

The Highland Council

Minutes of Meeting of the **Communities and Place Committee** held in the Council Chamber, Council Headquarters, Glenurquhart Road, Inverness on Wednesday 27 November 2024 at 10.30 am.

Present:

Mr A Baldrey (remote)	Mrs J Hendry
Mr J Bruce (remote)	Mrs B Jarvie (remote)
Mr A Christie	Mr W MacKay (remote)
Ms T Collier (remote)	Mr G MacKenzie (Chair)
Mr L Fraser	Ms K MacLean
Mr R Gale	Mr H Morrison (Vice Chair)
Mr A Graham	Mr M Reiss
Mr R Gunn (remote)	Ms M Smith

Non-Members also present:

Mr M Baird	Ms L Kraft (remote)
Mr A Baxter	Mrs A MacLean (remote)
Dr C Birt (remote)	Mr T MacLennan (remote)
Mr R Bremner (remote)	Mr D Macpherson
Mr S Coghill (remote)	Mr P Oldham (remote)
Mr D Fraser (remote)	Mrs T Robertson (remote)
Mr J Grafton	Mr K Rosie (remote)
Dr M Gregson (remote)	Mrs Liz Saggars (remote)
Ms M Hutchison (remote)	Mr R Stewart
Ms E Knox (remote)	

In attendance:

Mr M MacLeod, Assistant Chief Executive – Place
Ms A Clark, Chief Officer – Housing and Communities
Ms D Sutton, Acting Head of Community Operations and Logistics
Mr A McKinnie, Strategic Lead, Waste Strategy and Operations
Mr A Yates, Strategic Lead, Environmental Health and Bereavement Services
Mr P Tomalin, Community Development Manager
Ms L Gray, Chief Registrar
Mr J MacLean, Bereavement Services Project Manager
Mr A Hunter, Service Lead – Transport and Logistics
Mr S Graham, Project Manager, Strategic Improvement Team
Ms C Maxwell, Service Finance Manager
Ms L MacGillivray, Community Support Coordinator
Ms M Murray, Principal Committee Officer
Ms R Ross, Committee Officer

Also in attendance:

Mr M Humphreys, Local Senior Officer Highland, Scottish Fire and Rescue Service

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

Mr G MacKenzie in the Chair

Business

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

Apologies for absence were intimated on behalf of Mr M Green and Mr D Millar.

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 4: Mr A Christie
Item 7: Mr A Christie
Item 8: Mr A Christie
Item 12: Mr R Bremner

3. Good News Naidheachdan Matha

The Chair informed the Committee of the following items of good news:-

- following competitive interview, two existing officers within the Environmental Health team had been provided with the opportunity to train as Environmental Health Officers. Esther MacRae and Lisa Roberts had received direct entry into year two of the BSc (Hons) in Environmental Health with Professional Practice degree at the University of the West of Scotland. They would be completing the degree through a hybrid/distance learning option and would be fully qualified in 2027. There was a national shortage of Environmental Health Officers, and this "grow your own" approach to workforce planning would greatly help with supporting the Highland team;
- The Amenities team at Diriebught Road depot had had a visit from Health and Safety Executive Pesticide Enforcement Officers on 26 September. The visit had gone very well, and officers had been able to not only furnish them with the required information but exceed their expectations in terms of the systems that were in place. What had been presented was a coherent and consistent approach to the management of pesticides that was well embedded in Amenities, and officers had been able to demonstrate elements of best practice in terms of record-keeping. The team had been thorough, professional, proactive, and organised in their approach in relation to the documentation, systems of work, planning and organising, and congratulations were expressed to all involved; and
- Ryen Campbell had been promoted from Play Technician to Play Technician Foreperson. Ryen had previously been nominated as Council Employee of the Year, and had won the Rising Star Award at the APSE Conference in May 2023, and it was great to see him progressing in his career and developing within his field.

The Committee **NOTED** the good news.

4. Scottish Fire and Rescue Service Highland Performance Report Aithisg Choileanaidh Seirbheis Smàlaidh agus Teasairginn na h-Alba airson na Gàidhealtachd

Transparency Statement: Mr A Christie declared a connection to this item as a Non-Executive Director of NHS Highland but, having applied the objective test, did not consider that he had an interest to declare.

