartú ar Chistiú Pinsean Iarchurtha		1,225,000	1,378,204	505,000	575,303
Gnóthachan Iomlán Aitheanta don Bhliain		280,459	315,226	191,640	218,316

Baineann na méideanna ar fad le gníomhaíochtaí leanúnacha.

Is cuid de na ráitis airgeadais seo iad na nótaí 1 go dtí 19.

Freddie Kettyle 13/05/2022
Leas-Chathaoirleach Dáta
Gníomhaireacht na hUltaise

Ian Crozier 13/05/2022
Príomhfheidhmeannach Dáta
Gníomhaireacht na hUltaise

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2020

	Notes	2020 £	2020 €	2019 £	2019 €
FIXED ASSETS					
Property, plant & equipment	8.1	89,448	99,497	87,914	103,332
Intangible Assets	8.2	-	-	1,763	2,072
Heritage Assets	8.3	31,428	34,959	31,428	36,938
		<u>120,876</u>	<u>134,456</u>	121,105	142,342
CURRENT ASSETS					
Receivables due within one year	9	493,152	548,556	88,425	103,932
Cash and cash equivalents	12.2	1,080,056	1,201,398	479,695	563,817
		<u>1,573,208</u>	<u>1,749,954</u>	568,120	667,749
CURRENT LIABILITIES (Amounts falling due within one year)					
Payables	10	(1,033,157)	(1,149,230)	(303,759)	(357,029)
Net Current Assets / (Liabilities)		<u>540,051</u>	<u>600,724</u>	264,361	310,720
TOTAL ASSETS LESS CURRENT LIABILITIES BEFORE PENSIONS					
		<u>660,928</u>	<u>735,180</u>	385,466	453,062
Pension Liabilities	15b	5,514,000	6,133,481	4,003,000	4,704,982
Deferred Pension Funding	15b	(5,514,000)	(6,133,481)	(4,003,000)	(4,704,982)
TOTAL ASSETS LESS CURRENT LIABILITIES CAPITAL AND RESERVES					
		<u>660,928</u>	<u>735,180</u>	385,466	453,062
Income and Expenditure Account Reserve		540,051	600,724	264,360	310,720
Capital Grant Reserve		120,877	134,456	121,106	142,342
		<u>660,928</u>	<u>735,180</u>	385,466	453,062

All amounts relate to continuing activities.

The notes numbered 1 to 19 form part of these financial statements.

Freddie Kettyle 13/05/2022
Deputy Chairperson Date
Ulster-Scots Agency

Ian Crozier 13/05/2022
Chief Executive Date
Ulster-Scots Agency

RÁITEAS AR STAID AN AIRGEADAIS AMHAIL AN 31 NOLLAIG 2020

	Nótaí	2020 £	2020 €	2019 £	2019 €
SÓCMHAINNÍ SEASTA					
Sócmhainní Inláimhsithe	8.1	89,448	99,497	87,914	103,332
Sócmhainní Doláimhsithe	8.2	-	-	1,763	2,072
Sócmhainní Oidhreachtúla	8.3	<u>31,428</u>	<u>34,959</u>	<u>31,428</u>	<u>36,938</u>
		120,876	134,456	121,105	142,342
SÓCMHAINNÍ REATHA					
Féichiúnaithe iníoctha laistigh de bhliain amháin	9	493,152	548,556	88,425	103,932
Airgead tirim agus coibhéisí airgid thirim	12.2	<u>1,080,056</u>	<u>1,201,398</u>	<u>479,695</u>	<u>563,817</u>
		1,573,208	1,749,954	568,120	667,749
DLITEANAIS REATHA (Suimeanna dlite laistigh de bhliain amháin)					
Creidiúnaithe	10	(1,033,157)	(1,149,230)	(303,759)	(357,029)
Glan-Sócmhainní (Dlíteanais) Reatha		<u>540,051</u>	<u>600,724</u>	264,361	310,720
SÓCMHAINNÍ IOMLÁNA LÚIDE DLITEANAIS REATHA ROIMH PHINSIN					
		<u>660,928</u>	<u>735,180</u>	385,466	453,062
Dlíteanais Phinsin	15b	5,514,000	6,133,481	4,003,000	4,704,982
Maoiniú Pinsin Iarchurtha	15b	<u>(5,514,000)</u>	<u>(6,133,481)</u>	<u>(4,003,000)</u>	<u>(4,704,982)</u>
SÓCMHAINNÍ IOMLÁNA LÚIDE DLITEANAIS REATHA					
		<u>660,928</u>	<u>735,180</u>	385,466	453,062
CAIPITEAL AGUS CÚLCHISTÍ					
Cúlchiste Ioncaim agus Caiteachais		540,051	600,724	264,360	310,720
Cúlchiste Deontais Caipitil		<u>120,877</u>	<u>134,456</u>	<u>121,106</u>	<u>142,342</u>
		<u>660,928</u>	<u>735,180</u>	385,466	453,062

Baineann na méideanna ar fad le gníomhaíochtaí leanúnacha.

Is cuid de na ráitis airgeadais seo iad na nótaí 1 go dtí 19.

Freddie Kettle 13/05/2022
Leas-Chathaoirleach Dáta
Gníomhaireacht na hUltaise

Ian Crozier 13/05/2022
Príomhfheidhmeannach Dáta
Gníomhaireacht na hUltaise

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	2020 £	2020 €	2019 £	2019 €
NET CASH FLOWS FROM OPERATING ACTIVITIES	11	600,361	637,581	188,676	238,475
CASH FLOWS FROM INVESTING ACTIVITIES:					
Payments to acquire property, plant and equipment	8	(42,087)	(47,305)	(31,832)	(36,263)
CASH FLOWS FROM FINANCING ACTIVITIES:		-	-	-	-
NET CASH IN/(OUT)FLOW BEFORE FINANCING		<u>558,274</u>	<u>590,276</u>	156,844	202,212
FINANCING					
Capital Grant Received	2	42,087	47,305	31,832	36,263
NET CASH IN/(OUT)FLOW FROM FINANCING		<u>42,087</u>	<u>47,305</u>	31,832	36,263
INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS		<u><u>600,361</u></u>	<u><u>637,581</u></u>	188,676	238,475

Freddie Kettle 13/05/2022
Deputy Chairperson Date
Ulster-Scots Agency

Ian Crozier 13/05/2022
Chief Executive Date
Ulster-Scots Agency

RÁITEAS SREABHAIDH AIRGID DON BHLIAIN DÁR CHRÍOCH AN 31 NOLLAIG 2020

	Nótaí	2020 £	2020 €	2019 £	2019 €
GLAN-INSREABADH AIRGID Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN	11	600,361	637,581	188,676	238,475
SREABADH AIRGID Ó GHNÍOMHAÍOCHTAÍ INFHEISTÍOCHTA:					
Íocaíochtaí le sócmhainní seasta a fháil	8	(42,087)	(47,305)	(31,832)	(36,263)
SREABADH AIRGID Ó GHNÍOMHAÍOCHTAÍ MAOINITHE:		-	-	-	-
GLAN-IN(EIS)SREABHADH AIRGID ROIMH MHAOINIÚ		<u>558,274</u>	<u>590,276</u>	<u>156,844</u>	<u>202,212</u>
MAOINIÚ					
Deontas Caipitil a Fuarthas	2	42,087	47,305	31,832	36,263
GLAN-IN/(EIS)SREABHADH AIRGID ROIMH MHAOINIÚ		<u>42,087</u>	<u>47,305</u>	<u>31,832</u>	<u>36,263</u>
MÉADÚ/(LAGHDÚ) IN AIRGEAD AGUS CÓIBHÉISÍ AIRGID		<u>600,361</u>	<u>637,581</u>	<u>188,676</u>	<u>238,475</u>

Freddie Kettle 13/05/2022
Leas-Chathaoirleach Dáta
Gníomhaireacht na hUltaise

Ian Crozier 13/05/2022
Príomhfheidhmeannach Dáta
Gníomhaireacht na hUltaise

STATEMENT OF CHANGES IN EQUITY AS AT 31 DECEMBER 2020

INCOME AND EXPENDITURE ACCOUNT RESERVE

	2020 £	2020 €	2019 £	2019 €
Balance at 1 January 20	264,360	310,720	72,720	81,295
Prior Year Adjustment ³	(4,768)	(5,304)		
Currency Translation Adjustment		(19,918)		11,109
Surplus/(Deficit)	<u>280,459</u>	<u>315,226</u>	191,640	218,316
Balance at 31 December 20	<u>540,051</u>	<u>600,724</u>	264,360	310,720

CAPITAL GRANT RESERVE

	2020 £	2020 €	2019 £	2019 €
Balance at 1 January 20	121,106	142,342	126,757	141,706
Capital funding Receivable	42,087	47,305	31,832	36,263
Disposals - NBV	-	-	-	-
Less amount released to Income Statement	<u>(42,316)</u>	<u>(47,563)</u>	<u>(37,483)</u>	<u>(42,701)</u>
	120,877	142,084	121,106	135,268
Currency Translation Adjustment	-	(7,628)	-	7,074
Balance at 31 December 20	<u>120,877</u>	<u>134,456</u>	121,106	142,342

³ The prior year adjustment relates to an immaterial omission of professional fees relating to 2019, not presented until 2020. This amended the 'Other office costs' line in 'Other Operating Costs' by £4,768 (€5,304).

RÁITEAS AR ATHRUITHE I GCAIPITEAL GNÁTHSCAIREANNA AMHAIL 31 NOLLAIG 2020

CÚLCHISTE IONCAIM AGUS CAITEACHAIS

	2020	2020	2019	2019
	£	€	£	€
Iarmhéid ar 1 Eanáir 20	264,360	310,720	72,720	81,295
Coigeartú don bhliain roimhe ³	(4,768)	(5,304)		
Coigeartú ar Airgeadra a Aistriú		(19,918)		11,109
Barrachas/(Easnamh)	<u>280,459</u>	<u>315,226</u>	191,640	218,316
Iarmhéid ar 31 Nollaig 20	<u>540,051</u>	<u>600,724</u>	264,360	310,720

CÚLCHISTE DEONTAIS CAIPITIL

	2020	2020	2019	2019
	£	€	£	€
Iarmhéid ar 1 Eanáir 20	121,106	142,342	126,757	141,706
Deontas Caipitil a Fuarthas	42,087	47,305	31,832	36,263
Diúscairtí – Glanluach de réir leabhar	-	-	-	-
Lúide an méid scaoilte leis an Ráiteas ar Ioncam	<u>(42,316)</u>	<u>(47,563)</u>	<u>(37,483)</u>	<u>(42,701)</u>
	120,877	142,084	121,106	135,268
Coigeartú ar Airgeadra a Aistriú	-	(7,628)	-	7,074
Iarmhéid ar 31 Nollaig 20	<u>120,877</u>	<u>134,456</u>	121,106	142,342

³ Baineann an coigeartú don bhliain roimhe le suim neamhshuntasach de tháillí proifisiúnta ar luach £4,768 (€5,304) a bhain le 2019 agus nár tuairiscíodh go dtí 2020. Bhí éifeacht aige seo ar an líne ‘Costais Oifige Eile’ faoi ‘Costais Oibriúcháin Eile’.

NOTES TO THE ACCOUNTS

1 ACCOUNTING POLICIES

The principal accounting policies which have been adopted in the preparation of the accounts are as follows:-

1.1 Accounting Convention

In accordance with the North South Implementation Bodies Annual Report and Accounts Guidance issued by the Department of Finance (DoF) and the Department of Public Expenditure and Reform (DPER) in June 2017, the financial statements have been prepared in accordance with applicable UK accounting standards, including Financial Reporting Standard 'FRS 102'. The accounts have been prepared in accordance with the historical cost convention. The accounts comply with the accounting and disclosure requirements issued by DFP and DPER.

