

## The Highland Council

Minutes of Meeting of the **Education Committee** held in the Council Chamber, Council Headquarters, Glenurquhart Road, Inverness on Thursday 23 November 2023 at 10.35 am.

### **Present:**

Ms S Atkin	Mr D Gregg
Mrs I Campbell	Ms M Hutchison
Mrs M Cockburn	Ms L Johnston
Ms H Crawford	Ms L Kraft
Ms S Fanet	Ms M MacCallum (remote)
Mr J Finlayson (Chair)	Mrs I MacKenzie (remote)
Mr D Fraser (remote)	Mr J McGillivray (remote)
Mr R Gale	Mr D Millar (Vice Chair)
Mr J Grafton	Mrs P Munro

### **Religious Representatives (non-voting):**

Ms S Lamont  
Mr I MacDonald  
Mr W Skene

### **Youth Convener (non-voting):**

Ms O MacLeod

### **Non-Members also present:**

Mr M Baird (remote)	Mrs A MacLean
Mr R Bremner (remote)	Mr D Macpherson (remote)
Mr A Christie	Mr P Oldham (remote)
Mr K Gowans (remote)	Mrs T Robertson (remote)
Mr G MacKenzie (remote)	Ms M Ross (remote)

### **In attendance:**

Ms N Grant, Executive Chief Officer, Education and Learning  
Ms B Brown, Senior Lead Manager, Improvement and Performance  
Ms T Stones, Senior Lead Manager, Professional Learning and Development  
Ms F Shearer, Area Education Manager – South  
Ms A Jansson, Area Education Manager – North  
Ms H Brown, Senior Manager Early Years  
Ms B Cairns, Principal Educational Psychologist  
Ms J Sikkema, HR Business Partner  
Dr J Vance, Rector, Culloden Academy  
Ms E MacCallum, Head Teacher, Aviemore Primary School  
Ms J Douglas, Care and Learning Alliance (Third Sector)  
Ms M Murray, Principal Committee Officer  
Ms R Ross, Committee Officer

### **Also in attendance:**

Mr F Dunlop, CEO, **sportscotland**  
Mr S Walsh, Chief Executive, High Life Highland  
Mr D Wilby, Director of Corporate Performance, High Life Highland  
Ms L Bauermeister, Head of Health and Wellbeing, High Life Highland

Pupils from Aviemore Primary School

**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**

## **Business**

### **1. Calling of the Roll and Apologies for Absence Gairm a' Chlàir agus Leisgeulan**

There were no apologies for absence.

### **2. Declarations of Interest/Transparency Statement Foillseachaidhean Com-pàirt/ Aithris Fhollaiseachd**

There were no Declarations of Interest.

The Committee **NOTED** the following Transparency Statements:-

Item 9: Mr D Gregg

Councillor McGillivray made a general Transparency Statement as a retired member and former Highland District Secretary of the Scottish Secondary Teachers Association. However, having applied the objective test, he did not consider that he had an interest to declare.

### **3. Good News/Outstanding Achievements Naidheachdan Matha/Coileanaidhean Air Leth**

A presentation on outstanding achievements by pupils and schools had been circulated to Members in advance of the meeting. To formally recognise the outstanding achievements at the Committee, the presentation was shown.

The Chair added that good news had been received from the voluntary youth sector in that Youth Highland had recently submitted a portfolio of evidence to be reviewed by a national panel of assessors and were delighted to have had their Community Learning and Development Standards Mark renewed for the third time, having held the Standards Mark since October 2015.

There was also good news from Care and Learning Alliance's (CALA) Foundation Apprenticeship team who were attending an SDS event in Glasgow today to present on their work, specifically how the risk of learners leaving the programme was managed, what proactive activities were undertaken to engage with learners who might be thinking about leaving the programme and how CALA worked with local authority education colleagues and schools to support learners.

Congratulations having been extended to both organisations, the Committee **NOTED** the good news and outstanding achievements.

#### **4. Highland Youth Convener Update Cunntas às Ùr mu Neach-gairm Òigridh na Gàidhealtachd**

Orla MacLeod, Highland Youth Convener, updated the Committee on her Action Plan, which included Mental Health, LGBT+ bullying and The Highland Youth Convener Roadshow, and the Highland Youth Parliament Conference which had taken place in June 2023.