There had been circulated the Scottish Fire and Rescue Service (SFRS) Highland Performance Report for the period 1 April to 30 September 2024.

The Local Senior Officer for Highland provided an introduction, highlighting the key areas of the report, including – domestic fire safety, unintentional harm, non-fire emergencies, deliberate fire setting, non-domestic fire safety, unwanted fire alarm signals, operational preparedness, and community engagement.

During discussion, the following main points were raised:-

- the fire skills course for vulnerable young people who were not attending school was welcomed, and it was hoped there would be more of these in the future;
- information was sought, and provided, on referrals to other agencies, the role of the Fire Service in consulting on applications for Battery Energy Storage Systems, the upward trend in the number of Road Traffic Accidents, the reasons why a large number of homes did not have interlinked smoke alarms, and the recycling of smoke detectors;
- concern was expressed regarding the low availability of appliances in Sutherland;
- on the point being raised, it was confirmed that the SFRS worked with local clubs, such as lunch clubs, regarding home fire safety visits for older people who felt uncomfortable about strangers visiting their homes. Members were encouraged to contact their local Station Commander if they were aware of any clubs etc the SFRS was not attending;
- the availability of appliances in Fort Augustus was welcomed; and
- in response to a question, it was confirmed that availability of appliances at Spean Bridge was not recorded as it was a volunteer service rather than a retained service.

The Committee scrutinised and **NOTED** the report.

In terms of Standing Order 9 the Committee **AGREED** to consider items 7, 8 and 9 at this stage.

7. Community Participation and Involvement Update Cunntas Bhliadhna mu Chom-pàirteachadh

Transparency Statement: Mr A Christie declared a connection to this item as a Non-Executive Director 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 CP/27/24 by the Assistant Chief Executive – Place.

During discussion, the following main points were raised:-

- in response to a request, it was confirmed that the feedback from the Rate Your Estate inspections and information on the mapping of local groups and services could be shared with Members;
- having more engagement opportunities online would exclude some older people who were not comfortable using digital technology, and it was queried what efforts were being made to engage with harder to reach groups;
- more regular reviews and a clearer measure of what a good participation exercise looked like were requested;
- it was queried whether the number of Participation Requests was low because people were not aware of them and whether more communication with community organisations such as Community Councils was needed. In that regard, it was acknowledged that more could be done to promote Participation Requests and the Chief Officer – Housing and Communities undertook to take that forward;
- the Rate Your Estate inspections were commended for their efficiency in identifying a variety of issues in one place, making it easy to see where resources were needed, and it was suggested that better use could be made of the information gathered;
- on the point being raised, it was confirmed that consideration was being given to extending Rate Your Estate inspections to other areas, and how best to provide feedback to Members and tenants;
- the Ecology Strategy was welcomed, and it was hoped that the Council would use the evidence in the Strategy to be proactive in securing funding for flood defences in areas of coastal erosion;
- with regard to the Participatory Resourcing Approach, it would be helpful to have details of the formulas across Highland;
- in relation to the Nairn Common Good Fund Engagement Group, it was clarified that the Common Good assets were for the benefit of the whole of Ward 18, not just the former Royal Burgh of Nairn;
- the importance of engaging with Service Point staff, GPs, the Police and Community Councils to gain an understanding of the needs of communities, was emphasised;
- this was an important report, and disappointment was expressed that it was not at the forefront of the Full Council agenda;
- information was sought, and provided, on how engagement and involvement was coordinated and how best practice was shared across the Council;
- the importance of engaging with communities of interest, such as young people and accommodation providers, was emphasised;
- with reference to the current Visitor Levy Consultation, it was queried how online consultations were tested before going live to ensure there were no issues that would affect public engagement, such as not being able to complete the consultation form on a mobile device or tablet, and whether consideration was given to the timing consultations;
- there were opportunities to develop community engagement in many different ways in local areas, and it was necessary to encourage Members and Community Councils to work together to tackle specific local issues;
- staffing and budget changes had resulted in some of the issues raised in Rate Your Estate inspections not being followed up;
- on the point being raised, it was confirmed that Council officers were working with the community to find a resolution in respect of the Bught Stop centre; and

- the extensive and detailed consultation exercise on the Whin Park Redevelopment Project was commended.