1.2 Fixed Assets

Tangible Assets

Tangible assets are capitalised at acquisition value to the Agency. Depreciation is calculated to write off the cost of tangible assets within their useful lives. Depreciation is charged in full on assets in the year of acquisition and no depreciation is charged in year of disposal, using the straight-line method. The rates applicable are:-

Office Equipment	20%
Fixtures & Fittings	10%
Computer Equipment	33.33%
Musical Instruments	20%
Motor Vehicles	20%
Visitor Centre Equipment	33.33%

A Tangible Asset is any asset intended for use on a continuing basis with an expected life of more than one year and a purchase value in excess of £330 (€500).

Intangible assets

Intangible assets are measured at cost less accumulated amortisation and any accumulated impairment losses. Intangible assets are recognised with a purchase value in excess of £330 (€500).

Amortisation is charges so as to allocate the cost of intangibles less their residual values over their estimated useful lives, using the straight-line method. The intangible assets are amortised using the following rates:

Trademarks	20%
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Heritage Assets

Heritage assets are capitalised at acquisition value to the Agency. They are treated as non-depreciable items.

The heritage assets relate principally to books and items which are of a historical nature that are held and maintained principally for their contribution to knowledge and culture of Ulster-Scots. A description of the collection and their management is given in note 8.

NÓTAÍ LEIS NA CUNTAIS

1 BEARTAIS CHUNTASAÍOCHTA

Is iad seo a leanas na príomhbheartais chuntasaíochta a úsáideadh agus na cuntais á n-ullmhú:

1.1 Coinbhinsiún Cuntasaíochta

Ag teacht leis an treoir do na cuntais agus tuarascála bliantúla do Chomhlachtaí Forfheidhmithe Thuaidh/Theas, arna heisiúint ag an Roinn Airgeadais (RA) agus an Roinn Caiteachais Phoiblí agus Athchóirithe (RCPA) i mí Meithimh 2017; tá na ráitis airgeadais á n-ullmhú de réir caighdeáin chuntasaíochta chuí, an Caighdeán Tuarascála Airgeadais FRS 102 san áireamh. Ullmhaíodh na cuntais de réir an choinbhinsiúin costas stairiúil. Cloíonn na cuntais leis na riachtanais chuntasaíochta agus nochtaithe eisithe ag an RA agus an RCPA.

1.2 Sócmhainní Seasta

Sócmhainní Inláimhsithe

Tá Sócmhainní Seasta curtha isteach ag a gcostas don Ghníomhaireacht. Ríomhtar dímheas chun costais sócmhainní seasta a dhíscríobh laistigh dá saolré úsáideach. Gearrtar dímheas ina iomláine ar shócmhainní sa bhliain sealbhaithe agus ní ghearrtar aon dímheas orthu sa bhliain dhiúscartha, ag baint úsáide as modh an líne chothroim. Is iad seo a leanas na rátaí a úsáidtear in aghaidh na bliana:

Trealaimh Oifige	20%
Daingneáin & Feistis	10%
Trealamh Ríomhaireachta	33.33%
Uirlisí Ceoil	20%
Mótarfheithiclí	20%
Trealamh Ionaíd cuairteoirí	33.33%

Is Sócmhainn Inláimhsithe aon sócmhainn leagtha amach le húsáid ar bhonn leanúnach le saolré measta níos mó ná bliain amháin agus luach ceannaigh níos mó ná £330 (€500).

Sócmhainní doláimhsithe

Ríomhtar sócmhainní doláimhsithe ar a gcostas lúide amúchadh carntha agus aon chaillteanais charntha lagaithe. Aithnítear sócmhainní doláimhsithe le luach ceannaigh orthu atá níos mó ná £330 (€500).

Is amúchadh é muirir le costas na sócmhainní doláimhsithe lúide a luachanna iarmharach a dháileadh le linn a saolréanna measta, ag baint úsáide as modh an líne chothroim. Is iad seo a leanas na rátaí a úsáidtear le hamúchadh a ríomh in aghaidh na bliana:

Trádmharcanna	20%
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Sócmhainní Oidhreachtúla

Caipitlítear sócmhainní oidhreachtúla ar a luach sealbhaithe don Ghníomhaireacht. Caitear leo mar mhíreanna nach féidir a dhímheas. Baineann na sócmhainní oidhreachtúla den chuid is mó le leabhair agus earraí a bhfuil feidhm stairiúil orthu agus a gcothaítear iad de bharr go gcuireann siad le heolas faoin Ultais agus faoi chultúr na hUltaise. Tá cur síos ar an mbailiúchán agus ar an gcaoi a mbainistítear iad ar fáil i nóta 8.

1.3 Pension Costs

The North South Pension Scheme was established by the North South Implementation Bodies and Tourism Ireland Limited with effect from 29 April 2005. It is a defined benefit pension scheme which is funded, annually on a 'pay as you go' basis from monies available to it, including monies provided by the Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media (DTCAGSM). The pension scheme is administered by an external administrator.

Pension Scheme liabilities are measured on an actuarial basis using the projected unit method.

Pension costs reflect pension benefits earned by employees in the period. An amount corresponding to the pension charge is recognised as income to the extent that it is recoverable, and offset by grants received in the year to discharge pension payments. Actuarial gains or losses arising from changes in Actuarial assumptions and from experience surpluses and deficits are recognised in the Statement of Comprehensive Income for the year in which they occur and a corresponding adjustment is recognised in the amount recoverable from the Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media (DTCAGSM). Pension liabilities represent the present value of future pension payments earned by staff to date. Deferred pension funding represents the corresponding asset to be recovered in future periods from Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media (DTCAGSM).

1.4 Value Added Tax

The Ulster-Scots Agency is not in a position to reclaim VAT. Therefore, VAT is included as expenditure and where appropriate capitalised in the value of Fixed Assets.

1.5 Currency Translation

The Ulster-Scots Agency has disclosed information on the face of the Income Statement, Statement of Financial Position and Statement of Cash Flows in both STG£ and EURO€. Amounts on the Income Statement and Statement of Cash Flows were translated at an average rate throughout the year. Assets and liabilities were translated at the closing rate. The Agency has a Euro bank account. The transactions in this account were translated to sterling at an average rate throughout the year, while the closing balance was translated at the rate ruling at the year end. This has resulted in a foreign currency gain, which has been credited to the Income Statement. The rates of exchange used are as follows:

	2020	2019
Average rate	£1 = €1.123974	£1 = €1.139212
Closing rate	£1 = €1.112347	£1 = €1.175364

1.6 Grants

a) Grants payable

Grants payable to third parties are recognised as expenditure in the year in which the recipient carries out the activity that creates an entitlement.

b) Grants receivable

Revenue grants receivable are recognised in the period in which they are received.

c) Capital Grant Reserve

Grant income for capital purposes is credited to a Capital Grant Reserve and released to the Income Statement over the expected useful life of the related assets.

1.3 Costais Phinsin

Bhunaigh na Comhlachtaí Forfheidhmithe Thuaidh/Theas agus Fáilte Éireann an Scéim Pinsin Thuaidh/Theas agus cuireadh feidhm léi ar an 29 Aibreán 2005. Is scéim pinsin le sochar sainithe í a mhaoineítear, go bliantúil, ar bhonn íoc-mar-a-úsáidtear ó airgid atá ar fáil di, lena n-áirítear airgid a chuireann an Roinn Pobal (RP) agus an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) ar fáil. Tá an scéim pinsin á riar ag riarthóir seachtrach.

Ríomhtar dliteanais na scéime pinsin ar bhonn achtúireach ag baint úsáide as modh chreidiúint réamh-mheasta an aonaid.

Is ionann costais phinsin agus an sochar pinsin atá tuillte ag fostaithe sa tréimhse. Aithnítear méid chomhfhreagrach don chostas pinsin mar ioncam sa chaoi go bhfuil sé in-aisghabhála, agus cuirtear an costas sin in aghaidh na ndeontas a fhaightear le híocaíochtaí pinsin a scaoileadh. Aithnítear gnóthachan agus cailleanas a eascraíonn as athruithe sna toimhdí achtúireacha agus ó thaithí araon ar an Ráiteas Faoi Ioncam Cuimsitheach don bhliain ina dtarlaíonn siad agus déantar coigeartú comhfhreagrach sa mhéid atá in-aisghabhála ón Roinn Pobal (RP) agus ón Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM). Is ionann dliteanais phinsin agus luach reatha na n-íocaíochtaí pinsin a íocfar amach sa todhchaí atá tuillte ag fostaithe go dáta. Is ionann an maoiniú iarchurtha pinsin agus an tsócmhainn chomhfhreagrach a éileofar ón Roinn Pobal (RP) agus ón Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) amach anseo.

1.4 Cáin Bhreisluacha

Ní féidir le Gníomhaireacht na hUltaise CBL a aiséileamh. Dá bhrí sin, tá CBL san áireamh mar chaiteachas agus nuair is cúl cuirtear san áireamh í agus luach Sócmhainní Seasta á fhógairt.

1.5 Aistriú Airgeadra

Tá eolas nochtaithe ag Gníomhaireacht na hUltaise sa Ráiteas Ioncaim agus Caiteachais, sa Chlár Comhardaithe agus sa Ráiteas faoi Shreabhadh Airgid in STG£ agus EURO€ araon. Rinneadh na méideanna sa Chuntas Ioncaim agus Caiteachais agus sa Ráiteas faoi Shreabhadh Airgid a aistriú ag meánráta i rith na bliana. Aistriódh sócmhainní agus dliteanais ag ráta dheireadh na bliana. Tá cuntas bainc euro ag an nGníomhaireacht. Rinneadh na hidirbhearta sa chuntas seo a aistriú go steirling ag meánráta I rith na bliana, cé gur aistriódh an t-iarmhéid deiridh ag an ráta a bhí i bhfeidhm ag deireadh na bliana. D'fhág seo go raibh gnóthachan ar airgead coigríche agus cuireadh sin chun sochair sa Chuntas Ioncaim agus Caiteachais. Is iad seo a leanas na rátaí malairte a úsáidtear:

	2020	2019
Meánráta	£1 = €1.123974	£1 = €1.139212
Ráta dheireadh bliana	£1 = €1.112347	£1 = €1.175364

1.6 Deontais

a) Deontais Iníoctha

Aithnítear deontais a bhíonn iníoctha le tríú páirtithe mar chaiteachas sa bhliain ina ndéanann an deontái gníomh a chruthaíonn teidlíocht deontais.

b) Deontais Infhála

Ríomhtar deontais ioncaim infhála sa tréimhse ina bhfaightear iad.

c) Cúlchiste Deontais Chaipitil

Cláraítear deontais ioncaim a chaitear ar sócmhainní caipitil chun sochair sa Chúlchiste Deontais Chaipitil agus scaoiltear é don Ráiteas Ioncaim le linn saolré measta na sócmhainní ábhartha.

1.7 Leases

The Agency has no finance leases. Costs in relation to operating leases are charged to the Income Statement over the life of the lease. Forward liabilities are disclosed in note 13.

