

The Highland Council

Minutes of Meeting of the **Education Committee** held remotely on Thursday 1 September 2021 at 10.35 am.

Present:

Mr G Adam	Mr A Jarvie
Mr R Bremner (substitute)	Ms E Knox
Mrs I Campbell	Mr S Mackie
Mr A Christie	Mr R MacWilliam
Mrs M Cockburn	Ms L Munro (substitute)
Mr J Finlayson (Chair)	Mrs F Robertson
Mr K Gowans	Mr A Sinclair
Mr T Heggie (Vice Chair)	

Religious Representatives:

Mr R Finlay
Ms S Lamont

Youth Convener:

Ms A Johnston

Non-Members also present:

Mr C Aitkin	Mr D Macpherson
M A Baxter (substitute – items 1-5, 7-14)	Mr J McGillivray
Mr D Fraser	Mrs M Paterson
Mr A Henderson	Mrs T Robertson
Mrs E McAllister	Mr B Thompson

In attendance:

Ms D Manson, Chief Executive
Ms N Grant, Executive Chief Officer – Education and Learning
Ms A Jansson, Interim Strategic Lead (Primary)
Ms F Grant, Interim Strategic Lead (Secondary)
Mr B Porter, Head of Resources
Mr D Paterson, Strategic Lead for Leadership and Empowerment
Mr D Martin, Area Education and Learning Manager (Mid)
Ms F Shearer, Area Education and Learning Manager (South)
Ms L Walker, Education Support Officer
Mr I Jackson, Education Officer
Ms J MacDonald, Head Teacher, Nairn Academy
Mr M Mitchell, Service Finance Manager
Ms J Douglas, Care and Learning Alliance (Third Sector)
Ms G Newman, Highland Children and Young People's Forum (Third Sector)
Miss J Maclennan, Principal Administrator
Miss M Murray, Committee Administrator
Mrs O Bayon, Committee Officer

Also in attendance:

Ms F Richardson, Community Learning and Development Support Officer
Pupils from Nairn Academy

An asterisk in the margin denotes a recommendation to the Council. All decisions with no marking in the margin are delegated to the Committee.

Mr J Finlayson in the Chair**Preliminaries**

Prior to the commencement of formal business, the Chair reminded Members that when the Committee had last met, it had been hoped that the fight against Covid would have progressed, particularly in schools. The roll out of the Covid vaccination had been a success but other factors continued to impact on the spread of Covid in communities, having a knock-on effect in schools and partner Early Learning and Childcare Centres who all, as before, continued to show resilience and fortitude to ensure education was still being delivered as effectively as possible across the Highland. Despite the recent rise in Covid numbers schools, officers and young people had continued to work hard and the agenda before Members would demonstrate the work that continued to happen and the support being offered by stakeholders into the lives of pupils and young people of all ages and stages.

He then handed over to the Chief Executive who provided a verbal update on the current position in terms of Covid. It was explained that the past week had been one of the most challenging for NHS and Council services since the pandemic had begun, and the Public Health team were currently so overwhelmed that they were unable to attend the Committee. Instead, it had been agreed that a Public Health briefing would be offered to all Members the following week.

To give a sense of the scale of the challenge, the number of case referrals being managed by the team in schools had risen from 70 to 350 within a week. Mutual aid had been sought and additional support had been provided to help with the significant backlog now being faced in terms of being able to get information back to communities and families. Everyone had worked well together in stressful circumstances; processes had been changed and the additional steps that had been put in place had been shared with Members. By Tuesday of the current week, half of Highland schools had been impacted and the Executive Chief Officer and the team were meeting with Head Teachers the following day to review the position and ensure the right supports were in place.

It was recognised that Members would have a number of questions and she asked that these be provided so the Public Health team could work on them in advance of next week's briefing. The Public Health team was hopeful that case numbers would not increase to the same extent next week as they had during the past week but, at present, there was a significant impact on education provision. She sought Members continued support and confirmed that an FAQ would be circulated to them at the weekend.