The Committee:-

- i. **NOTED** the update on the work ongoing to increase participation and involvement of communities in Council activity across Highland; and
- ii. **AGREED** the Annual Participation Request report for the Scottish Government set out at Appendix 1 of the report.

8. Highland Local Child Poverty Action Report 2023/24 Aithisg mu Ghnìomh Bochdainn Chloinne 2023/24

Transparency Statement: Mr A Christie declared a connection to this item as General Manager of Inverness, Badenoch and Strathspey Citizens Advice Bureau and a Non-Executive Director 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 CP/28/24 by the Assistant Chief Executive – Place.

During discussion, the following main points were raised:-

- on the point being raised, it was confirmed that there was third sector representation on the Poverty Reduction Delivery Group which coordinated the Highland Community Planning Partnership's child poverty response and had compiled the report;
- child poverty could only be addressed if poverty as a whole was addressed, and the importance of a holistic approach was emphasised;
- the focus on adult literacy and numeracy and getting unemployed parents into work was welcomed;
- the system of GP referrals needed to be revisited as the number of referrals was extremely low;
- there was a need for more financial literacy in schools;
- it was suggested that ways of using existing assets, such as school buildings and kitchens, to help tackle poverty be investigated;
- more focussed work within communities was needed to identify ways to address child poverty, and this could be discussed at Ward Business Meetings or Area Committees;
- the work of Income Maximisation Teams within the Council and Citizen's Advice Bureaux was commended;
- in rural areas, low incomes were exacerbated by higher fuel, food and transport costs. In addition, less accessible services often led to people not taking up the opportunity to participate in health clinics which therefore negatively impacted their health and wellbeing;
- reference having been made to instances of children being kept off school on non-uniform days due to stigma, information was provided on the rollout of the Cost of the School Day toolkit;
- the impact of domestic abuse in terms of child poverty was highlighted;
- there was a conflict between the Council's financial position and the need to rationalise Service Level Agreements and providing third sector partners with sufficient funding to deliver services, and Members were encouraged to attend the forthcoming workshop looking at SLAs;

- poverty looked different in different areas, and rural poverty was a unique issue that it was necessary to focus on, in conjunction with partners, to effect more positive outcomes;
- it would be helpful to collate and present the work being done by a large number of agencies to tackle poverty and match it against the Scottish Human Rights Commission Annual Report so Members could see the work taking place and home in on the areas that were still outstanding;
- many issues around poverty had been addressed in the Housing Challenge Conference and the Highland Investment Plan; and
- in response to a question, it was explained that a review of the Integrated Children's Services Plan would be taking place and that would be the best avenue for taking forward some of the priorities in the Child Poverty Action Report.

The Committee:-

- NOTED** the actions carried out in 2023/24 as set out in section two of Appendix 2 of the report; and
- AGREED** the actions for delivery in 2024/25, as noted in section three of Appendix 2 of the report.

9. Registration of Births, Deaths and Marriages - Annual Report Clàrachadh air Breith, Bàs is Pòsadh – Aithisg Bhliadhnail

There had been circulated Report No CP/29/24 by the Assistant Chief Executive – Place.

During discussion, the following main points were raised:-

- the photographs at the end of the report were welcomed;
- in response to a question, it was confirmed that the greater number of deaths than births was a national trend;
- the use of social media to promote the Highlands as a destination for “elopement” style weddings was suggested given the associated opportunities for income generation;
- information was sought, and provided, on the authentication measures in place when births and deaths were registered remotely, the possibility of conducting citizenship ceremonies in Nairn and Grantown on Spey, and what could be done to make Inverness a more popular wedding destination;
- in response to a question, it was clarified that the number of births in Caithness stated in the report was the number of births registered in both the Thurso and Wick Registration Offices;
- on the point being raised, it was confirmed that parents registering still births were provided with additional literature on available support;
- in response to a question, it was clarified that births and deaths were not the only factors affecting depopulation and that this was a challenge across Highland which needed to be dealt with collectively; and
- on the point being raised, it was confirmed that there had been an increase in the number of marriages taking place since lockdown and that this could have been due to a change in people's priorities and more people opting for small or “elopement” style weddings rather than saving up for big weddings.

The Committee:-

- i. **NOTED** the work of the Registration team across the Highland area;
- ii. scrutinised and **NOTED** the performance of the team based on the most recent available data from 2023; and
- iii. **NOTED** the continued efforts to modernise and promote the Registration Service, ensuring Highland Council offered a cost effective, efficient but professional service to the public in all aspects of registration business.