2 GRANT FROM THE DEPARTMENTS

	2020	2020	2020	2020	2020	2020	2019	2019
	DFC	DTCAGSM	DFC	DTCAGSM	Total	Total	Total	Total
	£	£	€	€	£	€	£	€
Revenue Grant – Note 1	1,667,892	543,908	1,874,668	611,338	2,211,800	2,486,006	2,670,211	3,041,936
Revenue Grant – Note 2	38,558	-	43,338	-	38,558	43,338	-	-
Revenue Grant – Note 3	254,143	-	285,650	-	254,143	285,650	-	-
Revenue Grant – Note 4	60,000	-	67,438	-	60,000	67,438	-	-
	<u>2,020,593</u>	<u>543,908</u>	<u>2,271,094</u>	<u>611,338</u>	<u>2,564,501</u>	<u>2,882,432</u>	<u>2,670,211</u>	<u>3,041,936</u>
Capital Grant	<u>31,565</u>	<u>10,522</u>	<u>35,479</u>	<u>11,826</u>	<u>42,087</u>	<u>47,305</u>	<u>31,832</u>	<u>36,263</u>
	<u>2,052,128</u>	<u>554,430</u>	<u>2,306,573</u>	<u>623,164</u>	<u>2,606,588</u>	<u>2,929,737</u>	<u>2,702,043</u>	<u>3,078,199</u>

Note 1: The Agency was paid grants from money voted by the Northern Ireland Assembly and Dáil Éireann. NSMC, with the approval of the Finance Ministers recommend that the grants should be split on a 75:25 basis – DfC (75%) and DTCAGSM (25%). These monies were paid from money appropriated by the Appropriation (NI) Order 1999 and by the Dáil Éireann. As set out in accounting policy 1.6 (b) revenue grants from sponsor departments are recognised when received.

Note 2: DfC provided this ring-fenced funding for the purposes of safe-guarding and Music and Dance grant funding.

Note 3: DfC provided this ring-fenced funding for the purposes of Covid grant funding.

Note 4: DfC provided this ring-fenced funding for the purposes of IT funding and works on historical projects.

3 OTHER OPERATING INCOME

	2020	2020	2019	2019
	£	€	£	€
Other Income	270	303	6,734	7,673
Net deferred funding for pensions		15c	194,000	221,007
Service Charge Income	17,228	19,363	26,474	30,160
	<u>303,498</u>	<u>341,123</u>	<u>227,208</u>	<u>258,840</u>

4 STAFF COSTS AND BOARD MEMBERS

	2020	2020	2019	2019
	£	€	£	€
Wages & salaries	408,222	458,830	439,535	500,723
Board Costs	23,845	26,801	52,378	59,670
Social Security Costs	41,120	46,217	44,422	50,606
Staff Substitution	-	-	1,941	2,211
Temporary Staff	116,409	130,841	11,753	13,389
Pension costs	330,363	371,319	299,393	341,072
Total Staff and Board Costs	<u>919,959</u>	<u>1,034,008</u>	<u>849,422</u>	<u>967,671</u>

The average weekly number of employees (full-time equivalent) was:

	2020	2019
Permanent Staff		
Senior Management	3	3
Corporate Services	3	3
Operations	5	7
Seconded/Agency/ temporary staff	2	-

No employees have been seconded out to other organisations in either financial year. DfC made a staff member available on secondment from 2nd December 2019 to cover the post of Director of Development.

For further information regarding the pay and pension packages on the senior management team please see the Remuneration Report in the Annual Report.

1.7 Léasanna

Níl aon léasanna airgeadais ag an nGníomhaireacht. Gearrtar costais léasa oibriúcháin ar an Chuntas Ioncaim agus Caiteachais thar théarma an léasa. Nochtar dliteanais sa todhchaí i nóta 13.

2 DEONTAIS Ó NA RANNA

	2020 RP RTCEGSM £	2020 RTCEGSM £	2020 RP RTCEGSM €	2020 RTCEGSM €	2020 Iomlán £	2020 Iomlán €	2019 Iomlán £	2019 Iomlán €
Deontas Ioncaim – Nóta 1	1,667,892	543,908	1,874,668	611,338	2,211,800	2,486,006	2,670,211	3,041,936
Deontas Ioncaim – Nóta 2	38,558	-	43,338	-	38,558	43,338	-	-
Deontas Ioncaim – Nóta 3	254,143	-	285,650	-	254,143	285,650	-	-
Deontas Ioncaim – Nóta 4	60,000	-	67,438	-	60,000	67,438	-	-
	2,020,593	543,908	2,271,094	611,338	2,564,501	2,882,432	2,670,211	3,041,936
Deontas Caipitil	31,565	10,522	35,479	11,826	42,087	47,305	31,832	36,263
	2,052,128	554,430	2,306,573	623,164	2,606,588	2,929,737	2,702,043	3,078,199

Nóta 1: Íocadh deontais leis an nGníomhaireacht ó airgead a vótáil Tionól Thuaisceart Éireann agus Dáil Éireann. Mhol an CATT, le faomhadh na nAirí Airgeadais, go ndéanfaí na deontais a roinnt ar bhonn 75:25 - RP (75%) agus RTCEGSM (25%). Íocadh na hairgid seo ó airgead leithghafa ag an Appropriation (NI) Order 1999 agus ag Dáil Éireann. De réir mar atá sé leagtha amach i bpolasaí cuntasaióchta 1.6 (b) aithnítear deontais ioncaim ó na Ranna Coimircíochta nuair a fhaightear iad.

Nóta 2: Chuir an RP an maoiniú imfhála seo ar fáil ar mhaithe le cumhdach agus le deontais ceoil agus damhsa.

Nóta 3: Chuir an RP an maoiniú imfhála seo ar fáil ar mhaithe le deontais Covid a mhaoiniú.

Nóta 4: Chuir an RP an maoiniú imfhála seo ar fáil ar mhaithe le Teicneolaíocht Faisnéise agus obair ar thionscadail staire a mhaoiniú.

3 IONCAM OIBRIÚCHÁIN EILE

	2020 £	2020 €	2019 £	2019 €
Ioncam Eile	270	303	6,734	7,673
Glanchistiú iarchurtha do phinsin		15c	194,000	221,007
Ioncam Muirir Seirbhíse	17,228	19,363	26,474	30,160
	303,498	341,123	227,208	258,840

4 COSTAIS FOIRNE AGUS COMHALTAÍ BOIRD

	2020 £	2020 €	2019 £	2019 €
Pá agus Tuarastail	408,222	458,830	439,535	500,723
Costais Boird	23,845	26,801	52,378	59,670
Costais Slándála Sóisialaí	41,120	46,217	44,422	50,606
Ionadú Foirne	-	-	1,941	2,211
Foireann Shealadach	116,409	130,841	11,753	13,389
Costais Phinsin	330,363	371,319	299,393	341,072
Costais Iomlána Foirne agus an Bhoird	919,959	1,034,008	849,422	967,671

Ba é an meánlíon seachtainiúil fostaithe (coibhéiseach lánaimseartha):

	2020	2019
Foireann Bhuan Ardbhainistíocht	3	3
Seirbhísí Corparáideacha	3	3
Gnóthaí	5	7
Foireann ar Iasacht /Foireann Shealadach	2	-

Níor tugadh aon fhostaí ar iasacht d'eagraíochtaí eile i gceann ar bith de na blianta airgeadais. Chuir an RP ball foirne ar fáil ar iasacht ó 02 Nollaig 2019 leis an bpost mar Stiúrthóir Forbartha a chlúdach.

I gcomhair tuilleadh eolais faoi shocrúcháin phá agus phinsin na hardbhainistíochta, féach ar an Tuarascáil ar Luach Saothar mar chuid den Tuarascáil Bhliantúil.

5 PERFORMANCE AGAINST KEY FINANCIAL TARGETS

Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media (DTCAGSM) did not consider it appropriate to set key financial targets for the Ulster-Scots Agency for the year ended 31 December 2020.

6. OTHER OPERATING COSTS

	2020	2020	2019	2019
	STG £	€	STG £	€
Travel & Subsistence	6,682	7,511	26,477	30,163
Hospitality	101	114	1,079	1,229
Training	2,579	2,899	1,206	1,374
Advertising/Media	137,680	154,750	202,100	230,235
Electricity	8,414	9,457	11,992	13,661
Insurance	7,267	8,167	6,063	6,908
Office Supplies	2,019	2,269	729	831
Foreign Currency (Gain)/Loss	(1,490)	(1,675)	9,245	10,532
Rent & Rates	80,784	90,799	80,670	91,900
Internal Audit & Accountancy	16,005	17,990	13,954	15,897
Postage and Stationery	5,076	5,705	8,552	9,744
Telephone	12,223	13,738	10,710	12,201
Meetings	220	247	512	583
Office IT, Web Site design and Maintenance	28,395	31,915	27,843	31,719
Other Office Costs	39,467	44,361	36,329	41,386
Auditors Remuneration	26,000	29,223	24,000	27,341
Distribution of Ulster Scots Newspaper	742	834	30,331	34,553
Pension Administrator Costs	9,690	10,893	9,362	10,665
Legal & Professional	2,790	3,136	3,150	3,589
Subscriptions	7,683	8,636	5,905	6,727
Motor Vehicle Costs	667	750	1,942	2,212
Service Charge expenditure	30,961	34,799	29,583	33,702
	423,955	476,518	541,734	617,152

Travel & Subsistence

Of the total costs incurred for travel and subsistence, £6,168 (€6,933) was national (within the island of Ireland) and £514 (€578) was international (all other travel). An additional £2,937 (€3,301) of international staff travel was incurred through projects.

5 FEIDHMÍOCHT I LEITH NA BPRÍOMHSPRIOCANNA AIRGEADAIS

Níor chúil leis an Roinn Pobal (RP) agus an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) príomhshpriocanna airgeadais a leagan síos do Ghníomhaireacht na hUltaise don bhliain dár críoch an 31 Nollaig 2020.

6. COSTAIS OIBRIÚCHÁIN EILE

	2020	2020	2019	2019
	STG £	€	STG £	€
Taisteal & Cothabháil	6,682	7,511	26,477	30,163
Fáilteachas	101	114	1,079	1,229
Oiliúint	2,579	2,899	1,206	1,374
Fógraíocht/na Meáin	137,680	154,750	202,100	230,235
Leictreachas	8,414	9,457	11,992	13,661
Árachas	7,267	8,167	6,063	6,908
Soláthairtí Oifige	2,019	2,269	729	831
(Gnóthachan)/Cailliúint ar airgeadra coigríche	(1,490)	(1,675)	9,245	10,532
Cíos & Rátaí	80,784	90,799	80,670	91,900
Iníúchadh Inmheánach & Cuntasaíocht	16,005	17,990	13,954	15,897
Postas agus Stáiseanáireacht	5,076	5,705	8,552	9,744
Guthán	12,223	13,738	10,710	12,201
Cruinnithe	220	247	512	583
TF Oifige, Dearadh Suímh Gréasáin agus Cothabháil	28,395	31,915	27,843	31,719
Costais Eile Oifige	39,467	44,361	36,329	41,386
Luach Saothair Iníúcháirí	26,000	29,223	24,000	27,341
Dáileadh an Nuachtáin Ultaise	742	834	30,331	34,553
Costais Riarthóir Pinsin	9,690	10,893	9,362	10,665
Dlí & Gairmiúil	2,790	3,136	3,150	3,589
Sintiúis	7,683	8,636	5,905	6,727
Costais a bhaineann le mótarfheithiclí	667	750	1,942	2,212
Caiteachas ar Mhuirear Seirbhíse	30,961	34,799	29,583	33,702
	423,955	476,518	541,734	617,152

Taisteal & Cothabháil

As an gcaiteachas iomlán ar taisteal agus cothabháil, bhain £6,168 (€6,933) le taisteal agus cothabháil go náisiúnta (laistigh d'oileán na hÉireann). Caitheadh £2,937 (€3,301) sa bhreis ar an taisteal thar lear trí thionscadal a riaradh.

7 ANALYSIS OF GRANT MOVEMENTS

The Agency makes offers of grant assistance which, if accepted, remain valid as commitments of the Agency. Such offers are de-committed when the offer period has expired or the circumstances alter.