During discussion, the following main points were raised:-

- the Highland Youth Parliament Conference was a fantastic event and it was inspiring to see young people engaged in important issues;
- it was queried whether the impact of Covid was still a discussion point among young people and whether this could be worsening other issues such as mental health and bullying;
- the inclusion of home-educated young people was welcomed as many young people might be homeschooled due to bullying, mental health or neurodivergence, and it was queried how links would be formed with these young people;
- mental health and LGBT+ bullying were very closely linked and 60% of LGBT+ young people felt unsafe or unwelcome in rural communities;
- on the point being raised, it was suggested that teachers needed more training on issues surrounding LGBT+ bullying so they felt more able to help, and that while there was significant support for the LGBT+ community in Highland it was often silent and did not always translate to meaningful progress;
- the Youth Convener's visit to S5 and S6 pupils at Plockton High School had been very inspiring, and Members were encouraged to invite her to more school visits in the future;
- the issues of vaping and limited subject choices in smaller schools were highlighted;
- future reports on expanding subject choice in smaller schools and LGBT+ bullying were requested, and the Chair confirmed this would be considered; and
- the Chair undertook to discuss possibilities for Member engagement with the Youth Convener and report back to Members, and invited the Youth Convener back to present to the Committee in 2024.

The Committee otherwise **NOTED** the update.

#### **5. Highland Scottish Credit & Qualification Framework (SCQF) Attainment and Scrutiny (Session 2021-22) Buileachadh is Sgrùdadh Frèam Chreideasan is Theisteanasan na h-Alba airson na Gàidhealtachd (Seisean 2021-22)**

There had been circulated Report No EDU/22/23 dated 25 October 2023 by the Executive Chief Officer, Education and Learning.

In addition to the report, Dr J Vance, Rector, Culloden Academy, gave a verbal presentation during which detailed information was provided on what Culloden Academy had done to try and maximise the attainment and achievement of young people, much of which had been replicated in the other 28 secondary schools in Highland.

During discussion, the following main points were raised:-

- the improvement in S4 attainment was welcomed. However, looking at the whole picture, Highland was consistently below the national average and the virtual comparator and, given the excellent work taking place by hardworking teaching staff, it was questioned why that was the case;
- information was sought on the extent to which the poor condition of the school estate was impacting on learning outcomes, staff and pupil morale and officers' ability to drive raising attainment;
- in relation to the further actions for improvement set out in the report, information was sought, and provided, as to how much confidence officers and teaching staff had that a renewed focus on teaching approaches to support the delivery of learning and teaching was going to make a step change so that attainment in Highland was not below average but above;
- the Scottish Index of Multiple Deprivation was an indicator for larger towns and conurbations and did not reflect poverty and deprivation in rural areas;
- current S4 pupils had been the worst affected by Covid, having missed out on important rites of passage in P7 and having had a difficult first year in secondary school;
- the importance of positive destinations, and of providing data thereon, was emphasised. However, it was questioned whether the young people involved viewed their destination as positive and it was suggested it would be helpful to carry out a survey of school leavers to gather further information in that regard;
- concern was expressed that percentages could be misleading when pupil numbers were small, such as in rural schools, and it was queried whether some form of equality rating could be applied in such instances to make the figures more meaningful. However, the Chair responded that the percentages in the report were Highland-wide;
- the most concerning figures in the report were in respect of Level 6 in S6 where Highland was consistently below both the national average and virtual comparator. However, it was good to see that being recognised in the report and that solutions were being sought;
- teachers generally had an idea what pupils might achieve prior to their exams and, it having been queried whether there was a way of presenting such data, information was provided on tracking procedures and the data collected by schools;
- it was queried whether Guidance Teachers received sufficient training and support, and whether the local authority had enough teachers with the right skills to deliver the service it was endeavouring to provide;
- the report and presentation showed the direction of travel, that learners were at the centre, and that education was about learning in a variety of ways;
- more data was needed to have a real sense of what young people in Highland were achieving. Particular reference was made to literacy, numeracy and, in relation to the opportunities associated with the Green Freeport, STEM subjects, and it was confirmed that information in that regard could be provided in future reports;
- greater subject choice in S4 and delivering Nationals over two years would serve young people in Highland well, particularly after the Covid pandemic;
- as indicated in the presentation, knowing the story of the young people behind the data was crucial;
- the importance of reflective practice was emphasised;