5. Revenue Budget Monitoring and Service Performance Reporting for Q2 1 July 2024 to 30 September 2024
Sgrùdadh Buidseat Teachd-a-steach agus Aithris Coileanaidh Seirbheis R2 2024/25

There had been circulated Report No CP/25/24 by the Assistant Chief Executive – Place.

During discussion, the following main points were raised:-

- developing a marketing approach for civil ceremonies needed to be a priority;
- further information was sought, and provided, on the Community Volunteering Policy, the use of bulky waste shredders, the costs allocated to generating income targets, the staffing underspend, what would happen to the underspend that had not yet been reallocated, the forecast overspend on fleet and plant, and the possibility of purchasing rather than leasing fleet vehicles;
- on the point being raised, it was confirmed that Bereavement Services would look into the marketing of lairs, but this would be affected by burial ground capacity in different areas;
- the importance of gully clearing was emphasised and, in response to a question, the Assistant Chief Executive – Place undertook to liaise with Mr M Reiss concerning the status of the gully emptying machine for Caithness and Sutherland;
- it was queried how gully clearing and road sweeping could be coordinated;
- the importance of being ready for the winter months and thinking strategically about how best to use resources during this period was emphasised;
- it was necessary to have a plan to achieve income targets, and a more concise and easier to understand method of reporting on staff vacancies was requested. The Assistant Chief Executive – Place took these points on board;
- on the point being raised, an assurance was provided that there would not be a reduction in frontline posts;
- in response to a question about the possible relocation of the Diriebught Road depot it was clarified that Members had previously agreed that depots in poor condition or with health and safety concerns would be prioritised; and
- an underspend on maintenance could be worrying as it could indicate that maintenance was not being kept up to date which could lead to bigger problems in the future.

The Committee:-

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

6. Capital Budget Monitoring Report Q2 2024-25 Aithisg Sgrùdaidh Buidseit Calpa R2 2024–25

There had been circulated Report No CP/26/24 by the Assistant Chief Executive – Place.

The Committee **NOTED**:-

- i. the forecasted capital outturn for the Communities and Place Service for 2024/25 as at Quarter 2; and
- ii. the current forecast for the major project for the Communities and Place Service for 2024/25.

10. Bereavement Services – Project Update Seirbheisean Call Neach-gaoil – Cunntas às Ùr mun Phròiseact

There had been circulated Report No CP/30/24 by the Assistant Chief Executive – Place.

During discussion, the following main points were raised:-

- information was sought, and provided, on how many funerals were being paid for by the Council, direct cremations, the disparity in cremation costs across Scotland, burial ground capacity in Cawdor, long-term planning for a new burial ground for Inverness, the possibility of a crematorium in Lochaber, the Glen Nevis Cemetery extension, the Inverness Crematorium cremator replacement project, and recovering costs for repairs in burial grounds;
- congratulations were extended to officers and contractors on the recent cemetery extension at Canisbay, and it was highlighted that extensions were still needed in Thurso, Wick, Keiss and Reay;
- the resolution of issues in respect of Inverness Crematorium was welcomed; and
- on the point being raised, it was confirmed that there would be no impact on service charges resulting from the purchase of new cremators for Inverness Crematorium.

The Committee **NOTED**:-

- i. the progress of current projects on burial ground extensions and Inverness Crematorium refurbishment; and
- ii. future burial ground extension projects in Highland.

11. Long-term Waste Management Stiùireadh Sgudail Fad-ùine

There had been circulated Report No CP/31/24 by the Assistant Chief Executive – Place.

During discussion, the following main points were raised:-

- this was one of the biggest decisions the Committee had had to make for some time as it ruled out any form of local Energy from Waste (EfW) facility;
- the recommended approach was still an EfW solution, just not a local one;

- new EfW facilities were under development elsewhere in Scotland, and there might be a closer option than the current merchant facility;
- in response to questions regarding landfill tax, it was explained that the Recycling Improvement Fund initiative had provided the opportunity to reduce the amount of waste going to landfill and that by July 2025 there would be no waste from Highland going to landfill; and
- on the point being raised, it was confirmed that all transport options, including rail, would be included when considering haulage contracts. However, efficiency of plant had a greater effect on the carbon impact of waste processing than the distance the waste needed to be transported.