	2020 £	2020 €	2019 £	2019 €
Grant commitments at 1 January	177,822	209,006	134,580	153,509
Grant Approvals in period	2,192,867	2,464,725	1,401,613	1,596,734
Grant De-committed in period	(140,410)	(157,818)	(43,748)	(49,838)
Grant Expenditure in period:				
Core Funded Activities	(376,433)	(423,101)	(362,142)	(412,557)
Music and Dance Tuition	(171,398)	(192,647)	(187,297)	(213,372)
Capacity Building Activities	(100,399)	(112,846)	(103,407)	(117,804)
Educational and Language activities	(196,813)	(221,212)	(277,681)	(316,337)
Wider Community based activities	(398,583)	(447,997)	(384,096)	(437,567)
	(1,243,626)	(1,397,803)	(1,314,623)	(1,497,637)
Grant Commitments at 31 December	986,653	1,118,110	177,822	202,769
Currency translation adjustment		(20,610)		6,237
Grant Commitments as at 31 December	<u>986,653</u>	<u>1,097,500</u>	<u>177,822</u>	<u>209,006</u>

The Ulster-Scots Agency has had third party transactions with the following groups whom the Agency funded under their core funding scheme:-

	2020 £	2020 €	2019 £	2019 €
Ulster Scots Community Network	326,433	366,902	312,142	355,596
Monreagh Ulster Scots Education Centre	50,000	56,199	50,000	56,961

7 ANAILÍS AR GHLUAISEACHTAÍ DEONTAS

Cuireann an Gníomhaireacht tairiscintí cúnamh dheontais ar fáil a fhanann, má ghlactar leo, mar cheangaltais bhailí ar an nGníomhaireacht. Díthiomnaítear na tairiscintí sin ag deireadh tréimhse na tairisceana nó má athraítear cúinsí.

	2020 £	2020 €	2019 £	2019 €
Ceangaltais Deontais amhail 1 Eanáir	177,822	209,006	134,580	153,509
Ceaduithe Deontais sa tréimhse	2,192,867	2,464,725	1,401,613	1,596,734
Deontais a Díscríobhadh sa tréimhse	(140,410)	(157,818)	(43,748)	(49,838)
Caiteachas Deontais sa tréimhse:				
Gníomhaíochtaí Croímhaoinithe	(376,433)	(423,101)	(362,142)	(412,557)
Teagasc sa Cheol agus sa Damhsa	(171,398)	(192,647)	(187,297)	(213,372)
Gníomhaíochtaí Tógála Cumais	(100,399)	(112,846)	(103,407)	(117,804)
Gníomhaíochtaí Oideachais agus Teanga	(196,813)	(221,212)	(277,681)	(316,337)
Gníomhaíochtaí sa Phobal Mór	<u>(398,583)</u>	<u>(447,997)</u>	<u>(384,096)</u>	<u>(437,567)</u>
	(1,243,626)	(1,397,803)	(1,314,623)	(1,497,637)
Ceangaltais Deontais amhail 31 Nollaig	986,653	1,118,110	177,822	202,769
Coigeartú ar Airgeadra a Aistriú		<u>(20,610)</u>		6,237
Ceangaltais Deontais amhail 31 Nollaig	<u>986,653</u>	<u>1,097,500</u>	<u>177,822</u>	<u>209,006</u>

Bhí idirbheartaíocht ag Gníomhaireacht na hUltaise le tríú páirtithe leis na grúpaí seo a leanas, ar thug an Gníomhaireacht maoiniú dóibh mar chuid dá scéim croímhaoinithe:-

	2020 £	2020 €	2019 £	2019 €
Ulster Scots Community Network	326,433	366,902	312,142	355,596
Monreagh Ulster Scots Education Centre	50,000	56,199	50,000	56,961

8.1 FIXED ASSETS – TANGIBLE ASSETS

	Computer Equipment	Office Equipment	Fixtures & Fittings	Musical Instruments	Visitor Centre	Motor Vehicles	TOTAL	Total
	£	£	£	£	£	£	£	€
COST								
At 31 December 2019	119,701	86,570	126,348	17,815	60,376	19,944	430,754	486,004
Additions	14,044	2,408	16,961	8,674	-	-	42,087	47,305
Disposals	-	-	-	-	-	-	-	-
At 31 December 2020	133,745	88,978	143,309	26,489	60,376	19,944	472,841	533,309
DEPRECIATION								
At 31 December 2019	109,177	79,423	73,894	15,385	49,006	15,955	342,840	386,947
Provision for the year	9,943	6,458	10,784	2,951	6,428	3,989	40,553	45,582
Disposals	-	-	-	-	-	-	-	-
At 31 December 2020	119,120	85,881	84,678	18,336	55,434	19,944	383,393	432,529
NET BOOK VALUE 2020	14,625	3,097	58,631	8,153	4,942	-	89,448	100,780
Currency Translation Adjustment								(1,283)
NET BOOK VALUE 2020	14,625	3,097	58,631	8,153	4,942	-	89,448	99,497
NET BOOK VALUE 2019	10,524	7,147	52,454	2,430	11,370	3,989	87,914	103,332

The currency translation adjustment is the difference between the net book value of fixed assets calculated using year-end exchange rates and their net book value stated at historic rates of exchange. No assets are held under Finance Lease.

8.1 SÓCMHAINNÍ SEASTA – SÓCMHAINNÍ INLÁIMHSITHE

	Trealamh Riomhaireachta	Trealamh Oifige	Daingneáin & Feistis	Uirlisí Ceoil	Ionad Cuartheoirí	Mótar- fheithiclí	Iomlán	Iomlán
	£	£	£	£	£	£	£	€
COSTAS								
Ag 31 Nollaig 2019	119,701	86,570	126,348	17,815	60,376	19,944	430,754	486,004
Breiseanna	14,044	2,408	16,961	8,674	-	-	42,087	47,305
Diúscairtí	-	-	-	-	-	-	-	-
Ag 31 Nollaig 2020	133,745	88,978	143,309	26,489	60,376	19,944	472,841	533,309
DÍMHEAS								
Ag 31 Nollaig 2019	109,177	79,423	73,894	15,385	49,006	15,955	342,840	386,947
Soláthar don bhliain	9,943	6,458	10,784	2,951	6,428	3,989	40,553	45,582
Diúscairtí	-	-	-	-	-	-	-	-
Ag 31 Nollaig 2020	119,120	85,881	84,678	18,336	55,434	19,944	383,393	432,529
GLANLUACH LEABHAIR 2020								
Coigeartú ar Airgeadra a Aistriú	14,625	3,097	58,631	8,153	4,942	-	89,448	100,780
								(1,283)
GLANLUACH LEABHAIR 2020	14,625	3,097	58,631	8,153	4,942	-	89,448	99,497
GLANLUACH LEABHAIR 2019								
	10,524	7,147	52,454	2,430	11,370	3,989	87,914	103,332

Is é an coigeartú ar airgeadra ná an difríocht idir glanluach na sócmhainní seasta de réir na leabhar a ríomhtar trí úsáid a bhaint as rátaí malairte ag deireadh na bliana agus a nglanluach leabhair, sonraithe ag rátaí malairte stairiúla. Ní choinnítear aon sócmhainní faoi Léas Airgeadais.

8.2 FIXED ASSETS – INTANGIBLE ASSETS

	*Trademarks £	TOTAL £	Total €
COST			
At 31 December 2019	8,812	8,812	10,292
Additions	-	-	-
Disposals	-	-	-
At 31 December 2020	8,812	8,812	10,292
DEPRECIATION			
At 31 December 2019	7,049	7,049	8,159
Provision for the year	1,763	1,763	1,981
Disposals	-	-	-
At 31 December 2020	8,812	8,182	10,140
NET BOOK VALUE 2020	-	-	152
Currency Translation Adjustment	-	-	(152)
NET BOOK VALUE 2020	-	-	-
NET BOOK VALUE 2019	1,763	1,763	2,072

The currency translation adjustment is the difference between the net book value of fixed assets calculated using year-end exchange rates and their net book value stated at historic rates of exchange. No assets are held under Finance Lease.

* The Trademarks are in the UK and Ireland for the marks of *Discover Ulster Scots*, *Discover Scotch Irish*, *FUSE FM* and a USA trademark for the mark *Discover Scotch Irish*. The trademark protects the Agency brands and allows the Agency to build value by controlling who can use the trademarks so as we can further the Agency aims and objectives as stated.

8.3 HERITAGE ASSETS

	Heritage Assets £	TOTAL £	Total €
COST			
At 31 December 2019	31,428	31,428	35,430
Additions	-	-	-
Disposals	-	-	-
At 31 December 2020	31,428	31,428	35,430
NET BOOK VALUE 2020	31,428	31,428	35,430
Currency Translation Adjustment			(471)
NET BOOK VALUE 2020	31,428	31,428	34,959
NET BOOK VALUE 2019	31,428	31,428	36,938

Heritage assets were previously recognised as non-depreciable items under Visitor Centre in tangible fixed assets. In adopting FRS 102, the Agency has now recognised these items as a separate asset. At the year end, heritage assets are still held as non-depreciable items.

8.2 SÓCMHAINNÍ SEASTA – SÓCMHAINNÍ DOLÁIMHSITHE

	*Trád- mharcanna £	IOMLÁN £	Iomlán €
COSTAS			
Ag 31 Nollaig 2019	8,812	8,812	10,292
Breiseanna	-	-	-
Diúscairtí	-	-	-
Ag 31 Nollaig 2020	8,812	8,812	10,292
DÍMHEAS			
Ag 31 Nollaig 2019	7,049	7,049	8,159
Soláthar don bhliain	1,763	1,763	1,981
Diúscairtí	-	-	-
Ag 31 Nollaig 2020	8,812	8,182	10,140
GLANLUACH			
LEABHAIR 2020	-	-	152
Coigeartú ar Airgeadra a Aistriú	-	-	(152)
GLANLUACH LEABHAIR 2020	-	-	-
GLANLUACH LEABHAIR 2019	1,763	1,763	2,072

Is é an coigeartú ar airgeadra ná an difríocht idir glanluach na sócmhainní seasta de réir na leabhar a ríomhtar trí úsáid a bhaint as rátaí malairte ag deireadh na bliana agus a nglanluach leabhair, sonraithe ag rátaí malairte stairiúla. Ní choinnítear aon sócmhainní faoi Léas Airgeadais.

* Tá na trádmharcanna i bhfeidhm sa Ríocht Aontaithe agus in Éirinn do na marcanna *Discover Ulster Scots, Discover Scotch Irish, FUSE FM* agus do thrádmharc Ghníomhaireacht na hUltaise don mharc *Discover Scotch Irish*. Cosnaíonn an trádmharc brandaí na Gníomhaireachta agus tugann siad deis don Ghníomhaireacht luach a thógáil trí smacht a bheith aici cé ar féidir leo úsáid a bhaint as an trádmharc; ionas gur féidir leis an Ghníomhaireacht a cuid aidhmeanna agus spriocanna a chur chun cinn.

8.3 SÓCMHAINNÍ OIDHREACTÚLA

	Sócmhainní Oidhreachtúla £	IOMLÁN £	Iomlán €
COSTAS			
Ag 31 Nollaig 2019	31,428	31,428	35,430
Breiseanna	-	-	-
Diúscairtí	-	-	-
Ag 31 Nollaig 2020	31,428	31,428	35,430
GLANLUACH LEABHAIR 2020			
Coigeartú ar Airgeadra a Aistriú	31,428	31,428	35,430
			(471)
GLANLUACH LEABHAIR 2020	31,428	31,428	34,959
GLANLUACH LEABHAIR 2019	31,428	31,428	36,938

Roimhe seo, d'aithnítear sócmhainní oidhreachtúla mar mhíreanna nach féidir a dhímheas faoin Ionad Cuirteoirí mar shócmhainní seasta inláimhsithe. Agus FRS 102 á chur i bhfeidhm aici, aithníonn an Ghníomhaireacht iad mar shócmhainn éagsúil. Ag deireadh na bliana, aithnítear sócmhainní oidhreachtúla fós mar mhíreanna nach féidir a dhímheas.