Business

1. Apologies for Absence
Leisgeulan

Apologies for absence were intimated on behalf of Mr L Fraser, Mr A Graham, Mr G MacKenzie and Mr W Skene.

2. Declarations of Interest
Foillseachaidhean Com-pàirt

The Committee **NOTED** the following declarations of interest:-

Item 9 – Mr K Gowans (financial) and Ms L Munro (non-financial)

Item 12 – Mr K Gowans (financial)

3. Recess Powers
Cumhachdan Fosaidh

The Committee **NOTED** that the recess powers granted by the Council at its meeting on 24 June 2021 had not been exercised in relation to the business of the Education Committee.

4. Good News/Outstanding Achievements
Naidheachdan Matha/Coileanaidhean Air Leth

The Chair referred to the This is Highland website, a link to which had been circulated to Members in advance of the Committee and which, from now on, would act as a testimonial to the many accomplishments of young people in Highland. The website would be updated regularly and could be referred to at any time.

Ms L Walker, Education Support Officer, then summarised the outstanding achievements by pupils and schools since the previous meeting of the Committee.

During discussion, Members commented on the breadth of achievement and congratulated all those mentioned. In addition, congratulations were expressed to Oliver Stewart, an S4 pupil at Charleston Academy, who had won the Little Green Man Karting Championship. He was now in second place in the British Karting Championship and had qualified for the World Championship in Italy. Members also commended Melanie Wood, a former Dingwall Academy PE Teacher, who was now an Olympian only three and half year after sustaining life-changing injuries in a cycling accident, and was an inspiration to many.

The Committee **NOTED** the outstanding achievements.

5. Return to School
Tilleadh dhan Sgoil

The Chair referred to a letter that had been circulated to Members earlier that day from the Education Minister, Shirley Anne Somerville, which highlighted national concerns around Covid. Officers continued to liaise with the Scottish Government about the current situation.

The Executive Chief Officer for Education and Learning provided a verbal update on the return to school, starting by thanking the children and young people for their resilience, hard work and courage dealing with the uncertainty and challenges associated with the covid pandemic, with particular reference to young people who had undertaken SQA alternative examinations, and the positive outcomes that had been achieved.

A summary was provided of the positive impact young people were having on the Highland economy, and the 92.6% positive destination status of 16-18 year olds in Highland compared to 92.2% in Scotland. Of particular note was the increase in the number of positive outcomes for young people from deprived backgrounds, and this was detailed in the SQA report at Item 6.

Recent work had highlighted excellent practice in tracking attainment, achievement and the wellbeing of looked after children and young people, and an update on this would be provided to a future committee. Support had been offered to all children and young people, and gratitude was expressed to all staff in schools, partner groups and the wider communities.

During the summer of 2021, over 1400 targeted young people had attended sessions, and over 23 voluntary youth jobs had been created, as part of the summer of hope within Highland. The benefits of daily exercise continued to be promoted, with over 60% of schools having signed up to 'a health body leads to a healthy mind' programme. The Youth Convener would be linking with local Members to discuss how to work with care experienced young people to promote positive wellbeing within our communities.

Reference was made to the increasing numbers of Covid cases and the need for continued vigilance. At the present time, over 1000 pupils across ELC/Primary and Secondary settings were self-isolating, a figure that had increased by 5% on the previous week. However, over 7.8% of 16+ students had been double vaccinated, and close communication was being undertaken with headteachers, staff, parents and communities, guided by Public Health.

There remained a commitment to raising attainment and achievement for all children and young people, with a particular focus on the most vulnerable learners, and with wellbeing at the heart of curriculum developments and initiatives to ensure high quality learning and teaching in every school setting. There would be a focus this year on staff development, with a particular emphasis in the area of support staff and ASL in line with the Angela Morgan national review recommendations.