- Members commended the Rector of Culloden Academy in relation to attainment and achievement at the school, particularly given the challenges associated with Covid and classroom capacity;
- achievement was different for different cohorts of pupils;
- it was questioned whether the data captured everything Members needed to be looking at – for example, it did not reflect non-academic subjects;
- attention was drawn to an error in the graph on page 10 of the papers in that the attainment gap in 2022/23 was 32%, not 22%;
- information was sought, and provided, on the four Scottish Attainment Challenge schools referred to in the report;
- Members owed it to young people in Highland to give them the best possible education and, if the graphs in the report were correct, young people from other local authorities were more likely to be accepted to the top universities; and
- whilst Highland was improving in terms of attainment, other local authorities were improving by a greater margin and, if the trajectory continued, Highland would never catch up. In that regard, it was questioned whether all local authorities were treating the statistics in the same way or were there some anomalies that were impacting the results.

Following discussion, Ms H Crawford, seconded by Mr R Gale, **moved** an addition to the recommendations in the report as follows:-

“and the Committee requests that the Executive Chief Officer, Education and Learning:-

- i. contact the top-ranking Councils in Scotland to identify whether they have examples of best practice which might be taken forward by this Council with a view to improving our attainment, and report back to this Committee accordingly; and
- ii. assess the impact, adverse or otherwise, that our poor school estate is having on attainment across Highland and report back to this Committee accordingly.”

As an **amendment**, Mr J Finlayson, seconded by Mr D Millar, moved the recommendations as set out in the report.

On a vote being taken, there were six votes for the **motion** and ten votes for the **amendment**, with no abstentions. The **amendment** was therefore **carried**, the votes having been cast as follows:-

**For the Motion:**

Ms H Crawford, Mr R Gale, Mr J Grafton, Mr D Gregg, Ms M MacCallum, Mrs I MacKenzie.

**For the Amendment:**

Mrs M Cockburn, Ms S Fanet, Mr J Finlayson, Mr D Fraser, Ms M Hutchison, Ms L Johnston, Ms L Kraft, Mr J McGillivray, Mr D Millar, Mrs P Munro.

**Decision:**

The Committee:-

- i. scrutinised and **NOTED** Highland's Senior Phase SCQF attainment for session 2022/23 and specifically **NOTED** the improvement in S4 attainment;
- ii. **NOTED** that secondary school-based attainment meetings would take place in November and December 2023 and actions for improvement would be agreed. At these meetings stretch targets for session 2023/24 would be set with each school; and
- iii. **NOTED** that the Raising Attainment Action Plan agreed at the September 2022 Education Committee continued to be used as a key driver to progress the attainment agenda in secondary schools and reduce the attainment gap.

It was also **AGREED** that a survey of school leavers be carried out to gather further information in relation to positive destinations.

## **6. Children's Rights and Participation – Progress on implementing The UN Convention on the Rights of the Child and The Promise Còraichean is Com-pàirteachas Chloinne – Adhartas a thaobh a bhith a' buileachadh Cunradh nan NA air Còraichean Chloinne agus A' Gheallaidh**

There had been circulated Report No EDU/23/23 dated 2 October 2023 by the Executive Chief Officer, Education and Learning.

During discussion, the following main points were raised:-

- Members welcomed the encouraging report which showed a collaborative and holistic approach was being taken to children's rights and participation;
- the commitment to keeping The Promise was welcomed, and the importance of the United Nations Convention on the Rights of the Child (UNCRC) and the SHANNARI principles were emphasised;
- for children in the care system school might be the core structure in their lives, and the target of no more school exclusions for care-experienced children was welcomed;
- it was Carers Rights Day, and the importance of recognising young carers was emphasised. Many young people in Highland were juggling a caring role with navigating school, relationships and pathways in life, and Ms L Johnston, as one of the Council's Children's Champions, stated that she would like to work with officers to ensure that all young carers, especially those not currently in education, could access a Young Carers Statement. The Principal Educational Psychologist suggested that the Young Carers Steering Group would welcome Member involvement;
- there was a huge amount of working going on in communities across Highland that was not captured in the report and it would be good to find a way to look at the totality of work taking place in schools, youth clubs, early learning and childcare settings etc, not only to assure the Committee that children's rights were being upheld and promoted but to ensure that best practice was being shared so improvement could be sustained. In that regard, the Principal Educational Psychologist undertook to work with the Chief Executive, CALA, to draw up a framework/template that could be shared with third sector partners and other organisations to try and gather a much more holistic view of the work taking place and share best practice.
- the report showed a positive trend in terms of children engaging in their rights;