The Heritage assets held by the Agency consist of items such as historic books describing the Ulster-Scots migration and early formation of the language, postcards depicting famous Ulster-Scots and their inventions, photographs and images of historic events. These items are rare, important pieces that the Agency considers should be held for their contribution to knowledge and culture of Ulster-Scots.

The Agency maintains its collections for inspection by the public but also for cultural value and research potential. As such, more recent publications by the Agency have included the image of these items. The Agency has also developed content on touchables in the Visitor Centre which depict the images of these items and creates exhibitions of the items in display cases in the Visitor Centre.

These items are preserved in dry conditions i.e. they are typically preserved by pressing / pinning/ boxing or mounted. Valuable items not on display are stored in the Agency safe. The Agency aims to maintain its collections in the best environmental conditions possible and is collaborating with historians from DFC as to industry best practices.

A record of the heritage assets is included in the Agency's fixed asset register and inventory. The Agency's intention is to maintain the upkeep of these culturally significant items and add to the collection where deemed the item would fit in with the aims and ethos of the Agency. There are no plans to dispose of any item.

9 RECEIVABLES (amounts due within one year)

	2020 £	2020 €	2019 £	2019 €
Trade Receivables	4,454	4,954	6,118	7,191
Prepayments (Administration)	105,584	117,446	53,728	63,150
Prepayments (Grants)	383,114	426,156	28,579	33,591
	<u>493,152</u>	<u>548,556</u>	<u>88,425</u>	<u>103,932</u>

10 PAYABLES (amounts falling due within one year)

	2020 £	2020 €	2019 £	2019 €
Accruals (Grants)	914,210	1,016,919	177,822	209,006
Accruals (Administration)	74,503	82,873	69,546	81,742
Trade Payables	41,540	46,207	50,138	58,931
PAYE/NIC	1,954	2,174	1,974	2,320
Other Payables	950	1,057	4,279	5,030
	<u>1,033,157</u>	<u>1,149,230</u>	<u>303,759</u>	<u>357,029</u>

11 RECONCILIATION OF RESULT FOR THE YEAR TO NET CASH IN/(OUT)FLOW FROM OPERATING ACTIVITIES

	2020 £	2020 €	2019 £	2019 €
Surplus / (Deficit) for the period	280,459	315,226	191,640	218,316
Depreciation Charges	42,316	47,563	37,483	42,701
Transfer from Capital Grant Reserve	(42,316)	(47,563)	(37,483)	(42,701)
Decrease / (Increase) in Receivables	(404,727)	(444,624)	(16,547)	(23,574)
(Decrease)/Increase in Payables	729,398	792,201	13,582	32,624
Prior period adjustment	(4,768)	(5,304)		
Currency Translation Adjustment		(19,918)		11,109
Net Cash (Outflow)/Inflow from Operating Activities	<u>600,361</u>	<u>637,581</u>	<u>188,676</u>	<u>238,475</u>

The currency translation adjustment reflects the amount of the movement in the value of current assets and liabilities which is attributable to the change in exchange rates over the year.

I measc na sócmhainní oidhreachtúla a bhfuil an Gníomhaireacht i bhfeighil orthu, tá leabhair stairiúla a dhéanann cur síos ar imirce na nAlbanach Ultach agus bhunú na teanga; cártaí poist a thaispeánann Albanaigh Ultacha cáiliúla agus a gcuid fionnachtana; pictiúir agus íomhánna d'eachtraí stairiúla. Tá na hearraí seo neamhchoitianta agus tábhachtach agus measann an Gníomhaireacht gurbh fhiú feighil a bheith aici orthu toisc go gcuireann siad le heolas faoin Ultais agus faoi chultúr na hUltaise.

Cothaíonn an Gníomhaireacht a cuid bailiúchán i gcomhair cigireachta ón bpobal ach anuas ar sin i gcomhair a bhféidearachtaí taighde agus a luach cultúrtha. Chuige sin, bíonn íomhánna de na hearraí seo á bhfoilsíú i bhfoilseacháin de chuid na Gníomhaireachta. Tá ábhar forbartha ag an nGníomhaireacht do tháblaí tadhaill san Ionad Cuairteoirí a thaispeánann íomhánna de na hearraí seo agus déanann sé taispeántais de na hearraí seo i gcásanna taispeántais san Ionad Cuairteoirí.

Coimeádtar na hearraí seo i dtimpeallacht a bhíonn tirim, .i.e. de ghnáth coimeádtar iad trí iad a phreasáil / a ghreamú le bioráin/ a chur i mboscaí nó trí iad a fheistiú. Cuirtear earraí luachmhara nach bhfuil ar taispeántas i dtaisce na Gníomhaireachta. Tá sé i gceist ag an nGníomhaireacht a cuid bailiúchán a chothú sna coinníollacha timpeallachta is fear agus tá sí ag dul i gcomhairle le saineolaithe staire ón RP i dtaobh lena cleachtais is fearr sa tionscadal.

Cuirtear taifead ar na sócmhainní oidhreachtúla le clár agus le fardal shócmhainní seasta na Gníomhaireachta. Tá sé mar aidhm ag an nGníomhaireacht cothabháil na n-earraí seo a bhfuil luach cultúrtha acu a chothú agus cur leis an mbailiúchán nuair a cheaptar go réiteodh an earra le haidhmeanna agus meon na Gníomhaireachta. Níl aon phlean ann fáil réidh le ceann ar bith díobh.

9 FÉICHIÚNAITHE (suimeanna iníoctha laistigh de bhliain)

	2020 £	2020 €	2019 £	2019 €
Féichiúnaithe Trádála	4,454	4,954	6,118	7,191
Réamhíocaíochtaí (Riarachán)	105,584	117,446	53,728	63,150
Réamhíocaíochtaí (Deontais)	383,114	426,156	28,579	33,591
	493,152	548,556	88,425	103,932

10 CREIDIÚNAITHE (Suimeanna dlite laistigh de bhliain)

	2020 £	2020 €	2019 £	2019 €
Fabhruithe (Deontais)	914,210	1,016,919	177,822	209,006
Fabhruithe (Riarachán)	74,503	82,873	69,546	81,742
Creidiúnaithe Trádála	41,540	46,207	50,138	58,931
PAYE/NIC	1,954	2,174	1,974	2,320
Creidiúnaithe Eile	950	1,057	4,279	5,030
	1,033,157	1,149,230	303,759	357,029

11. RÉITEACH TORAIDH DON BHLIAIN GO hAIRGEAD GLAN INSREABHADH/(EAS-SREABHADH) Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN

	2020 £	2020 €	2019 £	2019 €
Barrachas/(Easnamh) don tréimhse	280,459	315,226	191,640	218,316
Muirir Dhímheasa	42,316	47,563	37,483	42,701
Aistriú ón gCúlchiste Deontais Chaipitil	(42,316)	(47,563)	(37,483)	(42,701)
Laghdú/ (Méadú) Féichiúnaithe	(404,727)	(444,624)	(16,547)	(23,574)
(Laghdú)/Méadú Creidiúnaithe	729,398	792,201	13,582	32,624
Coigeartú don tréimhse roimhe sin	(4,768)	(5,304)		
Coigeartú ar Airgeadra a Aistriú		(19,918)		11,109
Glan (Eis-)Insreabhadh ó Gníomhaíochtaí Oibriúcháin	600,361	637,581	188,676	238,475

Léiríonn an coigeartú ar airgeadra a aistriú an méid difríochta i luach sócmhainní seasta agus luach dliteanas a tharlaíonn de bharr athraithe sna rátaí malairte thar an bhliain.

12.1 ANALYSIS OF CHANGES IN CASH AND CASH EQUIVALENTS

	2020	2020	2019	2019
	£	€	£	€
Cash in bank at 1st January	479,695	563,817	291,019	325,342
Net Cash Inflow/(Outflow)	600,361	637,581	188,676	238,475
Cash in bank at 31 st December	<u>-1,080,056</u>	<u>1,201,398</u>	<u>479,695</u>	<u>563,817</u>

12.2 ANALYSIS OF BALANCES OF CASH AND CASH EQUIVALENTS

	2020	2020	2019	2019
	£	€	£	€
Cash at Bank and in Hand	<u>-1,080,056</u>	<u>1,201,398</u>	<u>-479,695</u>	<u>563,817</u>

13 COMMITMENTS

- i There were no capital commitments as at 31 December 2020 for which provision had not been made.
- ii At 31 December 2020 the Agency had commitments under operating leases as follows:-

	2020	2020	2019	2019
	£	€	£	€
Within 1 year	65,023	72,328	46,000	54,067
Between 2 and 5 years	205,547	228,640	192,000	225,670
More than 5 Years	-	-	8,000	9,403
	<u>270,570</u>	<u>300,968</u>	<u>246,000</u>	<u>289,140</u>

There were no other financial commitments as at 31 December 2020.

14 PROVISIONS FOR LIABILITIES, CHARGES AND CONTINGENT LIABILITIES

Two employment tribunal cases in the cases of McCloud and Sargent were brought against the UK Government in relation to possible discrimination in the implementation of transitional protection following changes made to public service pension scheme legislation in the UK in 2015.

In December 2018, the Court of Appeal ruled that the transitional protections gave rise to unlawful discrimination on the basis of age. The UK Government requested leave to appeal this decision to the Supreme Court, however the request was denied on 27 June 2019.

The Department of Finance(Northern Ireland) continues to liaise with HM Treasury for proposals to address age discrimination in the wider public service schemes as a consequence of the McCloud ruling. Further, the rectification process is expected to be long and time-consuming, and will need to address fairly the issue of pension accruals since 2015 and where individuals may have been better off in new schemes. In this regard certain staff of Ulster-Scots Agency, who are scheme members of the North South pension scheme, may need to be compensated for any discrimination suffered as a result of the transitional protections.

Quantifying the impact of the judgement at this stage is difficult as it will depend on the compensation awarded, members' future salary increases, length of service and retirement age, and whether (and when) members withdraw from active service. The terms of any possible settlement will require further consideration which will need approval by both the Department of Finance (Northern Ireland) and the Department of Public Expenditure and Reform (Ireland). On this basis, no provision has been made in the accounts for the McCloud/Sargeant judgment.

The North South pension scheme actuary estimates that any compensation payable by Ulster-Scots Agency will be up to £80,000 (2019: £50,000).

12.1 ANAILÍS AR ATHRUITHE IN AIRGEAD TIRIM AGUS I GCÓIBHÉISÍ AIRGID THIRIM

	2020	2020	2019	2019
	£	€	£	€
Airgead tirim sa bhanc amhail 1 Eanáir	479,695	563,817	291,019	325,342
Insreabhadh/(Eas-sreabhadh) Airgid Thirim	600,361	637,581	188,676	238,475
Airgead tirim sa bhanc amhail 31 Nollaig	<u>-1,080,056</u>	<u>1,201,398</u>	479,695	563,817

12.2 ANAILÍS AR CHOMHARDUITHE AIRGID THIRIM AGUS CÓIBHÉISÍ AIRGID

	2020	2020	2019	2019
	£	€	£	€
Airgead sa Bhanc agus ar Láimh	<u>-1,080,056</u>	<u>1,201,398</u>	<u>-479,695</u>	<u>563,817</u>

13 CEANGALTAIS

- Ní raibh aon cheangaltais chaipitil ann ar 31 Nollaig 2020 nach raibh soláthar déanta ina leith.
- Ar 31 Nollaig 2020 bhí ceangaltais bhliantúla ag an nGníomhaireacht faoi léasanna oibriúcháin mar a leanas:-

	2020	2020	2019	2019
	£	€	£	€
Méideanna léasa dlite laistigh de 1 bhliain	65,023	72,328	46,000	54,067
Méideanna léasa dlite idir 2 agus 5 bliana	205,547	228,640	192,000	225,670
Méideanna léasa dlite lasmuigh de 5 bliana	-	-	8,000	9,403
	<u>270,570</u>	<u>300,968</u>	<u>246,000</u>	<u>289,140</u>

Ní raibh aon cheangaltais airgeadais eile ar an nGníomhaireacht amhail 31 Nollaig 2020.