During discussion, the following issues were raised:-

- concern was expressed at the challenges being faced in ASN provision in Lochaber, there having been unexpected staff resignations during the summer break. This had been the subject of a local meeting the previous day and interviews for the vacancies were being held, with a support package to be put in place for newly recruited staff. Assurance was sought that stringent efforts were being made to ensure there were no further disruptions to service provision in Lochaber, with a whole-family, multi-disciplinary approach, working with other partners as well as with schools, being recommended, along with the involvement of community planning partnerships;

- information was sought, and provided, on the use of exit interviews to establish the reasons for the staff departures and it was suggested a system was required to deal with resignations made during the summer break in a more robust manner;
- information was sought, and provided, on the use of Lateral Flow Tests in secondary schools, with this being encouraged twice weekly but not compulsory. There were no plans to undertake testing within the school setting;
- information was sought, and provided, on the allocation of ASN staff, which was the same as the previous year. In the coming weeks, discussions would be held with headteachers as part of a review of the ASN allocation;
- the work of teaching and non-teaching staff in schools during challenging times was acknowledged and praised, and Members were urged to proactively offer their support to local schools; and
- the Public Health Covid update to be provided to Members the following week would include school-related issues.

The Committee **NOTED** the update.

6. 2021 SQA Attainment/OECD Report Implications Buileachadh SQA 2021/Seaghan Aithisg OECD

There had been circulated Report No EDU/16/21 dated 13 August 2021 by the Executive Chief Officer Education and Learning.

The Chair welcomed the successes set out in the report and looked forward to further detailed attainment analysis at future meetings. It had been a very challenging year for staff and young people in secondary schools as they had worked to produce these results and he thanked them for their professionalism and hard work throughout the session in difficult circumstances.

During discussion, the following issues were raised:-

- Members congratulated teaching staff, pupils and their families for what had been achieved in difficult circumstances;
- it was encouraging that attainment in Highland was not significantly out of line with previous years, which demonstrated that schools' approach to the alternative certification model had been about right and young people had achieved results that they had worked hard for and deserved;
- there was a lot of positive news in the report, particularly the improved performance by young people in areas of deprivation and those entitled to free school meals, and it was wondered whether the early rollout of Chromebooks in Highland had prevented the inequity of access that appeared to have occurred elsewhere in Scotland;
- it would be interesting to see the results in a national context when the Insight data was available. However, confidence was expressed that there would not be any surprises;
- the previous term was possibly the most challenging ever faced by school staff and tribute was paid to their resilience and unwavering commitment;
- the decision to put staff through SQA assessment training was commended. It had helped with the decision-making process as well as the advice and reassurance staff had been able to give to parents;

- there had been issues, and work was taking place to address individual concerns locally. However, staff had worked together under unimaginable pressure to produce the best outcomes for young people;
- some pupils with learning and other difficulties, particularly those who had to travel a significant distance to school or had social anxiety, found remote learning less stressful and difficult. Some schools were now looking at a blended learning model for such pupils and Members looked forward to seeing what the model was going to look like;
- although attainment in Highland had increased, the increases were not statistically significant and concern was expressed that, when looking at the headline figures, particularly in respect of National 5 A-C, Highland was significantly behind other local authorities in the North East. In the past, young people in Highland had been able to go into full-time employment when they left school, whether in local industry or the tourism sector, but that was no longer necessarily the case and Members wished to see more emphasis on how it was intended to close the attainment gap with other local authorities and begin to address the systemic and structural problems that had existed for a long time in Highland, and which needed the assistance of national government;
- thanks were expressed for the comprehensive report. However, it was queried whether the information provided could be streamlined in future reports, perhaps by adding headlines;
- there was a lot of uncertainty amongst pupils and information was sought, and provided, as to what conversations had taken place with the SQA and whether they had been able to offer any certainty regarding assessment criteria and mechanisms going forward;
- it was suggested that there had been a downturn in positive destinations, tertiary education establishments having seen a significant drop in student numbers due to uncertainty as to what kind of learning delivery they faced – ie online, face to face or blended;
- it was not known how Covid was going to play out so it was necessary to be prepared and have multiple scenarios within the system;
- attention having been drawn to the figures at paragraph 4.7 of the report, concern was expressed that attainment figures in other local authority areas, which had been published in the press and which were quoted, were significantly higher. In response, it was explained that the figures at paragraph 4.7 related to the percentage of S4 candidates achieving five or more A-C awards at SCQF level 5 whereas the figures quoted from the press related to the overall National 5 pass rate, which was a different measure;
- in relation to paragraph 4.6 of the report, concern having been expressed regarding the introduction of a new comparison, it was confirmed that A-D was not a new measure and had always been included in the data analysed in Insight. D was a course award;
- concern was expressed that the reduction in subject choice in recent years meant that if pupils did not pass all their subjects they did not get the five grades necessary to go to university;
- on the point being raised, information was provided as to how the Council compared its data to other local authorities, and on the virtual comparator; and
- it was disappointing that another year had passed without the Council grasping the issue of attainment and improving to the levels achieved in the not too distant past.