- profoundly deaf people presented with significantly higher mental health issues than their peers, and the reference to British Sign Language as a method of reaching out to young people was welcomed;
- the formation of an LGBTI+ subgroup was welcomed;
- the collaborative work that was taking place around trauma-informed practice was positive, and Members looked forward to next year's summit in that regard;
- training was key and it was important that staff, particularly teachers who were committed to class time, were given time to attend;
- in response to a question regarding the recommendations in the report, it was explained that the Committee could only agree to have in mind the rights of children and young people in consultations, discussions and decision-making within the Committee's remit. Other matters would require to be considered by Full Council or the relevant Strategic Committee;
- information was sought, and provided, as to what the mechanism for having children's rights in mind in future discussions would be, and whether children's rights could be included in the "implications" section of future reports;
- information was sought, and provided, on how much support was given to children facing bereavement and how need was identified;
- in relation to Article 12, the right to be heard, not all parents agreed that some aspects of the curriculum should be taught, and information was sought, and provided, on how that was handled consistently across Highland to ensure there was equal access to the curriculum;
- the information on the work taking place and the next steps was welcomed; and
- as mentioned by the Youth Convener in her earlier presentation, there was a need for equality in terms of subject choices in schools, some small rural schools having limited choices. Similarly, lack of transport in rural areas was a barrier to accessing after school activities which were a vital part of the social element of the school experience, and information was sought, and provided, on how it was intended to address these issues going forward.

The Committee:-

- i. **NOTED** the examples of progress to date and future actions proposed;
- ii. **NOTED** the information prepared specifically for Elected Members in relation to children's rights; and
- iii. **AGREED** to have in mind the rights of children and young people in consultations, discussions and decision-making within this Committee, with specific consideration to care-experienced children and young people.

**7. Presentation: Aviemore Primary School – Rights Respecting Schools Gold Award and Makaton Accreditation**  
**Taisbeanadh: Bun-Sgoil na h-Aghaidh Mòire – Duais Òir agus Barantachadh Makaton Sgoiltean a' Toirt Spèis do Chòraichean**

The Chair welcomed pupils and staff from Aviemore Primary School to the Committee, commenting that when he and the Executive Chief Officer, Education and Learning, had recently visited the school they had been impressed by how the pupils were driving forward so many agendas around equality, inclusion and rights.

Whilst reports could provide valuable information, the best way to understand how schools were approaching things was to hear it from the schools themselves. He then handed over to the pupils who, accompanied by Ms E MacCallum, Head Teacher,

gave a presentation on their journey to becoming a Gold Rights Respecting School and attaining Makaton Friendly accreditation.

The pupils then sang, and signed in Makaton, the Skye Boat Song.

Members having commended the school's ethos, and the pupils and Head Teacher for their excellent presentation, the Committee **NOTED** the presentation.

## **8. Community, Sports and Leisure Facility Strategy Ro-innleachd Goireas Coimhearsnachd, Spòrs agus Cur-seachad**

There had been circulated Report No EDU/24/23 dated 25 October 2023 by the Executive Chief Officer, Education and Learning.

The Chair explained that the strategy that was the subject of the report had been developed in partnership with **sportscotland** and High Life Highland, and he hoped it would allow the Council to move forward its aspirations for facilities across Highland in a strategic and understood way.

He welcomed Forbes Dunlop, CEO, **sportscotland**, to the Committee, explaining that Mr Dunlop had been in post since February and had visited Highland several times since, which he was sure had highlighted the unique challenges the Council faced across its vast rural area.

Following an introduction by the Executive Chief Officer, Education and Learning, and the Director of Corporate Services, High Life Highland, the CEO of **sportscotland** provided an overview of the priorities and vision for sport in Scotland, drawing particular attention to the importance of service co-location, the role of sport in the health of people and communities, the importance of schools in encouraging sport and physical activity for young people, the need for community empowerment and partnership with the voluntary sector, and the importance of collaboration with other agencies to improve health and wellbeing across the area.