14 FORÁLACHA DO DHLITEANAIS, MUIRIR AGUS DLITEANAIS THEAGMHASACHA

Cuireadh dhá chás, cás McCloud agus cás Sargent, os comhair binse fostaíochta in aghaidh Rialtas na Ríochta Aontaithe i dtaca le hidirdhealú féideartha ag eascairt as an gcaoi ar cuireadh cosaint idirthréimhseach i bhfeidhm nuair a athraíodh reachtaíocht faoin scéim phinsin i seirbhís phoiblí na Ríochta Aontaithe in 2015.

I mí na Nollag 2018, rialaigh an Chúirt Achomhairc gur eascair idirdhealú midhleathach ar bonn aoise as an gcosaint idirthréimhseach. Lorg Rialtas an Ríochta Aontaithe cead chun achomharc a dhéanamh ar an rialú sin sa Chúirt Uachtarach, ach diúltaíodh don iarratas seo 27 Meitheamh 2019.

Leanann an Roinn Airgeadais (Tuaisceart Éireann) ag plé le Státhiste na Banríona le moltaí a lorg a rachadh i ngleic leis an idirdhealú ar bhonn aoise i scéimeanna sa tseirbhís phoiblí i gcoitinne de thoradh rialú McCloud. Anuas air seo, meastar gur próiseas fada agus fadálach a bheadh sa phróiseas coigeartaithe, agus beidh ar an bpróiseas seo aghaidh chothrom a thabhairt ar fabhruithe pinsin ó 2015, mar aon le cásanna ina bhféadfadh daoine a bheith níos fearr as i scéimeanna nua. Dá réir seo, d'fhéadfadh baill áirithe foirne de chuid Gníomhaireacht na hUltaise, ar bhaill iad den scéim phinsin Thuaidh/Theas, a bheith i dteideal cúitimh as aon idirdhealú a ndearnadh orthu de thoradh na cosanta idithréimhsí.

Tá sé deacair luacháil chruinn a dhéanamh ar impleacht an rialaithe ag an bpointe seo toisc go mbraithfeadh sin ar an gcúiteamh a bhronnfaí, ar arduithe tuarastail, ar fhad seirbhíse agus aois scoir, agus cathain a éireoidh (má éireoidh) baill as seirbhís ghníomhach.

Teastóidh a thuilleadh plé chun téarmaí aon chomhréitithe féideartha a aontú agus teastóidh faomhadh ar na téarmaí seo ón Roinn Airgeadais (Tuaisceart Éireann) agus ón Roinn Caiteachais Phoiblí agus Athchóirithe (Rialtas na hÉireann) araon. Ar an mbonn seo, níl aon soláthar déanta sna cuntais seo do rialú McCloud/Sargent.

Measann riarthóir na scéime pinsin Thuaidh/Theas nach mó aon chúiteamh iníochta ag Gníomhaireacht na hUltaise ná £80,000 (2019: £50,000).

15 PENSION DISCLOSURES

a Analysis of total pension costs charged to Expenditure

	2020	2020	2019	2019
	£	€	£	€
Current Services Costs	247,000	277,622	237,000	269,993
Interest on Pension Scheme Liabilities	83,000	93,290	90,000	102,529
	330,000	370,912	327,000	372,522

b Movement in Net Pension Liability during the financial year

	2020	2020	2019	2019
	£	€	£	€
Net Pension Liability at 1 January	(4,003,000)	(4,704,982)	(3,304,000)	(3,693,684)
Current Service Cost	(247,000)	(277,622)	(237,000)	(269,993)
Interests Cost	(83,000)	(93,290)	(90,000)	(102,529)
Actuarial gain/(loss) on change of financial assumptions	(1,223,000)	(1,374,620)	(502,000)	(571,885)
Actuarial gain/(loss) on change of demographical assumptions	(26,000)	(30,560)	-	-
Actuarial Experience (loss) / gains	53,000	59,571	(23,000)	(26,202)
(Loss)/gain from change in exchange rates per actuarial report	(29,000)	(32,595)	20,000	22,784
Difference on currency translation	-	271,162	-	(214,988)
Benefits paid in year	44,000	49,455	133,000	151,515
Net Pension Liability at 31 December	(5,514,000)	(6,133,481)	(4,003,000)	(4,704,982)

A difference on currency translation occurs as a result of the movement between the net pension liability which is calculated at the closing rate and the costs during the year which are calculated at the average rate.

The increase in the value of the liabilities is mainly as a result of:

- the change in financial assumptions including a fall in the Northern and Southern discount rates, which results in an increase in the value of the liabilities, as shown in the “Gain / (loss) due to change in financial assumptions” item in the disclosures;
- the change in demographic assumptions including an update to the mortality assumption, which results in a small increase in the value of the liabilities, as shown in the “Gain / (loss) due to change in demographic assumptions” item in the disclosures; and
- an increase in the liabilities due to unfavorable currency movements, as shown in the “Gain/(loss) due to currency movements” item in the disclosures.

c Deferred Pension Funding

In accordance with accounting practice previously adopted for the North/South Bodies, the Ulster-Scots Agency recognises an asset representing resources to be made available by the UK and Irish Exchequers for the unfunded deferred liability for pensions on the basis of a number of past events. These events include the statutory backing for the superannuation schemes, and the policy and practice in relation to funding public service pensions in both jurisdictions including the annual estimates process. While there is no formal agreement and therefore no guarantee regarding these specific amounts with the funding bodies, the Ulster-Scots Agency has no evidence that this funding policy will not continue to progressively meet this amount in accordance with current practice.

The Net Deferred Funding for pensions recognised in the Income Statement as at 31 December 2020 is as follows:-

	2020	2020	2019	2019
	£	€	£	€
Funding recoverable in respect of current year pension costs	330,000	370,912	327,000	372,522
Benefits paid during the year	(44,000)	(49,455)	(133,000)	(151,515)
	286,000	321,457	194,000	221,007

15 NOCHTUITHE PINSIN

a Anailís ar chostais iomlána phinsin a ghearrtar ar Chaiteachas

	2020 £	2020 €	2019 £	2019 €
Costais Seirbhíse Reatha	247,000	277,622	237,000	269,993
Ús ar Dhliteanais Scéime Pinsin	83,000	93,290	90,000	102,529
	330,000	370,912	327,000	372,522

b Gluaiseacht i nGlandliteanas Pinsin le linn na bliana airgeadais

	2020 £	2020 €	2019 £	2019 €
Glandliteanas Pinsin ar 1 Eanáir	(4,003,000)	(4,704,982)	(3,304,000)	(3,693,684)
Costais Seirbhíse Reatha	(247,000)	(277,622)	(237,000)	(269,993)
Costais Úis	(83,000)	(93,290)	(90,000)	(102,529)
(Caillteanas)/Gnóthachan achtúireach ar athrú ar thoimhdí airgeadais	(1,223,000)	(1,374,620)	(502,000)	(571,885)
(Caillteanas)/Gnóthachan achtúireach ar athrú ar thoimhdí déimeagrafacha	(26,000)	(30,560)	-	-
Gnóthachan/ (Caillteanas) achtúireach ó thaithí	53,000	59,571	(23,000)	(26,202)
Caillteanas)/gnóthachan ó athrú i rátaí malartaithe de réir tuairisce achtúirí	(29,000)	(32,595)	20,000	22,784
Athrú ar aistriú airgeadra	-	271,162	-	(214,988)
Sochair íoctha sa bhliain	44,000	49,455	133,000	151,515
Glandliteanas Pinsin amhail 31 Nollaig	(5,514,000)	(6,133,481)	(4,003,000)	(4,704,982)

Tarlaíonn difríocht sa choigeartú ar airgeadra a aistriú de thoradh ar an ngluaisteacht idir an glandliteanas pinsin; a ríomhtar ag ráta dheireadh na bliana, agus costais le linn na bliana; a ríomhtar ag an meánráta

Baineann an méadú ar luach na ndliteanas go príomha leis na nithe seo a leanas:

- Athraíodh na toimhdí airgeadais lena n-áirítear titim sna rátaí lascaine Thuaidh agus Theas, rud a d'fhág méadú ar luach na ndliteanas, mar a tuairiscítear sa mhír '(Caillteanas)/Gnóthachan achtúireach ar athrú ar thoimhdí airgeadais' sna nochtuithe;
- Athraíodh na toimhdí déimeagrafacha lena n-áirítear nuashonrú ar an toimhde bhásmhaireachta, rud a d'fhág méadú beag ar luach na ndliteanas, mar a tuairiscítear sa mhír '(Caillteanas)/Gnóthachan achtúireach de bharr toimhdí déimeagrafacha' sna nochtuithe; agus
- D'fhág gluaiseachtaí mibhuntaísteacha airgeadra méadú ar na dliteanais, mar a thuairiscítear sa mhír '(Caillteanas)/Gnóthachan achtúireach de bharr gluaiseachtaí airgeadra' sna nochtuithe.

c Sócmhainn Mhaoinithe Iarchurtha le haghaidh Pinsean

Faoi réir na gcleachtas cuntasaiochta d'Fhorais Thuaidh/Theas, aithníonn Gníomhaireacht na hUltaise sócmhainn a léiríonn acmhainní a chuirfidh státhistí na Ríochta Aontaithe agus na hÉireann ar fáil don dliteanas neamh-mhaoinithe iarchurtha a bhaineann le pinsin ar bhonn teagmhas áirithe ón am atá thart. I measc na dteagmhas seo, tá an tacaíocht reachtúil do na scéimeanna scoir agus an polasaí agus an cleachtas maidir le maoiniú pinsean san earnáil phoiblí sa dá dhlíne agus an próiseas a bhaineann le meastacháin bhliantúla. Cé nach bhfuil aon aontú foirmiúil ann agus dá réir sin níl aon bharántas maidir leis na suimeanna ar leith seo leis na heagrais mhaoinithe, níl aon fhianaise ag Gníomhaireacht na hUltaise nach leanfaidh an polasaí maoinithe seo ar aghaidh ag cur an méid seo ar fáil faoi réir an chleachtais reatha.

Tá an Glanmhaoiniú Iarchurtha do phinsin aitheanta sa Cuntas Ioncaim agus Caiteachais amhail 31 Nollaig 2020 mar seo a leanas:-

	2020 £	2020 €	2019 £	2019 €
Maoiniú in-aisghabhála i leith chostais chaiteachais na bliana reatha	330,000	370,912	327,000	372,522
Sochair íoctha sa bhliain	(44,000)	(49,455)	(133,000)	(151,515)
	286,000	321,457	194,000	221,007

d History of defined benefit obligations

	2020	2020	2019	2019
	£	€	£	€
Defined benefit obligations	(5,514,000)	(6,133,481)	(4,003,000)	(4,704,982)
Experience gains/(losses) on Scheme Liabilities Amount	53,000	59,571	(23,000)	(26,202)
Percentage of Scheme Liabilities	-0.96%		0.57%	

e General Description of the Scheme

The pension scheme consists of a number of sections with different benefit structures. The main sections are:

The Core Final Salary section - this is a final salary pension arrangement with benefits modelled on the Classic section on the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension (one eightieth per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal retirement age has increased per DPER, and from 26 December 2018, an increase in the compulsory retirement age to 70 will apply as set out in the Public Service Superannuation (Age of Retirement) Bill 2018 on an administrative basis. Pensions in payment (and deferment) increase in line with general price inflation.