The Committee:-

- i. **NOTED** the content of this initial attainment report and the improvements identified in this year's Senior Phase attainment;
- ii. **AGREED** to formally congratulate the young people, their families, staff and partners for the significant improvement in the overall Highland Council Education attainment results;
- iii. **AGREED** that a further attainment paper would be brought to the 17 November 2021 committee meeting, following the release of the initial Insight Toolkit and school attainment reviews, which would allow comparison of national and virtual comparator attainment data; and
- iv. **NOTED** that positive destinations would be further reported on in February 2022.

7. Presentation – Include Me (Nairn Academy) Taisbeanadh – Gabh A-steach Mise (Acadamaidh Inbhir Narann)

Ms J MacDonald, Head Teacher, Nairn Academy, gave a presentation on the ongoing journey to support wellbeing within the school community. Pupils from Nairn Academy then spoke to their involvement in the Equality Forum and the "Include Me" initiative.

During discussion, the following comments were made:-

- thanks were expressed for the presentation, which had articulated the holistic to approach being taken to wellbeing;
- for staff and pupils at Nairn Academy, inclusion was not simply a buzzword but something to which they were prepared to commit their time, talent and energy;
- the Additional Support Needs (ASN) department at Nairn Academy and the LGBT work that had taken place had been recognised as outstanding pieces of work in the school community; and
- Members congratulated the Head Teacher, staff and pupils for their hard work to create a legacy that would be left behind for those coming after them; and
- it would be necessary to readjust, rebuild and reconnect for some time to come but the school had clearly put in strong foundations on which to build.

The Committee otherwise **NOTED** the presentation.

8. Highland Youth Charter Cairt Òigridh na Gàidhealtachd

There had been circulated Report No EDU/17/21 dated 15 July 2021 by the Executive Chief Officer Education and Learning.

The Chair welcomed the Youth Convener, Anya Johnston, and thanked her for bringing this report before Members. Anya had worked with local youth forums since 2018 and had been involved with the Scouting movement since she was a young teenager. She was passionate about giving young people the opportunity to have their voice heard and be involved in decision-making.

He also reminded Members that the Council had recently reinstated Children's Champions and he thanked Councillors Margaret Paterson, Isabelle Mackenzie and Muriel Cockburn for taking on this important role.

During discussion, the following issues were raised:-

- it was vital that the Youth Charter was as inclusive as possible, and the importance of engaging with hard to reach groups, such as young people with disabilities and from travelling families, was emphasised. The Youth Convener concurred and requested that Members let her know if they had any contacts for such groups;
- the pandemic was a snapshot in history, and it was important that the Youth Charter reflected that and was driven by young people for young people; and
- Elected Members and the Third Sector had supported the reinstatement of Children's Champions, and positive feedback had been received from staff. It was envisaged that part of their role would be to support the Youth Convener in her work in consultation with various groups throughout Highland.