The Committee:-

- i. **NOTED** that the most appropriate strategic approach for The Highland Council's long-term residual waste management was considered to be one of seeking a long-term contract with a merchant service provider operating within Scotland. (A merchant provider was one which sold residual waste processing capacity within its facility to customers which might include local authorities and commercial organisations);
- ii. **NOTED** that the feasibility study findings previously reported to this Committee identified that the current medium-term merchant provider contract represented good value;
- iii. **NOTED** that continuing to investigate the possibility of developing an energy-from-waste facility within the Highlands was not considered to be a suitable course of action;
- iv. **NOTED** that the basis for the perspective is based on the likelihood of a better cost outcome and more certainty of provision through using a merchant provider and these factors being more favourable for the planning and delivery of effective, strategic waste management operations;
- v. **NOTED** that the Waste Service would seek, through tendering at the appropriate time, and subject to the Communities and Place Committee agreeing vi below, a long-term waste management solution through a merchant facility to succeed the current medium-term contract; and
- vi. **AGREED** that the most appropriate long-term strategic direction for residual waste management was to tender for a merchant provider solution.

12. Play Park Strategy Update for 2024

Cunntas às Ùr mu Adhartas le Ro-innleachd nam Pàircean-cluiche

Transparency Statement: Mr R Bremner declared a connection to this item as Vice Chair of Thrumster Community Development Association but, having applied the objective test, did not consider that he had an interest to declare.

There had been circulated Report No CP/32/24 by the Assistant Chief Executive – Place.

The Chair drew Members' attention to the key points of the report and confirmed that he had begun discussions with officers about allocating funds to Play Park maintenance when setting the budget for 2025.

During discussion, the following main points were raised:-

- in response to a question, it was clarified that there had not been found to be an impact on the physical and mental health of children as play areas would still be available for children to use even if equipment needed to be removed;
- consultations on playparks were some of the most responded to which highlighted how important they were to communities;
- the proposal that 10% of funds raised by communities be set aside to cover future maintenance costs was welcomed;
- on the point being raised, it was confirmed that work was ongoing to secure the post of Play Strategy Coordinator which was currently a fixed term role;
- the £2.9m awarded to the Council by the Scottish Government had enabled much more to be spent on playparks than would have previously been the case;
- officers were commended for their work in engaging with Members to create a plan for maintenance of the play areas in the Inverness West ward and for working with communities in the Dalneigh area;
- the Play Strategy Coordinator was commended for her work in helping communities find money to upgrade playparks;
- the importance of working with community groups was highlighted;
- the high cost of play equipment was emphasised;
- it was highlighted that communities in Caithness would prefer that funds were spent on new play equipment rather than Gaelic signage;
- information was sought, and provided, on the role of National Planning Framework 4, the possible use of contributions from windfarms to improve playparks, and the safeguards for playparks that did not have community funding;
- due to press coverage, there was fear from communities that playparks would be closed. However, an assurance was provided that no playparks were at risk of closure although there was a risk of some items of play equipment having to be removed if funding for maintenance was not found;
- upcoming new and refurbished playparks in Thurso and Wick were welcomed;
- it was queried what could be done to ensure that developers built more inclusive playparks as many were very small and aimed at younger children;
- it was emphasised that playparks were not a statutory service;
- businesses should be encouraged to make contributions to playparks;
- the playparks at Castletown and Glenelg were excellent examples of community funded playparks and it was queried what other communities could learn from them;
- in response to a question, it was clarified that specialist skills were needed to maintain play equipment but the service could work with the Community Payback team regarding the possibility of carrying out non-specialist maintenance and repairs in playparks;
- many communities relied on Ward Discretionary Funding for projects such as playparks so it would be helpful if there were no further cuts to these budgets;
- SSEN was currently building a camp for over 300 workers in Lochaber, and it was suggested that the possibility of SSEN funding a playpark and providing workers to carry out some of the work be investigated; and
- it was confirmed that a breakdown of the information in the tables in the report could be provided for individual Wards.

The Committee:-

- i. **NOTED** the contents of the report; and

- ii. **AGREED** the principle that 10% of funds raised by communities be ringfenced for future maintenance.