During discussion, the following main points were raised:-

- it was important for The Highland Council to lead the way with this strategy given its unique challenges and geographical makeup;
- on the point being raised, it was confirmed that the Associated School Group model allowed for leisure facilities to be located in Primary Schools as well as Secondary Schools;
- the importance of partnership and collaborative working with organisations such as NHS Highland and the Green Health Partnership was emphasised;
- the Fingal Centre in Portree and the Aviemore community facility both showed the benefits of having multiple facilities located together;
- it was queried what support would be available for communities to develop a Community Hub in their area;
- it having been proposed that a review of letting charges be carried out to ensure that children and communities were not being disadvantaged as a result of excessive charges, the Chair confirmed that a review of letting charges was already underway as part of the Council's budget-setting process;
- it was queried how people who had had to stop taking part in sport due to illness or a major life change could be encouraged to remain active;



- not all leisure facilities were run by the Council or High Life Highland - there were many community-run facilities such as village halls which provided sport and leisure activities to schools and the wider community;
- support was expressed for the Active Schools programme;
- co-location could lead to more effective communication between services;
- it was queried whether NHS Near Me rooms could be located within Community Hubs;
- the difference in approach in Inverness and rural areas was welcomed;
- the importance of having good travel links to Community Hubs, and leisure facilities based in schools being open 52 weeks a year and not just during term time was emphasised; and
- information was sought, and provided, on how the conflict between finance and diversity and inclusion was managed.

\* The Committee **AGREED TO RECOMMEND** to the Council:-

- i. the community/sport and leisure facility strategy set out in the report; and
- ii. subject to (i) above, that a report(s) be considered at a future Education Committee meeting which details plans for each Associated School Group area.

## 9. High Life Highland Progress Report Aithisg Adhartais High Life na Gàidhealtachd

**Transparency Statement: Mr D Gregg declared a connection to this item as an employee of NHS Highland but, having applied the objective test, did not consider that he had an interest to declare.**

There had been circulated Report No EDU/25/12 dated 18 October 2023 by the Chief Executive, High Life Highland.

As part of a presentation, Members were provided with the six-monthly update which covered areas including performance against the Service Delivery Contract (SDS), general updates and High Life Highland's (HLH) Health and Wellbeing work, much of which was delivered in partnership with NHS Highland. The latter was covered by HLH's Head of Health and Wellbeing whose post was jointly funded by NHS Highland, and this joint investment demonstrated the value that Public Health placed upon the work that HLH undertook in delivering health prevention work across the Highlands.

During discussion, the following main points were raised:-

- HLH's work in regard to health prevention was evident, with fewer people attending hospital as a result of falls;
- expanding Health and Wellbeing work, with partners, would generate cost savings as, as well as preventing falls, it would improve enablement. There was a range of outreach work provided with partners including cardiac rehabilitation, those with Parkinsons, the Chest, Heart and Stroke Association etc. To access these it was important to highlight social prescribing opportunities to GPs. Not only was it important to keep people out of hospital but to have people living well, both mentally and physically, in communities. Furthermore, it was hoped more people could live independently for longer;
- the mobile library service was valued, especially in remote and rural areas, but the fleet was aging;

- music tuition had been a particular success of HLH and it was hoped this would not be negatively affected due to the budget constraints;
- it was difficult for Community Councils to develop relationships with seasonal Rangers and ideally continuity could be established;
- the improvements in efficiencies, reach and engagements were welcomed, especially where these tied in with the Council's aims and objectives;
- there still remained a sizeable budget gap and there was potentially a risk that HLH would have to reduce public service levels. Information was sought as to when and how this would occur, the effect on the current review of the SDC and the impact on HLH-run facilities. Particularly in relation to the latter, assurances were sought that, should community centres be disposed of, communities would be given the opportunity to take them on;
- the Council had formed HLH as an Arms Length Organisation in 2011 to deliver public service obligations through a SDC. It had saved the Council £2m per annum through rates relief. It covered a range of services including Adult Learning, Archives, Arts etc. Before the formation of HLH many of these services were constantly under threat during budget rounds;
- there was an annual adjustment to HLH's funding from the Council in line with the Scottish Government Grant settlement but, over the years, this grant had reduced thus also reducing HLH's funding. However, HLH's costs had increased in terms of staff salaries and pensions, and it had accepted 43 new services and facilities. This had resulted in savings to the Council but, for HLH, this was becoming unsustainable. The Service fee to HLH in 2023/24 was £16.1m but, due to factors such as the Covid-19 pandemic and the cost of living crisis, the Council had had to help meet costs from its Reserves. HLH faced another budget deficit this year but, through various mitigating actions, this had been significantly reduced. Nevertheless, additional support would again be required from the Council but, given the Council's own financial position, it was likely to be reflected in the review of the SDC;
- the range and quality of work of HLH was commended and it was important that all Members were aware of their achievements. In that regard, the Chair confirmed that a workshop was to be held in December detailing exactly what HLH was involved in, and Members were encouraged to attend in advance of the budget setting; and
- given the seriousness of the upcoming budget, it was important Members and the public were aware of which Services the Council and HLH, on behalf of the Council, delivered.