The Policy Lead, Highland Children and Young People's Forum (HCYPF), made the following comments:-

- the creation of a Youth Charter and the reinstatement of Children's Champions were welcomed;
- HCYPF had, for a number of years, been calling for a participation framework that ensured that listening to children and young people was built in at every level, and the Youth Charter was a positive step towards that;
- the importance of including the very youngest children was emphasised;
- it was important to find out from the young people themselves the best way to include those with ASN, children from travelling families, ethnic minorities and other groups who did not feel part of the mainstream;
- it was necessary to engage with smaller Third Sector groups who worked with particular groups of young people;
- digital communication was second nature to children and young people, and there were numerous ways to enable digital participation;
- the slow rate of change of policy into practice could be difficult for children and young people to deal with, and it was important to provide quick wins where there were practical local solutions that did not cost a lot of money;
- work with children and young people needed to be fun, engaging, interesting and accessible;
- reference was made to work taking place on participation and children's rights, and it was important to work alongside the Youth Convener in that regard;
- information was sought, and provided, regarding children's involvement in the review of the ASN allocation model and Child's Plan.

The Committee:-

- i. **APPROVED** the creation of a Highland Youth Charter; and
- ii. **NOTED** a progress report would be brought back to the Education Committee in February 2022.

9. Community Learning and Development Plan 2021-2024 Plana Ionnsachadh is Leasachadh Coimhearsnachd 2021-2024

Declarations of Interest:

Mr K Gowans declared a financial interest on the grounds that a close family member was an employee of High Life Highland but, having applied the test outlined in Paragraphs 5.2 and 5.3 of the Councillors' Code of Conduct, concluded that his interest did not preclude his involvement in the discussion.

Declaration of Interest: Ms L Munro declared a non-financial interest in this item as a Director of High Life Highland but, as a Council appointee and in terms of the specific exclusion in Section 5.18 of the Councillors' Code of Conduct, confirmed that she would remain and take part in the discussion.

There had been circulated Report No EDU/18/21 dated 19 August 2021 by High Life Highland.

The Chair pointed out that the presented plan met the Highland Council's legal responsibility for Community Learning and Development (CLD) planning and delivery as required in the Education (Scotland) Act 1980 and further guided by the Requirements for Community Learning and Development (Scotland) Regulations 2013. A wide range of partners had been involved in the development of the plan and a key feature was an improved governance structure to ensure that all CLD stakeholders in various sectors were heard at all levels of planning and evaluation. The role of the third sector had been strengthened in the development of the plan and the implementation going forward, with the sector also being represented on the strategic groups, the operational group which has led on the plan development and local CLD networks. This would enable the Council's partners to be fully included and recognised in the delivery of the plan over the next 3 years. This plan further embedded the cross sector working approach and it also enabled young people, adult learners, community groups and practitioners in a wide range of settings to be involved, get heard and make changes through CLD.

Continuing, he pointed out that, in recognising the importance of partnership, the Government guidance for the new CLD plans had placed its development and delivery within community planning structures to be closer to communities. Consequently, once Members approved the plan, the next step would be for it to be considered and agreed by the Community Planning Partnership Board. The five themes for improvement in the plan were key – Mental Health and Wellbeing, Voice Inclusion and Participation, Digital Inclusion, Employment, Volunteering and Training and Community Development and Resilience.

During discussion, the following issues were raised:-

- Members welcomed the Plan and acknowledged the considerable amount of work done. A key part of it was around mental health and wellbeing and reference was made to a recent seminar where the difference between these two was explained. It was important to bring out these themes so that there was a better understanding of what and when was required;
- going forward the Plan would continue to be developed. It was believed that the Council was better at being community led, from the youngest to the oldest. This gave a sense of belonging;
- it was recognised that people were wary about returning to "business as normal" and it was important how this was managed and risks addressed;
- a seminar on Community Planning Partnership had been held earlier in the week and the feedback from that should be fed in;
- Ms G Newman, representing the Third Sector, detailed the feedback she had received on the Plan;
- it was a dynamic Plan that would continue to grow and it provided a framework for organisations delivering CLD to plan how they would meet the priorities;

- some groups had been omitted and their voice needed to be heard too; and
- it was important to have a Lead Officer.