The Core Alpha section - this is a career averaged revalued earning pension arrangement or CARE scheme with benefits modelled on the alpha section of the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension based on a percentage (2.32%) of pensionable pay for each year of active membership (the pension is increased at the start of each scheme year in line with general price inflation) and spouse's and children's pensions. Normal Retirement Age is a member's State Pension Age in the relevant jurisdiction, which is currently 67, 68 or between 67 and 68 in the UK and 66 in Ireland. The State pension age in Ireland was due to rise to 67 from 1 January 2021 and then 68 from 1 January 2028 however, the government has deferred this change and a Pensions Commission has been established to consider the change to the State pension age, among other issues such as sustainability and intergenerational fairness. Pensions in payment (and deferment) increase in line with general price inflation.

Most Core section members have benefits in both the Final Salary and alpha sections and new entrants who join the Scheme after 1 April 2015 will, in most cases, become members of the Core alpha section.

The valuation used for FRS 102 disclosures at 31 December 2020 has been carried out by a qualified independent actuary (Deloitte). The results this year have been prepared by carrying out a full valuation of the Scheme's liabilities incorporating market conditions and scheme data at 31 December 2020.

The Principal actuarial assumptions were as follows:-

	2020	2019
Rate of Expected Salary Increase		
Rate of Expected Salary Increase (North)	2.20%	2.00%
Rate of Expected Salary Increase (South)	2.20%	2.00%
Rate of Increase in Pension Payment		
Rate of Increase in Pension Payment NI	2.20%	2.00%
Republic of Ireland - In line with salary increases	1.05%	1.15%
Republic of Ireland - In line with CPI	2.20%	2.00%
Discount Rate		
Northern Ireland	1.35%	2.10%
Republic of Ireland	0.80%	1.30%
Inflation		
Northern Ireland	2.20%	2.00%
Republic of Ireland	1.05%	1.15%
Average expected future life at age 65:-		
Male currently aged 65	22.3	22
Female currently aged 65	24.6	23.9
Average expected future life at age 65:-		
Male currently aged 45	23.6	23.4
Female currently aged 45	26	25.4

d Stair oibleagáidí sochar sainithe

	2020	2020	2019	2019
	£	€	£	€
Oibleagáidí sochar sainithe	(5,514,000)	(6,133,481)	(4,003,000)	(4,704,982)
Gnóthachain / (Caillteanais)/ ó thaithí ar Mhéid Dhliteanais na Scéime	53,000	59,571	(23,000)	(26,202)
Céatadán de Dhliteanais na Scéime	-0.96%		0.57%	

e Cur Síos Ginearálta ar an Scéim

Is é atá sa scéim pinsin líon rannán a bhfuil struchtúir shochar éagsúla acu. Is iad na príomhrannáin:

An rannán Tuarastail Deiridh den Chroiscéim – is socrú pinsin tuarastail dheiridh seo le sochair múnlaithé ar an rannán Clasaic ar Phríomhscéim Pinsin na Státseirbhíse i dTuaisceart Éireann. Soláthraíonn an Scéim pinsean (ochtódú amháin in aghaidh gach bliain de sheirbhís), aisce nó cnapshuim (trí ochtódúithe in aghaidh gach bliain de sheirbhís) agus pinsean chéile agus leanaí. Tá an ghnáthaois scoir ardaithé ag an RCPA, agus le héifeacht ón 26 Nollaig 2018, bainfidh 70 bliain leis an aois riachtanach scoir de réir mar a leagtar amach sa Bhille um Aoisliúntas na Seirbhíse Poiblí (Aois Scoir) 2018 ar bhonn riaracháin. Ardaíonn pinsin atá á n- íoc (agus iarchurtha) i gcomhréir le boilsciú ginearálta praghsanna.

An Chroiscéim Alpha – is socrú pinsin tuillimh athluacháilte meánaithe gairmré seo nó scéim TAMG le sochair múnlaithé ar an rannán alpha de Phríomhscéim Pinsin na Státseirbhíse i dTuaisceart Éireann. Soláthraíonn an scéim pinsean bunaithe ar chéatadán (2.32%) de phá inphinsin do gach bliain de bhallaíocht ghníomhach (méadaítear an pinsean ag tús gach scéimbhliana i gcomhréir le boilsciú ginearálta praghsanna), agus pinsean chéile agus leanaí. Is é an ghnáthaois phinsin aois phinsin stáit sa dlínse ábhartha, is é sin 67, 68 nó idir 67 agus 68 sa RA agus 66 in Éirinn. Bhí an aois scoir le hardú go 67 in Éirinn ón 1 Eanáir 2021 agus le hardú arís go 68 ón 1 Eanáir 2028 ach chuir an Rialtas an t-athrú sin siar agus tá Coimisiún Pinsin bunaithe le plé a dhéanamh ar aois phinsin an Stáit a athrú, a chuirfeadh saincheisteanna ar nós inbhuanaitheacht agus cothromaíocht idirghlúine san áireamh. Ardaíonn pinsin atá á n- íoc (agus iarchurtha) i gcomhréir le boilsciú ginearálta praghsanna.

Tá sochair ag an chuid is mó ball den Chroí-rannán sa rannán tuarastail dheiridh agus alpha araon agus beidh iontrálaithe nua a théann isteach sa scéim i ndiaidh 1 Aibreán 2015, sa chuid is mó cásanna, ina mball den Chroí-rannán alpha.

Tá an luacháil a úsáidtear do nochtuithe FRS 102 ag 31 Nollaig 2020 déanta ag aachtúire neamhspleách cáilithe (Deloitte). Tá na torthaí i mbliana ullmhaithe trí luacháil iomlán a dhéanamh ar dhliteanais na scéime ag cur san áireamh dálaí margaidh agus sonraí scéim ag 31 Nollaig 2020.

Ba iad seo a leanas na Príomhthoimhdí aachtúireacha:-

	2020	2019
Ráta ardaithe Tuarastail Measta		
Ráta ardaithe Tuarastail Measta (Tuaisceart)	2.20%	2.00%
Ráta ardaithe Tuarastail Measta (Deisceart)	2.20%	2.00%
Ráta an Mhéadaithe ar Íocaíocht Phinsin		
Ráta an Mhéadaithe ar Íocaíocht Pinsin TÉ	2.20%	2.00%
Poblacht na hÉireann - i gcomhréir le harduithe tuarastail	1.05%	1.15%
Poblacht na hÉireann - i gcomhréir le Praghasinnéacs Tomhaltóirí	2.20%	2.00%
Ráta Lascaine		
Tuaisceart Éireann	1.35%	2.10%
Poblacht na hÉireann	0.80%	1.30%
Boilsciú		
Tuaisceart Éireann	2.20%	2.00%
Poblacht na hÉireann	1.05%	1.15%
Meánsaol measta todhchaí ag aois 65:-		
Fireann in aois 65 faoi láthair	22.3	22
Baineann in aois 65 faoi láthair	24.6	23.9
Meánsaol measta todhchaí ag aois 65:-		
Fireann in aois 45 faoi láthair	23.6	23.4
Baineann in aois 45 faoi láthair	26	25.4

16 STATEMENTS OF LOSSES AND SPECIAL PAYMENTS

There were no losses or special payments in the year.

17 RELATED PARTY TRANSACTIONS

The Ulster-Scots Agency is part of the Language Body which is a North/South Implementation body sponsored by Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sports & Media (DTCAGSM).

The above named Departments are regarded as related parties. During the year the Agency had various transactions with these Departments and with other entities for which DfC and DTCAGSM are regarded as the parent Department.

None of the Board members, members of key staff or other related parties has undertaken any material transactions with the Ulster Scots Agency during the financial year ending 31 December 2020.

The Ulster-Scots Agency paid grants totalling STG £98,896 (EURO: €111,218), (2019: STG £74,207 (EURO: €84,537) to 12 organisations (2019 - 8 organisations) in which Board members and Agency employees had an interest. The Board members and Agency employees declared their interest in these organisations and took no part in the decision making process. The breakdown is shown below:

	2020	2020	2019	2019
	£	€	£	€
Small Steps Adult Education Group	31,817	35,761	28,076	31,984
Duncairn Ulster-Scots Society	881	990	2,414	2,750
Bendooragh and District Community Association	4,373	4,915	3,366	3,834
Monaghan Collegiate School	-	-	698	814
Raphoe Ulster-Scots Pipe Band	5,089	5,782	12,153	13,827
Linenhall Library	34,900	39,227	22,250	25,347
Brunswick Accordion Band	975	1,096	2,250	2,563
Grand Orange Lodge of Ireland	10,000	11,240	3,000	3,418
Alexandra Sports and Rec Club	3,000	3,372	-	-
Jennymount Community Association	3,000	3,372	-	-
Annalong Orange Hall Management	2,106	2,367	-	-
Plumbridge Pipe Band	2,677	3,008	-	-
National Museums NI	78	88	-	-
	<u>98,896</u>	<u>111,218</u>	<u>74,207</u>	<u>84,537</u>

18 FINANCIAL INSTRUMENTS, LIQUIDITY, INTEREST RATE AND FOREIGN CURRENCY RISK

a Financial Instruments

Due to the non-trading nature of its activities and the way the Ulster-Scots Agency is financed, the Agency is not exposed to the degree of financial risk faced by other business entities. The Financial Memorandum permits the Agency to borrow subject to prior approval of the Sponsor Departments and the Finance Departments, which the Agency has not sought. The financial assets and liabilities are generated by day-to-day operational activities and are not held to change the risks facing the Agency in undertaking its activities. The Agency's financial instruments mainly consist of cash, trade receivables and trade payables.

b Liquidity, Interest Rate and Foreign Currency Risk

The Ulster-Scots Agency's net revenue resource requirements are financed by resources voted annually by the Northern Ireland Assembly and the Houses of the Oireachtas, as is its capital expenditure. It is therefore not exposed to significant liquidity risks.

The Agency does not access funds from commercial sources and so it not exposed to significant interest rate risk. The Agency's exposure to foreign currency risk is not significant as it receives agreed levels of funding from its sponsoring Departments in sterling and euro, and does not engage in trading activities. However, as the majority of transactions are conducted in sterling, and the majority of funding is received in sterling, the Agency is exposed to foreign currency risk to a limited degree.

16 RÁITIS CHAILLTEANAS AGUS ÍOCAÍOCHTAÍ SPEISIALTA

Ní raibh aon chaillteanas nó íocaíochtaí speisialta i mbliana.

17 IDIRBHEARTA PÁIRTÍ GHAOLMHAIR

Is cuid den Foras Teanga í Gníomhaireacht na hUltaise, comhlacht forfheidhmithe Thuaidh/Theas atá faoi choimirce na Roinne Pobal (RP) agus na Roinne Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) i bPoblacht na hÉireann.

Dearctar ar na Ranna thuasainnithe mar pháirtithe gaolmhara. Le linn na bliana chuaigh an ghníomhaireacht i mbun idirbhearta éagsúla leis na Ranna sin agus le haonáin eile, aonáin a meastar RP agus RTCEGSM a bheith ina máthair-ranna orthu.

Ní dharna aon chomhalta boird, príomhbhaill foirne nó páirtithe gaolmhara aon idirbheart ábhartha le Gníomhaireacht na hUltaise le linn na bliana airgeadais dár chríoch an 31 Nollaig 2020.