The Committee **NOTED**:-

- i. the performance of High Life Highland (HLH) during the operating period to 30 September 2023, including HLH's contributions to the implementation of the Council Corporate Plan in Appendix A of the report;
- ii. the general updates provided in section 2 of the report;
- iii. that HLH continued to deliver Public Service Obligations on behalf of the Council as set out in the Service Delivery Contract;
- iv. the progress on the Service Delivery Contract review; and
- v. the information in Appendix B of the report on the health and wellbeing work delivered by HLH.

**10. Service Performance Reporting and Quarter 2 Monitoring July 2023 to 30 September 2023**  
**Aithris Coileanadh Seirbheis agus Sgrùdadh Cairteal 2 Iuchar 2023 gu 30 Sultain 2023**

There had been circulated Report No EDU/26/23 dated 25 October 2023 by the Executive Chief Officer, Education and Learning.

The Committee:-

- i. **NOTED** the Service's revenue monitoring position; and
- ii. scrutinised and **NOTED** the Service's performance and risk information.

**11. Education & Learning Service Workforce Plan 2023-2026**  
**Plana Feachd-obrach Seirbheis an Fhoghlaim agus an Ionnsachaidh 2023-2026**

There had been circulated Report No EDU/27/23 dated 10 October 2023 by the Executive Chief Officer, Education and Learning.

The Committee **NOTED** the Education & Learning Service Workforce Plan 2023-2026.

**12. Early Learning and Childcare (ELC) Update**  
**Cunntas às Ùr mu Thràth-ionnsachadh is Chùram-chloinne**

There had been circulated Report No EDU/28/23 dated 25 October 2023 by the Executive Chief Officer, Education and Learning.

During discussion, the following main points were raised:-

- the geography of the Highlands demanded creative problem solving and partnership working, and thanks were expressed to officers for their ongoing work in that regard;
- the forthcoming changes in the ELC sector were massive and their impact should not be underestimated;
- ELC partners provided a core service, and the importance of hearing their voice at the Education Committee and working with them on a more co-productive basis was emphasised;
- in response to a question, it was confirmed that meetings with ELC partners to discuss rate-setting and the process to be followed in that regard would commence the following week. The Chief Executive, CALA, explained that she sat on the Scottish Government Childcare Representative Working Group. A meeting was scheduled to take place the following week at which an update would be sought regarding the Scottish Government commitment of £12 per hour for staff delivering funded ELC, and she undertook to relay Members' comments and share the outcome; and
- the Chair reminded Members that budgetary decisions were a matter for Full Council.

The Committee:-

- i. **AGREED** the purpose and principles to support ELC settings for ongoing improvement through the draft Collaborative Improvement Framework;

- ii. **NOTED** Scottish Government childcare commitments as outlined in the Programme for Government; and
- iii. **NOTED** the intention to re-engage with PVI (Private, Voluntary, Independent) ELC partners and other Highland Council directorates to develop and implement the required changes.

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

The Committee **AGREED** to appoint Mr D Millar to replace Mrs I Campbell on Highland Disability Sport.

**14. Membership of Local Negotiating Committee for Teachers  
Ballrachd Comataidh Barganachaidh Ionadail do Thidsearan**

The Committee **AGREED** that Mr R Gale would replace Mr A Christie and Mrs I MacKenzie would replace Mr P Logue on the Local Negotiating Committee for Teachers.

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

The draft Minutes of the Annual General Meeting and Ordinary Meeting of the Local Negotiating Committee for Teachers held on 14 November 2023 were **NOTED**.

The meeting concluded at 3.20 pm.