The Committee:-

- i. **APPROVED** the draft Highland Community Learning and Development Plan 2021-2024 (Appendix 1 of the report); and
- ii. **NOTED** and endorsed the changes to the CLD governance structure.

10. Early Learning and Childcare (ELC) Updates **Fios às Ùr mu Thràth-ionnsachadh is Cùram-chloinne**

There had been circulated Report No EDU/19/21 dated 12 August 2021 by the Executive Chief Officer Education and Learning.

The Chair was pleased to confirm the very positive news that the Council had successfully rolled out its 1140 hours expansion programme, despite the risks and challenges that had been faced, including the impact of the pandemic on the capital programme. This news had also been recognised by Highland MSP Maree Todd, previously Minister for Children and Young people. The report also highlighted other important developments in relation to ELC and it was important to acknowledge the ongoing review of sustainable rates.

Ms J Douglas, on behalf of the Care and Learning Alliance, welcomed the focus on the sector and services and the recognition of the important role ELC and flexible and affordable childcare played. It was good to see the Highland vision for Early Years being developed in consultation with a wide range of partners, parents and children and this shared understanding would support a more cohesive and collaborative sector and ensure the voices of children and children's rights helped shape the vision.

Continuing, she was also pleased that the Council was looking at the current sustainable rate for 1140 hours and the commitment to working with partners to ensure the rate that was provided was one that valued and recognised the essential and high quality services partners provided. There remained some relationship building after the challenges of the past year but the open and inclusive approach and the commitment not only for honest engagement, but also to the backdating of any increase, was welcomed and helped partner providers feel valued and respected.

It was vital that the greatest possible range of partners were engaged and that the Council was open and committed to the recommendation any independent consultation provided. The £5.31 rate had been set over 3 years ago and was a national average taking no account of the variations in cost for partners to deliver nationally, including the impact of rurality. In addition, since the £5.31 rate had been set, many costs had risen so the recognition of these increasing costs reflected the professionalism and commitment of the highly skilled and dedicated staff.

High quality ELC played a key role in helping to close the attainment gap and improve outcomes for children across the area in early childhood and beyond. Flexible, affordable and inclusive locally based childcare was also a basis on which to build the recovery from Covid and ensure a sustainable Highlands into future.

In conclusion, Members paid tribute to officers for the work undertaken. Although not without challenges, Members had been kept fully informed and equipped to advise and support their local communities.

The Committee **NOTED**:-

- i. the updated position regarding ELC and provision of 1140 hours;
- ii. the current status of ELC capital projects and work being taken forward to progress project delivery;
- iii. the positive work and engagement taken forward to develop a Highland Vision for Early Years;
- iv. the updates provided regarding the Scottish Milk and Healthy Snack Scheme (SMHSS);
- v. other local and national developments including the vision set out for ELC;
- vi. the work being taken forward in relation to the review of the rate of payment for Private, Voluntary and Independent (PVI) ELC partners, and that a further report and recommendations would come back to the November Committee; and
- vii. the expectation from PVI ELC partners, and assurances given to them, that any changes made to rates of payment in the current year would be backdated effective to the start of the August 2021 term.

11. Review of Statutory Consultation Exercise – Closure of Uig Primary School Ath-sgrùdadh air Eacarsaich Cho-chomhairleachaidh Reachdail – Dùnadh Bun- Sgoil Uige

There had been circulated Report No EDU/20/21 dated 4 August 2021 by the Executive Chief Officer Education and Learning.