D'íoc Gníomhaireacht na hUltaise deontais arbh fhiú STG £98,896 (EURO: €111,218), (2019: STG £74,207 (EURO: €84,537) le 12 eagraíocht (2019 – 8 n-eagraíocht) ina raibh leas ag comhaltaí boird agus fostaithe. D'fhógair na Comhaltaí Boird agus Fostaithe a leas sna heagraíochtaí seo agus níor ghlac siad aon pháirt sa phróiseas cinnteoireachta. Taispeánta miondealú thíos:

	2020	2020	2019	2019
	£	€	£	€
Small Steps Adult Education Group	31,817	35,761	28,076	31,984
Duncairn Ulster-Scots Society	881	990	2,414	2,750
Bendooragh and District Community Association	4,373	4,915	3,366	3,834
Monaghan Collegiate School	-	-	698	814
Raphoe Ulster-Scots Pipe Band	5,089	5,782	12,153	13,827
Linenhall Library	34,900	39,227	22,250	25,347
Brunswick Accordion Band	975	1,096	2,250	2,563
Grand Orange Lodge of Ireland	10,000	11,240	3,000	3,418
Alexandra Sports and Rec Club	3,000	3,372	-	-
Jennymount Community Association	3,000	3,372	-	-
Annalong Orange Hall Management	2,106	2,367	-	-
Plumbridge Pipe Band	2,677	3,008	-	-
National Museums NI	78	88	-	-
	98,896	111,218	74,207	84,537

18 IONSTRAIMÍ AIRGEADAIS, LEACHTA, RÁTA ÚIS AGUS RIOSCA AIRGEADRA EACHTRAIGH

a Ionstraimí Airgeadais

Mar gheall ar nádúr neamhthrádála a gníomhaíochta agus an bealach a mhaoinítear Gníomhaireacht na hUltaise, níl an ghníomhaireacht neamhchosanta ar an méid riosca airgeadais atá roimh aonáin ghnó eile. Ceadáíonn an Meamram Airgeadais don Ghníomhaireacht iasacht a fháil faoi réir fhaomhadh na Ranna Coimircíochta agus na Ranna Airgeadais roimh ré, rud nár lorg an Ghníomhaireacht. Tá na sócmhainní agus dliteanais airgeadais ginte ag gníomhaíochtaí oibriúcháin ó lá go lá agus ní ghlactar leis go n-athraíonn siad na rioscaí atá roimh an nGníomhaireacht agus í ag tabhairt faoina cuid gníomhaíochtaí. Is é atá in ionstraimí airgeadais na Gníomhaireachta den chuid is mó ná airgead tirim, féichiúnaithe trádála agus creidiúnaithe trádála.

b Leachtacht, Ráta Úis agus Riosca Airgeadra Eachtraigh

Maoinítear riachtanais acmhainní ioncaim ghilana Gníomhaireacht na hUltaise le hacmhainní a vótáiltear go bliantúil i dTionól Thuaisceart Éireann agus i dTithe an Oireachtais mar a chaiteachas caipitil. Níl sí, mar sin, neamhchosanta ar rioscaí suntasacha leachtachta.

Ní fhaigheann an Ghníomhaireacht cistí ó fhoinsí trádála agus níl sí neamhchosanta mar sin ar ardú suntasach úis. Níl neamhchosaint na Gníomhaireacht ar riosca airgeadra eachtraigh suntasach mar faigheann sí leibhéil chomhaontaithe mhaoinithe ó na Ranna Coimircíochta i steirling agus in euro, agus ní thugann sí faoi gníomhaíochtaí trádála. Ach, de bhrí go ndéantar mórchuid na n-idirbheart i steirling, agus go bhfaightear mórchuid an mhaoinithe i steirling, tá an Ghníomhaireacht neamhchosanta ar riosca airgeadra eachtraigh go pointe teoranta.

19 EVENTS AFTER THE END OF THE REPORTING PERIOD

Approval of 2017, 2018, 2019 and 2020 Business Plan

On 16 December 2020, the NSMC approved the North South Language Body Business Plans and Budgets/Grants for 2018, 2019 and 2020, and the 2017-2019 Corporate Plan, which had been completed in accordance with agreed guidance issued by the Department of Finance and the Department of Public Expenditure and Reform, and had been agreed by Sponsor Departments and Finance Ministers. On 5 May 2021, the NSMC approved the North South Language Body 2020-2022 Corporate Plan and 2021 Business Plan.

The Agency's 2017 Business Plan was not formally approved by the Sponsor Departments, Finance Departments or the North South Ministerial Council (NSMC) due to an amount of £16,644 which was in excess to the cash ceiling approved for the Agency and therefore deemed unlawful. NSMC formally communicated to the Agency in March 2021 that although it is unable to give its formal approval to the 2017 Business Plan in accordance with the normal process, it recognised that this issue arose due to a technicality and there is no suggestion of any inappropriate action on the Agency's part. An appropriate disclosure was made in the Department's 2017/2018 Annual Report and Account. Remedial action has been taken and additional controls have also been put in place to ensure that the situation will not recur.

Brexit

On 31st January 2020, the United Kingdom left the European Union. To date this has not had any material effect on the Agency and we will continue to work with both Sponsor Departments to minimise any potential impact.

Covid-19

The Board recognises that the Covid-19 pandemic is a significant event which occurred during and after the reporting date. The Board is taking the situation seriously and is monitoring the situation on an ongoing basis. The business continues to operate with measures in place to protect staff and the Agency's stakeholders. The majority of staff are working remotely and operations and activities are being maintained while adjusting to the different way in which the business is being delivered.

19 IMEACHTAÍ I nDIAIDH NA TRÉIMHSE TUAIRISCTHE

Faomhadh Phlean Gnó 2017, 2018, 2019 agus 2020

Ar an 16 Nollaig 2020, cheadaigh an CATT Pleananna Gnó agus Buiséid an Fhorais Teanga do na blianta 2018, 2019 agus 2020, mar aon leis an bPlean Corparáideach 2017-2019, a cuireadh le chéile de réir na treorach comhaontaithe a d'éisigh na Ranna Urraíochta agus Airí Airgeadais. Ar an 5 Bealtaine 2021, cheadaigh an CATT Plean Corparáideach 2020-2022 agus Plean Gnó 2021 an Fhorais Teanga.

Níor fhaomh na Ranna Urraíochta, na Ranna Airgeadais, ná an CATT Plean Gnó na Gníomhaireachta don bhliain 2017 go hoifigiúil de thoradh suim ar luach £16,644 a sháraigh an teorann airgid a ceadaíodh don Gníomhaireacht don bhliain sin agus measadh go raibh sé mídhleathach dá bharr. Chuir an CATT in iúl go hoifigiúil don Gníomhaireacht in Márta 2021 cé nach féidir leis a bheannacht oifigiúil a thabhairt do Phlean Gnó 2017 de réir na ngnáthphróiseas, aithníonn sí gur tháinig an tsaincheist seo aníos de bharr pointe teicniúil agus dá bharr sin ní meastar go bhfuil aon ghníomh míchuí déanta ag an nGníomhaireacht. Nochtadh an t-ábhar seo go cuí i dTuarascálacha Bliantúla agus Cuntais 2017/2018 de chuid na Roinne. Tá obair feabhais déanta air seo agus céimeanna breise seiceála tagtha isteach lena chinntiú nach dtarlóidh seo arís.

An Breatimeacht

Ar 31 Eanáir 2020, d'fhág an Ríocht Aontaithe an tAontas Eorpach. Tá an toradh le roinn coimircíochta amháin a bheith san AE agus roinn coimircíochta eile taobh amuigh den AE anaithnid agus ní féidir é a thomhas faoi láthair.

Covid-19

Aithníonn an Bord gur imeacht suntasach é paindéim Covid-19 a tharla i ndiaidh agus le linn an dáta tuairisce. Tá an Bord ag plé leis seo go dáiríre agus tá monatóireacht á déanamh aige air ar bonn leanúnach. Leanann an Gníomhaireacht de bheith ag feidhmiú agus tá socruithe breise curtha i bhfeidhm le foireann agus páirtithe leasmhara na Gníomhaireachta a chosaint. Tá formhór den fhoireann ag obair ó chian, tá cothabháil á dhéanamh ar ghníomhaíochtaí na Gníomhaireachta, agus tá coigeartuithe á gcur i bhfeidhm ar na ghníomhaíochtaí sin le freastal ar na bealaí nua a soláthraítear gnó.

Appendix 3

AN FORAS TEANGA/THA BOORD O LEID

ACCOUNTS DIRECTION GIVEN BY THE DEPARTMENT OF ARTS, HERITAGE, REGIONAL, RURAL & GAELTACHT AFFAIRS AND THE DEPARTMENT FOR COMMUNITIES WITH THE APPROVAL OF THE FINANCE DEPARTMENTS, IN ACCORDANCE WITH THE BRITISH-IRISH AGREEMENT ACT 1999 AND THE NORTH/SOUTH CO-OPERATION (IMPLEMENTATION BODIES) (NORTHERN IRELAND) ORDER 1999.

The annual accounts shall give a true and fair view of the income and expenditure and cash flows for the financial year and the state of affairs as at the year-end. Further to the requirements set out in the Accounts Direction of 17/8/2001 which will continue to apply, the Body shall prepare accounts for the financial period ended 31 December 2008 and subsequent years in a revised consolidated format as follows:

Foreword to the Accounts

Statement of Responsibilities

Statements of Internal Financial Control

Certificate of the Comptrollers and Auditors General

Consolidated Statement of Account including the Basis of Consolidation

Appendix 1 Foras na Gaeilge – Accounts and Notes to the Accounts

Appendix 2 Ulster-Scots Agency – Accounts and Notes to the Accounts

Appendix 3 – Accounts Direction

Signed by:

Máire Killoran

Department of Arts, Heritage & the Gaeltacht

Arthur E. Scott

Department of Culture Arts and Leisure

Dated: 12/12/2011

Aguisín 3

AN FORAS TEANGA/THA BOORD O LEID

TREOIR DO CHUNTAIS ARNA TABHAIRT AG AN ROINN EALAÍON, OIHRÉACHTA, GNÓTHAÍ RÉIGIÚNACHA, TUAITHE AGUS GAELTACHTA AGUS AN ROINN POBAL LE FAOMHADH NA RANNA AIRGEADAIS, DE RÉIR AN ACHTA UM CHOMHAONTÚ NA BREATAINE-NAHÉIREANN 1999 AGUS AN NORTH/SOUTH CO-OPERATION (IMPLEMENTATION BODIES) (NORTHERN IRELAND) ORDER 1999.

Tabharfaidh na cuntais bliantúla léargas firinneach cóir ar an ioncam agus caiteachas agus ar shreabhadh airgid don bhliain airgeadais, agus ar staid gnóthaí ag deireadh na bliana. Faoi réir na gceanglas mar atá leagtha amach sa Treoir do Chuntais 17/8/2001 a bheidh i bhfeidhm i gcónaí, ullmhóidh an Comhlacht cuntais don tréimhse airgeadais dar chríoch 31 Nollaig 2008 agus blianta ina dhiaidh sin i bhformáid athbhreithnithe agus chomhdhlúite mar a leanas:

Réamhrá leis na Cuntais

Ráiteas i leith freagrachtaí

Ráiteas maidir le Rialúchán Inmheánach Airgeadais

Deimhniú na nArd-Reachtairí Cuntas agus Ciste

Ráiteas Comhdhlúite Cuntais lena n-áirítear Bunús an Chomhdhlúite

Aguisín 1 – Foras na Gaeilge – Cuntais agus Nótaí a ghabhann leis na Cuntais

Aguisín 2 – Tha Boord o Ulstèr Scotch – Cuntais agus Nótaí a ghabhann leis na Cuntais

Aguisín 3 – Treoir do Chuntais

Arna siniú ag:

Máire Killoran

An Roinn Ealaíon, Oidhreacht agus Gaeltachta

Arthur E. Scott

An Roinn Cultúir, Ealaíon, agus Fóillíochta

Dáta: 12/12/2011