13. Approach to Public Conveniences and Action Plan Goireasan Poblach agus Plana-gníomha

There had been circulated Report No CP/33/24 by the Assistant Chief Executive – Place.

During discussion, the following main points were raised:-

- information was sought, and provided, on the possibility of installing turnstile systems that accepted payment by card or app, the Council's policy on charging for public conveniences, where it was envisaged that the funding for the proposed Public Conveniences Action Plan would come from, and the proposals for public convenience provision at the Northern Meeting Park;
- public conveniences would be needed in the city centre once Inverness Castle was open to the public;
- the public conveniences in the Victorian Market were commended. However, there was a need for signage for visitors;
- in response to a question, it was clarified that many public conveniences did not have formal charging in place as the payment machines were often vandalised so honesty boxes were seen to be the better option;
- on the point being raised, it was confirmed that consideration would be given to prioritising public conveniences on strategic routes such as the A82, the A9 from the north, and the routes from Skye to Inverness as they were important for both tourists and residents;
- while it was understood that vandalism could lead to the closure of public conveniences, it was hoped that permanent closure would be a last resort;
- the importance of public conveniences to communities was emphasised, and it was questioned why public convenience provision was not a statutory requirement;
- the importance of providing assistance to community groups with Community Asset Transfers, the building process and the administrative workload of opening and running public conveniences was emphasised;
- attention was drawn to arrangements whereby community groups and businesses monitored, opened and closed public conveniences, including an arrangement with High Life Highland in Invergordon which could be considered for other areas;
- in response to a question, it was confirmed that the Community Toolkit referred to in section 4.2 of the Approach to Public Conveniences and Action Plan included case studies of successful projects, the Wick project could be added; and
- the new public conveniences in Foyers, Storr and Wick and the re-opening of the public conveniences at Whin Park were welcomed.

The Committee:-

- i. **NOTED** the contents of the report; and
- ii. **AGREED** the Approach to Public Conveniences and Action Plan (Appendix 1 of the report), and that it was subject to funding.

14. Operational Fleet Compliance, Policies and Procedures Cunntas às Ùr mu Phoileasaidhean Cabhlaich

There had been circulated Report No CP/34/24 by the Assistant Chief Executive – Place.

During discussion, information was sought, and provided, on the use of trackers and cameras on vehicles, how to reduce costs and make the fleet greener, and where vehicles were kept overnight.

The Committee **NOTED**:-

- i. the requirements relating to the Operator Licence, that the licence was due for renewal in January 2026 and that the Council's performance was currently rated externally as compliant;
- ii. the requirements relating to the Light Fleet; and
- iii. that the refreshed Fleet policies and procedures reflected legislative requirements and were aligned to the Council's budget.

15. Neurodiversity Review Group Buidheann Comhairleachaidh Niùro-dhiofaran

There had been circulated Report No CP/35/24 by the Assistant Chief Executive – Place.

During discussion, the following main points were raised:-

- thanks were expressed to officers for the report and the time and attention given to this matter;
- the report was important given that 1 in 7 people were on the neurodivergent spectrum;
- on the point being raised, it was confirmed that a human rights based approach would be taken to how the proposals were taken forward;
- in relation to risks, there was a risk of not being credible to the neurodiverse community. In that regard, the importance of hearing the voice of those with lived experience was emphasised, and their inclusion in the proposed process was welcomed; and
- there was an opportunity for the Council to be one of the first Council's to look at this matter and make changes.

The Committee:-

- i. **AGREED** the proposed approach, as set out in section 5 of the report, to developing a new equality outcome to reflect and take account of neurodiversity in Council service delivery and as an employer; and
- ii. **NOTED** that this would inform the review of equality outcomes with a new equality outcome and associated actions being considered as part of the Equality Outcomes and Mainstreaming Report to Communities and Place in May 2025.

16. Minutes of the Waste Strategy Working Group
Geàrr-chunntas Buidheann Obrach Ro-innleachd Sgudail

There had been circulated, and were **APPROVED**, the Minutes of the Waste Strategy Working Group held on Friday 8 November 2024.

17. Membership of the Waste Strategy Working Group
Ballrachd Buidheann Obrach Ro-innleachd an Sgudail

The Committee **AGREED** the revised membership, in accordance with the political formula, which had been tabled at the meeting.

The meeting concluded at 3.45 pm.