The Council had carried out a statutory consultation process as per the requirements of the Schools (Consultation) (Scotland) Act 2010 to close Uig Primary School, and it was recommended that the school was formally closed. There were clear implications in terms of the condition of the building and the educational provision that had existed in the area for the last 11 years. Education Scotland recognised that the Council's proposal had the potential to deliver overall educational benefit and the provision of both Gaelic and English Medium Education was well established at Kilmuir Primary School since Uig Primary School had been mothballed in 2010.

- * The Committee **AGREED TO RECOMMEND** to the Council that it discontinue education at Uig Primary School, transferring its catchment to that of Kilmuir Primary School.

12. Revenue Budget Monitoring – Outturn for 2020/21 and Quarter 1 for 2021/22 Sgrùdadh Buidseat Teachd-a-steach – Fìor Shuidheachadh airson 2020/21 agus Cairteal 1 airson 2021/22

Declaration of Interest: Mr K Gowans declared a financial interest on the grounds that a close family member was an employee of High Life Highland but, having applied the test outlined in Paragraphs 5.2 and 5.3 of the Councillors' Code of Conduct, concluded that his interest did not preclude his involvement in the discussion.

There had been circulated Report No EDU/21/21 dated 21 July 2021 by the Executive Chief Officer Education and Learning.

During discussion, the following issues were raised:-

- it was acknowledged that the Service Revenue Budget was underspent in the previous financial year (2020/21) despite the Covid-19 pandemic and these savings were thought to be one off, or short-term savings. The Quarter 1 2021/22 Education Budget was confirmed as still on target;
- praise was expressed to High Life Highland for the continuation of instrumental tuition throughout the Covid-19 Pandemic. However clarification was sought, and provided, regarding available funding to ensure continued free access to the service;
- the importance of resuming school lets as soon as possible was emphasised, as HLH were missing out on valuable income. School lets were deemed important in contributing to a positive community spirit;
- disappointment was conveyed regarding the low number of secondary school probation numbers requested and the final allocation. In this regard further information was requested on the factors involved for the low allocation number; and
- in terms of the £4.3million underspend in 2020/21, it was clarified that the underspent budget was retained in the Council's financial reserves and HLH might need to access these reserve funds if required and as agreed by Council.

The Committee:-

- i. **NOTED** the revenue outturn position for the 2020/21 financial year;
- ii. **NOTED** the forecast revenue position for the 2021/22 financial year, including the additional scrutiny and management action being taken and the risks and uncertainties set out within the report;
- iii. **NOTED** the progress update provided in relation to budget savings delivery;
- iv. **NOTED** the update provided in relation to the Scottish Government changes to funding and charging arrangements for a number of service areas; and
- v. **AGREED** to a letter being written to the Scottish Government to seek a commitment to fully fund the costs arising from the post-settlement policy initiatives referred to in Section 7 of the report and iv above.

13. Appointment to Highland Disability Sport Cur an Dreuchd gu Spòrs Chiorramach na Gàidhealtachd

At the former People Committee on 21 June 2017, Councillors Andrew Jarvie, Emma Knox and Graham Ross had been appointed to Highland Disability Sport.

Highland Disability Sport co-ordinated all activities in sport and leisure in the Highlands for individuals with physical, learning or sensory disabilities. They arranged sporting activities Highland-wide and encouraged people to participate and compete, regardless of their ability or age, in various sports such as athletics, badminton, boccia, bowling, football, golf, swimming and ten-pin.

- * Following the resignation of Councillor Graham Ross, the Committee **AGREED TO RECOMMEND** that Councillor Calum Munro be appointed to Highland Disability Sport.

14. Minutes of the Local Negotiating Committee for Teachers
Geàrr-chunntas na Comataidh Barganachaidh Ionadail airson Thidsearan

The Committee **NOTED** the Minutes of the Local Negotiating Committee for Teachers held on 16 June 2021.

The meeting concluded at 2.05 pm.